

2022

SEMI- ANNUAL REPORT



Fathers'
UpLift

MENTAL HEALTH AND
SUBSTANCE ABUSE
TREATMENT FOR FATHERS



Table of Contents

03

A Word from Our Founders

04

Q1-Q2 of 2022 in Review

06

Programs and the 5 Domains of
the Social Determinants of Health

08

A Story of Generational Impact

10

Our Impact in Numbers

14

Updates and News

15

Thank You

A Letter from the Founders

As you may know, I, Charles, was honored last December to stand on the TED stage and present a Talk on the importance of fatherhood, second-chances, and empathetic support for our dads, particularly for those who have struggled with presence in the lives of their children.



For me, this was a monumental moment that felt like the culmination of years of trying to tell the world, "Don't write off our struggling or absent dads," while simultaneously telling our dads, "We won't write you off, no matter who else does."

I'd always dreamed of sending this message out into the world, and there I was, sharing our mission with what would become well over one million people. However, despite this experience being a culmination of years of dreams, the 13 minutes I would spend on that stage was only the beginning of a new stage in our story.

This June, that TED Talk went live online. Since then, it has garnered over 1.4 million views and has resulted in outreach from across the country, ranging from incarcerated men looking for support to social services and reentry facilities looking to connect fathers to our programming. The need is real. We're rising to meet it.

To date, Fathers' UpLift (FUL) has directly served over 12,000 fathers and family members. Yet there remain an estimated 4.5 million dads (of roughly 10 million children) who have not engaged with their kids in the last month. Those dads need support, encouragement, mental health care, and advocacy. They need Fathers' UpLift.

Dear Reader, let me tell you this: The best is yet to come. We hope you're along for the ride, and we're grateful for those who have "UpLifted" us so far.

Sincerely,
Charles Daniels, Jr. & Samantha Fils-Daniels

A handwritten signature in blue ink, appearing to read "Charles Daniels, Jr.".

A handwritten signature in blue ink, appearing to read "Samantha Fils-Daniels".

Q1-Q2 2022

In Review

As of June this year, Fathers' UpLift had provided direct services to over **302 individuals**, impacting an estimated **900 - 1200 fathers & family members**. We expect this total to increase to 500 individuals and 1500 - 2000 total lives impacted by the end of this year.

You may notice that these figures are roughly on-par with the same total Fathers' UpLift served in 2021. Our scale hasn't grown in terms of lives impacted directly. This is due to various factors, including a continued deepening of Fathers' UpLift's services (we scheduled 6.8 appointments per client in the first half of 2022), an increase in needs of those we serve, and our own challenges in staffing to meet needs.

2022 has been a year in which we took inventory of our growth of 2020-2021, reexamining our methods and infrastructure to ensure we have a healthy and well-rounded base to deliver maximum impact and support for those we serve. We are now implementing a cohort model of service in order to provide a complete and acutely targeted range of services to dads and families in their precise time of most significant need. This will allow us to see more dads next year.



300+
fathers
served in
Q1-Q2 2022,
impacting
900-1200
lives

Q1-Q2 2022

In Review

Additionally, we've realized that, while growth in our direct services is a continued effort, it cannot be our only method of increasing our reach. Instead, we are in the midst of launching our Affiliate Program, mentioned briefly in our 2021 Annual Report. To-date, we are working with organizations as near as Cambridge, MA and as distant as Arizona, London, and even the African nation of Benin to explore opportunities for applying the FUL model in the context of other organizations' and clinicians' portfolio of services.

Still, FUL staff continue to excel in the provision of critical mental health and holistic needs support for fathers and their families. This is particularly true in regards to our coaching team's impact on Vulnerability and Distress factors for those we serve. Of 11 factors we measure for change in these categories, 10 have improved on average for our dads, with the one exception being a slight increase in stress about potential for losing one's job. Even that we consider a win, as stress about losing a job indicates a likely meaningful job is held. You can find out more about our services and their impacts in the following pages.



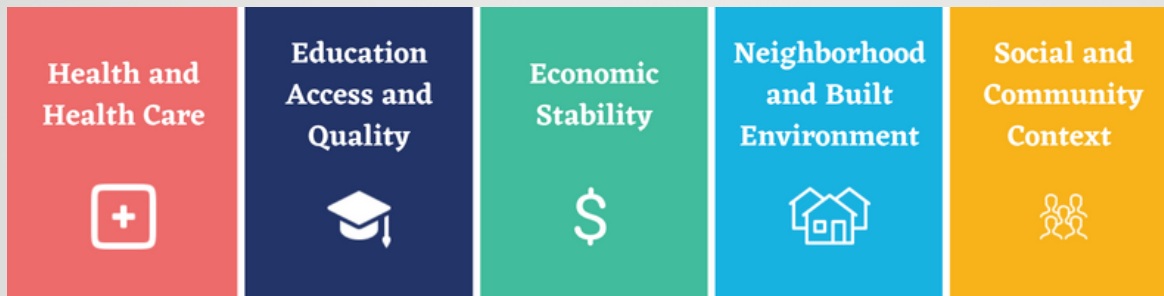
**10 of 11
Vulnerability
& Distress
factors have
improved for our
dads served**

**(9 of 11 by double-digit
percentages)**

Social Determinants of Health

This year, we as an organization have increasingly utilized the US Dept. of Health and Human Services phrasing of "Social Determinants of Health." These are social factors that the Department has determined have tangible and meaningful impacts on the physical and mental health of individuals in our communities.

The five Social Determinants of Health domains are:



We wanted to share with you some examples of FUL programming areas and how they align with respective Social Determinants of Health. As you can see here and on the next page, all five domains are impacted by Fathers' UpLift's full range of services.

Clinical Therapy

Our Clinical Support program is the foundation on which we build the rest of our work. This pillar is where Fathers' UpLift began, providing clinical therapy services to men and families to help them navigate challenges related to trauma, parenting, mental health, and healthy expression of their feelings.

Below are several FUL clinical therapy services matched to one or more icons of a corresponding Social Determinant of Health domain:

- Individual Therapy 
- Group Therapy  
- Couples and Family Therapy  









Therapeutic Coaching

Therapeutic Coaching is our method of ensuring that we don't only address obstacles at the surface or resolve symptoms of deeper challenges. With our coaching team, we get down into the dirt and help dads and their families overcome the root causes and stressors behind the obstacles they experience.



Therapeutic Coaching (cont.)



Below are several of our broad array of FUL coaching services, each matched to one or more icons of a corresponding Social Determinant of Health domain:

- Groups for areas of challenge (e.g. Parenting, Managing Emotions, and Recovery Groups) 
- Post-incarceration resources, assistance, and guidance 
- Job Search Support 
- Housing connections and resources 
- Food distribution, gift cards, and emergency cash assistance 
- Assistance with adult education resources 
- Ambassador peer-to-peer services  

Youth Enrichment

To address the root impact of fatherlessness and stop the cycle of father absenteeism when we can't necessarily reach dads directly, we operate programming for fatherless youth. Our youth enrichment services provide youth (primarily teen boys) with male coaches and therapists to help counteract the negative effects of father absence.



Below are several FUL Youth Enrichment services, each matched to an icon of a corresponding Social Determinant of Health Domain:

- After school tutoring & educational field trips 
- Assistance with test prep & further education applications 

Male Engagement Institute

Through the Male Engagement Institute (MEI), we provide trainings, curriculum, and internships, all with the goal of guiding mental health agencies, government agencies, and schools of social work on how to best serve and support fathers and families.

Below are FUL's MEI services, each matched to an icon of a corresponding Social Determinant of Health domain:

- Social worker trainings and education 
- Internships for students of social work 



Stories of Impact

We have a meaningful story of two connected lives impacted to share with you. This story highlights the reverberating impact of our work in the lives of fathers and their families. When we change one dad's life, new cycles of healing begin. It's impossible to know just how far the ripples will reach, but here is a great example.

Andre Smith

Andre Smith is a father and a son. Over the course of several years, Fathers' UpLift was able to serve him in both capacities. When Andre first came to us, he was facing struggles with the MA Dept. of Children and Families (DCF) and family probate court due to co-parenting challenges. He wanted to be in his son's life, but he desired help to make sure that would be possible.

As we partnered up with him, Andre worked hard and, with the right support from our team, he was able to find success with his hardships in parenting. Over the course of 3 years of work with Fathers' UpLift, Andre completed the FUL Managing Emotions and Parenting courses, got his DCF case closed and became more engaged in his son's life, obtained full-time employment, and reached new landmarks in his life.

Throughout his time at Fathers' UpLift, Andre became close with Coach Leonard and expressed several times that a major difficulty in his emotional wellbeing was the fact that his own father had been serving a 30-year prison sentence for the majority of his own life. He wanted our team to support his dad in the same ways we supported him. Andre shared with Leonard that it was his dream for his dad to receive the same type of help and support when he got out that he'd been blessed with.

A few months later, Leonard heard from Andre that his father, Mr. Larry Robinson, would soon be facing the parole board. Andre asked Leonard if he would be able to write a letter explaining how Fathers' UpLift would be able to support his dad when he got out. Leonard happily obliged, writing to the board how FUL could aid Mr. Robinson in his reentry and help him to find success moving forward. Mr. Robinson's lawyer then used this letter to help show the board how well-supported Mr. Robinson would be once he was released.



Andre assisted with making last year's "Artists in the Square" event a success

Stories of Impact (cont.)

Andre Smith (cont.)

Thankfully, this effort was a success. Leonard eventually received a call from Andre saying that his father had just been released. After that, Leonard reached out to Mr. Robinson and helped to get him enrolled in FUL programming. Since then, Mr. Robinson has been working with coaches to help get him set as a returning citizen.

It truly is never too late for new cycles to start. And, sometimes, a son can impact a father just as much as the fathers we work with can impact their sons.



FUL's Director of Coaching, Leonard, with Larry Robinson, Andre's Father



Our FUL coaches. The advocacy and holistic support that they provide is unmatched.

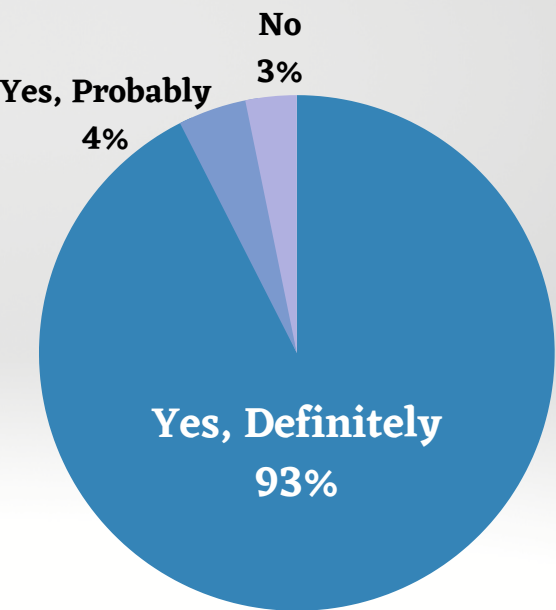
Our Impact in Numbers

Fathers' UpLift seeks to improve the lives of fathers and their families through a multi-tiered, holistic approach. To ensure we're having the impact we expect of ourselves, we utilize a comprehensive evaluation model that touches on categories of:

- Demographics
- Vulnerability
- Distress
- Emotional and Behavioral Health
- Relationships
- Parent-Child Engagement
- Self-Efficacy
- Internal Health
- Program Impact and Assessment

In the first half of 2022, Fathers' UpLift served 302 fathers and their families. Here are some of the figures of impact we had in their lives.

"Would you recommend Fathers' UpLift's programs to other fathers and families?"



93%



of fathers reported
IMPROVED QUALITY OF LIFE
since they started programming at
Fathers' UpLift

Client Ratings of Program Areas on a scale of 1-4



Father-Child Engagement

One of Fathers' UpLift's primary focuses is improving father-child engagement (FCE). When engagement and relationships between children and their fathers improve, recidivism decreases; poverty, substance abuse, and teen pregnancy become less likely; and cycles of father absence are disrupted. Children are able to thrive when their fathers are present and positively engaged in their lives.

89%

of fathers
**improved
relationships
with their kids**
due to FUL
programming

87%

of fathers
**are presently
engaged**
in their
children's lives



FUL's Coaching Program Reduces Fathers' Vulnerability and Distress

Within our evaluation framework, our Vulnerability and Distress measurements provide important context for client wellbeing as relates to root causal factors of stress, anxiety, and vulnerabilities. In the first half of 2021, from their baseline to six months, nearly every vulnerability and distress factor decreased in severity on average among FUL clients. This means fathers, many of whom are returning from incarceration, are getting back on their feet. When life's events become less challenging and financial burdens are lessened, fathers can reengage with their children and better support their needs and dreams.

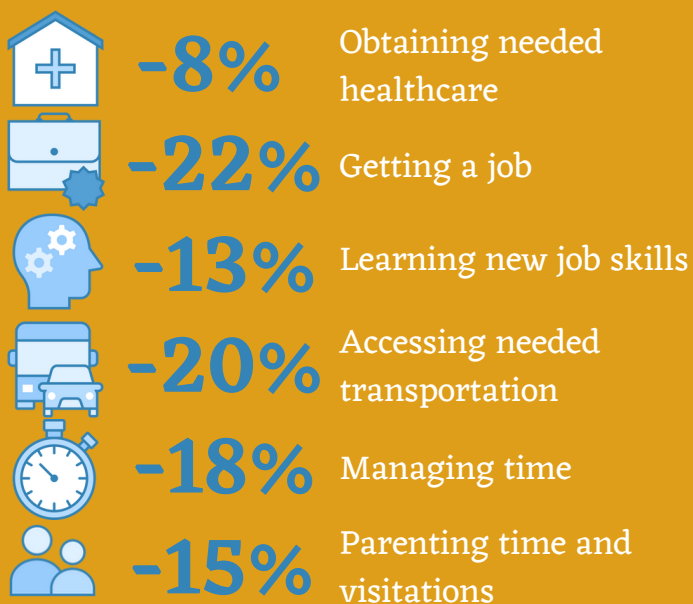
16%

REDUCTION
in average
VULNERABILITY
scores in 6 months

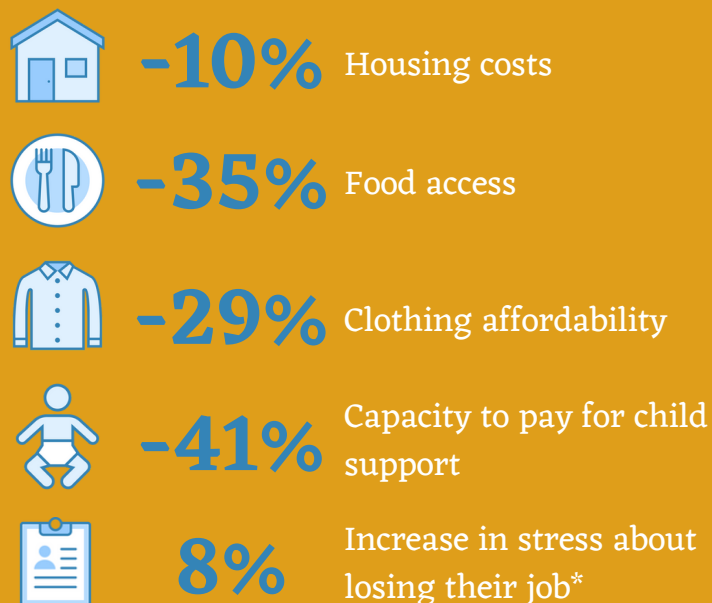
22%

REDUCTION
in average
DISTRESS
scores in 6 months

Clients experienced the following reductions in frequency/scale of challenges:



Clients experienced the following reductions in distress factors:

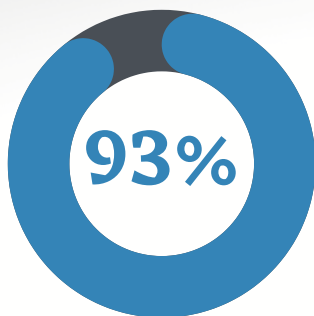


Self Efficacy & Empowerment

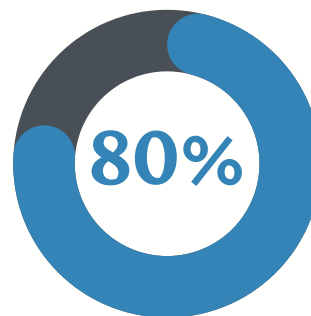


In our work to assist fathers in reaching their ideal selves and overcoming obstacles that come their way, empowerment of self is important. Confidence, a thorough understanding of resources available to a man and his family, and a knowledge of how to access them, are extremely important for long-term success.

Empowering dads in self-efficacy also allows us to graduate them from our services and bring others in. Measurements captured in the first half of 2022 hold great promise for the future of our dads.



93%
of fathers view
themselves
positively



80%
of fathers believe
they can help
themselves improve



2022 Q1-Q2 Updates & News

Here are some highlights of major developments that have occurred at Fathers' UpLift in the first half of 2022.



FUL's Co-Founder, Dr. Charles Daniels, Jr., gave a TED Talk

Charles achieved a long-held dream when given the honor of presenting a TED Talk on second chances for fathers.

You can read Charles' personal account of his experience, and all of the emotions it brought up (both good and bad) at: fathersuplift.org/charles-ted-talk-announcement-letter/

You can also view his TED Talk yourself at: go.ted.com/charlescdanielsjr



FUL Secured Funding for Our Drop-In Center

As Fathers' UpLift has grown, availability of space has become a constraining factor. This is particularly true for our hosting of groups, for drop-in sessions with coaches and clinicians, and for everyday accessibility for client needs. We've needed space for more than just offices and 1-on-1 therapy sessions. We are grateful to the Lynch Foundation for their critical support in making the FUL Drop-In Center a reality as of 9/22/2022.



FUL's Affiliate Program Began Taking Applicants

In 2021, we realized that if we wanted to meet fathers' needs nationally, without taking the years required for physical expansion, we would have to be creative.

Thus began our Affiliate efforts, through which nonprofits & practicing clinicians can become FUL Affiliates and apply elements of our model within their own programming.

Find out more at: fathersuplift.org/careers/become-an-ful-affiliate/



Thank You

We are grateful for those who have partnered with us in this work. In the first 6 months of 2022, Fathers' UpLift received \$96,862 in contributions from individuals and small businesses and \$606,533 from grantors and foundations. Government funding also totaled \$181,619. Your support makes this work possible. If you would like to partner with us in enabling our mission, there are a couple of methods highlighted to the right.

- Donate at:
fathersuplift.org/#donate
- Host a Fundraiser to bring others into our mission with you:
fathersuplift.org/fundraise/
- Contact us about volunteering or packing Bags for Dads at:
fathersuplift.org/get-involved/



Contact Us

www.fathersuplift.org
info@fathersuplift.org
[@fathersuplift](https://www.instagram.com/fathersuplift)

+1-617-708-0780
112 Southern Ave., Dorchester, Ma 02126

