

## Brain Teaser

(correct entered to win prize)

ships: there are 5 ships in a port

1. Greek ship leaves at 6 and carries coffee.
2. Ship in the middle has a black chimney.
3. English ship leaves at 9.
4. French ship with blue chimney is to left of a ship that carries coffee.
5. To the right of the ship carrying cocoa is a ship going to Marseille.
6. Brazilian ship is heading for Manila.
7. Next to the ship carrying rice is a ship with a green chimney.
8. A ship going to Genoa leaves at 5.
9. The Spanish ship leaves at 7 and is to the right of the ship going to Marseille.
10. Ship with a red chimney goes to Hamburg.
11. Next to the ship leaving at 7 is a ship with a white chimney.
12. The ship on the border carries corn.
13. The ship with a black chimney leaves at eight.
14. The ship carrying corn is anchored next to the ship carrying rice.
15. The ship to Hamburg leaves at six.

Which ship goes to Port Said?  
Which ship carries tea?

email answers to mark @ woodsm@yhrc.org

## upcoming events

- **Come see us at the Wayne County Fair!**  
On Kids' Day, September 8, 2008, YHRC staff will be working at the Mental Health and Recovery Board of Wayne and Holmes County booth.
- **Who says there's no such thing as a Free Lunch?**  
Once again, YHRC will host a series of service provider and community partner luncheons. These typically occur in November—stay tuned for invitations.
- **Visit our new mall!**  
The Fitting It All Together (FIAT) youth mentoring program has an online fundraiser - a mall! Visit <http://visitourmall.com/FIAT> to do your shopping and every time you, your friends or your family make a purchase, YHRC will receive a percentage of the sale for FIAT programs. All of your favorite stores participate - WalMart, Kohl's, Gap, Old Navy, American Eagle Outfitters and Target to name a few.

Please add our mall to your favorites and send this link to your entire address book to spread this exciting opportunity. All earned funds will be used in the Youth Wellness Fund - assisting youth with clothing for school or work, shoes, coats, hygiene products and school supplies. Thanks and Happy Shopping!

CompassRose SFY09 QTR 1

## your human resource center



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Amount \$ \_\_\_\_\_ payment:  one time  semi-annual  quarterly  monthly

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Please send gift to:      Your Human Resource Center, c/o Kevin Bowen,  
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# YHRC CompassRose

QUARTERLY NEWSLETTER OF YOUR HUMAN RESOURCE CENTER

GUIDING INTO THE FUTURE

## we haven't quit on you

While the Governor and state legislature has raided the tobacco monies leaving local programming decimated, YHRC continues to support tobacco cessation. Our youth tobacco program (TAP) continues - refer as needed. Also, our Tobacco Treatment Specialists: Mark Leinbach, Beth McCready and Mark Woods; are all available to meet with clients wanting to quit. Finally, the Ohio Tobacco Quit Line (1-800-QUIT-NOW) is still in operation for Ohioans wanting to quit.

## looking ahead by mark woods, msw, mppm

A compass rose is a figure showing the orientation of the cardinal directions (north, south, east, west) on a map. Throughout history, these figures have been very ornate. Despite their beauty, the rose plays a very simple and specific role - and it is immensely important.

Both a map and a compass are relatively useless without a way to tie them together. This is where the rose comes into play. It is through the compass rose that the compass serves to guide not in just some direction, but the right direction - for specific locations on the map. We can get a good number of places with either a compass or a map, but can only ensure we do so with accuracy and intention by using the compass rose.

So, the YHRC Times is now the CompassRose - capturing YHRC's history, or map, together with our current staff, skills, ambitions and methods, or compass, together to take YHRC forward into an uncertain future.

As such, you may notice that the features and stories have a different focus, but our goal remains that of serving our community - now and in the future.

## board of directors

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## director's report

by robert zeh, phd

Summer has almost come to an end and once again the agency is making plans for the new Fiscal Year. We will be experiencing some financial difficulties in FY09 due to the loss of our state Tobacco Grant and some cutbacks from the Mental Health and Recovery Services Board as well as from other funders.

We have made what we consider appropriate adjustments in personnel, which unfortunately

## this issue

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required the laying off of a number of staff. We believe we have been proactive in this area and intend to ensure that we remain a financially solvent agency.

We also have been fortunate in acquiring a number of new projects. In Holmes County through the acquisition of the Ohio Children's Trust Fund Grant we will be providing LifeSkills Training to most of the schools in the Holmes County area. In Wayne County we have also acquired part of the Ohio Children's Trust Fund Grant which provides us with the opportunity to provide a program called Love's Cradle which will be geared toward couples who have recently had a child but may not be married.

In addition, we have acquired the Holmes County Driver Intervention Program. This program was previously under the sponsorship of the Holmes County Health Department. We are hopeful we will be able to continue this successful program that provides a 72-hour educational experience for individuals convicted of alcohol/driving-related offenses. We believe that our knowledge and experience in this area will enable us to expand this program and offer it to court systems from other counties.

We once again look forward to working cooperatively with the Family Councils in both counties as well as other constituents in the area.

I would like to take this opportunity to thank all the staff for their hard work and dedication to the clients, the agency and the community. Due to recent reduction in staff, many individuals have had to take on additional responsibilities and this is greatly appreciated by management.



family solutions

## between the lines

On May 12, YHRC was notified by the Wayne County Community Foundation of the award of a \$10,000 challenge grant.

This grant will be used to expand the parking lot at the Wooster office - adding 15 spaces to provide more parking for clients and partners.

Being a challenge grant, these funds will be awarded only if YHRC is able to raise the additional \$10,000 necessary to complete the project. We have until May 2009 to raise these funds, but funds will be released (and work can start) as soon as the additional funds are raised.

So, we are asking for your help. If you have been to our office in recent months, you know firsthand the difficulty of parking at times. Any support you can provide to this project will help us ensure we are able to keep up with the demand of our services in the community.

On the back page, there is a campaign gift voucher. Please cut this out and give what you can to support this and other programs at YHRC. Contributors to YHRC projects will be recognized within the project itself.

your human resource center: family solutions



## youth really are experiencing success

one girl's dream becomes reality

by angie giltner, lsw, lcdc III

Nineteen year old, Natalie (\*name changed to protect confidentiality) from Orrville has quite a story to tell. Like countless others, she grew-up in a single-parent home with her siblings. She watched her older sister graduate from the juvenile criminal justice system into the adult system and seriously struggling to make positive choices. At the age of 15, Natalie found herself on probation, smoking marijuana, struggling with her education, and well on her way to following in her older sister's footsteps.

Natalie knew she wanted something more from her life and set her mind to proving everybody wrong. She was NOT a failure, she was NOT a "throw-away child," she was NOT going to become enmeshed in the adult system like her sister, she WAS going to learn how to do things differently.

And so it goes - she became involved in the Youth Experiencing Success Group (Y.E.S.), at the recommendation of her Probation Officer, Nancy Tyrrell, and against her will. This young lady did not enjoy interacting with the other girls, she did not want to spend time away from her friends, and she surely did not want yet another person in her life

pointing out all of her mistakes.

Natalie quickly realized the Y.E.S. Group was different, no one judged her, no one flashed her prior mishaps on a neon sign, and she was treated like a young lady with dignity and respect.

The Youth Experiencing Success Group is a pro-social group that seeks to find, focuses on, and/or develops the strengths of the young ladies involved. It's simple, find what works for the individual and teach them to do more of it. The young ladies involved in the group appreciate the positive nature of the group; they already know what does not work, they just need guidance and support in discovering what does.

"... no one judged her, no one flashed her prior mishaps on a neon sign ..."

The girls also master, "Fake It 'Til You Make It," the group's mantra. They utilize this concept in every area of their lives, school, home, with friends, wherever life takes them. The

power of a positive attitude is greater than a person's desire to use drugs or alcohol, and make poor choices, should they chose to incorporate this concept into their daily living.

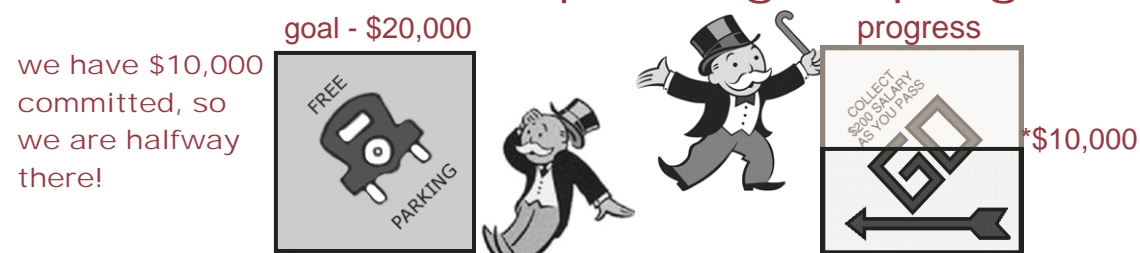
In her growth, Natalie continued to struggle with building lasting relationships with the other girls, however, she trusted the process and me, the group's facilitator. She successfully graduated from the Y.E.S. Group and chose to continue with case management services, which I provided.

Through many trials and tribulations, after 4 years of personal hard work and determination this remarkable young lady achieved what she was told and what she thought for many years she could never accomplish. . . .she WAS going to college.

In 2008, she obtained her G.E.D. and was accepted into The Baran Institute of Technology in East Windsor, Connecticut. She begins classes in October.

I'm so proud of this amazing young woman's tenacity and perseverance, dreams DO come true and can not wait to help her move. *If you believe, you can achieve*, Youth Experiencing Success

## parking lot progress



## summer youth employment & education program: syeep sweeps up

by michele haynes, ba & mark woods, msw, mppm

The Summer Youth Employment and Education Program has finished another successful year. 33 students were employed at one of 12 employer sites. Sixteen students returned from last year. Only 2 students were fired, while 1 quit and one moved away.

Twenty-eight students worked all 8 weeks of the program and 21 attended class - 17 of which attended class from the beginning to the end of the program. Of the 22 required to attend class, 11 had perfect attendance with 6 more attending over 80% of the time. Seven students had perfect work attendance, with 5 more missing only one day of work.

Nine students tested out of class. Of those taking classes, 44% increased their reading scores and 63% increased their math scores.

Guest speakers for the summer program included Ross Riggs,

Retired Chief of Police, Larry and Pat Lang from the Red Cross, Dr. Karin Riggs and Mark Woods, Cynthia Crowner and Angie Giltner from YHRC. Fifteen students toured the Holmes County Office of Higher Education for career exploration and information about the University of Akron - Wayne College.

New this year, a traveling group supervised by YHRC's Michele Haynes visited a different school each week to work with janitors to complete big projects. This project was well received and will probably resume next year. Students completing the program were given book bags filled with school and hygiene supplies including notebooks, pens/ pencils, calculators, toothbrush/paste, deodorant, shampoo/conditioner and soap. Students who excelled in the program also received a letter of recommendation for them to use if they pursue employment else-

where. Two students of this years program are being considered for employment at their summer work site.

One of these students has a particularly special story as she and her brother were in the program, in part to help the family financial situation since their father is on disability. This large family has a number of financial difficulties, but have instilled a strong work ethic demonstrated by the effort of the youth in the program and that the family just received a house from Habitat for Humanity. The student's employer site was pleased with her work and the fact that she got busy right away upon arrival, picked-up on things quickly and was good at following directions. Because she didn't have to attend classes (she tested out!), this student was able to dedicate her time and effort to her work and may be brought on permanently because of it. Good work!

## current trends

Adolescent Community Reinforcement Approach (A-CRA) is a comprehensive behavioral program for treating substance-abuse problems. It is based on the belief that environmental contingencies play a powerful role in encouraging or discouraging drinking or drug use.

Consequently, it utilizes social, recreational, familial, and vocational reinforcers to assist clients in the recovery process. A-CRA's goal is to make a sober lifestyle more rewarding than using one. A

-CRA is a SAMHSA model program and listed on the National Registry of Evidenced-Based Programs and Practices (NREPP). Angie Giltner, LSW, LCDC III, was one of five people in northeast Ohio to achieve the distinction of being certified as a counselor and one of two people who passed the supervisory portion of the certification process. ODADAS and the Mental Health and Recovery Board of Wayne and Holmes Counties oversaw and provided support for this process.

## employee recognition

Angie Giltner was recognized in July for her work with A-CRA (see current trends above).

Elizabeth Snedeker has been doing a great job with client assessments and productivity. She was recognized in August.

Linda Reynolds was called back from layoffs to cover Jody Hart's absence as she recovers from surgery - god speed to Jody.

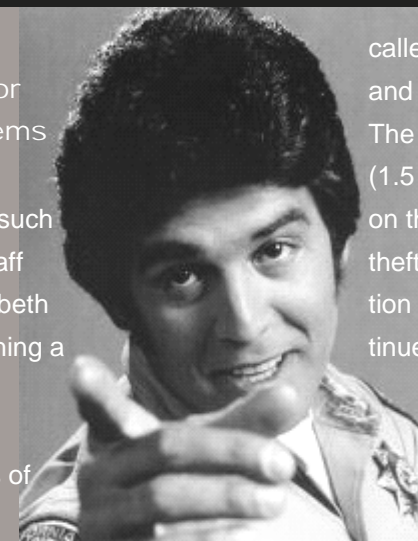
Patti Wendling has taken a new role in the Breaking the Barriers program at the Millersburg office.

Deborah Griffith had her baby on 07/20! Congratulations!

## questions & answers

q: What resources are available for myself or my client with problems stealing?

a: Thanks to the question of such a program by probation staff and the response by Elizabeth Snedeker, YHRC is launching a new program to work with adults who steal or have problems related to issues of



called TARP - Theft Awareness and Reconciliation Program.

The program runs for 4 weeks (1.5 hours a week) and focuses on the underlying issues of theft and victimization. In addition to TARP, YHRC will continue to offer the Shoplifter Therapeutic Outpatient Program (STOP) for youth with problems stealing.