

# Fathers' UpLift



## FathersUpLift

**FOUNDED:** 2011

**CURRENT ANNUAL BUDGET:** \$338,000

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Fathers' UpLift is the nation's first outpatient mental health center dedicated to paternal health and male family engagement. It offers an innovative, self-sustaining, and scalable clinical mental health care model. The programs provided by Fathers' UpLift help fathers address their often complicated challenges and needs associated with becoming and being a father, while also helping their children, families, and society overall.

- Nationally, 25 million children are growing up without a father or male mentor in their lives. 94,000 fatherless children live in the city of Boston.
- For children growing up without a father, poverty rates double, emotional and behavioral issues increase, as well as high school dropout statistics, crime, and incarceration rates.
- Fathers who are active in their children's lives report improvement in their sense of purpose, increased employment, higher income, and decreased recidivism rates.

Fathers' UpLift is committed to addressing this mental health gap to ensure that all children grow up with the positive presence of a nurturing, emotionally available, and loving father or father-figure who is actively engaged in their lives.

### Investment Opportunity

Fathers' UpLift seeks an investment of \$1.4M over the next two years to expand its program from one to three sites located in neighborhoods with high percentages of single mothers and incarcerated fathers. The investment will be used to hire additional licensed social workers to meet the growing needs as well as increase the quality of organization's data collection. Improved data collection will inform Fathers' UpLift strategic growth as well as the curriculum and publications Fathers' UpLift offers to mental health clinics and social work schools through its Male Engagement Institute.

### Two-Year Goals

- Facilitate expansion of self-sustaining mental health clinics from one site to three in the Dorchester, Mattapan, and Roxbury neighborhoods
- Negotiate contracts with the Suffolk County House of Correction to work in both the South Bay and Nashua Street sites to administer the Fathers' Homecoming Program
- Expand the Male Engagement Institute to include onsite internship training with the social work schools at Boston University, Boston College, and Smith College

### Ways to Invest

#### FINANCIAL

- \$50,000 funds a full-time licensed clinical social worker
- \$30,000 covers rent for one Fathers' UpLift office for six months
- \$25,000 funds a van to transport fathers from prison to home and youth for outings
- \$5,000 supports biannual Brothers Tea Party to celebrate children, fathers, and father figures

#### IN-KIND

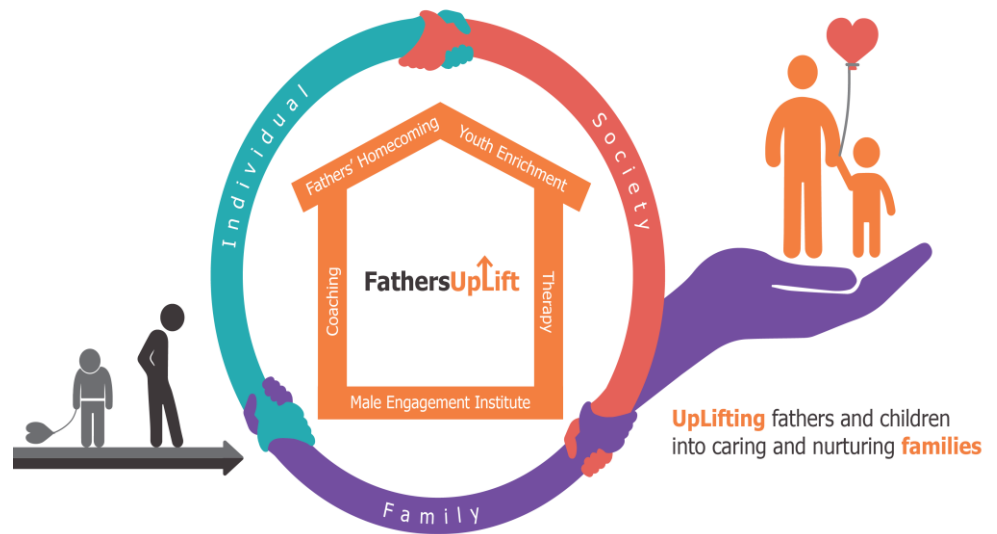
- Color printer
- Snacks and toys for children in Fathers' UpLift youth groups
- Ongoing website design and maintenance
- PC laptops
- Apricot and Salesforce 2 consulting

## Leadership & Governance

Charles Daniels, MSW, co-founded Fathers' UpLift after graduating from Simmons School of Social Work. He is the recipient of the Albert Schweitzer Fellowship for Life. Charles draws from his life experiences and academic research to develop paternal health/community-based models for healing, reconciliation, and accountability.

Fathers' UpLift is governed by an active nine member Board of Directors. Zack Osheroff-Lambert, Board Chair, is a clinical social worker with experience in movement building, advocacy, and public relations. Zack is passionate about providing services to underserved populations and has been instrumental to the mission of Fathers' UpLift.

## FATHERS' UPLIFT MODEL



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**Father's UpLift means so much to me. I don't know how things would have turned out without them. They were with me when I was released from prison, and when I received custody of my children. They worked miracles.**

JAVON TAYLOR

Fathers' UpLift Dad

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## LOVING OUR FATHERS AND FATHERLESS BACK TO LIFE

Fathers' UpLift works at multiple intervention points to help fathers become and remain emotionally stable so they can have a positive and present influence on their children's lives. Addressing the root cause of father absenteeism is an essential part of transforming expectations for active and engaged fathers. Working on three levels – individual, family, and societal – creates the conditions that fathers, children, and families need to thrive in supportive, engaged, and positive surroundings.

### Impacting Individuals

**Male and Children Mental Health Therapy.** One-on-one sessions between licensed staff social workers, fathers, and children.

**Youth Enrichment Program.** This 16-week program is offered three times a year and provides tutoring, art and culture, field trips, and therapeutic mentoring.

**Father Figure Connection.** Children are matched with a staff social worker or coach as an ongoing mentor.

**Fathers' Homecoming Program.** Fathers' UpLift brings staff social workers and coaches into the prisons to work with incarcerated fathers.

**Fathers2Fathers Coaching.** Fathers' UpLift participants are hired and trained to work directly with new fathers as trusted and encouraging coaches.

### Building Families

When fathers are ready to be reunited with their family, mental health counseling is provided by licensed staff social workers. In addition, Fathers' UpLift works with women (mothers, sisters, grandmothers, and other care givers) to embrace their roles and lift them up as they raise children without an involved father and potentially prepare them to reconnect with fathers.

### Supporting Society

The Male Engagement Institute works with mental health agencies and schools of social work sharing their findings and protocols to help amplify Fathers' UpLift's impact. In addition, Fathers' UpLift is an internship site for graduate students of social work.



The quality, effectiveness, and passion of Fathers' UpLift makes me hopeful and excited for Boston families.



**MONICA VALDED LUPI**  
Executive Director, Boston  
Public Health Commission

### Key Investors

- ANONYMOUS
- DRAPER RICHARDS KAPLAN FOUNDATION
- EASTERN BANK
- LENNY ZAKIM FUND
- SPRINGBANK FOUNDATION

### Partners

- BOSTON CHILDREN'S MUSEUM
- PRAXIS LABS
- SIMMONS COLLEGE SCHOOL OF SOCIAL WORK
- SUFFOLK COUNTY HOUSE OF CORRECTIONS
- WHEELOCK COLLEGE SCHOOL OF SOCIAL WORK

## REDUCING RECIDIVISM RATES BY BUILDING HEALTHY FAMILIES

When a man enters prison, the experience directly impacts his identity and separates him from his role as a father. With Fathers' UpLift's *Fathers' Homecoming Program*, licensed staff social workers and coaches work with incarcerated fathers three months prior to their release. During this time they are learning skills on how to connect in healthy ways with family members and build relationships that are supportive, impactful, and loving so when they are released, they have stronger bonds with their family and their community. Fathers' UpLift staff meet fathers at the prison gate, escort them to their homes, monitor their mental health, and create a pathway for success.

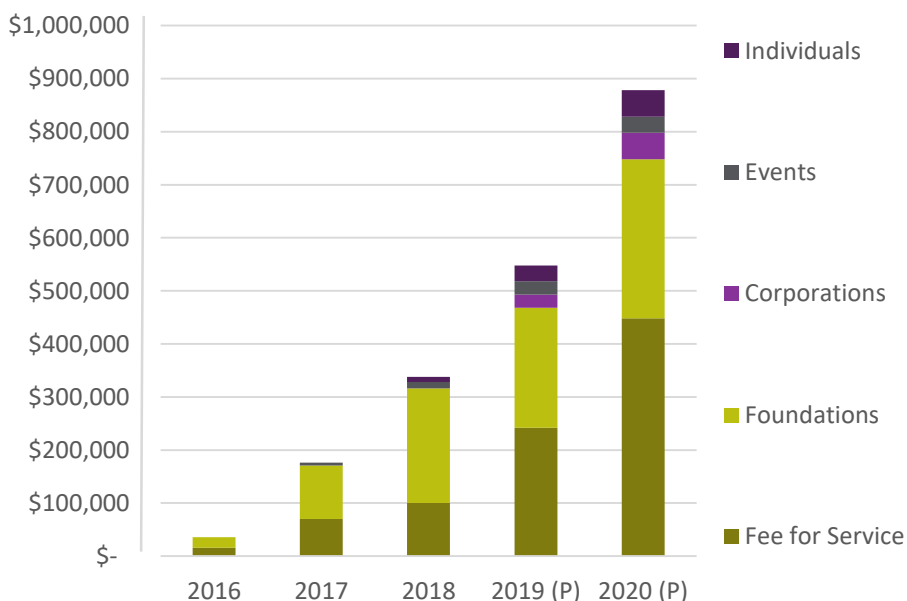
Fathers' UpLift prides itself on assisting fathers in overcoming barriers that can prevent them from remaining actively engaged in their children's lives. These barriers include child support, employment, housing, maternal gatekeeping, and child welfare. These obstacles, especially when combined, feel overwhelming for fathers who are in the process of re-entering society. Mentally healthy individuals, fathers, children, and other family members build strong, healthy relationships, that are the building blocks of a healthy society.

The *Fathers' Homecoming Program* has a measurable impact on society through reduced recidivism rates. While the national recidivism rate is 77%, men who participate in the *Fathers' Homecoming Program* have a recidivism rate of 25%. With the average cost of one year of prison being \$53,000, Fathers' UpLift saved the Commonwealth of Massachusetts \$3.5M in 2017 by assisting 66 fathers with the support they needed to avoid future incarceration.

## FINANCIAL SUSTAINABILITY

Fathers' UpLift is currently working closely with the DRK Foundation on strategic and fundraising planning in order to grow its foundation, corporate, and individual donor investments. In addition, Fathers' UpLift is in the accreditation process so its licensed social workers can bill insurance companies for the clients they see. Unrestricted financial investment is necessary to open additional sites to meet the growing demand for Fathers' UpLift's services.

### Revenue by Source



### Success Story: George

When George first entered Fathers' UpLift, he hadn't seen his daughter for two and a half years. He did not know how to handle the stress from the relationship issues with his child's mother combined with personal health issues. When George learned that a new custody hearing was set, he was worried. George closed his eyes and reflected on the lessons of mindfulness and self-worth he received from Fathers' UpLift and remained calm; George was granted joint custody of his daughter.

"Fathers' UpLift assisted me in finding my purpose in life. I went through their mental health program and it helped me identify my problems and address them right away. Fathers' UpLift affected my life for the better and gave me an opportunity when nobody else would," George said.

George is now a co-facilitator of the Youth Initiative program and a Fathers2Fathers Coach. He is pictured below with Jayce, the 6-year-old child he mentors.



## PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

Below is a summary of the key measures Fathers' UpLift will track to demonstrate progress, create internal accountability, capture lessons learned, and make course corrections.

	FY 2018	FY 2019 (P)	FY 2020 (P)
<b>PROGRAM PERFORMANCE</b>			
Number of people served	900	1,800	2,700
Number of fathers served through <i>Fathers' Homecoming Program</i>	400	800	1200
% of graduate students in the Male Engagement Institute program who complete their internship	100%	100%	100%
Partnerships with prisons	1	2	3
<b>ORGANIZATIONAL HEALTH/CAPACITY-BUILDING</b>			
Number of full-time equivalent employees	7	10	18
Number of board members	9	10	12
Partnerships between universities and the Male Engagement Institute	2	4	6
Total Revenue	\$338,000	\$548,000	\$878,000

## SOCIAL IMPACT

Fathers' UpLift works to address the personal and social impacts of mental health issues that keep fathers from being active and engaged in their children's lives. Fathers' UpLift has an explicit but not exclusive focus on communities of color. Below are five indicators that Fathers' UpLift will track to ensure that it meets the goals of transforming fathers into active, available, and engaged participants in children's lives.

INDICATOR	2018	2019	2020
Recidivism rates of fathers served in <i>Fathers' Homecoming Program</i>	25%	20%	15%
Percentage of Fathers' UpLift children who attend the Youth Enrichment Program	100%	100%	100%
Official agreement in place with Suffolk County House of Corrections for <i>Fathers' Homecoming Program</i>	Memorandum of Understanding Signed	Expand to Norfolk County	Assess and Refine
Contract with Office of Juvenile Justice to provide services to youth with absent fathers	Consortium Organized	Memorandum of Understanding	Assess and Refine
Number of Male Engagement Institute workshops held at universities and social service agencies	40	50	60