

Applicant: New Life In Christ (NLIC) International Ministries (est. 1989)

Program Title: The “MARRIAGE REJUVENATION SERIES” (MRS)

FEIN#: see 501 3 c

OBJECTIVES AND NEED FOR ASSISTANCE

Background:

Since 1989, New Life In Christ (NLIC) International Ministries and its founders, Bishop Keith and Pastor Lisa Wesley have encouraged the formation and maintenance of healthy marriages and families as part of its overall strategy to help people achieve family and child development goals and greater economic self-sufficiency. For almost 20 years, the culturally sensitive team of NLIC has been working with many community organizations (YMCA, YWCA Shelters, jail and prison chaplain ministries, men’s and women’s outreach) including designated community action agencies, faith-based groups, and public human service agencies. They have undertaken special initiatives, and host a bi-weekly television and daily radio show designed to promote healthy marriages, often with financial support from the faith-based community. Other special initiatives have included an annual marriage retreat that has engaged over 1300 participants for the past 10 years in an annual 2 day marriage retreat around Valentine’s Day and an annual marriage workshop each fall. Although some progress has been made, more funding has been needed to subsidize the participation of low-income families. In addition, NLIC needs to conduct more research on the low-income populations on how to best provide linkages with other service providers and how NLIC can offer cultural sensitivity training so that diverse groups will access their services to improve their marital health and stability.

Healthy marriages are good for children, families, and society as a whole. Research tells us that on average, men and women in healthy marriages are more likely to build wealth, have better health, experience emotional well-being and live longer. More important, children who are raised by their biological or adoptive parents in healthy, married families do better than those who grow up in other family forms. For example, studies have shown that children in healthy marriage families are at less risk for substance abuse, emotional distress and mental illness, suicide, criminal behavior, educational decline, poverty, child abuse and neglect. Children raised in healthy marriage families are more likely to develop better relationships with their parents, develop stable marriages and families themselves, experience greater economic security, perform better in school and on the job, and have better physical health. In addition, communities with high proportions of healthy marriage families are safer and experience fewer social problems than those with lower proportions of healthy marriage families.

Research also tells us that one of the things that separate stable and healthy marriages from unstable and unhealthy ones is not the frequency of conflict, but how couples manage conflict. Couples who listen to each other with respect and resolve conflict in healthy ways report higher levels of marital satisfaction and are less likely to divorce than those who are not able to do so. Through marriage education these skills can be taught and will increase the number of couples that will form and sustain healthy marriages to the benefit of their children, themselves and society.

Research has shown that individuals and couples across the economic spectrum are similar in their desire to have stable, healthy marriages and family relationships for themselves and their children. However, those dealing with economic difficulties often face additional challenges to achieving these goals relative to couples who are more economically secure. For example, low-income families have higher divorce rates. There is limited information about the factors that contribute to these differences across economic and racial/ethnic groups. There is also limited information about the factors that contribute to marital quality and stability. NLIC will research these factors and gather data in regards to how couples in low-income populations are responding to these factors.

More information on how to effectively implement healthy marriage programs will be acquired by the NLIC MRS team in order to fully acquire how to achieve greater family and child development successfully and how to inform other eligible organizations on implementation and design strategies that show promise in reducing highly stressed families faced with limited resources. The CSBG Supporting Healthy Marriage T/TA cooperative agreement with NLIC will be one of the efforts helping community organizations share their experiences developing promising models within the broader network of CSBG entities attempting to provide healthy marriage initiatives in diverse settings.

OBJECTIVES AND NEED FOR ASSISTANCE

INTRODUCTION/HISTORY

Since 1989, New Life in Christ International Ministries (NLIC), located in Grandview, MO -a small section of Greater Kansas City, MO, has been training and organizing a team of civic and faith-based leaders to provide “The Marriage Rejuvenation Series” (MRS) to promote healthy marriages for over 100 married couples in the Greater Kansas City, MO; Kansas City, Kansas; St. Joseph, MO and Mid-Western Region. But they are one of the only racially diverse and culturally sensitive teams that have been able to maintain a radio show (KGGN 890 for 10 years, 5 days per week) and a television broadcast (Time Warner Cable Channel 4 for 6 years, 2 days per week) with very little resources. Currently, the Wesley’s lead a group of over 700 congregates in a non-denominational faith-based setting and serve on the local ministerial alliance coalition where over 100 churches are partnering to meet the community’s unmet needs.

In light of the positive and overwhelming response to the media exposure (listening audiences of over 200,000 people) hundreds of couples are demanding on-going marriage support, single parenting classes, child development and parenting sessions, as well as a plethora of other family support training.

Need

Statistics on Marriage, Divorce, and Living Arrangements

On the whole, Blacks or African Americans (hereafter called Blacks) *have lower rates of marriage and marital stability than all other ethnic groups*. They also have *higher rates of single headed families than other groups*.

- **Black males and females are more likely to be unmarried than Whites, Hispanics, or American Indian/Alaskan Natives (AIAN)** (42.2% for males, 40.8% for females, compared to 27.5% and 21.2% respectively for Whites, 38.2% and 30.3% for Hispanics, and 35.7% and 29.9% for AIAN).(ACS 2002)
- Black individuals are far **more likely than Whites and Hispanics to be divorced** (in 2002, 9.4% of Black males were divorced, and 13.3% of Black females versus 9.1 % and 11.3% respectively for Whites and 5.9% and 9.3% for Hispanics). (ACS 2002)
- Among married Black individuals, a **greater percentage are living apart from their spouses than among married White and AIAN individuals** (15.7% for Black males, 24.1% for Black females, versus 5.3% and 6.3% respectively for Whites and 11.1% and 12.8% for AIAN) Only Hispanics have a higher rate of living apart from their spouse than do Blacks – 16.2% for males and 16.9% for females (in many cases this may be due to immigration complications). (ACS 2002)
- **Black families are less likely to contain a married couple than all other groups** (46.0% versus 81.0%). White families have an 81% chance of containing a married couple, AIAN families have a 67% chance, and Hispanics have a 67.4% chance. (Census 2000)
- **Single male headed families are slightly more likely in Black homes than in White family homes** (about 8.5% versus 5.3% for whites.). Hispanics and AIANs have a higher rate of single male headed families (10.3% and 10.4% respectively). (Census 2000)
- **Single female headed families are far more likely in Black homes than in all other groups' homes** (45.4% versus 13.7%). By contrast, Whites have a 13.7% rate, AIANs have a 28.8% rate, and Hispanics have a 22.3% rate of single female headed families. (Census 2000)
- **Only 44.9% of Black householders in family households live with a spouse.** This compares with 80.6% for Whites, 60.1% for AIAN, and 70.2% for Hispanics. (Census 2000)

Goals and Objectives

The *goals and objectives* of “The Marriage Rejuvenation Series” (Greater Kansas City, MO and Kansas City, KS Metropolitan Area) will produce the following outcomes:

- 1) **Produce an 8 hour, faith-based, culturally sensitive, technical assistance DVD/Video** that promotes healthy marriages and highlights “Promising Practices”. The visual production will include seminar topics from various community/faith-based entities that present creative and practical strategies needed to form healthy, stable relationships and marriages, and that have an overall strategy to help low-income people achieve family and child development, and/or self-sufficiency goals. The production, also address domestic violence, premarital counseling, and parenting and teen parenting support. Subtitles and/or voice overs will be included in Spanish and Arabic (at least 2000 copies will be distributed); (\$25,000)
- 2) **Survey and compile client data gathering** on 2000 persons (500 married couples; 500 unmarried adults and couples (21 & Up); and 500 teens, young adults & single parents (13-21 yrs.) from the Greater Kansas City Region (100 mile radius) for data collection purposes, to measure outcomes and to provide feedback and follow up over a 36 month period; (\$10,000)
- 3) **Develop a program intervention and service delivery model by forming at least 10 cooperative partners that will be trained to handle service referrals to NLIC’s MRS and to assist in engaging 150 married couples and 50 teens** in low-income settings in an comprehensive, interactive 8 hour conference/retreat; (\$25,000)
- 4) **Disseminate information through multi-media formats** to include radio and television broadcasts, billboards, internet (web/pod casts) brochures and pamphlets; (\$15,000)
- 5) **Provide Professional Development and Team training for effective program execution, outcomes measurement, and project evaluation;** to include expenses for 2 for Washington, DC grant training session and training for the MRS Marriage Team); (\$8,000)
- 6) **Equipment:** 2 laptops for instructors, training, data software and survey/date collection purposes; copying and printing services (\$12,000).
- 7) **Misc. Expenses:** Babysitting services, transportation services, general program incentives to encourage attendance (\$5,000).

TOTAL: \$100,000 for a 36 month period

Demographics of the Greater Kansas City Area

Economic & Ethnicity Barriers:

The lack for healthy marriage training and technical assistance is evident in the Greater Kansas City Area, primarily in churches with large minority congregations. Since 1997, over 1300 participants have attended 13 NLIC marriage retreats/conferences. At the present funding level, NLIC has only been able to address the needs about 130 couples per year. The registration cards reflect that about 98% of the participants were African American with an estimated moderate to high income. Thus, it has been quite apparent that many low-income minority couples could not afford the \$500, 2-3 day retreat nor did they have resources for counseling or other marriage seminars that may not provide baby-sitting services or transportation. At the same time, NLIC was not able to financially sponsor low-income couples that did not have the ability to pay for the retreat. While other providers in the Community Services Block Grant (CSBG) Network (YWCA Abuse Shelters, H.O.P.E. House, Women's Outreach Ministries, etc.) were willing to provide subsidized counseling, support groups and other self-sufficiency classes, it was often found that the low-income participants were not likely to attend those sessions because of trust issues, non-culturally sensitive approaches, lack of transportation or childcare, etc. Therefore, NLIC has proven to be the ideal organizers for such a program as "The Marriage Rejuvenation Series" (MRS) because they already have a trusted relationship with over 700 congregates as well as an established rapport with their television and radio listening audiences of over 200,000 homes. Thus, by being a member of the faith-based community (Red Cross, Catholic Charities, YMCA's & YWCA's, Women's Abuse Shelter, HOPE House, jail and prison ministries, etc.) and by serving on the non-denominational team of over 100 Pastors since 1989, NLIC has already proven itself as an applicant that demonstrates an adequate knowledge of the information and services provided by domestic violence coalitions within the Greater Kansas City community and Mid-Western region and shown ability to establish linkages with the area coalitions.

Funding support from this grant will allow NLIC to provide support for the low-income families and act as an information gatherer, referral source, service provider and stronger partner in the CSBG Network in its activities. Where appropriate, NLIC will now be able interface with other related organizations in the area by opening the door for the CSBG partners to access a diverse group of low-income clients with whom they have not yet established a rapport. With additional resources from CSBG Supporting Healthy Marriage Training and Technical Assistance, NLIC will reach more low-income audiences, as well as, more adequately be able to assess their needs through data collection and provide multi-media formats that embrace plans for self-sufficiency.

Cultural and Language Barriers:

Because many low-income families from the African American community tend to embrace a more private, self-help approach to dealing with their family issues, the NLIC team understands the need to recruit couples in a culturally sensitive manner. Our experience has been that some low-income residents may be hesitant to attend a class for marriage support, financial management, parenting assistance, etc., as some may perceive that others will view them negatively, assuming that they are a "bad spouse" with marital problems, or that they are having

financial problems, or that they are a “bad parent,” etc. Many low-income minority groups view counseling services and support groups as very low priority. The NLIC team has developed incentives to engage the hardest to reach couples. The incentives will include babysitting/childcare during the meetings times and retreats, hot meals, transportation assistance, complimentary books, videos, cd’s, etc. that will enhance self-sufficiency goals and healthy marriage and parenting development. All materials will be translated in Spanish and Arabic to also provide inclusion of the growing immigrant populations.

Likewise, the Greater Kansas City Region represents many different ethnicities and cultures. Our culturally sensitive, technical assistance DVD/Video will highlights “Promising Practices” by using diverse representatives, speakers, and actors. Subtitles and/or voice overs will be included in Spanish and Arabic as these are our largest immigrant population in the area.

Physical/Social Barriers:

While NLIC is handicapped accessible and uses facilities that are ADA regulated, very few attendees who face physical challenges attend our marriage retreats. We believe with more concentration on the surveying process and data collection, NLIC will be able to remove any barriers that may have been an obstacle and reach a more diverse group of individuals. We will team up with the Kansas State School for the Blind and Kansas Instructional Resource Center, and convert our DVD and materials in Braille, as well as disperse information at our rehabilitation centers.

Social Barriers, like cultural differences, may require special training from select groups in the community to maintain our teams stay on the cutting edge for the best interactions to disseminate and collect data with the community at large. NLIC will provide such opportunities for the marriage team that include training on the following topics:

- Interviewing Techniques: Group & Individual Data Collection
- Domestic Violence: When to Report/How to Advocate & Refer
- Elder Abuse
- Child Welfare: Discipline & Child Abuse
- Safety & Self Defense

Communication Barriers:

There is no denying the fact that we live in a culture which is profoundly influenced by television. NLIC’s Supernatural Living Broadcast seizes this opportunity to confront the struggles of humanity with the power of our faith. It is also a user friendly way to cross denominational boundaries and to gain access to both the parents and their children.

Whenever there is family instability, an increased risk of problems for children is almost sure to follow. The loss of income, substance abuse, catastrophic illness, divorce, incarceration, etc., can cause disruptions in the quality of life for most families. The odds for tipping the scales out of balance for at-risk and low-income families are even greater. Whether disruption leads to poverty, abuse or neglect, research clearly shows the best chance a child has of avoiding these problems is to grow up with their parents in a stable, healthy family. With effective television and radio programming and with the production of the visual MRS series, low-income families are more likely to hear the messages that can enhance their relationships, physical health, stay drug free, have higher educational aspirations, and remain socially and emotionally healthy, just to name a few.

Bishop Keith Wesley's educational background (Media Broadcast, BA from Northwest MO State University), coupled with his spiritual expertise (Ministerial certifications in Youth Conflict-Gothard Institute; General training from Inner City Christian Bible College, Crown Ministries Finance Certification, Bishopric Certifications- Day Star Tabernacle, Board of Directors- Lighthouse Ministry of Unwed Mothers-KC, MO; and Advisory Board- Bridge the Gap Coalition of Church- KC, MO) supports the fact that NILC would be the best CSBG partner to disseminate information in the Greater Kansas City region. Over 200,000 residents have access to Bishop Keith and Pastor Lisa Wesley's daily radio and bi-weekly Time Warner broadcast. The media ministries also include:

- ¶ Audio and Video Duplication
- ¶ Written announcements
- ¶ Programs
- ¶ Flyers
- ¶ Event Advertisement
- ¶ Newsletters

Currently, Supernatural Living Television Broadcast Ministry provides a multi-media department that brings the healthy marriage concept and self-sufficiency training into the homes of many individuals. But this is merely a reactive approach. Television is one of the tools which reaches into almost every home in our community and the surrounding areas. However, with support of this funding opportunity, NLIC will now be able to:

1. Respond to phone calls of the listeners, provide follow up services and referrals;
2. Assess the needs of at least 2,000 residents from the listening audience;
3. Train the MRS staff to handle calls and make appropriate referrals to at least 10 committed partners in the network;
4. Train the network partners for culturally sensitive interactions, and
5. Engage 150 low-income married couples and 50 teens, young adults and/or single parents with interactive techniques that promote health marriages and self-sufficiency.

RESULTS AND BENEFITS EXPECTED

This program's purpose is to develop Training and Technical Assistance (T/TA) resources to help low-income individuals or couples who choose to form healthy, stable relationships and marriages. This will be a voluntary program. To achieve this objective and to produce optimal results, NLIC's proposed projects will be designed to specifically target low-income, minority families to form and maintain healthy marriages. An expert grant administrator and former college professor (see Kimberly Warren's Biographical sketch) will provide in-kind assistance in:

- (A) Client data gathering, planning, and model development (2000 participants);
- (B) Program intervention and service delivery (engage 150 married couples, 50 teens/single parents or young adults);
- (C) Conduct T/TA at least 6 (bi-annual) activities for at least 10 organizations interested in receiving training in cultural sensitivity, referral process, surveying techniques, domestic violence training, etc.; and
- (D) Execute a plan of reporting, measuring, evaluating and disseminating information regarding the results of the project on a quarterly basis and meet with the external evaluator to compile and report progress to program participants, partners and to the public.

A. Data Gathering, Planning and Model Development

There is limited research that addresses the development and delivery of marriage education services to low-income couples including teen parents, where appropriate. For this reason, NLIC's founders are particularly interested in executing projects that assess the needs of low-income couples and then use that data to enhance their healthy marriage models and services that have been in progress since 1989. The completed Marriage Rejuvenation Series will provide T/TA by compiling, tabulating and reporting data and sharing models with organizations in the CSBG Network so that data gathered and the models developed in these projects will benefit low-income couples across the nation.

In the first two quarters after the award of the cooperative agreement, NLIC along with its 10 partners will gather information about the assets, issues, and barriers that healthy marriage projects should consider when developing programs for low-income couples. Once NLIC has gathered the information, the NLIC's MSR team will use that information to enhance and re-design the healthy marriage programs that are already in effect. For example, during the data gathering stage, a NLIC may discover that because most of the target couples have young school age children, these couples would be unable to attend marriage education classes during the work week. Instead, the couples would prefer to attend weekend classes that offered on-site activities for the children as well. The project would take these insights and incorporate them into a model and a theory of practice.

An additional barrier the NLIC healthy marriage project will consider in the development of the healthy marriage cooperative agreement is the issue of domestic violence. To address this issue NLIC will ensure that representatives from the YWCA Shelters, the HOPE house, Salvation

Army and any local domestic violence agency or coalition is recognized and asked to be a part of the development of a comprehensive and site specific domestic violence protocol.

NLIC's co-founder, Pastor Lisa Wesley, was the Domestic Violence speaker for the 2003 summit and Bishop Keith Wesley has served on the board of the Lighthouse Ministry of Unwed Mothers and serves on many ministerial alliance groups that are advocates for peace and justice and embrace non-violence measures.

While it is recognized that domestic violence is a complex problem and that physical and emotional abuse is a serious obstacle to stable and healthy relationships, NLIC will ensure that domestic violence issues within the targeted population are safely, routinely and consistently identified and appropriately addressed and that adequate supports and safeguards are in place for individuals/couples dealing with domestic violence. NLIC will also ensure that its team members are properly trained annually in the domestic violence protocol.

B. Program Intervention and Service Delivery

In light of the Life-A-New Academy (pk-6th grade) that NLIC also manages, this team fully understands the need for a well designed program intervention that will aid organizations within the CSBG Network to help low-income couples/parents including teen parents, where appropriate, build and sustain healthy marriages through the formation of healthy marriage skill building techniques known to improve marital stability.

NLIC has provided an attachment chart that thoroughly describes how the intervention/service will be implemented, including reasonable plans for project marketing and outreach, participant (couples) recruitment and retention, the type of healthy marriage education services to be offered, guidelines on the frequency and duration of classes or services, staffing, training plans and projections of the number of couples to be served. This well designed approach has also been tailored to meet the needs of this specific target population and area. Likewise, the proposals also demonstrates how the intervention design provide the necessary support services often required to meet the needs of low-income or diverse populations, e.g., transportation to and from healthy marriage activities, childcare and translation services

Again, the NLIC model has worked successfully to engage over 130 participants per year. However, the majority have not been low-income. The enhancement and creation of healthy marriage intervention models that can be for low-income populations to access these services and for T/TA activities for use within the CSBG Network will focus on:

- Successful strategies and service models for helping couples including teen parents, where appropriate, interested in learning skills and approaches that will help them form and sustain a healthy marriage and therefore provide a nurturing family environment for their children;
- Successful strategies and service models for helping married couples sustain and enrich their marriage and family, include ongoing opportunities for marriage education and other marital skill building activities; and
- Ways to measure and report the effectiveness, or results, of the healthy marriage and/or enrichment activities described above.

Based on the experiences and successes of currently funded healthy marriage projects, NLIC will ensure OCS that the MRS interventions and service models will do the following:

- Gather data on programs that focus on communication, conflict resolution, and commitment.
- Gather data on programs of a specific minimum length (no less than eight hours).
- Coordinate with Federal technical assistance.
- Hold an entrance conference in addition to technical assistance to ensure both parties are clear about expectations from the beginning of the Cooperative Agreement.
- Deliver marriage education classes or services that are skill based and integrate principles of an adult learning theory.
- Stress that participation in healthy marriage activities is voluntary. Services should be provided to those consumers who have chosen to learn these skills for themselves.
- Use culturally relevant program interventions and approaches that respectfully account for racial and ethnic perspectives.
- Develop Domestic Violence Protocol in collaboration with the local Domestic Violence Coalition.
- Use logic models to document and track the linkages between program resources, activities, outputs, and outcomes.
- Develop a theory of practice that incorporates all of the lessons learned that can be replicated in future projects.

C. Training and Technical Assistance (T/TA) Activities

NLIC fully intends to support healthy marriage T/TA activities that enhances the CSBG Network's ability to improve the quality and delivery of healthy marriage education interventions for low-income people and where appropriate, teen parents. NLIC's audience is over 200,000 listeners and its congregants are a little over 700 people. NLIC goals to conduct 2000 surveys is still only 10% of the listening audience. Out of over 450 churches in the region, only about 4 are know to hold marriage retreats and conference. Therefore, training of other partners will be essential and is greatly needed.

In order for NLIC to successfully meet the needs of the community, the marriage team will take the developed model/service and use their experience with that process to provide technical assistance to other community/faith-based entities that will implement healthy marriage interventions.

NLIC has presented a detailed, comprehensive plan for sharing their experiences and lessons learned with other agencies within the CSBG Network (see attached). Plans describe how NLIC will provide technical assistance activities that will include, but are not limited to: making presentations at community services conferences for those interested in implementing healthy marriage programs; creating and disseminating technical assistance documents that give tips for the development and implementation of healthy marriage programs; producing quarterly findings and written annual reports for distribution to other community organizations; and hosting site visits, roundtables and other forums to present healthy marriage lessons learned.

NLIC will provide for the project director, program coordinator and the evaluator to attend an early kickoff meeting for the cooperating entities funded under this priority area to be held within the first three months of the project (first year only) in Washington, D.C.

NLIC has consulted the local domestic violence coalition to learn more about the information and services they provide to the community and in the future will collaborate with these entities to stay current on these measures and to develop the best domestic violence protocol that can be used by the CSBG Network. The purpose of these procedures will ensure consistency in approach to domestic violence that can make a significant difference in the lives of project participants. Additionally, the protocol will not only help project staff recognize and address domestic violence but will also create a safe environment should a participant decide to disclose the abuse.

D. Evaluation & Information Dissemination

Former Professor of Missouri Western State University and public school district educator, Kimberly Warren (BS in Psychology, Masters in Education, certifications in Grant Writing; Licensed as an Elder through Aeon Bible College and as an English as Second Language/ESL Instructor) has agreed to act as an external evaluator for this program. Her in-kind services will consist of professional training before the survey process commences, to ensure that the survey instrument and survey items are designed to gather the most helpful type of information from the MRS participants; recommendations to the quarterly reviews, and 3 annual reviews. Warren will bring fresh insight to the NLIC team, with over 15 years of federal and state grants management and non-profit developer experience, she will ensure that the qualitative and quantitative data collection process is comprehensive, efficient and that the outcomes are measurable. Professor Warren's signed agreement is attached.

In addition, NLIC's MRS team will compile quarterly reports to share with the team of 10 local network partners, the external evaluator and with NLIC's board of directors. The reports will provide information regarding:

1. Benchmark and Milestones met in the Work Plan
2. Survey results and samples of qualitative and quantitative feedback,
3. Partner meeting minutes and contacts,
4. Professional Development/Training Sessions dates and attendance
5. Quarterly Newsletters
6. Distribution of Publications: brochures, fliers, pamphlets (in 3 languages) to all 10 partners on a quarterly basis
7. Posting of above results on a website or link from the NLIC's current MRS page.

UNIQUE APPROACH to PROMOTING Healthy Marriages:

Improving the relationship skills of parents and married couples strengthens the relationship of a couple, which in turn, strengthens the relationship between the parents and their children, employers, neighbors and essentially with anyone the individual interacts and communicates with. Often, psychologists say “hurting people, hurt other people.” The NLIC founders have found it true that many callers of their broadcast have great difficulty coping with disappointment, grief, stress, miscommunication issues, financial stress, etc. Couples not only need positive models to “show and tell” them how to form and sustain healthy relationships, as well as cope with life's challenges; they need the approach to be interactive and culturally sensitive.

NLIC is fortunate to have the expertise of its founders and its MRS team. Much time and resources will be saved as Bishop Wesley has been trained and educated in Media Broadcast for 22 years and already has a well developed media team. Bishop and Pastor Lisa Wesley find this funding opportunity to be a natural link to their marriage services that they have provided since 1989. They are already positive role models and deeply interactive with the community at large. They have a vested interest in this region and realize the impact faith-based and social service organizations, communities and government can have in enhancing the quality of life for their clients.

APPROACH & DISSEMINATION PLAN

Now, after almost 20 years of providing MRS bi-annual retreat and workshop to private paying couples, NLIC’s approach with this funding opportunity is unique and effective as it involves targeting and engaging low-income minority groups through:

1. **Capturing the Marriage Rejuvenation Series (MRS) in an 8 hour interactive visual training format,** (video/DVD), using a diverse group of *real life* actors (from the NLIC and 10 partner network team from the Greater Kansas City region); finished video/DVD will ensure within the first 12 months; 2000 copies will be professionally produced and ready for distribution 24 months to partners and low-income participants;
2. **Form 10 partner network team and MRS Support Team:**
 - **The MRS Support Team** members (consultants and other key individuals) are listed under Biographical Sketches with a short description of the nature of their effort or contribution);
 - **List of organizations** will include but will not be limited to the following cooperating entities (Partner commitments will be signed within the first quarter of the grant award; commitment will include a partner agreement to information dissemination, surveying training for staff and referring and/or surveying at least 100 low-income eligible participants within the grant timeframe:
 - Life-A-New Academy (private school)
 - Young Women’s Christian Association (YMCA) Abuse Shelter

- Hope House (women's homeless shelter)
- Salvation Army
- The American Red Cross
- Kansas City Public School District
- KC Police Department (jail and prison ministries)
- Non-Denominational Ministerial Alliance Representatives
- Kansas/MO Family Social Service & Welfare Office
- LightHouse Ministry for Unwed Mothers
- Bridge the Gap Coalition of Churches

Highlights of Potential Domestic Violence Partners that are being sought out for partnership with MRS:

#1 --- Hope House

<http://www.hopehouse-ejc.org/>

Since the founding of Hope House in 1983, our mission has been to break the cycle of domestic violence by providing safe refuge and supportive services that educate and empower women and their children. We serve the greater Kansas City area including Independence, Lee's Summit, and Jackson County.

#2 --- Sheffield Place

<http://www.sheffieldplace.org/>

Women have changed the face of homelessness over the last 15 years. In January 2005, an estimated 745,000 homeless people were documented in a nationwide point-in-time survey. According to this study, families now constitute more than 41% of the homeless population, up 5%. The same point-in-time survey showed that on any given day in Kansas City, an average of 615 families with 1,511 children is homeless. Sheffield Place has changed the way that homeless families headed by women are given the support needed to break out of the cycle of homelessness and poverty. We offer an alternative to the "bed and bread" concept by providing services addressing the symptomatic causes of homelessness including mental illness, substance abuse, domestic violence, and poverty. As you learn more about us by exploring our website, we hope you will join us in helping the mothers and children of Sheffield Place achieve their dream of self-sufficiency.

#3 --- SafeHaven of Clay County

Shelter for Women and their Children.

Domestic Violence Hotline:

1-800-491-1114 or in the Metro Kansas City Area 816-452-8535.

Domestic violence shelters provide safety and sanctuary to battered women and their children. Residents are provided with food, personal care products, access to public transportation as well as assistance from Synergy's community education programs such as Court Services, and the EXCEL employment skills program. Individual, group counseling and education are required for the residents of SafeHaven, and a therapeutic day program is available for children while in residence. School aged children attend public school. The program includes recreational opportunities, parent education, and peer support. For more information about domestic violence visit our [links](#) page.

#4 --- Domestic Violence Victim Witness Assistance Program

Kansas City MO 64106 Business #: 816-274-1517

#5 --- Family Advocacy Network, Inc.

Kansas City MO 64111 Business #: 816-753-5818

#6 --- NEWHOUSE

P.O. Box 240019 Kansas City MO 64124 Business #: 816-231-7378 Hotline/Crisis: 816-241-0311

#7 --- Parents Anonymous of Kansas City

Kansas City MO 64108 Business #: 816-472-4490 Hotline/Crisis: 816-474-4588

#8 --- Project Assist/Legal Aid of Western Missouri

3. **Disseminating the MRS video to 2000 residents** to use and practice “promising practices” techniques in the comfort of their home (i.e. practices will include, but are not limited to, models for creating healthy stable relationships through effective communication, anger management, parenting skills, financial management, domestic violence and abuse support, utilizing the provider network resources, tips to set and attain self-sufficiency goals, etc);
4. **Translating the MRS interactive visual production and all printed fliers and brochures into Spanish and Arabic languages; and**
5. **Engaging at least 150 married couples and 50 young adults, teens and/or single parents in a comprehensive 8 hour training** to create a firm foundation for a healthy marriage, ensure self-sufficiency, and to aim for a safe environment for their children.
6. **Disseminating Information and marketing to the community at large through Multi-media means** (the radio/television broadcast, internet website, written materials) and by building a community/faith-based network of professional that all support promoting healthy marriages and creating self-sufficiency in low-income persons.

The founders of NLIC (married over 34 years) are not only passionate about promoting healthy marriages and creating self-sufficient families, but they are committed to partner with the Office of Community Services (OCS) and local service providers during the 36 month grant period to extend this training and technical assistance to include:

- Crown Financial Budgeting & Financial Training;
- Effective Communication and the 5 Love Languages;
- Emotional Health (conflict resolution, stress and anger management);
- How to Nurture your Emotional/Spiritual and physical well being;
- Effective Parenting Techniques
- Successfully Blending the Family
- Mending Broken Hearts: Divorce & re-marriage
- The Joy of Marriage: Sexual relationships & intimacy
- When Loving You is Hurting Me: Painful Realities of Grief, Loss & Domestic Violence
- Creative Role Reversal/Role Play Dramatizations

- DVD/Video Production for Promoting Healthy Marriages: “Promising Practices”

(Please See Details and Timeline on the Work Plan Attachment)

ADDITIONAL INFORMATION

The following are requests for additional information that must be included in the application:

STAFF AND POSITION DATA: BIOGRAPHICAL SKETCHES

PROGRAM DIRECTOR

BISHOP KEITH WESLEY

Bishop Wesley’s educational background (Media Broadcast, BA from Northwest MO State University), coupled with his spiritual expertise (Ministerial certifications in Youth Conflict-Gothard Institute; General training from Inner City Christian Bible College, Crown Ministries Finance Certification, Bishopric Certifications- Day Star Tabernacle, Board of Directors-Lighthouse Ministry of Unwed Mothers-KC, MO; and Advisory Board- Bridge the Gap Coalition of Church- KC, MO) supports the fact that NILC would be the best CSBG partner to disseminate information in the Greater Kansas City region. Over 200,000 residents have access to Bishop Keith and Pastor Lisa Wesley’s daily radio and bi-weekly Time Warner broadcast.

MRS TEAM LEADER/COMMUNITY LIAISON COORDINATOR

PASTOR PHYLISSA “LISA” WESLEY

(Expertise: Over 20 years Experience in Premarital, Marital & Family counseling; Certificate in Finance- Crown Financial Ministries; Former Advisory Board Member of Bridge the Gap Christian Coalition; 2003 Domestic Violence Summit Speaker)

Currently, Pastor Lisa Wesley co-pastors a congregation of over 700 members, acting as executive director of the Life-A-New Academy (pre-school through 6th grade). In addition, Wesley organizes the MRS retreats and seminar sessions, as well as the teen girls and teen mothers’ workshops. She brings a wealth of knowledge to the MSR team, has a vested interest in promoting healthy marriages and fulfilling all the grant objectives to provide great access to low-income families. She is intricately involved in disseminating information to the community on a regular basis through NLIC’s .

MRS TEAM MEMBER/TRAINER & MEETING LOGISITCS LEADER

PERNELL CARR

(Expertise: Occupational Drafter/Designer, Vocational & IT Instructor, Pastor, ADA & Building Codes)

Currently, NLIC MRS Instructor Pernell Carr works as professional drafter and is well versed in building codes and ADA regulations. Along with his knowledge in designing commercial, residential and industrial facilities, he also brings an understanding of the physical and social barriers that those living with disabilities have to consider. With over 18 years of experience in his field, Carr will focus on facilities accommodations and ensure access for special populations. In addition, Mr. Carr's information technology skills will assist the team with the data collection and survey compilations of the 2000 surveys.

MRS SUSTAINABILITY/CONTINUANCE COMMITTEE LEADER & TRAINER

JAMES L. LEWIS

(Expertise: Sociology- AA & BA; Mental Health- AA; Life-A-New Instructor/Coordinator, Youth & Outreach Leader, Grant Writer, Brothers' Keeper Ministry and Pastor)

The MRS support team will meet quarterly to develop a Resource Development Committee that actively seeks corporate support, resources and pursues other state, federal and local grants that will enhance the services. MRS Team Member James Lewis, a former grant writer and trained in developing and implementing goals and objectives, budgets and community facilitations will provide direction to keep the team focused on sustainability.

MRS TEAM MEMBER/FINANCIAL TRAINER

RAVERA R. LEWIS

(Expertise: Business Administration, Marketing & Management (MBA); Tax Law trainer & preparer; Planning Committee for Low-Income Energy Conference; American Business Woman of the Year 1999-2000; American Business Women's Assoc.- former Vice Pres.; Current Team Leader for MO Gas Energy- Senior Customer Advisor)

Ms. Lewis serves on the MRS team and will continue to provide essential professional development surround data collection and proper techniques to gather information from low-income participants in culturally sensitive approaches. She will also assist the director in designing financial management and budgeting classes for MRS.

MRS TEAM MEMBER/VISUAL PRODUCTIONS & IT SUPPORT

LEO R. ANDERSON

(Expertise: Computer Information Systems; Electrical Engineering; Principal Member of the AT&T Technical Staff; former employed with Sprint in Research and Development; several patents pending and publications in networking and technology developments)

Mr. Anderson is prolific and well versed in maintaining, designing and creating policies on technology systems, budgets, software, data communications networks and resolving time critical situations reliably and professionally. He will play a critical role in assisting the director

with the DVD video production of “promising practices”. He will also give guidance in selecting appropriate software for processing the surveys and data collected.

MRS TEAM MEMBER/PUBLICATIONS SUPPORT

FRENCHETTE ANDERSON

(**Expertise:** Political Science and History- BA; Owns Accounting Consultant firm; former Project manager for Construction firm; highly skilled in graphics, database, word processing and spreadsheets)

Ms. Anderson brings a wealth of knowledge to the MRS team. She will provide consultation and direction in the oversight and fiscal management of this grant award, as well as, provide assistance with compiling printed materials (brochures, pamphlets, fliers) and language translations.

PLAN FOR PROJECT CONTINUANCE BEYOND GRANT SUPPORT

NLIC’s plan for securing resources and continuing project activities to ensure sustainability is to meet quarterly with the team of 10 local network partners (listed above) and with the NLIC board members. In addition, the MRS support team will meet quarterly to develop a Resource Development Committee that actively seeks corporate support, resources and pursues other state, federal and local grants that will enhance the services. MRS Team Member James Lewis, a former grant writer and trained in developing and implementing goals and objectives, budgets and community facilitations will provide direction to keep the team focused on sustainability. (see biographical sketch).

ORGANIZATIONAL PROFILE

NLIC will be the lead applicant for this funding opportunity. Attached is information regarding:

1. Employer Identification Number(s);
2. Contact persons and telephone numbers (see abstract);
3. Names of bond carriers (insurance policy);
4. Child care licenses and other documentation of professional accreditation;
5. and a copy of a currently valid IRS tax exemption certificate 501(c)3;

THIRD PARTY AGREEMENTS

(See attachment).

Former Professor of Missouri Western State University and public school district educator, Kimberly Warren (BS in Psychology, Masters in Education, certifications in Grant Writing; Licensed as an Elder through Aeon Bible College and as an English as

Second Language/ESL Instructor) has agreed to act as an external evaluator for this program. Her in-kind services will consist of 3 annual reviews and professional training before the survey process commences, to ensure that the survey instrument and survey items are designed to gather the most helpful type of information from the MRS participants. Warren will bring fresh insight to the NLIC team, with over 15 years of federal and state grants management and non-profit developer experience, she will ensure that the data collection process is comprehensive, efficient and that the outcomes are measurable. Professor Warren's signed agreement is attached.