

FATHERS MATTER: WHAT COMMUNITY FOUNDATIONS CAN DO

by James A. Levine, Ed.D.
and Edward W. Pitt, M.S.W.

*Simple, effective
strategies to
improve outcomes
for children
and families.*



The Coalition
of Community
Foundations
for Youth

HN
49
.C6
L48
1998

AECF
Mono Arch

c.1

**ABOUT THE COALITION OF
COMMUNITY FOUNDATIONS FOR YOUTH**

Launched in 1991 to build the leadership capacity of community foundations on issues affecting children, youth, and families, the Coalition has grown into an alliance of more than 125 community foundations. The Coalition serves the community foundation field through three interlocking spheres of activity:

LEARNING

- providing training on the diverse roles community foundations can play in improving child, youth, and family well-being
- enabling community foundations to access leading researchers, practitioners, organizations, and materials
- responding to needs identified by community foundations
- documenting and disseminating innovative ideas, lessons learned, and best practices

LEVERAGING

- accessing national resources for community foundations of all sizes and at every stage of development
- enabling community foundations to leverage new sources of local human, social, and financial capital

LINKING

- connecting compatible community and national foundation objectives
- connecting community foundations to each other to address common interests and concerns
- creating momentum by connecting local priorities to complementary policies, work, and other activity at the national level
- facilitating the level of relationships, trust, and collaboration necessary to enable diverse segments and sectors of the community to pursue goals directed toward the common good

The Coalition of Community Foundations for Youth

1000 Broadway, Suite 302 • Kansas City, Mo. 64105

800.292.6149 • 816.842.4246

Fax 816.842.7907

www.ccfy.org • ccfy@ccfy.org

**FATHERS MATTER:
WHAT COMMUNITY FOUNDATIONS
CAN DO**

by James A. Levine, Ed.D.
and Edward W. Pitt, M.S.W.

**LEARNING BY DOING
COMMUNITY FOUNDATIONS WORKING
TO CONNECT CHILDREN AND ADULTS**

by Rebecca Hornbeck

ACKNOWLEDGEMENTS

This publication has been
made possible through the generous support
of the Annie E. Casey Foundation.

The Fatherhood Project
Families and Work Institute
330 Seventh Avenue-14th Floor.
New York, NY 10001
212.465.2044 • Fax 212.465.8637

ANNIE E. CASEY FOUNDATION



4515

ABOUT THE AUTHORS

Jim Levine and Ed Pitt direct The Fatherhood Project® at the Families and Work Institute in New York City. They are authors of *New Expectations: Community Strategies for Responsible Fatherhood*, and co-producers of the PBS documentary special, *Fatherhood USA*.

www.fatherhoodproject.org

Jim Levine: levineja@aol.com

Ed Pitt: epitt@familiesandwork.org

Rebecca Hornbeck is a consultant to the Coalition of Community Foundations for Youth and former program officer at the Baltimore Community Foundation.

www.ccfy.org

hornbeck@voicenet.com

FATHERS MATTER: WHAT COMMUNITY FOUNDATIONS CAN DO

The potential of fathers to improve the health and welfare of children and families has emerged as a major social and political issue. This publication explains (1) why fathers are so important in achieving good outcomes for children and families; and (2) what community foundations can do to stimulate and sustain the inclusion of fathers in the delivery of family and children's services.

WHY FATHERS MATTER

Social science research adds "knowledge" almost daily to something that most of us think of as common sense: fathers matter to the overall health and development of their children.

When fathers are absent, children are at increased risk in almost every dimension of their lives. According to the

Annie E. Casey Foundation's *Kids Count Data Book* for 1995, "Children in father absent homes are five times more likely to be poor and ten times more likely to be extremely poor." They are more likely to be on welfare and more likely to end up in foster care or group care facilities. They are at greater risk for teenage pregnancy and juvenile delinquency, and more likely to experience school failure, psychiatric illness, and other developmental problems.

Large numbers of America's children are now exposed to these risks. Between 1950 and 1994, the percentage of our children living in mother-only families quadrupled, from 6 to 24 percent. In 1994, for a variety of reasons, 19 million children were growing up in father absent homes.

**WHEN FATHERS
ARE ABSENT,
CHILDREN ARE
AT INCREASED
RISK IN ALMOST
EVERY DIMENSION
OF THEIR LIVES.**

When fathers are involved, not only are the risks reduced, but the likelihood of positive outcomes is increased across a child's entire life cycle. While this is especially true when fathers are part of two-parent families, consider these provocative research findings about the father's impact at different stages of child development:

Prenatal Care: The involvement and support of the mother's male partner—whether or not the couple is married—is the single best predictor of whether or not she receives adequate prenatal care, which in turn can greatly influence the health of a baby at birth.

Infant Development: Babies with actively involved fathers score higher on the Bailey Test of Mental and Motor Development, one of the standard pediatric tests for assessing growth and development. Premature infants whose fathers spend time playing with them have better cognitive outcomes at age 3, whether or not the father is living in the same household.

Preschool: Children with involved fathers demonstrate a greater ability to take initiative and direct themselves.

Elementary School: Children with involved fathers manage stress better and develop better peer relations. While both boys and girls do better cognitively, girls especially develop a stronger sense of competence in mathematics.

High School: Children with involved fathers are much more likely to be academically motivated and to succeed academically.

We do not mean to imply that children in single-mother headed households cannot thrive—they can and do. We do not mean to imply that unless fathers are married, they cannot be involved or have a positive impact on their children's development—they can and do. Indeed, the research cited above suggests that fathers can have a positive impact whether they are married, divorced, or unwed.

Moreover, research suggests that the father-child relationship is a two-way process with the potential for creating effects that are as significant for fathers as they are for children. In a four-decade study of 240 men born during the 1920s and 1930s, Emory University social psychologist John Snarey found that men's involvement with their children contributed to occupational success.

In three decades of reconnecting unemployed, substance abusing men with their children, Charles Ballard, founder and director of the National Institute for Responsible Fatherhood and Family Revitalization, has found repeatedly that "men need children. When you connect the father with his child from an emotional standpoint, other things change—he changes his thinking and his environment." As succinctly put by psychiatrist Kyle Pruett, M.D. of the Yale Child Study Center, "That men and children can affect each other as profoundly as any relationship that they will ever have in their life is a truth many young fathers do not understand and many older fathers hold as a canon."

The evidence is clear: if we want to reduce the risks and optimize the developmental outcomes for children—and for fathers—it is important to include men in their children's lives. One way of doing that is by including them in the services we deliver to families.

The question is not whether fathers are important to their children, but what can be done at the community level to strengthen the connection of men to their children and to develop policies that encourage that connection.

**AN EFFECTIVE STRATEGY—
INFUSING FATHERS IN FAMILY SERVICES**

Does that mean developing a whole new set of programs and policies for fathers? Not necessarily. While increased investment in good fathering is greatly needed, there is still

RESEARCH SUGGESTS THAT THE FATHER-CHILD RELATIONSHIP IS A TWO-WAY PROCESS WITH THE POTENTIAL FOR CREATING EFFECTS THAT ARE AS SIGNIFICANT FOR FATHERS AS THEY ARE FOR CHILDREN.

WHEN FATHERS ARE INVOLVED, NOT ONLY ARE RISKS REDUCED, THE LIKELIHOOD OF POSITIVE OUTCOMES IS INCREASED ACROSS A CHILD'S ENTIRE LIFE CYCLE.

much that practitioners and policy makers can do to encourage responsible fatherhood.

To reach fathers we need to rethink the way we deliver existing services to families and whether our current policies encourage or discourage father involvement. Most organizations

TO REACH FATHERS, WE NEED TO RETHINK THE WAY WE DELIVER EXISTING SERVICES TO FAMILIES AND WHETHER OUR CURRENT POLICIES ENCOURAGE OR DISCOURAGE FATHER INVOLVEMENT.

unwittingly transmit the message that “family services” mean “services to mothers and children.” Without realizing it, they discourage the participation of men by implicitly sending the message that they expect women—but not men—to be interested in and responsible for their children.

Our research shows that men’s behavior is powerfully influenced by the expectations about fatherhood that are transmitted every day of the week by

hospitals, preschools, courts, churches and other community-based institutions that deal with families. Consider just a few “critical” and “reachable” moments when family service providers can begin strengthening the connection between fathers and children by changing their expectations:

Pregnancy: Once a woman becomes pregnant, the apparatus of “maternal and child health” programs becomes available to her. Health providers do not routinely reach out to expectant fathers, even though they are an emotionally primed audience, and even though research has shown that the likelihood of mother and child receiving adequate prenatal care can be increased if the mother’s male partner is involved. When Baltimore’s Healthy Start program extended its outreach to men, the program not only reduced the risk of infant mortality, it threw out a lifeline for increasing the life prospects of low-income fathers.

Childbirth: Many young unmarried fathers peer eagerly at their babies through nursery windows. Unless maternity ward staff are trained to include fathers, babies are at risk of leaving the hospital without paternity being established and men are at greater risk of becoming “disconnected dads.” When the

state of West Virginia trained maternity ward nurses in paternity establishment—which does not require marriage—the rates of paternity establishment increased from 18 percent to over 60 percent in just three years.

Head Start and Preschool Registration: Registration for Head Start or other preschool programs often marks a family’s first contact with a formal educational institution, and can affect that family’s expectations about dealing with school. Most programs routinely gather information from the mother; many don’t even ask if there is a father present or available. Troubled at its low rate of father participation, the Fairfax-San Anselmo Children’s Center sent a note home, “Calling All Men,” which invited all families to send a significant man in the child’s life to a Saturday morning breakfast: 75 men showed up with children. Now the Children’s Center routinely collects information about such “significant men” at the time of registration, and has a high level of father involvement in all aspects of its programming.

Elementary and High School: At many schools, parent involvement really means “mother involvement” and the PTA (Parent-Teacher Association) really could be called MTA (Mother-Teacher Association). To reverse this trend and, more importantly, to get dads into their children’s classrooms, the PTA of PS 372 in Brooklyn, New York—in conjunction with the principal and teachers—organized “Bring Your Grownup to School Day.”

It’s similar to “Take Our Daughters to Work Day,” except that it’s children bringing parents into their daily routine. In Austin, Texas, psychologist Ron Klinger saw 80 men show up at his son’s school for “Donuts with Dads.” Realizing the importance of marketing specifically to “fathers”—rather than more generically to “parents”—Klinger was able to create a series of fathering seminars that are successfully bringing men into every elementary school in the entire district.

COMMUNITY FOUNDATIONS CAN PLAY A KEY ROLE IN STIMULATING ALL FAMILY-SERVING AGENCIES TO DEVELOP A FATHER-INCLUSIVE APPROACH.

A STRATEGY FOR COMMUNITY FOUNDATIONS

Community foundations can play a key role in encouraging policy makers and family serving agencies to develop a father-inclusive approach. They are uniquely poised to convene disparate and competing groups to focus on fatherhood; to help raise community awareness; and to leverage existing resources. The Topeka Community Foundation is using the following process which is simple, doable, and applicable to all communities.

STEP ONE

Convene to Identify and Build on Existing Strengths

A fatherhood infusion strategy requires that you first bring

**A FATHERHOOD
INFUSION STRATEGY
REQUIRES THAT YOU
FIRST BRING
TOGETHER KEY
REPRESENTATIVES
OF ORGANIZATIONS
THAT DEAL WITH
FAMILIES IN YOUR
COMMUNITY.**

together key representatives of the major organizations that deal regularly with children and families in your community—health centers, WIC (Women Infants and Children) and Head Start programs, schools, social services, churches, courts, elected officials, etc. Be sure to include representatives of the business community too. All of these people need to understand why the inclusion of fathers is so important to

children and families. They can be challenged to identify ways in which their existing services and policies might do a better job of inclusion with or without adding new programs or expending significant resources.

The Topeka Community Foundation sponsored an evening community event to focus on the importance of fathers and ways that other communities are working effectively to include them. The next morning, it convened a diverse group of educational and family service agencies for a working session specifically designed to identify and build on existing community strengths, rather than to get stuck on the “problem” or “difficulty” of reaching fathers. This solution-oriented approach is critical to the process and works by asking the assembled group three sets of questions:

1. *What is being done by your organization to include fathers, and what would it take for you to be even more effective?*

The only responses to this question should come from agencies that are actually including or trying to include fathers—any and all fathers, regardless of marital status or income level. The goal is to identify a critical mass of what is or seems to be working.

Participants in Topeka, as in other communities, were surprised by the responses. There were more services being offered to fathers than most people realized; there was a much greater interest in reaching fathers than anybody realized; and there was widespread agreement on the need for more effective outreach.

2. *How could your agency be more effective in reaching fathers?*

To answer the second question, participants are divided up into small groups and given 15 minutes to “brainstorm”

their answers. There is no such thing as a “wrong” answer. The goal is to draw on all members of the group—not just those who are already trying to include fathers—to identify possible solutions to the problem of outreach identified by the first question. Another way of posing this to participants is “How would a father—any father—in your community know what

services are available to him, given that family is so often interpreted as mother and child? How would a service provider in your community be able to find out what services are available for fathers, including expectant fathers?”

Participants in Topeka came up with over 25 different ideas; some of them are listed in Step 3, Dissemination (see page 9). Most of these were “common sense.” For example, the local child care resource and referral agency realized that most families probably interpreted its services as being for mothers; it could “reposition” itself more

**HOW WOULD A
FATHER—ANY
FATHER—IN YOUR
COMMUNITY KNOW
WHAT SERVICES
ARE AVAILABLE
TO HIM, GIVEN THAT
FAMILY IS SO OFTEN
INTERPRETED AS
MOTHER AND CHILD?**

community. Let service providers and businesses also distribute them to consumers. United Way immediately offered to cover the printing costs for this venture.

- Combine the Resource Guide with a tip sheet for new fathers, and make it available at every prenatal clinic and doctor's office in the city.

Don't wait until you have the "perfect plan" in place. Begin with what you know works, no matter how small. As people get to know what is going on, it will be easier to enlist them in your infusion strategy.

STEP FOUR

Work with Your Local Media

The local media—print and broadcast—are among your most important allies in disseminating information about resources for fathers and families and about your father-inclusion strategy. Outside of major metropolitan centers, the media are eager for stories—and the attempt to reach fathers is a good story.

You can play a role in educating the media about what stories should be told. Concerned that you don't yet have anything to say? Your effort to reach out to fathers is a story in itself. How you are working with the phone company to get a Yellow Pages ad is a story. Every agency you list in your Fathers and Families Resource Guide is sure to have its own story.

STEP FIVE

Examine Your Own Policies

Your grant making policies and guidelines can play an important role in raising community awareness and advancing your strategy for infusing fatherhood into the routine delivery of all family services.

Ask grant applicants to answer the following questions about "fathers"—and do not accept answers that talk about "parents" or "families":

- What does your organization do proactively to include fathers?
- What barriers, if any, do you encounter in trying to reach fathers?
- How could you more effectively reach or include fathers?

Some members of your community may object to a focus on fathers, when there is no similar focus on mothers. But the fact is that most family services are understood as mothers' services. A father-inclusive approach is not about denying women, but about uplifting children and families by paying attention to all family members.

STEP SIX

Examine Public Policies Around You

Public policy regarding fatherhood is in an important period of change. In 1995, with Vice President Gore's leadership, President Clinton issued an Executive Memorandum that directs all federal departments and agencies to review every program, policy and initiative that pertains to families and make sure that it seeks "to engage and meaningfully include fathers." You might make the actions taken and lessons learned by federal agencies available to state and local government.

Meanwhile, under welfare reform, federal dollars have become available to support several state-level initiatives that could make it easier for low-income fathers to stay involved in their children's lives: welfare-to-work programs for two-parent families, access and visitation programs for non-custodial parents, and better communication between community-based agencies and child support enforcement agencies. You can ensure that advocates in your community understand these opportunities by connecting them to

A FATHER-INCLUSIVE APPROACH IS NOT ABOUT DENYING WOMEN, BUT ABOUT UPLIFTING CHILDREN AND FAMILIES BY PAYING ATTENTION TO ALL FAMILY MEMBERS.

civic groups like the Urban League; public agencies like the court system and health departments; groups following up on America's Promise, the volunteer summit; a wide spectrum of religious groups including Promise Keepers, Youth for Christ and African-American churches; neighborhood groups such as community centers; and businesses.

- **Work on father issues has impacted boards, staff, and programs of community foundations.** Several staff report that they now raise the issue of father involvement with applicants seeking funds to work with children and families. One community foundation asks, "Where do fathers fit in?" After their Father's Day event, another community foundation decided to convene all of the groups working on the issue of fathers to learn from each other, make their work more effective, and include more groups in their community. One foundation reports that its work on connecting fathers and children has helped them change their image from a "rich people's club" to one that benefits everyone in the community—all ages, races and classes. In one community foundation, a board member is the foundation's liaison on a "team parenting" project to help never-married parents develop constructive parenting relationships.
- **Involvement in programs leads to policy issues.** Most of the community foundations have entered the work on fathers by supporting or working in partnership on specific programs rather than policy issues. However, they are finding that involvement in programs raises policy issues. The Rochester Area Community Foundation (New York) has become involved in whether schools should share information with non-custodial parents (currently they only give information to the custodial parent). After their 1997 Father's Day event, the Community Foundation Serving Bedford, Cambria and Somerset Counties (Pennsylvania) was called by the

media about the issue of family leave. The Racine Community Foundation is collaborating with a statewide partnership on "team parenting" which may have an impact on Wisconsin's welfare to work programs.

- **One of the most effective strategies to connect fathers and children is to integrate the work into current programs and initiatives.** New programs may be needed to connect fathers and children, and we do not want to discourage support for them. It is important to bear in mind, however, that a focus on fathers is a viable, often low-cost, strategy for increasing the effectiveness of existing efforts to improve conditions for children and families. Examples include:

1. Develop a resident father "expert." The Fort Wayne Community Foundation (Indiana) is building the capacity of local agencies that work with children and families to reach out to fathers. A representative from this community will be trained by the National Center on Fathering and become its resident "expert." Day-long training will be provided free of charge to the 88 local providers who serve children and families. The Hutchinson Community Foundation (Kansas) is leading a collaborative project which has hired a part-time coordinator to be a spokesperson for and leader of father involvement activities.

2. Identify and publicize existing resources. The Amarillo Area Foundation (Texas) is supporting the creation of a Father Resource Library located at the Family Support Services Agency, which serves Amarillo and a 26-county area. The community foundation also asked the United Way to add questions about services to fathers in a survey that will be used to compile a directory of organizations that provide services in the 26-county area.

**SUMMARY OF FATHERS MATTER GRANTS
AWARDED BY THE COALITION OF
COMMUNITY FOUNDATIONS FOR YOUTH
1996-1998**

The following community foundations have received support from the Coalition of Community Foundations for Youth to develop best practices and policy innovations to involve fathers in the lives of their children in their local community:

Community Foundation for Southern Arizona (Tucson, AZ)
Contact: Donna Grant, Executive Director
602.722.1707

Orange County Community Foundation (Irvine, CA)
Contact: Judith Swayne, Executive Director
714.553.4202

Community Foundation of Monterey County (Monterey, CA)
Contact: Marli Melton, Associate Director
408.375.9712

East Bay Community Foundation (Oakland, CA)
Contact: David Pontecorvo, Program Director
510.836.3223

Sonoma County Community Foundation (Santa Rose, CA)
Contact: Kay Marquet, Executive Director
707.579.4073

**The Community Foundation for Greater New Haven
(New Haven, CT)**
Contact: Nancy Hadley, Executive Director
203.787.6584

Community Foundation of Collier County (Naples, FL)
Contacts: Barbara J. Kent, Executive Director
Mary George, Program Officer
941.649.5000

Community Foundation of Central Florida (Orlando, FL)
Contact: Diane Sandquist, President
407.872.3050

Community Foundation of Sarasota County (Sarasota, FL)
Contact: Stewart W. Stearns, Executive Director
941.955.3000

Noble County Community Foundation, Inc. (Albion, IN)
Contact: Nancy Plummer, Executive Director
219.636.3426

Fort Wayne Community Foundation (Fort Wayne, IN)
Contacts: David Bennett, Executive Director
Carol Fleming, Program Director
219.426.4083

Northern Indiana Community Foundation (Logansport, IN)
Contact: Lisa Terry-Bowsher, Executive Director
219.722.8804

Unity Foundation of LaPorte County, Inc. (Michigan City, IN)
Contact: Margaret A. Spartz, President
219.879.0327

Hutchinson Community Foundation (Hutchinson, KS)
Contact: Sandra McMullen, President/Executive Director
316.663.5293

Topeka Community Foundation (Topeka, KS)
Contact: Chandler Moenius, Executive Director
913.272.4804

Community Foundation of Greater Flint (Flint, MI)
Contact: David Swenson, Executive Director
810.767.8270

**Community Foundation for Muskegon County
(Muskegon, MI)**

Contacts: Patricia B. Johnson, President
Arn Boezaart, Program Officer
616.722.4538

Saginaw Community Foundation (Saginaw, MI)

Contacts: Lucy R. Allen, President & CEO
Nancy Warner, Vice President
517.755.0545

**Greater Kansas City Community Foundation
(Kansas City, MO)**

Contacts: Janice Kreamer, President
Carolyn Lehr, Program Officer
816.842.0944

Rochester Area Community Foundation (Rochester, NY)

Contact: Jennifer Leonard, President
716.325.4353

The Oregon Community Foundation (Portland, OR)

Contacts: Gregory Chaille, President
Kathleen Cornett, VP for Programs
503.227.6846

Rhode Island Foundation (Providence, RI)

Contacts: Ronald V. Gallo, President
Melvin Bell, Program Officer
401.274.4564

**Community Foundation Serving Coastal South Carolina
(Charleston, SC)**

Contact: Richard Hendry, Program Director
803.723.3635

Central Carolina Community Foundation (Columbia, SC)

Contact: J. Mac Bennett, Executive Director
803.254.5601

Sioux Falls Area Foundation (Sioux Falls, SD)

Contact: Marsha Englert, Program Officer
605.336.7055

Amarillo Area Foundation (Amarillo, TX)

Contacts: Jim Allison, President and Executive Director
Ashley Allison, Director of Grants
806.376.4521

**Community Foundation of the Virgin Islands
(St. Thomas, VI)**

Contact: Dee Baecher Brown, Executive Director
809.774.7993

Racine Community Foundation (Racine, WI)

Contact: Marge Kozina, Executive Director
414.632.8474

SIDEBARS

FATHERHOOD 2000—TOPEKA, KANSAS

Task 1: Assessment of Assets (Current Services to Fathers) and Needs

January 23, 1998

Our first task was to identify (1) current services that were or could be offered to fathers (assets) and; (2) what each service provider would need to do in order to be more effective with fathers.

The need for more effective outreach—making clear what is actually available to and for fathers—emerged as the most common theme across programs.

Boot Camp for Dads

Outreach; recruitment of dads

Children's Services—New Dads

Transportation

Collaboration among non-profit family-service agencies

Business sector involvement

High school/teen parenting course

Outreach; relationship skills development

National Congress of Fathers and Children

Understanding; challenging of stereotypes about fathers

Salvation Army day care

Outreach

United Way

Outreach to drop outs

FATHERHOOD 2000—TOPEKA, KANSAS

Task 2: Outreach Strategies

January 23, 1998

Our second task was to brainstorm in small groups to come up with potentially effective ways to reach fathers. Following is a list of 26 ideas that were suggested:

1. Collect data through health care providers
2. Child care resource and referral can let dads know what's available
3. Yellow Page advertisement (of services available for fathers)
4. Success by Six Resource Card
5. Infomercial
6. Differentiate fathers by market segments
7. Father to father across businesses
8. Hotline—ask a dad
9. Father's directory
10. Parenting class in schools for boys and men
11. Educate social service providers and managers about what is available for fathers
12. Recruit mentor fathers
13. Activity-based event to draw men out
14. School-based marketing of parenting workshops

15. Regulatory enforcement
16. Free supper at Salvation Army
17. Financial assistance for job training and placement—supported by state financing
18. PSAs (public service announcements)
19. Newspaper column on what's available for fathers
20. Educate grandparents about the importance of fathers (especially for parents of teen moms)
21. Collaboration between business, family service agencies, and the media to raise community awareness of the bottom-line benefits of valuing families and fathers
22. Pool media efforts
23. United Way pool resources; serve as possible base for a community initiative
24. Prenatal clinics/doctors' offices: use determination of pregnancy as opportunity to offer moms-to-be information about fatherhood and what is available for fathers
25. Educate mothers about importance of fathers
26. Telemarketing

FATHERHOOD 2000—TOPEKA, KANSAS

Task 3: My Agency Can

January 23, 1998

Our third task was for each agency present to identify specific steps it could take to reach or work more effectively with fathers—or to work with others in the community on extending services to fathers and fathers-to-be.

Capitol City Bank

- Use statement stuffers to distribute information about resources for fathers.
- Use marquees to publicize availability of information for fathers.
- Recruit male volunteers to reading program.

ERC (Child Care Resource and Referral)

- Use quarterly newsletter as vehicle for dissemination information and resources to fathers.

Health Department

- Change the WIC symbol to include men.
- Make bathrooms family/father friendly.
- Include fathers in nutrition education program.
- Include men in family planning and STD clinic

AGENCY	ACTIVITY/ACTION
Health Department (continued)	<ul style="list-style-type: none"> • Sell agency services to the public—since they are paid for by taxpayers. • Hire more male staff. • Recruit male volunteers.
Hills Pet Nutrition	<ul style="list-style-type: none"> • Solicit CEO support—and enlist support of other CEOs. • Solicit interest and support from local society of human resource professionals. • Employee Assistance Program (EAP)—distribute information about resources for fathers.
High school	<ul style="list-style-type: none"> • Offer afternoon (after school) event for fathers of teen moms. • Distribute resource packet of services available for fathers.
Junior League	<ul style="list-style-type: none"> • Include resources for fathers on web site for children and families.
Kansas Children's Service League (KCSL)	<ul style="list-style-type: none"> • Review family reintegration program regarding possible inclusion of fathers.
Mercantile Bank	<ul style="list-style-type: none"> • Volunteer staff to work on the Fatherhood 2000 effort.
The Menninger Clinic	<ul style="list-style-type: none"> • Orientation for new employees about family friendliness—and father friendliness. • School of Mental Health serve as a resource. • EAP offer information about community resources for fathers; specifically target pregnant employees.
Mother-to-Mother	<ul style="list-style-type: none"> • Open some meetings to include fathers to educate board and members. • Distribute resource guide for fathers via mothers. • Clarify organizational mission to include being family friendly—and include father friendly.

AGENCY	ACTIVITY/ACTION
National Congress of Fathers and Children	<ul style="list-style-type: none"> • Disseminate a list of community resources for fathers to its membership.
NationsBank	<ul style="list-style-type: none"> • Communicate availability of benefits more effectively to fathers.
Optimists	<ul style="list-style-type: none"> • Provide space for meetings.
Shawnee Regional Prevention and Recovery Services	<ul style="list-style-type: none"> • Raise staff awareness about fatherhood. • Use resource guide for fathers.
Sacred Heart Parish	<ul style="list-style-type: none"> • Outreach to fathers. • Raise issue of father's risks and responsibilities in the debate over abortion.
Salvation Army	<ul style="list-style-type: none"> • Train day care teachers about reaching fathers. • Conduct survey of parents using day care programs. • Provide space for meetings. • Partner for food program.
SCORE	<ul style="list-style-type: none"> • Volunteer expertise of members to a Fatherhood 2000 initiative and/or to other agencies that want to work effectively with fathers.
Security Benefit	<ul style="list-style-type: none"> • Make availability of benefits to fathers clear. • Establish network of working fathers.
SRS – Child Support Enforcement	<ul style="list-style-type: none"> • Fund a parent-child learning program. • Make agency more father friendly.
St. Francis Hospital	<ul style="list-style-type: none"> • Collect data about fathers in physician clinics. • Extend educational services for new parents to specifically include fathers. • Fund Boot Camp for Dads. • Provide funding for other service providers who are reaching fathers.

St. Francis Hospital
(continued)

- Use prenatal clinics as a source for collecting information about dads and distributing information to dads.

Topeka Day Care

- Make environment more father friendly.

Washburn High School

- Distribute tip cards for fathers at high school.
- Offer a fathers group.
- Expand mentoring.

Youth Center

- Expand and distribute information for prospective fathers—not just men who are already fathers.

ADDITIONAL RESOURCES

Several national organizations are now conducting research and/or providing technical assistance on fatherhood-related issues. Here is a basic starter kit of resources:

- **Center on Fathers, Families and Public Policy**

Examines the legal and social support systems available to never married, low-skilled, low-income men who wish to remain active, contributing members of their families.

312.338.0900

- **Father-to-Father/FatherNet**

National effort to unite men in the task of being a strong and positive force in their children's lives. FatherNet includes research, policy and opinion documents to inform users about the factors that support and hinder men's involvement in the lives of children.

612.626.1212

www.cyfc.umn.edu/fathernet

- **The Fatherhood Project®/Families and Work Institute**

National research and education project that is examining the future of fatherhood and developing ways to support men's involvement in childrearing. Its books, films, consultation, seminars, and training all present practical strategies to support fathers and mothers in their parenting roles.

212.465.2044

www.fatherhoodproject.org

- **Fatherhood USA/SCETV**

Starter kit of books and web sites focused on fatherhood and written in accessible language for both parents and practitioners.

803.737.3397

www.scetv.org/fatherhoodusa

- **Institute for Responsible Fatherhood and Family Revitalization**

Home-based grassroots non-profit organization dedicated to encouraging fathers to become involved in the lives of their children in a loving, compassionate, and nurturing way.

202.293.4420

www.responsiblefatherhood.org

- **National Center for Fathering**
Conducts research and develops practical resources to strengthen community-based efforts addressing the need for better fathering.
 800.593.DADS (593.3237)
www.fathers.com
- **National Center for Strategic Non-Profit Planning and Community Leadership**
Offers skill-building workshops for practitioners working with young fathers; uses Fatherhood Development curriculum developed by Public/Private Ventures (P/PV).
 202.822.6725
www.npcl.org
- **National Center on Fathers and Families (NCOFF)**
NCOFF's mission is to improve the life chances of children and efficacy of families through positive father involvement, particularly for children and families experiencing hardship.
 215.573.5500
www.ncoff.gse.upenn.edu
- **National Fatherhood Initiative (NFI)**
Conducts public awareness campaigns promoting responsible fatherhood, organizes conferences and community fatherhood forums, provides resource material to organizations seeking to establish support programs for fathers, publishes a quarterly newsletter, and disseminates informational material to men seeking to become more effective fathers.
 301.948.0599
www.fatherhood.org
- **National Fathers' Network**
National Fathers' Network is dedicated to providing support and resources for fathers and families of children with special needs.
 425-747-4004, ext. 218
www.fathersnetwork.org
- **National Practitioners Network for Fathers and Families**
Membership organization for agencies working with fathers in fragile families.
 800.34NPFFF (346.7633)



The Coalition of Community Foundations for Youth

1000 Broadway, Suite 302 • Kansas City, MO 64105

800.292.6149 • 816.842.4246

Fax 816.842.7907

www.ccfy.org • ccfy@ccfy.org