

Your Quarterly News & Updates Vol.6 Issue 4/Summer 2021  
From The Association of Child and Youth Care Practice



## **THE CYC ADVOCATE**

*"Real Expertise Comes From Those Closest To The Challenge"*



**Our Mission:** ACYCP's mission is to engage practitioners in building the child and youth care profession. We build collaborative partnerships, promote innovative training and education, shape public policy, and inform developmental practice through research and scholarship.

**Our Vision:** We envision a society which recognizes, understands, and supports the essential role of child and youth care work in ensuring the well-being and success of children, youth and families. ACYCP aspires to excel as an influential and innovative organization advancing child and youth care practice throughout the profession.

Find out what ACYCP is all about. See a quick video at: <https://www.acycp.org/acycp-at-a-glance>

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ACYCP is on social media! Follow us on [Facebook](#) using **The-Association-for-Child-Youth-Care-Practice-Inc-186063394783003/** and [Twitter](#) using **@ACYCP** and on [Instagram](#) using **@ACYCP\_Inc** . We look forward to hearing from you!



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**LIKE WHAT YOU SEE? FEEL FREE TO SHARE, ANNOUNCE, PRINT AND POST AS YOU SEE FIT. FREE SUBSCRIPTIONS AT [propman46@gmail.com](mailto:propman46@gmail.com) REPRINTS?- See terms and conditions at end of this issue. WANT MORE? Join ACYCP ([www.acycp.org](http://www.acycp.org)) and get the monthly Membership Memo as a benefit!**

**ACYCP PRESIDENT'S PERSPECTIVE**

**By Jody Rhodes, CYC-P, MS**

Welcome to the Fall 2021 edition of the CYC Advocate!



This Fall is an exceptionally busy time for the ACYCP, as we have just wrapped up our elections and are excited to welcome new board members and thank our continuing board members as well. You will find out more about our new board members in the upcoming Membership Memos. We are also embarking on some Strategic Planning- charting our course for the next 3 years. We will be meeting with strategic partners, having discussions, determining focus areas and re-structuring our work groups/committees. We welcome you in getting more involved with us and the great work being done at ACYCP. Now is a great time to reach out and connect with me. We can find an project area that aligns with your professional and/or personal interests. Email me directly at [jodyrhodeswi@gmail.com](mailto:jodyrhodeswi@gmail.com) and I will give your message my immediate attention!

As usual this issue of the CYC Advocate is full of great knowledge and resources.

Happy reading and exploring!

Jody Rhodes, MS, CYC-P  
ACYCP President

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**Equity and Diversity-The ACYCP Position**

The Association Child and Youth Care Practice (ACYCP) stands in solidarity with all who seek social justice and equality. We are grateful to be associated with Black Lives Matter and others, who demonstrate their commitment to these ideals and to a vision of a future that recognizes the value and worth of all human beings irrespective of their race, gender identity and expression, sexual orientation, national origin, economic status, or religious beliefs. These are fundamental values upon which the child and youth care field is founded. It is the foundation upon which we humbly stand.

As an association, we strive to uphold these values but know that we, as a board and as a profession, have fallen short of living up to this vision. The recent tragic events connected to the killings of George Floyd, Ahmaud Arbery, Breonna Taylor and others, have brought to light just how big this gap is in our country as well as in our field. We promote diversity and inclusion, but racial disparity and exclusion are still prevalent. We proclaim justice and equality, but injustice and inequality are everywhere we turn.

As child and youth care practitioners, we meet our youth where they are at and accept them for who they are. We are the foundation of society, helping to raise the next generation of leaders. If we don't take this seriously, who will?

We can start making changes to better the world we live and work in – for the youth, children and families we serve, as well as our own. It won't happen overnight, but if we do this together, it will happen. ◇

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Now Happening

## STUDENTS CELEBRATE AND SHARE WITH CERTIFICATION VIDEO PROJECT



[Editor's Note: In a major accomplishment for ACYCP and the CYCCB, testing for certification will now be expanded from proctored on-site testing, with the addition of on-line virtual examinations. This is a monumental achievement for CYCCB and a historic landmark for ACYCP! They salute their many worldwide partners, like IYSA, in advancing Certification throughout the full spectrum of child and youth care in every community of care.]

In an outstanding display of professionalism and creativity, the students and staff of the Indiana Youth Services Association (IYSA) have produced an outstanding video production, celebrating their attainment of ACYCP C child and youth care Certification.

<https://indysb.org/credential/>

IYSA's CYC program is going strong in Indiana. There have been over 300 youth workers certified in the past 4 years.

The following individuals were responsible for this stellar achievement:

Editor/Director Sophia Jaegly, a third-year multimedia design student at IUPUI, studying Media Arts & Science and History, along with Phillip Rowan and Boda Zhang as the co-videographers created this promo video for the Indiana Youth Services Association (IYSA) CYC program. Sophia, Phillip and Boda are students of the Intermediate Digital Production class taught by John B Scofield, IUPUI Adjunct professor the School of Informatics.

They all make a great team!

IYSA has partnerships with local colleges giving college students opportunities to excel in their major while greatly helping us expand our reach in creative ways.

IYSA's CYC program is going strong in Indiana. There have been over 300 youth workers certified in the past 4 years.

**Would you like to know more about IYSA's efforts? Please contact**

**Jeananne Reich**

**Director of Indiana CYC Certification**

**[jreich@indysb.org](mailto:jreich@indysb.org)**

**[www.makegooddecisions.info](http://www.makegooddecisions.info)**

Would you like more information about adopting use of ACYCP Certification in your state, county or municipal agency? Please contact Frank Eckles at:

[Frank.eckles@youthworkacademy.org](mailto:Frank.eckles@youthworkacademy.org)

Please Note: Certification testing is now available anywhere in the world at most times. Working in collaboration with Indiana University, CYCCB can now securely provide the Entry, Associate, and Professional Exams virtually. The Canadian Professional Exam was the first exam launched in June. ◇

**Enroll Now!**

## **NEED TRAINING & PROFESSIONAL DEVELOPMENT?**



**Complete required professional development 24/7 when it's convenient.  
Explore innovative ideas and best practices to improve your skills.  
Learn from leaders in the field: What is coming next?**

ACYCP offers both live interactive, [virtual training](#) and [archived webinars](#) that can help you stay current. These are low cost and support a wide range of interests.

**ACYCP Members receive a discount on all of our trainings. [Contact Michael Mitchell](#) for discount coupon at (current ACYCP membership subject to verification).**

Trainings can be [purchased in bulk](#) by contacting [Laura Klemm](#) or call (979) 764-7303.

Follow this link for a [complete catalogue](#)

Get started today!

Illustration: Mohamed Hassan on Pixabay.com





**Strengths-based > Asset focused > Trauma informed**

**Brain-based > Diversity inclusive > Relational**

**Evidence-informed**

Learn valuable concepts and new skills based on leading-edge research and best practices relevant across the entire field of child and youth care services.

&

Prepare for the Families First Act transition to community-based, family-focused care.

Illustration: (Top) Mohamed Hassan on Pixabay.com

## **Applying the NSDTA Code of Ethics For Training And Development Professionals (Part #2)**



**Dale Curry, PhD, CYC-P**

**October 20, 2021**

**11:00 Pacific, 1:00 Central, 2:00 Eastern  
2 hours**

**[MORE INFO AND REGISTER HERE](#)**

**Note: Also see Prof. Varda Mann-Feder's book promo at end of this issue.**

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## Reflections from the JJ Side

# INVISIBLE YOUTH



**By Carol Brooks Jr., MS-Staff Writer**

No one wants to feel as if they are invisible. It hurts and it results in a feeling of hopelessness and despair. It is even worse when adults and systems create a population of invisible youth and then act as if it is the youths' responsibility to crawl their way out of this invisible life.

Consider the homeless youth population. I was recently walking the streets of a large urban US city where I witnessed a police officer and what appeared to be a street social worker leaning over an unresponsive youth lying on the sidewalk. The officer was kicking the youth in the foot and the street worker was yelling his name, "DARNELL! DARNELL!" to no response. None, Darnell never moved. And I thought to myself, how did it get this far, someone even knew this youth's name.

Consider the invisible student. A few years back my oldest granddaughter dropped out of the public school system and despite heroic efforts from many, school altogether. Teachers in her school did not know who she was, could not even describe her or identify any of her strengths. This isn't just her grandma speaking, she is a great writer and an incredible artist. She wasn't a behavior problem, she stopped attending due to extreme anxiety issues and no one even noticed. It seems that school system did a lot to respond to youth with negative behaviors and promoted youth athletes and baccalaureate students, but the invisible students, well, they just disappear.

Consider the juvenile justice population. Years of successful juvenile justice reform efforts has resulted in eligible youths receiving services in the community and reducing populations in secure facilities using Risk Assessment Instruments. Sadly, the youth remaining in the facilities have become an invisible high needs population. Specifically for this population, many critical services, primarily mental health services, became harder to access. Training budgets to provide necessary skills for staff to work with this difficult population were slashed. Staffing shortages are once again impacting facilities in a negative way, increasing the safety risk. And all of this continues to happen during a pandemic.

So, what should we do? First, we must acknowledge that we have a problem. No one wants to feel as though they are invisible. It hurts. Second, we must use a collective impact approach that involves multiple community stakeholders with a goal of solving the problem in a way that benefits both youth and the community. Third, this must be done with a sense of cultural humility, recognizing that we don't know all there is to know but will approach those most impacted with authenticity.

Senator Corey Booker once said that "Hope is the belief that despair will never have the final word." On behalf of invisible youth in all systems, I wish you hope and commit to continue to see you. ♦

Illustration: S. Hermann & F. Richter on Pixabay.com

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Oh Canada!

## NATIONAL ELECTIONS BRING CHANGE FROM COVID AND WILDFIRE FOCUS



[Editor's Note: Oh Canada! has returned better than ever, with the addition of Collette Bohach as co-columnist. Thankfully, the heat wave has departed and the wildfires in British Columbia have been vanquished.]

**By Susan Hunt, BA & Collette Bohach, BA**

Collette Bohach completed her degree in Child & Youth Care at the University of the Fraser Valley and, is a professional with over 25 years of experience working within the field of Child & Youth Care. Her experience includes community & program development within restorative justice, mental health, education, recreation, and child protection. Collette has worked with diverse populations including a variety of Indigenous communities across British Columbia. Collette is a passionate and enthusiastic professional dedicated to advocacy and inclusion. In her free time Collette enjoys exploring nature with her family & friends.

Canada has been experiencing some different headlines these past few months; providing citizens with a bit of a shift from the constant Covid-19 news. Instead, Canadians have been focusing on a recent Federal Election (re-voting in Prime Minister Justin Trudeau) as well as a new National Day for Truth and Reconciliation on September 30th.

In September's election debate, Trudeau's current government was criticized strongly for their refusal to compensate First Nations' children who suffered discrimination in the child welfare systems across the country as per the rulings of the Canadian Human Rights Tribunal in 2019 (1).

Despite the political debates and current position from Canada's Federal Government however, it is the Child and Youth Care (CYC) practitioners and professionals on those front lines with children and youth who continue to be the shining stars and who continue to demonstrate what Truth and Reconciliation really means for Canada's First Nations' People.

Students and staff from a middle school in Chilliwack, BC made a 2.5kilometre trek from their school grounds to the former Coqualeetza Residential School site on September 29th in recognition of the inaugural National Day for Truth and Reconciliation this week. Wanting their students to specifically understand the significance that residential schools were right here in our own communities and towns, the students arrived to hear a Welcome Song and an Honouring Song when they arrived, were given a presentation about the history of the site, and were greeted by Terrington Prest and Chris Thomas, both cultural workers through Steqó:ye education program at Stó:lō Nation. The event was described as "quite moving", with numerous cars honking in support during the students' trek (2).

Coqualeetza Residential School opened in 1889. After it was closed in 1940, the building was converted into a federally run tuberculosis hospital in 1941. The Coqualeetza Indian Hospital closed exactly 52 years ago today, on Sept. 30, 1969 (2).



## References

1. <https://www.theguardian.com/global-development/2021/sep/29/canada-indigenous-children-first-nations-trudeau>
2. [https://www.theprogress.com/news/chilliwack-students-mark-national-day-for-truth-and-reconciliation-with-walk-to-coqualeetza/?sadad&fbclid=IwAR1b9RFPftxrGkg-PDbk9IXbE9KhgcTw6vwZRie\\_rlZKoKSC0aFQpj7Jvpw](https://www.theprogress.com/news/chilliwack-students-mark-national-day-for-truth-and-reconciliation-with-walk-to-coqualeetza/?sadad&fbclid=IwAR1b9RFPftxrGkg-PDbk9IXbE9KhgcTw6vwZRie_rlZKoKSC0aFQpj7Jvpw)

Enjoy! ◇



## Global Perspectives

# NEW REPORT SHOWS RISE IN CHILD LABOR GLOBALLY



[Editor's Note: The following is reprinted with permission and thanks to the U.S. Department of Labor. To subscribe to their weekly email bulletins go to:

[https://service.govdelivery.com/accounts/USDOL/subscriber/new?topic\\_id=USDOL\\_167](https://service.govdelivery.com/accounts/USDOL/subscriber/new?topic_id=USDOL_167)

The U.S. Department of Labor just released its annual report, Findings on the Worst Forms of Child Labor, which details the state of child labor in 131 countries and territories and shows that COVID-19 is exacerbating risks for the world's vulnerable children. The pandemic and subsequent economic downturns threaten to reverse decades of progress on child labor. In fact, the International Labor Organization and UNICEF forecast that by 2022 the increase in poverty associated with COVID-19 is likely to increase child labor by 8.9 million.

The report highlights these concerning trends, but also shows that there is hope. To combat these pandemic-related shifts, we're working with governments around the world towards a future free of child labor.

Below are three ways the pandemic has exacerbated child labor – and what we and our partners are doing to protect children.

## Labor Disruptions

COVID-19 has interrupted supply chains and closed businesses, resulting in furloughs and layoffs affecting millions. The rise in unemployment globally has increased poverty and reversed earlier progress in reducing child labor. Economic downturns and increased unemployment place greater pressure on children as potential income earners, especially if adult family members lose their jobs.

Greed has played a role too. Unscrupulous employers in the informal sector have taken advantage of this labor surplus, luring children and unemployed adults into unregulated jobs. And in many countries, labor inspectorates are performing fewer in-person worksite inspections, leaving innumerable labor violations undetected and unaddressed.

Fortunately, some governments are responding to protect workers and families. In this year's report, we found several countries strengthening their labor inspectorates. Georgia and Zambia, for example, doubled their budgets for labor inspectors. Uganda and the Central African Republic doubled their labor inspectors, and Benin more than tripled its inspections.

The Bureau of International Labor Affairs is also tackling this challenge. The Better Work program, which we funded, is disseminating workplace health and safety guidance in local languages in a simple and actionable format. The project provides technical advice to factories and brands facing unexpected compliance issues resulting from closures, and it engages international buyers, unions and civil society to support and protect suppliers and their workers during economic shutdowns.

## [READ MORE](#)

Illustration: Amber Clay at Pixabay.com

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## What About Me?...Self-Care When You're Giving It Your All

### 10 WAYS TO STAY HYDRATED

[Editor's Note: The following is reprinted with gratitude to WebMD Good Health bulletin of October 2, 2021. To subscribe go to: [WebMD.org](http://WebMD.org).]

Water helps bolster your immune system, improve the look of your skin, and lower your chances of kidney stones, among other perks. See how to make sure you're getting enough with little effort.



## [READ MORE](#)

Illustration: Colin Behrens on Pixabay.com

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# GET HELP HERE WITH YOUR CYC CERTIFICATION APPLICATION!



## HELP IS HERE!

CYCCB offers monthly webinar-based Certification Help. If you need help completing your certification, application, references, documenting your training and experience, finishing your portfolio, or a host of other things, COME TO OUR HELP WEBINAR.

If you need immediate help, call the CYC Office (979) 764-7306. They can answer most questions and provide you with necessary forms.

If you need more, attend one of our webinars. The webinars will be focused on whatever issues are brought to the session relating to certification completion. If you need more help than can be offered during the hour session, a resource person will be assigned to you who can stay involved until you get your application filed.

Go to this [link](#) to sign up. You will receive an email confirming you are signed up. The day before and the day of the webinar we will contact you with instructions for how to join the webinar.

You will need a computer with high speed internet access. You can either use headphones at your computer or call-in using a phone. Certification staff will be available during the webinar to answer your questions.

If you have questions, please contact us at (979) 764-7306 or [CYCoffice@YouthWorkAcademy.org](mailto:CYCoffice@YouthWorkAcademy.org). There is no charge for attending the webinar. Your phone company may charge for the phone call.

CYC Certified practitioners renew their certificates every two years. Beginning in 2019 a \$50 late fee is due for anyone not renewing before the deadline. The deadline is the month and day the certificate was issued on a two year cycle (if your certification was issued on July 1, 2018, your renewal due date is before July 1, 2020). The renewal process is simple and can be accessed by visiting [www.cyccb.org](http://www.cyccb.org) and going to the RENEWAL tab.

Webinars are all scheduled at:

**3:30 - 4:30 PM Newfoundland**

**3:00 - 4:00 PM Atlantic**  
**2:00 - 3:00 PM Eastern**  
**1:00 - 2:00 PM Central**  
**12:00 - 1:00 PM Mountain**  
**11:00 - 12:00 PM Pacific**  
**10:00 - 11:00 PM Alaska**

Webinars will be held once-a-month on the following Wednesdays in 2021:

**November 10, 2021**  
**December 8, 2021**

See you there! ◇

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## The Other Half of the Job

# HERE'S HOW TO BUILD A SENSE OF BELONGING IN THE WORKPLACE



[Editor's Note: This article is reprinted thanks to BetterUp Community. To learn more about BetterUp Community go to: <https://betterup.mn.co/> for more details.]

A sense of belonging at work can transform your effectiveness, make your job more enjoyable, and create a better environment for everyone. But, creating a sense of belonging can feel tough when it isn't already built into your company culture.

Even if you don't currently feel like you're part of the team, there are plenty of ways you can foster a sense of workplace belonging.

### New call-to-action

In this article, we'll explore what belonging is, why it matters, and how to develop a sense of belonging in your workplace.

At its core, the definition of a sense of belonging is when a person feels included and accepted for their authentic self.

Focusing on diversity and inclusion simply isn't enough to keep team members engaged. Happy employees often need to feel a sense of belonging at work, too.

Fostering belonging in the workplace means that people of all backgrounds get a seat at the table and feel heard, seen, and recognized for their contributions.

Having a sense of belonging at work can have far-reaching benefits for employees, and 34% of people feel their greatest sense of belonging at work.

In 2020, belonging became more critical than ever as teams started working remotely. Research shows that belonging became 12% more important for employee happiness during COVID-19.

While encouraging belonging is an important facet of company culture, it's also crucial that we all develop and hone a personal sense of belonging throughout our lives.

[READ MORE](#)

Enjoy! ◇

Illustration: FreeImages.com

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## The Accidental Practitioner

### THE BEST LAID PLANS ...



**By Dale Curry, Ph.D., LSW, CYC-P, Professor Emeritus-Kent State university**

Editor's Note: After years of stellar contributions to the CYC Advocate, a mob of personal issues have conspired to keep Dale preoccupied and unable to share his column for this issue. He will return in the Winter 2022 issue. ◇

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## Getting Off The Sidelines

### IT'S NEVER TOO LATE TO INVEST IN ACYCP



**Did you know that ACYCP is an all-volunteer 501(c) 6 (U.S. Tax Code) organization?**

Every year those associated with ACYCP **donate thousands of hours in service** to the organization, to benefit the child and youth care professionals which it serves. Many also dig down into their own pockets to cover travel expenses, accommodations and other expenditures needed to complete strategic tasks, like the annual Board meeting, in service to our Vision and Mission Statements.

In addition, there are the scholarships, awards, and grants, which ACYCP bestows annually to deserving recipients within ACYCP and across the profession at large. In trying to return maximum value to our members, we try and keep dues as low as possible, while keeping membership value high.



We also need to contract with commercial services to help us with those technical and specialized skills, which we're unable to cover with our volunteer resources. Database management, website design and hosting, on-line publication distribution, and membership dues to allied organizations, are just a few of these many expenditures. This leaves little left over to cover daily operating costs or special projects.

That's where you can help us carry the financial load.

**Please donate to ACYCP today!**

You can give today or include ACYCP in your estate planning. You can make a donation on behalf of yourself, in honor of someone else, or on someone else's behalf (gift?)- your choice! Make your donation online (below) or send your check or money order to:

**ACYCP**  
**P.O. Box 510423**  
**Milwaukee, WI 53203**  
**OR**  
<https://www.acycp.org/donate>

**Need yet another reason to invest in ACYCP? Just go to:**  
<https://www.youtube.com/watch?v=wOcC8BBhtAY>

**Please feel free to share this information with other ACYCP and CYC friends.◇**

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## Did You Know?

# A PROCLAMATION ON NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH, 2021



"When we passed the Americans with Disabilities Act (ADA) 31 years ago, our Nation moved closer to fulfilling its foundational promise of liberty, justice, dignity, and equality for all. I was enormously proud to co-sponsor the ADA as a member of the United States Senate — a truly bipartisan effort that was personal to millions of families. For more than 60 million disabled Americans, the ADA is much more than just a law. It provides a vital source of opportunity and self-sufficiency, allows for increased economic participation,

and serves as a powerful shield against discrimination in the workplace. National Disability Employment Awareness Month is a chance for us to celebrate workers with disabilities and recommit ourselves to dismantling barriers to access and inclusion in the workplace.

This year, the Office of Disability Employment Policy in the Department of Labor celebrates 20 years of helping advance opportunity for workers with disabilities across the Nation. As part of its mission, the agency remains at the forefront of emerging challenges in the workplace, such as developing comprehensive resources to ensure that workers grappling with the long-term effects of COVID-19 have access to the rights and resources they are due under disability law — including flexibilities, tools, and accommodations in the workplace.

Despite the progress our Nation has made in recent decades, people with disabilities are still too often marginalized and denied access to the American dream. Americans with disabilities — particularly women and people of color — have faced long-standing gaps in employment, advancement, and income. The COVID-19 pandemic has compounded these inequities, as people with disabilities have faced heightened risks — particularly the disproportionate share of people with disabilities employed in the hardest-hit industries. Our Nation will never fully recover and rebuild unless every single community — including disabled Americans — is fully included.

My Administration remains focused on ensuring that every single American has the chance to thrive, succeed, and contribute their talents. That is why I have issued Executive Orders to advance diversity, equity, inclusion, and accessibility to bolster career paths and promote economic stability for Americans with disabilities. I have proposed eliminating outdated, discriminatory provisions in the Fair Labor Standards Act that allow employers to pay disabled workers less than the minimum wage. Young people with disabilities in particular must be part of an inclusive economic recovery so that they can find the fulfilling careers, apprenticeships, and futures they deserve in every industry; to that end, we must promote the technologies and tools, as well as the attitudes, that foster welcoming work environments for young Americans. Our Nation's future will be brighter and more secure when everyone is dealt into the economy we build together.

All Americans should be proud that we have made substantial progress since the days before the ADA — when an employer could refuse to hire you because of a disability, when a person using a wheelchair could not take a bus or a train to work, and when a person with a disability could be denied service in a restaurant or grocery store. Now, 31 years later, it is the shared responsibility of all of us to tear down the barriers that remain for people with disabilities and to ensure that all Americans have the chance to find good jobs and build good lives — for themselves and for the good of our entire Nation.

NOW, THEREFORE, I, JOSEPH R. BIDEN JR., President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim October 2021 as National Disability Employment Awareness Month. I urge all Americans to embrace the talents and skills that workers with disabilities bring to the national recovery and to promote the right to equal employment opportunity for all people.

IN WITNESS WHEREOF, I have hereunto set my hand this thirtieth day of September, in the year of our Lord two thousand twenty-one, and of the Independence of the United States of America the two hundred and forty-sixth.

JOSEPH R. BIDEN JR."  
President of the United States of America

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**From Campus to Community**

**THE SOULE FOUNDATION: EMPOWERING THE  
EDUCATIONAL ADVANCEMENT OF LGBTQ  
YOUTH OF COLOR**

[Editor's Note This article is reprinted with thanks to the US Department of Education and was first published May 12, 2021.]



“The Soule Foundation is a program that has been designed to create an experience geared to support, develop and promote the educational advancement of LGBTQ Youth of Color. The SOULE Foundation started as an extension of SOULE, a multimedia organization dedicated to representing, connecting and empowering the Black LGBTQ community. As important as our youth are, The SOULE Foundation has recognized the imperative need to ensure their viability, mental sustainability and success.

The Mission of the SOULE Foundation is to empower the educational advancement of LGBTQ Youth of Color to become fully expressed individuals, by offering dynamic programming, mentoring their life goals and a supporting to educational goals through scholarship.

What we envision is chance for all LGBTQ Youth of color to have access to the support they need to develop empowered by choices and not driven by circumstances. We envision a LGBTQ community, where giving back to others is a norm. We affirm this vision because not all LGBTQ Youth are afforded the same access to education and loving families to nurture them.”

## **[READ MORE](#)**

Illustration: patrickblackjr on Pixabay.com

### **Breaking News!**

**Free Online Seminar:  
SCIENTIFIC NEWS FOR EVERYONE  
Wednesday, October 27, 2021  
| 9:30am PDT | 12:30pm EST | 6:30pm CEST**

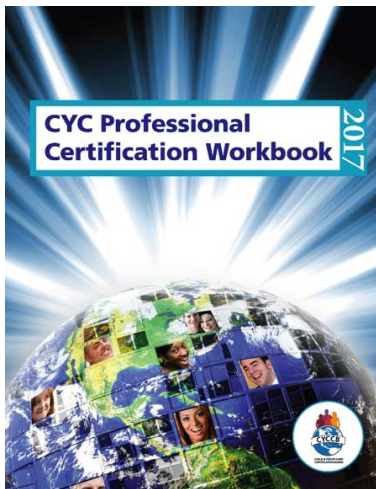
In recognition of Open Access week, we invite you to tune in to three one-to-one conversations, exploring issues ranging from the societal — such as the need for scientific findings to inform sound policy responses to the pandemic and climate change — to the personal, through stories from the speakers’ working lives where unlocking knowledge helped guide individual decisions or spark an appreciation of the natural world.

**[TO ATTEND, PLEASE FOLLOW THIS LINK](#)**

Enjoy! ◇

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**CYC PROFESSIONAL CERTIFICATION  
WORKBOOK : GET IT NOW AND COMPLETE  
THAT CERTIFICATION TODAY!**



CYCCB is pleased to announce that the long awaited *CYC Professional Certification Workbook* is now available. The workbook is designed to help child and youth work practitioners prepare and apply for professional certification (CYC-P) offered by the Child & Youth Care Certification Board.

It provides a wealth of information in an easy-to-use format. It includes information on the history of the CYC certification effort, characteristics of certified practitioners, the testing and application process, forms, costs, and sources for a wide variety of articles, publications, and professional development supports useful to CYC practitioners working in any setting. The sections on test preparation and the professional

portfolio offer sample exam questions and portfolio responses. Information about the Entry, Associate, and Professional level certifications is included.

The workbook is in response to the need for a one-stop source of information that addresses applicant questions and needs. Whether you are preparing for testing, completing an application, or simply exploring how to improve your CYC knowledge and skills, this workbook is designed for you. The workbooks is constructed with tabbed sections to make it easy to find answers for whatever certification related questions you might have.

The workbook is available from CYCCB for \$30 (which includes shipping costs).

[Order a manual at this LINK](#)

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## Resources In Review

# EDUCATIONAL VIDEO FOR PROFESSIONALS TO BETTER UNDERSTAND THE TRAUMAS (ACES) IN ADOPTION

[Editor's Note: The following is reprinted with gratitude to the author and PACEs Connection, and was first published October 4, 2021. To subscribe to PACEs Connection bulletins, go to: <https://www.pacesconnection.com/>]

**By Lynelle Long**

I have just launched a new Video and Recommended Resource suite for professionals - specifically for teachers, mental health, and doctors, who work with or come into contact with intercountry and transracial adoptees.

This video resource brings you our lived experience in our own words, what we want these professionals to understand so they might be a better support and referral system.



There hasn't been a resource like this before, a 1 stop shop, to provide these much needed resources to professionals.

There are 5 videos, the first one is introductory for anyone (professional or not) who hasn't had much exposure to understanding the complexities and traumas in intercountry and transracial adoption and is less than 15mins long. The second is for professionals in general. The next 3 are specifically targeted towards Teachers, Doctors, and Counsellors .. as each of those play a crucial role in our life but often have little understanding of intercountry and transracial adoption. Videos 2-5 are all less than 10mins long as we know professionals are time poor with competing priorities.

These videos really help people to understand that intercountry and transracial adoptees live multiple ACEs and at various stages of our adoptive life:

Our first trauma is loss of our in utero mother / relinquishment or primal wound.

The second trauma is loss of our original identity because we get Plenary adopted and have a replacement birth certificate "as if born to" our adoptive parents.

The third trauma is our usually white washed adoptive experience where we have no connection to our racial and cultural identities, compounded if our adoptive families are not educated or aware of how most people experience us, the micro-aggressions, the micro-fictions we live daily.

The fourth trauma is when our adoptive families, agencies, and countries further compound our traumas whereby we live rehomings, abuse, deportation, illegal/illcit adoptions.

Most people have very little understanding of adoption complexities so we have created a series of videos to help raise awareness and hopefully better supports.

Hope you find it useful and please feel welcome to share our message around. Please see [www dot intercountry adoptee voices dot com](http://www.dotintercountryadopteevoices.com) and go to the link for Video Resource for Professionals.

## **ACCESS VIDEOS**

Enjoy! ◇

Illustration: cat6719 from Pixabay.com

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**Healthy Kids Healthy Adults**

**UNCONDITIONAL.**

**By Michael Mitchell, MAT**

Stop what you're doing and thinking about right now.

No, not the usual thinking of three things at one time, while you're doing a fourth.

Give what you're about to read your complete, total, and unpreoccupied attention.





Breathe. (Count to ten)

Relax. (Count to ten)

Reflect: How does this feel? Relaxing? Relieving? Strange? Just stay with the feeling as you read.

Now, let the following question come into your consciousness and rest there.

"When were you most happy in your life?"

Let the various memories and experiences waft in and attach themselves to the question, pure and unfiltered.

Great. Now make a little room for a second question in the same way.

"When were you most unhappy in your life?"

Again, let the memories and experiences permeate your consciousness and attach themselves as they will.

Can you find a common theme, characteristic, or condition, which was present in both answers?

Now, I make no claim to special knowledge, psychic powers, divine inspiration, or universal insight, other than that of an ordinary humble member of the human race. But, based on this latter qualification alone, I'm going to make a bold and uncomplicated supposition. And only you, based on your own personal experience, will be able to assess, whether my conclusion is accurate or irrelevant.

I propose that there is one primary, if not singular, condition which resides within both answers: It was when you were being most loved/loving or unloved/unloving by just being yourself. I'm not talking about a particular behavior, reaction, thought, attitude, or feeling. I'm just talking about being who you were, not doing, in that moment. For being that complex and unique mosaic of attributes, both acquired and indigenous, which have never existed before, and which will never exist again.

Am I accurate?

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For those with instructional experience, the term "teachable moment"<sup>1</sup> is an embedded part of the educational lexicon. The experience itself is, however, anything but ordinary or routine. For many of us, it is a profound incidence of personal insight, relevance, and even epiphany for both teacher and student.

During my tenure as a youth employment skills program coordinator, I provided thousands of hours of skills mastery and contextual education for adolescents under various petitions with the juvenile court system. My students came to me pre-labeled delinquent, homeless, truant, abused, displaced, abandoned, mentally challenged, and learning disabled; and those were just the official labels sans the anecdotal backstories packaged in their case files. Their supervising case managers were very conversant in describing this behavior and that, which had resulted in their clients' entry into "The System."

Early on in this instructional venue, I introduced the term “appropriate” to help my students understand that on the job behavior choices were not yet another list of right-and-wrongs, to which they had conform or face real and implied dire consequences. After drawing parallels to other situations in their lives, in which they willingly modified their behavior choices to fit the norms of the occasion, I mentally scrambled to construct a wider all-purpose context.

I became very eager to impress upon them the power of personal choice. In a moment of totally unplanned spontaneity (if not inspiration) I suddenly felt compelled to share a personal experience as clarification.

Totally unscripted, I proceeded to relate how I had recently seen a National Geographic television show about Siberian tigers and how, at only 500 in all of northeast Asia (an area larger than the US), these beautiful animals were considered endangered.

I then asked the class to reflect on how many of themselves there were, not collectively, but individually. I then went from student to student and asked them to share their answer aloud. “One, one, one...” came the replies. “Now, if 500 Siberian tigers are considered endangered, what does that make you?” I continued.

Almost predictably, the room was filled with deafening silence. In this void, one young male replied “Endangered?” Totally caught off guard by this boy’s astute insight, I looked into his eager Black face and thought sadly to myself, “Oh, young man, if you only knew.” To this I responded, “It makes you special. Not just different, like an apple is different from an orange. Special. Unique. One-of-a kind.”

To reassure a number of skeptical faces in the group, I offered proof and began pointing from youth to youth. “Can I replace you for you, and say let’s just go on?” To this hypothetical challenge came a resounding chorus of “NO!” I continued, “If you had a twin, would you be the same exact person?” Again, there came a unified “NO!”

I followed this up with a summation statement. “Your specialness was given to you the day you were born, and no one or anything can ever take that power away from you, unless you give it away. And what are you supposed to do with this fabulous power? This is the question you were given this one and only life to answer. Never forget that you are perfect just like you are. Now, your behavior choices, on the other hand, are another matter” I laughingly added. “But you can always change behaviors. There is nothing about you, that has to be changed. If you remember nothing else from this training, for the rest of your life, please remember this.”

As I looked around the classroom, we were all enveloped in a moment of profound realization, collectively and individually, myself as well. The proof was etched on every face, including my own. In the gender specific settings, the boys were as silent as if struck dumb which, for anyone who hasn’t worked with young males, is astonishing. The girls were likewise silent, yet in almost every face, I saw the welling up of tears of self-recognition. Had these children never heard this before, I questioned myself as a white male instructor. The answer came with instant remembrance that sixty percent of my students were youth of color, which immediately clued me in to what should have been obvious before I asked myself the question.

Realizing that I had stumbled upon educational gold, I incorporated this exercise into every subsequent training for the next 15 years. Not only that, but I tried to carry the

spirit of this message into every aspect of my professional life. Whether working with youth, interns, vendors, colleagues, or parents, I tried to see the person, not the image or the label, before me. Prior to this I had made some real bone-head screw-ups, which earned me well deserved resistance and animosity from across the board. I paid a well-deserved price for forgetting that people are human "beings", not human "doings." In the youth and child care profession, where so much of what we do is framed in "I'll do this for you/let you do, IF you do that..." pre-conditionality, I have to appeal. Can we really ever meaningfully and effectively reach a child, if we don't first recognize and acknowledge that essence, which resides uniquely and unconditionally in the individual before us, which has never been before and will never come again? What is love, if not unconditional recognition?

## References

1 [https://en.wikipedia.org/wiki/Teachable\\_moment](https://en.wikipedia.org/wiki/Teachable_moment)

"The concept was popularized by Robert Havighurst in his 1952 book, Human Development and Education. In the context of education theory, Havighurst explained, 'A developmental task is a task which is learned at a specific point, and which makes achievement of succeeding tasks possible. When the timing is right, the ability to learn a particular task will be possible. This is referred to as a 'teachable moment.' It is important to keep in mind that unless the time is right, learning will not occur. Hence, it is important to repeat important points whenever possible so that when a student's teachable moment occurs, s/he can benefit from the knowledge.'[1]

The concept pre-dates Havighurst's book, as does use of the phrase,[2] but he is credited with popularizing it.[3]

The phrase sometimes denotes not a developmental stage, but rather "that moment when a unique, high interest situation arises that lends itself to discussion of a particular topic." [4] It implies "personal engagement" with issues and problems.[5]

These moments can (and often do) come when least expected. Teachers and parents alike can benefit from use of teachable moments." ◇

Illustration: truthseeker08 on Pixabay.com

## Thinking Like the Fox

# LOOKING FOR THE EVIDENCE



**By Lorraine E. Fox, Ph.D.-Staff Writer**

When we last talked in the summer issue [CYC Advocate 2021], we considered the issue of "individual resiliency" and the need to care enough about each of our young clients to avoid bunching them together but to look closely at who they are. It is a great sign of respect to see each person as the individual they are, and to acknowledge

that, as we said, people are not like people, but they are like themselves. Depending on where you live, groups are emerging variously from "social distancing" and are moving

back into more familiar routines like playing sports, going to school, getting together with friends, etc. People are still getting infected and dying at numbers that make our eyes roll, so we cannot say that we are returning to our previously familiar life patterns. Each of us will re-emerge from our various forms of social isolation bringing with us the "baggage" of the pandemic and its' impact on our lives. Some will have weathered the storm better than others. This month I'll outline some of the "external features" that contribute to individual strengths in handling crisis and trauma. Next time we'll outline some "internal features" that help with needed coping abilities.

Even if kids are living in the same living situation, they are never having the same experience of living! This is why it is so important to remember that kids are never like kids; they are always like themselves. This is true for healthy kids, for abused kids, for neglected kids, for traumatized kids, for children with various "disturbances", challenges, and disabilities. As Caregivers we want to examine closely each young person's situation to help us understand what each need from us.

Kids have very different kinds of relationships with their parents, foster parents, Child and Youth Care Workers, teachers, and friends. Differences in qualities of relationships often contribute in very significant ways to how well they are able to handle stressful events and situations. Some kids have lots of friends; some kids have few friends. Some kids have friends that are good for them; other kids have kids that make life worse for them. Let's face it, some kids are better liked by Caregivers than others, and everyone knows it. Also, some kids like us more.

Kids differ with regard to how many stressful events they have experienced in their lives until now. Stress – and "crisis" - defined as a form of stress in which normal coping strategies prove insufficient – takes a toll on emotional, mental, and physical well-being. Kids with "histories" of previous, and sometimes severe, stress and/or crises will need more attention and support than kids for whom the pandemic was a situation of extreme crisis, exacerbated by being away from family and familiar friends, teachers, etc. Everyone tends to cling to the familiar during situations of upheaval, and whether we think well of our kids' families, they were the known and familiar feature of life. Kids are physiologically different from each other. Some kids have health issues which compromise their physical bodies; others are physically stronger.

Kids live with different Caregivers. Caregivers are no more alike than kids are alike! Some Caregivers handled the stress of the pandemic much better than others. Some drank too much; others exercised a lot instead. Some prayed for strength; others lost their tempers and became frazzled. Some couples and some treatment teams pulled together and formed a strong bond with each other and a strong team for their kids; other couples and teams couldn't manage the strain and fell apart.

Some Caregivers were kind and understanding with their kids; others blamed their kids for "acting like children" or making things worse than they already were.

Some families and some facilities have money and suffered inconvenience but did not suffer financial strain; other families and facilities endured enormous stress and strain over finances. These strains compounded the stress of quarantining over such a long time period.

Some families, some group homes, some living units were able to enjoy or create a successful "pod" of loving and supportive people who provided outlets for frustration

resulting from too much closeness and isolation. Others stayed isolated and too much on their own and were left feeling drained and cranky.

I invite you to get together with those you shared the pandemic crisis with and examine yourselves with honesty and a willingness to examine how the adults in your home/group home/treatment center might have contributed to additional stress and challenge for those under your care. Or are you witnessing the ways in which your strength as a team contributed to strength in your young clients?

Next time we talk we'll outline some "internal" features of resiliency. External features affect each of the children in some way, while internal features require an even more careful assessment of each individual child. Keep your eyes and hearts open as we continue assessing our troops, to be sure we are helping to heal rather than continuing to hurt for those for whom life was challenging enough without an international health crisis!

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Illustration: Gerd Altmann on Pixabay.com

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## From the Soapbox... Again!

### POTPOURRI



**By Karen Vander Ven, Ph.D., Professor Emerita,  
Department of Psychology in Education, University  
of Pittsburgh-Staff Writer at [kvander@pitt.edu](mailto:kvander@pitt.edu)**

For this this issue I'm going to reiterate some of my Soapbox themes and topics over the years. It's important to remember that there are new practitioners coming into the child and youth care field every day. And occasional

review can be beneficial for the seasoned veteran as well.

The first topic; "Read the New York Times!" I used to require my students to do this. Our work is contextualized and centered in the real world. It is influenced by what occurs there, every day and in every place, and we need to know what's going on. There's no better place to get it than the NYT.

In a more formal sense, we might refer back to Urie Bronfenbrenner's famous and seminal proposal for a multi-system, ecological model, for influences on human development: From direct interaction to the strong values that govern and affect a society. So what might we work on, or hopefully continue to work on, is to ensure that we provide those activities (educational and experiential) that continue to develop and advance these multiple levels of intervention.

And (oh, not this again)! We must recognize that the nature of our work is not covered by other human service professions, except for some necessary overlap. This of course leads



to the work we need to do in order to advance the field and bring it in alignment with social work, psychology, nursing, education, and other allied areas.

The very credible and substantive ACYCP Certification to me is the major contributor to professionalization efforts over the past years, providing knowledge, skills and credibility and a legitimate pathway to advancement for individuals and the field as a whole.

Although already underway to a certain extent, it could be time to 'level' it even more. That is, to attach a certification to standard academic achievement levels, (e.g.) associate degree, bachelor's degree, master's degree, doctoral degree. Many disciplines and fields have a certification process that is attached to completion of an academic program and an external credential and credentialing body. Developing such administering and maintaining it, could do much to continue to advance the status and effectiveness of child and youth care work.

And let's not forget marketing. Over the years my many colleagues in child care had to hear me drone on about why it is important to promote the work. They weren't always convinced. I sensed the feeling that such noble work (and it is!) should not be 'advertised', although marketing doesn't mean 'advertising' in the traditional sense. It means how to tell the world that what you do is important and why your work should be respected and your services utilized. So, it's in our own and our clients' best interests if we have a 'marketing mentality' that accepts this approach.

A last thought for today.... I'm no 'spring chicken' as the saying goes. I appreciate the opportunity to continue my From the Soapbox columns. It encourages me to stay in touch. In a life course perspective, this opportunity provides meaning – one of the most important criteria for gratifying and meaningful 'glorious golden years' as I, somewhat tongue-in-cheek, like to call them. And one day, as I've often written about, the work that we have pioneered for children and youth will be a major influence in programs and settings that serve adults throughout the life course, to everybody's benefit. ◇

Illustration: Gerd Altmann on Pixabay.com

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**Now Hear This!**

**ACYCP HAS GREAT VIRTUAL TRAINING FOR YOU AND YOUR STAFF**



During the Covid-19 Pandemic many CYC practitioners and programs have had a hard time finding live professional development. This has consequences for individuals when renewing CYC Certification and for programs attempting to comply with licensing requirements.

ACYCP, its members, the CYC Certification Board, and other partners are collaborating to create low-cost high quality virtual training. Beginning in March, ACYCP is offering two or more virtual trainings each month through the end of 2021. Trainings will focus on helping practitioners explore best practices and emerging trends in the field. Most offerings are one to two hours in length. Longer courses are also included to promote deeper skill development.

**[Follow this LINK](#) for a complete listing of current live trainings available. This page is updated when additional trainings become available. Make sure to bookmark it on your device.**

ACYCP trainings are priced between \$25 and \$35, depending on length. Trainings offered through collaborating partners may be priced higher. ACYCP members receive \$10 discounts on all the trainings. Bulk pricing is available when purchasing 25 or more seats at the same time. Seats can be divided across multiple trainings.

Proceeds from the trainings go directly to support ACYCP and its partnering organizations. Your training dollars help ACYCP to move the CYC field forward. You can make a donation to ACYCP by purchasing a bulk package of trainings and making the seats available. ACYCP will distribute these seats to members and programs who are operating on reduced budgets due to the Covid-19 Pandemic. Donations are tax deductible for most individuals.

**Remember that archived webinars are always available so you can pursue your professional development goals 24/7 at a convenient time of your choosing. [Follow this LINK](#) for a complete listing.**

**If you have training skills and relevant content, we are interested in content on subjects relevant to child and youth care practitioners, best, and emerging practices.** Presentations are delivered using our Zoom platform, are recorded, and typically archived for future use by our members. Although many of our members donate

training to support ACYCP and the CYC field, we have partners who offer virtual live and archived training on a fee-for-service basis.

For more information about submitting a training, [contact Laura Klemm](#).

Now Hear This!

## YOUR AGENCY NEEDS THIS ACYCP MEMBERSHIP BENEFIT NOW!



Yes, believe it or not, **CYC agencies SAVE a whopping 40% on individual staff ACYCP memberships**, when firms join as an Agency Member!

When your agency joins ACYCP, it received 20 Individual Memberships, among many other benefits. That represents a 40% savings over the cost of the same number of solo memberships. This, in turn, meets the individual CYC association membership requirement for Certification.

How great is that!?

### **NEWS BREAK!**

**But that's not all! Organizations with 41 or more employees for membership get a further discount as a Corporate Member. Just contact Michael at the information below for further details.**

Want to know more? [Follow this link](#).

Questions?

**Just contact:**  
**Michael Mitchell, MAT**  
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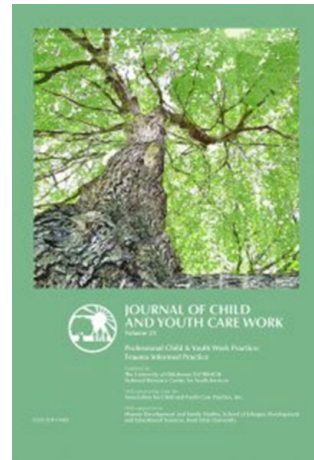
*Join today and show your hard working staff that you're invested in their professional growth and development!*

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## DON'T DUST IT...DONATE IT!

As much as we all love our back issues of the **Journal of Child and Youth Care Work**, perhaps the hard copies are not quite as vital now that they are all accessible online: <http://acycjournal.pitt.edu/ojs/jcycw>

But don't despair! Michael Mitchell (with the help of Jody Rhodes) has arranged to donate two complete sets to two leading universities in Wisconsin, who will put them to good use. As might be expected after 25 hard format issues, there are a few missing copies. So, check the list below and let Michael know so that he can send you the appropriate 4th Class Media postage to cover the cost of shipping, after confirming which volumes you'd like to donate.



### Volumes Needed:

<b>VOL 1</b>	<b>1</b>
<b>VOL 3</b>	<b>2</b>
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<b>VOL 11</b>	<b>1</b>
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<b>VOL 25</b>	<b>1</b>

### Contact/Ship To:

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**305 Woodvale Dr.**  
**DeForest, WI 53532**  
**[Madison, WI/Central Time]**

Please reply by **November 1, 2021** if possible.

**THANK YOU SO VERY MUCH!**

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**DIVERSITY WORKS!**



Illustration: Gerd Altmann/Pixabay.com

**"If the only tool you have is a hammer, you tend to see every problem as a nail."**—*Abraham Maslow*

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**NEW FROM PROF. VARDA MANN-FEDER, Ph.D.**

"A unique text to the field, **Doing Ethics in Child and Youth Care** serves as an essential introductory guide to ethical practice across a range of child and youth care settings within North America. In addition to providing an overview of the Standards for Practice of North American Child and Youth Care. Professionals, with the full version included in an appendix, the text offers a practical and engaging introduction and explores the theoretical under-pinnings and field-specific application of ethics."

[Request a review copy here](#)

Watch for a review of this book in the Winter issue of the CYC Advocate

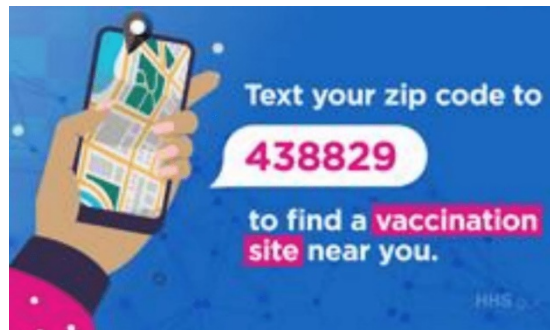


**Doing Ethics in  
Child and Youth Care**

A NORTH AMERICAN READER

Edited by Varda R. Mann-Feder





Everyone age 12 and older is eligible to get the COVID-19 vaccine at no cost. Remember, if you or a loved one are unvaccinated, you're at higher risk of getting seriously ill from the virus.



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**RESERVATIONS OPEN NOVEMBER 1, 2021**



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## Majestic Elegance Punta Cana, Dominican Republic

*Join leading nonprofit professionals and youth workers from around the globe as we gather to reflect upon and improve our practice, deepen our relationships and refresh ourselves as practitioners dedicated to serving young people.*



- Networking and building professional relationships with other cool youth workers
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- Get Grounded, Connected and Inspired to finish the year strong and plan for a spectacular 2023.

### Symposium Pricing:

All Youth Workers: \$1,100

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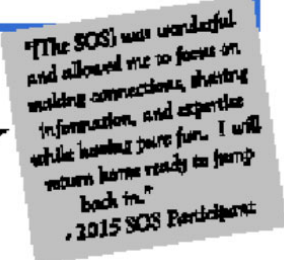
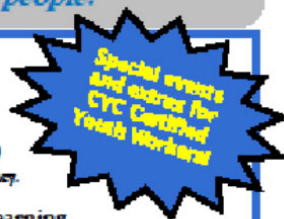
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Includes: Conference registration and learning materials, accommodations, all meals, drinks, land transport to and from resort, taxes and tips

Not included: Air travel to Dominican Republic, travel insurance, optional excursions

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Details / Registration online at [sos.thejourneyonline.org](https://sos.thejourneyonline.org)

Conference Registration and Questions: Melinda Bowman, The Journey, [sos@thejourneyonline.org](mailto:sos@thejourneyonline.org)  
 Travel Arrangements: Lora Gohmann, LG Retreats and Travel LLC; [lgregreats@gmail.com](mailto:lgregreats@gmail.com)

Would you like to advertise a job opening, service or event? Contact Michael Mitchell at [propman46@gmail.com](mailto:propman46@gmail.com). ACYCP members ads are free as a membership benefit!

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**Member: White House COVID 19 Community Corps**



**Associate Partner**



**Associate Member**

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ACYCP organization tree update, v6.0  
10/3/2019

### MOVING? CHANGE OF JOB? GOT A PROMOTION?...

Well, we wish you all the best of success! But don't forget to take us along! Who knows, your ACYCP membership benefits and resources may come in real handy in your new situation. Or does your current email not permit personal or outside messages? Just get us your new email contact and any other membership data updates. So put us on your calendar or to-do list to make sure our contact remains unbroken. Just shoot off a quick easy email to [acycp2011@yahoo.com](mailto:acycp2011@yahoo.com) with all your relevant changes, and we'll take care of the rest. We're soooo confident you'll be glad you did!

## **LINK WITH US!**

CYC agencies and organizations may email the general email address at: [acycp2011@yahoo.com](mailto:acycp2011@yahoo.com) and send their logo and web link, along with the name and contact information of a designated representative. Please put "Invitation To Link-ACYCP" in the subject line. We look forward to welcoming you to our communications and resource network!

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