

Fanning the Fatherhood **FIRE**:

A National Fatherhood Summit
June 4-6, 2019 | Nashville, Tennessee



Family-focused  Interconnected
Resilient  Essential

W4 **Understanding the Past to Improve the Future: Lessons Learned in Fatherhood Program Service Delivery**

Presenter:

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Notable Quotes

1. *People don't remember what you said. People don't remember what you did. But they do remember how you made them feel.*

Maya Angelou

1. *"It's important to think about how to have conversations about depression – because doing so can change lives."*

Dr. Sidney Hankerson, Mental Health and Black Men, 2012

1. *"Children have never been very good at listening to their elders, but they have never failed to imitate them."*

James A. Baldwin

1. *In every job that must be done, there is an element of fun. You find the fun, and the job's a game.*

PL Travers, Mary Poppins



Our Goals Today

- Explore lessons learned from fatherhood programming over last 30 years
- Highlight relevant resources, including NRFC's Responsible Fatherhood Toolkit www.fatherhood.gov/toolkit
- Consider some key fatherhood program components:
 - Partnership development
 - Case management
 - Staff training and support
 - Group facilitation



A Brief History

- 1983-1985 Teen Father Collaboration
- 1992-1994 Young Unwed Fathers Pilot Project
- 1994-1996 Parents' Fair Share
- 1998-2000 OCSE Responsible Fatherhood Demonstration
- 2000-2003 Partners for Fragile Families
- 2006- Healthy Marriage Responsible Fatherhood (OFA)



Resources

- Sander, J. H., & Rosen, J. L. (1987). Teenage fathers: Working with the neglected partner in adolescent childbearing. *Family Planning Perspectives, 19*(3), 107-110.
- Achatz, M., & MacAllum, C. (1994). [*The Young Unwed Fathers Pilot Project*](#)
- Johnson, E. S., Levine, A., & Doolittle, F. C. (1999). *Fathers' fair share: Helping poor men manage child support and fatherhood*. New York, NY: Russell Sage Foundation.
- Bronte-Tinkew, J., et al (2007). [*Elements of promising practice for fatherhood programs*](#).
- Martinson, K., & Nightingale, D. (2008). [*Ten key findings from responsible fatherhood initiatives*](#);
- Klempin, S., & Mincy, R. B. (2012), [*Tossed on a sea of change: A status update on the responsible fatherhood field*](#).



Early Lessons

- Effective programs have staff who engage in one-on-one relationships with fathers.
- Low income moms and dads face similar and significant barriers.
- Program challenges include recruitment, sustainability, and providing effective employment services.
- Child support related services are a critical component.
- Co-parenting issues need to be addressed.



More lessons learned *(NRFC Toolkit)*

- The quality of one-on-one interaction and case management can affect:
 - Whether a father decides to join a program.
 - How long he stays.
 - Whether he follows through in achieving his goals.
- Well facilitated workshops can generate tremendous positive energy among a group of fathers and influence retention.
- Providing meaningful services will not only increase retention, but can become a key recruitment tool through word-of-mouth marketing.
- Working with experienced community partners can help provide a full range of services.



Partnership Development *(NRFC Toolkit)*

- Forming effective partnerships takes time, but ongoing constructive dialogue can help partners establish common ground and achieve mutual goals.
- Encouraging potential partners to visit the program location can help build partner commitment and awareness of the program.
- A memorandum of understanding or contract is helpful for building new community relationships and strengthening existing ones.



Case Management *(NRFC Toolkit)*

"It's important to maintain a non-judgmental approach and build a relationship from the start." Barry McIntosh, Young Fathers of Santa Fe

- Assess Needs and Set Goals - build trust
- Follow step by step approach - address basic needs first
- Promote Self-Esteem – be aware of any trauma or depression
- Make referrals - in-house and to partner organizations
- Follow-up - help fathers stay on track



Staff Training and Support *(NRFC Toolkit)*

- Provide ongoing training and support to:
 - Reinforce direct service skills.
 - Help staff members deal with difficult issues.
 - Ensure they understand program policies, procedures, and strategies.
- Programs must nurture both new and experienced staff to prevent potential burnout in a demanding job.
 - Using a team approach and reflective supervision are good ways to do this.
 - Reminders about the importance of modeling key program concepts, such as good relationship skills, can help staff stay motivated and focused.



Group Facilitation *(NRFC Toolkit)*

- Facilitators play four basic roles:
 - Engaging
 - Informing
 - Involving
 - Applying
- Opening and closing rituals provide opportunities to:
 - Reflect on takeaway messages
 - Encourage application of new knowledge and skills
- Effective facilitators:
 - Create an environment of mutual learning and respect
 - Help people come to their own conclusions
 - Offer varied activities
 - Respond to individual group member needs
 - Listen to and learn from the group
 - Manage difficult people



More on group facilitation

Stages of group development

1. Forming
2. Storming
3. Norming
4. Performing
5. Adjourning

General facilitation skills

- Listening, observing & learning
- Being authentic
- Involving the whole group
- Asking good open-ended questions
- Keeping things moving/having back-up plans
- Using self-disclosure appropriately
- Being flexible



Conducting an activity

- Know your Purpose
- Give Clear Instructions
- Monitor group and individual tasks
- Manage reporting process
- Fully process for complete learning

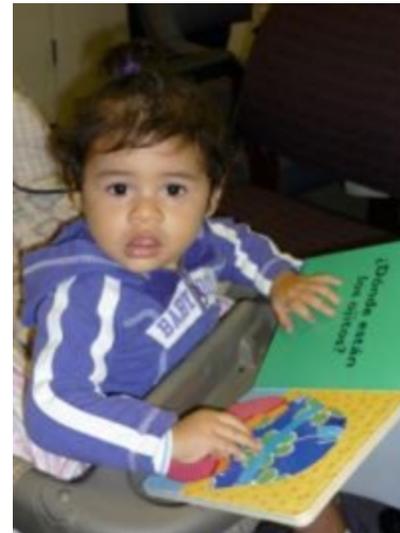
Ask questions like:

- What was that activity like for you?
- Reactions?
- Why do you think we did this?
- What are some take-home messages for you?
- How will you use these ideas in your personal life?



Reflection

- For me this workshop has been ...
- Something I learned is ...
- Group members have given me ...
- One thing I'll do differently as a result of this workshop is ...



Summary of Key Points

- Learn from previous work and successful programs.
- Draw on tips and activities in NRFC's Toolkit.
- Develop relationships of trust and respect.
- Work with experienced partners.
- Create a supportive environment for staff.
- Walk the talk, model respectful behavior.
- Help dads reflect on their personal journeys, gain knowledge, and develop skills to improve outcomes for their children.





Questions and Answers

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Stay in touch with us!

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