Who We Are...

- Founded in 1998

- Central to CFUF’s mission is the belief that men—the most disconnected and underserved citizens in urban communities—who connect with women, their children, and the workplace are key to the restoration of stability and optimism.

- We have provided services for over 17,000 individuals, the majority of whom are employed, productive citizens passing their skills on to the next generation.

- We have the model, the expertise, the commitment, the passion, and the ability to change the lives of thousands in Baltimore.

- Our work falls into both the direct service and policy advocacy arenas.
Our organizational goal is to assist individuals in regaining the personal power needed to benefit their families and communities by:

1. Striving to create self-sufficient men, women, and families by connecting fathers to their children;

2. Creating opportunities for economic and financial security through work; and,

3. Supporting the strengthening of Baltimore families.
Our Services...

- **Workforce Development**
  - STRIVE Baltimore
  - Career Path
  - Couples Employment

- **Family Services**
  - Building Strong Families

- **Responsible Fatherhood**
  - Baltimore Responsible Fatherhood Project (BRFP)

- **Alumni Services**
  - Mentoring & Transitional Services Program

- **Program Planning & Evaluation**
  - Policy & Advocacy
  - Training & Technical Assistance
  - Grants & Contracts Administration
  - Program Assessment & Evaluation

A Presentation of the Center for Urban Families
Responsible Fatherhood

- **Baltimore Responsible Fatherhood Project (BRFP)**

- An outgrowth of CFUF’s thirteen year old Men’s Services Responsible Fatherhood program, serving Baltimore’s low-income fathers and communities.

- The BRFP is designed to deliver services through a comprehensive five-month cohort model, which consists of case management, support services referrals, and educational workshops.

- Workshop topics:
  - Parenting
  - Community/Domestic Violence
  - Healthy Relationships and Marriage
  - Child Support
  - Employment/Finance Management

A Presentation of the Center for Urban Families
The goals of the program are to increase fathers’ emotional and financial support of their children and families by:

1. Improving the acquisition and demonstration of parenting skills,
2. Increasing current child support payments
3. Increasing healthy relationships and marriage readiness,
4. Increasing client job readiness and employability; and,
5. Decreasing recidivism and involvement in criminal activities.
Measures of Success

1. No. participants with completed pre and post assessments
2. No. participants who have developed an Individual Improvement Plan (One Man’s Plan) and received case management services
3. No. unemployed participants referred to a workforce development program
4. No. successful completers (attended at least 4 skills-based workshops)
5. No. participants with outstanding child support payments connected to the E-Child Support system.
Client Demographics

- 98% African-American and 66% male
- Many report having had a substance abuse problem in the past
- 60% have been convicted of either a felony or misdemeanor
- 25% are on parole or probation
- 45% do not have a high school diploma
- Nearly all participants (66%) live in high crime and poverty areas of Baltimore City – the highest numbers of our clients reside in the 21215, 21216, 21217 and 21218 zip codes.
- 53% lack housing of their own
- 35% report that they had not been employed in the 12 months prior to their enrollment
- 42% of participants indicate having no source of income at the time of enrollment.
- An additional 25% report an income of $10,000 or less at the time of enrollment.
## Client Demographics

### ENROLLED

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average number of children</td>
<td>2.61</td>
<td>2.96</td>
<td>2.81</td>
</tr>
<tr>
<td>Marital status</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single</td>
<td>87</td>
<td>68</td>
<td>56</td>
</tr>
<tr>
<td>Married</td>
<td>12</td>
<td>14</td>
<td>8</td>
</tr>
<tr>
<td>Divorced</td>
<td>7</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>Days per week you see your child</td>
<td>3.5</td>
<td>3.9</td>
<td>4.8</td>
</tr>
</tbody>
</table>

### GRADUATED

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average number of children</td>
<td>2.56</td>
<td>2.84</td>
<td>3</td>
</tr>
<tr>
<td>Marital status</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single</td>
<td>35</td>
<td>45</td>
<td>23</td>
</tr>
<tr>
<td>Married</td>
<td>5</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>Divorced</td>
<td>2</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Days per week you see your child</td>
<td>3.6</td>
<td>4.2</td>
<td>5.2</td>
</tr>
</tbody>
</table>
Our Approach

- At CFUF, we have mastered the strategy of meeting individuals where they are.

- If their needs are in workforce development, responsible fatherhood, and family services, then that’s what we provide.

- Through our intensive case management model our staff assists our clients in tackling multiple barriers to success, such as employment, housing, childcare, life skills and criminal histories, all with a core interest in helping each individual progress towards greater personal and professional fulfillment.

- What makes us unique is our ability to serve our clients through an integrated strategy of wrap around services.

- It is because of this structure that in addition to the numerous resources made available to our clients through direct enrollment in the Baltimore Responsible Fatherhood program, each participant is provided access to a number of comprehensive internal supports.
Taking an enhanced approach to responsible fatherhood, the organization’s approach does not hinge on the tradition counseling or support group model, but takes a holistic approach, incorporating family strengthening, healthy relationships, and exploration of employment opportunities.

Through our grassroots outreach and recruitment strategies, we reach directly into East and West Baltimore, Park Heights, Cherry Hill and Baltimore’s other poorest communities.

We estimate that we directly interact with upwards of 50,000 people through our street outreach, doorhangers, community conversations, advocacy work and social events.

The key: meet clients where they are.
Innovative Practices

- **Couples Employment Model**

  - Focuses specifically on providing employment development and case management services to couples.
  
  - Intervention explores what is needed to effectively assist fathers and mothers in active relationships who have decided to face employment challenges together.
  
  - Program equips couples with essential tools needed to coordinate their success in the workplace and in society:
    - Career Development
    - Financial Literacy
    - Homeownership
    - Healthy Relationships
    - Childcare
    - Etc.

  - With the help of an employment specialist, participants develop a written “family focused” employment plan, learn what is needed to compete in the job market, and attend couples-focused group sessions focusing on employment, financial literacy, and gaining economic stability.
Key Partnerships

- Open Society Institute – NY (Campaign for Black Male Achievement)
- State of Maryland Department of Human Services & Baltimore City Child Support Enforcement Agency
- House of Ruth – Domestic Violence Education Service Provider
- Francine Childcare Solutions – Parenting Education Provider
- Baltimore City Circuit Court and Judge Robert Bloom, Master of Family Court
- UMD School of Law – JustAdvice Legal Service
- Criminal Records Expungement Service Providers

A Presentation of the Center for Urban Families
Policy Meets Practice

- President Obama’s Taskforce on Fatherhood & Healthy Families
- Fatherhood, Marriage, and Families Innovation Fund
- Julia Carson Responsible Fatherhood & Healthy Families Act of 2009
- State of Maryland Child Support Incentive Payment Program
- Expansion of Earned Income Tax Credit
- TANF Reauthorization
- CFUF Community Conversation Series
Joe Jones  
President & CEO  
Center for Urban Families  
(E) jjones@cfuf.org  
(O) (410)367-5691