



4 FATHERS

Programs and Services

OVERVIEW

2024



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INTRODUCTION

4Fathers works with men to promote healthy romantic relationships, healthy parenting, effective approaches for stress management, life skill development, health and wellness practices, career planning, economic empowerment and mentorship.

4Fathers Critical Questions:

- As a Nonprofit, what problem/s are you trying to address?
 - We are committed to empowering men to be the best fathers, partners and community members they can be. We believe that healthy fathers help create environments where children can grow and thrive.

- How are you addressing it?
 - We do this through mentorship, group discussions, advocacy and education

- What projects or steps have you put in place?
 - We offer 1:1 sessions, focus groups and intensive growth sessions in our C.R.O.W.N Program.

- What are the results of your actions?
 - Thus far we have collected self-reported data that suggests that we have been effective in helping fathers feel more supported, we have helped fathers strategize healthy ways to approach co-parenting. We have created spaces where men feel comfortable being open and vulnerable and have felt safe to ask for help.

- How do you measure the success of your actions? How do you know if you've made a difference?
 - We are currently in the process of implementing some pre and post surveys regarding how attending 4 father's groups has directly impacted the family dynamics. We want to know if there is more patience and understanding in the parenting role, and how increasing Black, male presence in schools impacts the environment and the children of color (academics and behavior).

- What challenges did you face? How will you improve your plans?
 - We have had the challenge of individuals and organizations believing this is duplicative work with regard to what is happening at other non-profit organizations. We have begun to address this by giving presentation on what we do and how we do it so that there can be no comparison.

- Based on your learnings, what steps are you likely to take in the future?
 - I would like to use the data from our outcomes to demonstrate how needed and how valuable the work we are doing to empower fathers is and how it can be trasformatioal.

Our Programs and Services



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4Fathers offers a variety of programs and services that are aimed at personal growth and development that will result in men becoming better fathers, partners and community members. Some programs are for the individual, others are for groups and community. In all of our programs, men are the focus and their needs are prioritized.

4Fathers C.R.O.W.N Series

The crown program is an empowerment program for men that helps to strengthen them as leaders, fathers, husbands and friends

During this series men will learn how compassionate and clear communication, positive engagement, personal growth and modeling can assist in problem-solving with partners, family members, colleagues, friends and community members.

Each themed session will include listening, reading, discussion, reflection and action planning. Each session will close with a bonding, social activity.

Weekly Themes:

Courage
Resilience
Optimism
Wellness
Nobility

1:1 Mentoring /Coaching Rate Family Mediation

Father & Son Bonding and Building Sessions

Presentations:

Strength in Vulnerability:
Keys to being an effective and
compassionate leader

Raising Kings:
Effective Strategies for Parenting Sons

Theoretical Frameworks

4Fathers utilizes four theoretical frameworks to inform program content and to guide the approaches that are used. Evidence-based, culturally relevant research and literature are the foundations upon which 4Fathers builds its service model.

1 Cognitive Behavioral Change Theory

This theory states: People's emotions, thoughts, behavior and sensations, are linked in that what people do and think, affects how they feel. Changes in one area will cause changes in other areas.

4Fathers challenges its participants on their negative thought patterns. We teach positive self talk and goal setting strategies to boost self confidence. We provide problem solving exercises and open discussions to promote positive emotions and celebrate accomplishments.

2 Racial Identity Development Theory

This theory is based on the idea that the process of racial identity construction occurs over time through a combination of modeling, lived experiences and emotional development of the individual.

4Fathers infuses many historical and present-day facts and information about contributions of Black and Brown people to science, technology, the arts and entertainment, medicine and education. By creating opportunities for self- education, shows participants what is possible, strengthens their self concept and builds self confidence by revealing the often hidden brilliance of Black people and their impact in the world.

3 Social Emotional Learning Theory

SEL Theory explains the process through which individuals learn and apply a set of social, emotional and related skills, attitudes, behaviors and values that help direct their behaviors.

4Fathers integrates SEL strategies in our CROWN series, in where they can become more self aware, learn to manage emotions during conflict, become more socially aware, develop skills to build positive relationships and create new practices for responsible decision making.

4 Attachment Theory of Trauma

This theory suggests that difficulties with secure attachment occur in the form of a basic interpersonal neglect (omission trauma) or in the form of physical, mental or sexual abuse (commission trauma)

4Fathers uses this theory as a framework for understanding the impact trauma may have on men's abilities to parent effectively and maintain healthy relationships. This understanding informs how we create space for men to unpack their traumas so they are able to become better fathers and partners.



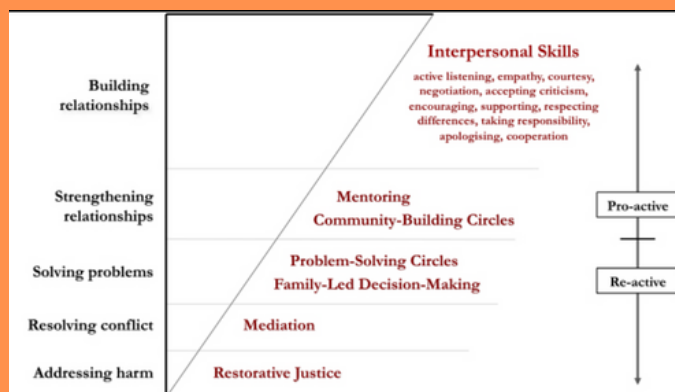
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Practices & Approaches

The 4Fathers Model utilizes approaches that are aligned with cultural norms and beliefs that are common in the African American culture and community. Additionally, as we at 4Fathers learn more about new research and models, we incorporate this knowledge into all of our programs and services.

Relational Approaches

Black and Brown people value relationships. At 4Fathers, we know that by building strong relationships, we will be more effective in helping men grow and thrive. We use relational mapping to create strong bonds between participants.



Telomere Regeneration Approaches

Telomeres are protective caps at the ends of chromosomes that shorten with age and stress, and shorter telomeres are associated with increased risk of chronic diseases and early mortality (Blackburn et al., 2015).

Dr. Kenjus Watson's study on telomeres and stress among Black men is incorporated into the 4Fathers process for supporting Black and Brown fathers. According to Watson's research, Black men experience accelerated aging and shorter telomeres due to chronic stress, discrimination, and systemic inequalities (Watson et al., 2020).

4Fathers aims to support the regeneration of telomeres in Black and Brown men by engaging them in processes that help address the impact of stress and racism.

Post Traumatic Slave Syndrome

PTSS is a theory however it informs our approach to working with Black and Brown men. Historical trauma and the behaviors and beliefs that result from it are important to consider when we are creating the content and settings for our groups and mentoring sessions. We do family mapping and use family trees to discuss patterns of trauma, positive family practices and help participants create new and positive family practices, traditions and activities.

Holistic Approaches

Holistic Approaches address the total person, mind, body and spirit. 4Fathers recognizes that by integrating practices that align an individual's mind, body and spirit, there is a greater opportunity to experience a quality higher of life, healthy relationships and overall enhanced sense of well-being.



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Evaluation & Feedback

Data Collection Using the Following:

1. Interview
2. Focus Groups
3. 1:1 Mentoring
4. Community Gatherings

Impact Studies

1. Reviewing studies that include the 4Fathers target population of men
2. Integrating findings from existing studies with current practices
3. Writing up findings for publication. *

*Intended but not yet completed.

The **4Fathers Evaluation** process involves collecting data at each session (mentoring, group, etc.) to explore the experiences of Black and Brown men, assess their needs, their receptiveness to the topics and process, their self-reported growth and level of engagement.

Evaluation via Survey Analysis

We use surveys and survey analysis data to contrast and compare responses to evaluate whether the content, approach and process results in intended outcomes.

Feedback

At 4Fathers we value the perspectives of our participants and create ways for them to express their perspectives about 4Fathers groups and activities. Once that information is gathered, changes are made or enhanced to ensure that the programs are addressing the needs of the participants in the ways that they expect and enjoy