

Your Quarterly News & Updates Vol.8 Issue 4/Fall 2023
From The Association of Child and Youth Care Practice



THE CYC ADVOCATE

"Real Expertise Comes From Those Closest To The Challenge"



"Hispanic Heritage Month celebrates the contributions of Americans tracing their roots to Spain, Mexico, Central America, South America and the Spanish-speaking nations of the Caribbean. In 1968, Congress set aside a week for this observance and two decades later expanded it to a month stretching from September 15 to October 15. The timing is historically significant as September 15 is the anniversary of independence in Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. The designated period is also a nod to those from Mexico and Chile, which celebrate their independence September 16 and September 18, respectively.

Hispanic Heritage Month celebrates the contributions of Americans tracing their roots to Spain, Mexico, Central America, South America and the Spanish-speaking nations of the Caribbean. In 1968, Congress set aside a week for this observance and two decades later expanded it to a month stretching from September 15 to October 15. The timing is historically significant as September 15 is the anniversary of independence in Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. The designated period is also a nod to those from Mexico and Chile, which celebrate their independence September 16 and September 18, respectively." -----US Census Bureau

[Learn Learn More Here](#)

[Recognize Hispanic Heritage Month! Refresh Your Spanish Resource Collections](#)

[Eight Hispanic Groups Each Had a Million or More Population in 2020](#)

[En Español: Mes de la Herencia Hispana](#)

["Hispanic" vs. "Latino": When To Use Each Term](#)

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.

Our Value Proposition: There is probably no undertaking more essential to the stability of humanity than the nurturing of each generation into mature self-actualizing adults. This task falls mainly to youth and childcare workers. Often underpaid and overworked, these professionals are society's first responders to the many crises, which can impact human development in the most formative years. Primarily through its professional certification program, the Association for Child and Youth Care Practice, Inc. (ACYCP) supports these care providers in the acquisition and use of best practices. Employing research-based methods, plus personal dedication, ensures strong measurable outcomes. ACYCP bolsters both the individual and the collective field through communication, education, and advocacy. These activities encourage individual live-long learning, selfcare and career dedication. As such, ACYCP seeks the financial support of its Vision and Mission, which guide its daily practices. ACYCP reaches every community of care across the entire spectrum of youth and childcare services, with proven results. Through the prudent stewardship of its resources by an all-volunteer staff and board, ACYCP has

maximized its direct benefit to its members and the profession at large for over 45 years. An investment in ACYCP is an investment in the quality of tomorrow's citizens.

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!

Illustration: Pixabay.com



IN THIS EXCITING ISSUE:

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- **FROM THE SOAPBOX...AGAIN!**
- **BY THE WAY**
- **YOUR AGENCY NEEDS THIS BENEFIT!**
- **YOUR AD CAN GO HERE! See Special Research Request! Also see Special Workshop Rate for ACYCP Members!**

What Our Readers Are Saying

"Great! Lots of links to valuable resources. Again, so well done!"

"Wow that is quite a newsletter! Very impressive work."

LIKE WHAT YOU SEE? FEEL FREE TO SHARE, ANNOUNCE, PRINT AND POST AS YOU SEE FIT. FREE SUBSCRIPTIONS AT propman46@gmail.com REPRINTS?-See terms and conditions at end of this issue. Comments, questions, or concerns? Contact

Michael Mitchell propman46@gmail.com, or (608)846-2860 Madison, WI (Central Time)

IF YOU LIKE THE QUARTERLY CYC ADVOCATE...Join ACYCP and get the monthly ACYCP Membership Memo, as one of many membership benefits!

TO JOIN ACYCP OR RENEW YOUR INDIVIDUAL, STUDENT, AGENCY, or ORGANIZATIONAL MEMBERSHIP, GO TO: <https://www.acycp.org/acycp-membership>

Next Issue: Copy for the Winter issue is due January 1, 2024 to Michael Mitchell, propman46@gmail.com

ACYCP PRESIDENT'S PERSPECTIVE



By Jody Rhodes, CYC-P, MS, Board President

WELCOME TO THE FALL 2023 EDITION OF THE CYC ADVOCATE!

Breaking News!

ACYCP is proud to announce the release of the recently updated Standards for Practice of North American Child and

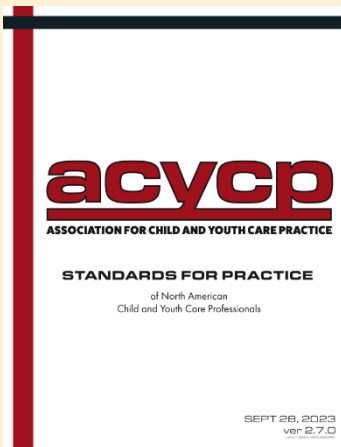
Youth Care Professionals!

An international committee of the Association for Child and Youth Care Practice and the Council of Canadian Child and Youth Care Associations recently completed work updating the CYC code of ethics. This version of the code will replace the previous version released in 2017. This is an important achievement for the field and one that comes with a lot of thoughtful insight and research to make sure our practice standards are reflective of the state of the field currently.

We also recently elected 3 new board members to our Board of Directors and will be onboarding them the rest of the year ahead of their January 2024 start date. We are excited to welcome them to our team and you will learn more about the new board members in the coming months.

Happy reading and exploring!

acycp
ASSOCIATION FOR CHILD AND YOUTH CARE PRACTICE



NEW RELEASE

STANDARDS FOR PRACTICE OF NORTH AMERICAN CHILD AND YOUTH CARE PROFESSIONALS (2022)

ACYCP is proud to announce the release of the recently updated Standards for Practice of North American Child and Youth Care Professionals. An international committee of the Association for Child and Youth Care Practice and the Council of Canadian Child and Youth Care Associations recently completed work updating the CYC code of ethics. This version of the code will replace the previous version released in 2017.

For more information on the new code and the revision, download the code and explore the Background to the 2022 Revision section at the beginning of the new code.

[Download the new Code of Ethics](#)

[Visit ACYCP website](#)

[On-Line Professional Development](#)

[LET US KNOW HOW YOUR AGENCY/PROGRAM IS USING THE STANDARDS!](#)

MEMBERSHIP RENEWAL

Please also take a minute to see that your membership is current, so that you continue to receive your full menu of membership benefits and services, including the monthly ACYCP Membership Memo.

[Follow this link to renew](#)

ACYCP ENCOURAGES OUTREACH TO ALLIED CYC ORGANIZATIONS

For 45 years, the Association For Child and Youth Care Practice has worked hard to lift up the recognition, status, and compensation of child and youth care workers. They have done this primarily through professional Certification, supported by webinars, workshops, trainings and conferences, not to mention awards, scholarships, and media recognition.

Now, ACYCP is reaching out to potential allies in every community of care, with a cost-free reciprocal promotional exchange program, with other social service organizations focused on the welfare of youth, children, and families.

Collaborator

- ◇ Exchange of logos and links to website homepage on respective websites Partner
- ◇ Exchange of logos and link to website homepage on respective websites
- ◇ Exchange of promotional advertisement in newsletters and online periodicals

Associate

- ◇ Exchange of logos and link to website homepage
- ◇ Exchange of promotional advertisement in newsletters and online publications
- ◇ Exchange designation of liaison person for on-going communications
- ◇ Reciprocal endorsements of respective Mission and Vision Statements

[GO HERE FOR MORE DETAILS](#)

CONTACT US TODAY AT:

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(608)846-2860
Madison, WI (Central Time)

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 lives. It won't happen overnight, but if we do this together, it will happen. ◇

HIRE THE COMPETENCE YOU NEED



Hire Smarter

3000+ Certified Practitioners
Over 800 CYC programs have Certified Practitioners

**Hire CYC Certified Practitioners who are well prepared,
committed, and seek employment working with
young people.**

Many leaders in the CYC field are recognizing that the workforce crisis provides an opportunity to innovate. In the past, employers have most often hired staff who were untrained and not prepared for the rigors of work in the child and youth services field. This continues to lead to high turnover and significant rehiring costs.

A study conducted by the Society for Human Resource Management found that the average cost to hire an employee is \$4,129, with around 42 days needed to fill a position. According to Glassdoor, the average company in the United States spends about \$4,000 to hire a new employee, taking up to 52 days to fill a position.

In Youth and Family Services, turnover destroys relational gains and trust, two key ingredients in helping young people heal and thrive. Hiring for competence and demonstrated commitment is the new value proposition.

List your positions on [CYCCB WORKFORCE CONNECTION](#) to get them

in front of over 3000 competent CYC Certified Practitioners.



CYC PRACTICE METHODS



TIPS, TOOLS, AND RESOURCES ON DAILY CYC PRACTICE

[Editor's Note: The following is reprinted in part with thanks to the author and The Chronicle of Evidence-based Mentoring and was posted September 19,

2023.]

IN IT TOGETHER: WHY A SENSE OF "SHARED REALITY" IS VITAL IN MENTORING

By Jean Rhodes, Ph.D.

"If you have ever been to an award ceremony, then you know the drill" observes psychologist Abdo Elnakouri and his colleagues, "Awardees dutifully list off those who helped them along the way: mentors, family, friends, and perhaps a surprisingly crucial acquaintance or two. Without them, the crowd is told, success would not have been possible." Although deflecting praise and sharing credit may seem almost ritualistic, Elnakouri et al. (2023)'s important new study, (Journal of Personality and Social Psychology,) provides a scientific basis for this gratitude. We often look to individual factors like self-control, grit, and growth mindset as the cornerstones of success, but it is relationships with "instrumental others" (IOs)—those people who help us reach our goals—that often help us the most. As the authors note, "having instrumental others by one's side can be a boon for goal success."

To explain this, the authors introduce the concept of "shared reality" (that wonderful sense of truly connecting over shared feelings and beliefs), a "mind meld of sorts... it distinguished from adjacent concepts (e.g., empathy, perspective taking) in capturing the experience of sharing a similar subjective state about something in the world—a target referent—with at least one other person (see Echterhoff, Higgins, & Levine, 2009; Higgins et al., 2021, for reviews)." We all have this yearning for a "shared reality" and eagerness to think that others see the world through the same lens.

[READ MORE](#)

BONUS FEATURES

[Child Protective Service Workers Share Their "Secret Truths That Haunt"](#)

[Young Adults and Customized Employment: What You Need to Know](#)

[Detailed Data for Hundreds of American Indian and Alaska Native Tribes](#)

[Lift Others Beyond Their Doubts](#)

[Foster Kids Still Sleeping On Floors Of Social Services](#)

[FROM THE WHITE HOUSE: A Partnership Guide for Faith-Based and Neighborhood Organizations](#)

Illustration: FreeImages.com

CYC RESEARCH, REPORTS & RESOURCES



STAYING CURRENT WITH THE LATEST DISCOVERIES IN CYC WORK

[Editor's Note: The following is reprinted thanks to Vox and Pocket and was posted September 28, 2023.]

WHY MORE PSYCHIATRISTS THINK MINDFULNESS CAN HELP TREAT ADHD

By Tasha Eichenseher

One morning this summer, I sat at my desk feeling restlessness boil inside me. I'd recently moved from a chaotic and deadline-driven job to one with a lot of downtime and zero pressure. On paper it sounded amazing, but I was putting off projects for weeks.

The tasks were either overwhelmingly big or mind-numbingly boring. And I was starting to feel guilty about not getting them done.

So what did I do? Water the plants, start a to-do list, respond to a few emails, check social media, buy my sister a gift, check social media, add to my to-do list, turn on music, leave and go to the gym — everything but the most important tasks.

Then, in a panic, I'd pull an all-nighter, relying on a caffeine-fueled crunch to get me to the finish line. The next day, feeling deflated, depleted, and embarrassed by the quality of my work, I'd crash.

Desperately seeking focus

After a few of these vicious cycles, I worried that I was either too burned out to muster any strength or discipline, or that decades of multitasking had broken my brain. Trying to focus and prioritize was like listening to a symphony in which all of the instruments were always center stage, all playing at the same volume at the same time.

So I scheduled an appointment with a psychiatric nurse, who, after an hour and a half phone session, diagnosed me with attention deficit hyperactivity disorder (ADHD).

ADHD — a neurodevelopmental disorder marked by varying degrees of inattention, hyperactivity, and impulsivity — is more common in children, affecting more than 9 percent of kids under the age of 18 in the US, according to 2016 data from the Centers for Disease Control and Prevention. Estimates of the prevalence of ADHD in adults vary significantly, but a 2016 study published in the journal Attention Deficit and Hyperactivity Disorders found that nearly 3 percent

of adults globally have received the diagnosis. Another study of US cases reported a 123 percent increase in adult ADHD diagnoses from 2007 to 2016, four times the increase in ADHD diagnoses among children.

My diagnosis was both a blow and a relief.

I left the appointment with a prescription for Adderall, a stimulant that increases dopamine and norepinephrine levels in the brain to improve motivation and focus. (Doctors also often prescribe cognitive behavioral therapy, a form of psychotherapy that can help challenge negative thought patterns that can lead to anxiety or addictions.)

[READ MORE](#)

BONUS FEATURES

[Suicide and Homicide Death Rates Among Youth and Young Adults Aged 10–24: United States, 2001–2021](#)

[How Can People With Lived Experience be Most Effectively Involved in Systems Change?](#)

[Lessons from the Field in Reducing Child Abuse through Community-Based Collaboration](#)

[Also: Final Evaluation Report:](#)

[National Substance Use and Mental Health Services Survey \(N-SUMHSS\) 2022: Data on Substance Use and Mental Health Treatment Facilities](#)

[The Baloney Detection Kit](#)

[The Importance of Inclusive Research:](#)

[New publications that were added to Child Welfare Information Gateway Library in September 2023](#)

[The Association between Attention Impairments and the Internet and Social Media Usage among Adolescents and Young Adults with Potential Consequences: A Review of Literature.](#)

[NIJ's Research Assistantship Program](#)

Illustration: rawpixels on Unsplash.com

REFLECTIONS FROM THE JJ SIDE



**By Felix Brooks, MS & Carol Cramer Brooks, MS-CYC Advocate
Staff Writers**

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Staff Writers**

VINCE SCHIRALDI HAS SOMETHING TO SAY

Vince Schiraldi has something to say, and we as practitioners in juvenile justice might want to listen.

Vince Schiraldi is the head of Juvenile Justice for the State of Maryland. Before that he led the Probation Department in New York City and was briefly the head of Rikers Island. His career spans 43 years in the field including academia, non-profits and government agencies. His career has afforded him the opportunity to critique the Criminal Justice system which he does in his new book, *Mass Supervision: Probation, Parole and the Illusion of Safety and Freedom*. In this book he outlines the history of mass incarceration including its roots in Richard Nixon's War on Drugs to the current state of Probation and Parole.

His argument is that for over 180 years the way we have carried out Probation and Parole in both the juvenile and adult system is fundamentally flawed. He argues that models for Probation and Parole are failing despite the enormous sums of money we spend for Criminal Justice. He points out that in 1973 America had an incarceration rate similar to other large democracies but by 2008 that rate was roughly 5-10 times higher. He identifies the War on Drugs as well as a narrative change spearheaded by Robert Martinson that concluded when it comes to rehabilitation, "Nothing Works".

It was this narrative, according to Schiraldi, that led to a profound change in the way the system operated. The "Nothing Works" paradigm became the dominant philosophy resulting in the acceleration of the number of people going into the system. This had a disproportionate impact on People of Color who felt the brunt of this new mass incarceration state.

Schiraldi concludes that we must stop doing what we are doing and pivot to a more effective way of using Probation and Parole as a rehabilitative tool. He believes jurisdictions need to experiment with less punitive Probation and Parole policies. This means, as a system, we would stop locking up people for the minor violations which contributed to large expenditures of money. We would repurpose these funds to support resources in the communities most severely impacted. If we are truly interested in producing better outcomes for our incarcerated populations, both youth and adult, we would be wise to heed what Schiraldi has to say.

Below are links to two interviews that Vince Schiraldi gave in which he goes into specifics about how he came to his conclusions and his prescriptions for making the changes that are necessary.

[**Code Switch Vince Schiraldi Interview 9-27**](#)

[**The Gist Two Part Interview with Vince Schiraldi - Part One**](#)
[**The Gist Two Part Interview with Vince Schiraldi - Part Two**](#)

[**Book Link**](#)

[**Audio Links**](#)

BONUS FEATURES

[49th Year Of The Juvenile Justice And Delinquency Prevention Act](#)

[The Compounded Issues Of Native Youth In The Juvenile Justice System](#)

[Bureau of Justice Statistics Releases 2022 School Crime and Safety Report](#)

Illustration: qimono on Pixabay.com

PROFESSIONAL DEVELOPMENT



**A virtual marketplace of professional development for
Child and Youth Care Practitioners.**

What our participants say:

There is an **AMAZING** range of relevant content available at CYC Source.

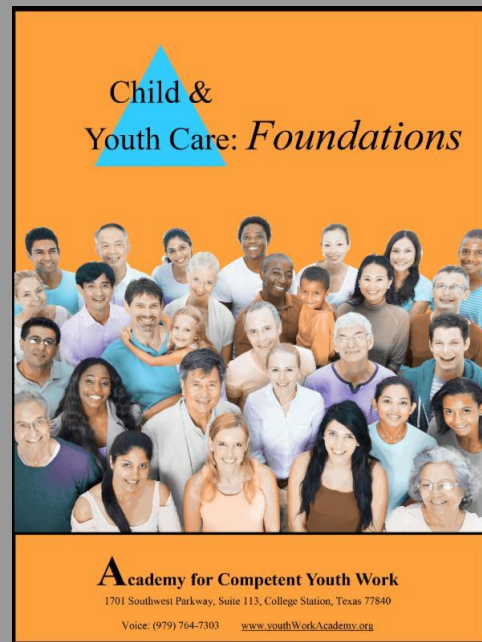
Buy the packages, they save money and make it easy to train groups.

Learn from the perspective of practitioners and field leaders.

CYC: Foundations Course & Training of Trainers

Most widely used course in the US to prepare staff for CYC Certification

Strengths-based
Asset focused
Trauma informed
Brain-based
Diversity inclusive
Relational
Evidence-informed



Live and virtual courses currently underway nationally

Newly released Spanish language version available

**[Contact Us To Register for Future Courses
or to Schedule Training at Your Organization](#)**

RISE: Resilient Parenting

5 Hour Archived Training



The Resilient Parenting program is a core curriculum of the RISE: Wellness and Resilience Framework™. The information and resources offered through this program are for any parent, caregiver, or grandparent.

[Learn more](#)



Emotional 1st Aid Techniques

1.5 Hour Archived Training

Explore 16 tried and true techniques that help young people stay in control and learn how to self-regulate.

[Learn more](#)

LIVE **WEBCAST + Q&A**
WITH JAMES FREEMAN
3 Secrets of Trauma-Informed Leadership
November 15, 2023
9:00 am Pacific

TRAINING GROUNDS

SAVE YOUR SPOT

There's a spot for you in the November 15 LEADERSHIP WEBCAST + Q&A!

As an organizational leader you know how critical it is to:

- ...keep your leadership team engaged and empowered
- ...ensure your workforce is supported by effective leaders
- ...keep your own leadership perspective & understanding on the leading edge

This webcast is especially for:

- Executives who want to think more deeply about developing leaders in their organization
- Leaders at any level who want to grow their understanding of working in a trauma-intense setting

What you'll get in just 45 minutes:

- Hear direct from Training Grounds founder James Freeman
- Gain valuable leadership insights relevant to trauma-informed settings
- Get your questions answered by submitting or asking it live

Here's the details:

Registration link: www.training-grounds.net

Topic: 3 Secrets of Trauma-Informed Leadership

Location: Online link sent when you save your spot

Date: Wednesday, November 15, 2023

Duration/Time: 45 minutes at your time zone listed below

9:00 am Pacific

10:00 am Mountain

11:00 am Central

12:00 pm Eastern

1:00 pm Atlantic

1:30 pm Newfoundland

FAMILY SUPPORT & SERVICES

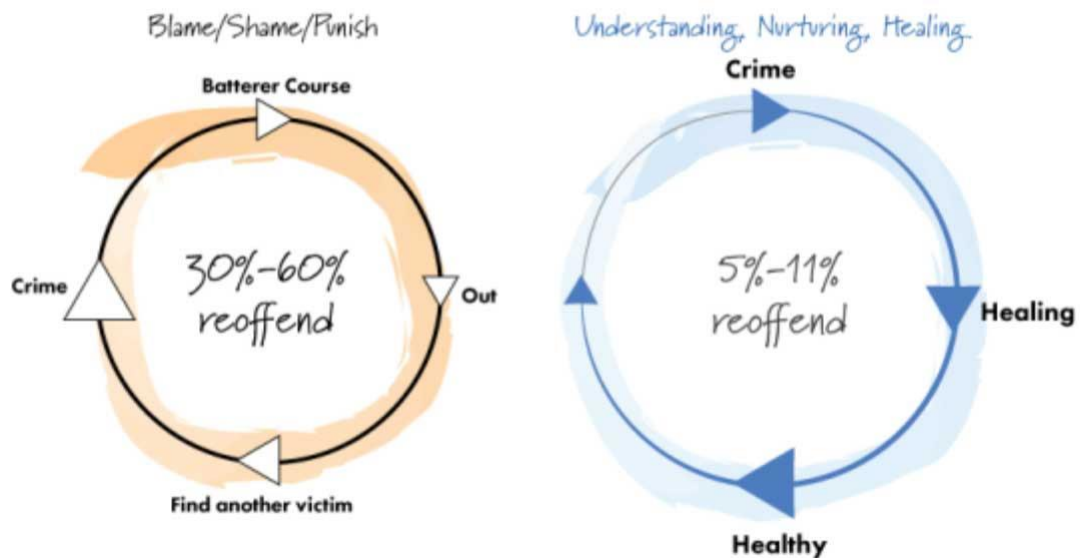


[Editor's Note: The following is reprinted with thanks to the author and ACEs Too High and was first posted on September 19, 2023]

BATTERER INTERVENTION PROGRAMS THAT TAKE A HEALING APPROACH DRASTICALLY CUT RE-ARREST RATES

By Jane Ellen Stevens

Batterer Intervention Approaches



In the world of family violence, the focus is on healing victims (survivors). This includes funding for domestic violence shelters, thousands of research projects, state and federal legislation, and changing the criminal justice response.

But that's providing help for only half the people involved in the problem.

Batterers, the other half, have one option, generally speaking: punishment. Go to jail and/or complete a 26- or 52-week batterer intervention program. Every year, about 500,000 people receive sentences to take one of a hodgepodge of about 2,500 programs.

Most of these require participants to take responsibility "for their sexist beliefs and stop abusing their partners by teaching them alternative responses for handling their anger." The programs focus repeatedly on how badly abusers have behaved; they don't help them understand that their anger comes from childhood trauma and that naming and acknowledging those experiences can lead to accepting their behavior and then heal.

Here's the hitch, and it's a costly one. As a result of this traditional approach, 12% to 60% of participants in batterer intervention programs are re-arrested for abusing their partners.

It's no surprise that domestic violence is still so prevalent and that the numbers of domestic violence calls to police haven't changed much over the last few years. The dearth of research into figuring out what works to help an abuser to stop abusing "is such a neglected area of study that the field has almost ceased to exist," according to a paper published this year by Casey Taft and Jacquelyn Campbell. That's shocking, considering that the economic toll of domestic violence in the U.S. rolls into the trillions of dollars.

Some bright spots have emerged that offer realistic hope to drastically change these numbers. They're based in science and data, not "clinical assumptions and lore," as Taft and Campbell describe the current system.

These programs take a healing approach.

Their re-arrest rates range from near zero to 8 percent.

[**READ MORE**](#)

BONUS FEATURES

[**Creating Avenues to Financial Inclusion for Latino Families**](#)

[**Resource Alert! Information on Federal Funding to Support LGBTQIA2S+ Children, Youth, Young Adults, and Families \[Also See National SOGIE Center ad below\]**](#)

[**Baby Bonds Would Reduce Racial Wealth Inequities. Here's What Policymakers Need to Know.**](#)

[**What Fatherhood Programs Can Learn from Child Welfare**](#)

[**A Family-Centered Approach to Implementing Plans of Safe Care for Infants and Families Affected by Prenatal Substance Exposure \[Webinar\]**](#)
[**Thursday, October 19, 2023 2 - 3 p.m. ET**](#)

[**It Will Leave You Speechless - The Truth About Afterlife And Our Dimension \(NDE\) \[Editor's Choice\]**](#)

[**Why Is It Still So Hard To Find Covid Vaccines For Babies & Toddlers?**](#)

[**Foster Care Legal Representation**](#)

[**COVID Vax in Pregnancy Protects Young Infants Against Omicron**](#)

[**As Child Poverty Doubles, States Launch Or Expand Their Own Tax Credits**](#)

[**A Call to Tackle the Black Maternal Health Crisis**](#)

[**If You're Pregnant, These Vaccines Could Save Your and Your Baby's Life**](#)

Enjoy! ◇

Illustration: Omar Medinal Films on Pixabay.com

WHAT ABOUT ME?



"IF YOU DON'T MAKE TIME FOR YOUR WELLNESS, YOU'LL BE FORCED TO MAKE TIME FOR YOUR ILLNESS!"

[Editor's Note: The following is reprinted in part with thanks to The Conversation [New Resource] and was first published September 10, 2023.]

THE BODY MASS INDEX [BMI] CAN'T TELL US IF WE'RE HEALTHY. HERE'S WHAT WE SHOULD USE INSTEAD

We've known for some time the body mass index (BMI) is an inaccurate measuring stick for assessing someone's weight and associated health. But it continues to be the go-to tool for medical doctors, population researchers and personal trainers.

Why is such an imperfect tool still being used, and what should we use instead?

[READ MORE](#)

BONUS FEATURES

[Breast Cancer Awareness Month](#)

[Another Upside Of Stress](#)

[5 Abundance Affirmations to Challenge Your Money Mindset](#)

[Lethal Combo: This Pair of Stressors Doubles Men's Heart Disease Risk \[New Resource\]](#)

[Federal Government Will Again Offer Free Covid Tests](#)

[Congenital Syphilis Rates Are Soaring, But Resources To Stem Infections Are Lacking](#)

Illustration: Gerd Altman on Pixabay.com

COVID-19 COMMUNITY CORPS



[Find Locations to Get Your Updated Vaccination](#)

[And Here for Education Tools](#)

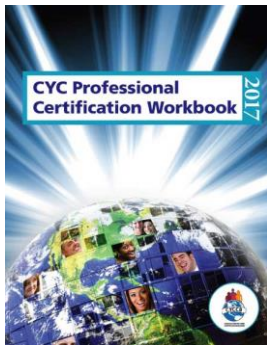
HELP APPLYING FOR CERTIFICATION



CERTIFICATION HELP WEBINARS

CYCCB offers monthly webinar-based Certification Help. If you have questions about how to get started or need help completing your certification application, references, documenting your training and experience, or finishing your portfolio, [sign up for one of our webinars.](#)

If you need immediate help, call the CYC Office (979) 764-7306 or email CYCcertification@YouthWorkAcademy.org or visit the website at www.CYCCB.org



ORDER CERTIFICATION WORKBOOK

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 workbook is available for \$30 (shipping cost included).

[MORE INFORMATION & ORDER WORKBOOK](#)

“If the only tool you have in your toolkit is a hammer, you tend to see every problem as a nail.”—Abraham Maslow



GET CERTIFICATION TESTING

[REGISTER FOR IN-PERSON TESTING](#)

Learn about the in-person and virtual testing programs

[REGISTER FOR ONLINE TESTING](#) When you are ready to proceed with virtual testing.

THE OTHER HALF OF THE JOB



BUSINESS TIPS FOR CYC AGENCIES, PROGRAMS, & EMPLOYEES

[Editor's Note: The following is reprinted in part with thanks to the author, editor, and Aeon Magazine, and was posted September 22, 2023.]

BUT WHAT MAKES A GOOD JOB GOOD?

By Tyler Re
Edited by Sam Haselby

Work is no longer working for us. Or, for most of us anyway. Citing lack of pay and promotion, more people are quitting their jobs now than at any time in the past 20 years. This is no surprise, considering that 'real wages' – the average hourly rate adjusted for inflation – for non-managers just three years ago was the same as it was in the early 1970s. At the same time, the increasing prominence of gig work has turned work from a steady 'climb' of the ladder into a precarious 'hustle'.

Of the growing number of people working through apps like Uber or Taskrabbit, nearly 70 per cent of them say that they do so on the side, supplementing a main income that is too low to provide for life's necessities. Even young and upwardly mobile professionals must change jobs, rather than stay in them, in order to grow in their careers. Almost perversely, the loss of stable careers is branded as a benefit. Sarah Ellis and Helen Tupper, both career consultants, argue that we ought to embrace these 'squiggly careers' as a new, more 'flexible' norm.

Politicians claim that the solution to our work problems is 'more jobs'. But simply increasing the number of bad jobs won't help us avoid the problems of work. What we need, it seems, is not more work, but good work. But what exactly is good work?

[READ MORE](#)

BONUS FEATURES

[EEOC Releases Strategic Enforcement Plan 2024-2028](#)

[How Terrible Meetings Took Over](#)

[Evidence of the Impact of AmeriCorps Investments in Communities](#)

[The Grown-Up's Guide to Dealing With a \(Grown-Up\) Bully](#)

[A Promising New Approach to Reducing Burnout and Workforce Depletion](#)

[Dealing With Overtime](#)

[Allied Against Hate: A Toolkit for Faith Communities](#)

Enjoy! ◇

Illustration: Mohamed Hassan on Pixabay.com

THE ACCIDENTAL PRACTITIONER



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

[Editor's Note: Dale is away on special assignment during this issue working on a White Paper for the ACYCP Board of Directors. This article is a reprint from his column in the fall 2022 issue. Enjoy!]

CAREER TRANSITIONS: LOOKING AT OURSELVES DEVELOPMENTALLY

Similar to how we think developmentally about the young persons with whom we interact, it is also helpful to reflect upon our own professional development. Caplan and Curry (2001) emphasize the following key transition points/times and describe several professional development programs to support practitioner development during these transition phases:

1. Student to entry-level practitioner.
2. Entry-level practitioner to competent/professional practitioner.
3. Competent practitioner to leader in the organization.
4. Leader in the organization to leader in the field.

Perhaps a fifth transition should include (5) leader in the field to "passing the torch" – recruiting and supporting new leadership.

I will briefly describe and provide a few suggestions for each transition phase and add a few personal experiences for each phase.

Student to entry-level practitioner

A developmental approach can suggest practical actions at these key developmental times. For example, the transition from student to entry-level practitioner can be enhanced by increasing awareness of the knowledge, skills, and values (including ethical standards) necessary for competent practice. Reviewing the Competencies for Professional Child and Youth Work Practitioners supported by the Child and Youth Care Certification Board (CYCCB) https://www.cyccb.org/images/pdfs/2010_Competencies_for_Professional_CYW_Practitioners.pdf can help broaden one's view of the complexity of the job and increase awareness of the need for further development in the competency areas. A few examples of other activities include:

1. Participating in child and youth care education and training programs that address the above mentioned competencies. A number of education programs exist at the college level. Curry, Richardson and Pallock (2011) describe how Kent State University aligned its program with the above competencies. According to Eckles (undated) and Deptola, et al., (2022), YouthBuild Philly is a high school vocational program that is working closely with the CYCCB and the Academy for Competent Youth Work to prepare students for entry-level certification.
2. Acquiring a child and youth care (CYC) internship. Beginning to understand an organization's case/caring flow process and its goals, roles, rules and professional interpersonal expectations; learning CYC jargon; and beginning to integrate coursework learning with practical experience are few potential internship learning opportunities.
3. Exploring the CYCCB entry-level certification program <https://www.cyccb.org/get-certified/certification-process> and potential CYC career paths.

Thinking back to 1975 when I entered the field, I received no CYC-specific education or training or internship. As described in a previous column, I was an "accidental practitioner" which is still the situation with many other practitioners in CYC. No CYC certification program or agreed-upon CYC competencies existed and the formal training I received was conducted by professionals from other fields. On-the-job training was provided by observing other CYC practitioners and learning during team meetings. However, I was extremely excited to learn and daily reflected upon my experiences early on with a tape recorder (I still have some of the recordings).

Transition to competent CYC practitioner

The transition to a competent CYC practitioner may expand upon the previous activities and include activities such as:

1. Self-assessing and seeking feedback from supervisor, co-workers, and mentors regarding level of proficiency in the CYC competencies. This includes exploring one's ability to integrate relationship building skills with use of appropriate authority and program structure.
2. Taking advantage of opportunities to integrate learning and doing through formal and informal education and training. Understanding the "why" as well as the "how" of CYC practices.
3. Identifying appropriate certification level and becoming certified. Beginning to internalize CYC into your professional identity. Getting involved in the CYC professional association and conferences.

Similar to many other CYC practitioners, I initially struggled with internalizing my professional identity as a CYC professional. Other professionals and the general public did not view CYC as a professional field of practice. Was I doing therapy or babysitting? I remember excitedly trying to describe my job to a neighbor and his response was "oh, you're a babysitter." While I inherently

knew the importance of what I was doing, it wasn't until I was introduced to concepts of "the other 23 hours" and therapeutic milieu, that I could see myself striving toward a career in CYC. My supervisor was a graduate student in the Child Development and Child Care program at the University of Pittsburgh. Wow! A graduate training program specific to CYC! I later enrolled in the same program. I enthusiastically sought ways to learn from my supervisor, colleagues, graduate program, and young persons in our care. I even asked a colleague to lock me in the program's seclusion room for a lengthy period time, so that I could experience and perhaps somewhat empathize with the young persons in our care who were placed in seclusion.

My colleagues informed me that there was CYC professional association in Pennsylvania. During the first association meeting I attended, I was nominated and elected to an officer position in the association. My professional identity was emerging.

Transition to organizational leader

Transitioning to a leader in the organization typically involves "stepping up" and taking on additional responsibilities. Taking on leadership responsibilities may include role changes but doesn't necessarily mean hierarchical movement into supervision or management. It may include "diagonal" movement into specialized practice areas such as parenting education, leading social skills training sessions, or training colleagues in specific CYC competency areas such as trauma informed practice. A few other examples of activities include:

1. Leading a project team or new initiative such as developing and serving as leader of a new summer camp program.
2. Volunteering to serve as acting program coordinator or acting supervisor in the absence of the supervisor. Mentoring new practitioners and serving as a field instructor for internship students.
3. Developing a training manual for other CYC practitioners in an area of your expertise.

The above three activities are examples of some of my own accomplishments as a direct care practitioner. I also volunteered to assist with group therapy sessions with the program psychiatrist and social worker as well as activity groups with a psychologist and social worker in a related program within the same organization. Similarly, I also co-led a parent education and support group with the program social worker. These were often unpaid (volunteer) activities that I took advantage of to add to my skills and prepare for potential future career opportunities. I also enrolled in a graduate degree program which helped me gain the confidence of my colleagues when asking to participate in these activities. Training colleagues in program activities (e.g., therapeutic swimming) as well as attending and presenting workshops at CYC conferences enhanced my credibility within the program. I also took on a leadership role in the local chapter of the CYC association and wrote my first professional article for the association newsletter.

Transition to leader in the field

Recognizing that we are part of a CYC field and profession that extends beyond one's immediate work shift, organization, or immediate geographical area should be part of one's early professional developmental insights. We are a field that has a rich knowledge base, deep historical roots, and an international scope. Becoming a leader in the field involves adding to our history and knowledge base (and passing the history and knowledge on to others) and making an impact that transcends an organization's program and geographical boundaries. This might include some of the following examples.

1. Providing leadership in state, national, or international CYC professional associations.
2. Conducting research and program development and evaluation activities and disseminating findings and other CYC knowledge widely via conference presentations, professional publications, training, consulting or college teaching.
3. Advocating for the field and profession of CYC as well as best CYC practices through a variety of venues such as conference presentations, publications, and policy development, implementation and evaluation.

A few of my own contributions in this area include a major emphasis on enhancing the child welfare workforce. This includes activities such as evaluation, research and training on the importance of training and transfer of learning; conducting research on the validity of the certification program of the Child and Youth Care Certification Board (CYCCB); serving on several CYC professional association committees and boards; helping to develop a variety of training curricula used in various states and several countries; conducting a number of state, national and international conference presentations; serving as co-editor of a CYC journal and founding editor of a training and development journal.

“Passing the torch” – recruiting and supporting new leadership

As an organizational leader transitions toward “retirement,” succession planning is a major task. Similarly, the field’s current leadership should also be ensuring that the field continues to develop. Recruiting and supporting new leaders becomes a major responsibility. Having program structures in place in the field that support a career development approach are essential. A few possible examples include:

1. Providing certification and/or licensing that support developmental progress. In collaboration with the national Association for Child and Youth Care Practice, a variety of state and provincial CYC professional associations, and other partners, the CYCCB currently administers a three-level certification program. Much work is still needed for local, state, and national regulatory bodies to support a career development approach.
2. Providing programs and funding to support a practitioner’s development in each transition stage. For example, ensuring that a student’s education program addresses the field’s competencies and realistic job previews are provided prior to a student’s field placement. Training programs could also be provided to support the transition to specialist or indirect practice roles such as supervisor, trainer, program evaluator, etc.
3. Recognizing developmental achievements in a variety of ways including financial rewards for achieving higher certification levels, professional association recognition awards for exemplary practitioners at each transition stage, and showcasing exemplary programs that support professional career development.

Professionals at this phase are often in position to advocate for and help develop some of the above-mentioned developmental supports. Passing along their knowledge and solidifying developmental program supports for CYC professionals can be part of their legacies. Andrew Schneider-Munoz (past President of the Association for Child and Youth Care Practice) is one leader who has often recruited and supported the professional development of younger practitioners into the field as well as programs and activities to enhance the field.

Support for the CYC profession can persist during “retirement.” Karen VanderVen via her scholarship fund at the University of Pittsburgh and many other supportive activities continues to support the development of many CYC professionals (including myself) and the CYC profession. For me, writing this column and reflecting on some of my own experiences is one of the ways I have transitioned into retirement.

Thinking developmentally about ourselves is not a new concept. Various models of CYC worker and even trainer development have been articulated in the CYC literature (Curry & Rybicki, 1995; Garfat, 2001; Hills, 1989; Phelan, undated; VanderVen, 1979). However, with recent accomplishments in the field such as a well-established certification program by the CYCCB, the opportunity to advocate for more comprehensive developmental programs and activities to support a practitioner’s planful (non-accidental) career and professional identity development currently exists.

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Enjoy! ◇

Illustration: Jerry Kimbrell on Pixabay.com

FUNDING & FINANCIALS



FUNDING AND FINANCIAL ASSET MANAGEMENT NEWS & INFORMATION

[Editor's Note: The following is reprinted with thanks to Nonprofit Champion and was first posted on June 26, 2023.]

CHILDCARE PRICES BY AGE OF CHILDREN AND CARE SETTING

The National Database of Childcare Prices (NDCP) is the most comprehensive federal source of childcare prices at the county level. The NDCP shows that child care is a significant expense for families with children in paid care and that childcare prices are untenable for families throughout the country. Childcare prices continue to increase, with prices up about 6 percent nationally in the past year, outpacing inflation. These price increases are reflected in the updated, inflation-adjusted 2023 childcare price estimates in the NDCP interactive maps.

[READ MORE](#)

Illustration: Pixabay.com

GLOBAL PERSPECTIVE ON YOUTH AND CHILD CARE WORK



[Editor's Note: The following reprinted with thanks to the author and The Hechinger Report and was first posted September 25, 2023. For more information, to [subscribe and donate go here](#)]

CANADA'S NATIONAL CHILD CARE SYSTEM

By Jackie Mader

GIBSONS, British Columbia — Two years ago, Marisol Petersen's family was paying more than \$1,200 a month for her son to attend child care in this small, coastal town about 20 miles across the Howe Sound from Vancouver. Despite the cost, which made it hard to put any money in savings, she felt lucky to even have a spot.

Then, in September 2022, the family experienced a dramatic shift in fortune. They were notified that there was a spot for them in a nearby child care center that had recently signed on to a government-led initiative to lower parent fees to just \$10 a day. "It's like I won the lottery," Petersen said. "I got into child care and a '\$10 a Day' site."

At the new center, the Huckleberry Coast Child Care Society, Petersen's fees are capped at \$200 a month. Without that reduction in fees, Petersen, who works as a social planner for the city of Vancouver, said her family would "be in massive trouble."

The “\$10 a Day” child care initiative, as it’s known in British Columbia, has been life-changing for parents. In the five years since it launched, it has also provided some financial stability for child care programs in the province, which now receive operating funds directly from the government instead of relying solely on family-paid tuition.

This idea — that parents should pay an average of \$10 a day for child care and that public funds should underwrite child care programs — is now a cornerstone of a new national child care system rolling out across the country.

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BONUS FEATURES

[Social Service Workforce Week 2023](#)

[Victoria \[Australia\] Gets A Minister For Children](#)

Advocate and Celebrate During #SSWWeek: 23-27 October 2023

Every year, the Global Social Service Workforce Alliance hosts Social Service Workforce Week to advocate for social service workers and raise awareness of workforce strengthening efforts across the globe. To commemorate our 10th anniversary as an Alliance, this year's Social Service Workforce Week will celebrate global-, regional- and country-level progress in strengthening the social service workforce over the past decade. It will also explore what the next decade of social service workforce strengthening may look like.

[GO HERE](#)

Illustration: Pixabay.com

Editor’s Note: Looking to get more involved with international CYC work? Want to bring your international experience to the ACYCP Board?

ACYCP-FICE is working on some exciting major international initiatives. For more information contact:

Janet Wakefield, CYC-P, CEO
Janet Wakefield
6744 Falcon Ridge
Indianapolis IN. 46278
317-440-7260 [Eastern Time]

<https://www.acycp.org/an-invitation-to-learn-and-share-as-a-member-of-fice>



[FICE INTERNATIONAL GATHERING IN BELGRADE, SERBIA, SEPTEMBER 2023](#)

FROM CAMPUS TO COMMUNITY



“IF YOU THINK EDUCATION IS EXPENSIVE, TRY IGNORANCE.”

NEWS FOR STUDENTS & EDUCATORS IN CHILD AND YOUTH CARE PROGRAMS AND INSTITUTIONS

[Editor’s Note: The following is reprinted with thanks to Education Week and was posted September 20, 2023.]

STUDENTS DON’T HAVE ENOUGH TIME TO EAT LUNCH. HERE’S HOW TO CHANGE THAT

By Sarah D. Sparks & Arianna Prothero

As more schools aim to give students access to free breakfast and lunch, the vast majority of teachers warn their students don’t have enough time to actually eat their food.

In a nationally representative survey this summer, more than 9 in 10 educators told the EdWeek Research Center that their students need at least a half-hour to eat. But more than three-quarters of teachers said their students get less time; 21 percent of teachers said their students had less than 20 minutes for meals.

“Especially now that so many more school districts are able to provide free school meals to all students, we’re seeing increases in participation—which is wonderful, but that also can mean for many school districts, longer lunch lines and less time for students to actually eat their healthy school meal,” said Juliana Cohen, a professor of nutrition at Merrimack College and the Harvard School of Public Health, who studies school lunch programs.

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BONUS FEATURES

[**School Nutrition Programs for Children**](#)

[**A Guide to Student Loan Repayment and Education Benefits**](#)

[Professional Development Grant For Early Career Faculty At Hispanic Serving Institutions/Emerging Hispanic Serving Institutions](#)

[Stafford Loans for Students Explained](#)

[Former Foster Kids Need More Than Higher Ed](#)

[New Paid Student Internship Program \[US Dept. of State\]](#)

[U.S. Foreign Service and Civil Service Openings](#)

[For Teachers Who Fear Math, Banishing Bad Memories Can Help](#)

[Tips To Avoid Student Loan Repayment Scams](#)

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[Student Loan Repayment Has Resumed. Are You Ready?](#)

[Growing Wave Of Book Bans Has Spurred A Creative Counteroffensive](#)

[How School Board Meetings Became Flashpoints for Anger and Chaos Across the Country](#)
[\[New Resource\]](#)

[New Toolkit For School Employee Wellness](#)

[More College Campuses Leveraging The Outdoors To Support Student Mental Health](#)



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Tuition Tracker link thanks to: [The Hechinger Report](#)

Enjoy!

CYC AND NONPROFIT ADVOCACY



[Editor's Note: The following is reprinted with thanks to author and PACEs Connection and was updated September 26, 2023.]

CALIFORNIA GOVERNOR SIGNS LAW RAISING TAXES ON GUNS AND AMMUNITION TO PAY FOR SCHOOL SAFETY

By Adam Beam

SACRAMENTO, Calif. (AP) — California will ban people from carrying firearms in most public places while doubling the taxes on guns and ammunition sold in the state under two new laws Gov. Gavin Newsom signed Tuesday that will test the limits of the U.S. Supreme Court's new standard for interpreting the Second Amendment.

The federal government already taxes the sale of guns and ammunition at either 10% or 11%, depending on the type of gun. The law Newsom signed adds another 11% tax on top of that — making California the only state with a separate tax on guns and ammunition, according to the gun control advocacy group Brady.

The money will pay for security improvements at public schools and a variety of gun violence prevention programs, including those geared toward young people in gangs. The money from the federal tax, which has been in place for more than 100 years, pays for wildlife conservation and hunter education programs.

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BONUS FEATURE

[Child Care in Crisis](#)

[Significant Improvements to Federal Grants Rules Proposed](#)

Ratification of the Convention on the Rights of the Child in the United States

The United States is the only country in the world that has yet to ratify the UN Convention on the Rights of the Child (CRC). Several of the provisions of the CRC came at the recommendation of President Reagan's Administration and President Bill Clinton signed the CRC in 1995. However, the Convention has not been ratified by the U.S. Senate. The failure to ratify this treaty has left U.S. children vulnerable to human rights abuses at the state and federal level. It is critical that every nation, including the U.S., sign and ratify the CRC to protect the human rights of children.

[How To Contact U.S. Congress Today!](#)

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[National Conference Of State Legislatures](#)

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FROM THE HILL



CYC REGULATIONS, LEGISLATION & COURT RULINGS

[Editor's Note: The following is reprinted in part with thanks to the office of US Sen Bob Casey and was released as an official press release on [redacted], 2023.]

CASEY INTRODUCES LEGISLATION TO SUPPORT FOSTER YOUTH, EXPAND EDUCATIONAL RESOURCES AND HEALTH CARE COVERAGE

Today, U.S. Senator Bob Casey (D-PA) introduced three bills to support foster and former foster youth by preventing family separation and promoting mental health services in foster care and adoption families; expanding eligibility for Medicaid to 26 health care coverage for foster youth raised in grandfamilies; and improving college access, retention, and completion rates for foster and homeless youth.

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BONUS FEATURES

[US Sen. Scott Fights to Restore Adoption Tax Credit Refundability, Relieve Foster Care Crisis](#)

[Coverage for Half a Million Children and Families Will Be Reinstated Thanks to HHS' Swift Action \[Medicaid & CHIP\]](#)

[Prepare to Renew Your Medicaid Coverage](#)

[HHS Proposes to Update Disability Nondiscrimination Regulations for First Time in Nearly 50 Years \[New Resource\]](#)

[EEOC, U.S. Department Of Labor Issue Disability Resource Guide](#)

[Biden looks to bolster protections for LGBTQ youth in foster care \(Includes audio\) \(Includes video\) \[New Resource\]](#)

[Also](#)

[Democratic Representatives Champion Bill To Expand Guaranteed Child Care Funding](#)

Enjoy! ◇

Illustration: Ross Johnston

HEALTHY KIDS, HEALTHY ADULTS



EXPLORING CYC DEVELOPMENTAL ISSUES WITH LIFELONG IMPACTS

[Editor's Note: The following is reprinted with thanks to the author and UCSF (University of California at San Francisco) News Feed and was posted September 25, 2023. Subscribe to UCSF News: <https://www.ucsf.edu/subscribe-ucsf-news>]

HOW A UNIQUE SUMMER CAMP CONNECTS KIDS WITH LIMB DIFFERENCES

By Laura López González

When their different abilities left young patients feeling alone, two UCSF Benioff Oakland clinicians created a place they could call their own.

Parker steps to the line, shoulders turned as he reaches down to draw an arrow from his quiver. He fits it to the string of his bow.

Up and down the range, Parker and his fellow campers take aim at paper targets pegged to haybales. Nearby, two counselors sit on either side of a young girl and hold her bow between them. She draws back the bowstring with her feet.

Parker pulls his bow taught with two webbed fingers, firing off his arrow.

And misses.

"Nooo!" cries the 15-year-old, spinning around in exaggerated exasperation.

Parker was born with fused fingers due to Laurin-Sandrow syndrome, a rare genetic condition. As a young child, surgeries helped separate his fingers and therapy improved his range of movement. Eventually, a family friend eventually referred him here, to Camp Winning Hands.

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BONUS FEATURES

[**How to Help Boost \[A Teen Boy's\] Self Image**](#)

[**Troubling Behavior In A Child Or Teen**](#)

[**RAISE Youth Advocate for Change Podcasts**](#)

[**Long COVID Rare in U.S. Kids**](#)

[One Way to Improve Teen Mental Health: Activism](#)

[Play: An Essential Positive Childhood Experience](#)

[Group Mentor Program In Tucson Teaches Male Youth About Healthy Relationships \[New Resource\]](#)

[Youth Substance Use Prevention Month \(Partners In Prevention\)](#)

Enjoy! ◇

Illustration: sasint on Pixabay.com

THINKING LIKE THE FOX



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

SAYING GOODBYE

For health reasons I will have to make this my last regular contribution to the CYC Advocate. Because of my age and gradually declining health, I am becoming somewhat of an involuntary expert at saying goodbye. I live in a senior community, where my neighbors and I talk about this a lot. I lost my long-time partner 10 years ago and joined the unfortunately large group of neighbors, who are unhappy widows. We all moved here from somewhere else (due to the age requirement) and we frequently tell each other about the communities we lived in before we came here. Many of us have grieved over the loss of beloved pets, and we talk about them, too. All of us are gradually saying goodbye to our health in recognition that humans are just not built to last. Me and my neighbors, and most of my friends, are caught in the intersection where we can look back to all that we've already lost and look forward to all we are about to lose.

I am at peace with this reality even though it is a challenging process. I have been blessed well beyond what I deserve. I have a lifetime career in Child and Youth Care, which I will always be grateful for, with decades of memories of wonderful, obnoxious, challenging, funny, unique kids, and colleagues with the same qualities. I have remained friends with people I met at work (starting in the early 1960's) all of my life and rejoice that they are still in my life. I am not afraid of death and will arrive on the other side with a huge Thank-You card for my Creator, for a life filled with enough hurt and sadness to engender compassion for our kids, plus enough joy, love, and adventure leave only gratitude, when all is said and done.

As I have been anticipating my own transition, I have spent a lot of time thinking of all of the children and teens I have worked with over the years, who have not been "blessed", but who have had a lifetime of saying goodbye. I will leave our work asking you to open your hearts to them as they deal with all of their sadness, in ways that don't look "sad". All of their unwanted goodbyes have made them too familiar with being vulnerable to the whims of others. Thus, they hesitate to reveal their hurt and sorrow to us, lest they reveal their vulnerability. Their loud, angry, red-faced "F.U." goodbye hides an entire body full of grief. I have friends that I've held onto for 60 years. In contrast, these children have sometimes been placed in such a short-term

situation that they never had time to make any friends. Like those of us in my senior community, they remember their communities-of-origin, but are often not allowed to go back there. We often don't even give them the opportunity to sit around together and talk about the communities they lived in before they moved into "Care." How thoughtless of us. I invite you to let them share together a chance to say goodbye out loud to places and people they miss. They will love you for it. It acknowledges who they were as well as who they are.

I did not welcome the chance to have to make a bunch of new friends, but as my mobility got more limited and I started to "not get out much", as we say, I had no choice but to fill my life with "new people". I am fortunate to have good people living in my neighborhood. We walk our dogs together every day and talk about the past, which is easily mixed with the present. I encourage you to let your kids talk about friends they miss and wish they could still hang out with. And I encourage you to help those you are caring for learn how to make new friends where they are. Everyone needs friends, old and new, no matter what their living situation.

I've been "purging" my house and tossing things I've been holding onto for no good reason, other than I had the room to keep them. Other things I no longer need as I am not working. I'm finding all kinds of things that remind me who I've been, as well as how I got to be who I am. Our kids are not allowed to pile into the Social Worker's car with boxes of stuff they like, and their own pillow. Please take the time to sit with them in a group, give them a piece of paper and have everyone make a list of "stuff" they miss from their home, or previous foster home, or last placement. Let them share their lists with each other and with you. Talk about how bad it feels to not be able to accumulate and hold onto things. Not talking about these issues is ignoring who they are and how they've had to do as young people what I didn't have to do until I was my 80's.

Saying "goodbye" is a habit for our kids. Staff leave all the time. Other kids leave all the time. They've had to leave families, placements, foster families, way too often. It's a terrible challenge, but one over which they often have no control. Tell them you are willing to listen and talk about it with them, even though you may not understand how wrong it is for people so young to have to experience what is often the experience of old people. Tell them Aunt Lorraine wants them to talk about it, even though it's sad, because it's good to share hard stuff as well as things that have gotten better. Life is both. And our work is about life.

I wish you all well. ◇

Compassionate Caring:
Using our Heads and Hearts in Work with Troubled Children and Youth

by Lorraine E. Fox, Ph.D.

[Access It Here Now!](#)

[Editor's Note: Here is a summary of why Lorraine is so near-and-dear to the hearts of so many of us in CYC practice:

"Lorraine holds a doctorate in clinical psychology and a doctoral certificate in organizational development, and is a Certified Child Care Worker. She walked into the world of child and youth care in September, 1964 and found her career home working with children and youth who were declared "emotionally disturbed" as a result of abuse and neglect. Lorraine has been a direct service worker, a supervisor, a clinical director, an Executive Director, and Assistant Professor. Finding work that has never stopped being challenging, kids and families worth loving, and wonderful colleagues to work beside, both nationally and internationally she shared her work,

love and life with a like-hearted soul-mate. She has trained and consulted across the United States and in Australia, Canada, Guam, England, Scotland and Czechoslovakia. In addition to extensive work with private service agencies, Lorraine is a contract instructor with the University of California, Davis, and the San Diego State University Foundation, training public service employees serving welfare and child protective clients and their community partners. In addition, Lorraine has a long standing relationship with the California Community Colleges Foster and Kinship Care Education Programs. She was awarded the Outstanding Service Award for Excellence in Teaching by the UC-Davis. Lorraine has published numerous scholarly articles, writes a monthly Parenting column for her church newsletter, and co-authored an internationally recognized training curriculum. Lorraine has appeared on radio and television in the U.S., Canada, and Australia and has been a consulting editor for the Journal of Child and Youth Care.”

Lorraine has been writing for the CYC Advocate since 2015! Often, in the process of formatting her submissions for the layout, I have been so moved by the compassion, insights, and articulation of her writings, that I have felt compelled to stop and call her to share my feelings. These calls almost always included an abundance of gratitude and appreciation for the quality, scope, and depth, which she has brought to the CYC Advocate over these many years. Consistent with her life-long professionalism, Lorraine has chosen to relinquish her column, rather than make a long-term commitment she might not be able to honor on a consistent basis. However, she has offered to make periodic contributions as time and health allow. I know I speak for many when I say that the anticipation will be well worth the wait.]

FROM THE SOAPBOX... AGAIN!



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

[Editor's Note: Karen is on special assignment during this issue, working on a special White Paper for the ACYCP Board of Directors. The following article first appeared in the fall 2022 edition of the CYC Advocate. Enjoy!]

TELLING OUR STORY: MARKETING 101 AND MARKETING REDUX

Of all of the 'Soapboxes' I have spoken from over the years, I think the topic that has yielded the most eyes rolled heavenward, not-so subtle sighs (oh, no, not that again), and folded arms of non-verbal resistance, is that of Marketing.

So --- here it is again with only a few minor changes. Why?

Marketing to me is one of the most powerful and effective concepts I have ever learned about – as well as one of the most misunderstood. There was an 'assignment' on CYC-NET to consider why the media only seem to have 'bad things' to say about what happens in child and youth care. Questions offered for consideration included: Is that because we are silent ... we don't tell the world about 'the good things' that happen in our programs, we feel we shouldn't say anything, or we don't know how to?

I have decided to 'do' this assignment as my column for this month, considering the issue and how marketing can address it. First, let's review with a brief reply to the usual questions.

We don't tell the world about the good things that happen, I think, because we don't know how to, and because we feel implicitly that this is not part of our job. We also don't do it because unconsciously we resist anything that may smack of 'advertising' or, as the saying goes, "tooting our own horn". Too bad.

I once made up a name for this resistance: "unproductive humility". We think we need to be modest, and this does us nor our field any good whatsoever. I have described elsewhere that being comfortable with marketing is "another form of caring."

Now, as to Marketing 101: Marketing is not equivalent to advertising (not that I feel there is necessarily anything wrong with advertising either). Rather, it is akin to planning and pertains to how one designs one's product or service, what information one needs to do same, who the service is for, how it will be delivered, and how it will change as the context and conditions in which it operates also change. There are powerful marketing ideas, such as 'positioning' and 'distinctive competence'. There is a wonderful concept known as the 'marketing mix'. There are four concepts in the 'mix': Place, Product, Price, and Promotion. The latter notion, 'Promotion' relates to how we describe our 'product' to our 'publics' – those who consume it or have a stake in it.

But don't take my word for it in this brief exposition. Check it out yourself. There's a fine literature on 'non-profit' marketing. Start out with the pioneer expert, Philip Kotler. Learn about another interesting notion, 'social entrepreneurship'. If I had my 'druthers', everybody in child and youth work preparation programs would have a course in marketing, or if not that, one in relevant business concepts that included major coverage of marketing, the concept and its methods.

Let's make sure first that our services or 'products' (this isn't necessarily a bad word either), are good – and use the best methods there are for telling our story – widely! Knowledge about marketing can help show us the way.

And one more thing: there is a body of literature on child care marketing. "Google" child care marketing and see what you get! ◇

[Editor's Note: As I've often said, "Out of sight, is out of mind. Out of mind, is out of business."]

◇

BY THE WAY



[Editor's Note: The following is reprinted with thanks to the authors and Leonard Sax from a press release dated September 16, 2023.]

ARE HUMANS JUST INFERIOR COMPUTERS?

By Leonard Sax, Ph.D., M.D.

Are the new supercomputers more creative, more imaginative than humans? Researchers at the Wharton School wanted to find out. They asked MBA students, actual humans, to come up with

ideas for a new product to sell to college students for under \$50. They then posed the same challenge to ChatGPT4. Next they randomly selected 200 ideas from the students' suggestions and 200 ideas from ChatGPT. A panel of actual human customers was then asked to say how likely they would be to buy each of the proposed items, such as a collapsible laundry hamper. The average purchase probability for an item generated by the MBA students was 40%, compared with 48% for ChatGPT. Among the 40 most popular ideas, the human MBA students generated only five; ChatGPT generated 35 out of 40. You can read an article reporting these results at this link.

When I meet with students, I now find many who regard humans as inferior computers. We are slower, we don't remember as well, and studies like the one at the Wharton School now suggest that we may even be less creative compared to the latest AI. Matthew Crawford, best known as the author of Shop Class as Soulcraft, just published a cover story in the magazine First Things in which he notes that this attitude - which he calls "antihumanism" - now pervades the highest reaches of business and Silicon Valley. Crawford argues that antihumanism is most obviously manifest in the enthusiasm for replacing humans with AI chatbots, but it is infiltrating the entire society. The hallmark of antihumanism, according to Crawford, is elites who think they know better than the masses what is best for the masses.

I don't agree with everything Crawford has to say, but it's a thoughtful and provocative article. I do think we need to teach kids to value the uniqueness of the human experience. We are not inferior computers. We are human beings: smelling, tasting, hearing, emotional creatures longing for fulfillment and joy and connection. Travelers between life and death, to borrow Wordsworth's phrase. As a human being, I have more in common with my dog than I have with any computer. We need to help kids understand that.

For another critical perspective on the dangers of outsourcing creative tasks to ChatGPT, see Talia Barnes' recent article "In Defense of the Human Brain,"

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Illustration: Mohamed Hassan

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CYC RESEARCHER SEEKS SUPPORT

I am Dr Jennifer Brooker, Ph.D., Journey Fellow, President of FICE Australia and an educator and researcher for almost 40 years. I am also a 2023 International Specialised Skills Institute Fellow, answering the Fellowship research question: How can Out of Home/Residential Care (OOHC) workers become work ready to provide therapeutic supports?

Investigating current training approaches used and outcomes achieved elsewhere to productively inform curriculum changes to better support OOHC workers working with traumatised children and young people living in statutory care, this Fellowship considers how OOHC workers are prepared, the issues they face, and the similarities and differences experienced in OOHC settings.

Living and working in Melbourne, Australia, I train those working in OOHC with their mandatory qualification to work in the sector. My work here has highlighted the issues statutory OOHC workers face every day at work and I am curious to know if that is the same globally.

The intention is to conduct an international comparison (e.g. Austria, Canada, Israel, Kenya, New Zealand, Tonga, UK, USA) of OOH workers and investigate how they are prepared and supported for their work with young people and children who are placed in statutory out-of-home care, and identify the issues they face. This is a topic that has minimal, if any, available research to date. I anticipate the research will cover topics such as worker qualifications, government legislation and policies, established Commissioners or not, the organisations responsible for providing OOH, the homes themselves (e.g. ratio worker: client) and the terminology used worldwide.

I am looking for connections/partners who would like to be part of this research. If you think it is something that interests you, or you want to discuss it further, please do not hesitate to reach out and ask at brookerjen@gmail.com

I hope to be heading to the US and Canada in the first half of next year, to conduct interviews and observe how things are done there. I will be in Europe in October and the Unity conference in Dublin in November, if anyone is going to be there.

Dr Jennifer Brooker, Ph.D.
2023 ISS Fellow
Journey Fellow
FICE Australia, President

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RAISE is funded by the US Department of Education to provide technical assistance to, and coordination of, the 8 PTI centers (RSA-PTIs). The National Resources for Access, Independence, Self-determination and Employment (RAISE) Technical Assistance Center is a project of the SPAN Parent Advocacy Network and is funded by the U.S. Department of Education Rehabilitation Services Administration.

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A banner for the 'All of Us Research Program'. On the left, a dark blue box contains the text 'All of Us' in large white font, with 'RESEARCH PROGRAM' in smaller white font below it. To the right of this box, the tagline 'The Future of Health Begins With You' is written in smaller white font. Below the logo, the text 'Be one in 1,000,000 for a better future.' is written in large, bold, blue font. At the bottom left, the website 'JoinAllOfUs.org' is written in blue font. On the right side of the banner is a photograph of a diverse group of seven people of various ages and ethnicities standing together. One woman in the foreground is seated in a wheelchair.

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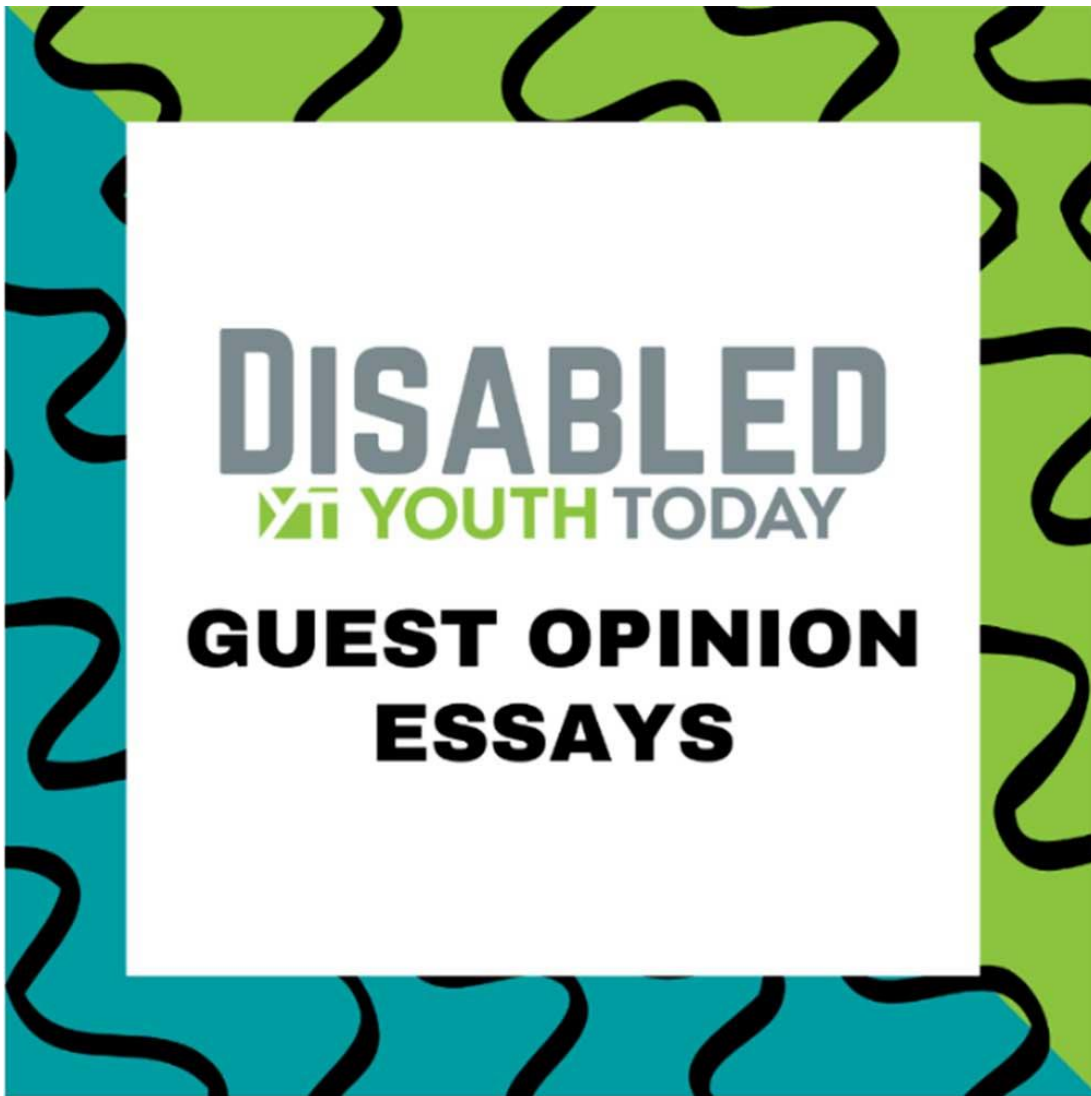
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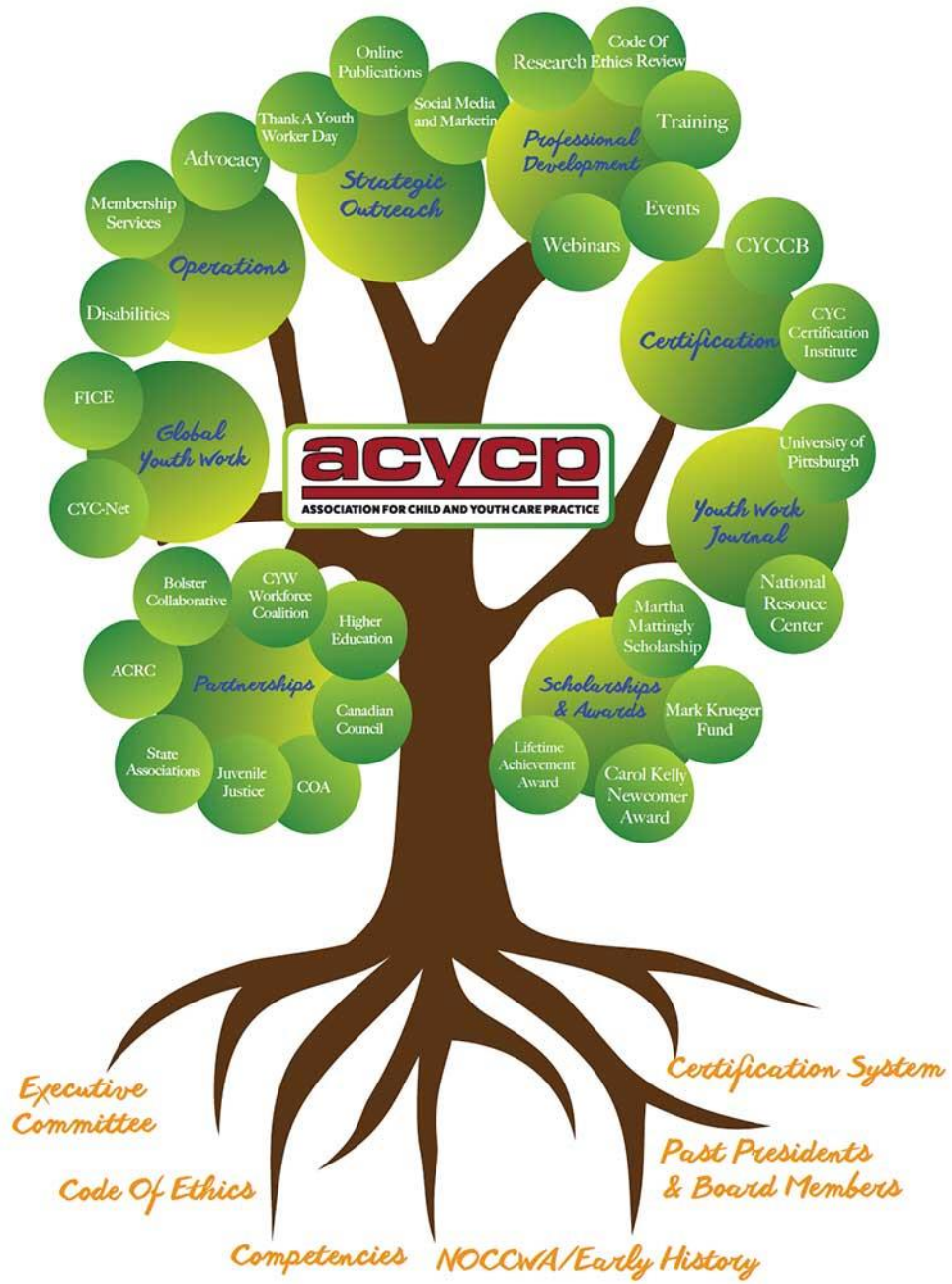
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