

Certification Board, Inc. CBNEVS

www.IAODAPCA.org

Winter 2016

Message from the ICB President

Dr. Dan Lustig, Psy.D, CAADC, MISAII

During the holiday season while spending time with family and friends, I always begin thinking about how we can do better in the months ahead and reflect on the past few months to better position our members for what lies ahead.

First, let's revel in the excitement of the recent passage of the 21st Century Cures Act. This landmark legislation creates over \$500 million in State grants to fight opioid abuse by increasing access to care, prevention and a host of other services. I cannot recall a time when the federal government passed such comprehensive funding for those who suffer from substance use disorders and mental illness. Further, this act sheds light on the fact that substance use conditions are both treatable and that shame and stigma should not prevent individuals from seeking or having access to care. significant event that took place this year was the recent release of the United States Surgeon General's report on addiction. I cannot recall a time when we have had a Surgeon General leading the path on the importance of addictions treatment and that this remains a treatable condition. I also want to thank many of our State leaders including Director Maria Bruni with her input into the 1115 waiver that supports many of the innovations the addictions field has been doing.

We know that too many of our members and patients are entering the new year with uncertainties of what the State budget impact will be and concerns about the incoming administration in Washington and how the Affordable Care Act will be impacted. Rest assured that the staff of the Illinois Certification Board led by Jessica Hayes have and will continue to position themselves at many of the conversations that our State is conducting as it relates to this field. Jessica has worked tirelessly making sure that certification is represented not only here in Illinois but even earlier in the year participated on workforce issues in Washington. I believe that an informed workforce is also a powerful workforce. Keeping this in mind, lessica has negotiated with IABH for our members to have access to a limited membership with IABH with the main goal of keeping certified counselors informed on policy discussions taking place. I encourage every member to be optimistic about what lies ahead, and not to let the political gridlock and economic uncertainty dissuade you from the passion you all bring to the field and to those whose voice has been silenced by addiction and mental illness. Our future will always be brighter when we embrace innovation and change. Your board of directors remains focused on this future.

I would be remiss if I didn't acknowledge the outstanding contributions of the leadership we received from the board this year. These volunteers dedicated time both in person and on the phone in service to ICB.

On behalf of the Illinois Certification Board I want to wish everyone a happy holiday and a happy new year.

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Save the Date 2017 ICB Spring Conference March 20-24, 2017 Westin Chicago NorthWest Hotel The complete brochure will be available on our website in mid January

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From the Desk of ICB Executive Director, Jessica Hayes

Merry Christmas and Happy New Year!

2016 has proven to be one of the most challenging years for all those working in the field of Human Services. The field as a whole continues to report on reductions in services, mergers and facility closures due to the State's budget woes. I could write pages upon pages of struggles and negative impacts but will instead focus on the positives, and yes, there are many. Due to careful planning, countless hours in budgetary meetings and utter determination and sheer commitment to those we serve, we must rejoice for those who have taken steps in their prevention, treatment and recovery efforts in order to become viable members of their communities. We must lift up and support the families of loved ones who struggle with mental illness and addictions. We must speak words of encouragement to the children caught in the

crossfires of parents, siblings and friends striving to break the cycle of unemployment, hunger and homelessness. Something in our hearts has chosen this field despite uncertainties and it is that very 'something' that no amount of budget woes can take from us.

The 2016 Fall Conference marked the 20th Anniversary of providing continuing education in a retreat-like atmosphere for the southern part of the State. The staff of ICB worked very hard to make sure the attendees were treated to small tokens of appreciation each day. There was an air of appreciation during the week filled with outstanding education and training provided by local, national and international presenters. Some of our presenters have been with us since the beginning and a commemorative pennant was given to each of the presenters as a gesture of thanks for giving of their time and talents over the years. While the Wednesday night cookout had to be moved indoors due to wea ther, those that attended had an opportunity to sit and chat, network and enjoy the company of attendees many only see once a year, at this event. The World Series was in full swing and we watched the CUBS both win and lose that week...of course we all know how that ultimately played out...Go Cubs Go! For the Board, Management and Staff it was a chance to thank the attendees for their continued support of the Fall Conference! We rejoice in the ability to provide this opportunity. (The 2017 Spring Conference planning is well under way. Be sure to check your mailboxes and the website in January for the conference brochure.)

In September of 2016, I was elected to the Vice Chair position for the Illinois Association of Behavioral Health (IABH) formerly known as IADDA, Executive Committee. It is both an honor and a privilege to work with the Executive Committee and the Board as a whole. The ICB is working with IABH on a new benefit for all ICB certified professionals. In an effort to help keep the ICB credentialed professional informed as to what is happening at State and Federal levels with regards to mental health and addictions, ICB has reached an agreement with IABH to provide individual memberships in IABH to our credentialed professionals. A postcard will be coming your way soon announcing the benefits that you will receive, at no cost, as a member of IABH. In order to provide you with the most up-to-date information we are asking that you provide ICB with your most current email address. Action alerts, quarterly communications and discounted IABH conference registration fees are some of the benefits you will receive as a member of IABH. We rejoice in the ability to work with IABH to help inform and mobilize a workforce, that is over 8000 strong, so that your voice can be heard!

2016 was also a year for technology updates at the ICB. A new database was completed and is in full use by the staff. Over the course of the next couple of months we will offer the ability to pay certain fees on-line, as well as the ability to register and pay conference fees on-line. Please be sure to update your email address with the ICB so that we can send announcements of the newsletter, conferences, and training opportunities directly to your inbox. While we will continue to mail the recertification invoices for now, however, in the very near future we will be able to offer an on-line invoice; we will communicate with you all when that becomes an option. We rejoice in the ability to use technology to better serve you, the credentialed professional.

2016 was a monumental year for the staff of ICB! We now have three staff members who have been with the agency in excess of ten years. Dianne Gutierrez celebrated her 17th year with ICB, while Julia Ford and Robyn McCarty reached the 10 year milestone. I cannot thank these ladies enough for their dedication to ICB's mission. We are happy to report that Amber Forrester became Amber Barnard as we celebrated her wedding in February of 2016. We now are looking forward to the arrival of Kase Barnard in March of 2017! Our part-time administrative assistant, Madison Chandler, is finishing up another semester at Lincoln Land Community College and has her sights set on attending Illinois State University next year. We may be small in numbers but we are mighty in commitment to this field! I rejoice in the knowledge that I get to lead such an amazing team.

2016 was also a year of goodbyes for many who dedicated much of their lives to the Human Services field. On the ICB Board of Directors alone we celebrate the retirement of two, very dedicated, individuals: Joe Lokaitis and George Rafeedie. We wish you both a happy retirement! The newsletter spotlights retirements from Stepping Stones, see page 5. We rejoice in the new journey upon which these retirees are embarking.

And finally, in 2016, I continued to be mentored by a Board of Directors who put their faith and trust in my vision, my leadership, my continued involvement in many State and Federal workgroups and last, but certainly not least, my team! I offer my thanks and gratitude for your support and I rejoice in ICB's mission and its solvency.

In all things rejoice, for 2017 is right around the corner and we've got a great deal of work to do! Jessica

Winter 2016



Participate in Clinical Supervisor Survey for Chance to Win \$50.00

21 Nov 2016 3:12 PM | Rachel Witmer (Administrator)

IC&RC, the world leader in the credentialing of addiction-related professionals, is in the process of updating its Job

Analysis (JA) for its Certified Clinical Supervisor (CCS) credential.



A JA study is the methodical process IC&RC uses to determine elements of practice and knowledge to assess as part of its certification examinations. It clearly delineates the role of a Clinical Supervisor and the knowledge, skills, and tasks that are necessary to demonstrate competence. The JA will then serve as the content outline for IC&RC's Clinical Supervisor Examination.

As part of the JA study, IC&RC is asking currently practicing Clinical Supervisors (CS) to complete a short survey. The survey rates the importance of tasks performed by an **entry level** CS. For the purpose of this survey, an **entry level** CS is defined as a person who has:

- Prerequisite credential of an IC&RC ADC, AADC, CCJP, CCDP, or CCDPD credential OR a specialty substance abuse credential in another professional discipline in human services at a Master's level or higher
- 30 credit hours of education specific to the CCS examination content outline
- 10,000 hours (5 years) of alcohol and drug counseling experience, with a minimum of 4,000 of those hours (2 years) of clinical practice as a Clinical Supervisor

Respondents should be currently working as a CS and rate each task importance based on **an entry level** CS as described above. Respondents *do not* need to hold a Clinical Supervisor certification or license to participate but should meet or surpass the abovementioned requirements.

The survey takes approximately 10 minutes to complete.

If you know other Clinical Supervisors currently working in the field, please forward them the link to this survey so they may have an opportunity to provide their feedback.

The survey will be open from November 21-December 23, 2016.

The survey can be accessed at: http://www.smttest.com/JobAnalysis/forms/survey.aspx?surid=65

Continuing Education Credit and Your Chance to win \$50.00

As a thank you for participation, all survey respondents will receive 1 continuing education unit credit for the renewal of their CCS credential with an IC&RC member board. In addition, all participants will be entered into a drawing for one of three (3) \$50.00 Visa gift cards.

The first drawing will be made after the first two weeks of the survey being live and will be made on Friday, December 2nd. The remaining two gift cards will be awarded at the end of the survey administration on **December 23rd**. The survey will be open from **November 16-December 23, 2016**.

Survey Instructions Access the survey at http://www.smttest.com/JobAnalysis/forms/survey.aspx?surid=65

Click the next button and Log in as a "<u>new user</u>." You will be provided with a unique access code and will be automatically logged into the survey. **Write down your access code** for logging-in at a later time/date.

Follow the directions on each page of the survey when prompted. Use the "Previous" and "Next" buttons located at the bottom of each page to navigate within the survey; using the back and forward buttons in the browser will result in data not saving correctly.

For your convenience, the survey system is designed to allow you to exit the survey and return later. Your responses will be saved and you may return at any time within the survey administration period; *you will still need to navigate to the page where you last stopped*. You will also be required to provide your unique access code in the "Returning Users" box.

If you have any technical problems associated with taking the survey, please contact Schroeder Measurement Technologies (SMT) at (800) 556-0484 extension 2104 from 8:00 AM to 4:30 PM (EST), Monday - Friday, or by email at iceleste@smttest.com.



Reading, Writing and Recovery! Illinois' First Recovery High School By Mark Sanders, LCSW, CADC

Adolescent substance use disorders are on the rise. Consistent with the rest of the country, Illinois has seen an increase in opiate addiction and overdose death. While many people are alarmed, adolescent recovery rates do not appear to be increasing. For those who enter treatment, recovery remains a challenge. 100% of adolescents leaving residential treatment are offered drugs their first day back at school. Some youth report not knowing any youth in recovery, while most of their peers get high. Solutions to this problem have to be creative, scientific and require a community effort.

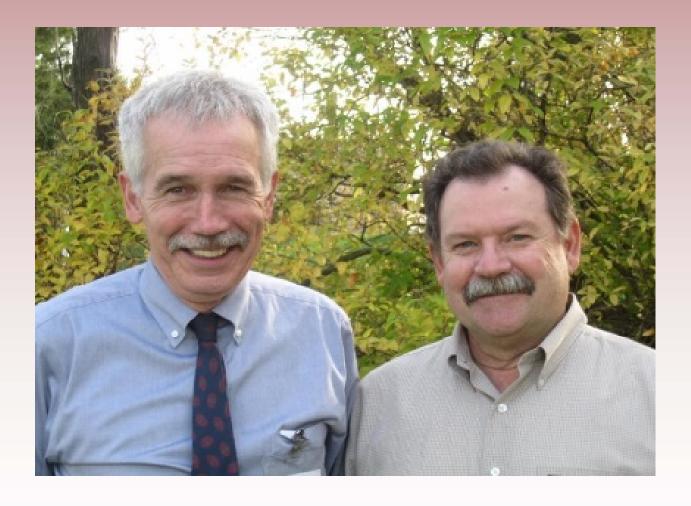
Two years ago a group of committed professionals started meeting to come up with solutions to help adolescents with substance use disorders. They decided to open a recovery high school. The School is a 501c3 organization and has been named Serenity Academy of Chicago. The School founders are Mark Sanders, LCSW, CADC and Joseph Check, LCSW. The purpose of the school is to provide a quality education, for adolescents and emerging adults ages 15-21, leading to a high school diploma, post-secondary educational placement (college) and recovery support for their substance use disorders. There are 35 recovery high schools nationwide and none in Illinois. Our plans are to open the doors September 5, 2017, in downtown Chicago and expand to a suburban location.

There is evidence to support the efficacy of recovery High Schools. Archway Academy, a recovery high school in Houston, Texas has achieved impressive results. The school has an 83% recovery rate, 92% school attendance, a 98% senior graduation rate with 94% of seniors enrolling in college (source: Generation Found, a documentary about recovery high schools). The Board of Directors of Serenity Academy debated whether or not to function as a public or private school. We discussed the fact that the Chicago public schools threaten to go on strike each year. We decided that adolescents and emerging adults seeking recovery do not need to go on strike! The school will operate as a non-profit private school with a sliding scale tuition.

Please visit <u>www.serenityacademychicago.org</u> to learn more about our plan to establish Illinois' first recovery high school. We value your input and humbly ask you to consider making a tax deductible gift to support our launch of Serenity Academy in 2017!

Stepping Stone Executive Director Retires

Congratulations are in order for Pete McLenighan and Paul Lauridsen of Stepping Stones. Mr. McLenighan is retiring after 33 years as the agency's Executive Director. On December 1, 2016, Mr. Lauridsen has been appointed to take on the role of Stepping Stones Executive Director. ICB would like to thank you, Pete for your tireless dedication and unending commitment to this field. The Board, Management and Staff of ICB would also like to congratulate Paul on his new role as well.



ICB will now feature the latest news from The Illinois Association for Behavioral Health, IABH, formerly known as IADDA. These articles will be the most current news and updates straight from Illinois premier provider association. Below is the first submission which outlines the end of the session legislative update.

As we head into the New Year and the 100th General Assembly in January 2017, we wanted to take an opportunity to close out 2016. Though the 99th General Assembly has two 'lame duck' session days scheduled for 2017 on January 9 and 10, we first want to reflect on the bills introduced and passed during the two years of the 99th General Assembly. IABH's policy team reviews every piece of legislation that is introduced – a total of 10,088 over the past two years! At the end of the 99th GA, the House had an overall 8.21% chance of bill passage and the senate had a 14.31% chance.

99th General Assembly:

	99 GA - I	99 GA - 2	99 GA Total
Llaura Billa Eilad			
House Bills Filed	4372	2257	6630
House Joint Resolutions Filed	108	61	169
House Resolutions Filed	913	630	1543
House Constitutional Amendments Filed	43	19	62
Senate Bills Filed	2208	1250	3458
Senate Joint Resolutions Filed	36	32	68
Senate Resolutions Filed	1318	1165	2483
Senate Constitutional Amendments Filed	21	12	33
House Bills Passed Both Chambers	310	234	544
Senate Bills Passed Both Chambers	254	241	495
% Chance of House Bill Passage*	7.09%	10.37%	8.21%
% Chance of Senate Bill Passage*	11.50%	19.28%	14.31%

^{*}Percent change of the bill passage is the raw calculation of the number of bills passed vs. number of bills introduced.

As you will likely remember, both chambers were scheduled to adjourn session on May 31st, however, legislators failed to pass a budget in that timeframe. In a legislative update from House Appropriations Chairman Greg Harris, he stated 'As you know, Illinois is in an unprecedented situation never before seen in the history of the US. In his first year in office, Governor Rauner used his total veto power to veto the entire FY16 state budget other than Elementary and Secondary Education. As state government, hospitals and healthcare providers, childcare and senior service providers, colleges and universities, public safety and capital projects began to spiral downwards, we have had to make repeated attempts to slow or reverse the damage.'

In June 2016, budget groups met and legislators passed a stopgap budget, which the Governor signed on June 30th. The stopgap Budget provided appropriations for all of FY16 and half of FY17. During Veto Session (November 15, 16, 17 and November 29, 30, and December 1), the four leaders and Governor met again to discuss the remaining six months of the fiscal year. The Governor announced during one meeting that he would not consider supporting a budget, either another stop gap or total, unless it included a property tax freeze and term limits for members of the General Assembly. Needless to say, the Democrats did not support these comments. In fact, Speaker Madigan issued a statement that he wants a memorandum of understanding from the Governor's office of all past and future agreements on funding agreed to by the Governor. He used the same tactic several years ago, when then Governor Blagojevich switched demands from meeting to meeting. Though the clock is ticking with the stopgap measure expiring on December 31st, negotiations continue.

Inauguration of the 100th General Assembly is January 11, 2017.







its Newly Credentialed members!

Please note: These are professionals credentialed by ICB between August 4, 2016 and December 5, 2016

This list also includes those who have successfully transitioned to a higher level of Certification or Board Registration.

Counselors

	Ahmed	Mujtaba	CADC	Brister	Teresa	CADC
l	Allanson	Robert	CADC	Burton	Joyce	CADC
l	Altieri	Kaitlin	CADC	Cancinos	Laura	CADC
l	Austin	Tyrone	CADC	Cass	Jessica	CADC
l	Ayala	Sergio	CRADC	Christiansen	Karri	CADC
l	Bacon	James	CADC	Clark	Alison	CADC
l	Bailey	Julie	CADC	Clough	Mary	CRADO
l	Baker	Randall	CADC	Ditto	Jami	CADC
l	Barkenquast	Laura	CADC	Doctor	Thomas	CADC
l	Barnett	Carli	CADC	Duda	Michelle	CADC
l	Bastian	Kelsey	CADC	Dunn	Julianne	CAADO
l	Bell	Lisa	CADC	Elliott	Faith	CADC
	Benson	Rollin	CADC	Emling	Tony	CADC
	Betts	Darnell	CADC	Essary	Erica	CAADO
	Blessing	Ashley	CADC	Franz	Barbara	CADC
	Bonavia	Mary	CADC	Geno	Philip	CADC
٩						

CSADC

Weber

Wendling Wolfer

Gilmore	Erica	CADC
Greeley	Katharine	CADC
Green	Brittany	CADC
Guza	Erin	CADC
Jones	Donnetta	CADC
Jones	Donna	CRADC
Kaduk	Dyanna	CADC
Karanets	Marta	CADC
Kauffmann	Angelica	CADC
Kearney	Mary	CADC
Kellerhouse	Dean	CAADC
Kleine	James	CADC
Kosbab	Karen	CADC
Lafferty	Michelle	CADC
Leech	John	CADC
Leight	Sarah	CADC
Macias	Nathalie	CADC
Makinde	Olawamide	CADC
Martinez	Elva	CADC
Martinez	Angel	CADC
McCown	Markus	CADC
McNeil	Jeffrey	CADC
Medina	Lizette	CADC
Mercherson	Denise	CADC
Mika	Kari	CAADC
Mizener	Kathleen	CADC

Morr	ow	Jena	CADC
Mosk	avicz	Luis	CADC
Mow	ris	Peter	CADC
Murr	ell-	Candice	CRADC
Noru	sis	Daina	CADC
Olver	а	Jason	CADC
Ori		Chris	CADC
Oriole	e	Edward	CADC
Partip	oilo	Dianne	CADC
Pasko)	Scott	CADC
Pope		Christine	CADC
Purle	e	Lauren	CADC
Quinr	า	Kevin	CADC
Rand	le	Jodi	CADC
Schm	idt	Rebecca	CADC
Simm	ions	Jodi	CADC
Smith	1	Lynn	CADC
Stiem	ıke	John	CRADC
Thom	nas	Amanda	CAADC
Tovar	r, Jr.	Jose	CADC
Trimu	ıel	Kenneth	CADC
Vena	ble	Alexander	CADC
Walk	er	Ruth	CADC
Ward		Kahseem	CADC

Mark

Mohapp

CRSS

Regina

Allison

Rebekah CADC

CADC

CADC

Phillips	Roseann	CRSS
Baker	Rebecca	CRSS
Sirtout	Kaitlyn	CRSS
Dillard	Anthony	CRSS
Layne	Salvatore	CRSS
Engler	Lisa	CRSS
Witherspoon	Asha	CRSS
Kennedy	Joshua	CRSS
Holliman	Josette	CRSS
Taylor	Elizabeth	CRSS
Estler	David	CRSS
Castleberry	Dianna	CRSS
Homan	Deborah	CRSS
Callahan	Rosemary	CRSS
Reinheimer	Bruce	CRSS

CARS

Burnice Rajeashwari CARS

CAAP

Eldridge Robert Haynes Kim

Hayslip

Robert CAAP Kim CAAP

CAAP

Andrew

MISA I/II

CCJP

Jones Donna MISA I

Clough Mary

CCJP

RDDP

Stromberger Melissa RDDP

Illinois Certification Board, Inc.





Kim Kelley, CADC, honored with the Professional of the Year Award

On October 23, 2016, at the ICB Fall Conference, Kim Kelley, CADC, MISA I was presented with the 2016 Professional of the Year award. Over the years Kim has been an incredible asset to the field of addiction. Her time and effort is and will always be appreciated. Kim earned her CADC in 1994 and later earned her MISA I in 2014. Kim has spent over 20 years in multiple areas of the SUD field within the

criminal justice system, from providing individual and group counseling, drug education, anger management, assessments, and other clinical services to the development, implementation, and oversight of SUD programs and to the supervision of staff including staff development activities, meetings, performance reviews, etc.

Kim is a leader in all aspects she has served as a chair, committee member, or coordinator for multiple groups (such as Chair of the Employee Recognition Committee, Professional Qualifications Board Member, Master Trainer, State-wide Planning Committee for Substance Abuse Programming, etc., she has also been an Acting Assistant Warden of Programs and a Regional Clinical Substance Abuse Coordinator.

Kim is a strong advocate for certification, has a strong conviction for special needs population and is a great volunteer for ICB, and that is why she was nominated by her peers to receive the 2016 Professional of the Year award. Congratulations Kim, you are truly amazing.

Counselors

Failed To Recertify

The following is a list of members who have failed to renew their credential with ICB.

There are a number of reasons why they have not renewed. These include, transferring credentials to another state, failing to pay fees and/or failure to obtain ceus, retired or simply left the field.

What ever the reason may be, it is the responsibility of ICB to inform the field and the public regarding any and all persons change in credentials.

Thank you.

Friedman, Susan
Fuller, Denise
Gannon, Jarrett
Garron, Craig
Garza, Carmen
Goldman, Kenneth
Gothard, Frank
Hagaen, Cleo
Hall, Patricia
Harmon, Paul
Harms, Angela
Hasselman, Mark
Hilliard, Crystal
Hoff, Donna
Horaney, Tricia
Hurt, Amanda
Irmiter, Cheryl
Janosik, Jody
Johns, Angela
Johnson, David
Johnson, DeAngelo
Jones, Horace
Jones, Leslie
Josen, Erin

Bitasas, Car	olyn
Koith Hoalthor I	
Keith, Healther Jo	
Klecyngier, Elizal	peth
Klimek, Debra	
Knight, Heather	
Kremsner, Linda	
Lang, Jennifer	
Leinen, Patricia	
Leo, Sherry	
Lizewski, Sylvia	
Logeman, Paul	
Lombardo, Rebe	cca
Long, Sandra	
Macias, Raquel	
McFarland, Aaroi	า
McMahon, Merec	lith
Meneses, Daniel	
Miller, Bobbie	
Monroe, Julie	
Muhammad, Les	lie
Murray, Kimberly	
Murrell, LaVonne	
Newman, Robyn	
Noble, Kristine	
Novinska, Andrev	N

Agrelo, Carlos Ajao, Maria Allen Thaddeus Allen, Michael Aloran, Emma Athar, Alla Audrey, Larry Avery, Lance Bailey, Julie Baker, Dennis Baron, Jean Barron, Ann Becker, Cristine Bibro, Sharon Biggins, Charles Bitasas, Carolyn Brauer, Ryan		
Allen Thaddeus Allen, Michael Aloran, Emma Athar, Alla Audrey, Larry Avery, Lance Bailey, Julie Baker, Dennis Baron, Jean Barron, Ann Becker, Cristine Bibro, Sharon Biggins, Charles Britt, Laurie Broaster, Michael Brown, Acquanetta Brown, Wendy Bucholz, Janet Burnett, Tara Chatman, Aaron Cheshier, Trinity Chiappetta, Paula Council, Chris Croteau, Kimberly	Agrelo, Carlos	Brauer, Ryan
Allen, Michael Aloran, Emma Athar, Alla Audrey, Larry Avery, Lance Bailey, Julie Baker, Dennis Baron, Jean Barron, Ann Becker, Cristine Bibro, Sharon Biggins, Charles Britt, Laurie Broaster, Michael Brown, Acquanetta Brown, Wendy Bucholz, Janet Burnett, Tara Chatman, Aaron Cheshier, Trinity Chiappetta, Paula Council, Chris Croteau, Kimberly	Ajao, Maria	Braun, Liberty
Aloran, Emma Athar, Alla Audrey, Larry Avery, Lance Bailey, Julie Baker, Dennis Baron, Jean Barron, Ann Becker, Cristine Bibro, Sharon Biggins, Charles Broaster, Michael Brown, Acquanetta Brown, Wendy Bucholz, Janet Burnett, Tara Chatman, Aaron Cheshier, Trinity Chiappetta, Paula Council, Chris Croteau, Kimberly	Allen Thaddeus	Bridges, Alicia
Athar, Alla Audrey, Larry Avery, Lance Bailey, Julie Baker, Dennis Baron, Jean Barron, Ann Becker, Cristine Bibro, Sharon Biggins, Charles Brown, Acquanetta Brown, Wendy Bucholz, Janet Burnett, Tara Chatman, Aaron Cheshier, Trinity Chiappetta, Paula Council, Chris Croteau, Kimberly	Allen, Michael	Britt, Laurie
Audrey, Larry Avery, Lance Bailey, Julie Baker, Dennis Baron, Jean Barron, Ann Becker, Cristine Bibro, Sharon Biggins, Charles Brown, Wendy Bucholz, Janet Burnett, Tara Chatman, Aaron Cheshier, Trinity Chiappetta, Paula Council, Chris Croteau, Kimberly	Aloran, Emma	Broaster, Michael
Avery, Lance Bailey, Julie Baker, Dennis Baron, Jean Barron, Ann Becker, Cristine Bibro, Sharon Biggins, Charles Bucholz, Janet Burnett, Tara Chatman, Aaron Cheshier, Trinity Chiappetta, Paula Council, Chris Croteau, Kimberly	Athar, Alla	Brown, Acquanetta
Bailey, Julie Baker, Dennis Baron, Jean Barron, Ann Becker, Cristine Bibro, Sharon Biggins, Charles Burnett, Tara Chatman, Aaron Cheshier, Trinity Chiappetta, Paula Council, Chris Croteau, Kimberly	Audrey, Larry	Brown, Wendy
Baker, Dennis Baron, Jean Barron, Ann Becker, Cristine Bibro, Sharon Biggins, Charles Baron, Jean Chatman, Aaron Cheshier, Trinity Chiappetta, Paula Council, Chris Croteau, Kimberly	Avery, Lance	Bucholz, Janet
Baron, Jean Barron, Ann Becker, Cristine Bibro, Sharon Biggins, Charles Chatman, Aaron Cheshier, Trinity Chiappetta, Paula Council, Chris Croteau, Kimberly	Bailey, Julie	Bucholz, Janet
Barron, Ann Becker, Cristine Bibro, Sharon Biggins, Charles Cheshier, Trinity Chiappetta, Paula Council, Chris Croteau, Kimberly	Baker, Dennis	Burnett, Tara
Becker, Cristine Bibro, Sharon Biggins, Charles Chiappetta, Paula Council, Chris Croteau, Kimberly	Baron, Jean	Chatman, Aaron
Bibro, Sharon Biggins, Charles Croteau, Kimberly	Barron, Ann	Cheshier, Trinity
Biggins, Charles Croteau, Kimberly	Becker, Cristine	Chiappetta, Paula
	Bibro, Sharon	Council, Chris
Bitasas, Carolyn Davis, Eric	Biggins, Charles	Croteau, Kimberly
	Bitasas, Carolyn	Davis, Eric

Dennis, Jerold
DeRita, David
Dixon, James
Domino, Matthew
Doughty, Erin
Durkin, Patrick
Eagan, Timothy
Elkin, Marion
Erno, Timothy
Falkeis, Jospeh
Featherstone, Joseph
Figueroa, Lee
Fillilove, Willie
Flores, Christopher
Flores, Rosa
Frerichs, Paul

Ogilvie, H
Okubanjo, Modupe
Ortman, John
Parks, Ronald
Pedersen, Eric
Peirce, Wanda
Perkins-Roller, Linda
Pile, Cynthia
Pooler, Nancy
Powell Sr., Benny
Randolph, Michael
Rannells, Bruce
Ratliff, Judy
Reiter, Christa
Ripple, Williams
Roberts, Kimberly
Robinson, Leroy
Rose, Mary
Rudolph, Ladwina
Saffle, Lela
Sanders, Brandi
Scannicchio, Lisanne
Schnieders, Myra
Selock, Daniel

Spann, Bridgette Strandlund, Bridgette Stratman, Lori Strong, Elizabeth Swink, Hollis Tuttle, Lindsay Vagle, Heather Victor, Fay Walker, Kenyetta Ware, Ylonda Weatt, Lois Westbrook, Arthur Whitten, Cedric Williams, Jackquelyn Willie, Jameice Woofolk, Leatha Young, Angela Zarowny, Philip

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CAAP

Childress, Jr., Kiefer
Clayborn, Lawrence
Cooper, Norris
Gayton III, Jose
Golish, Paul
Hall, Brain
Harper, Toby
Harris, JR., Joseph
Hutton, Larry
Johnston, James
Maldonado, Jason
Murray, Stefhance
Parson, Timothy
Perconti, Thomas
Reed, Drew
Ross, Richard
Row, David
Ruppert, Richard
Strong, Anthony
Walters, Timothy

CRSS

CARS

Barbour, Megan
Douglas, Tully
Minor, Robin

CFPP

Cullison, Lori	
McGuire, Jennifer	
Sandusky, Carole	

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Winter 2016





In Memoriam

Dana Sylvester, CADC member since 1994.

Dana had a very special place in our hearts, she was a beautiful person inside and out. She was dedicated to the field and always supported ICB. Our deepest and sincere condolences go out to her family.

"Good bye may seem forever. Farwell is like the end, but in my heart is the memory and there is where you will always be." -Walt Disney

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