



Housing the Homeless, Feeding Families and Helping Children Succeed

January 7, 2013

Adams County Human Services
Housing Services - Temporary Assistance for Needy Families
Adams County Administrative Building
4430 South Adams County Pkwy
Brighton, CO 80601

Dear Evaluation Committee Members,

Thank you for your recent grant award of \$60,000 to Growing Home to support our case management and direct services as we continue to House the Homeless, Feed Families and Help Children Succeed. It's because of support from our community that Growing Home is able to share stories like the one below.

Support from Adams County Human Services helps families like Jennine and Thomas. The young couple and their three bright-eyed children (a toddler, an energetic elementary schooler and a precocious pre-teen) had a beautiful home and satisfying life in a comfortable suburb until both Jennine and her husband were laid off in close succession. Their bills piled up and they nearly lost their home.

Fortunately, Jennine was enrolled in Growing Home's Parents as Teachers program to support her new baby's growth. Jennine confided in her home educator about her family's financial stresses. Growing Home staff provided not only a sympathetic ear, but also immediately connected Jennine with a foreclosure prevention agency in order to keep their family's home.

As a result of the work Jennine and Thomas did with the home educator, they both realized that they wanted to be more engaged as parents. They enrolled in and completed a fourteen week parenting class offered by Growing Home staff. They loved the class so much they took it twice, and now Thomas and Jennine both are waiting to be trained as parenting class instructors themselves. Jennine says, "Growing Home helped my family through such a difficult time, and we are a stronger, better family for it."

Thank you again for your generosity and for the impact you make on our community! Please contact me at 720-407-1974 with any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Teva Sienicki", written over a light blue horizontal line.

Teva Sienicki
Executive Director

3189 W. 72nd, Suite 112
Westminster, CO 80030
(303) 426-0430 • (303) 426-0560 f
www.growinghome.org



January 4, 2013

Ms. Teva Sienicki
Executive Director
Growing Home
3489 West 72nd Avenue, #112
Westminster, Colorado 80030

Sub: Request for Best and Final Offer for Request for Proposal 2012.256 Case Management Services for Temporary Assistance for Needy families (TANF), Housing and Domestic Violence

Dear Ms. Sienicki:

Thank you for submitting a proposal in response to our Request for Proposal 2012.256 Case Management Services for Temporary Assistance for Needy families (TANF), Housing and Domestic Violence for Adams County Government.

The Evaluation Committee has requested that you response to the below question as part of the evaluation and your best and final offer (BAFO) to your proposal. Please submit your response to the following question by **2:00 p.m. on Monday, January 7, 2013**; to fax 720.523.6058, attention, Purchasing Department.

1. Please confirm that Growing Home can provide TANF Housing and Domestic Violence services, if awarded an Agreement for \$60,000.00 base year and two option years, in amounts as listed below. If yes, please provide a new Fee Schedule reflecting the \$60,000.00 for each year:

| | |
|-------------------|-------------|
| Base Services | \$38,000.00 |
| Direct Assistance | \$14,000.00 |
| Contingency | \$ 8,000.00 |

Please acknowledge receipt of this letter to the undersigned by signing in the below space and faxing to 720.523.6058.

Sincerely,

Purchasing Department

November 29, 2012



Adams County Human Services A TURNING POINT FOR CHILDREN & THEIR FAMILIES
Housing Services - Temporary Assistance for Needy Families
Adams County Administrative Building
4430 South Adams County Pkwy
Brighton, CO 80601

Dear Mr. Kline,

With this application, Growing Home respectfully submits our proposal for \$133,000 in support from Adams County Human Services Housing Services for Temporary Assistance for Needy Families.

One of Growing Home's biggest challenges remains having a wealth of funding available to meet an ever growing demand for services, especially homeless prevention services. As an anti-poverty organization on the front lines of a slowly recovering economy, we continue to see unprecedented requests for rental assistance, having to turn away more than 250 families asking for help each month. Increased support from Adams County Human Services will allow us to offer assistance consistently to families throughout the year. **With limited funding available for families this year, Growing Home has only been able to help a small fraction, less than 1% of the families coming to Growing Home for help as their last hope before facing eviction or foreclosure.**

Your continued and increased support will help more families like the Morris's : Patrick and Courtney Morris are a couple with three active children, ages 6, 3, and 1. The family first began working with Growing Home last summer when they were on the verge of being evicted. During their initial meeting, only Courtney arrived with their youngest son, a rambunctious redhead, in tow. Courtney shared how stressful and overwhelming their life had become. Patrick, a roofer, worked for his family's company full-time while Courtney stayed home with the kids, his hours varying depending on work load. The family found itself relying on payday loans and credit cards to get through the month, and was drowning in debt. Their marriage was stretched almost to the point of collapse, and Courtney, exhausted and distressed, didn't know where to turn. For three months, Growing Home paid the family's rent while they met extensively with a Family Support Specialist to discuss budgeting, working to get the family stable. Recently, Courtney and Patrick followed up with Growing Home. In the past few months, the family had followed up on Growing Home's advice. Courtney began working full-time to help pay off their loans, and the family had downsized into a more affordable home. Patrick was looking for steadier work, and the family opened up a savings account. Thanks to careful planning and some big changes, the family will be debt-free come February. Now, Patrick and Courtney are able to spend more time as a family without the old stress. Courtney shared, "It feels so good not to have to worry anymore."

Thank you for your past support of Growing Home's mission to guide children and their families on the path to a brighter future and for the difference you help us make in the community we share. Please give me a call at (720) 407-1974 with any questions.

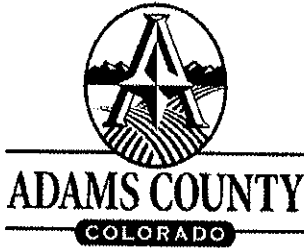
Sincerely,

A handwritten signature in black ink, appearing to read "Teva Sienicki".

Teva Sienicki, MIIM
Executive Director

3489 W. 72nd, Suite 112
Westminster, CO 80030
(303) 426-0430 • (303) 426-0560 f
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ATTACHMENT D



2012.256
Case Management Services Temporary Assistance for Needy
Families (TANF) Housing Services

OFFEROR'S STATEMENT/SIGNATURE PAGE

I have read and fully understand all the special conditions herein set forth in the foregoing paragraphs, and by my signature set forth hereunder, I hereby agree to comply with all said special conditions as stated or implied. In consideration of the above statement, the following bid is hereby submitted.

WE THE UNDERSIGNED HEREBY ACKNOWLEDGE RECEIPT OF

Addenda # NONE through Addenda # _____
(If None, Please write NONE)

Growing Home
Company Name
3489 W. 72nd Ave., Suite 110
Address
Westminster, CO 80030
City, State, Zip Code
Adams County
County
720-407-1974
Telephone
teva@growinghome.org
E-mail Address

11/29/2012
Date
[Signature]
Name and Signature of Authorized Person
Teva Sienicki
Printed Name
Executive Director
Title
303-426-0560
Fax

Attachment C

OFFEROR'S CERTIFICATION OF COMPLIANCE

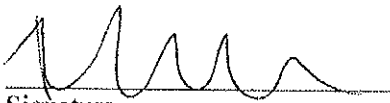
Pursuant to Colorado Revised Statute, § 8-17.5-101, *et. seq.*, as amended 5/13/08, as a prerequisite to entering into a contract for services with Adams County, Colorado, the undersigned Contractor hereby certifies that at the time of this certification, Contractor does not knowingly employ or contract with an illegal alien who will perform work under the attached contract for services and that the Contractor will participate in the E-Verify Program or Department program, as those terms are defined in C.R.S. § 8-17.5-101, *et. seq.* in order to confirm the employment eligibility of all employees who are newly hired for employment to perform work under the attached contract for services.

OFFEROR:

Growing Home, Inc.
Company Name

11/29/2012
Date

Teva Sienicki
Name (Print or Type)


Signature

Executive Director
Title

Note: Registration for the E-Verify Program can be completed at: <https://www.vis-dhs.com/employerregistration>. It is recommended that employers review the sample "memorandum of understanding" available at the website prior to registering.

**ATTACHMENT A
FEE SCHEDULE**

Please refer to **Attachment B** for detailed outline of proposed fees and expenses for the first, initial year. The following is the proposed outline for fees required for the first year, and the subsequent two continuation years.

Year 1: \$133,000 to support staff, facility space, needed supplies and materials, and direct assistance funds for TANF/TANF eligible families.

Year 2: \$120,000 to support staff, facility space, and direct assistance funds for TANF/TANF eligible families.

Year 3: \$120,000 to support staff, facility space, and direct assistance funds for TANF/TANF eligible families.

Growing Home utilizes a full-time Director of Finance and Operations who along with the program director prepares the financial reports required by all contracts. The Finance Director utilizes Quickbooks Pro 2010 Nonprofit version to prepare financial statements and invoicing/reporting requirements, and utilizes a part-time accountant for quicker processing of invoices and payments. Growing Home currently has the capacity to process multiple checks each week, upwards of 10 if necessary. Financials Statements are prepared monthly and presented to the finance committee who review the statements and then present to the full board of directors. Growing Home currently reports monthly financial results and invoices for multiple separate federal contracts. The program director also keeps a separate excel file record of expenditures and these are cross-referenced monthly with the finance directors Quickbooks record before invoicing.

**Attachment B
 Budget Sheet**

Base Expenses

(show fees for a 12 month period)

| Position/Base Expense | Description | (Column A) Agreement Allocation of Time/Fees | (Column B) Annual Salary and Benefit Fee | (Column C) Overhead | Total Equals Column A * (B + C) |
|--------------------------------|--|---|---|--------------------------------|--|
| Program Director | Provides supervision of family support specialists | 10% | \$63,240 | \$4,427 | \$6,735 |
| Family Support Specialist | Provides direct case mgt. services to TANF clients | 100% | \$46,360 | \$3,245 | \$49,605 |
| Rent | Office space | 10% | \$36,600 | \$0 | \$3,660 |
| Total of Base Expenses: | \$60,000 | | | | |

| Budget Item | Description | Amount |
|---|---|---------------|
| Base Expenses | Equals total of Base Expenses | \$60,000 |
| Homeless Prevention Direct Assistance funds | Amount in funding requested for mortgage and rental assistance to go directly toward families | \$60,000 |
| Copier and service contract | Amount needed to purchase new copy machine with service contract and supplies | \$13,000 |
| Total (example): | \$133,000 | |

1) GROWING HOME QUALIFICATIONS

Growing Home is a comprehensive anti-poverty organization providing low-income Adams County families with assistance for the past 15 years. Our dedicated staff and passionate volunteers allow us to serve over 19,000 individuals each year. One of Growing Home's main program areas, "Housing the Homeless" perfectly matches with Adams County's goal to provide assistance for emergency shelter, homeless prevention, and transitional housing services for low-income TANF/TANF eligible families. Supportive services available for families at Growing Home, in addition to our housing programs, include a daily food pantry, access to children's clothing, resource referrals through our crisis help hotline, and enrichment programs in our Growing Hope Center including GED tutorials in our computer lab, financial management classes and bi-weekly employment support groups. Growing Home's current programming, and vision for expansion of needed services, aligns almost exactly with the desired outcomes of Adams County. Our history working with this specific population, knowledgeable staff, location, and community reputation make us an ideal partner in housing more families experiencing and at risk of homelessness in our shared county.

2) ORGANIZATIONAL EXPERIENCE

- Summary of Organizational Budget:

In 2011, Growing Home's budget expanded to \$1,000,000, allowing us to reach and support over 6,000 families. Just 11 years prior, Growing Home was a grass roots shelter network, providing warm beds, hot meals, and case management support to 19 families a year. Through additional community support and recognition, Growing Home's services have expanded to address the growing need for both immediate and long-term support for families living in poverty. Programs now include three focus areas, "Housing the Homeless, Feeding Families, and Helping Children Succeed," to provide the low-income population with immediate assistance, wrap-around services, case management, and the opportunity for children of these families to gain the necessary skills to break out of poverty as adults.

Please refer to Attachments A through C for organizational budget and fee schedule.

- Organizational Introduction:

Growing Home "Houses the Homeless, Feeds Families, and Helps Children Succeed" by providing multiple services aimed at stabilizing families and giving children the extra support they need to fulfill *our mission to guide children and their families on the path to a brighter future*. We know that low-income, high risk children and their families often face multiple barriers to success. By offering wrap-around services meant to address multiple obstacles at once, Growing Home is better able to support the success of children and their families. We believe in taking a holistic, comprehensive dual-generation approach to fighting poverty, addressing both the immediate and long-term needs of both children and their parents in our community. Using a collaborative model that engages the community in providing emergency services, we also work to understand and address the root causes of social problems such as homelessness, hunger, and the achievement gap of low-income children.

Since 1998, when we began offering a community based shelter for families, Growing Home has continued to expand, enhance, and amplify its services to better fulfill our mission to guide children and their families on the path to a brighter future. With a growing focus on prevention and systems work, Growing Home now provides homeless prevention services; parenting and children's programming; a food pantry, life skills classes, affordable and transformational housing, and the Growing Hope Center's classroom, resource area, and computer lab to better meet the needs of the families we serve. In 2011, Growing Home assisted over 5,600 unduplicated families and over 19,000 individuals.

Please refer to attached Organizational Chart in Appendix A for more information.

- Accessibility/Capacity:

Growing Home's primary office space and Interfaith Family Shelter Day Center is located off 72nd Ave between Federal and Lowell, with access to multiple bus routes within walking distance. Families in the surrounding areas can carpool, walk, or ride the bus a short distance to reach our office, which is open seven days a week for optimum access. Growing Home is also strategically located in southern Adams County, whose residents have limited access to emergency services in the surrounding neighborhood. We are also positioned directly in the Adams 50 School District, one of the lowest performing districts in the state with high rates of poverty, whose partnership allows us to target the most at-risk families in the community. Housed in four office suites on the main floor of a local office building, Growing Home's space includes designated areas for a food pantry, interview room, resource/referral area, computer lab, classroom space, private case management offices, administrative wing, and donation storage areas. Our increase in demand for services coupled with a slowly recovering economy has put a strain on our space, which is small for the number of families served. Through the help of over 1,200 community volunteers, Growing Home can keep administrative costs low and focus more resources on programs, providing more families with support than would be possible with just 15 full-time staff.

- Growing Home Expertise

Growing Home's organizational philosophy, core values, and comprehensive approach make us a uniquely effective program within Adams County. While providing a variety of housing programs for families, Growing Home also has expertise in assisting families with supportive and preventative services, giving us additional knowledge of local resources, community programs and opportunities, and anti-poverty research and best practices. Coupled with visionary leadership and an enthusiastic volunteer work force, Growing Home is able to provide families with services that work – both now and in the family's future.

First, Growing Home's emphasis on providing immediate safety-net services alongside preventative and strategic long-term interventions positions us to develop long-lasting bonds and results with families. Families often work with one staff member for a longer period of time, allowing us to address their immediate needs as well as the underlying causes of homelessness, housing insecurity, or lack of food within the family. Knowledgeable, culturally

competent staff develops trust and understanding with families, and receive ongoing training around poverty issues to best help the families being served. Families also receive access to classes through these staff members, who can advocate and assist families through multiple roadblocks to success. Growing Home's network of community volunteers also allows families to build their own support system and confidence while in the programs, developing resiliency that has been shown to help families escape from poverty long-term.

Additionally, Growing Home's focus on providing evidence-based, effective programming creates lasting results for families. Growing Home's case managers and Program Director are all trained in the "Strengthening Families and Protective Factors Framework" curriculum. The Family Support Coordinator is also certified to teach the Incredible Years parenting programming, and utilizes that knowledge in day-to-day interactions with Growing Home families. Growing Home's "Helping Children Succeed" programs use nationally recognized evidence-based curriculums to build parenting skills, school readiness, and help prevent abuse. Our Parents as Teachers (PAT) program was recently awarded the LOSOS Prize for Excellence, a national award recognizing the top three PAT programs in the nation. One of the primary reasons for the award was the wrap-around support families receive from Growing Home. Many PAT parents also come to Growing Home for rental assistance, food from the food pantry, GED classes/job training, or additional life skills classes. These supportive services give families the tools to learn new strategies for success once they have been stabilized with emergency help, and offer the best available ways to do so.

Our dual generation approach to fighting poverty also sets us apart from other programs. While we help parents develop the resources necessary to care for their families, we also work to intervene early in the lives of the children. We promote literacy throughout our programs, whether it's providing free books to children in our waiting area, enrolling a family in transitional housing for a parenting class, or serving 25 children in our after school program. Research shows that by targeting children of these families, we can help prevent them from experiencing the same need for assistance as adults. In this way, we are able to truly maximize the potential for client growth by ending the cycle of poverty for these families and the next generation of adults in our county.

We also pride ourselves on the "Growing Home way" of helping. Growing Home is a learning organization consistently engaged in reflection to ensure all team members are effectively carrying out our organizational values, including inclusiveness. We strive to create a culture of respect and to embed inclusivity in all activities, including but not limited to: hiring, board recruitment, volunteer recruitment, promotions, staff development and organizational culture/norms. Our Grow Code, a list of our organizational values, includes such values as: respect, effectiveness, learning, collaborative leadership, professionalism, and inclusiveness. These values lie at the heart of all we do, and enable us to serve clients with the dignity and respect we would want to show our neighbors.

- Location:

Located in south Adams County, Growing Home serves a diverse population of low-income families. Adams County is one of the most ethnically and racially diverse counties in the state of Colorado. Almost double the state average, 38% of Adams County residents are Hispanic or of Latino descent (U.S. Census Bureau, 2010). Over 26% of county residents speak a language other than English in their home, including more than 25% of all children living in Adams County (2005-2009 American Community Survey). Based in the city of Westminster, Growing Home's office is located in the 80030 zip code, serving families from all regions of the county.

Housing Programs and Experience

Growing Home has offered a range of emergency and preventative housing services since its inception in 1998. For almost 15 years, we have successfully sheltered 14 individuals at a time in our year-round, collaborative Interfaith Family Shelter. We provide over 30 families/105 individuals each year with case management support, clothing, and food bank assistance, referrals to other supportive services, meals, transportation, and secure housing while in the program. Fifty-nine of the individuals served last year were children. The average age of one of those children was just five years old. Additionally, our case management team typically provides another 50 families a year with rental assistance, providing 100 additional children with secure housing, along with case management and wrap-around services to their parents. All families in Growing Home's housing program receive referrals to child care, opportunity to use computers with GED software in Growing Home's Growing Hope Center, financial education such as life skills classes, individual budgeting, and monthly case management. Our Family Support Coordinator directs wrap-around family services, ensuring all families secure income, receive counseling, and receive the service needed to maximize their potential growth. We also provide four families with transitional housing a year, giving them support for two years while pursuing higher education.

3) SERVICES AND OUTCOMES

Growing Home has experienced a large increase in demand for core services, particularly with requests for rental assistance, over the past several years. So far this year, Growing Home has had to turn away every family requesting help to stay in their homes since June – meaning we've only offered assistance to 22 families in 2012. With this application, Growing Home respectfully requests support to expand our rental assistance to help an additional 50 families and provide exceptional case management and support services to them. Growing Home will continue providing emergency shelter, a crisis line to address housing needs for low-income families, case management, and other supportive services to Adams County families with children through the following programs:

Housing the Homeless

- Interfaith Family Shelter: Growing Home provides children and their families with shelter and assistance in their move out of crisis. Using the Interfaith Hospitality Network Model,

- families stay in shelter for up to two months with personalized case management and a “neighbor to neighbor” approach that reconnects homeless families into the community.
- **Homeless Prevention:** Growing Home works to prevent family homelessness by stabilizing families with emergency financial rent/mortgage assistance and crisis intervention and referrals. Growing Home connects over 3,500 families each year with the help they need.
 - **Affordable/Transformational Housing:** Growing Home operates 16 affordable and 4 transformational housing units. Transformational housing residents participate for us to two years, working to move out of poverty long-term by acquiring additional schooling/training.

A few of our 2011 outcomes:

Housing the Homeless-2011 Outcomes

- **Interfaith Family Shelter:** *31 families/105 individuals served, 56% children.* Of families completing the program, 87% gained or maintained a source of income and 47% gained or maintained employment.
- **Homeless Prevention (Rent/Mortgage Assistance):** *50 families/199 individuals received financial assistance, budgeting and case management.* 74% of families maintained housing for at least 3 months after receiving assistance.
- **Transformational Housing:** *4 families/14 individuals* served in Transformational Housing.
- **Affordable Housing:** *2011 occupancy rate was 92% for 16 units.* Currently, 0 vacancies.

In 2013, Growing Home hopes to increase our impact by serving 100 families with rental assistance and housing supports.

4) PROGRAM EXPERTISE AND PERSONNEL

Growing Home’s experienced staff will continue to oversee the implementation of our successful Housing the Homeless programs. The programs will be overseen by the Program Director, managed by the Family Support Coordinator, and budget and outcome reviews will be conducted by the Executive Director and Director of Finance. Key staff includes:

Teva Sienicki, MA, Executive Director, has provided executive leadership to Growing Home for over ten years. During her early childhood, her family often had a hard time making ends meet, and these early experiences (followed by her family’s later successes) drive her passion for helping low income children and their families succeed. Ms. Sienicki believes in the power of creating a greater impact through partnerships and coalition building, developing a strong team to ensure outcomes and effectiveness, and leveraging passionate volunteers to meet the mission.

Ms. Sienicki currently co-chairs the Adams County *Homeless to Home Partnership* (focused on coordinated service provision and advocacy). She serves as Chair of the governing board of the *Early Childhood Partnerships of Adams County (ECPAC)* and participates in the *Adams County Youth Initiative (ACYI) STIVE Cradle to Career* partnership. Ms. Sienicki completed her Master’s Degree in intercultural and international management with a focus on community development and training from the School for International Training in 2001. She

speaks advanced level Spanish. Ms. Sienicki spends an average of 20% of her time focused on efforts relating to Growing Home's Housing the Homeless programs.

Anita Deshommes, MBA, BSW, Director of Finance and Operations, has worked in the non-profit/human services field for 14 years. With 10 years of financial management experience in both non-profit and private sectors, she brings knowledge and fiduciary expertise to the organization. Anita is in her tenth year with Growing Home, and recently earned her MBA from Colorado State University. Previously she was responsible for managing operations for a health care revenue recovery organization with a multi-million dollar budget. Additionally, she implemented a micro-credit program in rural Haiti as a Peace Corps Volunteer. Ms. Deshommes has shown a life-long commitment to working with diverse groups/individuals. She has also worked with victims of torture as a cultural broker and speaks and writes advanced level Haitian Creole. Ms. Deshommes spends an average of 20% of her time focused on efforts relating to Growing Home's Housing the Homeless programs.

Cindy Vigil, MSW, Program Director has stepped into the role of Program Director after being a part of our direct service and development teams for three years. Ms. Vigil attended the University of Denver, earning her Master's in Social Work, with an emphasis on Community Level practices, and brings experience in management, program evaluation, and program implementation. She previously worked for many years with adolescents at a large nonprofit in a direct service role, as well as working with a transitional housing program as a case manager. Ms. Vigil spends an average of 30% of her time focused on efforts relating to Growing Home's Housing the Homeless programs.

Lizzeth Nevarez, MA, Family Support Coordinator, manages the daily activities of both the Interfaith Family Shelter and Transitional Housing programs at Growing Home. She excels in working directly with families through case management and leading life skills groups, focusing on financial management and job skills. Partnering with the local faith community, Ms. Nevarez works with volunteers to coordinate a 365 day a year emergency family shelter program for 32 families annually. She brings with her extensive knowledge and experience working with students and their families in an after-school setting. Ms. Nevarez holds a Master's in Education from Regis University. She is a fluent Spanish speaker and has a deep understanding of Latino culture. Ms. Nevarez spends 100% of her time focused on efforts relating to Growing Home's Housing the Homeless programs.

Vacant, Family Support Specialist, will manage the Homeless Prevention Mortgage and Rental Assistance program, providing intensive case management, life skills training and resource referrals. Will provide outreach and coordinate aspects of Growing Home's wrap-around services, including case management services and resource referrals with families participating in the Parents as Teachers or medical van programs. The Family Support Specialist will be bilingual and speak advanced level Spanish. The Family Support Specialist will spend 100% of their time focused on efforts relating to Growing Home's Housing the Homeless programs.

5) COMPARABLE PROJECTS

All of Growing Home's "Housing the Homeless" programs are ongoing. Comparable projects include the Interfaith Family Shelter, Rental/Mortgage Assistance, Affordable and Transformational Housing programs. Case management, life skills classes, budgeting workshop, the food pantry, and the crisis line operate year-round. Please see above for experience in providing these services.

Currently, Growing Home provides 14-16 individuals a month with emergency shelter, and 4 families/10 individuals with transitional housing. Due to current funding strains, Growing Home is not providing homeless prevention or rental assistance funds to any families – **meaning we have served less than 1% of all families requesting this type of assistance this year.** These families come from diverse backgrounds and ethnicities, including Latino, African-American, and Caucasian. 100% of client served meet TANF eligibility requirements and are the custodial parents of children under 18.

In addition to our "Housing the Homeless" programs (listed above), Growing Home offers the following services to low-income families:

Helping Children Succeed

- **Sprouts After-School Programs:** Serves 41 teacher-referred students, grades K-3, utilizing the blue ribbon Incredible Years Dinosaur School psycho-social curriculum and focusing on academics/enrichment and recreation.
- **Parents as Teachers (PAT):** is a home-based parent education program for children age 0-3 years. Certified parent-educators teach child development and give parents tools for their children's best social, emotional, physical and intellectual start to support school readiness, promote higher graduation rates, reduce delinquency, and prevent child abuse and neglect.
- **Support Effective Parenting:** A 14-week parent education class utilizes the nationally recognized Incredible Years curriculum for families with children ages 3-8 years.

Feeding Families

- **Food Pantry:** Growing Home supplies almost 500 families each month with a 3-day emergency supply of fresh, nutritious foods. Each client "shops" for their family using a point system based on the USDA "My Plate" meal suggestion. Families receive individualized intake and resource counseling and may return to shop once per month.
- **Hygiene Items & Diapers:** Families receive these items as needed and available. We ask volunteers and community partners to conduct food/hygiene item and diaper drives.
- **Fresh Food/Nutrition Education:** Volunteers and local families maintain and harvest a community garden, housed at a nearby church. Our food pantry partners with local grocers and farmers to provide fresh produce in our pantry as often as possible. A registered dietician offers monthly "food demos" in the waiting area to demonstrate preparation of healthy foods with food pantry offerings.

Growing Hope Center & Wellness Project

- **Adult Education Lab/Job Center:** Our computer lab offers support for job-seekers, GED candidates and clients pursuing school or work goals. Computers are programmed with self-teaching tools, and staff members are available for questions.
- **Life Skills & Educational Classes:** 4-6 week classes and short seminars educate families on health, nutrition, parenting, finances, relationships, and employment/job searching.
- **Healthcare:** Twice monthly, children and adults receive free medical services. Each visit includes consultation on securing a medical home and low cost health insurance.

Families in each of the above-mentioned programs receive staff and volunteer support. Case managers are available to speak to any walk-in client or supportive services client in need of additional support. Three social work interns work at Growing Home throughout the week to provide additional resources to families. Trained volunteers also counsel clients through the food pantry and after-school programs.

Appendix A
 Growing Home
 Organization Chart: November 2012

