


# BOARD OF SUPERVISORS COUNTY OF SAN MATEO

Date: January 24, 2002

Hearing Date: February 5, 2002

To: Honorable Board of Supervisors

From: Supervisor Jerry Hill 

Re: Funding for Fatherhood Collaborative

## **Recommendation**

1. Accept the attached report from the Fatherhood Collaborative of San Mateo County detailing work accomplished in 2001 and plans for 2002.
2. Adopt an Appropriation Transfer Request (ATR) transferring \$25,000 from General Fund Non-Departmental Reserves to the Memberships and Contributions budget as an additional grant for the Fatherhood Collaborative in FY 2001-02.

## **Background**

The Fatherhood Collaborative of San Mateo County is comprised of approximately 50 county agencies, community-based organizations, and individuals interested in fatherhood and men's issues. The mission of the Fatherhood Collaborative of San Mateo County is to engage parents, providers, employers and the broader community to better understand the importance of men and fathers as they relate to children. The Fatherhood Collaborative is committed to providing leadership as well as a forum to bring together organizations and individuals that are concerned about the issues of men and fathers.

The Fatherhood Collaborative's goal is to serve as an incubator for initiatives and activities improving the lives of children, fathers and families. While substantial research reveals the vital role a father or father-figure plays in a child's and family's well being and health, relatively few programs focus on fathers and male caregivers. The Collaborative seeks to identify gaps in services for this population and develop strategies to assist agencies and individuals to implement new and creative methods to reach fathers and families.

These goals are achieved through father support groups, workshops, referrals to resources, a speaker's bureau, programs and a re-granting program.

Among the Collaborative's programs begun in 2001:

- I. "Dad and Me @ the Library" is a project that has been developed to engage fathers and promote early literacy among children ages 3 to 6 years. The San Mateo County Board of Supervisors, the County Manager's Office, the Peninsula Library System, host libraries and cities, and the Fatherhood Collaborative are together developing and implementing this program. The pilot project started on January 12, 2002 in three locations – Redwood City, Half Moon Bay and South San Francisco – with over 100 children and fathers participating.
- II. "Dads and Families in the Parks Day" is a project whose goal is to connect fathers with families and increase family utilization of the County Parks. The initial planning meeting were held in 2001. Partners in this project include the San Mateo County Board of Supervisors, San Mateo County Environmental Services Agency - Parks and Recreation Division, and the Fatherhood Collaborative.
- III. A "Case Management Model" is being developed by the Collaborative. San Mateo County's Family Support Division, the Family Service Agency and the Fatherhood Collaborative will resume talks in January 2002 regarding the development of training modules for service providers involved with the Collaborative. The agencies have expressed a strong interest in the development of the model and in referring fathers to the Collaborative for case management services.
- IV. A "Fathers and Families" program has been developed by the Service League of San Mateo County in collaboration with the San Mateo County Sheriff's Office, Redwood City Project Read, and the Notre Dame AmeriCorps. Selected inmates in the San Mateo County Jail will participate in reading skills classes and record the stories on audiotape. The recorded stories will then be sent to their children. The Fatherhood Collaborative granted the Service League \$5,000 and is working in partnership with the Service League to secure further funding for the project.
- V. "The Young Dads Group" is a young fathers program that is housed at the Daly City Youth Health Center. The program has a strong social support and empowerment component that utilizes a research-based Fatherhood Development Curriculum. The group facilitator and the Fatherhood Coordinator are developing a plan to add a case management component to this group. Currently, the Fatherhood Coordinator is case managing one of the fathers in this group.
- VI. "Babies and You" is a series of classes for County employees and their partners who are expecting a baby. Topics addressed include: fetal development, nutrition, the birthing process, risk associated with pregnancy, breastfeeding, and employee benefits. A new topic, "The Father's Role" was added last year, and the Fatherhood Collaborative provides presenters for this component. During the past year, the Vice-chair has spoken

to this group about his personal experiences regarding: witnessing the birth of his two daughters; the hospital experience; when baby comes home; the importance of paternal involvement early in pregnancy; and strategies for connecting with your child during early childhood. The ongoing feedback indicates that participants really enjoy hearing a father's perspective.

- VII. In the summer of 2001, the framework for a pilot project was presented to two of the Regional Directors at the Human Services Agency. This framework was designed to place a fatherhood case manager at each of the four regional Peninsula Works job-training sites in San Mateo County. The Directors liked the project design and expressed an interest in funding the pilot project in 2002.
- VIII. The "Role of Men Project" is a new fatherhood component that has been added to the Prenatal Advantage-Black Infant Health Project (BIH) in San Mateo County. The Coordinator of the Fatherhood Collaborative received training in the Effective Black Parenting Curriculum that is used to enhance the parenting skills of participants at BIH. He also provides technical assistance and support for the new fatherhood component.
- IX. The Fatherhood Coordinator is working with the Adolescent Family Life Program (AFLP) Coordinator and the evaluator of the program to develop a survey questionnaire for fathers of the children who receive AFLP services.
- X. The Youth Development Project is a strategy that provides information to non-parenting teens regarding the legal rights and responsibilities of custodial and non-custodial parents as well as the importance of a father in a child's life. The Collaborative believes that information about legal parental responsibilities can influence a youth's decision to delay pregnancy. It will also provide some vital information for those who become teenage parents. The Fatherhood Coordinator has given presentations to high school juniors in Health Education Classes at Jefferson High School in Daly City, and to young mothers in one School-Age Mothers Program. The Coordinator is collaborating with The Futures Project, Project Play, and the Family Support Division to expand this series of presentations to other high school in San Mateo County.
- XI. The Third Annual Fatherhood Conference "Fathering is Prevention" was held on October 3, 2001 with over 110 participants.

A Fatherhood Coordinator responsible for most of the work detailed above is housed out of Public Health through a grant by the Peninsula Community Foundation. The Collaborative recently submitted its application for the second year of the three-year grant. The Collaborative also received a \$50,000 planning grant from the Children and Families First Commission. The funds received are targeted for specific expenditures (staff and planning) for a needs assessment. However, in order for the collaborative to be able to engage in its goals and activities it needs initial unrestricted funding to better leverage other resources.

## **Discussion**

During the June 2001 budget hearings this Board approved a \$25,000 grant to the Fatherhood Collaborative of San Mateo County to assist in the organizations efforts to strengthen the role of men in the lives of their family and children.

\$50,000 had been requested in June 2001 and \$25,000 was held back pending a report from the Collaborative on its activities. Attached is a detailed report that highlights the Collaborative's activities for the past year.

An additional \$25,000 will assist the Collaborative with its on-going programs and allow the organization to leverage more funding.

## **Alignment**

Support for the Fatherhood Collaborative Funding aligns with this Board's *Shared Vision 2010* commitments as follows:

Provide equal access to educational opportunity, Ensure basic health and safety for all, and leaders work across boundaries to preserve and enhance our quality of life;

And achieves goals (3) all children ages 0-5 years have access to childcare/early learning opportunities that contribute to their entering kindergarten ready to succeed; (6) children grow up in safe and supportive homes and neighborhoods; (25) residents express their support for regional, collaborative approaches to issues.

cc: John Maltbie, County Manager

Attachments:  
Fatherhood Collaborative Report  
Appendix (Funding Sources)



**FATHERHOOD COLLABORATIVE OF SAN MATEO COUNTY**

**Report on Activities, Programs and Funding  
to the San Mateo County Board of Supervisors**

**February 5, 2002**

**Person Completing Report: Herb Pierrie, Fatherhood Coordinator - (650) 573-2454**

## 1. The Fatherhood Collaborative's success in meeting goals.

*Outcome 1: By August 2000, develop a plan to leverage local, state and federal funding for fatherhood programs to develop fatherhood support services in San Mateo County.*

Activity 1: Develop proposals to funders and apply for fatherhood support funds.

- In March of 2001, the Collaborative submitted a Request for Proposal to the Children and Families First Commission (CFFC) of San Mateo County for a \$50,000 planning grant to conduct a countywide needs assessment of the service-related needs of fathers and families with children 0 to 5 years. The request was funded. The needs assessment will be conducted between January and July 2002.
- In recognition and support of our efforts to provide services to fathers, the San Mateo County Board of Supervisors awarded the Fatherhood Collaborative \$25,000 (for discretionary use) in July 2001.
- An exhaustive list of potential funders for fatherhood efforts in San Mateo County has been compiled, and will be used to solicit funding for the direct service model described below (See Appendix A).

Activity 2: In partnership with Peninsula Community Foundation, seek funds for re-granting program.

- In June 2001, the Steering Committee changed its original plan of developing a re-granting model and elected to develop a direct service model instead. The Fatherhood Coordinator was unable to find support for the re-granting model among various agencies and potential funding sources. A review of best practice models from other regions in the U.S. showed that a direct service model is the only successful model for fatherhood services in operation elsewhere. In addition, we could not find support for a re-granting model in our discussions with funders, but are aware that a number of programs nationwide have been funded to provide direct services to fathers. Finally, Peninsula Community Foundation notified us in spring 2001 that it was no longer able to provide us with the logistical support around producing, releasing, and evaluating multiple small proposals under the re-granting model. Given these constraints, the shift to a direct service model was deemed necessary.

Activity 3: Develop a plan to leverage resources for fatherhood programs.

The plan includes building capacity in terms of both financial and human resources.

- **Infrastructure:** Three new participants who represent diverse agencies will provide a wide range of expertise to the Steering Committee. The new members include the Director of the Family Service Agency, the Executive Director of the San Mateo County Perinatal Council, and a Community Education and Outreach Specialist from the Family Support Division.
- **Membership:** Four new individuals have become members of various standing Committees. The new members represent Peninsula Works (Human Services Agency),

Welfare to Work (Human Services Agency), the Black Infant Health Project (Health Services Agency), and the County Library System.

- **Political Support:** Supervisor Jerry Hill, County Board of Supervisors, State Senator Jackie Speier, and former State Assemblyman Ted Lempert are major supporters of the Collaborative. Supervisor Jerry Hill is the Chair of the DADS COUNT Breakfast Committee, and he participates in all events. A representative from Senator Jackie Speier's office maintains contact with the Steering Committee, and the Senator provided a strong letter of support on a grant application. Former Assemblyman Ted Lempert participates in the Annual Fatherhood Conferences and his office has referred fathers to the Fatherhood Coordinator for resources and services.
- **Legal Support:** Superior Court Justice Phrasel Shelton is a member of the DADS COUNT Breakfast Committee and he co-hosts the event along with Supervisor Jerry Hill. He is also an advocate for the Fatherhood Collaborative in the County Court System. In addition, the Collaborative has secured the services (pro bono) of a Family Law Attorney who serves in an advisory capacity for legal issues. A second attorney is expected to come on board in early 2002.
- **Community Support:** The Fatherhood Coordinator has given presentations to staff at the following organizations, and they have pledged support of our efforts to help fathers reach their potential: the Family Support Center of the Mid-Peninsula; Rotary Club-Woodside; Latino Commission; Catholic Charities; and Family and Community Enrichment Services.
- **Bay Area Support:** In recognizing the Fatherhood Collaborative as a leader in the development of services for fathers and families, the National Center for Strategic Nonprofit Planning and Community Leadership (NPCL) and the Center for Reproductive Health Research at UCSF have arranged for the Fatherhood Coordinator to promote the direct services model concept and/or provide input to the following organizations: Hewlett Foundation (Fathers and The Arts Focus Groups); Adolescent Family Life Project, Adolescent Pregnancy Prevention Network, Family Support Division, Father Matters, and Mexican American Community Service Agency of Santa Clara County; Alameda County Bar Association and the Fatherhood Initiative of Alameda County; and Father Matters of Solano County.
- **Training and Development:** The Steering Committee believes that it is imperative for those who facilitate groups to be trained in Fatherhood Development, a research-based curriculum for fathers. In addition to enhancing knowledge and developing group facilitation skills, the three-day training helps participants learn how to reinforce the Experiential Learning Cycle, a framework for fathers to utilize in real life settings. Three fathers who have expressed interest in facilitating groups as part of the direct service model have received training during the past six months. The Fatherhood Coordinator was able to secure scholarships to help cover the cost for the two fathers from community-based organizations.

***Outcome 2: By October 2000, a Fatherhood Re-granting Program will be in place and Requests for Proposals will have been issued to agencies interested in developing fatherhood support services.***

Although the Collaborative is no longer developing a re-granting model, the organization is still interested in providing support to agencies seeking to build capacity to serve fathers and male caregivers. During the Annual Retreat and Strategic Planning session for 2002, the Collaborative will explore the feasibility of establishing a separate discretionary fund to assist organizations with program implementation and evaluation.

***Outcome 3: By June 2001, to complete and make available a report on best practices in fatherhood support.***

Activity 1: Conduct research into best practices, confer with grantees on their practices.

The following four reports were major sources for the identification of best practices:

1. Office of Child Support Enforcement "Responsible Fatherhood Programs: Early Implementation Lessons".
2. Public/Private Venture "Young Unwed Fathers: A Report from the Field".
3. U.S. Department of Health and Human Services "An Evaluability Assessment of Responsible Fatherhood Programs: Final Report".
4. California State Library Foundation "Disconnected Dads in California: Strategies To Promote Responsible Fatherhood".

Best practice programs for non-custodial fathers were those with both case management and support groups. A heavy emphasis is placed on the need for well-trained facilitators and case managers. Parenting skills, employment and job training, and team parenting were the major components identified among the most successful programs.

Activity 2: Attend local, state and national fatherhood conferences.

The Fatherhood Coordinator has attended local conferences in San Francisco, San Jose and Oakland, and national conferences in Phoenix and Washington, D.C. In addition to networking and sharing information with various practitioners, he attended workshops conducted by the directors of nationally recognized programs such as the ACT Fatherhood Initiative of Thomasville, NC, the Greater Pittsburgh Fatherhood Initiative, and the Massachusetts' Governor's Advisory Commission on Responsible Fatherhood and Family Support. Each program places a heavy emphasis on the need for well-trained case managers and group facilitators. The Fatherhood Coordinator consults periodically with the Directors of the Pittsburgh and Massachusetts Initiatives to develop the direct service model for San Mateo County.



***Outcome 4: By June 2001, to develop a complete Countywide Plan for Fatherhood Services.***

Activity 1: The Collaborative completes a strategic plan.

From January through March 2000, the Collaborative engaged in a series of strategic planning meetings facilitated by the Peninsula Conflict Resolution Center (PCRC). These resulted in a general strategy that allowed the Collaborative to move forward in serving fathers and families. Then, in November and December of 2000, the Collaborative invited service providers and community members to several Community Dialogues facilitated again by PCRC. Several broad themes arose from these informative meetings, which helped the Steering Committee to choose five focus areas for our activities: legal assistance; personal development; parenting skills; family health; and employment and job readiness.

Most recently, the Collaborative received a \$50,000 planning grant from CFFC to conduct a countywide needs assessment to identify the service-related needs of fathers and families with children 0 to 5 years. In conjunction with this effort, the Collaborative will develop a methodology for collecting data on the service-related needs of fathers and families with children 6 through 18 years of age. We anticipate baseline data and a final report by July 2002. All of these data will be combined in a final strategic planning process that will begin by the end of September 2002.

Activity 2: Coordinator conducts Collaborative meetings to discuss critical needs in fatherhood services and best practices.

In May 2001 at the Second Quarterly General Collaborative Meeting, the Sheriff's Project (a parenting program), Effective Black Parenting Project (a Black Infant Health Program), and the Young Dads Group presented their respective programs to those in attendance. The meeting also included a question and answer period as well as a review of best practices by the Fatherhood Coordinator. This format will be utilized annually at one of the Quarterly Meetings.

***Outcome 5: By June 2001, Collaborative will have developed a consistent methodology for collecting data about fathers served.***

A methodology for collecting data on the fathers served in San Mateo County will be developed by the Needs Assessment Committee. This Committee will design and provide oversight for the Countywide needs assessment that is being funded by CFFC. The projected date of completion is July 2002.

***Outcome 6: By June 2001, Coordinator will have planned and held at least one fatherhood training for the Collaborative.***

The 2<sup>nd</sup> Annual Fatherhood Conference, "Fatherhood is Forever", was held in Foster City on September 27, 2000. Over 85 people attended this conference, with keynote speakers Rick Jennings from the Center for Fathers & Families in Sacramento, and Hector Sanchez-Flores from UC San Francisco. Other speakers were Supervisor Jerry Hill, Judge Phrasel Shelton, and

California Assemblyman Ted Lempert. Attendees included County Superintendent of Schools Floyd Gonella, County Manager John Maltbie, and County Sheriff Don Horsley. Registration and sponsorships exceeded costs by over \$2,000. Ratings by attendees were very positive, with all average ratings well over 3 on a scale of 1 to 4.

The Second Annual DADS COUNT Fatherhood Breakfast and Awards Ceremony was held at the Hotel Sofitel in Redwood City on April 4, 2001. Over 320 people attended this event honoring father friendly businesses and acknowledging the importance of fathers in the lives of children. Bill Walsh of the San Francisco 49ers provided the keynote address, with the event co-hosted by Supervisor Jerry Hill and Judge Phrasel Shelton. The event was a project of the Fatherhood Collaborative and the co-hosts.

The 3<sup>rd</sup> Annual Fatherhood Conference, "Fathering is Prevention", was held in Foster City on October 3, 2001. Approximately 110 people attended this conference with Michael Pritchard as keynote speaker, and Bill Otterbeck of the California Department of Child Support Services as a guest speaker. Other speakers included Supervisor Jerry Hill, San Mateo County Board of Education Trustee Ted Lempert, Newt MacDonald and Stan Siederman of the Bay Area Male Involvement Network, Fatherhood Coordinator Herb Pierrie, Steering Committee Member Vince Leeburn (Office of Education) and Steering Committee Member Aaron Crutison (Human Services Agency). Attendees included County Manager John Maltbie, and Board of Supervisors members Jerry Hill, Mike Nevin, and Richard Gordon. Registration and sponsorships exceeded costs by over \$2,500.

***Outcome 7: By June 2001, Coordinator will have completed a plan for leveraging additional program funds in year two.***

Significant strides have been made in securing program funds for year two. We list below the many sources of funding already secured for further implementation of fatherhood programs and activities in San Mateo County. In addition, Appendix A lists funders we can consider approaching for further funding.

### **September 2000**

**Federal Adolescent Family Life Program – Health Services Agency, with support from the Fatherhood Collaborative**      **\$ 22,000**

Started September 16, 2000, ends September 15, 2005; includes a fatherhood component (one of four components), with a particular focus on case management and support groups for male partners of teenage mothers in South San Mateo County (East Palo Alto, Redwood City, and East Menlo Park). Total grant is \$1,276,000 over 5 years. Positions serving fathers, approximately 0.5 FTE of a Community Worker II – one year cost \$22,000.

**2<sup>nd</sup> Annual Fatherhood Conference (September 27, 2000) – financial sponsors**  
**\$5,500**

Health Services Agency, Federal AFLP	\$2,500
Human Services Agency	\$1,500
PG&E	\$1,000
Millenium Group	\$500

**January 2001**

**Prenatal Advantage/Black Infant Health Project – Health Services Agency. Will coordinate services with the Fatherhood Collaborative.**  
**\$71,000**

Augmentation of \$175,440 per year state general fund money, starting in FY 2000-2001. Expansion of services to fathers of African American infants (Role of Men model created by Dr. Michael Connor from Long Beach State), with hiring of a full-time Role of Men coordinator – one year cost \$71,000.

**April 2001**

**DADS COUNT Breakfast (April 4, 2001) – financial sponsors**  
**\$7,000**

Paine Webber	\$1,000
Franklin Templeton	\$1,000
Summerhill Homes	\$500
Genentech	\$500
Glenborough Realty Trust	\$500
Bohannon Development Company	\$300
Greater Bay Bankcorp	\$300
San Mateo County Times	(In-kind advertising)
The Independent Newspaper Group	(In-kind advertising)
County Office of Education	(\$300 – plaques)
Family Support Division	(\$300 – banners)
Supervisor Jerry Hill	(\$105 – awards)
Health Services Agency, MCAH	(\$665 – photography)

**May 2001**

**Children and Families First Commission of San Mateo County – funding to the Fatherhood Collaborative via Health Services \$50,000**

\$50,000 was awarded for a needs assessment and strategic plan for fathers of children aged 0 to 5 years.

## June 2001

**San Mateo County Board of Supervisors – funding directly to the Fatherhood Collaborative** **\$25,000**

\$25,000 in discretionary funds was awarded for services to fathers and families, and for the functioning of the Fatherhood Collaborative. There is a strong possibility of an additional \$25,000 grant in January 2002.

## October 2001

**3rd Annual Fatherhood Conference (October 3, 2001) – financial sponsors**  
**\$4,631**

Health Services Agency, Federal AFLP	\$2,500
Human Services Agency	\$2,031
Millenium Group	\$100

## 2. Description of Fatherhood Collaborative projects and people served.

Major objectives during the past year included (1) identifying gaps in services for fathers and male caregivers, (2) developing strategies to address these gaps, and (3) assisting agencies and individuals in the implementation of new and creative methods to connect fathers with families.

### (1) Gaps in Services

The Fatherhood Collaborative has identified five areas of particular need for non-custodial fathers in San Mateo County:

1. **Legal assistance**, particularly around issues of paternity establishment and child support;
2. **Personal development**, including financial management skills, literacy and paternal role identification;
3. **Parenting skills**, including anger management, child development, team parenting and discipline issues;
4. **Family health**, including men's health, child health and development, family planning, prenatal and infant care, safety and injury prevention; and
5. **Employment and job readiness**, with a focus on job training and establishing self-sufficiency.

### (2) Strategies to Address Gaps

To better assess the multiple needs of non-custodial fathers, the Fatherhood Coordinator and the Vice-chair of the Steering Committee provided case management services and peer support to nine non-custodial fathers who came to the Collaborative for assistance between January and October 2001. The young fathers were seeking resources and assistance with child support

orders, custody/visitation orders, and family health issues. With the assistance of Steering Committee Members at the Family Support Division, the Coordinator and Vice-chair were able to address all of the issues, and resolve all but a few. This experience was one of the first indicators that young fathers have extreme difficulty accessing resources and services in San Mateo County. A review of the literature and of Responsible Fatherhood Program services nationwide found that best practices included both peer support and case management services.

In June 2001, the Coordinator presented to the Steering Committee the Greater Pittsburgh Fatherhood Initiative Case Management Model, described at the National Fatherhood Initiative's Fourth National Summit. After closely reviewing the model and consulting with the Executive Director of the program in Pittsburgh, the Committee voted to shift its focus from the re-granting model to the development of a case management/peer support and empowerment model. The Coordinator and the Committee believe that the shift will significantly shorten the length-of time it will take to deliver countywide services to fathers. On October 16, 2001, a Process and Development Ad Hoc Committee and a task force were established to develop the new model.

### (3) New and Creative Methods to Connect Fathers with Families

The Collaborative is currently working in partnership with various programs within the County (public and community-based) that have expressed an interest in serving fathers.

- I. "Dad and Me @ the Library" is a project that has been developed to engage fathers and promote early literacy among children ages 3 to 6 years. The San Mateo County Board of Supervisors, the County Manager's Office, the Peninsula Library System, host libraries and cities, and the Fatherhood Collaborative are together developing and implementing this program. The pilot project started on January 12, 2002 in three locations – Redwood City, Half Moon Bay and South San Francisco – with over 100 children and fathers participating.
- II. "Dads and Families in the Parks Day" is a project whose goal is to connect fathers with families and increase family utilization of the County Parks. The initial planning meeting were held in 2001. Partners in this project include the San Mateo County Board of Supervisors, San Mateo County Environmental Services Agency - Parks and Recreation Division, and the Fatherhood Collaborative.
- III. A "Case Management Model" is being developed by the Collaborative. San Mateo County's Family Support Division, the Family Service Agency and the Fatherhood Collaborative will resume talks in January 2002 regarding the development of training modules for service providers involved with the Collaborative. The agencies have expressed a strong interest in the development of the model and in referring fathers to the Collaborative for case management services.
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County Jail will participate in reading skills classes and record the stories on audiotape. The recorded stories will then be sent to their children. The Fatherhood Collaborative granted the Service League \$5,000 and is working in partnership with the Service League to secure further funding for the project.

- V. “The Young Dads Group” is a young fathers program that is housed at the Daly City Youth Health Center. The program has a strong social support and empowerment component that utilizes a research-based Fatherhood Development Curriculum. The group facilitator and the Fatherhood Coordinator are developing a plan to add a case management component to this group. Currently, the Fatherhood Coordinator is case managing one of the fathers in this group.
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- VII. In the summer of 2001, the framework for a pilot project was presented to two of the Regional Directors at the Human Services Agency. This framework was designed to place a fatherhood case manager at each of the four regional Peninsula Works job-training sites in San Mateo County. The Directors liked the project design and expressed an interest in funding the pilot project in 2002.
- VIII. The “Role of Men Project” is a new fatherhood component that has been added to the Prenatal Advantage-Black Infant Health Project (BIH) in San Mateo County. The Coordinator of the Fatherhood Collaborative received training in the Effective Black Parenting Curriculum that is used to enhance the parenting skills of participants at BIH. He also provides technical assistance and support for the new fatherhood component.
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one School-Age Mothers Program. The Coordinator is collaborating with The Futures Project, Project Play, and the Family Support Division to expand this series of presentations to other high school in San Mateo County.

#### (4) People Served

Case management: Since switching to the direct service model five months ago, the Collaborative has provided case management services to nine non-custodial fathers who presented with needs related to custody, child support and health. The services provided by one Family Law Attorney (pro bono) and the support provided by the Family Services Agency, Family Support Division, and Health Services Agency (Public Health Nursing and Mental Health) were instrumental in resolving many of the issues.

Youth Development: One of the major objectives of the Collaborative is to provide information to non-parenting teens regarding the legal rights and responsibilities of custodial and non-custodial parents, and the importance of a father in a child's life. Through October 2001, the Fatherhood Coordinator has gave presentations to 111 juniors (male and female) at Jefferson High School in Daly City, and to eight women in the School-Age Mothers Program in South San Francisco.

#### **4. Fatherhood Collaborative challenges.**

Major challenges for the program have included obtaining buy-in from agencies and potential funders for the re-granting model, and developing strategies to change traditional ways of thinking among service providers who believe that services for fathers are not needed.

Our expectations of the level of need for mental health services among non-custodial fathers were much too low. Indeed, the need for mental health services among fathers is real and acute. Many fathers need time-intensive case management support in order to change their behaviors, yet resources for this type of support are only now being developed.

Expectations regarding practical support from Steering Committee and Collaborative members were likewise unrealistic. While there is a high level of interest in fatherhood activities, this interest level does not always equate to a high level of practical support from other agencies and individuals. Many Steering Committee members already have a huge workload, and are unable to provide more than a minimum of practical support on this project.

#### **5. Fatherhood Collaborative performance measures.**

The success of the programs can be measured through the following indicators:

1. Development and expansion of the infrastructure
  - Increase in membership among Steering Committee Members and Collaborative membership as a whole

2. Increase in Countywide support of services for fathers
  - The high attendance at the DADS COUNT Breakfast and the Annual Fatherhood Conferences
  - The increased number of agencies who have expressed interest in referring fathers and/or becoming a part of the service delivery end of the Fatherhood network
  - Recognition of the Fatherhood Collaborative as a leader on fatherhood issues (e.g., CFFC grant, County Board of Supervisors grant, recognition of the Collaborative's service delivery model from the National Center for Strategic Nonprofit Planning and Community Leadership and the Health Policy Institute)
3. Fathers are being referred to the Collaborative for services and resources

#### **6. Changes in the planned activities or services.**

In June 2001, the Steering Committee changed its original plan of developing a re-granting model and elected to develop a direct service model instead. The Fatherhood Coordinator was unable to find support for the re-granting model among various agencies and potential funding sources. A review of best practice models from other regions in the U.S. showed that a direct service model is the only successful model for fatherhood services in operation elsewhere. In addition, we could not find support for a re-granting model in our discussions with funders, but are aware that a number of programs nationwide have been funded to provide direct services to fathers. Finally, Peninsula Community Foundation notified us in spring 2001 that it was no longer able to provide us with the logistical support around producing, releasing, and evaluating multiple small proposals under the re-granting model. Given these constraints, the shift to a direct service model was deemed necessary.

#### **7. Fatherhood Collaborative's strengths and weaknesses.**

##### **Strengths:**

- Level of commitment of the Steering Committee members who provide in-kind support.
- The commitment and support of Supervisor Jerry Hill, San Mateo County Board of Education Trustee Ted Lempert, and Superior Court Judge Phrasel Shelton.
- Fathers who have received help from the Collaborative express the desire and willingness to help other fathers in need.

##### **Weaknesses:**

- The lack of additional staffing to assist the Coordinator in implementing the project more rapidly.

##### **Unexpected Outcomes:**

- The many activities listed under Question 3 were set in place in less than 10 months.



## Finances

### Income and Expense Statement

The Fatherhood Collaborative Coordinator started on November 13, 2000. He continues to serve in this function full-time (1 FTE), with additional funding to cover his remaining full salary and benefits coming through the Federal Adolescent Family Life Project grant, and Federal Financial Participation matching funds.

#### **Personnel to staff the Fatherhood Collaborative through MCAH:**

##### **Grant 2000-00416**

##### Senior Public Health Nurse (Fatherhood Collaborative Coordinator)

Salary	\$ 60,015
Benefits (33.3%)	\$ 19,985
Total	\$ 80,000

##### **Grant 2001-02978**

##### Senior Public Health Nurse (Fatherhood Collaborative Coordinator)

Salary	\$ 7,502
Benefits (33.3%)	\$ 2,498
Total	\$ 10,000

### Original Line-Item Budget

The Fatherhood Collaborative does not currently have its own budget. All funding for activities has been provided by member agencies, particularly the San Mateo County Perinatal Council and the Public Health Division of the San Mateo County Health Services Agency.

#### **Personnel to staff the Fatherhood Collaborative through MCAH:**

<u>Senior Public Health Nurse (Fatherhood Collaborative Coordinator)</u>	0.897 FTE
Salary	\$ 60,015
Benefits (33.3%)	\$ 19,985
Total	\$ 80,000

We are requesting this \$80,000 from the Peninsula Community, with additional funding needed to bring the position to 1 FTE coming from matching sources such as Federal Financial Participation.

Aside from the Re-granting Program, a major focus of the Coordinator's activities will be to leverage additional resources to support activities for fathers in San Mateo County. Potential funders are listed below, and having a Coordinator in place prior to the availability of these funding sources will greatly increase the Collaborative's likelihood of accessing these funds.

## Conclusion

The position of Fatherhood Coordinator would not be possible without funding from the Peninsula Community Foundation. Without this full time staff position, most of the advances made by the Collaborative in the past year would not have been possible. In addition, having the Coordinator in place will make it possible for the Fatherhood Collaborative to obtain other sources of funding.

The programs are ongoing. At the second Annual Meeting in January 2002, new officers will be announced (Chair and Vice-chair terms end December 31, 2001). Plans are underway to review the mission and vision statements and to restructure, and expand, the Standing Committees to accommodate the new direct service model.

We anticipate that the Fatherhood Collaborative will continue to grow both in size and in capacity to address issues of concern to fathers and families. We know of several pending sources of local, state and federal funding which are expected to become available for fatherhood services over the next 2 years (See Appendix). We will actively pursue these through the Fatherhood Coordinator.

In working to improve the lives of children and families through addressing the needs of fathers, the Collaborative is breaking new ground in California. While a number of successful fatherhood programs are in place in the Midwest and Eastern United States, these efforts are in their infancy on the West Coast. San Mateo County is, we are told, unique in its efforts to create a countywide movement to acknowledge the importance of fathers and to address the needs of fathers. While individual projects are in place in other counties, our countywide Collaborative is unique in being strongly supported by community-based organizations, county agencies, elected officials, service providers, and the fathers and families receiving services. While progress has not always taken the direction anticipated, we believe that we are moving in the right direction in implementing a direct service model based on successful programs in other states. We believe that recognition from the CFFC, the County Board of Supervisors, and numerous agencies and organizations in this county and outside the county support our current approach.

# **APPENDIX A**

**U.S. Administration for Children and Families**  
**(www.acf.dhhs.gov)**

**A. Budget & Program Priorities:** ACF is the lead agency within HHS for programs to promote the economic and social well being of families, children and individuals. The recommended FY 2002 budget for ACF is \$44.4 billion of which \$12.6 billion is budgeted for discretionary grants. New initiatives to promote "responsible fatherhood" are included in the discretionary grant budget.

**B. Specific Grant Opportunities**

**1. Responsible Fatherhood Initiative:** \$64 million (\$315 million over five years) has been requested for competitive grants to faith-based and community organizations for parenting education, job training, and other services designed to help father's support their children. The Initiative has also budgeted \$4 million to fund projects of national significance to expand and evaluate existing fatherhood projects. If approved, an RFP will probably be released in the Spring 2002.

**2. Mentoring Children of Prisoners:** This \$67 million initiative is designed to assist faith-based organizations and community groups that assist children of prisoners and probationers. Grants, distributed through State agencies, will support family re-building programs that help re-unite children and parents once the parent is released from prison. If approved, an RFP will also be released in the Spring 2002.

**3. Compassion Capital Fund:** The core initiative of Bush's proposed faith-based proposals, this will provide start-up capital and operating funds to qualified charitable organizations that wish to expand or emulate model social services programs, including mentoring children of prisoners and fatherhood programs. The Congressional Appropriations Committee has approved \$30 million for this initiative. The RFP would likely be released in the Spring 2002.

**4. Early Head Start:** In FY 2001, ACF awarded grants totaling \$7.5 million over three-years to 21 Early Head Start Projects to develop new approaches to sustain father's involvement in their children's lives. Funding may be available in FY 2002 for additional programs.

**U.S. Health Resources Services Administration**  
**(www.hrsa.dhhs.gov)**

**A. Program and Budget Priorities:** Grant and program descriptions for various bureaus within HRSA (Bureau of Primary Care, Bureau of Maternal and Child Health and Bureau of Health Professions) can be found or reached through their web page. HRSA program priorities for FY 2002 are designed to increase access to care and reduce racial health disparities. The proposed FY 2002 discretionary grant budget is \$5.019 billion.

**B. Specific Grant Opportunities:**

**1. Abstinence Education:** Approximately \$20 million is being requested for new programs to promote abstinence from sexual activity until marriage among youth aged 12-18 years. Many existing programs include components that promote responsible fatherhood. In FY 2002, up to 95 planning (\$50-\$100,000) and three-year implementation (\$250,000-\$1 million) grants will be funded. The application deadline is 1/22/02.

**2. Community Health Centers:** An additional \$150-\$200 million is being appropriated for community health centers and other programs funded through the Bureau of Primary Care's 330 grant program. Although most funding is to expand or start new clinic-based primary care services, male health services and counseling can be components of the comprehensive health services required for proposals.

**U.S. Substance Abuse and Mental Health Services Administration**  
**(www.samhsa.gov/)**

**A. Program and Budget Priorities:** Various SAMHSA programs are potential funding sources for fatherhood programs. SAMHSA's home page contains updates on grants. Proposed FY 2002 program opportunities for SAMHSA's three Centers – Center for Mental Health Services, Center for Substance Abuse Prevention and the Center for Substance Abuse Treatment – includes \$658 million for competitive grants.

**B. Specific Grant Opportunities:**

**1. Center for Substance Abuse Prevention (CSAP):** In FY 2002, CSAP plans to expand the number of mentoring and family strengthening programs targeting younger men, ages 18 to 25 years. Several announcements for new/competing applications for programs that could include fatherhood components will be released in Spring/Summer 2002.

**2. Center for Mental Health Services (CMHS):** Discretionary funding will be available for programs that develop and apply best mental health practices, including programs targeted at men/fathers. This includes a new grant program for youth and young adults ages 16-24 transitioning between the youth and adult systems of care. These announcements will be released in Spring/Summer 2002.

**U.S. DEPARTMENT OF EDUCATION**  
**(www.ed.gov)**

**A. Program and Budget Priorities:** The Education Department lists all competitive grant opportunities under "Funding Opportunities" on its homepage. The FY 2002 Department budget includes more than \$1 billion in competitive grant opportunities for over 200 programs. Although there are no specific grant programs for responsible fatherhood, there are several programs emphasizing parent education.

**1. 21<sup>st</sup> Century Community Learning Centers:** This program, for which \$840 million is budgeted for during FY 2002, is the Department's largest discretionary grant program. It funds school-community partnerships at individual school sites of up to \$150,000/year for three years

that integrate educational, health, social and other services that benefit students and neighborhood residents. Parenting education and support is one of the services emphasized. The RFP should come out again in Spring 2002.

**2. Parent Assistance Centers:** This program, budgeted at \$38 million in FY 2001, funds resource centers designed to provide parents with training, information and support to help them better understand their children's needs and strengthen relationships with schools. Grant awards range from \$200,000 to \$700,000. Twenty-five new programs were funded in FY 2001. A similar number is anticipated for FY 2002, with the RFP being released in early Summer 2002.

## **U.S. JUSTICE DEPARTMENT**

**(www.usdoj.gov)**

**A. Program and Budget Priorities:** The Department's main menu leads to an alphabetical line-up of grantmaking offices under the National Institute of Justice, Office of Juvenile Justice Delinquency and Prevention (OJJDP) and the Bureau of Justice Assistance. Several programs have potential to fund fatherhood programs that are part of larger initiatives to prevent drug abuse and violence.

### **B. Specific Grant Opportunities:**

**1. The Juvenile Mentoring Program (JUMP):** This OJJDP ([www.ojjdp.org](http://www.ojjdp.org)) program, provides funding of \$60,000/year for three years to community-school partnerships for one-one mentoring programs for youth at-risk of educational failure, dropping out, or at-risk for involvement in gang and drug activities. The funding notice for FY 2001 was held-up, but has been approved and will be released this month or November 2001. Approximately 45-50 grants will be funded.

**2. Drug-Free Communities Support Program:** These grants of up to \$100,000, fund local coalitions to prevent and reduce the illegal use of drugs, alcohol and tobacco through citizen participation and information programs. Some coalitions include male responsibility components. If the program is approved for FY 2002, grant notices will be released in the Spring/Summer 2002.

## **STATE OF CALIFORNIA FUNDING OPPORTUNITIES**

The economic slowdown combined with the recent energy crisis will probably force cutbacks in some state programs, including revenue for discretionary grants. There are still several grant opportunities that the Fatherhood Collaborative should track and possibly pursue.

### **California Department of Health Services**

**A. Budget and Program Priorities:** Most of the discretionary funding that is available through the General Fund and Tobacco Settlement is being budgeted to support the expansion of the Healthy Families Program and related services for the uninsured.

### **B. Specific Grant Opportunities:**

**1. State Office of Family Planning, Male Involvement Program:** This program is scheduled to release an RFP for three-year funding to begin in July 2002. This program provides services to men at risk for causing a teenage pregnancy, but the services provided can include mentoring, support, education and targeted health education. The San Mateo County Health Services Agency received funding for a male involvement program in East Palo Alto during the initial round of funding for this program in 1996.

**California Attorney General's Office**  
**([www.caag.ca.us](http://www.caag.ca.us))**

**A. Program and Budget Priorities:** The Crime and Violence Prevention Center Program within the Attorney General's Office funds and administers most of the discretionary grant programs, including programs to prevent domestic violence, school violence and youth/gang violence. The web site posts notices of available grants in these and other areas.

**B. Specific Grant Opportunities:**

**1. Gang, Crime and Violence Prevention Program:** Legislation passed in 1997 authorized \$3 million annually for this program. In 1998, 15 grantees received four-year awards of up to \$200,000 for services emphasizing education, counseling/mentoring, recreation and job development that deter youth from gang participation. RFP's for the second four-year funding cycle, beginning in July 2002, will be available in late 2001.

**PRIVATE FOUNDATION FUNDING OPPORTUNITIES**

Larger numbers of national, as well as state and local foundations are allocating grant monies for programs to promote fatherhood and male responsibility or involvement in their children's lives. In addition to the foundations that the Fatherhood Collaborative has approached (David and Lucille Packard, Packard Children's), other major prospects with the potential to support the Fatherhood Collaborative, include:

**State/Local Foundations**

**1. William and Flora Hewlett Foundation ([www.hewlett.org](http://www.hewlett.org)):** Similar to, but not as dramatically as Packard, the Hewlett Foundation has increased giving substantially over the past four years. Under their Family and Community Development priority area, this includes a *Responsible Fatherhood and Male Involvement Program* designed to engage and re-engage fathers in parenting and family support. In 2000, 12 grants totaling \$1.66 million were awarded to various projects for 1-3 years. Grants to community-based projects ranged from \$15,000/1 year to \$180,000/2 years. Only non-profits and educational institutions can apply for grants.

**2. The California Wellness Foundation ([www.tcwf.org](http://www.tcwf.org)):** Beginning in July 2001, TCWF introduced nine new priority areas for its overall grantmaking. Part of the new grants strategy is to give smaller grants ranging from \$50,000 to \$100,000 for core operating support to existing agencies/programs versus the large initiatives that have been sponsored in the past. The priority

areas that are the best fit for the Fatherhood Collaborative are teenage pregnancy and violence prevention. Although both non-profits and government agencies are eligible for grants, there is a bias towards community-based organizations and programs.

**3. San Francisco Foundation ([www.sff.org](http://www.sff.org)):** The Fatherhood Collaborative fits program objectives under the Foundation's Health and Education and Neighborhood & Community Development program areas. This includes grants ranging from \$25,000 to \$75,000/year for crime/violence prevention, child development and family planning programs. Both non-profits and government agencies can apply for grants. The next letter of intent deadline is 3/15/2002.

**4. Richard and Rhoda Goldman Fund ([www.goldmanfund.org](http://www.goldmanfund.org)):** The Goldman Fund provides single and multi-year grants ranging from \$25,000-\$100,000/year under several areas with potential for grants from the Fatherhood Collaborative. This includes population (reproductive programs), violence prevention and children/youth. Only non-profits are eligible to apply. Letters of inquiry are accepted on an on-going basis.

**5. Stuart Foundation ([www.stuartfoundation.org](http://www.stuartfoundation.org)):** One of the larger but less well-known foundations in N. California, Stuart has not funded specific projects to promote fatherhood, but it has two areas with good potential for funding – Strengthening Communities to Support Families and Strengthening the Child Welfare System. Although there is a bias towards academic institutions, community-based projects are funded. Grants range from \$25,000 to \$200,000 per year. Most are 2-3 years. Only non-profits are eligible for funding. \_\_

**6. Other Prospects:** Other state/local foundations with the potential to fund the Fatherhood Collaborative include: The California Endowment ([www.calendow.org](http://www.calendow.org)); Walter Johnson Foundation ([www.wsjf.org](http://www.wsjf.org)); Cisco Systems (<http://cisco.com>); Kaiser Permanente; S.H. Cowell Foundation ([www.shcowell.org](http://www.shcowell.org)); and the McKessonHBOC Foundation.

### National Foundations

**1. Public Welfare Foundation ([www.publicwelfare.org](http://www.publicwelfare.org)):** This DC-based foundation likes to spread its money across the county, including numerous projects in California in that are a good fit with the Fatherhood Collaborative. Most grants are 1-2 years and range from \$25,000 to \$50,000. This includes grants for crime/violence prevention, reproductive health and welfare reform. As welfare reform comes up for renewal, the Foundation is especially interested in projects for groups such as non-custodial fathers. Most grants are awarded to non-profits, but some go to government agencies.

**2. Charles Stewart Mott Foundation ([www.mott.org](http://www.mott.org)):** Under its *Empowering People to Escape Poverty* program area, this national foundation funded 30 grants in California during 2000. The average amount for grants was \$150-\$200,000 per year. Non-profits with a regional or statewide focus received most the grants, but several grants were awarded to community organizations for workforce development programs aimed at fathers. Letters of intent are accepted on an on-going basis.



**3. W.K. Kellogg ([www.wkkf.org](http://www.wkkf.org)):** Most of the grants awarded by this national foundation are through major initiatives, but individual unsolicited grants from community organizations are still reviewed on an on-going basis. Two of Kellogg's program areas could be potential sources of funding – Health and Youth and Education – for specific projects developed by the Fatherhood Collaborative. Grants typically average \$100,000 or more per year for 2-3 years. Government agencies are eligible for grants. Letters of intent are accepted on-line on an on-going basis.

**4. Other Prospects:** Other national foundations that are potential funding sources include the Ford Foundation ([www.fordfound](http://www.fordfound)); Nathan Cummings Foundation ([www.ncf.org/](http://www.ncf.org/)); A.L. Mailman Foundation ([www.mailman.org](http://www.mailman.org)); and the Edna McConnell Clark Foundation ([www.emcf.org](http://www.emcf.org)).