

THE CLFC FAMILY REUNION NEWS

THE CREATING LASTING FAMILY CONNECTIONS

QUARTERLY NEWSLETTER

Spring Edition

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COPEs' Fatherhood Initiative Included in New Publication

From the Office of Family Assistance

and the National Fatherhood Clearinghouse

The Office of Family Assistance (OFA) is about to release a new book for organizations, agencies and other professionals interested in developing a program for fathers. The new book is entitled *How to Implement Promising Practices: Peer Guidance from the Responsible Fatherhood Program*. The book draws on the expertise of programs that were designated by the OFA as a Promising Practice. COPEs' Jefferson County Fatherhood Initiative is one of 9 programs that were selected in 2009 as Promising Practices nationally and is featured in articles throughout the book. COPEs uses the Creating Lasting Family Connections program materials to serve participating fathers with fatherhood skills and family strengthening exercises. OFA's Promising Practices Initiative is based on two assumptions: "First, the best indicator of the success and effectiveness of a program is its ability to have a positive impact on program participants. Second, by examining a diverse group of Responsible Fatherhood (and Healthy Marriage) programs that have (at minimum) documented preliminary positive short-term and intermediate outcomes for participants, a pattern of promising practices should emerge."

This guide demonstrates how grantees have successfully implemented essential program activities including building a staff, effective recruitment and retention strategies, networks and linkages with other organizations and groups, infrastructure for assessing performance and a culture of data-driven decision making. Emphasis is focused on how the spotlighted programs have integrated these program capacities into day-to-day operations. COPES' Jefferson County Fatherhood Initiative was selected as an example program in many of the above listed areas and its implementation strategies are frequently described and quoted.

An electronic (PDF) version of this report will be available on the National Responsible Fatherhood Clearinghouse website (www.fatherhood.gov) soon.

COPES Applying for Two New SAMHSA Grants

In order to sustain COPES' efforts to continue to provide meaningful substance abuse and HIV prevention programs and offer family strengthening initiatives for reentry and other minority populations, COPES is applying for funding from both the Substance Abuse and Mental Health Services Administration's (SAMHSA) Center for Substance Abuse Treatment (CSAT) and SAMHSA's Center for Substance Abuse Prevention (CSAP).

If funded, the CSAT-supported program would build on the success of COPES' Connect-Immunity Project (A CSAP grant program) and serve a similar population: men and women in reentry and or recovery and their families. Participants would include individuals who graduated from the Kentucky Department of Corrections' Substance Abuse Program (SAP) prior to release. While providing programming using the *Creating Lasting Family Connections* (CLFC) curriculum, the new project will feature additional intensive case management services. The

Kentucky Department of Corrections, Dismas Charities, Volunteers of America of Kentucky and other partners of the Connect-Immunity Project are supporting COPES' grant application.

Further, following on the success of the Connect-Immunity Project, CSAP has made available a new funding opportunity. New competitive grant opportunities are now available only to agencies with successful programs currently funded by CSAP. CSAP is asking successful programs to apply their approach to a different target population. Because of our earlier success, COPES is now proposing to serve primarily African American women in this new application. We are planning to build relationships with agencies that already successfully provide effective services to African American women as a means of finding ways of recruiting and providing this target population with substance abuse and HIV prevention services using the CLFC Program.

CLFC DVD Recording Begins

If you should drop into COPES on Thursday evenings you might think you have been transported to a sound stage at Universal, Paramount, Warner Brothers, or one of the other Hollywood studios. The upstairs training room has been temporarily wired for cameras and microphones. Each week three video technicians from Video Bread take their places behind cameras and at sound boards to record all 20 sessions of *Creating Lasting Family Connections* as it is being presented to a group of participants from Dismas Charities. COPES obtained written permission from each participant prior to shooting the videos. There are plans to record all 20 sessions of CLFC from several camera angles.

During post-production, COPES will be able to develop products that can be used in a variety of ways. Examples include the following:

- Participants who are absent from a CLFC session can watch the video as a make-up session.
- Participants could also watch the DVDs following their training sessions to increase their understanding of the CLFC material.
- Certified CLFC Implementation Trainers will have additional DVDs to review the individual sessions to enhance their facilitation skills and to increase their knowledge of each CLFC Program module.
- Trainers and facilitators may be able to integrate the new DVDs into their own CLFC training sessions.
- It might eventually be possible to offer CLFC to a wider audience via the DVD's or even over the Internet.

We look forward to maximizing our ability to reach as many people as possible in the most cost efficient manner.

Employment Opportunities at COPES

COPES is beginning the process of seeking candidates for both current and new positions in our Fatherhood Initiative and for new positions with newly funded programs. COPES is looking for individuals who can provide leadership in multiple areas. We are looking for potential CLFC trainers, case managers and program administrators. Many successful COPES employees combine several of these areas under a single job description. Most employees are expected to deliver the *Creating Lasting Family Connections* curriculum with proficiency, with cultural sensitivity and connectedness to the receiving audience. New COPES employees will join a team

of professionals who work together in a variety of COPES' projects and undertakings. Trainers and case managers are often involved in more than one program or project at a time.

COPES is looking for candidates who possess or can develop the following important characteristics:

- Outgoing and caring personality
- Non-judgmental/tolerant of different opinions
- Able to handle and accept ambiguity (can see both sides of an issue)
- Natural helping attitude
- Able to recognize, name and express feelings as they occur
- Has experienced and led successful group oriented personal growth opportunities including interpersonal skill building, counseling, spiritual development, self-help, or related personal growth activities

We are looking for professionals who can build meaningful relationships with other members of the COPES team, in the training room with participants, and in one-to-one case management sessions. We are seeking individuals who can foster responsibility personally, with team members and with clients. We ask potential employees to answer two key questions before seeking a position with COPES:

- Do I have the time, energy and emotional sense of calmness to commit to others?
- Do I have or can I develop the personal resources, skills, and attitudes outlined above?

If you know any individuals wishing to be considered for any positions open at COPES, please ask them to submit a cover letter and a resume to Human Resources, COPES Inc. 845 Barret

Avenue, Louisville, Kentucky 40204 or by email to tstrader@sprynet.com (please include the words Employment Letter and Resume in the subject space of the email).

Ric Stuecker Says Goodbye

Spring is traditionally a season known for transition, change and renewal. This seems a serendipitous time for one of COPES' employees, and the long-time author of the *Creating Lasting Family Connections* newsletter, Ric Stuecker, to enter a period of personal and professional transition. After an illustrious and varied career, Ric is retiring. Prior to working at COPES, he served as a director of a substance abuse treatment program in Eastern Kentucky and was a master trainer with National Training Associates for over 20 years. He has mentored and coached many professional facilitators and presenters at all levels to improve their presentation skills. He is the author of two books related to promoting resiliency, developmental asset building and substance abuse prevention, *Reviving the Wonder* and *Cultivating Kindness*. Both books were published by Research Press. A new book entitled *Inspiring Leadership* is scheduled to be published in 2010.

During his time at COPES, he coordinated each of the agency's three current projects (Connect-Immunity, Fatherhood and Healthy Marriage) in the first year of their grants. Also, he has been in charge of the Project Advisory Group newsletter and the *Creating Lasting Family Connections* newsletter since the beginning.

We would like to thank Ric for his work, his friendship and his contribution both nationally and to our important work with families in our local community. Although we will miss him, we

hope and expect that his retirement will bring to him a sense of accomplishment, meaning and renewal.

CLFC Implementation Trainings

We have received several calls from individuals who want to attend a CLFC Implementation Training. We need a few more slots filled before we can plan a date. If you are interested in participating in a CLFC Implementation Training or if you are interested in hosting a training at your site for your staff, please call the COPES office at 502-583-6820.

CLFC DVD Sale Continues

Selected CLFC DVDs are on sale at greatly reduced prices. These DVDs are excellent resources to augment your CLFC trainings, to bolster staff development and to use when working with individual clients. This sale will remain in effect this spring while supplies last. Go to www.copes.org for further details.

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