

MEMORANDUM OF AGREEMENT

Between

SC Department of Social Services

and

Man 2 Man Fatherhood Initiative

Contract # 4400033303

This Memorandum of Agreement (MOA) is entered into as of July 1, 2023, by and between the South Carolina Department of Social Services, Post Office Box 1520, Columbia, South Carolina 29205-1520 hereafter referred to as "SCDSS", and Man 2 Man Fatherhood Initiative, 110 South Parsonage Street Bennettsville, SC 29512 hereafter referred to as "Contractor".

RECITALS

WHEREAS, the FY 2023-24 Appropriations Act, Proviso 118.19(B)(79) appropriates \$284,239.00 to Man 2 Man Fatherhood Initiative; and

WHEREAS, the Contractor shall use these funds for the hiring of two intervention specialists with benefits at the Man 2 Man Fatherhood Initiative; and

WHEREAS, the mission of SCDSS is to serve South Carolina by promoting the safety, permanency, and well-being of children and vulnerable adults, helping individuals achieve stability and strengthening families; and

NOW THEREFORE, the parties to this MOA, in consideration of the mutual promises, covenants, and stipulations set forth herein, agree as follows:

ARTICLE I

TERM OF THE AGREEMENT

The Memorandum of Agreement shall take effect July 1, 2023 and shall continue in full force and effect until June 30, 2024.

ARTICLE II

SCDSS RESPONSIBILITIES

SCDSS agrees to provide the following: To pay the Contractor a sum of \$284,239.00 for the hiring of two intervention specialists with benefits.

ARTICLE III

CONTRACTOR'S RESPONSIBILITIES

A. Program Description

Founded in 2000, Man 2 Man is a father-focused nonprofit serving men in Darlington, Florence, Marlboro, Marion, and Chesterfield Counties. In 1999, a group of concerned citizens in Marlboro County convened to address one of the most pressing issues of our time—father absence. After they assessed the needs of low-income fathers and developed a holistic plan to address them, the Sisters of Charity Foundation of South Carolina approved the group's request for funding and Man 2 Man began in 2000 under the umbrella of the Pee Dee Coalition Against Domestic Violence and Sexual Assault. From 2002-2003 the program operated under the umbrella of Chesterfield Marlboro EEOC. By 2004, the project was flourishing and growing and eventually established a standalone 501c3. Our mission is to help fathers be a positive and consistent presence in their children's lives. Today, Man 2 Man is one of six fatherhood programs in a network reaching across the state to help reconnect fathers and their children and the SC Center for Fathers and Families helps to coordinate this statewide initiative.

B. Scope of Work

To hire two Intervention Specialists for three years with benefits.

C. Project Objectives

Man2Man fatherhood Initiative is a one-stop center for fathers, with staff and offices located near where the fathers work and live. We take a holistic approach to strengthening fathers and helping them overcome obstacles with a range of education, services, and support to become the best fathers they can be. Our 24-week fatherhood program is one of the most important services we provide. Our core curriculum areas include the following:

Economic Mobility: Dads learn about increasing income, managing money, getting credit, navigating child support and addressing arrears.

Healthy Relationships: Participants will learn to draw on their personal histories, while learning to build relationship skills that can improve life for their children and themselves.

Parenting/Co-Parenting: Fathers will learn how to co-parent and have positive roles in children's lives—from providing structure and stability to establishing paternity and visitation rights.

Men's Health: Fathers will learn how to manage their own physical and mental health, so they can thrive and model healthy behaviors for their children.

Kuder: Kuder is a comprehensive career assessment tool that identifies one's skills, interests, personality areas of suggested study and Oresume building. The Kuder assessment is administered during the Boot Camp and is used to help participants recognize their skills, interests and personality and their training needs, and create a pathway to achieve their goals.

Training – Intervention Specialist will review Kuder results with participants and help them understand how their results align with career pathways. Once pathways are identified, staff will help the participant enroll in the occupational training for their career choice at the local technical college. If enough participants are identified with the same training needs,

the program will contract with the technical college for customized classes either on-site if an instructor is available or for available seats in classes held on campus.

Employment Experiences – Participants will be exposed to several employers through a temporary one-week employment experience to learn more about a particular work environment, requirements and employment atmosphere. Depending on the best fit for employee and employer, we will seek to place the participant with that employer.

Case Management - Staff works with fathers to enhance skills, find employment, and provide links to local employers. Intensive support is provided to ensure participants remain active and to help them find and retain employment. The fatherhood team includes two Intervention Specialist who will maintain close contact with participants to ensure they remain engaged and are attending all required sessions. The staff will also help connect participants to external services and community partners, assist participants by conducting one-on-one sessions, and connects with others who are important to participants' progress. The staff will also work with father's one-on-one in the economic boot camp to prepare for job placement and through the career assessment process to develop training and career plans. They will also cultivate employers within the community who are willing to work with fathers in our organization.

Program Overview

Flow of Services - Activities include recruitment, orientation, intake and assessment.

Recruitment and Enrollment: Fathers may enroll in the program voluntarily as a result of referrals from local partners, program outreach and word of mouth. They may also be court-ordered to attend the program in lieu of incarceration for non-payment of child support. Enrollment into fatherhood is ongoing.

Intake: Staff gather basic demographic data, employment history, job training, education, and life skills' needs. Each participant develops a One-Man Plan which connects participants' identified needs to program component services, intervention, and outside community supports, details goals to gain or improve employment and guides the Fatherhood program staff in planning and tracking the participant's progress.

Weekly peer groups: Participants attend weekly group session where Parenting, Healthy Relationships, and Economic Mobility. Self-Development, Men's Health, and Legal Services are addressed and barriers to employment are often discussed.

Employability Services: Employability services are designed to enhance participants' understanding and development with practical application by challenging individuals to learn about themselves, their interests, personality and skill sets in order to make themselves more marketable, establish themselves within the world of work, and create a scalable growth path.

Summary of the employment component:

Employment Experiences – Participants will be exposed to several employers through a temporary one-week employment experience to learn more about a particular work environment, requirements and employment atmosphere. Depending on the best fit for employee and employer, we will seek to place the participant with that employer. Systematic Path from Pre-employment to Employment: Program staff identifies and addresses employment barriers, creates a pathway to employment that includes the Employability Boot Camp, Kuder assessments, identified career pathway and job training, and job placement and follow-up support. Fathers will also have the opportunity to participate in temporary work experiences exposing them to different jobs.

1. Employability Development Boot Camp – Man2Man will implement its one-week boot camp to help unemployed and underprepared participants gain job readiness skills. It is a testing ground for participants' readiness to maintain full-time employment.
2. Connecting Employment to Fatherhood - We put employment in the context of responsible fatherhood which serves as an important motivator to gaining financial stability. We teach fathers that being a responsible father is more than employment and we help them understand their role in providing financial as well as emotional support to children.
3. Alternative to Incarceration (Jobs Not Jail): Our Alternative to Incarceration (ATI) component allows Family Court Judges to order men behind in child support into the rigorous, six-month ATI program instead of being jailed. To complete ATI, participants must secure livable wage employment, pay child support consistently for six consecutive months, and attend weekly fatherhood classes.
4. Approach to Child Support and Criminal Background – These are two of the biggest barriers to employment for noncustodial parents and puts them at a disadvantage to other job seekers. Our approach in helping address and remove these barriers is unique. We work with DSS to help fathers “right size” their child support orders, assist fathers in determining if their records can be expunged, and recruit employers who are willing to hire them.
5. Integrated Team Case Management – The staff will participate in a team case management approach with DSS Child Support Enforcement previously and is expanding this approach to include SC Works staff.

Case Management - Staff works with fathers to enhance skills, find employment, and provide links to local employers. Intensive support is provided to ensure participants remain active and to help them find and retain employment. The fatherhood team includes two Intervention Specialist who will maintain close contact with participants to ensure they remain engaged and are attending all required sessions. The staff will also help connect participants to external services and community partners, assist participants by conducting one-on-one sessions, and connects with others who are important to participants' progress. The staff will also work with father's one-on-one in the boot camp to prepare for job placement and through the career assessment process to develop training and career plans. They will also cultivate employers within the community who are willing to work with fathers in our organization.

In addition to the fatherhood team, intensive case management for participants will take an integrated team approach bringing together partners to help address barriers to employment. Fatherhood program staff will have frequent communication with WIOA staff to ensure a coordinated service delivery to meet participants' needs.

While we focus on fathers, noncustodial mothers may enroll and receive services as well.

Number to be served: We will serve 50 participants per year for a total of 150 participants in 3 years.

D. Reporting Requirements

Contractor is required to submit a report to DSS that includes an accounting of how the funds were spent to include a quarterly spending update and a report with outcome measurements used to determine the success of the stated goals by June 30, 2024.

See Attachment A for required quarterly expenditure report form (will be sent as a separate excel document).

See Attachment B for Proviso 117.21.

E. Amendment

No amendment or modification of this Agreement shall be valid unless it shall be made in writing and signed by both parties.

F. Safeguarding Information

The Contractor shall safeguard the use and disclosure of information about applicants and recipients of services in addition to restricting access to, use, and disclosure of such information in compliance with applicable federal and state laws.


G. Fines and Penalties

The Contractor is responsible for paying all fines and penalties incurred by the performance of services provided through this MOA.

IN WITNESS WHEREOF, The SCDSS and Provider, by their authorized agents, in consideration of the mutual promises, covenants, and conditions exchanged between them, have executed this agreement to be effective as of the first day of July 2023.

Signature of Responsible Parties:

Susan Roben
SCDSS Chief Financial Officer



Man 2 Man

Date

11-2-23

Date

EC'D PROCUREMENT DEPT
NOV 2 '23 PM 2:52

ATTACHMENT A



State of South Carolina Contribution Expenditure Report

This form is designed to collect the quarterly and annual expenditure reports required by South Carolina in accordance with Proviso 117.21 of the appropriations act and Executive Order 2022-19. This form must be submitted to the state agency that is providing the contribution to the designation organization at the end of year quarter and by June 30, 2024.

Contribution Information

Amount	State Agency Providing the Contribution	Purpose

Organization Information

Entity Name	
Address	
City/State/Zip	
Website	
Tax ID#	
Entity Type	

Organization Contact Information

Name	
Position/Title	
Telephone	
Email	

Reporting Period

Reporting Period	
------------------	--

Accounting of how the funds have been spent:

Description <i>(Attach additional detail for subgrantees and affiliated nonprofits)</i>	Budget	Expenditures				Total	Balance
		Quarter 1	Quarter 2	Quarter 3	Quarter 4		
						\$0.00	\$0.00
						\$0.00	\$0.00
						\$0.00	\$0.00
						\$0.00	\$0.00
						\$0.00	\$0.00
						\$0.00	\$0.00
						\$0.00	\$0.00
						\$0.00	\$0.00
						\$0.00	\$0.00
Grand Total	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Explanation of any unspent funds (to be provided only if unspent funds remain at the end of the fiscal year) :

Expenditure Certification

The Organization certifies that the funds have been expended in accordance with the Plan provided to the Agency Providing the Distribution and for a public purpose.

Signature		Title	
Printed Name		Date	

ATTACHMENT B

South Carolina General Assembly

124th Session, 2021-2022

H. 5150

General Appropriations Bill for Fiscal Year 2022-2023

Ratified Version

PART IB

OPERATION OF STATE GOVERNMENT

117.21. (GP: Organizations Receiving State Appropriations Report). Each state agency receiving funds that are a direct appropriation to a non-profit organization, prior to disbursing the funds, shall require from each recipient organization a plan of how the state funds will be spent and how the expenditures will provide a public benefit. The Executive Budget Office, Department of Administration shall provide each state agency with a standard form for collecting the information required. After receiving the funds, non-profit organizations shall provide quarterly spending updates to the respective state agency. After all state funds have been expended, each organization shall provide an accounting of how the funds were spent. State agencies receiving funds pursuant to this provision shall report the information collected to the Executive Budget Office, the Chairman of the Senate Finance Committee, and the Chairman of the House Ways and Means Committee by June 30th. No funds in this act shall be disbursed to organizations or purposes which practice discrimination against persons by virtue of race, creed, color, or national origin.

**Man 2 Man
Dillon County Budget Proposal**

	Year 1	Year 2	Year 3	Total
PERSONNEL				
Intervention Specialist	38,000	39,140	40,314	117,454
Intervention Specialist	38,000	39,140	40,314	117,454
	<u>76,000</u>	<u>78,280</u>	<u>80,628</u>	<u>234,908</u>
Benefits (~21% of Sal)	15,960	16,439	16,932	49,331
Total Salary & Benefits	<u>91,960</u>	<u>94,719</u>	<u>97,560</u>	<u>284,239</u>
PURCHASED SERVICES: NON-PROGRAM				
Office Supplies	1,000	1,000	1,000	3,000
Computers	1,000	1,000	1,000	3,000
Maintenance/Security - Building/Office Equipment	2,000	2,000	2,000	6,000
Van Purchase	20,000	-	-	20,000
Van Repairs/Maintenance	1,000	2,200	3,300	6,500
Participant Recruitment & Engagement	500	500	500	1,500
	<u>25,500</u>	<u>6,700</u>	<u>7,800</u>	<u>40,000</u>
TOTAL BUDGET	<u>117,460</u>	<u>101,419</u>	<u>105,360</u>	<u>324,239</u>



State of South Carolina Request for Contribution Distribution

This form is designed to collect the information required by South Carolina in accordance with Proviso 117.21 of the appropriations act of 2022 and Executive Order 2022-19. This form must be submitted to the state agency that is providing the contribution for the designated organization. The state agency providing the contribution should use this form to collect information from the designated organization. The information must be collected from the designated organization before the funds can be disbursed.

Contribution Information

Amount	State Agency Providing the Contribution	Purpose
\$284,239.00	L040 - Department of Social Services	2023-24 State Appropriations Act

Organization Information

Entity Name	Man 2 Man Fatherhood Initiative
Address	110 South Parsonage Street
City/State/Zip	Bennettsville, SC 29512
Website	www.man2manfathers.com
Tax ID#	32-0121823
Entity Type	Nonprofit Organization

Organization Contact Information

Contact Name	Derrick Dease
Position/Title	Executive Director
Telephone	843-479-4177
Email	derrick@man2manfathers.org

Plan/Accounting of how these funds will be spent:

Description	Budget	Explanation
See attached Dillion County Budget		
Grand Total	\$284,239.00	

Please explain how these funds will be used to provide a public benefit:

Please see attached Man 2 Man Community Impact Opportunity Dillion Project.

Organization Certifications

- 1) Organization hereby gives assurance that no person shall, upon the grounds of race, creed, color, or national origin, be excluded from participation in, be denied the benefit of, or be otherwise subjected to discrimination under any program or activity for which this organization is responsible.
- 2) Organization certifies that it will provide quarterly spending reports to the Agency Providing Contribution listed above.
- 3) Organization certifies that it will provide an accounting at the end of the fiscal year to the Agency Providing Contribution listed above.
- 4) Organization certifies that it will allow the State Auditor to audit or cause to be audited the contributed funds.

[Handwritten Signature]
Organization Signature

Executive Director
Title

Trick Dease
Printed Name

11-2-23
Date

Certifications of State Agency Providing Contribution

- 1) State Agency certifies that the planned expenditure aligns with the Agency's mission and/or the purpose specified in the appropriations act of 2022.
- 2) State Agency certifies that the Organization has set forth a public purpose to be served through receipt of the expenditure.
- 3) State Agency certifies that it will make distributions directly to the organization.
- 4) State Agency certifies that it will provide the quarterly spending reports and accounting received from the organization to the Senate Finance Committee, House Ways and Means Committee, and the Executive Budget Office by June 30, 2024.
- 5) State Agency certifies that it will publish on their website any and all reports, accountings, forms, updates, communications, or other materials required by Proviso 117.21 of the appropriations act of 2022.
- 6) State Agency will certify to the Office of the Governor that it has complied with the requirements of Executive Order 2022-19 by June 30, 2024.

Agency Head Signature

Date

Printed Name

REC'D PROCUREMENT DEPT
NOV 2 28 PM 2:50