

UPDATE

Wisconsin Social Services Association Newsletter

Winter/Spring 2015



President's Message

Warm greetings to all of you! When I assumed the office of President of the Association in June of 2013, I felt privileged to serve the members of WSSA in this capacity. As this second year of my service to all of you continues, I cannot express to all of you the passion and appreciation I have for the work you do. Joseph Campbell quoted "A hero is someone who has given his or her life to something bigger than oneself." All of you are "everyday superheroes" and I commend all of you for the work you are doing all around Wisconsin. All I can say is "thank you" for all you do everyday!

Once again this year I wanted to publicly set goals for our organization (and myself). I also would like to see that steps are taken and information is passed on that can make the Wisconsin Social Services Association become stronger and larger. This is a very important goal of mine, and one I feel will benefit all current and future members. Our 78th Annual Conference is coming in June and planning is underway. At our 2014 conference we doubled the
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"Calling All Superheros" WSSA Annual Conference 2015 June 24 & 25, 2015 Wisconsin Dells, WI

The 78th Annual WSSA Training Institute and Conference will be Wednesday, June 24 and Thursday, June 25, 2015. The Training Institute will be held at the Kalahari in Wisconsin Dells, Wisconsin. Rooms can be booked now by calling the Kalahari at 608-254-3314.

We are once again planning to offer "our everyday superheroes" informative workshops at conference. We will be offering workshops in many areas, including: Workforce Development, Aging & Disability Services, Child Protective Services, Economic Support, Personal Development, and more!!

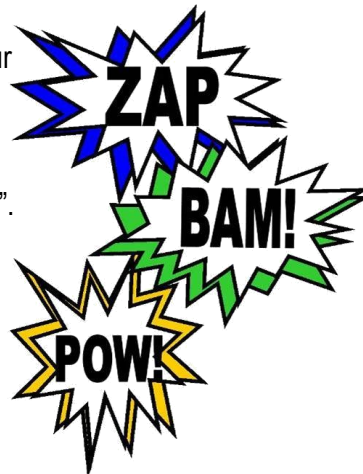
Here at our "headquarters" we have been on a "cape crusading adventure" searching for great speakers and workshops that are sure to be "fantastic". Information regarding the conference will be out by late March. If you have an idea or area that may be of interest, or the name of a great speaker we would love to hear from you. Please call or e-mail one of the co-chairs below.

The theme chosen for this year's conference is "Everyday Superheroes". On Wednesday of our event we will honor our Past Presidents ("Avengers") during our luncheon and that evening will be our traditional "theme" night dinner. We plan on a "incredible" time. Thursday, June 25, we will have our Awards Luncheon to recognize our "Super Men and Women". Start thinking of who you are going to nominate now! Go to the WSSA website for further information. The web address is: www.wssa.ws

If you have ideas for workshops, speakers or would like to serve on the "MARVELous" Planning Committee, please contact either of the names listed.

Sherri Arnold, Co-Chair
sherri.arnold@kenoshacounty.org
(262) 697-4549

Missy Hubacher, Co-Chair
melissa.hubacher@goodwillsew.com
(414) 847-4795



(continued from Page 1)

number of attendees...it was great! All of those individuals benefited from quality training from multiple speakers coming from a wide array of specialties. The second goal is to maintain (or increase) the attendance numbers we had at conference in 2014 and make the 78th Annual Conference a success. *You can all help achieve this goal, by signing up for conference as soon as the materials come out in March.* ☺ Talk to your supervisors and directors now...let them know how valuable WSSA is not only to you but to your co-workers as well.

This organization has strong roots and we have many hard-working and dedicated members and committee members. I would encourage each of you to consider working on a committee or becoming more involved in the Association. The time commitment is very minimal and remember the continued success of the organization is dependent on volunteers. I have been actively involved in WSSA since 2005 and have enjoyed every minute of it. I promise you will not be disappointed and the benefits of serving your fellow human and social service workers is rewarding.

These goals outlined can only be accomplished with help from YOU! As I said in my last column...*I believe this organization has value to the worker* and that value, can only be strengthened by our numbers and what we can offer those on the front lines.

Here is my personal "ask" to all of you...Would you consider serving on a committee, asking a colleague to join or even just nominate a co-worker for a well-deserved award?

I'd like to thank you all for your support during my term as President. I look forward to a great conference...if any of you have questions, suggestions or concerns, please do not hesitate to contact me. I hope 2015 brings you health and happiness!

Sherri Arnold

2013-2015 President

Wisconsin Social Services Association

WE NEED YOUR NOMINATIONS FOR STATE OFFICERS

Nominations are now being accepted for the WSSA State offices of President Elect, Secretary and Parliamentarian. The Secretary and Parliamentarian are for two years and the President Elect is a three-year term. The terms of office of each of the officers shall commence on the first day in July, 2015. You must be a current member of WSSA to nominate someone or submit your name.

Please consider volunteering for this worthwhile organization. Become part of a team working together to provide valuable networking connections throughout the state, high quality/low cost training opportunities and advocates on behalf of people who serve customers of social services agencies.

Volunteer for one of the positions above or nominate someone! For more information, please contact:

Sherri Arnold, WSSA President 2014-2015
8600 Sheridan Road • Kenosha WI 53143
e-mail: sherri.arnold@kenoshacounty.org
Phone: 262-697-4549



Included in your UPDATE is an Interest/Nomination form (page 4) along with the descriptions of the offices (page 5). You may go to the WSSA website www.wssa.ws for more information or you may contact a member of the Executive Committee.

NOMINATE SOMEONE FOR AN AWARD!

It's time to start thinking about nominating someone you know for a WSSA award! The purpose of awards is to acknowledge and recognize individuals who exhibit leadership and have demonstrated outstanding performance in their position and have made a unique contribution in the social/human services field.

The WSSA awards available include the following: Distinguished Service, Excellence in Economic Support, Excellence in Social/Human Services, the Gayl Farris Outstanding Clerical, County Board member, Membership Liaison and Rookie of the Year. Awards will be presented at the Annual Conference.

WSSA members can be nominated at any time during the year for Honorary Life Membership. Individuals who have been of significant benefit to the Association and the field of human services who may be pending loss of their eligibility for regular membership due to retirement and have had a consecutive membership for ten years and are current members are eligible for Honorary Life membership. A framed certificate is presented to the Honorary Life member at the WSSA Annual Conference Awards Lunch.

Per an Executive Committee decision, an individual does not have to be a WSSA member to nominate someone. The person nominated does not have to be a WSSA member for the following awards: Excellence in Social/Human Services, Excellence in Economic Support, and County Board.

In addition, WSSA offers up to two scholarships of \$500 each to WSSA members who are pursuing their career and education in the social/human services field and meet the criteria. A conference grant (for a total of \$500) is also available to WSSA members who attend a State conference which is related to human/social services programs and relevant to the applicant's current job duties.

The Friend of WSSA award was established in 2000 to recognize an agency or organization that has demonstrated exceptional support for the goals and objectives of WSSA. It acknowledges contributions made by a county, agency or organization through participation, lending of its members of time or other resources to sustain the ideals of WSSA.

Criteria for awards and scholarships as well as nomination forms can be found on the WSSA website: www.wssa.ws For more information, please contact an Executive Committee member.

DEADLINE FOR NOMINATIONS: April 17, 2015

Send nomination forms to:

Sherri Arnold, WSSA 2014/15 President
8600 Sheridan Road
Kenosha, WI 53143
sherri.arnold@kenoshacounty.org

Submitted by: Jaci Fuller

WISCONSIN SOCIAL SERVICES ASSOCIATION INTEREST/NOMINATION SHEET

For the State Association positions of **President-Elect, Secretary & Parliamentarian**
(Must be current WSSA Member)

I am interested in **servicing WSSA** in the capacity of _____

I am employed by _____

My present position is _____

My past State and Local Association positions are _____

NOMINEE INFORMATION:

I would like to **nominate** _____

For the position of _____

Their work address and phone number is _____

YOUR INFORMATION:

Name _____

Address _____

E-mail Address _____

Phone _____

All nominees will be contacted.

Return form to: Sherri Arnold, 2014/15 WSSA President
8600 Sheridan Road
Kenosha, WI 53143
e-mail: sherri.arnold@kenoshacounty.org

DUTIES OF THE OFFICERS

(Must be current WSSA members)

OFFICE OF THE PRESIDENT-ELECT: (Three-year term consists of President-Elect, President and Past President) The President-Elect shall be the representative of the President on matters referred to him/her and shall upon request of, or in the absence of the President, preside over meetings of the Annual Conference or Executive Committee.

OFFICE OF THE PARLIAMENTARIAN: (Two year term) The Parliamentarian shall interpret the constitution, conference resolutions, procedures and other WSSA regulations and give an opinion thereon at the request of the President or Executive Committee. They also shall act as Parliamentarian at the Annual Conference.

OFFICE OF THE SECRETARY: (Two year Term) The Secretary shall keep a record of all meetings of WSSA, all meetings of the Executive Committee and prepare information for permanent record in a book or file kept for that purpose. The Secretary shall at each meeting, at the direction of the President, read the minutes of the previous meetings and make such corrections as may be allowed. The Secretary shall have all property and equipment of the duties of the office. The Secretary shall render at the Annual Conference, a complete report of the functioning of this office for the preceding year and shall perform such other duties as may be imposed upon the office by the Executive Committee and the President. The Secretary shall be compensated for duties related to the assumption of the Office as recommended and approved by the Executive Committee.

OFFICE OF THE TREASURER: (Two year term) The Treasurer shall receive all funds collected from all sources. The Treasurer shall record all receipts and disbursements. The Treasurer shall make a complete financial report at the Annual Conference and such other reports as may be required by the Executive Committee. The Treasurer shall pay by check, draw funds, bonds and securities in a bank approved by the Executive Committee. The Treasurer shall be compensated for duties related to the assumption of the office as recommended and approved by the Executive Committee.

OFFICE OF THE ASSOCIATION HISTORIAN: (Two year term) The Historian shall be responsible for compiling and maintaining the historical record of the Association and will have authority to request from the Officers and Committee Chairpersons information necessary for the performance of the office. The Historian shall find storage space for the historical files, with the approval of the Executive Committee.

OFFICE OF THE PRESIDENT: (For your information) The President shall be the Chief Executive of the Association. The duties shall be to see that the provision of the Constitution and Bylaws, the regulations and policies established there under are observed and to be the presiding officer at the Annual Conference and all other WSSA meetings.

The President shall have the authority to designate the President-Elect to act in place of the President at public gatherings, at the Annual Conference and at Executive Committee meetings. In the event that the President-Elect cannot accept any assignment, the President may appoint another representative. The President shall have the authority to ask District Association Presidents to make appointments to such committees as may be deemed necessary.

The President may make appointments to committees of other organizations with approval of the Executive Committee. Appointees may be discharged after filing a report with the Executive Committee or by action of the President. The President shall be compensated for duties related to the assumption of the office as recommended and approved by the Executive Committee.



AMENDMENTS TO WSSA CONSTITUTION & BYLAWS

At the Wednesday, June 25, 2014 WSSA Annual Business meeting, the following amendments to the WSSA Constitution and Bylaws, presented by the Constitution & Bylaws Revision and Resolutions Committee, were passed by attending WSSA members.

1. WSSA Constitution Amendment 2014-01: Article IV, Section 3: Eligibility for membership in WSSA shall be based on the individual's association with a municipal, county, state, federal or private human/social services agency or institution whose function is to improve the well-being of the people in their local communities and throughout the State of Wisconsin. *(private added)
2. WSSA Bylaws Amendment 2014-2: Article IV, Section I, Item A: Add "private" - Eligibility shall be based on employment in a municipal, county, state, federal or private human/social services agency.
3. WSSA Bylaws Amendment 2014-3: Article III, Section I, Item c, Sub item 5: Finance Committee - delete and move responsibilities to the Executive Committee.

ADD: Article III, Section 2, A, 16: The Executive Committee shall appoint an auditor or audit committee within 6 months of the end of the fiscal year, to audit all financial records of the Association Treasurer and Conference Treasurer and to make a report to the Executive Committee.

Article III, Section 1D: Add (8) Prepare and submit to the Executive Committee for approval an annual budget based on estimated records.

Article III Section 1D, 5: The Treasurer shall deposit all WSSA funds, bonds and securities in a bank as recommended and approved by the Executive Committee. (add as recommended)

Submitted by: Jaci Fuller

Constitutions and Bylaws Revision & Resolutions Committee



SEEKING VENDORS FOR CONFERENCE

Is there a certain vendor you would like to see at the 2015 Annual WSSA Conference to be held June 24 & 25 at Kalahari Resort, Wisconsin Dells? I would appreciate your suggestions as we prepare for the conference. Please contact me at:

Jaci Fuller
7493 North Road
Eau Claire, WI 54701
e-mail: tomnjaci58@gmail.com
phone: 715-225-3978





We Sailed our Ships & Found our Treasure!

~ 2014 Annual Conference Recap ~

The 77th Annual WSSA Training Institute and Conference held on June 25 & 26, 2014 was a success. The conference was held at Kalahari Hotel and Conference Center in Wisconsin Dells. Conference registration almost doubled from the past five years or so...we had 156 people attend conference in 2014. The conference began with a very uplifting keynote speaker, Tom Kidd, who presented "Your Priceless Attitude".

We had speakers from all different areas including W2, social work, stress, IM, case management and customer service. Without a doubt Tom Prete's workshop on customer service and his minion costume was the "treasure" of our break-out sessions. All of our speakers were wonderful and the reviews of their workshops were excellent.

We had the opportunity to honor our Past Presidents on Wednesday of the conference. We had a number of them in attendance at the conference. Our theme night dinner was fun as usual, we had quite a few pirates show up for grub. Everyone seemed to have a good time at conference.

On Thursday, we acknowledged the individuals who were chosen to receive WSSA awards and certainly deserved recognition for their contributions to the field of Human and Social Services. This year WSSA was able to honor four individuals with the Human/Social Services Award: Laurie Meulemans and Ryan Estrella from Dane County Human Services, Nicole Ditzenberger of Community Action Agency and Michelle Mancusi from Kenosha County; three individuals for the Excellence in Economic Support Award: Jason Barthule and Rachel McCravens of Kenosha County and Michelle Furr with Dane County Human Services; the Gayl Farris award was presented to Rebecca Freund from Goodwill Industries in Kenosha County and the Friend of WSSA Award went to the Office of the Inspector General (OIG) for their support of WSSA. Additionally, Missy Hubacher of Goodwill Industries was the recipient of the President's Award and Kevin Loef of Goodwill Industries of Kenosha County received the Special Recognition Award. Congratulations to all the Award Winners!



Submitted by: Sherri Arnold

CONGRATULATIONS

As an added incentive for completing evaluations at the 2014 Annual Conference, the Conference Planning committee put everyone's completed evaluation into a hat and chose two evaluations to receive a gift card to the venue of their choice.

Congratulations to:

Emetia Riddle and Misty Berg who each will receive a \$25 gift card to Kohl's.



Thank you to all who turned in evaluations, we will continue to move forward with the feedback we received.

From the Archives...

From the Archives is a new feature in the *UPDATE*. We will be featuring articles pulled from our WSSA historical files and re-publishing them for all you to read (and chuckle).

The article to the right was in a 1997 edition of the *UPDATE*. Isn't it interesting how things have changed over the years?

Childcare in 1998

Where are we and where are we going?

*By Beverly Hoffman, 1997-98
Chair of WSSA Childcare
Committee*

Whether you are doing eligibility for W-2 childcare funding, helping people with resources on childcare, working towards quality childcare issues, or if you are a parent, provider, or a coordinator; childcare is an important part of your daily life.

We all need to be aware of the importance of the issues involved in the childcare arena. The WSSA Childcare Committee has had in the past active voices working with the Office of Childcare to see that certain issues are improved.

Currently, the WSSA Childcare Committee has been struggling to still link the voices with the issues. It is hoped that in the coming year, we as an association, can rectify this by being more active.

We all need to be aware of the issues involved in the childcare arena.

In January, I sent out a survey to determine what are the main issues affecting our customers (providers, childcare coordinators, working families, etc.) and to see what were some areas that WSSA could be addressing.

The survey showed many issues and concerns; some are listed below:



Issues Facing the Family

- Accessibility of childcare
- Lack of quality pre-school
- Lack of providers in some areas
- Care before and after school
- Sick childcare
- Authorizations and co-payments
- Need more parent-consumer information
- Available daycare slots
- Children left home alone

Issues Facing Childcare Providers

- Wages
- More grants for improvements
- Cuts in food program
- To receive payments and co-payments on time
- No benefits of health insurance
- Support and respect
- Turnovers of qualified childcare staff

Issues Facing Coordinators/Workers

- Paying more than is needed
- Eligibility requirements for teen parents
- Adequate training for providers
- Illegal daycare centers
- Manual system of figuring CC
- More training for certification
- Provisionally certified concerns

These are the situations and issues from the workers in the field. We need to break the negative stigma for low-income working individuals having to enter a human services building and make the system more user-friendly. We know that the numbers of working individuals using daycare funding is down from the projected numbers. Education and outreach are important factors to get the correct information out to potentially eligible families who may have never used public assistance.

How can the state or local agencies change the current system? Can childcare for low-income working families be separated from the W-2 eligibility? Would this help eliminate the negative stigma without creating separation anxiety for government officials? WE can handle it!

Quality, quality, quality

What does quality mean? Parents need more education to be able to make better choices. Providers need training to provide better and safer care for children. Certifiers and licensers need more direction and clearer guidelines.

What about the gray areas? Standards of safety, for both providers and children need to be upgraded. The state and local agencies could be more supportive, offer more educational information, and do more visits. Offer more grants for improvement. More home visits not just to penalize but to be a support mechanism, to build good support.

Why is it that when you offer training for providers and parents it isn't accepted? Education and training may be available, but not being utilized. Should we mandate extra training, is it being advertised properly?

The WSSA Childcare Committee would like to be able to strive for a more effective childcare system. We would invite anyone to join us to make the future better.

Remember, what we do today will affect the future of our children; they are our future.

UPDATE UPDATE UPDATE UPDATE

Update is published by the Wisconsin Social Services Association.

Submit articles or letters to:

Sherri Arnold

Goodwill Industries

8600 Sheridan Road • Kenosha, WI 53143

E-mail: sherri.arnold@kenoshacounty.org

Phone: 262-697-4549

SCHOLARSHIP/CONFERENCE PROGRAM

Each year, WSSA offers up to two scholarships with a total of \$1,000 (\$500 each) to WSSA members. Applicants must be a current member in good standing with WSSA and a WSSA member for at least two years. The following is the criteria:

SCHOLARSHIPS: Up to two scholarships, for a total of \$1,000 (\$500 each) are available to be awarded to WSSA members who are pursuing their career in social/human services at the undergraduate, graduate or associate degree level. The applicant must be a Wisconsin resident and employed by a social/human services agency for at least two years. The applicant must be enrolled in a college or technical institute for a minimum of six credits. The application form must be signed by the applicant and submitted with two letters of recommendation. The winner is presented a certificate of scholarship at the annual WSSA conference and a check is sent to the scholarship recipient upon verification of enrollment in an institute of higher education.

CONFERENCE GRANTS are available to WSSA members (one or more conferences) for a total value of \$500. Criteria includes: all state and national conferences will be considered, conference content must be related to human/social services programs, the conference must benefit the individual, agency and WSSA, and conference money is to cover conference registration, hotel, meals and other travel expenses up to \$500 (minus agency contribution).

For conference grants, the applicant must be a current member in good standing with WSSA and a WSSA member for at least the past two years. Responsibilities of the recipient of a conference grant include: any additional costs or encumbrances of attending the conference beyond what are awarded by WSSA, approval by county or agency of employment to attend and participant will be required to give WSSA an overview of the conference attended and provide an article to be published in the Update.

All State and National conferences will be considered. Conference content must be related to the human/social service programs, must be relevant to the applicant's current job duties and the conference must benefit the individual, agency and WSSA.

For more information regarding scholarships or the conference grant programs, please contact a member of the Executive Committee or visit the WSSA website.

Submitted by Jaci Fuller



Have you moved?

Do we have your e-mail address?



All changes in Name, Address, Phone or E-mail should be submitted to:

Sherri Arnold

8600 Sheridan Road • Kenosha, WI 53143

Phone: 262-697-4549

E-mail: sherri.arnold@kenoshacounty.org

Please be advised that many of our publications will now be sent via e-mail instead of US Mail.

WSSA EXECUTIVE COMMITTEE MEMBERS

July 1, 2014 - June 30, 2015

PRESIDENT	Sherri Arnold Goodwill Industries/Kenosha County 8600 Sheridan Road, Suite 122 Kenosha, WI 53143	Phone: 262-697-4549 <i>sherri.arnold@kenoshacounty.org</i>
PRESIDENT-ELECT	Nikki Lui Goodwill Industries/Kenosha County 8600 Sheridan Road Kenosha, WI 53143	Phone: 262-697-4673 <i>nichole.lui@kenoshacounty.org</i>
PAST PRESIDENT	Christy Duhr 20618 Buckta Hill Road Richland Center, WI 53581	Phone: 608-585-2119 <i>Christy_Duhr@usc.salvationarmy.org</i>
TREASURER	Missy Hubacher Goodwill Industries of SE WI, Inc. 2801 Gilson Street Racine, WI 53403	Phone: 414-847-4795 <i>melissa.hubacher@goodwillsew.com</i>
SECRETARY	Briana Turk Richland County HHS 221 W. Seminary Street Richland Center, WI 53581	Phone: 608-649-5721 <i>briana.turk@co.richland.wi.us</i>
PARLIAMENTARIAN	Jaci Fuller 7493 North Road Eau Claire, WI 54701	Phone: 715-225-3978 <i>tomnjaci58@gmail.com</i>
HISTORIAN	Holly M. Jackson 207 W. Chippewa Street Cadott, WI 54727	Phone: 715-271-3476 <i>jacksonhm@voyager.net</i>

DISTRICT PRESIDENTS

EASTERN	<i>Vacant</i>	
NORTH CENTRAL	Julie Van Dahm Wood County DSS P. O. Box 8095 Wisconsin Rapids, WI 54495	Phone: 715-421-8613 <i>jvandahm@co.wood.wi.us</i>
NORTHLAND	Cary Breitlow 1316 N. 14th Street, Suite 400 Superior, WI 54880	Phone: 715-395-7330
SOUTHEASTERN	Kevin Loef Goodwill Industries/Kenosha County 8600 Sheridan Road, Suite 122 Kenosha, WI 53143-6508	Phone: 262-697-4521 <i>kevin.loef@kenoshacounty.org</i>
SOUTH CENTRAL	Briana Turk Richland County HHS 221 W. Seminary Street Richland Center, WI 53581	Phone: 608-649-5721 <i>briana.turk@co.richland.wi.us</i>
WEST CENTRAL	Jaci Fuller 7493 North Road Eau Claire, WI 54701	Phone: 715-225-3978 <i>tomnjaci58@gmail.com</i>

More From the Archives...

WSSA MEMBERSHIP

(The following paragraph was in the September, 1978 UPDATE, and written by Todd Rowland, WCHC).

WSSA dates back some 42 years with the bulk of membership from the counties. The State people are primarily with the Division of Community Services. In the early days of WSSA, dues were paid by the county agency. There were no individual dues. Staff were automatically members and not dues paying until 1970. Most counties were members of the Association and were paying the entire bill when funding was open-ended. Counties did not have budget constraints as they have now.

However, the following is an excerpt from the minutes of the business meeting of the Wisconsin Public Welfare Association in Green Bay on June 10, 1944, regarding membership dues.

"Should the dues be raised? Suggestion that membership dues be raised from \$1.00 to \$1.50 per year. Discussion on whether case workers could afford this. It was suggested that it would be better to have more members than increasing the Membership dues. Motion was dropped."

A resolution at the 1953 annual conference increased the annual membership fee from \$1.00 to \$2.00, effective for the 1954 fiscal year. Individual membership dues were increased over the years, and at the 1999 annual business meeting, a resolution was passed to increase the dues to \$25, the current dues.

One of the original purposes of WSSA was to provide a forum for "public welfare" employees through annual conferences and regional meetings. Another purpose was to provide a channel for action by the membership.

In 1935, the "State Public Welfare Department" was established and each county set up departments to administer programs and became the "County Pension Department". Prior to 1935, the traditional idea to assist the poor was the responsibility of relatives and friends!

Until 1936, governmental social "welfare" agencies were fairly weak; however, with the passage of the Social Security Act and the establishment of "AFDC", there was a growth of county agencies.

WSSA became more adept legislatively and developed an action posture with the "State Department of Health and Social Services". The substitution of the words "Social Services" for "public Welfare" came about with the 1962 amendments to Title IV of the Social Security Act.

Submitted by: Jaci Fuller



**Wisconsin Social Service Association
Membership Application**

Membership Year: July 1, 2014 through June 30, 2015

Name _____

Membership Type:

New

Renewal (member previous year)

Mailing Address _____

Membership Category:

Regular... \$25.00

Student... \$12.50

Contributing... \$35.00+

City _____

State _____ Zip _____

County _____

Employer Type:

County

State

University *(for students)*

Other _____

Phone _____

E-mail _____

Employer _____

Return Application & Dues to:

Sherrri Arnold

8600 Sheridan Road

Kenosha, WI 53143

Job Title/Area of Work _____