



Indiana Youth Services Association

June 2 and 3, 2022 Quarterly Meeting

Terre Haute Convention Center

800 Wabash Avenue, Terre Haute

link for directions - <https://www.terrehautecc.com/parking--directions.html>

Hotel Accommodations – Hilton Garden Inn

750 Wabash Avenue, Terre Haute

Reservation Link -

<https://www.hilton.com/en/attend-my-event/hufthgi-iysa-a93924a6-1323-42cf-a0ed-70ce6b1a14b2/>

Thursday, June 2, 2022

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<p>Business Meeting 1 – 4 pm</p>	<p>Welcome Introductions/Checking in: Tara Bishop – Perry Central School; Lindsay Carter and Patti Harmless – Puntam County; Jennifer Feaster – B&GC Wayne County; Taylor Wheeler and Justin Winger; Brandon Halleck – CASY; Kendee Kolp – R4Y; Cassie Wade – Bauer; Karley Theurer – YSB Jay County; Shana Gilbert – Youth Connections, Chuck Kime – FFY; Nik Sloan – YOC; Louis Malone III – YSB Monroe County; Jenna Cannon – Firefly; Amy Just – YMCA Fort Wayne; Lori Harrington – Bashor; Kelsey Carr – CFS; Karen Branch – Montgomery YSB; Katrina Coryell-Scott County Partnership; Jan Williams – YSB Huntington; Lisa Antrim FCS; Courtney Modisette – Moorhead; Troy Hedges – Jefferson County; Ashley Braswell and Laura Fleming Balmer – Clark County, Leah Pezzarossi – Open Door; Jennifer Pickering – YSB St. Joseph IYSA Staff: David, Robin Jeananne, Skye, Michele, Josh, Kenneth, Janet, Anna Morgan - intern DCS: Hannah Robison Absent: Steve Bernth – YSB LaPorte, Jim Ward - Hillcrest, Kim Grizzel – B&GC Harrison, Nikki Wielgos – Crisis Center; Delaney – FYSB Porter County</p>
	<p>Membership Committee Report (Jan)</p> <ol style="list-style-type: none"> 1. Two YSB going through transition that the committee and IYSA staff are working with them to successfully make the transition 2. Format – September – two-day in person at Country Lake; December two day in person at Columbia Club with annual meeting and awards
	<p>Program Committee Report (Cassie):</p>

1. Youth Mental Health First Aid and QPR – youth suicide was the #1 reason kids sought help through Safe Place in Jan – March 2022 – Looking for YSBs or Safe Place agencies to host Youth Mental Health First Aid and QPR trainings. If you have staff trained in either or willing to host, please sign up or let Robin know – rdonaldson@indysb.org
Youth Mental Health First Aid – 8 hours (2 hours online, 6 in person) QPR- 60-120 minutes.
2. New state law re: background checks – Can start training staff (no contact with kids or kids’ files) while waiting on out-of-state background checks as long as all Indiana checks are back
3. DEI Youth Curriculum update - two TOTs finished, one Having the Conversations and two upcoming in June and July – by October will have 20 fully trained YSB or afterschool staff; Two new TOTs scheduled September and October
Here is the link again for the registration form https://indianayouthservicesassociation.formstack.com/forms/dei_youth_curriculum_present_er
Staff members can start on the online tutorials while waiting on TOTs and Having the DEI Conversation training opportunities that work for them.
4. Post-Outcome assessments – As of July 1, 2022, post assessments will not be open to youth who are not “eligible” – less than 7 contacts or two or more months of services
This should clean up the assessment data and hopefully we will see better results. Any questions about the database – contact Robin – rdonaldson@indysb.org
5. Safe Place update –
 - A. DCS Pilot program approved that will bring an additional 60K to six programs for the next two years to track referrals and aftercare and determine if the program keeps kids out of the system or help them successfully exit the system
 - B. Awarded 200K to spend April – June 2022 to educate law enforcement, first responders/firefighters, schools, DCS, and other mental health and social service providers about Safe Place so they can increase referrals to the program. All 17 SP programs participating! FSSA has indicated that SP will be in the new fiscal budget 23
 - C. David added that the shift for the FSSA funding is from a “youth-initiated” to a “youth-choice” if the adults responding to youth in crisis understand that Safe Place is a viable option to system involvement - can potentially expand to encompass all YSB I & R activities
6. The Journey updates –
 - A. Student program is now an Explorers program to help support those who might be interested in youth work or working part-time or volunteering to move them into youth work as a career – David said YSBs might have opportunity to have volunteers
 - B. Symposium on the Sea – September 2022 and currently over 200 already enrolled
 - C. Resource – Talk2Protect – parent tips for how to talk to kids

	<p>7. ITVAP updates –</p> <ul style="list-style-type: none"> A. Continuation grant application for 2022-24 submitted in March B. OVC grant application for minor trafficking victims C. Staff changes - Karen Maher, former ITVAP RCC and consultant, now the state director for ICEASA/IPATH; opening for Region 5 – Marion County <p>8. CYC updates –</p> <ul style="list-style-type: none"> A. CYC certified staff stickers available and you can add it to your website and ask that CYC preferred on your job postings, requirements, Cassie also said post salary ranges in job posts and websites B. Deel Associates – developing a tool to determine salary ranges for different youth worker positions with and without CYC based on living wage in specific local counties C. Current CYC certified IN staff – under 200. YSBs 30 CYC certified and half are at the professional level D. Foundations Classes – entry-level youth worker class – June in person and another for September and October online - available in Spanish E. We have IAN Training Academy subscriptions available - online learning system with new content – more details to come F. School Health Network Conference – June 20th and 21st pre-registration available and Jeananne will share link – Marriott East in Indy. Jan said it’s a great conference <p>9. IN ACEs Coalition updates – Jessica will be on maternity leave soon. Finished another ACES Master trainer cohort so we are now at 100 Master Trainers and requests for TOT so looking at mid-fall October. Content update, including equity and historical trauma.</p> <p>10. MGD updates –</p> <ul style="list-style-type: none"> A. Bling Pig – June 16, 2022 in-person at the Columbia Club – 10th year for Indiana Lifeline Law and Bret Finbloom’s death – honoring the Finblooms B. Toolkits for YSB and Safe Place programs to add this info to presentations C. IYSA 50th Anniversary – YSB info needed – add to a Google Drive – logo, history, etc. mwhelchel@indysb.org
	<p>Finance Committee Report (Kendee) – Meet monthly – things right on budget YTD net balance 68,584.</p> <p>Question about cash flow and line and credit – no YSB should see an impact from IYSA cash flow – line of credit more directly tied to VOCA receivables</p>
	<p>Advocacy Committee Report (Louis) –</p> <p>May 10th meeting – discussion of goals for IYSA and the committee, how to track updates and share info how to advocate for individual YSBs under a share vision. Goal to support IYSA 50th anniversary. Potentially do an advocacy tip sheet for agencies. Michele, Skye, Leah, Karen, Kim, Mollie, and Putnam</p> <p>Children Policy and Law Initiative– partnership – how to communicate with YSBs about youth-related legislation</p> <p>Janet recommended Kentucky Youth Advocates as a model</p> <p>Patti asked for a YSB/IYSA communication plan and Jennifer asked if advocacy committee can also work on funding needs/issues</p>

	<p>State Office Report (David)</p> <ol style="list-style-type: none"> 1. YSB Funds – Jan asked about spend down so that we do not leave funding on the table – A couple of YSB leaving significant funds that allow IYSA to reallocate the funds to pay for up to 2K for each agency cyber insurance this first year. 2. Cyber Insurance - Insurance . Subsection 28.A.(7) of the Contract is hereby deleted in its entirety and replaced with the following: “(7) Cyber Liability. No later than July 1, 2022, the Contractor shall provide proof to State representative listed in Section 34.A.(1) of the Contract that Contractor has obtained cyber liability coverage of not less than \$1,000,000 in the aggregate.” Exploration of IYSA for underwriting that did not result in any significant savings for the YSBs. Karen recommended CHUB for the cyber coverage. After this year we can explore prices and providers and share info 3. DCS Contract renewal – through FY 2024 and includes the Safe Place pilot increase funds. 4. DOE contract approved and extended to 2025 with an increase, supports CYC, Retreat and the DEI Work – calendar year contract, Youth Worker Well-being program currently in pilot stage, including FFY and BGC Wayne County. End of year 3 – guide for agencies 5. Title II Grants – David on the ICJI Advisory committee – state juvenile justice \$\$ - now open to nonprofits. Federal administration change concerned about compliance oversight and no Title II funding released until all 50 states are in compliance. Indiana is in compliance and there will be double the funds available. Funds youth issue in juvenile justice – delinquency prevention, mentoring, alternative schools, Teen Court, trauma-informed. 30 categories. Next RFP September or October – work on a calendar year. 6. Juvenile Justice Reform Oversight – Indiana Commission on the Status of Youth – diversion and reentry and older youth, behavioral health, screening tools and grant program funding processes - looking for subgroup committee members – David will be sending out more information 7. IYSA Development Retreat – August 30th – September 1st – virtual and in person training sessions. Again, at Country Lake Conference Center. Registration opened June 1, 2022 – Quarterly also at County Lake so registration will be required for Safe Place Coordinator meeting, Tuesday, August 30th, the Retreat, or the YSB Quarterly – September 1st and 2nd. Discount Code: YSBYOU 8. Staffing changes – Josh Varab new HR Coordinator to relieve burden of CFO funded by DOE and VOCA – eventually will add DEI organizational work
	<p>Agency Updates: CASY – Hot Air Balloon Fest – September 23 and 24th Clark County - June 9th – Safe Place Cookout</p>
6:00 pm	Dinner – Copper Bar 810 Wabash Ave
7:15pm	Dancing with Terre Haute’s Dance Star, Brandon Halleck – The Dance Studio 1237 Wabash Avenue

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Training
9 - 11:30 am

Tara Bishop – Perry Central School; Lindsay Carter and Patti Harmless – Puntam County; Jennifer Feaster – B&GC Wayne County; Taylor Wheeler and Justin Winingier; Brandon Halleck – CASY; Kendee Kolp – R4Y; Cassie Wade – Bauer; Karley Theurer – YSB Jay County; Shana Gilbert – Youth Connections, Chuck Kime – FFY; Nik Sloan – YOC; Louis Malone III – YSB Monroe County; Jenna Cannon – Firefly; Amy Just – YMCA Fort Wayne; Lori Harrington – Bashor; Karen Branch – Montgomery YSB; Katrina Coryell-Scott County Partnership; Jan Williams – YSB Huntington; Lisa Antrim FCS; Courtney Modisette – Moorhead; Ashley Braswell and Laura Fleming Balmer – Clark County, Leah Pezzarossi – Open Door; Jennifer Pickering – YSB St. Joseph; Jim Ward – Hillcrest; Mollie Hutchison - CFS

IYSA Staff: David, Robin Jeananne, Michele, Josh, Kenneth, Melinda, Anna Morgan – intern; Chrissy, Sheila, Meagan, JaToya
DCS: Hannah Robison

Absent: Steve Bernth – YSB LaPorte, , Kim Grizzel – B&GC Harrison, Nikki Wielgos – Crisis Center; Delaney – FYSB Porter County; Troy Hedges – Jefferson County

Staff: Retaining and Recognizing your Team

Description:

There are five generations in the workforce. Whether they are hanging out on Tic Tok, Facebook, or still use a Hotmail email, the question is, what are you doing to increase engagement with your existing employees? How are you recognizing them so you don't lose them? What is your employee retention strategy for the next six, 12, 18 months? How will you make sure you keep engagement high for the new employees you have just onboarded into your organization and recognize those that are still hanging around? We'll answer these questions and more at the IYSA June Quarterly.

During this discussion, we will:

- Review the history of employee engagement and discuss current statistics around the Great Resignation's impact on employee engagement
- Uncover strategies to grow existing employee engagement
- Reveal tips on how to ensure your new employees keep engaged

- Review a sample 12-month employee engagement plan

Presenter Bio: Skye Berger

Skye B. is an Executive Leadership & Lifestyle Coach and the Chief Encouragement Officer at Door Opener Academy. Skye's professional background includes child welfare, mental health, addictions, facilitation, and program development.

Skye is a sought-after expert in empowering youth and families while renewing the youth workers and organizations that serve them. Unparalleled in her desire and aptitude to engage international audiences, Skye is able to cultivate excitement and synergy within individuals, families, and organizations.

This Gary, Indiana native is a current Doctoral Student at The University of Southern California working towards the Doctorate of Education in Organizational Change and Leadership. Skye is the mother of three young ladies and twin boys. Skye resides in Central Indiana, with a heart for all things non-vanilla, creatively uplifting, and youth work-related.

Why people leave?

- High training expectations
- Salary
- Not mission/values fit
- Lack of flexibility in scheduling
- Discord

Why people show up and stay?

- Mission and values