

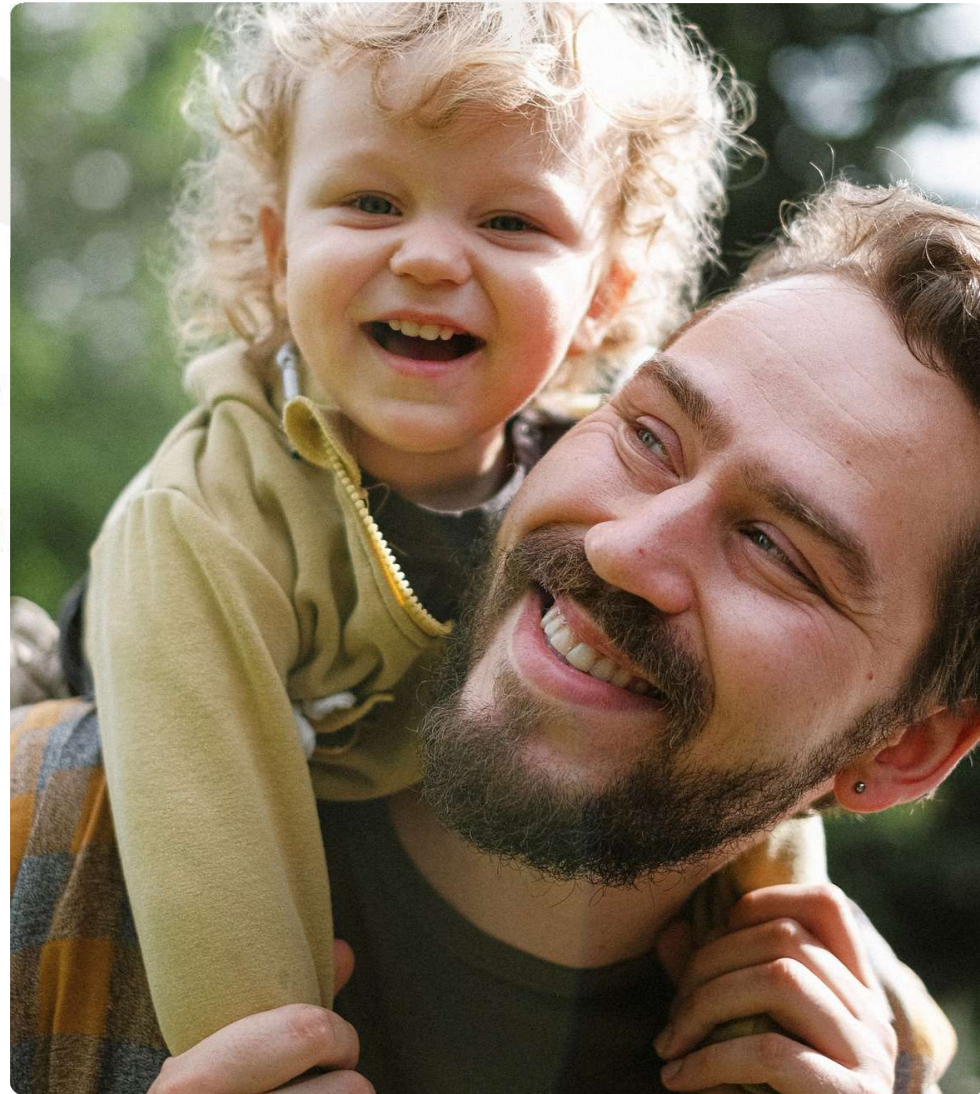
North Dakota



**NURTURING
FATHERS**

Program

**Dr. Sean Brotherson
Kelvin Hazangwi
Dr. Kyle Johnson
Amy Tichy**



North Dakota State University Extension

Parent and family Resource Centers



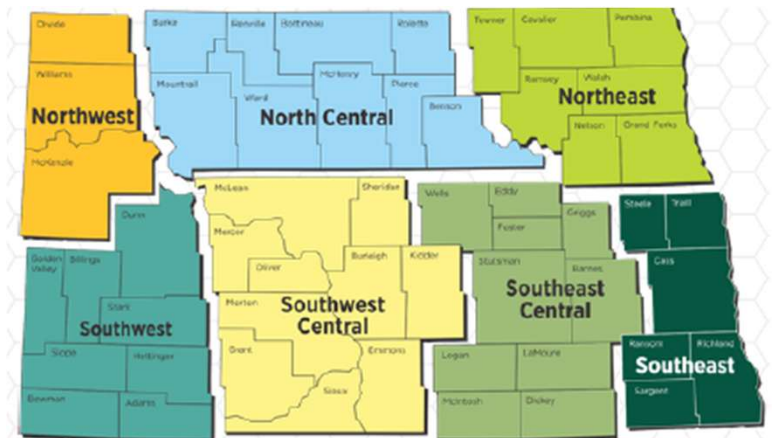
Who We Serve

- Parents
- Families
- Child care providers
- Teachers
- Foster parents
- Agency professionals
- ...and YOU

What We Offer

- Parent/Caregiver classes
- Family support groups
- Special events
- Speakers
- Resource libraries
- Parenting publications
- Webinars
- Book studies
- Parent Café discussion groups

NORTH
Dakota | Health & Human Services
Be Legendary.



www.ag.ndsu.edu/parenteducation



History in North Dakota

1983

Nurturing Parenting Program, an evidence-based parent education program focused on addressing child abuse and neglect prevention, published.

1990's

Adopted in North Dakota for use with child welfare-involved parents by ND DHHS – Children and Family Services Division

2008

NDSU Extension began implementing the Nurturing Parenting Program and conducting program evaluations.

State Partnership

NORTH
Dakota | Health & Human Services
Be Legendary.

NDSU | EXTENSION SERVICE



Dr. Stephen Bavolek

2020

Incorporated Nurturing Fathers lessons into Online Nurturing Families Program

2021

Began offering Nurturing Fathers Program, in addition to the Nurturing Families Program 1-2 times annually in an online format.



Corey and Mark Perlman

Goal:

Reduce child abuse and neglect and strengthen ND families through the promotion of positive parenting practices.

Key Objectives:

- Increase parental self-awareness and empowerment
- Develop empathy in responding to children
- Understand child development and the role of guidance and discipline
- Strengthen emotional sensitivity and communication
- Train parents in positive behavior skills and nurturing routines
- Assist parents to choose appropriate practices for child safety and well being.





NURTURING FATHERS

In North Dakota



NF classes completed - 9
Total graduates - 86
Completion rates - 74%

Men Served in Nurturing Parenting

2012–2016 in ND (N = 773)

■ Gender

- 33.5% males; 66.5% females

■ Race/Ethnicity

- 69% Caucasian;
- 21% Native American;
- 3.5% Hispanic;
- 3.5% Black or African American

■ Education

- 29.7% – 11th grade or lower
- 30% – High school or GED
- 40% – Some college or higher



2012–2016 in ND (N = 773)

■ Employment

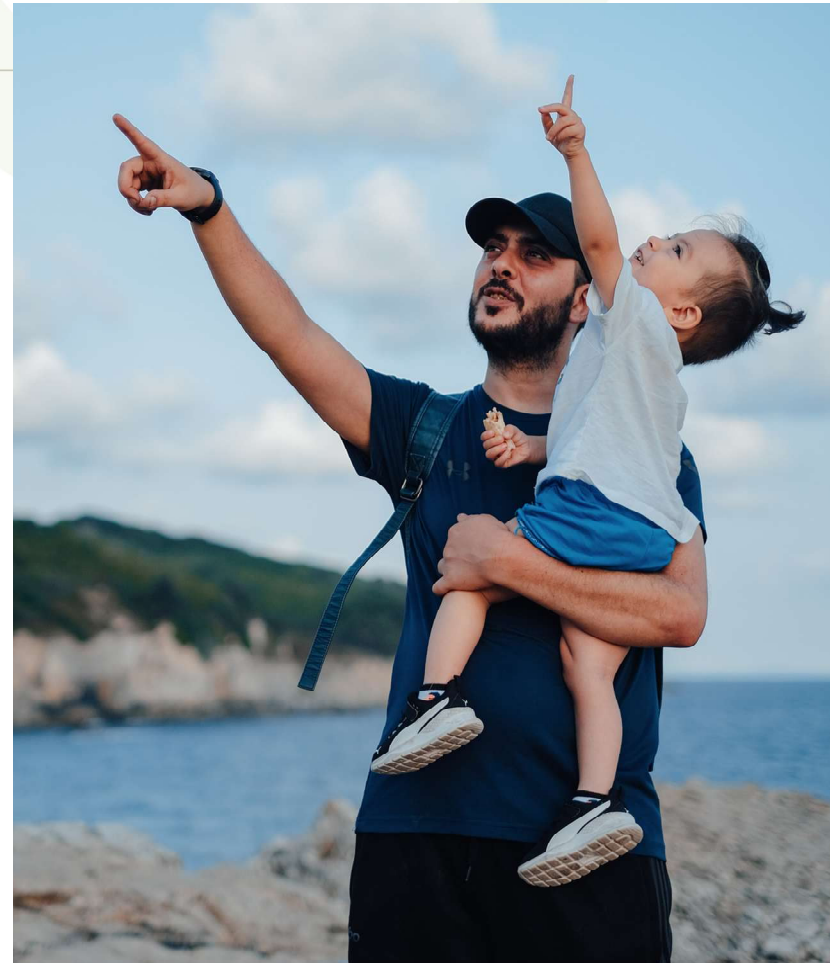
- 67.6% – Full-time employed
- 9.7% – Part-time employed
- 19.7% – Unemployed/not employed

■ Income Level

- 37% – Under \$15,000/yr or unknown;
- 22% – \$15–25,000/yr
- 16% – \$25–40,000/yr
- 26% – \$40,000/yr or more

■ Marital Status

- 41% – Married
- 27% – Single, never married
- 12% – Divorced and 20% unmarried partners





2012-2016 in ND (N = 773)

■ Military Experience

- 14.6%- Yes + 3% partner in military
- 83% - Not in military

■ Abuse History

- 33.2% - Experienced abuse inside the home
- 21.6% - Experienced abuse outside the home

■ Average # of Children

- 3.1 children per parent

Nurturing Fathers Program

Program Facilitators

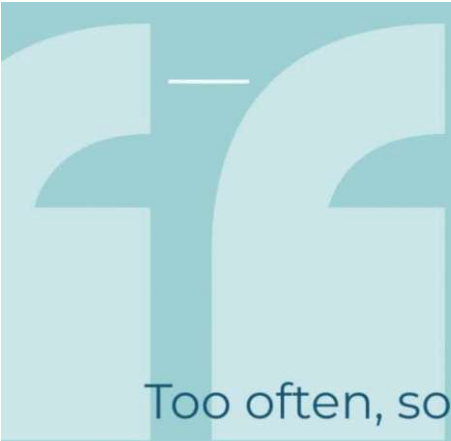
Kelvin Hazangwi, LCSW – Facilitator

Corey Perlman – Facilitator

Dr. Kyle Johnson – past participant/co-facilitator

What is our Why?





Too often, society expects men to be tough, brave, and silent. But when we build **trust** and **connection**, those walls start to come down, and honest conversations about fatherhood, relationships, and life start to happen.

Justin Margolis

 @nurturingfathersprogram

Week 1 – Roots of Fathering



We Learn How to Father

- We learn how to be fathers from our fathers or father role models. We tend to father the way we were fathered. There is a powerful link between us and our fathers, which should be acknowledged and respected.
- Even if our father was absent, his absence is part of who we are. There is an "invisible bond" that links us to the absent father and influences us as fathers. But we are not condemned to repeat our father's mistakes. We can choose to be the father we want to be.



Week 2 –Fathering the Little Boy Within

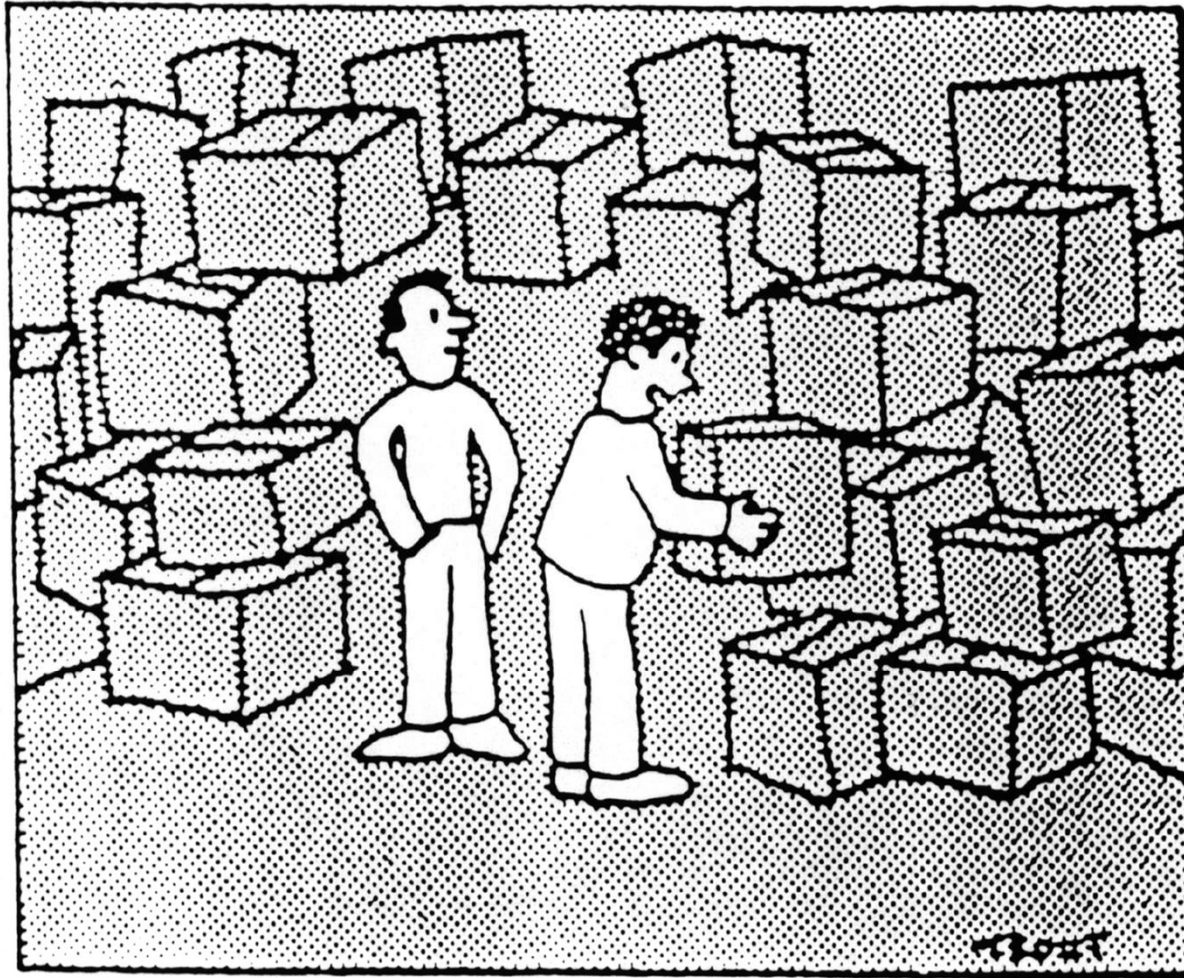


Self Nurturing Skill 1

My little boy within

Our unmet needs from childhood





“It’s a bunch of stuff my dad gave me. I’m going to go through it and save some, throw some away, and add some of my own.”

Week 3 – Power to meet my own needs



Self Nurturing Principles (cont.)

- Personal Power. My ability to meet my needs keeps me alive and strong.
- Using my personal power to meet my own needs in a POSITIVE way is self nurturing.
- Using my personal power to meet my own needs in a NEGATIVE way is self-destructive.
- I have the power to choose.



Week 4 – The world of feeling and male nurturance



Relating to Others' Feelings

- Feelings are deep and personal. Do not deny another person's feelings.
- Identify a feeling by its name.
- Help the other person express the feeling (in ways that won't hurt self or others).

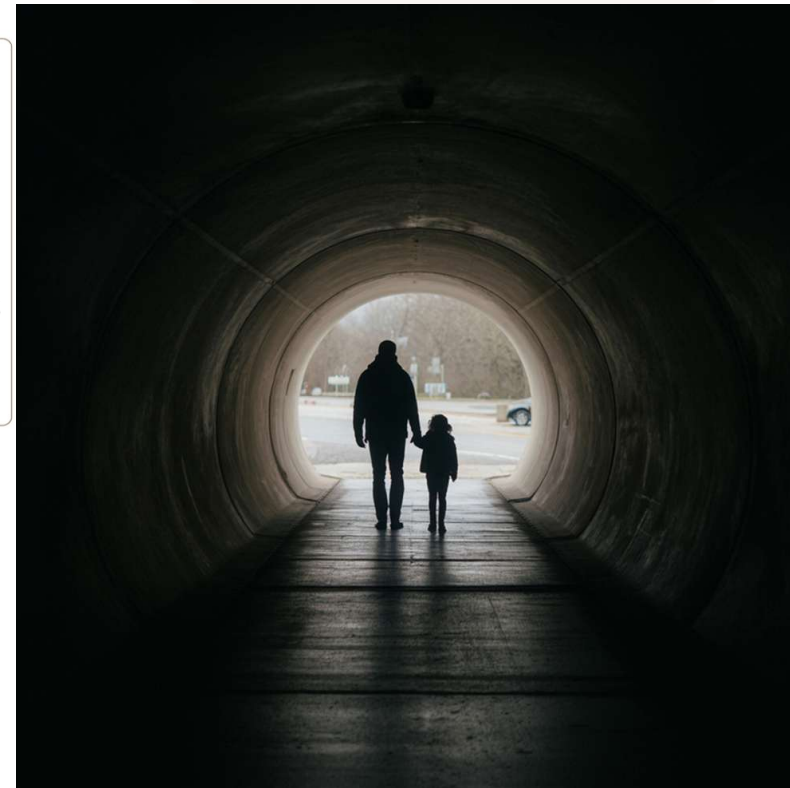


Week 4



Relating to Others' Feelings (Cont.)

- Be there for another person and their feelings.
- Listen and reflect back: "You are feeling _____."
- When your child's feelings are supercharged/fired up, their thinking is severely limited. Try again after feelings subside. Provide comfort to help them relax.

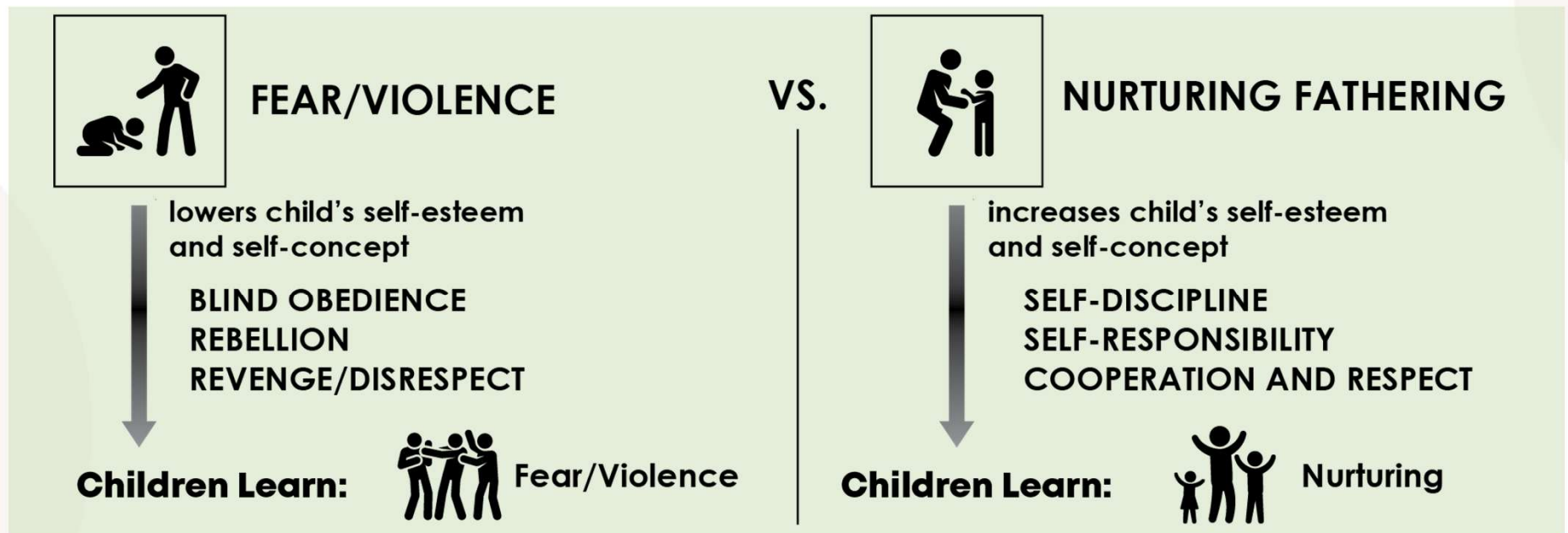


Week 5 – Fathering without Violence



Discipline from “Disciple” ...

The Challenge: Can I lead without FEAR and VIOLENCE? The choices (and outcomes) are mine!



NOTE: *Respect is something you must give in order to receive.*

Week 5 – Fathering Without Violence



Power-Over/Power-To



Power-over
(How can I CONTROL?)

Dominance

win → lose
fear

me → you

fight → flight



Power-to
(How can I HELP?)

Cooperation/Collaboration

win → win
nurture

we

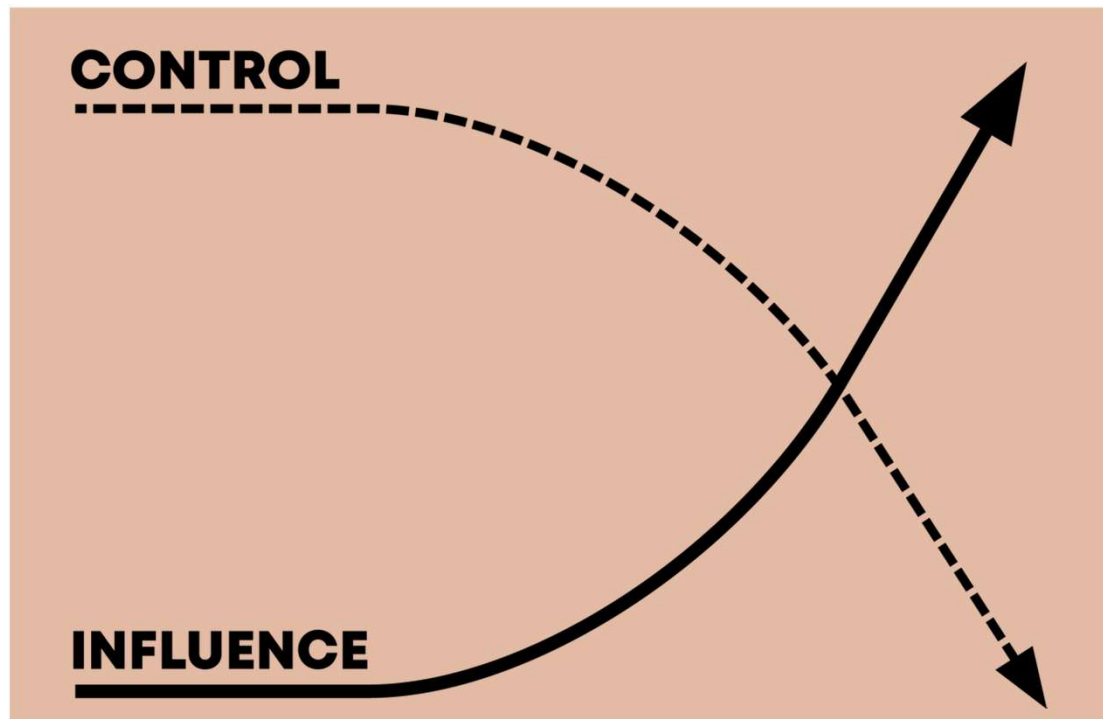
stay - work it out

Week 5



Influence/Control

INFLUENCE increases as the need to **CONTROL** decreases.



Week 6 – Barriers to Nurturing Fathering



Guidelines for Stress Management

- Anger, Alcohol and other substances and stress
- Take time for yourself to meet your needs
- Prioritize essential tasks – let non-essentials wait
- Exercise regularly
- Eat consciously
- Listen to your body
- Play and laugh
- Utilize problem solving
- Practice relaxation exercises



Week 7 – Discipline and Fun Games



Discipline & Team Sports

- Goals
- Rules
- Encourage +
- Discourage -



Week 8 – Play Shop



Fun Games – For Fathers and Their Children

Adapt due to online format



Week 9 - Guidelines for Ages and Stages



Child Development and Teaching Discipline

Questions to ask when dealing with a child's behavior at each developmental stage:

- Why the need for teaching discipline for this behavior?
- What behavior do you want to see instead?
- How can you encourage the desirable behavior?
- How can you discourage the undesirable behavior?



Week 9



Teaching Values & Encouraging Values-Based Behavior

- Role Model.
- Affinity Groups. (Religious, athletic, educational, social, etc.)
- Research and provide accurate information on specific topics.
- Use active-listening skills to keep communication channels open.
- Rituals and celebrations.
- Family Rules.
- Praise, reward and encourage.

Week 10 – Teamwork/Co-Parenting



Characteristics of Effective Teamwork

- Good communication
- Trust
- Reliability
- Clear roles and rules
- Mutual respect
- Support
- Cooperation
- Loyalty
- Acknowledging strengths/weaknesses
- Leadership
- Game plan

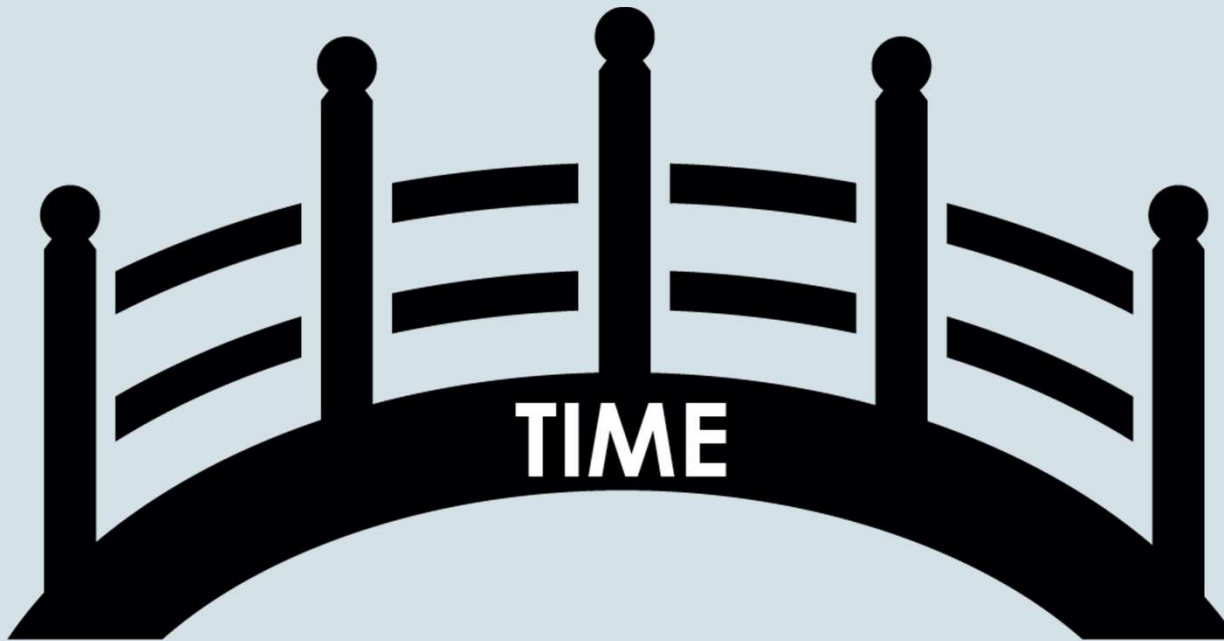


Week 11 – A Time and Place for Fathering



A Bridge Between Work and Fathering

Work
TIME IS
MONEY
(VALUE)



Fathering
TIME IS
NURTURING
AND CARING
(VALUE)

Week 11



Important Fathering Times

- Childbirth. Be there with your spouse and newborn
- Spend time with your partner and bond with your baby
- Attend parent/teacher conferences and open houses.
- Go to your child's athletic and cultural activities
- Stay home with a sick child
- Bring your child to work and show him/her what you do
- Help with homework and projects
- Play
- Share in mundane tasks, such as changing diapers and doing housework.



Week 12:



Healing the Father Wound

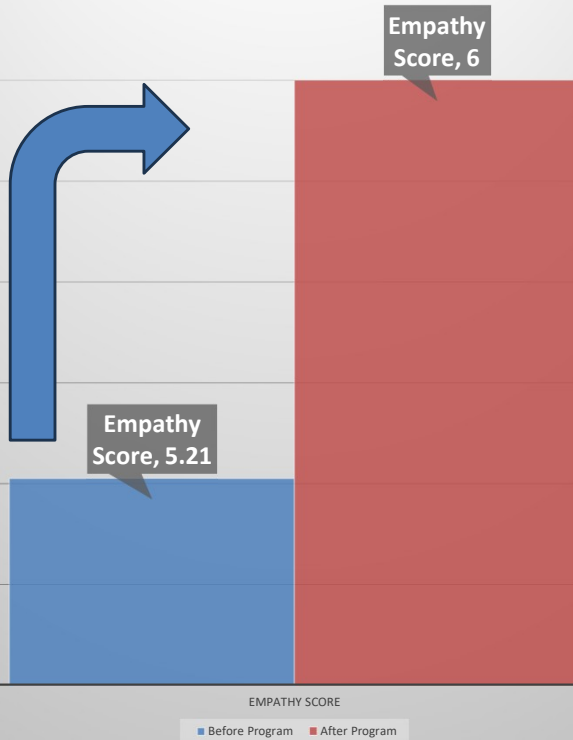
The things I needed to hear

The things I needed to say

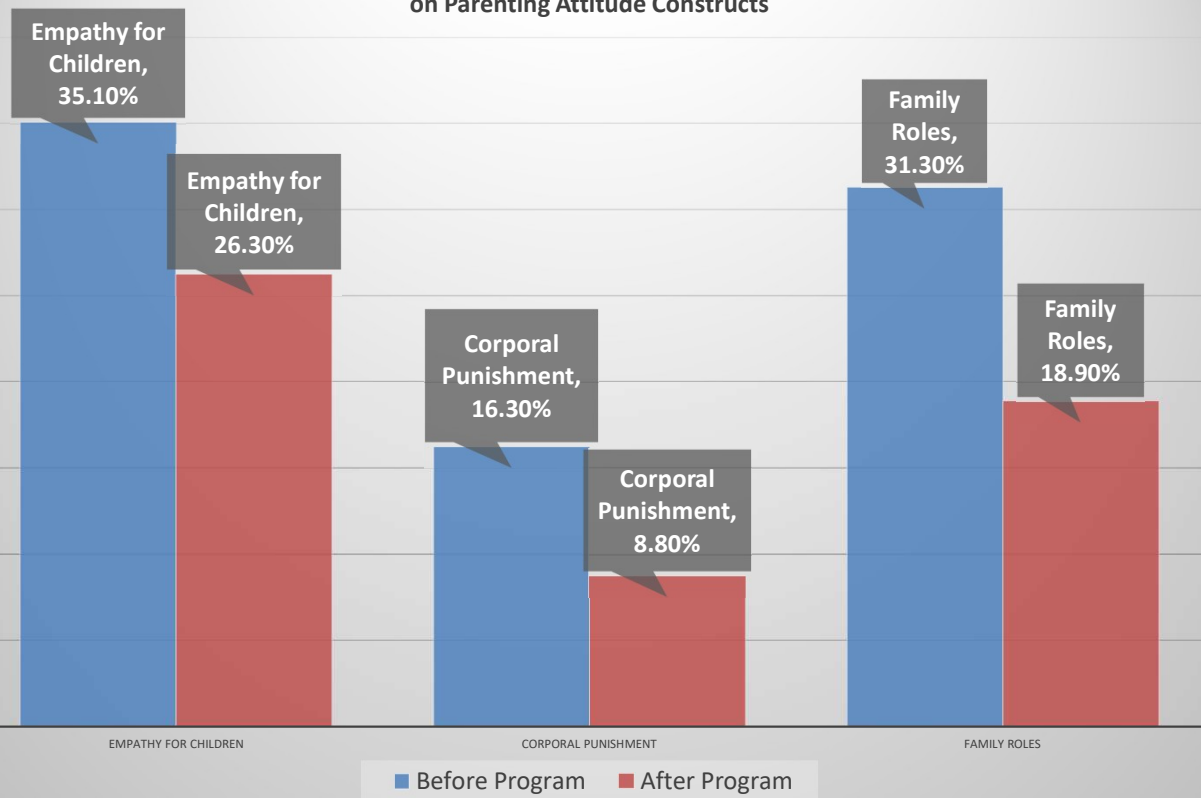


Examples of Program Effectiveness North Dakota (2023-24)

Before and After Scores -
Parental Empathy Toward Children (2023-24)

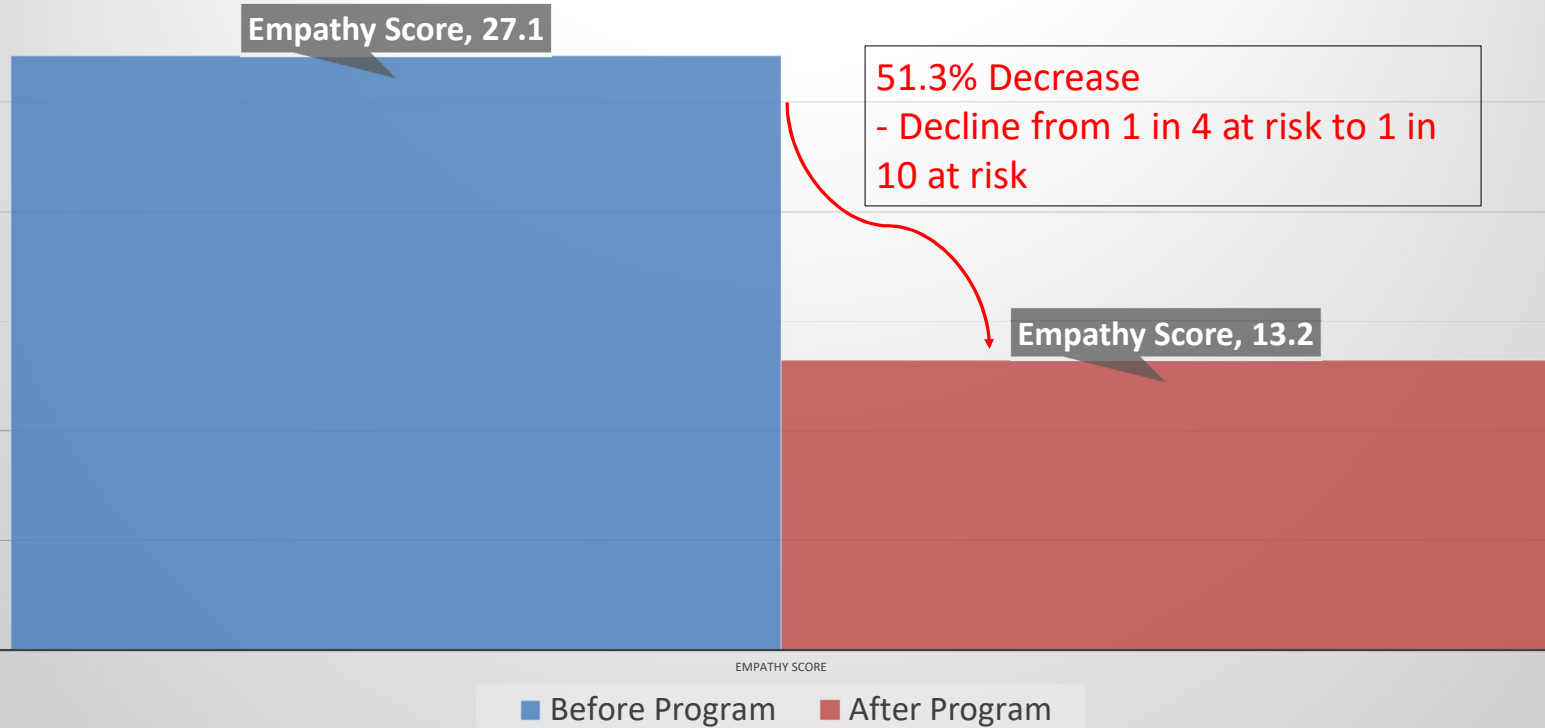


Participants in "At Risk" Range
on Parenting Attitude Constructs



Example – Decline in Low Empathy Risk Pattern

Before and After Scores -
Parental Empathy Toward Children (2023-24)



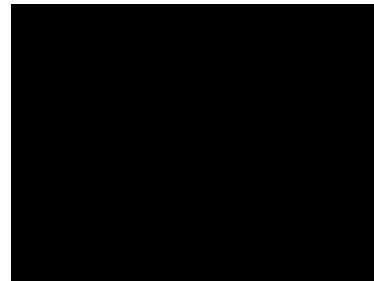
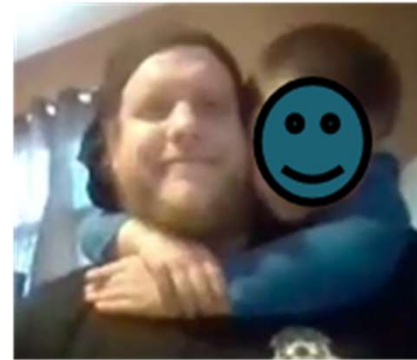
Nurturing Families Evaluation in ND (2021-22)

Key Findings:

- **Moderate to substantial changes in 4 of the 5 constructs** measured, showing positive increases
- **Largest difference** – **Appropriate Expectations of Children**
 - 2 – Parent-Child Family Roles
 - 3 – Parental Empathy Toward Children's Needs
 - 4 – Use of Corporal Punishment
 - 4 – Children's Power & Independence – minimal change
- The percentage of **individuals scoring in the "high risk" range dropped anywhere from 40 to 60 percent** on all but one construct.
- "Effect sizes" ranged from moderate to large increases, showing a positive educational and practical difference for participants involved in Nurturing Families Programs

Participant Feedback:

"The father I want to be" Statement





Websites

www.nurturingfathers.com



www.ndnurturing.org



www.ag.ndsu.edu/parenteducation



Thank you



for the work you do with families!