



NTF BOARD ACTION

The Neighbor To Family Board of Directors has adopted specific new standards to guide the way we care for children and plan for their futures. The standards, along with new and revised operating procedures, were approved during the NTF Annual Meeting held Jan. 10-11 in Key West.

“These new standards clearly spell out the goals and timelines we want to achieve in caring for children and moving them from foster care to permanent, loving homes, either through reunification with their natural parents or adoption,” said NTF President & CEO **Gordon Johnson**.

- **Standard 1:** Every NTF foster child shall be visited in his or her foster home by an assigned NTF Case Manager twice monthly, or more often if needed, in order to ensure the child’s safety, well-being and adjustment.
- **Standard 2:** Primary biological parent(s) or custodian(s) shall be interviewed by NTF staff within seven days of the initiation of services to begin development of a solution-focused permanency plan for the NTF foster child.
- **Standard 3:** Every NTF foster child’s permanency plan shall be guided by a formal support system via the NTF Case Manager’s implementation of Neighbor To Family Team Meetings within 30 days of initiation of services and followed by meetings at 60 days and quarterly (or as needed) thereafter until permanency is achieved.
- **Standard 4:** Every NTF foster child shall be reunified with his or her parent(s), or in an alternative permanent placement, within 12 months of foster placement (except where the permanency goal is adoption).

In other action, Board Member **Linda Klein**, an attorney with **Gambrell & Stolz** LLP in Atlanta, was elected Secretary of the Board.



NTF Board Members and officers adopted new standards and policies for caring for foster children at the NTF Annual Meeting in Key West. Pictured (l-r) are MIS Director Clayton Cannon, Board Member Father George Clements, Florida Legal Counsel Lucy Pineiro and VP-GA/MD/VA Terence Johnson.



NTF President Gordon Johnson and Board Chairman Dallas Ingemunson worked to formulate new strategies for helping foster children at the NTF Annual Meeting.

DENNIS WILLAMSON



Dennis Williamson
Vice President-Finance

Dennis Williamson has been appointed Vice President-Finance with responsibility for all fiscal operations at Neighbor To Family's 10 programs in four states. Williamson is based at NTF headquarters in Daytona Beach.

"Dennis comes to Neighbor To Family with a broad range of skills and experiences," said NTF President **Gordon Johnson**. "We are excited about having him on our team, and look forward to benefiting from his expertise."

"I'm looking forward to using my financial experience to serve the needs of abused and neglected children," said Williamson. "I was immediately attracted to NTF because of its commitment to keeping sibling groups together."

Williamson has a bachelor's degree in accounting from DePaul University, in Chicago, and an MBA from Roosevelt University, also in Chicago, and is a Certified Public Accountant.

He has held a variety of accounting and finance positions in California, Illinois and Florida. Most recently, he was Accounting Manager for Reed Brothers Security in Oakland, California.

Dennis resides with his wife, Patricia, in Palm Coast, FL. They have three sons, three granddaughters and one grandson.

MEDICAID APPROVAL

The Neighbor To Family programs in Daytona Beach and Orlando recently received the good news that they have been approved for Medicaid reimbursement for counseling by our licensed clinical therapists. This ensures that we can continue to provide these vital services to our foster children.

NTF Director of Clinical Services **Barbara Defazzio** says that the applications were approved in record time by the Florida Department of Substance Abuse and Mental Health.

Barbara wants to recognize and thank our dedicated staff for this great job: **David Shoots**, who worked on both projects; Executive Director **Rachael Gerow**, **Ashley Aubin** and **Rowna Matus** in Daytona Beach; and Executive Director **JoAnne Stewart**, **Tara Jablonski** and **Victor Salgado** in Orlando.

RECRUITMENT AWARD



Daytona Beach Foster Parent **RoseAnn DeVito** (center) accepts a check for \$250 as the first winner of an NTF Foster Parent Recruitment Fund bonus from Daytona Recruiter **Cynthia Richey** (left) and Executive Director **Rachael Gerow**. The fund was established to reward NTF foster parents for bringing new foster parents to the agency. The "finder's fee" is awarded after a child is successfully placed in the new foster parent's home. For additional details, contact Greg Milliken at the corporate office.

DEALING WITH STRESS



Dr. Wayne Duehn

The families and children that Neighbor To Family serves have many obstacles to overcome in order to be successfully reunited, not the least of which is the post-traumatic stress disorder that afflicts many of them and can interfere with their ability to succeed.

For the past year, **Dr. Wayne Duehn**, a nationally recognized expert in the intervention and treatment of sexually abusive families, has been working with NTF staff on recognizing the symptoms of post-traumatic stress syndrome and helping victims overcome the serious effects of the disease.

Symptoms of PTSD can be severe and include nightmares and flashbacks, emotional detachment, sleep abnormalities and extreme distress when exposed to reminders or "triggers."

Barbara Defazio, NTF Director of Clinical Services, says that Dr. Duehn "is helping Neighbor To Family make a systems change in the way we identify, recruit and train foster parents who can best meet the needs of our children and their families. His expertise and insight, coupled with his natural warmth and enthusiasm, make him an extremely effective consultant."

Dr. Duehn is a professor of social work at the University of Texas in Arlington and is currently conducting clinical research on sexually abusive parents and juvenile sex offenders. He is a national consultant, lecturer and trainer for many well-known organizations serving families and children, and also works with government, law enforcement and schools.

He has written extensively in the area of clinical practice and has presented research findings at the International Conference on Child Abuse and Neglect in Paris, the World Congress of Medical Sexology in Mexico City and Jerusalem, and the United Nations Conference Facilities in Vienna. Dr. Duehn is co-author of "Beyond Sexual Abuse: The Healing Power of Adoptive Families," which is an outgrowth of an ongoing educational program of the Three Rivers Adoption Council in Pittsburgh.

NEW APPOINTEES



Neighbor To Family welcomes three new Executive Directors to the family: From left, **Frandee Dunmore** of Fulton County, **Jamila Hankins** of Gwinnett County and **Joseph Poe** of Augusta.

ADOPTION

Neighbor To Family foster child **Shaunell Bullock** had a great time at our recent event for prospective adoptive parents in Orlando. Shaunell is available for adoption and awaiting the right set of new parents to welcome her home. Persons interested in becoming adoptive parents should contact their local NTF office.



FAMILY ADDITIONS

NEIGHBOR TO FAMILY EXTENDS A WARM WELCOME TO NEW EMPLOYEES

Board of Directors
Dallas Ingemunson
Chairman

James Bliss
Sherry Burns
Father George Clements
Terrance Dixon
Linda A. Klein
Sylvester Monroe
Ackneil Muldrow
Sharon Ware

Scott Livingston
Corporate Counsel

Management
Gordon Johnson
President/CEO

Gail Biro
VP-Florida

Kelly Cole
Assistant to the President

Najwa Dali
VP-Human Resources

Terence Johnson
VP-GA/MD/VA

Greg Milliken
VP-External Relations

Dennis Williamson
VP-Finance

Offices

Daytona Beach, FL
North Miami-Dade County, FL
Central Miami-Dade County, FL
Orlando, FL

Augusta, GA
Clayton County, GA
DeKalb County, GA
Fulton County, GA
Gwinett County, GA
Baltimore, MD
Hampton Roads, VA

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BALTIMORE

PATRICIA ARRINGTON
MONIQUE BROWN
CRISTALIS CAPIELO
JOY CARRINGTON
YVETTE CELIUS
LAURA GOOCH
ROSINA LANE
SHANIKA NELSON
KEISHA REED
RENEE SYMONETTE
NICOLE WILLIAMS

CLAYTON, GEORGIA

TEAA ALLSTON
GWENDOLYN BROWN
MARGARET DAVIS
TOMIKA LOGAN
ADAMIKA REDDING
INEZ REYNOLDS
CHEERALYN SOBERS
MONICA YOUNG

CORPORATE

WANDYMIL RIVERA
JIM DALY
DENNIS WILLIAMSON
MORDECAI DIXON

DAYTONA

PHYLLIS COLON
ROSE ANN DEVITO
DANA GIBLOCK
PATRICIA LAUCKS
DARLENE NIEVES
KALEELAH SCOTT
SANDRA WEBB

DEKALB COUNTY

KHALID BATTLE
DARIA BRADY
ALNETTA CHISOLM
PATRICE COX
NORMA JACKSON
PAULINE MCKENZIE
UNIQUE MITCHELL
RENNE SABOOR

LATOYA SAMUEL
LARRY SWINNEY
MARY SWINNEY
PAULETTE THOMAS
TRENA VALRIE
YOLANDA WHITE
VERNA WILLIAMS

FULTON COUNTY

ANN-MARIE BAILEY
TRAMAIN BEANE
FREDERICA BROADDUS
PAMELA CHARACTER
TAI COLEMAN
ELIAS DUFFY
KAREN FRANKLIN
ANDREA GOODEN
MONIQUE HART
MARY JACKSON
DIANE MIDDLEBROOKS
ANDREA PIERCE
EENA REDMOND
HENRY ROBERSON
ETHEL SMITH
JAMES STEWART
BRENDA TIMS

GWINNETT COUNTY

MARVA REGAN
VANESSA ST. LOUIS
SHARON WALTERS
GWENDOLYN WHITE
CATHY WILSON

HAMPTON ROADS

TREONA BATEMAN
DEBRA PECORA

MIAMI CENTRAL

MARY BEHR
IRENE BROOKS
ALICIA LOPEZ
NINFA SANCHEZ
CHERYL WATERMAN

MIAMI NORTH

DAVID ALEXANDER

PAULETTE ARLINE
PAOLA ARRIESSECCO
JAMESON AUGUSTE
PAMELA BAKER
YETUNDE BAMISHIGBIN
IRISHA BURRELL
ROBIN CALAIS
MARIE CHARLES-HARRISON
LESLEY DORMUS
JOSHUA EVERAGE
MATTIE FINN
KRISTAL HALL
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WASIU IJELU
NATALIE JOHNSON
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ANGELIA MCPHERSON
ELYSE MYERS
TROY NEAL
STEPHANIE ORNELAS
ZULEICA PENA
MILISHA PHILLIP
PAMELLA PITTMAN
ENOSE PROSPERE
RAUL REYES
YINAY RUIZ
SAMANTHA SAMUELS
TAHRA SEALY

ORLANDO

CHRISTINA ASTORGA
RACHAEL BANGS
KATHERINE BANTON
JOHN BENSON
GWENDOLYN BRYAN
MEGAN DANTIN
ROY GARCIA
KATHRYN KOLLMANSBERGER
JENNY MADDEN
NIURBI MOYA
LAWRENCE PALMER
NANCY RODAS
FREDERICK ROLLE
LISETTE ROMAN
LORI SPAYTH
LYNESSIA STALLINGS
ELVIRA TRUJILLO



Miami-Dade Executive Director **Kim Welles** congratulates **Reginald Thompson**, a Case Manager in the Miami-Dade North Office and the first winner of a new referral incentive

award for successfully recruiting new employees for Neighbor To Family's Miami-Dade programs. Reggie, who is being promoted to Targeted Case Manager Supervisor, is from New Orleans. He has spent 16 years working with children and he and his wife began their careers at a home for teenage boys. Reggie's motto is: "When you find what you love to do, then you will never work again."



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