

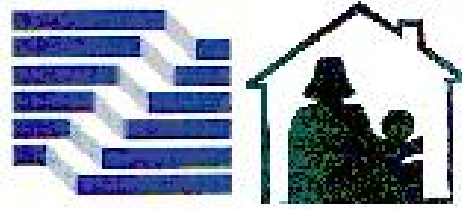
**Liberty Center Connections  
dba (STEPS at Liberty Center &  
Every Woman's House)**



**Annual Report  
Fiscal Year 2008**

**Building healthy and peaceful  
families and communities**

**104 Spink St.  
Wooster, OH 44691**



## Index

Message from the Director	1- 2
<b>STEPS</b>	
(Clinical)	3- 5
(Quality Improvement)	5- 9
(Prevention)	10-21
<b>EWH</b>	
(Clinical)	22-25
(Julia's Place)	26-27
(Quality Improvement)	28-32
(Community Education)	33-34
<b>HR and Operations</b>	35-37
<b>Finance</b>	37-38

## Board Members

Scott Buehler	President
Sallie Cook	Vice President
Ronda Steimel	Secretary
Stefan Garcia	Treasurer
Nancy Anderson	
K. William Bailey	
Pat Bare	
Diane Butler	
Diho Carozza	
Chuck Cooper	
Lana Gesler	
Leslie Knowling	
Sue Mathur	
Tricia Plant	
John Thern	
Lynn Sinclair, retired 2007	
Timothy Tegtmeier, retired 2007	
Julia Fishelson, Emeritus	
John Kropf, Emeritus	
Donna Miller, Emeritus	
Clyde Webb, Emeritus	

### ***Doing More of What We Do BETTER?*** *The Six Strategies*

- Increase unrestricted, secure funding
- Recruit and retain a quality staff
- Enhance services to increase accessibility within the market area
- Utilize technology and other tools to improve efficiency, communication, service delivery and accessibility
- Achieve organizational excellence
- Create a positive image and increase awareness of the organization, mission and the people being served

## MESSAGE FROM THE DIRECTOR

Fiscal year 2008 marks the end of our second year as Liberty Center Connections, Inc. – a merged agency combining STEPS at Liberty Center and Every Woman’s House. Although we continue to do business as Every Woman’s House and STEPS at Liberty Center, the merged entity has significantly reduced “back room” costs and administrative staff time. Just in the nick of time --- as we have seen the economy nosedive and our funding sources have been eroding. We are fortunate to have a dedicated, experienced staff and Board that is committed to guiding our organization prudently, but it will be an area for vigilance over the next few years. We are committed to living within our means while prioritizing quality service provision. I am confident that we will identify creative strategies to continue to serve our community effectively.



Every Woman’s House has provided counseling, support and crisis services to 570 individuals. In addition, we are proud that we have provided prevention services to every school system in Wayne and Holmes Counties. These programs are aimed at reducing dating violence, sexual harassment and bullying and have been very well received by students, faculty and parents. Our Men Working for Change was recognized in the Sports Illustrated Athletes and Community Service issue. We also provided self defense training to 469 young women. In total, we served over 30,000 individuals through our prevention and community education programs.

True prevention means working with law enforcement, the criminal justice system and the entire community to develop a coordinated community response to domestic violence and sexual abuse. Recent deaths associated with domestic violence led to Every Woman’s House working with the Wooster Police Department to develop a threat assessment tool which will permit law enforcement officers to better identify domestic violence situations are likely to escalate, potentially into homicide. We are also working with the Children’s Services Board to provide risk assessments with the same goal.

STEPS at Liberty Center continues to work to improve access to treatment and treatment outcomes. During the past year, we provided addiction treatment services to 880 individuals. We have continued to see increased need for detoxification for opiates as addiction to prescription drugs and heroin continues to rise. STEPS has been working with area providers to develop an effective response to this growing problem.

The Noble Foundation made a generous donation of a historic 5600 square foot home to be used for our Pathway program – our men’s residential treatment center. We have been busy working to raise the funds necessary to renovate the facility and to assure adequate operational funds as we raise our capacity from nine to sixteen beds. In addition, funds have been raised for the renovation of

Gault Liberty Center space for use as a recovery club. A volunteer Board has been working to design the club and create a business plan for operation. The new Pathway facility and the OASIS Recovery Club will be opened in December, 2008.

Our prevention and intervention program continues provide a wide continuum of services to the Wayne/Holmes Counties. They have included community coalitions, mentoring programs, youth empowerment enterprises, school-based programming and workplace prevention services. Over 18,000 community members were impacted either directly or indirectly through these programs during FY'08.

Workforce issues continue to be a struggle as our workforce ages and fewer people are entering the social service/counseling field. We have significantly improved our employee retention over the past few years but still struggle to fill counseling and prevention positions with experienced, licensed individuals.

All in all, I think we can be very proud of the quality of services that STEPS and Every Woman's House provide to our community. Our staff is committed to excellence and to meeting our clients diverse needs.

Sincerely,

Bobbi Douglas

# STEPS at Liberty Center



**Mission:** To prevent and treat chemical dependency and abuse through strategies which meet the needs of individuals, families and communities.

## *Clinical Services*

**Outpatient Services** - The outpatient-counseling program provides individual, group and family counseling for individuals experiencing difficulty because of substance use in their lives. Services provided include: assessment, individual counseling, group counseling, crisis intervention, couples therapy, case management, and family therapy.

The Outpatient department employed five full time and two part-time therapists during FY'08. All clinical staff was supervised by the agency's full time Clinical Director. The Clinical Director is a master's level clinical social worker licensed by the state of Ohio as a Licensed Independent Social Worker and a Licensed Professional Clinical Counselor as well as the Ohio Department of Alcohol and Drug Addiction Services as a Licensed Independent Chemical Dependency Counselor. All outpatient counseling staff possess a Master's Degree in an appropriate field. Staff are either independently licensed in their respective fields or working with such licensure supervision. Most staff are also Licensed Chemical Dependency Counselors or in the process of obtaining such. Counseling staff are expected to work at least one evening a week and carry an active caseload of 40-45 clients.

Overall the number of citizens served and units of service delivered were very comparable to FY'07 as the significant increases from last year were able to be maintained without the addition of any additional staff. During FY'08 880 individuals were provided 28,772 hours of service. This included 645 new admissions equaling recent years' dramatic increases in access. This was further demonstrated with ongoing improvements in the reduction of no-shows and wait times for assessment. Client satisfaction continue to be exceedingly high 99% for all key indicators ("Services provided what needed", "Recommend STEPS to others" &

"Overall satisfaction"). Considering that the majority of the citizens that are served have in some way been required to attend and that the survey is completed "universally" by all clients served, this is an outstanding achievement.

### **Intensive Outpatient Services**

STEPS offers two separate intensive outpatient programs, "Choices" and "CADET". They provide an alternative to residential or non-intensive, hourly treatment and are described in detail below. These programs are supervised by STEPS full time Clinical Director.

#### *Choices*

Participants of CHOICES have the option of daytime, afternoon or evening programs. Daytime participants attend three sessions per week from 9:00 AM to 12:00 noon. Afternoon from 3:30 to 6:30 and evening participants attend three sessions per week from 5:30 PM to 8:30 PM. In addition, inmates from the Discipline and Rehabilitation Center (DRC) are served at the Gault Liberty Street location along with residents from the half-way houses who receive part of their intensive outpatient treatment by attending specialized therapy groups and part with therapy groups at each of the respective houses. All clients are involved in a combination of both general group therapy sessions and a wide variety of time-limited group therapy sessions on a broad array of topics vital to overall recovery. These are chosen by the client and his/her therapist based on his/her individual needs. Continuing care is offered afterwards and generally consists of weekly individual and group sessions of lesser intensity. Intensive outpatient services also typically include interventions for the family and required attendance at 12-Step meetings.

During FY'08 213 persons were provided 6022 units of services. This included 234 units of service provided to some of the additional 19 clients who were residing in the Discipline & Rehabilitation Center (DRC). This represents an overall 11% increase in citizens served and a 19% increase in units provided from FY'07. Outcome data shows that 58% of those completing Choices were successful in their recovery 90 days post-discharge. Most of these clients continue on with less intensive treatment at STEPS while attending support groups throughout the area. Overall client satisfaction remained high for Choices with all but two of the 83 respondents indicating satisfaction in all major areas.

### *Cadet*

The CADET program has been in existence since 1990. CADET is offered two times a day four days a week to inmates at the Wayne County Justice Center in the jail itself. The program is staffed with 1.5 full-time counselors. The CADET program offers clinical evaluation, an intensive outpatient program, a jail based aftercare group and an agency based aftercare for discharged inmates.

During FY'08 95 people were provided 2130 units of IOP. This was a significant increase in both number of inmates served (24%) and also in units of service provided (29%). In addition, over 688 units of individual treatment and 550 hours of intervention were also provided to prisoners.

Outcome data reflects a strong continuation of CADET clients to treatment upon release as 60% came to STEPS post-release which greatly exceeded the 50% target goal. There was, however, concerns with the two-year longitudinal recidivism study which showed that out of the 79 CADET clients in CY'06 40 (51%) were rearrested in the subsequent two years, 20 of those for alcohol or other drug related crimes. While this is still less than some national rates it is still higher than past years.

Levels of satisfaction of services remain high as in the previous years. For details regarding specific information regarding this please refer to the Quality Improvement section of STEPS.

Sixty percent (60%) of CADET clients leaving jail continue with some type of treatment at STEPS. This is a remarkable achievement and shows

that once a person enters into some form of treatment they are likely to continue if they are receiving help that is needed to improve their life.

**Residential Services** - Both the Beacon House and the Pathway are certified by the Ohio Department of Alcohol and Drug Addiction Services (ODADAS) as halfway houses. The programs have been designed to provide treatment for chemical dependency in a residential setting, to assist clients with gaining recovery tools to allow for long-term sobriety, and to assist clients in their transition back into the community as stable, self-sufficient citizens. The programs incorporate the 12-Step model of recovery, focusing on honesty, open-mindedness and willingness to make permanent life-style changes that will allow them to maintain a drug-free life. Both programs have a daily routine of group and individual therapy, education on a variety of recovery and life-skill topics, and daily attendance at 12-Step meetings.

There is a requirement to complete daily household living skills and to provide community service hours each month. Both facilities individualize treatment as much as possible in order to address each client's specific needs and strengths. Clients choose from a variety of specialized therapeutic groups held at the main office. These have proven to be very helpful and popular. Topics include: family issues, relationships, codependency, spirituality, how to use the 12 steps, relapse prevention, trauma, revisiting beliefs and values, and parenting, among others. Extensive intervention is provided in areas such as completing education, obtaining employment and securing sober housing to help facilitate a successful transition back into the community.

The Beacon House continues to provide gender-specific treatment for the female clients, some of whom have children with them in treatment or who are expecting children in the near future. The women's program is tailored to the special needs of women who have been often traumatized, exploited and engaged in various risky behaviors to finance their addictions. Education and therapy related to issues is provided in addition to assistance with parenting skills, self-defense training, educational and occupational goals and other resources specific to women's and children's needs.

During FY'08 59 persons received 5691 days of service which exceed the goal by 17%. Milestone data reflected that seven out of ten clients who were successfully discharged from residential treatment demonstrated continued sobriety six months later. The 70% figure held for both Beacon and Pathway. Client

satisfaction at both houses remained very high according to survey scores and also as demonstrated by increased continuation rates. For details regarding specific information regarding this please refer to the Quality Improvement section of STEPS.

*Devon (not his real name) is a 49 year old male that was introduced to alcohol by family at a young age. His drinking began to escalate when he turned 15. After high school, Devon joined the military. While in the military he was trained to be a Drug and Alcohol counselor. After his time in the military his drinking accelerated to the point that Devon became homeless and began living under a bridge. Devon has received numerous treatment services over the years and has continued to struggle with his addiction to alcohol.*

*Devon has resided at Serenity House for the past three years. Serenity House is a transitional living program which assists men leaving the more structured and supervised residential placement setting. Devon's goals when he first entered were to remain sober and work his way out of debt. He has been working two jobs for the past two years. He has been employed at his fulltime job for 13 years and an additional part-time job for 8 years. He has been gradually working his way out of debt.*

*Today Devon is no longer living under a bridge. He has a place to call home. He has earned his family back. He has been doing what it takes to stay sober. He attends AA meetings regularly, has a sponsor in AA, and utilizes resources available at STEPS at Liberty Center. Devon has self-worth today.*

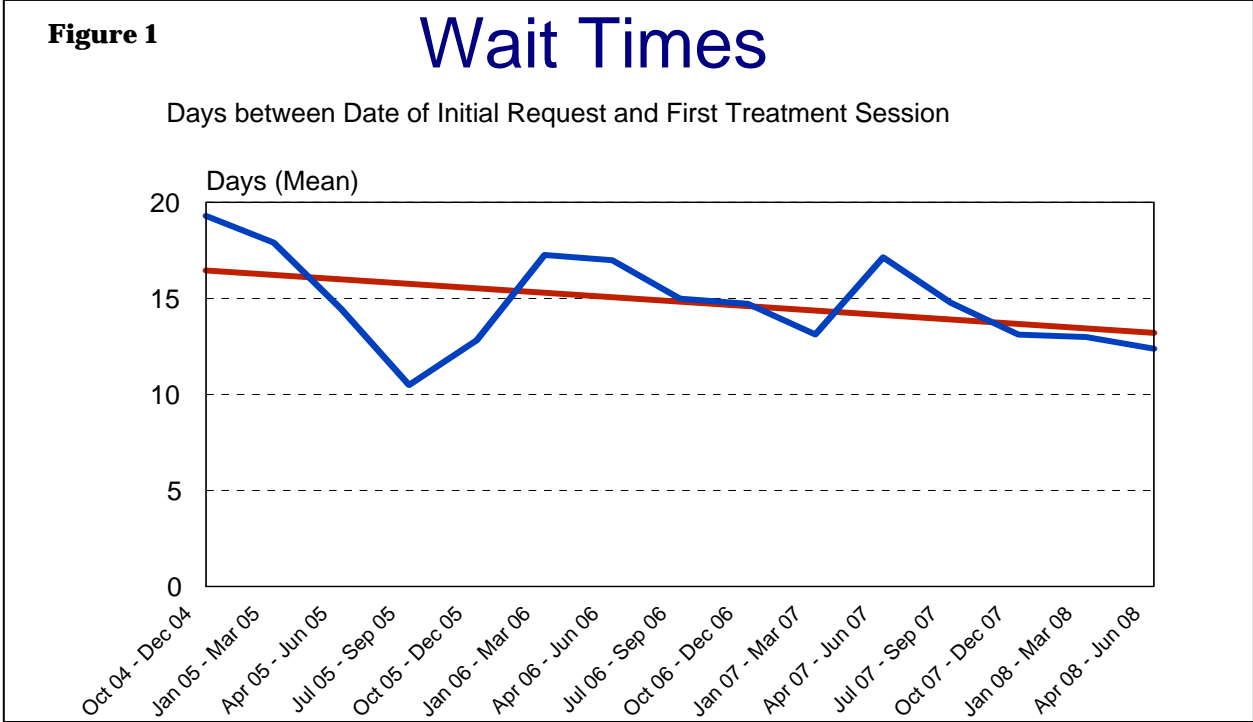
## Quality Improvement

STEPS continue to track data on the four aims related to the improvement of access and retention in addiction treatment, as presented by The Network for the Improvement of Addiction Treatment (NIATx). The four aims are:

- Reduce waiting time between first request for service and first treatment session
- Reduce the number of patients who do not keep an appointment (no-shows)
- Increase admissions to treatment
- Increase continuation from the first through the fourth treatment session

### *Reduce Waiting Time*

Since the second fiscal quarter of 2005, wait times between initial request and the first treatment session has been reduced from 19.3 days to 12.4 days or a 46% decrease in wait times. This reduction has taken place despite the dramatic increases in admissions to STEPS. Figure 1 displays the actual wait time as well as a trend line showing a gradual decline over the 15 quarters. First treatment session is defined as a clinical session taking place after the assessment appointment.

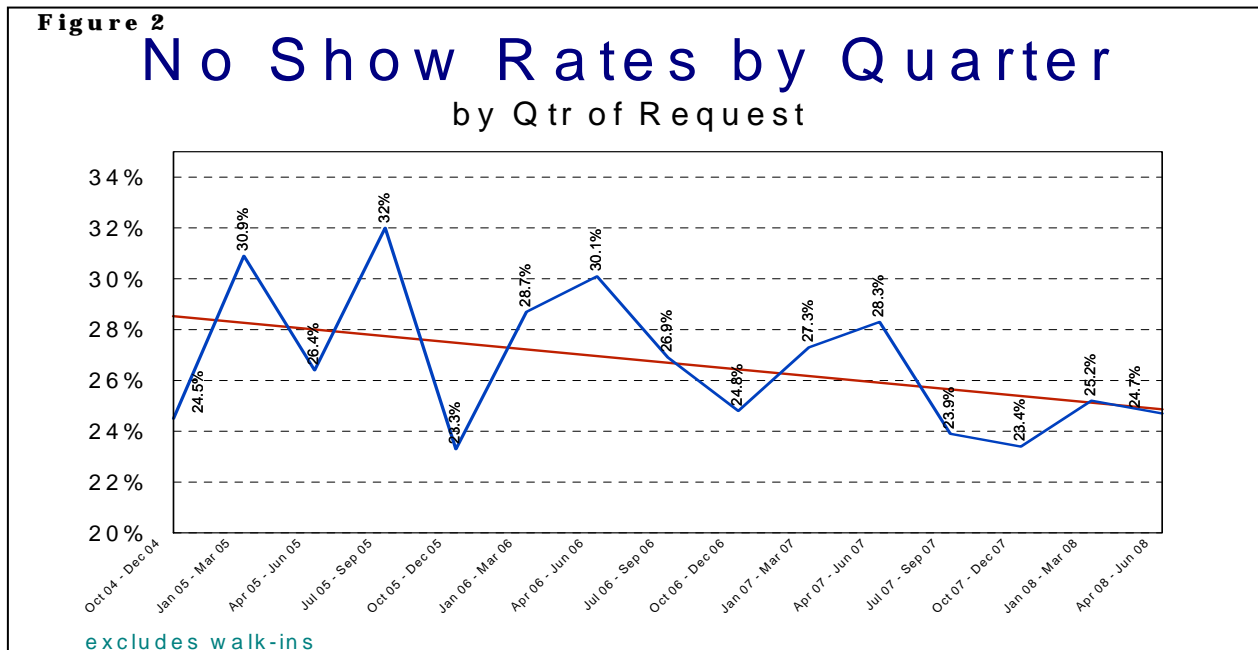


*Reduce No Show Rates*

Defined as those prospective clients who call to request service but do not show for their initial assessment session, no show rates have stabilized at around or just below 25%. During fiscal years of 2005 and 2006, no show rates would fluctuate greatly ranging from 24% to 32%. The trend over the last 15 quarter, as is true with wait times, has been a general decline.

Figure 2 displays actual no show rates and trend lines since October 2004.

No show rates continue to be influenced by two demographic factors, gender and referral source. Client referred to STEPS by employers had just a 7.7% no show rate and those referred by the courts had a no-show rate of 19.7%. Those referred by a family, friend or a social agency has a no-show rate of almost 30%. Females had a no-show rate of 30.6% and males had a no-show



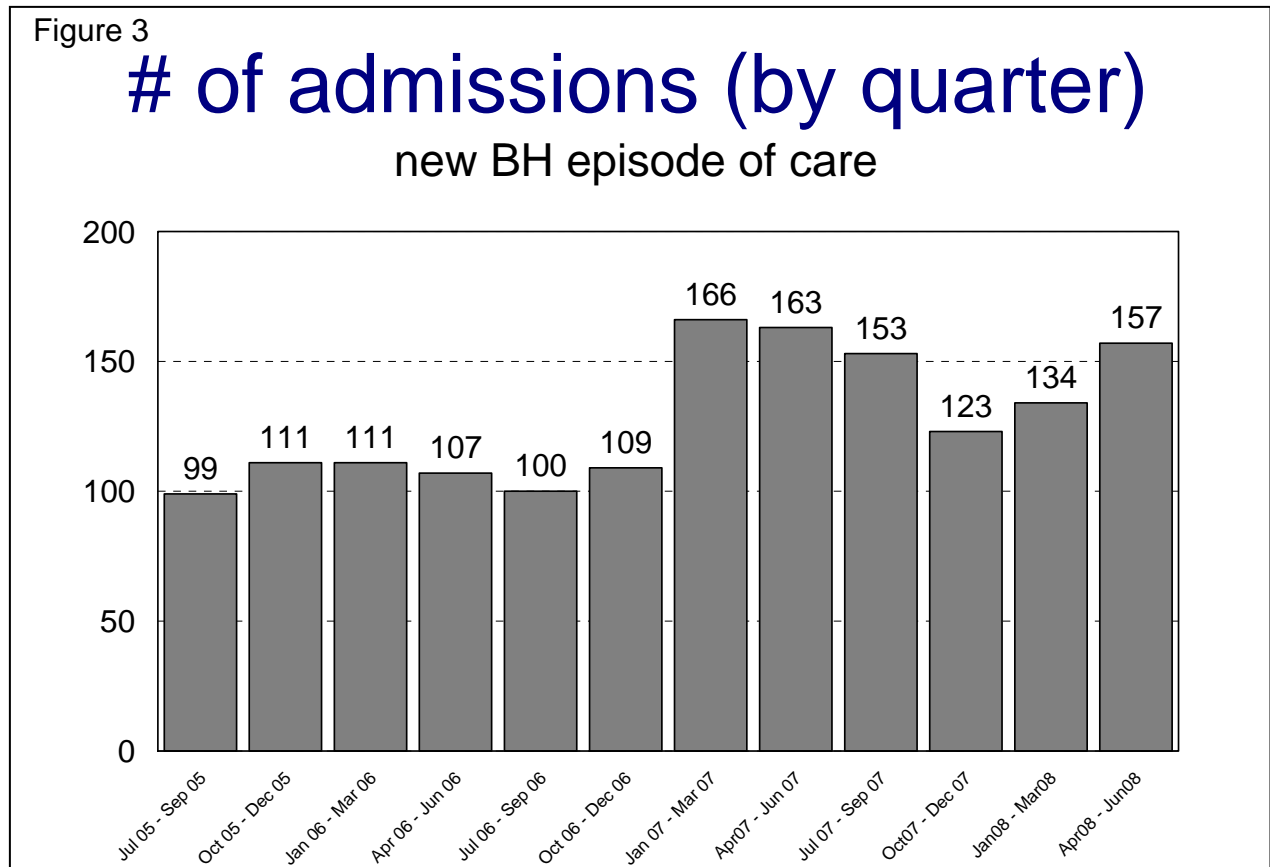
rate of 20.1% during this fiscal year. The previous fiscal year displayed no significant difference between males and females.

*Increase Retention*

Through March of 2008, there has been a retention rate of 52.1% which is slightly lower than last year's retention rate of 53.9%. The retention rates, however, are still significantly higher than that of FY 2005 (49.6%) or FY 2006 (44.4%). The only demographic variable found to have a strong predictive factor regarding not completing four sessions is level of education. Clients who have not finished high schools have a retention rate of 43%, compared to clients who have a high school degree or higher (51.6%). These figures are based on the previous 15 quarters beginning in October of 2004.

*Increase Admissions to Treatment*

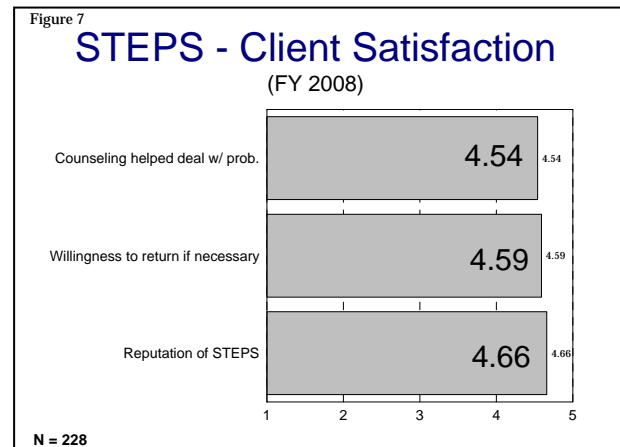
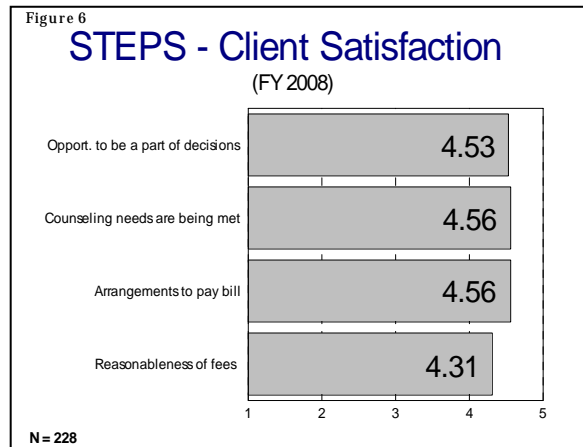
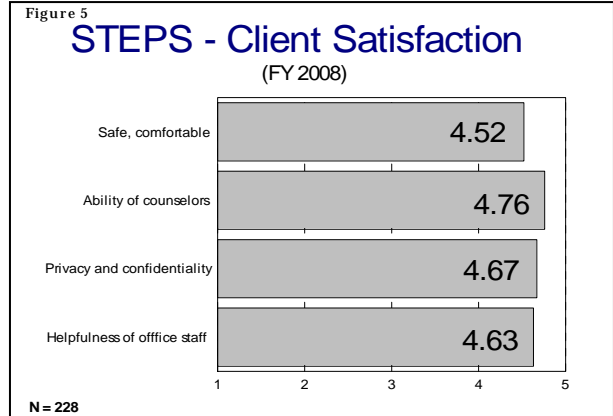
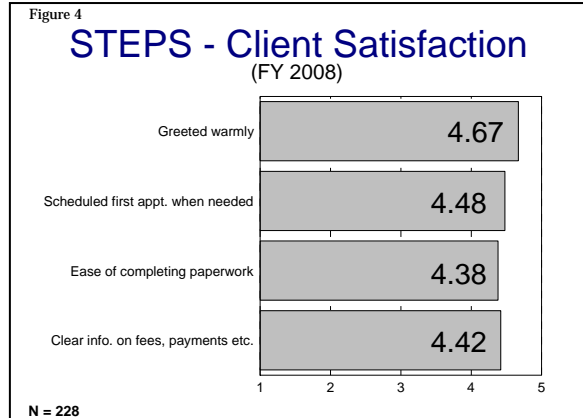
Figure 3 displays the continued high levels of admission to STEPS that began in January 2007 and has continued throughout the past six quarters. This last quarter of 2008 showed a return to the number of admissions a year ago. Admissions rose 5% when comparing Fiscal Year 2008 with the previous fiscal year.



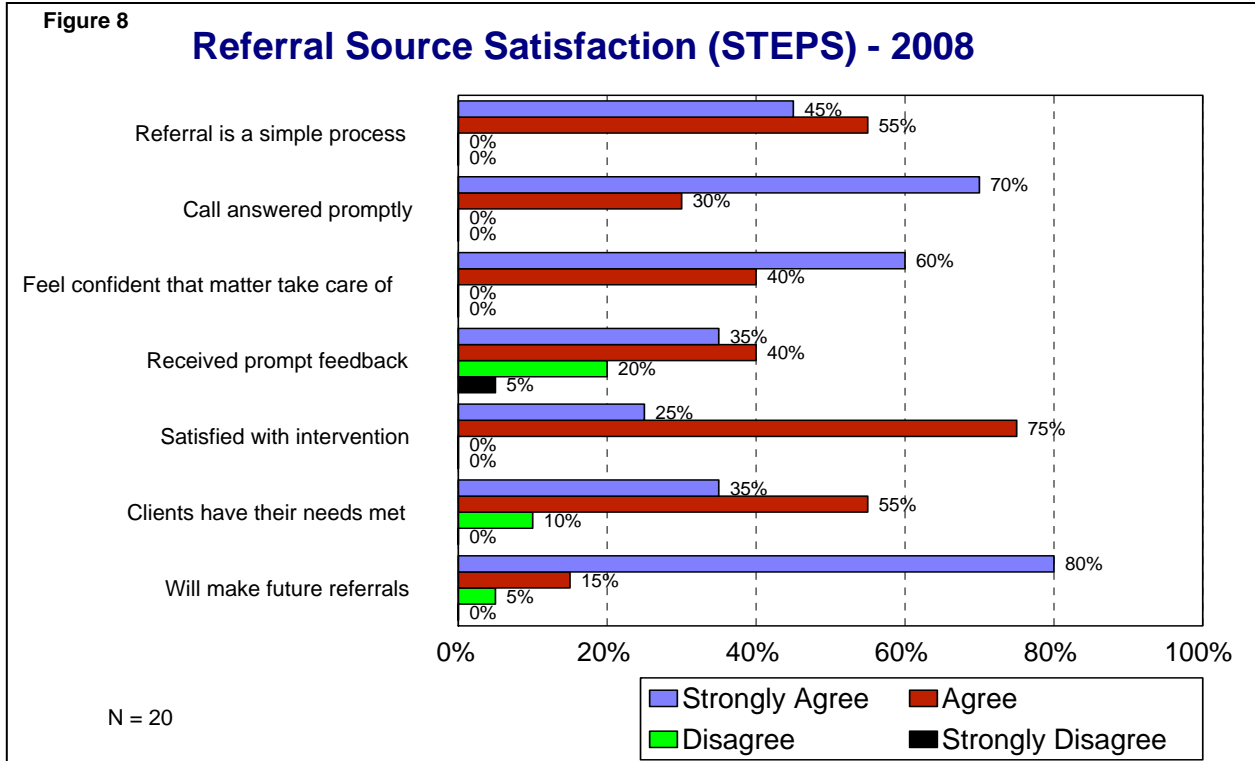
## Client Satisfaction

Levels of client satisfaction remains high for all programs as indicated by quarterly surveys conducted during each quarter of the fiscal year. During a random week of each quarter, all clients receiving services are provided the opportunity to fill out a client satisfaction survey. This fiscal year, 228 clients took the opportunity to provide to the agency

information regarding their level of satisfaction of services pertaining to clinical, fiscal and cultural components of the agency. Figures 4 through 7 provides results of the survey for the year. The score on each item ranges from 1 (low level of satisfaction to 5 (high level of satisfaction). As displayed in these figures, all items for all programs were above 4.



## Referral Source Satisfaction



On an annual basis, referral sources are surveyed to obtain their level of satisfaction with services. Since many of the sources have a vested interest in obtaining positive outcomes (i.e. the courts) their input is sought to see if what they had expected to occur after making a referral matched what actually took place.

Over 30 referral sources were contacted through the use of SurveyMonkey, a web based survey program. These sources included court systems, law enforcement offices and social service agencies. “Contact” meant that they received the link to fill out the survey directly from STEPS. Responders were given the option of forwarding the e-mail on to others that they know also refer to STEPS. As a result, there could have been multiple responses from within children services if the e-mail directly sent to the director was than sent on to others within the agency. This created a snowball sampling process.

Twenty replied back, with the plurality coming from social service agencies. This response rate was the highest within the past three years. Although court referrals make up the majority of all referrals, just six responded from county government. There were three responses from law enforcement. Two responses did not indicate the referral source category.

Results indicate a very positive perception regarding the referral process itself. As Figure 8 shows 100% felt that the process was simple, with calls being answered promptly and felt confident that the matter would be handled appropriately. Feedback and satisfaction with intervention was largely positive with a few responding negatively. Often this is due to confidentiality where feedback, especially with social service agencies is limited. Eighty percent (80%) strongly agreed that they would be making future referrals to STEPS.

## Prevention Services



The Department of Prevention and Intervention Services for Liberty Center Connections appointed Leslie D. Graves, MA Ed., PC as director of the department in mid-October of

2007 following a sixteen month vacancy of that position. Since that time the department had one resignation and hired in two new staff members. Eileen Keller was hired as the Coalition Coordinator and Jill Swartz as a Prevention Specialist and Safe and Drug Free Schools Coordinator. Phyllis Jones continues in her role as Youth Mentoring Coordinator.

Also during FY '08, two new staff filled positions that had been vacant with Wooster City Schools in the Opportunity School. Jodi Staggs, MA filled the position of full-time counselor and Jo Ann Carpenter, BS as part-time case manager. They integrated well into their perspective roles and were well received by school administrators. Beth Palmer, MA continued in her role as counselor for Edgewood Middles School. She received positive reviews from several of her co-workers who found her to be a reliable, highly professional in her presentation and an asset to the school. Karita Nussbaum, LISW provided services to youth and their parents through implementation of the Insight Program.

**Program Description:** The prevention component of STEPS is aimed at the early prevention and intervention of the disease of chemical dependency. The department works with all segments of the community in developing and implementing programs which assist individuals and communities in:

- Lowering high risk behaviors
- Nurturing Children and Youth
- Increasing Developmental Assets
- Promoting Healthy Choices
- Delaying the onset of use and reducing the risk of those who are presently using and/or abusing

These goals are accomplished through the following programs and services:

- School Based Programs
- Community Coalitions and special events (one time)
- Youth Empowerment

- Mentoring Programs
- Intervention Programs: Insight; Alcohol Education, Tobacco Education and Awareness.
- Drug Free Workplace Program
- Community Education and Awareness
- Parent and Family support groups
- Parent and family education programs

These services are provided in small group settings, classroom settings, community –based settings and individually as needed, i.e. mentoring, insight.

### *Coalitions*

#### **C.I.R.C.L.E. COALITION**

CIRCLE Coalition is a community-based, volunteer organization, founded in the early 90's. During FY 08, the CIRCLE Coalition continued to host, facilitate and conduct universal and environmental alcohol, tobacco and other drug (AToD) prevention strategies focused on accomplishing its mission of bringing together Wooster community members with diverse backgrounds to address the common goal of reducing substance abuse among youth and, over time, adults.

The coalition is chaired by Linda Houston and co-chaired by Sandra Hull. It works closely with local government, the schools, other community organizations and agencies. The strategies below were employed to help fulfill CIRCLE's vision to create an attitude in all of Wayne County that results in raising ATOD-free youth. CIRCLE's fiscal year is set by its ONDCP grant and runs from Oct. 1 to Sept. 30; therefore, its strategies are in various states of implementation.

#### *Parent and Family Education Task Force*

This task force has accomplished a number of strategies this year, including publishing a parent directory to that was distributed to 425 households. (Five hundred and seventy nine parents signed up for the directory, the difference is accounted for by duplicates due to sibling groups.) The directory gives parents a convenient way to obtain important contact information for other parents in the community, allowing them to contact each other in order to

help prevent their children from engaging in use of AToD substances and other harmful behaviors. Parent Alerts, a short newsletter sent via email, were sent to more than 350 parents who have requested the alerts. They focus on local AToD topics and prevention information to help parents and community adults raise AToD-free youth. This year's publication was increased to a monthly schedule. Among messages shared in the alerts were Responding to Media Messages, Kids and Prescription Drug Abuse and how Summer Months May Lead to Experimentation (with AToD substances). Sharing the alerts with local media contacts resulted in a number of newspaper articles, including two about prescription drug abuse.

A Parents Who Host, Lose the Most Campaign was also led by the parent task force. Although a grant to secure media ads and additional promotional materials was not secured, a successful campaign was conducted. Banners, yard and business signs, and fact cards were distributed throughout Wooster. Postcards were mailed to the parents of all Wooster juniors for prom and all Wooster seniors for graduation. The media campaign included a newspaper article and a public service announcement on local radio. May's Parent Alert was dedicated to the campaign and educating parents. A survey conducted after the campaign showed, 100 percent of those surveyed reported seeing the campaign and 88 percent reported supporting Ohio's underage drinking laws.

Family dinners continued to be a successful strategy. Five dinners were held during the 07/08 school year at Cornerstone Elementary. Average attendance reached a new level of 73 individuals, with a low of 57 and a high of 105. The dinners are used to emphasize the importance of communication about the family values and rules for AToD substances and how to incorporate this communication at frequent family dinners. A second AToD prevention or related-subject message is woven into the dinners. A few of the topics were bullying, assets that help youth choose not to use AToD substances and the benefits of a smoke-free home.

#### *Neighborhood and Community Advocacy Task Force*

The neighborhood task force conducted an alcohol vendor training in September 2007 for 30 attendees from 10 establishments. A total of

175 invitations were sent to businesses in Wayne and Holmes Counties holding a license to sell alcohol. The program included presentations by regulatory and police agencies about Ohio's alcohol laws and regulations and how to identify underage youth trying to purchase alcohol.



**Family Dinner**

This task force also heads CIRCLE's neighborhood and community strengthening efforts. It conducted Harvest Bash, a Spink Street neighborhood celebration in October 2007. Bash has been held for 9 years and is a safe and AToD-free event that included music, games, face-painting and important AToD prevent messages. The task force continued CIRCLE's relationship with several neighborhood coalitions/associations and began a relationship with Buckeye Street's small but committed association. In addition, it created a neighborhood strengthening kit that is available free-of-charge for neighborhood parties hosted by neighborhood associations, area churches, and coordinated groups of individuals. The kit has a wide variety of games and sporting equipment as well as a couple of folding tables and fabric gazebo. Acting on research that shows how a neighborhood's characteristics or perceived characteristics can influence the sale and use of AToD substance in the immediate area, the task force is working in Wooster to help strengthen or improve neighborhoods that are either at-risk or want to prevent becoming an at-risk area. Four or more micro-grants (values from \$100 to \$250) to help hold neighborhood events are being made available as well.



**Harvest Bash**

The task force has also begun preliminary work on hosting a town hall meeting to help address local AToD use among Wooster youth and how to help prevent it. The plans are to hold the coalition's first town hall meeting by the end of its '08 fiscal year.

#### *Youth Activities Task Force*

This task force concentrated its efforts on working with the youth group associated with the CIRCLE coalition, Future Bound. The youth group consists of a growing number of Wooster High School students. It worked with CIRCLE and the youth task force to develop the creative elements of CIRCLE's social-norming campaign that will be launched in September 08. The campaign's tagline –DEFINE YOURSELF...What's in your future? – is destined to become a popular question for high school students this coming school year. Future Bound also gave valuable input for the youth section of CIRCLE's soon-to-be-launched website. With its assistance, the youth section will draw area youth to fun activities, interesting prevention education and important resources that will help prevent area youth from using AToD substances.

The task force also held a youth summit for Wooster High School students in April 2008. Entitled The Big Idea, the summit provided an important opportunity for high school students to give their input about the availability and reasons for area youth use AToD substances. The teens noted that the availability of alcohol at home, from friends and vendors that are not checking identification was a common concern. The summit drew 35 attendees, with eight signing up to attend Future Bound. A follow-up meeting was conducted after the information from the summit was compiled. Students were

challenged to look for and be part of the local AToD prevention efforts.

Future Bound's upcoming projects will be selected by its members from the ideas the follow-up meeting generated. As Future Bound member's interest in becoming youth leaders in the local AToD prevention effort grew during the year, CIRCLE was able to help sponsor their attendance at the Ohio Teen Institute camp. Ten Future Bound members and two CIRCLE coalition members will attend the camp in July 08.

The task force also began work on alternative (safe and AToD-free) rites of passage for Wooster youth at key times as they mature from teens to adults. The task force will be looking at the unhealthy rites of passage in the area and what alternatives will be popular choices. It is currently seeking to build a consensus among key stakeholders (youth and agencies or organizations serving area youth).

CIRCLE continued its support of The SPOT Youth Center, an alternative, safe activity center for after-school and weekends, serving youth in grades 4<sup>th</sup> through 12<sup>th</sup>. It served 777 youth who visited the center 10,839 times, or an average of 14 visits per youth.

#### *Recruitment and Retention Task Force*

The recruitment task force's primary concerns this past year have been the development of CIRCLE's website, development of recruiting tools, new volunteers and training. The main section of the coalition's website, geared to parents and other community adults, is in the final stages of completion and should be available soon. The youth section of the website is currently being developed and will be launched by the end of the coalition's fiscal year.

The task force is also developing other recruiting tools that range from a brochure to training. A brochure aimed at recruiting community members to serve on the task forces and as project volunteers is in the final stages of development. It is also hosting a seminar for CIRCLE members and area stakeholders on environmental strategies. As the coalition works towards increasing its reach, it will be using more strategies design to help affect youth AToD prevention throughout the entire city, often called environmental strategies, members will need a greater understanding of prevention

science. The task force intends for this to be the first in a series of regular training opportunities offered it membership. To show appreciation for the coalition's current volunteers, the task force held a holiday party in December for members.

The coalition is currently working with several area employers to develop a relationship between the coalition and the employers' volunteers groups, as well as seeking community groups willing to assist CIRCLE in the support of its mission. Pam Miller, editor of the Wooster Weekly News, joined the Youth Activities Task Force. Also, synergy was recently developed with the Wooster area NAACP Youth Leadership Council. They will be working on several strategies that assist CIRCLE's efforts, including the neighborhood strengthening effort by the Neighborhood and Community Advocacy Task Force.

#### *Outstanding Accomplishments and Areas for Growth*

The CIRCLE Coalition was an effective contributor to youth AToD prevention in the Wooster area during the past year. (See the strategies above for each task force.) As it completes its current projects and focuses on how it can make the most impact for long-term gains, it will become a stronger contributor. Improved support from the coalition coordinator, including the completion of a project calendar, will help the coalition reach its goals.

It will face challenges including finding additional dedicated task force volunteers, more members taking true ownership of the projects/strategies, and to become self-sustaining as its ONDCP grant ends.

#### **ORRVILLE TURNING POINT COALITION**

The Orrville Turning Point Coalition (OTP) is a community-based, volunteer organization, started at the end of 2004. Its mission is simple but far-reaching, to keep youth alcohol, tobacco and drug free. Judy Kropf chairs the coalition. It accomplishes its work as a whole or working in ad-hoc, small task forces.

During FY 08, the OTP continued to implement multiple strategies to reach Orrville area youth and their parents. In January 2008, the coalition

starting working towards implementing environmental strategies to make long-term alcohol, tobacco and other drug (AToD) prevention gains on a community-wide level. It works closely with local government, the schools, other community organizations and agencies.

OTP's fiscal year runs from January 1 to December 30, therefore its strategies overlap STEPS at Liberty Center's fiscal year. The following strategies were conducted in STEPS' 08 fiscal year.

#### *Turning Point Times*

Turning Point Times (TPT) is a quarterly newsletter in its fourth year of publication. It has transformed over the years from mainly a project for a select group of youth to an AToD prevention publication geared for parents with input from area teens. It is produced with support from the coalition coordinator and STEPS. It began with funding from Wayne County Mental Health Board and received a grant from the Orrville Area United Way in January 2008.

Each quarter 2,200 hard copies are printed and distributed at public locations in Orrville. Orrville City Schools helps by mailing copies home to parents when they have a scheduled mailing. In early 2008, an ad-hoc task force worked on distribution efforts. Coalition volunteers helped further distribute the hard copies in the Orrville area. The most recent issue of the TPT was distributed in PDF form to individuals that have signed up for information from the coalition and hard copies were placed at several Dalton area locations, for the first time. In addition, an advertisement announcing the new issue of the newsletter was placed on the cable community-access channel and a PSA was placed in the local newspaper.

Groundwork has been laid to work with the Orrville High School journalism class on upcoming issues, allowing the students to contribute ideas and articles dealing with AToD prevention.

Topics recently covered in the newsletter included stress and youth, teens and safe parties, and preventing prescription drug abuse.

### *Parent Alerts*

OTP began published Parent Alerts via email late in the summer of 2007. The alerts are a short newsletter sent via email addressing local AToD topics and prevention information. Publication was increased to a monthly schedule in January 2008. The coalition's members are very involved in helping select the topics. Among messages shared in the alerts were Responding to Media Messages, Kids and Prescription Drug Abuse and how Summer Months May Lead to Experimentation (with AToD substances). The alerts are sent to more than 100 Orrville area adults. New recipients are signed up by OTP volunteers and at community events.

### *Prom Alternative*

The coalition conducted its fourth prom alternative event in May 2008. The free event is held on the same evening as Orrville High School's prom. It is a safe and AToD evening for freshman and sophomore students, and juniors and seniors choosing not to attend prom. (Underclassmen are not allowed to attend Orrville's prom.) For the past three years, the event was an evening at the Orr Theater complete with treats and door prizes. Since the theater was slated for demolition just before the event, OTP created a new event focused on a variety of sporting and youth-oriented activities, like basketball, video games and a movie. It was held at the Orrville Area Boys and Girls Club. While only 13 students attended the event, OTP has learned how to attract Orrville High School students to a new style of prom alternative in the future, and plans to continue the event.

### *Inaugural Family Dinner*

In April 2008, OTP held its first family dinner. Working with Orrville City Schools (supported by the school's Growing Healthy Habits grant) the coalition hosted 103 individuals. The dinner was held at Orrville's new middle school and included family activities with a DJ.

The dinner emphasized the importance of communicating family values and rules regarding AToD substances, and how to incorporate them into frequent family dinners. A second AToD prevention message was woven into the event about building assets that help youth choose not to use AToD substances.



Family Dinner in Orrville (April, 2008)

### *Parents Who Host, Lose the Most*

OTP worked on the campaign as a whole. A large banner hung across Main Street for several weeks. Another banner and numerous yards signs were placed throughout the community. Postcards for graduation were sent to the parents or guardians of all Orrville High School students. School officials believed that many underclassmen would be invited to graduation parties. Approximately 2,000 fact cards were distributed at public locations. OTP extended its effort by supplying signs to Smithville's high school and police department. The media campaign included a newspaper article and a public service announcement on local radio. May's Parent Alert was dedicated to educating parents about Ohio's underage drinking laws. A survey was conducted after the campaign. Although the survey did not garner a huge response, 100 percent of individuals submitting a survey reported seeing the campaign, and 100 percent reported supporting Ohio's underage drinking laws.

### *Upcoming Events*

Plans for both alcohol vendor training and a landlord forum are underway and have the support of the Orrville Police Department. Both seminars will be held by the end of September 2008. OTP is also planning a series of three family dinners in the 08/09 school year to be held at Orrville Middle School. In addition, OTP will be creating ways for youth to be involved in the coalition.

### *Outstanding Accomplishments and Areas for Growth*

OTP greatest achievements result in great part from its members' high level of ownership. It is common for 10 or more volunteers to help with a particular event or program. Its chairperson and former chairperson work together to help keep the coalition focused. OTP's effectiveness as a contributor to youth AToD prevention in the Orrville area has grown over the past year. (See the above strategies for successes.) In an effort to make a greater impact, OTP is working on a coalition awareness campaign that includes marketing, community events and other efforts. It recently worked with a peer consultant provided by the Ohio Department of Alcohol and Drug Addiction Services. Plans to follow through on some of the recommendations are underway and it is considering a retreat, as well as, having some members take part in training opportunities offered by the CIRCLE Coalition.

Challenges it will need to meet in the future include obtaining additional funding to continue to grow its reach and completing the development of its structure. (Both areas were addressed by the consultant). There is a general concern among OTP's key members that accepting larger grants will entail more work than it can manage while still staying a volunteer-based, community-centered organization. The coalition coordinator believes that as OTP addresses the concerns of its structure and completes new strategies, key members may be willing to consider larger grants and the requirements they grant may entail.

### **CHIPPEWA COALITION**

Community members of the Chippewa School District had an interest in responding to area youths' alcohol, tobacco and other drug (AToD) issues that were occurring in their community. School staff member contacted and met with STEPS staff mid-school year to garner information on how to best address community concerns. Discussions were focused on developing an immediate response to concerns and on the concept of community coalition building. Chippewa school members then attended a CIRCLE Coalition meeting to learn more about the coalition activities. In time, a community group of concerned individuals formed including a number of professional educators, local police, parents, a school board

member, local clergy and other community members.

### *Forming Activities*

The Chippewa community learned a variety ways that a community coalition can be structured and what might best fit there needs. They also connected with vital resources such as the Substance Abuse and Mental Health Services Administration and the Ohio Department of Alcohol and Drug Addition Services.

LCC provided a presentation on assessment of needs and issues of the area's youth (sixth to 12 grade students) which would allow them to use a substance abuse and youth assets survey employed by both the CIRCLE and Orrville Turning Point Coalitions and supported by STEPS professional assessment staff. Survey samples were left with members for them to consider for future use. The Chippewa team expressed interest in hosting alternative, safe activities for students.

### *Parents Who Host*

STEPS and the CIRCLE Coalition assisted Chippewa in creation of their first *Parents Who Host Lose the Most* campaign. The campaign consisted of yard signs, static clings for businesses, two banners, fact cards and postcards to parents in time for Chippewa's prom activities. Materials were ordered and transferred to Chippewa for distribution around the high school and in town. May's Parent Alert covering the Ohio's underage drinking laws was also sent to Chippewa for distribution. They will be able to reuse the yard signs and banners.

### *Parent Alerts*

Parent Alerts, published monthly for CIRCLE and Orrville Turning Point Coalitions, were sent to Chippewa for distribution. They maintained their own distribution list and reported that the alerts seemed to be well received.

### *Mentor Training*

Chippewa began to design an ad-hoc "buddy" program for known at-risk students with school staff and law enforcement personnel. Two types of training were offered through LCC, one for the coalition's immediate plans for male and female groups and another for a long-term mentoring program.

### *Outstanding Accomplishments and Areas for Growth*

The Chippewa team helped to bring ATOD prevention to the forefront of a number of its community sectors and the probability that they will regroup and start addressing these concerns looks promising.

STEPS executive and prevention directors assisted Chippewa in understanding that issues of immediate goals could be addressed while preparing to establish goals that are more long-term.

### ***DRUG FREE WORKPLACE PROGRAM***

Liberty Center Connections delivered Drug Free Workplace (DFW) employee and/or supervisor training programs to thirty-two (32) companies in Wayne and Holmes Counties. The overall goal of the Drug-Free Workplace Program is to help employers create cost-effective, safe, and healthy workplaces. The programs range from basic to comprehensive. The size of the organization, the nature of the workforce, and the resources available all contribute to how the program is tailored. Conducting a needs assessment first helps employers determine which program components are the most feasible and beneficial to their needs.

DFW programs were provided during FY08 by Carolyn Crawford Basista, Prevention Specialist; Mark Robinson, Contract Provider and; Leslie Graves, incoming Director of Prevention and Intervention Services. The companies that participate in the Drug Free Workplace Program are generally small businesses that employ fewer than 150 employees, most of whom are male. Most of these businesses are related to manufacturing or agriculture, and are located in rural areas of Wayne and Holmes Counties.

All of the companies who received training implemented at least three of the components of the Bureau of Workers Compensation Drug Free Workplace Program, and all had standard procedures set forth in their Drug Free Workplace policies to both detect and discipline substance abuse-related infractions.

Evaluations were completed by the recipients immediately following presentations throughout the course of the year. Evaluations were

generally very positive, indicating that the majority of the employees felt the trainings were well-organized, delivered in a timely manner, and contained at least some information that was new and/or valuable to them. Additionally, during the second half of the year companies were surveyed at the time of presentations as to whether they had experienced an increase in substance related safety infractions. Those companies responding reported no increase in infractions. All of the companies served this year continue to maintain a standard of safety and conduct.

### ***YOUTH MENTORING PROGRAM***

#### ***News headlines from the Stepping Stones mentoring program:***

- Mentee Receives Scholarship for Flute Lessons
- Mentees Participate in 18 hours of Leadership Training and Lead Summer Camps for Youth
- Mentor and Mentee Engage in Community Service at the Humane Society
- Mentee Teaches Mentor New Skills
- Mentee Gains Self Confidence Through Mentor/Mentee Relationship



Stories and statistics tell the impact of the Stepping Stones mentoring program. The above headlines tell the subjective ways that mentees benefit. The statistics below show the picture of mentees high level of academic performance and their resistance to substance use. Surveys of mentees, mentors and parents indicate an increase in Developmental Assets show that youth feel supported and committed to learning because of their relationship with their mentor. As the mentor/mentee relationship develops, mentors provide guidance, encouragement and support for mentees to become involved and be successful in their school and community.

Stepping Stones places caring adults into the lives of youth. The mission of the program is to empower youth to make positive life choices that enable them to maximize their personal potential. These programs are cooperative

efforts with Wooster City Schools, CIRCLE Coalition, Orrville Turning Point Coalition, Orrville Area Boys and Girls Club, YMCA of Wooster, YMCA of Orrville, Mental Health and Recovery Board, Rotary Club of Wooster, and United Way.

During 2007-2008, 17 mentors and 19 youth participated in the program. Mentor/mentee meetings focused on developing a positive relationship, academic success and staying substance free. These goals were supported by consistent meetings, setting and tracking academic goals and activities promoting staying substance free. Activities that supported both academic success and building relationships included attending a high school play, bowling and dinners with mentors, mentees and families.

### **Performance Targets:**

*Of the youth served, 80% will be invested in their relationship with their mentor by the end of the school year.*

This is measured by observation of mentees attendance and participation in regular mentor/mentee meetings. Only two of the mentees were inconsistent in keeping their meetings with their mentor. Therefore, 95% are invested in their relationship with their mentor.

*Of the youth served, 80% will be in academic standing at or above average by the end of the school year*

Of the 19 participants, 79% had grades at or above average at the end of the school year. At least 10 of the participants had grades at the A- or above level. At least 5 students are very close to being all A students.

*Of the youth served, 94% will avoid the use of alcohol, tobacco and other drugs during the program year.*

Of the youth completing a substance use questionnaire 95% indicated they did not think they would use any substance in the next year.

### **Survey – Mentors**

80% of mentors responded to the survey. They were asked to respond to “Because of my relationship with my mentee...” Their responses were as follows:

60% said their mentees feel like more people care about them and feel people will help them if needed

50% said their mentees improved in their attitude towards school

50% said their mentee was more able to resist using alcohol, tobacco and other drugs

In addition, 50% mentors rated their overall experience as a mentor as Excellent, 35% rated their experience as Good and 15% rated their experience as Fair

### **Survey – Parents**

80% of the parents of youth in the program responded to the survey. They were asked to respond to “Because of this mentoring relationship, I think my child...” Their responses are as follows:

92% said their child feels like there are more people who care about them.

100% said their child feels like there are people who will help them if needed.

50% said their child has a better attitude toward school.

50% said their child has better grades.

28% said their child goes to school better prepared (homework finished, etc.)

42% said their child has better classroom behavior.

85% said their child is better able to resist using alcohol and other drugs.

67% rated this program as excellent and 33% rated the program as good

### **Survey – Mentees**

72% of the mentees participated in this year-end survey. They were asked to respond to “Because of my relationship with my mentor...” Their responses were as follows:

100% said they feel like there are more people who care about them.

92% said they feel like there are people who will help them if needed.

78% said they are better able to resist using alcohol and other drugs.

54% rated this program as excellent, 39% rated the program as good, and 7% rated the program as fair

## ***SAFE AND DRUG FREE SCHOOLS PROGRAM***

### **Orrville City Schools**

STEPS provided Orrville Middle and High School students with prevention services through the Safe and Drug Free Schools and Communities Act. The following services were delivered:

**Prom Assembly** – An assembly for high school juniors and seniors was developed through collaboration between LCC staff and Orrville Police Officer Josh Hunt. Officer Hunt found parents to write letters to their child about why they do not want their child to drink on prom night and the parents read these letters during the assembly. Officer Hunt also informed the students of statistics and played a video created by the TV Production class. 203 students attended the assembly this year.

**Prom Promise** – Prom Promise was held the week before prom at the high school. Students were encouraged to sign a promise that said “I hereby promise to behave responsibly before during and after Orrville’s Prom. I commit to an alcohol and drug free prom night because I care about my fellow students, community, and myself.” This year 129 students signed the promise, which broke the previous record.

**Kick Butts Day** – Kick Butts Day is held every year to educate youth about the dangers of smoking. 531 students at Orrville Middle School learned about the negative effects of smoking by participating in a trivia game and having conversations with STEPS staff.

**Life of the Party (Prevention Program)** - Orrville Area United Way held its annual recognition again this year, but this year the refreshments were provided by the Life of the Party service. STEPS staff and volunteers served creative non-alcoholic beverages to 70 people at this event. Compliments were given to LCC staff and volunteers not only on the taste of the drinks, but the table decorations and servers as well.

### *INSIGHT PROGRAM*

This is an 8 hour, early intervention program for youth who violate school policy, receive alcohol or other drug related charges through juvenile court, or have any other negative experiences with drugs or alcohol. The program serves adolescents in grades 7-12 and is designed to accomplish two objectives: **Education** – participants learn about the physical, emotional, family, vocational, achievement, and legal consequences of drug and alcohol use.

**Personal** – participants are guided through an examination of their own alcohol and drug use. Patterns of thoughts, feelings, behaviors, and pressures are explored so they may understand this process and learn to make better choices.

The program consists of an Entrance Interview where general information about the youth and reason for referral are shared. The Parent Meeting is required for all parents where they are provided with valuable information about drug and alcohol use, the effects of substance use, current trends, and suggestions for intervention. The Exit Interview occurs after the INSIGHT class and the experiences of the youth, results of testing, and recommendations are discussed. Karita Nussbaum LISW facilitates the class, parent meeting, and all interviews.

Ms. Nussbaum took over the program in June 2007 and updated the training materials, brochure, and information for the parents. The program was reformatted to include more hands on activities and interactive discussions. Ms. Nussbaum attended a training by Community Intervention from which the INSIGHT program originally derived. The updated information was added to the curriculum.

From July 2007-June 2008 sixty-five youth were referred to the INSIGHT program. Only nine youth did not attend. Forty-four referrals came from Wayne County Juvenile Court/Diversion program, the rest were from individual schools. Of the schools represented, twelve students were from Orrville Middle or High School, eight from Chippewa Middle and High School, and seven from Wooster High School. The rest of the schools represent three or less students. Most of the youth were age sixteen or above (17 eighteen year olds, 13 sixteen year olds, and 9 eighteen years old). Most of the youth were in their sophomore and senior years of school (both had 16 persons). Fifty of the youth were male, fifteen female. Parents that attended the parent meeting totaled eighty-three.

Both parents and students were given evaluations after the INSIGHT class and Parent Meeting. The parents indicated that the best part about the program was the open discussion with other parents and handouts/reading materials. Comments by parents include, “I am thankful for the program as the alternative would be court charges” and “I think that this can be very positive for the kids and parents. Better to

happen now than later”.

The youth overall reported having a positive experience in the INSIGHT program. They had mixed opinions about the content of the program although the movies, guest speakers, and activities usually were ranked highest as the best part of the program. They particularly liked the Lung Disease game and wearing the drunk goggles. Some did not like the videos and the PowerPoint presentation. Usually someone mentioned not liking the 8:30 start time. Overall the feedback from youth and parents has been extremely positive.

### *ALCOHOL EDUCATION PROGRAM*

The 72-hour Alcohol Education Program (AEP) at STEPS is offered once each month. Referrals to this program come from courts in and around Wayne County. It is a jail alternative, driver intervention program offered by the courts for first time DUI citations.

During this past Fiscal Year 2007 – 2008 changes were made to the program that resulted in an increase in the number of speakers throughout the program. This enhancement was made due to feedback from the participants. Other enhancements included the following:

New DVD's were ordered to replace current, outdated videos which did not adequately address alcohol and drug use/abuse today. Additional speakers were contracted with to present at ATEP sessions. This change was in direct response to satisfaction surveys which indicated that participants got the most out of hearing other people's stories, especially those who are currently inmates.

Registration forms, take home packets, satisfaction surveys and facilitator intake information forms were reviewed and updated to make all more understandable and user friendly.

A learning experience this past year has been serving the hearing impaired that was referred to the STEPS' Alcohol Education Program. As this was the first time a hearing impaired individual would be attending, a bit of concern that they be served respectfully and properly during the course of the weekend and that their specific needs be met. All went well and the experience has allowed us to grow and be

prepared to serve the hearing impaired community in the future.

### **Outcomes:**

A total of 220 clients completed the 72 hour program during the fiscal year. The clients included 169 males (76.8%) and 51 females (23.1%). Six percent (6%) were African-American and 4% were Hispanic. Age range showed a diverse population group 37% being between the ages of 18 and 25, 27% between the ages of 26 and 35; 22% between the ages of 36 and 45; and 14% were 46 years old or older. Eighty-seven percent (87%) were referred from a Wayne County court system and 4.5% or 10 clients had been referred to the program from a Holmes County court system. The program also had 7 clients from Ashland and 4 from Portage. Each client is given a questionnaire which in part measures their level of taking responsibility for what occurred as it related to their arrest and subsequent legal proceedings. Results showed a significant improvement from the time they entered the program to the time they exited the program. Pre scores averaged 47 points on a 60 point scale, and the post score saw an average of 52.

An analysis was conducted regarding participants of the AEP during fiscal year 2006-07. The purpose was to measure the recidivism rate of individuals who had gone through the program and had a subsequent offense related to drinking and driving. The findings found that just two individuals had a related offense after having completed the program, or a recidivism rate of less than 1%. The analysis was conducted on only those clients referred to the program from a Wayne County court.

Satisfaction survey results provide a positive response by participants. Of the 220 respondents, all but one indicated that they were satisfied with the services they received from the AEP. Further, 217 of the 220 participants stated that the program resulted in them examining their own behavior related to the offense which brought them to AEP. The one area showing the least levels of satisfaction was in the area of registration. Ten percent of the respondents thought that the process was not convenient.

## *OPPORTUNITY SCHOOL PROGRAM*

The Opportunity School is a clinically based program that accepts students if they present a clinical need (i.e. substance abuse issues, mental health concerns, familial concerns). The main goal is for staff to assist students in graduating with their diplomas. Counselors and case managers are there to assist students not only with academic concerns, but to work on any clinical issues that presents for them. This is done through case management, counseling (both individual and daily group counseling sessions) and through collaboration with families, school staff (teachers, principal), the justice system, outside counseling agencies, and other community organizations.

### **Outstanding Accomplishments**

By the end of the 2008 school year two Opportunity School students met graduation requirements and were the first students ever to graduate from the Opportunity School. Each of these students was accepted into different colleges for fall. One of these students graduated with an honors diploma. The other student was a young teenage mother who completed two years of schooling in one year, and plans on attending college in New York.

Another accomplishment was that a student who is going to be a senior during the 2008-2009 school year applied, and was accepted into Wayne College in the fall to do post-secondary enrollment with dual credits. This means that she will take college classes in the fall and receive both high school and college credit for them.

Additionally, grade levels served at the Opportunity School were extended from 7th - 11th grades to 7th -12th for this coming fall. This change will allow students who are succeeding at the Opportunity School to continue with the success they have experienced to date.

During the 2008 school year there were a number of student volunteers assisting at the Opportunity School, and also at Cornerstone Elementary School. The types of activities that the students were involved in included: being teacher aids in the learning disabled classrooms at Cornerstone; being monitors for recess; reading to the students at Cornerstone; preparing over 600 pieces of fruit each day to be distributed to Cornerstone and The Opportunity School; volunteering in the school office; and

volunteering to set up the flag pole.

Areas of concerns include the amount of drug and alcohol abuse by the students of the school outside of school. Each student was tested for drugs when they entered into the program, and then periodically throughout the school year. Karita Nussbaum, Outpatient Therapist, was able to conduct a drug counseling group every week to counsel the students who were habitually testing positive on drug testing that the school provided. Also there was concern regarding the number of teen pregnancies and sexually transmitted diseases in the student population this year. There were a number of students who were concerned at one point or another about being pregnant. One of these was confirmed pregnant with the father also being an Opportunity School student. There was one other male student to become a father this year. In addition to this, there were a number of female students who were diagnosed with a sexually transmitted disease. As a side note it appeared that these issues increased in number toward the end of the 2008 school year.

## *COMMUNITY SURVEY*

The Quality Improvement Department has undertaken a task to administer a new survey to school districts in the local area. This survey for the first time combines substance use and developmental assets for each youth taking the survey. The benefits of this type of survey are numerous.

First, it allows for a continuation of measuring just how prevalent substance use is for youth in this area along with youth's perception on the degree of harm posed by various substances. Second, it will provide to the community information regarding the level of assets possessed by youth. Unlike the Search Institute's Asset Survey, the Youth Asset Survey developed by the University of Oklahoma Health Science Center, measures nine key assets. Information provided by the survey will establish a baseline (or beginning) comparison for future surveys. In this way, prevention outcomes can be evaluated based on the enhancement on each of the nine assets.

Third, research will be undertaken to determine the relationship between assets and substance use. Prior research shows a very strong association between each of the nine assets and substance use in youth. Rural youth, however,

has not been a part of past research efforts. For the first time the Youth Asset Survey will be administered to rural youth and may become part of published material in the next two or three years.

The Orrville City Schools has already had the survey administered with the results being finalized as this fiscal year wrapped up. It is anticipated that Wooster City Schools and Triway School District will administer the survey during the 2008-09 school year, along with Career Schools. Results for each of the school districts will be provided to their respective boards, and the combine results for all school districts will be used for publication.

Below are some preliminary findings from the Orrville Survey:

- Youth possessing at least 6 of 9 assets have a nonuse rate of alcohol of **94%**. Youth possessing less than 6 assets have a nonuse rate of alcohol of **73%**.
- Youth who have positive peer role models in their life are **over 12 times** as likely not to use illicit drugs as those who do not.
- Youth who are involved in their community and identify as being an important part of their community are over three times not to have used alcohol during the last 30 days as youth who are not involved in the community.
- Family communication is a strong predictor for the nonuse of alcohol in females; however, it is not a good predictor for males.

# Every Woman's House

Mission: To promote the healing of individuals and families who experience the impact of domestic violence or sexual assault. We are committed to the prevention of these crimes.



## *Clinical Services*

Although many women do not need shelter to escape their domestic violence, they need the support and knowledge that comes with individual and group counseling. Sometimes women enter counseling because they recognize that their relationship is unhealthy, but often times women enter counseling due to issues with their children, either the children exhibiting oppositional behaviors with them, having school problems or being mistreated by their partner.

One of the first goals of counseling is to help those victimized by domestic violence or sexual assault understand that the behaviors directed at them are abusive and not their fault. The tendency is to minimize the impact of abusive behaviors and to believe that change on the part of the victim is all that is needed to create a happy, healthy home life.

Once abusive behaviors are defined and the blame for the abuse is placed on the perpetrator, the impact of living with domestic violence is

identified and the healing process is begun.

The primary form of treatment used is cognitive, as this is the most strongly supported evidenced based practice. However, treatment is always tailored to the individual client's needs and responses. Other treatment modalities that may be used include Eye Movement Desensitization and Reprocessing, an evidenced based practice and person centered therapies, supported as accepted in the field, but without controlled studies.

Consequences of living with domestic violence include low self-esteem, post traumatic stress, anxiety, depression, and a reduced sense of self-efficacy. In addition to the emotional sequoia, there are practical considerations. Many victims have housing issues, interrupted work history, as the abuser interfered with their ability to work, medical issues that may be a result of their abuse and impaired parenting secondary to their abuser undermining their parenting.

*Mary entered counseling with some ambivalence about her husband, the father of their two children. It was Mary's belief that the abuse was "not that bad" and that her husband was a good father. Mary feared that without his income, she would lose her housing and without his help with the children she would not be able to keep her full time job. It was Mary's job that supported the family, as her husband would get and lose jobs on a regular basis. Mary also feared that if she divorced, her husband would get custody as he often threatened. Mary was devoted to her son and daughter and the thought of limited visitation was terrifying to her. After reviewing the wheel of abuse, Mary could identify 7 of the 12 types of abuse she had experienced. As she described how many times he had strangled her and times she actually thought she might die, Mary began to realize that the abuse had been frightening and she had learned to cut of her emotions by minimizing what he had done. Mary also became aware of the impact on her children, as her 4-year-old son yelled at her, called her names and did not listen to her. Her 7-year-old daughter clung to her and did not want to be with her father. Both children would hide under their bed when Mary and her husband began to argue. As Mary learned more about domestic violence and accepted that she did not deserve this treatment, she was able to stop feeling sorry for her abuser and began divorce proceedings. Mary continues to be successful at her job, has adequate daycare for her children, has support from her family, who had withdrawn from her due to his abuse and her unwillingness to leave, and feels good about herself. Her parenting skills have improved and her son now listens and her daughter does not withdraw from her. Mary loves her independence.*

## Accomplishments

- Continuation of a Dialectical Behavior Therapy group for skill building
- Domestic violence recovery group
- Partner with the advocate to provide case management services to outpatient clients
- Work closely with Wayne County Children Services Board (WCCSB) to provide feedback on client progress and advocate, when appropriate, for the client to regain custody
- Work closely with Guardian Ad Litem in support of clients
- In conjunction with Guardian Ad Litem, assisted a couple in determining a parenting arrangement
- Provided training to Children Service Board workers on identifying batterers
- Worked with Chief Glick on a risk assessment that officers can use in the field to determine level of lethality of abusers
- Beginning work with Wayne County's CSB on risk assessments in families where domestic violence is an issue
- Maintained stable staff
- Continue to be respected referral source for the Children's Advocacy Center (CAC) and CSB in Wayne and Holmes counties

## Areas for Growth

- Work to improve relationships in Holmes County to fill market
- Finalize risk assessment procedure with Wooster Police Department and hopefully begin to use with other police departments
- Finalize risk assessment procedure with Wayne County's CSB, do trainings for WCCSB and hopefully be able to utilize in HC as well
- Admissions are down 12.5%, from 232 in 2007 to 203 in 2008 work to increase admissions

### Kids Program:

Children suffer greatly when there is domestic violence in the home. Even when they are not a direct victim of the abuse, it is terrifying to watch their parents argue and hurt one another. Children learn that adults are unpredictable; that the way to solve problems is with the use of violence and that they are not safe. Typical responses are depression, anxiety, poor school performance, behavioral problems including aggression and no respect for authority, trauma responses and poor social and relationship skills.

Counseling with children may include individual, group and family. Age appropriate cognitive therapy and play therapy are the most efficacious therapies for children and are used

by EWH children's therapists. Therapists also work closely with the non-offending parent to support their parenting and teach good parenting skills. The children's program has many referrals from the CAC, so that approximately 33% of children seen in therapy are sexual abuse victims or suspected victims. The children's therapist has an expertise in working with child victims of sexual abuse.

*Amy is a typical sexual abuse victim. Her perpetrator was known to her family, a trusted neighbor. Amy, at age 8, was molested by this neighbor several times. Amy regressed, sucking her thumb and wetting her bed. She was angry all of the time, had many school difficulties and was afraid to be around other people. She was brought to counseling after disclosing her*

abuse. Fortunately for Amy, her mother believed her and acted to protect her. This does not happen for all sexual abuse victims. In counseling Amy completed a workbook for young sex abuse victims, expressed her feelings through art, journaling and writing letters (not to be sent) to her abuser. Amy became so strong that she was able to testify in court against her abuser and he finally confessed and is now in prison for 4 years. The family has moved to a new home, Amy has a scholarship to a private school and all family members are thriving.

### Another Way Program

Another Way is designed to hold the perpetrator of violence accountable for their behaviors and choices. This is a year long program, with 3 months of weekly psycho-education on domestic violence, including types of abuse and the effects of abuse on victims and children, 3 months of weekly groups of psychotherapy to determine thinking errors and correcting them and building empathy for the victims of abuse and 6 months of monthly meetings to assimilate learning. Individual is offered in conjunction with, or instead of, group therapy when clinically indicated. Because of declining numbers in the Another Way groups, staff have talked to judges and CSB concerning the differences between anger management and batterers intervention programs, have worked with probation officers in an attempt to better coordinate services so that batterers enter and then complete the Another Way program. The length of the

program is supported by well-researched programs, such as the Emerge program and the Duluth model for batterers' intervention, but the length of the program make it difficult for probation officers to follow the clients and enforce completion. Unfortunately, since admissions have continued to decline, the number of groups offered has been reduced from 4/week to 2/week.

### Outcomes for Clinical Services

Combining all clinical programs of Every Woman's House, a total of 256 clients were admitted for services. This was a 16% decrease from last year's figure of 305. Despite this decrease in admissions the total number of clients served was only 1% less in FY 2008 (435) than it as in FY 2007 (438).

Demographic characteristics were similar from the last fiscal year with one notable exception. In FY 2007 fewer than 5% of clients were from a racial minority group. This past fiscal year, the proportion was 8.3%.

A total of 5967 hours of clinical services were provided during the year. This was a reduction of 4.4% from last year's total of 6239 hours.

Additional outcome information is provided in the Quality Improvement section for Every Woman's House.

Table 1 provides the demographic information for Every Woman's House for Fiscal Year 2008.

<b>Table 1</b>			
<b>EWH - # of Clients Served and # of Hours of Service Delivery</b>			
<b>FY 2008</b>			
	<b>Program/Type</b>	<b># clients</b>	<b># hours</b>
Assessment	Children	74	86
	Adult Males	51	76
	Adult Females	144	165
Total (Assess)		269	327
Group	Children	19	106
	Adult Males	73	1324
	Adult Females	54	228
Total (Group)		146	1658
Individual	Children	106	794
	Adult Males	20	69
	Adult Females	163	1134
Total (Individ)		289	1997
TOTAL	Children	130	986
	Adult Males	94	1469
	Adult Females	231	1527
Grand Total	Outpatient	435	5967
<b>EWH - # of Clients Served (Demographics)</b>			
<b>FY 2008</b>			
Gender	Male	144	33.1%
	Female	291	66.9%
Race	White	384	88.3%
	Black	36	8.3%
	Other/Unknown	15	3.4%
County	Wayne	364	83.7%
	Holmes	45	10.3%
	Other/Unknown	26	6.0%
Age	under 18	123	28.6%
	18 - 25 yrs	60	14.0%
	26 - 35 yrs	107	24.9%
	36 - 45 yrs	77	17.9%
	46 - 55 yrs	47	10.9%
	56 + yrs	16	3.7%

Outcomes regarding the impact on mental health for both men and women can be found in the Quality Improvement section of this report.

### **Victim's Advocacy**

Providing advocacy services for victims of domestic violence is an essential part of EWH's continuum of care. Even though there was a change in staff this year, the program continues to be strong. The new advocate has a degree in criminal justice and is comfortable in the court system. The advocate, only in her position for 5 months, has become comfortable doing Civil Protection Orders (CPO), making contact with police for civil standbys, going to court to support EWH clients and advocating for clients in the legal system and with attorneys.

The Northeast Ohio Legal Aid is planning to open a clinic for domestic violence victims to give legal advice for free. Local attorneys will staff the clinic monthly and clients will be able to sign up to meet with these attorneys for a free consultation. The initial meeting was in June and the advocate will follow up with the attorneys and coordinate the clinic. This will be of great benefit for domestic violence victims of Wayne County, as obtaining legal advice is a barrier to many victims wishing to file for CPOs and subsequent divorce.



EWH advocacy program provided assistance to 153 individuals with over 27% coming from the Holmes County area. The actual number was probably higher,

however, during the transition of advocate workers there was no data tracking in Wayne County for the months of February and March.

In FY08, the advocate assisted with 49 CPOs in Wayne County and 6 in Holmes County. This is essentially the same as FY07 despite the fact that the position was open for 1 ½ months. Although

Victims Witness Assistance helps with CPOs, their aid does not extend beyond that role.

The EWH advocate is the only avenue to securing assistance with divorce and custody, especially if the client is indigent. The advocate will help the client explore her options and will refer her to local attorneys who will do pro bono work a payment plan, or reduced fee plan. The advocate will assist women in gathering information and preparing for their case to minimize attorney time. The advocate also runs the SART program, recruiting and training volunteers to go to the hospital for acute sexual assault and domestic violence cases.

There are now 6 volunteer hospital advocates and one former advocate prepared to retrain and start hospital call. EWH has a Sexual Assault support group two times per month to offer support for sexual assault victims, whether recent victims of victims of sexual assault from the past who have just decided it is time to talk about their experience. This group has always had sporadic attendance, ranging from 1-4 members, but those in attendance are very grateful for the support of fellow survivors.

In addition to legal advocacy, the advocate has helped several clients with case management needs. She has familiarized herself with local agencies and educational institutions so that clients who have never been to the shelter can have the same case management services that shelter clients have.

### **Accomplishments:**

- Continues to play an important role in the DV/SA Coalition
- Coordinate hospital advocates
- Run sexual assault support group
- Work with local attorneys to establish a legal clinic
- Increase role to include case management services for outpatient clients

## *Julia's Place – Every Woman's House Shelter*

The mission statement of Every Woman's House shelter is: Every Woman's House Shelter provides a safe and nurturing environment, empowers women through education and supportive services and encourages efforts towards self sufficiency. This is a complex task, as is managing a residential facility that, at times, houses 10 to 12 women and their children, sometimes as many as 20 children.

To meet the challenge of translating this mission statement into a reality, the shelter has a Shelter Manager, three full time staff to cover each shift during the week and part time and prn staff to cover weekends and as needed. As can be imagined, entering the shelter after leaving an abusive relationship is traumatic. Women enter the shelter dealing with the fear and humiliation inherent in physical violence and/or the shame and humiliation inherent in emotional violence.

The vast majority of the women involved in EWH programs would identify emotional violence as the most difficult with which to deal. No matter what the violent experience, women enter the shelter broken in some manner. Shelter staff works very hard to create that safe and nurturing environment.

Answering the needs of so many can be taxing. This year the shelter experienced a significant change, as the Shelter Manager from EWH became the Executive Director of the Mansfield Shelter. The new Manager came from Akron Shelter and it took a short period of time working together until the Every Woman's House philosophy was clear.

Because of the strong community support in Wayne/Holmes counties, EWH has the luxury of helping women in not only physically abusive relationships, but also women experiencing the devastating effects of emotionally abusive relationships. Many shelters can only accommodate victims in imminent danger and are unable to provide shelter to women being emotionally abused. Because emotional abuse typically escalates to physical, it is the EWH belief that many women are spared escalating physical and emotional abuse in their lives and the lives of their children. Because our new



manager has embraced the EWH philosophy, the transition has gone relatively smoothly and shelter monitors have had little turnover, keeping the shelter a stable and dependable resource in the community.

Entering the shelter is just the beginning of a woman's odyssey towards independence and self-sufficiency.

*Barbara is an example of what a woman might experience in the shelter. She came to the shelter after being both physically and emotionally abused by her boyfriend, who would push her and hit her in front of her two young daughters. Many times they heard him call her derogatory names and he undermined her parenting, leaving the children confused and anxious about their safety and the safety of their mother. Barbara's boyfriend would go into rages and damage the Metro apartment in which they lived. His out-of-control behavior caused them to be evicted. Although Barbara was not initially eager to do so, she attended counseling and then the domestic violence recovery support group and the empowerment group at the shelter. She began to realize the abuse was not her fault and she did not need to live in this environment. She also realized that her daughters deserved a life without humiliation and violence. Shelter staff linked Barbara to Department of Jobs and Family Services and she entered their workforce training program. She was employed full time at Goodwill and her children attended daycare. Eventually Barbara began classes at Wayne College for medical billing and coding. She was linked to parenting classes through the Pregnancy Care Center. Barbara was also linked to Interfaith Housing, as she could not return to Metro housing due to the damage her*

boyfriend had perpetrated. She worked hard to find an apartment for herself and her children through Interfaith. After 3 ½ months in the shelter, Barbara was employed, working on her parenting skills, in her own apartment and attending school to ensure her future employability.

Barbara's success demonstrates the accomplishments of the shelter in the last year. These accomplishments include:

- Providing the safe and nurturing environment necessary for recovery from domestic violence/sexual assault.
- Providing case management services to all women in the shelter over 7 days.
- Maintaining the community connections essential to linking women with services effectively and efficiently.
- Maintaining a flexible length of stay policy in the shelter so that women are prepared when they leave to live independent, abuse free lives.
- Structuring services to meet individual needs and situations.
- Work with community members who built a raised vegetable garden to provide fresh, nutritious produce. The shelter residents will continue the garden.
- A major accomplishment this year is the development of the empowerment group in which women are taught skills to further their independence. This group was started by a shelter monitor in consultation with the shelter manager.

**Outcomes:**

A total of 97 women and 91 children were served by the shelter during this fiscal year. Over one-third of the women were between the ages of 18 and 25 and nearly four out ten were between the ages of 26 and 35. Eighty-seven percent (87%) were Wayne County residents and 9% were from Holmes County. Nearly one-half of the children were pre-school age, while 16% of the children were 13 years old or older. Table 2 provides the demographic information regarding shelter residents during Fiscal Year 2008.

<b>Table 2</b>					
<b>Residents in Julia's Place - FY 2008</b>					
<b>Characteristics of Adults</b>			<b>Characteristics of Minors</b>		
Gender	n	%	Gender	n	%
Male	0	0%	Male	51	56%
Female	97	100%	Female	40	44%
Age (in years)			Age (in years)		
18 - 25	31	34%	0 - 5	42	48%
26 - 35	36	39%	6 - 12	32	36%
36 - 45	12	13%	13 +	14	16%
46 - 55	10	11%			
56+	3	3%			
unknown	5				
Race		%	Race	n	%
White	86	89%	White	72	79%
Black	8	8%	Black	11	12%
Other	3	3%	Other	8	9%
County					
Wayne	83	87%			
Holmes	9	9%			
Other	3	3%			

The total number of days for residents during this fiscal year was 5845 days as compared to 5218 days last fiscal year. This was a 12% increase. Average length of stay during this time also increased from 24.4 days in FY 2007 to 31.1 days in FY 2008 or a 27% increase. The number of residence admitted decreased by 9%. There was a higher proportion of clients from Holmes County as well as a higher proportion of clients who described themselves as being from a racial minority group. Table 3 below provides the contrast on key variables between the last two fiscal years.

<b>Table 3</b>			
<b>Julia's Place (Fiscal Year Comparison)</b>			
	<b>FY 2008</b>	<b>FY 2007</b>	<b>Diff.</b>
Avg. Length of Stay (days)	31.1	24.4	6.7
Total number of days	5845	5218	627
Number admitted	172	190	-18
Number discharged	188	198	-10
Families served *	51	56	-5
Wayne County (%)	85.1	93	-7.9
Holmes County (%)	9.6	3.7	5.9
Racial Minority (%)	16.8	7.9	8.9

\* households with children

# Quality Improvement

## Client Satisfaction Survey Results

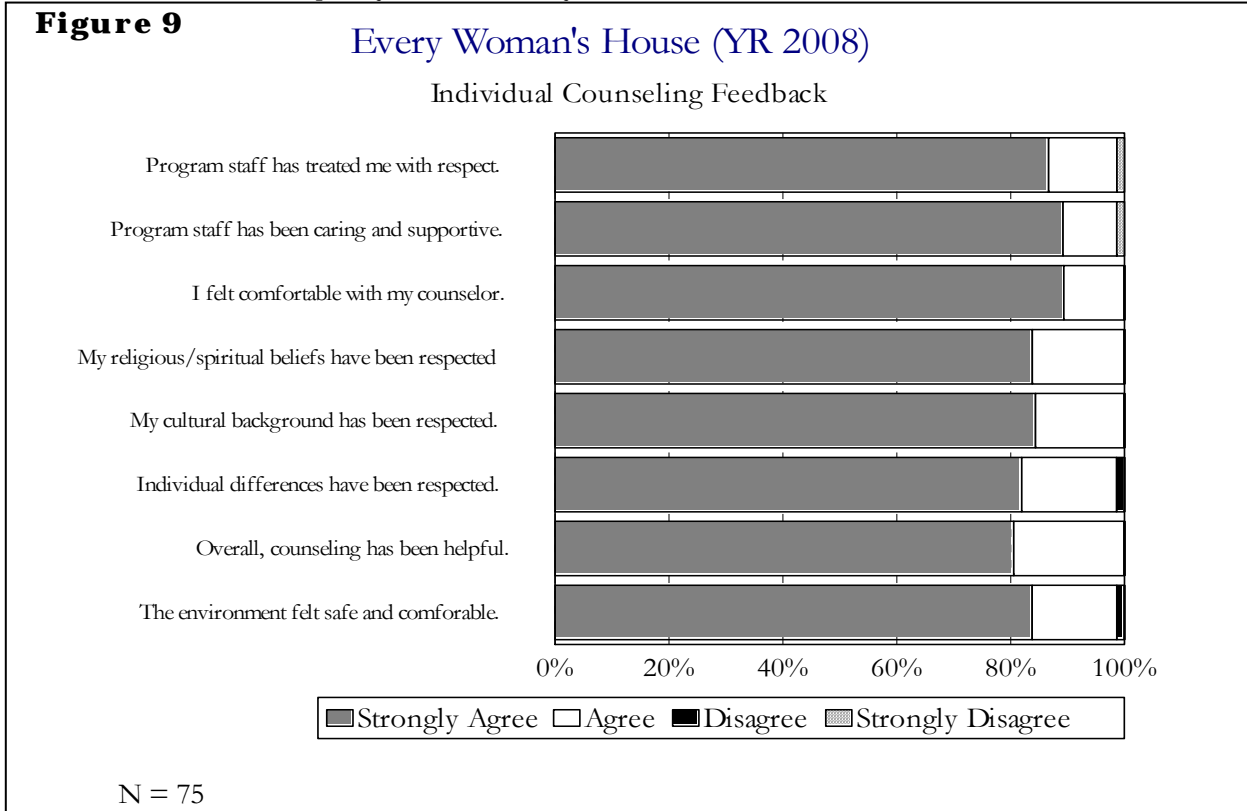
Every quarter clients receiving counseling services are given the opportunity to respond to a client satisfaction survey. Two weeks during each quarter are selected where all clients receiving services are provided the opportunity to respond. Seventy-six (76) surveys were completed by adult women receiving services and 52 men from the Another Way program.

Level of satisfaction remains high for all areas of service delivery. For women receiving counseling all items were above 95% for being satisfied or very satisfied with services. For the Another Way program all items except for one was at 100%. The remaining item was at 98%. Figure 9 and 10 provides the results of this portion of the survey.

Women filling out the survey were given the opportunity to let the agency know if they got help with various issues while receiving services. Responders were able to state that they got all of the help they wanted, some of the help they wanted, or none of the help they wanted. If they

did not seek or want a specific type of help they skipped the question. Results show as presented in Figure 11 and 12, that clients received for the most part at least some of the help they were seeking. Staying in a relationship safely and understanding oneself better received positive responses for all those seeking that type of assistance. Two areas received the highest level of negative responses were “feeling less depressed or anxious” and “developing anger management skills”.

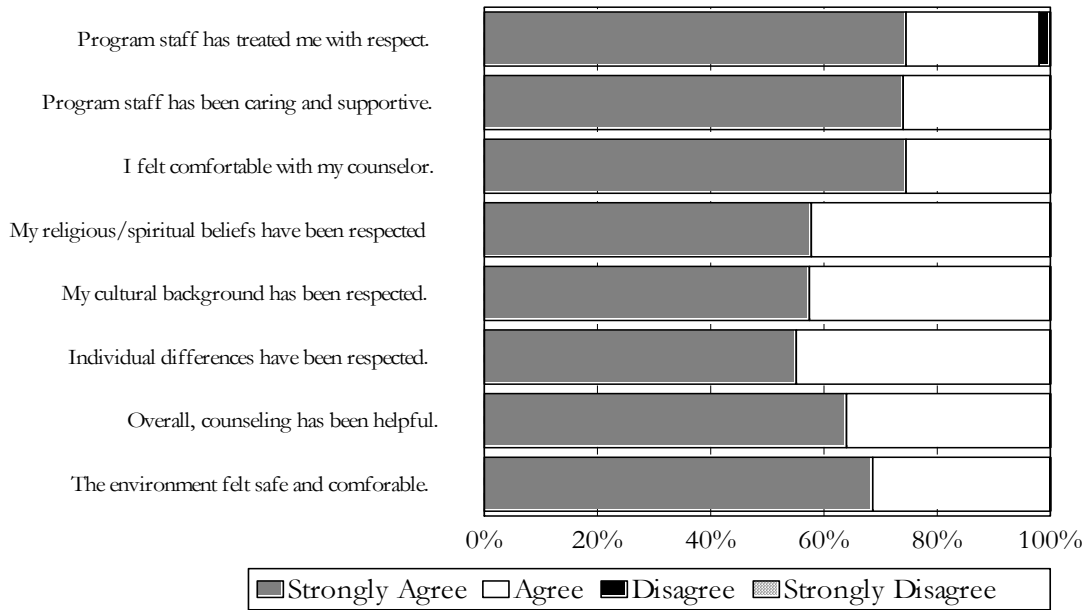
Men attending the Another Way program were likewise able to respond to the type of help they had been receiving. All items received a positive response; however, of 39 men wanting to understand their partner better, 3 men indicated that they had as of yet received this type of help.



**Figure 10**

### Every Woman's House (YR 2008)

#### Another Way Program Feedback

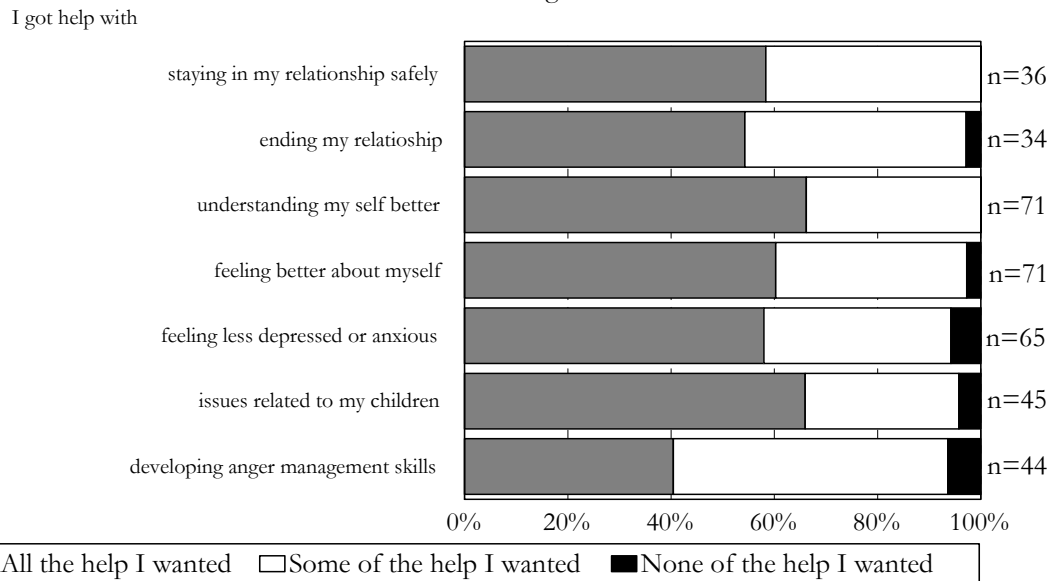


N = 52

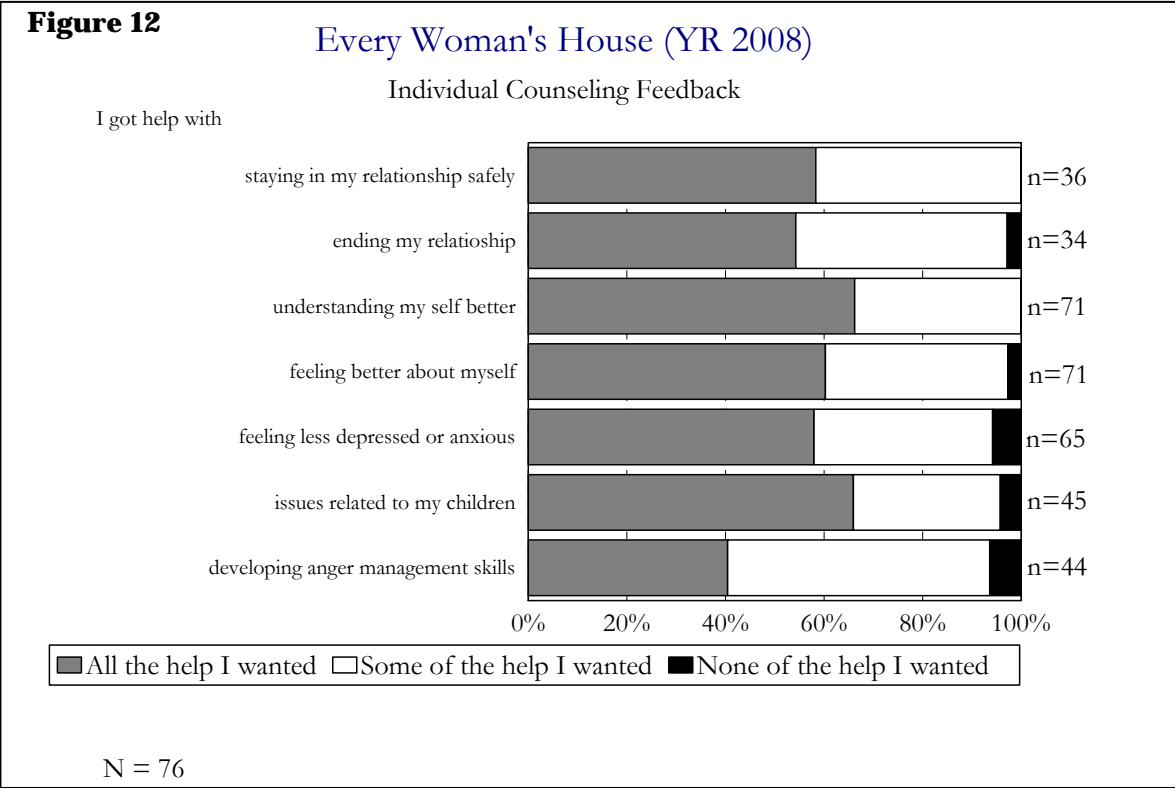
**Figure 11**

### Every Woman's House (YR 2008)

#### Individual Counseling Feedback



N = 76



Residents of Julia's place were also given the opportunity to fill out a satisfaction survey upon leaving the shelter. This provides to the agency a nearly universal feedback regarding clients' perspective on the services being delivered at the house.

Exiting residents were asked about how comfortable they were while living in the shelter, discussing problems with staff, the level of cleanliness and living with the other residents. Clients indicated that for the most part they very comfortable while living at the residence although living with other households was at times a bit disconcerting.

Figure 13 displays results regarding items pertaining to cultural identity, respecting religious practices and ethnic identity. In addition questions were asked about services they received. There was a high level of satisfaction regarding the first three items related to cultural identity. Over 80% felt that

they received necessary assistance regarding attaining resources, learning more about domestic violence and developing a safety plan.

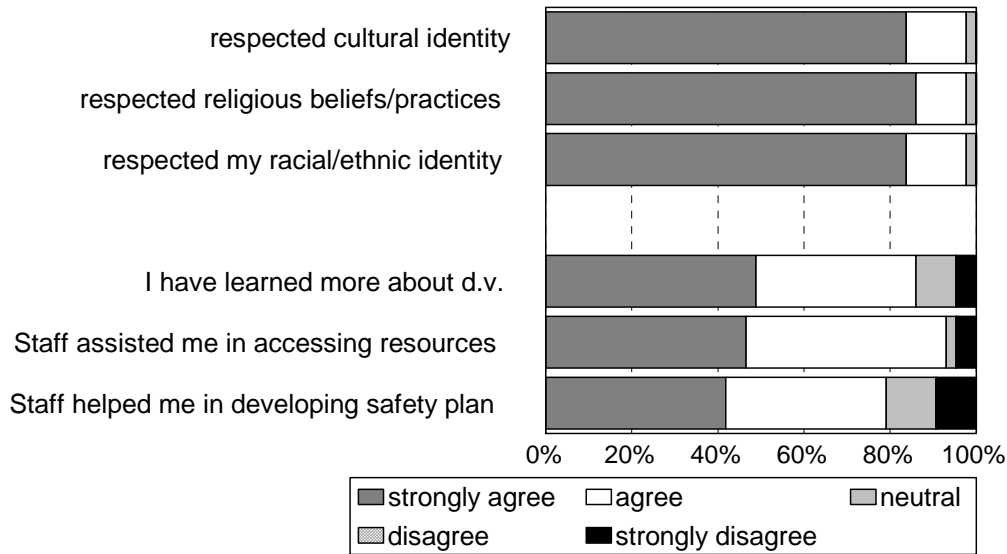
Post shelter plans for the residents exiting the house showed that almost half planned on staying with friends or relatives. One-third planned on establishing an independent household. Fifteen percent (15%) indicated that they were returning to the same household.

Finally, residents were asked about their perceived safety levels at the time they were admitted to Julia's Place and when they exited. A score of safety ranged from 1 (very dangerous) to 7 (very safe). The average response regarding safety level at the time of entrance was 2.9, and a 5.9 at the time of their exit. Out of 39 residents, 34 perceived their safety level to be at a 5 or higher while just 2 felt it was at a 3 or below.

Figure 13

### How much do you agree with the following statements

FY 2008



N = 43

#### *Mental Health Outcomes*

The Ohio Mental Outcome Instrument Adult Consumer Form A is administered to all adults receiving services at Every Woman’s House. An initial instrument is administered at the time of admission and then a subsequent administration is conducted six months and one year after the admission date. The outcome instrument measures several key variables that are indicative of improvement in mental health functioning. Two variables of interest are tracked by Every Woman’s House to determine effectiveness of treatment. These variables are symptom distress (SD) and quality of life (QOL).

Symptom distress is a sum of 15 items on the survey. The potential score ranges from 15 (low levels of distress) to 75 (high levels of distress). The average score for women entering treatment at Every Woman’s House was 40.12 and for men it was 26.15. This is a significant difference; however, such differences are to be expected given the reason for seeking service. Women are often in a high state of distress when seeking services while men are generally brought to services due to a court order rather than due to a crisis. Further, it is common for men as

perpetuators to initially even accept that there is a problem to be resolved.

Subsequent scores on symptom distress display a significant reduction for both women and men. SDS for women after receiving services had a score of 30.77 and for men the score dropped to 20.71.

Quality of life scores range from 1 (low quality of life) to 4 (high quality of life), and represents the average of 12 items in the survey. These items assess satisfaction with various aspects of consumers’ lives including satisfaction with friendships, finances, family relationships, and living arrangements. The initial mean score for women’s quality of life was 2.89 and a subsequent score of 3.32. There is a significant increase in the quality of life score for fiscal year 2008. For men, the initial QOL score was 3.42 and a follow up score of 3.86. Again, this represents a significant increase.

For woman living at the shelter, their initial average SDS was 45.24 and QOL was 2.32. There was only one subsequent survey administered so a comparison of before and after score is not

possible. There will be a concerted effort during this fiscal year to obtain an exit score for all women leaving the shelter. Outcomes will be reported in the next annual report, and will also be provided as a part of the “dashboard” summary to the local board.

For the children’s program, 70% of parents reported a decrease in the observed behavioral concerns after six months that brought them to Every Woman’s House. This was reported based on the Ohio Instrument Scales in which parents filled out information regarding their child at the time of treatment entry and than again after six months.

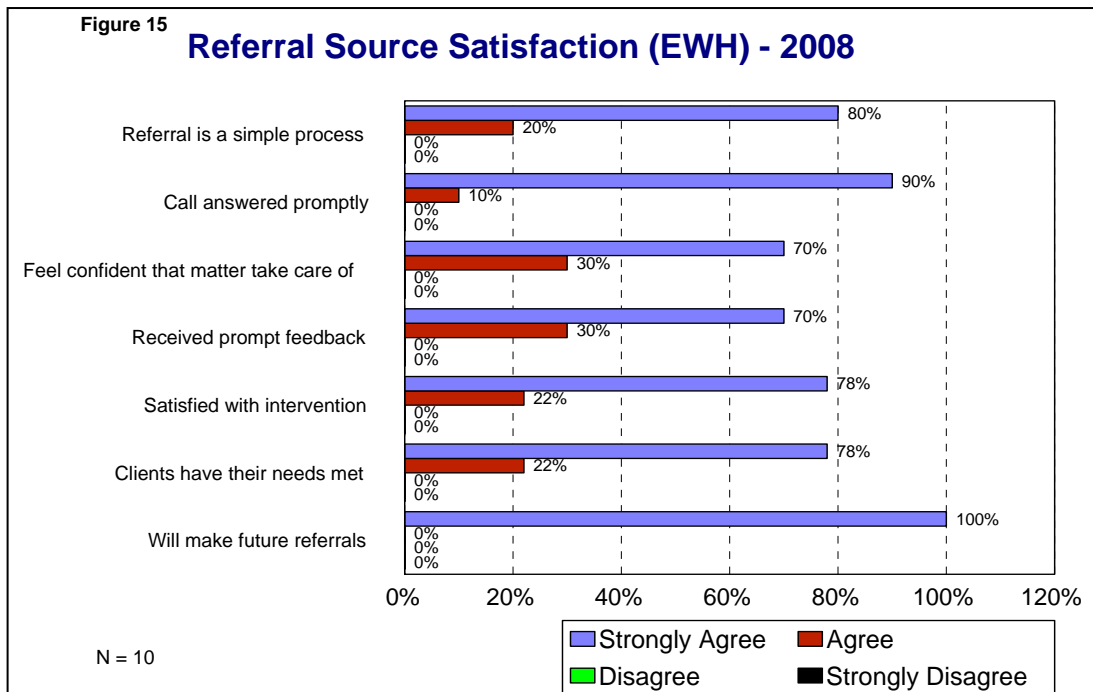
*Referral Source Satisfaction*

On an annual basis, referral sources are surveyed to obtain their level of satisfaction with services. Since many of the sources have a vested interest in obtaining positive outcomes (i.e. employers) their input is sought to see if what they had expected to occur after making a referral matched what actually took place.

Ten replied back, with the plurality coming from social service agencies. This response rate was lower than STEPS. Social service agencies provide the majority of referrals to EWH. There were eight responses from social service agencies with the remaining coming from government or court related agencies. Next year a list of attorneys who make referrals will be maintained thereby allowing for additional feedback from this referral source.

Over 30 referral sources were contacted through the use of SurveyMonkey, a web based survey program. These sources included court systems, law enforcement offices and social service agencies. “Contact” meant that they received the link to fill out the survey directly from EWH. Responders were given the option of forwarding the e-mail on to others that they know also refer to EWH. As a result, there could have been multiple responses from within children services if the e-mail directly sent to the director was than sent on to others within the agency. This created a snowball sampling process.

Results show a very positive perception of EWH in all areas from the referral process to the intervention. One hundred percent (100%) of the responders stated that they would be making future referrals to EWH, and that not only were they satisfied with the type of intervention provided and that the client had their needs met. Figure 15 shows the results of the survey administered in June.



# Community Education Program

**Overview** - In FY2008, the Community Education & Prevention Department of Every Woman's House built upon its accomplishment from FY2007. The department provided over 10% more direct programming to approximately XX% more people in FY2008.

Volunteer activities of EWH were nationally recognized as the Men Working for Change program was featured in Sports Illustrated. The education programs were routinely featured in local media and continued to be a popular event in all area schools.

In the coming year, the search for new funding sources will challenge the department to provide quality services in new and innovative formats. Every Woman's House will need to seek out and utilize new technology and new partnerships to continue its mission of building healthy and peaceful families.

**Outcomes** - There were many challenges faced by the Community Education and Prevention (CEP) department this past year. Providing programming from grades 5th through 12th to eleven school districts can be challenging due to scheduling concerns. Nonetheless, a total of 1181 hours of primary prevention programming was delivered to every school system in Wayne and Holmes Counties. School presentations made up 80% of all of the educational programming delivered in the two counties. The remaining education came in the form of adult and community programs. The hours of prevention services represents a 17% increase over the number of prevention hours provided in FY2007. Every Woman's House programming provided to students increased by 35% (6,335 students in FY07 to 8,570 students in FY08). The increase is directly attributed to the department providing increased services in Holmes County.

Topics covered in educational sessions include "Love Talks" and "Bullying". These two topics comprise half of all of the sessions conducted in the schools.

Evaluations filled out by attendees at the various presentations showed a positive response



regarding the quality of instruction both in term of the presenter and the content. Over 90% express strong satisfaction with the presentations and nearly nine of ten expressed an increase in understanding of the topic being offered.

## School Districts

One of the biggest achievements in FY2008 was the even distribution of programming throughout the schools in Wayne and Holmes County. This was demonstrated in the provision of 222 hours of prevention in West Holmes School District. Wooster City Schools and Northwestern Local Schools were our two other largest schools with 223 hours and 176 hours respectively. Furthermore, Every Woman's House provided nearly 100 hours of prevention in an additional four more school districts (Orrville, Norwayne, Triway, and Chippewa).



**Volunteer Program** - The volunteers of Every Woman's House have continued to provide quality service to our clients and the community. An average of 48 volunteers served a total of 12,522.5 hours. This represents a slight decrease of about 1.5% from FY2007 (12,702.5 volunteer hours). The

volunteers have primarily consisted of shelter monitors and SART members. There has been a strong interest in volunteers for the Mentoring Program; however, a lack of suitable clients and Coordinator for the program resulted in many volunteers becoming frustrated with the opportunity.

During the past year, there has been a continued decrease in volunteer participation. The largest reason we have seen for the decline in volunteering are increasing gas prices. The current economy has forced many volunteers to either scale back volunteering or foregoing any volunteering to find employment. Every Woman's House will need to focus its efforts on

finding alternative ways that others can volunteer without severely impacting their personal budgets.

### **Men Working for Change –**

FY2008 was an exciting year for the Men Working for Change program. The group hit the ground running by participating in multiple public awareness events both on and off campus and expanded their efforts in local high schools

like Wooster, Northwestern, Chippewa, Rittman, Triway, and the Opportunity School for over 400 volunteer hours. These efforts were rewarded when they were featured in the 2007 year-end issue of Sports Illustrated.

These young men graduated in May of 2008 but before they did they inspired a new group of volunteers from the football team to continue the work they started. In FY2009, the goal is to expand the MWFC program into area chapters in high schools and other colleges.



# Human Resources and Operations Liberty Center Connections, Inc.

## *New Treatment Facility for Men*

In the annual report published last year, it was reported that a new residential treatment facility for men was under serious consideration. Pathway has been the home of the men's drug and alcohol residential treatment facility since the 1970's. Equipped only to treat nine men at any point in time, and the corresponding increase in need for this type of service prompted STEPS to look at options that would increase the capacity to treat more men.

Initially it was decided to build a new facility; however, an opportunity came to the fore front that allowed Liberty Center Connections to purchase a house. This was not just any house, but an historic home located in Wooster.

### **The Lorson House**



**Relative of Elizabeth Lorson in front of the house**

For more than 30 years the huge Italianate mansion at 245 Beall Ave. was owned by the late Oscar Lorson, and then his daughter

Elisabeth Lorson, who until recently lived in the home alone. The family never altered the mansion that was built in 1880 and the beautiful historic home still has the original interior design. In the early 1900's, the owners of the property, would rent out the rooms of the house.

In September 2007, this bona fide piece of the city's history received a new lease on life in the



wake of an auction. The Noble Foundation purchased the historic Lorson House, also known as the Fike House, to use as a residential treatment center for men. The Noble Foundation purchased the 5600 square foot historic home for \$245,000.

The Noble Foundation has challenged STEPS to raise \$600,000 to renovate and restore this beautiful home for the new men's residential treatment center. By renovating this beautiful historic home, STEPS at Liberty Center will be able to increase the number of beds available for clients from 9 to 16.



**Dave Nobe (center) with Lara Ginsburg (left) and Bobbi Douglas (right)**

Dave Noble states, "The Noble Foundation wanted to preserve the Lorson home as one of the last great examples of the beautiful homes that once graced lower Beall Avenue. The Foundation also wanted to see the home put to a good use and knew that STEPS had long needed a new residential facility for men. The proximity

of the Lorson home to STEPS seemed to make this use a natural.”

Construction is underway and the treatment center is scheduled to open December 2008.

### **Community Benefits**

In addition to preserving a historical home in the community, Wayne County will be gaining a new men’s residential treatment facility that offers an additional 4300 square feet of facility space and increased green space and storage.

By providing an accessible, central, convenient location and essentially giving our community a first class residential treatment facility, STEPS at Liberty Center will ensure a promising future for all people suffering from addiction.

The new facility will permit STEPS to increase the number of residential treatment slots for men to increase from nine to sixteen – a 75% increase. In addition, STEPS will be able to provide transitional beds clients as they obtain employment and begin to move to self-sufficiency.

## **Holmes County in Need for a Safehouse**

### ***Water damage results in destruction of home***

For the past ten years, Every Woman’s House, a local agency that provides crisis intervention, treatment, counseling, prevention and support services to those impacted by domestic violence and sexual assault, had a safe house tucked away in Holmes County that was used as a safe place for victims of domestic violence to seek shelter in an emergency. Joel Pomerene Memorial Hospital had a home that was being used for record retention and was able to make the home available for Every Woman’s House to use for victims in an emergency situation. While the location of the safe house was a mystery, local police and sheriff were familiar with the process on how to utilize the facility.

The safe house was not staffed, but was set up to be ready for a victim and his/her children to find a secure, quiet home with adequate furniture, food, and clothing that provided the necessary safety until the family could get connected with

the counseling office located in Wooster and the full-size 42 bed shelter. Thankfully the shelter was only used on occasion, but it definitely provided safe haven for many Holmes County residents.



**Worker surveys damage**

During the cold month of January, the water line to the dishwasher froze and ruptured, causing water to filtrate throughout the home, ultimately damaging the furniture and structure. The unfortunate part is that the damage was not discovered until early March and, by then, the water damage developed into mold and created a hazardous situation. Based on the damage, sadly the home was razed and currently there is no place in Holmes County that is available for an emergency shelter situation.

Every Woman’s House is working with members of the community to try and explore other options. If you have any suggestions or would like to volunteer for Every Woman’s House, please call Lara Ginsburg at 330-264-1020.

## Employee Demographic Report

Liberty Center Connections continues to strive for a diverse workforce which is reflective of the general population in which it serves. This information is reviewed by the risk management team every two years to see if strategic plans should be implemented in order to reflect diversity.

Demographic information of both LCC workforce and Wayne County is shown in Table 4 below. This reflects a workforce that continues to mirror that of the general population.

Table 4 - Employee Demographics	Liberty Center Connections		General Population
	Number	%	WAYNE CO
<b>Age</b>			
Employee Under 40	22	32%	NA
Employee Over 40	46	68%	NA
<b>Sex</b>			
Males	16	24%	NA
Females	52	76%	NA
<b>Management Composition</b>			
Male	4	40%	NA
Female	6	60%	NA
Under 40	2	20%	NA
Over 40	8	80%	NA
<b>Racial Characteristics</b>			
White	64	94%	96.5%
African American	3	4%	1.5%
Other	1	1%	2.0%

## Staff Training and Education

This past year employees were provided a plethora of in-house trainings that enabled them to keep abreast of current developments in the field of substance abuse and domestic violence. In addition, employees earned free continuing education credits for the training. Here is the list of trainings that were provided to staff.

- Self Directed Search and the Career Assessment
- Counseling Gay, Lesbian, Bisexual and Transgender Persons
- Meds and Drugs: Understanding the Pharmacological Puzzle
- Ethical Decision Making
- Boundaries and Customer Service
- The Addicted Brain
- The NIATx Journey Towards Excellence
- Domestic Violence Effects on Children
- Medication for the Alcoholic and Addicted
- Science Or Games
- Supervisor Drug Free Workplace Training
- Employee Drug Free Workplace Training
- Transitions Training
- Joining With Groups
- Mental Health and the Jail
- Cultural Competency
- Buprenorphine Training

# Finance Department

Fiscal Year 2008 can best be described as “challenging”. Total revenue for the organization grew \$638,150 from 2007. However, \$784,606 of 2008 revenue consisted of cash donations and pledges earmarked for the renovation of the Lorson House. The net effect was a decline in operational income of \$146,456 from prior year. Due to the loss of one grant from the Department of Development and cuts to other grants, grant income was down \$136,591 from prior year. Too, fiscal year 2007 was a banner year for investments in our various reserve accounts held at the Wayne County Community Foundation. In 2007 we earned in

excess of \$37,000 of investment income. Fiscal year 2008 was a different matter. We suffered investment losses in excess of \$29,000. This was a \$66,000 swing from prior year. On the positive side, donations and fundraising exclusive of Lorson House increased \$100,000 from prior year. Total expenses incurred in 2008 were \$24,282 less than prior year and were but 95% of budgeted expenditures.

## **Units of Service Provided**

*Every Woman's House* operations produced 13% fewer overall units than prior year. This was primarily due to reduced demand for the Another Way program. Every Woman's House is primarily a grant funded division. This means that in a year where units produced is down, it is not necessarily reflected in reduced income. There was significantly less shelter client days recorded. This fact can be cyclical and we are starting off SFY 2009 with a pretty full shelter. Of the nine categories of service produced by our *STEPS at Liberty Center* division, five increased from prior year.

The assessment clinic produced 24% more assessment units than prior year. Group and individual counseling units were off 22% from prior year, but Intensive Outpatient Therapy units increased 13%. This is a reflection of our AoD division treating a larger population of clients with severe recovery issues. Prevention units increased 6% from prior year because of a more stable workforce. Residential treatment increased 7% from prior year. The downside to this increase was that funding from the Department of Development (DoD) was half of

prior year so more was required from donations and interest income which was not forthcoming. It was a conscious decision to keep our Men's residential program operating in face of the loss of DoD funding. People requiring residential treatment is the most at-risk clients.

## **Administrative Expense**

Administrative expense as a percent of overall expenses was the lowest in memory this year. It is a reflection of the use of administrative personnel for program work and facilities management. We reduced administrative expenses in real dollars by \$19,000 and reduced the overall percentage of expense from 16.79% in 2007 to 15.86% in 2008.

Operationally the agency will lose approximately \$120,000 for the year. Our financials will show a \$600,000 plus excess of revenue over expense, but this is due to the Lorson House donations and pledges receivable. We took considerable time preparing our 2009 budget and we feel we have tightened our belts enough to be able to at least break even next year. We will be continuing to look for entrepreneurial opportunities and new funding opportunities.