

INTEGRITY

PROFESSIONALISM

ACCOUNTABILITY

RESPECT

MAY
2012

INSIDE OYA

P2

Listening to and honoring our employees

P3

OYA and YMCA partner to rebuild bicycles

P4

Facilities honor outstanding volunteers

P5

RiverBend receives local recognition for community service

P6

Rogue Valley youth hear about respect, empathy, balance
Random moment innovation frees staff time

P7

OPMS rollout continues

P8

Clatsop County engages youth in mindfulness training

Camp Tillamook youth gain second work crew with new commercial greenhouse from BLM

Camp Tillamook YTF youth, who for nearly a decade have participated in habitat-restoration work, are embarking on a new phase – construction and care of a commercial greenhouse.

Youth have been preparing a site for the 30- by 72-foot greenhouse, which will be built just east of the facility during the first two weeks of June. OYA has a contract with the Tillamook Bay Watershed Council to grow plants in the Bureau of Land Management-financed greenhouse.



Camp Tillamook Director Denessa Martin said participating youth will receive stipends of \$6.50 an hour for their work, and the greenhouse will permit addition of a second work crew that will be engaged four to five days a week. The added work is a result of daily monitoring of the greenhouse and requirements for sowing, weeding and transplanting.

Plants being grown at Camp Tillamook will be used for habitat restoration in partnership with BLM.



Stipends can be used to pay court-ordered restitution or to meet transitional expenses.

“It’s a win for Camp Tillamook youth, it’s sustainability, it’s education, and it’s helping the partnership put the production in one spot,” Martin said. Production that had been done in a BLM greenhouse in the Clackamas County community of Colton is being moved to

Continued on page 10

This month’s masthead photo is by Chris Duval. You may submit a photo for use as an *Inside OYA* masthead by e-mailing your photo to oya.communications@oya.state.or.us.

AWARDS AND RECOGNITION

SERVICE AWARDS

The service awards listed are for March 2012.

25 YEARS

Clay Hooker
Malheur PPO

15 YEARS

Kevin Nygren
Hillcrest YCF

Amy Pena
Clackamas PPO

James Sapper
North Coast YCF

10 YEARS

John Borroz
MacLaren YCF

Gerri Hiersche
MacLaren YCF

Michael Miller
Business Services

MAY 2012
PAGE 2

Listening to and honoring our employees



Fariborz Pakseresht

One of the most meaningful ways we can show our respect and appreciation for others is to listen to them. By listening, we learn about what is important to others, and we can act on what we learn.

At OYA, we work to provide many opportunities to hear from you. We have held listening forums to create opportunities for open and frank discussions about issues of concern to you. Managers and union representatives meet monthly to share and talk about issues. We also conduct an annual survey to learn what is working and what needs improvement.

Your participation and comments in these information-gathering venues led to the creation of OYA's first System Improvement Plan and to the development of our four core values. Your comments in the most recent survey are helping generate plans to take a closer look at your safety concerns.

Now, with the rollout of the OYA Performance Management System (OPMS), we are building capacity to more quickly learn when things aren't working so that we can address them and resolve problems.

I know from my visits with you, and your comments in meetings and the annual survey, that all of us are facing the need to do our jobs with fewer re-

sources and are dealing with challenging workloads. It is my sincere hope that the use of data from OPMS and the ideas you share will help us streamline processes, reduce barriers to doing our jobs, and make OYA a better place to work.

As I have said to you many times, the work you do is meaningful and important. You help make Oregon safer and improve the lives of our state's most at-risk youth. You give our youth an opportunity to succeed. It is equally important that we help you be successful.

Even though there appears to be no near-term end to the state's difficult budget situation, I believe we can take steps internally to make your work safer and easier by giving you the tools and support you need to do your jobs. We can do this by continuing to listen to each other, and by honoring each others' needs.

I am committed to maintaining an open dialogue with all of you and to advocating for the resources you need.

As always, you have my deep appreciation and thanks for the valuable role you play as public service employees. I am proud to be a part of this agency, and will do all that I can to support you.

Sincerely,

Fariborz Pakseresht
Director

OYA, YMCA partner to recycle bicycles

Call it serendipity: When OYA's Frank Martin learned about Family YMCA of Marion and Polk Counties' Pioneering Healthier Communities initiative, he contacted the YMCA to learn more. Meanwhile, OYA Director Fariborz Pakseresht, a YMCA board member, was talking with YMCA officials about how the two organizations could collaborate. Hillcrest YCF Superintendent Troy Gregg became aware of the possibility and, not long after, happened to be at a meeting where he heard Salem bicycle mechanic Aaron Ryals talk about his passion for fixing up old bikes.

It was the networking recipe for a partnership supporting Second Chance Bicycle Recycling.

"We want to create a self-sustaining program that brings in broken bikes, gets them repaired and returns them to the community at nominal or no cost," Gregg said. Second Chance is among several community projects that will be supported by the Y's Pioneering Healthier Communities initiative.

Hillcrest youth designed a logo for the bicycle-recycling project, and Martin said state surplus helped by providing the first tools. "We got hundreds of dollars worth of tools," he said. "John Cody and his team always give us assistance with our vocational start-ups."

"I think it's an excellent opportunity to give these kids a chance to learn skills and a chance to help the community," said Ryals, whom Gregg describes as "a master bike mechanic who knows all the ins and outs of teaching, training and fixing bikes." Ryals, who already was repairing donated bicycles in his basement, said he will put together a class for Hillcrest youth. Gregg said he sees an opportunity for youth to earn certificates attesting to their bike-repair skills.

The YMCA will accept donated bicycles Saturday, June 2, from 10 a.m. to 2 p.m., at its Salem location, 685 Court St. N.E.



The generosity of the state's surplus system brought smiles all around for Shawna Smith, Aaron Ryals and Troy Gregg by providing the first tools for Second Chance Bicycle Recycling.

The YMCA's community wellness director, Janice Naimy, said the first bikes may be distributed as early as July. "We're hoping people who can't afford a bicycle can use them as transportation, and we'd like to get more kids on bikes and maybe get families bicycling together," she said. ■

5 YEARS

Jerry Harrison
Information Systems

Dean Johnson
Hillcrest YCF

Louise Stecher
North Coast YCF

DEPARTURES

Mike Howard
MacLaren YCF

Jean Straight
Business Services

ARRIVALS

Josiah Briels
Eastern Oregon YCF

Brad Calkins
Eastern Oregon YCF

Alex Clark
Eastern Oregon YCF

Jason Keith
Tillamook YCF

Eleanor Sjöholm
Business Services

Sue Wilson
Business Services

Eric Wunderlich
Business Services

**JP JONES
NAMED INTERIM
ASSISTANT
DIRECTOR,
BUSINESS
SERVICES**

John Paul "JP" Jones has been named Interim Assistant Director for Business Services by OYA Director Fariborz Pakseresht. The role previously was held by Jean Straight, who joined the Oregon Department of Consumer and Business Services as Deputy Director.

Jones joined OYA in December as Budget and Contracts Manager, a job which he continues to hold. Previously he was the Oregon Department of Revenue's Finance Manager and manager of the agency's section that processes all tax returns. He also held financial management positions with the Oregon Secretary of State's office, including that of Business Manager.

Continued on page 5

Outstanding volunteers honored for service

Staff at nine OYA facilities recently recognized exemplary individuals and groups as Volunteers of the Year. (Photos are provided where available.)

Eastern Oregon YCF honored Faith Baptist Church of Harney County members, who have volunteered at EOYCF for the past five years. Activities include helping youth paint two dormitories, leading Bible study, doing baptisms, mentoring, helping celebrate youth birthdays, teaching music, participating in family day and providing Christmas gifts. Peggy Asmussen, a church member who coordinates the church's EOYCF volunteers, was last year's commencement speaker for Monroe High School youth.

Hillcrest YCF honored dermatologists Susan Denman and Carolyn Hale, who practice in Beaverton and Keizer, respectively, and have a combined total of more than two decades' service in OYA's tattoo-removal program. Denman started the service in 1996 and Hale joined her two years later. In 2000 Denman started a similar service for Outside In in Portland. Voluntary tattoo removal is offered to OYA youth monthly at Hillcrest. Griselda Solano, who coordinates the service, estimates Denman and Hale have delivered more than 3,300 individual treatments (removal of a tattoo usually requires several treatments) to youth.



James Anstey

has moved to Fresno, where his wife (also a Maclaren volunteer) is enrolled in a graduate program, and said he will continue to mentor Maclaren youth on his Oregon visits.

North Coast YCF honored Lenny Cheyney, a Clatsop Community College student who devoted much of his winter vacation to organizing activities for North Coast youth. He organized

basketball, football, chess and ping pong tournaments, as well as

Maclaren YCF honored James Anstey, who mentored youth both in the facility and afterward (including one who went to DOC, and another on his first day of parole). "He is able to mentor youth nonjudgmentally while holding them accountable for their behavior," said the Rev. Craig Cutting, Chaplain and Volunteer Coordinator. "I was able to really relate to the youth in Maclaren because of what I went through in my life," Anstey said. He said he told them, "You are who you associate with, it's very important that you understand that."

Anstey



Lenny Cheyney and Jim Sapper

Continued on page 5

Paper features RiverBend community service

The local 4-H Center got a make-over, RiverBend YTF youth benefited from several days' community service, and both got a full-page feature from La Grande's daily newspaper.

"It's great – we get out and do something for the community and I really like the idea that we're working to make a kids camp better," one RiverBend youth told *The Observer*.

Superintendent Brian Blisard said 12 RiverBend youth participated in the project at the Blue Mountain 4-H Center, putting in several days' unpaid community service to paint the kitchen, hallway and nurses station, clean the 3,300-square-foot lodge, perform minor repairs and work on the grounds.

"They may not always admit they need to do something like this," Blisard said, "but it gives them both work experience and a sense of giving back to the community."

GLC Lou Gerber, who organized the work crew, already had a connection with the 4-H Center through his wife, Robin, who is a 4-H leader and board member. "The young men are always looking for community service and volunteer work and, because we're active in 4-H, we know the center's getting ready to open for the summer and is behind on maintenance issues," he told the newspaper. ■

Volunteers honored

Continued from page 4



Lory Humbert and Kay Gingerich

and also coordinates with other churches to support youth during the holidays. "When the girls pray, it often is for their mother to stay sober or for a parent to go into rehab," Gingerich said. "It seems like a cycle. I would like to see the cycle broken so when they get out they stay out and have good productive lives."

movie nights and other activities. His work included scheduling the activities, ensuring staff availability, taking sign-ups, soliciting prizes and participating. "I want to help the kids, get them back on track, see them get out and stay out their whole life," he said.

Oak Creek YCF honored Kay Gingerich of Corvallis, who started volunteering with OYA youth at now-closed Corvallis House. She leads weekly Bible study classes and last summer organized baptisms of several youth. Through her church she annually organizes volunteers to buy Christmas gifts for youth on one of Oak Creek's living units,

Continued on page 9

Continued from page 4

At Revenue, Jones had an assignment similar to his current one, serving as Acting Business Services Division Administrator for two and a half years. A retired lieutenant colonel with the Oregon Army National Guard, Jones holds an undergraduate degree from Portland State University and a Certificate in Public Management from Willamette University's Atkinson Graduate School of Management.

Business Services encompasses Accounting, Budget and Contracts, Food Services and Central Warehouse, Human Resources, and the Training Academy.

Pastor promotes respect, empathy, balance



Rev. JR Pittman talks with Rogue Valley youth.

Rogue Valley YCF youth heard messages about respect, accountability and making wise decisions during an April visit by pastor, evangelist and radio host JR Pittman.

“He talked about respect and mentorship and volunteerism and all the things you can do to lead a more balanced life,” said Angela Sabin-Veek, Rogue Valley’s Activities Coordinator. “He promoted respect, education, victim empathy and living a Godly existence day to day.”

Pittman told stories about his father and others who had shaped his life, and discussed how to address situations where no father is present. “He talked about racial issues and about standing up as men and being respectful and kind to each other,” Sabin-Veek said.

The visit was arranged after GLC Mark Rhodes learned that Pittman would be speaking in Southern Oregon. The assembly was opened and closed by Rogue Valley religious volunteers including Matt Sweeney, the facility’s 2010 volunteer of the year. Pittman’s Web site says he encourages youth to seek out mentors who will help them look realistically at their future, challenge them and hold them accountable.

Not only did staff members respond positively to Pittman’s message, Sabin-Veek said, but there were reports of youth sharing the message with other youth on their living units. ■

JJIS innovation frees 6-9 staff days a month

Imagine improving a process that saves a three-member team up to nine days a month. OYA’s Federal and State Benefits Unit not only imagined it but, with the enthusiastic assistance of JJIS staff, made it happen.

JPOs are well aware of “random moment” requests they receive, asking what work they are doing so appropriate activities can be charged to the federal Targeted Case Management program. Until last month, disability analysts Lori Hernandez, Julia Benjamin-High and Lienna Bui each spent 2-3 days a month programming the random moments schedule onto the Outlook e-mail system.

Now, JJIS determines when the random moment requests will be made, and to whom they will be made, and generates the e-mail program. Erin Fultz, manager of the Community Resources Unit, which includes Federal and State Benefits, credited JJIS’s Brian Fahey, Bob Battles and Jan Blanshan for making it happen.

“They managed in the now, took a process that wasn’t working and moved forward with it,” said Fultz. “Saving up to nine days a month of tedious work moving information from an Excel spreadsheet to the e-mail system is a great outcome.” ■

Clatsop engages youth in mindfulness training

OYA professionals occasionally receive phone calls from youth who want to talk about how they're doing, but they might never hear this: "I'm still meditating."

The staff who occasionally do get that phone call are members of the Clatsop County Juvenile Department. It is believed to be Oregon's only juvenile corrections agency engaging youth in comprehensive mindfulness training.

"The evidence-based elements of mindfulness take treatment to a deeper level," said Janet Evans, the agency's director. Juvenile counselor Ryan Moore introduced mindfulness to the agency five years ago, encouraged by then-Director Georgia Gates. Evans made mindfulness a consistent practice after she became director.

"We wanted something to really ground the cognitive behavioral work that a lot of at-risk youth are doing in community treatment or state facilities," said Moore, who manages the department's treatment program and studied contemplative psychotherapy as a psychology graduate student. "The general idea of mindfulness is that youth start to become increasingly aware of the present moment." So youth would not be limited to practicing only in plastic chairs, the agency recently purchased a few meditation cushions at a discount.

Moore said mindfulness empowers youth to make positive choices: "We're often so engaged with concerns and worries about the future or regrets about the past that we're not in the place where we can make the greatest impact, and that's the present moment."

Youth are encouraged not only to participate in mindfulness groups, but also to practice in their cells. "I tell my guys it's like weight-lifting," Moore said, "and they know what that means. If you want to get stronger, but you never add any more weight, you're not going to get a lot stronger. You have to practice mindfulness

Youth at the Clatsop County Juvenile Department practice meditation as a way of achieving mindfulness and gaining control over their emotions.



Volunteers honored

Continued from page 5

RiverBend YTF honored Jerry Baker of La Grande, a volunteer for 15 years, who leads Bible-study groups, manages a movie night, mentors youth and brings in a church band to perform. "Jerry gives more than any volunteer I have encountered during my career," said Superintendent Brian Blisard. "The youth all respect Jerry. He is a constant in the lives of young men who crave consistency and guidance." Baker is a Blue Mountain Auto Parts employee. "It's kind of a passion with me," he said. "I see the problems and nightmares these kids go through, and I think they need some sort of direction, even somebody just to listen. I tell them there's an alternative and hope for a better future."



Jim Kramer and Jerry Baker

Rogue Valley YCF honored Margo McAlpine of Grants

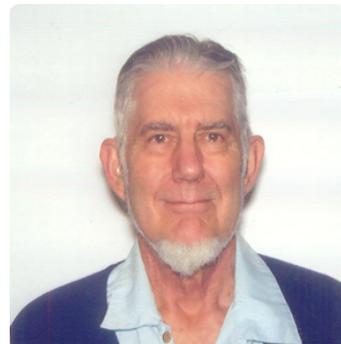


Margo McAlpine

Pass, who has volunteered consistently since 2006. She conducts weekly chapel services, teaches guitar, assists with holiday parties and mentors youth at the facility. "I've always had a heart for at-risk youth," said McAlpine, who described her own youth as troubled. "I know I made it by the grace of God and I share my story openly with the youth and tell them they can make it too." She is a worship leader at her church, has played guitar for 30 years, and said she uses music – including songs she has written – to connect with youth.

Tillamook YCF and Camp Tillamook YTF honored

Norm Myers of Tillamook, who for more than 20 years has led non-denominational Sunday school classes, distributed Bibles, shown Christian videos and mentored youth. A retired property appraiser, Myers said he began his work as a member of the Gideons. He also has volunteered with the Tillamook County Jail and Oregon Department of Corrections' South Fork Forest Camp. He said he likes seeing changes in the youth, "and a number of times parents have said 'thank you very much for turning our son around.'"



Norm Myers

These are among dozens of OYA volunteers who help OYA treat and reform youth. Staff members wishing to provide more information for prospective volunteers may find it on OYA's Web site at <http://www.oregon.gov/OYA/volunteerservices.shtml>. ■

Fariborz Pakseresht
Director

For more information, to submit ideas, or to write an article, please contact the Communications Office:

Ann Snyder
503-378-6023
ann.snyder@oya.state.or.us

Jim Sellers
503-373-7425
jim.sellers@oya.state.or.us

Send your stories for the June issue by May 31. Articles received after that date will be held for the July newsletter.



Camp Tillamook greenhouse

Continued from page 1

Camp Tillamook, where the greenhouse will accommodate 50,000 to 60,000 plants annually.

Although the greenhouse will be highly automated, BLM Botanist Kurt Heckerroth said youth will be expected to monitor it daily to check that nozzles are working, plants don't need thinning and weeds aren't taking over. He said 70 percent of the plant and tree stock for the partnership's riparian efforts will continue to be grown by private nurseries.

"This aligns with youth being a part of the solution for the community and the environment," said OYA Education Administrator Frank Martin.

Denessa Martin said youth will receive training, learn about construction and operation of a commercial greenhouse, and be able to earn master gardener and other certifications. "They've learned so much about the riparian effort by going out on work crews, and now it's pretty much all in our backyard."

"The greenhouse will add to the variety of experience they get," Heckerroth said. Denessa Martin said an open house for partners and the community will be held once the greenhouse is operational.

Camp Tillamook shared the BLM's 2010 Landscape Stewardship Award for work that, since 2003, has encompassed 240 miles and more than 150 landowners. The award was presented to the 10 members of the Tillamook Resource Area Riparian Restoration Partnership. Also in 2010, BLM National Director Robert Abbey recognized the project as the No. 1 stewardship selection and suggested the partnership set a restoration standard for the nation. ■



Plant production and greenhouse management will teach Camp Tillamook youth valuable job-readiness skills and assist with restitution payments.

Mindfulness training

Continued from page 8

meditation regularly to experience its benefits."

A youth who was returned to juvenile detention after using drugs said mindfulness is helping: "I used to blame everybody else. This time I was aware of what really happened and how my choices led me to my consequences."

A second youth said mindfulness has slowed things down: "I feel it's making me more calm, I can think about why I'm mad. Before, I never thought like that." ■