

House District STATEWIDE  
Senate District STATEWIDE

THE TWENTY-EIGHTH LEGISLATURE  
APPLICATION FOR GRANTS  
CHAPTER 42F, HAWAII REVISED STATUTES

Log No:

For Legislature's Use Only

Type of Grant Request:

GRANT REQUEST – OPERATING

GRANT REQUEST – CAPITAL

"Grant" means an award of state funds by the legislature, by an appropriation to a specified recipient, to support the activities of the recipient and permit the community to benefit from those activities.

"Recipient" means any organization or person receiving a grant.

STATE DEPARTMENT OR AGENCY RELATED TO THIS REQUEST (LEAVE BLANK IF UNKNOWN):

STATE PROGRAM I.D. NO. (LEAVE BLANK IF UNKNOWN):

1. APPLICANT INFORMATION:

Legal Name of Requesting Organization or Individual:  
FAMILY NURTURING CENTERS INC.

Dbn: FAMILY NURTURING CENTER OF HAWAII

Street Address: 94-505 EEKA PLACE

Mailing Address: MILILANI, HAWAII 96789

2. CONTACT PERSON FOR MATTERS INVOLVING THIS APPLICATION:

Name: ROBERT L. RAASCH BARAJAS

Title: Director

Phone # 808-352-6188

Fax # N/A

E-mail hi96789@aol.com

3. TYPE OF BUSINESS ENTITY:

- NON PROFIT CORPORATION INCORPORATED IN HAWAII  
 FOR PROFIT CORPORATION INCORPORATED IN HAWAII  
 LIMITED LIABILITY COMPANY  
 OTHER  
 SOLE PROPRIETORSHIP/INDIVIDUAL

6. DESCRIPTIVE TITLE OF APPLICANT'S REQUEST:

NURTURING THE FAMILILES OF HAWAII IS A VALIDATED FAMILY BASED EDUCATIONAL SUPPORT PROGRAM AIMED TO PREVENT AND TREAT CHILD ABUSE AND NEGLECT.



**RECEIVED**  
Yves 12/24/15

4. FEDERAL TAX ID # \_\_\_\_\_

5. STATE TAX ID # \_\_\_\_\_

7. AMOUNT OF STATE FUNDS REQUESTED:

FISCAL YEAR 2016: \$ 380,000.00

8. STATUS OF SERVICE DESCRIBED IN THIS REQUEST:

- NEW SERVICE (PRESENTLY DOES NOT EXIST)  
 EXISTING SERVICE (PRESENTLY IN OPERATION)

SPECIFY THE AMOUNT BY SOURCES OF FUNDS AVAILABLE AT THE TIME OF THIS REQUEST:

STATE \$ 0  
FEDERAL \$ 0  
COUNTY \$ 0  
PRIVATE/OTHER \$ 0

TYPE NAME & TITLE OF AUTHORIZED REPRESENTATIVE:

DR. STEPHEN BAVOLEK – AUTHOR & C.E.O.

NAME & TITLE

1/27/15

DATE SIGNED

**NURTURING THE FAMILIES OF HAWAII**

**I. Background and Summary**

1. A brief description of the applicant's background

The **Family Nurturing Center of Hawaii (FNCH)** has operated in the State of Hawaii since 2005, most closely in affiliation with The Institute for Family Enrichment (TIFFE) which provides programs and services for children and families since 1981. FNCH is a non-profit 501-C-3 organization dedicated to the mission of creating nurturing communities by promoting the philosophy of nurturing through parenting programs and information targeted to children, teenagers, adults, families, and the community at large with the overall goal to end the cycle of child abuse and neglect.

Family Nurturing Center of Hawaii (FNCH), along with the professional affiliation and support of a network of family nurturing centers across the nation, holds a foundational belief that the life force of all human beings is positive and that people of all ages strive to live in peace and harmony by recognizing the goodness in self and others. Nurturing is the life force within all living creatures that promotes growth; it is the single most important process for life to flourish in a positive, healthy, caring manner. Nurturing is an innate, natural ability to care for the self and others in the environment. Nurturing philosophy and abilities are enhanced by learning and support. The purpose of FNCH is to promote the overall growth and wellbeing of individuals, families, and the community in Hawaii by providing services, programs, and activities that promote nurturing.

2. The goals and objectives related to the request

The goal of this Grant Request, titled Nurturing the Families of Hawaii, is to end the cycle of child abuse and neglect, by increasing "protective factors" and reducing the "risk factors" among families through teaching to 325 families statewide per year, a family based competency focused psycho-educational curriculum that has demonstrated positive results.

The US Department of Health and Human Services Administration for Children and Families has identified five protective factors that create healthy environments for the optimal development of all children. The protective factors include 1) Parent resilience, 2)



knowledge of parenting and child development, 3) social and emotional competence of children, 4) social connections, 5) concrete support in times of need. Risk factors associated with child maltreatment include parental lack of child development knowledge, history of family abuse, social isolation, family and parental stress, among community lack of support. The protective, strengthening factors in particular are supported and enhanced by the parenting program presented in this grant application.

Nurturing the Families of Hawaii is a family based educational and support program aimed to prevent and treat child abuse and neglect. Nurturing the Families of Hawaii curriculum, based on the validated Nurturing Parenting Programs developed by Stephen J. Bavolek, Ph.D., is specifically developed to improve the nurturing parenting skills of families in Hawaii. The Hawaii curriculum is developed with built in flexibility to create specific sequence of lessons and activities to meet the assessed parenting needs of the particular group. This flexibility will help address different cultural, geographical, or group needs while maintaining the integrity of the nurturing skills curriculum in order to integrate the information more smoothly and comfortably for the families.

The flexibility in delivering the nurturing parenting information will also allow for more relevance and the ability to address specific areas identified by an initial assessment conducted at the onset of program participation. While research indicates certain common characteristics of families referred by social services for child abuse or neglect services, a tailor made program to address specific needs has a better chance to make real-life impact as compared to a cookie-cutter or one-size-fits-all design.

### 3. The public purpose and need to be served

Research over the past decade has clearly shown the detrimental personal, social, and emotional effects of child maltreatment on its victims, families, and society. Child abuse and neglect claims the innocent lives of children each year and is considered the leading contributor for the increase in juvenile and adult crimes against people and property, juvenile gangs, runaways, drug and alcohol abuse and other dysfunctional emotional and social behaviors. The aforementioned societal ills place a significant financial burden to service, treat, and rectify the problems. Nurturing the Families of Hawaii was developed to promote healthy, nurturing parenting practices to prevent child maltreatment and stop the cycles of child

and family violence in order to stop the flow of negative consequences to society.

4. Describe the target population to be served

Nurturing the Families of Hawaii will be offered statewide according to three tiers of population need. These are:

- a) Homeless / Transitional Families:  
This population is most vulnerable due to the daily high stress levels affecting the family core constantly.
- b) Court Ordered Families:  
These families are usually in transition and/or required by court to participate in a nurturing parenting program.
- c) General Population:  
These families tend to be “middle or working class” and trying to find better or more professionally based ways of raising their children.

5. Describe the geographic coverage

Nurturing the Families of Hawaii proposes to offer family programs statewide, in the following annual format.

<b>Geographic Location</b>	<b>12-session program: Nurturing the Families of Hawaii</b>	<b>Target Number of Families per year</b>
Island of Kauai	Four (4)	60
Island of Oahu	Five (5)	95
Island of Maui	Four (4)	80
Hilo, Hawaii	Four (4)	35
Kona, Hawaii	Four (4)	55
<b>TOTAL</b>	<b>21</b>	<b>325</b>

At the completion of the first contract year, the sites will be assessed. If there is a community need for additional programs in select areas, evaluation and redistribution of services may occur for the subsequent contract period.

**II. Service Summary and Outcomes**

1. Describe the scope of work, tasks and responsibilities



At the foundation of Nurturing the Families of Hawaii is the Nurturing the Families of Hawaii curriculum, a 12-session competence based program for the whole family which includes

- Parent group and children's group occurring concurrently
- Pre-process and Post-program assessment to be completed by each parent and adult participant. This assessment helps the facilitator to tailor lessons to particular individual and family needs.
- Each session includes Core Lessons with measurable competencies
- Each session includes a Family Nurturing Time where the parent and children's groups come together to practice the lessons learned under the guidance and support of the facilitators.

The curriculum is based on the nationally recognized and validated Nurturing Parenting Programs published by Family Development Resources. Extensive validation studies conducted between 1983 and 2014 are available for review. The Nurturing Parenting Programs are recognized by the National Registry of Effective Programs and Practices (NREPP), by SAMHSA -- the Substance Abuse and Mental Health Services Administration, the Child Welfare League of America (CWLA), and the Center for Substance Abuse Prevention (CSAP), the Annie Casey Foundation, the California Evidence-Based Clearinghouse for Child Welfare (CEBC), and the Office of Juvenile Justice and Delinquency Prevention (OJJDP).

#### Nurturing the Families of Hawaii curriculum description

1. The Parents Program Lesson Guide
  - consists of 72 individual lessons, with competence measurements to assess learning.
  - is presented in 15 major Nurturing Parenting Skill Sections, such as Discipline, Empathy, Developing Spirituality in Parenting, etc.
  - The Skill Sections make up the Core Curriculum which provides the foundation and structure of the program
2. Easy Reader Handbook for families serves as class text and workbook. It conveys lessons in a direct and simplified manner, making the information accessible even for those with limited reading ability.
3. Assessment Inventories completed by each parent includes
  - a. Adult-Adolescent Parenting Inventory (AAPI-2) is a norm referenced inventory designed to assess the parenting and child rearing beliefs of individuals across five constructs: developmental expectations, empathy, corporal punishment, role reversal, children's power and

- independence); which indicate risk for child abuse or neglect.
  - b. **Family Nurturing Plan**  
Is developed to guide lesson planning for the Core Curriculum selected from the Lesson Guide based on the parent pre program assessment.
  - c. **Nurturing Skills Competency Scale**  
is a criterion referenced inventory designed to assess the quality of family relationships and use of nurturing practices.
4. Activities Manual for Children’s Program corresponds to the adult parent lessons.
  5. Parent and Children’s lesson plans include goals, materials needed, and procedures to conduct the lesson, which makes it easy to conduct the sessions.
  6. Sessions are generally held over 12 weeks, once a week for 1.5 hours.

Program Staff are trained and certified in the Nurturing Program Facilitator Training. The training focuses on nurturing philosophy, principles, program implementation, assessment tools and its use in tailoring lessons relevant to the particular group of family participants.

Each program 12-session series is conducted by a team of

- One certified Lead Facilitator who conducts the Parent Group and oversees the implementation and administration requirements of the program, and
- Two trained Co-Facilitators who work with the concurrent Children’s Group. Depending on the age and number of children, additional volunteers will be enlisted as needed.

2. Provide a projected annual timeline for accomplishing the results or outcomes of the service.

A two-year timeline of activity focus follows below.

**FISCAL YEAR 2016**

<b>Qtr 1: July-Sept 2015</b>	<b>Qtr 2: Oct-Dec 2015</b>	<b>Qtr 3: Jan-Mar 2016</b>	<b>Qtr 4: April-June 2016</b>
Contracting	Kauai: 1 NFH	Kauai: 2 NFH	Kauai: 1 NFH
Staff Training	Oahu: 2 NFH	Oahu: 2 NFH	Oahu: 1 NFH
Site Selection	Maui: 1 NFH	Maui: 2 NFH	Maui: 1 NFH
Public Relations Collaborations	Hilo: 1 NFH	Hilo: 2 NFH	Hilo: 1 NFH



Program Prep	Kona: 2 NFH	Kona: 1 NFH	Kona: 1 NFH
Admin Prep	Data input, eval	Data input, eval	Data input, eval,
			<b>ANNUAL REPORT</b>

**FISCAL YEAR 2017**

<b>Qtr 1: July- Sept 2016</b>	<b>Qtr 2: Oct-Dec 2016</b>	<b>Qtr 3: Jan-Mar 2017</b>	<b>Qtr 4: April- June 2017</b>
Kauai: 1 NFH	Kauai: 1 NFH	Kauai: 1 NFH	Kauai: 1 NFH
Oahu: 1 NFH	Oahu: 2NFH	Oahu: 1 NFH	Oahu: 1 NFH
Maui: 1 NFH	Maui: 1 NFH	Maui: 1 NFH	Maui: 1 NFH
Hilo: 1 NFH	Hilo: 1 NFH	Hilo: 1 NFH	Hilo: 1 NFH
Kona: 1 NFH	Kona: 1 NFH	Kona: 1 NFH	Kona: 1 NFH
Data + Eval	Data + Eval	Data + Eval	<b>FINAL REPORT</b>

**3. Quality Assurance and Evaluation**

Nurturing the Families of Hawaii (NFH) has a comprehensive evaluation component that evaluates and monitors the programs' impact on parenting knowledge and beliefs, skills and practices. The evaluation process to assure quality services, effectiveness, and improvement occurs on a cross-section of time and program process. All evaluation data are recorded in a database with Family Development Resources (FDR), which is the research and development organization that supports program and service delivery of the Nurturing Center network of affiliates. FDR provides curriculum development and publication, data analysis and evaluation to participating programs. A rich program specific demographic and assessment report is produced quarterly and summarized annually to demonstrate program effectiveness in improving parenting beliefs and nurturing skills. The Table below represents the assessment and evaluation tools used.

<b>A. Pre-Program</b>	<b>B. Process Evaluation</b>	<b>C. Post-Program</b>
(1) AAPI-2 (2) NCSC	(1) Attendance (2) Participation (3) Session evaluations (4) Family Logs	(1) AAPI-2 (2) NCSC

	(5) Home practice assignments	
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A. Parents participating in the Nurturing the Families of Hawaii parenting program will be asked to complete two inventories at the beginning of the program.

1. AAPI-2

The Adult-Adolescent Parenting Inventory (AAPI-2) is a norm referenced inventory designed to assess the parenting and child rearing beliefs of individuals. The AAPI-2 measures beliefs in five constructs:

- Construct A: Inappropriate Developmental Expectations – inappropriate expectations of children at different stages of development.
- Construct B: Parental Lack of Empathy – lack of empathic awareness of their own needs and children’s needs.
- Construct C: Strong Belief in Corporal Punishment – strong belief in corporal punishment as a means of disciplining children.
- Construct D: Reversing Parent-Child Family Roles – expecting children to meet the needs of the parent.
- Construct E: Opposing Children’s Power and Independence – opposing children’s power and independence by demanding obedience to the parent’s variable set of rules.

Responses to the AAPI-2 provide an index of risk for abusive and neglecting parenting behaviors in all five sub-scales. The indicators of risk are based on over 30 years of research and validation with over 1.5 million administrations across a range of nurturing and abusive populations. Validation studies are available for review.

2. NCSC

The Nurturing Skills Competency Scale is a criterion referenced inventory designed to assess the quality of family relationships and history, knowledge of nurturing parenting skills, and frequency of use of skills taught in the program. The NSCS gathers information in six domains.

- Subscale A: About Me
- Subscale B: About My Childhood
- Subscale C: About My Partner
- Subscale D: About My Children and Family
- Subscale E: My Knowledge of Nurturing Parenting
- Subscale F: My Utilization of Nurturing Parenting Skills



Responses to the NSCS provide information about the nurturing atmosphere of the household and the ability of parents to implement nurturing parenting practices.

**B. Process Evaluation Data**

Information will be gathered while the families are attending the program in order to monitor the family's progress and success. The purpose of collecting process data is to keep both the program Facilitator and the parent aware of the progress being made toward achieving competency.

**C. Post Program inventories are the same inventories collect at program onset.**

1. AAPI-2: Adult-Adolescent Parenting Inventory
2. NSCS: Nurturing Skills Competency Scale

Data collected from pre, process, and post inventories and scales are entered into a program database managed by Family Development Resources, which keeps family data and collective aggregate data for evaluation and report purposes.

Program data and process is monitored and reported quarterly. The Director conducts quarter reviews with Program Coordinator and site staff and recommends adjustments to program implementation as appropriate. Every six months, the Director may adjust overall statewide program delivery if appropriate and the staffing capacity allows. Annual summary report will include plans for the following contract period. Proposed changes to the program plan will be reviewed and approved by the funding agent.

The Family Nurturing Center of Hawaii has personnel systems that ensure quality program delivery. Training, supervision, and evaluation are conducted in a systematic annual format.

- Training:
  - The Family Nurturing Center of Hawaii has a systematic training and staff development program for all staff that covers new employee orientation, required initial and annual training, and targeted training based on specific job duties.
  - Nurturing Principles and Practices
  - Health and Safety
  - Child Abuse and Neglect
  - Program Overview, Role and Job Description
  - Program Implementation
  - Group Facilitation
  - Cultural Sensitivity

- **Supervision:**
  - Individual supervision will be provided regularly and as needed by the Program Coordinator regarding program implementation activities, requirements, dynamics and resource development. The Program Coordinator and Director will be available by phone for consultation and support .
  - Group supervision will be provided by the Director on a monthly basis and include facilitators from other islands by skype or phone.
  - Statewide supervision will be provided through regular phone consultation and minimal biannual site visit from the Director and/or Program Coordinator.
- **Management Supervision:**
  - The Director, Program Coordinator and Program Support Staff will meet monthly for supervision, program compliance, contract compliance, and budget analysis.
- **Performance Evaluation:**
  - Staff performance evaluation is conducted at least annually to evaluate and give feedback on performance in order to maintain program quality and create a staff development plan as needed.

4. Post-test results on the AAPI-2 will serve as the foundation for this project’s Measures of Effectiveness since it is the validated tool for indicating risk and improvement in parenting beliefs and practices.

Annual program effectiveness measures will include the following:

<b>Target</b>	<b>MEASURE OF EFFECTIVENESS</b>	<b>Measurement Tool</b>
80%	Parents starting the program will complete 10-12 sessions	Attendance records
80%	Parents will score improvement on post-test for Construct A: Developmental Expectations	AAPI-2
80%	Parents will score improvement on post-test for Construct B: Empathy	AAPI-2
80%	Parents will score improvement on post-test for Construct C: Corporal Punishment	AAPI-2
80%	Parents will score improvement on post-test for Construct D: Role Reversal	AAPI-2



80%	Parents will score improvement on Construct E: Children's Power and Independence	AAPI-2
80%	Families will report increase in nurturing family practices and positive family atmosphere	NSCS

**III. Financial**

**Budget**

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable.

See enclosed Budget Forms.

2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2016.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$95,000	\$95,000	\$95,000	\$95,000	\$380,000

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2016.

Not applicable.

4. The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.

Not applicable.

5. The applicant shall provide a listing of all government contracts and grants it has been and will be receiving for program funding.

Not applicable.

6. The applicant shall provide the balance of its unrestricted current assets as of December 13, 2014.

\$21,933.00

### III. Experience and Capability

#### A. Necessary skills and experience

**Family Nurturing Center of Hawaii (FNCH)**, the applicant organization, worked in close affiliation with The Institute for Family Enrichment for 25 years before becoming established in Hawaii in 2005. During those years founder Dr. Stephen Bavolek provided professional collaboration in training and program design for nurturing parenting programs, substance abuse prevention and treatment, child abuse prevention and treatment parenting programs and clinical services. Family Nurturing Center of Hawaii, through Dr. Bavolek, assisted The Institute for Family Enrichment in establishing the evidence based Nurturing Parenting Programs including curricula, training and staff development.

The Nurturing Programs are recognized by the Substance Abuse Mental Health Services Administration (SAMHSA) and the National Registry of Effective Parenting Programs and Practices (NREPP) as evidence based programs with over 25 years of research in the prevention and treatment of child abuse and neglect. Studies have repeatedly shown that parents completing the Nurturing Parenting Programs have significantly greater post-test scores on measures of appropriate parenting beliefs and parenting knowledge, healthier family interaction patterns, positive changes in personality, a higher than national average of families completing their parenting program, and a much lower rate of re-abuse as measured by county and state records.

The Nurturing Programs are recognized internationally as a best practice model. During the past 25 years, over one million families world wide have participated in Nurturing Programs and attended Nurturing Parenting classes. Nurturing Programs have been implemented throughout the United States, Mexico, Canada, Central and South America as well as England, Israel, Turkey, and Offices of the US Embassy worldwide. The Nurturing Programs are currently offered in English, Spanish, Arabic, Hmong, and Creole funded by State, County, and local Department of Social Services, Mental Health, Public Health and Education including Head Start and Healthy Start. The Department of Defense (DOD), Department of the Army and Navy utilize the Nurturing Programs for their New Parent Support Programs on bases and installations throughout the world.



In the summer of 2005, the Hawaii State Department of Human Services funded a three-year project to enhance the parenting skills of families throughout Hawaii. The primary goal of the project was to offer families systematic instruction in parenting as primary prevention of child abuse and neglect. The project was conducted statewide by The Institute for Family Enrichment, with assistance and close collaboration from Family Nurturing Center of Hawaii.

Nurturing the Families of Hawaii was created as a 12-session parenting program designed specifically for Hawaii by Stephen J. Bavolek, Ph.D., founder of Family Nurturing Center of Hawaii and Family Development Resources, and author of the Nurturing Parenting Programs. Following is a synopsis of program results after three years which demonstrate the experience and capability to implement the current grant application for nurturing parenting programs statewide.

- One hundred fifty-two (152) 12-session programs were implemented statewide.
- A total of 1,443 parents participated in the Nurturing the Families of Hawaii parenting program; 759 parents completed all 12 program sessions.
- Post-test mean scores in all five parenting pattern constructs measured by the AAPI-2 showed significant increases. Parents who completed the program increased in appropriate expectations of their children, increased their level of empathy, learned alternatives to corporal punishment, increased their level of self awareness and self-worth, and increased their own positive power and independence as well as the power and independence of their children.
- Parents who completed the 12-session program had significantly higher post-test mean scores than the pre-test mean scores of parents who dropped out.
- Thirty-eight percent (38%) of the parents indicated they were abused as children while thirty-one percent (31%) indicated they experienced abusive partner relationships.
- Post-test mean scores show a significant increase in the frequency of use of appropriate, nurturing parenting practices.

The program ended in June 2008 with budget cuts in Department of Human Services, but need for parenting programs continued. Because of the program outcomes and success, the Department of Health allocated funds to reinstitute the program in 2011, which lasted for one year. Since 2005, a core of certified program

facilitators who have proven success across the various island communities has remained committed and available to conduct the Nurturing the Families of Hawaii programs again.

**B. Facilities**

Nurturing the Families of Hawaii is a community based family program that works collaboratively with a range of community groups and facilities that are willing to host or rent program space. These include churches, schools, community centers and private agencies such as Boys and Girls Club in various communities.

Administrative functions are carried out in virtual office format, operating from the responsible staff's chosen format. Need for a facility to host administrative and program services will be evaluated annually and incorporated into strategic plan as necessary.

**IV. Personnel: Project Organization and Staffing**

**A. Proposed Staffing, Staff Qualifications, Supervision and Training**

Staffing for the Family Nurturing Center of Hawaii proposed statewide parenting program includes:

<b>Position</b>	<b>FTE</b>	<b>Min.Quals</b>	<b>Responsibilities</b>	<b>Proposed /Qualf</b>
Chief Executive Officer	.25	Masters; 15 yr exp	Overall direction, policy dev, evaluation, liaison to Board and regulators	Stephen J. Bavolek, Ph.D.; Founder & President FNCH, FDR 30+ yr
Director	.50	Masters; 10 yr exp	Admin operations, prog design & implem, supervision, trng, contracts	Robert Raasch Barajas, M.Ed., Prog. Admin 25 yr
Program Coordinator	.50	Masters, 8 yr exp	Prog implement- tation & maintenc, QA	Linda Honda, MSW, ED/CEO 30+ yr
Program & Data Support	.50	BA, 5 yr exp, database	Support admin and statewide program staff and data input	Carla Hamler, MA, Prog Coord 7 yr, Database manager 5 yr
Lead Facilitator(s)	.50	BA or equiv, program certification	Admin & conduct parenting program in community	See site facilitator list below
Co-	n/a	Program	Conduct children's	See site facilitator



Facilitator(s)		certification, child growth & development	program, assist Lead Facilitator	list below
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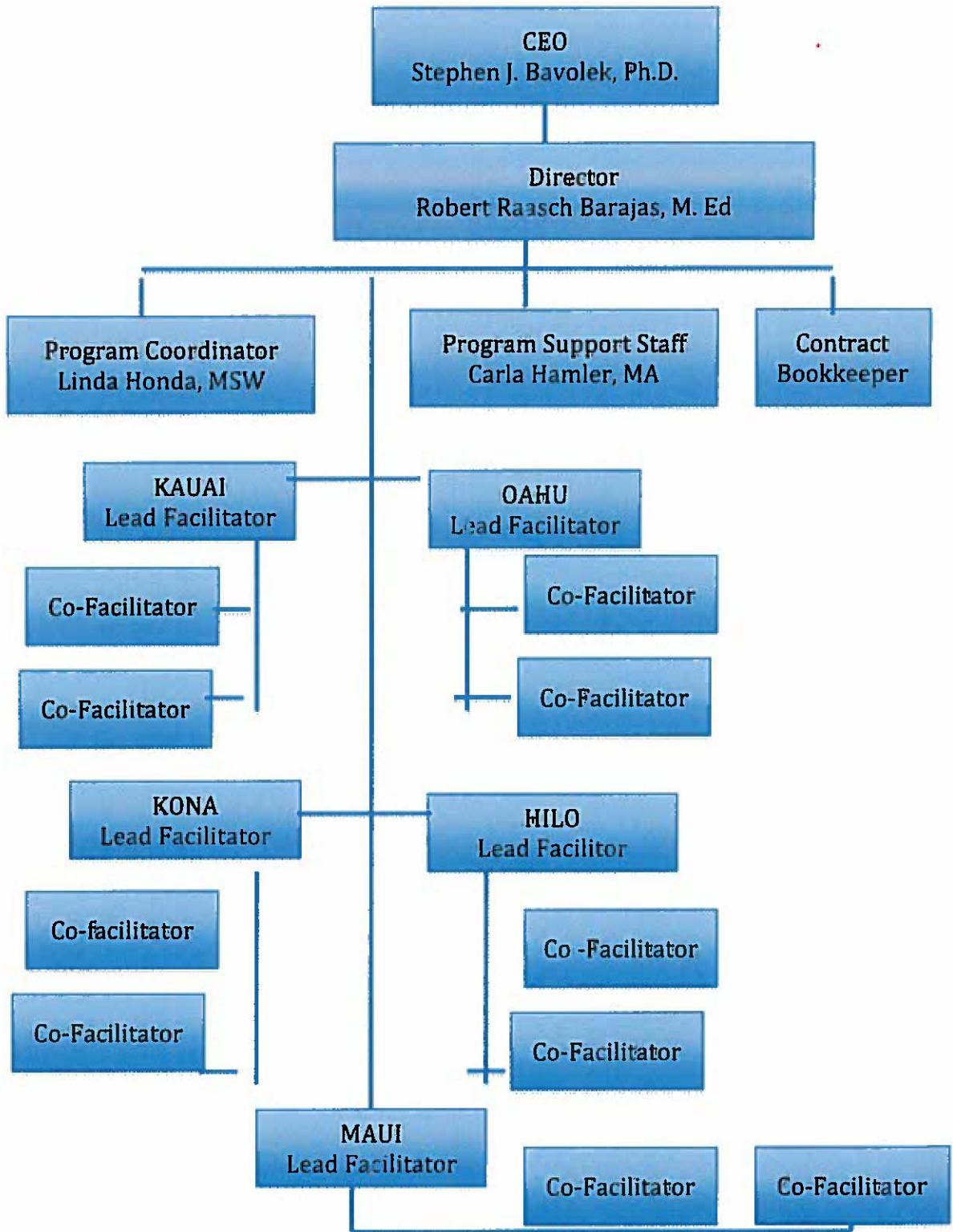
- The Chief Executive Officer (CEO) provides the overall direction and management toward the achievement of the organization’s philosophy, mission, vision, goals and objectives. The CEO oversees the implementation of the organization’s strategic goals and objectives, formulates policies and procedures that support the operation’s work, and supports Board members in fulfilling governance function.
- The Director is responsible to the CEO and Board for the design, implementation, coordination and supervision of the staff and operations of the Nurturing Center of Hawaii.
- The Program Coordinator is responsible to the Director and CEO for the overall development, implementation and maintenance of the Nurturing the Families of Hawaii statewide program. The Program Coordinator works as a team member in implementing the mission of the Family Nurturing Center of Hawaii.
- The Program Support Staff is responsible for knowing current program services and administrative requirements to assist the Director and Program Coordinator and core team’s management and cohesive operational functioning of the program. Focus areas include administrative, clerical, and logistical tasks that are necessary to ensure efficient operations and integration of all Nurturing Center programs.
- Lead Facilitator, Nurturing the Families of Hawaii, provides psycho-educational group facilitation to a broad population base which includes adults, youth, and children; oversee program and site administrative and operational requirements.
- Co-Facilitator, Nurturing the Families of Hawaii, provides psycho-educational group facilitation to all children in the program birth to 18 years of age; support and assist Lead Facilitator in achieving smooth program delivery.

Administrative staff of the Family Nurturing Center of Hawaii have extensive experience in development of human service programs and services including staff recruitment and selection, training, supervision and development, as well as organizational development and management of administrative operations.

Trained and experienced programs facilitators across the state include the following.



B. Organization Chart



C. Compensation

Projected annual salaries for the three highest paid positions include:

- CEO: annual \$93,000; projected 20% to this project
- Director: annual \$63,000; projected 50% to this project
- Program Coordinator: annual \$60,000; projected 50% to this project

IV. Other

A. Litigation

There is no litigation pending.

B. Licensure or accreditation

The Nurturing Programs are recognized by the Substance Abuse Mental Health Services Administration (SAMHSA) and the National Registry of Effective Parenting Programs and Practices (NREPP) as evidence based programs with over 25 years of research in the prevention and treatment of child abuse and neglect.

The Nurturing Programs are also recognized by the Child Welfare League of America (CWLA), and the Center for Substance Abuse Prevention (CSAP), the Annie Casey Foundation, the California Evidence-Based Clearinghouse for Child Welfare (CEBC), and the Office of Juvenile Justice and Delinquency Prevention (OJJDP).

C. Federal and county grants

Not applicable

D. Private Educational Institutions

Specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see Article X, Section 1, of the State Constitution for the relevance of this question.

Not applicable



**E. Future Sustainability Plan**

Provide a plan for sustaining after fiscal year 2015-16 the activity funded by the grant if the grant of this application is

- (1) Received by the applicant for fiscal year 2015-16, but
- (2) Not received by the applicant thereafter.

The overall plan for the Family Nurturing Center of Hawaii is to continue looking for private funders, community foundational grants and/or federal or state contract funds to support and build the Nurturing the Families of Hawaii program.

**F. Certificate of Good standing (if the applicant is an organization)**

If the applicant is an organization, the applicant shall submit one copy of a certificate of good standing from the Director of Commerce and Consumer Affairs that is dated no earlier than December 1, 2014.

Certificate of Good Standing follows.

END OF GRANT APPLICATION -----

## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2015 to June 30, 2016

Applicant: FAMILY NURTURING CENTER OF HAWAII

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
<b>A. PERSONNEL COST</b>				
1. Salaries	240,500			
2. Payroll Taxes & Assessments	31,265			
3. Fringe Benefits	28,860			
<b>TOTAL PERSONNEL COST</b>	<b>300,625</b>			
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island	12,000			
2. Insurance	2,000			
3. Lease/Rental of Equipment				
4. Lease/Rental of Space	6,000			
5. Staff Training				
6. Supplies	6,095			
7. Telecommunication	1,200			
8. Utilities				
9. Palau Bookkeeping Service	25,000			
10. Resource Development Scoring	10,000			
11. Neighbor Island Car Rental	2,160			
12. Per Diem	1,920			
13. Program Books & Supplies	11,000			
14				
15				
16				
17				
18				
19				
20				
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>77,375</b>			
<b>C. EQUIPMENT PURCHASES</b>	<b>2,000</b>			
<b>D. MOTOR VEHICLE PURCHASES</b>				
<b>E. CAPITAL</b>				
<b>TOTAL (A+B+C+D+E)</b>	<b>380,000</b>			
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	380,000	<u>ROBERT L. ROASCH BARATA</u> 1/27/15 <small>Name (Please type or print) Phone</small>		
(b) Total Federal Funds Requested		 <small>Signature of Authorized Official Date</small>		
(c) Total County Funds Requested		<u>1/27/15</u> <small>Date</small>		
(d) Total Private/Other Funds Requested		<u>DIRECTOR</u> <small>Name and Title (Please type or print)</small>		
<b>TOTAL BUDGET</b>	<b>380,000</b>			



**BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES**

Period: July 1, 2015 to June 30, 2016

Applicant: \_\_\_\_\_

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
CHIEF EXECUTIVE OFFICER: DR. STEPHEN BAVOLEK		\$95,000.00	20.00%	\$ 19,000.00
DIRECTOR: ROBERT L. RAASCH BARAJAS		\$63,000.00	50.00%	\$ 31,500.00
PROGRAM COORDINATOR: LINDA HONDA		\$60,000.00	50.00%	\$ 30,000.00
PROGRAM SUPPORT STAFF: CARLA HAMLER		\$48,000.00	50.00%	\$ 24,000.00
OAHU: LEAD FACILITATOR - 1		\$40,000.00	50.00%	\$ 20,000.00
KAUAI: LEAD FACILITATOR -1		\$40,000.00	50.00%	\$ 20,000.00
MAUI: LEAD FACILITATOR - 1		\$40,000.00	50.00%	\$ 20,000.00
HAWAII: LEAD FACILITATOR - HILO - 1		\$40,000.00	50.00%	\$ 20,000.00
HAWAII: LEAD FACILITATOR - KONA - 1		\$40,000.00	50.00%	\$ 20,000.00
OAHU CO-FACILITATORS - 2		PER SESSION RATE		\$ 7,200.00
KAUAI: CO-FACILITATORS - 2		PER SESSION RATE		\$ 7,200.00
MAUI: CO-FACILITATORS - 2		PER SESSION RATE		\$ 7,200.00
HAWAII: CO-FACILITATORS - HILO - 2		PER SESSION RATE		\$ 7,200.00
HAWAII: CO-FACILITATORS - KONA - 2		PER SESSION RATE		\$ 7,200.00
<b>TOTAL:</b>				<b>240,500.00</b>
<b>JUSTIFICATION/COMMENTS:</b>				
Program Co-Facilitators are paid \$75.00 per session - \$75.00 x 2 Facilitators x 12 sessions x 4 groups = \$7,200.00 per year.				

## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2015 to June 30, 2016

Applicant: \_\_\_\_\_

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
COMPUTER	1.00	\$1,500.00	\$ 1,500.00	1500
PRINTER	1	\$500.00	\$ 500.00	500
			\$ -	
			\$ -	
			\$ -	
<b>TOTAL:</b>	<b>2</b>		<b>\$ 2,000.00</b>	<b>2,000</b>
JUSTIFICATION/COMMENTS Office items used to support the data collection for the Nurturing the Families of Hawaii statewide program.				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
N/A			\$ -	
			\$ -	
			\$ -	
			\$ -	
<b>TOTAL:</b>				
JUSTIFICATION/COMMENTS:				