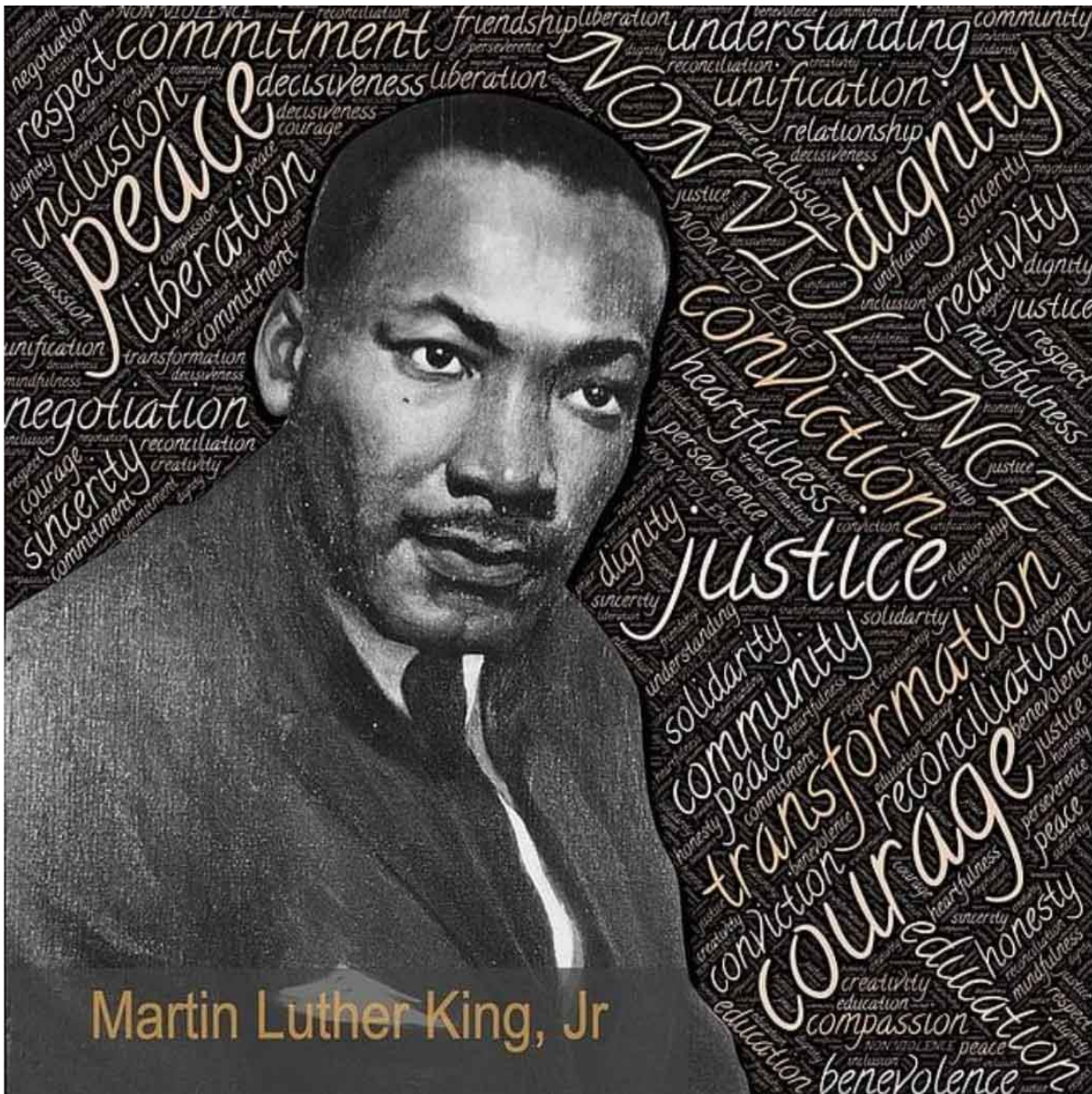


Your Quarterly News & Updates Vol.9 Issue 1/Winter 2024
From The Association of Child and Youth Care Practice



THE CYC ADVOCATE

"Real Expertise Comes From Those Closest To The Challenge"



Martin Luther King, Jr

"Our children need our presence, not our presents."


Martin Luther King, Jr.

CELEBRATE BLACK HISTORY MONTH!

[BLACK HISTORY MONTH FOR KIDS](#)

[THERE ARE PLENTY OF WAYS TO CELEBRATE BLACK HISTORY MONTH](#)



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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:

- **ACYCP PRESIDENT'S PERSPECTIVE**
- **CYC PRACTICE METHODS**
- **CYC RESEARCH, REPORTS, AND RESOURCES**
- **REFLECTIONS FROM THE JJ SIDE**
- **FAMILY SUPPORTS & SERVICES**
- **CYCCB & PROFESSIONAL CERTIFICATION**
- **WHAT ABOUT ME? (BEING AWARE WITH SELF-CARE)**
- **GET HELP HERE WITH YOUR CYC CERTIFICATION APPLICATION!**
- **THE OTHER HALF OF THE JOB**
- **THE ACCIDENTAL PRACTITIONER**
- **FUNDING & FINANCIALS**
- **GLOBAL PERSPECTIVE ON YOUTH AND CHILD CARE WORK**
- **FROM CAMPUS TO COMMUNITY**
- **PROFESSIONAL CYC CERTIFICATION WORKBOOK IS KEY TO SUCCESS!**
- **CYC & NONPROFIT ADVOCACY**
- **HEALTHY KIDS... HEALTHY ADULTS**
- **USING YESTERDAY FOR TOMORROW [New Column]**
- **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."

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

ACYCP PRESIDENT'S PERSPECTIVE



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

WELCOME TO THE WINTER 2024 EDITION OF THE CYC ADVOCATE!

HAPPY NEW YEAR

The ACYCP has a lot to be excited for this new year; newly elected board members, new committees being formed, newly given 501c(3) status and a new path for our organization. Board members are busy setting our path for the future, and we invite you to get involved. New committees will be announced soon, so please let me know if you are interested in joining our work.

Also save the date for Thank a Youth Worker 2024- Thursday May 2nd! There's more to come as we announce how we will celebrate all the hard work youth workers do every day, with children and families.

Happy reading and exploring!

[Editor's Note: Despite Jody's well known modesty, readers may wish to know about what makes our prez tick: [Celebrating 20 Years at Neu-Life!](#)]

**SAVE THE DATE!
CELEBRATE & GET INVOLVED!**



**THURSDAY
MAY 2, 2024**

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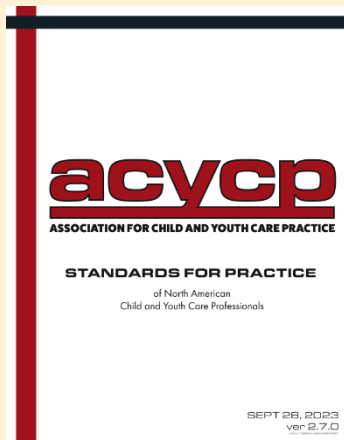
BREAKING NEWS....

We are sorry to announce the recent passing of former ACYCP President, colleague, and friend **Dave Thomas**. There will be more details in the February issue of the ACYCP Membership Memo.



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

[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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propman46@gmail.com
(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. ◇

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**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 Leadership Right, and was posted December 18, 2023.]

BEYOND SELF-INTEREST: LEADING WITH INTEGRITY

By Adam Danyal

As leaders, we face temptation at every turn. In directing strategy, allocating resources, evaluating talent, and making growth decisions, it is all too easy to act out of self-interest instead of what best serves the organization's mission. Like frosty air causes metal to contract, self-interest causes leaders to shrink the possibilities.

I saw this play out dramatically while consulting a struggling Silicon Valley startup. The young founding team had taken significant venture capital investment, and pressure mounted to catapult revenue growth by any means necessary. Cutting corners ensued, until ethical breaches threatened to implode the company.

In my one-on-one coaching sessions, each leader initially pointed fingers outward - blaming "unreasonable" board directives, "impatient" investors, or "uncommitted" staff. The real problem, though, stared back at them in the mirror. In subtle ways, self-interest infected their decisions like a virus.

One sales leader set unrealistic targets to trigger his bonus payouts, causing the sales team to promise unfinished product features to close deals. An engineering VP slashed testing protocols to launch quickly, allowing buggy products to ship. The CEO back-channeled negative info to preferred board members to consolidate her power position.

Though varied in expression, each case demonstrated self-interest over integrity. Once leaders saw their hypocrisy, transformation followed. They enacted leader codes-of-conduct, implemented anonymous ethics reporting, and tied incentive pay to customer satisfaction scores. Putting integrity before self-catapulted growth. Revenue tripled within 18 months of these changes.

I share this story when skepticism arises that leading selflessly spurs success. Though tempting for leaders to wield power for personal gain, it shrinks possibilities. Beyond some short-term wins, self-interest becomes the enemy of sustained excellence.

Integrity means matching words with actions, even when inconvenient. Do you exhibit consistency between what you preach and what you practice? Do you honor commitments

over self-benefit? As we lead our teams into a new year, I urge you - seek what is best for the organization and its people. If self-interest creeps in, starve it swiftly. When integrity leads, growth follows.

[Recommended Short Video To Watch*](#)

*YouTube video by Adam Danyal
The six levels of humble #leadership

BONUS FEATURES

[Multi-tasking Doesn't Work-Here's What Does](#)

[4 Common Ways You Stop Yourself Getting the Important Stuff Done](#)

[ADHD Video Game for Teens](#)

[2024 National Mentoring Summit January 24 – 26, 2024](#)

[Reporting Child Abuse And Retaliation: Do You Know The Risks...](#)

[How Empathic Listening Can Build Deeper Connections in Your Life](#)

[Listening to Teens With Love](#)

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CYC RESEARCH, REPORTS & RESOURCES



STAYING CURRENT WITH THE LATEST DISCOVERIES IN CYC WORK

[Editor's Note: The following is reprinted thanks to the author, Mad In America [new resource], and was posted December 15, 2023.]

NEW STUDY FINDS CONNECTION BETWEEN CHILDHOOD TRAUMA AND PSYCHOSIS

By Ashley Bobak, PsyD.

The relationship between childhood trauma and later development of psychotic symptoms has received increasing attention in recent years. A new study published in Schizophrenia Bulletin Open examines this relationship further, specifically looking at cases of schizophrenia that are treatment-resistant. The authors found a correlation between childhood adversity and psychotic symptoms, especially hallucinations. They recommend that treatment for psychosis, which traditionally has avoided trauma-related work, incorporate approaches that directly address traumatic experiences.

The authors, led by Robert Dudley of the Early Intervention Psychosis Service, NHS Foundation Trust, and University of York, write:

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BONUS FEATURES

[Cost Of Untreated Traumatic Childhood Experiences At \\$14 Trillion](#)

[Income and Poverty Estimates for States, Counties and School Districts](#)

[Triple-Combination Acne Treatment, Safe and Effective in Phase 3 Trials](#)

[Black Children and Youth Can Benefit From Focused Research on Protective Community Resources](#)

[Global Health Research Highlights Of 2023](#)

[System Responses to the Issue of Problematic Sexual Behaviors in Children](#)

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REFLECTIONS FROM THE JJ SIDE



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

IS THE SIN REALLY IN THE FAILURE TO CARE?

The truth is...it depends.

For those of you who read the Reflections from Juvenile Justice in each publication, you know that my husband, who co-authors these reflections, is a podcast geek. Recently he shared with me two podcasts of special interest to those of us who work in juvenile justice. The first was Revisionist History, Malcolm Gladwell's six-part series on Guns. The second was ProPublica's "The Kids of Rutherford County" (Links to the podcasts are provided at the end of this article).

In both podcasts the narrators apply the Good Samaritan Standard (a true neighbor is someone who shows mercy to his fellow human regardless of age, gender, race, or nationality) from different perspectives. In Gladwell's series, the final episode is titled, "Guns: Sin is the failure to bother to care." I think the most striking exchange in the podcast is in an interview with James Martin, a Catholic priest. Father Martin says, "Sin is not where people are weak but trying, but where people are strong but not bothering to try. Sin is the failure to bother to love. Sin is the indifference." In this example the sin lies with those who should care, have the capacity to care, but don't.

In the second podcast, "The Kids of Rutherford County" children were wrongfully arrested and jailed illegally for years, some for failing to intervene in a fight on the school yard. Here, a juvenile judge held youth to the Good Samaritan Standard, which is not law, nor is it within the cognitive or emotional capacity for many youths to do without nudging and confined them for long periods of time in different levels of the juvenile justice system.

We know that youth in general thrive when adults demonstrate love and caring and struggle to fight for basic survival when they feel that no one cares, and no one loves them. This is also true in juvenile confinement facilities. In my career as a juvenile justice training and technical assistance provider I have seen way too much of the latter recently. Facilities with deplorable conditions of confinement, the overuse of isolation, lack of relevant programs, and staff and leadership who lack the basic skills to do their jobs effectively. Too many staff and leadership that fall into Father Martin's category of strong people who are not bothering to care or are exhausted from the efforts to try to care. This is not acceptable juvenile confinement practices. As a result of these practices, youth in the facilities act out, assault other youth and staff, tear up facilities, etc. Then, like The Kids of Rutherford County we punish them and try to hold them accountable for wrongful things perpetrated by the adults running the agency.

Fortunately, in my career, whenever I am overwhelmed by my calling to work with leaders and staff to improve their juvenile justice practices, I seek out and find nuggets of love and caring and youth thriving. Whether it be a facility that made it part of their vision and mission to incorporate love and caring into all aspects of practice and policy in their juvenile facilities or the 10 different Thanksgiving Day celebrations on each hall of a large detention center where staff provided all of the food for a family style dinner and which ended with singing, dancing, and laughing so loud you could have been in any family home in America. Or Art Club where two brothers from the local community come into the facility every week to play music (using handmade instruments) and help the youth express themselves in creative and visual art. What I have found, is that these nuggets exist. They are in the facilities that are willing to think using a non-traditional approach to confinement programs, to take calculated risks, and to demonstrate caring. It is where we also find staff and youth are thriving.

Is the sin really in the failure to bother to care?

Absolutely, but with the caveat provided to us by Father Martin. The strong, who have the capacity to care but don't is where the real sin lies.

Sadly, in a footnote to this article I experienced, yet again this past week, what happens when the adults who have the power, capacity, and knowledge of how to care, just don't. Youth can and do die as a result.

BONUS FEATURES

[**OJJDP Is Committed To Investing In Youth Mentoring Initiatives Nationwide**](#)

[**Connecticut's Turnaround Of Troubled Juvenile System Sets A Standard, Says Justice-Equity Organization**](#)

[**Youth Detention Center Superintendent Illegally Locks Kids Alone in Cells**](#)

[**Secrecy Shields Powerful Adults in Our Juvenile Justice Systems**](#)

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PROFESSIONAL DEVELOPMENT



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FAMILY SUPPORT & SERVICES



[Editor's Note: The following is reprinted with thanks to the authors and Child Trends and was first posted on December 13, 2023]

SUPPORTING DIVERSE FAMILY STRUCTURES THROUGH SOCIAL SAFETY NET PROGRAMS

By Lisa Kim, Deja Logan and Mindy E. Scott

A collection of programs and services known as the social safety net aims to ensure the well-being of children and families with low incomes by providing government support to fill gaps between these families' resources and their needs. However, because safety net eligibility standards often center middle class families led by two married parents—and fail to account for the needs of a diverse range of family structures—this brief provides recommendations to policymakers on creating a more equitable social safety net.

Families do not exist in isolation but are instead deeply connected to the socioeconomic and policy environments in which they live. Changing economic conditions play a key role in how families live and form. For example, research has shown that economic stressors, such as job instability or recessions, can influence family formation, leading to shifts in living arrangements, delayed marriages, or changes in childbearing behaviors. Historically, some policymakers have promoted the two-parent, married household as a potential solution to poverty, and have often framed this household structure as a way to enhance economic stability for families.

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BONUS FEATURES

[Police Officers Can Help Prevent Domestic Violence](#)

[Cannabis Use In Pregnancy Linked To Small Birth Size, Other Poor Outcomes](#)

[Remembering the Sandy Hook Victims](#)

[Medical Breakthrough for Postpartum Depression](#)

[HHS to Improve Maternal Health Outcomes](#)

[When Grandparents Raise Grandkids](#)

[New Opportunity for Support: Bridging Systems for Kinship Families](#)

[FDA Clears First At-Home Kit for Artificial Insemination](#)

[How to Reconcile With an Estranged Relative](#)

Enjoy! ◇

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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 author, Medscape, and was posted December 18, 2023.]

SICKLE CELL CRISPR GENE THERAPY MAY OFFER PATIENTS 'FUNCTIONAL CURE'

By Liam Davenport

SAN DIEGO, California — Earlier this month, the US Food and Drug Administration (FDA) approved two gene-editing therapies for patients aged 12 years or older with severe sickle cell disease.

One therapy — exagamglogene autotemcel or exa-cel (Casgevy) — is the first to use CRISPR gene-editing technology, and could "provide a one-time functional cure to patients with sickle cell disease," said Haydar Frangoul, MD, of The Children's Hospital at TriStar Centennial, Nashville, Tennessee.

Frangoul, who presented a recent interim analysis on the therapy at the American Society of Hematology (ASH) annual meeting, reported that one infusion of exa-cel prompted rapid increases in total hemoglobin levels and almost completely eliminated a common and painful complication of sickle cell disease that can lead to irreversible organ damage, known as vaso-occlusive crisis.

Overall, the gene therapy led to "a rapid, robust, and durable increase in total hemoglobin to normal or near normal levels," Frangoul said.

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BONUS FEATURES

[Social Support Is A Superpower](#)

[How Bright Your Candle Burns...](#)

[ADHD Tied to Keratoconus in Males \[Excessive Eye-rubbing\]](#)

[What Does the Term 'Emotionally Unstable' Mean?](#)

[5 Common Failures in Personal Finance](#)

[How to Rest, for Real, When You're a Very Anxious Person](#)

[Why You Might Not Find Your Favorite Cold Meds at the Pharmacy](#)

[The importance of HIV Awareness and Sex Education in Latino Communities](#)

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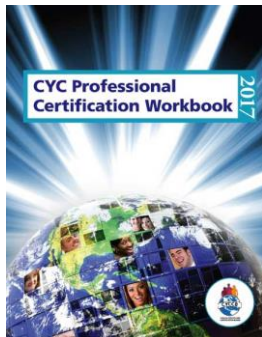
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“If the only tool you have in your toolkit is a hammer, you tend to see every problem as a nail.”—Abraham Maslow



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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, and Leadership Right, and was posted December 14, 2023.

For more on Leadership Right go to <https://www.leadershipright.com/>]

LEADING THROUGH INCLUSION

By Adam Danyal

In the constant push to hit targets and deadlines, even the best leaders lose sight of a core truth: leadership is ultimately about people. We become absorbed in tasks and outcomes while ignoring emotional needs. Our teams may excel, but at the expense of loyalty and morale. No one feels recognized as a complete human being.

Great leaders never lose sight of people. Like gifted waiters reading cues and customs, they pay attention to emotional needs. They make time for genuine check-ins, using warmth and empathy to create a welcoming culture where every team member feels respected, valued and heard.

Do your people feel you truly "see" them? Make connection a priority through small but impactful gestures. Greet each person daily with a specific comment showing you notice them. Share laughs. Check on projects special to them. Even just learning how they take their coffee makes people feel recognized.

Inclusion means embracing empathy's quiet daily discipline, not just during crises but always. It's understanding that every team member wants to feel welcomed and essential. And that leadership isn't always glamorous but profoundly relational.

How can you promote an environment where no one slips through the cracks? For waiters, it starts with a smile. For leaders, make it a personalized welcome. Inclusion's small gestures will lead to immense rewards. ◇

[SEE MORE](#)

[ALSO SEE: "The Servant Leader" by Ken Blanchard and Phil Hodges](#)

BONUS FEATURES

[Build a Strategic Roadmap for DEI to Avoid Stalling Out](#)

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[Why The US Is The Only Country That Ties Your Health Insurance To Your Job](#)

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

A CHILD AND YOUTH CARE PRACTITIONER'S ATTITUDE OF GRATITUDE

I first need to express my gratitude to some of my colleagues at Kent State University who first alerted me to their research regarding the benefits of expressing gratitude (Toepfer et al., 2009; Toepfer et al., 2011). According to the Standards for Practice of North American Child and Youth Care Professions, a child and youth care (CYC) practitioner has a responsibility to maintain both physical and emotion well-being (Association for Child and Youth Care Practice, 2017). Expressing gratitude is one effective way to support self emotional well-being.

According to Brown & Wong (2017), expressing gratitude changes you and your brain. It has positive emotional benefits for both the giver and receiver of gratitude. It may take time to see the benefits, yet the benefits (e.g., happiness, well-being and positive mood) of expressing gratitude may actually increase over time. There is some evidence that benefits may occur even if the expression of gratitude (e.g., writing a letter of gratitude) is not shared with the potential receiver. See Allen (2018) for a brief summary of research pertaining to the science of gratitude.

With my family and many others there are often many things for which I am grateful. For this column, I will strive to limit the number of individuals and the list of gratitudes for each person. I am making this list to model one way to express an "attitude of gratitude" for the my audience.. However, providing this list is likely more beneficial for me than for the reader.

My father, a decorated WWII veteran who survived the Battle of the Bulge and returned home when many of his fellow soldiers did not.

My mother's unconditional love and messages of hope for the future and values pertaining to the importance of mutual respect and understanding of and caring for others, work

ethic, and humility-yet the importance of "standing up for oneself and others" when necessary.

My brother Craig's belief in God and inspiration to achieve.

My brother Ray's tireless work ethic and his willingness to listen to me yet often provide other viewpoints. He also provided an example of courage adjusting to his lung cancer and loss of eyesight.

My spouse's (Rosemary) unconditional love and commitment to me and our family. Her caring and energetic service to others in her previous work and current volunteering.

My daughter's (Brooke) "spunkiness" and determination as well as her ability to "stand up" for what she believes is right.

My son's (Brandon) strong work ethic, family values, and ability to relate to and help others.

My grandchildren (Kai, Keilani, Emma, & Carter) who provide me glimpses of their growth and development and help me continue to cherish their uniqueness and individuality. My children's spouses (Fernando & Jamie) who provide their love and support to my children and grandchildren.

My childhood senior-aged neighbor who asked me to call him "Grandpap." He scolded my intimidating 6' 6", 300 pound father for not letting me leave my yard and play with neighborhood children. He helped expand my life boundaries and support my early socialization. In his honor, I have asked my grandchildren to call me Grandpap-although they have shortened my name to "Pap."

Frank, Eddie, and George Szegedy who were childhood friends and members of our club called the "Paratroopers." I'm not sure how we determined the name of our club. Anna Szegedy who often "looked-in" on my mother when she was ill.

Mrs. Whoolery who provided friendship and support for my mother after my father passed.

David Ramsey, my best friend during our adolescent years. He was there for me when I needed a friend the most. Of course he also was a major contributor to many of the shenanigans that we caused in our "neck of the woods." He helped get me into and out of much trouble.

Tom Caldwell, a friend who was the only one to express concern for me when my uncle and grandfather passed away within several months of each other.

Sister Madeleine Rybicki, a frequent traveling companion to various CYC meetings, conferences-always helping this shy professional connect with others and always helping to support my professional development.

Frank Eckles, a colleague and friend, who kept me connected to the field of CYC and provided many "Friday pep talks."

Andrew-Schneider Munoz who asked me to co-edit the Journal of Child and Youth Care Work.

Helen-Jean Cardina who provided the best advice for me when my mother was dying – “Forget about work. Go to her now!”

Patty Caplan who partnered with me on numerous training and conference presentations and also supported me when my mother passed away.

Karen VanderVen, my thesis advisor who continued to support my career via numerous letters of recommendation and ongoing support.

Hans Pitsch, supervisor of my first administrative position who helped me transition into the role of CYC supervisor and administrator by providing an example of high integrity and competence.

Theodore Chandler, my doctoral dissertation advisor who provided sound advice to enhance my work and helped me navigate bureaucratic obstacles to complete my dissertation.

The numerous CYC colleagues, young persons, and families who helped me (and continue to help me) develop competence as a CYC practitioner.

Many persons unknown to me who helped in many ways often unknown to me such as our military personnel and other public servants keeping us all safe and those persons from several churches who prayed for my son when he developed a blood disease at age two.

Michael Mitchell, Editor of the CYC Advocate, who enables me to write the Accidental Practitioner column.

As I write this column, I am thinking of so many others not yet mentioned but, will continue to express my gratitudes in my own private way.

In conclusion, I want to highlight that much empirical evidence also supports the importance of the relationship between spirituality and emotional well-being. Although readers may have different ways of expressing their spiritual beliefs, I would like to thank God for all of the above and much more!

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Enjoy! ◇

Illustration: Jerry Kimbrell on Pixabay.com

USING YESTERDAY FOR TOMORROW [New Column]



By Angelo "Chip" Bonsutto, Ed. D., CYC Advocate Staff Writer

[Editor's Note: While Chip has run occasional pieces in past issues of the CYC Advocate, this column will be a regular feature starting with this issue. Welcome aboard, Chip!]

**WHY DID WE STAY? STORIES FROM THE
FIELD OF CHILD AND YOUTH CARE**

Christmas Eve, 1983 was the beginning of the coldest Christmas on record in Northeast Ohio. Temperatures over the next 24 hours would range between zero and minus 15 degrees. Newscasts of the day showed the 12 foot waves of Lake Erie crashing over roadways, making them impassable and deadly fields of ice. Fueled by a 40 to 50 mile an hour northerly wind, the Lake Effect snow machine powered by the relatively warm waters of Lake Erie produced snow drifts of close to 15 feet in some areas burying cars, roads, and Christmas cheer.

I was in one of those areas. Recently promoted to Head Child Care Worker, I was responsible for some 20 boys between 10 and 12-years old living in a residential program. Located on the first ridge where the last Ice Age glaciers stopped, we had a clear view in winter through the trees into downtown Cleveland. Tonight, the view was blinded by the blowing snow. The wind whistled through the ill-fitted nearly 70-year-old windows of the large brick cottage. These single paned windows did little to keep out the cold and the boiler in the building was working overtime to keep up. It was a bit after 11 pm as I got the boys dressed in their suits for Midnight Mass that had been a nearly 80-year tradition on this residential campus. In those days, the agency administrator was a priest and tardiness to Mass was not an option.

The boys were excited by the coming day and, to a degree, fearful. They wondered if their parents would pick them up tomorrow, Christmas morning, for their visits. If I answered the question once, I answered it a few hundred times. In those days, no children left until Christmas morning. For children in residential care in the 1980's visits were an earned privilege, and all the children in my unit have worked hard to gain the programmatic levels to have a leave. Christmas, in those days and for those boys was a powerful motivator.

My answers were always positive and hopeful but as I opened the large oak front door, I caught a snow filled blast of painfully fridged Ohio air. Through the horizontal bands of

snow, I looked over to the lot where I parked my car some eight hours before. Only part of the passenger side bumper was visible under the white wind carved blanket of snow. As I pulled my scarf over my mouth, I knew in my soul that no one was coming tomorrow.

There is a saying in child and youth care work that people only stay in the field until something better comes along. Over the past four decades, I've been a direct care worker, manager, administrator, therapist, and professor. I've hired and worked with thousands of child care workers, therapists, foster care case managers, nurses, and other helping professionals. Some have been with me for just a few hours like the guy in the mid-1980's who told me he had to get something out of his car a few hours into his on-the-job training. I am still wondering where he parked his car as he never returned for the shift or my calls. Still others have worked with me on and off for decades while many more have moved on to other positions and agencies in the field. Even more have drifted into different fields and careers.

Over the years, I've heard the reasons why people leave. Poor pay, poor opportunities for advancement, fear of the children we work with, lack of social recognition, poor managers, poor training, working in conditions of being short-staffed, the impact of secondary trauma, and the long, long hours. There are books, presentations, and many a college seminar on what drives people from the helping professions. Any individual that has spent any time being a manager of social workers, nurses, or child and youth care workers know the reasons why people leave. We know the countless names of staff who have left to sell cars, work in restaurants, or join the insurance industry. At conferences, I often run into former managers or co-workers and we play the game of "do you remember so and so? What ever happened to him?"

Sadly, I understand why people leave. I have spent a career of playing a version of whack-a-mole in addressing the various issues that plague the field. Many of these interventions impacted turnover. Yes, I could reduce turnover and, in some years, eliminate it; however, it was always hiding in the shadows, waiting to return. Within the past decade, I have started asking the question "What makes people stay?"

Though the Mass and small church was quite beautiful at Christmas, my attention was not focused on the ceremony. When one is responsible for 20 boys with a host of behavioral needs, one's focus is on making sure that they maintain some type of decorum. Stern looks, hands on shoulders, and quietly "shushing" was a constant through the near 90 minute event. For such a cold and blistering night, the small church was packed with over 300 children, staff, and families that braved the weather. As the Mass continued, I could still hear the blizzard taking place outside. The wind made the old windows hum, snow blasted the glass. With each passing minute, I knew that no one was coming for "my boys" tomorrow.

What are the reasons we stay while many of our co-workers ventured into other fields, endeavors, and drift off into a different way of life. Over the last few years, there has been movements at many helping companies and organizations to share the collective "whys" of their employees. As hiring has become a challenge, these "whys" are often used to demonstrate the "benefits" of working for a specific organization or within a particular field. When applying for a new job, one is often asked the "why question." By searching the Internet, one can find hundreds of posts and articles on how to answer the question, "Why do you want to work here?" If you have been part of the interview process, you have heard hundreds of "I-want-to-help-people" answers. Frankly, I don't think I ever hired anyone on how well they answered the question. However, I have not hired scores of individuals on how inappropriately or badly they answered.

Over the decades, I have learned that our "why" keeps us here or leads us away. Over the last several years, I've been an adjunct professor at Kent State University providing a course on child and youth care professional development. With my students, I spend a great deal of time getting them to understand their why. As with all individuals, what defines us are the gifts we were born with, the how and environments we were raised, how we have handled our successes and failures, and how trauma has impacted our lives.

As it was explained to me at the point of hire some two years earlier, one of the benefits to doing the overnight at work after the end of your eight to sixteen hour shift was you could sleep. Of course, you were responsible for everything that happened during the overnight but you could sleep. As I quickly learned, you didn't sleep on your overnights. Yeah, you might dose but you didn't sleep. Each creak of the old building, each child getting up to use the bathroom, each giggle out of the dorms, kept you awake and alert.

So, after Mass I bundled up my gaggle of boys and marched them the few dozen yards from the old church back to the cottage. As with all children, they were tired, yet excited on Christmas Eve. They were also hopeful that their parents would arrive in a few hours and liberate them for a day or so while showering them with gifts and food. For most of the youth, it was just a hope as they knew that going home often meant no food or gifts. But still home is home and few ever admitted the painful truth.

In those days, the bedrooms of "my" cottage were basically two large dorms on the second floor. Ten to twelve beds arranged in rows in each dorm. Shortly after Mass and I got the boys upstairs as my second staff, Matt, began to venture home. His car started, and even though most roads were beyond being drivable, he like any 20-something, invincible male drove home. I sat on an office chair with the dorm doors propped open, as the boys nervously drifted off to sleep.

For each of us, our "why" is uniquely personal. As a manager and professor, helping others define their "why" is extremely important in the "helping profession" fields. During the Child and Youth Care Certification process developed by the Association for Child and Youth Care Practice (ACYCP), one of the first questions options in the Portfolio is related to looking at one's "why." I simply refer to this as the "Why in God's name do you want to do this for a living?" assignment. Yes, for me it is tongue in cheek.

The major project in my class is completing the ACYCP Portfolio. In recent years, I have required my students to select the "why" option. Our "why" is not a simple question to answer. It is rather complex. It often includes many parts. Helping students and staff delve deep into what has help create their why often results with individuals staying in the field. We know that in various talk therapies, sharing and defining one's trauma helps one to manage one's trauma. Similarly, defining one's "why" strengths our commitment to the individuals we work with, our commitment to the field, and our work. When the chips are down, our "why" keeps us in the game.

Shortly before 8:00 am, I started waking the boys. A few minutes early, I was called by the other staff joining me Christmas morning, that he was on his way but he had to shovel himself out and his street wasn't plowed yet. I would be working alone this morning.

I sent two of the boys to start setting up for breakfast which was basically cold cereal and toast. The boys excitedly started getting dressed. And then the calls started. For the next 30 minutes or so, I answered a dozen or more calls from parents telling me that they didn't know if they could pick up their son. I had each parent speak with their child and deliver

the news. Some boys slammed down the phone, others sulked away tearfully. By breakfast, all but two sets of parents have called to say that they couldn't make it or doubted they would make it. Few ate or spoke during the meal.

I was sure I wasn't getting out on Christmas either. I told my young wife not to wait for me and that I would catch up with her somewhere. I looked outside at my car and could no longer see it under the snow. I resigned myself to the fact that Christmas 1983 would be me and 20 sobbing and angry children. During most of the year, this group tried to act tough but, on this Christmas morning, they were little boys again.

And then something amazing happened. I heard a knock at the door. As I opened up it, I saw one of "my" boy's fathers. His car was still running in the road in front of the building. A few minutes later another set of parents arrived. By 10:00 am, the other staff on duty finally made it to work. By 3:00 pm, somehow every parent for every child showed up to pick up their son. A few couldn't get their cars started but found rides. Two sets even took public transportation that was still somehow running to come and at least visit with their son.

In the years that followed, I've often seen children disappointed by the adults in their lives. Many have been profoundly damaged by parents and other caregivers. Often, my staff and I have been there to pick up the pieces. However on one Christmas, I watched over 20 families rise to the occasion. They did the impossible on an impossible but important day.

Each Christmas, I am reminded of that Christmas some 40 years ago. It has become part of my personal "why." When working with kids, there is a light even when one isn't obvious. Even the impossible is possible. From darkness comes hope. Even the most challenging parent, can rise to the occasion. To paraphrase Winston Churchill, never give up. The children are too important.

By 4:00 pm, my father showed up at my office giving me a ride to my family's festivities. He had already picked up my wife and she was at my parent's house. A few days later, my car thawed from the frozen tundra of Greater Cleveland.

Another Christmas miracle.

About the Author: A.M. "Chip" Bonsutto, Ed.D., has worked in child and youth care work since 1981. He spend 29 years working in residential programs and the last 13 years as the Executive Director of Ohio and Indiana MENTOR, a therapeutic foster care and behavioral health agency. Recently retired from full-time work, he continues to consult and will begin his seventh year as an Adjunct Professor at Kent State University in Child and Youth Care Professional Development. Chip can be reached at ambonsutto@zoominternet.net or his Kent State email at abonsutt@kent.edu.

Illustration: Chip Bonsutto

GLOBAL PERSPECTIVE ON YOUTH AND CHILD CARE WORK



[Editor's Note: The following reprinted with thanks to the HHS (Health and Human Services) Partnership Center and was first posted December 18,, 2023.]

TOOLKIT OF BEHAVIORAL HEALTH RESOURCES PERTAINING TO THE ISRAEL-HAMAS CONFLICT

Check out this list of resources developed for those working with and supporting individuals and communities emotionally impacted by the Israel-Hamas conflict and is intended for various populations and service sectors.

[GO HERE](#)

BONUS FEATURES

[LGBTQ+ Rights Are Under Assault Across the World](#)

[Webinar - Critical Perspectives On Residential Child & Youth Care: An International Conversation \[Feb. 14, 2024\]](#)

[France Grounded Plane: Who Are The Child sellers?](#)

Illustration: geralt on Pixabay.com

SPECIAL BULLETIN

ACYCP FOUNDER GETS SPECIAL MENTION IN CROATIAN CYC MEDIA



**Carol Kelly, Ph.D.
1939-2017**

"I am very happy to share with you that the 3rd issue of our magazine for experts in alternative care for children and youth Alternativni MOD/DOM is finally published. Part about the USA (which includes short memory on dr. Carol Kelly[Phy. D.] interview with

Judy and James...) is on pages 46.-58.

That part is in Croatian but Google lenses do good with translation.”

[ACCESS MAGAZINE HERE](#)

I hope you will enjoy it.
Thank you for all the support and help.”

Ljiljana Ban

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>



SAVE THE DATE!
**"Shaping Tomorrow's Care for Children and Youth:
Quality and Innovation in Alternative Care"**
FICE International 35th World Congress
Split, Croatia
23rd to the 25th of October 2024

(See Ad Below)

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 NPR (National Public Radio) and WBEZ Chicago and was posted

December 17,, 2023.]

THE YEAR MAHBUBA FOUND HER VOICE

The young refugee from Afghanistan arrived on the doorstep of a Chicago school. She was deaf and had no previous exposure to formal sign language. What happened next was transformative.

ahbuba loves recess. Sitting in front of an overstuffed toy bin, the 6-year-old Afghan girl picks out a small collection of wooden dolls. She gives each doll a name that she signs with her hands.

A year ago, this level of play was unthinkable. Pushing back her royal blue headscarf, Mahbuba begins moving the dolls across a two-dimensional playground that she's sketched on a notepad. In a busy daytime scene, two dolls fight over the swingset, a drama she relates through pantomime. Another kid sits on the bench. Mahbuba, who was born deaf, is fastidious in her telling — every character is introduced and their plot arc complete.

[READ MORE](#)

BONUS FEATURES

[5 Effective Studying Methods for Every Kind of Student](#)

[Are You A Trauma-Informed School Personnel? Paces Connection Would Love To Talk With You!](#)

[UNCF Celebrates 80 Years And Remarkable Comeback Campaign](#)

[Overpolicing Is No Way To Keep Kids Safe at School](#)

[School Systems Can Use Toolkit To Ensure That All Employees Experience Wellness At Work](#)

[Efforts To Erase Student Loan Debt Have Now Reached 3.6 Million Borrowers](#)

Illustration: Jane Carmona on Upsplash.com.



[GO HERE](#)

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

Enjoy!

CYC AND NONPROFIT ADVOCACY



[Editor's Note: The following is reprinted with thanks to The Good Men Project and was updated December 18, 2023.]

DISABILITY, A WORLD TO BE ADAPTED AND NOT THE OTHER WAY ROUND

No more than you, no less than you, equal to you, in terms of rights, opportunities and duties.

The United Nations in 1992 declared December 3rd as the International Day of Disability. The aim is to promote the rights and wellbeing of persons with disabilities in all ambits of society and development, as well as to raise awareness of their situation

in all aspects of political, social, economic and cultural life.

In Chile, after the advent of democracy and in accordance with the evolution of international law, in 1994 the National Congress approved Law No. 19.284, which regulated for the first time in our country the rights of persons with disabilities with an intersectoral approach.

According to UN data, it is estimated that around one billion people live in the world with disabilities and a large percentage of them live in developing countries.

Figures on disability in Chile

The recent study of the National Service for Disability (SENADIS) showed very decisive figures regarding disability in Chile, around 2,703,893, 17.6% of adults (over 18 years) live with some level of disability and around 587,000 thousand children and adolescents are added to the above being a total of 14.7% of the child and adolescent population.

The same study gave the following figures regarding disability, 21.9% are female and 13.1% male, in the adult population. The discrimination figures are aberrant, the average years of schooling of a person with a disability is 10 years and in the area of labour inclusion the gap is even wider.

Another factor that is influencing the large increase in the number of people with disabilities is the ageing of the population and a state that does not update public policies aimed at people with disabilities, let alone allowing the full participation of people with disabilities in the development and elaboration of these policies.

READ MORE

BONUS FEATURE

[**Need Help Ending Homelessness In Your Community? Contact Your USICH Regional Advisor**](#)

[**Child Care Gaps In Rural America Threaten To Undercut Small Communities**](#)

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!**](#)

[**House**](#)

[**Senate**](#)

[**National Conference Of State Legislatures**](#)

[**TAKE ACTION HERE**](#)

Illustration: debaasbe on Pixabay.com

FROM THE HILL



CYC REGULATIONS, LEGISLATION & COURT RULINGS

[Editor’s Note: The following is reprinted in part with thanks to the office of USICH and was released as an official press release on December 15, 2023.]

A YEAR OF FEDERAL ACTION TO ADDRESS THE NATION’S HOMELESSNESS CRISIS

Like President Biden, I believe that every American deserves a safe and affordable home. Like air, water, and food, housing is a basic human need required for the health of individuals, communities, and nations. I also believe that homelessness is preventable and solvable.

Our nation’s response to the COVID-19 pandemic demonstrated that homelessness is a policy choice. During the height of the pandemic, the nation came together and chose to

invest more in housing, health care, income supports, and other wraparound services to prevent people from losing their homes in the first place. The 2021 American Rescue Plan provided the single-largest investment in addressing homelessness in U.S. history. As a result, between 2020 and 2022, we collectively halted the rise in homelessness that had begun in 2017. This showed that progress is possible—even in the most difficult of times.

As I traveled to communities across the country over the past year, however, I witnessed some of this recent progress being undone now that pandemic-era protections for renters and families have expired. Rental costs continue to rise, and communities are facing the reality that the pandemic exacerbated mental health problems and substance use disorders for many Americans. Simply put, the American Rescue Plan held off the rise in homelessness that we are now seeing.

[READ MORE](#)

BONUS FEATURES

[New Approach to Reforming HIV Criminalization Laws](#)

[H.R. 3058, Recruiting Families Using Data Act of 2023 \[Foster Care\]](#)

[New Rule Designed To Protect LGBTQ Foster Children Draws GOP Opposition](#)

[Bipartisanship Across the Nation: A Review of State Child Welfare Legislation](#)

[A Proclamation on National Mentoring Month](#)

[Supreme Court Poised To Uphold Federal Domestic-Violence Gun Ban](#)

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 Dale Curry, Ph.D., who forwarded this piece.]

KIDS CAMP FOSTERS THE TIES THAT BIND

By Karyn C. Schimmels

[Dale's Note: I am forwarding a brief description of a camp program for siblings separated in out of home care that was founded by one of our colleagues in Oregon. It also references a long-term study of the program's effectiveness. Camp counselors are youth workers as well. Many of us begin our CYC careers as camp counselors.]

It was 23 years ago when I excitedly made the decision to volunteer at a camp dedicated to bringing siblings together that were separated from each other in out of home care. The impact that week made on my heart and mind is a memory and a feeling that I will never forget. I never looked back and continued serving every year! In those 23 years, I have attended over 39 sibling camp sessions, and 14+ family camps! This equates to seeing over 3,000 siblings through this program and over 250+ families through of Foster Family camp programs.

We are humbled and so grateful to the 100's of volunteers who have shown up for us each year to volunteer their time and serve these vulnerable youth each summer, the generous donations of in kind services from our business community, donated gifts for the birthday party, and monetary gifts so that kids can go to camp!

One of the significant highlights of the year was receiving a nearly 10 year evaluation study of the work that we have been doing. Our program has been actively engaged in a camper evaluation process with a University evaluation group providing yearly evidence of the value of our work. Our organization has the largest amount of data in the 10 year report as we submitted our data consistently and faithfully for 10 years. In short, the 10 year study concluded that the work that we have been doing is impactful and illuminates strong evidence that their experiences with us can be a positive and impactful turning point in their development. This evidence based article encourages agencies, researchers, and state governments to implement and provide these needed and important sibling reunification services. We are so proud to have this scientific, evidence based proof of the important work that has been done! There is a excerpt in the newsletter below, but if you personally would like to read the article, feel free to email me and I will gladly send it to you.

Our success is because of all of you, who have believed, provided support in so many ways. Thank you so much!

Thank you again for believing in Kindred Matters and us! We hope this holiday season is filled with warmth, love, and hope for 2024.

Karyn C. Schimmels
Kindred Matters
Founder & Board President
971-219-4434
www.kindredmatters.org



BONUS FEATURES

[Could Very Early Treatment Cure Babies Born With HIV?](#)

[These 3 Organizations Are Using Innovative Methods To Help Older Youths In Foster Care](#)

[Yes, Conversion Therapy Efforts Still Exist in Medical Practice](#)

[Best of Youth Voices Rising, 2023 \[Foster Kids Speak Out\]](#)

[Overparented As Children Usually Grow Up To Have These Behaviors \[New Resource\]](#)

[...People With Unresolved Childhood Trauma Say \[This\] Without Even Realizing It \[New Resource\]](#)

[SAMHSA Launches Fentanyl Awareness Youth Challenge](#)

[The State of LGBTQ+ Inclusion in Child Welfare](#)

[Kids and Teens Need Resilience](#)

Enjoy! ◇

Illustration: sasint on Pixabay.com

ACYCP CHARTS STRONG FUTURE AT FIRST ANNUAL IN-PERSON BOARD MEETING SINCE COVID



Back Row: L to R: Tom Plake (Guest.-The Journey); Star DeLuca (Del ACYCP); Frank Eckles (Del. ACYCP); Gene Cavaliere (Del.ACYCP); Frank Delano (Del. ACYCP) ; Christina Scanlon (3rd VP ACYCP); Michael Mitchell (Del.& Editor ACYCP Online Periodicals); Janet Wakefield

(2nd VP ACYCP); Chip Bonsutto (Del. ACYCP) ; Luke Van Denend (1st VP ACYCP)
Front Row: L to R: Melinda Bowman (Guest-The Journey); Jerriann Chandler-Ochoa (Del. ACYCP); Jessica McKinley (Secretary- ACYCP); Jody Rhodes (Pres. ACYCP).

[Editor's Note: Jessica McKinley is a newly elected delegate to the ACYCP Board and has a long list of CYC accomplishments and qualifications to her name, primarily in the state of Indiana. We hope to see more of her writing in future issues of the ACYCP online periodicals, namely the quarterly CYC Advocate and the monthly Membership Memo. From Left Back:

By Jessica McKinley

As I drove north from Indiana to Milwaukee, I kept reflecting on the Cream City and Gloria Lake Summit articles that I read in preparation for our time spent together in the Cream City. These articles were true reflections of the dreams and ambitions of the field. These articles are testimonials to many child and youth care practitioners who are truly advancing the field of child and youth care work. The next day and a half were promising. We kicked off our time together with 14 board members, plus miscellaneous representatives and friends of ACYCP, in addition to another 30+ from ACRC (Association of Children's Residential and Community Services (<https://togetherthevoice.org/>) in a combined dinner at BIRCH Restaurant. The food was tasty and the conversations were fruitful. It was truly humbling to find myself sitting amongst the crowd involved in enthusiastic conversations of every type.

On day 2 we kicked off the conversation with a reflection on the notes from the Gloria Lake Summit. In early 2023 a group of child and youth care leaders gathered again in Gloria Lake (San Diego, California) at the home of ACYCP past-president and CYC pioneer Andy Schneider-Munoz, to assess the developmental progress of the field and provide a vision for future priorities. The conversation reflected each point within the strategic plan and reflected the monumental gains that have been made since the creation of the ACYCP strategic plan in 1992. From this summit, the following recommendations were made to guide the continuing work of ACYCP in the near future.

Packaging & Marketing

1. Strengthen the ACYCP-CYCCB Public Awareness and Partnerships Committee.
2. Consider adding marketing industry experts to the ACYCP Board & Committee Task Force.

Administrative Support

1. Focus on administrators from over 800+ organizations that are likely to be receptive to further support the development of the field.

Coordinated Education and Training Programs

1. Certification needs to be an outcome of all levels of CYC educational and training programs.
2. Initiate outreach to secondary vocational programs; encourage the development of CYC course work based on the CYCCB competency model; and CYC certification and a career in CYC.
3. Continue to support the CYCCB Higher Education Committee and incorporate leaders from CYC training programs into Committee activities.

Universal credentialing standards

1. Continue efforts to obtain DOL recognized occupational title.
2. Secure funding to support the revision/updating of the competency model and certification assessments.
3. Identify potential high school programs that are receptive to developing a CYC vocational track/program.
4. Continue efforts to communicate and collaborate with accrediting and licensing entities so that CYC Certification is recognized at the local, state, and national level.

This reflection of the progress and gains made over the last thirty years established a tone for the remainder of the day. The momentum was felt and drove the conversation and planning.

The announcement of three new ACYCP board members and the retirement of one created an opportunity for diversity and innovative thinking. The Professional Development committee presented a general description of a Child & Youth Care worker, and this was modified and moved to pass motion for submission to DOL.

Frank provided a well-rounded overview of the accomplishments and work of the CYCCB. Frank reviewed six requests and several accomplishments from CYCCB.

Requests

1. A board election (Oct.- Dec) is hoping to recruit expertise in marketing, research, diversity, and people with strong connections within their practice setting.
2. Re-establish the Webinar program between ACYCP & CYCCB
3. The Workforce Connection program is new and under- used. Need to increase number of programs to utilize
4. CYCCB is now selling T-Shirts and Polo Shirts
5. Spread awareness of certification within your organization and beyond
6. Donations are important and do make a difference

Accomplishments

1. Competency revision- currently being reviewed
2. Interim exam revisions- Entry level exam is done, Professional level is in process, with Associate level last.
3. Retraining if all exam proctors- in late 2022, changes to requirements were implemented, all 34 approved proctors have been trained in US and Canada.
4. The Workforce Connection program was launched in 2022 and continues to develop.
5. High school vocational programs- these programs are expected to expand career routes into the CYC profession.
6. Continuing education provider recognition program- new program that will allow organizations who provide continuing education to be listed and recognized on CYCCB website.
7. Partnerships in Indiana continue to flourish. These partnerships have produced over 500 certified practitioners and serve as a state model.
8. Recognizing the relationship between ACYCP and CYCCB and the correlation in mission, values, and purpose of the relationship is critical. Organizations continue to work alongside each other to better serve the Child & Youth Care practitioners, but also those served.

After lunch, Luke led an activity allowing the fifteen-person team to analyze strengths, weaknesses, opportunities, and threats. In doing so a comprehensive list was created that highlighted the trajectory of ACYCP. Being a newly formed not-for-profit organization, we can challenge the work currently being done and soar to unbelievable heights. ACYCP has an incredibly rich 40- year history. Friend of ACYCP, Carol Kelly once said, "...to go forward, we can't forget where we came from." The direction of ACYCP has been shaped by fearless leaders who will continue to guide the work being done today by over 3,000 certified child & youth care practitioners in over 800 organizations!

As I drove home, I reflected on the conversations had, the friends I met/made, and the phenomenal work being done by so many to advance child & youth care. I thought to myself, wow! A group of committed individuals can change the world, they are doing it every day. As I drove home, I felt renewed, reignited, and excited about the work being done and the many contributions to it. The work that has been accomplished will continue guiding the work that needs to be done. We strive to continue building a unified definition of child & youth care workers. Rather we are an OST school-based program, a faith-based organization, day camp, residential care, foster parent, etc. we are all working towards the same goal: optimal development. If we utilize our village and partner and share, we truly can reach our goal collectively and more holistically. ◇

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

POSITIVE EXPECTATIONS AND GUIDANCE HELP CHILDREN AND YOUTH GROW: MY LESSONS FROM THE PAST

I continue to learn in child and youth care work from recalling memories of my direct work experiences from the past (and for me, that would be the early 1960s). I was employed by the Occupational Therapy Department of the New Jersey State Hospital in Trenton, New Jersey. I had previously held positions as a life guard, swimming teacher, and day camp counselor, as well as occupational therapy aide for the children's unit at another state hospital outside of Princeton, New Jersey. But nothing before was quite like what this new experience would prove to be.

The youngsters weren't easy, to say the least. But of course, that can often be the case in our field. The hospital had not really been set up to handle a young population, but apparently there was a need. So when I came along with ready experience, I was hired. You could live on my salary of \$2,700 or so a year in those days. My first task was to get my "treatment room" set up. There was a work table for 3-4 youngsters to be able to sit at, a workbench and a storage closet.

First though, I had to requisition the tools I'd need for the boys to use for the wood work projects I primarily expected to offer them. (Luckily, I had learned about tools and basic carpentry skills from my father at his cellar workbench. During World War II he had this outfitted with supplies underneath in case of an air raid.)

I got my shop room set up with a shadow panel upon which to hang the tools. You'd know before everybody in a group left if a tool were missing. You couldn't let that happen. My "OT" supervisor suggested that I set up a corner bathroom with a portable commode of some kind and a suspended curtain for privacy. Somehow, I managed to do this with a nice cotton print fabric for the curtain. The boys never misused it in any way.

The boys were escorted to the shop by ward staff, who then left, and then it was up to me. The boys would select a project. I'd show some of the materials in the cabinet, the tools and table, and they could pick something. At the first there was frustration, accompanied by swearing and maybe throwing something, "I ain't doing this. Give me something else". I would respond, "I'll help you get started again, but there is no new project until you complete what you already started." A volley of swear words maybe, but they soon saw that I was sticking to this 'policy' and even though I was a young woman then age 24, I had no qualms at doing this.

So out came, made by their hands and my firm guidance, tile hot plates, copper ashtrays, paddle wheel boats, bird houses, model airplanes - the stuff of youthful arts and crafts programs back then.

I eventually got wind that the boys were selling their works to their ward attendants (Analogous to child care worker role).

Now the Occupational Therapy Department that employed me was incredibly strong and well-staffed for a large state hospital system with limited budgets. So I went to my supervisor for advice and said that the children weren't taking their projects home when they went for visits or were visited in the hospital, but were selling them instead.

She actually snapped at me: "It's probably the first time they ever did anything productive!" So of course I changed my viewpoint.

Oh - one last point: In those days there were no "point and level systems" which are used ins some child and youth settings. As some readers know, I have opposed these vehemently for taking away from youngsters who don't have much to start with. Somehow we got through to the youngsters without taking things away from them unless they were a material or object being used dangerously.

The boys were not the only ones being taught. Lucky me. ◇

BY THE WAY



[Editor's Note: The following is reprinted with thanks to Leonard Sax from a press release dated December 19, 2023.]

STRATEGIES TO ENGAGE BOYS IN THE CLASSROOM

Julie Jargon, education and parenting reporter for the Wall Street Journal, reached out to me to ask about strategies to motivate middle-school boys in the classroom. She also asked whether I could recommend any schools that are doing a good job at engaging boys and boosting boys' achievement. I mentioned several schools to her, schools where I have led multiple workshops on this very

topic, including the Obama Academy, a public school in Dallas Texas; and Treasure Valley Classical Academy, a charter school in Idaho.

I have included below a link to her article, just published in the Wall Street Journal. You don't have to be a subscriber to read her article, which I think is very worthwhile. She spoke to school leaders at the Obama Academy and at Treasure Valley and shared their insights.

But here's something she didn't mention. The Obama Academy is a public school serving mostly Black and Latino boys in an urban setting; most of those boys qualify for free school lunches i.e. they come from low-income homes. Treasure Valley is a charter school serving mostly White boys in a semi-rural setting on the Snake River, and only a few of those students qualify for free school lunches, i.e. they come from more affluent households. But none of that matters. Girl/boy differences are more fundamental than, and much bigger than, any differences based on race, ethnicity, socioeconomic status or urban/rural.

Please take a look at the article and let me know what you think!

[READ MORE HERE](#)

[Editor's Note: Leonard Sax, MD, Ph.D. is author of the ground-breaking book Why Gender Matters among several others and is available as a keynote speaker. Go to: leonardsx@gmail.com or Leonard Sax MD PhD | 610 296 2821]

Illustration: Mohamed Hassan

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Questions?

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ACRC's 68th Annual Conference, Right Care, Right Place, Right Time: Revolutionizing the Children's Continuum of Care, will be held May 6-9, 2024. With global attention focused on the urgent, often unmet, behavioral and mental health needs of children, we seek to elevate what is working and re-envision how children and families access care.

ABOUT RAISE



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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ACRC’s 68th Annual Conference, Right Care, Right Place, Right Time: Revolutionizing the Children’s Continuum of Care, will be held May 6-9, 2024. With global attention focused on the urgent, often unmet, behavioral and mental health needs of children, we seek to elevate what is working and re-envision how children and families access care. ACRC is seeking abstract submissions from presenters willing to present an in-person or virtual 90-minute workshop session and/or a research poster for our renowned poster presentation session. Presenters with the voice of lived experience and/or who reflect the diversity of the populations we serve are especially encouraged to submit.



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[MORE RESOURCES HERE, PLUS ASL](#)

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 white. The main part of the banner features a diverse group of seven people of various ages and ethnicities standing together. One woman in the foreground is seated in a wheelchair. The background is a plain, light-colored wall.

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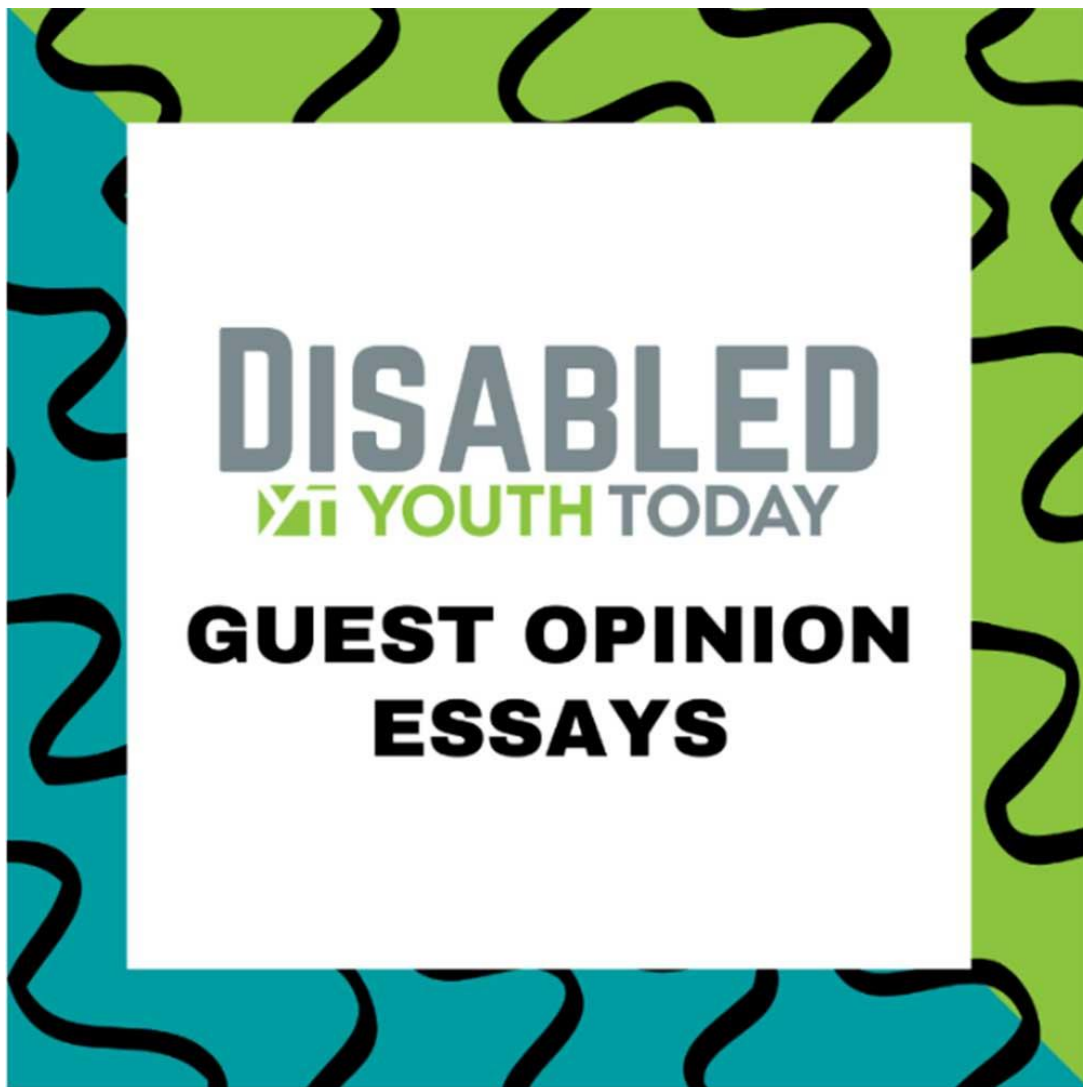
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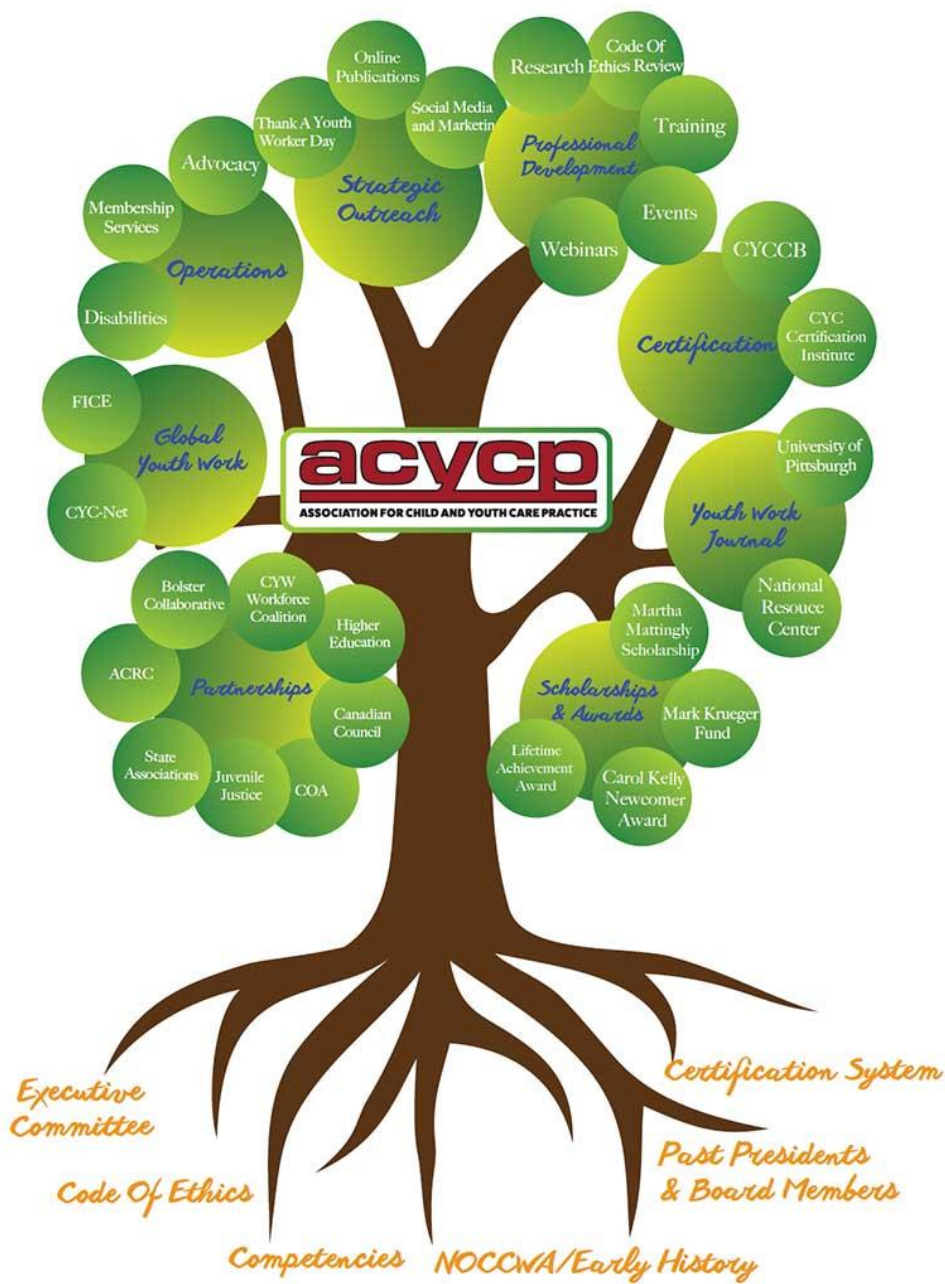


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ACYCP organization tree update, v6.0
10/3/2019

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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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