

# How are the Children?

SRFC 19-20 Collective Impact Report



Many hands make light work



**These are the things  
that brought the most  
meaning to our work  
this year:**

*Partners who come together to address the day to day challenges during a global and national crisis.  
We roll up our sleeves and jump in. We listen to our community and respond.  
As I always say, it's Complex-Adaptive/Flexible-Responsive.  
That's the work that spurs the innovation.  
That's the work that inspires and activates other communities and networks.  
And that's the work of the collaborative.  
I have never been more proud to be a part of this community.*

~ MARY SUE HANSEN, SRFC Director

*We will not return to “normal” as that was not good enough for many in our county,  
instead we will continue to build an organization poised for the future with  
a continued focus on racial equity, inclusion, and community engagement.*

~ COMMISSIONER MARY JO MCGUIRE, SRFC Board Chair

# Our Guiding Principles:

## Complex Adaptive Systems Thinking

Adapting rules to address the whole system, it's intersections and relationships between the parts that affect children, youth and families.

## Shifting Mental Models

Checking in on how our assumptions, beliefs and generalizations may cause harm and shifting our behaviors and actions to repair and restore trust.

## Vision and Power Sharing

Growing cross cultural and inter-disciplinary partnerships and connections to share power, bust barriers and heal relationships in order to change policies, practices and how resources flow.

## Personal Investment in Equity

Deepening our commitment to consciously address the circumstances and conditions that keep children, youth and families from experiencing the fullness of health, learning, safety and security.

## Community and Peer Learning

Aligning, supporting and developing the capacities of every network to create and sustain meaningful impact.

## SRFC teams have just exploded with existing & NEW members this past year.

SRFC is teaming up with the Ramsey County Children's Collaborative (RCCMHC) and County/School/St. Paul Providers and youth to address children's mental health crisis response, homelessness, food insecurity, cultural healing, equity and school linked mental health through merged teaming and action! Some of these partners include....



## Civic Engagement to support children, youth and families during COVID-19



*SRFC paid for and organized lawn recognition signs for staff at Districts 621, 622, 623, 624 and 916 to support and encourage essential workers who were, and continue to, provide child care, food distribution and office support.*

***The SRFC have always been EARLY ADOPTERS when it comes to taking action to address community needs...***

Since March, 2020, SRFC has maintained a shared Ramsey County Resource Directory to capture the moving parts of COVID resources and response with a growing number of unique viewers (1,200+) and over 140 editors to-date.

SRFC started a Hand-Sewn Mask Making campaign immediately in March. SRFC was able to help 8 agencies get masks for their employees and raised the urgency early on that hand sewn masks were needed. We were also instrumental in connecting partners to support the Ramsey County Care Center in receiving 200 hand sewn Isolation gowns to replace their disposable gowns through the volunteer efforts of the Suburban Ramsey Emergency Coalition early on.

SRFC serves as an Advisor on the Suburban Ramsey Emergency Coalition who raised \$150,000 to support COVID relief in the Roseville and Mounds View School Districts.

We talked with Ramsey County about our concern with **Children of incapacitated Parents affected by COVID 19** and they formed a think tank team to lay out the facets of the issue. This led to more guidance developed for parents to have a COVID Plan. 4

# Expanding Youth Opportunities to Learn, Earn & Lead



Our Youth Cultural Equity Advisors meeting with Andrea Jenkins, City of Minneapolis Council Member and Artist



The Sundance Family Foundation

## We contracted with U of M Cultural Wellness Center to offer Youth Cultural Equity Advisor Training & Peer Mentoring

“I learned more about my cultural identity and more about the foundations of racism in the United States.” Even though you may think you know everything about your race and culture, you really don’t.”

At the onset of COVID 19, we merged our Suburban Ramsey Out of School Time Network (OSTN) with Ramsey County YouthWorks! Youth Works! promotes opportunities for personal, social and educational youth development, leadership and employment enabling youth to develop their voice to influence their place in society and to reach their full potential.

We talked with Youth through YouthWorks! About their experiences during the pandemic. They talked about feeling abandoned by loss of jobs and school and how they are experiencing increased loneliness and isolation. We created a customized resource list for these youth and we partnered with Sundance Family Foundation to offer weekly **ZoomerKammer meetings** with employers dedicated to providing meaningful training and employment opportunities for youth and adults to earn a living wage and a career pathway to economic stability.

### YOUTHWORKS! Reflections of our work together in 2020:

“Getting a chance to connect with you all and making things happen; this is such an inspiring group! Everyone’s moving these services and are so optimistic through it all. Thank you all!”

“This year has taught us to never give up and continue to push through challenges; reinvent and keep pushing! It’s the power of coming together that’s kept our programs alive! The space is supportive and so productive.”

“Coming in ‘green’ this group has been really helpful to make connections.”

“Working in nonprofits for over 40 years, this group of leaders is so agile.”

# Cross Cultural & Intergenerational Community Engagement



*Roseville Schools Intentional Social Interaction lead by the LIT's (Leaders in Training)*

SRFC has trained **780 partners** in the Intentional Social Interaction (IZI) Model of Marnita's Table.

**76 (D)IZI's** have been held to-date.

When George Floyd was murdered, we heard that youth needed a safe space to gather and process. **We talked with Marnita's Table, whom SRFC has partnered with since 2015. In response to this need, they held open ended virtual evening safe spaces for youth conversations for two weeks straight.**

**Our Cultural Broker partnership with MHealth Fairview began in July of 2020 along with a newly funded CLUES Latinx Parent Support Group.**

**We continue to partner with Ramsey County Public Health Mental Health & Wellness Team (MHWAT) to hold a Cultural Healer Summit, attended by 200 people.**

**Held Quarterly Be Well IZI's** Families gathered from all parts of Suburban Ramsey County to learn about Self-Care and the power of forming a Self-Healing community to stop the perpetuation of Adverse Childhood Experiences and Adverse Community Environments (The Pair of ACES). We served yummy Asian and Mexican food, the kids practiced yoga and got to spend quality time with a therapy dog while the parents learned about Indigenous Healing practices and yoga. They received massages and were given Self-Care Take Home bags. In the first days of hearing about COVID-19 in our communities, we had everyone use hand sanitizer before they came into the space; youth served safely meals instead of allowing folks to self-serve and we talked about how we can stay connected as a community while practicing social distancing. We knew this was serious, but there's no way we could fathom how serious.

*\*(D)ZI's are Digital IZI's*

# Supporting Family's Safety & Security

**HOMERWORK STARTS WITH HOME · PRELIMINARY PRACTICE MODEL**  
 IMPROVING SCHOOL ATTENDANCE AND ACADEMIC ACHIEVEMENT AMONG STUDENTS WHO HAVE EXPERIENCED OR WHO ARE AT RISK OF HOMELESSNESS  
**ONE TEAM**

**PREVENT!**  
**PREVENTION AND EARLY IDENTIFICATION**  
 School-Driven Referrals (Social Workers/Deans)  
 • Shared: Releases, Peer Learning, Model, Training & Tools

**EARLY IDENTIFICATION AND TRAUMA-INFORMED RESPONSES**  
 School-Driven Referrals (From School Social Workers)  
 CSW Individual/Family Support Plan (IFSP)

**Key Systems Change Players:**  
 • Suburban Ramsey Family Collaborative  
 • ISD'S 621, 622, 623 AND 624  
 • SRFC supported School-Linked Community Social Workers (CSW's)  
 - via Merrick (ISD 622/624)  
 - via Keystone (ISD 621/623)  
 - via CLUES  
 • Community Support Center (620)  
 • Angel Fund Partnership (623)  
 • Community Resource Center St. Andrews (ISD 622 & 624)

**HOUSING FIRST POLICY** **RARE**  
 Community/Non-System Solutions!  
 • C.A.N. (Catalyzing Action & Networks to Prevent Homelessness Intentional Social Interaction)  
 • Co-Living/Housing  
 • Intentional/Intergenerational Communities  
 • Faith-Based Apartment Rentals  
 • Wealth Creation  
 • Political Advocacy  
 • Building Alternative Housing Solutions with Private Sector

**LEVERAGING MAINSTREAM RESOURCES** (Spoked Wheel Networks)

**BRIEF**  
**EQUITY FOCUS**  
 School-driven and prioritized referrals (from School Social Workers & Cultural Equity Liaisons)  
**Intervention:** Housing Stabilization Plan (using Family Group Decision Making (FGDM) Process)

**Homework Starts With Home**  
**Key Partners:**  
 • Students and Families  
 • Ramsey County Coordinated Access  
 • Solid Ground (Lead Applicant) (ISD 621 and 623)  
 • Lutheran Social Services (HTF Administrator)  
 • Community Resource Center St. Andrews (ISD 622 & 624)  
 • Suburban Ramsey Family Collaborative  
 • Landlords and Property Management

**Homework Starts With Home Grant Governance:**  
 • Leadership Team (meets monthly)  
 • Student/Parent Advisory Team (meets every other month)  
 • Joint Planning Council (meets quarterly)

**Sustainability Planning:**  
 • Housing Maintenance Plan  
 • Landlord Check-Ins (by the 5th of every month)  
 • Facilitated Goal Check-Ins (weekly and then monthly, as needed)  
 • Family Gatherings (Formal & Informal)  
 • Graduation Ceremonies (ongoing)

**NON-RECURRING**  
**PEER TO PEER NETWORKS**

**"NOTHING ABOUT US WITHOUT US"**  
**CONTINUOUS LEARNING AND IMPROVEMENT**

*"I got more information out of this resource fair than any other resource fair I've been to"*  
 ~ Parent

**Heading Home SUBURBAN RAMSEY Basic Needs Practitioner Team** - Dedicated social workers meet weekly during COVID-19 to share resources so we can better help families. They are quick to jump in with advice and support when a partner has a situation that is difficult. The level of sophistication of knowledge and passion and dedication with these professionals is awe inspiring. They set the standard for full on true collaboration!

**Heading Home SUBURBAN RAMSEY Basic Needs Practitioner Reflections of working together in 2020:**

"I feel so safe in this group; this is my family; so grateful for all the different organizations and people who are just ready to jump in and do this work. We can share all of our emotions and people won't exclude you. Let's change together!!!"

"I appreciate holding this space and supporting our partners."

"The love we feel in this space is so critical. We can all show up as a we are. We can be vulnerable here. Let's continue this good work into 2021."

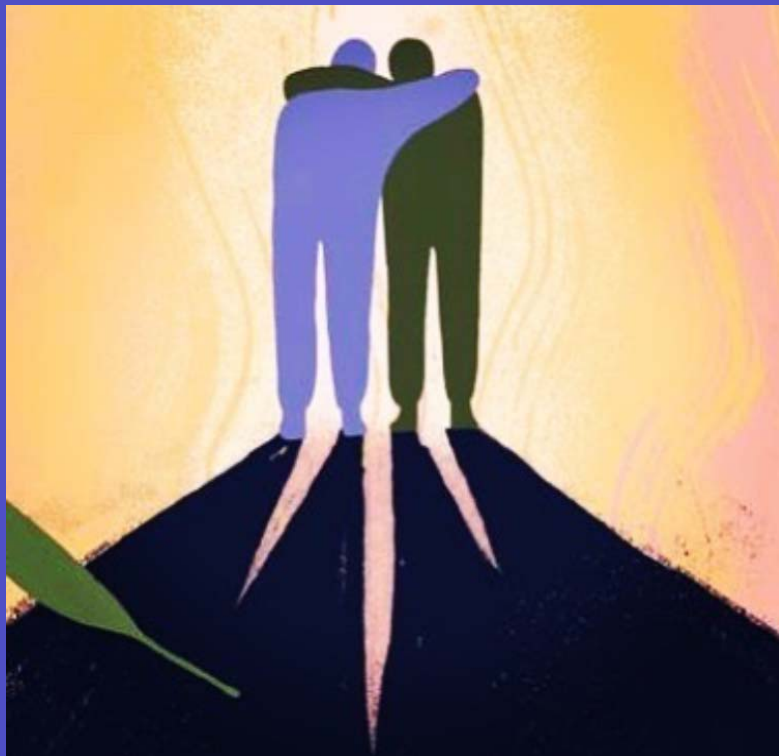
"Thank you ALWAYS for running these (Countywide) Navigator Meetings and creating a community that allows us to lean on each other. I value you, Mary Sue."

SRFC and RCCMCH co-hosted 3 Community Wellbeing Resource Fairs in October, November and December of 2020. 94 parents/caregivers\* and 70 agency partners offered tangible supports to help the community with their resource needs.  
 \*Unduplicated count.

The Homework Starts with Home Grant (HSWH) has now filled all their grant vouchers to provide Black, Indigenous, People of Color (BIPOC) and LGBTIQA+ identifying families. We are in the process of helping these families find permanent vouchers with Metro HRA. Other partnerships with AEON are in the works to grow affordable housing opportunities. SRFC supports monthly HSWH Parent Advisory Team. Solid Ground was able to get a HSWH grant for Washington County.

# School-linked Community Social Workers/Community Resource Navigators

Provide intensive and responsive homeless prevention care management services to help families address highly complex issues in order to improve housing, economic and family stability.



*“A thousand thanks for everything. I don’t know how else to thank you for all the help.”*

~ Parent

## Community Social Workers/ Community Resource Navigators

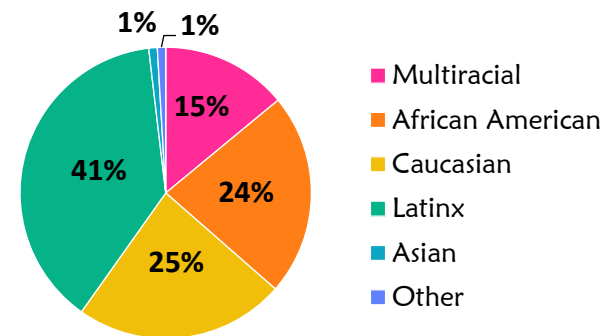
94 families served with care management support

54 families served with Rapid Response Support

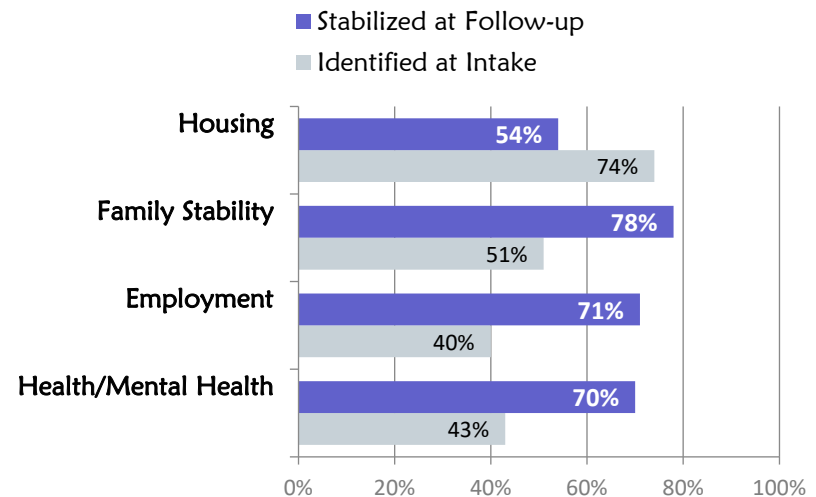
## Homework Starts With Home Housing Partnership

31 families stably housed

23 families provided eviction prevention support



## Top 4 Barriers Identified at Intake and Improved from Crisis (n=70)





# Disrupt & Dismantle Systemic Inequalities

by changing policies, practices and resource flows

## UNDOING RACISM

The connection between race & poverty & what can we do about it



*“It is difficult to put into words how leadership is so desperately needed at a time like this. I am grateful to our school, non-profit, county and state leaders for leading locally with such courage and vision despite the circumstances at the federal level. This is the leadership that will make the difference now and into the future.”*

~ SRFC Director, Mary Sue Hansen

**Joint Powers Board Structure (Going Deeper):** In addition to creating a Compensation Policy for shared power and Equity Commitments last year, The SRFC Joint Powers Board went deeper this year and made the decision to create a new arm of the Joint Powers Board through the development of the **Community Advisory Board**. This board is comprised of adult and youth cultural equity advisors, participants who have participated in SRFC programs and initiatives and elders. This committee will have 2 representative votes on the Joint Powers Board.

Progress this year includes:

- ↑ 30% of our voting board members consist of BIPOC leaders. This is UP 7% from last year
- ↑ We doubled the number of BIPOC youth and adults SRFC supports through paid partnerships.
- ↑ 40% increase from last year in the number of BIPOC LCTS Contracted Grantee Partnerships
- ↑ 5% increase from last year in the percentage of BIPOC children, youth and families serviced with SRFC’s CSW program (75% Black, Indigenous, Latinx, Asian and Other Non-White People of Color)
- ↑ 13% increase from last year in the percentage of BIPOC children, youth and families served with SRFC’s School-Linked Mental Health (64% Black, Indigenous, Latinx, Asian and Other Non-White/People of Color)
- ↑ From 2 to 5 BIPOC Targeted Universalism initiatives supported by SRFC to-date (Cultural Brokers, Youth Cultural Equity Advisors, Latinx Parent Support Groups, Homework Starts with Home and Ramsey County System of Care Wrap Around Project)
- ↑ Created a new **Community Advisory Board** to share power with the community regarding SRFC operations.

# School-Linked Mental Health

Provide treatment and support to help students reduce sources of stress that prevent school success.



*“Excellent for the entire family. Would not have survived the past year without the services.”*

~ Parent

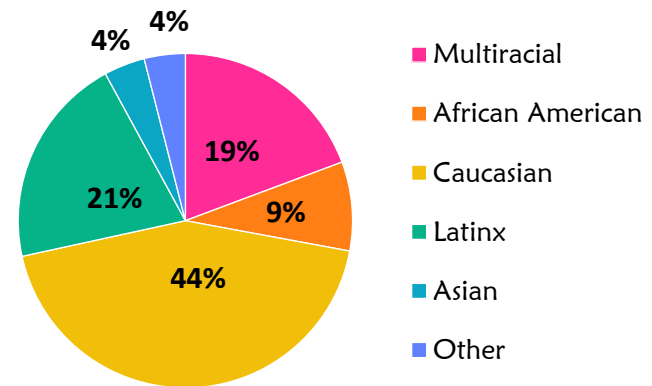
*“Love, Love, Love telehealth. Makes it easier for parents scheduling and transportation especially as a single parent.”*~ Parent

*“I didn't have health insurance for most of the school year so the access I had at school was literally lifesaving.”* ~ Student

**334 students** served with one-on-one therapeutic support (1/3 received mental health services for the first time & 40% were uninsured)

**45 students** participated in groups

**120 families** participated in Family Well-being Fair



## School Linked Mental Health Youth/Parent Survey (n=23 youth, 21 parents)

	Parent	Youth
Therapist understands your concerns	100%	95%
Satisfied with the courtesy and respect	100%	100%
Made a positive difference in your/child's life	90%	96%
Better relationship with family	57%	61%
Better school performance	52%	65%
Better relationship with school staff	48%	52%
Important to receive services through school	100%	91%

Since 1998, received  
**\$3.8M** in partner contributions  
for SRFC operations and in turn...

...leveraged a total of

**\$47.7M**

In direct services  
for Suburban  
Ramsey County



Allocated  
**\$21.4M**  
in LCTS funding



Served **131,185**  
children, youth and  
families



Raised over  
**\$26.3M** for  
added direct  
services



Cultivated **116** strategic  
partnerships with **380**  
partners



Trained **780** partners  
trained in IZI.  
**76** IZI's/Digital DIZI's to-  
date.

# FY 19-20 Expenses: Blending Partner Contribution to Achieve Impact

## Health & Wellness



25% Staff time

- IMH service coordination
- System of Care grant support
- DHS School Based Mental Health grant support
- Crisis Response Peer Learning
- RCCMHC Crisis Response Systems Learning
- Mental Health & Wellness Action Team

\*State, County & SRFC Core Partners

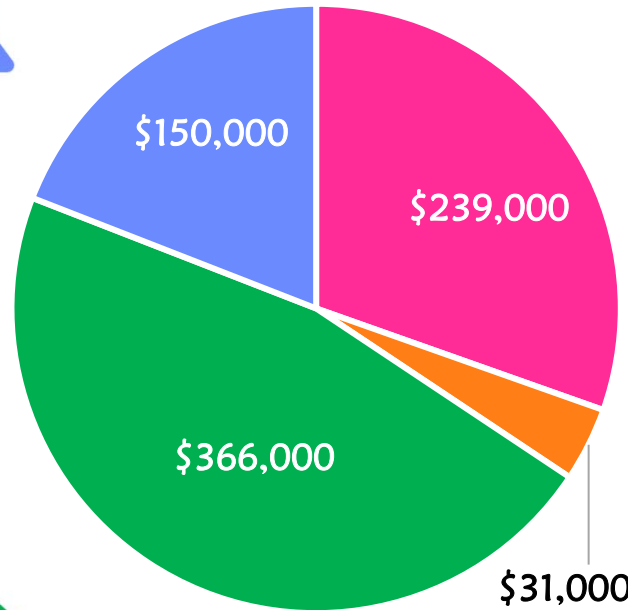
## Family Support & Housing Stability



25% Staff time

- CSW/CRN Support
- Heading Home SUBURBAN RAMSEY Basic Needs Practitioner Peer Learning and Rapid Response Teams
- Homework Starts with Home Grant Executive and Parent Advisory Support
- Suburban Ramsey Emergency Coalition Advisory

\*State, County, Faith Community & Core Partners



## Systems Change Capacity Building



25% Staff time

- Cultivating new & existing partnerships
- SRFC administrative duties including partner consultation, grant writing, evaluation, fiscal oversight & board support

\*Core Partners

## Community Engagement & Learning



25% Staff time

- Quarterly Be Well IZI planning, implementation & evaluation
- IZI training & technical assistance
- YouthWorks/OSTN facilitation and coordination
- 21<sup>st</sup> Century Learning Center grant evaluation & leadership support
- Youth Engagement Photo Voice/YPAR assistance

\*State, County, Community & Core Partners



# Thank you!

[www.howarethechildren.org](http://www.howarethechildren.org)

