AGENDA ITEM or FINAL CONTRACT REVIEW SUBMITTAL FORM

Agenda Item: Acknowledgment of County Manager Approval to Elect

Action Requested: County Manager Signature

Parties to the Agreement: BOCC & Temple Hoyne Buell

Term Begins: 9/01/2017 **Term Ends:** 8/31/2018 **Grant Contract #:**

Summary:

Annual request for op. expenses for Nurturing Parenting Program. Primary funder (CO Children's Trust) has changed focus so funding not available. Therefore this THB request is increased to $10,000 this year. New funding from CBCAP has yet to release RFA that will replace the CO Children's

Fiscal Impact: $10,000

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

Finance Review: (●) Required ( ) Not Required

Comments:
No concerns, incuded in budget. ln

Reviewed by: GUNCOUNTY1\lNienhueser Discharge Date: 4/17/2017

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

Comments:
ok - gs

Reveiwed by: GUNCOUNTY1\gstuhr Discharge Date: 4/18/2017 Certificate of Insurance Required Yes ( ) No (●)

County Manager Review:

Comments:

Reveiwed by: GUNCOUNTY1\mbirnie Discharge Date: 4/20/2017

(●) Consent Agenda ( ) Regular Agenda ( ) Worksession Time Allotted: 0

Agenda Date: 5/2/2017

Revised April 2015

Gunnison County
COLORADO

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

April 14, 2017

To Whom It May Concern:

I am writing in support of Gunnison County's Public Health Division of the Department of Health and Human Services' Nurturing Parenting Program. The Nurturing Parenting Program is the only evidence-based, family centered parenting program offered in Gunnison County. The program 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 with the opportunity to develop nurturing parenting skills and gain a better understanding of child development and appropriate expectations of children, all while connecting families with other resources throughout our community.

Thank you for considering this request,
Sincerely,

Matthew Birnie
County Manager
Gunnison County

Gunnison County
COLORADO

HEALTH AND HUMAN SERVICES DEPARTMENTS
Human Services Phone: (970) 641-3244 Fax: (970) 641-3738
Public Health Phone: (970) 641-0209 Fax: (970) 641-8346
225 N Pine, Gunnison, CO 81230
Website: www.GunnisonCounty.org

April 15, 2017

Nurturing Parenting Program of Gunnison County
Public Health Division
Department of Health and Human Services
225 North Pine Street, Suite E
Gunnison, CO 81230

Temple Hoyne Buell Foundation
1666 South University Boulevard Suite B
Denver, Colorado 80210

Board of Directors;

The Nurturing Parenting Program of Gunnison County (NPP) is requesting funding to support continuation of our Nurturing Skills parenting classes for parents of children ages 0-11. We experienced great success last year in the implementation of the new Nurturing Skills curriculum. We are requesting $10,000 to continue this program. We plan to offer this comprehensive, evidence based program twice per year.

The goal of these programs is to reduce the rate of abuse and neglect in Gunnison County. The course has been offered by Gunnison County since 2007. In 2016 we chose to offer the program based on the Nurturing Skills curriculum. The curriculum allowed the program to be reduced to 9 weeks of group sessions with families being able to choose if they would like to participate in individual consultations with the parent facilitators over the course of the 9 week class. We have found this to be a successful approach. Over the last 9 years that this program has been offered in the community each parent that has attended has reflected an increase in positive parenting behaviors that include an overall better understanding of their children and increased knowledge on ways to positively manage challenging behaviors.

Funding from your foundation will allow us to continue the only comprehensive family centered, evidence-based child abuse prevention program in our rural community. We appreciate all the support the foundation has given our community over the years.

Sincerely,

Carol Worrall

Carol Worrall, RN, BSN
Public Health Director
Department of Health and Human Services

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 culturally-competent advocacy, prevention, protection and support services to families of Gunnison and Hinsdale counties so they can prosper and thrive in a healthy and supportive community. 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:** **$10,000**

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. The class takes place for 9 weeks and 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: 12/31/2016

Income: $29,287.89 **Expenses:** $29,287.89

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** 4/24/17

© 2010 Colorado Common Grant Application

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
%	Government grants (federal, state, county, local)
%	Government contracts
95 %	Foundations
%	Business
%	Events (include event sponsorships)
%	Individual contributions
3 %	Fees/earned income
%	Workplace giving campaigns
2 %	In-kind contributions (optional)
%	Other
100 %	**TOTAL (must equal 100%.)**

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 negotiation 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 Department of Health and Human Services to the Public Health Division under the umbrella of the Early Childhood Activity Area. It was then restructured in 2011 into the Family and Child Activity Area within the Public Health Division of the Department of Health and Human Services. In 2016 we began offering the Nurturing Parenting Program Nurturing Skills curriculum for parents of children ages 0-11 which included an optional home visit/ individual consultation component.

2. GOALS.

Our main goal is to reduce the rate of child abuse and neglect within Gunnison County by graduating a total of 16 parents and 16 children each year from our two nine-week NPP Nurturing Skills sessions. We plan to hold the Nurturing Skills for Families sessions twice 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 9 classes in each session as well as participate in at least 1 of the 3 offered home visits. We aspire to have each parent that graduates from NPP show a substantial increase in nurturing parenting attitudes and skills. This growth is monitored through facilitator observation and the AAP-I-2 and Nurturing Quiz Parenting Inventories.

3. CURRENT PROGRAMS.

NPP has provided families in Gunnison County with two sessions of the nine-week nurturing skills curriculum for parents of children ages 0-11 over the course of the last year. NPP is a family-centered initiative, where 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. In our most recent Nurturing Skills session we had two single dads. One of the fathers was referred to the class by the Early Interventions program, his son was born prematurely and experienced some developmental delays. The father attended each session and stayed engaged in conversation. He also took advantage of the home visitation option three times throughout the course of the class.
The other young man was the father of two young boys, he was referred to the program by the Department of Health and Human Services due to an allegation of child abuse. His oldest son was diagnosed with autism and the father found the class to be very useful in his interactions with his son and positively managing some of the challenging behaviors he experienced with his son. Although he did not take complete advantage of the home visitation portion of the program, he did have one individual consultation with our parent facilitator.

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.

Gunnison County NPP also works in coordination with the Gunnison-Hinsdale Early Childhood Council (GHECC) in offering 1½ hour parent "Lunch and Learns" at various. preschools, childcare facilities, libraries, children's museums, and recreation centers in the area. With a significant cut in funding that occurred over the course of the last year The Nurturing Parenting Program was only able to offer a few of these "Lunch and Learns."

4. PROGRAM OR PROJECT REQUESTS ONLY.

a) The Nurturing Skills for Families Nurturing Parenting Program is the model that we have chosen to continue to follow for the 2017-2018 grant year. The model is an innovative model of the Nurturing Parenting Program 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 nine-week sessions that will include 9 weeks of group sessions along with 3 home visits/ individual consultations that will be offered at convenient times within the nine week time period.

b) In the past it had been a challenge to get families to commit to the 16 week long NPP

sessions that were offered, we have found the nine-week Nurturing Skills classes with the additional home visitation/individual consultation component to be successful in engaging families and providing them with quality information while serving their individual needs as well. We have also experienced increased collaboration with various family serving agencies in Gunnison County. With this increased collaboration came more referrals from programs such as, DHHS, the Family Advocacy and Support Team (FAST), and Early Intervention.

With the continued growth of the Nurturing Parenting Program we have still fallen short of offering classes in Spanish to the Hispanic families in the community. It was a goal of our organization to offer 90 minute parent "Lunch and Learns" or a similar concept to Hispanic families during the 2016-2017 grant year. However we were unable to acquire further funding that would make these offerings a possibility. We are continuing to look for funding opportunities and hope to apply for funding possibilities such as Community Based Child Abuse Prevention (CBCAP) funds once an RFP has been released.

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 includes 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 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. In each class we discuss with the parents what is working and what they are still struggling with at home. This helps the parent facilitators determine if the practices taught in class are being used at home and if the parents are finding them to be effective

c) Although every parent graduate does not show an increase in post-test scores on the AAPI-2 and Nurturing Quiz, every session an overall group increase has been reflected in both tests. The fall 2016 Nurturing Skills Session that was completed in November reflected an overall higher average of increase in the parents' attitudes of the constructs; with the average increasing from 6.85 on the pre-test to a 7.3 on the post-test. The Nurturing Quiz evaluation increased from 5.9 to 6.65. Both of these increases demonstrate that the teaching was successful. One of the most impressive increases that we saw in test scores was the increase in each parent's rate of daily use

of nurturing routines with the overall class average going from a 5.3 on the pre-test to 7 on the post-test. Although not formally measured, a positive change in the parent-child interaction is almost always evident after each session with all of the families. Parents exhibit more appropriate expectations of their children and seem more relaxed and better equipped to handle the behaviors of their children in a positive manner.

6. COLLABORATION.

The NPP Coordinator collaborates with many different entities within the 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), and GCSAPP (Gunnison County Substance Abuse Prevention Program) meetings allowing for many collaborative opportunities that help aid in the growth and success of the program.

We have found that working closely with different local preschools and childcare centers by offering parent Lunch and Learns has also helped to raise awareness of our program and improved enrollment rates. As mentioned earlier a goal of our program was to offer 90 minute parent lunch and learns or a similar concept to Hispanic families during the 2016-2017 grant year. With the significant decrease in funding that occurred over the 2016-2017 grant period we were unable to offer these programs to the Hispanic community. In the future we plan to apply for funding that would also allow us to better serve the Hispanic population in our community. In offering programing we plan to work closely with the Center for Adult and Family Education (CAFÉ) and the Multi-cultural Resource Office (MRO) in order to begin offering 90 minute parent Lunch and Learns or a similar concept in Spanish to Hispanic families in the upcoming grant year.

7. INCLUSIVENESS.

NPP is for any parent or expectant parent with at least one child ages 0-11 that is interested in increasing their parenting skills and developing a better understanding of their children and themselves. There are no income requirements, although a few of the parents that enroll in the program are asked 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. We also 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.

This year we have worked closely with the Gunnison-Hinsdale Early Childhood Council (GHECC), Pyramid Model Leadership Team, Communities that Care, Western State Colorado University and Lake Preschool, in offering community events focused around early childhood and family support in the Gunnison valley. This April to promote Child Abuse Awareness Month and the Week of the Young Child we have arranged for a variety of events focused on Strengthening and Supporting Families. The schedule includes events such as lectures on mindfulness, empowering young minds by increasing protective factors, a field day for early childhood programs run through WSCU's lifespan development class, Book 4 Colorado, and a Family Fun Day featuring Pete the Cat at the Gunnison County Public Library.

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. Promoting healthy communities by strengthening our continuum of care and sustaining essential services is an identified priority. Our coordinator meets regularly with the director of Public Health to review the work plan and goals of NPP.

9. VOLUNTEERS.

In the past each NPP session has required 2-3 volunteers. Many of the volunteers were Western State Colorado University (WSCU) students studying sociology, education and/or psychology and receive internship credit for completing an NPP session. A typical volunteer would put in 10 training hours and 64 working hours during two NPP sessions (one year). This last year we were unable to find students that were able to volunteer their time, we hope to strengthen this part of the program next year.

During a typical NPP session we try to bring in 1-2 professional guest speakers to join us in our parent room discussion and lecture. The psychology professor from WSCU always volunteers her time to speak to the parents about developmental milestones and appropriate expectations. We have found that all of the parents really enjoy having her as a speaker. We have also invited local experts to talk to the parents about nutrition.

10. PLANNING.

One challenge that we face in the upcoming grant year is future funding. In the past around 70% of the funding that supported Gunnison County's NPP program was received from Colorado Children's Trust Fund. This funding source is planning to focus exclusively on child sexual abuse prevention thereby eliminating this major funding source for our Nurturing Parenting Program. We are currently exploring other funding options to allow us to continue to offer NPP. One possibility is funding from the Community Based Child Abuse Prevention program. We expect to see an RFP released for this funding source soon and plan to apply.

In the future one of our goals is to better serve the Hispanic population in our community. We believe that if we do receive further funding from the above mentioned source this goal will be easily attainable. We plan to work closely with the Center for Adult and Family Education (CAFÉ) and the Multi-cultural Resource Office (MRO) and begin discussing ways that we can include this community possibly through 90 minute parent Lunch and Learns or even a complete NPP program dedicated to Spanish speaking families.

11. OPTIONAL. If there is additional information that is vital to convey in this proposal, do so here. *(This must be contained within the four-page limit for general operating requests or the five-page limit for program and project requests.)*

Attachment 1(a) pg. 1

Gunnison County
COLORADO

Monthly Revenue/Expense Report - Department

Fiscal year thru period ending 03/31/2017

Health & Human Services

D55

Description	Actual PTD 3/31/2017	Actual YTD 3/31/2017	Budget	Budget Variance	% Budget Used
340 Self-Sufficiency Dev	.00	29,949.58	214,700.00	(184,750.42)	13.95
350 Program Support	.00	194,493.59	1,339,511.00	(1,145,017.41)	14.52
360 Chldrn & Fam Svcs	.00	141,890.30	846,966.00	(705,075.70)	16.75
365 Child Support Services	.00	12,159.11	83,020.00	(70,860.89)	14.65
380 Public Assistance	.00	336,794.14	2,099,684.00	(1,762,889.86)	16.04
530 Senior Resources	.00	.00	379,590.00	(379,590.00)	.00
550 Child & Family Health	.00	1,886.98	282,354.00	(280,467.02)	.67
555 Community Health Services	.00	58,679.48	533,455.00	(474,775.52)	11.00
560 Family Planning	.00	3,230.61	163,717.00	(160,486.39)	1.97
Total Revenue	.00	779,083.79	5,942,997.00	(5,163,913.21)	13.11
340 Self-Sufficiency Dev	12,720.60	48,439.88	273,641.00	225,201.12	17.70
350 Program Support	71,185.13	224,479.67	1,138,538.00	914,058.33	19.72
360 Chldrn & Fam Svcs	37,301.53	205,154.98	1,009,530.00	804,375.02	20.32
365 Child Support Services	14,906.95	30,773.79	112,345.00	81,571.21	27.39
380 Public Assistance	13,119.05	347,980.70	2,104,367.00	1,756,386.30	16.54
530 Senior Resources	13,252.20	63,374.29	366,495.00	303,120.71	17.29
550 Child & Family Health	15,479.83	45,127.52	276,758.00	231,630.48	16.31
555 Community Health Services	23,361.94	108,194.00	554,262.60	446,068.60	19.52
560 Family Planning	5,748.10	27,172.93	152,713.00	125,540.07	17.79
Total Expenditure	207,075.33	1,100,697.76	5,988,649.60	4,887,951.84	18.38
Net revenue over (under) expenses	(207,075.33)	(321,613.97)	(45,652.60)	(275,961.37)	704.48

Attachment 1(b) pg. 2

Gunnison County
COLORADO

Monthly Revenue/Expense Report - Department

Fiscal year thru period ending 03/31/2017

Health & Human Services

D55

Description	Actual PTD 3/31/2017	Actual YTD 3/31/2017	Budget	Budget Variance	% Budget Used
Taxes	.00	94,167.78	562,875.00	(468,707.22)	16.73
Intergovernmental	.00	623,285.88	4,873,973.00	(4,250,687.12)	12.79
Charges for Services	.00	43,926.61	87,375.00	(43,448.39)	50.27
Contributions and Other Grants	.00	255.00	30,400.00	(30,145.00)	.84
Fines & Forfeitures	.00	.00	9,300.00	(9,300.00)	.00
Investment Income	.00	1,798.31	7,000.00	(5,201.69)	25.69
Transfers In	.00	8,500.00	268,245.00	(259,745.00)	3.17
Other Financing Sources/Misc	.00	7,150.21	103,829.00	(96,678.79)	6.89
Total Revenue	.00	779,083.79	5,942,997.00	(5,163,913.21)	13.11
Personnel	184,304.97	550,714.47	2,393,032.00	1,842,317.53	23.01
Supplies	819.09	23,996.42	223,553.00	199,556.58	10.73
Purchased Services	21,951.27	114,664.41	735,831.60	621,167.19	15.58
Community Prgms/Contributions	.00	371,922.61	2,399,538.00	2,027,615.39	15.50
Transfers Out	.00	37,004.85	239,136.00	202,131.15	15.47
Capital Outlay	.00	2,395.00	1,000.00	(1,395.00)	239.50
Miscellaneous	.00	.00	(3,441.00)	(3,441.00)	.00
Total Expenditure	207,075.33	1,100,697.76	5,988,649.60	4,887,951.84	18.38
Net revenue over (under) expenses	(207,075.33)	(321,613.97)	(45,652.60)	(275,961.37)	704.48

Attachment 1 (b)

Gunnison County
COLORADO

Monthly Revenue/Expense Report - Cost Centers

Fiscal year thru period ending 03/31/2017

Nurturing Parenting Prog NPP

01 550-00 705-0

Description	Actual PTD 3/31/2017	Actual YTD 3/31/2017	Budget	Budget Variance	% Budget Used
4398 Fees	.00	.00	75.00	(75.00)	.00
4497 Other Private Grants	.00	.00	10,000.00	(10,000.00)	.00
4999 Other Revenue	.00	.00	7,129.00	(7,129.00)	.00
Total Revenue	.00	.00	17,204.00	(17,204.00)	.00
5112 Salaries-Part Time	96.03	184.82	14,057.00	13,872.18	1.31
5210 Payroll Tax -FICA	7.36	14.17	1,081.00	1,066.83	1.31
5230 Retirement	4.80	9.23	153.00	143.77	6.03
5240 Unemployment Insurance	.14	.27	22.00	21.73	1.23
5250 Workmans' Comp Insurance	.47	.85	41.00	40.15	2.07
5260 Employee Assistance Premium	.11	.20	3.00	2.80	6.67
6120 Operating Supplies	.00	43.78	500.00	456.22	8.76
6170 Postage	.00	.00	18.00	18.00	.00
6180 Photocopy	.00	56.16	150.00	93.84	37.44
7331 Meetings-Meals	.00	.00	1,100.00	1,100.00	.00
7410 Advertising & Legal Notices	.00	110.80	.00	(110.80)	.00
7470 Insurance & Bonds	.00	.00	79.00	79.00	.00
Total Expenditure	108.91	420.28	17,204.00	16,783.72	2.44
Net revenue over (under) expenses	(108.91)	(420.28)	.00	(420.28)	.00

Attachment 2 (pg. 1)

Gunnison County COLORADO

Monthly Revenue/Expense Report - Department

Fiscal year thru period ending 12/31/2016

Health & Human Services

D55

Description	Actual PTD 12/31/2016	Actual YTD 12/31/2016	Budget	Budget Variance	% Budget Used
340 Self-Sufficiency Dev	11,654.48	154,726.75	258,438.00	(103,711.25)	59.87
350 Program Support	106,698.83	1,180,245.22	1,326,857.00	(146,611.78)	88.95
360 Chldrn & Fam Svcs	58,351.83	796,389.14	835,426.00	(39,036.86)	95.33
365 Child Support Services	6,047.70	72,302.86	69,782.00	2,520.86	103.61
380 Public Assistance	164,817.82	1,846,024.50	2,146,803.00	(300,778.50)	85.99
530 Senior Resources	79,277.15	383,269.47	377,798.00	5,471.47	101.45
550 Child & Family Health	49,320.28	296,460.07	399,292.00	(102,831.93)	74.25
555 Community Health Services	102,589.22	445,217.00	430,040.56	15,176.44	103.53
560 Family Planning	40,022.69	170,641.38	166,865.00	3,776.38	102.26
Total Revenue	618,780.00	5,345,276.39	6,011,301.56	(666,025.17)	88.92
340 Self-Sufficiency Dev	19,494.79	208,974.19	238,276.00	29,301.81	87.70
350 Program Support	90,605.06	1,014,517.36	1,035,081.00	20,563.64	98.01
360 Chldrn & Fam Svcs	71,685.53	967,191.91	1,022,889.00	55,697.09	94.55
365 Child Support Services	7,669.50	93,424.99	102,386.00	8,961.01	91.25
380 Public Assistance	161,860.65	1,849,037.11	2,152,233.00	303,195.89	85.91
530 Senior Resources	36,054.61	368,913.72	438,269.00	69,355.28	84.18
550 Child & Family Health	16,161.28	317,000.13	389,769.34	72,769.21	81.33
555 Community Health Services	37,468.76	399,325.73	447,150.00	47,824.27	89.30
560 Family Planning	17,727.21	168,861.41	169,399.00	537.59	99.68
Total Expenditure	458,727.39	5,387,246.55	5,995,452.34	608,205.79	89.86
Net revenue over (under) expenses	160,052.61	(41,970.16)	15,849.22	(57,819.38)	(264.81)

Attachment 2 (pg. 2)

Gunnison County
COLORADO

Monthly Revenue/Expense Report - Department

Fiscal year thru period ending 12/31/2016

Health & Human Services

D55

Description	Actual PTD 12/31/2016	Actual YTD 12/31/2016	Budget	Budget Variance	% Budget Used
Taxes	43,989.19	551,156.32	553,875.00	(2,718.68)	99.51
Intergovernmental	529,961.34	4,405,892.54	4,937,645.56	(531,753.02)	89.23
Charges for Services	17,777.33	47,993.34	36,190.00	11,803.34	132.61
Contributions and Other Grants	(966.60)	39,475.69	103,941.00	(64,465.31)	37.98
Investment Income	(2,363.28)	5,599.39	.00	5,599.39	.00
Transfers In	7,500.00	198,600.00	272,900.00	(74,300.00)	72.77
Other Financing Sources/Misc	22,882.02	96,559.11	106,750.00	(10,190.89)	90.45
Total Revenue	618,780.00	5,345,276.39	6,011,301.56	(666,025.17)	88.92
Personnel	185,774.31	2,146,168.99	2,229,828.00	83,659.01	96.25
Supplies	12,960.36	223,973.37	266,700.75	42,727.38	83.98
Purchased Services	54,154.13	601,952.90	695,274.59	93,321.69	86.58
Community Prgms/Contributions	184,144.64	2,129,342.38	2,451,829.00	322,486.62	86.85
Financing Costs	.00	11.06	.00	(11.06)	.00
Transfers Out	15,998.95	212,423.67	251,900.00	39,476.33	84.33
Capital Outlay	5,695.00	73,374.18	99,000.00	25,625.82	74.12
Miscellaneous	.00	.00	920.00	920.00	.00
Total Expenditure	458,727.39	5,387,246.55	5,995,452.34	608,205.79	89.86
Net revenue over (under) expenses	160,052.61	(41,970.16)	15,849.22	(57,819.38)	(264.81)

Attachment 2 (PG 3)

Gunnison County COLORADO

Monthly Revenue/Expense Report - Cost Centers

Fiscal year thru period ending 12/31/2016

Nurturing Parenting Prog NPP

01 550-00 705-0

Description	Actual PTD 12/31/2016	Actual YTD 12/31/2016	Budget	Budget Variance	% Budget Used
4240 CO Dept of Human Svcs (DHS)	.00	11,523.52	22,500.00	(10,976.48)	51.22
4398 Fees	.00	100.00	300.00	(200.00)	33.33
4497 Other Private Grants	.00	10,000.00	14,601.00	(4,601.00)	68.49
Total Revenue	.00	21,623.52	37,401.00	(15,777.48)	57.82
5112 Salaries-Part Time	44.11	19,347.62	22,108.00	2,760.38	87.51
5210 Payroll Tax -FICA	3.37	1,484.27	1,708.00	223.73	86.90
5230 Retirement	2.20	628.01	556.00	(72.01)	112.95
5240 Unemployment Insurance	.07	28.99	33.00	4.01	87.85
5250 Workmans' Comp Insurance	.13	97.64	64.00	(33.64)	152.56
5260 Employee Assistance Premium	.05	51.98	12.00	(39.98)	433.17
6110 Office Supplies	.00	.00	300.00	300.00	.00
6120 Operating Supplies	.00	3,276.41	5,000.00	1,723.59	65.53
6170 Postage	.00	18.15	40.00	21.85	45.38
6180 Photocopy	8.56	90.48	141.00	50.52	64.17
7310 Travel - Transportation	.00	68.04	.00	(68.04)	.00
7311 Travel - Motor Pool	.00	.00	600.00	600.00	.00
7312 Travel - Meals	.00	9.75	250.00	240.25	3.90
7313 Travel - Lodging	.00	.00	500.00	500.00	.00
7330 Meetings-Supplies	.00	.00	30.00	30.00	.00
7331 Meetings-Meals	.00	2,682.35	3,000.00	317.65	89.41
7341 Rental - Buildings and Land	50.00	50.00	.00	(50.00)	.00
7410 Advertising & Legal Notices	.00	100.00	180.00	80.00	55.56
7440 Schools & Training	.00	.00	250.00	250.00	.00
7470 Insurance & Bonds	.00	79.20	79.00	(.20)	100.25
7491 Computer Services	.00	1,275.00	2,550.00	1,275.00	50.00
Total Expenditure	108.49	29,287.89	37,401.00	8,113.11	78.31
Net revenue over (under) expenses	(108.49)	(7,664.37)	.00	(7,664.37)	.00

Attachment 3

Year End Financial Statements, Audit and Sources of Income Table

See Attachments 1(a) and 1(b) for Year End Statements

See < http://www.gunnisoncounty.org/documentcenter/view/4789> for Gunnison County 2015 Audit

Attachment 4

Major Contributors- Gunnison County Nurturing Parenting Program

2016

Temple Hoyne Buell Foundation	$10,000

2015

Colorado Children's Trust Fund	$22,500
Temple Hoyne Buell Foundation	$8,000
Community Foundation of the Gunnison Valley	$1,300

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	$20,250
Temple Hoyne Buell Foundation	$8,000
Community Foundation of the Gunnison Valley	$3,000

Attachment 5

In-Kind Contributions- Gunnison County Nurturing Parenting Program

We currently use Gunnison County's Fred Field Western Heritage Center facility weekly, free of charge. The space is large enough to comfortably accommodate all of the families that NPP serves. It provides our program with 2 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 use of this space saves our program an estimated $2,500 each year.

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. 2017-2021

2. John Messner
    a. Commissioner
    b. Gunnison Resident
    c. Business Owner
    d. 2017-2021

3. Phil Chamberland
    a. Commissioner
    b. Gunnison Resident
    c. Business Owner
    d. 2011-2019

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/ GHECC Assistant Coordinator
- 6 years with the Nurturing Parenting Program and DHHS, 3 years with the GHECC
- Bachelors of Science in Human Services

Kristin Coughlin

- Nurturing Parenting Program Parent Facilitator
- 3 years with the Nurturing Parenting Program
- Masters of Arts in Counseling Psychology from Regis University and is currently working towards an advanced certificate in Child and Adolescent Counseling

Carol Worrall

- Director of Public Health for Gunnison County Department of Health and Human Services (DHHS) and NPP Supervisor
- 16 Years with DHHS and 9 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

Attachment 11

Winter 2016 Session 1 Nurturing Skills "Infant Toddlers and Preschoolers"

Parents registered	Children registered	Parents graduated	Children graduated	Retention rate	Parents' average rating of NPP	Total In Home/Individual Meetings
9	9 Aged 0-2: 4 Aged 3-5: 5 Aged 6-8:	5 (5 f, 0 m)	6	56%	4 out of 5	5

AAPI-2	Construct A Appropriate Expectations	Construct B Empathy	Construct C Alternatives to Corporal Punishment	Construct D Appropriate Family Roles	Construct E Power and Independence	Overall Average
Form A (pre)	6.8	6.0	6.8	6.4	8.8	**6.96**
Form B (post)	8	9.2	8.8	8.2	9.8	**8.8**

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)	7.2	7.4	4	**6.2**
Form B (post)	7.2	8.2	7.2	**7.5**

Spring 2016 Session 2 Nurturing Skills "Infant Toddlers and Preschoolers"

Parents registered	Children registered	Parents graduated	Children graduated	Retention rate	Parents' average rating of NPP	Total In Home/ Individual Visits
9	9 Aged 0-2: 5 Aged 3-5: 3 Aged 6-8: 1 Aged 9+:	7 (4 f, 3 m)	8	78%	4 out of 5	5

AAPI-2	Construct A Appropriate Expectations	Construct B Empathy	Construct C Alternatives to Corporal Punishment	Construct D Appropriate Family Roles	Construct E Power and Independence	Overall Average
Form A (pre)	7.6	7.2	6.8	5.6	6.4	**6.2**
Form B (post)	7.8	6	7	7.2	6	**6.8**

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)	8.8	7.6	5.4	**7.3**
Form B (post)	8.8	7.8	6.6	**7.7**

Attachment 11 (continued)

Fall 2016 Session 1 Nurturing Skills "Infant Toddlers and Preschoolers"

Parents registered	**Children registered**	**Parents graduated**	**Children graduated**	**Retention rate**	**Parents' average rating of NPP**	**Total In Home/Individual Meetings**
9	8	7 (4 f, 3 m)	7	78%	4 out of 5	10

AAPI-2	**Construct A** Appropriate Expectations	**Construct B** Empathy	**Construct C** Alternatives to Corporal Punishment	**Construct D** Appropriate Family Roles	**Construct E** Power and Independence	**Overall Average**
Form A (pre)	6.75	6.5	6.25	8.25	6.5	**6.85**
Form B (post)	7	8	6.25	7	8.25	**7.3**

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)	5	7.67	5.3	**5.99**
Form B (post)	5	7.67	7	**6.56**