



PARTNERS
FOR OHIO'S FAMILIES

There is urgency and importance to OFC's work.

OFFICE OF FAMILIES & CHILDREN

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From OFC Deputy Director Jennifer Justice – 11/7/14

For many, November marks the beginning of the hectic holiday season; we expect the calendar to be jam-packed with events for the next two months. That's also true for Ohio's adoption advocates. November is National Adoption Month, and agencies throughout Ohio have done their usual outstanding job filling these 30 days with activities celebrating and raising awareness of forever families. Attached to this First Friday email is a listing of events throughout the state. In Ohio, about 13,300 children are in out-of-home placements, and 2,771 of those children are waiting to be adopted. We know that a family is out there for each of these children.

The theme of this year's National Adoption Month is "Promoting and Supporting Sibling Connections." This is not an easy task, and we child welfare workers often struggle between keeping siblings together and permanency timelines. As an adoption worker in Florida, I once had two different sibling groups of five; the eldest in each was 9 years old. One sibling group was adopted together; the other group was together in foster care but adopted by two different families. I struggled to find an alternative because with the three oldest joining a military family, a future out-of-state move was likely. It's been more than 15 years, and I still think about those five children and wonder if I should have passed on permanency and waited for the possibility of keeping them together.

The emotional pain of lost or separated siblings, as well as the longing for connection, is a topic often raised during Ohio Youth Advisory Board meetings and by foster care alumni. Throughout the years, many of these exceptional young adults will see their fellow alumni as sisters or brothers. What is family, if not someone with whom you share experience, understanding and an unconditional bond? I always have been moved by the shared desire of foster care alumni to ensure that outcomes are improved not for themselves, but for their sisters and brothers of

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the future. I hope you join me in distributing information about the Early Thanksgiving Dinner for Teens and Young Adults, sponsored by the Ohio chapter of Foster Care Alumni of America. More information is available in a flyer attached to this First Friday email.

This edition of First Friday details a lot of movement in the rules and statutes that establish Ohio's adoption programming! It highlights adoption rule changes that are newly effective, others that are imminent, and new federal legislation that will require us to begin thinking about how best to frame new rules.

Finally, my congratulations to Mike Smalz and Alexandria Ruden, honored last month by the Ohio Domestic Violence Network. If you are one of the many who have had the pleasure of working with either of them over the years, I am sure you join me in saying, "You deserve it!" Mike and Alexandria were members of the original Supreme Court of Ohio subcommittee that oversaw the study, design and evaluation that led to Ohio's Differential Response system, and they continue to be actively involved in much of OFC's ongoing work. They are excellent examples of how new perspectives can improve both process and product.

Understanding Ohio's New Adoption Records Law

For more than 25 years, Adoption Network Cleveland and other advocates worked to bring birth-certificate access to all Ohio-born adoptees. A major benchmark was realized in December 2013, when Governor John Kasich signed [Substitute Senate Bill 23](#) into law, giving 400,000 adults adopted between January 1, 1964, and Sept. 18, 1996, access to their original birth certificates.

The law has a one-year waiting period before any records can be released. During this time, birth parents have been able to provide information to supplement the release of the birth certificates, including the option to have their names removed from them. Following are key dates in this law's implementation:

On March 20, 2014:

Three newly developed forms became available: JFS 01684, "Contact Preference for the Birth Parent(s) of Adopted Children"; JFS 01683, "Birth Parent Name Redaction"; and JFS 01616, "Social and Medical History." These forms allow birth parents indicate if and how they prefer to be contacted. You can access the forms and instructions for filing them via the [Birth Parent Information Packet](#),

which is available at the [Ohio Department of Health \(ODH\) website](#). The ODH website also has additional information and the [Application for Release of Adopted Name](#), which can facilitate searches among biological siblings.

By March 19, 2015:

Birth parents must have filed a JFS 01683, "Birth Parent Name Redaction" form, if they wish to remove their names from adoptees' birth certificates. To be accepted, the form must be notarized and submitted with a completed JFS 01616, "Social and Medical History" form. Birth parents cannot veto

release of an original birth certificate to a requesting adoptee.

Starting on March 20, 2015:

Adoptees can request their original birth certificates from the ODH Division of Vital Statistics. Requests will be fulfilled only through the U.S. Postal Service, and the request form will not be available until this day.

Below: Ohio Governor John Kasich signs adoptee rights legislation into law among bill sponsors and adoptee advocates on December 19, 2013.



The Road to Substitute Senate Bill 23

In 1986, a former adoptee named Betsie Norris successfully completed her search for her birth parents. During the process, she discovered that her birth certificate, which was issued in 1960, would have been closed to her if she had been adopted four years later. Two years later, she founded Adoption Network Cleveland, in part to work on opening birth records to all adult adoptees, regardless of when they were born.

Ironically, the sealing of adoption records dated between 1964 and 1996 stemmed from Betsie's adoptive father, Cleveland attorney Brad Norris, discovering that his children's original birth certificates were public records. Brad was alarmed that adoptee birth records were available to anyone so he assembled other adoptive-parent attorneys to propose statutory language that would seal adoption records. They successfully changed the law, unintentionally

preventing adoptees from accessing the records, as well. Brad later joined Betsie in her efforts to give adoptees access to their records. He shared his story through the media and in legislative testimony.

Legislation to open sealed records to adoptees was introduced six times between 1989 and 2013. In 1996, Ohio passed a law that allowed individuals adopted on or after Sept. 18, 1996, to access their original birth certificates as adults, unless their birth parent(s) vetoed such access. Although advocates urged Ohio legislators to consider the full era of closed records, the 1996 law created a third tier of adult adoptee access to records in Ohio:

- Before 1964: Adoption records open to adult adoptees
- 1964 to 1996: Sealed records
- After 1996: Open to adult adoptees

Substitute Senate Bill 23 was the

result of many years of work by advocates, including [Adoption Network Cleveland](#) and the [Ohio Birthparent Group](#). A statewide coalition, Adoption Equity Ohio, formed in 2010 to address the sealed records issue. The coalition launched Restore Ohio Adoptee Rights in 2013, or ROAR! 2013, as a theme to support the bill.

Senators Bill Beagle and Dave Burke and Representatives Dorothy Pelanda and Nickie Antonio sponsored the bill, and Governor Kasich signed it into law on Dec. 19, 2013. Brad Norris had passed away in 2006. On the day of the signing, Betsie carried a photo of her dad in her pocket.

You can learn more about this legislation — including more details about its history, the impact it will have on Ohio-born adoptees and frequently asked questions — [here](#) or by emailing Betsie.Norris@AdoptionNetwork.org.

ICAMA Electronic Processing

When a family that receives adoption assistance moves to another state, the agency that administers the adoption assistance must complete Interstate Compact on Adoption and Medical Assistance (ICAMA) documents to ensure that the adopted child continues receiving Medicaid benefits. Next year, a new electronic process will be available to speed up processing time and reduce the delay of benefits. The Association of Administrators of the Interstate Compact on Adoption and Medical Assistance (AAICAMA) is preparing states for this new process.

Throughout October, AAICAMA offered training, and more than 100 county- and state-level staff in Ohio participated. Make-up sessions are scheduled for Nov. 10 at 1 p.m. and Nov. 12 at 3 p.m. for anyone who missed the October webinars. AAICAMA also is hosting technical assistance webinars at 1 p.m. on Nov. 20 and 25 and at 3 p.m. on Nov. 21 and 26. Participants will have an opportunity to ask questions. The webinars are open to all PCSA staff, but those who registered in the ICAMA database will receive a password and instructions automatically.

OFC's Jennifer Kobel serves as both Ohio's ICAMA contact and an elected member-at-large on the AAICAMA executive committee. AAICAMA is a nonprofit organization comprised of member states working with child welfare agencies, tribes and adoptive parents to

facilitate and support special needs adoptions. It provides educational and technical assistance to enhance states' capacity to achieve timely permanency and needed services for children eligible for adoption assistance.

AAICAMA facilitates ICAMA administration, addresses issues related to the provision of medical and post-adoption services across state lines, and works to develop and implement sound interstate policy and practice for children eligible for adoption assistance. To learn more, visit www.aaicama.org.

For more information about ICAMA in Ohio, including the upcoming webinars, email Jennifer.Kobel@jfs.ohio.gov.

Have You Sent In Your Adoption Contact?

OFC asked each PCSA and private agency to identify a point of contact for adoption communications. If your agency hasn't already done so, please send contact information for these individuals to Tara.Shook@jfs.ohio.gov. They will be compiled into a state roster that will be used to distribute pertinent adoption information and requests.

Wendy's Wonderful Kids in Ohio: Success by the Numbers

The November 2013 edition of First Friday featured a question-and-answer session with Carrie Boerio, senior director of programs at the Dave Thomas Foundation for Adoption. A lot has happened since then! Wendy's Wonderful Kids recruiters typically begin to see results within two years of implementation, and this was found to be the case in Ohio. Most of the ODJFS-funded recruiters began building caseloads and using the model 18 months ago. Since then, they have achieved the following:

- Served 709 children
- Matched 265 of these children, or 37 percent, with families
- Finalized 68 adoptions
- Placed 67 children and youth in pre-adoptive placements

The 709 children served by Wendy's Wonderful Kids recruiters are those

considered to be most at risk of aging out of care. A profile of the youth currently on Ohio's caseloads shows the following:

- Their average age is 14
- 33 percent are 16 or older
- They spend an average of 2,307 days, or more than six years, in care before receiving Wendy's Wonderful Kids services
- 60 percent are part of a sibling group
- 61 percent have at least one identified disability
- 66 percent represent a minority race or ethnicity
- 40 percent live in a group home or institution or are incarcerated
- 10 percent had 10 or more placements before being served by Wendy's Wonderful Kids; one child had been in 30 placements
- 9 percent had a failed adoption before becoming involved with Wendy's Wonderful Kids
- 13 percent have a goal of emancipation or a planned permanent living arrangement



Did You Know? All About Wendy's Wonderful Kids

Wendy's Wonderful Kids is a signature program of the Dave Thomas Foundation for Adoption, a national nonprofit public charity. This unique, evidence-based, child-focused recruitment model has been proven to work for the longest waiting children in Ohio and across North America. Recently released research from a five-year evaluation shows that children referred to the program are up to three times more likely to get adopted. Wendy's Wonderful Kids supports 198 recruiters in all 50 U.S. states and six Canadian provinces, including 52 recruiters in Ohio.

Ohio's leadership with the Wendy's Wonderful Kids model has led to conversations with states from Utah to Rhode Island to help find safe, nurturing and permanent homes for every child waiting to be adopted. You can learn more about Wendy's Wonderful Kids [here](#) or by calling (800) ASK-DTFA.

Wendy's Wonderful Kids Success Stories

The effectiveness of the Wendy's Wonderful Kids model is clear from the data. To really understand the impact of the program, however, it helps to learn about some of the children it has helped. Below are two examples.

Carter

Carter had been exposed to drugs prenatally. He came into care in 2010 and was freed for adoption two years later. By that time, he had experienced three foster care placements; was diagnosed with a learning disorder; was treated for reactive attachment disorder, oppositional defiant disorder and attention deficit hyperactivity disorder; and was on medication. Carter not only had difficulty attaching and accepting affection, but he also was physically aggressive with children and adults, and he struggled with impulse control.

In 2013, Athens County Children Services decided to help Carter through the Wendy's Wonderful Kids program. Recruiter Brooke Schroeder completed a case file review, began meeting with Carter and all the professionals associated with his case, and discovered that his sister — who also had special needs — had been adopted.

Brooke contacted Carter's sister's adoptive family. Initially, they were unsure they could parent both children. However, after receiving parent education and information about services and support, they decided to

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make Carter part of their family, too. Carter was adopted and reunited with his sister in September 2014. He said that he was nervous but excited to have his own family “for forever.”

Chris

Chris is considered low-functioning and receives developmental disability services. He had been in his foster home for six years when Wendy’s Wonderful Kids recruiter Mary Vierling talked to him about finding a forever family. Without hesitation, he made it clear that he considered his Butler County foster family to be his forever family.

“This is family, this is my family,” he said. “I’m done.”

The recruiter knew she needed to talk to Chris’ foster mom about the importance of adopting Chris. After several months of discussion and education, the foster mom decided to go forward with the adoption. When the recruiter shared the news with Chris, he grinned from ear to ear.

“Now that’s what I’m talking about,” he said. “That’s family!”

Chris said he was excited because, for the first time, he had real brothers and sisters. His adoption was finalized in May 2014.

New Federal Legislation

OFC is busy assessing the impact of new legislation signed into law by the president on Sept. 29. [Public Law 113-183](#), the Preventing Sex Trafficking and Strengthening Families Act, includes wide-reaching provisions regarding children who may be at risk of sex trafficking; children in care, especially older youth; and programs that support these populations. To learn more, read [the Library of Congress summary](#) or download the full text at <https://www.govtrack.us/congress/bills/113/hr4980#overview>.

Did You Know?

Ohio’s State Adoption Incentive Fund

ODJFS created the State Adoption Incentive Fund to support county agencies’ efforts to transition children from foster care into permanent, loving homes. Each county has an established baseline rate for adoptions based on its average adoption rate from state fiscal year (SFY) 2010 through SFY 2012 in two categories: children under age 9 at finalization and children 9 and older at finalization. When a PCSA exceeds the baseline, ODJFS awards it an incentive payment of \$3,250 for each child under 9 and \$6,500 for each child 9 or older.

These funds can be used to support staff, contract and purchased service costs for a variety of adoption activities; for case assessment and pre-adoptive activities relating to home studies, fair hearings and appeals, grievance procedures, negotiation and review of adoption subsidy agreements; to place a child in an adoptive home; for case management and supervision before a final adoption decree; for service referrals; for case plan development; and to provide post-adoption services to support finalized adoptions. Because this program is financed solely by state General Revenue Funds, spending these funds on the above activities generates additional federal Title IV-E reimbursement dollars, which can be reinvested into adoption programming. Since the incentives became available in SFY 2013, ODJFS has awarded \$2,752,750 in incentive funds to county agencies.

For more information, please contact Dan Shook at Dan.Shook@jfs.ohio.gov or (614) 752-0619.

National Adoption Month Resources

Each November, National Adoption Month focuses public attention on the urgent need for forever homes for children waiting in foster care. This year, the U.S. Department of Health and Human Services (HHS) is using the observation to promote and support sibling adoptions.

Historically, sibling groups have been more difficult to place for adoption; siblings often are split up during the process. However, sibling bonds are very important for children’s development and emotional well-being.

The Child Welfare Information Gateway — a service of the HHS Children’s Bureau — offers a variety of resources, stories and videos related to sibling adoptions on its website, www.childwelfare.gov/adoption/nam. The materials are aimed at a variety of audiences, including child welfare professionals, prospective and adoptive parents, youth in care, adopted individuals, and birth parents. They cover such topics as promoting and supporting sibling connections, building a recruitment campaign, and understanding how technology and social media affect child welfare and adoption.

Ohio Adoption Advocacy Day

Nov. 6 marked the sixth annual Adoption Advocacy Day hosted by the Ohio Adoption Planning Group (OAPG); the event was held in the Ohio Statehouse Atrium. Titled "Filling Family Portraits," the event is designed to raise awareness about adoption and the importance of lifelong connections for youth and families. In keeping with the theme, framed photos of adoptive families and youth awaiting adoption filled the atrium.

"There are few more important events than one made on behalf of a child," said Rita Soronen, president and CEO of the DaveThomas Foundation for Adoption. "The Ohio Adoption Advocacy Day is an amazing event highlighting the exceptional collaborative efforts in this state that focus on permanency for Ohio's children and youth."

Other speakers included event cochairs Gina Oriti and Wendy Spoerl; OFC's Jennifer Justice; Angela Sausser, executive director of the Public Children Services Association of Ohio; Mark Mecum, executive director of the Ohio Association of Child Caring Agencies; and adoptive families.

"This is one of the best parts of my job," said Jennifer Justice, "celebrating the families across Ohio who change lives by giving children a permanent place to call home, and acknowledging the individuals who work so hard to find a permanent family for those who still wait."

Betsie Norris, executive director of Adoption Network Cleveland (see page 3), was honored as the OAPG Advocate of the Year, and Ohio Senator Bill Beagle was honored as the OAPG Legislator of the Year.

OAPG is a statewide organization of birth and adoptive parents and adoption professionals from more than 50 agencies. It was formed in 1981 to address adoption and child welfare issues in Ohio. To learn more, visit OAPG's [Facebook page](#).



Above: Rita Soronen (left) and Jennifer Justice (right) speak at the Adoption Advocacy Day event.

Below: A table display features photos of youth who currently are waiting for their forever families.



How CWEL Funds Can Help You

Have you heard about a great program or innovative practice in another county and thought it would be ideal if you could just go see it in action? ODJFS has established the Child Welfare Experiential Learning (CWEL) fund for this express purpose!

CWEL funds are available to help counties host and participate in peer-to-peer learning activities. Agencies previously have used CWEL funds to connect with one another in a variety

of hands-on learning opportunities. A few examples of topics covered in recent CWEL visits include:

- Effective ways to engage families during case initiation
- Family service planning
- Teamwork through case mapping and consultation
- Alternative Response in SACWIS

According to Ohio Administrative Code rule 5101:9-6-33, PCSAs may

receive reimbursement for pre-visit preparation and for planning, hosting or participating in an activity that has been pre-approved by ODJFS. This pre-approval ensures that planned activities match the intended purpose of these grant funds, which are generously provided by Casey Family Programs. To get an activity pre-approved, just email Sonia.Tillman@jfs.ohio.gov with an explanation of the event, its purpose

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and who will be participating.

Shawna Barger, Alternative Response and Protective Services supervisor at the Warren County PCSA, used CWEL funds to shadow staff in Champaign and Butler counties before Warren County implemented Alternative Response.

"I had the privilege to observe group decision-making, two case initiations, the completion of an in-home family service review, and direct supervision of an Alternative Response worker," Shawna said.

She credits this shadowing and experiential learning with helping her better understand how to make administrative decisions before accepting an Alternative Response referral.

"I recommend other counties access CWEL funding as often as possible," said Stacy Cox, a supervisor at Champaign County

Children Services. "In a time when resources are sparse, and counties are struggling with supporting the cost of staff time out of the office or time spent assisting other counties, it is a relief to have financial resources available to justify participation in these valuable learning opportunities."

The ways PCSAs may choose to use CWEL funds are as diverse as the agencies themselves. Peer-to-peer experiences should be based on a PCSA's strengths, needs and interests, and OFC welcomes your creativity in organizing them. Here are a few ideas:

- Shadow counties that have implemented family team meeting or team decision-making practices
- Visit counties that have implemented permanency roundtables
- Provide or participate in SACWIS peer-to-peer learning
- Consult with a county that has been trained in the Safe and

Together™ model for working with families affected by intimate partner violence.

Please contact Sonia Tillman at (614)752-0050 or Sonia.Tillman@jfs.ohio.gov or if you have questions about activities that may qualify for CWEL funds.

**Have you visited
the [Ohio Adoption
Photolisting](#)
recently?**

Welcome, Stephanie Graubner Nelson!

Congratulations to Stephanie Graubner Nelson, the newly announced manager of the Supreme Court's Children and Families Section. In this capacity, Stephanie will be OFC's most visible Supreme Court of Ohio (SCO) partner, working alongside OFC on issues that affect the families and children who appear before Ohio's courts. Stephanie comes well-prepared for this task. She joined SCO in 2008 as the caseload analyst for the Case Management Section's Domestic Relations, Juvenile and Probate Divisions. Since 2011, she has been the policy and research counsel for the Children and Families Section.

Prior to SCO, Stephanie served as division counsel for the Ohio Department of Commerce's Divisions of Financial Institutions and of Industrial Compliance. She also has worked as the senior assistant prosecuting attorney in the Lancaster prosecutor's office. While there, she served on the domestic violence task force and the mental health docket committee. While attending Capital University's School of Law, she served as the grants coordinator for the Violence Against Women, Local Law Enforcement and Residential Substance Abuse programs at the Ohio Office of Criminal Justice Services.

Top on Stephanie's agenda in her new role is preparing for Ohio's 2017 Child and Family Services Review (CFSR), which will assess 2016 data. OFC and SCO are working with the Ohio Department of Mental Health and Addiction Services and the Ohio Association of County Behavioral Health Authorities to provide a forum for what many courts and PCSAs cite as the most significant barrier to meeting CFSR standards: substance abuse and addiction. Stay tuned for more information about the summer 2015 symposium on opiates and other substances.



Stephanie Graubner
Nelson

Rule Revisions Now in Effect

Several adoption-related rule changes in Ohio Administrative Code (OAC) Chapter 5101:2-48 became effective on Oct. 1. The most significant changes are summarized below.

5101:2-48-02 Removed requirements for the Ohio Department of Job and Family Services' processing of registry requests. Corrected link for registry website.

5101:2-48-06 Added courts as an entity that must employ or contract with assessors to complete specific foster care and adoption services. Clarified that certain foster care services must be completed by assessors. Completion of an additional six accredited training hours is required within each subsequent two-year period from the completion date of the previous six hours of ongoing training.

5101:2-48-09 Aligned financial stability documentation requirements to match those of foster care.

5101:2-48-11 Clarified which items must be reviewed to add adoption approval to an existing foster care certificate.

For more information about these rule revisions, please email Tara.Shook@jfs.ohio.gov.

Adoption and Foster Care Rule Alignment

Good news! Work has been under way for several months to address the long-term disconnect between the home assessment processes for foster care and adoption. Inherent differences between foster care and adoption prevent complete alignment, but this work aims to make the two processes mirror each other paragraph by paragraph whenever possible. Look for proposed rule revisions in clearance this month.

This monumental, months-long task required a complete overhaul of the following rules and forms:

OAC Rules:

5101:2-5-20	5101:2-5-21
5101:2-5-24	5101:2-5-30
5101:2-5-31	5101:2-48-11.1
5101:2-48-12	5101:2-48-12.1
5101:2-48-12.2	5101:2-48-15
5101:2-48-19	

JFS Forms:

JFS 01318	JFS 01318I
JFS 01331	JFS 01334
JFS 01348	JFS 01385
JFS 01530	JFS 01673
JFS 01673I	JFS 01691
JFS 01692	JFS 01698

Tara Shook, an adoption policy developer with OFC, presented a preview of what to expect at several events throughout the summer. If you missed it, you can view the rules webinar and several other OFC training presentations at <https://www.youtube.com/user/ODJFSOCF>. Email questions or comments to Tara.Shook@jfs.ohio.gov.

Rule Review Update

The following OAC rules are posted to Ohio's Families and Children Rule Review website, www.ohiorulereview.org, for the specified times.

From Oct. 14 to Nov. 14:

- OAC 5101:2-36-11, "Extending Time Frames for Completion or Waiving Completion of Assessment/Investigation Activities"
Purpose: To include provisions for human trafficking.
- OAC 5101:2-33-03, "Procedure for Complaints of Alleged Discriminatory Acts, Policies or Practices in the Foster Care or Adoption Process that Involve Race, Color or National Origin"
Purpose: Five-year review
- OAC 5101:2-33-11, "Multiethnic Placement Act (MEPA) agency administrative requirements"
Purpose: Five-year review

From Oct. 27 to Nov. 27:

- OAC 5101:2-38-05, "PCSA Case Plan for Children in Custody or Under Protective Supervision"
Purpose: T/C
- OAC 5101:2-38-07, "PCPA Case Plan for Children In Custody or Under Court-Ordered Protective Supervision"
Purpose: T/C
- OAC 5101:2-38-10, "Requirements for Completing the Semiannual Administrative Review"
Purpose: T/C
- OAC 5101:2-39-01, "Removal of a Child from the Child's Own Home"
Purpose: To incorporate changes as a result of H.R. 4980

Please continue to visit the site periodically for new postings. We welcome your input and hope you use this opportunity to share your experiences. The website received 2,150 hits during September 2014.

Ohio Domestic Violence Prevention Advocates Recognized

The Ohio Domestic Violence Network (ODVN) announced the recipients of the 2014 Croucher Family Award for Outstanding Advocacy at its Kickoff to Domestic Violence Awareness Month event on Oct. 1 at the Ohio Statehouse.

ODVN created the award to honor Tina Croucher and her parents, Elsa and Jim Croucher, who became pioneers in the field of domestic violence education after Tina's murder by an abusive ex-boyfriend. Elsa and Jim created a dating abuse prevention program that has been presented to thousands of students across Ohio. The couple also worked diligently to pass the Tina Croucher Act, which requires public schools to educate students about dating violence and to incorporate dating violence into their anti-harassment and anti-bullying policies.

This year's award recipients were Alexandria M. Ruden from the Legal Aid Society of Cleveland and Michael R. Smalz from the Ohio Poverty Law Center. The pair worked with ODVN on key public policy initiatives. The organization also honored the late Mary Hendrickson, a founding board member and the former executive director of New Directions, a domestic violence shelter in Mount Vernon.

This year's kickoff also marked ODVN's 25th anniversary.

"We are especially delighted to be honoring Alexandria, Mike and Mary in our 25th anniversary year," said ODVN



Mike Smalz (middle row, second from left) and Alexandria Ruden (middle row, fourth from left) are joined by ODVN Executive Director Nancy Neylon (middle row, third from left) and ODVN staff, board members and supporters.

Executive Director Nancy Neylon. "All three honorees have been a part of ODVN's work to end domestic violence from our beginnings."

November 2014 Global Emails

The following emails were sent in October from Jennifer Justice to PCSA directors and/or private agency directors. They are organized below by mailing date and key word.

- 10/3/14 - Agency Adoption Point of Contact
- 10/10/14 - Statewide Foster Care Maintenance (FCM) Eligibility Training
- 10/17/14 - Comprehensive Title XX Social Services Plan Training for Federal Fiscal Year 2016-2017
- 10/20/14 - Child and Family Services Plan Subcommittee
- 10/21/14 - Normalcy Survey
- 10/31/14 - Adoption Recognition and Recruitment Month

Feedback and Subscriptions

If you want to subscribe to First Friday, have comments or ideas about content, or wish to be removed from the mailing list, please send an email to First.Friday@jfs.ohio.gov. For additions to or removals from the list, be sure to include your name, organization and email address.

Principle of the Month

There is urgency and importance to OFC's work.



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