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COMPLETE

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Q1 Name of your organization.

The Center for Family Justice, Inc.

Q2 Grant #

20150052

Q3 Grant Period

March 1, 2015 to February 28, 2016

Q4 Location of your organization

City	Bridgeport
State	CT

Q5 Name and Title of person completing evaluation.

Dale R. Holder/ Dir. Of Grants of Program Administration

Q6 Phone Number:

(203) 334-6154

Q7 Email address.

dholder@centerforfamilyjustice.org

Page 2: Key Outcomes and Results

Q8 Total number of clients served through this grant funding:

154 clients received direct self-sufficiency case management services with a direct service staff member and, 301 additional clients were provided with information related to self-sufficiency and/or referrals to self-sufficiency services, both internally and externally. Combined, this equates to 455 clients served through this grant funding within the grant period.

Q9 Describe the project's key outcomes and results based on the goals and objectives. Use the following format: State the Goal: State Objective 1: Describe the Activities, Results and Outcomes for Objective 1: State Objective 2 (if applicable): Describe the Activities, Results and Outcomes for Objective 2: State Objective 3 (if applicable): Describe the Activities, Results and Outcomes for Objective 3:

Objectives and Outcomes from Grant Application

Objective 1: 80 % of survivors served have enhanced knowledge of resources and options available to them to assist with their needs.

Activities: Advocacy, information and referral to community partners; Creation of a resource database for clients including housing, employment, day care and other appropriate information.

- All of the clients served by the grant were provided with information and referrals to community partners and/or Advocacy services from either a grant funded staff member, or another direct service staff member, related to self-sufficiency. The Coordinator of Advocacy & Empowerment Services, in collaboration with other Direct Service staff and supervisors, created and implemented a Self-Sufficiency Resource Guide for staff to use which includes a detailed listing of all services in the catchment area related to self-sufficiency. This resource guide is being utilized by staff on a regular basis in their work with clients and is available via a Direct Service Drive which all Direct Service staff have access to. A paper copy of this guide is also placed in the Reception Area to ensure that staff who take a crisis walk-in will have access to the guide if needed while they are in session. This guide has been updated on a regular basis by the Coordinator to ensure accurate and up-to-date information is being given to clients. (Self-Sufficiency Resource Guide is attached to this email)

Outcome measure: 80 % of survivors served have developed services plans including connection with community providers.

Activities: Service plans are created with survivors that detail needs in the community with their advocate/case manager. Through support of the Coordinator, they are provided with specific connections to meet their needs.

- In an effort to weave Self-Sufficiency services seamlessly into the existing framework of services offered, The Coordinator of Advocacy & Empowerment Services, along with other Direct Service staff, created a Client Goal Tracking Sheet, which allows client's and staff to work collaboratively on a service plan to address all of their goals. Each goal subset is broken up into 4 categories: Personal Goals, Relational Goals, Communal Goals, and Self-Sufficiency Goals, with descriptions/examples given for each. (A blank Client Goal Tracking Sheet is attached to this email as well as a scanned copy from a client file, with all identifying information blacked out to protect confidentiality)

Outcome measure: 50 survivors will receive training related to employment.

Activity: The Coordinator will develop and/or 5 employment trainings with community partners to be hosted in the Verizon Empowerment Room.

- The Center, in collaboration with several community partners, scheduled a series of Workshops/Trainings over the past year in an effort to provide clients with training related to Employment and Economic Empowerment. The first 3 workshops focused on employment and were facilitated by employment specialist and community partner Donald Thomas, while the final 2 workshops focused on financial empowerment and were facilitated by Financial Adviser and friend of The Center, Dan Stryker. Dates and descriptions of each workshop are listed below:

- o 11/19/15- Employment Workshop Session #1: Resume Building

- o 12/3/15- Employment Workshop Session #2: Dressing for Success

- o 1/7/16 (rescheduled by presenter- original date on flyer was 12/10/15)- Employment Workshop #3: The Interview Process

- o 2/10/16- Money Matters Workshop Session #1: Raising Financially Responsible Kids

- o 2/18/16- Money Matters Workshop Session #2: Building Financial Foundations

- Workshop participants received folders including handouts, presentation materials, loose leaf paper to take notes, and flyers for various community resources related to the workshop topic. Evaluations were created as well for clients to complete following each workshop presentation. Clients who attended multiple workshops were entered into a drawing to win a gift card to a department store in order to purchase business casual or professional attire for current or future employment opportunities. In addition to these incentives

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order to purchase business casual or professional attire for current or future employment opportunities. In addition to these incentives, clients were also afforded assistance with child care and in some cases, transportation, in order to eliminate barriers to clients being able to access these services. (Copies of workshop flyers and blank evaluations attached to this email)

Service:

50 adults will receive training to enhance their capacity to secure employment; 75 adult survivors will receive direct case management providing tools to move towards self-sufficiency (housing, employment, education, etc.); and 25 Advocates/Case Managers will receive consultation and information from the Coordinator to assist their clients with self-sufficiency activities; this will relate to 400 clients affected by violence.

- 50 adults will receive training to enhance their capacity to secure employment: The first 3 workshops had a total of 13, 11, and 11 participants respectively, totaling in 35 participants. The final 2 workshops had a total of 7 and 8 clients individually, which totaled to 15 participants. Overall, The Center has met the expectation of 50 clients receiving training and workshops to enhance their capacity to secure employment and become financially self-sufficient. Furthermore, based on the evaluation responses, the majority of clients surveyed felt that their time was well spent and they had a better understanding of employment and money management skills as a result. (73% for the first workshop, 90% for the second and third workshops, 100% for the fourth workshop, and 88% for the fifth and final workshop).
- 75 adult survivors will receive direct case management providing tools to move towards self-sufficiency (housing, employment, education, etc.): The Center has exceeded this target objective, with a total of 87 clients who received direct self-sufficiency services by grant-funded staff within the grant period. Also, the majority of these clients were tracked as receiving multiple services on several occasions (3 services per client, on average). As we know in this work, many clients require on-going services on a regular basis in order to work toward becoming financially self-sufficient, and staff at The Center were able to provide on-going case management, advocacy, and support services to clients as a result of this grant funding. Furthermore, both funded and non-funded staff members were able to provide direct self-sufficiency services to a total of 154 clients, with each client returning 4-5 times on average for on-going self-sufficiency services.
- 25 Advocates/Case Managers will receive consultation and information from the Coordinator to assist their clients with self-sufficiency activities: The Center has exceeded this target objective, with a total of 28 Direct Service Staff receiving case consultation from grant-funded staff to assist their clients with meeting their self-sufficiency goals during the grant period.
- Increase the longevity of engagement with 400 survivors: The Center has exceeded this target objective, and a total of 455 clients within the grant period were provided with services, information related to self-sufficiency, and/or referrals to self-sufficiency services, both internally and externally. Many of these clients received multiple services over several contacts as well.

Q10 Please describe any challenges/obstacles the organization encountered (if any) in attaining goals & objectives.

- The Center's transition to the Efforts to Outcomes (ETO) database in July of 2015 was a major advancement in terms of how we track data and our ability to measure outcomes over a period of time, however, this transition period required staff to learn and adjust to a new data tracking system. Additional training and technical assistance were also required when the self-sufficiency services were added to the new system.
 - Another challenge was that due to renovation delays, the Verizon Empowerment Room had not yet been created and we were unable to facilitate the workshops in this space, as originally planned.
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Q11 How did you overcome and/or address the challenges and obstacles?

•Despite the challenges of navigating the new ETO database, staff received the necessary training, technical assistance, and support they needed in order to begin tracking self-sufficiency services. Our full-time Technology Specialist collaborated with grant funded staff to ensure that services were being tracked in accordance with the outcomes of the grant, as well as provided individual and group training to Direct Service Staff in order to increase their proficiency in entering this data. This resulted in all data being tracked in a timely and efficient manner.

•In order to address the challenge of the Verizon Empowerment Room, we were able to utilize one of The Center's other larger conference rooms, which comes fully equipped with a computer projection system and wall-mounted flat screen monitor, in order to allow presenters to display power points and other web-based materials for the entire room to view. Although the conference room used for the workshops did not have computers for clients to update their resumes during the presentations, this is something that we plan on including upon completion of the Verizon Empowerment Room and we hope to implement this moving forward in future workshops.

Q12 Describe any unintended positive outcomes as a result of the efforts supported by this grant.

Through this grant, the coordinator was able to invest time in connecting and building relationships with other community agencies and resources in the area. This has not only assisted in achieving the goals of the grant, but has also enhanced our partnerships with these agencies, which has been a positive outcome as we move toward becoming Connecticut's first Family Justice Center. Additionally, through the efforts supported by this grant, we were able to seamlessly weave self-sufficiency services into the fabric of the work we do to support survivors at the agency, which is part of our long range plan and one of the pillars of the Justice Center model.

Q13 Briefly describe the impact this grant has had on the organization and community served.

This grant has allowed The Center for Family Justice to expand and strengthen relationships with community providers to develop a comprehensive network to assist survivors in securing wrap-around services in order to move forward with a sense of self efficacy. Through the assistance survivors receive in securing financial stability, they are more empowered to obtain independence and move forward with their lives safely.

Page 3: Budget

Q14 Please provide a budget expenditure report of the approved line items. Include a brief narrative on how the funds were used to fulfill grant objectives.

The S.L. Gimbel Foundation's allocation of \$25,000 was used for salary and fringe for support staff who provided directly and indirectly oversaw the facilitation of self-sufficiency services to clients of The Center. The funding was used support the following positions : The Coordinator of Advocacy and Empowerment Services who is responsible for with providing direct oversight self-sufficiency services that are provided to clients, establishing self-sufficiency workshops, and coordinating with established community partners on scheduling workshops that would meet the needs of our clients. Lead Bilingual Advocate who works to connect predominately Spanish –speaking clients to self-sufficiency services. Lead Housing and Crisis Advocate works directly with The Center's emergency shelter clients to help connect them to self-sufficiency services. Executive Director who oversee all aspects of organizational programming and established high-level partnerships to enhance self-sufficiency services that are provided here at The Center.

Page 4: Success Stories

Q15 Please relate a success story:

• Client “Lisa” is a female victim in her 20’s who was sexually assaulted several times by many different male perpetrators while she had been working at a nightclub several years ago. Her boss drugged her and she was sexually assaulted by multiple male customers at the time without her knowledge or consent. Due to years of emotional and verbal abuse by her parents, Lisa never felt she was good enough or smart enough to succeed at any other job, and felt stuck there for years. Finally, Lisa decided to leave the employer, at which point the sexual assault ceased. However, the impact of repeated trauma caused her to develop severe PTSD, which resulted in frequent flashbacks which affected her ability to work and/or maintain employment. Lisa came to The Center with no income, no insurance, no job skills, and little sense of self-worth.

Lisa was assigned to an Advocate and received short-term sexual assault counseling and support services in order to cope with the impact the trauma of abuse has had on her life. She also received individualized case management and advocacy services to assist the client in finding and maintaining employment. The client attended several of the employment workshops offered by the agency and worked with her Advocate on editing her resume based on the presenter’s feedback. Her Advocate was able to coordinate services with an employment agency and the client was able to locate part-time work in an organization where she felt emotionally comfortable and safe. The Advocate also worked with her on grounding techniques and coping skills in order to cope with ongoing flashbacks she was having during working hours, which inhibited her ability to do her job. Through her development of these skills in addition to effective communication with her employer about her trauma, she was able to minimize the impact of flashback on her work performance, which, ultimately, enabled her to maintain employment for a longer period of time.

In addition, the Advocate worked with Lisa on obtaining medical insurance through the state, which Lisa desperately needed in order to continue treatment of her PTSD over the long-term.

Over the course of counseling, Lisa disclosed ongoing emotional abuse and verbal put-downs by her parents, whom she lived with, and how this impacted her sense of self-worth. Through her work at The Center, Lisa developed a plan with her Advocate to live independently using her newly acquired income and existing family resources. Lisa was able to implement this plan and rent a room in a family member’s home at a rate that was affordable for her. Through her establishing financial independence, Lisa was able to empower herself to seek ongoing mental health treatment and to move forward and live independently, free of the abuse she had endured for most of her life. Lisa continues to maintain employment, her flashbacks have reportedly decreased, and she has obtained medical insurance allowing her to receive ongoing treatment of her PTSD. Lisa has also established new goals of continuing her education and obtaining her Bachelor’s Degree.

This story is a perfect example of how trauma informed counseling and case management focused on self-sufficiency served as a catalyst to empower a client to achieve their goals and move on to become an independent and empowered survivor. These wrap-around services allow for continued success moving forward. As Connecticut’s first Family Justice Center, we are excited that we now have a strong foundation to help victims of domestic and sexual violence move from crisis to self-sufficiency and empowerment.

Q16 Please relate a success story here:

Respondent skipped this question

Q17 Please relate a success story here:

Respondent skipped this question

Page 5: Organizational Information

Q18 Which category best describes the organization.
Please choose only one.

Humanitarian

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Q19 What is the organization's primary program area of interest?

Children & Families

Q20 Percentage of clients served through grant in each ethnic group category. Total must equal 100%

Respondent skipped this question

Q21 Approximate percentage of clients served from grant funds in each age category.

Respondent skipped this question

Q22 Approximate percentage of clients served with disabilities from grant funds.

Respondent skipped this question

Q23 Approximate percentage of clients served in each economic group.

Respondent skipped this question

Q24 Approximate percentage of clients served from grant funds in each population category.

Respondent skipped this question
