

NEWSLETTER

A quarterly newsletter for staff/offices/programs throughout the entire corporation.



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Holidays In Our Residential Programs

A special thanks to all residential staff and community members who helped make possible the various celebrations for youth away from their families during this holiday season.

At Panther Success Center in Jasper youth performed Fred Sanford Christmas Skits for lots of fun and laughs. Youth were also given the opportunity to participate in a rap competition with the first place winner receiving his very own Karaoke machine. Additionally, staff held an awards ceremony where individual youth were recognized for the hard work and dedication in their performances and achievements. A special holiday meal was enjoyed on Christmas Day with gifts for each youth which were provided by staff and community members.

The annual Christmas Dinner at Tiger SHOP in Jacksonville was hosted by Evangel Temple. Church volunteers served the meal to the youth and their parents – everyone was pleased to have a large number of the youths’ parents to attend! Gifts for all youth to enjoy included new basketballs, footballs, a foos-ball table, and an air hockey table. Each youth also received an individual gift.

Nassau Juvenile Residential Facility in Fernandina Beach enjoyed several holiday events during the month of December. The First Baptist Church of North Jacksonville sang Christmas carols and performed a skit for youth. This church has been coming to this facility for over ten years to assist in celebrating the holidays.

West Nassau High School of Callahan, Florida, also visited the facility and performed a Christmas skit.

Christmas Eve was celebrated with a party where each youth was given a sweatshirt with NJRF embroidery, a pair of nylon gym pants, a towel, and a cap (various college football teams were represented).

Christmas at Volusia Halfway House Daytona Beach was a great success. Staff sponsored a Christmas Eve gathering for youth and their families – 50% of the youth had visitors join them for the evening. Games were played with winners receiving goody bags. Youth and staff were very pleased by the parent participation as well as that of other staff who were not scheduled to work for the evening! Thanks to the generosity of all staff members, each youth was provided a gift for Christmas morning.



THE HENRY & RILLA WHITE
FOUNDATION, INCORPORATED

COO's Message

Progress in 2008 Prepares Us for 2009

During the final weeks of calendar year 2008, I had the opportunity to spend some collective time with each of our Program Administrators and their Program Directors. We used these meetings in part to recap our achievements, identify areas for improvement and discuss future goals and opportunities. Upon reflection, while there certainly were many individual and program specific achievements in 2008, I was particularly struck by some common themes that seem to apply to nearly all of our programs:

How well we successfully implemented budget reductions and commensurate organizational changes

The productive teamwork evident in mobilizing our resources to assist each other across programs

Excellent working relationships with our key stakeholders

Improved and expanded community involvement in our programs

The growing numbers of youth and their families touched by our services

By my last count, over 1,800 youth and their families received services from the Henry and Rilla White Youth Foundation, Inc. in 2008.

These common themes and trends speak well for all of you and the overall direction of our agency. Continued progress in these areas will also prepare us for both opportunities and challenges in the year ahead. It's no secret that the State of Florida as well as the Nation as a whole will face serious economic issues in 2009. But it's also clear that hardworking, committed and creative efforts to serve the public will always be in demand. Those best positioned to take on challenges and embrace opportunities are those who know how to implement change, work as a team, develop partnerships, engage the public and value public service.

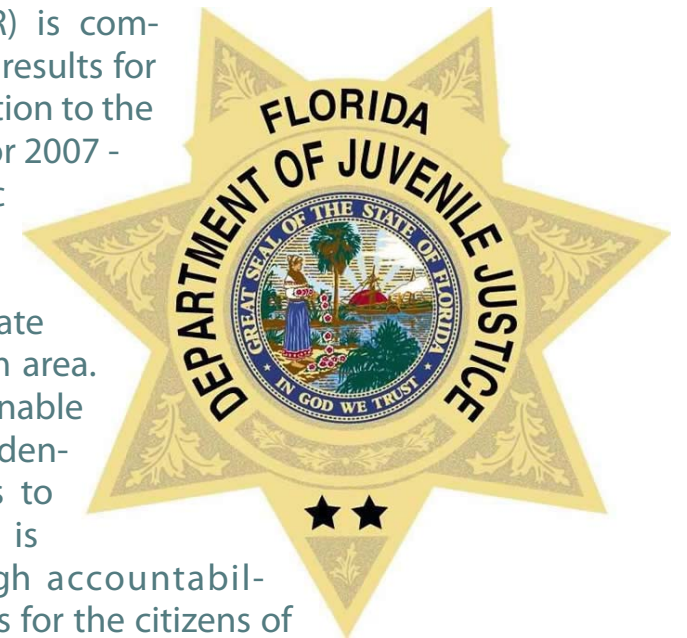
Thank you for the progress you made in each of these areas during 2008. I am confident we are prepared for whatever 2009 brings.

Frank Alarcon
COO



Florida Dept of Juvenile Justice 2007-08 Comprehensive Accountability Report

The Comprehensive Accountability Report (CAR) is completed annually and provides detailed evaluation results for all DJJ program areas and providers. The introduction to the report states: "The Department's Annual Report for 2007 - 2008 describes the overall mission, vision, strategic approach, budget, activity level and key accomplishments for each DJJ program area. The results shown there are the combined impacts of each state and contracted service provider for each program area. This CAR provides the detailed analysis that will enable each provider to evaluate their performance and identify areas of excellence as well as opportunities to prioritize improvement efforts. This report is intended as a catalyst for improvement through accountability which drives innovation and improved benefits for the citizens of the State of Florida."



It is important to note that several White Foundation programs were recognized in this report in a positive manner:

Overview and Key Points, page 4

As of September 30, 2008, seventy-six (76) juvenile justice programs were registered with 170 industry recognized certificates earned. Top performing programs were:

- Stewart Marchman: 44 credentials
- Okaloosa Youth Academy: 21
- Collier Academy: 20
- Nassau Juvenile Residential Facility: 20
- Pensacola Boys Base: 18

Probation and Community Intervention QA Performance Rankings, page 81

A list of sixteen (16) provider operated Conditional Release Programs were ranked based upon their 2008 QA performance score (a high of 86% to a low of 60%).

The White Foundation programs listed include:

- | | | |
|---|---|-----|
| 1 | 4th Circuit – The Henry & Rilla White Foundation – Duval | 86% |
| 2 | 1st Circuit – The Henry & Rilla White Foundation – Bay | 85% |
| 3 | 4th Circuit – The Henry & Rilla White Foundation – Nassau | 82% |
| 7 | 2nd Circuit – The Henry & Rilla White Foundation – Leon | 74% |

Congratulations to these program team members for this recognition! We appreciate your dedication and commitment.



Training Calendar

January - March 2009

| Date | Time | Training Title | Training Facilitator | Training Location/ Training Population |
|---|-----------------------------------|--|-------------------------------------|--|
| January 7, 2009 (must register in CORE by 1-5-09) | 1:30 p.m. – 4:30 p.m. (CST) | JJIS for Residential | Michelle Duncan – DJJ | C14 Probation Office, Panama City |
| January 12 -16, 2009 (select PD's only) | All Day (5 days) | ARISE Life Management Skills – Train the Trainer | DJJ | DJJ Regional Office, Tampa |
| January 13, 2009 | 1:00 p.m. – 5:00 p.m. | CPR/1 st Aid | William Futch | 3333 W. Pensacola Street, Tallahassee |
| January 14 – 15, 2009 (select staff only) | All Day (2 days) | Motivational Interviewing | DJJ | DJJ, Reyko Road, Jacksonville |
| January 27 – 30, 2009 (select staff only) | All Day (4 days) | Master PAR Class | DJJ | Greenville Hills Academy, Greenville |
| January 26 – 30, 2009 | All Day (5 days) | PAR | Mike Blue | Panther Success Center (Jasper) |
| January 30, 2009 | All Day | PAR Update | Mike Blue | Panther Success Center (Jasper) |
| February 2009 | TBD | Gang Awareness | TBD | TBD |
| February 2009 | TBD | Various Start Up Trainings for Sawmill Academy | TBD | TBD |
| February 3-4, 2009 (select staff only) | All Day (2 days) | Motivational Interviewing | DJJ | Panther Success Center (Jasper) |
| February 12 – 13, 2009 (select staff only) | All Day (2 days) | ARISE Life Management Skills | DJJ | Chipola College, Marianna |
| February 16-17, 2009 (select staff only) | All Day (2 days) | Health Services Annual Training | DJJ | Rosen Centre Hotel, Orlando, FL |
| February 23 – 25, 2009 (with Corporate Approval) | All Day (3 days) | 2009 Adolescent Treatment Issues | FADAA | Embassy Suites, USF 3705 Spectrum Blvd., Tampa, FL |
| February 23 – 27, 2009 | All Day (5 days) | PAR | Patrick Brinson and/or Mike Blue | Panther Success Center (Jasper) or Sawmill (Tallahassee) |
| February 26, 2009 | 9:00 a.m. – noon | Gender Specific Interventions (Males) | Craig Jones | 707 Mill Creek Road, Jacksonville |
| February 26, 2009 | 1:00 p.m. – 3:00 p.m. | Gender Specific Interventions (Females) | Tanya Guillory | 707 Mill Creek Road, Jacksonville |
| February 27, 2009 | All Day | PAR Update | Patrick Brinson and/or Mike Blue | Panther Success Center (Jasper) or Sawmill (Tallahassee) |
| March 3 – 4, 2009 (select staff only) | All Day (2 days) | MI Qualified Trainer Training | DJJ | Tallahassee, FL |
| March 6, 2009 | 9:00 a.m. – 5:00 p.m. | CPR/1 st Aid | William Futch | Chaffee Road Library, Jacksonville |
| March 16 – 20, 2009 | All Day (5 days) | PAR | Nellie Mihas | TBD (wherever need is) |
| March 20, 2009 | All Day | PAR Update | Nellie Mihas | TBD (wherever need is) |
| March 25, 2009 | 10:00 a.m. – 3:00 p.m. | BHOS Updates | Marcy Davis/Brenda Mueller | 707 Mill Creek Road, Jacksonville |
| March 27, 2009 | 8:00 am – noon | Cultural Diversity - I | Tomica Archie Smith | 707 Mill Creek Road, Jacksonville |
| March 27, 2009 | 1:00 p.m. – 5:00 p.m. | Cultural Diversity – II | Tomica Archie Smith | 707 Mill Creek Road, Jacksonville |

Contact Brenda Mueller via email at bmueller@hrwhite.org or phone at 850-922-8375 ext. 36 if you would like to attend one of these trainings and/or if you need assistance with hotel reservations.

2008 Stakeholder Survey

Annually, the Foundation conducts a survey of our stakeholders to obtain feedback on our programs and services. The survey is an integral component of our Quality Improvement process and offers valuable input from the agencies and communities with whom we interface in the fulfillment of work with youth, individuals, and families.

Brenda Mueller, Quality Improvement Administrator, indicates that they successfully sent out 211 surveys via email and the postal service and had 23% of those returned by the recipients. Brenda was pleased with this rate since the standard return rate in the industry is about 10% -- so, we are well above that mark.

The stakeholders responding consisted of referral sources (43.75%), funding sources (4.17%), regulatory bodies (6.25%), Community Advisory Board Members (8.33%), and others (37.5%). Some of the highlights of the survey include:

- 93.75% of respondents feel that WF/CSF presents a professional image
- 95.83% of respondents have had no difficulty in receiving or understanding information about the WF/CSF or the services it provides
- 93.75% of respondents have never had difficulty in getting a response from a WF/CSF staff member
- 85.42% of respondents have not had any concerns/problems with the locations of WF/CSF offices
- 70.83% of the respondents feel the WF/CSF provide timely services
- 93.75% of respondents believe the WF/CSF provide valuable services
- 68.75% of respondents believe the WF/CSF services are reasonably accessible to those needing services
- 27.08% of respondents believe the WF/CSF should improve or change its services (a comment section allowed for specific input on this question)

Additional comments on suggestions for future efforts, improvements, and expansion provided very specific input which has been shared agency-wide for consideration in all programs.

Brenda plans to concentrate next year on improving the familiarity and accessibility of all WF/CSF programs to all stakeholders (via an attachment with the survey). She states, "Overall, these are very positive scores and remarks. Good job, team!"



MEET OUR BOARD MEMBERS

Tom Gardner

At the past meeting of our Board of Directors, Tom was selected to serve as the Vice-Chairman. Tom brings an array of past public service in the state of Florida. He served as Director of Central Operations Services with the Department of Health and Rehabilitative Services, Deputy and Assistant Secretary for Administrative Services with the Department of Health and Rehabilitative Services, Assistant Secretary of State with the Department of State, and Executive Director for the Department of Natural Resources.

As President of Tom Gardner & Associates, Inc., for the past eighteen (18) years, Tom provides environmental consulting and governmental relations services for clients as requested with the various executive and legislative offices of Florida state government.

Tom is a longtime friend of the White Foundation since its inception in 1988. He has always been willing to assist with anything we ask of him. We appreciate his friendship, dedication and support.

BIRTHDAYS THIS QUARTER



January

- 2 – Corrine Humphrey
- 5 – Evon McMullen, Lytton Lewin
- 7 – Bill Schossler
- 9 – Sabrina Stewart
- 12 – Qutrine Mincey
- 14 – James Hanusek
- 16 – Terrence Battle
- 20 – Terence Butler
- 21 – Tivon Hart
- 22 – Barbara Baker
- 24 – Manuella McDonald
- 26 – Karen Parks
- 27 – Duane Cherry
- 29 – Patricia Hyde, Ashley Nevels,
Jason Pearson
- 31 – Latasha Alston, Marcus Williams

February

- 2 – James Smith
- 3 – Dustin Simmons
- 10 – Jonathan Rodriguez, Mary Thompson
- 11 – Vivian Reynolds

- 14 – Sandra McCloud, Roy Owens
- 15 – Megan Young
- 16 – Trina Lovett
- 17 – Teron Rayam
- 18 – Ezra Jenkins
- 20 – Van Gibson Freeman
- 23 – Verneen Madry, George Plummer
- 25 – Patrick Brinson
- 26 – Kendra Tobey-Thornton
- 27 – Wilmer Milton, Ashley Elaine Smith

March

- 2 – Robin Oliver
- 4 – Stewart Schossler
- 6 – Cynthia Smith
- 10 – LaVonda Cherry, Shawnta Hamerter
- 11 – Pamela Jenkins
- 17 – Carrlyn Keating
- 20 – Corliss Cooks
- 21 – Lindsey Janisch
- 22 – Rod Hall
- 27 – LaTanya Guillory, Kristin Green
- 29 – Antonio Owens



SHE GOT WHEELS!

This car was donated by an individual in the community to Nassau Juvenile Residential Facility in Fernandina Beach. The car was cleaned and detailed by the residents with the intent of giving the car to someone in need of his/her own vehicle. With recommendations from various community members, the youth chose a single mother with three children.

Circuit 14 QA Review Comments

Circuit 14 went through some changes due to budget cuts this year and because of those cuts, at times, it was hard to focus on the "good fight." With a QA review pending, there were plenty of nerves to settle. Once the QA letter arrived, everyone came together and worked to ensure the reviewer had many facts to digest regarding CR14!

We explained our new incentive program, our dedication to the youth (Superior Performance), our Safety First way of thinking (Superior Performance), our extra activities, stakeholders and how we work hand-in-hand with them on a daily basis, our dedication to ongoing training (Superior Performance) and the overall ability to work with very few resources. Our transition received a Satisfactory Performance rating, our supervision of the youth in our community received a Superior Performance rating, sanctions, transfers and pick up orders all received a Satisfactory Performance rating. As it turned out, the reviewer was pleased with the information we gave him and although we are aware there are areas where we must improve (as always), we feel a boost in confidence that we are doing what we should for the youth in our community. CR 14 is pleased to walk away from our first QA review with a Commendable rating.

We truly feel it leaves us with room for improvement and the acknowledgement that we are in fact – doing a great job! I would like to take this opportunity to thank all those involved!

Bobbie Frenton, Program Director

Employee of the Quarter



Congratulations, Diana Mingo! Diana works as a Residential Counselor at Nassau Juvenile Residential Facility in Fernandina Beach. She was nominated for this award because “she agrees to work when no one else will”. Diana is also described as very dependable and volunteers her time to assist the youth in 700 Club projects.

Thanks, Diana – we all appreciate your dedication and commitment to our organization as well as our youth.

Our Newest Program Director

Hello Team,

I would like everyone to welcome the newest member of our Community Based Team and the agency’s team of Ambassadors, Ms. Kisha Levy. She has already shown her dedication to our agency’s mission by spending the entire weekend with me learning about her new position as the Program Director of Circuit 2 CBIS and IDDS!

Megan Young, Community-Based Intervention Services Administrator

WHATEVER IT TAKES ...

Two White Foundation MST employees in Circuit 1 were recently recognized in MST – IN THE LOOP, a quarterly newsletter for MST professionals.

The recipients of this recognition include individuals, teams, or programs that have demonstrated creative, out-of-the-box thinking, persistence and dedication to do “whatever-it-takes” to accomplish a positive MST outcome for MST youth and their families.

Congratulations to Michelle Wright and Reginald McLean – our very own staff who were selected for this recognition!

BITS AND PIECES

MAKE YOUR MARK COUNT

A child’s life is like a piece of paper on which every person leaves a mark.

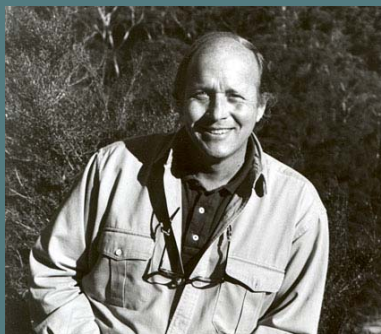
Chinese Proverb



KNOW WHAT COUNTS

No matter what you’ve done for yourself or for humanity, if you can’t look back on having given love and attention to your own family, what have you really accomplished?

Lee Iacocca
Automotive industry executive



Never deprive someone of hope; it might be all they have.

H. Jackson Brown, Jr.
Writer