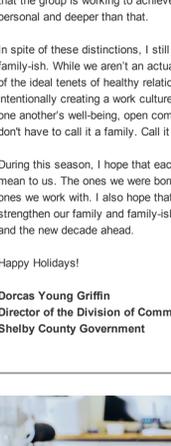


## Where Human Needs and Government Intersect

The Division of Community Services promotes ongoing economic security and independence for the people of Shelby County. We do this by promoting, coordinating and delivering services that address the underlying conditions for well-being and justice. We strive to be a highly organized team and partner, dedicated to promoting a strong community where all people are able to reach their full potential.



### Director's Message

#### family-ish

There is probably no time of the year that we collectively talk about family more than during the Holidays. Whether we are preparing for the upcoming gatherings or even missing those who are not with us for the first or twenty-fifth year, the theme of family permeates this season. This is not just in our personal lives. As a division, there have been several opportunities this month to celebrate, for fellowship, and to serve together as a "work family."

The average, full-time American employee spends 40 hours a week at a workplace that is outside of his or her home. It is no surprise that in a recent Hewlett Packard workplace survey, 56 percent of respondents report that they spend more time with their "work family" than they do with their real family. This survey, which sampled 1,000 full-time office workers ages 18-65, found that having a familial relationship with co-workers boosts productivity and feelings of well-being in the workplace.

Managing to be happy at your job is not only good for your company's bottom line, but you also become a more engaged worker, according to Gallup's 2017 *State of the American Workplace* report. One way to boost your happiness at work is to form good relationships with your coworkers. Perhaps the happiness is connected to the stress relief associated with the support and cultivation of social capital that comes from these bonds.

Most would be surprised that I actually agree with those thought leaders that argue that it can be pretty tricky referring to our work relationship as a family. Indeed, there have been some distinct differences and boundaries in our approach to our actual family and the conceptual work family. We do not get to choose our biological families, but our work family is one that has flexible membership. People may retire. People may move to new opportunities outside of the organization. Work is also built upon a mission or purpose of service, innovation and/or profit that the group is working to achieve. Families are built on foundations that are inherently more personal and deeper than that.

In spite of these distinctions, I still contend that at the very least, we hope for our teams to be family-ish. While we aren't an actual family, we do collectively work daily to institutionalize some of the ideal tenets of healthy relationships and families in our work life. There's no downside to intentionally creating a work culture that prioritizes commitment to shared goals, caring about one another's well-being, open communication and acceptance of each other's differences. You don't have to call it a family. Call it whatever you want. I just challenge us to do and be it.

During this season, I hope that each of you take the time to reflect on what our families really mean to us. The ones we were born into. The ones we choose. The ones we serve. Even the ones we work with. I also hope that we will take the time and care to renew our commitment to strengthen our family and family-ish units so that we are able to thrive for the remainder of 2019 and the new decade ahead.

Happy Holidays!

**Dorcas Young Griffin**  
Director of the Division of Community Services  
Shelby County Government



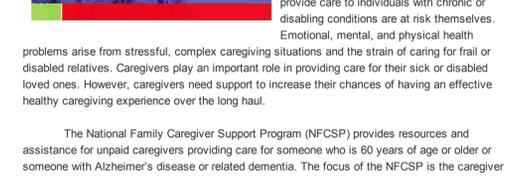
## Office of Justice Initiatives - Pretrial Services

### Helping Families through Social Skills Classes

Family values and healthy social skills are often at the core of positive and safe relationships. The Programs Unit of Pretrial Services helps those previously incarcerated to improve their social skills to have healthier relationships and prevent future offenses. Pretrial Services offers programs such as *Bringing Peace to Relationships*, *Batterers Intervention Program*, *Anger Management*, *Parenting*, and *24:7 Dad*. In these programs, clients are allowed to share personal experiences of their own, listen to group members, and follow an evidence-based curriculum aimed at improving the well-being of the entire family and community.

Each program has unique curricula that offer knowledge, skills, and cognitive behavior themes. The *Bringing Peace to Relationships* and *Batterers Intervention Program* are domestic violence programs. Both programs focus on abusive relationships in the family and the power and control that one person can exert. The *Anger Management Program* allows one to identify their anger and how to cope with anger. The *Parenting Program* gives direct guidelines on parenting skills and family values. In addition to parenting, the *24:7 Dad* program offers principles of parenting, directly to the father.

Pretrial Services' Programs Unit is designed to help bring balance to one's self, others and the community by fostering a positive family. For more information, contact 901-222-4000 or visit.

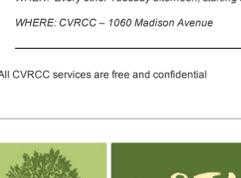


## Community Services Agency

### New User-Friendly Website for CSA

We are excited to announce the launch of the Community Services Agency's (CSA) newly designed website. CSA is an integral part of the Division of Community Services providing much needed assistance so families can break free from the cycle of poverty. Utility, rent/mortgage, prescription medicine assistance, and family support through our self-sufficiency program are available.

With feedback from our partners and clients we were able to make our new website faster, easier to navigate, and more user-friendly. Residents now have an easier way to access information, applications, and alternate means of communication. Please visit CSA's new website at [www.shelbycountycsa.org](http://www.shelbycountycsa.org). We hope that you like the changes.



## Crime Victims & Rape Crisis Center

### Holiday Counseling for Homicide Survivors

The holiday season can be difficult, especially if you've lost a loved one to violence. There have been 168 homicides in Memphis so far this year, *Fox 13 reports*. The Shelby County Crime Victims & Rape Crisis Center held holiday counseling for families of homicide victims and has other counseling programs all year-long.

*Fox 13* was there with Aqueelah Hyman-Matthews who lost her 19-year-old son, Dominick Hull, in June. He was murdered in a triple shooting. Hull was one of 11 kids and left his big family with a big hole this holiday season.

"He was the joy of the family, always smiling... we actually got Dominick cremated so some will go to the mantle and talk with him. Every morning I ask if they visited him, and they'll say they saw him in a dream, so they're trying to cope as best as they know how," said Matthews.

Recently, she found support at the crisis center. Here, she's surrounded by other homicide survivors like Tiffany Armstrong who now works at the center.

"Being that shoulder, just being that listening ear for them to vent, it's just heartwarming and it helps me through my journey," said Armstrong.

During the holiday themed counseling sessions, families made journals, ornaments and even keepsake pillows with loved ones' pictures on them.

Matthews said she decorated a small Christmas tree in Dominick's honor. "To help me cope because I'm used to buying all the kids' gifts. I'm going to purchase a small gift and place it under the tree and let the kids unwrap it for him... He loves mustangs, so I'm going to get him a small toy car," said Matthews.

Holiday drop-in counseling has ended but the center offers free counseling all year. And, starting in January, the center is offering group sessions for teens who are homicide survivors.

## Community Engagement and Outreach

### Free Dental Services for Vets

The Michael Ellis is always seeking Dr. Michael Ellis is always seeking resources to assist Veterans. He recently helped to establish a partnership between the University of Tennessee School of Dentistry and Alpha Omega Veterans Services along with Dr. Russell from the University of Tennessee's College of Dentistry. The VSO set up a meeting with both parties. Now, Veterans who are enrolled in a program at Alpha Omega Veterans Services are currently being transported weekly from Alpha Omega to U.T. College of Dentistry to receive free weekly dental services (Examinations, Cleanings, and Treatment Plans).



We are always looking for ways to "Serve Those Who Served Us," says Dr. Ellis.



## Aging Commission of the Mid-South

### Family Caregiver Services

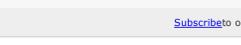
An estimated 44 million Americans age 18 and older provide unpaid assistance and support to older people and adults with disabilities who live in the community. Research shows that family members who provide care to individuals with chronic or disabling conditions are at risk themselves. Emotional, mental, and physical health

problems arise from stressful, complex caregiving situations and the strain of caring for frail or disabled relatives. Caregivers play an important role in providing care for their sick or disabled loved ones. However, caregivers need support to increase their chances of having an effective healthy caregiving experience over the long haul.

The National Family Caregiver Support Program (NFCSP) provides resources and assistance for unpaid caregivers providing care for someone who is 60 years of age or older and someone with Alzheimer's disease or related dementia. The focus of the NFCSP is the caregiver and family members (age 18 years or older) or other adult informal caregivers providing care to adults age 60 and over. A couple of services offered through NFCSP are:

- 1.) Respite, In-home Adult Care(Sitter) - an individual can receive 6 hours a week of In-home service with a meal, or 7 hours of In-home service without a meal.
- 2.) Respite, Adult Day Care - The Aging Commission pays for 3 days of week of Adult Day Care, which gives the caregiver a form of respite.

If you have questions or need Family Caregiver Support please feel free to call 901-222-4111 for more information or visit.



## Crime Victims & Rape Crisis Center

### Teen Grief Group

Teen Grief Group is a new initiative to help youth impacted by homicide in our community.

When teens experience the death of someone close, they often feel isolated, confused, sad, and/or angry. They may also feel disconnected from friends and family and struggle to concentrate on schoolwork. As a parent, you may have noticed difficulty communicating with your child following this traumatic loss.

The Shelby County Crime Victims & Rape Crisis Center is offering an eight-session program for teens and parents who have experienced the death of a family member by homicide. Parents or guardians of teens will have the option of attending a support group at our agency during their teen's group.

WHO: Teens aged 13-17 of all genders (optional group for parents offered)

WHEN: Every Tuesday afternoon, starting January - April 2020.

WHERE: CVRCC - 1060 Madison Avenue

All CVRCC services are free and confidential



## Working Towards Wellness - A Lifelong Season of Self-Care

The Division of Community Services cares. It cares about the community it serves and its dedicated employees who provide those services. Just as the airlines say "put on your mask before you help others," we recognize the need to care for ourselves to be effective in caring for our community. We want to support all employees as we continue to provide the best service possible to better the lives of residents in our community. Accordingly, please take part in the new self-care program for Division Staff.

The goal of our self-care program is to reduce stress and enhance our short and long term health and well-being. It is a preventative measure. Such a goal not only benefits our work lives, making us better and more productive and engaged employees, but it will boost our personal lives too. While it may be challenging to add self-care to the already long list of things we have to do, we will find that engaging in self-care makes us better able to accomplish the tasks and face our challenges both at work and at home.

Our self-care program rests on four cornerstones:

### Nutrition

*Activities and advice to help you make balanced and nourishing food choices to fuel your body, increase your well-being and ability to function at high levels.*

- Nutritional Coaching
- Recipe Shares
- Cooking Classes

### Aerobics

*Activities and advice to help you stay fit and healthy, with the energy and strength to get through your daily activities at peak performance. Aerobic exercises also help you to relieve stress and you might just get a little weight loss too!*

- Yoga
- Self-Care At Your Chair activities
- Ambassador Directed Workout Activities
- Healthy Shelby Activities
- Active and Fit benefits

### Mindset/Motivation/Emotional Well-Being

*Activities and advice to help you manage stress, promote resiliency, build new attitudes and see beyond the day to day.*

- Meditation
- EAP - Lunch and Learn
- Volunteer Opportunities
- Motivational Moments

### Relaxation

*Activities and advice to provide a mental break from your day to day routine so that you can return refreshed and renewed.*

- Massage Services
- Tea Party

There are other components of self-care, like spiritual well-bring, emotional support and healthy relationships. You will be encouraged to consider all of the components to create a self-care that works best for you.

Throughout the year, we will encourage you to care for yourself and we will provide tools to help you do so, whether it be an organized activity, a motivational moment, or a reminder of services that are available to you. You are encouraged to take from the program what works in your life and add to it where you see fit. They key is to find what works for you and to be consistent. Our program is designed to keep you on the path to wellness, giving you gentle nudges and reminders to care for yourself, BECAUSE WE CARE ABOUT YOU!!!!

EAP CURRENT WELLNESS SEMINARS: "Thriving through the Holidays" and "Work Life Balance"



[Read All Staff News](#)