

# **Fatherhood Initiative: Determining a Course of Action for Durham County**

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## **I. Project Background**

Fatherhood has become a growing interest of many human service organizations around the country as different models emerge, as research has become more prevalent and as the findings more conclusive. Durham is no exception and, for the past several years, Durham's Partnership for Children has tried multiple approaches to develop programming in this area. Requests for proposals have been issued to either no response or inadequate responses. In addition, the Partnership has reviewed current literature to determine what features of an effective fatherhood program are critical. These are incorporated into the Effective Practices and Recommendations sections of this report.

This year, funds were allocated to Welcome Baby to expand their parenting education program, "Now or Later", to focus on fathers in a 6-month pilot project. In addition, the Partnership commissioned this report to help determine the need for an initiative focused on helping men become better fathers and possible roles for the Partnership in this endeavor. A consultant was hired to:

- identify and interview people working with Durham agencies to learn about current programs for fathers, identify gaps and attempt to gauge capacity and interest in providing services to fathers;
- contact other organizations that have provided or are providing fatherhood programs (local, state and national) to learn about their approaches, curricula used and lessons learned;
- review research on the effects of father absence on children and families and demonstrated effective practices including program services and curricula; and
- write a report outlining findings and recommendations.

What began as a short list of 15 names quickly grew to over 50 as the result of interviewees' referrals to other sources. A full list of all the individuals contacted for this report is included in Attachment 1 and other resources used are in Attachment 2.

## **II. What Do We Know About Fatherhood?**

At a 2005 fatherhood and healthy marriage conference sponsored by the Administration for Children and Families, DHHS, researchers provided evidence that fathers make "unique and irreplaceable contributions to the development of their children". And yet, consider these sobering statistics:

- 24 million children (34%) in America live apart from their fathers;
- Over 27% of North Carolina families do not have fathers present in the home (12<sup>th</sup> highest in the nation); and
- Almost half of the fathers who do not live with their children have no contact with their children at all.

- Children under age 5 living with single mothers are 20 times more likely to live below the poverty level than those where the father/husband is present.

While fatherhood is a relatively new field of study, research plus evaluation findings from established programs tell us about the importance of fathers' involvement in their children's lives and what intervention strategies are effective. Below are some of the major findings.

- There is ample evidence of the negative effects of lack of father involvement ranging from increased risk of negative physical, cognitive, behavioral and academic outcomes to an increased risk of abuse. Even after researchers control for socioeconomic variables such as race and income, children who grow up without their fathers *still* consistently score lower on measures of well-being;
- When father involvement is examined separately from mother involvement, fathers demonstrate an independent effect on child well-being. Further, financial support plus the positive involvement of a father, including cooperation between parents, increases positive outcomes for children who do not live with both parents;
- Numerous demographic studies have shown that children who grow up without their fathers are twice as likely to repeat a grade or be suspended;
- Elementary school children who showed violent behavior were 11 times more likely to not live with their fathers as a non-violent matched control group;
- In a sample of African American urban adolescent boys, the amount of time children spend with their fathers and the amount of emotional support they obtain was strongly associated with less depression, higher self-esteem, higher life satisfaction and less delinquency; and
- Most low-income, absent fathers are the products of father-absent households.

One of the major effects of "fatherlessness" is poverty. Too many children are growing up without a father in their lives and the trend is expected to continue. Numerous demographic studies have shown that children who grow up without their fathers are five times more likely to live in poverty. Fathers living with their partners are significantly more likely to be employed and make more money than romantically involved fathers who were not living with the mother. Consider these Durham County statistics:

- According to the Health Department, out of 5,375 pregnancies last year, 2,652 of the mothers were unmarried in Durham;
- Durham has shown declining rates of marriage and increasing rates of divorce from 1999 to 2003; and
- The percent of married couples with related children under 18 and a household income below the poverty level was 3%. For female heads of household with no husband present, the percent living in poverty was 33%.

What conclusion can we draw from this information? The impact of the number of children who will be raised by a single mother without substantial father involvement is enormous. Children raised primarily in single parent households are at higher risk of negative physical, cognitive, behavioral and academic outcomes and being poor just compounds these problems.

### III. Where is the gap in existing Fatherhood programming?

Durham service providers provided additional insight through agency statistics and anecdotal information regarding the state of services for fathers in the county. Here is some of the information they shared:

- There is no organizational infrastructure in Durham to help document needs and identify effective strategies for serving fathers on an ongoing basis;
- Durham has programs with the interest and capacity to serve fathers but most feel they are at the limit of what services they can provide with the staff and financial resources they currently have;
- Fathers are seen as the missing link in agencies' programming. There are programs for mothers or programs for parents but few offer programs focused on fathers. For example, of the families served by Healthy Families Durham, only 25% have dads involved. The teen parenting program operating at Hillside High School recruits only the mothers, not the fathers, to participate;
- Fathers have many barriers to overcome to be involved with their children and provide adequate emotional and financial support;
- Those individuals involved with social services and juvenile justice say there is usually an absent father where children are in trouble;
- The growing Hispanic population is having a major impact on programming. Many agencies report that 1/3 of the families they serve are Hispanic. The NC State Center for Health Statistics reports that 24% of the births in Durham County in 2005 were to mothers of Hispanic origin; and
- There are many niches of high-risk fathers in need of help in Durham: low income, teens, Hispanics, African Americans, dads in prison and those at risk of going to prison because of nonpayment of child support.

### IV. Effective Practices and Lessons Learned

*Sidebar:*

*The National Center on Fathers and Families has identified seven "core learnings" to serve as a framework for research, policy and practice in the area of fatherhood. These include:*

- 1. Fathers do care and sometimes demonstrate that care in unconventional ways.*
- 2. Father presence in the family matters in terms of economic well-being, social support and child development.*
- 3. There are many systemic barriers to father involvement with many approaches being punitive rather than helpful.*
- 4. Supports are needed to help both fathers and mothers develop skills necessary to share the responsibility for parenting.*
- 5. Young men need help to transition from being a biological father to a committed parent.*
- 6. The behaviors of young parents are influenced significantly by beliefs and practices within their own family cultures.*

We have learned from the many local, state and national fatherhood initiatives operating over the past 20 years that interventions with fathers do work and do lead to desired outcomes. The needs described in the previous section do not point to one particular solution. Because many of the factors associated with responsible fatherhood are interrelated, a comprehensive approach is necessary. Below is a listing of specific approaches that have been tried and found successful by many programs. Most would agree that all the strategies are important but how many are offered, their combination as well as intensity are unique to each initiative.

## **A. Program**

### **1. Planning**

While the need to plan a program before implementation seems obvious, it is not something everyone or every funder takes into consideration. The Sisters of Charity Foundation in South Carolina emphasized that strong programs are built from the bottom up and begin with a thorough planning process involving many different stakeholders, including the fathers to be served. The planning process should be funded and it could take a year to develop a thorough plan. It is recommended that funders plan to fund any initiative for multiple years, starting small and building the program and numbers served gradually. This allows time to tweak the program as you learn what works and it allows time for hiring and training of staff.

Carefully look at which agencies are best suited to provide services to fathers. The Georgia Fatherhood Services Network found that existing programs and services in communities throughout the state could meet 70 percent of the needs of low-income, non-custodial fathers. However, the agency or agencies should have a mission that is a good fit with fatherhood services and also have the resources to sustain the program over time. They should also have some notion about how to work with fathers and have the leadership to make the program work. Human service agencies that have typically worked with women and children may have a hard time adapting their rules, structures and staff to serve fathers.

Identify the population you want to serve. One approach is to focus on fathers who are disconnected from their children or those who are involved but want to do a better job. This need cuts across all economic strata but low-income dads are the most disenfranchised group and have fewer resources on which to draw.

Finally, make sure what is known about effective, evidence-based practices in recruitment, programming, curriculum, etc. is incorporated into the plan.

### **2. Outcomes and Evaluation**

Establishing the desired outcomes at the beginning of the planning process will help in determining the group of fathers you want to serve, the appropriate sponsoring agency or organization, the program content, the evaluation method and tools and the cost.

Outcomes of successful programs are tailored to the cultural traditions of the fathers and families involved.

Most fatherhood initiatives measure the level of the father's involvement in the child's life through a pre- and post-test. Other common measures include:

- payment of child support;
- establishment of paternity;
- improved educational level and/or gainful employment;
- staying out of jail;
- involvement with the mother's prenatal care;
- improved parental relations with the mother; and
- improved parenting skills.

A few programs have also included child well-being and family strengthening as goals but measuring these is more complicated and expensive. Developing a partnership with a nearby college or university to manage the evaluation process would help ensure a high quality product.

### 3. Recruitment

Existing fatherhood programs have many stories to tell about the trials and tribulations of recruiting fathers to their programs. Most say men are more difficult to recruit than women and multiple approaches are needed. Below are some of the strategies they have learned over the years:

- Traditional recruitment methods do not work;
- Getting fathers involved is easier if you already know them and have a connection. Approach mothers and/or fathers already involved with another program;
- Effective programs use men who are recipients of the services to reach out to other men in the places they congregate like barbershops, basketball courts, health clinics, neighborhood street corners, churches;
- Employ male staff with connections in the community. Men usually feel more comfortable talking about problems and concerns one-on-one with another male;
- Reach out to dads when they are new fathers. Intervene with couples who are expecting or have young children. Most unwed fathers are highly involved shortly after their child's birth;
- Use community resources as a source of referrals to the program. Those with experience in fatherhood programs emphasized the need to meet initially with all community partners to inform them of project and ask for referrals. Then, you have to go back again and again to remind and update them;
- Tailoring efforts to the specific needs of the target audience will improve recruitment, retention and outcomes. Are segregated groups important? Probably. For examples, teen parents probably would not blend in well with older dads nor would the same recruitment strategies work for both groups. Likewise, the strategies used with Hispanic males would probably be somewhat different than those used with other types of fathers; and

- Incentives to participation are sometimes necessary, at least initially. These can be negative consequences like going to jail for not paying their child support if they do not participate in the fatherhood program. Or, the incentives could be things like free legal assistance or tickets to a sporting event with other dads in the program.

#### 4. Staffing

Like any effective program, staff are the key to success. In fatherhood programs, because of the intimate nature of the job, they are of particular importance - whether they be facilitators, parent educators or case managers. Much of the important work is done one-on-one in a service coordinator/case manager type relationship. The ability to build relationships is paramount in addressing the barriers fathers face and the factors that contribute to their lack of involvement in their children's lives.

Effective fatherhood programs provide extensive training for their fatherhood staff as well as other front line staff who interact with fathers. Staff must be well-trained in working with and relating specifically to fathers. They must be culturally competent and should be eager to work with fathers. If they are teaching or facilitating a particular curriculum, they should be trained in it. It is also important that other agency/program staff are trained to be more open to and skilled at working with fathers so that fathers feel included and respected throughout the agency, not just in the fatherhood program.

There is some disagreement over whether it is critical that the staff person working with fathers be a male but most interviewees agreed that successful fatherhood programs do designate a male staff person to work with the fathers. In many of the programs, women help with some things where their gender doesn't matter – like, for example, legal matters. However, in peer support group settings, male facilitators and those most “like” the fathers they are serving are very important.

#### 5. Content/Structure

Most men who come to fatherhood programs are interested in more than finding and job and paying their child support. They want to know how to be a good father, have a civil relationship with their children's mother and learn how to effectively co-parent.

Differences do exist among certain groups of fathers, however. For example, Latinos have very specific issues – domestic violence, drinking, shared parental responsibility - that may be unaddressed by certain curricula or in programs serving primarily mothers. New teen dads have different needs than incarcerated fathers. But, as all interviewees noted, while different approaches are needed with fathers, there are some common components that are a part of most successful programs.

- *Parenting skills training.* This training is especially effective for fathers before their children are born or while very young. It should be developmentally appropriate to address the family's specific needs at the time and when they are receptive to change. There are a number of parenting curricula that have been developed by well-respected organizations and field tested over a number of years. Often they are combined with other curricula focused on relationship building. While most are designed for a wide range of groups of fathers, others

are focused on specific populations like teen, African American or Latino dads. There is also a trend to integrate a fatherhood “track” with curricula designed to strengthen couples’ relationships. A chart describing some of the various curricula are in Attachment 3.

- *Relationship skills training/conflict resolution.* 40% of children in father-absent homes go at least one year without seeing their fathers. In many cases this is because of the poor relationship between the father and the mother, often times due to child support payment disputes. Well-designed programs can support efforts to help parents develop the necessary skills to work cooperatively to raise their children and to help non-custodial, divorced or never-married parents stay involved in their children’s lives. The program should include an emphasis on critical thinking/decision making, emotional “literacy”, skill development, co-parenting strategies and anger management.
- *Life skills trainings.* Some fathers need help with the skills to help them get and keep jobs before they seek job training – showing up for work on time, learning to work with others, writing resumes, how to conduct themselves in an interview, how to dress, etc. They may need help with such things as buying appropriate clothing and getting a haircut. One program in Greensboro also offers “etiquette” training where they practice skills learned in real-life settings.
- *Education and job training.* Lack of education keeps many fathers from a good job and there are few programs focused on helping fathers in this way. A 1999 Urban Institute study found that 20% of mothers received job search assistance compared to 6% of fathers. Some programs offer GED classes on site while others help fathers enroll in appropriate classes or college programs. Other fathers need access to job training and help finding work. If they don’t have the skills to get and keep a job, there is little hope of them ever providing adequate financial support for their children.
- *Legal Services.* Fathers who see their children regularly are more likely to pay child support. In some instances, fathers must obtain court orders for visitation rights and paying these legal fees can often be problematic. Some fatherhood programs have developed partnerships with nearby law schools to provide free or low-cost legal advice and services to their fathers.
- *Links to health care.* Effective programs must be able to link their clients to a wide array of community-based health services.
- *Housing assistance.* The lack of adequate housing hurts fathers in at least two ways – it makes it difficult for them to obtain and retain a job and it poses problems getting visitation rights to see their children.
- *Transportation.* Transportation in suburban and rural areas can make job sites difficult to reach. Even if transportation is available, fathers may need stipends to help them get to work during their first few weeks of employment.
- *Peer support groups* are a very effective way to help fathers learn to manage problems. Fathers are more likely to open up and address their issues with other dads sharing similar problems. It is important to build the relationship between staff and the fathers since staff can and should serve as positive role models.
- *Include mothers and the children.* One of the basic tenets of work with fathers is that you have to figure out how to work with the mothers to prepare them for the

fathers coming back into their lives whether as relationship partners or parenting partners. One effective strategy is to include mothers and children in complementary group activities.

- *Activities and projects.* Almost all the interviewees mentioned the importance of including male-oriented activities in the program. Many lamented the lack of funding sources for such activities that play an important role in bonding. Some examples include dads' nights out for dinner or sports events. One program held a father/child outing called "P.J. night at the library". Another group videoed interviews with women on the street about what they wanted in a husband and then used this to launch a discussion at their next meeting. These do not have to be expensive options.

Attachment 4 includes a description of the programs researched for this report, divided into three sections:

- Durham programs, both current and former;
- Durham programs with interest in and potential capacity to support and/or provide a fatherhood initiative or services; and
- Fatherhood programs in and out of North Carolina, both current and former.

Where the information was available and relevant, it includes:

- Name of program
- Population served
- Program description
- Curriculum used
- Outcomes/evaluation
- Funding/cost

## **B. Systems and Policy Change**

Sound programs cannot operate in a vacuum. There is a need for a variety of systemic supports which can only be provided through an interagency, interdisciplinary approach.

The Annie E. Casey Foundation is funding a project called "*Making Connections*", a multi-year initiative focused on sustained, simultaneous emphasis on families, economic opportunity, school success in early grades, and strengthening community capacity. In their report on this decade-old project, they emphasize the need to develop strategies that integrate responsible fatherhood efforts into education, social services, correction and health care. Likewise, Morehouse College in Georgia research in the late 90's on father absence in black America reported that, while responsible fatherhood is critically important, there is growing evidence that it needs to be integrated into broader education and support programs for healthy families. In addition, research on Early Head Start programs found that successful programs cannot exist in isolation but must work closely with other fatherhood programs. UNC School of Social Work, in developing its proposal for Strong Couples, Strong Children, determined that any activity intended to build a couple's relationship needed a fatherhood component.

All of these findings point to a complex, comprehensive and collaborative approach to the lack of father involvement. Some of the challenges to this collaboration include:

- Different points of entry into the system;
- Lack of interagency models to service delivery;
- Lack of well-trained staff in working with fathers;
- Lack of funding or variety of funding streams required to piece a program together;
- Lack of knowledge of program models and curricula; and
- Lack of knowledge about other agencies and their services.

While all the specific strategies mentioned earlier are of vital importance when planning a fatherhood program, it is important to step back and take the larger view when thinking about how to address the needs of fathers. These are not problems that will be solved by funding one program alone.

#### **IV. Recommendations**

Based on information gleaned from research, effective practice models and the Durham community, these are recommendations for roles the Partnership could play in fostering the development of community services for fathers. They are divided into two broad areas:

1. Funding of direct services to fathers through local agencies and organizations; and
2. Acting as a convener/catalyst for a community wide effort to address the issues in a broader, more systemic manner.

##### **A. Funding Fatherhood Services**

There are many challenges to providing effective services to fathers: recruitment, retention, evaluation, funding and there are many reasons, according to the Urban Institute, that fatherhood initiatives fail:

- lack of strategic planning before beginning services;
- undefined purpose and benefits of the program;
- expectations of quick results;
- lack of short *and* long term recruitment strategies;
- limited program models;
- program logistics (time, location, activities, services) that don't meet fathers' needs; and
- unrealistic goals/outcomes and an inability to document outcomes.

Keeping these challenges in mind, some strategies DPFC might consider if funding services include:

1. Decide on the population of fathers to serve and the outcomes desired before issuing an RFP. In Durham, there are multiple groups with well documented needs including those families where fathers are not paying child support and those with new, teen, Latino and African American fathers. Focusing efforts and

funds on those known to have the most risk factors may yield better results and be a more targeted approach. For example, prenatal interventions have shown to be very effective. A program for expectant dads could be integrated into broader education and support programs for healthy families that already exist in the community.

2. Award any approved projects the resources needed to succeed including time and money. Allow for a year of funded planning. The Partnership could issue an RFP that encouraged/rewarded a collaborative model through additional funds or other supports. The aim would be to generate a stronger and more fully developed proposal the following year when the Partnership could fund the actual plan for program services. Another option would be to fund a multi-year (at least three year) grant with a planning year to start. This would help ensure the services were long-term and of sufficient intensity to meet the needs of the fathers and children. If enough money was available, the Partnership could fund several pilots to test a variety of models.
3. An RFP for provision of program services should include specific expectations around best practices:
  - applicant has ability to fundraise and partner with others to provide leadership for the program;
  - staff meet specific qualifications (since trainers' personal efficacy and characteristics are so closely tied to the effectiveness of program) and/or there is a plan for intensive staff training related to working with fathers;
  - curricula to be used have been developed by a recognized professional group, field tested for effectiveness and have a train-the-facilitator component;
  - applicant can demonstrate knowledge of fathers' needs and issues and prior experience in working with fathers;
  - applicant proposes a plan for stakeholder and participant input and participation in planning and implementation;
  - proposed services are integrated into and complement existing services in the community; and
  - proposal includes plans for evaluation and sustainability.

## **B. Serving as Convener/Catalyst**

Convening groups around a common concern and serving as a catalyst for action is something the DPFC is uniquely suited to do. The Partnership may want to consider the following strategies:

1. Build on what is already occurring in the community. For example, the Duke Family Initiative is developing family and systems level models of parent support to prevent child abuse and is studying various curricula. The UNC Project, "Strong Couples, Strong Children", is in the process of planning a multi-year, comprehensive marriage education program with a fatherhood component that will inform the field and the community. Bring these players together as part of a diverse, interdisciplinary working group – a think tank, if you will – to develop a community-wide plan to serve fathers more effectively.

2. Provide or broker technical assistance and training to agencies and direct service providers serving fathers or wanting to serve fathers.
  - Host regularly scheduled roundtables for interested partners to discuss common issues/concerns, develop common measurements and outcomes, build staff capacity and improve agency environments. Host “lunch-and-learns” where programs share what they are doing in the area of serving fathers or experts come to speak.
  - Spearhead the use of a self-assessment and planning tool, *Father Friendly Check-Up*, from the National Center for Strategic Nonprofit Planning and Community Leadership and the National Head Start Association that helps family service programs assess their organization’s readiness to provide services to fathers. (Also, the National Fatherhood Initiative has online assessment tools for use by businesses, Head Start programs, social service and education organizations and programs to help determine the degree to which an organization’s operations encourage father involvement in the activities and programs they offer.)
  - Co-sponsor training for Durham program staff who traditionally serve women and connect the training to continuing education credits.
3. Fund a facilitated work group to focus on changing policies and attitudes that serve as barriers to needed services.
4. Conduct a public awareness campaign around the role of fathers in the healthy development of their children and to dispel myths about “deadbeat dads”.

### **C. Potential Funding Sources**

Funds are often available from sources not traditionally considered. The chart of programs in Attachment 4 identifies, where available, the sources of funding for each program profiled and can serve as a starting point for thinking of potential partners in Durham.

The following organizations have funds available currently, or in the near future, for fatherhood programs focused on child abuse and neglect prevention:

1. Children’s Trust Fund, [www.ncpublicschools.org/success/childrenstrust.html](http://www.ncpublicschools.org/success/childrenstrust.html)  
This fund was established in 1983 by the NC General Assembly (G.S. 110-147) to provide funds for programs and services to prevent child abuse and neglect. The funds are distributed through grants to public or private non-profit organizations, agencies, schools, and interagency efforts with broad community involvement. Approaches emphasize education and broad family support services that positively impact family relationships.
2. National Alliance of Children’s Trust and Prevention Funds, [www.ctfalliance.orgg](http://www.ctfalliance.orgg)  
The Alliance has announced the beginning of a new Early Childhood Initiative – a three year project which is funded by the Doris Duke Charitable Foundation. Through this initiative, children’s trust and prevention funds will utilize formal training, ongoing technical assistance and seed grants to incorporate successful strategies for preventing child abuse by working with staff and parents in early childhood

settings. Activities will focus on helping families reduce risk factors and strengthen resiliency factors.

3. Prevent Child Abuse NC, [www.preventchildabusenc.org](http://www.preventchildabusenc.org)

There will be grants coming from the Office of Juvenile Justice through the National Prevent Child Abuse office in the next couple of years. State offices will receive funding for training and support during the first round. Those will be followed by an RFP for local community-based fatherhood programs partnered with home visiting programs. The curriculum used will be “Conscious Fathering”.

4. Duke Endowment has funded fatherhood initiatives in the past and may be persuaded if the evaluation methods were strong enough.

5. Other sources such as HUD grants are worth investigating and funds might be leveraged through Head Start, United Way, local hospitals or local school systems.

*“Father absence is a key contributor to fractured families, poverty and many negative social and economic outcomes for children”.* – Sisters of Charity Foundation

“Many dads want to help their children but can barely take care of themselves. They aren’t “deadbeat but dead broke.” – Jimmy Lewis

“Our dads are isolated, have low self-esteem, work many hours and have few social outlets”. – Katuska Olave

“These fathers are lacking peer support and good role models.” – Sue Guptil

“Absent fathers do realize their children face difficulties without them. They’re veterans, many having come from fatherless homes, and they know the hurdles their children face. Many fathers want a second chance to help their children better navigate life’s waters. Being involved in a fatherhood program gives them that chance.” – Sisters of Charity Foundation

“Fathers have a lot of pride and don’t like to admit they need help.” – Floyd Lasier, Durham Boys & Girls Club

## FATHERHOOD PROJECT CONTACT LIST

#	Name/Agency	Agency	Phone/email
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18	Alvin Borders	Fatherhood Development Curriculum Greensboro, NC	336-725-5614
19	Marcia Conners/ Jacqueline Winston	Ivy Community Center Durham	<a href="mailto:marcicon@aol.com">marcicon@aol.com</a> 949-0257 471-9160
20	Corinne Everett/ Stephen Raburn	Durham Volunteer Center	<a href="mailto:corinne@thevolunteercenter.org">corinne@thevolunteercenter.org</a> 688-8977, ext. 21
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22	Bea Laney/Debra Duncan	Durham's System of Care	<a href="mailto:debra.duncan@dpsnc.net">debra.duncan@dpsnc.net</a> 560-3706
23	Ruben Wall Recreation Manager	Neighborhood Centers Durham Parks and Recreation	<a href="mailto:Ruben.Wall@durhamnc.gov">Ruben.Wall@durhamnc.gov</a> 560-4355, ext. 234
24	Mathew Ramadan/ Ernest Johnson	Operation Breakthrough/Head Start Durham	<a href="mailto:miramadan@obtnc.com">miramadan@obtnc.com</a> <a href="mailto:ejohnson@obtnc.com">ejohnson@obtnc.com</a> 536-5560 or 667-4242 (cell)
25	Angie Welsh	Triangle United Way	<a href="mailto:awelsh@unitedwaytriangle.org">awelsh@unitedwaytriangle.org</a> 463-5044
26	Michael Palmer	Duke/Durham Neighborhood Project	<a href="mailto:mpalmer@duke.edu">mpalmer@duke.edu</a> 668-6274
27	Kate Thegen	Family Center of North Durham	<a href="mailto:kathegen@aol.com">kathegen@aol.com</a> 225-3582
28	Sam Haithcock, Director	Durham Department of Social Services	<a href="mailto:shaithcock@dss.co.durham.nc.us">shaithcock@dss.co.durham.nc.us</a> 560-8060
29	Sharon Sprinkle/ Anthony Izzard	Guilford Child Development Greensboro, NC	336-369-5080, 336-707-4407 (cell) 336-707-4591 (cell)
30	Floyd Laisure, Ex. Director/ Arnold Dennis	John Avery Boys and Girls Club Durham, NC	<a href="mailto:wflaisure@johnavery.org">wflaisure@johnavery.org</a> 687-4517 530-7092
31	Tony Jeffries	100 Black Men (Raleigh-based)	662-4925

32	Karlene Fyffe	Library, Durham	560-0172
33	Debbie Pitman Jane Poe-Eure Eunice Sanders	Durham Public Schools	560-3714 560-3747 560-2000 – switchboard <a href="mailto:Eunice.sanders@dpsnc.net">Eunice.sanders@dpsnc.net</a>
34	Demetrie Thompson	Durham Technical Community College	<a href="mailto:thompsond@durhamtech.edu">thompsond@durhamtech.edu</a> 686-3796
35	Reggie Singleton	“The Males Place” Charlotte, NC	<a href="mailto:Reggie.singleton@carolinashealthcare.org">Reggie.singleton@carolinashealthcare.org</a> 704-336-6423 or 713-3824 (cell)
36	Sue Guptil, Dir. Of Nursing/ Earline Harvin	Lincoln OB Clinic & Strong Couples, Strong Children Durham, NC	560-7711 560-7771 (Kim) 560-7624
37	Patricia Colon	WAGES Head Start Goldsboro, NC	<a href="mailto:pcolon@wagesnc.org">pcolon@wagesnc.org</a> 919-734-1178, ext. 283
38	Carrie Worsley	“Fathers & Friends” Forsyth Health Department	<a href="mailto:worsley@forsyth.cc">worsley@forsyth.cc</a> 336-703-3267
39	Nicholas Bright	“Chessmen” Job Link, Greensboro, NC	336-373-5922
41	Wanda White	NC Community College System	<a href="mailto:whitew@ncccs.cc.nc.us">whitew@ncccs.cc.nc.us</a> 807-7104
42	Sterlin Holt	Chatham County Health Department Pittsboro, NC	<a href="mailto:Sterlin.holt@ncmail.net">Sterlin.holt@ncmail.net</a> 545-9383
43	Christy Smith	Child Care Services Association Raleigh	779-2220
44	Josephine Featherstone	Lakewood YMCA Durham	493-4502
45	Katushka Olave	Orange County Head Start/Early Head Start & Immaculate Catholic Church, Durham	490-5577, ext. 233 302-2458
47	Ivan Parra	Congregations, Associations, Neighborhoods (CAN) Durham, NC	225-1673
48	Frank Crawford	Youth Homes, Inc., Charlotte, NC	704-334-9955
49	Kimberly Breeden	Big Brother, Big Sister of the Triangle	850-9772
50	Tom Keith &	Sisters of Charity	<a href="mailto:tkeith@sistersofcharitysc.com">tkeith@sistersofcharitysc.com</a>

	Pat Littlejohn	Columbia, SC	803-254-0230
51	Rhett Mabry	Duke Endowment	<a href="mailto:rmabry@TDE.ORG">rmabry@TDE.ORG</a>
52	Warren Harris	Former Durham DSS employee	620-8034
53	Uriel Johnson	Partners for Fragile Families National Partnership for Community Leadership	<a href="mailto:johnson.uriel@gmail.com">johnson.uriel@gmail.com</a> 301-306-5180
54	Anne Jones	“Strong Couples, Strong Children” project UNC School of Social Work	<a href="mailto:annejone@email.unc.edu">annejone@email.unc.edu</a>
55	Wanda Hardison	Harnett Cooperative Extension Service Lillington, NC	<a href="mailto:wanda_hardison@ncsu.edu">wanda_hardison@ncsu.edu</a> 910-893-7353

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10. National Partnership for Community Leadership, [www.npcl.org](http://www.npcl.org)
11. National Center on Fathers and Families, University of Pennsylvania, [www.upenn.edu/gse/ncoff/index.htm](http://www.upenn.edu/gse/ncoff/index.htm)
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13. NC Governor's Commission on Responsible Fatherhood, 2000, NC DHHS.
14. NC Practitioners Network for Fathers and Families - fosters education, communication, program development and collaboration among individuals working in father-focused programs and agencies. [NCFatherhood@hotmail.com](mailto:NCFatherhood@hotmail.com)
15. North Carolina Prevent Child Abuse, [www.preventchildabusenc.org/programs](http://www.preventchildabusenc.org/programs)
16. Office of Juvenile Justice and Delinquency Prevention, [www.strengtheningfamilies.org](http://www.strengtheningfamilies.org)
17. Parents as Teachers, [www.parentsasteachers.org](http://www.parentsasteachers.org)
18. Parent Trust for Washington Children, [www.consciousfathering.org](http://www.consciousfathering.org)
19. Promoting Responsible Fatherhood Federal Resources Site, <http://fatherhood.hhs.gov/Evaluation/index.shtml>  
<http://fatherhood.hhs.gov/DFSForum/c1.htm>
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26. The Nurturing Father Program, [www.nurturingfathers.com](http://www.nurturingfathers.com)
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## Available Curricula

Most of the curricula listed below are produced by long-standing, well-respected organizations. These organizations typically support their curriculum with in depth training and technical assistance. Most have been used for a number of years and found to be effective. The last two are less well known and used but are included since they are designed for specific minority groups of particular interest and need in Durham.

Curriculum	Sponsoring Organization*	Target Population	Description	Cost
Siempre Papa	National Fatherhood Initiative	Spanish speaking fathers	Two 12-session classes available. Vary in content.	\$375
24/7 Dads	National Fatherhood Initiative	Varied	Two programs: 1 basic, 1 more in depth. Can be provided in group or one-on-one. Twelve 2-hour sessions. Focus on five critical characteristics of parenting.	\$375
Inside Out Dads	National Fatherhood Initiative	Incarcerated fathers	Consists of 12 one-hour sessions. Has additional, optional sessions to allow for flexibility.	\$400
Doctor Dad	National Fatherhood Initiative	New parents	Focus on basic health and safety needs of newborns and young children.	\$375
	<i>*NFI offers training for facilitators for cost of \$550/person. Minimum group size required.</i>			

<p>Fatherhood Development: A Curriculum for Young Fathers</p>	<p>National Partnership for Community Leadership</p>	<p>Variety of fathers</p>	<p>Includes 25 "streetwise" group discussion sessions that provide support, information and motivation in the areas of parenthood, relationships, sexuality and responsible manhood. Adaptable and designed to be used with fathers in peer support groups in programs that also provide (or make available) a comprehensive array of services including educational, employment, counseling, legal and other support services. Other curricula are usually layered on top of this one.</p>	<p>Supported by the NC Fatherhood Development Advisory Committee and NC Practitioner Network for Fathers and Families who provide training and on-going TA and support (2.5 days provided for up to 25 people at cost of \$5,000 plus \$250 for each curriculum package).</p>
<p>Conscious Fathering</p>	<p>Parent Trust for Washington Children</p>	<p>Expectant and new fathers</p>	<p>Offers classes through hospitals and maternal health organizations. Goal is to provide basic infant care skills and encouragement to men. Measures increase in knowledge of parenting roles, child development and family management.</p>	<p>Initial program investment is \$950 per site and includes all materials and training listed above for up to two instructors, as well as ongoing license for use of program materials and name.</p>
<p>Preparing for Successful Fathering</p>	<p>The Center for Successful Fathering</p>	<p>Dads of children from birth through six years</p>	<p>A year long series of interactive instructional sessions which incorporate lessons learned from over a decade of hands-on experiences with tens of thousands of fathers. The process emphasizes the use of movement, interaction and physical play. This curriculum is designed for both male and female parent educators to use. The</p>	<p>Cost \$400. Two day training for facilitators offered - \$800, includes curricula.</p>

			workbook for dads has exercises and case studies that make this a full year curriculum.	
Love's Cradle	Mathematica Policy Research under contract with ACF's Building Strong Families Initiative	High risk couples	Teaches relationship enhancement skills around issues of new parenthood plus six additional 6-hour modules that address issues of trust, marriage, finances, intense emotions, parenting and extended family relationships. Evidence based (in existence for 40 years), simply written, inexpensive.	Cost for 3 days of training, related expenses (including airfare, hotel etc) for trainer, and initial materials is approximately \$4,000 - 5,000.
Circle of Parents	Prevent Child Abuse North Carolina (PCANC)	All parents	A program or support group to help prevent child abuse and neglect more than a curriculum. Typically paired with a curriculum like Fatherhood Development/Fragile Families. Provides a framework to establish groups where parents can build their own program to learn parenting skills but more to learn from each other. Includes trained professional facilitator, weekly meetings and is on-going. Voluntary.	Training and TA for facilitators provided at no cost by PCANC. Costs vary and include staff, ranging from 3 to 10 hours per week, and supplies.
Meld for Young Dads	Meld (recently merged with Parents as Teachers)		Curriculum focuses on relationships fathers have with the other people in their lives: making co-parenting work; families' influence on expectations for own families; beliefs and feelings about what makes for healthy relationships	The replication and certification fee is \$18,000 for 2 years and includes: program materials, training and technical support. A sample budget provided by Meld outlines a cost of \$57,182 for

			between men and women; and building support networks. Results include: more appropriate expectations of child's abilities; increased empathic awareness of child's needs and appropriate response and; reduced belief in the value of corporal punishment.	year 1 and \$66,526 for year 2.
F.a.t.h.e.r. (Fathers Acting to Heal, Educate and Reconnect	Designed by inmate fathers, NC Dept. of Correction staff and professionals	Diverse group of incarcerated fathers	10 lessons aimed at reconnecting fathers with their children: understanding children's reactions to incarceration, communicating from a distance, understanding parent and child development and building self-esteem.	NA
Connecting with Your Kids	The National Center for Fathering	Recommended for social services, schools, general audiences.	Flexible program that presents a framework of practices to help dads connect with their dads. The content includes and individual fathering profile for each dad.	Training for facilitators. Costs vary.
The Seven Secrets of Effective Fathers	The National Center for Fathering	For faith-based audiences.	Covers the power of fathers, barriers to effective fathering, framework of effective fathering practices (7 secrets), biblical foundation.	Training for facilitators is \$500 for 1-2 days plus travel costs.
Dads of Destiny	The National Center for Fathering	For faith-based audiences.	For small groups, intense. Involves personal fathering profile to help understand strengths and weaknesses and provide a reference point to set goals for improvement.	
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the Father Thirst	Fathering	situations like substance abuse, drugs or crime, non-support of children.	fathers involving fragile families in urban areas. Often a part of a court agreement to avoid prosecution.	
The Nurturing Parent Program	Developed by Stephen Bavolek, Ph.D. (NC)	Designed for families at risk for abuse and neglect, with children 0-19 years old (adapted for Hmong, Hispanic and African American families).	Parents and children attend separate groups that meet concurrently. Different programs address specific age groups, cultures, and needs. Group-based sessions run from 2 to 3 hours once a week for 12 to 45 weeks. Programs can be implemented in group or home sites. Teaches alternatives to yelling and hitting, enhances family communication and appropriate role and developmental expectations and promotes healthy physical and emotional development.	Implementation costs of the Nurturing Programs range from \$1,000 to \$2,000 depending on the program purchased. Additional costs include staff time, snacks and expendables. There are 13 different Nurturing Programs each with a specific curriculum. Activities Manuals generally cost \$25.00 each and detail each specific weekly session.
Spirit of Excellence Parent Empowerment Project	National Black Child Development Institute	African American parents.	Focus on African American parents to improve and protect the well-being of AA children. Curriculum affirms AA culture, is parent driven and interactive.	
Fatherhood Toolkit	National Latino Fatherhood & Family Institute	Latino men of all ages	Developed to help Latino men "strengthen and heal" their families.	Can download curriculum from organization's web site.

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## Fatherhood Programs of Interest

The programs below are currently running programs in Durham specifically for fathers.

<b>Program Name</b>	<b>Population Served</b>	<b>Description</b>	<b>Outcomes/Evaluation</b>	<b>Curriculum</b>	<b>Funding/Cost</b>
<b>Welcome Baby: Now or Later</b>	8 fathers with child(ren) 0-5	Will meet for 8 weeks. Select from 30 topics at first meeting. Plenty of time for sharing among participants. Plan to hire male facilitator. Would like to include outings for fathers and children.	Being determined.	"Preparing for Successful Fathering"	Durham's Partnership for Children, \$30,000 for 6-month project
<b>Strong Couples, Strong Children (SCSC)</b>	Low income expectant or new parents over 18 years of age with no history of substance abuse, severe mental illness or domestic abuse. Between 105 and 120 couples will participate over a 4 year period.	A five-year program planned and delivered by the UNC School of Social Work in partnership with the Durham County Health Department and Durham Cooperative Extension Services. A control group will receive routine health services with an optional prenatal support program and the intervention group will receive routine services plus the SCSC program. SCSC includes: training, services of a Family Care Coordinator who will assess the couples' strengths and needs and provide crisis intervention, advocacy and linkages to community services. Child care provided	UNC is leading the evaluation. First year will be spent conducting focus groups, hiring and training staff and planning for implementation in second year. Evaluation of fatherhood component to include: financial support, time spent with child, kinds of care and interaction. Will look at effects of age, living arrangement with partner, employment status, income, social support, partner relationship satisfaction on paternal involvement. Will compare with control group.	"Love's Cradle", a 24-hour marriage preparation and divorce prevention training program. Curriculum for fatherhood component not selected yet.	Federal grant from the Administration for Children and Families. Fatherhood component will cost roughly \$60,000 plus program expenses.

		during classes. The Health Department will hire a part-time fatherhood program coordinator to develop and provide a support network and activities specifically for fathers and their children.			
<b>Durham Family Court</b>	75-100 fathers annually who are court-ordered to pay child support.	One of 5 in NC funded with federal funds through state Child Support Enforcement. One counselor recruits volunteers at their courthouse hearings. (referrals also come from attorneys, DSS and others). Participants receive one-on-one counseling, information on being a responsible father, free/low cost legal help filing custody/visitation papers, access to mediation to help work out visitation agreements, referral to community resources, supervised visits for dads with history of domestic violence. The program is based on premise that if dads have a relationship with their child, they will find ways to provide financial support.	Desired outcomes: children have contact with their dads and dads pay child support. There is an 80% success rate (pay child support and have visitation agreements in place) for those fathers who participate in mediation.	None used. Most work is done one-on-one.	Approximately \$45,000 from Child Support Enforcement that comes through the court system.
<b>Immaculate Conception Catholic Church</b>	The Church sponsors a group for 12-15 men after church on Sundays. The biggest issue for	Sometimes the facilitator uses a curriculum based on Parents as Teachers but many times, the facilitators are helping the men navigate the	There is no formal evaluation of the program.	Sometimes use curriculum based on Parents-as-Teachers model.	Run by volunteers.

	their Hispanic fathers is isolation and low self-esteem.	school, legal and health care systems. Try to find productive ways to get fathers involved in the community (church projects, Habitat for Humanity, etc).			
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**The Durham programs below are providing services related to fatherhood, have provided them in the past or have expressed interest in partnering to provide fatherhood services in the future.**

<b>Name</b>	<b>Population Served</b>	<b>Program Description</b>	<b>Evaluation/Outcomes</b>	<b>Curriculum</b>	<b>Cost</b>
<b>The Volunteer Center of Durham</b>	Wide variety of agencies, programs and individuals.  Have expressed interest in partnering to develop a fatherhood initiative.	Links community members with the needs of various agencies and organizations. Conduct recruitment, screening and training of volunteers as well as operate several programs for DSS. Currently developing a "Mentoring Alliance" funded by the city, county and private foundations. Have already identified 50 mentoring program in the county with great disparity on how they operate. Will be hiring a staff person to run a program to promote the need for mentors, develop best practice standards, train the mentors and help streamline and standardize program processes.	Not developed yet.	NA	\$50,000 for six months. Funds from a variety of sources – city, county, foundations.
<b>Child Support Enforcement, DSS</b>	Program operated for 3 years and served 200 fathers. Fathers referred from the courts (voluntary but	Included 6 weeks of parenting classes plus case management. Current DSS director has prior experience running a similar program in	Measured child support payments, whether participants got a job and change in attitudes towards mother and child.	No one able to remember.	Between \$75,000 and \$200,000 per year. Lack of funding was a

	participants were and judge could order as part of the father's child support payment order). . Participants typically had minimal job skills and/or were making minimum wage.	Caldwell County.			barrier to continuation.
<b>Duke Family Initiative</b>	Parents at risk of abusing children.	Developing a community-based model to prevent child abuse. Have developed an ideal model of parent support and now looking at effective curricula and how to affect community/systems. The work of this group could inform any programming efforts.		Assessing various ones.	Funded by Duke Endowment.
<b>El Centro</b>	Hispanic fathers	Developed a plan for a fatherhood program in response to the Partnership's recent RFP. Would have included parenting skills training but also would have addressed urgent issues like domestic violence, drinking and driving, learning about laws in this country and helping men develop social outlets. Participation in the program would have been required in order for men to participate in their English classes. Did not submit proposal over concerns about the evaluation work required for the amount of money awarded and the need for a planning phase to test strategies.	NA		Did not submit proposal because did not believe could accomplish outcomes for the amount and time allocated.
<b>Durham Congregations, Associations,</b>	Nonprofit organization mainly focused on leadership	Church members would be interested in collaborating on a fatherhood initiative if it was a	NA	NA	NA

<p><b>Neighborhoods (CAN)</b></p>	<p>development and community organizing. CAN does not run programs but works collectively to address community problems through its 24 member organizations.</p>	<p>part of their ministry. Would need supports and information on best practices if they were to be the conduit and their buy-in and input would be critical. Could be a good vehicle for engaging their congregations which are a mix of Hispanic, African American and others.</p>			
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**Selected Fatherhood Programs Outside Durham County**

Name	Population Served	Program Description	Evaluation/Outcomes	Curriculum	Cost
<p><b>“Fathers Making a Difference”, Albemarle Partnership for Children, Elizabeth City, NC</b></p>	<p>Fathers of children birth to five who were behind on child support through DSS referrals, those referred from court system (as alternative to jail) and inmates at local prison.</p>	<p>Ran fatherhood program out of the Partnership for about 2 years. Facilitated three groups a week – evenings, Saturdays, whatever worked. Typically served between 4-10 fathers in a group. Tried to develop a connection to teen fathers through the schools but couldn’t get the names of students due to confidentiality policies and schools required any program like that contain information on abstinence. Stopped funding when employee left and could not find the right person to replace him (takes a special person to lead</p>	<p>Measured percent of fathers who accomplished personal goals set during workshops and percent who reported spending more time with children and/or had a more rewarding relationship. Best results came from the inmate group.</p>	<p>“7 Secrets of Effective Fathers” (faith-based) and “Connecting with Kids,” both specifically for men. Included social events, too.</p>	<p>\$35-70,000 Partnership funded one part-time to full-time employee.</p>

		these groups).			
<b>“The Males’ Place”, Health Department, Charlotte, NC</b>	Boys ages 12-18 referred mainly through the health department but also the justice system, child support enforcement, work release, etc. Sometimes attendance is court mandated. They serve approximately 100 males a year.	Started by the Health Department in the early 1980’s. Most of the work is one-on-one. There is a male mentoring component that offers help with legal issues and provides advocacy. The program’s coordinator also provides training to the health department staff on how to work with males and provide a male-friendly environment.		No set curriculum but focus on disease prevention, life skills, delaying sexual involvement and developing good decision making skills.	Could not obtain information.
<b>Youth Homes, Inc. Charlotte, NC</b>	At-risk fathers	Developed by an alliance of interested community groups about 5 years ago. Hired a part-time coordinator to develop a plan for a pilot project to create a system of delivery and program. He worked with the schools, child care centers to create support groups for fathers. Talked to judges about revising their orders to include program participation where appropriate. When the staff person left, though, the program fell apart.	Measured success by numbers of activities and anecdotal questionnaires of fathers and involved organizations.	NA	Funded by the Duke Endowment
<b>“Males Exclusively”, WAGES Head Start, Goldsboro, NC</b>	Focus on Head Start dads with children 0-6 but are planning to expand to wider community if receive	Program was begun in 2000 in an attempt to make sure agency’s services were culturally sensitive – with gender	Evaluate annually and outcomes have been: 1) Increase in the number of fathers who report reading to their child	The program uses the “Circle of Parents” curriculum with the focus on	Head Start program funds are used to support the program although, occasionally, this is

	<p>DSS Community-Based Initiatives grant. WAGES runs four groups for parents of children with special needs, Latino parents, fathers and pregnant moms. Group size fluctuates between 10 and 25.</p>	<p>being a part of that. Dads meet twice a month and have scheduled topics that are developed by the group at the beginning of the year and usually include conflict resolution, job search/economic self-sufficiency, resume writing, using community resources, nurturing. In addition, they offer onsite GED and collaborate with other agencies for father and child outings (p.j. night at the library, dads nights out, t-ball leagues with dads as coaches, etc.).</p>	<p>2) Increase in fathers who report being involved in their child's educational experience 3) Fathers report an increase in their knowledge of child development 4) Increase in the number of fathers who participate in our program activities</p>	<p>preventing child abuse and neglect. They like the peer support aspect of the curriculum.</p>	<p>supplemented with grants. It costs approximately \$45,000/year to run. This includes trainers for training sessions, food for meetings, copying and the salary for the Coordinator.</p>
<p><b>“Fathers Strengthening Families” (FSF), Guilford Child Development, Greensboro, NC.</b></p>	<p>This program started in 1999 as an adjunct to the Nurse-Family Partnership which focuses on teen and first-time moms and uses the OLD's home visiting model. FSF works with up to 15 teen or first-time fathers.</p>	<p>Focus on developing self-sufficiency, child development knowledge, employment and even etiquette. Most of the work is one-on-one but there are monthly meetings called “For Males Only”. Facilitator uses a flexible curriculum so he can deal with issues that come up at the meetings. Are also monthly co-parent meetings with both mothers and fathers. Provide incentives like tickets to sporting events, eating out, transportation and clothing vouchers for job interviews.</p>	<p>The program exceeded these outcomes:</p> <ul style="list-style-type: none"> <li>• 50% of all enrolled males will visit or attend prenatal sessions with the teen mother at least three times during pregnancy.</li> <li>• 60% of enrolled males will interact with their child at least quarterly from the time of birth until the end of enrollment at age 2 years.</li> <li>• 100% of enrolled males will received education and information relating to male responsibility at the “For Males Only” group meetings.</li> </ul> <p>Evaluation conducted by UNCG</p>	<p>Fatherhood Development Curriculum</p>	<p>The program started with a 5-year federal grant but is now funded by a variety of sources including United Way and the hospital. It cost around \$75,000 a year to operate.</p>

<b>Harnett County Cooperative Extension Service, Lillington, NC</b>	Incarcerated men ranging in age from teen to grandfathers. Serve 15 at one time and class runs several times per year.	7 week class at the local medium security prison developed in responses to inmates' request for information on parenting. Wanted to know how to communicate with their children both verbally and in writing, appropriate discipline techniques, etc. Their biggest concern was that their children might end up in prison like them.	No evaluation conducted at this time.	No set curriculum is used and but they are considering developing one for use by Extension agents.	Minimal cost since existing staff took on the program.
<b>“Reducing Poverty Through Father Engagement”, Sisters of Charity Foundation, Columbia, SC</b>	Begun in 1997, seven fatherhood programs now serve 13 communities and approximately 1200 fathers each year. Programs focus on low-income, non-custodial parents. Most participants are volunteers, hearing about the program through word-of-mouth but some are court-ordered to participate as an alternative to serving an average 12-month sentence for non-payment of child support (which would cost taxpayers roughly \$14,000 per inmate per year).	The programs run for six months and include weekly group training using the curriculum along with local supplements, as well as peer support and case management in the area of job readiness (GED, advanced education, onsite employment training), employment, transportation, legal education (child support, visitation, paternity establishment), parenting and co-parenting, mentoring, spiritual development, life skills (anger management, financial management, time management), father/child activities and relationship development.	The University of South Carolina conducts the evaluation. Outcomes have included improved education, employment, contact with children, increased time spent with their children and improved parental relations with the mother of their children.	Fatherhood Development Curriculum	Sisters of Charity Foundation has been funding local fatherhood programs since 1999. Programs were funded for a planning year at \$15,000 each and then \$120,000 each year after that. The cost is now shared with the SC Department of Human Resources.
<b>The Partners for</b>	Served 1,400 low-	Nationwide	Goals: establish paternity, pay	Fatherhood	Project was funded

<b>Fragile Families Site-Demonstration Project, National Partnership for Community Leadership (NPCL)</b>	income, at-risk fathers. Program also involved mothers in certain components.	demonstration project in 10 cities designed to help poor single fathers pull themselves out of poverty and build stronger links to their children and their children's mothers. Each site served 299 men over three years. All provided training, peer support and case management, employment and parenting services, child support linkages and assistance.	child support, be engaged in child's life, get married, develop partnerships among community – based programs and child support enforcement to support fragile families; develop parents as nurturing resources to their children; increase earnings trajectory of fathers. 8 of 10 programs still going.	Development Curriculum	by DHHS and administered by NPCL. Programs funded at \$600,000 a year for three years.
<b>The Responsible Fatherhood and Fragile Families Capacity Building Project, Housing &amp; Urban Development (HUD) &amp; NPCL</b>	Fathers of children living within HUD public housing communities.	Develop desk guide to assist the public housing authorities in implementing responsible fatherhood initiatives and fragile families support programs. Will identify up to seven sites to provide training, TA and oversight of activities. Will provide up to seven capacity building workshops for public housing staff, community partners, housing's resident leaders.	Purpose is to encourage reunification of strong nuclear families to benefit and enhance the well-being of their children	To be developed.	Will be funded by HUD and implemented by NPCL.
<b>The Father/Male Involvement Preschool Teacher Program, Illinois</b>	Program was designed in 1995 to help teachers increase father involvement in state-funded preschool programs for at-risk students.	Teachers received training and consultations on involving fathers in their programs.	After two years, parent involvement at the schools increased 23% over a control group of preschools. Teacher interaction with fathers also increased.	NA	Program evaluation funded by the U.S. Department of Agriculture. Local school system funded the program implementation. The Illinois State Board of Education is funding

					the statewide teacher training.
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