



WESTCARE EXPRESS



The WestCare Foundation Employee Newsletter

Page 1

January 2014

A Message from Our President and Chief Executive Officer, Richard Steinberg

Happy New Year to my WestCare family! As 2013 has come to a close, it brings me joy to realize the great things we have created together. Forty years ago we began as a single-site treatment center in downtown Las Vegas. Today, as we finish celebrating our 40th anniversary and move into our 41st year of uplifting the human spirit, WestCare generates over \$90 million in annual revenue, and serves over 100,000 clients each year with 1,200 staff located in 126 facilities spread across 18 states and two territories.

When I look back over this year, I can think of several successes achieved at each of our facilities, and some of these are highlighted in this edition of the Express. While the list is too long to include in this message, know that I recognize and appreciate all of your efforts and the spirit with which you serve our clients.

Over this past year, WestCare has expanded its services in many areas. We added new Community

Triage Centers, began more treatment programs within correctional settings, conducted outreach to veterans and connected them with needed care, added additional housing space in communities of great need, and expanded sober living space for clients coming out of our treatment facilities. With the help of the Home Depot Foundation and Home Depot employees who gave of their time in support of our work, we made much-needed physical improvements to six of our facilities.

In November, the White House Office of National Drug Control Policy (ONDCP), the US Department of State and the Substance Abuse and Mental Health Services Administration (SAMHSA) showcased WestCare's treatment approach to a visiting delegation of Russian healthcare officials during a visit at our Miami Village facility. Although this visit was only to one of our fine facilities, it reflects the confidence our federal partners have in all of the services WestCare provides.

Today, as I reflect on the past 40 years, I am most proud of the lives we have changed through the quality services we provide. This is possible because of YOU. Each one of you brings something special and unique to the job that you do. You take pride in your work; you have a passion for helping others; you positively change lives every day. Without you, there would be no WestCare. Without you, 100,000 people may not have had their spirits lifted toward leading healthy, productive lives.

Thank you for being an important part of our family, and thank you for continuing to *uplift the human spirit*. I look forward to many more good things to come from our work in the New Year.

Together, let's make 2014 one of our best years ever!
– Dick



In This Issue

Page 1

A Message from Our President and Chief Executive Officer, Richard Steinberg

Page 2

Sending Smoke Signals
As the Year Began to Wind Down . . .

Page 3

A Holiday Tradition Continues
Human Resources Corner

Page 4

Career-long Learning
Career Quotes

Page 5

An Elegant Community Connection
Epiphany is January 6th

Page 6

Homes . . . for the Holidays
Human Trafficking Awareness Day is
January 11th

Page 7

January Calendar
January Health Observances

Page 8

All in the WestCare Family
Happy New Year!

Page 9

Staying on Top of their Profession
Did You Know?

Page 10

Spreading the Christmas Spirit on Guam
Industry News

Page 11

Information Technology
The Month of January

Page 12

Brothers and Sisters of Honor
Did You Know?

Page 13

Kudos

Page 14

Visitors Bearing Gifts Brighten the Holidays
Martin Luther King Jr. Day is January 20th

Page 15-17

December Around WestCare

Sending Smoke Signals

By Maureen Kempa – Director Adult, Children and Families

During the month of November, as the Key West High School Project Success Prevention Counselor, **Beth Kruse** had the privilege of working with **Deborah Deitrich** (a volunteer from Goldman's Deli), **Alyssa Cerkleski** (teacher and sponsor for SWAT club) and the KWHS SWAT club students to help the students implement the Great American Smokeout day. Deborah and Beth spent time planning for the Great American Smokeout, which was student led, by helping

using statistics about tobacco/cigarettes/smoking from Key West AHEC. Deborah and I collaborated on the details of the facts the club would share with other students during their lunch break in the forms of questions. The SWAT club already had their materials, including pens, bracelets, pig lungs, jars of tar and phlegm to set up. Ms. Cerkleski had given each student in the club an assignment for the actual implementation day which was November 21, 2013. Those who participated joined for a newspaper photo. Beth was able to capture some of our moments of setup and implementation. The students who helped were very enthusiastic in sharing statistics about how damaging tobacco/cigarettes can be in one's life. Great job everyone!

Florida



KWHS SWAT club students



As the Year Began to Wind Down . . .

By Maureen Gula – Admin. Assistant

On October 29th, the WestCare GulfCoast Emerge Residential Men's Program had their Halloween party, which included a performance of Michael Jackson's "Thriller" and a pumpkin carving contest with our home groups. There was even a visit from "OZ" when our new Program Director, **Bonnie Matthews**, arrived dressed as Dorothy.

It was a fun day for all with music, dancing, and laughter. It is always great to see our clients having fun – clean and sober. WestCare bought pizza for everyone and the men contributed their own money to purchase soda and snacks. Special thanks to the parents who donated Halloween decorations and candy bags.



A Holiday Tradition Continues

Submitted by WestCare Georgia staff

For the 10th year, WestCare Georgia was able to “Uplift the Human Spirit” by visiting some of our Senior Citizens and persons who are disabled and given a Turkey for Thanksgiving Day. **John Bascom** and **Jerome Knight** set out to keep the tradition going.

Some of these citizens have no one to visit them to show that they care and concerned about how they are doing and their needs.

WestCare Georgia all year will call or visit just to say we care and are available to listen and to get them to services that are available to them. We also gave turkeys out for the Christmas holidays as well. Just look at those smiles!



Georgia

Human Resources

Corner

By Michael Shields – Vice President-WestCare Human Resources

As you know, we have just gone through our annual benefits enrollment process. Thanks to all of you for participating and signing up for the plans best suiting your needs. I truly hope more of you took advantage of the tax savings benefits of the “**Flexible Spending Account**” (FSA). It is a great way to legitimately reduce your tax obligation while “pre-paying” items/services you will be using throughout 2014.

I also hope more of you took advantage of WestCare’s generous **401(k) program**. In addition to building for your future financial security, money contributed by employees is also on a pre-tax basis so you are reducing your taxes while saving for your future. Believe me, it is just a heartbeat before you too will become a senior citizen!! I can speak from firsthand experience! Also, you need to know WestCare is one of a dwindling number of companies providing any sort of a **retirement plan**, let alone one with a company match! It’s a no-brainer to reduce you taxes and get West Care’s full contribution. For details on the program, you can go to the WestCare Intranet and see the presentation.

One last thing. The New Year also brings in tax time. Yay! To make sure the **W-2s** find their way to your home, remember that we have one more payroll this year, so please make an address change if you need to do so with this next payroll cycle. You can get an “employee information change form” on the Intranet or from **HR**.

Happy New Year to everyone! Enjoy your family time!!!! – **Mike**



Career-long Learning

By Natalie Villalobos – Senior Counselor, WestCare Wyoming

Recently our WestCare/DOC staff had training on Therapeutic Communities. Our Torrington, Lusk and New Castle staffs joined together at the armory in Torrington WY to meet with our presenters, **Naya Arbiter** and **Rod Mullen**. The training was definitely informative as well as enlightening; seeing two people who have started successful Therapeutic Communities as well as lived in them is definitely motivating! It is empowering to know that the Therapeutic Community can be successful in any setting from a maximum security prison to a house on the streets. Staff was able to work together and learn more about each other while learning new activities and gaining information to bring back to our therapeutic communities. In our stressful day to day activities it is always refreshing to

regroup and learn from others. Thank you to Naya Arbiter and Rod Mullen for sharing their work and coming to wonderful Wyoming.

Wyoming



WestCare Wyoming TC staffers in class



Recreation Coordinator Sergio Mendez



Trainer Naya Arbiter

Career Quotes

“To find a career to which you are adapted by nature, and then to work hard at it, is about as near to a formula for success and happiness as the world provides. One of the fortunate aspects of this formula is that, granted the right career has been found, the hard work takes care of itself. Then hard work is not hard work at all.”

– Mark Sullivan

“Think not of yourself as the architect of your career but as the sculptor. Expect to have to do a lot of hard work hammering and chiseling and scraping and polishing.”

--BC Forbes



An Elegant Community Connection

By Nicholette Davis – Supervisor of Youth Programs

Nevada

On December 12, 2013 the residents of WestCare Nevada’s Women and Children’s Campus had the privilege of attending the annual Christmas Tea Party hosted by the Women’s Ministries at the Calvary Chapel Christian Church of Las Vegas. All programs at the Women and Children’s campus were invited to take part, including Healthy Families, Dependency Mothers Drug Court, Serenity, Safe Haven, Women’s Veteran’s Emergency Shelter, and the Crisis Stabilization for Youth. There were over 500 attendees at the Christmas tea Party event! They were served finger sandwiches, varieties of tea, and delicious desserts. At the end of the event, each attendee was given a tea cup and matching plate to take home with a specialized message to each guest.

The residents of the Women and Children’s Campus described the event in the following quote, “It was truly elegant, the decorations were amazing, and the event will definitely be a highlight of this year’s Christmas memories.”



We continue to be blessed by our community partners to assist WestCare in “Uplifting the Human Spirit!”

(From L) Lindsey M, Alex C, Jayme L, Stephanie F ▲

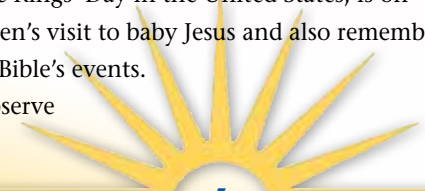
▼ Table settings fit for a queen



Epiphany is January 6th

Courtesy of www.timeanddate.com

Epiphany, commonly known as Three Kings’ Day in the United States, is on January 6. It celebrates the three wise men’s visit to baby Jesus and also remembers his baptism, according to the Christian Bible’s events. The United States (US) Virgin Islands observe the day as a public holiday.



Homes . . . for the Holidays

Submitted by Jasmine Troop – Program Director

WestCare Nevada is proud to announce the beginning of a new project located in Reno. The Neighborhood Stabilization Program (NSP) working in conjunction with FitzHouse has remodeled 4 homes in the Reno/Sparks area, restoring them to an amazing quality, with energy efficient appliances and resource saving landscaping. These homes are available for rent to families that are facing homelessness or exiting a transitional living facility. NSP is targeting low income families that are trying to get established independently, providing referrals to local area assistance to help become independent.

Just in time for the holidays, WestCare has moved families into the first two available homes!



Nevada



▲ WestCare's FitzHouse crews do remarkable work! ▼

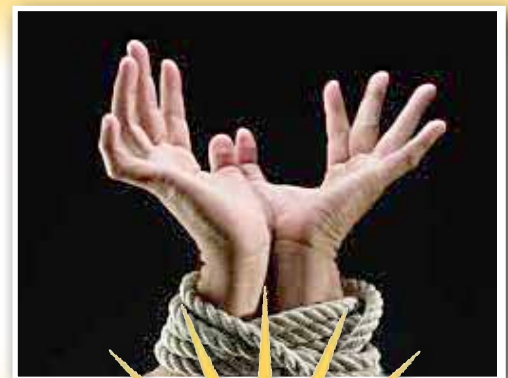
Human Trafficking Awareness Day is January 11th

Courtesy of www.wincalendar.com

Human Trafficking Awareness Day is dedicated to raising awareness of sexual slavery and human trafficking worldwide. It started in 2007, when the U.S. Senate designated January 11th as National Human Trafficking Awareness Day. Although it is a U.S. initiative, the United Nations has begun to highlight this topic and working towards global awareness.

Facts about Human Trafficking Awareness:

- There are 21-30 million people in slavery today. This is more than at any time in human history (Source: freetheslaves.net).
- According to UNICEF, 2 million children are estimated to be trafficking victims of sex trade each year.
- The average age of a girl being forced into the US domestic sex slavery market is 13.
- The average cost of a slave around the world is \$90.



January Calendar

January 1st
Holiday – New Years Day

January 6th
Epiphany

January 7th
8:00am - 9:00am
Exec. Committee Pre-Board Meeting
8:00am/PT - 11:00pm/ET
Key Colony, Florida

January 13th
10:00am - 11:00am
CTC Workgroup Meeting - Amy Roukie
held 2nd Monday of each month
10:00am/PT - 1:00pm/ET

January 13th
9:00am - 10:30am
Central KY - CAC Meeting
12:00 noon/ET
City Center, 100 2nd Ave. S. #10

January 14th
3:00pm - 4:00pm
FLGC - CAC Meeting
3:00pm/PT - 6:00pm/ET
City Center, 100 2nd Ave. S. #10

January 20th
Martin Luther King Jr Birthday

January 21st - January 23rd
WestCare Senior Management Meeting
St. Petersburg, Florida

January 23rd - January 26th
Annual Foundation
Board of Directors Meeting
St. Petersburg, Florida

January 29th
12:00pm - 1:30pm
NV - CAC Meeting
Rancho Facility

January 31st
Chinese New Year



January

Health Observances

January is National Birth Defects Prevention Month

Courtesy of www.nbdpn.org

NBDPN Education and Outreach Committee has developed materials and resources to assist state program staff and others interested in promoting birth defects prevention during 'January is Birth Defects Prevention Month.'

Building on the theme from last year, "Every 4 ½ minutes a baby is born with a birth defect," NBDPN's goal for 2014 is to continue to increase awareness that birth defects are "Common, Costly and Critical" and to offer actionable steps that can be taken by professionals, community groups, and the public to prevent birth defects.

Each year, the committee selects a theme to highlight a specific risk factor or defect. Previously used brochures and fact sheets are available to non-members for the preceding three years. All additional prior years are available to members as part of the file archive: go to – http://www.nbdpn.org/national_birth_defects_prevent.php – to read and download more information.



January is Cervical Health Awareness Month

Courtesy of www.healthfinder.gov

Cervical Health Awareness Month is a chance to raise awareness about how women can protect themselves from HPV (human papillomavirus) and cervical cancer. About 20 million Americans currently have HPV, the most common sexually transmitted disease. HPV is a major cause of cervical cancer.

The good news?

- HPV can be prevented with the HPV vaccine.
- Cervical cancer can often be prevented with regular screening tests (called Pap tests) and follow-up care.

Cervical cancer screenings can help detect abnormal (changed) cells early, before they turn into cancer. Most deaths from cervical cancer could be prevented by regular Pap tests and follow-up care.

How can Cervical Health Awareness Month make a difference?

We can use this opportunity to spread the word about important steps women can take to stay healthy. *Here are just a few ideas:*

- Encourage women to get their well-woman visit this year.
- Let women know that the health care reform law covers well-woman visits and cervical cancer screening. This means that, depending on their insurance, women can get these services at no cost to them.
- Talk to parents about how important it is for their pre-teens to get the HPV vaccine.



All in the WestCare Family

Last month's question:
"What are you most looking forward to in 2014?"



Ileana Kluge – ▲
AR representative Finance,
WestCare Florida, Marathon FL

"I'm looking for a new start . . . a year with less painful moments but happy and unforgettable memories. Looking for all the blessings of God into my children and my life. Hoping to continue having such a great support system with all my family but especially friends and co-workers who are a great part of my life. Positive energy and good vibes to all of us to continue practicing the compassion but staying humble. Hope for a great trip to come in 2014!"



Illinois –
Sheridan Correctional Center

And . . . a few staff members at the Sheridan, IL Correctional Center offered . . .

"I am looking forward to my certification, Bachelor's degree, and life."

"I'm looking to 9 months, 2 days and a wake up then retirement."

"Taking care of my financial responsibilities, stop smoking, and find balance in my relationships"

Next Month's Question:

"What would you do with an extra hour in your day?"

John.wallace@westcare.com by January 20th!

Happy New Year's Day!

Courtesy of
www.about.com

Top 10 New Year's Resolutions

- | | |
|--|------------------------|
| 1. Spend More Time with Family and Friends | 6. Quit Drinking |
| 2. Fit in Fitness | 7. Get Out of Debt |
| 3. Tame the Bulge | 8. Learn Something New |
| 4. Quit Smoking | 9. Help Others |
| 5. Enjoy Life More | 10. Get Organized |



Staying on Top of their Profession

Submitted by Sheridan staff

Dawn Ruzich, WestCare's Director- Evaluation and Quality Central Region, presented the Inmate Pre-Release Assessment (IPASS) to the Sheridan staff to not only help our clients in treatment but also to keep staff current with best practices. Offender reentry is a linchpin for corrections, and risk assessments for post-release services and supervision have become increasingly prevalent. At Sheridan, we like to be on top of what research shows works in corrections; therefore, we have implemented the IPASS, which is a **free** risk assessment tool from Texas Christian University. Specifically, the IPASS is a pre-release risk measure designed for prison-based substance abuse treatment graduates that takes into account the client's historical drug use and criminal activity, as well as their performance in prison-based treatment.

Keep in mind that risk, in a corrections context, means the risk of re-offending and not the seriousness of the crime.

What is unique about the IPASS, and what makes it a great match for the Sheridan program, is that it incorporates both static (variables that will not change) and dynamic risk factors (variables that can change). Prior to the IPASS, most risk assessments only looked at static factors, which would not account for any changes made due to participation in a substance abuse treatment program. The IPASS is comprised of four parts, each of which is equally weighted (25%):

1. Drug History

- Pre-incarceration drug use severity

2. Criminal History

- Arrest and incarceration history, revocation history, and age of first criminal activity

3. Program Satisfaction

- Offenders who report higher levels of program satisfaction tend to perform better post- release

4. Counselor Rapport

- Offenders who do well in treatment are typically those who report a good rapport with the treatment staff

The IPASS is currently being rolled-out at Sheridan, and we look forward to sharing positive results from its implementation with you over the next year! Dawn and her assistant, **Kelley Burke**, did an awesome job with the IPASS presentation to the Sheridan staff.

Illinois



▲ Dawn Ruzich – Director, Evaluation and Quality presents to Sheridan staff



Did You Know?

Courtesy of
www.brownielocks.com/wordorigins

In ancient Greece, voting for membership into some of their organizations was done via beans. White beans were dropped into a container who favored the candidate and brown or black beans if you didn't. Apparently the jar was not clear and when you went to vote you kept your hands folded so no one knew if you dropped a white or black bean. Only the officials knew the actual vote results of black vs. white beans. However . . . on a few occasions a clumsy voter would knock over the jar and reveal all the beans! This is how the phrase **Spill the Beans** referred to revealing the truth or hidden secrets.

Spreading the Christmas Spirit on Guam

By Shirley Lee Untalan

Pacific Islands

Christmas music, cheer, and laughter emanated all around the lobby at the Bank of Hawaii. Countless volunteers from the Island's various non-profit organizations, public school students, and Government agencies came together to wrap donated gifts for the Island's most in need; the homeless, elderly, youths and children who lack family supports and would otherwise not receive a holiday gift this year.

The Sugar Plum Tree, a non-profit organization, has assisted our island community for more than 29 years in assisting to ensure each of us has something to be thankful for. Forty of our Sagan Mami Drop-In and Enrichment Center consumers are recipients this year. WCPI staff and AmeriCorps volunteers with their families assisted in this years "Big Wrap."

What great way to show the Christmas spirit and continue to "Uplifting the Human Spirit"!!



Industry News

Courtesy of www.thepartnershipatdrugfree.org

HHS Provides \$50 Million to Expand Treatment for Substance Use, Mental Health

The U.S. Department of Health and Human Services (HHS) announced its plans to provide \$50 million to expand treatment for substance use disorders and mental health. The funds will be used to hire staff, add services and employ team-based models of care. The funds will go to approximately 200 community health centers, UPI reports.

"Most behavioral health conditions are treatable, yet too many Americans are not able to get needed treatment," Health Resources and Services Administration Administrator Mary K. Wakefield said in a news release. "These new Affordable Care Act funds will expand the capacity of our network of community health centers to respond to the mental health needs in their communities."

The president's fiscal year 2014 budget also includes \$130 million to help teachers recognize signs of mental illness in students and refer them to services, and to support innovative state-based programs to improve mental health outcomes for young people. It also provides funds to train 5,000 more mental health professionals.

The number of people seeking addiction treatment could double under the Affordable Care Act. Under the new law, four million people with drug and alcohol problems will become eligible for insurance coverage. How many new patients will seek addiction treatment will depend in part on how many states decide to expand their Medicaid programs.



Information Technology

An occasional column of advice from our Information Technology team

IT Corner

By Sean Harrigan – WestCare Foundation Systems Administrator

Happy New Year From Your WestCare IT

We were hard at work in 2013 testing and rolling out new technologies and network improvements. We improved internet and network performance at a number of facilities this year. We increased our data security by enabling whole disk encryption on all new and re-imaged laptops. We tested and began roll-out of our new video conferencing solution, Blue Jeans. We also took a look at our operations to find ways to improve our end user support and project management. We're looking forward to another productive year in 2014.

Harris Springs Ranch

One of the things that I'm most proud of completing in 2013 was our facility upgrade at Harris Springs Ranch. Harris Springs Ranch is located in an isolated valley in the Spring Mountains outside of Las Vegas, far away from any traditional services. The facility was operating with a satellite internet connection that was insufficient for their business needs. At times it would shut off completely for half of a day due to bandwidth restrictions. Unfortunately, there were no services available to replace the satellite connection.

Late last year we located a local business, LV.net, who offered wireless, point to point, microwave internet service in Las Vegas and surrounding areas. They agreed to work with us to engineer a solution that would bring a commercial grade internet connection to Harris Springs Ranch.

The forest fire last summer delayed our plans, but also made them even more important because the phone lines that serviced the facility were burned, and wouldn't be fixed for many



months. With the new connection we could deploy a VOIP phone system that would work over the internet connection..

LV.net installed a tower on Angel Peak late in the summer in order to relay a signal to our facility. Our Las Vegas facilities team installed new conduit and infrastructure for new cabling, and we upgraded the wiring and equipment to take full advantage of the new connection. We'll soon be implementing Telehealth video conferencing at the facility as well.

The Month of January 2014

January Birthstone: The Garnet

is associated with purity, truth, faithfulness and friendship. The traditional metaphysical properties for the January birthstone Garnet are awareness, commitment, regeneration, insight and removing negativity. The healing properties of the Garnet are reputed to be effective for health problems relating to the blood, heart, lungs and infection.

Sign of the Zodiac and Dates:

Capricorn – December 22 - January 20.

January Birth Flower – the Carnation:

The general meaning of the January Birth Flower, the Carnation is love, fascination, and distinction

Characteristics of Capricorn:

Stable, Trustworthy, Persistent, Ambitious and Patient.



Brothers and Sisters of Honor

Submitted by WestCare California staff

California

Residents of WestCare's two veterans' housing facilities in Fresno gathered for a Thanksgiving feast at the men's Veterans Plaza. This year, the men hosted the female residents of the Home Front campus.

... and ... a Wonderful Donation to Vets' Families

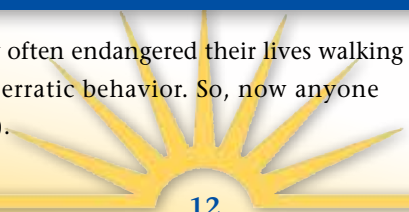
Our San Joaquin Valley Veterans program received a surprise donation of \$5,000 from Gill Ranch Storage in Madera! \$1,000 was given to each of 5 families to shop for toys and other Christmas gifts. It was a joyous time for our vets and their children. Thank you, Gill Ranch Storage!



Did You Know?

Courtesy of www.brownielocks.com/wordorigins

Jay Birds who ventured out of their rural forests and into the urban areas often got confused. They often endangered their lives walking anywhere where they wanted, including into traffic. Sophisticated city people laughed at their erratic behavior. So, now anyone who crosses the street in a reckless or illegal way is called a **Jay Walker** (and sometimes fined).



Kudos!

WestCare Honors Its Employees and Clients
 Our monthly shout-out to members of the WestCare family, who stand tall and 'uplift' others in their care and peers around them. Please submit your nominees by the 15th of each month.

Florida – ▶

Ashley Wahlmeier and Sarah Cox

Ashley Wahlmeier and **Sarah Cox** of the Jail In-House Program in Key West, FL recently gave their clients something to be thankful for. They hosted Thanksgiving parties for both male and female clients complete with a fun movie and foods that are not typically available in the jail, particularly brewed coffee! The clients thoroughly enjoyed the welcome reprieve.

The holiday party was just one example of the thoughtfulness and dedication that Ashley and Sarah demonstrate in their daily work. They are tireless in their efforts and are outstanding in the care they give to each and every client in the program. They are much appreciated!

– Submitted by *Lisa Menard* –
Adult Clinical Services
Coordinator, Guidance/Care Clinic



Kentucky – ▶

Austin Lewis

Austin Lewis came to us from the Kentucky Department of Corrections and praises the positive guidance he was given by the State. Austin completed our WestCare program in 2011. After 2 years with AmeriCorps he was hired as a Case Manager at Ashcamp in November of this year. Austin is always helpful and efficient, friendly and willing to assist in any way that he can. He is a huge asset and true blessing to Ashcamp/WestCare and we are very lucky to have him! – Submitted by *Elsie Tiller* – *Office Manager, WestCare Kentucky*



Austin Lewis

Top Traits of Great Employees

Courtesy – Richard Rutherford

- Dependability
- Team Spirit
- Taking Direction
- Trust
- Confidentiality
- Participation
- Like ability
- Confidence
- Tact
- Attitude



Visitors Bearing Gifts Brighten the Holidays

By Calvin Norris
 – Residential Counselor

Georgia

The young men at West Care Boggs residential facility are never forgotten during the holiday season due to several generous Lodges in Georgia. Members of Banneker Lodge# 3 and Lucy Laney Eastern Stars Chapter # 20 of Augusta, along with St. James Lodge #4 of Atlanta, GA, traveled to Boggs on December 14, 2013. The residents were blessed with gifts, food, words of wisdom, and most importantly quality time.

The residents and staff were grateful for the Lodges' contributions to their quiet home away from home in Keysville, GA. It is always a plus when our young WestCare clients understand that no matter what challenges and issues they face, support and encouragement is always there from surrounding communities.



The residents were blessed with gifts, food, words of wisdom, and most importantly quality time.

Martin Luther King Jr Day is January 20th

Courtesy of www.timeanddate.com

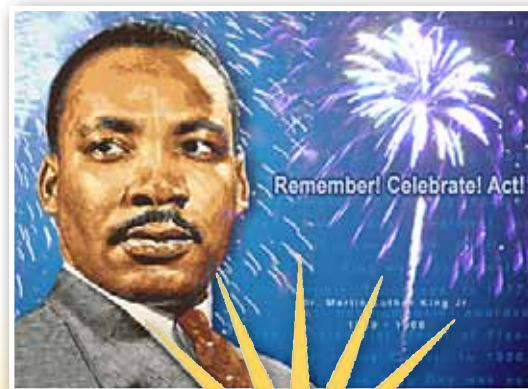
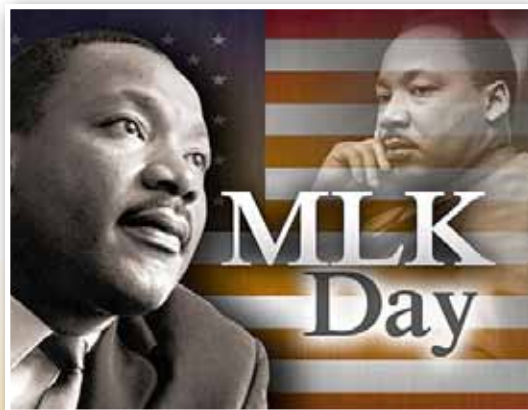
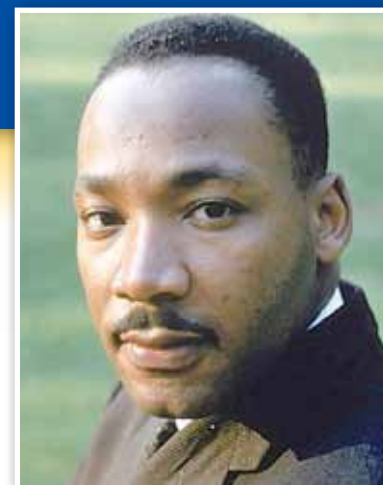
Martin Luther King Jr Day is a federal holiday held on the third Monday of January. It celebrates the life and achievements of Martin Luther King Jr., an influential American civil rights leader. He is most well-known for his campaigns to end racial segregation on public transport and for racial equality in the United States.

Martin Luther King Day is a relatively new federal holiday and there are few long standing traditions. It is seen as a day to promote equal rights for all Americans, regardless of their background. Some

educational establishments mark the day by teaching their pupils or students about the work of Martin Luther King and the struggle against racial segregation and racism. In recent years, federal legislation has encouraged Americans to give some of their time on this day as volunteers in citizen action groups.

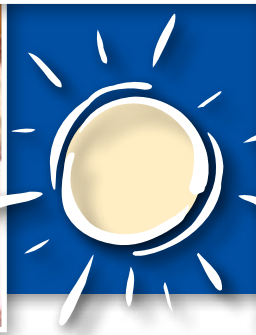
Martin Luther King Day, also known as Martin Luther King's birthday and Martin Luther King Jr. Day, is combined with other days in different states. For example, it is combined with Civil Rights Day in Arizona and New Hampshire, while it is observed

together with Human Rights Day in Idaho. It is also a day that is combined with Robert E. Lee's birthday in some states. The day is known as Wyoming Equality Day in the state of Wyoming.



December Around WestCare

Staff enjoyed parties at Florida/Off-Shore programs including . . . *the Gulf Coast, Florida*



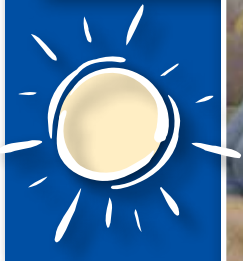
In the beautiful . . .
Florida Keys . . .



December Around WestCare

Staff enjoyed parties at Florida/Off-Shore programs including . . .

the Village, Partners in Recovery, US Virgin Islands . . .



And . . . ***Village South, Miami Florida***
employees had their holiday fun, too!



December Around WestCare

*... in California, an Ugly Sweater contest highlighted their annual staff party!
(Winner: Joel Wissner-Vocational Counselor) ... (see 3 images below) ▼*



... other WestCare locations ▼



▲ **Charlene Hamann** and her Siberian Huskies, Bristol and Chase, enjoy the December snow in **Illinois**



▲ **Raymond Gonzales** in **California** sends along this timely TC message



▲ Visions of sugar plums in the eyes of **Olivia**, with her daddy **Dick Steinberg**



▲ ... an anonymous WestCare employee shamelessly becomes **Elf on the Shelf**



▲ What a fun predicament! **Amanda Webb** finds her precocious **Kentucky** kitten!



▲ And string of beautiful candles mark WestCare's tribute to AIDS victims on **Guam**

