



# 2018 Annual Report

Serving the Greater Fredericksburg Region by promoting healthy and responsible behavior in youth and young adults by supporting families and providing programs that encourage positive development for over 25 years.

Office on Youth  
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Fredericksburg, Virginia 22407  
540.755.2636

## Administrative Services Division Staff

Benjamin J. Nagle, Executive Director  
Amy DeMatteo, Office Manager  
Kimberly Koon, Administrative Assistant  
Melanie Lee, Administrative Project Specialist  
Bunny Chidester, Community Facilitator / Special Projects

The Office on Youth's Administrative Services Division was created in 2014 to serve as the administrative headquarters of the agency. This division houses the agency's executive leadership and provides support to the agency's programmatic divisions.

## Fredericksburg Regional Division Staff

Deb Lokrantz, Fredericksburg Regional Program Director	
Linda Vohs, Senior Case Manager	Natasha Smith, Case Manager
Sandy Corvin, Program Specialist	Ryan Buckley, Senior Facilitator
Olivia Hildebrand, Facilitator	Jay Jennings, Facilitator
Kimberley Merritt, Facilitator	Claudia Sisk, Facilitator

The Office on Youth's Fredericksburg Regional Division serves the City of Fredericksburg, and the surrounding Counties of Caroline, King George, Spotsylvania, and Stafford, and occasionally Orange County. Programs offered through this division include Anger Management, Community Service Work, Restorative Justice, and Substance Abuse Services.

## Residential Services Division Staff

Tom Keating, Residential Services Director	
Jessica Wince, Residential Case Manager	
Julia Morales, Senior Residential Counselor	
Natasha Benefield, Residential Counselor	Torey Baize, Residential Counselor
Aaron Bromley, Residential Counselor	Duane Jeter, Residential Counselor
Monica Degraphenried, Res Counselor	Allen Harris, Residential Counselor
Don McLaurine, Residential Counselor	Adam Mickens, Residential Counselor
Morghen Nick, Residential Counselor	Robert Oakes, Residential Counselor

The Office on Youth's Residential Services Division oversees the Chaplin Youth Center - a 12 bed, community-based, residential facility serving male and female youth ages 12-17, licensed by the Department of Juvenile Justice. Chaplin provides 24-hour supervision in a safe and structured environment, where residents are supported and encouraged to develop healthy, responsible behaviors.

## Northern Neck Regional Division Staff

Mike MacNamara, Northern Neck Regional Program Director  
Malcolm Weldon, Northern Neck Program Specialist  
Kevin Garner, Life Skills Program Specialist  
Larry Willis, Life Skills Coach

The Office on Youth's Northern Neck Regional Division serves the Counties of Essex, Lancaster, Northumberland, Richmond, and Westmoreland. Programs offered through this division include Community Service Work, Electronic Monitoring, and Life Skills.

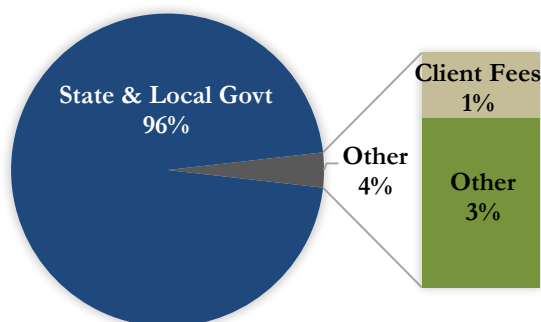
## Director's Message:

As I contemplated what to say in this year's edition of our Annual Report, I look back on my own 15 years of service in this area, having moved to Fredericksburg in 2003. The thing that I have come to realize is the importance of relationships. More than any program or service, training or curriculum, is the relationship that is developed and grown through spending time together. We have the most dramatic impact when we form bonds of friendship with one another and bonds of mentorship with the young people we serve. This is what changes the world.

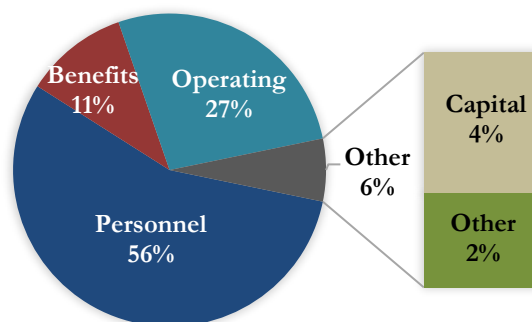
As we get ready to celebrate the Office on Youth's 30<sup>th</sup> Anniversary, I want to thank each and every one of you for the relationships we have developed and the lives we have changed – together!

Yours in Service,  
~Ben Nagle

### FY18 REVENUE SOURCES



### FY18 EXPENSE CATEGORIES



### Fredericksburg Regional Division FY2018 Summary Referral Data

Locality	Anger Management	Community Service	Restorative Justice	Substance Use Services	Total
Caroline	0	1	0	0	1
Fredericksburg	2	29	11	11	53
King George	8	2	2	5	17
Spotsylvania	13	26	19	31	89
Stafford	15	19	17	33	84
<b>Referral Totals</b>	<b>38</b>	<b>77</b>	<b>49</b>	<b>80</b>	<b>244</b>

### Northern Neck Regional Division FY2018 Summary Referral Data

Locality	Anger Management	Community Service	Electronic Monitoring	Life Skills	Total
Essex	0	5	1	1	7
Lancaster	2	13	7	0	22
Northumberland	0	3	4	1	8
Richmond	0	2	2	0	4
Westmoreland	1	12	11	3	27
<b>Referral Totals</b>	<b>3</b>	<b>35</b>	<b>25</b>	<b>5</b>	<b>68</b>

### Residential Services Division FY2018 Summary Referral Data

Locality	Shelter Care	Group Home	Total
Fredericksburg	5	2	7
Spotsylvania	3	5	8
Stafford	7	5	12
King George	0	2	2
<b>Referral Totals</b>	<b>15</b>	<b>14</b>	<b>29</b>

## Anger Management Program

Designed around a research-based curriculum, incorporating topics and discussions from Skillstreaming the Adolescent, an additional evidence-based curriculum, this program presents enrolled youth with the awareness of personal triggers and cues for anger, and positive and negative thought process. Skill-building focuses around healthy communication, conflict management and resolution, empathy, relaxation and stress management, along with the thought processes necessary to successfully manage anger without resorting to violence.

- *The classes are presented over six weeks in weekly, two-hour sessions.*
- *Referred youth must attend all sessions to complete the program, though one make-up session is offered. Parent(s)/guardian(s) may be required to attend one or more sessions of this course.*
- *This program is available to all localities in our main service area and referrals are accepted from any agency, school, or private provider within the region, and parents may refer their own child.*
- *There is a \$50 intake fee that is required prior to enrollment.*
- *Stafford County referred the most youth in FY18 (15 referrals out of 38).*
- *93.1% of enrolled clients completed the program successfully.*
- *65.2% of participants showed an increase in knowledge from pre to post-test.*

67% of participants feel they developed a new **cop**ing skill they can use to **calm** themselves down in the future!

Average referral age is  
**16.1 years old**

63.2% of participants are **MALE**

*"I guess my favorite moments have been watching teens **connect** with each other - our classes often end up being so much of a **"support group"** and it is just so cool to watch them **encourage** each other in making changes and using the **skills** they are learning."*

~ Olivia Hildebrand,  
Anger Management Class Facilitator

## Community Service Work Program

The Community Service Work Program is the Office on Youth's longest-running program. The program is a structured and supervised means for youth to complete community service hours, who are court-ordered to do so.

- *This program is available to all localities in our main service area.*
- *There is an intake fee that is required prior to enrollment, based on the hours ordered.*
- *Fredericksburg City referred the most youth in FY18 (29 referrals out of 77).*

Average referral age is  
**16.3 years old**

75.3% of participants are **MALE**



## Community Service Program Activities for FY18

1,779 hours (\$47,588.25)

- ✓ Stafford County Litter Program - 12 service days, 425 hours (\$11,368.75), and 277 bags of trash;
- ✓ Rappahannock Goodwill Industries – 292 hours;
- ✓ Friends of the Rappahannock (Riverfest & Other Activities) – 212 hours;
- ✓ Fredericksburg Regional Food Bank – 130 hours;
- ✓ S.E.R.V.E - 99 hours;
- ✓ Earth Day Event (Fred Parks & Recreation) – 70 hours; and
- ✓ Tree Fredericksburg - 54 hours.
- ✓ Additional Partners & Projects – Fredericksburg Area Running Club (Race); Dollars for Doorbells (Rock the Block), disAbility Resource Center (Rock the Block), and Rock the River.

*We are working hard to **encourage** our youth to seek a **greater purpose** in our community and within themselves. We tripled our partnerships to give our youth a wider picture of the **community** and the good work that is being done. It also has given them a larger array of experiences and **skill-building opportunities**. We thank our new partners and look forward to further **collaborations** with organizations through our Community Service Program.*

## Restorative Justice Program

Based on restorative principles and practices that help the offender build empathy and understanding for victims of crime, the Restorative Justice Class offers group activities and discussions that were adapted from activities developed by the U.S. Department of Justice's Office of Victims of Crime and the Richmond Peace Education Center. Students focus on the harmful effects of crime and the process of victimization, while learning about accountability and healthy decision-making.

As an alternate option to an RJ class, we are offering Restorative Conferences – an interactive, facilitator-led group discussion involving the offender, victim, family members, and others affected, allowing for increased empathy and understanding. A list of the offender's harm-repairing obligations is created by all participants and distributed to all attending the circle.

- *The classes are presented over six weeks in weekly, two hour sessions. Referred youth must attend all sessions to complete the program, though one make-up session is offered.*
- *This program is available to all localities in our main service area.*
- *There is a \$50 intake fee that is required prior to enrollment.*
- *Spotsylvania County referred the most youth in FY18 (19 referrals out of 49).*
- *91.7% of enrolled clients complete the program successfully.*
- *71% of participants showed an increase in knowledge from pre to post-test.*

**91%** of participants agree they are more likely to consider the **perspective of others** when making **decisions** due to what they learned in class!

Average referral age is  
**16.2 years old**

**66.3%** of participants are **MALE**

## New Initiatives

### Restorative Justice in Education

We continued our 'Restorative Justice in Education' partnership with Spotsylvania County Schools for SY18-19, adding a second school this year to the original pilot school, Battlefield Middle (BMS). We provided consultation, support, training and technical assistance. Our work is based on Restorative Justice philosophy and research-based practices to strengthen relationships, adding a deeper level of respect, mutual concern, and dignity between all parties in the school (teachers, students, administration, support personnel and parents). Varied techniques are used for a higher chance of improved grades, less absences, less behavioral and discipline issues, and a decrease in suspensions and office referrals. Some techniques taught are affective questions/statements, classroom circles, discipline circles, problem-solving circles, with larger formal Restorative Conferences facilitated by OOY.

*"I feel strongly that they (Circles) have helped build a **class community**; that kind of **relationship building** helps everywhere in the classroom."*  
~ 7th grade teacher, BMS

*"Students have **ownership** of Circles and each one has a **voice** - I love Circles!" - 6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup> grade SPED & Reading Improvement teacher, BMS*

### VOISE Program

Office on Youth also worked on a new initiative for SY18-19 with Spotsylvania County Schools, a Saturday workshop called VOISE. It focuses on EI (emotional intelligence). It provides education on self-awareness, self-regulation, empathy, social skills, and motivation. It gives participants tools to enable them to assess and improve their behavior management plan along with the skills needed in using their "voice" in a productive and effective way. There is small and large group discussion, role playing, activities, media clips, and self-reflection utilized in VOISE. The attendance of this workshop is in lieu of 3 days suspension. We are proud of the work we are doing to help eradicate the school-to-prison pipeline. Research shows that in schools that employ EI practices, anti-social behaviors go down, pro-social behaviors go up, and academic achievement goes up.

*Office on Youth facilitated a **Restorative Conference** for a **bullying** situation at Battlefield Middle. In the follow-up two months after the Conference, mom reported that her child had no problems after the Conference. All students involved are **getting along**. Before the Restorative Conference, her child had asked to move and regularly wanted to **skip school** but had not asked again after the Conference was completed. The parents of all three students said it was a great process and all three of the kids were able to see how their words and actions **affect others**. They all agreed that it brought **awareness** to the issue and provided a **healthy** and **safe** place to discuss it.*

## Substance Use Services

All clients referred for Substance Use Services will be assessed for risk and need, to be placed appropriately. OOO staff members administer a SASSI-A2 and a urine drug screen on every client at intake. The client receives a clinical assessment by a RACSB clinician, registered or licensed in their field of study by the VA Board of Health Professions. The youth will be placed in the most appropriate service (education or treatment) based on this assessment.

The education program covers the effects of substance use on biopsychosocial health, risk & protective factors related to substance use, cycle of addiction/recovery, building resiliency/coping strategies and motivation for change. The treatment program is based on the Forward Thinking Interactive Journals, a clinical intervention designed to prevent drug use among young people in grades 5-12 by positively changing the attitudes of youth and their parents regarding the use of drugs. It examines the impact of substance use on their lives and explores ways to make changes to alcohol and drug use behaviors. The Forward Thinking curriculum covers consequences, self-evaluations, making changes, communication style, healthy/unhealthy relationships, co-occurring mental health, and planning for the future. Group sessions cover topics like dependence, addiction, prescription drug abuse, trying to get clean, and recovery. It also incorporates the family and open communication within the family about teenage drug use.

- *Assessments are available to all localities in our main service area and referrals are accepted from any agency, school, or private provider within the region that feels this service may be of benefit to a youth they are currently serving, and parents may also refer their own child.*
- *Education sessions are presented over four weeks in weekly, one hour sessions; treatment sessions are presented over eight weeks. Referred youth and a parent must attend all sessions to be compliant, with make-up sessions offered.*
- *Weekly urine drug screens are performed to maintain accountability.*
- *There is a \$60 intake fee that is required prior to enrollment.*
- *Stafford County referred the most youth in FY18 (33 referrals out of 80)*
- *100% of participants noted that they had learned strategies and skills in the class that will help them make better decisions for their lives.*

Average referral age is  
**16.4 years old**

**80.0%** of participants  
are **MALE**

**87.5%** of participants  
stated that they learned at  
least one **positive coping**  
**mechanism** that they plan  
to use in the future.

*"70% of why anyone changes a negative health behavior is because of the person who connects with them and inspires them to change it. Relationship is the evidence-based practice."*

*~ Dr. Allison Jackson*



### Community Service Program

As in the Fredericksburg Region, the Community Service Program in the Northern Neck is a structured and supervised means for youth to complete community service hours, who are court-ordered to do so. Projects are community-based and occur throughout the Region in each locality.

Average referral age is  
**16.0 years old**

**83.9%** of participants  
are **MALE**

- Available to all localities in the Northern Neck Region.
- There are no intake fees in the Northern Neck Region.
- Outcomes for this program are not tracked separately from the Fredericksburg Region at this time.
- Westmoreland County referred the most youth for FY18 (12 referrals out of 35)

#### Northern Neck Community Partners

- |                               |                                         |
|-------------------------------|-----------------------------------------|
| ✓ Essex County Animal Shelter | ✓ VA Dept of Transportation             |
| ✓ Healthy Harvest Food Bank   | ✓ Warsaw 2 <sup>nd</sup> Baptist Church |
| ✓ The Northern Neck YMCA      | ✓ Washington & Lee High School          |
| ✓ Operation In As Much        | ✓ The Westmoreland YMCA                 |
| ✓ Richmond County             |                                         |

### Electronic Monitoring & Surveillance Program

The Electronic Monitoring & Surveillance Program consists of the Electronic Incarceration Program (EIP) and Surveillance. EIP is intended to provide a community-based alternative to secure detention for low and moderate risk clients pending a court appearance. Participants are fitted with a monitoring system and receive regular visits from a staff member to monitor compliance. Surveillance is used to monitor compliance with house arrest or curfew, for those youth who are under a court order to comply with such terms. Both programs also provide drug screening as a component of the monitoring.

- Available to all localities in the Northern Neck Region.
- There is no client fee for this program.
- Outcomes for this program are measured by the number of youth who remain in the community until their scheduled court appearance (completion), and the number of youth who incur additional charges while under supervision (recidivism).
- Westmoreland County referred the most youth in FY18 (11 referrals out of 25).

Average referral age is  
**16.2 years old**

**75.0%** of participants  
are **MALE**

### Life Skills Program

The Life Skills Program was previously known as Mentoring. Though it is still a mentoring program, the curriculum and activities undertaken by the matched pairs are geared toward life skill development, such as employment, academic, social skills, decision making, and behavior management. All activities are one-to-one with a client and a life skills coach. Evaluations are conducted with each client at the close of the program.

- This program is available to all localities in the Northern Neck Region.
- There is no client fee for this program.
- Westmoreland County referred the most youth for FY18 (3 referrals out of 5)

Average referral age is  
**16.8 years old**

**100.0%** of participants  
are **MALE**



### Shelter Care Services

Shelter Care Services are short-term and emergency placements for youth pending disposition on a juvenile charge. Youth may be placed via a Shelter Care Order either by the court or Intake Officer. Youth placed under Shelter Care Services will often be discharged to home, with supportive services, or transitioned into the Group Home Program within 60 days.

### Post Dispositional Group Home Program

The Group Home Program is designed for youth who require a less restrictive placement than secure detention but are unable to remain in their homes due to their behaviors or criminal involvement. Youth move through a level system designed to develop healthy, responsible behaviors and positive decision-making skills. Youth at the upper levels may earn weekend home visits that assist with family reintegration. Once a youth reaches Level 4, they begin the transition period to returning home. Youth remain in the program an average of 5 months (about 153 days).

### FY2018 Outcome Data

- ✓ Total Placements – 29 (SC - 15 / GH - 14)
- ✓ Overall Utilization Rate – 67% (2,943 Total Bed Days)
- ✓ Average Daily Population – 8.06
- ✓ Average Age at Referral – 16.0 years
- ✓ Successful Discharge Rate – 78.6% (SC) / 57.1% (GH)

*For the past two summers Chaplin Youth Center staff and residents have participated in the **WIC Produce Pack Program**, at St. George's Church. The project provides produce bags (sample bags of local produce) to mothers receiving WIC assistance. These produce bags can be refilled **at no cost** three times at the local farmer's markets. The goal is to help increase families' awareness of **good nutrition** and encourage the consumption of fresh fruits and vegetables. Each Sunday we assembled with other **volunteers** at St. George's and marked, packaged and stored Produce Packs in preparation for delivery. We also were responsible for cleaning up the work area. This summer alone, **360 families** were exposed to fresh, affordable, local food.*

*"The only person you are destined to become is the person you decide to be."  
~ Ralph Waldo Emerson*



The My Life Mentoring and Leadership Program served seven (7) teens from King George in FY18. Two graduates of the program continue to help with planning and implementation and select events have been attended by program alumni.

Tim Carter, the program's only senior this year, graduated from KGHS and is attending Rappahannock Community College. Bunny Chidester of OOH attended the Honors ceremony at KGHS to present Tim with an award for volunteering 216 hours with the My Life program.

Four of the teens attended a Poetry/Spoken word workshop hosted by Art 180, a youth arts center in Richmond VA. Young author Netta Q Jones from Washington D.C. performed her newest work and provided the teens with tips for performing spoken word.

The OOH's partnership with the Richmond Peace Education Center (RPEC) has continued. The teens continue to attend monthly meetings of the Richmond Youth Peace Project (RYPP) to explore topics of importance to today's youth. They attended a RYPP event at the Black History Museum and Cultural Center in Richmond on topics of gun violence and racial healing. Three mentors created and led a workshop at the Richmond Youth Peace Summit on LGBTQ issues, which was filled to capacity and well received. Timyiah Carter wrote and performed a spoken word piece for RPEC's Generation Dream edu-concert, focusing on the life and legacy of Dr. Martin Luther King, Jr. Three mentors completed RPEC's Conflict Resolution for Youth Trainers 2-day training, resulting in all the My Life teens now being certified RPEC Youth Conflict Resolution Trainers.

In November, the mentors participated in a youth-led "Justice Parade" in downtown Richmond to help bring attention to an issue of great importance to them, the "School to Prison Pipeline". They are committed to being positive members of their community by modeling healthy behaviors for peers, learning to resolve interpersonal conflict, and bringing about social change as well.

In FY18 the mentors are planning a series of life skills trainings to include cooking skills and coping with stress/anxiety in a positive way. They will also attend a 6-day teen retreat called iBme (Inward Bound Mindfulness Education) at Serenity Ridge Retreat Center in Shipman, VA. to learn more about mindfulness and meditation.

On May 31, 2018, Bunny Chidester, OOH Community Facilitator/My Life volunteer received RPEC's 2018 Peacemaker of the Year award. This award was in recognition of her many years of prevention work with the KG youth and the My Life program, helping youth to build resilience by utilizing a strength-based approach. During the ceremony the My Life mentors shared stories about how the Office on Youth's My Life program has impacted their lives and the importance of a community focus on prevention in youth services.

Financial support for the My Life Mentoring/Youth Leadership Program for FY18 has been generously provided by KG DSS, Birchwood Power Partners, and the Opp Shop. We would also like to recognize and thank My Life volunteer Kana Zink, who helps to make many program events possible.

*"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has."*

~ Margaret Mead

## Rappahannock Area Youth Services & Group Home Commission

Dr. Tim Duffy, Chairman  
*City of Fredericksburg*

Mr. Gary Skinner, Vice Chairman  
*Spotsylvania County*

Ms. Gail Crooks  
*Spotsylvania County*

Ms. Donna Krauss  
*Stafford County*

Mr. Gary Snellings  
*Stafford County*

Mr. Mark Whitley  
*City of Fredericksburg*

Mr. Bill Hefty  
*Legal Counsel*

Mr. Brendan Hefty  
*Legal Counsel*

### Advisory Council

Ms. Christen Gallik  
*City of Fredericksburg*

(Vacant)  
*Stafford County*

Ms. Sarah Reid  
*Spotsylvania County*

The Rappahannock Area Youth Services and Group Home Commission is the Board of Directors appointed by each locality of our main service area to oversee the activities of the Office on Youth, and its divisions. Members are appointed by the respective Boards of Supervisors of each locality. One member must be an elected official of the Board, the second is the County Administrator or his/her designee. The Commission appoints three additional members of the community who have a professional tie to the Office's work to serve as Advisory Council Members. The chair of the Advisory Council serves as the seventh voting member of the Commission.

## Community Collaborative for Youth & Families

The Community Collaborative for Youth & Families continues to grow and evolve in the way it serves its members and the community, at-large. Over the past year, membership has been engaged in new ways, through refocusing and restructuring the meetings and streamlining certain processes. The meetings now have a 'sponsor' who provides an overview in lieu of the Learning Moment. This allows the sponsoring agency to provide the ways in which they link to the Collaborative, and how members could possibly engage with them. We also focused deliberately on timely training topics for our members, their agencies, practitioners and community members. Some examples include:

- ✓ A membership training on opiate addiction provided by the Opiate Treatment and Recovery Task Force. The Task Force has since held two additional training sessions for clinicians and interested community members.
- ✓ Partnering with Be Well Rappahannock Council to host an ACE's (Adverse Childhood Experiences) training with Dr. Allison Sampson-Jackson. This training and the corresponding community town hall was a continuation of educating our community on the science behind ACEs. This science refers to the research on the prevalence and consequences of adverse childhood experiences with what to do to prevent and overcome the impact of ACEs.
- ✓ A follow-up workshop entitled "Understanding ACEs Training" with the brain architecture game provided by the Rappahannock Area Community Services Board. This training helps continue this critical conversation on how we can support our community to prevent ACEs and build resilience.
- ✓ A screening of the documentary "Like Any Other Kid" to educate and inform our members on alternatives to juvenile incarceration that are finding success across the country.
- ✓ Speed networking was introduced during our #itsacollabacktoschool special in August. Members had an opportunity to share about initiatives and learn about others in a fun and fast format.

We further continued work on the development of our Common Plan with a focus on creating community measures for the nine (9) indicators within our plan. This was completed and a finalized plan issued.