

# FY2022 Buncombe County Strategic Partnership Grant Report

<b>Organization Name:</b>	Mount Zion Community Development Inc	
<b>Project Name:</b>	Project NAF (Nurturing Asheville and Area Families)	
<b>Reporting Quarter:</b> (Check one)	<input type="checkbox"/>	Quarter 1 (July 1, 2021 - September 30, 2021)
	<input type="checkbox"/>	Quarter 2 (October 1, 2021 - December 31, 2021)
	<input type="checkbox"/>	Quarter 3 (January 1, 2022 - March 31, 2022)
	<input checked="" type="checkbox"/>	Quarter 4 (April 1, 2022 - June 30, 2022)

## Narrative summary of grant related activities

Please provide brief responses that fit within the box provided

<b>Overall project updates:</b>	<p>The infant mortality rate is the number of infant deaths for every 1,000 live births. In addition to giving us key information about maternal and infant health, the infant mortality rate is an important marker of the overall health of a society. (CDC)</p> <p>BCSPG FY22 Program Updates: Case Coordination Services</p> <ul style="list-style-type: none"> <li>• Caseload: Project NAF served forty-eight participants out of a goal of forty (40) for FY22.</li> <li>• Forty-eight (48) program participants educated on Tobacco use/smoking cessation and eliminating secondhand smoke exposure; Healthy weight and physical activity and nutrition; Daily folic acid/multivitamin consumption; Early and continuous prenatal care; Breastfeeding initiation and maintenance for at least six months; Postpartum care; Reproductive life planning; Safe sleep practices and Well-child visits, including appropriate immunizations</li> <li>• New Births: Four (4) new births this quarter.</li> <li>• No Premature Births.</li> <li>• Zero Births in NICU.</li> <li>• Participants breastfeeding: Two</li> <li>• Case Management/Coordination: Initial Assessment: Screening, Assessing, Stratifying Risk, Planning, Follow-Up, Transitional Care, Communicating Post Transition, and Evaluation. Participants receive advocacy and support services during COVID-19, addressing the Social Determinants of Health, loneliness, social isolation, and enhancing a sense of belonging through the Project NAF Program.</li> <li>• HOPE (Hope and Healing Opportunities with Preventive Education) boxes distributed to families (food, PPE supplies, baby items, toiletries, and educational materials about maternal and child health topics). Children received clothing items during this quarter. Gift cards from Walmart provided to participants who reached goals on their empowerment plans and to express our appreciation for their participation in the program. Staff remain a catalyst of hope to pregnant and postpartum women served. Hope is not passive but is an action verb and for Project NAF is not just talking about it but being about it.</li> <li>• Car seats provided for new deliveries as needed.</li> <li>• Transportation: The Project NAF Program coordinated and paid for transportation services to limit barriers to medical appointments and follow-up needs. Several program participants received this service.</li> <li>• Project NAF Virtual Education Sessions.</li> </ul>
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- Active Project NAF Community Advisory Board. See attachment for additional information.
- Program participant assisted with finances to reduce barrier of losing childcare placement at the YWCA-Asheville.
- Public Services: Monthly advertisements via The Urban News & WRES to heighten awareness of Minority Infant Mortality.

**Activities related to increasing equity, diversity and inclusion:**

Activities related to increasing equity, diversity, and inclusion: MZCD values all staff and the value they bring to the workplace and in their various roles. MZCD values all staff and the value they bring to the workplace and in their various roles, and utilizes the following strategies to retain staff: To continuously be attentive to staff needs during the interview process and throughout employment, and to identify skillsets needed for the position; To enhance the line of communication to and from staff; To keep up with the market rate and offer competitive salaries and total compensation packages; To reward and recognize employee efforts: To offer work hour flexibility; To value and prioritize a healthy work-life balance; Set accurate expectations and regular, consistent meeting times: To set accurate expectations; To pay attention to staff engagement and involvement; and to promote an open-door policy to encourage staff to discuss any issues, challenges and/or concerns without penalty or retaliation, and to proactively solicit feedback from employees before they leave; To maintain a flexible and caring environment that serves both program participants and staff members. To be mindful that everyone has a voice and that each voice should be heard.

Staff members participate in regular job performance reviews throughout employment. These reviews provide an opportunity for the Executive Director and Outreach Worker to discuss staff development and training needs as well as to identify and discuss areas for growth and improvement. Staff continues to abide by the corporation's continuing education and development activities- continued education and development strengthen existing skills and builds new ones.

MZCD prides itself in improving diversity, equity, and inclusion within your workplace is to build an inclusive company culture. This provides psychological safety for your diverse group of team members to bring their authentic selves to work.

Overall, MZCD strives to implement the following action steps to increase equity, diversity, and inclusion: Sets key performance indicators (KPIs) and hold people accountable for achieving them; Builds a fair hiring process and recruits diverse members to serve on MZCD program boards and councils; Continuous review of pay equity to maintain quality staff; MZCD offers a flexible schedule amidst a pandemic and with rising gas prices and to improve work-life balances; Maintains effective relationships with community partnerships to enhance activities to impact health equity; Regular meetings with staff to solicit feedback and to make staff aware that their feedback is invaluable- and not just speaking it but implementing a plan to build upon employee feedback; Ongoing training opportunities; To keep abreast of upcoming DEI training opportunities to measure progress and areas for improvement.

<b>Activities related to increasing operational excellence:</b>	<p>MZCD's overarching objective of operational excellence is to create an atmosphere that is not hindered by obstacles, one of accountability and transparency- knowing that challenges will come-limited budgets, limited resources and goals that may not align as proposed but, to see challenges as opportunities for change and obstacles as opportunities for growth.</p> <p style="text-align: right;">Some</p> <p>key components of operational excellence: To keep the focus on MZCD's mission and vision, to be processed focus, strategic planning, quality assurance, thinking, staying abreast of community needs, constant review of goals and objectives and to make amends when/if needed, and to lead with humility. Always willing to listen, to seek guidance if/as needed and a continuous desire to grow.</p>
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	X	Quarter 4 (April 1, 2022 - June 30, 2022)	

## Progress toward annual goals

		Actual Results (Enter Data)				
		Please only include new data for the specific quarter				
Measure	Annual Goal	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Progress toward Annual Goal
Percent of program participants who report increased knowledge of maternal and child health topics to reduce premature births	100%	100%	100%	100%	100%	100%
Percent of program participants who report increased knowledge of maternal and child health topics to reduce low-birth weight	100%	100%	100%	100%	100%	100%
Percent of program participants who report increased knowledge gained in the focus areas discussed during one-on-one visits and educational sessions	100%	100%	100%	100%	100%	100%

**Comments:**

Project NAF continues to provide one-on-one visits to program participants. During COVID-19, case management activities were held in community settings-in a confidential matter as approved by the participants, as well as home visits which were held outside.

Staff also implemented the research-based curriculum "Partners for a Healthy Baby Digital" Curriculum. This enhanced safety measures during the pandemic and afforded participants to participate in their home settings.

Information listed below was submitted in a separate attachment for your review. See attachment for Additional Notes on Project NAF Virtual Education Sessions.

April Education Session:

Topic: Baby's Development and Secured Relationships

Date: April 14, 2022

Results:

1. Percent of program participants who report increased knowledge of maternal and child health topics to reduce premature births. 100%
2. Percent of program participants who report increased knowledge of maternal and child health topics to reduce low-birth weight. 100%
3. Percent of program participants who report increased knowledge gained in the focus areas discussed during one-on-one visits and educational sessions. 100%

May Education Session:

Topic: May is Mental Health Awareness Month

Date: May 17, 2022

Results:

1. Percent of program participants who report increased knowledge of maternal and child health topics to reduce premature births. 100%
2. Percent of program participants who report increased knowledge of maternal and child health topics to reduce low-birth weight. 100%
3. Percent of program participants who report increased knowledge gained in the focus areas discussed during one-on-one visits and educational sessions. 100% on 3 questions, 80% on 1 question.

June Education Session:

Topic: Education: Enhancing Educational Opportunities

Date: June 2, 2022

Results:

1. Percent of program participants who report increased knowledge of maternal and child health topics to reduce premature births. 100%
2. Percent of program participants who report increased knowledge of maternal and child health topics to reduce low-birth weight. 100%
3. Percent of program participants who report increased knowledge gained in the focus areas discussed during one-on-one visits and educational sessions. 100%

June 2, 2022: Guest Presenters from AB-Technical College

Shanna Thomas-Hough – Registrar

Leronica Casey – Coordinator, Scholarships and Donor Relations

Sherron Kincaid-Bristol – Counselor (Student Support Services)

Samantha Justice - Work Force Development Case Manager

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## Use of funds to date and any budget considerations

Spending Category	Starting Budget	Total Spending (Enter Data)				Amount Remaining
		Quarter 1	Quarter 2	Quarter 3	Quarter 4	
Personnel	\$ 15,207.12	\$ 4,938.41	\$ 4,576.07	\$ 2,986.00	\$ 2,706.64	\$ -
Training	\$ -	\$ -	\$ -			\$ -
Travel	\$ 444.96	\$ 236.06	\$ 138.00		\$ 70.90	\$ -
Supplies/Materials	\$ 1,750.92	\$ 1,000.00			\$ 750.92	\$ -
Meetings	\$ -	\$ -	\$ -			\$ -
Equipment/Furniture	\$ -	\$ -	\$ -			\$ -
Printing/Marketing	\$ 400.00	\$ -	\$ 100.00	\$ 100.00	\$ 200.00	\$ -
Licensing/Memberships/Dues/Subscriptions	\$ -	\$ -	\$ -			\$ -
Client Support	\$ 1,500.00	\$ -	\$ 336.08		\$ 1,163.92	\$ -
Contracts	\$ -	\$ -	\$ -			\$ -
Professional Services	\$ 9,252.50	\$ 2,131.00	\$ 5,496.80	\$ 372.00	\$ 1,252.70	\$ -
Insurance and Bonds	\$ 188.50	\$ -			\$ 188.50	\$ -
Building Maintenance	\$ 4,800.00	\$ 400.00	\$ 800.00	\$ 1,200.00	\$ 2,400.00	\$ -
Media Communications	\$ 1,956.00	\$ 244.50	\$ 733.50	\$ 489.00	\$ 489.00	\$ -
Telephone	\$ 500.00	\$ 50.46	\$ 150.93	\$ 100.44	\$ 198.17	\$ -
Equipment		\$ -	\$ -			\$ -
<b>Total</b>	<b>\$ 36,000.00</b>	<b>\$ 9,000.43</b>	<b>\$ 12,331.38</b>	<b>\$ 5,247.44</b>	<b>\$ 9,420.75</b>	<b>\$ -</b>

**Comments:**