



Program Report

January 2014-September 2014

I. Executive Summary

The sense of gratitude that I have for all of the friends, family, and supporting cast members who provided the encouragement to start this endeavor is comparable only to the sense of commitment I feel when a client tells me that they didn't think there was any help for Fathers. It's those moments that provide the motivation to continue to build the House of David and to provide Fathers with a unique supportive hand as they seek to re-establish their relationship with their children, to continue to play a leading role in the life of their children, or simply to become better Fathers and bring stability to their children's lives.

Some organizational tasks have been accomplished with relative ease, such as establishing a robust referral pipeline, and delivering quality curriculum. While others, such as identifying a steady base of willing employers, and obtaining the client responsible portion of tuition, have been difficult. Yet, the overall acceptance of the program and acknowledgement of its need leave no doubt that these obstacles will be overcome. In order to do so, there must be funding at levels to support two full time positions (a Program Coordinator and a Job Developer) and for part-time compensation to the Executive Director and to meet the very modest and minimal operating expenses of rent, property insurance, and reproduction/office supplies expenses. With a strong core of programming in place, an established organizational presence, and outcomes that have far surpassed projections, the next phase of sustainability will be a focus on funding sources.

II. Programmatic Outcomes

The first year of operations for any non-profit is a year of slowly building and establishing presence. Due to the unique circumstances of House of David being established in 2011, and conceptualized over the next three years before becoming operational in January 2014, the entire focus has been on operational outcomes. The full curriculum has been developed and is continually being enhanced. It focuses on three main areas of development: the Father as an individual, as a parent, and as an employee. This curriculum has been developed in-house, reviewed and approved by the Fathers and Families Coalition of America, and has led to certification as a Fatherhood Practitioner and Healthy Relationship Educator. It has been well received by clients, and met with enthusiasm by business partners. After attending 8 weekly sessions selected individually, the client co-authors an Individual Fathering Plan, and receives follow up for the next 3 years, which is gradually scaled down. This ensures a cognitive behavioral change of the Father and overlaps a child's growth phase.

The following outcomes have been realized in three business quarters:

- The 12 month goal of reaching 80 fathers was surpassed in 7 months, with a current count of 93 that have been provided with direct services, either consultative or programmatic. In order to ensure full development of all aspects of the program, the flow of new clients has been slowed. This is an effort to capture those with poor attendance and to ensure that each Father is given case management services with his individual needs being met.
- Memorandums of Understanding (MOUs) have been secured with the following:
 - Chesapeake Health Education Program, Inc.
 - New Vision House of Hope, Inc.
 - KRA
 - Volunteers of America, Chesapeake
 - Passionate Hands, LLC

- The partnerships with referral sources such as Baltimore City Office of Child Support and Enforcement and Baltimore City Drug Court, have assured the acceptance and sustainability of the program.
- Baltimore County Department of Social Services accepted the self-enrollment and remitted the client tuition portion for one Father, who successfully participated in the program and found employment.
- Several discussions with Baltimore City Department of Corrections have taken place with enthusiasm for the program's delivery to approximately 1,500 potential clients. Unfortunately, funding has yet to be secured, either through corporate or municipal resources.
- Several employment focused relationships have been forged, which increase the ability to locate employers willing to provide an opportunity for a Father to provide for his child. As a member of the Eastern Roundtable Community Action Partnership, and as an associate of the Baltimore City Chamber of Commerce, along with the continual development of relationships with local employers, the spectrum of employment opportunities will continue to grow.



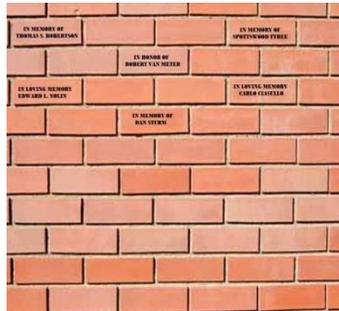
III. Fiscal Outcomes

As with most non-profit human services organizations, those in need of the services are typically indigent. The very nature of serving Fathers who struggle financially runs counter to any business plan, yet is one of the organizational goals. Fathers who have been referred to House of David by the Office of Child Support and Enforcement are unable to meet their child support payments and living needs as a result of long periods of unemployment and/or criminal and felony backgrounds. This makes the nominal program client fee of \$175 beyond their reach until employment through our workforce development initiative is obtained. The financial impact of this results in a relatively strong accounts receivable balance, which unfortunately is uncollectable until additional efforts for job placements are realized. This underscores the need for grant funding to cover the remaining tuition cost of \$875, which covers the cost of supplies, reproduction services, case management services for 3 years, and job development/placement services.

While seeking funding, developmental efforts have resulted in the following results:

- General Donations – from inception to September 2014, a total of \$10,423 has been raised to support general operating expenses
- Restricted donations – funds raised for designated purposes - \$1,000
- SunTrust Bank – funding to further workforce development efforts - \$2,500
- State of Maryland – Maryland Emergency Food Program Grant - \$2,000
- State of Maryland – Statewide Nutrition Assistance Equipment Program Grant - \$1,810

- Ten Thousand Villages Fundraiser – 15% of sales on 6/14/14 - \$434.50
- Help Build the House of David – ongoing virtual brick campaign to honor/recognize a special Father or Father figure - \$200



IV. Community Impact

In the true spirit of the organization, a career advancement opportunity was provided to clients from one of our leading business partners. Over 600 hours of non-paid workforce experience as an Administrative Assistant were provided to 8 clients from KRA, which services individuals from Baltimore City Department of Social Services. While assisting with staffing the office of House of David, each of these women were able to obtain documented experience and subsequently went on to obtain full time employment with local businesses.

In order to address the lack of recent employment and training, Community Revitalization/Outreach Program (CROP) has been established. CROP's motto is "planting positive seeds in the community to reap the good will." CROP provides real world work experience through the positions of Program Coordinator (1), Donor Relations Manager (1), Site Supervisors (2), and Neighborhood Advocates. While removing loose trash from identified areas, clients gain the experience of logistical planning, coordination, management and supervision, along with community relations and simultaneously fulfilling the role of Fatherhood Leadership in the community and providing program visibility.

In the true sense of service to the community, House of David participated as a vendor in the following health and job fairs:

- Housing Authority of Baltimore City – McColloh Homes Father's Day Celebration
- New Vision House of Hope - Park Heights Health Fair
- Access to Recovery Job Fair
- WEA – on air interview with Sandy Mallory, named as Community Partner of the Month (August 2014)
- The Fran Allen Show – internet radio show
- Delivered pro-bono program services to clients in transitional housing programs at New Vision House of Hope and Passionate Hands LLC

V. How can you help?

Over the past several months of operation, I have often been asked “Is there a need for volunteers? How can I support the organization?” There are several ways that you can help Fathers become more engaged in the lives of their children:

- Donate your time in our office, receiving clients and performing light administrative work.
- Educate a local employer on the benefits of providing an employment opportunity for someone with limited work experience and/or a prior conviction in their past. These men and women still have family obligations and responsibilities. They’ve served their time and now need assistance with reintegrating into society.
- Volunteer as a driver to provide transportation for our volunteers clients while they participate in the Community Revitalization/Outreach Program (CROP).
- Make a one-time or reoccurring small monthly pledge through our webpage (house-of-david.org) using PayPal.

VI. Success Stories

- “James,” while closing in on a milestone of reaching 90 days of substance abuse free living, received services which introduced him to a different life style; one that is centered around his parental duties for his 8 year old daughter and interacting with her Mother.
- “John” is a Father who was once a proud Marine, but after his incarceration, his life became unmanageable. He received services to help him communicate and reconnect with his children and to build a future of positive memories.
- “Craig” resided in a transitional housing program of a partner organization. After overcoming his substance abuse, he struggled to obtain employment. Through our Workforce Development and Employment Bridge Partnership services, Craig was reintroduced to the skills necessary to seek and maintain adequate employment.
- “Demetric” had a significantly high outstanding child support balance due and had his license suspended by the Office of Child Support. His felony assault from several years ago continues to be a major barrier to his employment, although he served no time. He continues to attend sessions and completes all that is requested of him, despite not seeing his daughter for the past two years.
- “Craig” was referred to House of David due to his difficulty with paying child support. Upon review, Craig, at the age of 25, had no work experience and had served 5 years of federal incarceration. His participation in CROP, and the job development services he received, resulted in employment for Craig, allowing this young Father to meet his obligations and truly put the past behind him and to move forward.

VII. Board of Directors



Diane Pabich is the Deputy Director of the Governors Workforce Investment Board. As required by the Workforce Investment Act of 1998, the State Board is responsible for assisting the Governor in the development, oversight, and continuous improvement of Maryland's workforce investment system. Ms. Pabich is responsible for policy workforce development at the State and local levels and brokering industry-based partnerships among, employers, public workforce agencies, education and training. Previously, she held management positions in the public and non-profit sector, within diverse segments of the workforce investment system. She has extensive experience in workforce development, management, implementation, and evaluation of workforce programs. Ms. Pabich is currently a council member of the Maryland Chapter of the American Society for Public Administration, a member of the Interagency Transition Council for Youth with Disabilities committee, and the Employment of People with Disabilities committee related to workforce and economic development. She will complete her Master's in Public Administration (M.P.A.) with a specialization in Health Care Policy and Administration in the Fall of 2014, from the University of Baltimore.



Katie Kirkpatrick is a commercial banking professional in the Baltimore area with over 18 years of experience in the financial services field. She is currently employed as Head of Treasury Management Sales in the Greater Washington-Maryland Division of SunTrust Bank and has an office in Downtown Baltimore. Ms. Kirkpatrick is a native of the Baltimore area and graduated from Loyola University, Maryland in 1993 with a Bachelors of Arts degree. She has been involved with House of David since its infancy as an advocate and supporter of the Executive Director, David Clements, and has recently been nominated for the Board of Directors.



Bryan Rakes is a partner in Venable LLP's Corporate Group. Mr. Rakes assists clients with structuring and closing mergers and acquisitions, joint ventures, private equity and venture capital investments, and financing transactions. Mr. Rakes has a faculty appointment in the entrepreneurship and management program at The Johns Hopkins University. He is the Vice President of the Board of Directors of Everyman Theatre, a member of the Board of Directors of House of David, Advocates for Fathers, Inc. and serves on the Advisory Committee for Civic Works. Mr. Rakes is a graduate of the Greater Baltimore Committee's LEADERShip Program. He lives in Baltimore with his wife, Jen, and their two daughters, Catie and Caroline.



Roberta Van Meter, LCSW-C, is a licensed clinical social worker. She worked for 32 years for the State of Maryland as a social worker and social work administrator in various practice settings. At a local Department of Social Services, she worked in child welfare and became familiar with the resources needed to help families successfully care for their children. While a Clinical Director for 3 Juvenile Services group homes, she ensured that services were provided to male and female youth and their families. She worked in 4 Department of Health and Mental Hygiene facilities, often with adult and juvenile forensic patients and participated in many court ordered evaluations. Before full retirement, Ms. Van Meter worked as a therapist at a residential treatment center for adolescent

girls. She currently volunteers at a nonprofit that promotes fair trade, participates in social action projects through her church, plays chamber music and spends time with her 9 year old grandson. Ms. Van Meter lives with 2 cats in the Waverly neighborhood of Baltimore City.



David W. Smith, Sr. is the Co-Founder/Co-Director of the Children's Rights Fund, plus an educator for children in the Maryland Public School System. Mr. Smith is also a father and parent who has been a strong advocate for joint custody (equal/shared parenting) for several years. He has worked tirelessly in the Maryland legislature and around the state of Maryland to help bring about reform for children, parents and families. Mr. Smith is dedicated to bettering the lives of children and families plus strengthening the community.



David T. Clements received his Business of Science degree in Psychology from Old Dominion University and his Master's in Business Administration from Jones International University. After a 16 year career in the financial services industry, he transitioned professionally to the non-profit industry as the Financial Officer of three local non-profits and the Executive Director of another, until becoming the founder and Executive Director of House of David, Advocates for Fathers, Inc. He has also been a professor at a local Community College since 2007. David proudly served his nation in both Desert Storm (1990) and in Afghanistan (2007). He currently serves the Baltimore community as a Board Member of The Journey Home, a Commissioner of the War Memorial, and an Advisory Committee Member of Maryland Hunger Solutions



William “Nick” Sebree is a Baltimore native with a passion for music, Christian education and evangelism. A devoted husband and father of three, he serves faithfully as the Assistant Pastor of A Better Life Fellowship Church where he also functions as Choir Director and Praise Team member.

Nick is the Community Outreach Advocate/Patient Navigator at Family Health Centers of Baltimore, where he works closely with many schools and community organizations providing health education. He also assists consumers attain health insurance through the Affordable Care Act and the expansion of Medicaid.

Nick holds a Bachelor of Arts degree in Psychology from the University of Baltimore (UB) and is currently enrolled at Liberty University pursuing a Master of Arts in Marriage And Family Therapy. As an artist, he has acted in plays, written short stories, gospel and folk songs and screenplays. His passion is expression and praise through hip-hop music.



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