



## Indiana Youth Services Association

### March 3, 2022 Quarterly Meeting

Thursday, March 3, 2022

\*Zoom Meeting\*

Time: Mar 3, 2022 10:00 AM America/Indiana/Indianapolis

Join Zoom Meeting

<https://adler.zoom.us/j/98578988609>

Meeting ID: 985 7898 8609

Find your local number: <https://adler.zoom.us/u/aeo7nMAiUU>

Join by Skype for Business

<https://adler.zoom.us/skype/98578988609>

Business Meeting  
10 am – 12 noon

Welcome Introductions/Checking in:  
 Lori Harrington – Bashor; Cassie Wade and Jackie Marshall – Bauer; Kim Grizzell – BGC Harrison; Alicia Painter Jennifer Feaster – BGC Wayne; Brandon Halleck – CASY; Kelsey Carr – CFS; Natalie Jeffers – Children’s Bureau; Laura Fleming Balmer and Ashley Braswell – Clark County; Nikki Weilgos – Crisis Center; Delaney McGinley – FYSB of Porter County; Lisa Antrim – FCS; Chuck Kime – FFY; Jim Ward – Hillcrest; Justin Winger – Hoosier Hills PACT;; Karen Branch – Montgomery County; Courtney Modisette – Moorshead Community Center; Leah Pezzarossi – Open Door; Tara Bishop Perry County; Anna Kendall – Putnam County; Kendee Kolp – Reach for Youth; Jene Bridgewater – Scott County; Nik Sloan – YOC, Amy Just – YMCA; Jan Williams – YSB of Huntington County; PJ Corwin – YSB of Jay County; Steve Berth – YSB Of LaPorte County; Louis Malone - YSB of Monroe County; Jennifer Pickering – YSB of St. Joe; Mary Robison – Sheridan Schools  
 Absent: Shana Gilbert – Youth Connections; Troy Hedges – Jefferson County  
 ISYA Staff: Robin Donaldson, David Westenberger, Surekha DiOrio; Jeananne Reich; Melinda Bowman; Michele Whelchel; Skye Berger, Jessica Herzog-Hall

Membership Committee Report (Jan)

- 1. Moorhead Community Resource Center – application submitted to become an accredited member. Working with Robin to get in RFP. Reporting, and accreditation. Courtney provided a quick overview of the agency. Serve 14,000 children and families providing a one-stop shop location for food, clothing, tutoring, counseling, mentoring, school intervention.
- 2. Quarterly Format – still conversation about one versus two-day format. Two in person meetings a year was the general consensus to maintain connections and relationships of the association. Still looking at pros and cons for one versus two days. Suggestion was a hybrid of one and two days for the quarterlies. Virtual format has been necessary due to the pandemic.
- 3. BOD – Jan, Kendee, Steve, and Louis are director BOD members. At-large members are interested in connected and learning more about the agencies. Suggestions include adding IYSA BOD to annual reports and newsletter distribution list; have the agency presentations at the BOD meetings

Program Committee Report (Cassie):

- 1. DEI Youth Curriculum update – 16 current registered, first cohort going through the Having the DEI Conversation which is one of the three training steps. The 28 tutorials for the DEI Youth Curriculum is on LearnWorlds, 5 – 35 minutes. The practice/follow-up in person sessions with Favorite Part of My Day are scheduled for April 13 -14 in Indy, April 27-28 in Bloomington and May 4 -5 in Valpo and May 9-10 in Corydon. The two May sessions may not meet due to lack of participants. Two in person sessions for Having the DEI Conversation schedule for June 5 -6 at Spring Mill State Park and July 7-8 at Turkey Run Inn State Park. We will likely be making late summer/early fall for the FPMD and Having the DEI Conversation sessions.  
 Program Committee talked about the barriers of YSB participation since most registered are DOE afterschool staff.  
 Jan said hers is a staffing issue, the timing and evening sessions are barriers  
 Cassie recommended having staff go ahead and start the tutorials since the other two components are likely to be offered later  
 David mentioned that DCS has expressed an interest in making this available to other prevention programs
- 2. QPR Trainer Certification training update – about 16 YSB staff members signed up for the March 9<sup>th</sup> Indy and the March 14<sup>th</sup> Paoli TOT sessions. Let Robin know if you are interested because there still may be room  
 Mary asked a clarifying question about what the training is for: it is so participants can go back and provide QPR training to others.  
 Brandon and Jan mentioned that they did not send people because other community partners do this or they have already been trained

3. Safe Place update – DCS has approved the Safe Place pilot increase - work with six agencies to track I & R and system involvement that will double the funding for the additional work starting July 1, 2022  
David emphasized the importance of DCS approving an increase since Safe Place is the only prevention program in which the funding was never restored after the 2008 cuts  
FSSA is another potential funding for Safe Place and IYSA's Safe Place Expansion Title II proposal was not awarded  
Brandon expressed frustration that the state is sitting on funds when there is such a need among programs and service agencies, especially when the state mandates things like the cyber insurance that costs money without an increase. Brandon suggests a coordinated advocacy approach with local agencies and local legislators.  
Leah said this might be a good task for the Advocacy committee. David stresses this is advocacy about increase through DCS budget and we can share our concerns with our state legislators. Leah said we should also be targeting David Reed who is Hannah's supervisor and has more influence.  
Robin shared how supportive Hannah is of the YSBs and Safe Place and will ask Hannah how the YSBs might create internal DCS support, and Jan said it might be helpful to have a concerted plan for YSBs to educate the local DCS people about YSBs  
DCS is planning a road show lunch and learn at each DCS region so IYSA can educate about YSBs and Safe Place
4. The Journey updates – The new cohorts have started and the Executive and New Pros have had their first retreats including YSB members in both. Skye Berger has joined the staff at The Journey to advance work of the Journey and CYC. Melinda is working on a effort to include part-time youth workers. Symposium on the Sea to the Dominican Republic in September – open to any youth worker. <https://thejourneyonline.org/symposium-on-the-sea/> International Youth Worker conference.
5. ITVAP updates – Working on the VOCA continuation for Oct 2022-September 2024. Working to support three established anti-trafficking coalitions, adding service providers, and targeted training in specific areas.
6. CYC updates – 2021 – 100 certified, Foundations class current 25, April and May – online, will go back to in person soon, translated the entire Foundations course to Spanish, and added Skye to support the CYC work.
7. IN ACEs Coalition updates – completed another ACEs Interface Master trainers course; Changes IYSA made include an increase in the neuroscience portion by Robin Donaldson and included race

	<p>and historical trauma slides by Skye Berger and Dr. Karlin Teitchner. Now 90 ACEs Interface Master trainers in Indiana. Ashley said that she’s never seen any information about the Master trainer session. David said the sessions have been limited to the original training list from 2019 and we want the YSBs to have the opportunity to learn with Dr. Anda who is only doing them virtually now.</p> <p>8. MGD updates – 10<sup>th</sup> anniversary of Indiana Lifeline law – social media push, working on a video that Safe Place and ITVAP people can use and can market to health teachers and other service providers</p>
	<p>Finance Committee Report (Kendee) – Everything is going as plan and IYSA have a net balance for January. Line of credit is paid off, salaries are good, HR Position not yet filled</p>
	<p>State Office Report (David)</p> <ol style="list-style-type: none"> <li>1. March 27, 1973 was IYSA incorporation so we are nearing 50<sup>th</sup> anniversary. Will begin year-long celebration beginning March 27, 2023 culminating in December celebration event Need information from the current members and IYSA will gather that via a Google drive that Michele will make available to all YSBs to tell the story of the YSBs and Association</li> <li>2. Cyber Insurance – premiums are costly but IYSA has asked about the opportunity to bundle coverage for the YSBs as subcontractors We will have to ask DCS if bundling is okay, especially for those YSBs whose only contact with DCS is through the YSB funds Brandon asked about if we could get more detail about the exact requirements to select the correct policy. Jan said her insurance person actually called and had a conversation with DCS to make sure they selected the correct policy Mary suggested cyber security training for YSBs at a quarterly meeting and Jim volunteered his IT Director to do the training.</li> <li>3. Revised YSB Service Standards - DCS has approved the inclusion of standing emergency services that allow YSBs to adjust programming in cases of health, natural disaster, or other emergencies that impact programming delivery Jim asked if whether or not this should be added to the RFP proposal</li> <li>4. 2022 – VOCA and Lilly funding for The Journey, DOE, YSB contract renewals, etc. We will be reaching out for Letters of Support</li> <li>5. DOE and VOCA grant have allowed IYSA to add an HR position and will head up our DEI work, DOE also allowed us to add Skye’s position – Skye can go to agencies to educate about the CYC process.</li> </ol>

	<p>6. Youth Worker Well-Being DOE 3-year pilot project in 12 participating agencies over the duration of the project. Look at organizational support of 8 dimensions of well-being and individual ability to support the dimensions.  Deliverable – Organizational Well-Being Cultural Guide  Ties into a Lilly endowment project of five intermediates, IARCA, IYSA, IAN, IYI and McCoy – better deliver and coordinate support for the field – trauma-informed, staff retention, leadership succession, diversity  Big picture goal – intermediaries in a place to support the initiatives</p> <p>7. Outcome Reporting – We have enough Retro pre/post data that agencies no longer have to report using this assessment and can go back to the standard pre/post assessment from this point forward.  During mid-year reporting, Robin discovered that 45% of YSB-billed youth do not have enough contacts to be eligible for post assessments. “Eligible” youth are those with 7 or more contacts or services over two or more months. However, many agencies were still entering data for these youth which are likely diluting the impact measures on the post assessments. Solutions:</p> <ol style="list-style-type: none"> <li>a. The outcome reporting requirement will be changed to 80% of eligible youth, instead of 80% of YSB-billed youth</li> <li>b. The database will be set to restrict post assessment entry for “ineligible” youth, thus cleaning up the data.</li> <li>c. The database consultant will also add these new filters to the outcome reports. This means that we can now assess the differences of impact based on the new eligibility criteria.</li> <li>d. Brandon and Cassie asked about other tracking reports and training. Robin will do database training with relevant staff at this year’s peer reviews. Once the database changes are made, Robin will update the outcome P &amp; P and provide and record an online training as well.</li> </ol>
	<p>Agency Updates  Open Door – Leah thanked Jim Ward for help in establishing a substance abuse treatment program,  YSB of Monroe County – Monroe County Condition on Children Summit October 20-21<sup>st</sup>, consideration to add 5 new staff, 2 counselors, case manager, data specialist, prevention program support  BGC Harrison – open a freestanding BGC in Crawford County open evenings, weekend, and daycare for young children, Preschool</p>
12 noon	Lunch Break

Training  
1 - 3 pm

Lori Harrington – Bashor; Cassie Wade and Jackie Marshall – Bauer; Kim Grizzell – BGC Harrison; Alicia Painter– BGC Wayne; Brandon Halleck and Kandace Brown – CASY; Kelsey Carr – CFS; Jenna Cannon– Children’s Bureau; Laura Fleming Balmer and Ashley Braswell – Clark County; Nikki Weilgos – Crisis Center; Delaney McGinley – FYSB of Porter County; Lisa Antrim – FCS; Chuck Kime – FFY; Jim Ward – Hillcrest; Justin Wininger – Hoosier Hills PACT; Karen Branch – Montgomery County; Courtney Modisette – Moorshead Community Center; Leah Pezzarossi – Open Door; Tara Bishop Perry County; Anna Kendall – Putnam County; Kendee Kolp – Reach for Youth; Jene Bridgewater – Scott County; Nik Sloan – YOC, Amy Just – YMCA; Jan Williams – YSB of Huntington County; PJ Corwin – YSB of Jay County; Steve Berth – YSB Of LaPorte County; Louis Malone - YSB of Monroe County; Jennifer Pickering – YSB of St. Joe; Mary Robison – Sheridan Schools

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### **Value-Based Staff Recruitment and Retention**

Description: The purpose of this training is to provide leadership development to IYSA members in order to help them attract and retain the best talent possible. At the end of the training all participants will have a greater understanding of their individual values, team values, and a job posting ready to be published. By working in groups to explore values and job posting the IYSA members will also grow their EQ through greater self-awareness and other awareness.

#### **Presenter Bio: Michael Anderson**

Michael and his wife live in Xenia, Ohio and their four adult kids live all over the world. With over 30 years of experience in the non-profit world and non-profit leadership, Michael can understand and relate to the triumphs, struggles, challenges, and joys of non-profit organizations. Michael consulted with and trained teams around the world in leadership, team building, and effective communication. Drawing from his military experience, work in the non-profit/NGO sector, a Master’s Degree in Communication and Leadership and work as an adjunct professor of leadership and communication at Indiana Wesleyan University and the John Townsend Leadership Institute at Concordia University Irvine, CA, Michael is able to bring proven leadership and communication principles to the non-profit sector. You can learn more about Michael and his company, Anderson Leadership Resources at [www.AndersonLR.com](http://www.AndersonLR.com)

Values Exercise, copy of PowerPoint and additional materials attached separately.