

ADVOCATE

A PUBLICATION OF THE VIRGINIA JUVENILE JUSTICE ASSOCIATION

Spring 2009

A Unanimous Declaration of Interdependence

When in the Course of human events, it becomes necessary for one people to renegotiate its allegiances with another in order to produce a more perfect union of cooperation, communication and exchange, and to assume among the powers of the earth, the separate and equal station to which the Laws of Nature and of Nature's God entitle them, a decent respect to the opinions of mankind requires that they should declare the causes which impel them to such an action. We, the *Children of Virginia*, do hereby address those grievances to which we have been subjected in hope that for now and all posterity, people will know of our suffering and the measures taken against us that lead to this final action demanding societal inclusion.

For eighteen years we have been barred from seeking employment at-will without the consent of the government; we have been forced to endure an educational system offered under the terms and conditions set forth by elected or appointed bodies without our participation in those elections or appointments; we have been subjected to paying taxes and have had restrictions imposed on our purchases, sales and uses, without representation; we have been permitted to suffer corporeal punishments without legal recourse; we have been barred entrance to entertainments with no more justification than using the day of our birth against us; our freedom of assembly has been restricted through ordinances barring at times our lawful assembly and at other times prohibiting our assembly during certain times of day; and we have been discriminated against in fundamental ways: calling us merely inhabitants and not recognizing our rights as citizens, and having uniformed police posted at our recreational events, our schools, and the public parking lots we frequent without cause, anticipating social disorder coincident with our peaceful assembly. All these grievances and more have been brought to the attention of the government and still we suffer and are told to endure.

Today we declare that *Enough is Enough*. From this day forward, we will present ourselves at all polling places and peacefully stand in line awaiting our rightful opportunity to vote. We will non-violently request admission and wait patiently in queue to enter theatres to view material of our choosing. We will accept no less treatment by prospective employers than that given to others of this great land. We will quietly petition those who administer our schools to be heard on matters as elementary as the hours of operation, the right to carry cell phones for safety purposes, and the freedom of speech to dress as we choose within the bounds of common decency established for all persons in public view. It is no longer acceptable that ordinances prohibit our activities or limit our lawful behavior to certain areas of public property solely because of our age. We will through non-confrontational means and methods, politely protest where we can and cannot skateboard, where we can and cannot park our bicycles, and where we can and cannot loiter. This declaration is not a challenging statement of defiance but an open expression seeking acceptance and a demonstration of our inalienable right at birth that all people are created equal.

Now, therefore, **BE IT RESOLVED**, that all Children in Virginia will behave cheerfully; express their opinions and feelings with respect and politeness on all matters that affect them; offer aid and assistance to their families and communities to the extent they are able; and to solemnly pledge to uphold the ideals of the rule of law as it applies to all persons, including those laws established to safeguard persons because of their age from the harmfulness of exploitation and abuse or threat thereof.

BE IT FURTHER RESOLVED that we, the Children of Virginia, appealing to the Supreme Judge of the world for the rectitude of our intentions, do solemnly publish and



Views from the Ledge...

By Editor, Gary L. Conway

Stimulus: 1. incentive — something that encourages an activity or a process to begin, increase, or develop; 2. something arousing interest — an agent or factor that provokes interest, enthusiasm,

or excitement; 3. cause of physical response — something that causes a physical response in an organism.

Like the government's economic stimulus package. **Encouraging** economic activity. **Arousing** economic interest, enthusiasm, and excitement. Or, as some might say, spending a bunch of money we don't have on stuff we don't need.

On February 10th, Virginia launched Stimulus.gov on the internet to solicit ideas from the citizenry on how the Commonwealth could benefit from federal stimulus funds. When the time limit for submitting ideas ended on March 6th, Virginians had suggested over 9,000 potential projects with a price tag totaling \$465,637,730,037. On a recent rainy weekend, I decided to read all of the 9,000+ proposals just so you wouldn't have to.

Among the projects suggested by our fellow Virginians is a plethora of community improvement projects. Frequently suggested was the creation or expansion of walking, bicycling, horseback riding, and all terrain vehicle trails. Bringing broadband computer access to rural areas was also a popular idea, as was bridge repair, the replacement of water mains, and school building maintenance. Several localities want to purchase hybrid dump trucks; the skylights at the Henrico County Courthouse need to be replaced; the Danville Police Department needs 20 assault rifles; and the City of Hopewell could really use a 9-hole golf course. Charlottesville needs lighting for their girls' softball field, and someone in Rockingham County suggests converting poultry feathers into biodegradable products.

I realize that I may have stretched the truth in this column in the past. Maybe. But these proposals and the ones that follow were taken directly from www.stimulus.gov. You can look them up. Some of the creators of these proposed projects should receive awards for their creativity, honesty, and straightforwardness. Here are our nominations.

The CHARITY BEGINS AT HOME AWARD goes to John Bacak of Loudoun County for his three proposals:

"My oldest child is in her last semester at VCU. I need \$7,800 to pay for her tuition, room and living expenses. She will need this to graduate and therefore become

someone who will then be producing additional income and stimulating the VA economy."

"I have a family of 6 and we live in Loudoun County. I am a native of Virginia. My request for \$259,000 would be used to pay off my mortgage so I will not need to worry about keeping a roof over my family. I will no longer worry about predatory lenders or high interest rates. The house needs some work but with you paying off the mortgage I will be able to use the savings to buy additional building materials to make the home more livable and green. Please help me stay in Virginia and payoff my mortgage."

"I am requesting \$45,000 to provide transportation infrastructure to the Bacak Family. Our current family car is 8 years old. I would use this money to purchase an American made GM Chevy Suburban. This will not only help my family but General Motors and the USA. I believe this would be in the spirit of what President Obama would want you to do. This is a shovel ready project that would make an impact this year."

Runner up in this category is Chameka Gross who wrote:

"I need help paying my medical bills and getting out of debt. I am also trying to attend college. I need the funds to do that. With this free money it would help tremendously."

Ed. Note: Ms. Gross' proposed budget for this project is listed as \$1.2 million.

An Honorable Mention for the CHARITY BEGINS AT HOME AWARD is Buffy St. Clair of Page County, who made this simple suggestion which had a meager \$92,000 price tag:

"With the economy the way it is, no one will give me a loan to buy my family their first home. The President wants to boost the housing market so why not give me the money to buy my family a home."

*Ed. Note: I like a straight-talkin' woman; **and** the name 'Buffy.'*

Our nomination for the BUDGET BUSTER AWARD goes to Josh Van Dyke for this proposal:

"Any and all projects to improve congestion in Northern Virginia."

The anticipated cost of the project is **\$10 billion**.

The IN YOUR DREAMS AWARD nomination is Charles Hurt who proposed the following:

Views, continued on page 8



Just Us

By R. Erich Telsch

All You Can Do Is 3.5×10^3

I know that I have written a lot lately on legislation affecting children, the rights of children

(or lack thereof), and children's services based on research. Recently though, I have been focusing my attention on those of us working in this field. It seems the more the economy turns downward the more we hear the phrase that employees will have to 'do more with less.' Let me be perfectly clear in expressing my opinion on this concept: the laws of physics say you do less with less and that's good enough for me.

We can use a simple equation to prove this point. Let's say "W" represents the total amount of Work we need to perform. In order to achieve the desired amount of work, we need an expenditure of Effort (E) and sufficient Time (T) in which to accomplish it. In mathematical terms this may be conceptualized as W equals E multiplied by T. Such a formula in proper notation may be written $W = ET$ with the multiplication being understood. In order to quantify our Effort, since individual accomplishment is affected by many qualities, let us assume that Effort (E) can best be represented by the number of tasks assigned, or cases in a workload, or number of clients in placement — you get the idea. Time we will measure in units of hours. So our equation can also be expressed as Work equals the total number of tasks assigned multiplied by the number of hours available. Okay so far? Here's an example:

A particular organization has one-hundred (100) children assigned and ten (10) staff members. Each staff member is expected to perform their job up to but not exceeding forty (40) hours per week. No one likes to pay overtime in this business. Accounting for travel and training, annual and sick leave, holidays, and other legitimate reasons, each individual worker devotes on average only thirty-five (35) hours per week on their assigned tasks. Our basic formula then for ten employees looks like this: W equals 100 (E) times 350 (T) (ten employees working 35 hours each), or $W = 35,000$. Each worker is responsible for 1/10 of the total Work. Therefore Individual Worker Effort, represented by the Greek symbol lambda (λ), equals Work (35,000) multiplied by 1/10 (0.1); or, (3.5×10^4) times 0.1; or, $\lambda = 3,500$. The amount of effort expended by each staff member per week may now be numerically expressed as 3,500, or 3.5×10^3 . Now, let's see what happens during an economic downturn.

Our organization decides it must reduce its workforce by one (1) position or ten (10) percent because they just don't

have as much revenue as they once had. A memorandum is issued and one day in walks a Human Resource person and soon only nine (9) employees are reporting for work. Work (W) remains at 35,000 units, or 3.5×10^4 , since we know the number of cases has not declined. If $W = ET$, by multiplying each side of the equation by the *reciprocal* of Time (one (1) divided by Time, or $1/T$), it is also true that Work divided by Time equals Effort, or $W/T = E$. The nine (9) remaining employees can only work 315 hours (number of employees (9) times the average number of hours (35) in a work week). Since the caseload remains the same, it follows that 35,000 units of Work divided by 315 hours (T) will equal the Effort needed. $E = 111.11$. Are you still with me? Where we used to have ten (10) cases assigned per employee, we now have eleven point eleven (11.11) cases assigned per worker. What's left remaining is to solve for Individual Worker Effort, or lambda (λ). In this example, λ equals Work (35,000) multiplied by 1/9, or (3.5×10^4) times 0.1111; $\lambda = 3,888.88$, or $\lambda = 3.8888 \times 10^3$.

There you have it. Where each worker used to perform by the mathematical factor of 3.5×10^3 , the amount of work now requires them to expend energy at a rate of 3.8888×10^3 — an increase of .3888 — in order to produce the same amount of Work the organization had accomplished before the economic downturn. So you can clearly see it is not possible to do more with less. All you can do is all you can do and, since that is true, all you can do is enough. Don't let anyone tell you otherwise. If they try just explain the math to them. It's simple really. You have to do less with less with one exception.

Using logarithm graphs based on the sines, cosines, and tangents involved in the equation referenced above, we know there is an inverse proportional relationship established between work and human compassion. When we decrease our client contact hours, we may effectively do the same amount of work if we increase our compassion at an equivalent rate. This is not the same amount of work but it is the same amount of *effective* work. For those interested in reading more about theories on the atomic structure of human kindness, alas, we do not have time to dwell on that in this tome. Suffice it to say that compassion is self-communicative. Those who do not have it catch it from those who do. If you have less time to spend with another person, spend quality time with them. If you have less to offer another person, offer whatever you have. If you have less, compassion can make that more.



Membership Matters

By VJJA Membership Chair, Samantha Higgins

Membership Numbers Up This Quarter!

The third quarter of the VJJA membership year closed March 31, 2009, with a significant increase over the second quarter. The Tidewater District is due the credit for this increase. The Tidewater leadership went forward this year with their Annual Spring Fling, and we are so glad they did. This year's event is credited with increasing membership by 93 members. I was not able to attend, but I did enjoy working with Robin Bailey to get participants' membership dues paid. Several people joined not only for the remainder of this membership year, but also for **next** year. To those who paid only through the end of June, I hope you will decide to continue your membership into the new membership year.

In the week following the Spring Fling, I was asked to do a presentation about VJJA to a group of folks who in our area have typically steered clear of the Association. As I started the presentation, I found that I could not say enough good things about VJJA and what the Association means to me. I just kept thinking about the wonderful people I've met through VJJA, the camaraderie, the understanding, the support of others who have had similar experiences, to share information and just the opportunity to make good friends in the process. A couple folks offered positive comments about the presentation, so hopefully we will gain new members from it and I hope they enjoy the VJJA experience as much as I have.

As we head forward into a new membership year, I am very happy to announce an actual Membership Committee has been formed! Yey! A member from each District has volunteered. (I think one may have been volun-told, but it will be fine.) The Membership Committee members are Ben Morgan, Blue Ridge District; Stephen Stark, Capital District; Tina Casper & Elaine Butkiewicz, Northern District; Pat Scott-Cobb, Southwest District; Paul Greggs, Tidewater District; and me for the Valley District.

At this point, committee members are resting up because our busy season begins in June with the disbursement of renewal notices and then we really get busy as the bulk of dues are paid in July and August. The membership processing will begin with the renewals/memberships coming to me. As the data base is updated, each member will receive an email notification of the receipt. Each member of Membership Committee will then receive a list of the members renewing/joining in their respective Districts and will assist in the distribution of certificates and stickers.

As we move deeper into the membership year, the District Chairs and the Membership Committee members will be notified regularly of their active members and non-renewals. In addition to knowing who their members are, I'd also like for them to assist in reminding and encouraging our non-renewers and to assist in locating people if they have absconded without changing their contact information.

I very much appreciate having the volunteers' assistance in keeping up with membership mailings. I will be supplying them with everything they need and look forward to everything going smoothly. And just as a reminder to the general membership, everyone who takes on a role within VJJA, from the President to the committee members, from the *Advocate* Editor to the conference staff, everyone is a volunteer, giving up their time to make a difference. Be sure to say thank you to the VJJA leadership for all they do!

As always, please send any changes in your employment, or updates to your email and/or mailing addresses to me at membership@vjja.org. The new membership year begins July 1, 2009 and the NEW renewal forms will soon be available on-line.

The following are my membership tips for this issue:

- Mark your calendar for the new membership year.
- Renew early — July 1 is fast approaching.
- Renew on-line — it is fast and it is easy and if not call me!
- Note that new members no longer have the option for a paper *Advocate* — we are now a techno-savvy, paperless (as we can be) association.
- Lastly and most importantly, **DO NOT USE OLD FORMS** — my mailing address has changed.

Now that I think I have made Susan Farmer wait long enough, here are the membership numbers by District:

DISTRICT	08-09 2 nd Qtr.	08-09 3 rd Qtr.
BLUE RIDGE	112	112
CAPITAL	120	132
NORTHERN	105	111
SOUTHWEST	40	41
TIDEWATER	261	328
VALLEY	43	50
TOTAL	681	774

Have a wonderful spring and summer and hopefully I'll get to see you at a VJJA event soon!

Book 'Em

By Eric Assur

Any book that includes the wisdom of Jerry Seinfeld might be interesting. So, while you await a copy of *On Apology* to arrive at your library, see episode #909 — the **Apology**. “As Jerry marvels at the frequent nudity of his girlfriend, Melissa, George hears that Jason is making amends as part of his Alcoholics Anonymous program. Recalling that Jason once insulted him, George is convinced that he’s in line for an apology. However, while Jason takes the time to apologize to Jerry, he doesn’t do anything similar for George. Meanwhile, as Elaine is insulted by a fellow employee’s efforts not to be exposed to her germs, Jerry teaches Kramer how to save time in the shower.” This is now ready for your viewing at www.sonypictures.com/tv/shows/seinfeld

Have you ever had a youth in your charge write an apology letter that was just awful? Perhaps the offender did not mean to re-victimize the victim in his or her effort to satisfy the requirement of an apology letter. This book will help you guide future clients in dealing with a small but vital piece of the restoration of the community.

This small book (dimension 5" x 7") fits in your pocket and is an interesting non-technical read. The author, a physician, former Harvard Medical School professor, and now medical school dean, is the storyteller in this book. He addresses ten or eleven themes (such as paradox of apology, acknowledging the offense, remorse-explanations and reparation, why people apologize, why people do not apologize, the timing of apologies, apology and forgiveness, etc) with great stories drawn from literature, history, his own life experiences and a decade of newspaper article reviews. The inclusion of the apology of Abe Lincoln at the end of the Civil War is just one example of a national apology. The relationships between the U.S. and China, Cuba and a number of other nations as well as POW and holocaust tales are also shared in story-telling fashion. Most of us will better relate to the individual story, for who among us has not been offended by another? Or, might we have actually been the offender or the rude, insensitive or offensive one? How did we deal with the separation between us and a parent, college roommate or co-worker?

We all know a little about the themes covered in this book on some of the most profound interactions. The effective apology can heal humiliation and erase guilt. Lazare may help you to move an offender (are all clients offenders with a victim?) to a higher plain and to better serve a victim. Lazare, through his inquiry in his office or work setting, became known as a guy who *knew something* about the apology. Others were soon coming to him asking for tips or pointers. You could become that person where you work. You might

even want to develop a one page ‘primer’ or work sheet to help clients as they struggle to honestly address their own responsibility as an offender toward their victim or victims. This book lead me to the “Cliff notes” approach to the same topic, Ken Blanchard’s 2003 *The One Minute Apology*, as well as to the works of Ken Sande. You might find *The Peacemaker* approach to apology also worthy of at least a glance.

Blanchard, most famous for the over two decade old *One Minute Manager*, offers a less interesting, less thoughtful, ‘how to’ book that may be a fair source book for teenage clients or even for staff training or staff development. There is not yet a “dummies guide” to the apology, but, you could take a look at these noted books as well as search engine ‘finds’ in order to offer adaptable tools for your Restorative Justice, Victim Awareness, Intake or even institutional setting in 2009-2010.

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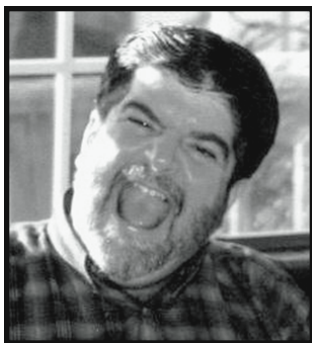
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Buck at the Beach On Assignment

With some down time in his private consulting business, Advocate contributor Uncle Buck was able to attend this year's Spring Institute in Virginia Beach. The following is

his exclusive account.

Uncle Buck has never driven through an underwater tunnel nor seen a man escape from a straightjacket while riding a unicycle. Opportunities for both presented themselves at the 17th Annual Spring Institute at Virginia Beach, March 26 — 27. With the economy in the tank, Uncle Buck found himself with some free time on his hands. Therefore, this year's VJJA Spring Institute at Virginia Beach seemed like just the thing to lift the spirits.

The trip to the Institute was uneventful until he encountered something called the "Hampton Roads Bridge-Tunnel." For those who may be unfamiliar, this is actually a combination of a bridge and a tunnel which goes over and UNDER the main shipping channels for Hampton Roads harbor. That's right. You have to go UNDER the water! The tunnel is 108 feet below sea level at its lowest point, and Uncle Buck confesses that he screamed aloud for the entire 7,479 feet of the tunnel's length. Having no word in the English language for the specific fear of tunnels beneath the sea, Buck has invented the term "aqua-claustrophobia" to describe this condition.

The Institute site of the Quality Inn is indeed an ocean front hotel if that means there are no structures between the hotel and the sea. On the plus side, Uncle Buck's room had adequate water pressure in the shower and a TV remote which was not affixed to the furniture. Negatives included limited television channels and the absence of in-room movies.

The Institute opened promptly at 9:00 a.m. on Thursday, March 26, with Past VJJA President Lewis Wright giving the opening remarks in the absence of Unable-To-Attend VJJA President Beth Stinnett. The Keynote Speaker for the morning was Lawrence Lambert whose topic was "*Insane Clown Posse and Teen Music Culture*." Mr. Lambert was knowledgeable and articulate on his subject, if a bit technologically challenged by his props. The overall tone of the presentation, however, was rather alarming to this writer given the violent aspects of this musical genre. Fortunately, there was a young VJJA member in attendance who happened to be an Insane Clown Posse fan (a Jugalette, as their female followers are known), whom Uncle Buck found to be thoughtful, intelligent, and not the least bit predisposed to hacking off body parts.

The afternoon workshops were equally thought-provoking with the following topics alternately provided:

- *Virginia Alcohol Beverage Control Laws and Regulations* — Presented by Special ABC Agent Robert Simmons, this session looked at energy drinks which contain alcohol. An unusually strict accounting of the samplings was necessary following this presentation.
- *Grandparents Raising Children* — Presented by Judith Preston and Robin Wooling of the Institute for Family Centered Services, this workshop addressed how to support grandparents who assumed the primary parenting role for their grandchildren.
- *Neurofeedback* — Presented by Robert Neuville with Stepping Stone, the session offered ways of helping adolescents self-regulate their emotions.

From 5:00 p.m. to 9:00 p.m., the ever-popular Reception/Social was held in the Washington Room of the Quality Inn. With plenty of food and beverages on hand, many attendees were able to forego an evening restaurant meal. Lewis Wright was the familiar DJ for the event and proved once again that dancing skills among the members significantly decline with age. Portsmouth CSU Director David Lively walked away with the evening's prize in the hula hoop contest, although Uncle Buck did not see where Mr. Lively exhibited any real talent in this area. Chesapeake P.O. Greg Kiskinis received a well-deserved Honorable Mention for his neck work with the hoop. Mr. Kiskinis truly should have won. For those who did not have a 9:00 p.m. bedtime, National Counseling Group provided an After-Reception Reception just across the street in a suite at the Turtle Cay.

Friday morning saw the General Session — "*Working Together for a Common Goal*" led by Motivational Speaker Harold Wood. Combination magician, comedian, and psychologist, Mr. Wood held the audience's attention for three hours with a presentation culminating in his escape from a straight-jacket while riding a unicycle. Though Uncle Buck was astounded by this finale, Paul Greggs commented, "I can do that. It's easy."

The last workshop of the Institute was *Cultural Competency: Starting a Dialogue* which addressed the cultural aspects in working with clients and colleagues. It was offered by Loretta Goodman of the Tidewater Regional Group Home Commission and Paul Greggs with the Chesapeake Boys Home.

Uncle Buck noted that a large number of donated door prizes were given out during this year's Institute, with the

big winner of the vendor check off prize being Adrienne Ward from the Westhaven Boys Home in Portsmouth. Four attendees whose agencies did not pay their registration were reimbursed through a drawing generously funded by VJJA Past President and Lifetime Member David James.

The theme of this year's Institute was "*We are All in the Same Boat.*" Even though last year's Institute was cancelled due to financial issues, and state employees had to attend this year's Institute at their own expense, 145 people were in registered for the event. Twenty-two private provider vendors registered for the event, 23 if you count our friend Greg White, 'The Tee Shirt Guy.' Also on hand were recent retirees and VJJA Lifetime Members Diane Floyd, Bill Harrell, and Jim Woolf. All three seem to be reversing the aging process since retirement.

Special thanks go to the organizers of this year's Institute: Robin Bailey (Chesapeake CSU and Tidewater District Secretary); Katherine Grimm (Portsmouth CSU and Tidewater District Chair); Toni Craig (Suffolk CSU and Tidewater District co-chair); Pat Delauder (Portsmouth CSU and Tidewater District Treasurer); Paul Greggs (Tidewater Regional Group Home and State Board Member); Kim McCollum (Norfolk CSU); and Beth VanHout (Suffolk CSU).

Uncle Buck must say that he thoroughly enjoyed his first his first Spring Institute at Virginia Beach. The scenery is beautiful and the hospitality of Tidewaterians is unparalleled. Now, if someone could just find a way around that tunnel.



VJJA Member and Henrico CSU Director Kay Frye recently had a street named after her in Crimora, Virginia. When asked to comment on this unique honor, Ms. Frye stated: "I don't know why they did this. I've never been to Crimora and couldn't really tell you where the place is."

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Views

Continued from page 2

“Use the whole 4 Billion and give every state employee a pay raise. We can’t keep food on the table and roofs over our heads!!!!”

We have two nominations for the ENTREPRENEURIAL SPIRIT AWARD. First, the owners of the 460 Service Center who suggested:

“We have a 7 bay garage and would really like to be able to improve the efficiency of our shop. We need 4 lifts, a 4 post and a 2 post. We need a new tire machine. We need to put better lighting throughout the shop. We would really like to be able to put a paint booth in the shop, but the cost of construction and insurance is too much for us to be able to afford.”

Also nominated in this category is Joy Shaw who needs \$75,000 for “planning” this “Human Services Program.”

“Who: Bundles of Joy Diaper Delivery Service. What: Cloth diapers to moms in every income bracket. When: Diapers delivered weekly and picked up weekly. Why: Prevents waste in the environment, saves new mothers money, kids potty train faster, natural cotton diapers are hypo-allergenic, creates opportunities to market healthy practices to new moms.”

The XEROX AWARD FOR DUPLICITY goes to E. Pauron Wheeler who actually submitted this proposal FIVE TIMES written exactly the same way:

“America in Review will publish sheet music, CDs, DVDs, and educational materials on Virginia’s and America’s heritage. America in Review’s objective is to stimulate motivation to keep America great. A.I.R. will produce dramatic re-enactments and feature instrumental performances of the favorite music of our U.S. Presidents. More U.S. Presidents were born in Virginia than in any other state. America in Review explores exciting ways for children as well as adults to experience and appreciate our history. Its major targets are the public schools, private schools, home schools, and universities. A.I.R.’s vision is to inspire patriotism and instill a greater love and appreciation for the United States and help America regain its vision and character.”

Ed. Note: Want to “help America regain its vision and character”? Stop trying to get taxpayer money to finance goofy ideas.

The PUT THE CHILDREN TO SLEEP AWARD goes to Gwendolyn Edwards of Danville:

“After Hours Classical Concert Series for Children will be a free activity that will introduce the younger community to a variety of classical music from several periods that

includes but not limited to the Baroque Period, Romantic Period, Classical Period, and the Harlem Renaissance.”

Finally, from the Stimulus.gov website come two nominations for the OUTSIDE THE BOX AWARD. First is a \$20 million proposal from Steven McKay of York:

“We need to make use of all of the waterfront areas of the state with casinos and riverboats. Of course there would be opponents, but look at the potential job growth, tourist dollars, and tax revenue. It could be a more family friendly version of Atlantic City. I’m sure there are companies willing to put up the money for these projects. Lease the land to them for 50 years.”

And for a mere \$25 million, Charles Haywood suggests we plan this:

“Dredge Oysters belong to the Ostreidae family. Their shell has varied colours from white to dull purple brown. The left is ridged and cupped while the right shell lies flat and has scaly layers. The interior of the shell appears luminous. Dredge Oyster Fishery — Dredge Oysters are endemic to New Zealand, where they are widely distributed around the coast, and from dense beds in gravel or coarse sand bottoms from 20 to 50 meters deep. Dredge Oyster Meat Quality — Dredge Oyster flesh has shades of white, gray, gold and black. The creamy coloured meat is delicate and succulent, with a medium oil content. Will need help from the Seafood Industry Council in New Zealand to start this program.”

The 9,000+ project proposals are now in the hands of the Governor’s Stimulus Working Group. From there they will be sent to the Cabinet Secretaries for review and evaluation. Governor Kaine will let us know which projects will be funded as he completes the selection process.

But before the final decisions are made, we offer these suggestions recently put forth by way of the *St. Petersburg (Florida) Times* in response to the Business Editor’s question: “How would you fix the economy?”

Dear Mr. President,

Patriotic retirement:

There’s about 40 million people over 50 in the work force — pay them \$1 million apiece severance with the following stipulations:

They leave their jobs, therefore creating forty million job openings — Unemployment fixed.

1. They buy NEW American cars, which means forty million cars ordered — Auto Industry fixed.

2. They either buy a house or pay off their mortgage — Housing Crisis fixed.

Can’t get any easier than that!

Jim Wright

Phoenix USA, Inc.

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Samantha Higgins

Public Relations / Communication

Colleen French

Scholarship

Rick Teague

Retired Members Representative

Richard Hagy

Standards (For Children's Programs)

VACANT

Technology / Website

Tina Casper



(L-R) Jonathan May and Deborah Sikes with National Counseling Group join Lisa Hunt for a break on a Montana ski slope.

ADVOCATE

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Lifetime Member Kathi Meenehan scouts out a prospective Institute site in Sydney, Australia.

Bylaws of the Virginia Juvenile Justice Association Incorporated (Amended March 1986; April 1993; June 1994; March 2007)

I. Board of Directors: Duties and Policy

- a. It shall be the duty of the Board of Directors to enforce, preserve, and interpret the Bylaws, which may from time to time be amended as set forth in Section VIII of these bylaws, to transact all business, to establish all policies of the Corporation, to establish all programs for the Corporation in the interim between annual meetings, and to do any and all things necessary to implement the purposes, programs, and policies of the Corporation. The activities, programs, and policies of the districts shall be subject to review by the Board of Directors, and no district shall implement any program or activity which conflicts with that established at the annual meeting or by the Board of Directors for the Corporation as a whole.
- b. Those matters voted upon and passed by a majority of the Board of Directors present and voting shall be known as the Policy of the Board of Directors. Policy of the Board of Directors shall be binding upon all members of the Corporation in so far as the members speak or act for the Corporation, as its agent, or in the conduct of its business.
- c. A record of all policy decisions of the Board of Directors shall be kept by the Secretary and shall be made available to any member of the Corporation upon demand. Policy of the Board of Directors may be changed by a majority vote of the Board of Directors present and voting at any Board of Directors meeting subsequent to the one at which the policy is made.
- d. The President of the Corporation shall keep each Board member informed of the transactions of the Corporation through the distribution of minutes of each meeting of the Board of Directors and copies of administrative correspondence regarding the corporation.
- e. Board of Directors meetings of the Corporation shall be open to any member of the Corporation.
- f. A preliminary agenda of the Board of Directors meetings shall be presented to all members of the Board of Directors at least fourteen (14) days prior to the meeting and any member of the Board of Directors shall have the right to add to the agenda.
- g. A majority of the Board of Directors shall constitute a quorum to conduct business at meetings of the Board of Directors.
- h. Class II officers unable to attend meetings of the Board of Directors shall assign and send their proxy

with another elected district officer or member of that district's advisory board.

II. Vacancies In Class I Offices

- a. When a vacancy occurs in the Class I offices of Vice President, Secretary, or Treasurer, the President shall appoint a member of the Corporation to fill the unexpired term of said vacancy with the advice and majority consent of the Board of Directors. If the Presidency is vacated, the Vice President shall forthwith assume the duties of the President for the unexpired term.

III. Districts

- a. The Commonwealth of Virginia shall be divided into geographical districts for the purpose of facilitating the work of the Corporation. District boundaries shall be fixed by majority vote of the Board of Directors. The Board of Directors may consider boundary changes, to include creation of new districts, provided such changes shall have been recommended by the district Chairpersons affected by said proposed changes and concurred in by majority vote of the members voting within the districts affected by said proposed changes. New districts created shall become fully functional upon the election of officers as provided herein.
- b. Each District shall hold meetings at least quarterly throughout the year. Minutes of all district meetings shall be kept and submitted to the President. Each district shall elect a Chairperson, a Vice Chairperson, a Secretary, and a Treasurer. Each member shall be entitled to vote by mailed ballot, which shall be mailed to each member no later than the first day of December. Ballots shall be returned to an Election Officer appointed by the District Chairperson with the majority consent of the district officers within fourteen (14) days of the date of mailing, but in no case shall a ballot be received and recorded by the Secretary after December 15th. Officers elected shall assume their offices on the first day of January following the election. District officers shall serve for a term of two (2) years. In the event of the creation of new districts, elections shall be held within sixty (60) days of final action by the Board of Directors establishing the district, with the President empowered as above if elections are not so held. Thereafter, district elections shall be held as provided herein.
- c. Each Chairperson shall appoint a District Advisory Board which will be representative of the membership of the district. This District Advisory Board shall

meet at least quarterly throughout the year. It shall be the responsibility of each member of this Board to make known to the District Advisory Board any professional concerns of the members in their agencies and, in turn, to inform them of all matters involved in district business.

- d. It shall be the function of the districts to foster fellowship among the members whose employment lies within the boundaries of the district, and to sponsor such professional and educational programs to meet the purposes of the Corporation.
- e. In all district affairs, the Articles of Incorporation and the Bylaws, together with the established programs and policies of the Corporation, shall be paramount.

IV. Membership Year: Fiscal Year/ Membership Dues

- a. The membership year of the Corporation shall be July 1 – June 30.
- b. The Fiscal Year of the Corporation shall be January 1 – December 31.
- c. Membership dues shall be recommended by the Board of Directors, and submitted to the membership for their ratification by a majority vote of those voting. Twenty-five percent (25%) of the dues from each district shall be remitted to said districts for the purpose of conducting local programs.

V. Election: Class I Directors

- a. Class I Directors shall be elected by an affirmative vote of the members of the corporation. Each member shall be entitled to vote by mailed ballot, which shall be mailed to each member within thirty (30) days after the close of the annual meeting by the Board's designee. All ballots shall bear the official seal of the Corporation. The ballots shall be returned as designated within fourteen (14) days of the date of mailing. The Board of Directors shall certify all elections and notify all members of the results thereof in its next scheduled publication. Officers elected shall assume their offices on the first days of January following the election.

VI. Annual Meeting

- a. An annual meeting of the Corporation shall be held at a time and place designated by the Board of Directors. This meeting shall be for the purpose of nominating officers and transacting all other business which shall come before the meeting. Special meetings, institutes, and conferences may be held from time to time as directed by the Board of Directors upon thirty (30) days advance notice to the membership of the Corporation.

VII. Committees

- a. The president shall appoint the chairperson and members of the standing committees. Standing

committees of the Corporation shall be: Membership; Public Relations; Legislative; Standards; Benefits; Awards; Scholarships; Bylaws; Publications; Web Site; Training; Resource Development; and Conference Planning. A Nominating Committee shall be appointed not less than six (6) months prior to the date of each annual meeting preceding an election. Biennial and Ad Hoc Committees may be appointed by the President if desired.

- b. The President shall annually appoint an Auditing Committee at the end of each fiscal year. It shall be the duty of that committee to audit the books of the Treasurer and submit a written report of that audit to the Board of Directors within thirty (30) days of the completion of the audit and to the membership at the next annual meeting.

VIII. Bylaws

- a. Any proposals to alter, amend, or repeal existing Bylaws or approval of new Bylaws may be at the discretion of the Board of Directors. Proposals from the membership must be received by the Secretary at least thirty (30) days prior to the next regularly scheduled Board of Directors meeting. The proposal must be approved by a two-thirds majority of the Board of Directors. Upon such approval, the proposed change(s) are submitted to the membership, by mail, for a vote. A majority vote of ballots received shall be necessary to pass proposed change(s). Voting for amendment, alteration, or repeal of these Bylaws or the adoption of new Bylaws shall be made by ballot returned within fourteen (14) days of the mailing of the ballot.
- b. Any member may place a proposal to amend, alter, or repeal a Bylaw, or adopt new Bylaws, on the agenda of the annual or special business meeting. Any proposed amendment, alteration, or repeal of these Bylaws shall be submitted to the Secretary not less than thirty (30) days prior to the annual or special meeting for which notice has been given. A majority vote by members voting is necessary at the annual meeting or special meeting on said proposals and shall be obtained prior to submitting the proposals to the membership by mail ballot. If a majority vote is not obtained, the proposal shall not be submitted to the entire membership for vote by mail ballot.
- c. Automatic grammatical, punctuation, and correlation corrections in the Bylaws, or amendments thereto, which in no way alter the intent of the respective Bylaw shall be effected by the Bylaws Committee subject to the approval of the Board of Directors.

ADVOCATE

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*"Advocating for court-involved children
and the professionals who touch their lives since 1966."*

Declaration

Continued from page 1

declare that we are and of a right ought to be free to exercise our lawful assemblies; use public lands and public services, including health and mental health services in the same manner and under the same conditions as all persons; and, to embark upon our educational and vocational pursuits, not subject to the unscientific, invalidated assumptions of the majority.

IN FURTHERANCE OF THIS DECLARATION, the Children of Virginia assert and have the full power to convene an elected Assembly of Representatives, to be chosen from across the Commonwealth, to meet at such times and places as convenient to conduct business and peacefully exchange their views on all societal matters affecting them. This Assembly will resolve with one voice and recommend to the government changes necessary to promote the pursuit of life, liberty, and happiness for all children. Notwithstanding that physiological and psychological development differs based on age, children are yet able to express free and creative thinking, offer solutions to the problems that face the society at large, and can establish a body of written knowledge constituting their consensus of opinion on the full range of human expression and endeavors. We recognize it is true children cannot live without adults' protection and provision but it is also demonstrably true that society will not survive without children. To this end,

And in support of this declaration, with a firm reliance on the protection of Divine Providence, we mutually pledge to each other our Lives, our Fortunes, and our sacred Honor to improve the quality of life for all children living in the Commonwealth of Virginia.

Tommy Jefferson Benjie Harrison
Frankie (Lightfoot) Lee Carter Braxton
Tom Nelson, Jr. George Wythe
Ricky H. Lee Ron E. Telsch

Bylaws

Continued from page 11

IX. Corporate Seal

- a. The Directors shall provide a corporate seal which shall be circular in form and shall have inscribed thereon the name of the Corporation.

X. Contracts and Finance

- a. **CONTRACTS.** The directors may authorize any officer or officers, agent or agents, to enter into any contract to execute and deliver any instrument in the name and on behalf of the Corporation, and such authority may be general or confined to specific instances.
- b. **LOANS.** No loans shall be contracted on behalf of the Corporation and no evidence of indebtedness shall be issued in its name unless authorized by resolution of the Directors. Such authority may be general or confined to specific instances.
- c. **CHECKS, DRAFTS, ETC.** All checks, drafts, or other orders for the payment of money, notes, or other evidences of indebtedness issued in the name of the Corporation, shall be signed by such officer or officers, agent or agents of the Corporation and in such manner as shall from time to time be determined by resolution of the Directors.
- d. **DEPOSITS.** All funds of the Corporation not otherwise employed shall be deposited from time to time to the credit of the Corporation in such banks, trust companies, or other depositories as the Directors may select.

XI. Amendment of Articles of Incorporation

- a. The Articles of Incorporation may be amended only as prescribed in Sections 13.1-884 to 13.1-893 of the Code of Virginia, as amended.

XII. Removal of Directors

- a. Directors may be removed from office only as prescribed in Sections 13.1-860 and 13.1-874 of the Code of Virginia, as amended.