The JF&CS Tools for Living Survival Guide

PART II

HOW TO STAY AFLOAT DURING LIFE’S DIFFICULT CHALLENGES
How to Thank a Hero

Gary Miller
Chief Executive Officer, 1991-2015
Jewish Family & Career Services

The community celebrates your vision, courage, confidence, commitment—and sense of humor.

How to Build a Legacy

Never Satisfied: A birthday gift from Gary’s son, Josh, painted in Mandarin by wife Sheila.

Never Satisfied. This is the mantra I earned both professionally and personally. This neurosis (Annie Hall revisited) to never be satisfied—to continue to strive to better myself and those around me—was born within me as a first generation Canadian and as an immigrant to the United States. A strong work ethic was inherent and hard work ensured success. Yet my DNA did not fit into my family’s entrepreneurial business track. What fueled me was the indomitable spirit of people striving to better themselves.

In my 24 years as CEO of JF&CS, I have had the luxury of dedicating my professional life to my personal values mission. And what a ride it has been! When I moved here from Montreal, JF&CS was a $1 million social service entity with a very narrow scope of service based on counseling. Now, it is an almost $14 million human service organization encompassing more than 30 programs and services.

The past 24 years have seen some really proud moments:

• Moving out of the basement of a homeless shelter space and onto our own campus;
• After personally witnessing the Rodney King riots in 1992 in Los Angeles, leading the board to agree to adapt our mission to provide services on a nonsectarian basis to all Atlantans;
• Forging the merger of Jewish Vocational Services with Jewish Family Services, which united two service groups and boards of directors into one stronger leadership force and comprehensive service center called Jewish Family & Career Services;
• Developing cutting-edge programs to support the underserved, such as our comprehensive division to serve adults with developmental disabilities;
• Creating innovative programs to address issues and needs often denied in Jewish circles, such as Shalom Bayit, which offers a Jewish-centered domestic violence resource, and HAMSA (Helping Atlantans Manage Substance Abuse), which focuses on substance abuse and addiction in the Jewish community;
• Engineering the complete overhaul of the Ben Massell Dental Clinic through a successful $5.5 million capital campaign;
• Following a two-year process and conversations, moving the board to change our bylaws to allow diversification of our board members;
• Last but certainly not least, receiving the prestigious 2012 Managing for Excellence Award from The Community Foundation for Greater Atlanta.

This list doesn’t include some of the hidden moments that have meant so much to me—engaging regularly with our board members, leading our monthly staff meetings, working alongside our amazing staff and volunteers, and simply getting to know everyone on a more personal level.

The collaboration among the staff and volunteers is both unique and real. It forms the basis for so much of what goes on in this organization and gives me faith that as the new leadership comes in, JF&CS will continue to grow in its success. If this sounds like “goodbye,” it is not. I might be less visible around the office. But I will continue to work with the new leadership, specifically on The Campaign to Complete the JF&CS Campus, a capital campaign to help us greatly improve our ability to deliver the highest-quality services to our clients.

Leading JF&CS has been a dream job. I have had both the good fortune and pleasure to work with volunteers who share so freely their wisdom and resources. They are the true guardians of our community’s welfare. Moreover, the privilege of becoming entrenched with my staff has been life-changing. It makes this sometimes impossible, often heart-wrenching work worthy of celebration. As we honor the trust of our clients in taking care of them one at a time, so do we care for each other like a family. These are my life-long heroes.

And at this stage, the mantra of “Never Satisfied” has changed to “So, What’s Next?” And whatever that is, JF&CS will be part of it.

Gary Miller, Chief Executive Officer
HOW TO EMBRACE CHANGE

Lynn Redd, President, and Gary Miller, CEO

Change was the focus of last year’s Annual Report. “How does one bring about change when change is needed?” I posed that question as a challenge to get people more engaged, to encourage them to make a difference. Little did I know how much would be changing over the year that lay ahead.

The word that comes to mind now is dynamic. The dictionary defines it as pertaining to energy or effective action. Something dynamic is always changing. How appropriate, when I look over the past year. We accomplished so much. Here are just a few highlights:

1. We completed the feasibility study and prepared to launch our Campaign to Complete the JF&CS Campus. So far, we have raised $1.6 million for this initiative, which will transform our current space into a true client service center of excellence.

2. Working with Camp Twin Lakes, we began building a group home in Rutledge, Ga., for adults with developmental disabilities. We will manage the home, while the camp will provide employment opportunities for our clients. Construction will be completed this spring, and residents will move in before the summer camp season.

3. We pursued more opportunities for earned income. MBA students from Emory’s Goizueta Business School completed a pro bono project for us that demonstrated the need for a careers program for soon-to-be college graduates. The Ben Massell Dental Clinic began to offer its technology to the greater population on a fee basis during off hours.

4. Speaking of BMDC, we made great strides in volunteer recruitment: nearly 150 dentists and a 12 percent increase in overall volunteer time. We executed a succession plan with Dr. Stephen Bankston named as the successor to Dr. David Zelby, who has served as Chief of Staff for almost 15 years. We also continued to add state-of-the-art equipment to the clinic through donations.

5. Fundraising events continued to draw a large, diverse group in support of our programs. Each event in the past year — Artscape, The Tasting, Havingala and Community of Caring — achieved its greatest financial results ever. It takes countless agency professionals and volunteers to make these events so successful. We also exceeded our $1.3 million Annual Campaign goal.

6. We re-evaluated and enhanced a number of existing programs, including our Zimmerman-Horowitz Independent Living Program (Z-H ILP), Avra Older Adult Services – Tools for Aging, our PAL Big Brother / Big Sister program and BMDC.

7. In Z-H ILP, we are in the process of transitioning from an older model of private home care to group homes to meet reimbursement requirements. We have identified four new properties (two apartments and two homes) that are consistent with current regulatory requirements.

8. We continued to exercise prudent fiscal management, ending 2014 with an operating surplus of about $100,000 and a clean audit with no deficiencies. But perhaps the biggest change was the one announced in January. After 24 years as CEO, Gary Miller will step down this summer, and Rick Aranson, our current Chief Operating Officer, will take his place. Gary will continue to serve in a strategic advisory role for the next two years. The succession plan will ensure the continued viability and impact of JF&CS throughout the metro Atlanta community.

JF&CS truly is a dynamic organization. We will continue to seize new opportunities, focus on best-of-class practices, and refine our service offerings to meet the needs of our clients. As John Perlman becomes the Board President and Rick transitions to the CEO position, JF&CS is very well-positioned for continued growth, service excellence and financial stability.

Lynn Redd, Board President

2014-2015 FINANCIALS

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<tr>
<th>Revenue Sources</th>
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<tbody>
<tr>
<td>Fee for Service</td>
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<td>Individual Contributions/Special Events</td>
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<td>Foundations, Corporations, Government Grants</td>
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<td>In-Kind Donations</td>
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<td>Jewish Federation of Greater Atlanta</td>
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<td>Other Income</td>
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<table>
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<tr>
<th>Expenses</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Developmental Disabilities Services</td>
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<td>Ben Massell Dental Clinic</td>
<td>21%</td>
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<tr>
<td>Avra Older Adult Services</td>
<td>18%</td>
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<td>Clinical and Child and Adolescent Services</td>
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Total Revenue Sources: $13,743,799
Total Expenses: $13,625,575
HOW TO AGE AS A FAMILY

Aging affects more than just the individual; it affects the entire family. In fact, it often is the family members who ask the most questions and need the most help figuring out how to navigate life changes as a loved one gets older.

Aviv Older Adult Services – Tools for Aging offers an array of services to support both older adults and their families, including in-home care, geriatric care management, information and referrals, counseling and caregiver services.

HOW TO HELP YOUR PARENTS WHEN THEY DON’T WANT YOUR HELP

1. Look for the signs.
Mom refuses to take a bath. Dad forgot to pay the power bill again. Mom hasn’t washed clothes in three weeks. There are so many pill bottles on the table, neither of them can keep it all straight. Both think everything is fine.

2. Get your parents’ situation assessed.
Look at both their abilities and limitations, not only physically but mentally. After a visit to their primary care physician, you might want to consider getting a neuropsychological evaluation, especially if you have noticed a decline in their memory or cognitive functioning not related to any condition such as depression or medications. Tools for Aging offers these noninvasive pen-and-paper evaluations.

3. Prepare their home.
Address all safety concerns. Make sure all smoke detectors are working, there are safety bars in the shower, and area rugs are taken up to avoid tripping and falling. Label and organize all pill bottles.

4. Oversee their health and safety.
Make sure your parents complete a power of attorney for healthcare, including a living will, and consolidate all their prescriptions at one pharmacy. Accompany them to the doctor, so you have their complete health picture.

5. Protect their finances.
It’s critical that both you and your parents understand their financial picture. You should know what insurance they have, and you should make sure both their healthcare and financial powers of attorney are in place.

If your parents have a long-term care policy, look into the type of care it covers (nursing home, in-home, assisted living), how much they pay and for how long.

If your mom or dad has several specialists and multiple prescriptions from each, ask the primary care physician to review them to determine if any have contraindications.

6. Keep them socially connected.
Your parents should get out as often as possible. Encourage them to attend the local senior center, arrange for a friendly visitor to come to their home and/or look into adult day care centers.

7. What if they don’t listen?
Parents frequently resist help from their kids. At the same time, it’s hard to challenge the way our parents are living. We strive to be objective, but it’s difficult to think of all the different aspects of your parents’ lives you need to be looking at. It takes a sensitive outside observer to get them to see what they don’t want to see and to identify problems.

When you live far from your parents, it can be especially hard to make sense of all their needs and the options out there. Geriatric care managers like those at JF&CS offer guidance and services tailored to individual families’ needs. Sometimes that means making recommendations for other resources in the area.

HOW TO BE A CAREGIVER FOR YOUR PARENT

1. Have your parents’ physical health assessed.
Is either parent in constant pain? Chronic pain is a growing problem among older adults but is largely undertreated. It can lead to depression, anxiety, decreased mobility, social isolation, poor sleep and related health risks. Understanding the causes of this pain, the special medical needs and the role of pain self-management can help older adults reduce or eliminate this condition.

2. Check in with the caregiving parent.
If your mom is busy taking care of your dad, how is she feeling? Overwhelmed? Depressed? A visit to the doctor can determine if there is an underlying condition presenting like depression and treat it.

3. Keep up with their medical needs.
If your mom or dad has several specialists and multiple prescriptions from each, ask the primary care physician to review them to determine if any have contraindications.

4. Don’t forget you!
Talking about your own frustrations, resentment and feelings are very important. Counseling and support groups provide a great outlet. Tools for Aging has some of the best licensed clinical social workers in the area meeting with groups and individuals. You’re not alone in this process.

HOW TO CONTACT US

We’re here to help. Call 770.677.9411 or email Aging@jfcs-atlanta.org. Our services include:

- Alterman/JETS Transportation
- Caregiver Support
- Counseling Services
- Geriatric Care Management
- Holocaust Survivors Program
- Information & Referral
- Legacy Home Care
- Neuropsychological Evaluations (Dementia Screening)
- NORC (Naturally Occurring Retirement Communities)
- Services to Older Refugees
HOW TO SEARCH FOR A JOB EFFICIENTLY

Have you been out of a job for a while and starting to lose hope? Laid off after 20 years with the same employer? Or are you trying to start a career after graduating from college? These very different situations have at least one thing in common: it’s time for something new.

Career Services – Tools for Employment offers programs and services to help you start or refresh your job search. From assessments and career counseling to workshops to job placement services, we provide the assistance and tools job seekers as well as employers need.

HOW TO FIGURE OUT THE RIGHT JOB FOR YOU

1. Assess your abilities, interests, skills, goals, personal style, family situation and values. You need to look at the whole picture to see what kind of job would fit into your life — one in which you would be happy and successful.

2. Focus your search on that kind of job, so you maximize your chance of getting an offer. Address the weaknesses that can be addressed, learn how to emphasize your strengths and come up with a game plan to attack obstacles.

HOW TO MAKE SENSE OF THE CHANGING JOB SEARCH

1. Understand how the job search has evolved over time. This is especially true for those who have been out of the job market for a long time. Finding a job requires a lot more than a good resume and a decent interview.

2. Know the right tools to use. LinkedIn isn’t just a trendy term. It’s a resource for job tips and a network for potential employers to find you. Look into job websites, but don’t forget the importance of networking. Family, friends and acquaintances all are valuable tools. More than 80 percent of jobs are filled by a candidate who knew someone within the employer’s company.

3. Be both strategic and creative in your approach. Know your skills, abilities and experience, and be able to illustrate how you can meet or exceed what is required for the job. Too many job seekers do not adequately demonstrate how their background has prepared them for the position. As well, you need to identify your uniqueness. What will differentiate you from all the other job seekers?

HOW TO HANDLE THE UNEXPECTED

1. Be sure you understand exactly what is expected of you in the early days of your new job. Don’t be afraid to ask a question when something is unclear.

2. Have a backup plan. Sometimes things happen that are out of your control. Your car breaks down, your child is sick, an emergency comes up. Be prepared: know the bus schedule, identify someone in advance to care for your child, or be prepared to work from home if that is an option.

HOW TO FIND – AND KEEP – A JOB WHEN KEY TOOLS ARE MISSING

1. If you don’t have a computer, find one. Access to the Internet is an essential first step in the job search process. Public libraries, Goodwill career centers, workforce development offices, schools, churches, the Department of Labor and many nonprofits often provide online access to those in need.

2. If you don’t have a car, find alternate transportation. Learn the transit system; it’s an economical and convenient solution. Get to know your coworkers to see if someone who does have a car lives close to you. Most people would be happy to give you a ride in exchange for some gas money.

3. Find reasonable childcare. If you have trouble affording child care, ask friends, family and even neighbors if they’re able to provide low-cost childcare. By using a barter system, childcare can be free.

4. Don’t let a lack of experience get in the way. If you have little or no experience to include on your resume, find a volunteer opportunity. Volunteer work can allow a job seeker to pick up some new skills. It also is a good way to network and build your contact list. Plus, volunteering itself looks great on a resume. Remember, life experiences can translate into marketable skills. For example, coaching a child’s baseball team may have involved skills that can be transferable.

5. Put pride aside and ask for help. If you are having trouble getting on track, don’t be afraid to ask family, friends or community resources for assistance. “It takes a village” applies not just to raising children, but to uplifting those in need. Many social service organizations, including JF&CS, may be able to help with rent assistance, MARTA cards and job leads. JF&CS also offers monthly workshops on job search, LinkedIn, interviewing and resume writing skills. Ask us about our resume critiquing and mock interviews.

HOW TO CONTACT US

We’re here to help. Call 770.677.9358 or email Employment@jfcs-atlanta.org. Our services include:

- Career Counseling
- Career Workshops
- Employer Services
- GradWORKS
- Information & Referral
- Job Database
- Job Placement
- Ways to Work
- The Siemer Family Stability Project

$50,800 – average salary of jobs placed

339 job seekers attended workshops

162 people received career counseling

122 people placed in jobs

35 companies hired JF&CS clients

122 people received career counseling
HOW TO HELP YOUR CHILD THRIVE

Parenting can be a lonely job and, contrary to popular belief, the definitive manual is yet to be written. We all want our children to be happy, healthy, safe, successful, confident and overall good human beings. And even if they don’t put it in those exact words, that’s pretty much what most kids want for themselves.

We strive to provide an environment where our kids feel safe and nurtured while also feeling confident to take risks and accept new challenges. Child & Adolescent Services – Tools for Families can help your family through the uncertainties of growing up.

How Do I Help My Child Feel Safe?

1. Set limits. Your son throws temper tantrums when he doesn’t get something he wants. Your daughter argues with you about everything, from brushing teeth to turning off the TV to bedtime. Children often make demands that try our patience. While they need to know their needs will be met, this doesn’t mean children need to get everything they want. What it does mean is that “yes” isn’t always the answer. They might not understand it until they’re older, but setting limits and boundaries will make them feel safe. And children who feel safe tend to trust others more easily. Children who don’t feel safe can feel anxious and insecure.

2. Set clear expectations and a consistent structure. You want to provide an environment that is predictable and secure. Rules as well as limits are important so kids know someone is in control and caring for them. When your 12-year-old asks for something you don’t think he’s ready for, explain your reasons, and try to steer him toward something else. It isn’t always easy, but be firm.

3. Be willing to share your feelings. Talk (and listen) to your children. You are your child’s first teacher, and he or she is paying more attention to you than you will ever know. Be willing to cry when you are sad, laugh when you are happy and raise your voice when you are angry.

4. Empathize. Show you understand when they are angry with you or frustrated, and explain your position. Feeling understood and respected are basic human needs, and your children share them. There will be times when you are accused of not having any idea how your child is feeling, and sometimes, he or she might even be right. But if you’re able to show you want to understand, communication can happen. It may not result in complete agreement, but at least there will be a foundation of respect.

How Do I Support My Child’s Academic Success?

1. Stay informed. Your 8th grader got straight A’s last year. This year, she has missed a lot of homework assignments, her grades have slipped, and she says she hates school. What gives? Your daughter might be overwhelmed with classwork. Be aware of assignments and teachers’ expectations so you have context when your daughter talks about her day. Read the course syllabi, and help her understand what is expected. Finally, encourage her to use an agenda or organizer, and review it together.

2. Note other, nonacademic changes. Have you noticed your child is spending time with a different group of friends or avoiding peers with whom she previously spent time? In addition to being academic, school is a social environment and the place where kids spend most of their “awake” time. These interactions can have a great impact on a child’s ability to learn and perform.

3. Advocate for your child. But be willing to listen to the educators who interact with him or her each day. Teachers want to partner with parents, and they readily acknowledge their jobs are easier when parents and teachers are supporting each other.

4. Allow your child to take responsibility for his or her work. Although it can be difficult, sometimes we have to let our children struggle with the consequences of their actions. Of course, we should understand what is affecting how our children learn. At times, we need to provide resources and aids that will facilitate this process.

How Can I Be Sure I’m Doing the Right Thing as a Parent?

1. Be willing to partner with members of your community who are providing support for your child. Teachers, family and friends can be role models and support that reinforce the messages you are communicating.

2. Be willing to be imperfect. Parents make mistakes, and sometimes we learn as much from our children as they learn from us. Being willing to acknowledge you don’t know everything shows it is okay to be human.

3. Be willing to try different parenting styles. Sometimes we like to believe we can control everything and hold on to the idea that if we do and hover long enough, we can prevent our children from feeling the pain of failure and regret. There is a wide continuum between helicopter and free-range.

How to Contact Us

We’re here to help. Call 770.677.9474 or email Families@jfcs-atlanta.org. Our services include:

- Autism Spectrum Testing Services
- Child & Family Counseling
- Developmental Screenings
- Divorce Support
- Expressive Therapy (Art Therapy)
- Information & Referral
- JATP (Joint Admissions Testing Program)
- PAL (Big Brother / Sister Program)
- Psychoeducational Evaluations
- School-based Observations

How to Make an Impact

- 33 PAL matches
- 57 psychoeducational evaluations administered
- 1,228 middle & high school students served by HAMSA
- 139 children seen by clinicians
HOW TO SURVIVE LIFE IN TODAY’S WORLD

Life happens, and you never know what lies around the corner. It brings fantastic rewards and overwhelming challenges, which can come through family, friends, relationships, a job (or lack of one), a loss and so many other things. It’s natural to feel overwhelmed at times, and you might need a little help getting through it all.

Counseling Services - Tools for Life provides guidance and support through individual, couple, family and group therapy. We also offer a full range of psychological testing as well as psychiatric assessments and medication management as an adjunct to counseling.

Set realistic expectations for yourself.

We let ourselves believe we can be everything to everyone. But eventually, we have to acknowledge there are limits. Ask others for help. People feel good about being asked. JF&CS’ counselors know how to help you set the limits so you can take care of yourself.

Pay attention to what your body is telling you.

Are you eating? Sleeping? Do you suffer from chronic pain? Physical symptoms are often indicators of stress, anxiety, depression and exhaustion. Research shows that being overwhelmed mentally and emotionally can lead to a compromised immune system, leaving you vulnerable to illness and infection.

Take time for yourself.

Exercise. Just 20 minutes a day can have a restorative effect on your sense of well-being.

HOW TO CARE FOR YOURSELF AND EVERYTHING ELSE

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3. Take time for yourself.
   Exercise. Just 20 minutes a day can have a restorative effect on your sense of well-being.

HOW TO ADDRESS ADDICTION

1. Know the difference between “normal” substance use and abuse, between social drinking and alcoholism.
   Recognize the signs and symptoms — for yourself or others. Are you neglecting work or school responsibilities? Drinking or using drugs under dangerous conditions? Is your drug use getting you into legal trouble? Is drinking affecting your relationships?

2. Pay attention to when you’re feeling the urge to drink or use substances.
   Are you drinking more than you said you would or when you said you wouldn’t? Are you trying to avoid obligations or remove yourself from uncomfortable situations?

3. Understand the risk factors so you can predict and prevent addiction.
   Is there a family history? Did you experience abuse or other trauma as a child? Are you depressed? Did you start using drugs or alcohol at an early age? These are just some indications you could be at risk.

4. Know what’s true and what’s not about addiction.
   There are a lot of myths out there, including the one that says you can’t do anything about it. You can start by calling HAMSA (Helping Atlantans Manage Substance Abuse). HAMSA helps those struggling with or affected by substance abuse who are seeking a connection to Jewish values, community and culture.

How to Recognize and Stop an Abusive Relationship

1. How do you know when you have been abused?
   Domestic violence can be physical, emotional or sexual. And if you, a friend or family member has been abused, what do you do? Shalom Bayit, a program of Tools for Life, offers counseling, support groups and educational programming on domestic violence.

2. Know the red flags.
   Does your partner isolate you from friends or family? Want to know where you are at all times? Constantly criticize you or call you names? Force you to turn over your paycheck and control any money you earn? Push or hit you, destroy your belongings, throw things at you or force you to have sex? Does your partner threaten to hurt you or others, to have you deported or to disclose your sexual orientation or other personal information?

3. Trust your instincts and make sure you are safe.
   If you think you are being abused, take action and talk to someone. Seek support so you are not alone. Make a plan for your own safety.

4. Recognize abuse is not your fault.
   Nobody deserves to be abused. It can happen to anyone. There’s no reason to be ashamed.

5. Intervene with friends and family who may be abused.
   Share your concerns about problematic behaviors or incidents you have observed. Listen and believe. Inquire about safety. Avoid blaming. Recognize one must make one’s own decisions about staying or leaving a relationship. But remember, safety comes above all else.

6. If you are in danger and need immediate help, call 911 or the Georgia 24-hour hotline at 1.800.334.2836.

7. For counseling, safety planning or support groups, contact Shalom Bayit. For more information, visit YTFL.org/shalombayit.

How to Contact Us

We’re here to help. Call 770.677.9474 or email Life@jfcs-atlanta.org. Our services include:

- Expressive Therapy (Art Therapy)
- Cradle of Love Adoption
- Divorce Support
- Emergency Assistance
- Individual & Group Counseling

- Information & Referral
- Kosher Food Pantry
- LGBTQ Support
- Shalom Bayit (Domestic Violence)
- HAMSA (Helping Atlantans Manage Substance Abuse)


don't hallucinate.

285 people attended a Sober Shabbat

600 patients visited by Bikkur Cholim volunteers

418 adults seen by clinicians

168 adults/children supported through Shalom Bayit
HOW TO HELP YOUR LOVED ONE LIVE INDEPENDENTLY

The key to successful independent living is understanding the goals, abilities and support needs of the individual with a developmental disability as he or she navigates various transitions. Is your loved one finishing high school and getting ready to move out? What kind of home will be appropriate? What about employment?

Developmental Disabilities Services - Tools for Independence will help you through the process. We offer nonsectarian programs and services designed to help adults with developmental disabilities enjoy as full and productive lives as possible. We also support the individual’s families and caregivers.

How to Help Your Child Transition from High School

1. Start your transition planning sooner rather than later.
   Don’t wait until your child is 22, when he or she must leave high school. Do your research, visit support providers and learn about the adult system, including the different services available. Attend transition fairs through your school system. Ask questions until you have a clear understanding of what to expect.

2. Apply for the Medicaid waiver if you have not already done so.
   Regardless of your current financial situation, the NOW or COMP Medicaid waiver will ensure your child with a developmental disability has funding for necessary services for the rest of his or her life. The waiting list is long (around 7,000 people currently), so you want to get your child on it as early as possible.

3. Look for a provider that promotes supported employment.
   This means each person gets support to find and maintain a job that fits with his or her skills and interests.

4. Consider having someone work with your adult child in the home.
   This can be done through the Medicaid waiver using community living support services or through a private pay arrangement. Your child will get used to working with other people on his or her independent living skills. Through a service provider like JF&CS, a direct support professional will coach your child on becoming as independent as possible and assist your child with making community connections and developing friendships.

How to Prepare for Moving Out

1. Learn about options available in the community.
   There are more options than ever before, based on your loved one’s needs. Your son may live alone with a few hours of support per week, with roommates and continuous staff supervision, or something in between.

2. Move at a pace that works for your family.
   If your daughter is ready to explore moving out, include her in the process, keeping in mind her needs and the costs. If she has a Medicaid waiver, find out if it will cover any necessary services.

3. Visit several providers that offer a range of services that fit your family’s needs.
   JF&CS provides support to individuals in their own homes or apartments for as little as a few hours per day or up to seven days per week. We also have a 24/7 emergency telephone number. If your loved one requires supervision, visit providers such as JF&CS that offer this type of service.

4. Explore how friends live.
   Look at programs like JF&CS Moving Out Club, which includes and educates the whole family. If you’re interested in working with a service provider, ask for some references. Visit different home settings.

5. Ask questions about the policies and environment.
   What is the provider’s policy on family involvement or unannounced visits? What is the process if someone gets hurt? Is the home clean? How does it smell? Does it blend into the neighborhood or have an “institutional feel”? The home should feel warm and welcoming.

6. Finally, understand it’s your loved one’s time to grow!
   It is normal and expected for all of you to feel anxious. Expect some bumps in the road, but if you have open communication, and the provider listens and follows up on your concerns, he or she will flourish.

How to Help Your Loved One Find the Right Job

1. Find a job coach to work with your son through the job search and beyond.
   The coach can help him focus on jobs based on his talents and interests. The job coaches in JF&CS’ Supported Employment program provide the support he needs to be successful.

2. Talk to the job coach about your daughter’s employment options.
   The job coach will work with a potential employer to develop a job in which your daughter will have the biggest likelihood of success based on her strengths and experience. Or, the coach can help her explore customized employment, such as task reassignment, job carving and job sharing.

How to Contact Us

We’re here to help. Call 770.677.9345 or email independence@jfcs-atlanta.org. Our services include:

- Alternan/JETS Transportation
- Bregman Educational Conference
- Health Power Initiative (HPI)
- Information & Referral
- PACT (Partnering Active Citizens Together) Volunteer Program
- Tools for Independence WORKS
- Zimmerman-Horowitz Independent Living Program (Z-H ILP)

How to Make an Impact

3,073 rides through Alterman/JETS Transportation

85% of HPI participants are healthier

59,500 bags stuffed for the Peachtree Road Race

35 individuals living independently
HOW TO GET THE BEST DENTAL CARE AVAILABLE

Many of us don’t think twice about going to the dentist; it’s something we do twice a year. But not everyone can afford good quality dental care—or even know how to take care of their teeth. The Ben Massell Dental Clinic provides the most advanced dental care available to its patients—Atlanta’s neediest population—at no cost. Nearly 150 volunteer dentists dedicate their time and expertise each month to people who otherwise would not have access to comprehensive, quality dental care as well as eye care, counseling and overall healthcare.

HOW TO HAVE A HEALTHY SMILE

1. Understand the role healthy teeth and gums play in your overall health.
   The link between periodontal disease and heart disease is well-established. Newer studies have shown a correlation between sick gums and diabetes, and research is underway on a possible connection to osteoporosis, problems during pregnancy, rheumatoid arthritis, obesity and other conditions.

2. Take care of your mouth.
   Good oral health involves more than just brushing and flossing twice daily. A healthy diet that includes limited snacking is a big factor. If you smoke, quit. Know your mouth and examine it frequently. And visit your dentist regularly. He or she can help you develop an oral health plan.

HOW THE DENTAL COMMUNITY CAN HELP THOSE WHO CAN LEAST AFFORD GOOD DENTAL CARE

1. Volunteer.
   Nearly 150 dentists are changing thousands of lives each year. We provide so very many people with basic and specialized care for their mouths and for their overall health. We restore smiles and literally save lives.

2. Use your expertise to help others.
   We need general dentists and specialists. We’re not asking for a huge commitment—just a half day each month. But the impact is enormous! Please be part of this century-old tradition and experience.

3. Encourage your regular patients who need a 3D x-ray to get one at BMDC.
   This is an out-of-pocket expense anywhere and a way your patients can support the clinic. They can give the image to you on a CD.

NOT A DENTIST BUT STILL WANT TO HELP?

1. Encourage your dentist to volunteer at BMDC.

2. Volunteer yourself at the front desk.
   We always need help answering and making calls, organizing paperwork, scanning charts and doing other administrative things. You’ll find it a rewarding and fast-paced experience.

HOW TO CONTACT US

We’re here to help. Call 404.881.1858 or visit BenMassellDentalClinic.org. Our services include:

Dental:
- Fillings
- Oral surgery
- Prosthetics
- Extractions
- Endodontics
- Periodontics
- Orthodontics (children only)

Mental Health:
- Counseling
- Mental Health Screenings
- Support groups

Additional Services:
- Primary Medical Care
- Vision Exams and Eyeglasses
- Referrals to Partners

How to Get a Health Screening If You Can’t Afford a Doctor

1. For someone with life and health issues brought on by poverty, joblessness, homelessness, diabetes, HIV-AIDS, drug abuse or something else, BMDC is the answer.
   Through Saint Joseph’s Mercy Care Services (SJMC), the clinic offers general health screenings for such conditions as heart disease, high blood pressure and diabetes. SJMC also offers continuing care and some prescription medications—all at no cost to the patient. Georgia Lions Lighthouse offers patients free eye exams and glasses.

2. If a patient needs some additional support, our full-time social worker provides services such as information and referral, case management and confidential counseling.
   We provide a safe, supportive place for individuals to get some direct support for any challenges they may be facing. Ben Massell patients are able to take advantage of these services at no cost.

If you need a dental implant, have your 3D x-ray taken at Ben Massell.

If your child is becoming a bar or bat mitzvah, encourage him or her to include BMDC in a mitzvah project.

Dental supplies like soft toothbrushes, toothpaste and dental floss are always useful. In addition, past projects have brought in books and toys around which the clinic was able to design special events for patients and their children. We are open to new ideas and welcome questions.
HOW TO GET INVOLVED IN YOUR COMMUNITY

If you want to make a real, hands-on impact in your community, volunteer in one of our programs. JF&CS’ volunteers truly are the heart and soul of our organization, and they make a difference through the work they do. Our hundreds of volunteers contribute thousands of hours each year.

HOW TO BECOME A VOLUNTEER

1. Decide how much time you have.
   Whether it’s one day a month or one day a year, we can find something that fits your schedule.

2. Determine how you would like to get involved.
   Drive seniors to doctor appointments or other places they need to go. Help plan events or decorate Renteepieces. Spend time with a Little PAL or assist our job seekers with their resumes or mock interviews. Visit patients in a hospital through our Bikkur Cholim program. Mentor someone in our Shalom Bayit domestic violence program. The list goes on! We have opportunities in every division, both directly with clients or behind the scenes.

HOW TO VOLUNTEER WITH OTHER YOUNG ADULTS

1. If you’re between 22 and 35 years old, join VIA (Volunteers In Action), our young professional volunteers corps. VIA offers monthly community service projects that benefit individuals throughout the greater Atlanta area as well as within the JF&CS community.

2. Participate in VIA Mitzvah Day! Join nearly 200 other young professionals by volunteering at one of multiple project sites throughout Atlanta.

HOW TO VOLUNTEER WITH YOUR FAMILY

1. If you have young children, get involved with FITS — Families Inspired To Serve. This new initiative provides fun, low-commitment, hands-on opportunities for kids and their parents to volunteer in meaningful ways. Families learn about the various programs of JF&CS while participating in exciting projects that teach kids about what it means to give back to others.

2. Help plan a family-friendly volunteer project. Do you have an idea for families to volunteer together through FITS? If so, help us plan a project. We offer various projects throughout the year and always are looking for new ideas.

3. Get started with Aviv Celebrations. If your child is looking for a project to do with friends or classmates, whether for a mitzvah project, a school project or just something to do with friends on a day off, consider making birthday or get well cards for older adults who are involved with JF&CS. Aviv Celebrations is a great way to bring good wishes and cheer to our older adult community.

HOW TO BE A LEADER IN YOUR COMMUNITY

1. Participate in the Kay Family Tools for Leaders program. It provides the opportunity for participants to gain a more in-depth knowledge of the agency, offers networking and leadership skill-building opportunities and encourages participants to explore their future volunteer and leadership path at JF&CS.

2. Get involved in the Ramie A. Tritt Family Foundation Volunteers in Action Leadership Program. This new community service-based leadership program for young professionals provides participants with hands-on experiences and connections with prominent leaders in Atlanta. The focus is on being active in the community and exploring how community service and philanthropy can help participants develop as leaders.

HOW TO GET STARTED

Find out more about volunteering by calling 770.677.9448 or visiting YTFL.org/volunteer. Complete the volunteer application today! Volunteer and leadership opportunities include:

- Kay Family Tools for Leaders
- Ramie A. Tritt Family Foundation Volunteers in Action Leadership Program
- FITS (Families Inspired To Serve)
- VIA (Volunteers In Action) Young Professionals

190 Mitzvah Day volunteers
18 participants in the Ramie A. Tritt Family Foundation Volunteers in Action Leadership Series
110 individuals received holiday gifts
18. HOW TO GET INVOLVED IN YOUR COMMUNITY
19. HOW TO BE A LEADER IN YOUR COMMUNITY
We are deeply grateful to our Shareholders Circle members and honored to recognize them as such.

The JF&CS Shareholders Circle

The JF&CS Shareholders Circle recognizes donors who make an annual cumulative contribution of $2,500 or more to JF&CS. Our goal is to recognize donors who choose to support multiple programs across the organization for the full scope of their generosity.

We are deeply grateful to our Shareholders Circle members and honored to recognize them as such. 

The Judith N. Cohen Society

The Judith N. Cohen Society (JNC Society) was created to deepen the understanding, commitment and support of individuals to Jewish Family & Career Services and to recognize their heartfelt commitment to community service. Membership in the JNC Society is granted to individuals, foundations and organizations who contribute, and have pledged to sustain, gifts of $10,000 ($1,000 if age 40 or under) or more to our annual campaign.

It is with tremendous pride and gratitude that we present the members of the Judith N. Cohen Society:

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Chief Financial Officer: Debi McNeil
Chief Marketing Officer: Brenda Fiske
Chief Development Officer: Miriam Friedman
JF&CS of Atlanta is a community of caring professionals and volunteers.

We offer programs, services and resources to strengthen individuals and families of all faiths, cultures and ages.

We provide Your Tools for Living.

MISSION

Guided by the wisdom and values of our tradition, Jewish Family & Career Services of Atlanta provides health, career and human services to support and enhance the well-being of individuals and families across all ages, faiths, cultures and lifestyles.

VISION

To be Greater Atlanta’s premier health, career and human service provider for the Jewish and broader community through professionally delivered services and responsiveness to evolving community needs.

CORE VALUES

• Commitment and Integrity
• Compassion and Respect
• Innovation and Collaboration
• Professionalism
• Responsiveness to Diverse Needs