

The Association for Child and Youth Care Practice Inc.



THE CYC ADVOCATE

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.*

The Journey: 2016 International Youth Worker Exchange- Vienna, Austria

By Janet Wakefield



"It was the first time the Afghanistan youth had met an American who was not an American soldier and they didn't realize Americans could be so nice."

Staff member from English camp for traumatized unaccompanied minors with Therapeutic Communities, Vienna, Austria

Thirty-four Journey Fellows from Indiana embarked on an adventure of a lifetime as they combined the 33rd FICE Congress & 2nd CYC World Conference - "Together Towards a Better World" with homestays and program visits with Youth Workers around Vienna. Stefan Bauer and Veronika Scharer from Therapeutic Communities organized the incredible opportunities to connect with these Youth Workers and their families. "Austrians are not like Americans, they are not used to opening up their homes," said Stefan as he worked to find a spot for all 34 of the Americans to be hosted by Austrian Youth Workers. "It is the experience with the Austrian Youth Workers in their homes that change a colleague into a friend." Janet Wakefield, Journey CEO, explained. The Journey will host Austrian Youth Workers in Indiana in the next year.

The Journey International Youth Worker Exchange began in 2003 and has visited six other countries including, U.K., Mexico, Canada, Australia, New Zealand, and Kenya. The International Youth Worker Exchange is a chance for Indiana youth workers to connect globally with youth workers in other countries to learn from each other about best practices with young people, to increase understanding of different cultures, to learn about academic preparation of youth workers; and to build long lasting relationships with youth workers from around the world.

The unexpected outcomes of this trip have ripple effects that benefit the individual youth worker, their colleagues, their organizations, and ultimately the young people served. The significance can be seen in the little things that mean so much:

- Cross-generational group travel together - students sitting next to an experienced youth worker for a nine-hour flight or staying together in a home stay. One-fourth of the participants on this trip getting their passports for the very first time
- Youth Workers being asked about their country, their politics and the influence of the USA in other countries
- Participating in workshops and discussions with Youth Workers from fifteen different countries around issues faced by all countries
- Connecting with friends from previous trips and experiencing Austrian culture and people
- Meeting youth and hearing their stories and aspirations
- Showing up as professional Youth Worker with other professional Youth Workers and the esteem they gain from being recognized in the bigger world of youth development

Janet Wakefield
Journey CEO
ACYCP Board Member

**"The test of the morality of a society is what it does
for its children."**



Dietrich Bonhoeffer
(1906-1946)

[Dietrich Bonhoeffer on Wikipedia](#)

[Visit the Bonhoeffer Center](#)

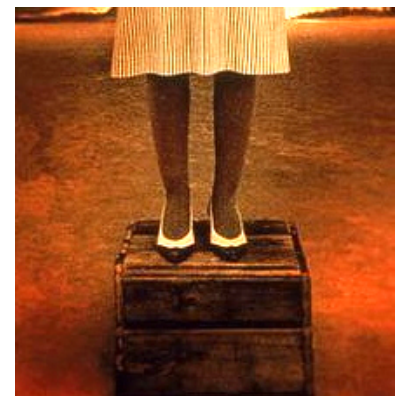
From the Soapbox...Again!

PLAY A GOOD GAME AND DO POKE AROUND ABOUT IT!

by Karen VanderVen, Ph.D., Professor Emerita Department of Psychology in Education University of Pittsburgh

Every now and then I like to abandon my Soapboxing about serious issues facing the field and focus on something that is fun and in fact not irrelevant to some of the vexing issues.

So let's look at the current game rage, Pokémon Go. Naturally most of the players are youthful but not all of them. Even the AARP Magazine had an article about the game. A mere free download onto your mobile telephone and you're ready to get started - rather to get going! You select an avatar that you can actually name, and you are ready to go out walking seeking the appealing array of animals that you can capture using Poke Balls that you acquire by visiting Poke Stops. By an amazing GPS process your screen actually reflects the general topography of where you are and where you move. If a blue circular image pops up, you are at a Poke Stop. These stops mark areas of interest - historical or otherwise. So in the process of acquiring



more balls, you learn more about your location - maybe things you never knew. There's a lot lot more to the game, but this is the general idea.

So... even though I'm very much a novice, I've gotten a sense of the benefits of this game. What are some of them?

Intergenerational Relationships.

In a more Soap boxy way in the past I have advocated extending our client group to people of all ages because in many ways we work with a multi-aged client and colleague group and because people of all ages need what child and youth workers provide. Everybody comments about how more 'mature' people learn about technology from younger people - a reversal of the usual older teaching the younger model. So indeed somebody younger than you are may teach you the game (which has been introduced to me by my son). What fun it's been going around to the Poke Stops, being tutored in the game and exchanging notes. What an empowering thing for a child or youth to be able to be the authority.

[READ MORE](#)

Carol's Corner of the World...

USA CONTRIBUTES AND BENEFITS: 2016 FICE Congress, Vienna Austria, August 22 -25, 2016



photo credit: Reyna Taylor

International professional colleagues from many countries, reflecting many cultures participated in the 2016 FICE International Congress, in Vienna, Austria, August 22- 25, 2016. The theme of the Congress was **"Towards a Better World for Children, Adolescents, and And Families."** The USA was well represented, with delegates presenting keynote addresses, panels, and workshops **Professor Dale Curry, Ph.D.** and **myself**, were presented with their respective **ACYCP Life Time Professional Achievement** awards by **Sister Madeleine Rybicki** at the Congress opening session.

I also had the real pleasure of presenting several of the Congress organizers with certificates of appreciation from ACYCP, along with a copy of the Youth Work Journal. They were Lijilana ("Lilly") Ban (Croatia), Viktoria Scharer (Austria) and Katerina Simeov (Bulgaria).



Card presents Veronika Scharer/Austria-left and Katrina Simeonova/Bulgaria-right with certificates of appreciation



Card with Lijilana Ban

The simultaneous International Youth Exchange (IYE) engaged 53 young adults and 21 professionals, from 15 countries, who focused upon transitioning out of care. The young adults had a responsibility to share their collective experiences. Through a guided productive process, their collaborative group work, reflecting many cultures, led to a commitment to take action in making positive changes. **Reyna Taylor** represented ACYCP-FICE and was the only USA representative. The IYT director, , commended Reyna for her contributions and offered to write Reyna a letter of recommendation, based on her outstanding participation. The participants worked as a whole and in small groups, to address their recommendations regarding how transition out of care can be strengthened. Here is the resulting declaration:



[READ MORE](#)

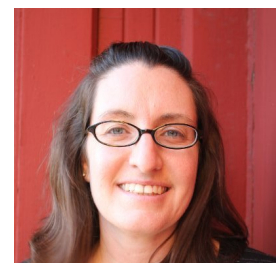
President's Perspective

WELCOME NEW AGENCY MEMBERS!

After six months of dedicated work by the Membership Service Committee, I am pleased and excited to announce the restructuring and upgrading of the ACYCP Agency Membership benefits.

Effective immediately, there will be two levels of agency membership; Partnering, and Supporting.

The Partnering Agency Membership will allow CYC agencies to enroll their entire staff as members of ACYCP. This is especially advantageous for individuals who need to prove membership in a CYC advocacy organization, for



purposes of ACYCP/CYCC certification. In addition, agencies will receive:

- Three copies of the most recent Youth Work Journal
- Access to graduating students seeking entry-level employment in your area
- Promotion of your mentoring opportunities to area colleges and universities -
- Access to professional child and youth care job seekers across the U.S. and Canada
- Webinars on timely topics essential to agency staff development
- Staff discounts at ACYCP sponsored workshops and conferences
- Access to Bolster Collaborative resources- Bolster Collaborative (BC) produces bi-weekly Inspirations and Action Ideas to support individual staff members;; ACYCP members will have to "self-activate" this benefit by signing up with BC.
- Staff assistance in achieving professional child and youth care certification-
- Discount for agency staff certification
- Quarterly e-newsletter (The CYC Advocate) and monthly Membership Memo for each individual staff person enrolled
- Frame-able agency membership certificate

Agencies will also have the opportunity of upgrading to a Supporting Agency Membership at a slightly higher fee. This will entitle them to:

- Advertisement of agency services and events in ACYCP promotional materials
- Bolster Collaborative enhanced benefits: One-year full membership to BC at a discounted rate of \$25 (50% off); including monthly unique, positive youth development focused, content accessible in the Premium Content area, including research briefs; plus discounted registration to the national annual Positive Youth Development Institute

I am proud to say that my agency, Neu-Life Community Development, has become the first agency to join ACYCP under the new and improved membership benefits. We are very pleased to be able to participate in such a mutually beneficial relationship. For more details, go to www.acycp.org and download the Agency Membership Form and the Agency Profile, and mail them, with a check for the appropriate fee, to ACYCP Membership Services, P.O. Box 510423, Milwaukee, WI 53203. Questions? Contact Michael Mitchell at (608)846-2860 or propman46@gmail.com We are excited to welcome your agency aboard!

Q & A Forum

By Michael Mitchell



Question: I've been offered a promotion to supervisor. But I'm not sure why I'm having second thoughts about taking the position. Can you help me figure this out?

Answer: The answer is not a clear one of black and white. There may be several factors in play here, each of which will require its own evaluation. First, and perhaps the biggest, is how you feel about moving out of strictly direct-care responsibilities into a mix of direct-care, supervision and service outcome evaluation. Many of us chose the youth and childcare (CYC) field out of compassion for society's most defenseless and disenfranchised members. It can truly be the most personally rewarding aspect in this whole profession!

Reaching an individual youth or child directly and affecting a positive outcome, is an almost indescribable experience of joy and personal fulfillment. Some say it's even spiritual! That's really hard to give up. However, if you've had success working directly with a small group of children or youth, just imagine what you might do with your skills and experience for five times that many, by working with and through others!

Secondly, there's the peer relationship matter. No doubt about it, being responsible for someone else's job performance changes the inter-personal dynamics in any relationship. However, if you take a "team" approach, you can adopt the role of "coach" rather than "boss." By using a more democratic (delegating), rather than a dictatorial (controlling), style of supervision, you can create a "team" environment. Here staff holds each other accountable for the collective quality and quantity of their job performance. Positive peer pressure in action, just like in direct-care work! Also, you'll need to learn how to organize and delegating responsibility—and get comfortable with it!

Third is the stress consideration. While the increased pay is nice, it soon loses its luster, if the day-to-day job demands leave you feeling like you're in the deep end of the swimming pool, unable to swim. Yes, it can be difficult being in the middle between management and front-line staff. However, developing and maintaining good lines of communication with your supervisor and staff can make a world of difference. Asking for additional staff, training, resources or direction is not a sign of incompetence or personal weakness. Speak up! Your supervisor and staff are not mind-readers. It's even okay to vent with your boss, as long as you identify it as such, so that it's not taken as whining. But don't complain to people who don't have the power to help you improve the situation. That just runs down over-all organizational morale and identifies you as a negative influence.

Fourth is the matter of the diversity of responsibilities. Juggling staff meetings, data collection, staff performance reviews, report writing and program logistics can be really demanding. This is where good time-management skills are an absolute must! Good time management means identifying what tasks need to be done, what outcomes are expected, and how much time each task requires. Most importantly, this means knowing how to prioritize—what's the hierarchy of importance within your to-do list of tasks. It's good to remember a tried and true skill in time management: it takes 20% of your time to do 80% of the job, and 80% of your time to do the last 20% of the task. Don't look for perfection. In most tasks, 80% is adequate or good enough. If you're not sure, ask for direction.

Lastly, there's the matter of self-perception. In front line direct-care work, it's easy to slip into a rather passive attitude, as if you were just a cog in a machine, where you move when you're told to move or the situation requires it. Being a supervisor requires a different mind-set. Effective supervisors are ones who take a pro-active self-motivated approach to their role. Looking both "up-stream" and "down-stream", will help you judge the "flow" of work responsibilities. Keep in mind that any changes made up-stream impact outcomes down-stream, and vis-a-versa. Picture a river full of logs and you control which logs get to which destinations. Be the proactive agent for change, adjustment and accommodation. In other words, think ahead and plan out your course of action. If you feel unsure, ask for input from your staff and supervisor.

Good supervision is as much an art as it is a skill. We often learn as much from our mistakes as we do from our success. Effective supervisors are made, not born. Prepare yourself mentally for an accelerated learning curve. While I'd like to say that all agencies and programs are well managed, sadly this is not the case. I have found that in both for-profit and non-profit companies, people are often promoted into supervision based on their past record of job performance in meeting goals and objectives. This doesn't automatically make them effective as supervisors. Most employers seem to expect staff to learn by example over time. Given the shortage of resources in most CYC organizations, this may be just adequate; if there are good role models. But don't count on it. If you feel the need to acquire or improve a particular skill set, take initiative and ask for training. If that's not possible, get it on your own, even if that means just checking out a book at the library. Better yet, sign up for a ACYCP webinar! Flexible self-direction is critical to fighting off isolation and resulting burn-out; perhaps the biggest hazard for those of us in the human services field.

Let's face it. Direct-care staff is notoriously under paid in our winner-take-all capitalistic economy. There is no way a direct-care provider is going to be paid \$40,000 a year, to work with a dozen youth, in an after-school program. This seems true for almost all of the social human service occupations. Supervision and management are just about the only options for those seeking an adequate salary over time. However, funders are infamous for not wanting to pay for more than the minimum in administrative costs. This makes for a lean and hungry management structure, with limited opportunities for promotion and advancement in pay and benefits.

So step back and take a long hard look at your organization and how it functions. Talk directly to those already in supervision, but never rely on gossip, appearances or second-hand information! Get the facts as best you can. Supervision can be just as challenging, fulfilling and personally gratifying as direct-care work. Like fruit, both are sweet, juicy, firm and essential to good nutrition. Yet, each has its own distinctive flavor, aroma, texture and beneficial nutrients. Appreciate each for what it is and just maybe supervision will become for you (please excuse me) "just your bowl of cherries!"



photo credit: freemages.com

November 2-5, 2016 | Los Angeles The NAEYC Annual Conference

The largest early childhood education conference in the world, where tens of thousands of educators choose from hundreds of presentations and exhibits.

<http://www.naeyc.org/conference/>

Agency Spotlight: NATIONAL RESOURCE CENTER for YOUTH SERVICES

By Seth Osborne



photo credit: University of Oklahoma

The University of Oklahoma - Outreach [National Resource Center for Youth Services \(NRCYS\)](#) has been providing training, technical assistance, conference planning, and other professional resources to human services agencies in Oklahoma and nationally for over 35 years, with focuses on youth development, youth voice, and the professional development of youth workers. The mission of NRCYS is to enhance the quality of life for youth and their families by improving the effectiveness of human services.

Direct youth involvement and a focus on nationally recognized competencies and promising practices are fundamental to the National Resource Center's philosophy of child and youth care (CYC) practice. NRCYS collaborates with youth through advisory boards, as well as state youth conferences, and the Center's training teams are comprised of skilled CYC professionals, each with more than five years of direct

experience.

NRCYS's crisis management curriculum, Managing Aggressive Behavior (MAB), and youth worker professionalism curriculum, Residential Child and Youth Care Professional (RCYCP), have been utilized by youth-serving agencies across the United States since the mid-80s. Annually, the National Resource Center presents the Professionalizing Youth Work in Oklahoma Conference, featuring workshops designed to promote networking among workers, the development of critical youth work skills, and the professionalization of the field. In the last year, NRCYS served 14,916 participants at 587 training events. NRCYS has also partnered extensively with the

Association for Child and Youth Care Practice, Inc. (ACYCP) over the years, particularly in support of the national Child and Youth Care Certification Board (CYCCB) credentialing program, which is designed to enhance standards of practice in the child and youth care profession.

For more information about services offered, contact NRCYS at 918.660.3700 or NRCYSadmin@ou.edu, or read more at <https://www.nrcys.ou.edu/>

WEBINARS: IF YOU'VE GOT IT, FLAUNT IT!



Photo credit: freeimages.com

Do you have skill sets in a youth and childcare specialty? Would you like to share your CYCexperience with colleagues in the U.S. and Canada?

Whether you are a novice or an experienced presenter, ACYCP's Strategic Outreach Committee would like to hear from you! We can help you with every step from helping with your PowerPoint slides to tips on how to organize and pace your presentation. Like so many of ACYCP's activities, you'll be helping your CYC colleagues do more and do it better. In addition, it will look great on your resume.

We're looking to schedule a line-up of presenters every other month, beginning in 2017. So holdler back and sign-up to take ACYCP to the next

level!

For more information, kindly contact:
Michael Mitchell
(608)846-2860

Need help with your CYC Certification application and forms?



Help is HERE!

The CYCCB and the CYC Certification Institute are now offering monthly webinar-based Certification Assistance.



If you need help completing your certification, application, references, documenting your training and experience, finishing your portfolio, or a host of other things, then attend our FREE Certification Help Webinars. If you need immediate help, call the CYC Office (979) 764-7306. They can answer most questions and provide you with necessary forms. If you need more, attend one of our webinars. The webinars will be focused on whatever issues are brought to the session relating to certification completion. If you need more help than can be offered during the hour session, a resource person will be assigned to you who can stay involved until you get your application filed.

Register for the FREE Webinar Today! You will receive an email confirming you are signed up. Two to three days before the webinar is held we will contact you with instructions for how to join the webinar. You will need a computer with high speed internet access. You can either use headphones at your computer or call-in using a phone. Certification staff will be available during the webinar to answer your questions. If you have questions, please contact us at (979) 764-7306 or at cycinformation@ad.com.

There is no charge for attending the webinar. Your phone company may charge for the phone call. Webinars will be held once-a-month on the following Wednesdays for the remainder of 2016 and 2017:

2016	Nov 16	Dec 14	
2017	Jan 11	Feb 15	Mar 15

Apr 12	May 10	Jun 14	Jul 12
Aug 9	Sep 13	Oct 11	Nov 15
Dec 13			

Certification Help Webinars are all scheduled at:

3:00 - 4:00 PM Atlantic

2:00 - 3:00 PM Eastern

1:00 - 2:00 PM Central

12:00 - 1:00 PM Mountain

11:00 - 12:00 PM Pacific

TRICK OR TREAT? HALLOWEEN FOR KIDS IN CARE

Lorraine E. Fox, Ph.D.

October is the month when children have fun with fear! All over the land youngsters will visit "haunted houses", and will find them boring unless they manage to stir up a good fright. Of course, if they are too scary, that will not be fun either. The goal of this "managed" confrontation with fear is to attempt to face fear in a way that can be handled: scary, but manageable. For most children, this is probably a very healthy activity, since one cannot live life without ever being afraid. So it usually won't hurt to get some practice with it. And controlled fear is not quite as scary as real fear, so it's like riding fear with training wheels compared to riding with only your own balance to keep you safe.

By the time all children are old enough to dress up in scary costumes and take chances with Halloween frights, they have already experienced real fear and found it very unnerving. In this sense, children and adults are really no different. Fear makes children of all of us! Fear is experienced in the first minute of life outside the womb, and the customary response can be heard in birthing rooms everywhere. From its cozy, warm, dark, predictable place inside, the baby is pushed and pulled into a very different world, and the first response is to scream. For adults, going into an unpredictable and unknown "world" or experience still causes a scream, at least internally. Listen to people of all ages riding a roller coaster! When working in Child and Youth Care it is important to remember your own experiences of fear in order to better understand your clients.



[READ MORE](#)

Oh Canada!

PAST, PRESENT AND FUTURE

It's been a busy few months for Canadian Child and Youth Care Counselors. Along with the typical programming and activities with young people during the summer, some of our colleagues enjoyed the opportunity to participate in the events in Vienna, during the **33rd FICE Congress and 2nd World Conference**. Along with attending the 3rd Clan Gathering for CYC-Net, Canadians were front and center also as keynote speakers and workshop presenters. [Check out the proceedings here.](#)



Freelimages.com/Alistair Williamson.

Of interest in the upcoming months, Frank Delano will be in Montreal, November 1st offering a workshop on **Ethical Practice and Professional Boundaries** to the Quebec Association of Educators. The workshop will be addressing the topic of **Ethical Practice and Professional Boundaries** within the helping profession, offering participants an opportunity to navigate ethical issues using real-life examples. For more information, contact Tony Maciocia at tonymaciocia@gmail.com.

Please also make a note of the **20th National & 12th Triennial International Child and Youth Care Conference** in British Columbia in 2018. It's never too early to start planning to attend this event. It's sure to be an energizing and exciting time for the CYC participants. [Follow the planning and updates here.](#)

Jeff Reid, CCCYCA Vice-President
 CCCYCA representative to ACYCP
[CCCAYC Website](#)

Moving? Change of Job? Got a Promotion?...

Well, we wish you all the best of success!

But don't forget to take us along! Who knows, your ACYCP membership benefits and resources may come in real handy in your new situation.

Or does your current email not permit personal or outside messages? Just get us your new email contact and any other membership data updates.

So put us on your calendar or to-do list to make sure our contact remains unbroken. Just shoot off a quick easy email to acycp2011@yahoo.com with all your relevant changes, and we'll take care of the rest. We're soooo confident you'll be glad you did!

Congratulations

Transfer of Training and Adult Learning in Human Services: An Assessment Guide

Authors: Dale Curry & Michael J. Lawler

Publication Date: December 2016

- **First book to introduce transfer of learning tools for human services**
- **Transfer of learning instruments is included**
- **Provides conceptual & practical models for learning in human services**

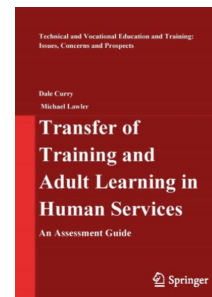


photo credit Freemages.com

Link With Us!

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

QUEEN of KATWE is a film based upon a true story, which conveys hope and inspiration about a girl living in an impoverished area in Uganda, who becomes a chess prodigy. With the help of a man working in a program for children and youth in her city, who sees the amazing gift and her mother's support, she realizes an impossible dream. This film has a powerful message, with important lessons for all of us in the CYC profession. I encourage you to view this film if possible. Queen of Katwe was introduced at the 2016 Toronto film festival and highly praised for authenticity, acting, and inspiration. I hope every CYC Advocate reader is able to see this amazing film.

—Carol Kelly, FICE, ACYCP-FICE



Resources At A Glance

AMERICAN LEGION CHILD WELFARE FOUNDATION



Areas of Interest: We accept proposals from nonprofit organizations for projects which meet one of the Foundation's two basic purposes:

To contribute to the physical, mental, emotional and spiritual welfare of children through the

dissemination of knowledge about new and innovative organizations and/or their programs designed to benefit youth; and to contribute to the physical, mental, emotional and spiritual welfare of children through the dissemination of knowledge already possessed by well-established organizations, to the end that such information can be more adequately used by society.

Characteristics of Typical Grants: The Foundations grants are awarded for one year. All grants must be completed between the period of January 1 - December 31 of the award year.

Geographic Priorities: Grants must have the potential of helping American children in a large geographic area (more than one state).

FOR MORE INFORMATION GO TO:

WEBSITE: <http://www.cwf-inc.org/grantseekers/overview>

Direct Inquiries to:

Jason R. Kees

Executive Secretary

American Legion Child Welfare Foundation

PO Box 1055, Indianapolis, IN 46206

(317) 630-1202

[Ed. Note: A sincere thank-you to Andy Schneider-Munoz for sharing this resource lead!]

YOUTH *today*

PRACTITIONERS DOING RESEARCH:

How can it improve Out-of-School Time Programs?

YOUTH TODAY WEBINAR

Join a discussion with Sara Hill, Ed.D, Youth Today OST Hub Editor, Sara Cole, YMCA Greater Rochester; Devan Blackwell, The SPE@K Project. Learn about practitioner inquiry, and how it can improve program practice. Hear from practitioners who have been participating in the National Afterschool Matters Practitioner Fellowship, and how engaging in action research and inquiry has changed how they view themselves as practitioners, how they operate their programs and how they provide services for youth. [Follow this link to register.](#)

ALL PARTICIPANTS WILL RECEIVE THE FOLLOWING (WHETHER ATTENDING WEBINAR OR NOT):n A resource list, including references and links; the Power Point presentation; a MP4 video recording of the webinar that can be downloaded and used for turn-around training; a link for streaming the video from our Vimeo site; and a training tip sheet on how to use the webinar for turn-around training.

Upcoming Youth Today OST HUB Fall-Winter 2016 webinars:

NOVEMBER 3 | Thurs | 1pmET Engaging Older Youth with Technology. Lalitha Vasuvedan, Teachers College, Columbia; Rudy Garcia, BridgeUP, New York Public Library; Marc Lesser, Mouse, Inc.

DECEMBER 6 | Tues | 1pmET Simple Interactions: Using Video for Professional Development in OST Programs. Tom Akiva, University of Pittsburgh; Leah O'Reilly, Youth Programs Director, Human Services Corporation.

[To register please follow this link.](#)

[Ed. Note: Many thanks to Andy Schneider-Munoz for sharing this resource.]

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Disclaimer

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Newsletter content should not be considered a substitute for legal, medical, ethical or organizational policy consultation and/or

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