

2015 GRANT SUMMARY PAGE

MENTAL HEALTH, CHEMICAL DEPENDENCY, AND THERAPEUTIC COURTS RFP  
KITSAP COUNTY HUMAN SERVICES DEPARTMENT

Proposal Title: WSU Kitsap Extension Strengthening Families (10-14) Programming

Please Check One  New Grant Application  Continuation Grant Application

**Proposal Summary:**  
  
This proposal seeks to 1) provide long-term supervision of programming that will contribute to the sustainability of efforts that delay young adolescents' age of initiation for drugs and alcohol and 2) to reinstate SFP (10-14) programming in Central Kitsap School District.

Requested Funds Amount: \$41,843 \_\_\_\_\_

Matching/In-kind Funds Amount: \$ 0 \_\_\_\_\_

Washington State University

Agency or Organizational Name

423 Neill Hall

Street Address

Pullman WA 99164-3140

City State Zip

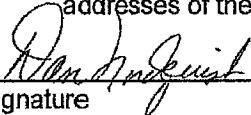
Dan Nordquist (509) 335-9661 OGRD@wsu.edu

Primary Contact Phone E-Mail

Non-Profit Status: 501©3 of the Internal Revenue Code? \_\_\_Yes \_\_\_X\_No

Federal Tax ID Number: \_91-6001108\_\_\_\_\_

- If incorporated, attach a list of the members of the Board of Directors, including names and addresses.
- If not incorporated (sole proprietor or partnership), attach a list of the names and addresses of the principals.

  
Signature

Director, Office of Grant & Research Development 3/25/2015

Title Date

## **Organizational Capacity (30 points)**

### **Organizational Governance**

Washington State University Kitsap Extension (WSUKE) is part of the national land grant university system with a mission to deliver science-based outreach education to citizens in Kitsap County. WSUKE is a department of Kitsap County. WSU Extension (based in Pullman, WA) and Kitsap County government provide dual oversight to WSUKE.

WSUKE is overseen by a director (Renee Overath), who reports to Kitsap County commissioners and is supervised by the WSU Extension Family and Youth Unit director in Spokane, WA. The WSU Family and Youth director reports to the Director of Extension on campus in Pullman, WA. More detail is available on the attached organizational charts for Kitsap County and WSU.

Funding for WSUKE is derived from both WSU Extension and Kitsap County. WSU Extension provides: 1) grant support (both federal and non-federal), 2) funding directly allocated to support Extension personnel in Kitsap County, and 3) other indirect WSU Extension funding (e.g. WSU Extension administration and clerical salaries, grant, personnel management, computer and web resources etc.). The WSU Extension funding both directly and indirectly provided to the county is derived from a combination of state and federal sources. The federal resources WSU Extension receives come from the USDA capacity programs, which include: Smith Lever, Renewable Resources Extension Act (RREA Forestry), Expanded Food and Nutrition Education Program (EFNEP). WSU Extension does not apply a specific formula allocation of federal, state and county funding to each county. NOTE: All financial information contained in this proposal regards WSU Extension – a unit of Washington State University.

**WSU Extension funding for WSUKE (figures available only for FY 2013 currently)**  
– FY 2013 = \$158,218 (personnel and operations), and \$597,051 in other indirect support (based on 3-year average 2010-12) TOTAL = \$755,269.

Kitsap County provides direct funding contributions in the form of the annual county memorandum of agreement. A chart detail of WSU 2013 derived from Kitsap County funding is attached.

**Kitsap County funding** – FY 2014 = 1) \$268,070 (general fund) which represents 1% of the Kitsap County general fund; 2) \$89,429.90 (Clean Water Kitsap – PUD); and 3) \$234,548 (Noxious Weed assessment) TOTAL BUDGET = \$592,047

A detail of WSUKE 2014 Kitsap County Expenditures is attached. No administrative findings have been identified in WSUKE grants or contracts.

Comments from the Washington State Auditor, Troy Kelly, for FY 2013 were:

"In our opinion, based on our audit and the report of the other auditors, the financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities and the aggregate discretely presented component units of the Washington State University, Whitman County, Washington, as of June 30, 2013, and the respective changes in financial position and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America." The audit indicated no material noncompliance with the applicable federal laws and regulations. There were no matters involving internal control that were considered to be material weaknesses or reportable conditions. In addition, there were no unresolved prior year findings. A copy of the Washington State Auditor's report is attached.

### **History of Project Management**

The WSUKE office opened in 1917. Over the last ninety-eight (98) years WSU Extension faculty and administrative professionals have collaborated with community partners to provide boys and girls clubs that promote positive youth development (now known as 4-H), provide agricultural and community economic development support (now known as Community and Economic Development with an emphasis on food systems), support homemakers in preserving the harvest (now known as Food Preservation), support for strong families (known as the Strengthening Families programming), teach gardening skills (known as Master Gardening programs including Organic Gardening), and support healthy nutrition for families (now known as Food \$ense). WSUKE staff apply their content knowledge and skills to apply for federal and state grants and contracts that fund outreach education. Staff deliver educational outreach programming with fidelity to the curriculum in order to replicate previous longitudinal research findings locally.

Extension faculty and administrative professionals are skilled in conducting needs assessments and research, interacting with community partners, budgeting, hiring staff, delivering outreach education, managing grants and contracts, evaluating, reporting and keeping funders informed. **In 2014 nearly \$350,000 in grants was successfully disbursed, monitored, closed on time and within budget, following protocols established by both WSU Extension and Kitsap County government.**

Renee Overath, WSU Kitsap Extension faculty, has supervised the implementation of thirty four (34) Strengthening Families (10-14) (SFP) programs in Kitsap County since 2007. In that time **275 families, 394 youth and 408 parents/caregivers have completed the program.** Funding has come from several sources: a five-year federal Children, Families and Youth at Risk (CYFAR) grant, and contracts through Kitsap County Prevention Services (sources: community trade and economic development, and Division of Behavioral Health and Rehabilitation – DBHR). All of these projects

were successfully implemented in a timely manner, within budget and consistent with funding requirements. Kitsap County partners and state funders continue to participate in supporting SFP (10-14) after eight years, which is strong evidence of effective project management.

### **Staffing Capacity**

**Project Director** Renee Overath is the director of WSUKE and a tenured associate professor at WSU with eight years of experience implementing SFP (10-14). She is a certified, experienced trainer of facilitators who has conducted trainings locally and around Washington State. Her role in this project is acquiring resources for sustainability and providing access to the SFP (10-14) evaluation lab at the WSU Department of Human Development where she is affiliate faculty. She has built a strong foundation of relationships with the Community Prevention and Wellness Initiatives (CPWIs) in Bremerton and North Kitsap. Funding for SFP (10-14) programming in Bremerton and North Kitsap was provided by DBHR in 2014 (\$10,000) and 2015 (\$15,000).

**WSUKE SFP (10-14) Supervisor** will oversee implementation aspects of the programming within three school district boundaries (Bremerton, North and Central Kitsap). This supervisor will communicate with administrators from potential sites to set dates, assign certified SFP (10-14) facilitators, arrange meals when necessary, maintain and expand current community partners and collect and submit all evaluation data to WSU. The supervisor will be selected from a pool of facilitator candidates who are experienced in the delivery of SFP (10-14) in Kitsap County.

**Certified SFP (10-14) facilitators** -There are currently twenty (20) certified SFP (10-14) facilitators in Kitsap County. Each is qualified to facilitate all twenty (21) sessions for the youth, parent/caregiver and family enrolled in the program, and completed the intensive three-day training to become certified. Four facilitators will be selected to implement SFP (10-14) in Central Kitsap School District if this grant is funded. Facilitators are required to be present for all seven (7) weeks of the program. If necessary a substitute facilitator will step in.

**SFP (10-14) Site Coordinator** - Each program site requires a site coordinator who is responsible for recruiting families, making weekly reminder calls to families, delivering and serving the meals and ensuring access to and clean up after the program at the site facility. This person serves as the liaison between the SFP (10-14) program and the site. When programming was offered in Central Kitsap a site coordinator was chosen from Central Kitsap School District Native American Education staff.

**WSUKE SFP (10-14) Curriculum Kit Organizer** – This person prepares the kit with all necessary supplies and curriculum materials and replenishes the kit after it has been used. The Kit Organizer is a certified facilitator who is skilled in working with all parts of the kit.

## **Community Needs and Benefits (20 points)**

**Needs Assessment** – Early initiation of drugs and alcohol is a predictor for future use/abuse and dependency in adolescents. Results from the clinical trials of SFP (10-14) conducted in Iowa demonstrated that youth who completed the program had lower rates of initiation compared to the control group between grades six and ten. (i.e. 41% of youth who had completed SFP 10-14 had tried alcohol without their parents' knowledge compared to 61% of youth in the control group). For every year that youth delay initiation of substance use they are 14% less likely to develop long-term problems of substance abuse and dependence. The Iowa research with twelfth graders also revealed that self-reports of lifetime drunkenness were 42% for the SFP youth and 61% for the control group; and marijuana use was 12% in the SFP group and 30% in the control group.

Many parents of adolescents are not acquainted with skills they can employ at home to help their youth avoid destructive behaviors and be successful in school and life, and many youth do not have the skills to avoid getting into trouble – especially when the invitation come from peers. Engaging parents/caregivers actively with their youth in the late elementary and middle school years has been shown to reduce the risk of adolescent substance use and other problem behaviors. A research study verified that a program where parents/caregivers and youth learn together is most effective in long-term behavior change and reducing risk. (Spode, R., et al The Journal of Primary Prevention, Vol. 21, No.2/ December 2000). Educational opportunities where parents/caregivers and young adolescents can learn together to appreciate each other, develop house rules and build on family strengths are rare in Kitsap County. There are few other evidence-based family strengthening/prevention programs for community families with young adolescents in Kitsap County.

While the original research measured substance use, the program is designed to strengthen families. Among the positive outcomes are lower levels of aggression in youth (grade ten) compared to the control group, and improved family functioning. Improved parenting and reduced substance use in eighth grade led to greater academic success in twelfth grade for SFP (10-14) youth when compared to the control group.

Schools want parents to be involved with their youth's education, but at upper elementary and middle school they see a pattern of declining parental involvement – often because parents are following adolescent developmental cues around the increased influence of their young peers and independence from adults.

Research compiled in the Risk and Protection Profile for Substance Abuse Prevention in Kitsap County (DSHS 2014) identified 37% of Kitsap County students as eligible for free and reduced lunch. Arrests for vandalism in youth ages 10-14 trended upward in 2011 and were equal to the state rate in 2013. Total arrests of juveniles in the 10-14 age

group doubled between 2012 and 2013. Violent crime and drug law violation arrests for youth 10-17 also increased between 2012 and 2013.

Just-released Healthy Youth Survey (2014) data show a more promising picture. There was no increase in marijuana use reported in Kitsap County, despite its recent legalization. 45% of Kitsap youth believed there was little or no risk from using marijuana regularly, while 75% felt the risk was low from using marijuana once or twice. Alcohol use within the last 30 days continued to trend lower, that is 2% for sixth graders and 8% for eighth graders. The same decline was observed in response to the “ever drank alcohol” question – 23% for sixth graders and 29% for eighth graders. Finally in response to the “binge drinking” question – 2% of sixth graders reported having binged on alcohol (a response rate that has been consistent since 2010), and 5% of eighth graders (down from 7% in 2012).

These results could be related to successful prevention efforts in Kitsap County. Prevention is cost-effective, and efforts must be sustained over time.

**Link Between Community Needs and Strategic Plan** – This strategic plan is consistent with Goal 6 of the Kitsap County Behavioral Health Strategic Plan: Decrease Family Management Problems; Objective 6.1 Increase Family Management Skills; Activity/Program 6.1.1.1 Strengthening Families (10-14) Program.

In the survey conducted by Kitsap County Continuum of Care, expanding evidence-based mental health and substance abuse early prevention and intervention parent programs were identified as high priorities. Delivering SFP (10-14) directly into communities where underserved families live is a strong response to this identified need.

WSUKE faculty and staff participate actively with community coalitions that help to improve family functioning and prevent drug and alcohol abuse. These have included the Readiness to Learn Consortium, Kitsap Cares About Kids, S'Klallam tribe's Chi ee Chi, Kingston Middle School and Central Kitsap Native American Education programs, Kitsap Immigration Center, and now the Community Prevention and Wellness Initiatives (CPWI) in both Bremerton and North Kitsap. WSUKE engages families in the community in high quality outreach education. WSUKE, along with other consortia partners, assisted in crafting Bremerton area youth and parent social norms campaigns designed to carry the message that “most of us do not use drugs and alcohol.”

### **Project Description (30 points)**

**Project Design** The purpose of this project is 1) to provide long-term supervision of programming that will contribute to the sustainability of efforts that delay young adolescents' age of initiation for drugs and alcohol and 2) to reinstate SFP (10-14) programming in Central Kitsap for parents/caregivers that results in positive family

functioning. This will be achieved through the development of a more robust management system that incorporates an SFP (10-14) supervisor in Kitsap County who will reinstate programming in Central Kitsap.

Here is some history. Since 2007 the delivery of SFP (10-14) programming in Kitsap County has been organized by one person. Programming was delivered county-wide using federal (CYFAR 2009-2014), CTED and DBHR funding. When the federal grant termed in 2014 only local DBHR funding was available in two communities – North Kitsap and Bremerton. In order to reinstate programming to all areas of the county a more robust management system is necessary to assure sustainability in the long term. This proposal aims to bring existing and proposed programming under a new part-time, temporary supervisor, who will oversee SFP (10-14) in North Kitsap and Bremerton school districts and will add the program (with these grant funds) back into Central Kitsap school district.

SFP (10-14) is an evidence-based seven week program for youth ages 10-14 and their parents/caregivers. SFP (10-14) addresses youth risk factors such as aggressive or withdrawn behavior, negative peer influence, poor school performance, lack of pro-social goals, and poor relationship with parents with protective factors such as positive future orientation, peer pressure resistance skills, pro-social peer relationships, positive management of emotions and empathy with parents. The program addresses parent/caregiver risk factors such as demanding and rejecting behavior, poor child management, harsh and inappropriate discipline, and poor communication of family rules with protective factors such as positive parent-child affect, supportive family involvement, age-appropriate expectations, and appropriate parental monitoring and clear expectations.

SFP (10-14) is one of the few family strengthening, drug and alcohol abuse prevention programs available. The program is recognized by the following federal agencies:

Office of Juvenile Justice & Delinquency Prevention – Exemplary Program  
US Department of Education – Exemplary Program  
Center for Substance Abuse Prevention – Model Program  
Substance Abuse & Mental Health Services Administration – Model Program  
National 4-H Headquarters & Cooperative State Research & Extension Service –  
Program of Distinction  
National Institute on Drug Abuse – Universal Program  
Blueprints for Violence Prevention – Promising Program

Project activities will include identifying a Kitsap County supervisor to assure delivery of all SFP (10-14) programming in three school districts (Bremerton, North Kitsap and Central Kitsap). \$20,000 in funding is anticipated from DBHR through Kitsap County Prevention Services in the 2015-16 school year to potentially fund four (4) SFP (10-14) programs - two in North Kitsap and two in Bremerton. Funding from this grant proposal

would provide delivery of the program in Central Kitsap School District – a part of the county that is not currently served. During the 2015-2016 school year five (5) SFP (10-14) programs could be implemented in Kitsap County. Up to twelve (12) families per session can participate in SFP (10-14). A total of sixty families in five programs could benefit. Funding would be derived from two different sources (DBHR and this grant) and conducted September 2015 through June 2016.

The program is divided into three sections each evening, for one night weekly over seven weeks. Here is the weekly session schedule:

- 5:30 pm Families are welcomed with dinner
- 6:00 – 7 pm Child care youth go to their designated area, parents/caregivers and youth meet in separate classrooms with facilitators
- 7 - 8 pm Youth and parents/caregivers reconvene to participate in activities related to the theme of the week

Parents/caregivers in Kitsap County showed a statistically significant positive change from before to after the program on positive involvement, family harmony and rules about substance use in 2013. Youth in Kitsap County also showed a statistically significant positive change from before to after the program on attachment. The graduation rate (attendance at 5 or more nights) is higher for Kitsap families (87%) than the average rate for Washington State families (78%). The evaluation completion rates and graduation rate suggest that providers were well trained, were able to establish a high degree of rapport with participating families, and were able to provide the program in such a way that families were both enabled and motivated to return (e.g. through provision of meals and childcare). **Programs in Kitsap County are delivered with strict fidelity to the curriculum. For this reason, it is expected that replication of long-term results, specifically the delay of rates of initiation for youth, like those reported in the clinical trials, can be expected to be realized in Kitsap County.** A full aggregated report of programs delivered in 2013 is attached.

### **Community Collaboration, Integration and Collective Impact**

Successfully implementing SFP (10-14) programs requires acquiring resources from partners who agree to provide support such as facilities, child care, meals and assistance in recruiting families. Over the last eight years the following partners have provided that support: North Kitsap, South Kitsap, Central and Bremerton School Districts, the S'Klallam and Suquamish tribes, Emmanuel Apostolic Church, and Bainbridge Island Youth Services. Future support is affirmed in the letters of commitment (attached): Bremerton, Central Kitsap School Districts, Suquamish Elementary and the Suquamish tribe have all assured facilities, child care and meals when possible for this grant period.



The program will be integrated with the Kitsap County Behavioral Health Strategic plan, the Bremerton and North Kitsap Community Prevention and Wellness Initiatives (CPWIs), the Suquamish and S'Klallam Tribes' Drug and Alcohol Prevention, the Native American Education staff at North, Bremerton and Central Kitsap School Districts, and local school districts' outreach efforts to increase parent involvement.

The collective impact of this project is the increased attachment of youth to their families (that is, they feel close to parents/caregivers), and statistically significant positive change on positive involvement, family harmony and rules for parents/caregivers. These impacts result in lower drug and alcohol initiation rates for young adolescents over time, as evidenced by clinical research. Kitsap County school districts, tribes and local communities identify these outcomes as goals, as do the coalitions WSUKE has engaged with for many years. WSUKE contributes effective programming to help create strong families in Kitsap County.

**Project Outcomes and Measures** – SFP (10-14) effectiveness is measured in pre- and post-program pencil and paper surveys conducted with parent/caregivers and youth enrolled in the program. The WSU adult caregiver evaluation includes scales developed by Iowa State researchers for the original SFP research trial. The WSU youth evaluation includes scales from the Healthy Youth survey administered in Washington State schools. All scales and items are used by permission or are in the public domain. The youth survey instrument includes validated measures for risk and protective factors: opportunities for prosocial involvement (parents/caregivers include youth in decision-making and fun activities, rewards for prosocial involvement (parents/caregivers reward good behavior) and family attachment (youth feel close to parents/caregivers), family conflict (parents/caregivers control their tempers and avoid harsh criticism when disciplining) and poor family management (parents/caregivers supervise and enforce rules).

The parent/caregiver survey instrument includes validated measures for risk and protective factors: rules about substance use (parents/caregivers have clear and specific rules and they apply consequences when rules are not followed), positive involvement (parents/caregivers enjoy spending time with their youth and keep youth involved in family decisions and activities), family harmony (parents/caregivers control their tempers and avoid harsh criticism when disciplining), and communication (parents/caregivers openly discuss situations and feelings with their youth).

Pre- and post-program surveys are anonymous, matched by first letter of last name and birth date. Faculty and graduate students in the SFP (10-14) evaluation lab at WSU Department of Human Development analyze the surveys and produce a report for the site. A sample copy of the report aggregated from multiple Kitsap County programs conducted in 2013 is attached.

In 2014 WSU Extension colleagues conducted follow up focus groups with Latino youth who had completed the Spanish language SFP (10-14) program from 6 months to 3 years ago. Data from these focus groups showed that not only had youth remembered elements of the program, but they also reported continued improved family functioning. Youth showed behavior change in the areas of attachment, involvement and family harmony over time. These findings demonstrated that community implementations were replicating findings from the longitudinal research conducted in the clinical trials for SFP (10-14).

One girl from the Kitsap County focus group recounted an incident in the junior high school auditorium. The youth seated behind her were talking excitedly so she turned around to see what the noise was about. The youth had marijuana, and asked her if she wanted some. She said “no” and moved to a different chair.

### **Project Financial Feasibility (20 points)**

#### **Budget Narrative**

#### **Additional Resources and Sustainability**

Bremerton School District – School facilities, program promotion through the district-wide website, child care for children ages 2 and older, assistance with the purchase of meals for families when possible

Central Kitsap School District – School facilities, program promotion through the district-wide website, child care for children age 2 and older, assistance with the purchase of meals for families when possible

Suquamish Elementary – school facilities, program promotion through the district-wide website, child care for children age 2 and older, assistance with the purchase of meals for families when possible

Suquamish Tribe – assistance with the purchase of meals for families, use of facilities with Reservation Boundaries as needed

Kitsap County Substance Abuse Prevention Program – annual funding for programs in Bremerton and North Kitsap School Districts when available, program promotion through the coalitions

WSUKE – oversight for Kitsap County SFP (10-14) programs, certified and experienced SFP (10-14) facilitators and site coordinators, curriculum kits and materials, program evaluation derived from pre- and post-program surveys, training to certify SFP (10-14) facilitators when funding is available

WSU Extension – funding to support the Project Director

Kitsap County – funding to support the Project Director

## Special Project Budget Form

Agency Name: Washington State University

Project:

Enter the estimated costs associated with your project/program	Total	Requested Funds	Other Funds
<b>Personnel</b>			
Managers	\$26,862.00	\$26,862.00	\$0.00
Staff	\$3,997.00	\$3,997.00	\$0.00
Total Benefits	\$0.00	\$0.00	\$0.00
<b>SUBTOTAL</b>	<b>\$30,859.00</b>	<b>\$30,859.00</b>	<b>\$0.00</b>
<b>Supplies &amp; Equipment</b>			
Equipment	\$0.00	\$0.00	\$0.00
Office Supplies	\$1,000.00	\$1,000.00	\$0.00
Other (Describe): Meals	\$1,050.00	\$1,050.00	\$0.00
<b>SUBTOTAL</b>	<b>\$2,050.00</b>	<b>\$2,050.00</b>	<b>\$0.00</b>
<b>Administration</b>			
Advertising/Marketing	\$0.00	\$0.00	\$0.00
Audit/Accounting	\$0.00	\$0.00	\$0.00
Communication	\$0.00	\$0.00	\$0.00
Insurance/Bonds	\$0.00	\$0.00	\$0.00
Postage/Printing	\$0.00	\$0.00	\$0.00
Training/Travel/Transportation	\$300.00	\$300.00	\$0.00
26% Indirect	\$8,634.00	\$8,634.00	\$0.00
Other (Describe):	\$0.00	\$0.00	\$0.00
<b>SUBTOTAL</b>	<b>\$8,934.00</b>	<b>\$8,934.00</b>	<b>\$0.00</b>
<b>Ongoing Operations &amp; Maintenance</b>			
Janitorial Service	\$0.00	\$0.00	\$0.00
Maintenance Contracts	\$0.00	\$0.00	\$0.00
Maintenance of Existing Landscaping	\$0.00	\$0.00	\$0.00
Repair of Equipment and Property	\$0.00	\$0.00	\$0.00
Utilites	\$0.00	\$0.00	\$0.00
Other (Describe):	\$0.00	\$0.00	\$0.00
Other (Describe):	\$0.00	\$0.00	\$0.00
Other (Describe):	\$0.00	\$0.00	\$0.00
<b>SUBTOTAL</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Other</b>			
Debt Service	\$0.00	\$0.00	\$0.00
Other (Describe):	\$0.00	\$0.00	\$0.00
<b>SUBTOTAL</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>TOTAL PROJECT BUDGET</b>	<b>\$41,843.00</b>	<b>\$41,843.00</b>	<b>\$0.00</b>

### Project Salary Summary

#### Description

Number of Professional FTEs	2.00
Number of Clerical FTEs	0.00
Number of All Other FTEs	6.00
<b>Total Number of FTEs</b>	<b>8.00</b>

#### Salary Information

Salary of Executive Director or CEO	\$0.00
Salaries of Professional Staff	\$24,000.00
Salaries of Clerical Staff	\$0.00
Other Salaries (Describe Below)	\$0.00
Description: Facilitators	\$2,240.00
Description: Coordinator	\$600.00
Description: Staff	\$800.00
<b>Total Salaries</b>	<b>\$27,640.00</b>
Total Payroll Taxes	\$0.00
Total Cost of Benefits	\$3,219.00
Total Cost of Retirement	\$0.00
<b>Total Payroll Costs</b>	<b>\$30,859.00</b>

**Ron Mittelhammer**  
Interim Dean  
College of Agriculture, Human, and Natural Resource Sciences

**Rich Koontz**  
Associate Dean & Director  
WSU Extension

**Kathy Sillwell**  
Asst to Assoc Dean

**Randy Baldree**  
Program Director  
Ag & Natural Resources (ANR)

**Kathy Sillwell**  
Program Admin Mgr

**Jim Kropp**  
Associate Director  
Natural Resources

**Extension Programs**  
Ag WeatherNet (AWN)  
Natural Resources  
Master Gardener Program  
Extension Centers  
CEREO  
Center for Precision Ag  
CSA/NR  
FECL  
PIC  
VOC/RIE

**Extension Departments**  
Animal Sciences  
Biological Syst Engineering  
Crop and Soil Sciences  
Entomology/  
Horticulture & LA  
Natural Resource Sciences  
Plant Pathology  
School of Economic Sciences

**Rob McDaniel**  
Program Director  
Community & Econ Dev (CED)

**Kelly Barton**  
Program Admin Mgr

**Extension Centers**  
CNI/C  
DGSS  
SBDC  
William D. Ruckelshaus Cr  
Extension Departments  
School of Economic Sciences  
Sociology

**Doreen Hauser-Lindstrom**  
Program Director  
Youth and Families (Y&F)

**Grindy McFarlane**  
Program Admin Mgr

**Pat Boyles**  
Director  
4-H Youth Development

**Extension Programs**  
4-H Program  
SNAREd  
EFNEP  
Extension Centers  
AIEC

**Extension Departments**  
B-State School of Food Science  
Human Development  
Nutrition & Exercise Physiology  
School of Economic Sciences

**Jim Kropp**  
Director  
County Office Administration

**Extension County Directors**

**Extension Counties**  
Adams  
Clark  
Franklin  
Jefferson  
Lewis  
Pend Oreille  
Snohomish  
Walla Walla

**James Fey**  
Program Director  
Energy

**Shelia Riggs**  
Program Admin Mgr

**Extension Counties**  
Benton  
Cowlitz  
Grant  
Klickitat  
Mason  
San Juan  
Sevens  
Wahitan

**Extension Counties**  
Chelan  
Douglas  
Grays Harbor  
Klickitat  
Okanogan  
Skagit  
Thurston  
Yakima

### EXTENSION SUPPORT SERVICES

**Don Holbrook**  
Director  
Administrative Services

**Ben McLellan**  
Director

**Alumni & Friends**  
Linda Bailey  
Melissa Bean  
Janet McGough  
Britta Niloy  
Jessica Munson

**Josh Paulsen**  
Director

**CA-NRCS Communicator**  
Phil Cagle, Pat Carpenter  
Karia Dopp, Therese Harris  
Dorell Kilgore, Don Pinos  
Dora Rollins, Gerald Steffen  
Melissa Strong, Legane Taylor  
Rachel Webber

**Suzette Vaenzonko**  
Director

**Human Resources**  
Jeri Lee Gees  
Dikel Kearney

**Linda Wilson**  
Area Accounting Mgr

**Financial Reports & Communications**  
Sharon Cunningham  
Mika Petrusky

**Jackie Bolden**  
Area Grants Mgr

**Grant & Contracts Coordinators**  
Maureen Borellin  
Tom Busch  
Carnie Johnston

**Becdy Phibe**  
Area Personnel Mgr

**Personnel**  
Caillin Fains  
Parra Manovajan  
Alexandra Clark

**Jim Boyer**  
Area Computing Mgr

**Computing & Web Res**  
Bill Bonner  
Jim Buscher  
Eric Ellison  
Chuck Hyner  
Sara Kile  
Dean Pflieger  
Jill Wilson

**Linda Loos**  
County Fiscal Ops Mgr

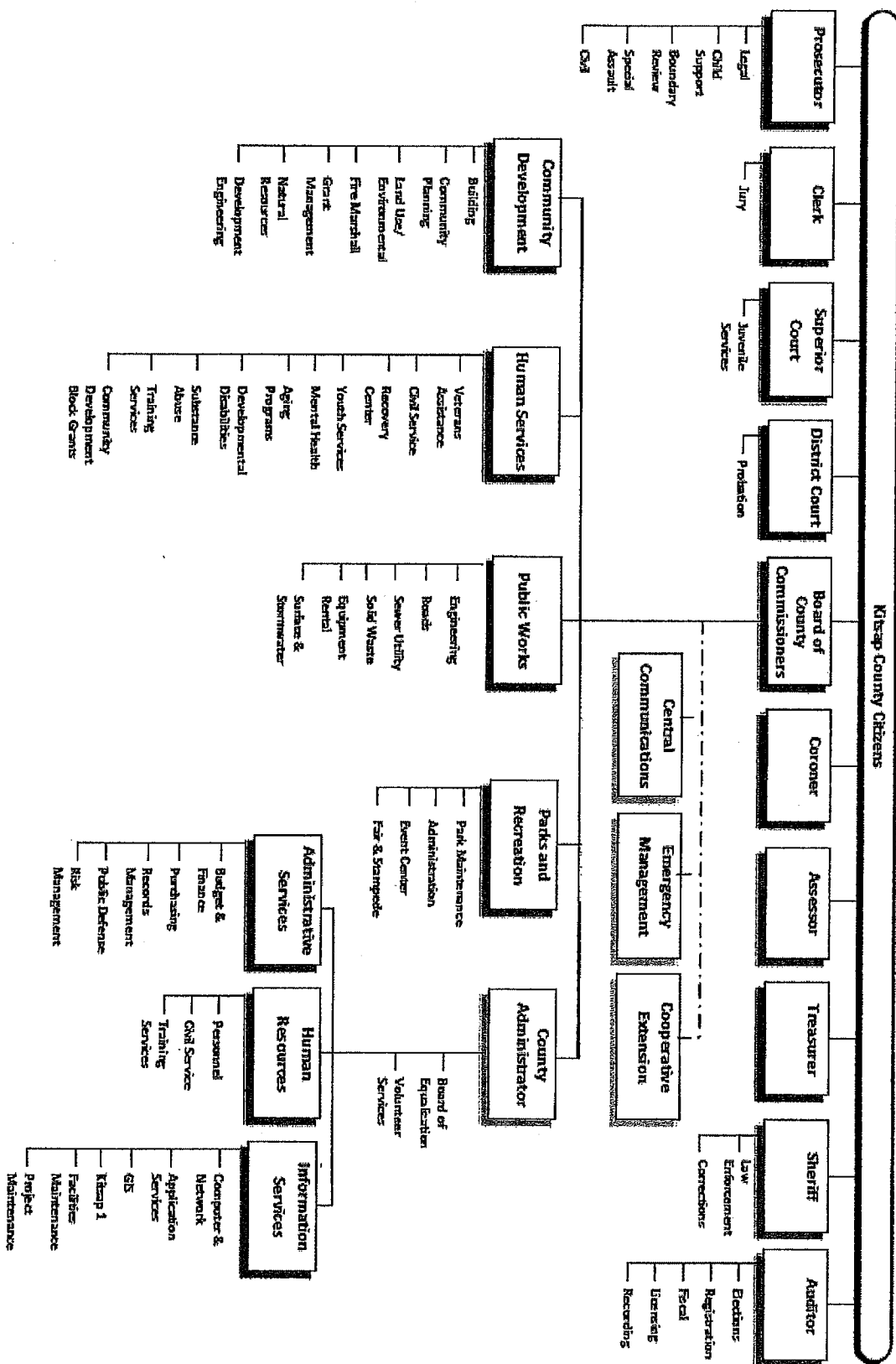
W:\Extension\org\extension Chris\WSU Extension Org Chart June 2014

June 2014

\*\*WSU Extension is the outreach portion of the College of Agriculture, Human, and Natural Resource Sciences within Washington State University.



# Kitsap County, Washington Functional Organization Chart 2015





# Kitsap County

WASHINGTON STATE UNIVERSITY  
EXTENSION

March 24, 2015

Kitsap County Citizens Advisory Board  
c/o Kitsap County Human Services  
614 Division Street MS-23  
Port Orchard, WA 98366

RE: Summary of Commitments in support of Mental Health grant

Dear Citizens Advisory Committee:

I am writing to summarize the commitments from Central Kitsap and Bremerton School Districts, Suquamish Elementary and the Suquamish tribe for the Strengthening Families (10-14) grant application to provide Mental Health, Chemical Dependency and/or Therapeutic Court Programs.

**Central Kitsap and Bremerton School Districts and Suquamish Elementary School:**

School facilities where programs can be held  
Program promotion through the district-wide website  
Child care for children age 2 and older  
Assistance with the purchase of meals for families

**The Suquamish Nation**

Assistance with the purchase of meals for families  
Use of facilities within Reservation Boundaries as needed

The collective impact to strengthen families as a means of delaying the age of initiation for drugs and alcohol in young adolescents is a goal shared by each organization. All entities listed above have access to families who would benefit from the program. School and tribal staff can issue personal invitations to the program at parent/teacher conferences, family nights and tribal gatherings.

Sincerely,

Renee Overath, Director  
WSU Kitsap Extension  
(360) 337-7170  
roverath@wsu.edu

– Board of Directors –

MARK A. GAINES            BRUCE J. RICHARDS  
ERIC K. GREENE            JEANIE SCHULZE



**Central Kitsap School District**

DAVID MCVICKER  
SUPERINTENDENT

9210 SILVERDALE WAY NW  
MAILING ADDRESS: PO BOX 8  
SILVERDALE, WASHINGTON 98383  
(360) 662-1610 • Fax: (360) 662-1611  
www.cksd.wednet.edu

March 13, 2015

Kitsap County Citizens Advisory Board  
c/o Kitsap County Human Services  
614 Division Street MS-23  
Port Orchard, WA 98366

RE: Letter of Commitment to provide Mental Health, Chemical Dependency and Therapeutic Court Programs

Dear Citizens Advisory Committee:

I am writing to express my support and commitment for the Strengthening Families (10-14) grant application to provide Mental Health, Chemical Dependency and/or Therapeutic Court Programs.

WSU Kitsap Extension provides the evidence-based Strengthening Families program for youth ages 10-14 and their parents/caregivers.

Central Kitsap School District will commit the following resources to the proposal submitted by WSU Kitsap Extension:

- School facilities where programs can be held
- Program promotion through the district-wide website
- Child care for children age 2 and older
- Assistance with the purchase of meals for families

Our collective impact is to identify and recruit families into the Strengthening Families (10-14) program. We have access to families who would benefit from the program, and our staff can issue personal invitations to the program at parent/teacher conferences, family nights, and/or personal phone calls.

We believe our support and commitment will significantly improve the availability of services to families who need them.

Sincerely,

A handwritten signature in cursive script that reads "Christina Wyatt".

Christina Wyatt  
Director of Student Services  
Central Kitsap School District





March 17, 2015

Kitsap County Citizens Advisory Board  
c/o Kitsap County Human Services  
614 Division Street MS-23  
Port Orchard, WA 98366

RE: Letter of Commitment to provide Mental Health, Chemical Dependency and Therapeutic Court Programs

Dear Citizens Advisory Committee:

I am writing to express my support and commitment for the Strengthening Families (10-14) grant application to provide Chemical Dependency prevention and Family Strengthening Programs.

WSU Kitsap Extension provides the evidence-based Strengthening Families program for youth ages 10-14 and their parents/caregivers.

Bremerton school district will commit the following resources to the proposal submitted by WSU Kitsap Extension:

- School facilities where programs can be held
- Program promotion through the district-wide website
- Child care for children age 2 and older
- Assistance with the purchase of meals for families (when possible)

Our collective impact is to identify and recruit families into the Strengthening Families (10-14) program. We have access to families who would benefit from the program, and our staff can issue personal invitations to the program at parent/teacher conferences and/or family nights.

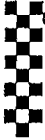
We believe our support and commitment will significantly improve the availability of services to families who need them.

Sincerely,

Dr. Aaron Leavell  
Superintendent

**COPY**

Dr. Aaron Leavell, Superintendent  
Bremerton School District ▲ 134 Marion Ave North ▲ Bremerton, WA 98312  
Phone: 360.473.1006 ▲ Fax: 360.473.1040 ▲ Email: aaron.leavell@bremertonschools.org



Jon Torgerson, Principal

18950 Park Blvd NE  
Suquamish, WA 98392  
(360) 396-3850  
(Fax) 360-396-3916

March 7, 2015

Kitsap County Citizens Advisory Board  
c/o Kitsap County Human Services  
614 Division Street MS-23  
Port Orchard, WA 98366

RE: Letter of Commitment to provide Mental Health, Chemical Dependency and Therapeutic Court Programs

Dear Citizens Advisory Committee:

I am writing to express my support and commitment for the Strengthening Families (10-14) grant application to provide Chemical Dependency prevention and Family Strengthening Programs.

WSU Kitsap Extension provides the evidence-based Strengthening Families program for youth ages 10-14 and their parents/caregivers.

Suquamish Elementary School will commit the following resources to the proposal submitted by WSU Kitsap Extension:

- School facilities where programs can be held
- Program promotion through the district-wide website
- Child care for children age 2 and older
- Assistance with the purchase of meals for families (when possible)

Our collective impact is to identify and recruit families into the Strengthening Families (10-14) program. We have access to families who would benefit from the program, and our staff can issue personal invitations to the program at parent/teacher conferences and/or family nights.

We believe our support and commitment will significantly improve the availability of services to families who need them.

Sincerely,

Jon Torgerson  
Principal  
Suquamish Elementary School  
North Kitsap School District  
(360) 396-3852  
[jtorgerson@nkschools.org](mailto:jtorgerson@nkschools.org)  
[www.nkschools.org](http://www.nkschools.org)



March 18, 2015

Kitsap County Citizens Advisory Board  
c/o Kitsap County Human Services  
614 Division Street MS-23  
Port Orchard, WA 98366

RE: Letter of Commitment to support Family Strengthening Programs.

Dear Citizens Advisory Committee:

I am writing to express my support and commitment for the Strengthening Families (10-14) grant application to provide Chemical Dependency prevention and Family Strengthening Programs.

WSU Kitsap Extension provides the evidence-based Strengthening Families program for youth ages 10-14 and their parents/caregivers.

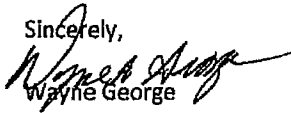
The Suquamish Nation will commit and/or has committed the following resources to the proposal submitted by WSU Kitsap Extension:

Assistance with the purchase of meals for families.  
Use of facilities within Reservation Boundaries as needed.

Our collective impact is to support families and the Strengthening Families (10-14) program. We have access to families who would benefit from the program.

We believe our support and commitment will significantly improve the availability of services to families who need them.

Sincerely,

  
Wayne George  
Executive Director  
Suquamish Tribe