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LEADERSHIP & COMMUNICATION

by Patricia Chiapellone, ARCC Chief Executive Officer

Summer Vacation: A time of Exploration & Learning

Leadership and learning are indispensable to each other.
~ John F. Kennedy

When I was a child growing up I couldn't wait for that last school bell to ring. It was the ring of freedom and pure joy for I knew my summer would be filled with countless hours of swimming, riding bikes, reading the books I wanted to read and time spent with each of my grandmothers. There were chores, of course, but everything seemed more relaxed.



And summer for me now, and for countless others, I imagine, is not that much different all these years later. It remains the freedom from the routine, the expected. But what I know now that I didn't realize in my youth, is that summer IS a time of learning? John F. Kennedy once said, "Leadership and learning are indispensable to each other." And as I have grown in my leadership responsibilities over the year, I have found this to be so true. I have been ARCC's leader for the past 10 years and this summer I have had the unique opportunity to build upon my

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children's services
Linda Franklin
community services unit
Veronica Gamboa
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Larry Hanville
children's services
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leadership skills as a member of American Leadership Forum (ALF). As part of the year long program, I participated in a six day wilderness experience of forming community, and of creating change through working together for the common good. I also learned to have FUN. A game of charades will never be the same And while in the wilderness, I reflected upon what we do at ARCC and I came away inspired to do oh so much more and the timing couldn't be more perfect as we are finalizing our strategic plan.

Today at ARCC, we are mentoring leaders of tomorrow, both our staff and our students. Many of our 8th grade graduating Ocala students participated in Overfelt High School's Camelot's Program, providing them with an opportunity to become familiar with their new school while brushing up on their math and language arts skills. Other students participated in a variety of field trips, learning while having fun at Alcatraz and the Monterey Bay Aquarium. And FUN was the name of the game when skating on Shark Ice, Great America, the beach and Dennis the Menace Park.

For all of us, summer has been a time to be inspired, reenergized, a time to just think "what if?" a time to dream, a time to lead, a time to learn, for they are indeed indispensable to each other.

And now that September is here, it is the ringing of the first school bell and the inevitable question, "what did you do on your summer vacation?" The answer is easy, "I became inspired, excited about the possibilities, reenergized for the hard work ahead of us."

Thank you,



DIVERSITY & INCLUSION

by Andrea Urton, Chief Operations Officer

We need to help students and parents cherish and preserve the ethnic and cultural diversity that nourishes and strengthens this community - and this nation.
~ Cesar Chavez

'Diversity & Inclusion' is an umbrella that encompasses a wide range of ideas from the practice of cultural humility and cultural competence to linguistic incompetence. In part



it is the practice of being aware of your biases and others' perceptions. It is being respectful, proactive and always practicing cultural humility around issues that involve race, ethnicity, gender, age, religion, family culture, sexual orientation, etc.

For many years agencies and organizations such as ARCC have been reporting that they are culturally competent because they try hard to be so. However, traditionally there has been no matrix or outcomes in place and no documentation that operationalizes the practice of Diversity & Inclusion to provide evidence for these good intentions and declarations. However the tides are changing and now we have tools to address this very important issue.

This year ARCC is embarking on the process to operationalize the practice of Diversity & Inclusion for our agency, what it means specifically to us for each other and for our clients. We will begin the process by doing a Cultural Competency Organizational Assessment. This instrument will be sent out to all staff most likely via Survey Monkey and will ask honest questions regarding how people perceive the workplace and how we practice cultural competency. The survey will give us the data that we need to inform our Diversity & Inclusion Strategic Plan. Once a shell for that plan is written we will embark on creating a diversity council that will own the plan and choose specific strategies to address the issues that are identified during the assessment process.

The ARCC Diversity Council will consist of team members from direct line staff through management including directors with oversight from the Chief Operating Officer. The goal is to have a living document that outlines our current culturally and linguistically relevant practices as well as areas of growth and need for the agency so that we can better serve our community. The plan will be updated on an annual basis.

This is an exciting process for us as it will give us the tools we need to provide our teams and the community we serve with the tools, respect and support they deserve.

If you have any questions about this process or would like to participate please reach out to me at via email at Aurton@Alumrockcc.org, call me on extension 119 or drop by my office.

KUDOS, THANKS & A CHALLENGE

by Stephanie Demos, Chief Development Officer

Let us be grateful to the people who make us happy; they are the charming gardeners who make our souls blossom.
~ Marcel Proust

We will continue to celebrate the 40th (Ruby) Anniversary of ARCC through December 31st and hope you will do the same. Yet the last official anniversary event was the Fiesta de la Familia held on Saturday, August 2 at Emma Prusch Farm Park. Families left the day with smiles and comments such as "Thank you for doing this! You really made us feel special."

STAFF KUDOS

There are many people to thank - an intrepid team from PEI including Daisy Espinoza, Erika Arrizon, Nadine Villa and Olga Lizama who volunteered months ago to be face painters. Their booth turned out to be the most popular, by far, and their early commitment is deeply appreciated.

MCRC was well represented by Kevin Henriquez who arrived very early and worked on every aspect of set-up. Almost immediately following Kevin's arrival Andrea Urton showed up announcing her willingness to be the ultimate 'utility player.'

Volunteer Coordinator Michelle Lennox jumped in early leading her teams from YMCA San Jose North Service Club, Tacos al Pastor & Oakridge Dental. Michelle stepped up big time borrowing canopy tents from SJSU and securing a brilliant array of drawing prizes for our families from Family Giving Tree!

Larry Hanville, Patricia Chiapellone, Rigo Rosas and Vicky Tamashiro staffed the registration table throughout welcoming not only ARCC client families, but guests from the neighborhoods we serve as well. (Extra points to Larry whose wife Keri was an incredible help all day!)

Rene Ramirez engaged his daughter Emma and working together they set up the prize table, the Cupcake Walk (where brownies proved more popular as cupcake icing melted under the hot sun) and Art Station.

Representing FIRST 5 Akiko Chung and Larry along with Vicky and CSU's Linda Franklin got physical moving around tables, chairs and canopies.

Colleen Kleier, CSU, stepped in to run the Art Station and was relieved by PEI's Scott Lafranconi on the

fingerpainting brigade. The kids loved it and I am now thoroughly enjoying their precious art in my office.

Chris Park, Rocio Flores, Viridiana Ramirez, Justina Valdez, Jackie Navarro, were on hand to help make our guests feel welcome and to lend a hand where needed.

IT TAKES A VILLAGE



Presenting Sponsor The Health Trust made the day possible along with additional Fiesta Sponsors Chapman Insurance, Healthier Kids Foundation, San Jose Councilmember Xavier Campos and Dr. Navjyot Panjra of Amazing Smile in Sunnyvale. Whole Foods (Los Gatos) donated fruit for those delicious (and healthy!) fruit cup desserts.

Exhibitors included Kaiser Permanente (hula hoop heaven), Oakridge Dental's water and coloring station, Gardner Health Systems/WIC, Community Health Partnership, Santa Clara County Dental Society.

Tacos al Pastor - again a connection of Michelle's - provided delicious - and nutritious - lunches enjoyed by all!

One Brick - an organization I've worked with on many past events - had a team of eight volunteers on site - with half their number arriving early for set-up and staying right through tear-down.

It really is all about teamwork and this was a very special, very helpful team who have my heartfelt appreciation for all the hard work in the hot, hot sun! And to the many staff who invited client families (with nearly 500 signed up by Friday night ...) a huge THANK YOU! Your connection to the families you serve is tremendous and taking on the task of inviting and reminding and re-reminding with all you have on your plates is truly inspirational!

They say 'a picture is worth 1000 words' so let these images tell the story from our guests' point of view ...







THE ICE BUCKET CHALLENGE

The return we reap from generous actions is not always evident.

~ Francesco Guicciardini

Unless you are living under a rock, you've heard of

the #IceBucketChallenge. As of last week the ALS Association had received over \$100M dollars in donations compared to \$2.6M in the same period last year. And the report of more than 300,000 new donors represents many thousand more 'hits' on various ALS-related websites. This adds up to an incredible spike in awareness for a lesser known disease. The increased attention is a tremendous bonus to those trying to research a cure, viable treatments and support. This is nothing but good news - for everyone!

Yet there are naysayers who ask, "Is this more of a vanity exercise than good fundraising?"

I say, "Who cares? People are learning about the terrible disease that killed Lou Gehrig and plagues Steven Hawking, as well as countless others."

When I first began my career in fundraising I was told, "Raising money is not a zero sum game. Just because someone gives to another cause or organization, does not mean he or she won't give to yours." I've seen that reality played out time and again. Those who give - give again and again and again. They make a habit of supporting causes that stir their personal passion. And those who don't give out of passion or habit, may just give for a novelty. Regardless of the motivation, giving benefits not only the organization in question, it benefits the community as a whole. It's a great habit to initiate. And, of course, the return reaped from generosity - to anyone, to any cause - is not always evident, but it does show up!

Next month we launch the new ARCC website - enabling staff to make timely and accurate updates. You don't have to pour a bucket of ice over your head, but how about a challenge for on-line donations. Let's see if we can attract a host of new supporters and see our own spike of folks hitting that "[DONATE NOW](#)" button.

NEW ARCC PARENT ADVOCATE

by René Ramirez, Program Director

I am only one, but I am one. I cannot do everything, but I
can do something. I will not refuse to do the something I
can do.

~ Edward Everett Hale

ARCC has partnered with the Santa Clara County Social Services Administration to provide support and guidance to

families engaged in the Child Welfare System. The newly developed ARCC Parent Advocate Program was established with the primary purpose of reunifying children with their parents or family. We have configured an excellent team of Parent Advocates with personal and professional experience working with the Child Welfare System. They are able to walk with the parent, guiding them through the complexities of what is often an overwhelming system to ensure that parents and families follow through on their requirements in order to establish reunification.

As parents we often make mistakes. Some mistakes are much graver than others, and that's where these parents find themselves. However, the parents we work with are committed to making a change for the better, and doing whatever it takes to get their children back and to keep them from reentering the system. Our team of Parent Advocates will work closely with parents and social workers to ensure that court mandated requirements are met, and that the parent has the proper support system and resources in place to receive their children and keep them safe. Parent Advocates will serve as liaisons, role models, and advocates while removing barriers and leading the path toward reunification.

ARCC Parent Advocate Program Manager Beatriz Ramos, a former Case Manager in our Prevention & Early Intervention Program notes, "This can be a very challenging time for parents as they learn to cope and navigate the child welfare process. Our goal is to increase the number of families that successfully complete the reunification process and provide additional support after reunification in an effort to decrease the number of families that reenter the child welfare reunification process." With Beatriz' leadership, and collaborating with Social Workers and Social Services Agency staff, our Parent Advocates will surely make a significant impact with families in Santa Clara County.

Thank you Sponsors and Donors!

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In addition - ARCC earned matching dollars and/or prizes from

Sobrato Family Foundation, Microsoft and the Gordon & Betty Moore Foundation for a prize/match total of \$2,050 AND for a grand total of \$9010!

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*Highlighted below are new Fiesta de la Familia Sponsors

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4. Our youth and families are free from dependency on the justice and/or social services systems.
5. Our homes, schools and neighborhoods are safe - free of violence and dangerous behaviors.



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