



PRAXIS
with Integrity™



NURTURING PARENTING PROGRAM NURTURING FAMILIES CURRICULUM

Legal White Paper 2021
Praxis with Integrity Consulting PLLC

CONTENTS

| | |
|---|----|
| Contents | 2 |
| Abstract | 3 |
| About Nurturing Parenting Programs and Nurturing Families Curricula | 3 |
| Validity of Nurturing Families Curriculum | 5 |
| Nurturing Families 2nd Edition Benefits | 6 |
| Program Model and Curriculum Ownership..... | 7 |
| Terms and Definitions..... | 8 |
| Curriculum Ownership Rights | 8 |
| State of Texas and Nurturing Parenting Program Initiative..... | 10 |
| Background and Timeline..... | 10 |
| Claims and Counterclaims: The Truth from Legal Discovery..... | 11 |
| Conclusion | 12 |

ABSTRACT

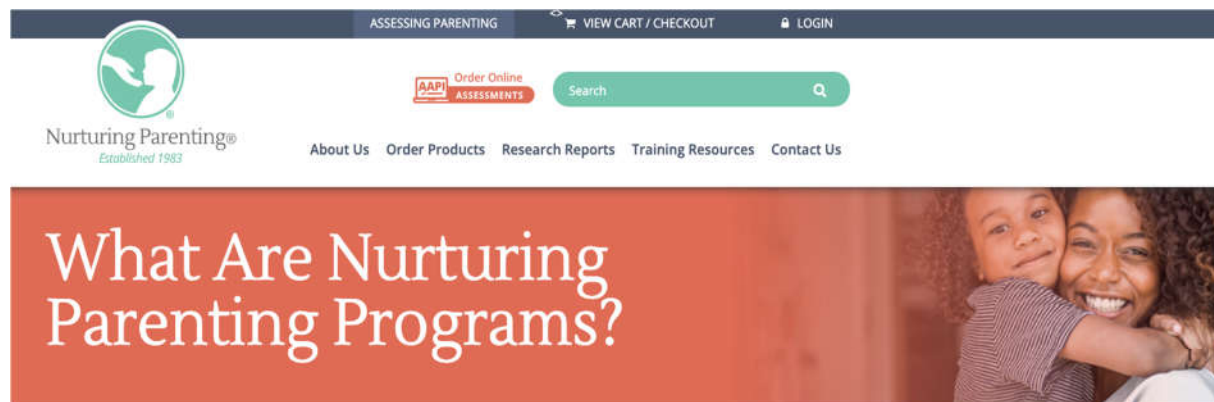
Nurturing Parenting Program (NPP) intervention is a family-centered trauma -informed **initiative** designed to build nurturing parenting skills as an alternative to abusive and neglectful parenting and child-rearing practices. The long-term intervention goals of the NPP initiative are to prevent recidivism in families receiving social services, lower the rate of multi-parent teenage pregnancies, reduce the rate of juvenile delinquency, decrease alcohol and substance abuse, and stop intergenerational cycle of child abuse by teaching nurturing parenting behaviors. In over 30 years, millions of agencies and individuals worldwide have been part of this worthwhile initiative reaching millions of families.

Praxis with Integrity Consulting (PRAXIS), DBA Family Nurturing Center of Texas and Nurturing Families Center, under Sonya Thorn’s leadership, have been part of the NPP initiative for 29 years. In a constantly changing world, agencies working in the field of family services along with curriculum developers must create evaluation processes of continual updates. The birth of the Nurturing Families curriculum was an example of updates emanating from the field in the states of Texas, North Dakota, Tennessee, Illinois, and California.

The creation of the Ten Nurturing Families curriculum authored in 2016 was a “joint authorship” not a “work made for hire” between Dr. Stephen J. Bavolek of Family Development Resources (FDR) and Sonya Thorn; therefore, both authors have equal right over the authorship and can create work as they please without consent of the other authors. The first pilot was with state, county, and local agencies working on behalf of children and families in child welfare and mental health systems of care.

Practically speaking, many now have options for selecting their curriculum and training. PRAXIS Nurturing Families Center continues to be an international source of more updated NPP curriculum and training.

ABOUT NURTURING PARENTING PROGRAMS AND NURTURING FAMILIES CURRICULA



Nurturing Parenting Programs

The Nurturing Parenting Programs are a family-centered trauma-informed initiative designed to build nurturing parenting skills as an alternative to abusive and neglecting parenting and child-rearing practices.

The long term goals are to prevent recidivism in families receiving social services, lower the rate of multi-parent teenage pregnancies, reduce the rate of juvenile delinquency and alcohol abuse, and stop the intergenerational cycle of child abuse by teaching positive parenting behaviors.



Screenshot from Nurturing Parenting/FDR website 12.8.2021

Throughout the 30+ years under this NPP initiative, many authors have created various curricula. The commonality between all are the constructs developed by Dr. Stephen Bavolek and presented in the Adult Adolescent Parenting Inventory (AAPI). To a high degree these constructs, first researched in the 1980's, have withstood the test of time. The Inventory would benefit from updates to meet the cultural needs of today's families and in response to the coronavirus pandemic.



Dr. Bavolek is an inspiring mentor and colleague to many. He inspired Ms. Thorn to train worldwide and trusted in her abilities by asking her to recognize many of his trainers that are listed on FDR's website. All of those who belong to the Nurturing Parenting Program initiative believe in his work and honor him.

In 2015, Sonya Thorn principal author of *Nurturing Families 2nd Edition* and Dr. Stephen Bavolek the principal author of the Adult Adolescent Parenting Inventory together entered a joint authorship relationship and created the *Nurturing Families 5-19 1st Edition*. The focus of the *Nurturing Families 1st Edition* program was to update many of his older curricula (*Parents and Their School-age Children 5-11*, *Parents and their Adolescents*, and *Nurturing Skills*) and pilot the updated edition in five states (Texas, North Dakota, Tennessee, Illinois, California). Families served with this program were involved in multiple systems of care, i.e., Department of Family Protective Services/Child Welfare, Military Family Support, Mental/Behavioral Health Systems, Juvenile Justice Systems, Domestic/Intimate Partner Violence, Drug and Alcohol Use/Abuse/Recovery, School Districts, Head Start, Residential Centers and Youth and Adult Correctional Institutions.

These pilot programs clearly presented strong findings:

- Participants improved in their overall functioning and therefore become better in their role as nurturing parents.
- Frontline facilitators appreciated that the 3-day training included specific fidelity implementation skills on a more updated curriculum.
- The Facilitator Implementation Manuals and Family Workbooks included clear and concise information to assist the frontline in delivering family services.
- Throughout the five state pilot sites, the *Nurturing Families™ 5-19* program was implemented with parents of Birth to 19-year-olds not just 5–19-year-olds, and the curriculum needed to be named more accurately.

The *Nurturing Families 2nd Edition*, authored by Sonya M. Thorn, allowed Nurturing Families to re-name the intervention and re-title the manual to reflect how the intervention has been implemented since 2015. The Nurturing Families Center has implemented the changes on the website and in all written materials, including training materials. The 2nd Edition maintains the same therapeutic content from the *Nurturing Families™ 5-19 1st Edition* and is based on constructs and content from previous work by Sonya Thorn and Dr. Stephen Bavolek. Nurturing Families can be used in home visitation services, with groups, individuals, or in family settings (in-person or virtual).

The strength of Nurturing Families™ is based on these 29 years of implementing and training alongside Dr. Stephen Bavolek. Nurturing Families programs are based on the 33-year history of the Adult Adolescent Parenting Inventory (AAPI) research. Families engage in both affective and cognitive leaning and reaching competencies through lessons that encourage sustainable attitudinal and behavioral change. NPP Nurturing Families™ program includes a Facilitator Manual with Resources and a Family Workbook (agency license) for those adults parenting children Birth-19.

The program has also been culturally translated for Spanish speaking families (Criando Familias). There is required certification training and on-going support to insure fidelity implementation. The most updated curriculum can be implemented in a group, family, individual, and home visitation settings (face to face or virtual). For more information and to register for a 2022 facilitator training please visit www.Nurturingfamiliescenter.com

The goal is always to serve from a family system perspective and can include as many members of the family as possible. A family who learns together is most effective in strengthening and sustaining healthy relationships.

VALIDITY OF NURTURING FAMILIES CURRICULUM

Overtime curricula under the NPP initiative have been on many recognized lists including the CEBC (California Evidenced-Based Clearinghouse), NREPP (National Registry of Effective Programs and Practices), SAMHSA (Substance Abuse and Mental Health Services Administration), HomVEE (Home Visiting Evidence of Effectiveness) and the PEW Research Center. Many of these no longer exist as the source for evidence-based and others are no longer the strongest source for federal, state and local funding. To date and moving forward the clearinghouse that has credibility is through the Family First Prevention Services Act (FFPSA).

Currently, most curricula developed under the NPP initiative and written into Texas Health and Human Services (HHSC) protocol are **not** evidence based according to the Title IV- E Prevention Services Clearinghouse known as Family First Prevention Service Act (FFPSA). This Federal clearinghouse was established by the Administration for Children and Families (ACF) within the U.S. Department of Health and Human Services (HHS) to conduct an objective and transparent review of research on programs and services intended to provide enhanced support to children and families and prevent foster care placements. The clearinghouse rates programs and services as well-supported, supported, promising, or does not currently meet criteria.

March 2020, NPP- *Parents and Their Infants, Toddlers and Preschoolers* and NPP- *Parents and Their School Age Children 5-11* were reviewed by the FFPSA Federal clearinghouse and were rated “Does not currently meet criteria”. https://preventionservices.abtsites.com/program?combine_1=nurturing+families

On the other hand, Nurturing Families Program is the only curriculum that is listed as evidence based for Texas through TEXPROTECTS CHAMPION OF SAFE CHILDREN: Evidence-Based and Promising Practice Home Visiting Programs in Texas <https://www.texprotects.org/TXhomevisiting/programs/>

Furthermore, Nurturing Families data collected from Texas Department of Families Protective Services (DFPS) and North Dakota Department of Children Services is being evaluated through Evident Change (formerly the National Council on Crime and Delinquency and Children’s Research Center) with the support of Casey Families International.

Children do not exist in isolation!

Children are not harmed in a vacuum! They exist in family and community systems!

Protection and well-being start with engaging the family with strengths-based services.

To view and protect children as separate from a family system is analogous to putting the ambulance at the bottom of the cliff instead of a guard rail at the top of the cliff.



NURTURING FAMILIES 2ND EDITION (BIRTH-19) BENEFITS

BENEFITS TO FAMILIES

- Increase positive nurturing relationship outcomes
- Lower the rate of multi-parent teenage pregnancies
- Prevent recidivism of families receiving social services
- Decrease alcohol and substance abuse
- Stop intergenerational cycles of abuse by teaching nurturing parenting
- A family workbook that covers lessons for families with children of *all ages through easy-to-read infographics*
- Competencies directed at teaching and practicing healthy parent and child relationship interactions
- Up-to-date for diverse families of today
- Family focused to strengthen family relationships

BENEFITS TO FRONTLINE WORKERS

- A facilitator implementation manual that includes all the resources needed for implementation to diverse families
- Clear, concise, and easy to implement face to face or through a virtual platform
- Condensed and replaced many old, outdated and confusing parenting manuals
- Evidence-based and trauma informed from the recently collected data in 5 states
- More lessons on Mental Health and Substance Abuse prevention
- On-going fidelity implementation support
- A checklist to ensure fidelity
- In-house sustainability (Certified Organizational Trainer track)
- On-going curriculum updates
- Can be used with teens 12+ with or without their parents

PROGRAM MODEL AND CURRICULUM OWNERSHIP

TWO SEPARATE COMPANIES

GOING IN DIFFERENT DIRECTIONS

FAMILY DEVELOPMENT RESOURCES

Dr. Stephen J. Bavolek

33 + years of Adult Adolescent Parenting Program

Created the Nurturing Parenting Program Initiative

MARKETING COMPANY

Family Development Resources (FDR) Inc.

President: Dr. Stephen J. Bavolek

- Secretary: Joan-Marie Dellinger (Dr. Bavolek's ex-sister-in-law)
- Executive Director: Bernadette Kopecky (Dr. Bavolek's sister)

CENTER

Family Nurturing Center International (FNC)

CURRICULUM

Many Curricula WITH MANY AUTHORS including *Nurturing Families 5-19 1st Ed.*

CERTIFICATION

Facilitator and Trainers are not certified

FDR trainers do not create Certified Organizational Trainers

<https://www.nurturingparenting.com/trainer.i>

PRAXIS WITH INTEGRITY CONSULTING

Ms. Sonya M. Thorn, MSOL LCSW

29 years with Nurturing Parenting Program initiative as a facilitator, NPP Advisory Board Lead, conducting Training of NPP Trainers and consulting with state, county, university and non-profits entities.

COMPANY

Praxis with Integrity Consultant PLLC (PRAXIS)

CEO: Sonya M. Thorn, MSOL LCSW

- Administrative Assistant: Angelica Maldonado
- Business Manager: Maria Ofelia Barrientos
- Research Director: Dr. Kristin Grayson

CENTER

Family Nurturing Center of Texas

Nurturing Families Center

Nurturing Training and Research Center

CURRICULUM

Nurturing Families 5-19 1st Ed. (NF5-19)

Nurturing Families Birth-12 (TN)

Nurturing Families 2nd Edition for all ages (NF)

CERTIFICATION

Certified Trainers and Certified Facilitators

Certifications provide on-going fidelity monitoring and support.

Certifications honor professionals for their time and effort serving others.

TERMS AND DEFINITIONS

Nurturing Parenting, NPP, NF. Sometimes refers to curriculum developed using the constructs from the Adult Adolescent Parenting Inventory, also referred to as AAPI, created by Dr. Stephen Bavolek.

Facilitator. Individuals that go through a 3-day or 18-hour facilitator training to implement curriculum directly to families. 2022 training calendar <https://nurturingfamiliescenter.com/training-2/>

Trainers. Individuals who wish to train facilitators and who complete a training of trainers' (TOT) program. People who are Trainers through PRAXIS also ensure fidelity, certify facilitators and trainers and provide CEU's. FDR Trainers are called Trainer/Consultants. Trainers certified through PRAXIS are called Certified Organizational Trainer, Certified State Trainer, and Lead International Trainer. (There is no title called "Master Trainer".)

CEU's. Only Licensed individuals can give out approved CEU's for trainings conducted in most states. Not all FDR Trainers can give out CEU's. PRAXIS trainers give both trauma informed and violence prevention CEU's to all who attend their trainings.

Recognition. Most FDR listed trainers receive recognitions for attending a Facilitator Training or a TOT. FDR does not certify facilitators or trainers.

Certification. A strong testament to the continuing education, hard work, and fidelity implementation of a trauma informed program/curriculum. Universities, Community Colleges and Curriculum Authors issue certifications. Author Sonya Thorn, through PRAXIS, issues certifications to facilitator and trainers.

Annual Recertification Conference. Only conducted through PRAXIS to provide on-going support and ensure fidelity implementation of NPP- Nurturing Families programs. This conference is optional for facilitator who have in-house Certified Organizational Trainers <https://nurturingfamiliescenter.com/9802-2/> or Certified State Trainers <https://nurturingfamiliescenter.com/7257-2/>








CURRICULUM OWNERSHIP RIGHTS

For 29 years, Sonya M. Thorn partnered with Dr. Stephen J. Bavolek, who started the Nurturing Parenting Program initiative, to coauthor the *Nurturing Families 5-19* curriculum. The creation of the Nurturing Families ten curricula was a "joint authorship" not a "work made for hire" and therefore both authors have equal right over the authorship and can create work as they please without consent of the other authors. In 2015, Dr. Bavolek and Ms. Thorn updated older curricula for children ages birth through 19, coauthoring *Nurturing Families 1st Edition*. From 2015 through 2020, Family Development Resources sold this curriculum, and Ms. Thorn received no royalty from the sales of materials that she coauthored.

In 2020, Ms. Thorn was made aware that there was no succession plan in place for the curriculum she had developed. After attempting to work with Dr. Bavolek and Family Development resources, she sought legal advice and restructured and rebranded her company as Nurturing Families Center that more accurately represents PRAXIS mission.

Based on pilot results from the 1st Edition, Ms. Thorn decided to focus on services from a family systems perspective and created *Nurturing Families 2nd Edition*. Her company, PRAXIS Nurturing Families Center, is the sole owner and sole source provider for the most updated Nurturing Parenting and Nurturing Families Program curriculum, on which her training and certifications are based.

Family Development Resources (FDR) markets, sells, and distributes some but not all Nurturing Parenting Program curricula.

| | | | | | | |
|---|--|--|---|--|---|--|
| MARK PERLMAN <i>Nurturing Fathers</i> FLORIDA 1998  | SUE LANEY <i>Nurturing GCD's Way</i> GEORGIA 2003  | MICHELLE TYRON <i>Nurturing Families w/ Special Health Needs</i> VIRGINIA 3 rd Edition 2018  | AMY SCHLIEVE <i>All About Teens</i> WISCONSIN 2017  | VALERIE GERMANIS <i>Nurturing LGBT Families</i> CALIFORNIA 2 nd Edition 2018  | JOE NULLET <i>Supervised Visitation Network</i> FLORIDA 2018  | SONYA M. THORN 1. <i>Nurturing the Families of Texas</i> 2. <i>Nurturing the Families of Illinois</i> 3. <i>Nurturing the Families of North Dakota</i> 4. <i>Nurturing the Families of California</i> All the above are 5-19 5. <i>Nurturing the Families of Tennessee Birth-12</i> Sold by FDR 2016-February 2020  FDR STOPPED PUBLISHING & SELLING NPP – Nurturing Families 5-9 1st ed in 2020 |
| ★ | ★ | | | | ★ | ★ |
| FDR DOES NOT PUBLISH OR SELL FOUR OF THE SEVEN AUTHOR'S WORKS THEY ARE SOLD INDEPENDENTLY BY THE CREATORS / AUTHORS. ★ | | | | | | |

FDR has a history of selling curricula created by many. For example, Dr. Fran Kaplan wrote *Crianza Con Cariño* and the NPP Implementation Manual. Valerie Germanis wrote *Nurturing LGBT Families* and sold her rights to Dr. Bavolek. Four individuals refused to sell their life's work to FDR and Dr. Bavolek.

Trainers all work independently and do not sign a contract, license, or formal agreement with Dr. Bavolek or FDR. They promote the sale of curriculum and are all part of the NPP initiative. These trainers are FDR's salesforce. They do not receive money from FDR; however, they sometimes receive product commissions.

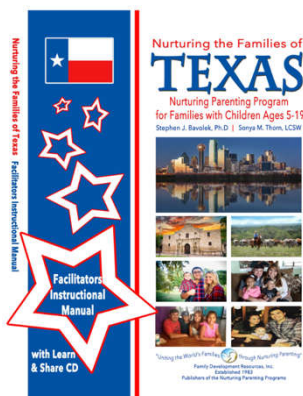
Some Family Nurturing Centers previously signed a Trademark License Agreement to use the FDR/FNC logos. Found through legal discovery, most FDR logo trademarks have been abandoned for many years, and therefore legally do not belong to anyone. Sonya's Family Nurturing Center of Texas trademark agreement was in effect from 2013-2015. However, FDR/FNC continued to ask Ms. Thorn to promote these abandoned logos up until August 2020.

Prior to 2020, trainers trained facilitators/agencies through contracts, and all would buy curriculum from FDR. FDR sold and profited from Ms. Thorn's NPP *Nurturing Families* curriculum from 2016-2020 without paying her royalties for sales of materials she coauthored.

Now, organizations can choose to be trained by FDR trainers or be trained and certified by Sonya Thorn / PRAXIS Nurturing Families Center. The most updated NPP *Nurturing Families 2nd Edition* can only be purchased through Sonya Thorn and her company.

Legally affirmed in 2020:

- 100% of intellectual property rights for the Nurturing Families curriculum including names and logos seen here belong to Sonya Thorn
- Nurturing Families intervention is part of the NPP initiative.
- In response to the coronavirus pandemic, Sonya Thorn updated NPP-Nurturing Families in 2020.
- Family Development Resources can no longer promote NPP Nurturing Families curriculum or sell to individuals, agencies or State Departments.



STATE OF TEXAS AND NURTURING PARENTING PROGRAM INITIATIVE

Sonya Thorn helped Marisol Acosta (HHSC) draft the protocol for the State of Texas Mental Health Systems at a time when Dr. Bavolek was leading his company (FDR), and Sonya Thorn was leading her company. They worked together under one Nurturing Parenting Program (NPP) initiative.

Nurturing Families Center trainings and Certified Organizational Trainers are authorized in the TEXAS HHSC UNIFORMED CARE MANUAL: Chapter 15.3 applies to contracts issued as a result of HHSC RFP numbers 529-06-0293, 529-10-0020, 529-12-0002, 529- 13-0042, and 529-15-0001; and to Medicare-Medicaid Plans (MMPs) in the Dual Demonstration.

<https://www.hhs.texas.gov/sites/default/files/documents/laws-regulations/handbooks/umcm/15-3.pdf>

Sonya Thorn has always conducted Texas NPP training and the training of trainers (TOT) directly to Texas Licensed Mental Health Authorities (LMHA) and behavioral health agencies through UTHSC Centralized Training. State agencies only bought curriculum from Dr. Bavolek's company, Family Development Resources (FDR). From 2016-2020 they had no other choice. Although Sonya Thorn and the Family Nurturing Center of Texas has always met the State of Texas NPP training needs, Texas agencies may receive training from any of the three entities. That is consumer choice. Many have made that choice and since 2020 Texas LMHAs and Behavioral Health have purchased many *Nurturing Families 2nd Edition* curriculum in English and Spanish. Many have received exemplary state audits and have thanked Sonya for a job well done on the updated English and Spanish Nurturing Families curriculum.

For agency sustainability, Sonya and HHSC created a training track to formally certify Organizational Trainers. Only Sonya's company certifies Organizational Trainers on Nurturing Parenting Program *Nurturing Families 5-19 1st or 2nd Edition*.

BACKGROUND AND TIMELINE

Sonya Thorn is a respected professional in the child welfare field and a Licensed Clinical Social Worker with 30 + years' experience providing trauma informed and therapeutic direct services to diverse families, while training and consulting under the Nurturing Parenting Program initiative. In 2016, with Dr. Stephen Bavolek, she published the most updated *Parents and Their School-age Children 5-11 and Parents and their Adolescents*. In 2020, Sonya authored an NPP Nurturing Families update for parents with children birth to 19 years of age. During her relationship with Dr. Bavolek, she coauthored and published 10 Nurturing Families manuals for ages 5-19 for Texas, North Dakota, California, Illinois, and Tennessee (for ages birth-12). The *Nurturing Families 2nd Edition* combined these into ages birth-19.

In 2013, after working with Dr. Bavolek for many years Dr. Bavolek and Family Development Resources (FDR) Director Bernie Kopechy, asked Sonya and her company Praxis with Integrity Consulting PLLC to be a part of FDR marketing efforts to promote the curriculum exclusively sold by them, at that time. This was done by asking that Sonya pay them \$500 to promote their business. This marketing strategy on their part was the start where FDR profited from all of Sonya's national trainings. In 2013, Sonya Thorn signed a 2 year "Trademark License Agreement" that FDR never asked her to sign again although they continued to profit from her marketing efforts. For the last 30 + years and through 2020 Sonya nor any trainers listed on their website sign a formal license agreement to practice as Nurturing Parenting Program trainers nor do they sign anything to be part of the Nurturing Parenting Program world-wide initiative.

In 2019, when it was clear that Dr. Stephen Bavolek was no longer actively leading his company and FDR continued to solely profit from Sonya's intellectual property, Sonya decided she no longer wished to be associated with FDR. As a licensed social worker, it is unethical to promote outdated curriculum knowing that they have been updated with efficacy data related to needs of today's families Many other national trainers have chosen to do the same.

Training through PRAXIS provides updated training and curriculum that allows agencies to serve families with quality, fidelity, and dignity. Nurturing Families is an update to many previous curricula; it was created by Sonya Thorn and Dr. Bavolek.

Sonya Thorn is a Licensed Professional. She is not advertised through FDR, nor does she promote their logos. FDR can no longer profit from her work. She has not signed a Trademark Agreement with FDR since 2015, when the first and only agreement expired. Legal involvement ceased FDR from profiting from her work in 2020.

Sonya is a Certified Organizational Trainer, a Certified Lead International Trainer, and author of Nurturing Parenting Program *Nurturing Families 1st and 2nd Editions*.

CLAIMS AND COUNTERCLAIMS: THE TRUTH FROM LEGAL DISCOVERY

Family Development Resources, Nurturing Parenting Program Initiative, Dr. Stephen Bavolek, and Family Nurturing Centers International are not licensing or endorsement entities. They do have a right to reach out to their clients (which are equally my clients) and encourage them to believe that. Dr. Stephen Bavolek is no longer actively leading Family Development Resources or Family Nurturing Centers International. Dr. Bavolek has not been the one contacting clients and making libelous statements.

Because Dr. Bavolek is no longer actively leading his companies, Sonya Thorn no longer wants to be associated with Family Development Resources, a marketing and distribution arm of some Nurturing Parenting curriculum.

Nurturing Parenting Program (NPP) is an initiative, not a curriculum. The NPP initiative embraces many, not just those curricula and authors sold through Family Development Resources (FDR).

In the beginning of 2020, Sonya Thorn tried to separate from FDR amicably when she was made aware that Dr. Bavolek was stepping down, and there was no succession plan in place. She sought legal help in 2020 to protect her rights and stop the fear mongering and threatening emails sent directly to her by Dr. Bavolek's sister Bernie Kopecky, the director of FDR, and his secretary and ex-sister-in-law, Joane-Marie Dillinger. These emails directly stopped when Sonya Thorn sought legal protection.

FDR has a right to say what they want to their clients, though this information conflicts with the evidence and legal review by Ms. Thorn. Sonya receives all these libelous statements because many of Sonya's clients are also FDR's clients.

CONCLUSION

Nurturing Parenting Program (NPP) is an initiative and not a curriculum that belongs to anyone. The business of nurturing does not belong only to a few. Many people in the field are part of this initiative!

The history of what Dr. Bavolek taught us and wanted for his Nurturing Parenting Program initiative does not get erased. His message has always been to take his nurturing initiative to “all corners of the world,” regardless of what the FDR website states.

PRAXIS, under the guidance of Sonya M. Thorn, has been instrumental in working with many state departments to draft protocols around the Nurturing Parenting Program initiative. An example is the Texas HHSC protocol in TAC Rule, HHSC Uniformed Managed Care – Mental Health Targeted Case and Mental Health Rehabilitated Services and Training Requirements, UM Guidelines, Performance contracts, and grants. Clearly written in the Texas Resilience and Recovery Utilization Management Guidelines Certified Organizational Trainers can train others under the NPP initiative. UTHSC Centralized Training has the list of Certified Trainers since they hired Sonya to create them. Sonya Thorn will also be recertifying all of them for 2021-2022 so they can continue their passion training and serving others in the MH/BH fields, under the Nurturing Parenting Program initiative.

Only PRAXIS trainers can certify NPP-Nurturing Families Facilitators and Organizational Trainers. Organizational Trainers were specifically created to offer internal sustainability for local agencies with high turnover. The Nurturing Families curriculum was sold through FDR to many states from 2016-2020. Legally, FDR can no longer sell the Nurturing Families curriculum without a formal agreement with PRAXIS.

Currently most curricula developed under the NPP initiative and written into Texas MH/BH protocol are not evidence based according to the federal Family First Prevention Service Act. Nurturing Families Program is the only curriculum that is listed as evidence based for Texas and is currently being evaluated by the support of Casey Families International and through Evident Change (formerly the National Council on Crime and Delinquency and Children’s Research Center).

NPP Nurturing Families is not a new curriculum; Nurturing Families was developed to update *Parents and Their School-age Children 5-11 and Parents and their Adolescents*. Praxis with Integrity Consulting (PRAXIS), DBA Family Nurturing Center of Texas and Nurturing Families Center under Sonya Thorn’s leadership have been part of the Nurturing Parenting Program initiative for 29 years even before she authored and published her first Nurturing Families curriculum in 2016.

Sonya Thorn’s decision to separate her company from Family Development Resources during their leadership changes continues to be the best decision for her and the direction of her company. Apologies for the public dispute that occurred from October 2020 – December 2021. Sonya Thorn and Dr. Bavolek had a 30-year relationship supporting and helping each other’s companies grow and prosper through the years. Sonya Thorn will continue to honor Dr. Bavolek and his many years of service to the field. Please join the many worldwide who have been working under this Nurturing Parenting Program initiative. We will continue to serve with respect, dignity, and integrity.

Should you have any questions please reach out to Sonya Thorn directly. PRAXIS has factual evidence to every point made in this “Legal White Paper”.