

**Mobilizing 12 Ohio Counties around Responsible Fatherhood  
Final Report Presented to  
The Ohio Commission on Fatherhood**

**Presented By:**



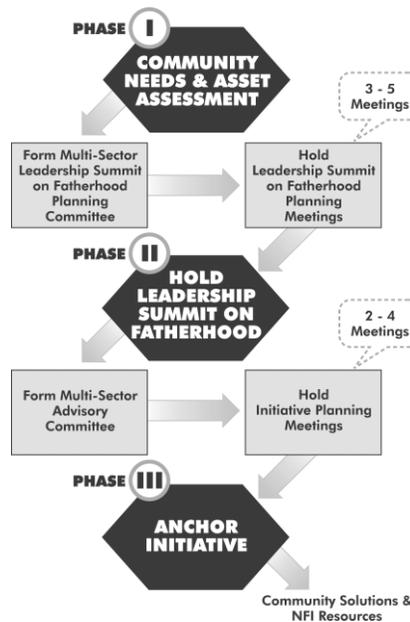
**National  
Fatherhood  
Initiative®**

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## Introduction

National Fatherhood Initiative (NFI) has been contracted by the Ohio Commission on Fatherhood (OCF) to implement a 3-phase Community Mobilization Approach (CMA). NFI's CMA, which is diagrammed in Figure 1 below, consists of 3 phases: (1) a needs and assets assessment of the counties' abilities to promote responsible fatherhood; (2) a Leadership Summit on Fatherhood attended by county leaders; and (3) implementing an action plan for a fatherhood initiative generated by a broad cross-section of county sectors.

Figure 1



This is the final report that NFI will provide to OCF covering all activities of the project.

This report is formatted to be consistent with the deliverable categories detailed in the original proposal and consist of the following key areas:

- County Assessments
- Training/Facilitation
- Planning Sessions
- Technical Assistance

### County Assessments

This deliverable involves two main activities: 1) assessing each county's father-friendliness using NFI's *Father Friendly Check-Up™ for Social Services and Programs* tool and; 2) creating a Needs and Assets Assessment report for each of the 12 counties.

NFI staff converted the *Father Friendly Check-Up™ for Social Services and Programs* tool in January 2011 so that county agencies could take the assessment online using Survey Monkey. This also allowed NFI staff to more easily access and track the results.

County agency comments indicate the assessment helped raise awareness of the need to improve their father-friendliness and provided helpful strategies that can help them achieve this goal. One county leader wrote “this Father Friendly Check-Up™ was an eye opener. There are questions that will be addressed by our organization and ones that can be explored more. We at C.C.D.C.F.S. will continue to include fathers in regards to building and improving the relationship with his children. There are also efforts to include the paternal side of the child's life if dad is unavailable.” Another county leader wrote “many of our answers really should have been, yes, BUT- we need to do it a lot better and more across the board not just in certain areas/services.”

NFI staff re-administered the *Father Friendly Check-Up™ for Social Services and Programs* again in June 2011 and compared the scores to determine if (and to what degree) each county agency increased its father-friendliness. Table 1 shows the results for the 12 lead agencies. There was an overall increase of father-friendliness of 6.8% among all 28 agencies. The county lead agencies (Fairfield County Job & Family Services, Columbus Urban League, OSU Extension-Greene County, Guernsey County Children Services, ADAS Board Lorain County, Mercer County Common Pleas Court, Montgomery County Job & Family Services, Forever Dads, Stark County Community Action Agency, FameFathers, Collaboration Station, and Urban Light Ministries) actually had a noticeably higher percentage gain of 9.7%. In comparison, agencies who were not directly accountable for the community mobilization process had a 3.9% increase.

NFI staff wrote 12 county Needs and Assets Assessments. This included compiling secondary data, creating assets maps, and including focus group results. NFI worked closely with its subcontractor Public Strategies to coordinate and conduct a focus group for all 12 counties during the first two weeks of March. The Needs and Assets Assessments were completed before each county conducted its Leadership Summit on Fatherhood scheduled throughout May. NFI staff worked with each county to ensure the results from these assessments were highlighted at each of their Leadership Summits.

Table 1

## Training/Facilitation

NFI conducted the 2-day Community Mobilization Workshop (CMW) on February 15<sup>th</sup> and 16<sup>th</sup>, 2011. There were 38 participants representing each of the 12 counties. This interactive workshop covered the following key areas:

- How to create a Father Friendly Plan
- How to work through the needs and assets assessment process in a community
- How to plan for a Leadership Summit on Fatherhood
- How to implement a Community Action Plan on fatherhood
- Why Community Leaders make a difference
- Why Mobilize?
- How to make change happen at the community level
- Specific mobilization tools
- How to fund the initiative
- Understand the process needed to implement a community mobilization approach for anchoring a fatherhood initiative

NFI administered pre- and post-surveys to measure knowledge gain in these key areas which reported an increase in 9 out of 10 statements (See Table 1).

Table 1

How confident are you that you:	
1) Know who are some community leaders you may want to contact initially to begin the dialogue surrounding fatherhood?	Pre-Score = 4.55 Post-Score = 4.55 Difference = 0
2) Know who are the other sectors or leaders in your community that you will need to consider and include as you begin to connect with community leaders?	Pre-Score = 4.20 Post-Score = 4.60 Difference = .4
3) Know how to take advantage of the strengths of your organization's culture to help your community mobilize and anchor a fatherhood initiative?	Pre-Score = 3.80 Post-Score = 4.25 Difference = .45
4) Know where your community stands in terms of norms, values, beliefs and characteristics which will influence the delivery of anchoring a fatherhood initiative?	Pre-Score = 3.50 Post-Score = 4.00 Difference = .5
5) Know how to plan for a Leadership Summit on Fatherhood?	Pre-Score = 2.90 Post-Score = 4.20 Difference = 1.3
6) Know how to conduct a Leadership Summit on Fatherhood in your community?	Pre-Score = 2.85 Post-Score = 4.15 Difference = 1.3
7) Know how to develop a Community Action Plan on Fatherhood?	Pre-Score = 2.85 Post-Score = 4.00 Difference = 1.15
8) Can begin implementing the creation of a Community Action Plan on Fatherhood in your community?	Pre-Score = 3.00 Post-Score = 4.10 Difference = 1.1
9) Can successfully anchor a fatherhood initiative?	Pre-Score = 3.30 Post-Score = 4.20 Difference = .9
10) Have the foundation for sustaining a fatherhood initiative based on the community mobilization model?	Pre-Score = 2.95 Post-Score = 4.15 Difference = 1.2

Additionally, post surveys from the training showed that 100% of the participants agreed or strongly agreed that:

- They were satisfied with the training session
- The level of interaction among attendees and trainers was high
- The printed materials were useful
- The trainers did well; exhibited knowledge of the course content; gave clear examples to illustrate major points; and responded to questions in a clear, friendly, and helpful manner
- I would recommend this course to a colleague

(See Table 2 for the complete post-survey with actual percentages)

Table 2

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
11) Overall, I was satisfied with the training session.	38.10%	61.90%			
12) The time allotted for the training session was sufficient for the topics covered.	28.57%	52.39%	9.52%	9.52%	
13) The level of interaction among the attendees was high.	66.67%	33.33%			
14) I was satisfied with the level of interaction among the attendees.	66.67%	28.57%	4.76%		
15) The level of interaction between the trainers and the attendees was high.	57.14%	42.86%			
16) I was satisfied with the level of interaction between the trainers and the attendees.	61.91%	33.33%	4.76%		
17) The printed materials (e.g., workbook, handouts) were useful.	42.86%	57.14%			
18) The PowerPoint presentation supported the concepts in the course.	47.62%	47.62%	4.76%		
19) The PowerPoint presentation was clear and easy to understand.	47.62%	47.62%	4.76%		
20) Overall, I thought the trainers did well.	61.90%	38.10%			
21) The trainers' exhibited knowledge of the course content.	71.43%	28.57%			
22) The trainers' gave clear examples to illustrate major points.	42.86%	57.14%			
23) The trainers' responded to questions in a clear, friendly, and helpful manner.	61.90%	38.10%			
24) I would recommend this course to a colleague.	52.38%	47.62%			

## Planning Sessions

The central activity under the “Planning Sessions” category is the Leadership Summit on Fatherhood (LSF) which was held by each of the 12 counties during May (see Table 3 for a complete listing of county dates, locations, and times). These events were critical to each county’s ability to effectively plan for the final phase of this project (anchoring the initiative) because every LSF included time for a facilitated group discussion that breaks participants into common sectors.

The LSFs were highly effective in raising up new fatherhood champions in every county, expanding the fatherhood work to sectors previously less engaged or not engaged at all,

and providing new strategies that were incorporated into each county's Action Plan on Fatherhood.

Table 3

<b>Ohio County Fatherhood Initiative Leadership Summit Dates</b>		
<b>Mercer County</b> Date: May 10, 2011 Time: 9:00am -12:00pm Location: Celina Insurance Group 215 N. Walnut Street Celina, Ohio 45822 NFI Staff: Ron Clark	<b>Trumbull County</b> Date: May 12, 2011 Time: 12:00pm-2:00pm Location: First United Methodist Church 309 North Park Avenue, Warren, OH 44481-1111 NFI Staff: Ron Clark	<b>Muskingum County</b> Date: May 13, 2011 Time: 7:30am-12:30pm Location: The Campus Center at Zane State and Ohio University-Zanesville 1425 Newark Rd. Zanesville, Ohio 43701 NFI Staff: Ron Clark
<b>Guernsey County</b> Date: May 17, 2011 Time: 11:00am-2:00pm Location: Theo's Restaurant (upstairs) 632 Wheeling Ave. Cambridge, Ohio 43725 NFI Staff: Erik Vecere	<b>Green County</b> Date: May 18, 2011 Time: 11:00am-2:00pm Location: Faith Community United Methodist Church 100 Country Club Drive Xenia, Ohio 45385 NFI Staff: Erik Vecere	<b>Stark County</b> Date: May 19, 2011 Time: 10:00am-1:00pm Location: McKinley Grand Hotel 320 South Market St. Canton, Ohio 44702 NFI Staff: Erik Vecere
<b>Montgomery County</b> Date: May 19, 2011 Time: 6:00pm-9:00pm Location: Haines Children's Center 3304 N. Main St. Dayton, OH 45405 NFI Staff: Erik Vecere	<b>Clark County</b> Date: May 25, 2011 Time: 8:00am-11:00am Location: Job & Family Services of Clark County (Reid & Snyder Rooms) 1345 Lagonda Avenue Springfield, Ohio 45503 NFI Staff: Erik Vecere	<b>Lorain County</b> Date: May 25, 2011 Time: 8:30am-12:00pm Location: Spitzer Conference Center (rm 214/215) Lorain County Community College 1005 North Abbe Elyria, Ohio 44035 NFI Staff: Ron Clark
<b>Franklin County</b> Date: May 24, 2011 Time: 11:00am-1:30pm Location: New Salem Baptist Church 2956 Cleveland Ave. Columbus, Ohio 43224 NFI Staff: Erik Vecere	<b>Summit County</b> Date: May 26, 2011 Time: 9:00am-2:00pm Location: Main Library 60 South High Street Akron, OH 44326 NFI Staff: Ron Clark	<b>Fairfield County</b> Date: May 26, 2011 Time: 8:30am-11:30am Location: Liberty Center, 951 Liberty Drive Lancaster, Ohio 43130 NFI Staff: Erik Vecere

### Technical Assistance

NFI provided technical assistance (TA) to the 12 counties through webinars, by phone, and by email. The TA culminated in each county's creation of a County Action Plan to Promote Responsible Fatherhood (provided in separate documents).

NFI conducted the Kick-Off Webinar on January 18, 2011 and had 32 participants representing all 12 counties. The webinar covered the following key items:

- Brief introduction of lead agencies
- Details of the on-line organizational assessment
- Overview of the Community Mobilization Approach with priority action items
- Provide Community Mobilization Workshop logistics
- Review County Timeline & Focus Group Protocol documents
- Questions & answers

Based on the webinar post survey, NFI learned:

- 15 out of 20 had a clearer understanding of the focus group protocol and logistics
- 18 out of 20 had a clearer understanding of the logistics of the Community Mobilization Workshop
- With a rating of 1-5 (5 being highest) participants rated the helpfulness at a 4
- With a rating of 1-5 (5 being highest) participants rated how well the webinar prepared them to take the online assessment at a 4
- With a rating of 1-5 (5 being highest) participants rated how well the webinar prepared them to take the first steps of the mobilization process at a 4

NFI provided a second webinar entitled *Planning a Successful Leadership Summit on Fatherhood* on April 6, 2011 for 21 participants representing all 12 counties. This webinar covered:

- Leadership Summit on Fatherhood (LSF) Roles, Responsibilities, and Structure
- LSF Strategies from Various OH Counties
- Program Return on Investment
- Questions & Answers

Based on the webinar post survey, NFI learned:

- 13 out of 14 learned helpful strategies that can enhance their Leadership Summit
- 12 out of 14 feel better prepared to conduct their Leadership Summit as a result of this webinar
- 14 out of 14 understand the importance of doing a PROI case statement for their county initiative
- With a rating of 1-5 (5 being highest) participants rated the helpfulness at a 4.4

NFI provided a third webinar entitled *Implementing a Successful Action Plan to Promote Responsible Fatherhood* on June 23, 2011 for 16 participants representing all 12 counties. This webinar covered:

- Action Plan Completion
- Action Plan Implementation
- Recap Successes and Challenges
- Questions & Answers

Based on the webinar post survey, NFI learned:

- With a rating of 1-5 (5 being highest) participants rated how clear and logical the information was presented at a 4.
- With a rating of 1-5 (5 being highest) participants rated how helpful they found this presentation at a 4.
- With a rating of 1-5 (5 being highest) participants rated how well today's presenter(s) kept them interested at a 4.

NFI staff also provided an additional 32 hours of phone and email technical assistance. Technical assistance was requested for the completion of the on-line organizational assessments, logistics for the 2-day workshop, the creation of assets maps, secondary data collection, who to include in focus groups, Leadership Summit coordination, action plan creation, and how to best integrate existing fatherhood initiatives into the mobilization process.

County leaders expressed sincere gratitude for the opportunity to participate in the mobilization process and this was best summed up by the following comment from one leader: "Summit County has taken this process very seriously. Agencies are housing Father Service Providers as advocates for fathers and educating case workers who deal with them. This is truly a wonderful process and I feel blessed that it has been such an integral part in my county. God bless you for your commitment to responsible, involved, and engaged fathers. This is a model to move nationally. I would love to be a part of that movement."