

ROUTT COUNTY HUMAN SERVICES GRANT SUMMARY

Grantor: Buell Foundation

Total Grant Amount: \$12,500

Grant Period: May 1, 2020 - April 30, 2021

Today's Date: December 12, 2019

Date of Grant Committee Review: December 12, 2019

Deadline for Grant Submission: January 15, 2020

Summary of Grant Purpose:

The Fatherhood Program of Routt County is requesting support for its Buell Foundation grant proposal. These funds will be used for programming designed to increase fathers' positive engagement with their children. Specifically, the grant dollars will be used to support (e.g. coordinator time and program materials) the Nurturing Fathers Program, Inside Out Dad and workshops that impact fathers county-wide.

Summary of Grant History: The FPRC has received these funds from 2016 thru 2019

Summary of Funding:	Dollar Amount	Percentages
This Request:	\$12,500	36.91%
State or Federal Public Funds:	\$20,366	60.14%
Local Private Funds:	\$0	0.00%
Other Private Funds:	\$1,000	2.95%
Routt County Cash:		
TOTAL PROJECT AMOUNT:	\$33,866	100.00%

COUNTY MANAGER

MEMORANDUM

December 17, 2019

To: BCC

CC: Tom Valand, Kelly Keith

From: Tom Sullivan, Erick Knaus and Dan Strnad

Subject: Grant Review Committee: Temple Hoyne Buell Foundation: Fatherhood Program

The Grant Application Review Committee, Erick Knaus, Dan Strnad and I, reviewed the grant application for the Temple Hoyne Buell Foundation to support the Fatherhood Program by email. The grant request is for \$12,500 with a program budget of \$33,866 to support programming costs of the Fatherhood Program which provides services designed to increase positive engagement of fathers with their children. The review committee recommends your approval to apply for the grant funds.

Review Committee Analysis and Cost Benefit Review - Policy Review Criteria:

1. Classification as a Core, Necessary or Discretionary program: This grant application is written to request funds so support the programming costs of the Program. While this program is discretionary as a county service the Grant Review Committee sees the benefit of this program and the funds are needed for operating costs.
2. Cost to County: The funding request through the grant is \$12,500 to supplement funding from the Fatherhood Program budget and other public and private sources at a total program budget of \$33,866.
3. Other means to provide the program: Without a dedicated funding source, grants are the only sources of funding for the Fatherhood Program.
4. Ability to administer the grant: a primary duty of Department of Human Services and the Fatherhood Program is the administration of grants from public agencies and private foundations and the Department will administer this grant.
5. Ability to administer pass through of funds: The grant funds will be used directly by the Department of Human Services for the Fatherhood Program with no pass through of funds.



FATHERHOOD PROGRAM

of ROUTT COUNTY

January 15, 2020

Grant Review Committee
Buell Foundation
1873 South Bellaire Street, Suite 600
Denver, CO 80222

Dear Grant Review Committee Members:

The Fatherhood Program of Routt County (FPRC) is respectfully requesting a grant in the amount of \$12,500 to support its programs and services as described within the attached proposal.

Since 2009, the FPRC has helped provide dads with the knowledge and support system to be actively engaged in the lives of their children via its offering of evidence-based curriculums, one-on-one support and networking opportunities for area fathers. Over the years, the FPRC has built relationships with schools, healthcare providers and other organizations within the community, both governmental and non-governmental, to maximize its ability to effectively help those in need of support.

The goals of the FPRC fall directly in line with those of the Buell Foundation as it, for decades, has supported programming that benefits children, specifically those that provide parenting education, promote social competence and behavioral health, and strive to prevent teen pregnancy.

Thank you for your consideration of this request and for all of the support provided to date. Please don't hesitate to contact me should you have any questions.

Sincerely,

Tom Valand
Program Coordinator
tvaland@co.routt.co.us
970-875-4229



SUMMARY SHEET FORM

Legal Name of Organization:

Routt County, CO for the benefit of Fatherhood Program of Routt County

DBA (if applicable): N/A

Mailing Address (and Physical Address if it is different and not confidential):

PO Box 772790 Steamboat Springs, CO 80477

Phone: 970-875-4229

Fax: 970-870-5260

EIN: 84-6000801

Website: www.co.routt.co.us/ and www.facebook.com/dadsWZ

Organization Email Address: tvaland@co.routt.co.us

Name of CEO or Executive Director: Kelly Keith, Director

Phone: 970-879-5274

Email: kkeith@co.routt.co.us

Application Contact & Title (if not the CEO or Executive Director):

Tom Valand, Routt County Fatherhood Program Coordinator

Phone: 970-875-4229

Email: tvaland@co.routt.co.us

Organization Information

Year Founded: 2009

Mission Statement:

The Fatherhood Program of Routt County (FPRC) exists to improve the ability of area dads to positively impact their children’s lives by increasing their support network, providing tools, and creating bonding opportunities for them and their families.

Geographic Area Served (specific to this proposal):

Routt County Colorado



Tax Exemption Status:

- 501(c)(3)
- Using a fiscal agent/fiscal sponsor

Name of fiscal agent/sponsor:

- Other than 501(c)(3), describe:

Number of Employees: Full-time: **Part-time:**

Grant Request Information

Type of Grant Requested (select one): **Amount of Request:**

- General Operating Support
- Program or Project Support
Name of Program or Project:
- Capital Request (Check with the grantmaker as to whether they prefer the CGA-Capital)
- Other

Describe what the grant will be used for:

Financial Information Budget numbers should match the numbers presented in Attachments 1(a) & (b).

Organization's Current Budget for Fiscal Year Ending:

Income: **Expenses:**

AND, if other than a general operating request,

Program or Project Budget: **Dates: from:** **to:**

Income: **Expenses:**

By signing below, I certify that the information contained in this application is true and correct to the best of my knowledge.

Timothy V. Corrigan, Routt County Board of Commissioners, Chair **Date**

Narrative

ORGANIZATIONAL BACKGROUND

Originally founded in 2009, the Fatherhood Program of Routt County (FPRC) is an initiative of the Routt County Department of Human Services (RCDHS) that exists to improve the ability of area dads to positively impact their children's lives by increasing their support network, providing tools, and creating bonding opportunities for them and their families. This initiative was created in response to research that shows children with two involved parents demonstrate lower rates of juvenile delinquency and improved mental health, self-esteem and academic success. Within Routt County are 339 homes with children under the age of 18 headed by single fathers and 563 homes headed by single mothers (2008-2012 US Census American Communities Survey). Combined, single parent households represent 14% (1 in 7) of the households in Routt County. The FPRC is the only resource in Routt County that provides services specifically designed to engage fathers of children ages 0-18 by understanding and meeting their unique needs and challenges.

Since its inception, the FPRC has grown its suite of offerings to effectively impact men in different stages of fatherhood, including: expectant fathers, fathers of preschoolers, youth and young adults, and to those who are incarcerated.

GOALS

The overarching 2020 goals for the program are four-fold.

First, continue to offer high quality, impactful service and programming. This includes providing at least one offering of each of its evidence-based classes (e.g. The Nurturing Father's Program, InsideOut Dad and Boot Camp for New Dads). Dissemination

The second goal is to increase the number and breadth of individuals impacted by its programming. The FPRC will be particularly focused on increasing the number of individuals who utilize its services on more than one occasion. In 2019, the FPRC provided services to 98 men and women supporting 146 children. Over 25 individuals attended more than one workshop or networking event. Historically, 20% of the families served had household incomes that qualified for Temporary Assistance for Needy Families (TANF) assistance. The goal will be to increase repeat attendees to meet or exceed 30% of all attendees, a 5% increase over 2019.

The third goal is to increase partnerships with relevant community organizations, both governmental and nongovernmental. Through these partnerships, opportunities for collaboration, through information sharing, referrals or events, the FPRC can maximize its level of community awareness and effectiveness of its services. Specifically, the FPRC will be seeking out a new partner whose clients would benefit from the Boot Camp for New Dads program. The Boot Camp for New Dad program was initially launched as a collaboration with UC Health's Yampa Valley Medical Center, but the relationship with the hospital dissolved in 2018.

Lastly, the FPRC has again set its sights on engaging fathers of preschool aged children. Specifically, education and support will be provided on site at select early childhood education centers in Routt County upon the completion of a needs assessment with area directors. By the end of the year, a minimum of 3 workshops will be provided at 2 different early childhood education centers.

Narrative

CURRENT PROGRAMS

The Nurturing Fathers Program (NFP) - a 13-week training course designed to teach parenting and nurturing skills to men. The program is the core of FPRC's teachings and is included in Substance Abuse and Mental Health Services Administration's (SAMHSA) National Registry of Evidence-based Programs and Practices. This class was provided 1 time in 2019 to the residents of Steamboat Springs. The classes served 11 dads supporting 17 children. See www.nurturingfathers.com for more information.

Boot Camp for New Dads (BCND) - a men-only workshop for dads-to-be to learn the ropes from new dads and their babies. This workshop provides soon-to-be first time dads with the chance to handle newborns and engage brand new dads in discussions including: how to bond with your baby, supporting your partner, work life balance, forming a parent team, safety, preventing child abuse and more. This class was held 2 times in 2019 and was attended by 5 fathers, both current and expectant. See www.bootcampfornewdads.org for more information.

Inside Out Dad (IOD) - the nation's only evidence-based fatherhood program designed specifically for incarcerated fathers. Provided in the Routt County jail the program helps reduce recidivism rates by reconnecting incarcerated fathers to their families, providing the motivation to get out and stay out. This program was provided on two occasions in 2019, serving 3 dads supporting 6 children. See <http://store.fatherhood.org/insideout-dad-complete-program-kit/> for more information.

Workshops – The FPRC will provide at least 3 workshops to the parents of preschoolers. Workshops will be held onsite at Early Childhood Education Centers throughout the county, along with free meals and childcare during the sessions, to make the decision for parents to attend an easier one. The content of these workshops, drawn from the Nurturing Fathers Program curriculum as well as other evidence-based sources, will be chosen by ECE center directors and parents.

EVALUATION

a) Describe the organization's overall approach to evaluation.

The FPRC evaluates its success on the number and demographics of individuals attending its activities, the changes in parenting attitudes and approaches of those individuals, and the number of referrals made to and from partnering organizations.

b) Describe how the organization measures impact.

Impact will be verified in three ways. First, the FPRC will collect the information from those who attend the activities held to measure the total number and demographic information of the individuals reached. Second, the FPRC will provide evaluations to those individuals who have attended workshops and classes. Participants of the NFP and IOD will complete the Adult-Adolescent Parenting Inventory (AAPI - 2.1), a validated and reliable inventory used to assess parenting attitudes used for over 25 years, at the beginning and end of each cohort. The standard FPRC evaluation form, where factors such as quality time spent with child, creating and meeting parenting + life skills goals and positive changes in parenting style, will be provided to individuals who attended workshops and other educational events. Third, the FPRC will collect

Narrative

the number of referrals received as well as referrals made to partnering organizations within the community. Discussions will take place with program partners regarding perceived behavioral changes in the fathers, as well as the children of those fathers, receiving services.

c) Key evaluation findings:

In 2019, the FPRC offered 5 evidence-based classes (NFP, IOD and BCND), and 5 workshops. The evidence-based classes were attended by 19 individuals and the workshops were attended by 53 individuals. Results from AAPI 2.0 pre and post surveys, administered to NFP and IOD participants, typically showed improvements in most of the areas measured by the tool (e.g. Appropriate Expectations, Level of Empathy, Beliefs in Value of Corporal Punishment, Family Roles, and Value of Power Independence). According to the 18 session evaluations collected, the vast majority of attendees provided a score of 4 out of 5 or better in all areas measured (e.g. – Overall skill / Knowledge of presenter / Info will help me as a parent / Info will help me personally / Info has increased my awareness for my child’s needs / Info will motivate me to make at least one positive change in parenting style). See Attachment 11 for full details regarding the aforementioned evaluation findings.

COLLABORATION

The Program Coordinator continues his role on the leadership board of the Colorado Practitioners Network for Fathers and Families (CPNFF), a network comprised of programs that provide parenting classes, counseling, employment assistance, relationship building skills, and support groups for fathers. The FPRC Program Coordinator acts as a representative of rural Colorado and has been involved with planning and has provided education to other organizations currently providing, or tentatively planning to provide, fatherhood-related programming.

For the third year running, the Program Coordinator was on the planning board for the Parent Connection Summit, an annual Routt County event last held on 11/15/19 that connects families with parent serving organizations as well as other parents. The event was attended by representatives of over 20 parent serving organizations and 180 parents, by far the most successful to date.

INCLUSIVENESS

The FPRC is an initiative of the Routt County Department of Human Services. The program administrator of First Impressions provides oversight to the FPRC. In addition, the FPRC receives support and referrals from county government staff at all levels and programs, including Child Welfare, Probation and Child Support Services. Encouraging the participation of fathers at all levels of the program is invaluable in continuing to build and maintain the best program possible.

BOARD / GOVERNANCE

The FPRC is an initiative of the Routt County Department of Human Services, which receives guidance and oversight from the Routt County Board of County Commissioners (BCC). The Director of the Department of Human Services meets regularly with the BCC to provide program updates and receive direction regarding services, policies, strategic planning, budgets, and

Narrative

staffing. All requests for program funding, including grant requests for funding for the FPRC, must be reviewed and approved by the BCC prior to submittal to the funding entity.

VOLUNTEERS

As part of the BCND class, first time fathers of newborns assist the Program Coordinator in providing education to expectant fathers. In 2019, 3 individuals volunteered a total of 6 hours of their time to the classes. The FPRC also facilitated 2 parenting book club meetings in conjunction with the Parent Connection Summit. 3 co-facilitators were on hand for both events providing 6 hours of volunteer time.

PLANNING

Challenges – The FPRC continues to focus on building awareness within the community. Since the Program Coordinator took the position with RCDHS in 2016, a constant effort has been made to engage community partners and broadcast its events and messaging through the newspaper, Facebook, email blasts and word of mouth. Given that the Program Coordinator position is a .5 FTE, there are time and funding limitations in place that restrict the programs level of growth and awareness.

Opportunities – Despite the challenges laid out above, the Program Coordinator has become much more effective in providing services, specifically as it relates to attendance and program efficacy, as compared to years 1 and 2. The combination of wisdom and appropriately leveraging well-nurtured relationships with community partners has yielded the strongest impact, in regards to numbers served, to date. The FPRC anticipates an even stronger year, in terms of efficacy and impact, in 2020.

Starting in January 2020, the Program Coordinator will be enrolling in CSU's Distance Hybrid MSW Program. The opportunities and lessons learned throughout the degree program will greatly benefit the FPRC Program Coordinator and clients.

2020 Fatherhood Program of Routt County Budget

REVENUE

TANF FATHERHOOD	\$ 7,000
CHILD SUPPORT FATHERHOOD	\$ 5,000
MANAGED CARE SAVINGS	\$ 5,000
TEMPLE HOYNE BUELL	\$ 12,500
ROUTT COUNTY UNITED WAY	\$ 1,000
OTHERS	\$ 3,366
TOTAL REVENUE	\$ 33,866

EXPENSES

PERSONNEL	
SALARY + BENEFITS	\$ 28,616
OPERATIONS	
ADVERTISING	\$ 50
REGISTRATION	\$ 100
POSTAGE	\$ 5
TRAVEL	\$ 1,870
TELEPHONE	\$ 625
SUPPLIES/SERVICES	\$ 100
PARENTING EDUCATION	\$ 1,550
FATHERHOOD EVENTS	\$ 950
TOTAL EXPENSES	\$ 33,866

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Routt County
ACCOUNT DETAIL HISTORY FOR 2019 00 TO 2019 13

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ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE
LEDGER BALANCES --- DEBITS:				9,600.00					
							CREDITS:		
							-9,600.00		
							NET:		.00
20370683	20-60-370-683-AAA-00-00-	OTHER-DONATIONS							
							REVISED BUDGET		-875.00
19/06	116 06/13/19	CRP DHS	13524				-75.00	-75.00	
		FATHERHOOD - DONATIONS TO FH							
19/06	207 06/20/19	CRP DHS	13603				-75.00	-150.00	
		FATHERHOOD - DONATIONS TO FH							
19/06	207 06/20/19	CRP DHS	13604				-75.00	-225.00	
		FATHERHOOD - DONATIONS TO FH							
19/06	207 06/20/19	CRP DHS	13605				-75.00	-300.00	
		FATHERHOOD - DONATIONS TO FH							
19/06	207 06/20/19	CRP DHS	13606				-75.00	-375.00	
		FATHERHOOD - DONATIONS TO FH							
19/06	207 06/20/19	CRP DHS	13607				-100.00	-475.00	
		FATHERHOOD - DONATIONS TO FH							
19/07	55 07/03/19	CRP DHS	13906				-50.00	-525.00	
		FATHERHOOD - DONATIONS TO FH							
19/07	55 07/03/19	CRP DHS	13908				-75.00	-600.00	
		FATHERHOOD - DONATIONS TO FH							
LEDGER BALANCES --- DEBITS:				.00					
							CREDITS:		
							-600.00		
							NET:		-600.00
20370683	20-60-370-683-AAA-00-00-	FAMILY FRIENDLY REVENUE							
							REVISED BUDGET		.00
19/01	163 01/15/19	CRP DHS	9479				-100.00	-100.00	
		FATHERHOOD - FAMILY FIRST							
LEDGER BALANCES --- DEBITS:				.00					
							CREDITS:		
							-100.00		
							NET:		-100.00
20370683	20-60-370-683-AAA-00-00-	UNITED WAY REVENUE							
							REVISED BUDGET		.00
19/07	280 07/17/19	CRP DHS	14241				-1,000.00	-1,000.00	
		FATHERHOOD - REVENUE FR UNITED							
LEDGER BALANCES --- DEBITS:				.00					
							CREDITS:		
							-1,000.00		
							NET:		-1,000.00

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Routt County
ACCOUNT DETAIL HISTORY FOR 2019 00 TO 2019 13

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ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE
20370683	20-60-370-683-AAA-00-00-			STAFF SALARIES					
							REVISED BUDGET		35,540.00
19/01	504 01/31/19	GNI JAN-19					2,426.30	2,426.30	
	HS-SALARY	Staff Salary							
19/02	353 02/28/19	GNI FEB-19					1,811.58	4,237.88	
	HS-SALARY	Staff Salary							
19/03	444 03/31/19	GNI MAR-19					826.94	5,064.82	
	HS-SALARY	Staff Salary							
19/04	618 04/30/19	GNI APR-19	April				409.06	5,473.88	
	HS-SALARY	Staff Salary							
19/05	358 05/31/19	GNI MAY-19	April				274.41	5,748.29	
	HS-SALARY	Staff Salary							
19/09	427 09/30/19	GNI SEP-19	Aug				2,300.28	8,048.57	
	HS-SALARY	Staff Salary							
	LEDGER BALANCES --- DEBITS:			8,048.57	CREDITS:	.00	NET:	8,048.57	
20370683	20-60-370-683-AAA-00-00-			FICA					
							REVISED BUDGET		2,720.00
19/01	504 01/31/19	GNI JAN-19					148.21	148.21	
	HS-SALARY	Employer FICA		61530					
19/02	353 02/28/19	GNI FEB-19					112.31	260.52	
	HS-SALARY	Employer FICA		61530					
19/03	444 03/31/19	GNI MAR-19					51.27	311.79	
	HS-SALARY	Employer FICA		61530					
19/04	618 04/30/19	GNI APR-19	April				25.36	337.15	
	HS-SALARY	Employer FICA		61530					
19/05	358 05/31/19	GNI MAY-19	April				17.01	354.16	
	HS-SALARY	Employer FICA		61530					
19/09	427 09/30/19	GNI SEP-19	Aug				142.61	496.77	
	HS-SALARY	Employer FICA		61530					
	LEDGER BALANCES --- DEBITS:			496.77	CREDITS:	.00	NET:	496.77	

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Routt County
ACCOUNT DETAIL HISTORY FOR 2019 00 TO 2019 13

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ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE	
20370683	20-60-370-683-AAA-00-00-		MFICA							
							REVISED BUDGET		.00	
19/01	504 01/31/19	GNI JAN-19					34.66	34.66		
	HS-SALARY	Employer MFICA	61520							
19/02	353 02/28/19	GNI FEB-19					26.27	60.93		
	HS-SALARY	Employer MFICA	61520							
19/03	444 03/31/19	GNI MAR-19					11.99	72.92		
	HS-SALARY	Employer MFICA	61520							
19/04	618 04/30/19	GNI APR-19	April				5.93	78.85		
	HS-SALARY	Employer MFICA	61520							
19/05	358 05/31/19	GNI MAY-19	April				3.98	82.83		
	HS-SALARY	Employer MFICA	61520							
19/09	427 09/30/19	GNI SEP-19	Aug				33.35	116.18		
	HS-SALARY	Employer MFICA	61520							
	LEDGER BALANCES --- DEBITS:			116.18			CREDITS:	.00	NET:	116.18
20370683	20-60-370-683-AAA-00-00-		LIFE, LTD & ADD							
							REVISED BUDGET		2,130.00	
19/01	504 01/31/19	GNI JAN-19					2.78	2.78		
	HS-SALARY	Life	61512							
19/02	353 02/28/19	GNI FEB-19					2.39	5.17		
	HS-SALARY	Life	61512							
19/03	444 03/31/19	GNI MAR-19					1.09	6.26		
	HS-SALARY	Life	61512							
19/04	618 04/30/19	GNI APR-19	April				.54	6.80		
	HS-SALARY	Life	61512							
19/05	358 05/31/19	GNI MAY-19	April				.36	7.16		
	HS-SALARY	Life	61512							
19/09	427 09/30/19	GNI SEP-19	Aug				1.21	8.37		
	HS-SALARY	Life	61512							
	LEDGER BALANCES --- DEBITS:			8.37			CREDITS:	.00	NET:	8.37

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Routt County
ACCOUNT DETAIL HISTORY FOR 2019 00 TO 2019 13

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ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE	
20370683	20-60-370-683-AAA-00-00-	DISABILITY				REVISED BUDGET				.00
19/01	504 01/31/19	GNI JAN-19					6.22	6.22		
	HS-SALARY	Disability	61514							
19/02	353 02/28/19	GNI FEB-19					5.36	11.58		
	HS-SALARY	Disability	61514							
19/03	444 03/31/19	GNI MAR-19					2.45	14.03		
	HS-SALARY	Disability	61514							
19/04	618 04/30/19	GNI APR-19	April				1.21	15.24		
	HS-SALARY	Disability	61514							
19/05	358 05/31/19	GNI MAY-19	April				.81	16.05		
	HS-SALARY	Disability	61514							
19/09	427 09/30/19	GNI SEP-19	Aug				7.25	23.30		
	HS-SALARY	Disability	61514							
	LEDGER BALANCES --- DEBITS:		23.30	CREDITS:		.00	NET:	23.30		
20370683	20-60-370-683-AAA-00-00-	POSTAGE & SHIPPING				REVISED BUDGET				5.00
19/06	299 06/30/19	GNI JUN-19					4.48	4.48		
	HS-POSTAGE	Postage - Fatherhood								
	LEDGER BALANCES --- DEBITS:		4.48	CREDITS:		.00	NET:	4.48		
20370683	20-60-370-683-AAA-00-00-	REGISTRATION				REVISED BUDGET				100.00
19/07	359 07/15/19	API 000615		24753	245401		260.00	260.00		
	2971	MARTIN:7/15/19:FFCA		MARTIN,	STEPHANIE					
	LEDGER BALANCES --- DEBITS:		260.00	CREDITS:		.00	NET:	260.00		
20370683	20-60-370-683-AAA-00-00-	TELEPHONE - BASIC				REVISED BUDGET				625.00
19/02	195 02/28/19	GNI FEB-19					3.19	3.19		
	HS-PHONE	Fatherhood - Telephone								
19/03	53 03/31/19	GNI MAR-19					3.19	6.38		
	HS-PHONE	Fatherhood - Telephone								

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Routt County
ACCOUNT DETAIL HISTORY FOR 2019 00 TO 2019 13

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ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE
19/04	164 04/30/19	GNI APR-19					3.19	9.57	
	HS-PHONE	Fatherhood - Telephone							
19/05	118 05/31/19	GNI MAY-19					3.19	12.76	
	HS-PHONE	Fatherhood - Telephone							
19/06	92 06/30/19	GNI JUN-19					3.19	15.95	
	HS-PHONE	Fatherhood - Telephone							
19/07	149 07/31/19	GNI JUL-19					3.19	19.14	
	HS-PHONE	Fatherhood - Telephone							
19/08	90 08/30/19	GNI AUG-19					3.23	22.37	
	HS-PHONE	Fatherhood - Telephone							
19/09	194 09/30/19	GNI SEP-19					3.23	25.60	
	HS-PHONE	Fatherhood - Telephone							
19/10	241 10/31/19	GNI OCT-19					3.23	28.83	
	HS-PHONE	Fatherhood - Telephone							
19/11	66 11/30/19	GNI NOV-19					3.28	32.11	
	HS-PHONE	Fatherhood - Telephone							
19/11	256 11/12/19	API 001646		29879	247217		.39	32.50	
	3482	72784129:1479749907:DEPT LONG CENTURYLINK							
	LEDGER BALANCES --- DEBITS:			32.50					
					CREDITS:		.00		
							NET:	32.50	
20370683	20-60-370-683-AAA-00-00-	TELEPHONE - CELL							
					REVISED BUDGET				.00
19/01	498 01/31/19	GNI JAN-19					36.22	36.22	
	HS-VERIZON	Fatherhood - Cell							
19/03	52 03/31/19	GNI MAR-19					36.22	72.44	
	HS-CELL	Fatherhood - Cell							
19/04	102 04/30/19	GNI APR-19					36.22	108.66	
	HS-PHONE	Fatherhood - Cell							
19/05	17 05/31/19	GNI MAY-19					36.22	144.88	
	HS-PHONE	Fatherhood - Cell							
19/05	308 05/14/19	API 000245		22459	244489		36.22	181.10	
	2732	565508813-00001: 9830117947: 4 VERIZON WIRELESS							
19/06	400 06/14/19	API 000245		23709	245080		36.22	217.32	
	2870	565508813-00001: 9832094142: 0 VERIZON WIRELESS							
19/07	391 07/17/19	API 000245		24969	245375		36.22	253.54	
	2981	565508813-0001: 9834069312 VERIZON WIRELESS							

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ACCOUNT DETAIL HISTORY FOR 2019 00 TO 2019 13

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ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE
19/08	392 08/23/19	API 000245		26451	245987		36.22	289.76	
	3146	565508813-00001:	9836059380:	A VERIZON WIRELESS					
19/09	384 09/17/19	API 000245		27442	246397		36.22	325.98	
	3246	565508813-00001:	9838062121:	S VERIZON WIRELESS					
19/10	339 10/10/19	API 000245		28867	247131		36.22	362.20	
	3351	565508813-00001:	9840089211:	9/ VERIZON WIRELESS					
19/11	274 11/15/19	API 000245		30083	247131		36.22	398.42	
	3503	565508813-00001:	9842137560:	N VERIZON WIRELESS					
LEDGER BALANCES --- DEBITS:				398.42	CREDITS:	.00	NET:	398.42	
20370683 20-60-370-683-AAA-00-00- TRAVEL - MOTOR POOL									
							REVISED BUDGET		500.00
19/02	285 02/28/19	GNI FEB-19					27.09	27.09	
	HS-MTRPL	Fatherhood - Motorpool							
19/09	435 09/30/19	GNI SEP-19					55.44	82.53	
	HS-MTRPL	Fatherhood - Motorpool							
LEDGER BALANCES --- DEBITS:				82.53	CREDITS:	.00	NET:	82.53	
20370683 20-60-370-683-AAA-00-00- FATHERHOOD EVENTS									
							REVISED BUDGET		1,850.00
19/10	329 10/14/19	API 000615		28704	246791		7.99	7.99	
	3364	MARTIN:10/10/19:POSTERMYWALL		MARTIN, STEPHANIE					
19/11	282 11/12/19	API 002124		30123	247229		16.00	23.99	
	3476	KEITH:11/13/19:SNOWBOWL		KEITH KELLY					
19/11	282 11/12/19	API 002124		30184	247229		220.00	243.99	
	3476	KEITH:11/13/19:SNOW BOWL		KEITH KELLY					
LEDGER BALANCES --- DEBITS:				243.99	CREDITS:	.00	NET:	243.99	
20370683 20-60-370-683-AAA-00-00- PARENTING CLASSES									
							REVISED BUDGET		1,550.00
19/01	248 01/14/19	API 000615		17113	242561	B	28.04	28.04	
	W 0124-19	MARTIN:1/8/19:VAQEROS		MARTIN, STEPHANIE					
19/04	286 04/08/19	API 000615		20854	243932		2.99	31.03	
	2574	MARTIN:4/8/19:POSTERMYWALL		MARTIN, STEPHANIE					

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ACCOUNT DETAIL HISTORY FOR 2019 00 TO 2019 13

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ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE
19/05 2699	203 05/08/19	API 000615		22316	244381		2.99	34.02	
		MARTIN:5/2/19:POSTERMYWALL		MARTIN, STEPHANIE					
19/05 2699	203 05/08/19	API 000615		22317	244381		2.99	37.01	
		MARTIN:4/10/19:POSTERMYWALL		MARTIN, STEPHANIE					
19/05 2699	203 05/08/19	API 000615		22318	244381		2.99	40.00	
		MARTIN:4/12/19:POSTERMYWALL		MARTIN, STEPHANIE					
19/05 2790	403 05/29/19	API 000615		22870	244687		7.99	47.99	
		MARTIN:5/15/19:POSTERMYWALL		MARTIN, STEPHANIE					
19/05 2790	403 05/29/19	API 002054		22841	244759		8.28	56.27	
		5/17/19:REIMB:POSTNET		TOM VALAND					
19/09 3297	496 09/30/19	API 000615		27849	246485		7.99	64.26	
		MARTIN:9/24/19:POSTERMYWALL		MARTIN, STEPHANIE					
19/10 3364	329 10/14/19	API 000615		28987	246791		2.99	67.25	
		MARTIN:10/21/19:POSTERMYWALL		MARTIN, STEPHANIE					
LEDGER BALANCES --- DEBITS:				67.25	CREDITS:		.00	NET:	67.25
GRAND TOTAL --- DEBITS:				26,415.18	CREDITS:		-31,865.64	NET:	-5,450.46

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ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE
20370683	20-60-370-683-AAA-00-00-								
				UNEARNED REVENUE					
					SOY BALANCE			-1,032.82	
19/00	5 01/01/19		SOY				-1,032.82	-1,032.82	
	SOY BAL		OPENING BALANCE						
19/01	733 01/01/19		GRV DEC 18				1,032.82	.00	
	1812001181		MOVE TO UNEARNED REVENUE						
	LEDGER BALANCES --- DEBITS:			1,032.82	CREDITS:		-1,032.82	NET:	.00
20370683	20-60-370-683-AAA-00-00-			CHILD SUPPORT FATHERHOOD REVEN					
				REVISED BUDGET					.00
19/01	615 01/01/19		GRV HS FH HS FH REV				6,000.00	6,000.00	
	1812000836		rvrse accrued rev for FH / JE						
	LEDGER BALANCES --- DEBITS:			6,000.00	CREDITS:		.00	NET:	6,000.00
20370683	20-60-370-683-AAA-00-00-			LOCAL - BUELL FATHERHOOD REVEN					
				REVISED BUDGET					-10,000.00
19/01	733 01/01/19		GRV DEC 18				-1,032.82	-1,032.82	
	1812001181		MOVE TO UNEARNED REVENUE						
19/06	184 06/12/19		CRP DHS 13559				-12,500.00	-13,532.82	
			FATHERHOOD - BUELL REVENUE						
	LEDGER BALANCES --- DEBITS:			.00	CREDITS:		-13,532.82	NET:	-13,532.82
20370683	20-60-370-683-AAA-00-00-			LOCAL - CHILD SUPPORT FATHERHO					
				REVISED BUDGET					.00
19/01	278 01/07/19		CRP DHS 9096				-6,000.00	-6,000.00	
			FATHERHOOD - CHILD SUPPORT REV						
	LEDGER BALANCES --- DEBITS:			.00	CREDITS:		-6,000.00	NET:	-6,000.00
20370683	20-60-370-683-AAA-00-00-			LOCAL - TANF FATHERHOOD REVENU					
				REVISED BUDGET					-7,000.00
19/01	278 01/07/19		CRP DHS 9095				-9,600.00	-9,600.00	
			FATHERHOOD - TANF REVENUE						
19/01	615 01/01/19		GRV HS FH HS FH REV				9,600.00	.00	
	1812000836		rvrse accrued rev for FH / JE						

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ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE	
	LEDGER BALANCES --- DEBITS:			9,600.00			CREDITS: -9,600.00	NET: .00		
20370683	20-60-370-683-AAA-00-00-	OTHER-DONATIONS								
							REVISED BUDGET		-875.00	
19/06	116 06/13/19	CRP DHS	13524				-75.00	-75.00		
	FATHERHOOD - DONATIONS TO FH									
19/06	207 06/20/19	CRP DHS	13603				-75.00	-150.00		
	FATHERHOOD - DONATIONS TO FH									
19/06	207 06/20/19	CRP DHS	13604				-75.00	-225.00		
	FATHERHOOD - DONATIONS TO FH									
19/06	207 06/20/19	CRP DHS	13605				-75.00	-300.00		
	FATHERHOOD - DONATIONS TO FH									
19/06	207 06/20/19	CRP DHS	13606				-75.00	-375.00		
	FATHERHOOD - DONATIONS TO FH									
19/06	207 06/20/19	CRP DHS	13607				-100.00	-475.00		
	FATHERHOOD - DONATIONS TO FH									
19/07	55 07/03/19	CRP DHS	13906				-50.00	-525.00		
	FATHERHOOD - DONATIONS TO FH									
19/07	55 07/03/19	CRP DHS	13908				-75.00	-600.00		
	FATHERHOOD - DONATIONS TO FH									
	LEDGER BALANCES --- DEBITS:			.00			CREDITS: -600.00	NET: -600.00		
20370683	20-60-370-683-AAA-00-00-	FAMILY FRIENDLY REVENUE								
							REVISED BUDGET		.00	
19/01	163 01/15/19	CRP DHS	9479				-100.00	-100.00		
	FATHERHOOD - FAMILY FIRST									
	LEDGER BALANCES --- DEBITS:			.00			CREDITS: -100.00	NET: -100.00		
20370683	20-60-370-683-AAA-00-00-	UNITED WAY REVENUE								
							REVISED BUDGET		.00	
19/07	280 07/17/19	CRP DHS	14241				-1,000.00	-1,000.00		
	FATHERHOOD - REVENUE FR UNITED									
	LEDGER BALANCES --- DEBITS:			.00			CREDITS: -1,000.00	NET: -1,000.00		

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ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE
20370683	20-60-370-683-AAA-00-00-			STAFF SALARIES					
							REVISED BUDGET		35,540.00
19/01	504 01/31/19	GNI JAN-19					2,426.30	2,426.30	
	HS-SALARY	Staff Salary							
19/02	353 02/28/19	GNI FEB-19					1,811.58	4,237.88	
	HS-SALARY	Staff Salary							
19/03	444 03/31/19	GNI MAR-19					826.94	5,064.82	
	HS-SALARY	Staff Salary							
19/04	618 04/30/19	GNI APR-19	April				409.06	5,473.88	
	HS-SALARY	Staff Salary							
19/05	358 05/31/19	GNI MAY-19	April				274.41	5,748.29	
	HS-SALARY	Staff Salary							
19/09	427 09/30/19	GNI SEP-19	Aug				2,300.28	8,048.57	
	HS-SALARY	Staff Salary							
	LEDGER BALANCES --- DEBITS:			8,048.57			CREDITS:	.00	NET: 8,048.57
20370683	20-60-370-683-AAA-00-00-			FICA					
							REVISED BUDGET		2,720.00
19/01	504 01/31/19	GNI JAN-19					148.21	148.21	
	HS-SALARY	Employer FICA		61530					
19/02	353 02/28/19	GNI FEB-19					112.31	260.52	
	HS-SALARY	Employer FICA		61530					
19/03	444 03/31/19	GNI MAR-19					51.27	311.79	
	HS-SALARY	Employer FICA		61530					
19/04	618 04/30/19	GNI APR-19	April				25.36	337.15	
	HS-SALARY	Employer FICA		61530					
19/05	358 05/31/19	GNI MAY-19	April				17.01	354.16	
	HS-SALARY	Employer FICA		61530					
19/09	427 09/30/19	GNI SEP-19	Aug				142.61	496.77	
	HS-SALARY	Employer FICA		61530					
	LEDGER BALANCES --- DEBITS:			496.77			CREDITS:	.00	NET: 496.77

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ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE	
20370683	20-60-370-683-AAA-00-00-		MFICA							
							REVISED BUDGET		.00	
19/01	504 01/31/19	GNI JAN-19					34.66	34.66		
	HS-SALARY	Employer MFICA	61520							
19/02	353 02/28/19	GNI FEB-19					26.27	60.93		
	HS-SALARY	Employer MFICA	61520							
19/03	444 03/31/19	GNI MAR-19					11.99	72.92		
	HS-SALARY	Employer MFICA	61520							
19/04	618 04/30/19	GNI APR-19	April				5.93	78.85		
	HS-SALARY	Employer MFICA	61520							
19/05	358 05/31/19	GNI MAY-19	April				3.98	82.83		
	HS-SALARY	Employer MFICA	61520							
19/09	427 09/30/19	GNI SEP-19	Aug				33.35	116.18		
	HS-SALARY	Employer MFICA	61520							
	LEDGER BALANCES --- DEBITS:			116.18			CREDITS:	.00	NET:	116.18
20370683	20-60-370-683-AAA-00-00-		LIFE, LTD & ADD							
							REVISED BUDGET		2,130.00	
19/01	504 01/31/19	GNI JAN-19					2.78	2.78		
	HS-SALARY	Life	61512							
19/02	353 02/28/19	GNI FEB-19					2.39	5.17		
	HS-SALARY	Life	61512							
19/03	444 03/31/19	GNI MAR-19					1.09	6.26		
	HS-SALARY	Life	61512							
19/04	618 04/30/19	GNI APR-19	April				.54	6.80		
	HS-SALARY	Life	61512							
19/05	358 05/31/19	GNI MAY-19	April				.36	7.16		
	HS-SALARY	Life	61512							
19/09	427 09/30/19	GNI SEP-19	Aug				1.21	8.37		
	HS-SALARY	Life	61512							
	LEDGER BALANCES --- DEBITS:			8.37			CREDITS:	.00	NET:	8.37

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ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE
20370683	20-60-370-683-AAA-00-00-		DISABILITY						
						REVISED BUDGET			.00
19/01	504 01/31/19	GNI JAN-19					6.22	6.22	
	HS-SALARY	Disability	61514						
19/02	353 02/28/19	GNI FEB-19					5.36	11.58	
	HS-SALARY	Disability	61514						
19/03	444 03/31/19	GNI MAR-19					2.45	14.03	
	HS-SALARY	Disability	61514						
19/04	618 04/30/19	GNI APR-19	April				1.21	15.24	
	HS-SALARY	Disability	61514						
19/05	358 05/31/19	GNI MAY-19	April				.81	16.05	
	HS-SALARY	Disability	61514						
19/09	427 09/30/19	GNI SEP-19	Aug				7.25	23.30	
	HS-SALARY	Disability	61514						
	LEDGER BALANCES --- DEBITS:		23.30		CREDITS:	.00	NET:	23.30	
20370683	20-60-370-683-AAA-00-00-		POSTAGE & SHIPPING						
						REVISED BUDGET			5.00
19/06	299 06/30/19	GNI JUN-19					4.48	4.48	
	HS-POSTAGE	Postage - Fatherhood							
	LEDGER BALANCES --- DEBITS:		4.48		CREDITS:	.00	NET:	4.48	
20370683	20-60-370-683-AAA-00-00-		REGISTRATION						
						REVISED BUDGET			100.00
19/07	359 07/15/19	API 000615		24753	245401		260.00	260.00	
	2971	MARTIN:7/15/19:FFCA		MARTIN,	STEPHANIE				
	LEDGER BALANCES --- DEBITS:		260.00		CREDITS:	.00	NET:	260.00	
20370683	20-60-370-683-AAA-00-00-		TELEPHONE - BASIC						
						REVISED BUDGET			625.00
19/02	195 02/28/19	GNI FEB-19					3.19	3.19	
	HS-PHONE	Fatherhood - Telephone							
19/03	53 03/31/19	GNI MAR-19					3.19	6.38	
	HS-PHONE	Fatherhood - Telephone							

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ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE
19/04	164 04/30/19	GNI APR-19					3.19	9.57	
	HS-PHONE	Fatherhood - Telephone							
19/05	118 05/31/19	GNI MAY-19					3.19	12.76	
	HS-PHONE	Fatherhood - Telephone							
19/06	92 06/30/19	GNI JUN-19					3.19	15.95	
	HS-PHONE	Fatherhood - Telephone							
19/07	149 07/31/19	GNI JUL-19					3.19	19.14	
	HS-PHONE	Fatherhood - Telephone							
19/08	90 08/30/19	GNI AUG-19					3.23	22.37	
	HS-PHONE	Fatherhood - Telephone							
19/09	194 09/30/19	GNI SEP-19					3.23	25.60	
	HS-PHONE	Fatherhood - Telephone							
19/10	241 10/31/19	GNI OCT-19					3.23	28.83	
	HS-PHONE	Fatherhood - Telephone							
19/11	66 11/30/19	GNI NOV-19					3.28	32.11	
	HS-PHONE	Fatherhood - Telephone							
19/11	256 11/12/19	API 001646		29879	247217		.39	32.50	
	3482	72784129:1479749907:DEPT LONG CENTURYLINK							
LEDGER BALANCES --- DEBITS:				32.50	CREDITS:		.00	NET:	32.50
20370683 20-60-370-683-AAA-00-00- TELEPHONE - CELL									
							REVISED BUDGET		.00
19/01	498 01/31/19	GNI JAN-19					36.22	36.22	
	HS-VERIZON	Fatherhood - Cell							
19/03	52 03/31/19	GNI MAR-19					36.22	72.44	
	HS-CELL	Fatherhood - Cell							
19/04	102 04/30/19	GNI APR-19					36.22	108.66	
	HS-PHONE	Fatherhood - Cell							
19/05	17 05/31/19	GNI MAY-19					36.22	144.88	
	HS-PHONE	Fatherhood - Cell							
19/05	308 05/14/19	API 000245		22459	244489		36.22	181.10	
	2732	565508813-00001: 9830117947: 4 VERIZON WIRELESS							
19/06	400 06/14/19	API 000245		23709	245080		36.22	217.32	
	2870	565508813-00001: 9832094142: 0 VERIZON WIRELESS							
19/07	391 07/17/19	API 000245		24969	245375		36.22	253.54	
	2981	565508813-0001: 9834069312 VERIZON WIRELESS							

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ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE
19/08	392 08/23/19	API 000245		26451	245987		36.22	289.76	
	3146	565508813-00001:	9836059380:	A	VERIZON WIRELESS				
19/09	384 09/17/19	API 000245		27442	246397		36.22	325.98	
	3246	565508813-00001:	9838062121:	S	VERIZON WIRELESS				
19/10	339 10/10/19	API 000245		28867	247131		36.22	362.20	
	3351	565508813-00001:	9840089211:	9/	VERIZON WIRELESS				
19/11	274 11/15/19	API 000245		30083	247131		36.22	398.42	
	3503	565508813-00001:	9842137560:	N	VERIZON WIRELESS				
LEDGER BALANCES --- DEBITS:				398.42	CREDITS:	.00	NET:	398.42	
20370683 20-60-370-683-AAA-00-00- TRAVEL - MOTOR POOL									
							REVISED BUDGET		500.00
19/02	285 02/28/19	GNI FEB-19					27.09	27.09	
	HS-MTRPL	Fatherhood - Motorpool							
19/09	435 09/30/19	GNI SEP-19					55.44	82.53	
	HS-MTRPL	Fatherhood - Motorpool							
LEDGER BALANCES --- DEBITS:				82.53	CREDITS:	.00	NET:	82.53	
20370683 20-60-370-683-AAA-00-00- FATHERHOOD EVENTS									
							REVISED BUDGET		1,850.00
19/10	329 10/14/19	API 000615		28704	246791		7.99	7.99	
	3364	MARTIN:10/10/19:POSTERMYWALL		MARTIN, STEPHANIE					
19/11	282 11/12/19	API 002124		30123	247229		16.00	23.99	
	3476	KEITH:11/13/19:SNOWBOWL		KEITH KELLY					
19/11	282 11/12/19	API 002124		30184	247229		220.00	243.99	
	3476	KEITH:11/13/19:SNOW BOWL		KEITH KELLY					
LEDGER BALANCES --- DEBITS:				243.99	CREDITS:	.00	NET:	243.99	
20370683 20-60-370-683-AAA-00-00- PARENTING CLASSES									
							REVISED BUDGET		1,550.00
19/01	248 01/14/19	API 000615		17113	242561	B	28.04	28.04	
	W 0124-19	MARTIN:1/8/19:VAQEROS		MARTIN, STEPHANIE					
19/04	286 04/08/19	API 000615		20854	243932		2.99	31.03	
	2574	MARTIN:4/8/19:POSTERMYWALL		MARTIN, STEPHANIE					

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glacthst

ORG YR/PR	ACCOUNT JNL EFF DATE	SRC REF1	REF2	REF3	CHECK #	OB	AMOUNT	NET LEDGER BALANCE	NET BUDGET BALANCE
19/05 2699	203 05/08/19	API 000615		22316	244381		2.99	34.02	
		MARTIN:5/2/19:POSTERMYWALL		MARTIN, STEPHANIE					
19/05 2699	203 05/08/19	API 000615		22317	244381		2.99	37.01	
		MARTIN:4/10/19:POSTERMYWALL		MARTIN, STEPHANIE					
19/05 2699	203 05/08/19	API 000615		22318	244381		2.99	40.00	
		MARTIN:4/12/19:POSTERMYWALL		MARTIN, STEPHANIE					
19/05 2790	403 05/29/19	API 000615		22870	244687		7.99	47.99	
		MARTIN:5/15/19:POSTERMYWALL		MARTIN, STEPHANIE					
19/05 2790	403 05/29/19	API 002054		22841	244759		8.28	56.27	
		5/17/19:REIMB:POSTNET		TOM VALAND					
19/09 3297	496 09/30/19	API 000615		27849	246485		7.99	64.26	
		MARTIN:9/24/19:POSTERMYWALL		MARTIN, STEPHANIE					
19/10 3364	329 10/14/19	API 000615		28987	246791		2.99	67.25	
		MARTIN:10/21/19:POSTERMYWALL		MARTIN, STEPHANIE					
LEDGER BALANCES --- DEBITS:				67.25	CREDITS:		.00	NET:	67.25
GRAND TOTAL --- DEBITS:				26,415.18	CREDITS:		-31,865.64	NET:	-5,450.46

86 Records printed

** END OF REPORT - Generated by Stephanie Martin **

Major Contributors

2019

- Department of Human Services (Temporary Aid to Needy Families (TANF), Child Support Services) - \$10,000
- Buell Foundation - \$12,500
- Colorado Department of Human Services – 2GO Grant - \$17,000

2018

- Department of Human Services (Temporary Aid to Needy Families (TANF), Managed Care Savings, Child Support Services, and Collaborative Management Program/HB 1451) - \$17,000
- Buell Foundation - \$12,500
- Yampa Valley Community Foundation - \$5,000
- Routt County United Way - \$1,000

2017

- Department of Human Services (Temporary Aid to Needy Families (TANF), Managed Care Savings, Child Support Services, and Collaborative Management Program/HB 1451) - \$17,000
- Buell Foundation - \$10,000
- Yampa Valley Community Foundation - \$5,000
- Yampa Valley Electric Association - \$1,500

In-Kind Contributions

Routt County provides substantial in-kind support in the form of office space, office equipment, technical support, office supplies, meeting space and personal property insurance. To date Routt County has not provided an estimate of the total value of these in-kind contributions.

Board of Directors List

Routt County Board of County Commissioners

District I Commissioner - Timothy V. Corrigan, Chair

District II Commissioner - Douglas B. Monger, Chair Pro Tem

District III Commissioner – Beth Melton

CERTIFICATE OF EXEMPTION FOR COLORADO STATE SALES/USE TAX ONLY

USE ACCOUNT NUMBER for all references	LIABILITY INFORMATION		ISSUE DATE
	98-04972-0000	28 041	N 040183

THIS LICENSE IS
NOT TRANSFERABLE

136 6TH ST

STEAMBOAT SPRINGS CO



COUNTY OF ROUTT
ROUTT COUNTY OF
PO BOX 773598
STEAMBOAT SPGS CO 80477-3598

Executive Director
Department of Revenue

NEW AUTOMATED SERVICES FOR AND ABOUT BUSINESSES

The Colorado Department of Revenue Sales Tax Information System provides the following automated services:

- * Colorado Sales Tax Rates – find specific city, county and special district rates.
- * Verification of Sales Tax License Exemption Numbers – determine whether a Colorado sales tax license or exemption certificate is valid.
- * Tax Rates by Account Number – find sales tax rates and locations for specific sales tax accounts.

These services make it possible for taxpayers to help themselves to information 24 hours a day – without requiring the assistance of a customer service representative. In this way, more complicated or confidential tax information inquiries can be reserved for speaking to a live agent.

Listen and look for these services on the department's business tax information phone line at 303-238-FAST (3278) for specific account information, 303-238-SERV (7378) for general information or the DOR Web site at www.taxcolorado.com

Web users can try the new system online at www.taxview.state.co.us We are interested in your comments about the system. You can send us an e-mail with your comments through our Department of Revenue Web site.

**STATEMENT OF POLICY OF ROUTT COUNTY, COLORADO
CONCERNING EQUAL EMPLOYMENT OPPORTUNITY
AND DISCRIMINATION IN THE WORKPLACE**

Routt County, Colorado, ("County") is an equal opportunity employer and age, color, disability, gender identity, genetic information, military or veteran status, national origin, race, religion, sex, sexual orientation or any other applicable status protected by federal, state or local law, are not taken into account in any employment decision. Any such discrimination in the County's work environment is strictly prohibited and will not be tolerated. For the purposes of application of this policy, the phrase "County's work environment" includes not only the work place but shall also apply to social events sponsored by the County. It is the policy of County that the work environment of its employees is to be free of any such discrimination. Any such discrimination in the workplace by a manager, employee or non-employee, including any vendor or person requesting services from the County, will not be tolerated. Such discrimination is a violation of both federal and Colorado law.

The County is not a "contractor" as that term is used in Executive Order 11246 (Office of Federal Contract Compliance Programs). However, the County will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.

Responsibility of Supervisors: All supervisors are responsible for implementation of this policy, for ensuring that all employees they supervise have knowledge of and understand the policy, and for taking and or assisting in prompt and appropriate corrective action when necessary to ensure compliance with the policy. All persons are strongly encouraged to use the complaint procedure outlined below if (1) they believe they have been subjected to prohibited discrimination in the County work environment or (2) they have knowledge of prohibited discrimination in the County work environment directed at others.

Complaint Procedure: Any person who (1) believes they have been subjected to prohibited discrimination in the County work environment or (2) has knowledge of prohibited discrimination in the County work environment directed at others may make a complaint in accordance with the procedure set forth below. The initiation of any such complaint, in good faith, shall not under any circumstances be grounds for discipline or other adverse action against the person making the complaint. It is a violation of this policy and applicable law for an individual to be disciplined or otherwise disadvantaged as a result of the good faith use of this complaint procedure.

The County Human Resources Director is hereby designated as the Equal Employment Opportunity Compliance Officer.

Complaints should be directed to the following:

1. The complainant's immediate supervisor, unless that immediate supervisor is involved in the conduct which is believed to be prohibited discrimination;
2. The Elected Official or Appointed Department Head in whose department the complainant works, if the complainant's immediate supervisor is believed to be involved in the conduct;
3. The County Human Resources Director or County Manager, if the Elected Official or Department Head for whom the complainant works or a member of the Board of County Commissioners is believed to be involved in the conduct;

4. The County Human Resources Director or County Manager if, for any reason, the complainant is uncomfortable with reporting the conduct with the persons specified above.

Regardless of who receives the complaint, the receiving person must report the complaint to the County Human Resources Director or County Manager in writing as soon as practicable after receiving the complaint.

If the County Human Resources Director or County Manager is believed to be involved in the conduct, the complainant may report the conduct to (1) any of the persons specified above or (2) a member of the Board of County Commissioners. In the event a complaint concerning the County Human Resources Director or County Manager is received by a supervisor, Elected Official or Appointed Department Head, the recipient shall have the responsibility of reporting the complaint to the Board of County Commissioners in writing as soon as practicable after receiving the complaint.

Investigation: All complaints will be investigated as promptly as possible consistent with a fair and complete investigation. Any such investigation shall be completed within 10 working days after the complaint is made unless, due to the unavailability of a critical witness or documentary evidence during said time period, the investigator concludes that a fair and complete investigation is not possible.

The County Human Resources Director shall be responsible for conducting the investigation of the complaint. If the County Human Resources Director is believed to be involved in the conduct to be investigated then the investigation shall be conducted by the County Manager or such other person as designated to do so by the Board of County Commissioners. During the pendency of any investigation, the investigator may make interim recommendations to the Board of County Commissioners concerning interim corrective or protective actions as the investigator believes appropriate or necessary to protect the complainant or others from probable further prohibited discrimination or retaliation. When the investigation is completed and after the results have been reported to the Board of County Commissioners by the investigator, the complainant shall be entitled to know the results of such investigation and any action taken in response to such investigation.

During any period when there is no County Human Resources Director or when the County Human Resources Director is, for any reason, unable to act, the functions of the County Human Resources Director shall be discharged by such person as the Board of County Commissioners shall appoint to act in such capacity on a temporary basis.

This Statement of Policy shall be effective on August 9th, 2016, and replaces the Statement of Policy previously adopted May 12, 2015.

Adopted by the Routt County Board of County Commissioners on Aug. 9, 2016.

Routt County Board of County
Commissioners

By: Cari Hermacinski
Cari Hermacinski, Chair

Key Staff

Tom Valand, MBA - Program Coordinator. Tom joined the FPRC in September 2016 and came from the Colorado Department of Public Health and Environment where he spent the previous four years managing tobacco, retail marijuana and violence prevention grants. A former stay at home dad, Tom has also spent many years volunteering for organizations that benefit children and their parents including the Ronald McDonald House Charities and Boot Camp for New Dads.

Stephanie Martin, MA (Early Childhood Education) - Program Supervisor. Stephanie has run the First Impressions of Routt County program for 11 years and is the current Early Childhood Council Program Administrator. She holds an early Childhood Credential Level V.

2019 Evaluation Summary

Parenting Classes, Workshops: Participants were asked to circle a number 1 – 5.

(1 = Poor and 5 = Excellent)

	Overall Skill / Knowledge of Presenter	The info will help me as a parent	The info will help me personally	The info has increased my awareness for my child's needs	Will motivate me to make at least one positive change in parenting style
Workshop: 2GO Workshop Series - GK 3/11/19 – 4/8/19 <i>(8 surveys collected)</i>	6 (75%) = rating of 5 2 (25%) = rating of 4	4 (50%) = rating of 5 4 (50%) = rating of 4	4 (50%) = rating of 5 4 (50%) = rating of 4	2 (25%) = rating of 5 5 (63%) = rating of 4 1 (12%) = rating of 3	7 (88%) = rating of 5 1 (12%) = rating of 4
Inside/Out Dad: 4/1/19 – 12/30/19 <i>(2 survey collected)</i>	1 (50%) = rating of 3 1 (50%) = rating of 5	2 (100%) = rating of 5	1 (50%) = rating of 5 1 (50%) = rating of 4	1 (50%) = rating of 5 1 (50%) = rating of 4	1 (100%) = rating of 5
Nurturing Fathers Program: 6/10/19 – 7/29/19 <i>(6 surveys collected)</i>	6 (100%) = rating of 5	5 (84%) = rating of 5 1 (16%) = rating of 4	6 (100%) = rating of 5	5 (84%) = rating of 5 1 (16%) = rating of 4	5 (84%) = rating of 5 1 (16%) = rating of 3
Boot Camp for New Dads 9/3/19 <i>(2 survey collected)</i>	2 (100%) = rating of 5	1 (50%) = rating of 5 1 (50%) = rating of 4	1 (50%) = rating of 5 1 (50%) = rating of 4	2 (100%) = rating of 5	1 (50%) = rating of 5 1 (50%) = rating of 4

2019 Evaluation Summary

Additional comments from program participants

- **Grandkids Childcare Center Parenting Workshop Series**
 - o Naming your emotions will be a very helpful concept
 - o The reading recommendations are very good
 - o Thank you so much – I feel like I learned some valuable parenting tools!
 - o Great to talk about these things that are something we deal with daily but don't talk about (normally).
 - o Tom was great in providing an open conversation necessary to look at positive health and decision making choices for baby mother and father.

- **Nurturing Fathers Program – Steamboat Springs**
 - o (The presenter / content was) really good at linking parenting to partnering and how to be successful at each.
 - o (My experiences in the class) my communication, thoughtfulness, patience will all be better.

- **Inside Out Dads**
 - o Taught me to have more life & parenting skills and to approach things in different ways.

- **Boot Camp for New Dads**
 - o Tom was great in providing the open conversation necessary to look at positive health choices and decision making for baby, mother AND the father.

Adult-Adolescent Parenting Inventory - 2.1

Stephen J. Bavolek, PhD and Richard G. Keene, PhD

AAPI-2.1 Parenting Profile

Name: Name Withheld Agency Client ID (optional): _____ Date: 04/04

City: Steamboat Springs State/Province: CO Country: US

Sex: Male Norm table used: ADULT

Notes: Program "Nurturing Fathers for the Fatherhood Program of Routt County"
Form A completed 04/04/2019

Parenting Construct	Raw Score		Sten Score		LOW SCORE DESCRIPTION	RISK SCORES										HIGH SCORE DESCRIPTION
	I	II	I	II		HIGH RISK			MEDIUM RISK				LOW RISK			
A	21	24	6	7	INAPPROPRIATE EXPECTATIONS Expectations exceed developmental capabilities of children. Lacks understanding of normal child growth and development. Self-concept as a parent is weak and easily threatened. Tends to be demanding and controlling.	1	2	3	4	5	6	7	8	9	10	APPROPRIATE EXPECTATIONS Understands growth and development. Children are allowed to exhibit normal developmental behaviors. Self-concept as a caregiver and provider is positive. Tends to be supportive of children.
B	38	47	5	8	LOW LEVEL OF EMPATHY Fears spoiling children. Children's normal development needs not understood or valued. Children must act right and be good. Lacks nurturing skills. May be unable to handle parenting stresses.	1	2	3	4	5	6	7	8	9	10	HIGH LEVEL OF EMPATHY Understands and values children's needs. Children are allowed to display normal developmental behaviors. Nurture children and encourage positive growth. Communicates with children. Recognizes feelings of children.
C	45	49	7	8	STRONG BELIEF IN VALUE OF CORPORAL PUNISHMENT Hitting, spanking, slapping children is appropriate and required. Lacks knowledge of alternatives to corporal punishment. Lacks ability to use alternatives to corporal punishment. Strong disciplinarian, rigid. Tends to be controlling, authoritarian.	1	2	3	4	5	6	7	8	9	10	VALUES ALTERNATIVES TO CORPORAL PUNISHMENT Understands alternatives to physical force. Utilizes alternatives to corporal punishment. Tends to be democratic in rule making. Rules for family, not just for children. Tends to have respect for children and their needs. Values mutual parent-child relationship.
D	19	28	4	9	REVERSES FAMILY ROLES Tends to use children to meet self-needs. Children perceived as objects for adult gratification. Tends to treat children as confidant and peer. Expects children to make life better by providing love, assurance, and comfort. Tends to exhibit low self-esteem, poor self-awareness, and poor social life.	1	2	3	4	5	6	7	8	9	10	APPROPRIATE FAMILY ROLES Tends to have needs met appropriately. Finds comfort, support, companionship from peers. Children are allowed to express developmental needs. Takes ownership of behavior. Tends to feel worthwhile as a person, good awareness of self.
E	18	19	5	5	RESTRICTS POWER-INDEPENDENCE Tends to view children with power as threatening. Expects strict obedience to demands. Devalues negotiation and compromise as a means of solving problems. Tends to view independent thinking as disrespectful.	1	2	3	4	5	6	7	8	9	10	VALUES POWER-INDEPENDENCE Places high-value on children's ability to problem solve. Encourages children to express views but expects cooperation. Empowers children to make good choices.

● = Profile I score (Form A, taken 04/04/2019)	A sten of 1 2 3 4 5 6 7 8 9 10 is obtained
○ = Profile II score (Form B, taken 10/17/2019)	by about 2.3 4.4 9.2 15 19.1 19.1 15 9.2 4.4 2.3 percent of the population.
	A sten of 1 2 3 4 5 6 7 8 9 10 or less is obtained
	by about 2.3 6.7 15.9 30.9 50 69.1 84.1 93.3 97.7 100 percent of the population.

Adult-Adolescent Parenting Inventory - 2.1

Stephen J. Bavolek, PhD and Richard G. Keene, PhD

AAPI-2.1 Parenting Profile

Name: Name withheld #4 Agency Client ID (optional): _____ Date: 06/10

City: Steamboat Springs State/Province: CO Country: US

Sex: Male Norm table used: ADULT

Notes: Program "Nurturing Fathers for the Fatherhood Program of Routt County"
Form A completed 06/10/2019

Parenting Construct	Raw Score		Sten Score		LOW SCORE DESCRIPTION	RISK SCORES										HIGH SCORE DESCRIPTION
	I	II	I	II		HIGH RISK			MEDIUM RISK				LOW RISK			
A	23	23	7	7	INAPPROPRIATE EXPECTATIONS Expectations exceed developmental capabilities of children. Lacks understanding of normal child growth and development. Self-concept as a parent is weak and easily threatened. Tends to be demanding and controlling.	1	2	3	4	5	6	7	8	9	10	APPROPRIATE EXPECTATIONS Understands growth and development. Children are allowed to exhibit normal developmental behaviors. Self-concept as a caregiver and provider is positive. Tends to be supportive of children.
B	42	44	7	8	LOW LEVEL OF EMPATHY Fears spoiling children. Children's normal development needs not understood or valued. Children must act right and be good. Lacks nurturing skills. May be unable to handle parenting stresses.	1	2	3	4	5	6	7	8	9	10	HIGH LEVEL OF EMPATHY Understands and values children's needs. Children are allowed to display normal developmental behaviors. Nurture children and encourage positive growth. Communicates with children. Recognizes feelings of children.
C	53	50	9	8	STRONG BELIEF IN VALUE OF CORPORAL PUNISHMENT Hitting, spanking, slapping children is appropriate and required. Lacks knowledge of alternatives to corporal punishment. Lacks ability to use alternatives to corporal punishment. Strong disciplinarian, rigid. Tends to be controlling, authoritarian.	1	2	3	4	5	6	7	8	9	10	VALUES ALTERNATIVES TO CORPORAL PUNISHMENT Understands alternatives to physical force. Utilizes alternatives to corporal punishment. Tends to be democratic in rule making. Rules for family, not just for children. Tends to have respect for children and their needs. Values mutual parent-child relationship.
D	25	30	6	10	REVERSES FAMILY ROLES Tends to use children to meet self-needs. Children perceived as objects for adult gratification. Tends to treat children as confidant and peer. Expects children to make life better by providing love, assurance, and comfort. Tends to exhibit low self-esteem, poor self-awareness, and poor social life.	1	2	3	4	5	6	7	8	9	10	APPROPRIATE FAMILY ROLES Tends to have needs met appropriately. Finds comfort, support, companionship from peers. Children are allowed to express developmental needs. Takes ownership of behavior. Tends to feel worthwhile as a person, good awareness of self.
E	25	24	10	9	RESTRICTS POWER-INDEPENDENCE Tends to view children with power as threatening. Expects strict obedience to demands. Devalues negotiation and compromise as a means of solving problems. Tends to view independent thinking as disrespectful.	1	2	3	4	5	6	7	8	9	10	VALUES POWER-INDEPENDENCE Places high-value on children's ability to problem solve. Encourages children to express views but expects cooperation. Empowers children to make good choices.

● = Profile I score (Form A, taken 06/10/2019)	A sten of 1 2 3 4 5 6 7 8 9 10 is obtained
○ = Profile II score (Form B, taken 07/29/2019)	by about 2.3 4.4 9.2 15 19.1 19.1 15 9.2 4.4 2.3 percent of the population.
	A sten of 1 2 3 4 5 6 7 8 9 10 or less is obtained
	by about 2.3 6.7 15.9 30.9 50 69.1 84.1 93.3 97.7 100 percent of the population.

Adult-Adolescent Parenting Inventory - 2.1

Stephen J. Bavolek, PhD and Richard G. Keene, PhD

AAPI-2.1 Parenting Profile

Name: Name withheld #5 Agency Client ID (optional): _____ Date: 06/10

City: Steamboat Springs State/Province: CO Country: US

Sex: Male Norm table used: ADULT

Notes: Program "Nurturing Fathers for the Fatherhood Program of Routt County"
Form A completed 06/10/2019

Parenting Construct	Raw Score		Sten Score		LOW SCORE DESCRIPTION	RISK SCORES										HIGH SCORE DESCRIPTION
	I	II	I	II		HIGH RISK			MEDIUM RISK				LOW RISK			
A	26	29	8	10	INAPPROPRIATE EXPECTATIONS Expectations exceed developmental capabilities of children. Lacks understanding of normal child growth and development. Self-concept as a parent is weak and easily threatened. Tends to be demanding and controlling.	1	2	3	4	5	6	7	8	9	10	APPROPRIATE EXPECTATIONS Understands growth and development. Children are allowed to exhibit normal developmental behaviors. Self-concept as a caregiver and provider is positive. Tends to be supportive of children.
B	44	49	8	10	LOW LEVEL OF EMPATHY Fears spoiling children. Children's normal development needs not understood or valued. Children must act right and be good. Lacks nurturing skills. May be unable to handle parenting stresses.	1	2	3	4	5	6	7	8	9	10	HIGH LEVEL OF EMPATHY Understands and values children's needs. Children are allowed to display normal developmental behaviors. Nurture children and encourage positive growth. Communicates with children. Recognizes feelings of children.
C	52	50	8	8	STRONG BELIEF IN VALUE OF CORPORAL PUNISHMENT Hitting, spanking, slapping children is appropriate and required. Lacks knowledge of alternatives to corporal punishment. Lacks ability to use alternatives to corporal punishment. Strong disciplinarian, rigid. Tends to be controlling, authoritarian.	1	2	3	4	5	6	7	8	9	10	VALUES ALTERNATIVES TO CORPORAL PUNISHMENT Understands alternatives to physical force. Utilizes alternatives to corporal punishment. Tends to be democratic in rule making. Rules for family, not just for children. Tends to have respect for children and their needs. Values mutual parent-child relationship.
D	28	26	7	7	REVERSES FAMILY ROLES Tends to use children to meet self-needs. Children perceived as objects for adult gratification. Tends to treat children as confidant and peer. Expects children to make life better by providing love, assurance, and comfort. Tends to exhibit low self-esteem, poor self-awareness, and poor social life.	1	2	3	4	5	6	7	8	9	10	APPROPRIATE FAMILY ROLES Tends to have needs met appropriately. Finds comfort, support, companionship from peers. Children are allowed to express developmental needs. Takes ownership of behavior. Tends to feel worthwhile as a person, good awareness of self.
E	23	25	8	10	RESTRICTS POWER-INDEPENDENCE Tends to view children with power as threatening. Expects strict obedience to demands. Devalues negotiation and compromise as a means of solving problems. Tends to view independent thinking as disrespectful.	1	2	3	4	5	6	7	8	9	10	VALUES POWER-INDEPENDENCE Places high-value on children's ability to problem solve. Encourages children to express views but expects cooperation. Empowers children to make good choices.

● = Profile I score (Form A, taken 06/10/2019)	○ = Profile II score (Form B, taken 07/29/2019)
A sten of 1 by about 2.3	A sten of 10 is obtained percent of the population.
A sten of 2 by about 4.4	A sten of 9 or less is obtained percent of the population.
A sten of 3 by about 9.2	A sten of 8 or less is obtained percent of the population.
A sten of 4 by about 15	A sten of 7 or less is obtained percent of the population.
A sten of 5 by about 19.1	A sten of 6 or less is obtained percent of the population.
A sten of 6 by about 19.1	A sten of 5 or less is obtained percent of the population.
A sten of 7 by about 15	A sten of 4 or less is obtained percent of the population.
A sten of 8 by about 9.2	A sten of 3 or less is obtained percent of the population.
A sten of 9 by about 4.4	A sten of 2 or less is obtained percent of the population.
A sten of 10 by about 2.3	A sten of 1 or less is obtained percent of the population.

Adult-Adolescent Parenting Inventory - 2.1

Stephen J. Bavolek, PhD and Richard G. Keene, PhD

AAPI-2.1 Parenting Profile

Name: Name withheld #3 Agency Client ID (optional): _____ Date: 06/24

City: Steamboat Springs State/Province: CO Country: US

Sex: Male Norm table used: ADULT

Notes: Program "Nurturing Fathers for the Fatherhood Program of Routt County"
Form A completed 06/24/2019

Parenting Construct	Raw Score		Sten Score		LOW SCORE DESCRIPTION	RISK SCORES										HIGH SCORE DESCRIPTION
	I	II	I	II		HIGH RISK			MEDIUM RISK				LOW RISK			
A	20	24	6	7	INAPPROPRIATE EXPECTATIONS Expectations exceed developmental capabilities of children. Lacks understanding of normal child growth and development. Self-concept as a parent is weak and easily threatened. Tends to be demanding and controlling.	1	2	3	4	5	6	7	8	9	10	APPROPRIATE EXPECTATIONS Understands growth and development. Children are allowed to exhibit normal developmental behaviors. Self-concept as a caregiver and provider is positive. Tends to be supportive of children.
B	40	47	6	8	LOW LEVEL OF EMPATHY Fears spoiling children. Children's normal development needs not understood or valued. Children must act right and be good. Lacks nurturing skills. May be unable to handle parenting stresses.	1	2	3	4	5	6	7	8	9	10	HIGH LEVEL OF EMPATHY Understands and values children's needs. Children are allowed to display normal developmental behaviors. Nurture children and encourage positive growth. Communicates with children. Recognizes feelings of children.
C	46	52	7	8	STRONG BELIEF IN VALUE OF CORPORAL PUNISHMENT Hitting, spanking, slapping children is appropriate and required. Lacks knowledge of alternatives to corporal punishment. Lacks ability to use alternatives to corporal punishment. Strong disciplinarian, rigid. Tends to be controlling, authoritarian.	1	2	3	4	5	6	7	8	9	10	VALUES ALTERNATIVES TO CORPORAL PUNISHMENT Understands alternatives to physical force. Utilizes alternatives to corporal punishment. Tends to be democratic in rule making. Rules for family, not just for children. Tends to have respect for children and their needs. Values mutual parent-child relationship.
D	31	27	8	8	REVERSES FAMILY ROLES Tends to use children to meet self-needs. Children perceived as objects for adult gratification. Tends to treat children as confidant and peer. Expects children to make life better by providing love, assurance, and comfort. Tends to exhibit low self-esteem, poor self-awareness, and poor social life.	1	2	3	4	5	6	7	8	9	10	APPROPRIATE FAMILY ROLES Tends to have needs met appropriately. Finds comfort, support, companionship from peers. Children are allowed to express developmental needs. Takes ownership of behavior. Tends to feel worthwhile as a person, good awareness of self.
E	21	23	7	8	RESTRICTS POWER-INDEPENDENCE Tends to view children with power as threatening. Expects strict obedience to demands. Devalues negotiation and compromise as a means of solving problems. Tends to view independent thinking as disrespectful.	1	2	3	4	5	6	7	8	9	10	VALUES POWER-INDEPENDENCE Places high-value on children's ability to problem solve. Encourages children to express views but expects cooperation. Empowers children to make good choices.

● = Profile I score (Form A, taken 06/24/2019)	A sten of 1 2 3 4 5 6 7 8 9 10 is obtained
○ = Profile II score (Form B, taken 07/29/2019)	by about 2.3 4.4 9.2 15 19.1 19.1 15 9.2 4.4 2.3 percent of the population.
	A sten of 1 2 3 4 5 6 7 8 9 10 or less is obtained
	by about 2.3 6.7 15.9 30.9 50 69.1 84.1 93.3 97.7 100 percent of the population.

Adult-Adolescent Parenting Inventory - 2.1

Stephen J. Bavolek, PhD and Richard G. Keene, PhD

AAPI-2.1 Parenting Profile

Name: Name withheld #6 Agency Client ID (optional): _____ Date: 06/10

City: Steamboat Springs State/Province: CO Country: US

Sex: Male Norm table used: ADULT

Notes: Program "Nurturing Fathers for the Fatherhood Program of Routt County"
Form A completed 06/10/2019

Parenting Construct	Raw Score		Sten Score		LOW SCORE DESCRIPTION	RISK SCORES										HIGH SCORE DESCRIPTION
	I	II	I	II		HIGH RISK			MEDIUM RISK				LOW RISK			
A	24	23	7	7	INAPPROPRIATE EXPECTATIONS Expectations exceed developmental capabilities of children. Lacks understanding of normal child growth and development. Self-concept as a parent is weak and easily threatened. Tends to be demanding and controlling.	1	2	3	4	5	6	7	8	9	10	APPROPRIATE EXPECTATIONS Understands growth and development. Children are allowed to exhibit normal developmental behaviors. Self-concept as a caregiver and provider is positive. Tends to be supportive of children.
B	40	44	6	8	LOW LEVEL OF EMPATHY Fears spoiling children. Children's normal development needs not understood or valued. Children must act right and be good. Lacks nurturing skills. May be unable to handle parenting stresses.	1	2	3	4	5	6	7	8	9	10	HIGH LEVEL OF EMPATHY Understands and values children's needs. Children are allowed to display normal developmental behaviors. Nurture children and encourage positive growth. Communicates with children. Recognizes feelings of children.
C	36	41	5	6	STRONG BELIEF IN VALUE OF CORPORAL PUNISHMENT Hitting, spanking, slapping children is appropriate and required. Lacks knowledge of alternatives to corporal punishment. Lacks ability to use alternatives to corporal punishment. Strong disciplinarian, rigid. Tends to be controlling, authoritarian.	1	2	3	4	5	6	7	8	9	10	VALUES ALTERNATIVES TO CORPORAL PUNISHMENT Understands alternatives to physical force. Utilizes alternatives to corporal punishment. Tends to be democratic in rule making. Rules for family, not just for children. Tends to have respect for children and their needs. Values mutual parent-child relationship.
D	31	35	8	10	REVERSES FAMILY ROLES Tends to use children to meet self-needs. Children perceived as objects for adult gratification. Tends to treat children as confidant and peer. Expects children to make life better by providing love, assurance, and comfort. Tends to exhibit low self-esteem, poor self-awareness, and poor social life.	1	2	3	4	5	6	7	8	9	10	APPROPRIATE FAMILY ROLES Tends to have needs met appropriately. Finds comfort, support, companionship from peers. Children are allowed to express developmental needs. Takes ownership of behavior. Tends to feel worthwhile as a person, good awareness of self.
E	19	18	5	4	RESTRICTS POWER-INDEPENDENCE Tends to view children with power as threatening. Expects strict obedience to demands. Devalues negotiation and compromise as a means of solving problems. Tends to view independent thinking as disrespectful.	1	2	3	4	5	6	7	8	9	10	VALUES POWER-INDEPENDENCE Places high-value on children's ability to problem solve. Encourages children to express views but expects cooperation. Empowers children to make good choices.

○ = Profile I score (Form A, taken 06/10/2019)	A sten of 1 2 3 4 5 6 7 8 9 10 is obtained
○ = Profile II score (Form B, taken 07/29/2019)	by about 2.3 4.4 9.2 15 19.1 19.1 15 9.2 4.4 2.3 percent of the population.
	A sten of 1 2 3 4 5 6 7 8 9 10 or less is obtained
	by about 2.3 6.7 15.9 30.9 50 69.1 84.1 93.3 97.7 100 percent of the population.

Adult-Adolescent Parenting Inventory - 2.1

Stephen J. Bavolek, PhD and Richard G. Keene, PhD

AAPI-2.1 Parenting Profile

Name: Name withheld #7 Agency Client ID (optional): _____ Date: 06/10

City: Steamboat Springs State/Province: CO Country: US

Sex: Male Norm table used: ADULT

Notes: Program "Nurturing Fathers for the Fatherhood Program of Routt County"
Form A completed 06/10/2019

Parenting Construct	Raw Score		Sten Score		LOW SCORE DESCRIPTION	RISK SCORES										HIGH SCORE DESCRIPTION
	I	II	I	II		HIGH RISK			MEDIUM RISK				LOW RISK			
A	18	20	5	5	INAPPROPRIATE EXPECTATIONS Expectations exceed developmental capabilities of children. Lacks understanding of normal child growth and development. Self-concept as a parent is weak and easily threatened. Tends to be demanding and controlling.	1	2	3	4	5	6	7	8	9	10	APPROPRIATE EXPECTATIONS Understands growth and development. Children are allowed to exhibit normal developmental behaviors. Self-concept as a caregiver and provider is positive. Tends to be supportive of children.
B	30	40	2	5	LOW LEVEL OF EMPATHY Fears spoiling children. Children's normal development needs not understood or valued. Children must act right and be good. Lacks nurturing skills. May be unable to handle parenting stresses.	1	2	3	4	5	6	7	8	9	10	HIGH LEVEL OF EMPATHY Understands and values children's needs. Children are allowed to display normal developmental behaviors. Nurture children and encourage positive growth. Communicates with children. Recognizes feelings of children.
C	37	41	5	6	STRONG BELIEF IN VALUE OF CORPORAL PUNISHMENT Hitting, spanking, slapping children is appropriate and required. Lacks knowledge of alternatives to corporal punishment. Lacks ability to use alternatives to corporal punishment. Strong disciplinarian, rigid. Tends to be controlling, authoritarian.	1	2	3	4	5	6	7	8	9	10	VALUES ALTERNATIVES TO CORPORAL PUNISHMENT Understands alternatives to physical force. Utilizes alternatives to corporal punishment. Tends to be democratic in rule making. Rules for family, not just for children. Tends to have respect for children and their needs. Values mutual parent-child relationship.
D	24	23	5	6	REVERSES FAMILY ROLES Tends to use children to meet self-needs. Children perceived as objects for adult gratification. Tends to treat children as confidant and peer. Expects children to make life better by providing love, assurance, and comfort. Tends to exhibit low self-esteem, poor self-awareness, and poor social life.	1	2	3	4	5	6	7	8	9	10	APPROPRIATE FAMILY ROLES Tends to have needs met appropriately. Finds comfort, support, companionship from peers. Children are allowed to express developmental needs. Takes ownership of behavior. Tends to feel worthwhile as a person, good awareness of self.
E	15	19	3	5	RESTRICTS POWER-INDEPENDENCE Tends to view children with power as threatening. Expects strict obedience to demands. Devalues negotiation and compromise as a means of solving problems. Tends to view independent thinking as disrespectful.	1	2	3	4	5	6	7	8	9	10	VALUES POWER-INDEPENDENCE Places high-value on children's ability to problem solve. Encourages children to express views but expects cooperation. Empowers children to make good choices.

○ = Profile I score (Form A, taken 06/10/2019)	A sten of 1 2 3 4 5 6 7 8 9 10 is obtained
○ = Profile II score (Form B, taken 07/29/2019)	by about 2.3 4.4 9.2 15 19.1 19.1 15 9.2 4.4 2.3 percent of the population.
	A sten of 1 2 3 4 5 6 7 8 9 10 or less is obtained
	by about 2.3 6.7 15.9 30.9 50 69.1 84.1 93.3 97.7 100 percent of the population.

Adult-Adolescent Parenting Inventory - 2.1

Stephen J. Bavolek, PhD and Richard G. Keene, PhD

AAPI-2.1 Parenting Profile

Name: Name withheld #2 Agency Client ID (optional): _____ Date: 07/09

City: Steamboat Springs State/Province: CO Country: US

Sex: Male Norm table used: ADULT

Notes: Program "Nurturing Fathers for the Fatherhood Program of Routt County"
Form A completed 07/09/2019

Parenting Construct	Raw Score		Sten Score		LOW SCORE DESCRIPTION	RISK SCORES										HIGH SCORE DESCRIPTION
	I	II	I	II		HIGH RISK			MEDIUM RISK				LOW RISK			
A	19	18	5	5	INAPPROPRIATE EXPECTATIONS Expectations exceed developmental capabilities of children. Lacks understanding of normal child growth and development. Self-concept as a parent is weak and easily threatened. Tends to be demanding and controlling.	1	2	3	4	5	6	7	8	9	10	APPROPRIATE EXPECTATIONS Understands growth and development. Children are allowed to exhibit normal developmental behaviors. Self-concept as a caregiver and provider is positive. Tends to be supportive of children.
B	35	39	4	5	LOW LEVEL OF EMPATHY Fears spoiling children. Children's normal development needs not understood or valued. Children must act right and be good. Lacks nurturing skills. May be unable to handle parenting stresses.	1	2	3	4	5	6	7	8	9	10	HIGH LEVEL OF EMPATHY Understands and values children's needs. Children are allowed to display normal developmental behaviors. Nurture children and encourage positive growth. Communicates with children. Recognizes feelings of children.
C	30	30	3	3	STRONG BELIEF IN VALUE OF CORPORAL PUNISHMENT Hitting, spanking, slapping children is appropriate and required. Lacks knowledge of alternatives to corporal punishment. Lacks ability to use alternatives to corporal punishment. Strong disciplinarian, rigid. Tends to be controlling, authoritarian.	1	2	3	4	5	6	7	8	9	10	VALUES ALTERNATIVES TO CORPORAL PUNISHMENT Understands alternatives to physical force. Utilizes alternatives to corporal punishment. Tends to be democratic in rule making. Rules for family, not just for children. Tends to have respect for children and their needs. Values mutual parent-child relationship.
D	25	20	6	4	REVERSES FAMILY ROLES Tends to use children to meet self-needs. Children perceived as objects for adult gratification. Tends to treat children as confidant and peer. Expects children to make life better by providing love, assurance, and comfort. Tends to exhibit low self-esteem, poor self-awareness, and poor social life.	1	2	3	4	5	6	7	8	9	10	APPROPRIATE FAMILY ROLES Tends to have needs met appropriately. Finds comfort, support, companionship from peers. Children are allowed to express developmental needs. Takes ownership of behavior. Tends to feel worthwhile as a person, good awareness of self.
E	14	15	2	2	RESTRICTS POWER-INDEPENDENCE Tends to view children with power as threatening. Expects strict obedience to demands. Devalues negotiation and compromise as a means of solving problems. Tends to view independent thinking as disrespectful.	1	2	3	4	5	6	7	8	9	10	VALUES POWER-INDEPENDENCE Places high-value on children's ability to problem solve. Encourages children to express views but expects cooperation. Empowers children to make good choices.

○ = Profile I score (Form A, taken 07/09/2019)	A sten of 1 2 3 4 5 6 7 8 9 10 is obtained
○ = Profile II score (Form B, taken 09/24/2019)	by about 2.3 4.4 9.2 15 19.1 19.1 15 9.2 4.4 2.3 percent of the population.
	A sten of 1 2 3 4 5 6 7 8 9 10 or less is obtained
	by about 2.3 6.7 15.9 30.9 50 69.1 84.1 93.3 97.7 100 percent of the population.