AGENDA ITEM or FINAL CONTRACT REVIEW SUBMITTAL FORM

Agenda Item: Acknowledgment of County Manager Signature; Temple

Action Requested: County Manager Signature

Parties to the Agreement: BOCC & Temple Hoyne Buell Nurturing Parenting grant

Term Begins: Aug. 1, 2015 **Term Ends:** 7/31/2016 **Grant Contract #:**

Summary:

This is annual grant application to Temple Hoyne Buell Fo. for operating costs for the Nurturing Parenting Program. We have rec'd this many times.

Fiscal Impact: $8,000

Submitted by: C Worrall **Submitter's Email Address:** cworrall@gunnisoncounty.org

Finance Review: (●) Required ( ) Not Required

Comments:

Reviewed by: GUNCOUNTY1\lNienhueser Discharge Date: 4/24/2015

County Attorney Review: ( ) Required (●) Not Required

Comments:

Reveiwed by: Discharge Date: Certificate of Insurance Required Yes ( ) No ( )

County Manager Review:

Comments:

Reveiwed by: GUNCOUNTY1\mbirnie Discharge Date: 4/24/2015

(●) Consent Agenda ( ) Regular Agenda ( ) Worksession Time Allotted:

Agenda Date: 5/5/2015

Contract Distribution:

4/27 - K Haase sent a scan and the originals back to C Worrall.

GUNNISON COUNTY MANAGER'S OFFICE
Phone: (970) 641-0248 Fax: (970) 641-3061
200 E. Virginia, Gunnison, CO 81230
Website: www.GunnisonCounty.org

April 24th, 2015

To Whom It May Concern:

I am writing in support of Gunnison County's Public Health Department's Nurturing Parenting Program. The Nurturing Parenting Program is the only family centered parenting program offered in Gunnison County, it plays an important role in reducing the rate of child abuse and neglect in Gunnison County. These types of programs are vital for our community's health. Gunnison County commits to supporting the Nurturing Parenting Program and the program's efforts to provide families nurturing parenting skills while connecting families with other resources throughout the community.

Thank you for considering this request,
Sincerely,

Matthew Birnie
County Manager
Gunnison County

CHECKLIST

The Colorado Common Grant Application (CGA) consists of the following components, which should be submitted in the order listed below. This checklist is provided to help ensure a complete proposal. It does not need to be submitted with the proposal.

***Note**: If your proposal is for a building project or land acquisition, check the Common Grant Forms website to see if the grantmaker accepts the CGA for Capital Campaigns or contact the grantmaker directly if they are not listed on the website.*

☐ Check specific grantmakers' guidelines and verify that they accept the CGA and determine whether or not they have made modifications to their application requirements.

☐ Comply with any unique application requirements.

☐ **Section I: Cover Letter (one page)**
Include the purpose of the grant request and a brief description of how the request fits with the grantmaker's mission and grantmaking priorities.

☐ **Section II: Summary Sheet Form**
Use the 2-page template provided.

☐ **Section III: Narrative**

☐ *Formatting:* Use 12-point font with 1-inch margins and include the **HEADING** provided for each question. It is not necessary to repeat the text of the questions.

☐ *Page Limit:*
General Operating Requests: 4-page limit; answer questions 1-3; 5(a), 5(b), 5(c); and 6-11.
Program or Project Requests: 5-page limit; answer questions 1-4; 5(a), 5(b), 5(d); and 6-11.

<u>Narrative Questions</u>

☐ 1. Organization Background
☐ 2. Goals
☐ 3. Current Programs
☐ 4. Program or Project Requests Only
☐ 5. Evaluation
☐ 6. Collaboration
☐ 7. Inclusiveness
☐ 8. Board/Governance
☐ 9. Volunteers
☐ 10. Planning
☐ 11. Optional

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☐ **Section IV: Attachments**
If you omit any of the required attachments, provide an explanation as to why.
Note: Some grantmakers will not accept an incomplete proposal, regardless of an explanation.

Financial Attachments

☐ 1(a). Organization budget
☐ 1(b). Program or project budget, if applicable
☐ 2. Current (year-to-date) financial statements
☐ 3. Year-end financial statements, audit, and Sources of Income Table
☐ 4. Major contributors
☐ 5. In-kind contributions
☐ Explanation of items in financial attachments, if applicable

Other Attachments

☐ 6. Board of directors list
☐ 7. Proof of IRS federal tax-exempt status, dated within the last five years
☐ 8. Anti-discrimination statement adopted by the board of directors
☐ 9. Key staff
☐ 10. Annual report, if available
☐ 11. Evaluation results (optional): Provide the organization's most recent evaluation results, relevant to this request.

Additional Attachments for Organizations Using a Fiscal Agent/Fiscal Sponsor

Note: Many grantmakers do not accept proposals from organizations using a fiscal agent/fiscal sponsor. Therefore, be sure to check each grantmaker's guidelines prior to submitting a proposal.

☐ 1. The memorandum of understanding or the contract between the organization and the fiscal agent/fiscal sponsor.
☐ 2. Financial attachments 1(a), 2, and 3 for the fiscal agent/fiscal sponsor.
☐ 3. Proof of IRS federal tax-exempt status for the fiscal agent/fiscal sponsor, dated within the last five years.
☐ 4. Board of directors list for the fiscal agent/fiscal sponsor.

Thank you for your time and effort in completing this application.

A User's Guide for the CGA is available at www.coloradocommongrantforms.org.

SUMMARY SHEET FORM

Legal Name of Organization:

Gunnison County

DBA (if applicable): Nurturing Parenting Program of Gunnison County

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

Nurturing Parenting Program
C/O Gunnison County Dept. Health and Human Services
225 N. Pine St. Ste. E
Gunnison, CO 81230

Phone: (970)642-4667 **Fax:** (970)641-3738 **EIN:** 84-6000770

Website: www.gunnisoncounty.org

Organization Email Address: lathey@gunnisoncounty.org

Name of CEO or Executive Director: Matthew Birnie

Phone: (970)641-7602 **Email:** mbirnie@gunnisoncounty.org

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

Lana Athey, Nurturing Parenting Program Coordinator

Phone: (970)642-4667 **Email:** lathey@gunnisoncounty.org

Organization Information

Year Founded: 2007

Mission Statement:

The mission of Gunnison County Department of Health and Human Services (DHHS) is to provide prevention, protection, advocacy and support services to Gunnison and Hinsdale County-area individuals and families across the life spectrum in order for them to have an improved quality of life. The Nurturing Parenting Program, which targets families with children ages 0-11, plays an intricate role in this mission by providing families with parenting education that emphasizes a variety of nurturing parenting skills.

Geographic Area Served (specific to this proposal):

Gunnison County, Colorado

Tax Exemption Status:

☐ 501(c)(3)

☐ Using a fiscal agent/fiscal sponsor

Name of fiscal agent/sponsor: Gunnison County

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

Government Entity

Number of Employees: Full-time: **Part-time:** 6

Grant Request Information

Type of Grant Requested (select one): **Amount of Request:** **$8,000**

X 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:

The grant will be used to help fund the Nurturing Skills NPP program for parents of children ages 0-11 which will be offered twice per year for the families of Gunnison County.

Financial Information

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

Organization's Current Budget for Fiscal Year Ending: 12/31/2014

Income: 37,274.65 **Expenses:** 37,274.65

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.

CEO/Executive Director **Date** 4/27/15

NARRATIVE

1. ORGANIZATION BACKGROUND.

The Nurturing Parenting Program (NPP), developed by Dr. Stephen Bavolek in 1979, is an evidence-based, family-centered parenting program designed to stop the intergenerational cycle of abuse and neglect within families by building nurturing skills as alternatives to abusive parenting and child-rearing attitudes. NPP was developed from a strong philosophical basis that supports the growth and development of parents and children as caring people who treat themselves, others, and the environment with respect and dignity. NPP teaches parents a variety of nurturing parenting skills such as having age appropriate expectations, alternatives to corporal punishment, positive behavior management, understanding and handling stress, empowering children, developing family rules, and negotiating and compromise. Gunnison County's Department of Health and Human Services began offering NPP sessions for parents of Infants, Toddlers, and Preschoolers (birth – 5 years) in 2007. In 2008, the session was offered again and a session for parents of School-Aged Children (5-11 years) was added. In 2009, the NPP was moved from the Health and Human Services program to the Public Health program under the umbrella of the Early Childhood Activity Area. It was then restructured in 2011 into the Family and Child Health Activity Area. We have since been offering the infant, toddler, and preschooler, as well as the school-aged children classes as fifteen-week sessions once yearly.

GOALS.

Our main goal is to reduce the rate of child abuse and neglect within Gunnison County by graduating a total of 24 parents and 24 children each year from our two eight-week NPP Nurturing Skills sessions and one nine week Parents and Adolescence program. We plan to hold the Nurturing Skills for Families sessions twice per year and the Parents and Adolescents session once per year. We hope to enroll 12 parents in each session so that with a retention rate of 75% we will graduate at least 8 parents and 8 children from each session. We also hope to achieve a balance of 50% mandated and 50% self-referred families. Our goal for the Nurturing Skills program for parents of children ages 0-11 is that each family graduates by attending at least 7 of the 8 classes in each session as well as participate in at least 2 of the 4 home visits that are offered. For the parents and adolescence program our goal is that each family graduate by completing 10 of the 12 classes offered. We aspire to have each parent graduating from the NPP show a substantial increase in nurturing parenting attitudes and skills. This growth is monitored through facilitator observation, weekly written family logs, the AAP-I-2 and Nurturing Quiz Parenting Inventories.

2. CURRENT PROGRAMS.

In the fall, NPP provides families with the Infant, Toddler, and Preschoolers session with the session for parents of School-Aged children being held in the spring. Since NPP is a family-centered initiative, the parents and the children learn new skills with one another. The program is appropriate for a variety of families including two-parent, single parent, step-families, foster families, grandparents, and expectant parents. We currently have a couple that is new to the area attending our school-aged program with their two daughters. They have not yet missed a session and the group aspect of the class has helped them to develop friendships with another couple whose daughter is of the same

age as their oldest daughter. Both couples have commented on the effectiveness of using the parenting strategies offered in NPP, stating that something "finally worked" in disciplining their children and that the children seem happier as well. One of the reasons that we feel NPP is such a success is because it does involve the entire family; not only are the parents learning valuable parenting skills such as having age-appropriate expectations, alternatives to corporal punishment, positive behavior management, understanding and handling stress, empowering children, developing family rules, and negotiating and compromise, but the children are also taught how to verbalize their emotions and communicate more effectively toward their parents. These concepts are taught through hands-on activities, group discussions, role-playing, audiovisuals, and nurturing family activities. The fall and spring sessions are held on Thursday evenings for 2½ hours for a total of 15 weeks.

In October of 2011, Gunnison County NPP started offering 1½ hour NPP community workshops. Schools, childcare facilities, libraries and recreation centers have hosted the workshops in the past providing childcare, refreshments, and helping to promote NPP throughout the community. We have recently partnered with the Gunnison-Hinsdale Early Childhood Council offering monthly workshops to parents at different child-care facilities. Our most recent workshop that covered the topic of effectively communicating with children was very well attended.

4. PROGRAM OR PROJECT REQUESTS ONLY.

a) The Nurturing Skills for Families Nurturing Parenting Program is the new program model that we have chosen to follow for the 2015-2016 grant year. The Nurturing Skills for Families model is an innovative model of NPP that is designed to provide flexibility to meet the needs of families with children ranging in age from birth to 11 years old. The program allows for a combination of group and home-based classes in which each individual family creates a "Family Nurturing Plan" with the parent facilitators based on the scores they receive on the AAPI and NSCS parenting inventories taken at the beginning of the program. We have chosen this particular program because of the shorter time commitment and the individualized plans that cater to the needs of each individual family. We are planning on offering two eight-week sessions that will include 8 weeks of group sessions along with 4 home visits that will be offered at convenient times within the eight week time period.

We are also planning on offering a nine-week long Nurturing Parenting Parents and Adolescence program. The program is designed to repair abusive parent-teen relationships. Parents and their teens attend separate groups concurrently, and then join as one group for 90 minutes. During each session the parents and their teenage children role-play, discuss, draw, learn how to live with one another, communicate respectively and learn how to be a positive, nurturing family.

It has been brought to our attention in recent months that there is a need to reach out to Hispanic families in the Gunnison area. We are planning to begin offering 90 minute parent workshops to Hispanic families in the upcoming grant year that will cover a variety of topics presented in the NPP curriculum.

b) In recent years we have experienced a fairly low number of parents completing the Nurturing Parenting Program. This has caused a re-evaluation of the program and its sustainability within Gunnison County. In the last few months we have come to realize

that the 15-week time commitment is a challenge for many families due to work schedules and school activities as well as illness. Since this realization we have begun looking into alternative ways that the program can be offered that will allow families more flexibility. We felt that the Nurturing Skills and the Parents and Adolescence programs would reach a broader spectrum of parents in the area, allowing for higher enrollment rates due to the shorter time-span of each program and the broaden age range.

5. EVALUATION.

a) NPP utilizes several approaches for evaluating our work with families. Written evaluations are completed by staff and families on a regular basis. The weekly evaluations for parents include a segment for evaluating the program as a whole and a segment for rating how well they themselves became competent in the material that was taught that day. We review evaluations weekly to assess areas of needed improvement to better serve our current families' needs as well as to guide us in improving future sessions.

b) On the first and last day of class the parents complete two standardized tests: the Adult-Adolescent Parenting Inventory (AAPI-2) and the Nurturing Quiz. The AAPI-2 evaluates the parents' attitudes in each of the following constructs: appropriate expectations, empathy, non-violent discipline, appropriate family roles and power and independence. The Nurturing Quiz evaluates how well the NPP session was taught by testing the parents' knowledge and application of specific nurturing parenting practices. Both the pre and post test versions of the AAPI-2 are entered online at www.assessingparenting.com and a parent profile and assessment is printed and evaluated by the facilitators and parents. General clinical information provided on the parenting profiles aids us in interpreting each individual's needs and helps us provide effective parenting interventions that are designed to build positive, nurturing parenting behaviors. At every class we collect family logs which help the parent facilitators determine if the practices taught in class are being used at home.

c) N/A

d) Although every parent graduate does not show an increase in post-test scores on the AAPI-2 and Nurturing Quiz, every session Gunnison County's NPP has held reflects an overall group increase on both tests.
In 2014 the Infant, Toddler and Preschool session showed an overall higher average of increase in the parents' attitudes of the constructs; from an average of 6.8 pre to 7.8 post. The Nurturing Quiz evaluation increased from 70% to 80% this increase shows the teaching to be effective.

6. COLLABORATION.

The NPP Coordinator collaborates with many different entities within the County's Department of Health and Human Services as well as Juvenile Services. The coordinator regularly attends FAST (Family Advocacy and Support Team), ECC (Early Childhood Council), CPP (Colorado Preschool Program),and DHHS (Department of Health and Human Services) meetings allowing for many collaborative opportunities that help aid in the growth and success of the program. Plans are underway for collaboration with GCSAPP (Gunnison County Substance Abuse Prevention Program) in implementation of the Parents and

Adolescence Nurturing Parenting Program. GCSAPP plans to assist with advertising and enrollment as well as provide some financial assistance to cover the cost of food.

7. INCLUSIVENESS.

NPP is for any parent or expectant parent with at least one child ages 0-18 that is interested in increasing their parenting skills and developing a better understanding of their children and themselves. There are no income requirements, although 25-75% of the parents that enroll in the program are mandated to attend due to the fact that they are receiving TANF (Temporary Assistance for Needy Families). Other mandated clients come from open child welfare cases and/or court requirements. In order to maintain a balance of mandated and self-referred participants, NPP strives to keep the community aware of the program and what it has to offer as well as inform the community through a variety of marketing materials and NPP workshops that NPP is for anyone who is interested in attending a family-centered parenting class.

8. BOARD/GOVERNANCE.

The Board of County Commissioners for Gunnison County serves as the governing body for Gunnison County Department of Health and Human Services. Each year we embark on a strategic planning effort with the BOCC. Priorities are set and county funds are linked to the priority areas. Promoting healthy communities by strengthening our continuum of care and sustaining essential services is an identified priority. Our coordinator meets weekly with the director of Public Health to review the work plan and goals of NPP.

9. VOLUNTEERS.

Each NPP session requires 2-6 volunteers. Many of our volunteers are Western State Colorado University (WSCU) students studying sociology, education and/or psychology and receive internship credit for completing an NPP session. A typical volunteer will put in 10 training hours and 130 working hours during two NPP sessions (one year).

We also recruit 2-3 professional guest speakers per session to join in our parent room discussion and lecture. Local mental health professionals, doctors, lecturers from WSCU and various other specialists have lent time and expertise, many free of charge

10. PLANNING.

Although the curriculum for NPP is set, during each session we improve on staffing roles, class times, training requirements and marketing materials. Every night after class the staff and volunteers debrief and discuss at length what we can do better.

We plan to further institutionalize the systemic elements of recruitment of families within DHHS by working more with the Child Welfare Supervisor, Gunnison County Substance Abuse Prevention Project, and the Family Advocacy and Support Team so that a system of referral and orientation can take place with families prior to class beginning. We plan to outreach for programming 2-4 months prior to the upcoming sessions in order to ensure higher enrollment rates.

We plan to offer two eight week sessions of the Nurturing Parenting Program Nurturing Skills curriculum to parents of children ages 0-11, as well as one nine week session of the Nurturing Parenting Program Parents and Adolescence curriculum.

ATTACHMENTS

Label each attachment and provide in the order listed.

Financial Attachments

Note: Provide explanations for items that may raise questions in any of the attached financial documents. The explanations can be written onto the documents themselves or included as an additional page.

1. **BUDGETS.** Include revenues and expenses.

   a) The organization's operating budget for the current fiscal year. If available, also include the budget for the upcoming fiscal year.

   If the request is for a program or project, also include:

   b) Program or project budget for the program period.

2. **CURRENT (YEAR-TO-DATE) FINANCIAL STATEMENTS.** Include a Statement of Financial Position (Balance Sheet) and Statement of Activities (Income and Expense Statement) through the most recently completed operating month available (must be within the past three months). Provide the Statement of Activities in a budget-to-actual format if the organization uses that format.

3. **YEAR-END FINANCIAL STATEMENTS, AUDIT, AND SOURCES OF INCOME.** Include the most recent fiscal year-end financial statements, audited if available. If the organization has an audit, but it is not available for the most recent fiscal year-end, also include the most recent audit.

   Sources of Income Table Complete the table below for the organization as a whole, based on the most recently completed fiscal year. Categories may be modified to fit your organization's funding sources.

Percentage	Funding Source
50 %	Government grants (federal, state, county, local)
%	Government contracts
49 %	Foundations
%	Business
%	Events (include event sponsorships)
%	Individual contributions
1 %	Fees/earned income
%	Workplace giving campaigns
%	In-kind contributions (optional)
%	Other
100 %	**TOTAL (must equal 100%.)**

4. **MAJOR CONTRIBUTORS.** For the previous two fiscal years, list major contributors (foundations, businesses, government, individuals) with amounts. Do not include names of individual donors.
5. **IN-KIND CONTRIBUTIONS.** Summary of significant in-kind donations (donated goods and professional services) received by the organization for the last fiscal year.

Other Attachments

6. **BOARD OF DIRECTORS LIST**. Include the following information for each board member:
   - Position(s) on the board (officer and committee positions)
   - Occupation and name of employer and/or affiliation(s)
   - City or county of residence
   - Term end date for each board member
7. **PROOF OF IRS FEDERAL TAX-EXEMPT STATUS**, also called a Letter of Determination. This letter must be dated within the last five years.
8. **ANTI-DISCRIMINATION STATEMENT** adopted by the board of directors.
9. **LIST OF NAMES AND QUALIFICATIONS OF KEY STAFF**, including length of service with the organization. *Do not* include job descriptions or resumes.
10. **ANNUAL REPORT**, if available.
11. **EVALUATION RESULTS (optional):** Provide the organization's most recent evaluation results or findings, relevant to this request.

Additional Attachments for Fiscal Agents/Fiscal Sponsors

Note: Many grantmakers do not accept proposals from organizations using a fiscal agent/fiscal sponsor. Therefore, be sure to check each funder's guidelines prior to submitting a proposal.

1. **THE MEMORANDUM OF UNDERSTANDING** or the contract between the organization and the fiscal agent/fiscal sponsor.
2. **FINANCIAL ATTACHMENTS** 1(a), 2, & 3 for the fiscal agent/fiscal sponsor.
3. **PROOF OF IRS FEDERAL TAX-EXEMPT STATUS** for the fiscal agent/fiscal sponsor, dated within the last five years.
4. **BOARD OF DIRECTORS LIST** for the fiscal agent/fiscal sponsor.

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Attachment 1(a) previous year.

Gunnison County

Monthly Revenue/Expense Report - Department

Fiscal year thru period ending 12/31/2014

Health & Human Services

D55

Description	Actual PTD 12/31/2014	Actual YTD 12/31/2014	Budget	Budget Variance	% Budget Used
340 Self-Sufficiency Dev	.00	159,036.77	191,443.00	(32,406.23)	83.07
350 Program Support	.00	1,006,019.67	1,037,623.00	(31,603.33)	96.95
360 Chldrn & Fam Svcs	.00	770,010.82	788,243.00	(18,232.18)	97.69
365 Child Support Services	.00	69,199.32	65,385.00	3,814.32	105.83
380 Public Assistance	.00	1,965,047.58	1,954,541.00	10,506.58	100.54
530 Senior Resources	.00	93,159.49	110,778.00	(17,618.51)	84.10
550 Child & Family Health	.00	319,103.66	382,288.00	(63,184.34)	83.47
555 Community Health Services	.00	227,221.82	247,804.00	(20,582.18)	91.69
560 Family Planning	.00	154,790.56	125,872.00	28,918.56	122.97
Total Revenue	.00	4,763,589.69	4,903,977.00	(140,387.31)	97.14
340 Self-Sufficiency Dev	.00	210,085.72	223,511.00	13,425.28	93.99
350 Program Support	.00	867,031.53	920,756.00	53,724.47	94.17
360 Chldrn & Fam Svcs	.00	926,533.39	944,279.00	17,745.61	98.12
365 Child Support Services	.00	94,903.60	100,932.00	6,028.40	94.03
380 Public Assistance	.00	1,978,945.45	2,051,691.00	72,745.55	96.45
530 Senior Resources	.00	151,769.70	159,690.00	7,920.30	95.04
550 Child & Family Health	.00	345,894.76	371,939.00	26,044.24	93.00
555 Community Health Services	.00	207,515.57	266,257.00	58,741.43	77.94
560 Family Planning	.00	144,510.24	127,722.00	(16,788.24)	113.14
Total Expenditure	.00	4,927,189.96	5,166,777.00	239,587.04	95.36
Net revenue over (under) expenses	.00	(163,600.27)	(262,800.00)	99,199.73	62.25

Attachment 1(a) current year

Gunnison County COLORADO

Monthly Revenue/Expense Report - Department

Fiscal year thru period ending 03/31/2015

Health & Human Services

D55

Description	Actual PTD 3/31/2015	Actual YTD 3/31/2015	Budget	Budget Variance	% Budget Used
340 Self-Sufficiency Dev	.00	.00	216,776.00	(216,776.00)	.00
350 Program Support	.00	24,882.86	1,155,029.00	(1,130,146.14)	2.15
360 Chldrn & Fam Svcs	(2,311.22)	(2,311.22)	815,278.00	(817,589.22)	(.28)
365 Child Support Services	.00	.00	69,427.00	(69,427.00)	.00
380 Public Assistance	.00	4,666.58	2,072,469.00	(2,067,802.42)	.23
530 Senior Resources	.00	25,082.00	163,051.00	(137,969.00)	15.38
550 Child & Family Health	.00	.00	359,899.00	(359,899.00)	.00
555 Community Health Services	.00	6,342.66	204,918.00	(198,575.34)	3.10
560 Family Planning	.00	2,450.34	146,553.00	(144,102.66)	1.67
Total Revenue	(2,311.22)	61,113.22	5,203,400.00	(5,142,286.78)	1.17
340 Self-Sufficiency Dev	1,872.94	5,697.95	236,770.00	231,072.05	2.41
350 Program Support	74,325.08	262,874.22	977,431.00	714,556.78	26.89
360 Chldrn & Fam Svcs	35,965.63	121,885.15	984,106.00	862,220.85	12.39
365 Child Support Services	6,952.62	23,457.29	101,463.00	78,005.71	23.12
380 Public Assistance	5,293.43	17,896.15	2,078,019.00	2,060,122.85	.86
530 Senior Resources	12,263.39	36,593.64	211,963.00	175,369.36	17.26
550 Child & Family Health	24,280.86	75,477.35	353,759.00	278,281.65	21.34
555 Community Health Services	4,625.64	18,236.09	208,044.00	189,807.91	8.77
560 Family Planning	5,767.99	19,686.71	146,988.00	127,301.29	13.39
Total Expenditure	171,347.58	581,804.55	5,298,543.00	4,716,738.45	10.98
Net revenue over (under) expenses	(173,658.80)	(520,691.33)	(95,143.00)	(425,548.33)	547.27

Attachment 1(b) previous year

Gunnison County

Monthly Revenue/Expense Report - Cost Centers

Fiscal year thru period ending 12/31/2014

Nurturing Parenting Prog NPP

01 550-00 705-0

Description	Actual PTD 12/31/2014	Actual YTD 12/31/2014	Budget	Budget Variance	% Budget Used
4240 CO Dept of Human Svcs (DHS)	.00	18,397.33	.00	18,397.33	.00
4262 CO Dept of Pub Health (CDPHE)	.00	.00	25,000.00	(25,000.00)	.00
4398 Fees	.00	150.00	500.00	(350.00)	30.00
4497 Other Private Grants	.00	9,800.00	8,000.00	1,800.00	122.50
4803 Transfer from Human Services	.00	15,220.00	.00	15,220.00	.00
4999 Other Revenue	.00	.00	14,746.00	(14,746.00)	.00
Total Revenue	.00	43,567.33	48,246.00	(4,678.67)	90.30
5112 Salaries-Part Time	.00	23,989.83	34,461.00	10,471.17	69.61
5210 Payroll Tax -FICA	.00	1,855.31	2,673.00	817.69	69.41
5230 Retirement	.00	383.69	1,173.00	789.31	32.71
5240 Unemployment Insurance	.00	36.18	52.00	15.82	69.58
5250 Workmans' Comp Insurance	.00	176.40	99.00	(77.40)	178.18
5260 Employee Assistance Premium	.00	9.28	25.00	15.72	37.12
6110 Office Supplies	.00	284.19	300.00	15.81	94.73
6120 Operating Supplies	.00	1,570.99	500.00	(1,070.99)	314.20
6170 Postage	.00	24.95	50.00	25.05	49.90
6180 Photocopy	.00	122.96	150.00	27.04	81.97
7311 Travel - Motor Pool	.00	.00	600.00	600.00	.00
7312 Travel - Meals	.00	89.16	200.00	110.84	44.58
7313 Travel - Lodging	.00	358.50	500.00	141.50	71.70
7329 Other Professional Services	.00	300.00	.00	(300.00)	.00
7330 Meetings-Supplies	.00	29.35	.00	(29.35)	.00
7331 Meetings-Meals	.00	3,243.46	3,000.00	(243.46)	108.12
7332 Meetings-Registrations	.00	70.00	500.00	430.00	14.00
7410 Advertising & Legal Notices	.00	801.20	170.00	(631.20)	471.29
7440 Schools & Training	.00	250.00	.00	(250.00)	.00
7470 Insurance & Bonds	.00	79.20	18.00	(61.20)	440.00
7480 Stipends	.00	.00	250.00	250.00	.00
7491 Computer Services	.00	3,525.00	3,525.00	.00	100.00
7500 Contributions	.00	75.00	.00	(75.00)	.00
Total Expenditure	.00	37,274.65	48,246.00	10,971.35	77.26
Net revenue over (under) expenses	.00	6,292.68	.00	6,292.68	.00

Attachment 1(b) current year

Gunnison County

Monthly Revenue/Expense Report - Cost Centers

Fiscal year thru period ending 03/31/2015

Nurturing Parenting Prog NPP

01 550-00 705-0

Description	Actual PTD 3/31/2015	Actual YTD 3/31/2015	Budget	Budget Variance	% Budget Used
4262 CO Dept of Pub Health (CDPHE)	.00	.00	22,500.00	(22,500.00)	.00
4398 Fees	.00	.00	300.00	(300.00)	.00
4497 Other Private Grants	.00	.00	14,601.00	(14,601.00)	.00
Total Revenue	.00	.00	37,401.00	(37,401.00)	.00
5112 Salaries-Part Time	2,321.10	5,092.04	26,200.00	21,107.96	19.44
5210 Payroll Tax -FICA	178.89	398.63	2,028.00	1,629.37	19.66
5230 Retirement	42.57	128.52	760.00	631.48	16.91
5240 Unemployment Insurance	3.49	7.76	40.00	32.24	19.40
5250 Workmans' Comp Insurance	14.81	31.78	59.00	27.22	53.86
5260 Employee Assistance Premium	.90	2.65	15.00	12.35	17.67
6110 Office Supplies	.00	9.62	300.00	290.38	3.21
6120 Operating Supplies	.00	.00	500.00	500.00	.00
6170 Postage	.00	.00	20.00	20.00	.00
6180 Photocopy	.00	39.12	100.00	60.88	39.12
7311 Travel - Motor Pool	.00	.00	600.00	600.00	.00
7312 Travel - Meals	.00	.00	200.00	200.00	.00
7313 Travel - Lodging	.00	.00	500.00	500.00	.00
7330 Meetings-Supplies	.00	.00	30.00	30.00	.00
7331 Meetings-Meals	.00	.00	3,000.00	3,000.00	.00
7410 Advertising & Legal Notices	.00	180.00	170.00	(10.00)	105.88
7440 Schools & Training	.00	.00	250.00	250.00	.00
7470 Insurance & Bonds	.00	.00	79.00	79.00	.00
7491 Computer Services	.00	.00	2,550.00	2,550.00	.00
Total Expenditure	2,561.76	5,890.12	37,401.00	31,510.88	15.75
Net revenue over (under) expenses	(2,561.76)	(5,890.12)	.00	(5,890.12)	.00

Attachment 4

Major Contributors- Gunnison County Nurturing Parenting Program

2014

Colorado Children's Trust Fund	$22,500
Temple Hoyne Buell Foundation	$8,000
Community Foundation of the Gunnison Valley	$1,800

2013

Colorado Children's Trust Fund	$25,000
Temple Hoyne Buell Foundation	$8,000

2012

Colorado Children's Trust Fund	$25,500
Temple Hoyne Buell Foundation	$8,000
Community Foundation of the Gunnison Valley	$3,000

2011

Colorado Children's Trust Fund	$22,500
Temple Hoyne Buell Foundation	$8,000
Community Foundation of the Gunnison Valley	$1,950

Attachment 5

In-Kind Contributions- Gunnison County Nurturing Parenting Program

St. Peter's Catholic church donates the use of their Parish Hall facility weekly, free of charge. The space is large enough to comfortably accommodate the all of the families that NPP serves. It provides our program with 5 classrooms, a large kitchen, and a dining area that can easily seat every family. A refrigerator and a storage room is also provided making it easy to prepare for class each week. The normal rental fee that is charged for the hall is $125 per night with a storage fee of approximately $40 per month. Their donation saves our program an estimated $4,500 each year. The church has stated that they are committed to allowing us to use their facility for as long as it is needed.

Attachment 6

Board of Directors – Gunnison County

The Nurturing Parenting Program is offered by the Department of Health and Human Services Public Health program which is governed by the Gunnison County Board of County Commissioners.

1. Johnathan Houck
    a. Gunnison Resident
    b. Former City Council Member and Mayor
    c. Retired School Teacher
    d. Former NPP Facilitator
    e. 2013-2017

2. Paula Swenson
    a. Chairperson
    b. Gunnison Resident
    c. Business Owner
    d. 2005-2017

3. Phil Chamberland
    a. Commissioner
    b. Gunnison Resident
    c. Business Owner
    d. 2011-2015

Attachment 7

Gunnison County
COLORADO

Finance Department
PHONE 970.641.2203 FAX 970.641.7643

April 1, 2014

To Whom It May Concern:

Gunnison County, Colorado is granted authority to act as a political subdivision of the Colorado State Government pursuant §30-5-129 of the Colorado Revised Statutes. It has been granted the legal capacity and functions of other counties in the State of Colorado according to Title 30 of the Statutes, including tax exemption for State and Local Sales and Use Taxes or Federal Excise Tax. Gunnison County was established March 9, 1877.

The Internal Revenue Service Employer Identification Number for Gunnison County is 84-6000770 and the State of Colorado Tax Exemption number is 98-02498-000.

If you have any questions or require additional information, please contact me at (970) 641-2203.

Sincerely,

Ben Cowan
Assistant Finance Director

: bc

200 East Virginia Avenue ♦ Gunnison, CO 81230

2: YOUR RIGHTS & RESPONSIBILITIES UNDER FEDERAL LAW

2-1 **Equal Employment Opportunity.** Gunnison County is dedicated to the principles of equal employment opportunity in any term, condition or privilege of employment. We do not discriminate against applicants or employees on the basis of age (40 and over), race, sex, color, religion, national origin, disability, genetic information, sexual orientation, political affiliation, or any other status protected by federal, state or local law.

2-2 **Unlawful EEO Harassment.** This prohibition includes unlawful harassment based on any of the above protected classes. Unlawful harassment includes verbal or physical conduct which has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. This policy applies to all employees including managers, supervisors and co-workers.

Gunnison County will also take appropriate measures to protect employees from unlawful harassment by non-employees.

2-3 **ADA Accommodation.** After reviewing the appropriate job description, Gunnison County will make reasonable accommodation for qualified individuals with known disabilities, unless doing so would result in an undue hardship to the County. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits. Employees needing such accommodation are instructed to contact their supervisor or Human Resources immediately.

2-4 **Sexual Harassment.** Gunnison County strongly opposes sexual harassment and inappropriate sexual conduct. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:

- Submission to such conduct is made explicitly or implicitly a term or condition of employment;
- Submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment;
- Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

All employees are expected to conduct themselves in a professional and businesslike manner at all times. Inappropriate sexual conduct that could lead to a claim of sexual harassment is expressly prohibited by this policy. Such conduct includes, but is not limited to, sexually implicit or explicit communications whether in:

- Written form, such as cartoons, posters, calendars, notes, letters, e-mail;
- Verbal form, such as comments, jokes, foul or obscene language of a sexual nature, gossiping or questions about another's sex life, or repeated unwanted requests for dates;
- Physical gestures and other nonverbal behavior, such as unwelcome touching, grabbing, fondling, kissing, massaging, and brushing up against another's body.

2-5 **Filing a Complaint.** If you believe there has been a violation of the EEO, ADA, or ADEA policy; or that harassment based on the protected classes outlined above has occurred, including sexual harassment, please use the Complaint Process, Section 11-1 of these policies. Gunnison County expects employees to make a timely complaint to enable the County to promptly investigate and correct any behavior that may be in violation of the above policies.

Report the incident to the Human Resources Director or any member of management so the matter can be promptly investigated. Your complaint, as well as any information collected from others participating in the investigation, will be kept as confidential as practicable.

If Gunnison County determines that an employee's behavior is in violation of these policies, appropriate disciplinary action will be taken against the offending employee, up to and including termination of employment.

2-6 **Workplace Violence.** It is the commitment of Gunnison County to strive to maintain a work environment that is free from violent behavior. The County will not tolerate violent behavior or the threat of violent behavior involving an employee or a member of the public at any County worksite or against any County worksite. Such behavior will result in corrective and/or disciplinary action and potential criminal charges.

Attachment 9

Key Staff – Gunnison County Nurturing Parenting Program

Lana Athey

- Nurturing Parenting Program Coordinator
- Parent Facilitator for the Nurturing Parenting Program
- 4.5 years of experience with the Nurturing Parenting Program
- Working on completing a B.S. in Human Services at Colorado State University Global

Carol Worrall

- Director of Public Health for Gunnison County Department of Health and Human Services (DHHS) and NPP Supervisor
- 12 Years with DHHS and 5 years with NPP
- RN, BSN, 40 years of experience as a Registered Nurse

Joni Reynolds

- Director of Gunnison County's Department of Health and Human Services
- 15 years working for the Colorado Department of Public Health and Environment and five years as the CDPHE Public Health Programs Director
- 25-year career in public and community health education

2014 Evaluation – Gunnison County NPP

Fall 2014 Session "Infant Toddlers and Preschoolers"

Parents registered	Children registered	Parents graduated	Children graduated	Retention rate	Parents' average rating of NPP	Total make up classes
8	9 Aged 0-2: 1 Aged 3-5: 7 Aged 6-8: 1 Aged 9+:	5 (4 f, 1 m)	6	62%	4.6 out of 5	8

AAPI-2	Construct A Appropriate Expectations	Construct B Empathy	Construct C Alternatives to Corporal Punishment	Construct D Appropriate Family Roles	Construct E Value of Power and Independence in Children	Overall Average
Form A (pre)	5.6	6.2	7.8	6.2	8.2	**6.8**
Form B (post)	7	7.6	8.2	7.8	8.6	**7.9**

NSCS-2	A Quality of Life	B Understanding of the Philosophy of Nurturing Parenting	C Rate of Daily Use of Nurturing Parenting Skills	Overall Average
Form A (pre)	**8.5**	**7.5**	**5.4**	**7.1**
Form B (post)	**8.5**	**8.71**	**8**	**8.4**

Spring 2015 Session "School Aged Children"
(classes still in session/graduation on May 21st)