

Your Quarterly News & Updates Vol.7 Issue 1/Winter 2022
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>

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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ACYCP PRESIDENT'S PERSPECTIVE

By Jody Rhodes, CYC-P, MS

WE'RE ON A ROLL!

Dear ACYCP Members, CYC Colleagues, and Friends,

Welcome to the Winter 2022 edition of the CYC Advocate!

A lot has happened at ACYCP since our Fall 2021 CYC Advocate! We continue to grow and plan for what the future will look like for our association, and I must say the future is really bright, despite the challenges which the pandemic has presented us!



We awarded our yearly youth worker awards, and due to COVID did not have one event to celebrate, but rather I had the pleasure of traveling to hand deliver a plaque to each honored winner. Doing this is perhaps the most favorite thing I get to do as the ACYCP President. Meeting these superstar youth workers and their friends, families, and colleague inspires me so much. It reminds me of how important each and every youth worker is. All the award winners and pictures are on our Facebook page, so check it out! We'll also have more on this in the February ACYCP Membership Memo.

The ACYCP also undertook strategic planning for the first time in several years. It was a two-session virtual process that was extremely productive and highly beneficial as we look at our focus and priorities for the next three years. A special thank you to following ACYCP Board liaisons/friends that helped with the sessions:

- James Freeman, CEO of Training Grounds, for facilitating (see ad at end of this issue)
- Karen Vander Ven, Ph.D., retired professor emerita at the University of Pittsburg, for being our historian note taker
- Varda Mann Feder, Ph.D., professor at Concordia University, for the walk down ACYCP memory lane and giving us a glimpse of her new upcoming book on Ethics (see ad at the end of this issue)

Our strategic partners from Social Current, CYCCB, ACRC-Together the Voice, CYC-Net and FICE USA for joining us to give updates on their current initiatives and activities.

We look forward to announcing our priorities and offering all ACYCP members a chance to join a committee to get involved in our work. More to come on this soon!

SAVE THE DATE!

Thank A Youth Worker Day (TAYWD)

May 5, 2022

And perhaps best of all, we would like to **welcome Holy Family Institute** to the family of ACYCP Organizational members. They recently joined with 42 staff members gaining ACYCP membership under their umbrella. We look forward to partnering with HFI and the great work they do in Ohio.

As usual this issue of the CYC Advocate is full of great knowledge and resources- enjoy!
Happy reading and exploring!

Come join us today!

Happy reading and exploring! --Jody

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. ◇

Now Happening

THE EXCITING PROFESSIONALISM JOURNEY CONTINUES: AN HISTORIC UPDATE



[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, FICE International, and CYC-Net (to name just a few) in advancing Certification throughout the full spectrum of child and youth care in every community of care.]

By Cindy Wilson, MA, CYC-P, CYCCB-BOD

The Child and Youth Care Certification Board (CYCCB) has been providing professional Child and Youth Care (CYC) Worker certification for over a decade using the Associations for Child and Youth Care Practice's (ACYCP) competencies and the certification process designed through one of their subcommittees. We were honored to be asked to attend a portion of ACYCP's strategic planning process towards the end of 2021 as a valued partner and were asked to provide an update as to where CYCCB is currently, what we are doing and what we expect to be focused on in the future. In the bustle going on with end of year tasks, holidays and COVID still disrupting operations, I initially didn't think we had accomplished much. Imagine my surprise when I realized we had accomplished quite a bit and have still more efforts we are launching. And most importantly, during such massive disruptions, including the loss of child and youth care programs and staff and the inability to bring groups of people together, we have survived COVID-19!

CYCCB has been implementing ACYCP's Professional Level certification, the CYC-P, as an independent entity since 2008. Initially, most of our business was run by a volunteer Board of Directors. Now we contract to the Academy for Competent Youth Work for three part time office workers to support the business of offering certification to CYC Practitioners. We have seen a steady rise in the number of people becoming

certified. Between 2016 and 2018, the number of applications for certifications more than doubled. We have also seen increases in organizations and other groups seeking to certify CYC practitioners on a large scale.

Way To Go Hoosiers!

Many of these groups are working to ensure all the CYC practitioners are certified. Some examples of this are in Indiana where, with the support Janet Wakefield and others, they are working to certify every CYC practitioners in the state and they are providing training to ensure that their CYC practitioners have the knowledge and skills to do quality work with young people. Morrison Child and Families Services in Oregon is also working on helping all of their staff members become certified. Additionally, we have several organizations and areas in Canada who have also been certifying their workforce and combined with thorough education and training programs are producing a high quality CYC workforce.

We have also seen an increase in the number of higher education institutions in the United States and Canada, who are using the Competencies to guide the development of their curriculum. In addition to higher education, in 2020, CYCCB partnered with Youth Build in Philadelphia to offer training and access to the entry level certification to their students. This is an excellent example of an organization responding to youth voice. It was the young people who informed the teachers and staff at Youth Build that they wanted to work with older young people, not just early childhood. Youth Build responded by contacting CYCCB and designing a pilot program so support several cohorts of young people through training, internship, and implementation of the certification process for the entry level certification. In 2021, Youth Build will offer CYCCB's Entry Level certification to another cohort of young people at the Youth Build in Sisters, OR in addition to completing the second year of the pilot study at the Youth Build Philadelphia site.

First You Walk Then You Run

Speaking of the entry level certification, in 2018, CYCCB partnered with the CYC Institute to become the provider of the Entry and Associate Level Certifications. This enables CYCCB to offer a clear career pathway from new workers coming in at the entry level through the Professional Level as the CYC practitioner gains experience, education, and training. We are currently exploring a partnership with the University of the West Indies who is interested in using the Competencies to guide their CYC curriculum development and offering CYCCB's certifications to their graduates. It is in part through our work with Youth Build that has resulted in the Department of Labor recognizing the CYCCB certifications an accepted certification for their funded programs. In addition to this recognition, thanks to the support of Jody, the president of ACYCP, the Council on Accreditation (COA), now a program of Social Current also recognizes the CYCCB certifications as a quality indicator. COA accredit youth service organizations and accreditation is part of the requirements of the Families First Act, so this is a significant opportunity for CYCCB.

We have also worked on several developments of the certification exams and processes. Our partners in Indiana have developed and successfully piloted an entirely electronic application submission process. They have also demonstrated how effective it is to have a single point of entry for certification and having a staff person who collects all certification elements and reviews them before CYC Practitioner submits them to CYCCB for final approval. The work of Jeananne Reich has resulted in a significant increase in the number of CYC practitioners who begin the certification process and follow through to become certified.

These processes are available to other groups who wish to implement in this manner. In 2021, we piloted the use of Spanish exams to support certification in people whose first language is Spanish. Perhaps our biggest development is the implementation of the exams in an online testing platform. Our partnership with Indiana University through one of our Board of Directors members made the online testing possible. We are now able to offer the exam online, 24/7 with a proctor who can monitor the exam. This development was in direct response to COVID-19 which shut down all testing. Taking the exams is an essential part of the certification process.

The Future's So Bright We Have To Wear Shades!

This is a snapshot of our accomplishments. As I said earlier, I was so surprised by our accomplishments when I outlined our accomplishments. We are now so far from the North American Certification Process committee, a sub-committee of ACYCP. We believe that the certifications and CYCCB represent the international community by promulgating higher standards of practice and a competent workforce. The need for high quality CYC Practitioners was never more evident than these past 18-months to two-years and the COVID pandemic. CYC Practitioners touch all aspects of young people's lives in their communities and our importance to healthy communities cannot be denied.

To best position CYCCB and the certification for the changes that are happening in the field, we have several tasks we will be focusing on over the next several years. At the top of the list is to continue to increase the number of CYC practitioners who become certified and who maintain their certifications for the duration of their careers. We are a huge field and certification is one way for us to unify our approaches and our voices.

We will also be working to increase the exposure of the CYC field in communities to educate parents, caregivers, faith communities, business, and other community members about the work we do. In 2022 we are embarking on a full review and edit of the current competencies to ensure they reflect current best practice, are relevant to the various practice settings CYC practitioners work in, and that they are culturally relevant to all people, providers, and the international CYC community. This will inevitably draw in providers, CYC practitioners and students, young people, researchers, academics, and others who will inform the competency review. Please check in with us at www.cyccb.org if you want to participate in this process in any way!

We will be working to deepen our current partnerships and discovering new ways to work together to support each other's missions. Through our current and new partnerships, we will work to expand certification and educate people about the importance of our field and the work we do. CYCCB also plans to work with ACYCP and other associations to add CYCCB credentialing into state laws and policies and licensing standards.

We will continue to work to professionalize the field and offer CYC practitioners a clear set of competencies and a career pathway they can follow. We will work to encourage young people to enter the field so we have a readily accessible, trained, and certified workforce who will stay in the field. We plan to work towards the day when the next Good Job video released explicitly thank CYC workers along side teachers, nurses, parents and other caregivers.

In the meantime, to all of you, to all the CYC practitioners no matter what your role, your organization or your location, Good Job! Know that we at CYCCB are grateful for you, for all the work you do and your willingness to care for others as your profession.

If you are interested in becoming certified or participating on any of our committees or just want to connect, please visit us at www.cyccb.org.

[Editor's 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.] ◇

Illustration: iStock

Enroll Now!

ACYCP LAUNCHES VIRTUAL STAFF DEVELOPMENT BUNDLES - SUCH A DEAL!



**Complete Required Professional Development
24/7 when it's convenient.**

Explore innovative ideas and best practices to improve your skills.

Beginning in January 2022, ACYCP is offering bundles of archived trainings on selected topics. ACYCP members wanted a way to purchase multiple trainings together to provide more in-depth learning. They also wanted to continue benefitting from being able to attend engaging, relevant training 24/7 when time allows. So here you go!

The bundles are three archived trainings packaged together. Each session is conducted by a nationally recognized content expert. Buying a bundle offers a 15% discount over purchasing the sessions separately. Purchasing 5 or more bundles at the same time so groups of staff can receive the same training offers a 25% discount.

Learning bundles include content for CYC practitioners, supervisors/administrators, and staff development trainers. The following bundles are currently available. Additional bundles are in development. ACYCP will continue to offer NEW monthly live webinars in 2022.

NEW SUPERVISORS BUNDLE:

https://www.cyc-source.com/bundles?bundle_id=supervision

Engaging conversations between a presenter and a group of supervisors that explore important issues encountered by beginning supervisors, coaches, and administrators.

Coaching Skills For Supervisors

Transitioning Into Your New Supervisory/Administrative Role
Cultural Appreciation in Supervision

YOUTH AND FAMILIES THRIVE BUNDLE:

https://www.cyc-source.com/bundles?bundle_id=youth-and-families-thrive

Extend your learning of Youth & Families Thrive protective and promotive factors by taking a deeper dive into some of the key content from the courses.

Ambiguous Loss: What It Means And Why It Matters
Building Developmental Relationships
Exploring A Growth Mindset

SELF -CARE BUNDLE:

https://www.cyc-source.com/bundles?bundle_id=self-care

Taking care of your personal needs while working in a CYC setting are critical skills to improve your effectiveness and job satisfaction. This bundle offers strategies to increase work/life balance and mindfulness practices for both practitioners and organizations.

Building Wellness Into Our On-Line Lives
Calming Down #1: Workplace Mindfulness
Calming Down #2: Creating Happiness In The Workplace

FUNDAMENTAL SKILLS FOR CYC BEGINNERS BUNDLE:

https://www.cyc-source.com/bundles?bundle_id=fundamental-skills-for-cyc-beginners

CYC's entering practice are looking for concrete strategies they can use on-the-job today. This bundle offers important ways of understanding the role of CYCs, what young people need from us, and specific techniques for improving our approaches.

Emotional First Aid for Child Care Settings
Transformational Relationships
Effective CYC Practice: Developmental Thinking

DIVERSITY & EQUITY BUNDLE:

https://www.cyc-source.com/bundles?bundle_id=diversity

Our changing understanding of diversity, equity, and inclusion is transforming practice and our work places. This bundle explores emerging ideas about DEI through conversations between the presenter and groups of CYCs seeking better understanding. Each session offers meaningful ways to bring these ideas into practice.

Growing Inclusion, Diversity, Equity And The Belonging Mindset In Child And Youth Care
Cultural Appreciation In Supervision
Creating Safe Spaces For Difficult Discussions: An Introduction To Engaging In
Conversations On Race And Equity

STAFF DEVELOPMENT TRAINERS BUNDLE:

https://www.cyc-source.com/bundles?bundle_id=human-service-trainers

Staff Development Trainers increasingly encounter diversity, equity, and ethics conversations in their sessions. Understanding how to apply ethics to your training, and facilitating safe, effective conversations around diversity, equity, & inclusion can significantly improve your training outcomes. These facilitator-led conversations with master trainers offer insights and specific approaches.

Creating Safe Spaces for Difficult Discussions: An introduction to Engaging in
Conversations on Race and Equity

Ethics for Trainers: Applying the NSDTA Code of Ethics For Training And Development Professionals Pt #1
Ethics for Trainers: Applying the NSDTA Code of Ethics For Training And Development Professionals Pt #2

[Editor’s Note: Also see Prof. Varda Mann-Feder's book promo at end of this issue.]

GET STARTED TODAY!

Illustration: Mohamed Hassan on Pixabay.com



Strengths-based > Asset focused > Trauma informed

Brain-based > Diversity inclusive > Relational

Evidence-informed

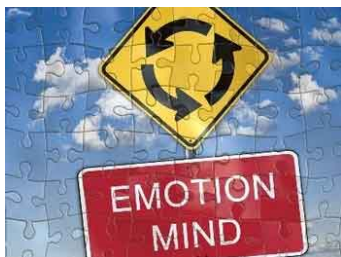
Learn valuable concepts and new skills based on leading-edge research and best practices relevant across the entire field of child and youth care services.

&

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

Reflections from the JJ Side

WHEN EMOTIONS AND “WHAT WE KNOW” CONFLICT



By Carol and Felix Brooks, MS; MS;-Staff Writers

The question . . . Do we abdicate what we have learned to be truth in the presence of powerful emotions?

Some things that we know . . .

The field of juvenile justice is constantly evolving. However, we know that we have so much more to learn about how the adolescent brain works. This requires a continuous state of rethinking and a willingness to challenge existing thoughts, emotions, and practices, when necessary, with a commitment to a better

approach that would include a developmental focus grounded in adolescent brain research and requiring a better understanding of the impact of trauma and its effects on development and behaviors.

Some of the things that we know to be truth about adolescent brain development, behavior, and the response from the juvenile justice field to date include:

1. Our knowledge of the human brain is incomplete, requiring juvenile justice professionals to be continuously responsive to new information, willing to challenge what we believed "yesterday" to be truth. In the 2014 National Geographic edition titled "Voyage into the Brain" the authors stated: "If understanding everything there is to know about the brain is one mile, we have come about three inches."
<https://canvas.brown.edu/courses/851434/pages/national-geographic-secrets-of-the-brain>
2. Although juvenile justice professionals may not think in terms of neurobiological terminology, we certainly understand the differences between planned and unplanned aggression, or what the neurobiologists would refer to as defensive or predatory aggression.
3. An individual's brain is not fully developed until their mid-twenties.
4. The existence of trauma and the use of substances can impact the development of the brain.
5. "Teen brains are less capable of self-regulation, have less capacity for mature judgment, are less able to foresee long-term consequences of behavior, and are vulnerable to negative influences and peer approval."
6. We believe Kurt Lewin's Behavior Formula which states that the Behavior of an Individual is a function of the interaction of the individual's Personality with the Physical and Human Environment is always at work.

Since 2005 there have been three Supreme Court case decisions that have shaped sentencing for juvenile offenders. In each case the Justices cited the developing research on the adolescent brain as determinant factors in their decision-making process. These cases include 1.) Roper v. Simmons (2005), 2.) Graham v. Florida (2010), and 3.) Miller v. Alabama (2012). Adolescents do not belong in the adult system and do not belong in the system for life for a crime committed while they are an adolescent. We encourage you to research these cases for a more detailed accounting.

Some things that are emotional . . .

Why is this important? A few weeks ago, Felix and I, along with the nation watched as newscasters reported on yet another horrific school shooting. This one in the Oxford School District in Michigan. As a former schoolteacher and administrator these always hit me hard. Columbine, Sandy Hook, Parkland, the list goes on. But this one felt different, this was a district less than 10 miles from where Felix grew up and went to school and I personally know a teacher there.

It really was a horrific crime. And as the details emerged, it became more shocking. The aftermath: Four innocent teenagers with their entire adult lives ahead of them, senselessly killed by a peer who was able to bring a gun to school. People cheering when the District Attorney announced she was filing adult charges against the youth and when the parents were apprehended and charged following a manhunt. And the school district which is also being investigated. Emotions and tension are extremely high. Someone or ones must pay for the death of these kids and the negligence of the parents and school system. We do not have enough space in this article to address the charges against the parents or the investigation against the school system, but we will focus on the youth who committed the crime.

We know that this is emotional. If there were a way that these parents, siblings, friends, and community could get these youth back, Felix and I, probably all of us would move heaven and earth to make that

happen. But we can't. Instead, many of us are left with our emotions, and we are directing the power of those emotions, mostly rage toward the youth, parents, and school system.

The problem is the behaviors that result from these emotions conflict with what we know to be in the best interest of the youth and our obligation as juvenile justice professionals to rehabilitate.

Staying true to our values . . .

To be clear, there should always be consequences for inappropriate and illegal behavior. As juvenile justice professionals, committed to the rehabilitation of juvenile offenders, our emotions (which we all feel in cases similar to this) should not exclude us from also applying what we know from the research to be true, or to advocate for youth, even those who commit the most horrific of crimes, or to implement best practice in our efforts to help the youth to manage rage, heal, and repair the harm. Our beliefs in what we know to be true cannot be reserved for only when it is convenient, easy, or low level status offense crimes. Keeping youth in the juvenile system allows them access to resources and services that simply are not available to them in the adult system.

The answer... Emotions will be there, but we must be guided by the science, the research, what we know to be best practice in working with juvenile offenders. We must honor our obligation to rehabilitation. ◇

Illustration: Gerd Altmann on Pixabay.com

Oh Canada!

CANADA OFFICIALLY BANS LGBTQ+ CONVERSION THERAPY



[Editor's Note: Due to personal issues, Susan and Collette are unable to share their usual column with us, so I am high-lighting a critical CYC issue which has recently come up in Canada.]

By Susan Hunt, BA & Collette Bohach, BA

The Ban Will Take Effect In 30 Days

By Brooke Migdon

Canada on Wednesday [December 8, 2021] officially banned conversion therapy practices after two previous failed attempts.

The bill passed unanimously in the House of Commons and the Senate.

Canada joins a growing number of countries working to ban conversion practices.

Legislation banning conversion therapy in Canada was officially approved on Wednesday, taking effect at the beginning of next month.

A bill outlawing conversion therapy on Wednesday formally received "royal assent," or a ceremonial signature by the Governor General of Canada or a deputy after being unanimously approved in both the House of Commons and the Senate.

The ban will go into effect in 30 days, and the nation’s criminal code will be amended to make conversion therapy practices illegal in Canada for both adults and children. Specifically, it will be considered a criminal offense in Canada to promote or profit from conversion therapy, according to text of the bill.

[READ LEGISLATION](#)

[For More On Conversion Therapy Follow This Link](#)

Enjoy!/Profitez! ◇



ACYCP Certification At Work!

SUPPORTING FUTURE YOUTH CARE WORK PROFESSIONALS: A “JOURNEY” FOR CYC STUDENTS

[Editor’s Note: To learn more about The Journey Experience go to: <https://thejourneyonline.org/>

To learn more about Department of Applied Health Science, IU School of Public Health-Bloomington, to go: <https://publichealth.indiana.edu/research/departments/applied-health-science/index.html>

By: Deborah Getz, Ph.D.

A key part of child and youth care (CYC) education is the opportunity to build knowledge, practical skills, and community connections. In Indiana, these skills have been built for years via the Journey Fellowship for Students.

Heather Harden, and Kiano Brodie, both Journey Student Fellows from 2020, and 2021 respectively, acknowledged the impact that the program has had on them.

“I got to meet and engage with a number of youth work professionals, who have each inspired me to investigate career paths I never would have thought of without meeting them,” said Ms. Harden, a senior from Columbus, Indiana.



The Journey Fellowship for Students provides a unique opportunity for students to explore CYC careers, while becoming more grounded and confident in who they are. Throughout this eight-month program, built on the knowledge they have gained in the classroom learning about career options in youth development, they explore the field through a paid internship at an Indiana youth-serving organization. In addition, they attend retreats and programs, focused on personal exploration and development, while networking with leaders and professionals in making job connections and personal friendships.

Reflecting on her Journey experience, Heather further indicated,

“It has provided a network for me that spans wider than I could have ever imagined. I have made friends from different universities, with hopes to work alongside them one day. I also got to meet other youth work professionals, who have inspired me to investigate career paths I never would have thought of, without meeting them.”

She continues, “When combined with my coursework, I have been able to develop a very holistic approach towards supporting positive development for humans of all ages. Each course I took supported my professional skills in the field of youth work, as I consistently gained confidence in my program planning, engagement, and communication skills. I not only gained the knowledge needed to support myself in the field, but also built the competencies I need to become certified with the Child and Youth Care Certification Board.”

Harden reflected on community engagement, required as part of her coursework.

“Once I become certified, I know my knowledge and experiences will support me throughout my career. More specifically, my service-learning engagement allows me to apply what I learned through my courses, to youth in the Bloomington [IN] community. I’ve built lifelong friendships with my peers, as we built this program, and I hope that my work will change our participant’s lives for the better.”

Kiano Brodie, from Evansville, Indiana, stated, “The Journey provided me with new connections, an opportunity to grow through a specialized internship experience, and a safe place to share my views and ideas. Through the Journey, I was also able to better connect my academic efforts, knowledge, and community engagement with so many youth workers.”

Janet Wakefield, The Journey CEO, reports that the hope is that the students entering the dynamic field of youth work are grounded in who they are, connected to a support network, and are academically prepared and professionally competent, to serve Hoosier youth in the best way possible.

Deb Getz, Associate Clinical Professor, at IU School of Public Health-Bloomington reflects on her experience as an alum of the Journey Executive Program and as a faculty member that works to nominate Journey for Student applicants.

“As an executive, I was able to build lifelong collaborations with CYC peers that continue to grow today”. She continues “The Journey experience is one that allows for further application of knowledge and skills learned in the classroom.”. We look forward to our ongoing partnership with The Journey to continue to serve the future needs of youth and families. ◇

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

A HEALTHIER YOU IN 2022!

[Editor's Note: The following is reprinted with gratitude to the National Institute of Health bulletin of December 29, 2021. To subscribe go to:

<https://public.govdelivery.com/accounts/USNLMMP/subscriber/new>

Many factors affect your health. Some you cannot control, such as your genetic makeup or your age. But you can make changes to your lifestyle. By taking steps toward healthy living, you can help reduce your risk of heart disease, cancer, stroke and other serious diseases:



Get the screening tests you need

- Maintain a healthy weight
- Eat a variety of healthy foods, and limit calories and saturated fat
- Be physically active
- Control your blood pressure and cholesterol
- Don't smoke
- Protect yourself from too much sun
- Drink alcohol in moderation, or don't drink at all
- Get enough sleep every day
- Work on improving your mental health, for example by practicing meditation, relaxation techniques, or gratitude

READ MORE

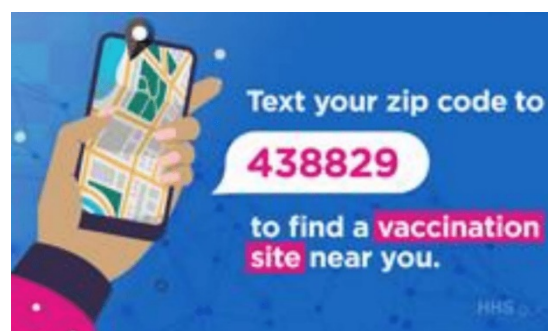
Enjoy!

BONUS FEATURE!

Yes, There IS Such A Thing As A Perfect Hug!

[Editor's Note: Thanks To UK News Today, November 16, 2021]

Illustration: National Institute of Health (NIH)



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.

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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 . 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 and going to the RENEWAL tab.

Webinars are all scheduled at:

3:30 - 4:30 PM Newfoundland
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1:00 - 2:00 PM Central
12:00 - 1:00 PM Mountain
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10:00 - 11:00 PM Alaska

Webinars will be held once-a-month on the following Wednesdays in 2022:

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March 9
April 13
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June 8
July 13
August 10
September 14
October 12
November 9
December 14

Plan your participation today! ◇

The Other Half of the Job

THE SCOPE AND IMPACT OF NONPROFIT WORKFORCE SHORTAGES



[Editor's Note: This article is reprinted thanks to the National Council Of Nonprofits. To learn more about the National Council Of Nonprofits go to: <https://www.councilofnonprofits.org/> for more details.]

Charitable nonprofits from across the country have reported experiencing significant difficulties in retaining staff and filling vacancies, resulting in challenges delivering services. In October, the networks of the National Council of Nonprofits launched a Survey of Nonprofit Workforce Shortages to determine the scope and impact of these difficulties. A preliminary analysis posted in mid-November identified numerous concerns and causes, and posited some potential solutions.

This updated The Scope and Impact of Nonprofit Workforce Shortages, benefitting from responses from more than 1,000 nonprofits from all 50 states, presents a more robust picture of the impact of workforce shortages on the ability of charitable nonprofits to advance their missions. What was initially considered a challenge has now become a workforce crisis in need of rapid remedy and long-term commitment to overcoming pre-existing problems exacerbated by the COVID-19 pandemic.

READ THE REPORT

[Editor's Note: Readers may wish to consult Gene Cavaliei's editorial under "Now Hear This!" below.]

Bonus Features!

NIMH's Small Business Research Program

Payment Due for Deferred Payroll Taxes



Diversity Works!

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

Enjoy! ◇

Illustration (top): squarefrog on Pixabay.com

Illustration (Gerd Altmann on Pixabay.com)

The Accidental Practitioner

YOUTHBUILD PHILADELPHIA: AN EXCITING PLANFUL PATHWAY INTO THE CYC PROFESSION



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

This Article By: Mallory Deptola, MAT; Deborah Getz, Ph.D. & Dale Curry, Ph.D.

When in high school, how many of us already decided to begin our careers in child and youth care? How many of us were already preparing for certification as an entry-level child and youth care (CYC) practitioner? How many of us were learning about the North American Standards for Practice of Child and Youth Care Professionals and reviewing the North American Competencies for Child and Youth Work Practitioners? Well...not us! And, likely very few (if anyone) of us who are currently in the field.

However, in Philadelphia several cohorts of young persons have participated in an innovative pilot program designed to prepare high school students for a career in CYC. The program is one of more than 200 programs administered by the Office of Workforce Investment's Division of Youth Services. Nationally, YouthBuild serves more than 6,000 youth in more than 40 states. These programs are community-based

pre-apprenticeship programs that provide job training and educational opportunities for at-risk youth ages 16-24 who have previously dropped out of high school.

Some of the components of the YouthBuild Philadelphia program include:

1. A three-year partnership between the YouthBuild Philadelphia program and the Child and Youth Care Certification Board.
2. Although supplemented with additional content, the Child and Youth Care: Foundations training curriculum serves as the central component of instruction (Academy for Competent Youth Work, 2015). The curriculum is based upon the North American Competencies for Professional Child and Youth Work Practitioners (Mattingly, Stuart, & Vander Ven, 2002; 2010 revised).
3. Community CYC field experiences/internships (in progress) meeting CYCCB and Americorps standards.
4. Consultation with CYCCB certified practitioners.
5. 5. Distance learning technology and instructional methods during the Covid crisis period.
6. Training of trainers of the Child and Youth Care: Foundations course.
7. Certification preparation and testing for entry-level certification. Sample exam items are reviewed and new items plan to be developed for learning and test preparation.
8. Training of proctors for CYCCB certification testing.
9. Encouragement to pursue entry-level certification through the CYCCB.
10. Program evaluation. Pre and post certification exam scores are being examined and an item analysis will be conducted to determine specific item difficulty and examined to determine if any patterns emerge between those who pass the exam and those who do not. Internship evaluations will be reviewed. Focus groups involving the students have been conducted.

Perceived Program Positives

Comments from the students during focus groups regarding the program and instructors have been positive. For example, "This is great in general." "I feel everyone should have access to this information." Students expressed that the curriculum manual was easy to read and the instructor strived hard to make the learning relevant and fun. "I liked watching the clips on Edpuzzle and answering ...That was fun to me." "Yeah, those are fun, ha, ha." "She uses scenarios a lot, so that's good." For some of the students, adapting the curriculum with distance learning because of Covid precautions was viewed as a positive as one student noted "I personally like Zoom." Other unintended benefits included a focus on the students' personal and family lives. For example, several of the YB participants were also young parents and it helped them understand and respond to their children.

Perceived Program Challenges

The most obvious challenge was initiating the program/partnership during the Covid crisis period. Preparing young persons for an inter-personal/relational field of practice during a mandatory "social distancing" environment required much flexibility for everyone involved. All coursework including the training of trainers was adapted using Zoom and other technology. Google Jamboard (a digital whiteboard) was helpful for students who were reluctant to unmute but still invited them to add to the conversation. Collaborative slides added to learning especially on topics like brain activation, hyperarousal, what made them scared, etc. YouTube videos and mainstream movies such as Short-term 12 helped supplement the Foundations course material. Edpuzzle, a video editing tool, was used to enhance and assess student learning.

Another challenge was how to adapt a curriculum (Child and Youth Care: Foundations) that was originally designed for adult practitioners with current experience in child and youth care work for a population that has limited (if any CYC experience) and still in high school. Some of material, was difficult for the students to relate to without sufficient child and youth care experience.

Research indicates that CYC experience is a factor that positively influences the results on the certification exam which includes situational judgement test items (Curry et al., 2013). The Covid crisis has delayed opportunities for internship experiences. The networking of potential internship opportunities and clarification of internship roles and responsibilities needs further development. Established internship programs in higher education can be adapted (e.g., internship manual, agreement and student evaluation forms, weekly student learning/reflection logs).

Although Covid is still with us, in-person instruction is currently being conducted. How to effectively teach an inter-personal/relational curriculum with Covid spacing restrictions continues to be a challenge. In-person instruction also permits the instructor to better monitor attendance and participation. However, personal issues such as child caring responsibilities of students who are also parents continue to complicate full program participation.

Opportunities

Some of the above challenges also created opportunities to expand our understanding of how to teach and train child and youth care subject matter using distance technology as well as expand the reach of certification information to new populations.

Information learned from this pilot program can potentially inform other YouthBuild-funded programs across the country as well as other high school curricula that includes related coursework (e.g., child development, family financial management, family and consumer science). Perhaps a prototype program structure can become part of a CYCCB-endorsed high school vocational CYC entry-level certification preparation program. At the very least, information learned from this pilot program may help inform high school guidance counselors and students about the potential of a career in the CYC field and create opportunities for a more planful and non-accidental approach to entering the CYC field and profession.



Deborah Getz Ph.D., Associate Clinical Professor, Indiana University School of Public Health-Bloomington, is committed to supporting the professionalization of youth work in the U.S. She led the development of the IU APHS major and minor in youth development, actively engages in efforts to support national certification through the Child and Youth Care Certification Board, and works to support awareness of issues critical to protecting child safety. Deb has engaged in curriculum development, design, delivery, and evaluation on a wide variety of topics in youth development, child protection, personal financial education, and community engagement. She is particularly passionate about educating youth workers and the public about human trafficking prevention and identification.



Mallory Deptola has been in youth work for over 15 years. Before receiving her Master's of Art in Teaching, she had always been drawn to opportunities to interact with children and youth. Her path has led her to working in daycares and summer camps, designing curriculum and events as a program manager with the Girl Scouts of Western Pennsylvania, and teaching theater and language arts as an international teacher in Mexico and Costa Rica. Currently, Mallory works at YouthBuild Philadelphia where she is the instructor for the Child and Youth Development workforce track. She is excited to spearhead the high school program of the CYC program in collaboration with the CYCC board and Academy for Competent Youth Work. She plans to utilize the wealth of youth-centered organizations in Philadelphia to ensure her students are actively involved in the real-life exploration of the competencies.

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[Editor's Note: For more about YouthBuild Philly, see Cindy Wilson's article above. Also go to: <https://youthbuildphilly.org/>]

Enjoy! ◇

Illustration: YouthBuild-Philly

Now Hear This!

LATEST DEVELOPMENTS FOR CYC WORKERS



[Editor's Note: Here are just a few of the latest developments which are having a direct impact on day-to-day working conditions for CYC professionals. Enjoy!]

INCREASE IN MIN. WAGE FOR FEDERAL CONTRACT WORKERS

A CHILDCARE FACILITY OWNER ON THE IMPORTANCE OF INVESTING IN THE CARE ECONOMY

US DEPARTMENT OF LABOR OCCUPATIONAL OUTLOOK HANDBOOK

(Social and Human Service Assistants)

NYC PARADE HONORS ESSENTIAL YOUTH WORKERS

Please feel free to share this information with other ACYCP and CYC peers, friends and colleagues. ◇

Illustration: rawpixel on Unsplash.com

Now Hear This!

“A DIME A DOZEN”? MY PERSPECTIVE



[Editor's Note: The following is an expression of personal informed professional opinion and does not necessarily reflect the position of either the ACYCP or CYCCB Boards, management or membership, despite the fact that the author is an esteemed member of both organizations. The *ACYCP CYC Advocate* welcomes a wide variety of submission, on youth and child care practice, for publication consideration at any time.]

By Gene Cavaliere, MS; CYC - P

Yesterday I attended a recertification event in Providence, Rhode Island, for a training entity and met two very long-term child and youth care workers, who I see once a year. They have been in the "trenches" (positions of direct-care contact) for over 25 years and are still going strong. One of them related a story about how they worked for a very prestigious child care agency, and one day was casually told by the Executive Director, "You guys are a dime a dozen and easy to replace." That may have been true for him, but very hurtful, demeaning, and not at all in keeping with today's facts, starting with staff longevity makes for successful relationship building with youth in care. Relationships are key when working with troubled youth. He went on to tell me how they quickly left that agency to work with another, for over 15 years now, and are very happy they did. I briefly tried to inform them about what ACYCP and the CYCCB are all about. I quickly found they were totally clueless!

This agency, which I mentioned above, has such a solid community reputation, along with a great New England history, starting in the 1850's. They receive so many toys and gifts for children during the Christmas season, they fill a very large holding room. Since these donations overflow and are more than what they need, many of these items are re-donated to other local child/youth caring organizations, but don't have the same stellar reputation. This is such a wonderful gesture of sharing resources. I wonder how such a facility could be a loyal friend to children in need, yet so caustic to the people doing the work? An old memory came to mind, that the public only knows the superficial and goes by the self-advertising the agency works to project.

I marveled at the word "transparency" when it entered our everyday human service vernacular, and hear it now used often in all sorts of meetings, seminars, and conferences. Never having heard it used very much in the 1970's, when I first started out. In most instances, transparency is a great thing. Many child and youth agencies, advocates, state regulators, etc. tout the word transparency when relating to services provided; espousing the message "we are one of the greatest places doing great things."

What Can Go Wrong?

Great, nothing wrong with that. That is, until something goes wrong. Many times, it is something innocuous that occurs, like a youth not getting his medication on time, a missed meal, physical accident, or an injury. Yes, worse things happen, but I am talking about the small stuff. And some-times the most unexpected event becomes viral. The most disadvantageous thing for any agency, is for a negative event to get into the online media or broadcast news. Panic sets in when a controversial incident occurs to offset all the un-noticed good works.

The first thing done is to circle the wagons. Find out what happened, ensuring that no one is allowed to speak for the agency or governmental department, except maybe the head of human resources. Next conduct a deep-dive into the trenches and find out what exactly occurred. Transparency may return, as agencies are most protective of their reputations. It always looks good for agency leaders to know the facts of what happened and report their findings. No one ever wants to get questioned flat footed with no answers. Most detrimental is for misinformation to harm a successful program, which can be disastrous to a non-profit relying on public and private funding.

I also learned a long time ago that blame or "accountability," often goes down-hill, right into the trenches. So, I thought, when we have dime-a-dozen staff in the trenches, what can go wrong; right? Lots!! How ethical is it for an agency to recruit dime-a-dozen staffing, put them in the trenches with very little training and expect nothing to go wrong?! This is especially true during the Holiday Season, when all the senior non-trench workers are looking for their time off. In reality, many minor things do go wrong and are quickly corrected by good supervision, if there is good supervision going on.

Accountability-The Other Half of Transparency

Unfortunately, for direct care staff, with all their performance duties, never-ending assignments, decisions, and tasks, statistically, something can and will go wrong. If the incident rises to a critical level, it's time to sweat. It's a known fact that we all learn and grow by our mistakes, but child and youth workers cannot, and are not allowed to, make mistakes. When an external investigation occurs, it's usually by a child protective authority. Almost always their first question, upon entering the premises, is "Who was on duty?" The who's are almost always child and youth workers. And after the investigation, even with the slightest of poor performance discovered, agency management usually assures corrective action will occur. This is reinforced, in typical arms-folded top-down management style with, "and you can be rest assured this will not happen again!" Does anyone inform these child protective groups, and agency management, that quality training and education, along with professional Certification, becomes great protection for vulnerable children and youth in care?

These fine gentlemen above asked me if I worked in the trenches. I told them no, years ago I did, and they were fine with that. They also informed me that when you don't work in the trenches ("non-trenchers"), many times you can make mistakes and get away with it. Most likely nobody finds out. I was reminded that, working in the trenches is like working inside a glass bubble, with every non-trencher looking in. With some amusement, they continued: yes, these non-trenchers can get away with things like uttering "a dime a dozen" comments. I truly believe that over the many years I met with direct care staff in supervision or conducting training sessions, I learned so much from them, that it made me a better Program Director and Executive Director. So here I am, at the Professional (CYC-P) level of Certification (CYC-P), telling direct care staff about ACYCP and CYCCB, and I'm still learning from those in the trenches.

The T & A In Certification

I thought to myself, these two "long haulers" (experienced career professionals) in child and youth care, probably would not need much training to get CYCCB Certification. Certification would serve to validate their long-term commitment and competency, which they have been providing. To extrapolate this farther along, just how many others just like them, are also toiling in facilities, far and wide in the US and Canada, unaware of ACYCP and Certification? From my limited perspective in just the New England area alone, I would say CYCCB is reaching just a fraction of these many child and youth care professionals. From my time with the ACYCP Board, I've discovered pockets and clusters of certifications in various provinces and states, yet vast areas in between with nothing.

I also recall attending local councils, coalitions, and policy meetings for children, attended by top program management. No question, they unanimously always believed professionalism was the way to go. I would occasionally bring up the topic of a state association of child and youth care professionals. The first question directed to me was: "is that a union?" I try everything I can to quell the panic I see in some faces. I explain the concept.

Going back to that "dime a dozen" comment (it may have been a rare exception uttered by a top executive) but pervasive is this or similar thinking? I know there are many devoted executive management professionals promoting the best for child and youth workers, but is there also a hidden group of top leaders that don't? Or perhaps they never did work in the trenches, who are creating barriers for CYCCB certification? Maybe it's more benign and unintentional. I'm really curious to know.

Where Do We Go From Here?

I am writing this as I attend a Zoom ACYCP strategic planning session. Lots of wonderful presentations and information about the current state of child and youth care is being detailed. This involved planning the future directions for both ACYCP and CYCCB. What strikes me again as we may be leaving the Covid Pandemic (maybe) and returning to "normal", is that youth and child care is still plagued by great staffing shortages. The Associated Press (AP-11/13/21) reports, "Americans Continue in Record Number Job Exodus", with 4.4 million leaving their jobs, about 3% of the total workforce. Yes, the discussion of hefty pay raises for child and youth professionals is necessary to help quell this. Yet in Rhode Island, CYC staffing is down 30% and agencies are denying client placements, not because of shortage of beds, but a shortage of staff to supervise new intakes. Family court judges are outraged that they have no place to assign adjudicated youth for treatment. Courts have options, other than juvenile detention, when specialized treatment is sorely needed. We can't go back to filling positions based on the "Dime a Dozen" model. CYCCB Certification is needed now more than ever.

Because I sit on both the ACYCP and CYCCB Boards, both sometimes blend together, so forgive me for that. I will try and distinguish between my respective roles with few thoughts:

1. We need someone who is very familiar with our neighboring social worker family, to see how the National Association of Social Workers (NASW) and the Canadian Association of Social Workers (CASW), operate and transfer some of their ideas to CYCCB. They both have great websites.
2. NASW and CASW both have the horses in front of the cart, because it is required that they must be licensed. NASW has about 120,000 members in 55 chapters, in almost every state. I'm not so sure about Canada's status, as licensure is determined at the Provincial level, however I am aware that some are not licensed and do not work in the field of child and youth care.
3. Unfortunately, CYCCB has the cart in front of the horse, because, at the state and national levels, certification is optional and even arbitrary, by both top management and those in the trenches. What is the real number of child and youth workers in the US and Canada? ** CYCCB needs a state or provincial association (or chapter if no association) in every state and province. ***
4. Listening to the meeting, I hear there is already good progress towards the following:
 - Approach each state and province regulatory agency and/or legislature to have certification mandated by law or policy.
 - Working with accreditation entities such as COA, JCAHO, CARF, etc. to end up with similar certification requirements that apply to teachers, therapists, nurses, etc.
 - Approaching the national and state Departments of Labor, both nationally and locally to help with CYC workforce development.
5. We would need a unified short simple (one page) explanation sheet to lobby? each and every entity? with the same exact message. We need to get the horse in front of our exceptional cart.

I know none of this is easy, but we are not a "Dime a Dozen". ◇

References

* Social Worker Average Salary in Canada 2022 and Job Outlook
<https://ca.talent.com/salary?job=social+worker#:~:text=The%20average%20social%20worker%20salary%20in%20Canada%20is%20%2459%2C658%20per,up%20to%20%2481%2C230%20per%20year.>

**[Editor's Note1: To see what "Social and Human Service Assistants" (the only title the US Department of Labor has for 'non-social workers') earn, go to:

<https://www.bls.gov/ooh/community-and-social-service/social-and-human-service-assistants.htm>
To see what US social workers earn, go to: <https://www.bls.gov/ooh/community-and-social-service/social-workers.htm>]

***[Editor's Note2: ACYCP Has a free CYC Association Starter Kit, to assist any authorized members start their own CYC association. It also has openings for Regional Coordinators, who are appointed and authorized by the ACYCP Board. Contact ACYCP Membership Services Chair, Michael Mitchell, propman46@gmail.com, or (608)846-2860 in Madison, WI, for more details.]

Gene Cavaliere CYC - P
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ARE YOU A CYC WORKER IN RHODE ISLAND?
Please see the RICORP ad at the end of this issue.

From Campus to Community

HERE'S WHAT HAPPENED TO BIDEN'S PROMISE TO CANCEL STUDENT DEBT

[Editor's Note This article is reprinted with thanks to National Public Radio (NPR) and was first published December 7, 2021. To subscribe to NPR newsletters, subscribe at: <https://www.npr.org/newsletters/>]

By Cory Turner

<https://www.npr.org/people/349625027/cory-turner>



Cory here! Today, we've got a deep-dive into President Biden's first-year record on loan forgiveness: What he's done and what he hasn't. Remember, on the campaign trail, he promised to forgive at least \$10,000 in student debt per person – a pledge he reiterated after the election.

"[Student debt is] holding people up," Biden said on Nov. 16, 2020. "They're in real trouble. They're having to make choices between paying their student loan and paying the rent."

A year later, with the pause on student loan repayments about to end (Jan. 31), borrowers may have to start grappling with those tough choices again. Which is why advocates are pushing hard right now for the President to keep his campaign promise and broadly cancel student debt.

We'll also tell you about the things the Biden administration has accomplished, helping more than 600,000 borrowers by overhauling the Public Service Loan Forgiveness program, erasing the debts of borrowers with permanent disabilities, and giving more aid to former students who were defrauded by for-profit colleges. In less than a year, the administration has forgiven \$12.7 billion in federal student loan debt.

Our reporting even goes into how President Biden could cancel federal loans more broadly – as a way of explaining, perhaps, why it hasn't happened yet. Could it still? You can read the full story here, and follow me on Twitter @NPRCoryTurner for all your student loan updates!

[READ MORE](#)

Bonus Features!

Student Loan Servicer Navient Will Cancel \$1.7B In Student Loans

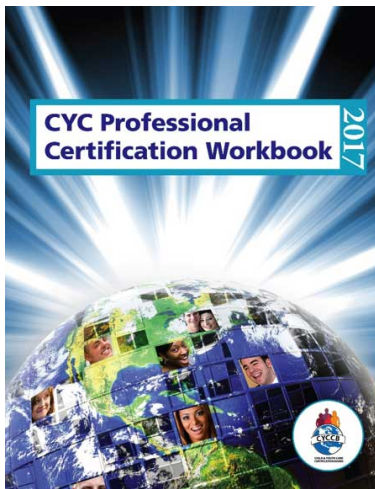
Student Loan Repayment Moratorium Extended

Best Social Service Jobs

Illustration: Pixabay.com

Enjoy! ◇

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](#)

Resources In Review

10 HAPPINESS PRACTICES A DOCTOR PRESCRIBES TO HIS PATIENTS

[Editor's Note: The following is reprinted with gratitude to the author and Greater Good Magazine, and was first published December 22, 2021. To subscribe to Greater Good Magazine, go to:



https://greatergood.berkeley.edu/article/item/10_happiness_practices_a_doctor_prescribes_to_his_patients?utm_source=Greater+Good+Science+Center&utm_campaign=004a2f71f6-EMAIL_CAMPAIGN_GG_Newsletter_December_23_2021&utm_medium=email&utm_term=0_5ae73e326e-004a2f71f6-75513855]

By Leif Hass, M.D.

(https://greatergood.berkeley.edu/profile/leif_hass)

In the face of COVID-19, one doctor is prescribing habits for health and happiness. In addition to all the fear and chaos it has wreaked, COVID-19 has changed the way we think about our health. Thanks to the psychological, and even physical, impact of protracted quarantines and shutdowns, many of us have come to realize that feeling healthy is more than the absence of disease. We feel our healthiest when experiencing positive emotions, when we feel calm and at peace, when we are connecting with others, and when we are taking in beauty with a sense of wonder.

Would it be too much to ask that our health care system explicitly prescribe a dose of what we all are finding to be true? Could clinicians shift the dominant paradigm on health just as dramatically as we are bringing vaccines to millions? Could we as patients expect more than pharmaceuticals from those who provide our health care?

A few of my colleagues and I are trying to do this now. Although I am in awe when we dramatically change the course of diseases in the hospital with technological fixes, I also feel frustrated that my patients can leave the hospital believing that health is derived from pills and procedures. With the help of the Greater Good Science Center, I and a few colleagues at Sutter Health in the Bay Area have started giving "old school" paper prescriptions to do things that we all understand are good for us and for which there is sound scientific evidence.

READ MORE

Enjoy! ◇

Illustration: sammy sander on Pixabay.com

Healthy Kids Healthy Adults

THE HIGH COST OF MEN'S LONELINESS

[Editor's Note: The following is reprinted with gratitude to the author and The Good Man Project and was first published on November 24, 2021. To join The Good Man Project, go to: <https://goodmenproject.com/about/>]



By Avrum G. Weiss, Ph.D.

<https://goodmenproject.com/author/agweiss/>

"Close relationships with other people have more of an impact on our physical health and longevity than even our genes."

Saturday Night Live recently aired a brilliant sketch titled "Man Park." In the sketch, a young man waits anxiously for his partner to return from work. He has few if any friends and has had little social interaction all day. She listens, barely managing to feign interest in his data dump about the series of banal events of his day. As is often the case in heterosexual relationships, she reverts to the role of mommy, exhorting her partner to go outside and play with his friends. When he protests that he has no friends, she takes him by the hand as she would a little boy, and walks him to the "Man Park" to play with the other men. The men approach each other awkwardly, unsure of how to make a friend, while the women patronizingly urge them on. (See video, below.)

The seemingly unending pandemic has raised awareness of the physical and emotional consequences of isolation. Men tend to struggle with isolation and loneliness more than women. Thomas Joiner in his ground-breaking book *Lonely at the Top* (2011) says that men have made a Dorian Gray-like trade of success in the external world for a deep sense of loneliness, emptiness, and disconnection. Boys start out feeling just as connected in their close friendships as girls do, but they tend to neglect their personal relationships to pursue external success. When men lose the protective social structures provided in high school and college, they often find themselves interpersonally adrift, unsure how to establish or maintain close relationships with other men or women.

[READ MORE](#)

Bonus Feature!

[Yes, "The Wisdom of Trauma" is now available on our new website!](#)

Enjoy! ◇

Illustration: Pixels on Pixabay.com

Thinking Like the Fox

SHOULD OLD ACQUAINTANCES BE FORGOT?



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

The holidays are hard for kids in care. Forget being "home for the holidays", in congregate care you're not, even in a "home" (...although we always called it "The Home"!). If you're in a foster home, you're in a home and with a family, but not with your family. If you're adopted, you're with your family, but not with your

first/original family. Those of us who care for these kids can get complacent about the facts of their lives, because they are so familiar to us, but we risk getting insensitive to the reality of their inner lives. These facts make some times and some events more difficult, and no times and no events are more difficult than the holidays. And the "New Year" is celebrated as a holiday, but for most of our children and young people, it's not going to be a new year at all, but rather a continuance of days, weeks, months, and sometimes years without their families.

The "Holiday Season" provides us with a wonderful opportunity to invite our clients to share the parts of their lives "before us", that are not hurtful and difficult. We are very aware of the harm they have endured that led us to knowing them in the first place. But it wasn't all terrible. Even hurtful and inadequate parents have their good moments. Before coming into care our kids had whole lives, not just family life. They had neighborhoods and neighborhood friends, schools and teachers and schoolmates, and friendly crossing guards, relatives. They had corner stores with familiar faces behind the counters. Our kids will hear people singing that "old acquaintances should not be forgot", but do we make space for them to remember them – their old acquaintances - with us?

I would like to encourage you to use the month of January – the month when we look back on the past and forward to the future – to structure time, either in your foster family or in your group home or group in a residential facility – to invite them to talk openly together about their "old acquaintances" who they don't want to forget. In some cases, we might have to nudge them to feel okay sharing the parts of their past they don't mind remembering, while acknowledging that there is probably much they would like to forget.

- Are there siblings you used to live with, but now live apart from? What were they like? Were there things about them you want to remember?
- Are there relatives, like grandparents, that you miss? Tell us some things about them.
- Are there friends from the neighborhood or school that you miss? Tell us about them.
- Were there any teachers, or other people at school, who were nice to you and that you liked? Tell us about them.
- Did you have any pets in your house? Tell us about them.
- Tell us about your neighborhood and things there that you miss.
- Did you live in any foster homes that you miss and don't want to forget? Tell us about them
- Do you have any pictures you would like to share? We'd like to see them.

Don't be surprised if they start naming things they are acquainted with, in addition to people. Food is often associated with home, and many of our clients have grown up with food we don't cook for them. They haven't forgotten the familiar tastes. Tell us about stuff you used to eat all the time, that you miss.

During my career working with children/teens, who were removed from their families because of abuse and neglect, I was always fascinated by the strong pull of even marginal and destructive families. If we were out doing other things, kids liked me to drive them back to their neighborhoods, even though they were no longer able to live there. Even in crime and gang ridden, rat-infested, poverty-stricken neighborhoods, the kids would get excited as we got onto familiar streets, and want to show me familiar places and tell me stories about "their peeps".

Healing does not require a total housecleaning of their memories! While we help them deal with their painful and traumatic memories, let's also nourish those warm and pleasant memories. They are who they are because of both! Let's welcome each total – as they were and as they are -child/youth into the New Year. ◇

[Editor's Note: For more about Positive and Adverse Childhood Experiences (PACES), [please follow this link.](#)

Illustration: PIRO4D on Pixabay.com

From the Soapbox... Again!

PAUSING TO LOOK BACK AS WE MARCH FORWARD



By Karen Vander Ven, Ph.D., Professor Emerita, Department of Psychology in Education, University of Pittsburgh-Staff Writer at kvander@pitt.edu

Previous "Soapboxes" have often suggested topics for further development and challenging areas of CYC work which need to be addressed more fully. However, that won't be the case, this time, anyway. Now IS the time to acknowledge some wonderful events and forward steps that have recently occurred. As well, it is appropriate to acknowledge those who have been instrumental in making them happen. Any significant achievement of course, is the result of years – even decades - of lead-up work by dedicated people, individually and collectively.

First of all, are the ACYCP Board Strategic Planning meetings, which took place in November and December, in on-line Zoom meetings, facilitated by ACYCP stalwart and consultant [Training Grounds Consulting-see ad below], James Freeman, and hosted by ACYCP President Jody Rhodes. In all my years in the child and youth care field, I had never attended a meeting, even if it had to be conducted on Zoom, that was so competently planned, structured, and executed.

Next in line, is our CYC Advocate/Membership Memo editor, Michael Mitchell. Each month, promptly, and with timely news and wide coverage of relevant CYC topics, the quarterly CYC Advocate or Membership Memo appears in my computer inbox. What a wonderful vehicle for telling our stories, our contributions, and how multiple activities and events are advancing our work with the well-being of children, youth, and families.

Lastly, but not in the least, arriving to me just in time for mention in this issue's column, comes a major advancement in our professional literature, and the overall professionalization of CYC work: *Doing Ethics in Child and Youth Care*, edited by Varda Mann-Feder, and published by Canadian Scholars, in Toronto [see ad at end of this issue]. A review will be forthcoming later in 2022.

My formal career in child and youth care work, began in 1961, when I entered the graduate M.S. program in child development and child care at the University of Pittsburgh. So, since this is 2021, I am looking back at 60 exciting years, in which there has been continued development by dedicated people, and I am looking forward to an optimistic future. ◇

[Editor's Note: As usual, Karen is way too modest. As recording secretary, she took the minutes for the Strategic Planning sessions (despite feeling under the weather) and was a major contributor to another historic ACYCP project, which will be announced in early 2022. She is an acknowledged CYC researcher and author, a beloved instructor, and a tireless resource for numerous generations of practicing child and youth care professionals. Along with others, like Andy Schneider-Munoz, Ph.D., Sister Madeleine Rybecki and Lorraine Fox, Ph.D., plus the late Martha Mattingly, Ph.D., Carol Kelly, Ph.D., and Mark Krueger, Ph.D., Karen is a national treasure in the history of our profession.]

Illustration: Gerd Altmann on Pixabay.com

Resources In Review

OJJDP LAUNCHES REDESIGNED TRIBAL YOUTH RESOURCE CENTER WEBSITE



TRIBAL YOUTH RESOURCE CENTER

A PROGRAM OF OJJDP

The OJJDP Tribal Youth Resource Center (TYRC) has launched a newly designed website. Tribalyouth.org provides enhanced features and serves as a portal to tribal youth-specific prevention and intervention resources to support OJJDP tribal grantees and interested communities.

Features on the redesigned website include:

- Enhanced resource library with streamlined search features.
- Access to training opportunities and program assessment tools.
- Subscriber feature for newsletter and e-blast.
- Links to blogs, podcasts, and YouTube channel.

[READ MORE](#)

Check it out! [◇](#)

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Just contact:
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ACYCP Membership Services Chair
propman46@gmail.com
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DON'T DUST 'EM...DONATE 'EM...NOW!

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://acycpjournal.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.



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Contact/Ship To:

Michael Mitchell
propman46@gmail.com
(608)846-2860
305 Woodvale Dr.
DeForest, WI 53532
[Madison, WI/Central Time]

Please reply ASAP. We've got one set done, so help us make the second!

THANK YOU SO VERY MUCH!

DOCTORAL RESEARCHER SEEKS CYC PARTICIPANTS

Please Respond Today!

My name is Tamika Turner and I am a doctoral student at Capella University. I am currently working on my doctoral dissertation, entitled, "Counselors' Perception of Juvenile Offenders' Post-Traumatic Growth: A Qualitative Study" and this study is part of my doctoral education program.



My research will examine the personal views of juvenile youth counselors and their description of the juvenile offender's social integration development and post-traumatic growth in the juvenile detention program. The purpose of this study is to understand how counselors perceive post-traumatic growth among clients who are juvenile offenders. Also, this study intends to identify the suitable approaches taken when conducting training programs and organizational procedures as seen through the eyes of the youth counselors. Furthermore, this research intends to distribute a positive impact to the adolescents as to their development and growth during confinement.

I am recruiting youth counselors who interact with the youth on a daily basis, from all shifts, to participate in my study. I will conduct one-on-one interviews (through Zoom) with the participants with the use of Zoom audio recordings during the interview. Participants will be contacted throughout the study if clarification is needed from the interview session.

My anticipated projected start date is December 17, 2021 and I expect that this study will last no longer than 12 months.

Any data collected will be kept confidential. In accordance with Capella policy and best practices for ethical research, neither participants nor sites will be identified in any report of my findings or in my published dissertation. I will provide a copy of the aggregate results from this study upon your request. For participant eligibility/non-eligibility contact me at:

Tamika Turner
Tamika.Turner@capella.edu
(248) 632-7725

Thank you for your time and I look forward to hearing from you at your first opportunity!

[This ad is run as a ACYCP member benefit. Join us today at www.acycp/membership.org. Please announce, post, share and forward as you see fit.]

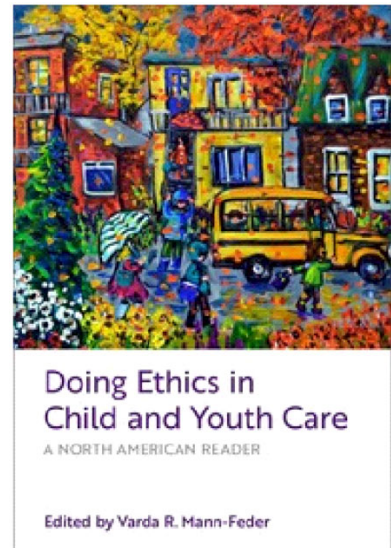
NEW FROM PROF. VARDA MANN-FEDER, Ph.D.

"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

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GRANT WRITERS' SKILL-BUILDING RETREAT **Space is limited, so register today!**



National Safe Place Network (NSPN) is hosting a Grant Writers' Skill-Building Retreat February 22-24, 2022, in St. Augustine, Florida. This retreat will benefit:

New grant writers or those with limited experience in crafting federal, foundation, or corporate proposals.

Those seeking to enhance their existing skill sets by dedicating time to develop potential solutions to common challenges.

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Any grant writer wishing to continue professional development.

Visit www.nspnetwork.org/grant-writers-skill-building-retreat to register and learn more.
Space is limited, so register today!

LEADERSHIP & WORKFORCE TRAINING



Equip your leaders and care teams to create conditions for children and families to heal and thrive

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James Freeman has over 30 years of experience in social impact organizations. He has consulted and served on boards of national and international service organizations. Through his consultancy he works with select organizations to enrich lives by equipping those who care for and lead others.

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an organizational culture that leads to greater results.

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Visit www.training-grounds.net for course descriptions and more information.



Do you have your development training lined up and your path to more dollars, greater impact, and leading with intent secured?

I wanted to send you the upcoming webinars we have during Q1 so you can secure your seats and begin planning now for success in the new year.

Can't wait to see you online. Many of these sessions are only offered 1-2 times a year. Be sure to secure your seats early. In 2009, visionary, Mandy Pearce, founded her flagship company, Funding for Good, to equip organizations with all of the skills

and tools needed to become successful and sustainable. She continues to enjoy evolving this company to meet the changing demands of the nonprofit world.

About Us

For over two decades, Mandy and her team of experts have shared their proficiency in fundraising through executive coaching, strategic and development planning, seminars and specialized consulting programs. Mandy's dynamic teaching style has brought thousands of people to her presentations at conventions, training workshops and online platforms. Mandy established Funding for Good, Inc. upon the core values of honesty, efficiency, direct communication and bringing sustainable dollars to local communities.



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RICORP represents agencies, the direct support workers, parents, and foster parents that serve children, youth and their families in Rhode Island DCYF placement. The Council promotes excellence in care for the children, youth and families of Rhode Island.



RICORP is the leading voice promoting excellence in care for children, youth, and families of Rhode Island!

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From NPR



What's CODE SWITCH? It's the fearless conversations about race that you've been waiting for. Hosted by journalists of color, our podcast tackles the subject of race with empathy and humor. We explore how race affects every part of society — from politics and pop culture to history, food and everything in between. This podcast makes all of us part of the conversation — because we're all part of the story. Code Switch was named Apple Podcasts' first-ever Show of the Year in 2020

<https://www.npr.org/podcasts/510312/codeswitch>



CYCCB is the Child & Youth Care Professional Community raising standards and improving practitioner competence.

Greetings CYC Colleagues Everywhere,

We at the Child and Youth Care Certification Board want to thank each of you for your participation in our important work. Now, more than ever, the Child and Youth Care field is in need of a high-quality workforce. We are in a time of shifting priorities and are on the verge of seeing significant shifts in our field as well. The pandemic made clear to communities worldwide just how important and essential skilled Child and Youth Care practitioners are to healthy children, youth, families, and communities.

Child and Youth Care practitioners engage children, youth and families in every area of our communities. They provide services and supports to our most vulnerable young people who are accessing housing, mental health, judicial and behavioral support. They engage young people in afterschool programming and in scouting, summer camps, 4-H, YMCA/YWCA programs and the Boys and Girls Clubs. Child and Youth

Care practitioners teach your children at school, interact with them on the school buses, educate and relate to them in your faith communities. Child and Youth Care practitioners are literally everywhere in your community. This is why it is so essential to ensure they are well educated, well trained and certified at the highest professional standards.

So it is in gratitude that we approach you today to consider making a one-time or on-going gift to CYCCB to support our work. We have established a Workforce Development Fund through the Academy for Competent Youth Work to continue to support our efforts to contribute to ensuring the highest standards for our field. CYCCB will use these funds to support programs designed to promote training and education of CYC practitioners, to promote professional certification to help ensure adherence to the highest standards, to educate practitioners and communities about the work we do and the importance of CYC practitioners to the fabric of our societies, and to engage in on-going research into workforce development, training, recruitment and retention in the Child and Youth services field.

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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

Journey Fellows: \$850 (discounted)

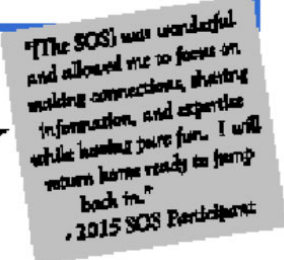
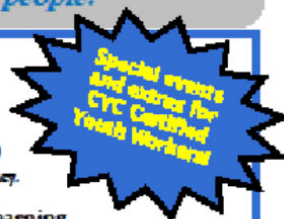
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Includes: Conference registration and learning materials, accommodations, all meals, drinks, land transport to and from resort, taxes and tips

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*This is a family-friendly event. A special rate for companions, family and friends is available at \$975 per person.

Additional info and registration can be found at the website.



Details / Registration online at sos.thejourneyonline.org

Conference Registration and Questions: Melinda Bowman, The Journey, sos@thejourneyonline.org
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Would you like to advertise a job opening, service or event? Contact Michael Mitchell at propman46@gmail.com. ACYCP members ads are free as a membership benefit!



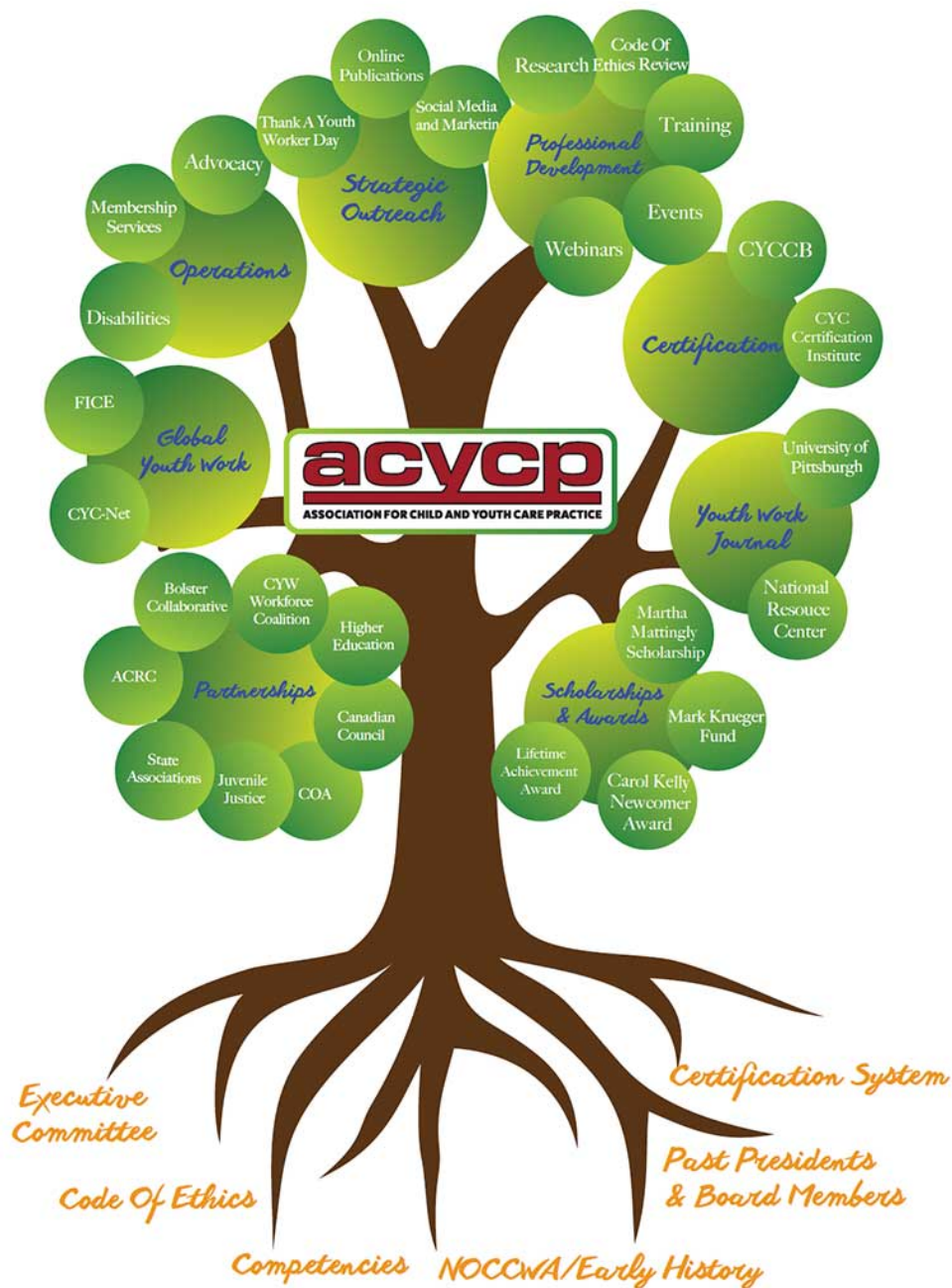
Member: White House COVID 19 Community Corps



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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 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 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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