

# The Employee Connection

March 2002

## Staying Connected

Community Education Centers (CEC) continues to grow. With the addition of Lipman Hall, Coleman Hall and Liberty Hall, CEC now has 26 facilities in ten states.

As CEC continues to grow, staying connected with all our facilities will be critical. **The Employee Connection** will provide you with updates on new facilities, site developments and company goals. We welcome your suggestions. Please send submissions and comments to Debbie O'Connor or Larry DeMarzo at the Roseland office.

Remember to visit our web site for the latest CEC news and developments at [www.cecintl.com](http://www.cecintl.com).

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## Community Education Centers Opens Three Facilities in Three-Day Period

Community Education Centers (CEC) marked the opening of three new facilities within a three-day period, November 3-5, 2001. Lipman Hall in New Jersey, Coleman Hall in Philadelphia and Liberty Hall in Indianapolis all admitted their first residents and joined the growing family of CEC facilities throughout the United States. CEC now operates 26 facilities in ten states.

"The simultaneous opening of these three facilities is a tribute to our capable and dedicated staff at Community Education Centers," stated the company's president John Clancy. "The completion of this tremendous undertaking in three states was possible only because of the hard work of individuals at the corporate level and at the individual facilities," said Mr. Clancy.



NJ Governor DiFrancesco (second from left) at Lipman Hall dedication.

### COLEMAN HALL

The Joseph E. Coleman Education and Training Center is a state-of-the-art, 300-bed residential treatment facility that provides treatment and work release services to residents referred by the Pennsylvania Department of Corrections and the Pennsylvania Board of Probation and Parole.

The residential programs focus on substance abuse treatment and education, life-skills, job training, employment and community reintegration. As it has done in the past, CEC converted a large warehouse into a residential correctional treatment facility. Alan Hoffman is the director of Coleman Hall and Melvin Stokes is the Deputy Director of the program.

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## Lipman Hall

### Juvenile Treatment Facility for Seriously Troubled Youth Opens in Newark

The Wynona M. Lipman Education and Training Center, known as Lipman Hall, is a state-of-the-art children's residential treatment facility and on-site school located on an urban campus in Newark, New Jersey. The staff-secure facility, which opened its doors in November 2001, serves up to 212 adolescent males between 12 and 21 years of age with serious behavioral problems and special needs,

including sexually aggressive youth and fire setters.

Speaking at the dedication ceremony for Lipman Hall, former New Jersey Governor Donald DiFrancesco welcomed the new adolescent treatment facility, stating that it will give youngsters "intensive treatment and care, right here in New Jersey."

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*(Lipman Hall continued from previous page)*

“There is a tremendous need for effective treatment and education services for juveniles with serious emotional and behavioral problems. The program at Lipman Hall provides a unique opportunity for adolescent males whose needs have not been met,” said CEC president John Clancy.

**INTENSIVE CARE AND TREATMENT**

The fundamental aim of the Lipman Hall program is to provide intensive care, treatment, education and support services to troubled youth so they can return to their families and function in the community as self-sufficient young adults. A critical feature of the Lipman Hall program is its Family Therapy Program, which encourages parental visitation and participation.

Lipman Hall features a residential building containing six independently functioning living units, one of which serves as a diagnostic/assessment and an intensive care unit.

***“The program at Lipman Hall provides a unique opportunity for troubled adolescent males whose needs have not been met.”***

**— John Clancy**

The complex includes an on-site school, dining hall and kitchen, gymnasium and fitness center, infirmary/clinic, administrative/clinical offices and two outdoor recreation areas. Each of the six residential units contains bedrooms and bathrooms, an individual counseling room, laundry area, library and study room and recreation lounge for leisure-time group activities. The living units also include a behavior management room for disruptive youths. Within each unit, residents are organized into groups of six to nine youths to facilitate the development of positive peer interactions and support and promote unit identity and group cohesiveness.

Lipman Hall admits both adjudicated and non-adjudicated youth between the ages of 12 and 21, whether classified or not, who are referred through state and local child welfare agencies, mental health agencies or juvenile justice systems. ■



Lipman Hall photos

# Three Facilities Open within Three Days

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**LIBERTY HALL**

Liberty Hall is a 250-bed facility that provides treatment services for technical rule violators. The facility is the first technical rule violations center to be established in the State of Indiana. Technical rule violators are referred to the program by community correction agencies and probation departments throughout the State of Indiana.

Liberty Hall’s residential programs focus on substance abuse treatment and education, life-skills, employment skills and community reintegration. Overseeing operations at Liberty Hall is Chris DeBruyn. Steven Krajcir is the Facility Director and Michelle Ryder is the Deputy Director.

**LIPMAN HALL**

The Wynona M. Lipman Education and Training Center, known as Lipman Hall, is a state-of-the-art residential treatment center and on-site school for children, located on an urban campus in Newark, New Jersey. The facility serves up to 212 adolescent boys with serious emotional and behavioral problems.

Participants at both Liberty Hall and Coleman Hall, as well as Lipman Hall, undergo a comprehensive battery of diagnostic tests and assessments that are designed to evaluate educational and treatment needs and used to develop an Individual Treatment Program for each offender. ■

## AYA Montana Group Home: Residential Program Serves Emotionally Troubled Youth

Alternative Youth Adventures (AYA) Journey Group Home is an intensive program designed to serve severely emotionally disturbed adolescents. The program, which opened its doors to at-risk youth in March of 2001 consists of two eight-bed group homes, one for girls and one for boys.

### A UNIQUE POPULATION

“The population is distinctly different from AYA’s back country program,” said Executive Director Larry Stednitz, PhD. “These kids are at high risk for severe psychiatric and behavioral problems, including post-traumatic stress disorder, depression, anxiety and neurological disorders, and are either unable to be successfully treated in less restrictive environments or are returning from more restrictive environments and require additional treatment. Many of the kids have been placed in out-of-state residential programs and have significant substance abuse/chemical dependency issues. More often than not, the kids are not involved in the juvenile justice system,” said Dr. Stednitz.

“The goal of the AYA Journey Group Home Program is to

***“The goal of the Group Home Program is to assist troubled youth to successfully reintegrate into their homes and communities.”***

**—Larry Stednitz**

assist troubled youth to successfully reintegrate into their homes and communities or, when that is not feasible, to provide them with the necessary coping skills to function independently in a personally and socially responsible fashion,” said Dr. Stednitz. As with other AYA programs, the Group Home Program focuses on experiential education. It offers youth a wide range of outdoor physical experiences, including hiking and challenge courses. “Family involvement is an integral part of the AYA Therapeutic Group Home Program,” said Dr. Stednitz. Family visits are encouraged on a weekly basis and family therapy is offered on a bi-weekly or more frequent basis. Families are included in the treatment planning process and are informed of their child’s progress.

“We have a waiting list of approximately three months and requests to expand,” said Donna Hale, Director of the AYA Mental Health Center. “We’re exploring a variety of group home expansion possibilities,” noted Dr. Stednitz. “The state is looking to expand to include a variety of specialty group homes, including one for children with fetal alcohol effect,” added Dr. Stednitz. ■

## Delaney Hall’s Innovative Women’s Program Is a Success

In July 2000, Delaney Hall in Newark became the first facility in New Jersey to admit women in need of alcohol and drug treatment from the corrections community. Female inmates are sent to Delaney’s female unit, known as Hope, from two New Jersey counties, Essex and Union. The Hope unit accommodates up to 108 female residents and is currently at capacity. Although CEC has operated female programs in other states, its New Jersey facilities were previously restricted to males.

### TARGETING WOMEN’S ISSUES

“This program is significant because the needs of women in prison have often been neglected or overshadowed by the much larger number of male inmates in correctional facilities. Although they comprise a smaller percentage of the prison population, women’s issues are often more complex than men’s problems, and require more specialized treatment,” said John Clancy, President of CEC.

“The most devastating problem these incarcerated women face is addiction to drugs or alcohol,” said Deputy Director, Debra Mallory. The women’s program at Delaney offers a comprehensive network of treatment, counseling and alumni services. Women participate in daily unit-based Alcoholics and Narcotics Anonymous meetings, individual and group counseling and workshops on relapse prevention.

***“The staff is devoted to helping us get the tools we need to stay off of drugs and to get our lives together. I am grateful to Delaney Hall.”***

**—Female Resident at Delaney Hall**

### FOCUS ON FAMILY

As with CEC’s other programs, Delaney embraces the concept that family is an integral part of the treatment plan. The program at Delaney offers support and parenting skills workshops for parents and their children. Many of the women at Delaney Hall are mothers whose children are being cared for by family members or have been taken by child welfare agencies.

“You can’t treat the women in our program without treating the whole family,” said Ms. Mallory. About 85% of the women at Delaney Hall are mothers. “Addressing child care issues is critical,” she added. “We have a Family Visiting night on Tuesdays and during the day Saturday and Sunday,” said Ms. Mallory.

Delaney Hall provides a variety of literacy classes, computer courses and job readiness training workshops to help prepare women to support their children. Other classes include conflict resolution, anger management, life-skills training, communication skills development workshops and motivational groups. Delaney Hall also offers an Alumni program, which provides on-going support to women once they leave Delaney Hall. (For more information about CEC’s Alumni Program see article on page 5) ■

## Site News: Northeast Region

### Bo Robinson Trenton, NJ

Bo Robinson's inaugural year as a GED testing site has been a success. The staff in the Education Department worked many long hours to accommodate the residents' educational needs. Thanks to **Judy Suozzo**, Assistant to the Director and Supervisor of the Education Department, as well as GED teachers **Mrs. Wade**, **Ms. Perry**, **Mr. Glover** and **Mrs. Brown** for their hard work.

Among the recent clinical accomplishments at Bo Robinson are the development and implementation of programs dealing with criminal thinking and cognitive reframing skills, which was led by Unit Manager **Shaheed Shabazz**, and a new aftercare group. The group is called GOALS (Get Out and Live Successfully) and is open to individuals who are addicted to crime and have a desire to stay crime free. Congratulations to Mr. Shabazz who graduated from Lincoln University with his Masters in Human Services.

Bo Robinson welcomed two new senior counselors in 2001: **Chris Kohlmann** and **Khaliah William**. In addition, several staff received promotions. **Edwin Lakie**, **Frederick Bull**, **Caroline Bell** and **Julie Delucy** were all promoted to unit supervisors. **Marc Jacobs** was promoted to Assistant Director of Classification; **Anthony Towns** was promoted to Unit Manager at Coleman Hall; **Kellie Zottman** was promoted to Director of Classification at Coleman Hall; and **Bertie Thomas** was promoted to Supervisor at Lipman Hall.

### Delaney Hall Newark, NJ

Delaney Hall's State program for parole violators is in full force, with the capacity for up to 200 participants. The electronic monitoring program at Delaney is also doing well. New state-of-the-art electronic monitoring equipment, which is smaller and more convenient, will be introduced in the upcoming months. In addition, Delaney Hall's state, county and women's alumni programs all continue to thrive.

### Talbot Hall Kearny, NJ

Talbot Hall is proud to announce that in 2001, thirty-eight residents obtained their GED while at the facility and many others who studied for the test while at the Talbot Hall received their GED after their departure. Thanks to **Ibis DelCastillo**, the GED teacher, for helping the residents to reach their goals. Thanks also to **Bob Connors** and **Morris Sancilio** for supervising the residents of the Talbot Hall Maintenance Department who made the picture frames for the new CEC facilities in Philadelphia, Indianapolis and Newark. Over 200 residents successfully completed the Commercial

Drivers License (CDL) class at Talbot Hall, which helps prepare students for the state CDL exam.

The Tuesday Night Family Visiting Program continues to thrive thanks to the hard work and dedication of senior counselors **Kurt Hesse**, **Archie Tyson** and **Cleo Rodgers**. The parenting class, led by volunteers **Pat**, **Dom** and **Ann Aricchi**, continues to be well attended, with over 100 residents participating in this program. Currently, ten staff members are enrolled in the Saturday Certified Alcohol and Drug Counselor (CADC) classes.

### The Harbor Hoboken, NJ

Beginning last September, The Harbor introduced the Alternatives to Violence Project (AVP). AVP is a nationwide association of volunteer groups that provides experiential workshops in conflict resolution, responses to violence, and personal growth. Residents and staff at The Harbor have participated in over 15 workshops and will complete six more in the Spring of 2002. Upon completion of training, participants will be qualified to lead future workshops for their peers. To date, three senior counselors and 18 residents have completed the AVP training in addition to Deputy Director **Henry Bennett**. The senior counselors include: **Harold Francis**, **Josh Abelson** and **Steve Morris**. The Harbor added four new counselors to its staff in 2001: **Dennis Wyatt**, **Kayode Lawal**, **Alicia Joel** and **Gregg Shepard**. Congratulations to **Stanley Washington** and **Quilman Mallard** who were both promoted from counselors to shift supervisors. During 2001, several offices at The Harbor were refurbished and the smoking room was converted into a group meeting room.

### Tully House Newark, NJ

Tully House recently hosted an in-service training day on Rational Emotive Behavior Therapy (REBT). Richard Gallo, PhD, President and Staff Psychologist at the Albert Ellis Institute in New York led the training. Dr. Gallo is the author of over 65 books, including *Reason and Emotion in Psychotherapy* and *A Guide to Rational Living*.

Tully House is pleased to report that 14 of its graduates are enrolled in Essex County College. Thirteen residents graduated from the 12-week "EZ Janitorial Program" at Tully, which offers training and job placement for its graduates. Thirty residents completed the Culinary Arts Food Service Program and received a license for safety and sanitation. Tully's residents continue to work together to publish the *Tully Times*—a monthly newsletter featuring interviews with staff, poems and a variety of news articles. **Juanita Granda**, Director of Tully House Education Department, provides direction and guidance to the contributors. ■

## Alumni Program Helps Graduates Help Themselves

The road to recovery continues after graduation from one of Community Education Centers programs. For the men and women who pass through the doors of CEC's facilities, there may be many bumps along the way. Some may continue to struggle with recovery issues after returning to their homes and communities. But they are not alone.

Community Education Centers' Alumni Association offers many resources and support services to assist graduates of CEC's programs and to help redirect their lives. Alumni meetings are held monthly and graduates of CEC's programs are encouraged to attend and share their experiences with residents. The experience benefits both residents and alumni who provide support for each other.

"These meetings are invaluable. They provide hope for residents and alumni," said Donald Watkins, Alumni Coordinator and Director of Job Development for CEC.

The Alumni Association also assists graduates in job training, finding jobs and housing and continuing education endeavors, including applying for college grants and obtaining a GED. A variety of the classes held at Delaney Hall are open to alumni, including parenting and job readiness classes among others.

Mr. Watkins has a deep conviction in the importance of providing ongoing training and aftercare and he encourages graduates to stay in touch. Graduates can contact Mr. Watkins by phone or beeper during the day or evening hours. "It's not enough to provide the tools to our residents. We need to help them along the way

***"It's not enough to provide the tools to our residents. We need to help them along the way and be there for them when issues come up after they leave."***

**—Donald Watkins**

and be there for them when issues come up after they leave," said Mr. Watkins. ■

### Alumni Spotlight:

#### *George Jones Provides Inspiration and Hope*

He is a humble, caring and loving man who visits shelters on weekends and spends time with his wife and children. But George Jones admits his values were not always this clear.

In his twenties, Mr. Jones lost his way. Caught in a destructive cycle of gambling and selling drugs, Mr. Jones found himself at Talbot Hall after serving three years in prison. During this time, he began reflecting on his life. "I did a lot of thinking and got in touch with my values. I realized what was important to me—my family," he said.

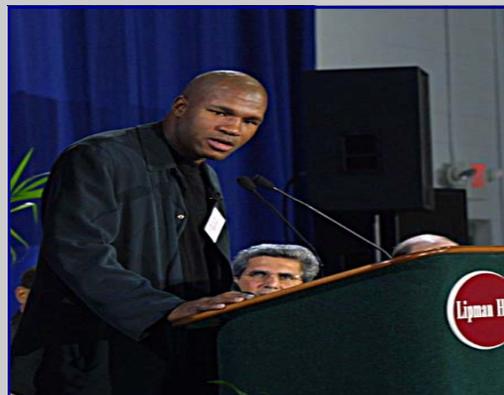
Mr. Jones credits the supportive staff and the motivational classes offered at Talbot Hall and The Harbor with helping and guiding him through his struggles. "There are a lot of things they teach you at The Harbor and Talbot Hall. They gave me the tools to help turn my life around," said Mr. Jones. But he also believes that ultimately, recovery is up to the individual. "You know inside if you want to change and have to make that commitment to yourself."

Mr. Jones learned many useful skills at the Harbor such as budgeting, which he now applies in his life. He has been working in a printing company in Secaucus since leaving The Harbor almost two years ago. He is also a professional boxer and travels to Germany and other countries to train.

In an effort to give back to the community, Mr. Jones visits middle schools and high schools in Bergen and Passaic counties to speak to children about the dangers of drug and alcohol addiction. In November, Mr. Jones was invited to speak at Lipman Hall's opening, where he commended CEC's programs and urged

former governor Donald DiFrancesco to support them.

"These programs do work. I'm a living example." In spite of his accomplishments and successes, Mr. Jones continues to work hard to "do the right thing." He attends monthly alumni meetings at The Harbor providing inspiration for the residents there. "I go there to let the guys know that change is possible," he said. According to Mr. Jones, participants in CEC programs need a second chance. He said, "These programs help give people a second chance." ■



George Jones speaks at opening of Lipman Hall.

## Site News: AYA Programs

### Dare To Dream

If you dare to dream it will take you places  
 Beyond your wildest imagination.  
 It will take you to heights,  
 that the mind cannot comprehend.  
 If you dare to dream, it will open a door,  
 And take you to The Harbor in 1994.  
 Substance abuse was running rampant,  
 raking lives over hot coals,  
 Men selling their souls.  
 Caught in a cycle of despair, does anyone care?  
 That I am stuck in this revolving door  
 that won't let me go.  
 Help! I can't take it anymore.  
 Recidivism a roller coaster ride,  
 where can I hide?  
 Someone please take me by the hand,  
 I want to live I want to be a man.  
 The cry was heard,  
 and the dream began to manifest.  
 Mr. Clancy had the vision  
 and God started the process.  
 Men were taken from behind the prison walls,  
 Finally treated for not the problem  
 but the cause.  
 The dream continued,  
 death and destruction.  
 You can run but you can not hide.  
 We are tired of this up and down ride.  
 Lives were still, spent on the streets  
 accepting defeat. Mr. Clancy knew  
 he needed to hear from the heaven.  
 Tully House and Bo Robinson opened in 1997.  
 The dream, The dream have to break down  
 that recidivism door.  
 Brothers continue to run into brick walls.  
 We will catch them before they fall.  
 1998 opened Talbot Hall.  
 The dream, The dream, women are caught  
 in this cycle too!  
 Women there is help for you.  
 We are continuing to tear down  
 the recidivism wall.  
 Year 2001 opened Delaney Hall.  
 The dream, giving men and women  
 back their dignity.  
 They will know how it feels to be free.  
 The dream continues to unfold.  
 Chipping away at the recidivism wall.  
 2001 the dream opens the doors.  
 To Coleman, Liberty and Lipman Hall.  
 Thank you Mr. Clancy for daring to dream.

—Bertha Robinson

This poem was written by Bertha Robinson and presented to Mr. Clancy in December 2001.

### AYA-South Carolina Columbia, SC

Residents at Alternative Youth Adventures (AYA)-South Carolina have been helping to build bridges along The Palmetto Trail, which spans the state of South Carolina. They completed two bridges in the Fall and will continue working on the trail in the Spring. AYA youth have participated in other community service activities including an interfaith Thanksgiving dinner. Residents helped set up and serve needy citizens attending the event.

### AYA-Utah Loa, UT

Alternative Youth Adventures of Utah enjoyed many measurable successes in 2001. In addition to a near perfect safety record for the year, AYA-Utah serviced nearly 400 students, without a single critical incident. "Our performance evaluation with the United States Forest Service was the best we've had since the beginning of our program," according to **Ben Harris**, AYA Administrator. "Many of the areas that were evaluated received the highest marks offered from the Forest Service. Our Contract Review with the State Division of Youth Corrections resulted in our program receiving an exemplary rating from the State, with the reviewers referring to us as the standard by which all programs in the state are measured against," he added.

### AYA-Colorado Montrose, CO

Alternative Youth Adventures of Colorado is looking forward to celebrating its first year anniversary of admitting students into their wilderness program. After starting the program last February in Montrose, AYA served more than 160 youth in 2001. During the first year of operation, the year-round back-country program for adjudicated youth had a near perfect safety record and was awarded an additional contract by the Colorado Division of Youth Corrections. Presently, AYA-Colorado has thirty-three students in the program and is planning to increase its census to forty-four next month.

### AYA-Montana Boulder, MT

Congratulations to **Jason Sullivan** who has taken over the leadership of the residential phase of AYA-Montana. Thanks to all the staff at AYA-Montana for their hard work and effort. In a survey of the Admissions Department and the overall program, AYA-Montana received a glowing rating—4.5 on a scale of 1 to 5—from probation officers and other referral sources. Congratulations for a job well done. ■

For the latest news about CEC's  
 facilities, visit our web site at  
[www.cecintl.com](http://www.cecintl.com)



## Site News: Western Region

### Community Alternative of El Paso Colorado Springs, CO

CAE welcomed **Jacquie Karch** as its new facility director in November. The facility added two new employees to its drug and alcohol staff: **Al Levers** and **Dona Sanders**, and a new Clinical Assessment Coordinator, **Mike Denhof**. CAE's community service project for Christmas was a success. Twenty-one residents and three staff members volunteered in the "Santa Claus Giveaway Project" helping to hand out gifts to residents on Christmas Eve. Thanks to **Leilani Purvine**, **Jack Stalbert**, **Dwayne Evans** and all the residents who volunteered their time to this effort.

### CAE Day Reporting Center Colorado Springs, CO

CAE Day Reporting Center has been expanding its facility in order to allow for more groups and classes, including AA meetings and psycho-educational workshops. With the added space, the CAE Day Reporting Center can now accommodate an additional four or five classes per week, with about 10 people in each class.

In partnership with Social Solutions Corporation, CAE has developed the Spousal Education and Family Preservation Program for spouses and families of those who participate in CAE's programs. The goal of the program is to educate and prepare participants and their families for the resident's return home. The program consists of an 8-week spousal curriculum covering the cycle of addiction, criminal behavior and developing a personal plan. In the second phase of the program, a six-week family preservation curriculum focuses on communication and problem solving tools, healthy family functioning and developing a family support plan. Other changes at the Day Reporting Center include the addition of a service specialist, **Donja Eichers**, and a new case manager, **Jeremy Cannon**.

### Community Alternatives of Casper Casper, WY

CAS recently moved its day reporting center to a new location in downtown Casper. "The new location is more "conducive to day reporting. This is a very big project and we are very excited about it," said **Brian Betts**, Director of CAS. CAS currently contracts with the Department of Corrections, the Department of Family Services and the U.S. Probation Office in Casper. CAS hopes to add a treatment services program to its facility, focusing on substance and domestic abuse and driving while under the influence.

### Community Alternatives of the Black Hills Rapid City, SD

Facility Director **Scott Schulz** just completed the Federal Bureau of Prisons Contractor Training course in Des Moines. Congratulations to **Michael Cavenah** who recently celebrated his 10th year at the facility. Other staff anniversaries include **Barbara Clauson**, who completed her 5th year with the company and **William Atkinson**, who recently celebrated his 6th year with the

### Correctional Alternative Placement Services Craig, CO

A number of renovations took place at Correctional Alternative Placement Services (CAPS) in 2001. The entire exterior of the facility was painted, a brand new kitchen was added and other work on the outdoor grounds was completed. During the last year, several employees had anniversaries. **Dianna Guthrie**, Bookkeeper, celebrated her 11th year with CAPS. Director **Cindy Talkington** and Resident Case Manager **Patricia Aldrich** both celebrated their 10th year with the program. **Sophia Cameron**, a non-resident case manager has been with CAPS for almost five years. Congratulations to **Sunnie Smith**, Administrative Assistant, who recently completed training in community service.

### Williams Street Center-Tooley Hall Denver, CO

The staff of Williams Street Center-Tooley Hall and Community Alternatives of El Paso County have been collaborating in the development of a more structured, treatment-oriented program. This program is based on research from the Federal Bureau of Prisons model used by CEC facilities throughout the country.

"This is a more comprehensive approach based on resident criminogenic need, risk and responsibility. It requires that residents assume more responsibility, and accountability for their progress," said William Street Center-Tooley Hall Director, **Spiro Koinis**. "The program addresses residents' needs with an intensive residential treatment program, a work release program, and an outpatient program," he added.

The new program will include regular behavior evaluations, a merit and demerit system and a new 'Phase System'. The Phases represent the residents' progress through the program by meeting predetermined criteria. Gender-specific and community/family reintegration programs are also being developed to address residents' needs, along with psycho-educational groups, parenting, nutrition, life skills, REBT (rationale emotive behavior therapy), HIV awareness, relapse prevention, and drug and alcohol education, among other components.

"The opportunity to provide increased gender-specific treatment for our female population will further increase the success rate and decrease the recidivism rate," stated Tooley Hall Program Coordinator, **Shannon Carst**.

The program development and staff training that has occurred will exceed the oversight agency requirements, and provide increased services to our contracting agencies and residents. Williams Street Center-Tooley Hall has received very positive feedback from members of these organizations.

Williams Street Center-Tooley Hall is also revising its policy and procedure manual to accommodate ACA requirements with oversight agency requirements. Tooley Hall is progressing toward ACA accreditation, and staff are eager to attend the ACA conference in August of 2002. ■

# Employee Recognition

Once again, CEC employees cast their votes for “Employee of the Year” at their respective facilities. Congratulations to the winners!

## 2001 Employees of the Year

### AYA PROGRAMS

- AYA – Montana.....Kim Gardner
- AYA – Utah.....Shane Theilman
- AYA – South Carolina.....John Bright
- AYA – Colorado.....Rob Omer

### WESTERN

- Community Alternatives-El Paso County.....John Taylor, Jr.
- CAE Day Reporting Center.....Heather Davis
- Williams Street Center.....Polly Frease
- Tooley Hall.....Alma Rodriguez
- CAPS.....Kristina Lingo
- Community Alternatives of Casper.....Michelle Moore
- Day Reporting Center of Casper.....Jolie Hatch
- Community Alternatives-Black Hills .....Martin Tschacher

### NORTHEAST

- The Harbor.....Debra Belfi
- Tully House .....La Kisha Wheeler
- Talbot Hall.....Felix Perez
- “Bo” Robinson.....Anthony Towns
- Delaney Hall.....Frederick Austin
- The Otter Brook Center.....Patricia Moore
- Corporate Office.....Howard Gordon

Facility directors and some staff members have questioned the value of the Employee of the Year program and the selection process. To address these concerns, the company is re-examining the entire Employee of the Year program and welcomes your comments and suggestions. ■

### Community Education Centers

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