

Necco Focuses on West Virginia for Expansion

The New Business Development (NBD) team has been focusing on expansion of Necco services into the state of West Virginia for several months now. Working with lead consultant **Evelyn Purdue**, the team has completed the Certificate of Need (CON) as well as the application for providing Therapeutic Foster Care and Socially Necessary Services. We expect to learn the results of the review process sometime in July, and meanwhile the NBD team continues laying plans for establishing business operations once our license is secured.

Currently there are a large number of West Virginia youth placed out of state, some as far away from home as Colorado. Necco's program will attempt to bring many of these youth back home for services.

Necco, Inc. has initially applied for licensure in WV's Region II. The counties that Necco will begin work in are Boone, Logan, Mingo, Jackson, and

Lincoln. The WV project team is currently in the process of establishing a business plan for setting up operations. While we are unsure where the actual office will be located, we have been asked to consider opening our first office in Boone County - an area with a well known need for the kinds of services that Necco can provide. By the end of the summer, Necco expects to have an office operating within Region II.

In addition to providing services in Region II, part of the expansion includes exploration into Regions I and III. These regions have a great need for both a therapeutic foster care provider, as well as professionals that can provide Socially Necessary services, a new initiative scheduled to begin on July 1.

Necco will provide Socially Necessary services, Therapeutic Foster Care, and selected out of state placements in its Kentucky and Ohio programs. We are very excited about this opportunity.

New Business Development Launches Expansion

2004 promises to be a year of exploration and opportunity as Necco's New Business Development (NBD) team leads the charge for diversification and development of services. Since the team was formed in January 2004, its members (Dee Necco, Bianca Sexton, and Randy Thomas) have investigated a number of potential opportunities to diversify, enhance, and strengthen the services that Necco provides to its stakeholders.

Projects currently in development include expansion into the state of West Virginia, growth and development of our current adoption services, and expansion into the realm of international adoptions.

The expansion into West Virginia is focused on the provision of Therapeutic Foster Care and Socially

Necessary services for children and families.

The Adoption project will expand our current services. Necco is fully licensed to provide domestic adoption services in the state of Kentucky. In addition, Necco can provide international adoption services that include home studies and post placement supervision. If a family wishes to re-adopt a child in the U.S., we can also provide the court report. The continued development of adoption services includes becoming fully licensed to provide adoption services in the state of Ohio as well.

In addition to corporate development initiatives, NBD serves as a resource to Necco's eight offices for diversification, marketing, and fund development opportunities.

NCA Conference

On April 1-2, **Dee Necco** and **Wendy Goodenough** attended the annual conference of the National Council for Adoption in Washington, D.C. Founded in 1980, the NCA is an advocate for state laws that promote sound adoption policy, and a resource for federal officials and policy makers about appropriate federal adoption initiatives and reform. In addition, the NCA is a diplomat for sound international adoption policy, and a source of adoption facts and education. Over the course of its twenty-plus year history, the NCA has been a champion and voice for adoption called on by policy makers to help craft adoption policies to benefit children and families.

As NECCO continues to explore the development of services through adoption, Dee and Wendy attended both the domestic and international tracks offered at this two-day conference. The conference sessions were very informative, and our representatives were able to learn a great deal about both domestic and international adoptions. In addition, they met many important contacts from around the country who are experts in the adoption field.

NECCO currently provides domestic adoption services through our agreement with Kentucky's Department for Community Based Services as well as limited international adoption services for families.

Hats off to Students!

As a learning organization, Necco takes education seriously for all stakeholders. We are very pleased to recognize the dedicated individuals on our staff who are accepting the challenge of continuing their education (many with advanced degrees!), working full time, and caring for our families and kids as well as their own. This year, we salute the following individuals from all across the company who are diligently working toward their educational fulfillment:

Donna Adkins; Ohio Office; Bachelor's in Business Management; Graduates December 2005. **Joel Baker;** Owensboro Office; Master's of Human Services; Graduates 2007. **Misty Crawford;** Ashland Office; Master of Education Counseling; Graduates December 2005. **Rob Goodwin;** Ashland Office; M.S. Adult & Technical Education; Training and Development; Graduates August 2004. **Cathy McDowell;** Ashland Office; M.A. Counseling; Graduates December 2005. **J.P. Montgomery;** Lexington Office; M.B.A.; Graduates April 6, 2005. **Dee Necco;** Ohio Office; M.A. Organizational Management; Graduates in November 2004. **Kim Romeo;** Ohio Office; Master Counseling; Graduation in May 2004. **Frank Taylor;** Florence Office; Master of Human Services; Graduates 2005. **Keri Thornburg;** Ohio Office; M.A. Organizational Management; February 2005. **Jerome Thruston;** Owensboro Office; M.B.A.; Graduates July 10, 2004. **Terry Vance;** Ashland Office; Master of Educational Counseling; Graduates December 2005. **Misty Williams;** Lexington Office; Master of Correctional & Juvenile Justice Studies; Graduates December 2005. **Tia Wadkins;** Paducah Office; B.A. Music; Graduates December 2004.

"Necco University" Offers Education & Training for Staff and Parents

Necco was built upon the principles of a learning organization. We use those principles to underscore our deeply held organizational culture, which values education, continuous improvement, risk taking, openness, and growth. A learning organization is defined as an organization that has developed the continuous capacity to adapt and change, and that is not afraid to challenge the status quo. Learning organizations are willing to examine their foundations if it means getting at the heart of a given problem or opportunity. Learning organizations encourage innovation and creativity, rather than stagnant ideals that encourage employees to say, "We've always done it that way."

In the spirit of the further development of our learning organization, Necco is pleased to announce the debut of its revamped employee training curriculum. "Necco University" is an ongoing professional education program for all employees, and specialized training for foster parents. This curriculum took over one year to develop, and involved many talented individuals across the company as well as the vision of **Dr. Ed Necco** himself. In 2004, we are ready to put our plans into action with the implementation of the program.

Andie Leffingwell is heading up the training implementation program, and has devised a system for ensuring that all employees will have the opportunity to receive the training that they

want and need. One of the main venues for this training is the Monthly Leadership Meeting in Lexington, KY. Each month, one day of the meeting schedule will be devoted to training. Training will also be administered during quarterly visits. Notice of scheduled training opportunities will be sent to staff and foster parents in advance to allow as many as possible to attend.

We hope this training will offer everyone at Necco a valuable learning experience as well as an opportunity to build our strengths in the interest of becoming the best possible resources for the youth we serve. And in the spirit of a learning organization, we are open to new ideas for both training topics and training systems implementation!

Trainers will include Necco Administrative and Direct Service professionals, as well as Dr. Necco and members of the board of directors. Training topics that will be offered to foster parents by **Dr. Necco** this year include:

"How to Apply Hobb's Principals to Foster Care"

"What is parenting?"

"Behavior Management"

Look for announcements of new training opportunities in your mailbox, your inbox, and through word of mouth! We are committed to our new program, and are excited about the prospects. If you have any questions, please contact **Andie Leffingwell** in the South Point, OH office.

NECCO About Town

On March 5, **Andie Leffingwell, Talitha Patterson, and Kerri Thornburg** attended the Lawrence County Chamber of Commerce luncheon with Ted Strickland. The lunch focused on youth in the Close Up Program, which gives youth from the Southern Ohio - Lawrence County area an opportunity to travel to Washington for one week. This trip focuses on a close up look at American Government.

The luncheon was a great

opportunity to participate in the Southern Ohio community, and to meet new friends and colleagues. In addition to learning about the Close Up Program for youth, Necco had an opportunity to discuss project plans for its new office building planned for a nine acre site immediately off U.S. Route 52 in Lawrence County. Ted Strickland and the Chamber were very interested in our work in the county, and expressed excitement about a new structure in the community. The proposed building

Honors Well Deserved

Bob Carpenter Receives LPCC

NECCO is very pleased to announce that **Bob Carpenter**, Program Director of NECCO Florence and 2002 Employee of the Year, recently obtained his LPCC. Bob is one hard worker, and has worked for over 10 years to obtain this license, which is very intensive in its requirements. The LPCC requires a degree in Counseling including 60 hours of graduate work in counseling and related coursework, 4000 hours of experience of which, 1200 hours of individual supervision must be demonstrated. In addition, the applicant must pass the National Counselor Exam. It's no small task, and it takes perseverance and dedication to reach this goal. **Tim Robertson**, Clinical Director, said, "Bob is such an incredible asset to our organization, and we are so happy for him that he achieved this goal that he set for himself years ago "

Bob began his career with NECCO in September 2000 as Home Resource Coordinator. It wasn't long before we all noticed Bob's talent in recruiting foster homes. In October 2001 Bob became the Treatment Director for the Northern Kentucky program. This led to his most recent position of Program Director, which he has held since January 2002. He hasn't looked back since! With Bob as program director, the Northern Kentucky office has grown from approximately thirty families and fifty youth in care, to around 90 families and approximately one hundred youth in care. In addition, the size of his staff has more than doubled since then. His efforts won him the coveted Employee of the Year Award in 2002, and the Entrepreneur Award in 2003 on behalf of himself and his team. To be sure, there aren't many people like Bob! **Wendy Goodenough**, Chief Operations Officer, said, "We at Necco are extremely proud of Bob and his accomplishment. He is a tremendous asset to our company and the children we serve."

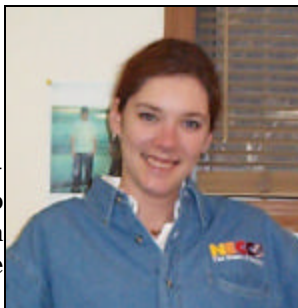


In addition to his regular duties as PD, Bob is the official host of Summer Slam, NECCO's summer employee outing with the Cincinnati Reds! He poses here with wife Natalie.

Kim Romeo Completes Master's Degree

We are also very pleased to announce NECCO's most recent graduate school alumni, Kim Romeo, Program Director of NECCO Ohio. In May, Kim graduated from Marshall University with a Master's Degree in Counseling! "It has been wonderful to witness Kim blossom professionally from Case Manager, to Program Director, to Graduate Alumni," said Beau Necco, CEO. "Kim has a commitment to education and learning that inspires those close to her."

Kim began her career with NECCO in January 2000 as a Therapeutic Service Coordinator in our Ashland office. Six months later she was promoted to Case Manager Home Resource Coordinator, and Team Leader for the South Point, OH program. When then Program Director Rene Browning left NECCO in May 2003, Kim was chosen for the job. Throughout her career with us, she has grown into a professional woman to be proud of! Congratulations on your achievement Kim!



Kim Romeo, Program Director of NECCO, Ohio says she has aspirations to eventually earn her Ph.D.



Wedding Romance in Costa Rica!

Congratulations are in order for Chief Financial Officer, **Steve Mullins** who wed his fiancé **Teisha Kessinger** on

Saturday, January 3, 2004. The ceremony was held on Playa Langosta, Tamarindo, Guanacaste Province, Costa Rica. The guests were given envelopes filled with



Blue Mariposa Butterflies, which they released when the couple was pronounced husband and wife. In addition to being the CFO for Necco, Steve is one of the founding members and owners of the company. His wife Teisha is the daughter of two very special foster parents from South Point, Ohio - **Sharon and Lloyd Kessinger**. The couple will reside in South Point with their two cats, Egypt and Moses, and three German Shepards, Zed, Zoe, and Atilla. Congratulations Steve & Teish, we are so happy for you!



Congratulations & Welcome!

Congratulations to **Bianca, Michael, and Callie Sue Sexton** on the new addition to their family, **Andrew Benoit Sexton**.



Andrew was born on March 9 at Kings Daughter's Hospital in Ashland, KY. He weighed 5 lbs. and 15 oz. and was 19 inches long. Since his birth in March, Andrew has been thriving! His mommy works in our South Point office, which means that there is no shortage of folks to hold him! Welcome to the family Andrew!

Youth Superstars!

Rodnice S. has been accepted to Northern Kentucky University. She will graduate from Raceland High School with honors this May and will start NKU this fall. We are all very proud of Rodnice and her accomplishments!

Amber D. stands out as a much improved scholar. She has worked diligently to improve her math grade and advanced two letter grades. We are so proud of her! She is such a bright youth and will excel in anything she chooses as a career.

Erin S., in Delpha and James Barker's home, is preparing for college. She scored very well on her ACT and is looking into a nearby college. Great work Erin!

Deanna L., in Delpha and James Barker's home, made great grades on her report card this 9 weeks! All A's and one B! Keep it up!

Darrell S., in Kent and Christy Cline's home, has been helping his foster family take care of their horse with a hurt leg. Darrell helps to bandage the leg and keep the horse calm. Darrell also helps to feed the other animals which include goats, dogs, and other horses.

Frank P., of Kathy and Worley Charles' foster home, passed his GED with an overall score of 500! All your hard work paid off, Frank! Great Job! Now for the big question: College or the ARMY? Either way--you'll be a STAR! Congratulations.

Josh B. and George C. have shown tremendous progress in care. Josh has been with the Jordans for 2 years. He has shown tremendous progress with all goals, and both boys maintain good grades in school.

Foster Parents in the Spotlight!

Helen Mosier goes over and beyond the call of duty as a foster parent. She is always willing to help out the team, especially during crisis situations. Helen is a single mother that works well with adolescent males. We have seen many successful placements within her home. She has touched the lives of many youth. Anytime we call Helen she is always willing to help. Her documentation is wonderful, and we can always count on her to have it turned in on time. She makes our job a lot easier. It is a true privilege to work with her!

Kim and Allen Stevens deserve to be recognized for their dedication to the

kids they have in their home. Kim and Allen are always ready to transport their youth to home visits, out of town meetings, or doctor's appointments. They participate in a wide variety of activities with their boys that includes Monster Truck rallies, trips to the movie theater, or out to eat at different ethnic restaurants. This past year, the boys and Al built a shed together. It was a great bonding experience for everyone. Currently, the boys go to the garage with Al and help to rebuild wrecked cars. Al is proud of the excellent work the boys can do and the patience they have. Kim and Allen Stevens, we're proud to have you in our family!

Happy Birthday!

Special birthday wishes to our youth who celebrated in 1st Quarter 2004:

John H. turned 16 on Jan. 4
Deanna L. turned 14 on Jan. 9
Tramell Y. turned 13 on Jan. 20
Justin T. turned 12 on Jan. 21
Jessica G. turned 19 on Jan. 14
Blake D. turned 18 on Feb. 19
Bethany H. turned 17 on Feb. 22
Ryan V. turned 15 on March 1
Christopher M. turned 14 on March 11
Debbie W. turned 17 on March 12
Cari L. turned 13 on March 13
April W. turned 17 on March 18
Catherine C. turned 21 on March 19
Shawn D. turned 13 on March 19
Mickael G. turned 3 on March 22
James H. turned 17 on March 26
Joesph E. turned 17 on March 30

New Arrival!

Congratulations to Tami Henson on the new addition to her family! On April 5th, Tami gave birth to a baby boy. His name is Shawn Hunter Yates. He weighed 7 lbs 12 oz., with blonde curly hair. He is a beautiful baby, and we love having him around! Not only does he have plenty of company in the office, his brothers and sisters at home love him as well! Tyler, Haliegh, and Erika are excited about the arrival of their baby brother! Congratulations Tami and family!



Happy Anniversary to a Loved and Dedicated Teammate!

Everyone at Necco would like to congratulate a wonderful teammate and dedicated advocate of children and families on her employment anniversary! **Talitha Patterson** recently marked five years of employment with us, and we can't be happier that she stuck with us all this time! Bianca Sexton said, "Talitha knows Necco from the ground up! She began as a Therapeutic Support staff with the Impact Plus program before moving into operations providing support for the case management team in Ashland. Talitha has pitched in on many administrative projects in our offices, from traveling to Paducah to help out with foster parent recruitment, heading up to Northern

Kentucky to help out with file reviews. She helped to coordinate the foster family fun days, the Halloween party and the Holiday party." Talitha is truly dedicated to her work, and is always willing to go the extra mile to get the job done! She is always supportive, and she always cares. Kim Romeo, Ohio Program Director, said, "When Talitha became part of the South Point direct-



Talitha Patterson began her career with Necco in 1999. This June marks her fifth anniversary!

service team, she brought with her a lot of skills and knowledge. Talitha is a strong case manager (as the foster parents and children she works with will attest to) and a dependable teammate. With her wonderful sense of humor, Talitha is a joy to be around, both professionally and personally." Indeed, Necco wouldn't be the same place without her dedication to kids and families, her kindness and sincerity, her honesty, and her infectious laughter! Congratulations Talitha, here's to five more!

A Special Gentleman

I would like to tell you something about someone very special, A KID who use to live with the Harmon family. He came from a big city with gangs and lots of drugs. He chose to change his outlook on life and his whole lifestyle and became part of the Harmon family. If you asked either Kathy or Charlie they would say they have THREE sons. This KID went on to complete his education and join the service. That KID, who used to live with the Harmons is gone forever. Today he is a MAN, who is protecting our freedom, and coming HOME to visit his family, THE HARMONS. I feel blessed to have known that KID who has become a MAN. I am so very proud to have had the opportunity to know ANTHONY JOHNSON. ~ *Nancy Smith*

Spotlight on the Christian Family!

The Ohio Team would like to recognize **Gayle and Rick Christian** as wonderful foster parents who are devoted to the youth in their home. Gayle and Rick currently have three girls in their home, Tiffany B., Julie S., and Korey B. While the girls keep Gayle and Rick busy, busy, busy, they are always happy and willing to transport the girls to work, school, and extracurricular activities. With summer right around the corner, Gayle and the girls have been busy landscaping the yard. The girls spent an entire day planting and mulching flowers which their case manager, Talitha, has not quit bragging about. Recently, the family purchased a camper which will be utilized for many upcoming outdoor adventures such as camping. And we cannot forget, the local stock car races! Gayle and Rick own a car that Rick runs at local tracks. With the racing season already here, Gayle, Rick and the girls will be traveling the local circuits in hopes to bring home the trophy.

We would also like to congratulate Gayle and Rick on the finalization of the adoption of their son, Brad!

Gayle and Rick, a big THANKS from the Ohio Team for allowing us to be part of your family!

Youth in the Spotlight!

Tiffany B. excelled in the Criminal Justice Program for the second nine weeks in a row by receiving straight A's. Tiffany continues to work at Arby's while going to school.

Julie S. made the honor roll at the Collins Career Center for the 2nd nine weeks in a row. Julie also started working at McDonalds.

Korey B. deserves some special recognition on her new job at McDonalds.

Timmy L. received the "Golden Pin Award" for the most pins on his wrestling team for the year. Timmy also lettered in the sport this year. Way to go Timmy!

Happy Birthday?

- Makayla D.** turned 4 on Jan. 4
- Amanda P.** turned 12 on Jan. 17
- Jeffrey E.** turned 17 on Feb. 4
- Melynda R.** turned 19 on Feb. 16
- Chris D.** turned 9 on Feb. 24
- Jessie B.** turned 16 on Mar. 3
- Europe W.** turned 15 on Mar. 14
- Timmy L.** turned 18 on Mar. 25
- Heather B.** turned 18 on Mar. 27
- Mary N.** turned 11 on Mar. 27
- Jerry S.** turned 20 on Mar. 28
- George M.** turned 14 on Mar. 30

Annual Foster Parent Appreciation Dinner!

The Lexington office held its first Annual Foster Parent Appreciation dinner on February 24, 2004. The dinner was held at Ryan's Steakhouse in Lexington, and all foster parents and their families were invited to attend. The evening began with dinner and ended with the presentation of awards by Necco staff to foster parents. When deciding what awards to give to foster parents, the team felt that there was no foster parent not deserving of an award. Each and every foster parent with the Lexington office goes above and beyond in their service to kids. Foster parents were given certificates based on dedication,

flexibility, services and excellent partnership with the agency. Every family received an award, with two families receiving special notice for their exceptional work with children. **Jim and Wendy Blasdell** were recognized for their outstanding dedication in working under extreme circumstances to help an ill child. **Larry and Paula Holland** were named this year's Foster Parents of the Year. The Holland's have shown remarkable dedication, patience and love to the children in their home throughout the year, and Necco was happy to have the opportunity to thank them for their service.

Foster Parent Spotlight!

The Lexington office would like to congratulate **Lester and Miranda Bullens** for being chosen as foster parents of the quarter. Lester and Miranda have been foster parents with us for almost two years now. They currently live in Berea, KY with their daughter **Raven** and their two foster sons, **James K** and **Dylan N**. Since becoming foster parents with NECCO almost two years ago, Lester and Miranda both have proven to be very strong, experienced foster parents and do an exceptional job with the children in their home. We truly appreciate all of their hard work and dedication!

Happy Birthday!

Special wishes to all our youth who celebrated in the 1st quarter 2004!

- Kasha C.** turned 14 on Jan. 1
- Robert G.** turned 15 on Jan. 9
- Brady H.** turned 9 on Jan. 17
- Sarah N.** turned 17 on Jan. 22
- Sarah C.** turned 17 on Jan. 23
- William C.** turned 17 on Feb. 7
- Kimberly S.** turned 13 on Feb. 10
- Zachary C.** turned 9 on March 11
- James R.** turned 14 on March 15
- Jeremy M.** turned 14 on March 18
- Brandon C.** turned 17 on March 19
- Kyle M.** turned 15 on March 23

Kids in the Spotlight!

Corey Birch would like to congratulate **Paunika S.** for her great work in school. She received all A's and B's on her last report card!

Crystal Coulter would like to congratulate **Brandon R.** on some of his most recent accomplishments. Brandon ran in a national track competition at the University of Kentucky in February in which he was honored 8th in the nation in the 200-meter relay. He also ran in an indoor track event in which he received 1st, 2nd, 3rd, and 4th place in four different events. The neat thing about this is that he did this all within one hour, which has never been done by anyone else in the state. Brandon's coach stated that he may possibly be the state champion this year. Way to go Brandon!

Tony Davis would like to recognize **Brady H.** for continuing to do so well both in the foster home and at school.

Misty Williams would like to recognize **Amber B.** for her recent improvement in school. Keep up the good work!

Congratulations!

Best wishes to **Kenya Agee**, Operations, on the birth of her second child, **Anna Reese Sharp!** Anna was born on January 12, 2004 and weighed 7 lbs. and was 19 1/2 inches. She is a beautiful baby girl, and we are so happy for the proud parents!



The Cordray's & the Gardner's Shine!

Peggy and Jack Cordray

became members of the Necco family in December 2003 after transferring from another agency. Peggy and Jack's versatility and dedication have exceeded our expectations ever since. In fact, they set a new standard not long ago by canceling a vacation trip to maintain stability for a child who was placed in their home.....as respite! The Cordray's have fostered numerous children on a respite basis, which displays their willingness to help out in tough times, as well as their genuine care for kids. **Tami Harrigal**, who aided the Cordray's with their transfer, has announced that Peggy and



Jack will soon welcome their first official placements, Christopher and Patrick. Congratulations!

Barb and Jeff Gardner have been foster parents with Necco-NKY since November 2002. Since joining the Necco family, the Gardner's have provided a caring and stable foster home for no less than thirteen teenage girls! The majority of the youth who have left their home were very successful and returned to their biological families. The Gardner's have years of experience in foster care and they work very well with challenging youth by providing structure and consistent support. It should also be mentioned that Barb and Jeff are the parents of their own Necco-NKY family! Their children, **Joe Gardner** and **Tina Courtney** are also Necco foster parents. Congratulations and great work, Barb and Jeff. Your recognition is long overdue!

NKY Welcomes New Team Leader

"He stands 6 feet 4 inches tall, with a shadow that hovers like a dark angel. One conversation with him and you know immediately that he is all about business when it comes to the total and complete success of the youth and foster parents that enter and leave his office each week." The preceding account was written by George Duvall, Program Coordinator for Kentucky Youth Connects, and is an excerpt from a feature article in the Winter 2003 issue of F.A.S.T. Track magazine.

The full-page article is a spotlight of our new Team Leader in NKY, **Frank Taylor**, whose experience and dedication to kids makes him a superstar in our field. Frank is originally from Birmingham, Alabama, but he spent the majority of his adolescence in Louisville. He earned a degree in Sociology from Morehead State University, is currently working on a Master's Degree,

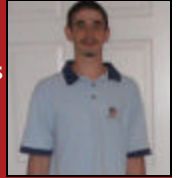
and continuously reads to expand his knowledge. Frank and his family moved to NKY in January 2004



after performing duties as Case Manager and Team Leader in the Necco-Lexington office for several years. He is learning more about the area every day, and he hit the ground running upon his arrival at work. He is now working with a full caseload and many have commented on his dedication and spirit. Besides reading and studying, Frank also composes and recites poetry. One of his poems, "We Are Social Workers," is also featured in the F.A.S.T. Track magazine. Necco-Florence is lucky to have such a talented, dedicated, and experienced worker as Frank Taylor. Welcome aboard, Frank!

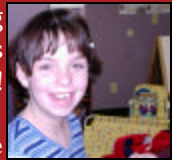
Superstars in the Spotlight!

Brandon W. scored very well on the A.C.T. and is excelling at Boone County High School. He will graduate this spring and is trying to determine which college he will be attending this fall.



Josh S. acquired his **G E D**. Congratulations!

Jennifer F. is earning terrific grades and is overall doing very well!



Joe G. passed the ASVAB exam and will enlist in the Army, where he will continue his education and serve our country.



Happy Birthday!

Special wishes to all our youth who celebrated in the 1st quarter 2004!

- Gary S.** turned 15 on Jan. 3
- Michael H.** turned 16 on Jan. 13
- Joseph G.** turned 17 on Jan. 28
- Jeremy H.** turned 16 on Jan. 30
- Hunter H.** turned 10 on Feb. 5
- Jessica S.** turned 18 on Feb. 9
- Tim M.** turned 16 on Feb. 9
- Scott F.** turned 16 on Feb. 11
- Michelle F.** turned 11 on Feb. 12
- William B.** turned 16 on Feb. 20
- Jesse S.** turned 16 on Feb. 22
- Joe C.** turned 16 on Feb. 22
- John H.** turned 17 on March 2
- Joseph K.** turned 10 on March 4
- Jason H.** turned 18 on March 19
- Grace W.** turned 2 on March 26
- James M.** turned 18 on March 28
- Lisa L.** turned 16 on March 28
- Shawn B.** turned 18 on March 29

Youth Quarterly Superstars!

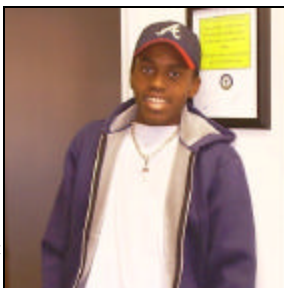
Congratulations to **Gwyneth F.** for being selected Youth of the Quarter.

Gwyneth is being recognized for her achievements, extra curricular activities, and her excellent behavior. She is a 3.0 student.



In addition to her academic excellence, Gwyneth is actively involved in ROTC and is a member of the high school band. Keep up the good work. We wish you continued success!

The Owensboro office would like to acknowledge **Michael** for his brave and heroic actions. On



February 23, 2004, Michael saved his foster mother's mother from falling down the steps and hurting herself. He provided immediate care and contacted the appropriate people. We are very proud of Michael's bravery, which could have been a potential life-threatening situation.

Announcements & Special Thanks!

On February 6, 2004, the Owensboro Police Department graciously donated 5 bikes to Necco. Our very own case manager, **Joel**



Baker, coordinated the transporting and delivery of bikes. **Joel and Michael** worked together as a team to get the bikes in working condition.

Our annual SCM training was held February 21, 2004. Several foster families participated in this event.

On March 10, 2004, Owensboro held its first monthly Foster Parent Support Group. This group consisted of training as well as serving as a support group. It is our goal that this service will provide necessary help for our foster parents.

Foster Parent Spotlight! Beverly Byrne

We would like to extend our appreciation to **Beverly Byrne**-Foster Parent of the Quarter.



Beverly consistently completes all documentation (behavior cards, medical logs, and doctor slips) in a thorough and timely manner. She uses several techniques when dealing with each youth and has a deep understanding when confronting different age levels. Beverly works closely with the schools and therapists to ensure each child is receiving the best services possible. Beverly, we would like to thank you for the time and energy you have devoted to our youth.



DREAM

*Dream what you want to dream.
Go where you want to go,
Be who you want to be...
But remember to enjoy
Every step
of life's journey.*

*It's easy to become
so focused
on a goal
that the rest of life
Passes unnoticed...
even unappreciated.*

*It's important to remember
that the essence of each day
is unique and fleeting,
Minutes
are grains of sand
that slip all too quickly
through our fingers,
leaving only memories.*

*So follow your dream-
wherever it may lead you
and remember to enjoy
each and every step
along the way.*

~Renee D.~

Happy Birthday!

Special wishes to all our youth who celebrated in the 1st quarter 2004!

Laura D. turned 17 on Jan. 7
Mikey W. turned 8 on Feb. 3
Tiffany B. turned 12 on Feb. 17
Kiara H. turned 14 on Feb. 22
Lyneisha T. turned 16
on Mar. 16
Ashley G. turned 18
on Mar. 17

Eric L. - Youth of the Quarter!

Eric L. has been placed in the home of **Tim and Sandy Bishop** since January 24, 2004. He has been with Necco-Bowling Green since August 1, 2003. Eric made huge strides over the course of this quarter and has been named Foster Kid of the Quarter by the Necco-SKY team.

"I think he's making great choices to prepare himself to be an adult," says **Jon Hale**, Eric's case manager. "He's looking to start a future for himself instead of just a life."

Eric's primary accomplishment over the course of this quarter has been passing his GED exam. Eric made an outstanding score, and his foster parents are very proud of him. "He's just doing so well," says Sandy Bishop, his foster mother. "We are so proud of how much progress he's making."

Jon and the Bishop's have spent numerous hours this quarter

helping Eric to cultivate his interests. Eric greatly enjoys cooking, and is interested in becoming a chef. He is currently exploring enrollment at Sullivan College to study culinary arts. Sandy, Eric's foster mother, has provided Eric with the opportunity to cook meals for the family to practice his cooking skills.

The Bishop's have worked diligently to provide Eric with numerous outlets to practice and improve upon his artistic skills as well. He recently helped the family build an entertainment center for their home, and he enjoys helping with woodworking projects. Eric has also completed numerous paintings in the foster parents' home, including painting logos of UK and other basketball teams.

Necco-SKY is really proud of the progress Eric has made this quarter! Congratulations, Eric!

Foster Parent Spotlight!

Necco-Bowling Green is pleased to recognize **Garrett and Mary White** as Foster Parents of the Quarter. Garrett and Mary have been with Necco since April, 2002 - almost two years! They currently have a sibling group of 3 placed in their home. The kids have flourished in the home, and they have each benefited from the opportunities provided to them by the White's.

Ricky Garmon has been case managing the White's home for the last six months. Ricky says that the family is always available to the children, and provides them with meaningful opportunities to grow. "The White's are really committed to their kids. They always go out of their way to make sure that they have everything that they need, and they're really great to work with."

The Necco-Bowling Green

team is excited to serve the White's. The team is pleased with the work the family has done with the ATD population in Hardin County, as well as their efforts with their current foster care placements.

Happy Birthday!

Special wishes to all our youth who celebrated in 1st quarter 2004!

Kenneth B. turned 18 on Jan. 7

Elizabeth H. turned 15 on Jan. 10

Lance D. turned 17 on Jan. 15

Eric S. turned 15 on Jan. 17

Richard R. turned 17 on March 6

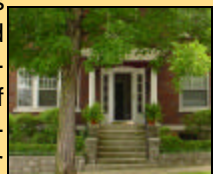
Keshia P. turned 16 on March 6

News & Announcements

Necco-Bowling Green is pleased to welcome **Roy and Sharon Thomerson** as foster parents! The Thomerson's transferred to Necco in February. We are excited to have the Thomerson's well-rounded experience in helping our kids!

Necco-Bowling Green is proud to mention **Ricky Garmon's** return to school in January. Ricky is working toward his Master's of Education degree, and is taking two classes this semester. We are proud of Ricky's commitment to furthering his education and are certain he will be successful in this pursuit!

Necco-Bowling Green has expanded office space into the upstairs of their building located at 544 East Main Street. The team is working toward moving case management staff upstairs and creating a kid room for youths who visit the office.



Necco-Bowling Green is excited about **Heather Byer's** upcoming wedding! Heather is getting married on May 22 to Doug Ames.

Necco-Bowling Green began offering monthly trainings at Downing University Center at Western Kentucky University this quarter. Trainings are provided to the foster parents while youths are able to spend time enjoying the recreational facilities available on campus. Be on the lookout for upcoming training notices!

Foster Parent Spotlight!

Norm and Shirley Henry have been foster parents since September 16, 2000. They are experienced seasoned foster parents that we can always count on for emergency respites and placements. They currently have four girls in their home. Boy, I bet it is hard for Norm to get in the bathroom in the morning! : NECCO/Paducah would like to shine our Foster Parent Spotlight on Norm and Shirley Henry. The staff in Paducah and the rest of NECCO would like to thank you for all your hard work and support. Your dedication does not go unnoticed.

NECCO-Paducah would like to recognize the two families that joined the NECCO-team during the first quarter of 2004: Ken & Ricky Sikes and Jimmy & Lori Grimm.

Ken and Ricky Sikes are veteran fos-

ter parents! They decided to pursue foster parenting with NECCO after moving to Paducah from Michigan, where they were foster parents for 17 years! Before joining NECCO, they had already adopted six children, but continue to have abundant love to share with others. Thank you so much for your dedication to children in need, Ken and Ricky!

Jimmy and Lori Grimm joined the NECCO-Paducah team in March 2004 after their oldest son suggested foster parenting to the family. The Grimms and their three sons, Ian, Ben and Connor, have made an enormous impact on the life of the one young man who has been in their home for nearly three months. NECCO would like to thank the Grimm family for believing in the importance of community and recognizing a child's need to know some joy each day!

YARD SALE!

Paducah employees and foster parents CLEANED HOUSE and brought all of their things together to have a yard sale to fund summer activities for our foster families. We also had some good eating with all of the baked goods that were for sale as well. We advertised and put up signs and had an excellent turnout. The GRAND TOTAL? Over \$400.00! Special thanks to everyone who participated in this event!



Michelle Lowery and Ronda Walker, having a great time at Paducah's yard sale fundraiser! Thanks to everyone who contributed and participated!

Happy Birthday!

Special wishes to our youth, foster parents, and staff who celebrated in 1st quarter 2004:

Mary L. turned 16 on Jan. 1
Marlana M. turned 15 on Jan. 12
Cindy L. turned 13 on Jan. 15
Arianna J. was born on Jan. 17
Laura A. turned 18 on Jan. 29
Nick L. turned 12 on Feb. 17
Josh S. turned 14 on Feb. 19
Leanna B. turned 15 on Feb. 27
Rose D. turned 17 on Feb. 27
Chaquita J. turned 16 on Feb. 27
Courtney G. turned 8 on Mar. 12
Sabien S. turned 4 on Mar. 14
Jeremy S. turned 15 on Mar. 19

Foster Parent Birthdays

Paul Birk-January 20
Terry Burgess-February 2
Presley Lamm-Feb 8
Deloris Harris-Feb 14
Kathy Gardner-Feb 19
Michelle Birk-Feb 21
Joy Stokes-March 4
Jack Campbell-March 13

Staff Birthdays

Cassie Dann-Feb 6

Adoption Corner

On May 24, 2004, Tommy and Stacy Woodford signed the DSS-195 Adoption Placement Agreement for the adoption of David and Geoffery. The adoption is now officially underway and should be finalized within the next six months! NECCO would like to congratulate the family and thank all of them for their dedication to the program and love for one another.

Necco
804 Solida Road
South Point, OH 45680



NECCO is an Equal Opportunity Employer

We welcome your questions, comments, and feedback! If you would like to offer your input, or submit an article for Necco News, please contact:

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(*All story submissions should be no longer than 100 words.)

Special Thanks to our First Quarter Story Contributors: Kenya Agee, Corey Birch, Shawn Brammer, Crystal Coulter, Tony Davis, Wendy Goodenough, Rob Goodwin, Tami Henson, Iris Kelley, Jamie Koop, Andie Leffingwell, Michelle Lowery, Amy Lowman, Cathy McDowell, Teisha Mullins, Beau Necco, Dee Necco, Talitha Patterson, Tim Robertson, Kim Romeo, Bianca Sexton, Nancy Smith, Linda Sparks, Ronda Stevens, John Swanson, Frank Taylor, Kerri Thornburg, Tia Wadkins, Misty Williams

WE ARE SOCIAL WORKERS

By Frank Taylor

We speak out for people that have no voices.

WE ARE SOCIAL WORKERS!

We operate under stressful, difficult and sometimes dangerous situations.

We have to work within the system because that is how the game is played.

We represent the have-nots. We empower the meek souls who have been abused.

WE ARE SOCIAL WORKERS!

Town; continued from p. 2

would bring approximately 50 jobs to Lawrence County, and be a huge step at improving services for the Southern Ohio counties.

We seldom get credit for a job well done. They say one "Bad" apple can spoil the whole bunch.

We are held to this standard. An example of this is how the media portrays us when a few social workers don't do their jobs.

We deal with triumph and tragedy on a daily basis. **COULD YOU HANDLE THIS????**

It is not that easy to deal with.

WE ARE SOCIAL WORKERS AND I AM PROUD TO BE ONE!!!