

NEWSLETTER

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



in this ISSUE

- President's Message..... 1
- COO Message..... 2
- CARF Accreditation 3
- Training Calendar 4
- Rod Hall 5
- Birthdays 6
- Open Enrollment Dates 7
- Employee Recognition 8

President's Message

I recognize that all staff within this organization has put forth tremendous effort during this past year. We have improved our Quality Assurance scores; attained CARF accreditation in our juvenile justice family services, residential, and adult rehabilitation programs; met licensing requirements in all programs, and made strides in all the areas through which our contractors measure our work. All of this has resulted in an improved standing with our stakeholders – all being brought about by your dedicated and cooperative efforts.

As the performance expectations have risen on the provider community, the resources available to assist providers like us in meeting these expectations have been limited. Therefore, as I have occasionally felt the need to do in the past, I must bring attention to the many challenges we continue to face in the financial arena. Our insurance costs regarding professional liability, governance, etc., our health insurance premiums, as well as supplies and costs in general have risen. I am anticipating that the next several months will present difficulties for all of us and I am challenging each of you to use your experience and creativity to help us address them.

As demonstrated by this newsletter, we are working to improve/increase communications within the organization. While we are not sure what the specific financial challenges will mean to the company or to you as an employee, I know there will be some adverse effects on us all. Some of you have heard me raise these concerns in the past – but we have successfully managed to weather those times and have the capacity to do so again. I am extending to you an invitation to please share with us any suggestions you may have on improving efficiencies, reducing expenditures, and stretching our funds.

As these challenges and opportunities become clearer, we will provide more information and details on anticipated impacts. Again, thank you for your understanding and your continued dedication to the people we serve.

Bill Schossler
President/CEO



THE HENRY & RILLA WHITE
FOUNDATION, INCORPORATED

COO's Message

To the Foundation Family:

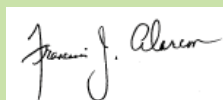
If calendar year 2008 is anything like 2007, the people of The Henry and Rilla White Youth Foundation will be proud of their services to the youth and families of northern Florida and will have successfully weathered expected and unanticipated obstacles and challenges. They will also experience responsible and appropriate growth and will have demonstrated to state and community stakeholders, as well as their clientele, firm commitment to making a difference in people's lives.

Our effectiveness and the quality of our services are only as good as the people who work for and with us. On any given day, some 800-1,000 individuals and families are served by the people of the Foundation. Your commitment to addressing the immediate needs of our clients is only exceeded by your long range support for our mission and our organization.

Our recent growth in all facets of our continuum of services—Multi-Systemic Therapy (MST), Community-Based Intervention Services/Conditional Release (CBIS) and Residential programs—increased our ability to serve the public while at the same time creating opportunities for our people to grow as well. One of many indicators of these opportunities is the fact that two-thirds of our current Program Directors companywide are people who promoted from within the Foundation. At the same time we also welcome new people who further enrich the diversity and talent of our workforce.

The challenges in 2008 are not fully known at this time, but we are certain there will be some. The state budget for this year and next is tenuous and the cost for supplies, food, gas and services will undoubtedly increase. Our President, in his message, has asked that we all be prepared to make the necessary sacrifices to sustain our ability to meet the public's needs. I know the people of The Henry and Rilla White Youth Foundation will be up to this challenge.

Thank you and your families for your continued support and efforts in the interest of Florida's citizens.



Frank Alarcon
COO

BUILDER'S CARE –

A DREAM COME TRUE FOR NASSAU JUVENILE FACILITY

Written by Gina Edwards
Nassau Juvenile Residential Facility

We had a very exciting year last year at Nassau Juvenile Residential Facility. It all started in June with a visitor from the local Barnabas Center. Mr. Knight had long been bringing cakes, breads, etc. from one of the local delis in town for the youths to have as treats. Mr. Knight spoke with Mr. Payne, our director, of a company that would come out and organize a project with local churches, businesses, banks, etc., to get donations, labor and supplies from all participants. We set up our first meeting and WHAT A TURN OUT OF VOLUNTEERS! These were just the coordinators of each participating group that would be coming out to work with us on the work days. To say the least, we were all very excited about this project.

Builder's Care was our dream come true. They coordinated every detail, all the way down to the meal that was served on each work day that we had. The first work day we had so many people here it was like magic! We didn't need to say anything to anyone – they all had an assignment and went to work. Each youth was assigned to a group of workers for different projects. At the end of the first work day we had an old fashioned softball game (the youths loved that part of it, they deserved it after all the hard work they put in).

At the end of three (3) work days that were held out here, we had what looked like almost a new facility. The following is the list that was completed:

- o New recreation facility – inside and out
- o New softball field with bases
- o Youth restroom area with new faucets, tile work, urinal repair
- o Dining room painted, new blinds and curtains installed
- o Donation of over 200 plants which were planted around the facility
- o Group room repainted
- o All outside building were painted and leaks repaired in the roof
- o Putting a restroom in the outside class room is currently in process

Our facility has been very blessed with all that has been done for us this last year. And to top things off in December, we received a new state of the art camera system. Things could not have been better for us!

There are still things that we need, but we can see a difference in the pride that the youths have about the facility. We all have more pride in the facility – it's nice to come to work to a nice building.

If you would like to take a look at our project, you can still view it at www.buildercare.org and go to the Nassau County icon.

CARF Accreditation

Just in time for the holidays, we received notification that The Henry & Rilla White Foundation, Inc./Corrections Services of Florida, LLC has been accredited for a period of three (3) years! This accomplishment was achieved through the hard work and dedication of all management and staff and is something in which we are well pleased.

The notification letter stated: "This achievement is an indication of your organization's dedication and commitment to improving the quality of the lives of the persons served. Services, personnel, and documentation clearly indicate an established pattern of practice excellence."



A special thanks to Brenda Mueller, Quality Improvement Administrator, and her team and their efforts as well as all other Foundation/Corrections Services staff members!

CARF additionally stated: "The board of directors, executive leadership, management and supervisory staff members, and direct service personnel are congratulated on this accomplishment and are complimented for their commitment to the youths, adults, families, state agencies, and other key stakeholders for which they strive to provide quality services."

BHOS – New at Panther and Nassau

Through negotiations with DJJ, the Foundation was successful in having Behavioral Health Overlay Services (BHOS) approved for two of our residential programs – Panther Success Center in Jasper and Nassau Juvenile Residential Facility in Fernandina Beach.

Before BHOS at these facilities, mental health and substance abuse services were provided through agreements with community mental health centers in each area. The counselors were employed by the provider and assigned to provide counseling services at our facilities.

Having BHOS now allows the Foundation to employ its own clinicians and contract directly with a psychiatrist. The goal is to enable us to provide a comprehensive array of mental health and substance abuse services as an overlay to the residential care and delinquency programming we already provide.



Redirection Program begins in Circuit 14—Bay County

In November, 2007 the White Foundation launched the Redirection program in Bay County—Circuit 14. Redirection is a brief (4-6 months), home and community-based alternative treatment program for youth (ages 12-17) who are at risk for placement in residential care away from home. In the Bay County program, youth, who are referred by the Department of Juvenile Justice (DJJ), remain in the community with their families, and therapists provide services for the family in the home, school, and other areas of the community. The therapists use a treatment model called Mutisystemic Therapy (MST), which has been proven to improve family relations, decrease drug use, increase school attendance, and decrease re-arrest. The program, which can serve 15 families simultaneously, is located in Panama City and is composed of a team of three therapists, a program director, and administrative assistant.

In the weeks and months prior to November, Frank Alarcon, Chief Operating Officer for the Foundation, met with stakeholders (school and DJJ officials, attorneys, judges and others) informing them of the Redirection program and laying the groundwork for this new opportunity.

The current team consists of therapists Jennifer Horton and Kim Pohl, Susan Champion, Administrative Assistant, and Margaret Lamkin, Licensed Mental Health Counselor and Program Director. Although in operation for only two months, the team is currently serving 10 youth and their families, after completing comprehensive training and numerous other tasks associated with start-up. They have done a wonderful job getting the program up and running very quickly, and are looking forward to being able to serve an additional five families (for total of 15) soon, with the hiring of a third therapist. Program contacts are: 850-747-5770 (office) and 850-747-5771 (fax).

Notwithstanding barriers and challenges often encountered with new initiatives, the team continues to diligently demonstrate the MST philosophy of never giving up on families and "doing whatever it takes" to help families. For example, through their 24/7 availability, therapists have helped families prevent and manage crises after regular hours and attended school conferences to support families in establishing needed home-school linkages. Families and DJJ staff have expressed their appreciation for the program, and we join them in commending the team for making this much needed service available to families in Circuit 14.



Training Calendar

January – March 2008

Date	Time	Training Title	Training Facilitator	Training Location / Training Population
January (TBD)	TBD	2008 QA Overview/Contract Requirements	Brenda Mueller Marcy Davis Ken Hollis	Various Staff Meetings
January 9, 2008	All Day	CPR/1 st Aid	Ken Hollis	Tallahassee area
January 11, 2008	9:00 a.m. – 1:00 p.m.	Cultural Diversity	Tomica Archie Smith	Sawmill Academy for Girls - Tallahassee
January 14 – 18, 2008	All Day (5 days)	PAR	Patrick Brinson	Tallahassee or Jasper
January 16, 2008	8:30 a.m. – 12:30 p.m.	Suicide Prevention	Patsy Schossler	Sawmill Academy for Girls - Tallahassee
January 18, 2008	All Day	PAR Update	Patrick Brinson	Tallahassee or Jasper
January 28 –31, 2008 (cancelled)	All Day (4 Days)	Thinking For Change	Barbara Campbell	Pensacola Office
February 12, 2008	1:00 p.m. – 3:00 p.m.	Gender Specific Treatment Needs (Females)	LaTanya Guillory	Jacksonville Office
February 12, 2008	2:00 p.m.	Suicide Prevention	TBD	Tallahassee area
February 13, 2008	All Day	CPR/1 st Aid	Ken Hollis	Jacksonville area
February 18 – 22, 2008	All Day (5 days)	PAR	Sam Peterson	Nassau JRF (Fernandina Beach)
February 19 –21, 2008	All Day (3 days)	QA Peer Review Training	DJJ	Tallahassee (Selected Staff Only)
February 22, 2008	All Day	PAR Update	Sam Peterson	Nassau JRF (Fernandina Beach)
February 25 – 29, 2008 (Subject to Change)	All Day (5 Days)	A.R.T.	Dr. Barry Glick's Staff	Tallahassee area (Selected Staff Only)
February 28, 2008	1:00 p.m. – 3:00 p.m.	Criminal Street Gangs	Dwight Pollock	Jacksonville area
March (TBD)	All Day	Motivational Interviewing	TBD	TBD (Selected Staff Only)
March 7, 2008 (held on 1/23/08)	1:00 p.m. – 3:00 p.m.	Transition Planning/Exit Staffings	LaTanya Guillory	Jacksonville area
March 12, 2008	All Day	CPR/1 st Aid	Ken Hollis	TBD
March 14, 2008	TBD	Cultural Diversity I and II	Tomica Archie Smith	TBD
March 17 – 21, 2008	All Day (5 days)	PAR	TBD	Jacksonville area
March 20, 2008	10:00 a.m. – 4:00 p.m.	Nurse's Training	Ken Hollis	Panther Success Center (Jasper) (Nurses Only)
March 21, 2008	All Day	PAR Update	TBD	Jacksonville area

Contact Brenda Mueller via email at bmuller@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.

Rod Hall

A native Floridian, Rod, the second-oldest of seven children, grew up in the town of Lake Alfred, a small, single-traffic light, rural community in Central Florida. When asked where he's from, Rod sometimes jokingly says, "LA" to give his home town a boost. After graduating from Winter Haven High School in 1969, he attended Polk Community College (Winter Haven), and later the University of South Florida (Tampa), where he earned Masters degrees in Rehabilitation Counseling (1975) and Clinical Psychology (1982); and a doctorate in Clinical/Community Psychology (1986).

Rod is a Florida-licensed Psychologist, with a long and distinguished career in public mental health. Before joining the White Foundation in November 2007, he served as Mental Health Director with the Department of Corrections, Clinical Director of the Jimmy Ryce Program (state Sexually Violent Predator Program), and most recently, as Mental Health Director with the Florida Department of Children and Families.

Rod has three children, two sons (ages 14 and 17) and an adult daughter. He enjoys walking, gardening, and most of all boating and fishing with friends in the spring-fed rivers of North Florida.



LETTER FROM A PARENT , PENSACOLA

Dated 7/31/07

To Whom It May Concern:

I would like to express my sincere appreciation for the advice, counsel, friendship, encouragement and guidance given to me and my family through your Family Intervention Specialist, Alicia Peton. I have to admit, I was skeptical on how this was going to work, but, was pleasantly surprised by the approach taken by Ms. Peton. She was able to get both of my children to open up and talk about life with her and tell her things that they never said to me. I was amazed. But, it didn't stop there. She also instructed me on how to do the same. Of course, the things she advised and instructed me on, I, in my subconscious already knew, but, needed to hear from someone else that this should be done. I also had to come to the realization that my children are going to be who they are and not my formulated image of them in my mind. That was hard, because, you want so much for your children and when they don't take to heart your advice and warnings, it's scary. My resource now is to pray that this is part of God's plan for them in their life and they will learn and grow from it.

Ms. Peton was always professional in speaking with me. She was straight and concise in her conversations with my children and was able to get the responses needed. I would highly recommend this program to anyone who is going through a family crisis and needs some outside guidance and help. This program, in my opinion, is the best that Escambia County offers to assist families in need. I will also send a copy of this letter to my daughters' probation officer so that they may also be aware of the excellent benefits of this program.

Our sincere appreciation again for all the help provided.

Margaret W. Preston (Peggy)

Ms. Peton works with a Foundation program using the Multi-Systemic Therapy model which views individuals as being in a complex network of interconnected systems that encompass individual, family, and extra-familial (peer, school, neighborhood) factors. Intervention may be necessary in any one or a combination of these systems.

This letter from a participating parent is an example of MST's focus on promoting behavior change in the youth's natural environment, using the strengths of each system to facilitate change.

BIRTHDAYS THIS QUARTER

January

2 -- Corrine Humphrey
 5 -- Evon McMullen, Lytton Lewin
 7 -- Bill Schossler
 9 -- Sabrina Stewart
 12 -- Qutrine Mincey
 14 -- James Hanusek
 15 -- Pierre Downes
 18 -- Jessica Law
 19 -- Allen Sumner
 20 -- Terrence Butler, Cierra Gallon
 21 -- Elaine Kosich
 22 -- Barbara Baker
 24 -- Manuella McDonald
 26 -- Karen Parks
 27 -- Duane Cherry, Hilton Edward
 29 -- Patricia Hyde, Ashley Nevels,
 Jason Pearson
 31 -- Elizabeth Oats



26 -- Kendra Tobey-Thornton
 27 -- Wilmer Milton, Ashley Elaine Smith

March

2 -- Jermaine Jackson, Robin Oliver
 4 -- Stewart Schossler
 10 -- LaVonda Cherry
 11 -- LaKeysha Edwards, Pamela Jenkins
 12 -- Pamela Howard
 15 -- Tanetta Lewis
 20 -- Corliss Guyton
 21 -- Christopher Clyburn,
 Lindsey Janisch, Larry Peterman
 22 -- Rod Hall, David Cobb
 25 -- Milton Gordon
 27 -- LaTanya Guillory
 29 -- Antonio Owens

February

2 -- James Smith
 3 -- Clareth Best, Dustin Simmons
 8 -- William Jones
 9 -- Jade Claridy
 10 -- Jonathan Rodriguez
 11 -- Vivian Reynolds
 14 -- Sandra McCloud
 15 -- Megan Young
 20 -- Van Gibson Freeman
 21 -- Bobby Shed, Charlotte Walls
 23 -- Verneen Madry
 25 -- Patrick Brinson, James Payne

Questions about the Foundation's 401K?



Contact Austin England at
austinengland.swa@comcast.net or
 John Lentz at john_lentz@glic.com

IFTH PROGRAM CLOSURES AFTER 15 YEARS

The White Foundation's Individual Family Treatment Homes (IFTH) program was officially closed on December 31, 2007. The Foundation has run this program in Jacksonville since 1992, but was notified last summer that it would not continue. DJJ indicated that due to a drastic reduction in the need for low risk offender treatment, the state was shifting its resources to better meet the demands of the juvenile justice population.

Thanks to all the staff and home parents for all the hard work over the years!

OPEN ENROLLMENT 2008

OPEN ENROLLMENT SEASON IS UPON US! Below is the tentative schedule for the OPEN ENROLLMENT TOUR.

Joining BenDette McCaskill on the tour this year will be:

Stephanie Overton (Medical)
 Lynn Spears (AFLAC)
 Ameritas Dental representative

When you read and absorb the schedule, you will see there is little wiggle room for time changes and tardiness because BenDette has the task of visiting every program in one week! WOW!

If anything changes, you all will be the first to know. See you all in February!

Pensacola

CBIS & MST
 Monday, February 18, 2008 8:00 am
 Location: 1100 Airport Blvd Suite C

Marianna

Conditional Release Cir 14
 Monday, February 18, 2008 1:30 pm
 Location: 4452 Clinton Street

Panama City

MST Cir 14
 Monday, February 18, 2008 4pm
 Location: 524 Mercer Ave

Tallahassee

CBIS/IDDS Cir 2 & Corporate
 Tuesday, February 19, 2008 9:30 am
 Location: 2833 Remington Green Circle Sawmill
 Tuesday, February 19, 2008 1:30 pm
 Location: 2609 Springhill Rd Bldg E

Jasper

Panther Cir 3
 Wednesday, February 20, 2008 8:00 am
 Location: 11180 NE 38th Street

Lake City

Adult Day Program
 Wednesday, February 20, 2008 2:00 pm
 Location: 456 SE Baya Drive

Bronson

Conditional Release Cir 3, IDDS/MST Cir 8
 Thursday, February 21, 2008 8:00am
 Location: 397 E. Hathaway Drive

Jacksonville

Tiger SHOP
 Thursday, February 21, 2008 12:30pm
 Location: 4501 Lannie Road

Fernandina Beach

Nassau Juvenile Residential Facility
 Thursday, February 21, 2008 4:00pm
 Location: 1781 Lisa Ave

Jacksonville

IFTH
 Friday, February 22, 2008 8:30am
 Location: 707 Mill Creek Road

Daytona Beach

Volusia Halfway House
 Friday, February 22, 2008 12:30 pm
 Location: 1047 Madison Ave

Employee of the Year

Congratulations to Brenda Mueller who was selected as Employee of the Year for 2006-07! Currently serving as



Quality Improvement Administrator for the Foundation, Brenda works closely with all Foundation programs and employees. She is described by those who work with her as "very capable, hard working, willing to go the extra mile, does whatever it takes to get the job done, supportive, pleasant, knowledgeable... the whole package!"

The Employee of the Year Award is named in honor

of Fred Jenkins who was one of the first employees hired and provided many years of dedication and service for the Foundation. Since his retirement in 1996, Fred continues to be a dear friend and supporter of this organization and our mission.

Brenda is very deserving of this award and in Fred Jenkins' words: "The Foundation is proud of you – be proud of yourself and the wonderful opportunity you have!"

Frank Alarcon selected to FJJA Executive Committee

The Foundation is pleased to announce that Frank Alarcon, our COO, was recently named to the Executive Committee of the Florida Juvenile Justice Association (FJJA).

As a founding member of the FJJA, the Foundation joined a small group of providers in 1994 to create an association working to improving the system of justice for Florida's young people. The Association brings together juvenile justice system professionals and agencies committed to comprehensive, high quality services to pre-delinquent and delinquent youth and their families.

Frank has been actively involved in the Association's efforts and represents the Foundation in its activities. We congratulate Frank and the FJJA for choosing him to participate in the Association's leadership.

Check out the FJJA website at www.fjja.org for their monthly newsletter, association activities and advocacy.



BenDette McCaskill was awarded the President's Star Performer Award this week. This prestigious award is given in recognition of an individual's outstanding service. BenDette, Human Resources Manager, contributes consistently as a valuable team member, but was recognized recently for her extra efforts and commitment.

Star Performer

Employee of the Quarter

Michelle Wright, administrative assistant in the Pensacola office, has been selected as the White Foundation's Employee of the Quarter for October – December, 2007.

Michelle has been employed with this office for seven (7) years and is described by her colleagues as an individual who multitasks with the best of us and adapts to changes without



missing a beat! The recent expansion of services with the new Community Based Intervention Services (CBISP) in Pensacola involved Michelle's assistance with hiring and training of new staff as well her strong leadership with the physical office transition in their recent move to the 1100 Airport Boulevard address.

We congratulate Michelle as she is recognized for her many contributions to our organization! Michelle's

balanced approach to handling the office and all those concerned is much appreciated. We look forward to her continued presence among us!

Employee of the Quarter Nominations

Nominations for this award can be submitted by any employee of the Foundation and its subsidiaries and should be sent to Human Resources no later than the 15th of the last month of the quarter. Therefore, March 15, 2008, is the next due date for nominations which should include specific information to substantiate your selection and each of the criteria for this award.

WATCH YOUR BULLETIN BOARD FOR ANNOUNCEMENTS AND CRITERIA!