



HOW TO
MOBILIZE
YOUR CITY, COUNTY,
OR STATE AROUND
**RESPONSIBLE
FATHERHOOD**

**National
Fatherhood
Initiative®**

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About National Fatherhood Initiative®

Because every child deserves a 24:7 Dad.™

National Fatherhood Initiative® (NFI) is the nation's leading non-profit organization working to end father absence. Underlying many of society's most pressing challenges is a lack of father involvement in their children's lives.

Our Mission

NFI works to increase father involvement by equipping communities and human service organizations with the father-engagement training, programs, and resources they need to be father-inclusive.

Our Vision

NFI's vision is that all communities and human service organizations are proactively father-inclusive so that every child has an involved, responsible, and committed father in their lives.

To see more about our mission, our partners, our impact, and how we can help you engage fathers, please visit www.fatherhood.org

For fatherhood and family resources, including programs, resources, and other helpful materials, please visit www.fathersource.org.

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Why do Communities Need to Mobilize Around Fatherhood?

Father absence is a cancer that affects every aspect of your community's health and causes poor outcomes for children in the areas of: educational attainment, mental health, relationship formation and stability, and labor force success¹. So the old adage, "correlation does not imply causation" does not apply to the effects of father absence on children.

If you want to reverse the trend of father absence, your community must take ownership of a larger vision for fatherhood. The best way for this vision to happen is to allow the community to shape it. That is why it is so important to have local people create solutions and inspire local sectors to take action within their spheres of influence. These are the people and sectors in direct contact with and can exert influence with fathers and families.

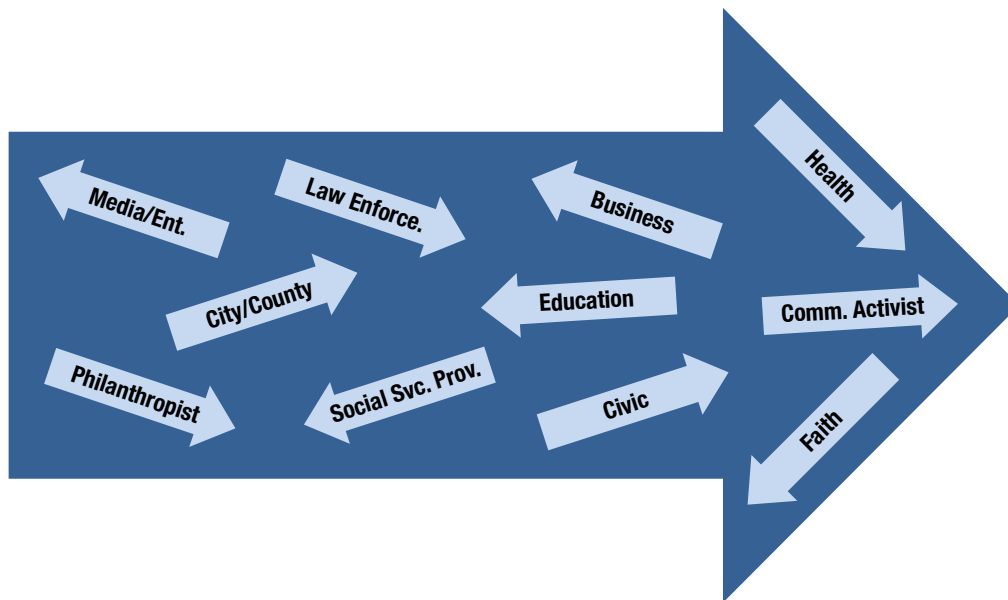
Although we've seen an increase in the number of father-specific programs serving communities across the country, many of those programs struggle to recruit and retain fathers. They also find it difficult to sustain their fatherhood programs and effectively evaluate the impact their programs have on fathers and families. **These programs struggle because there are larger societal norms at play that effect a fathers' motivation to seek and use the resources available to them.** Societal norms include not only messages fathers receive from social service agencies, but also from the media, business, and law enforcement sectors on what it means to be a man and a father. Unfortunately, these are the very sectors in communities that are marginally involved in promoting responsible fatherhood if they're involved at all.

To promote involved, responsible, and committed fatherhood, **communities must do more than expand programs and services to include fathers and create new programs for dads. Communities must change the cultural institutions that form the different sectors of society.** Comprehensive initiatives include change at the individual and environmental levels. NFI's Community Mobilization Approach™ (CMA) can help you accomplish this very thing in your community.

¹ McLanahan, S., Tach, L., & Schneider, D. (2013). The causal effects of father absence. *Annual Review of Sociology*, 39:399-427.

What is the Community Mobilization Approach™?

The CMA provides you with the framework to effectively manage the complexities of a community wide collaborative process and makes it possible for you to create a compelling and obtainable vision for mobilizing around fatherhood. The small arrows in the illustration below show how every sector in your community has its own direction and priorities, which makes mobilizing around any issue, let alone fatherhood, complex. The large arrow represents how the CMA gathers, in a cohesive and coordinated manner, leaders in community sectors and moves them in the same direction for the good of the community even while they continue to pursue their unique directions and priorities.



NFI developed the CMA in 1999 and has used it to implement multiple community-based fatherhood initiatives as part of statewide initiatives in Texas, Indiana, Ohio, and Rhode Island. NFI has also used the approach to launch regional and city-wide initiatives in Milwaukee, WI; Atlanta, GA; Sioux Falls, SD; Prince George's County, MD; Wapello County, IA; Benton-Franklin Counties, WA, and Allegheny County/Pittsburgh, PA. As a result of the CMA, these communities have implemented coordinated, effective strategies and tactics to effectively engage fathers. See Appendix A for summaries of the impact of the CMA in some of these communities.

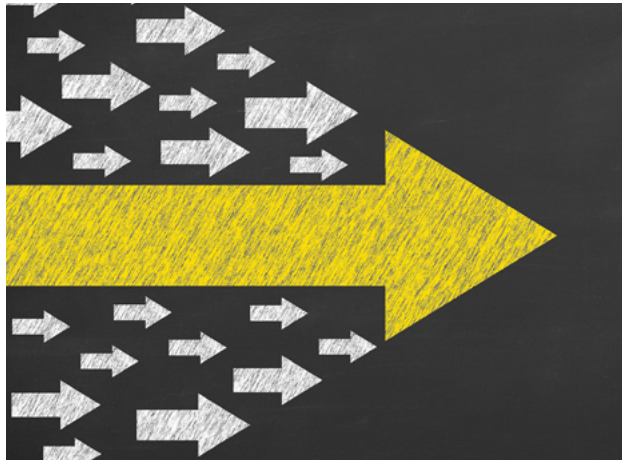
Who is Required to Mobilize a Community?

The first and most important step for a successful CMA is **to identify the right lead agency to implement the three CMA phases** detailed in the following sections. A strong lead agency should have the following attributes:

- Designated staff for the oversight of the CMA implementation;
- A strong network of partners representing different sectors of the community;
- Involvement in a community collaborative; and
- Experience in family support and community engagement.

They can implement the CMA on their own by using this guide to complete the primary activities. The lead agency:

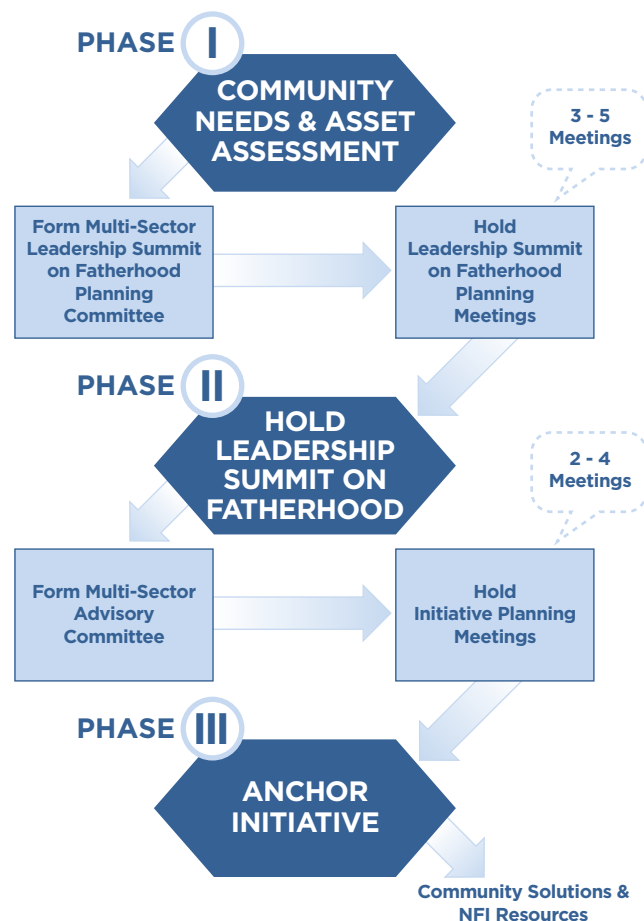
- Gathers secondary data on fatherhood and conducts focus groups as part of Phase 1;
- Oversees the completion of the community needs and assets assessment;
- Coordinates a Leadership Summit on Fatherhood (LSF);
- Assembles the multi-sector planning committee and coordinates the planning committee's meetings; and
- Ensures that an Action Plan to Promote Responsible Fatherhood is created and monitored for follow through.



Three Phases of the Community Mobilization Approach™

NFI's CMA, diagrammed below, consists of three phases:

- A needs and assets assessment of the community's ability to promote responsible fatherhood;
- A Leadership Summit on Fatherhood attended by community leaders; and
- Implementing an action plan for a fatherhood initiative that uses NFI resources and solutions generated by the community.



Phase 1: Community Needs an Assets Assessment

It is vital that you first understand what a community needs to promote involved, responsible, and committed fatherhood, and the assets (resources) in a community that can mobilize to accomplish that objective. Informed by the anthropological procedure known as Rapid Ethnographic Assessment (REA), this section describes a four-component procedure that facilitates the rapid gathering of data on programs and services for fathers. This procedure is especially useful when you have limited time and resources.

In the context of fatherhood, this procedure is called a Rapid Ethnographic Assessment of Programs and Services (REAPS) for fathers.

The goal of the REAPS is to gather data that helps identify the factors that help mobilize a community in the most effective way possible. It helps you identify the leaders and organizations that can help with the mobilization process. And it generates the kind of data that can attract funds for a community-wide fatherhood initiative.

The REAPS has the following objectives.

It helps to:

- Identify the need to address father absence;
- Identify the services and programs for fathers that exist in the community, and the service and program gaps;
- Identify the assets in the community that can be mobilized to promote responsible fatherhood;
- Identify potential strategies to weave the promotion of responsible fatherhood into the social fabric of the community;
- Collect information critical to attract funds for a sustainable community-wide fatherhood initiative; and
- Recruit leaders for a committee to plan a Leadership Summit on Fatherhood.

The **REAPS methodology** has the following four components:

- 1) Gather secondary data;
- 2) Create a community assets map;
- 3) Conduct qualitative research (e.g. semi-structured individual interviews or focus groups) with key-informant leaders in different sectors; and
- 4) Analysis and report writing.

The first REAPS component involves compiling secondary (existing) data on issues related to father absence and involvement. The second component involves mapping the known programs and services for fathers in the community. It also involves mapping the known programs and services for families that serve mothers exclusively, or almost exclusively, that could be expanded to include fathers.

**Rapid
Ethnographic
Assessment
of
Programs
and
Services**

The third component involves gathering qualitative data via research with key-informant leaders in the following 11 sectors of community life: 1) government (federal, state, city, county); 2) non-profit/social service; 3) education; 4) faith; 5) business; 6) healthcare; 7) media/entertainment; 8) philanthropic; 9) civic and cultural groups; 10) law enforcement; and 11) organic/neighborhood leaders. (In Appendix B, we provide a template of questions you can ask to gather this data.)

The fourth component involves the analysis of the information gathered during the first three components and producing a written report.

Phase 2: Leadership Summit on Fatherhood

The Leadership Summit on Fatherhood (LSF) helps community leaders from across sectors combat father absence and promote responsible fatherhood. Because the LSF brings community leaders together, it is not open to the general public. A successful fatherhood initiative must first mobilize community leaders to promote father involvement. Leaders then create a grassroots initiative that reaches the rest of the community.



The LSF helps leaders capture a vision of how to promote responsible fatherhood community wide and within different sectors, such as the media, education, healthcare, business, and government sectors. Leaders from different walks of life exchange ideas, suggestions, and challenges that shape an action plan to promote responsible fatherhood that reaches into every nook and cranny of a community. The REAPS report will also be provided and presented during the LSF.

The goals of the LSF are to cast a vision about how to mobilize the community around fatherhood and to motivate community leaders to participate in promoting responsible fatherhood. The objectives of the event are to help leaders:

- Understand why father absence is a crisis and why fathers are so important to the well-being of children;
- Realize that the consequences of father absence affect them; therefore, every leader has a stake in promoting involved, responsible, and committed fatherhood;
- Understand they can do something to promote involved, responsible, and committed fatherhood within their sector; and
- Identify ideas for how to promote involved, responsible, and committed fatherhood. (In Appendix C we provide you with a recommended process for doing a facilitated discussion at the LSF.)

The lead agency forms a planning committee comprised of leaders who represent many sectors, and who will assist with the five steps listed below and encourage other leaders they know to attend the summit. If the LSF doesn't motivate leaders from different sectors to promote involved, responsible, and committed fatherhood, there is little chance that a community will launch a successful fatherhood initiative.

The planning committee uses the following steps as a guide.

Step 1 – Create a multi-sector committee to plan, publicize, and hold the LSF.

Step 2 – Hold the planning meetings.

Step 3 – Market the LSF.

Step 4 – Mail formal invitations and handle RSVPs.

Step 5 – Hold and evaluate the LSF.



Phase 3: Anchor the Initiative

The next phase in developing a local fatherhood initiative involves working with leaders to finalize the Community Action Plan to Promote Responsible Fatherhood that the lead agency will implement. (In Appendix D, we provide a blank template for the action plan). NFI calls this phase “anchoring an initiative.” The lead agency facilitates this phase just as they did the planning of the LSF. It takes at least two meetings for leaders to anchor an initiative.

The lead agency's job is to help leaders accomplish the following objectives:

- Create a multi-sector advisory committee comprised of 10-20 leaders that will finalize the action plan;
- Identify one or two short-term actions to get the initiative rolling, and set in motion plans to implement these actions; and
- Make plans to use NFI's resources as part of the initiative.

Some leaders will want to immediately use the results of the facilitated discussion at the summit to create a strategic plan. Don't be swayed by leaders to do this, because anchoring an initiative is the first step that leaders must take.

During the lead agency's preparation for the first meeting, they accomplish the first step in creating an action plan tailored to the community. To continue the transformation of the plan, the lead agency must help the advisory committee to develop the details that “flesh out” the plan. These details include prioritizing the activities in each sector, the timeline for carrying out each activity, and the persons or organizations responsible for each activity and providing the resources (e.g. money, manpower, and political support) needed to implement each activity.

Committee members can lose their motivation when an action plan focuses on long-term goals and lacks actions that can be accomplished quickly. It's important to help the committee identify one or two actions they can conduct within the first two or three months. The group can work on these activities even as they finalize the rest of the action plan.

Most advisory committees have either implemented a new event for the public (e.g. a Father's Day event) or taken part in an existing event to publicly launch the initiative. They have also scheduled a series of training sessions conducted by NFI and sponsored by the local initiative. These kinds of activities bring immediate recognition and success. And by the time these kinds of activities are done, the leaders should have already put other aspects of the action plan in motion.

The Bottom Line

Some communities will mobilize quickly and easily. Leaders will immediately take ownership of this process and motivate a diverse group of people to become involved. Other communities will move slowly, and at times it will seem as though it's impossible to move forward. It might take months to find the leaders who will see this opportunity for what it is: a chance to improve the well-being of children and to strengthen families, which are the bedrock of communities. If you struggle to find the right leaders, don't give up. Finding the right leaders might be just around the corner.

NFI staff can connect your initiative with the most effective resources and trainings available to ensure sustainable programs that show tangible impact.

For more information, contact NFI at info@fatherhood.org or 301-948-0599.

Appendix A

Impact of the Community Mobilization Approach™

Wapello County Fatherhood Initiative (Wapello County, IA)

[Children & Families of Iowa](#) was the lead agency that guided their community through the CMA. As a result, the Wapello County Action Plan to Promote Responsible Fatherhood was created in 2014.

Because of all of the momentum generated as a result of the CMA, Wapello County developed a subcommittee with field experts, local champion fathers, and many other sectors of the community. The county formed the subcommittee to lay the ground work for a county-wide effort to increase the number of responsible, committed, and involved fathers for the well-being of Wapello County children. Wapello County is now recognized among one of the leading examples in Iowa on how to promote responsible fatherhood. It also offers multiple [24:7 Dad®](#) groups for fathers throughout the county.

Milwaukee Fatherhood Initiative (Milwaukee, WI)

[The Milwaukee Fatherhood Initiative \(MFI\)](#) was created at the request of then Mayor Tom Barrett. More than 25 community leaders participated in an initial training session. Out of this planning session, a subcommittee emerged with the charge of convening a major, city-wide summit in the fall of 2006. The summit was held on October 13 and 14, 2006, with more than 1,200 men attending.

Because of the overwhelming community response to the summit, the Mayor and the planning committee formalized the MFI, which included hiring a full-time director who serves as a resource and liaison to fathers in Milwaukee. The Greater Milwaukee Foundation provided \$75,000 in initial seed funding, with the Housing Authority of the City of Milwaukee providing additional in-kind support.

Through research and anecdotal information compiled by the MFI, the following six areas were identified as the primary focus areas for MFI's work.

- **Driver's License Recovery** – Lack of a valid driver's license is a significant barrier for many individuals, particularly low-income youth and people of color who are more easily caught in the cycle of serious legal, financial, and social consequences.
- **Child Support Debt Reduction** – This component continues the successful effort established at the 2006 summit, which attracted more than 1,200 men. Men who attended summit workshops were eligible for a credit toward back child support owed to the State of Wisconsin. To date, almost one million dollars of back debt has been forgiven.
- **Media/Public Relations** – A consistent, strong communications plan is needed regarding the issue of fatherhood and its impact on all segments of Milwaukee. The MFI developed a media campaign that highlights the benefits of fathers' involvement with their children.
- **Education** – The MFI identified resources for men to help them academically, teach them good parenting skills, and work with them to become good financial stewards. Together these strategies enable men to seek and secure better employment opportunities, become better parents to their children, and work with them to help provide more financial security to their children.
- **Men's Health** – This component encourages men and fathers to make a life-long commitment to healthier living. By encouraging men to focus on their own health and well-being, the MFI is promoting healthy lifestyles in their families and communities as a whole.
- **Summit** – The purpose of this annual, two-day event is to bring men together to discuss the issue of fatherlessness, identify solutions and resources, promote positive images of the father role, and gather data to help address the many obstacles that prevent men from being involved, responsible, and committed fathers.

Summit County Fatherhood Initiative (Summit County, OH)

With funding from the Ohio Department of Job and Family Services, [Fame Fathers](#) worked in coordination with other county agencies to create their needs and assets assessment, hold a Leadership Summit on Fatherhood, and create a Summit County Action Plan to Promote Responsible Fatherhood which would become the foundation for the [Summit County Fatherhood Initiative \(SCFI\)](#) in 2011.

SCFI's mission is to help men become better fathers through education and resources and offers fathers.

- Connection to social service agencies and other resources in the community.
- Education about the process of gaining custody and visitation of their biological children.
- Help understanding the court system and preparation for appearances.
- Peer-to-peer mentoring.
- Help preparing resumes (and themselves) to successfully gain employment.
- Deal with the challenges of daily loss.
- Free groceries at two locations on a limited basis.

Fatherhood Clark County (Clark County, OH)

With funding from the Ohio Department of Job and Family Services, the Fatherhood Commission of Clark County (FCCC) worked in coordination with other county agencies to create their needs and assets assessment, hold a Leadership Summit on Fatherhood, and create a Clark County Action Plan to Promote Responsible Fatherhood which would become the foundation of the Fatherhood Clark County (FCC) in 2011.

In 2011, FCC adopted a community fatherhood policy to:

- Recover the norms of responsible fatherhood by strongly promoting holistic support for healthy, involved fathering in Clark County;
- Help the community appreciate that fathers and father-figures matter greatly in the lives of children; and
- Move the entire community toward becoming a father-friendly community through the removal of barriers, being welcoming, supportive, proactive, and innovative respecting the full-participation of fathers in the parenting of their children.

FCC is now Clark County's official mobilization initiative to promote and celebrate healthy fathering for the benefit of their community's children. FCC is supported by a combination of private and public funding and operates under the 501(c)3 of [Urban Light Ministries, Inc.](#)

FCC offers the following support and programs.

- The Father's Resource Center where individuals can pick up literature and materials for fathers and those who serve them.
- The FCC website which includes the following resources.
 - Action Plan Progress Report
 - Resource Guide
 - Newsletters
 - Helpful Links
 - Research
 - The Dads Resource Guide, which is available at the Father's Resource Center and many other community agencies.
 - Fatherhood Resource Kiosks located in five strategic places around the county.
 - A quarterly newsletter distributed by email.

Dakota Fatherhood Initiative (Sioux Falls, SD)

This fatherhood initiative began in 2003 as a collaboration between the Dakota Fatherhood Initiative (DFI) and the Sioux Falls Area Community Foundation (SFACF) to develop a local fatherhood initiative that would serve fathers and their families within the Sioux Falls area.

DFI completed an extensive needs and assets assessment that followed NFI's REAPS process detailed earlier in this document. The themes that emerged as a result provided an important first step in developing the fatherhood program in Sioux Falls. This was especially relevant since the main concern in this community was that leaders would not know where to begin.

After moving through the CMA, the DFI director stated that:

“Using a community-based approach to strengthen fathers and families received strong support from community leaders throughout various sectors of community life. The process also illustrated how important fathers were in the eyes of those leaders for varying reasons. The perspectives and strategies that emerged from our process provided an important first step in developing a comprehensive, community-wide fatherhood program.”

For a detailed narrative on how the CMA was implemented in Sioux Falls, see Chapter 24 in the book entitled *Why Fathers Count* by Sean E. Brotherson & Joseph M. White (2007).

Appendix B

Phase 1 - Survey for Focus Groups

Community Mobilization Approach™ of National Fatherhood Initiative®

Rapid Ethnographic Assessment of Programs and Services for Fathers

Sample Interview Questions

1a. What proportion/percentage of children in this community do you think are growing up without a biological, step, or adoptive father in the home?

1b. Would you say that the proportion/percentage is higher, lower, or about the same as the rest of the state, on average?

Higher Lower About the same Do not know

1c. Would you say that the proportion/percentage is higher, lower, or about the same as the rest of the United States, on average?

Higher Lower About the same Do not know

2a. Please rate your level of concern about father absence in your community. Would you say your level of concern is:

Very high Somewhat high Somewhat low Very low

2b. Please rate the level of concern that other leaders in your area have concerning father absence in your community. Would you say the level of concern is:

Very high Somewhat high Somewhat low Very low

3. Please rate the level of awareness in the community at large of the problem of father absence. Would you say it is:

Very high Somewhat high Somewhat Low Very low

4. How important is an involved father to the healthy development of his children? Would you say he is:

Very important Important Somewhat important Not important at all

5. What benefits, if any, do children receive from fathers' active participation in children's lives?

5a. Are there any other benefits of father involvement? Please list them.

Does the community benefit in any way from fathers' involvement in the lives of their children? If so, how?

Do women or mothers benefit in any way? If so, how?

5b. What does being an involved father mean to you?

6. How important do you think it is to mobilize resources in your sector to address father absence in this community? Would you say it is:

Very important Important Somewhat important Not important at all

7a. Are you aware of any assets/resources within your own organization that could be mobilized to address the issue of father absence? If so, which ones?

7b. Are you aware of any assets/resources within other organizations in your sector that could be mobilized to address the issue of father absence? If so, which ones?

7c. Name any specific assets/resources in other sectors that could be mobilized.

8a. Are you personally committed to addressing this issue?

8b. Are you aware of other leaders in your sector committed to addressing this issue?

8c. Are leaders in the community at large committed to addressing this issue?

9. Please describe any programs or services in your community that are either specifically directed toward fathers or that contain a fatherhood component.

Are there any in your sector of the community life?

Are there any in other sectors?

(Gather specifics on the programs for follow-up.)

10. What gaps in programs or services for fathers exist in the community?

11. What would be some effective strategies to promote responsible fatherhood in your sector?

12a. What barriers might exist that would prevent the mobilization of leaders and organizations in your sector to promote responsible fatherhood?

12b. What barriers might exist that would prevent the mobilization of leaders and organizations in the community at large on this issue?

13a. Do various agencies/institutions within your sector in this community collaborate on other related issues?

13b. Is your agency/organization involved in any of those collaborative efforts?

14. Are there any existing successful programs, services, or initiatives in your sector of the community that focus on any social issue that could be expanded to include a fatherhood component? If so, what are they?

15. Are there other leaders in your sector or in other sectors who might be interested in planning a Fatherhood Summit? If so, who are they?

Appendix C

Phase 2 - Process for Doing Facilitated Discussions at a Leadership Summit on Fatherhood

Goal: Produce a list of actions/strategies that will have the greatest impact on promoting responsible fatherhood in selected sectors. These actions will be included in an action plan for promoting responsible fatherhood in our community.

Objectives: 1) conduct a controlled “brainstorming” session that eliminates crosstalk among group participants and that generates a significant amount of ideas for promoting responsible fatherhood; and 2) prioritize the strategies using “multi-voting” to identify the strategies participants think will have the most impact

Process:

1) Introduce the discussion. Tell participants the goal of the facilitated discussion (read the goal above) and the process for the discussion.

a) Explain that the first part of the discussion will involve brainstorming strategies using a round-robin format. Each person will in turn “call out” a strategy. This will continue until all ideas are exhausted or until time runs out.

b) Explain that the second part of the discussion will prioritize the strategies in terms of which ones participants think will have the most impact on promoting responsible fatherhood in the selected sector in our community.

2) Before beginning the discussion, go over the following ground rules:

a) There is no cross-talk among participants. When a person shares a strategy during brainstorming, no other participant should comment on the viability. If a person would like to expand on a strategy that someone has shared, he or she may do so when it is his or her turn to share. If someone needs clarification, however, on the strategy – i.e., the participant doesn’t understand it – he or she should raise his or her hand to be recognized by the facilitator.

b) Everyone’s turn is limited to 30 seconds during the brainstorming session.

c) All ideas are considered valid at this time.

d) Ask participants if they would like to add any ground rules. (Limit additional ground rules to no more than 3.)

3) Select a person to record the ideas during the brainstorming session. Tell the volunteer to number the strategies and to use as few words as possible to record the strategy.

4) Conduct the brainstorming session in a round-robin fashion. You can simply ask who would like to start and after that person shares, go either clockwise or counter-clockwise around the group.

Spend no more than 30 minutes on brainstorming. Ask for clarification on strategies if participants' strategies are unclear. Rephrase strategies in brief terms for the recorder if a participant is a bit long-winded in explaining their strategy. Remember to remind participants to limit their turn to 30 seconds if necessary.

5) After the brainstorming session, move into multi-voting.

- a) Give each participant 3 votes.
- b) Instruct each participant to use the flip chart marker and place a check next to his or her top 3 strategies.
- c) Allow as long as participants need to vote, but no longer than 20 minutes.
- d) After participants have voted, tally up the top 3 strategies that have the most votes.

6) Wrap up the discussion by opening the floor for any comments.

Appendix D

Phase 3 - Community Action Plan Template (11 Sectors)

Promoting Responsible Fatherhood within the **Business Sector**:

Objective(s):			
<p style="text-align: center;">Activities <i>What will be done?</i></p>	<p style="text-align: center;">Responsibilities <i>Who will do it?</i></p>	<p style="text-align: center;">Deadline(s) <i>By when</i> <i>(Day/Month)</i></p>	<p style="text-align: center;">Resources <i>(Funding /Time/Materials)</i></p>
	1.	1.	1.
	2.	2.	2.
	3.	3.	3.
	4.	4.	4.
	5.	5.	5.
<p>How will we weave these activities into this sector? (Are there initiatives or other efforts we could partner with?)</p>			
<p>How often will progress be reviewed for this sector?</p>			
<p>What will we consider as evidence of success?</p>			
<p>How will we evaluate success in this sector?</p>			

Promoting Responsible Fatherhood within the **Civic Sector**:

Objective(s):			
Activities <i>What will be done?</i>	Responsibilities <i>Who will do it?</i>	Deadline(s) <i>By when</i> <i>(Day/Month)</i>	Resources <i>(Funding /Time/Materials)</i>
	1.	1.	1.
	2.	2.	2.
	3.	3.	3.
	4.	4.	4.
	5.	5.	5.
How will we weave these activities into this sector? (Are there initiatives or other efforts we could partner with?)			
How often will progress be reviewed for this sector?			
What will we consider as evidence of success?			
How will we evaluate success in this sector?			

Promoting Responsible Fatherhood within the Community Activism Sector. (this includes grassroots leaders):

Objective(s):			
Activities <i>What will be done?</i>	Responsibilities <i>Who will do it?</i>	Deadline(s) <i>By when (Day/Month)</i>	Resources <i>(Funding /Time/Materials)</i>
	1.	1.	1.
	2.	2.	2.
	3.	3.	3.
	4.	4.	4.
	5.	5.	5.
How will we weave these activities into this sector? (Are there initiatives or other efforts we could partner with?)			
How often will progress be reviewed for this sector?			
What will we consider as evidence of success?			
How will we evaluate success in this sector?			

Promoting Responsible Fatherhood within the **Education Sector**:

Objective(s):			
Activities <i>What will be done?</i>	Responsibilities <i>Who will do it?</i>	Deadline(s) <i>By when</i> <i>(Day/Month)</i>	Resources <i>(Funding /Time/Materials)</i>
	1.	1.	1.
	2.	2.	2.
	3.	3.	3.
	4.	4.	4.
	5.	5.	5.
How will we weave these activities into this sector? (Are there initiatives or other efforts we could partner with?)			
How often will progress be reviewed for this sector?			
What will we consider as evidence of success?			
How will we evaluate success in this sector?			

Promoting Responsible Fatherhood within the Faith Sector:

Objective(s):			
Activities <i>What will be done?</i>	Responsibilities <i>Who will do it?</i>	Deadline(s) <i>By when</i> <i>(Day/Month)</i>	Resources <i>(Funding /Time/Materials)</i>
	1. 2. 3. 4. 5.	1. 2. 3. 4. 5.	1. 2. 3. 4. 5.
<p>How will we weave these activities into this sector? (Are there initiatives or other efforts we could partner with?)</p>			
<p>How often will progress be reviewed for this sector?</p>			
<p>What will we consider as evidence of success?</p>			
<p>How will we evaluate success in this sector?</p>			

**Promoting Responsible Fatherhood within the Government Sector
(local city/county government, not state or federal governments):**

Objective(s):			
<p style="text-align: center;">Activities <i>What will be done?</i></p>	<p style="text-align: center;">Responsibilities <i>Who will do it?</i></p>	<p style="text-align: center;">Deadline(s) <i>By when (Day/Month)</i></p>	<p style="text-align: center;">Resources <i>(Funding /Time/Materials)</i></p>
	1.	1.	1.
	2.	2.	2.
	3.	3.	3.
	4.	4.	4.
	5.	5.	5.
<p>How will we weave these activities into this sector? (Are there initiatives or other efforts we could partner with?)</p>			
<p>How often will progress be reviewed for this sector?</p>			
<p>What will we consider as evidence of success?</p>			
<p>How will we evaluate success in this sector?</p>			

Promoting Responsible Fatherhood within the **Health Sector**:

Objective(s):			
Activities <i>What will be done?</i>	Responsibilities <i>Who will do it?</i>	Deadline(s) <i>By when</i> <i>(Day/Month)</i>	Resources <i>(Funding /Time/Materials)</i>
	1.	1.	1.
	2.	2.	2.
	3.	3.	3.
	4.	4.	4.
	5.	5.	5.
How will we weave these activities into this sector? (Are there initiatives or other efforts we could partner with?)			
How often will progress be reviewed for this sector?			
What will we consider as evidence of success?			
How will we evaluate success in this sector?			

Promoting Responsible Fatherhood within the Law Enforcement Sector
 (this includes police, correctional facilities, and the legal and judicial communities):

Objective(s):			
<p style="text-align: center;">Activities <i>What will be done?</i></p>	<p style="text-align: center;">Responsibilities <i>Who will do it?</i></p>	<p style="text-align: center;">Deadline(s) <i>By when</i> <i>(Day/Month)</i></p>	<p style="text-align: center;">Resources <i>(Funding /Time/Materials)</i></p>
	1.	1.	1.
	2.	2.	2.
	3.	3.	3.
	4.	4.	4.
	5.	5.	5.
How will we weave these activities into this sector? (Are there initiatives or other efforts we could partner with?)			
How often will progress be reviewed for this sector?			
What will we consider as evidence of success?			
How will we evaluate success in this sector?			

**Promoting Responsible Fatherhood within the Media & Entertainment Sector
(this includes sports):**

Objective(s):			
<p style="text-align: center;">Activities <i>What will be done?</i></p>	<p style="text-align: center;">Responsibilities <i>Who will do it?</i></p>	<p style="text-align: center;">Deadline(s) <i>By when (Day/Month)</i></p>	<p style="text-align: center;">Resources <i>(Funding /Time/Materials)</i></p>
	1.	1.	1.
	2.	2.	2.
	3.	3.	3.
	4.	4.	4.
	5.	5.	5.
How will we weave these activities into this sector? (Are there initiatives or other efforts we could partner with?)			
How often will progress be reviewed for this sector?			
What will we consider as evidence of success?			
How will we evaluate success in this sector?			

**Promoting Responsible Fatherhood within the Philanthropic Sector
(this includes public and private foundations, corporate giving):**

Objective(s):			
Activities <i>What will be done?</i>	Responsibilities <i>Who will do it?</i>	Deadline(s) <i>By when</i> <i>(Day/Month)</i>	Resources <i>(Funding /Time/Materials)</i>
	1.	1.	1.
	2.	2.	2.
	3.	3.	3.
	4.	4.	4.
	5.	5.	5.
How will we weave these activities into this sector? (Are there initiatives or other efforts we could partner with?)			
How often will progress be reviewed for this sector?			
What will we consider as evidence of success?			
How will we evaluate success in this sector?			

Promoting Responsible Fatherhood in the Non Profit, Social Services Sector

Objective(s):			
Activities <i>What will be done?</i>	Responsibilities <i>Who will do it?</i>	Deadline(s) <i>By when</i> <i>(Day/Month)</i>	Resources <i>(Funding /Time/Materials)</i>
	1.	1.	1.
	2.	2.	2.
	3.	3.	3.
	4.	4.	4.
	5.	5.	5.
How will we weave these activities into this sector? (Are there initiatives or other efforts we could partner with?)			
How often will progress be reviewed for this sector?			
What will we consider as evidence of success?			
How will we evaluate success in this sector?			

OVERALL SHORT-TERM GOALS FOR THE COMMUNITY

1.

2.

3.