

The Voice

FOR ALL SEASONS NEWSLETTER



December 2019

Dear Friends,

Gratitude. This is what I am feeling today as I write this letter. We have had so many exciting things happen this past year at our agency, made possible by our dedicated staff, visionary board, and generous donors. The recent Donor Appreciation and Speaker Event revealed just how far we have come in five years. For All Seasons staff has grown from 28 employees in 2014 to over 80 employees in 2019. This growth has been to accommodate the growing mental health needs of the Mid Shore – and our need to continue to navigate a wait list for services reflects that there are many more in need of our help.



We hope you will consider supporting us as you make your year-end contributions. The demand continues to be great for mental health services in our community.

We were especially proud to unveil our new agency branding in November, which reflects the organization's growth and change and strengthens the message we bring to the community of help, hope, and healing. Dr. Stuart Ablon echoed this message as he presented about Collaborative Problem Solving at our annual Thank You Event at Temple B'nai Israel. Many of our staff were in attendance that night and were energized by his remarks knowing they have been trained and are equipped to help strengthen relationships in all of life's arenas in our communities across the Mid Shore.

Finally, we hope that you can find time to reflect on the blessings in your lives as we approach the holiday season, which can be difficult for many in our communities. Reach out to someone in need, lead with grace and understanding, remembering that when times are stressful, people are doing the best they can with the skills they have. These acts of kindness will be sure to fulfill you in return.

May your holidays be bright,

Beth Anne Langrell
Chief Executive Officer

Stuart Ablon Draws a Record Crowd



For All Seasons hosted Dr. Stuart Ablon, the founder and director of Think:Kids in the Department of Psychiatry at Massachusetts General Hospital, who presented a lecture, “Changeable: How Collaborative Problem Solving Can Help Anyone Change at Home, at School, and at Work” to a record crowd on November 14, 2019. The lecture at Temple B’nai Israel in Easton followed For All Seasons annual reception honoring its donors.

Based on more than 25 years of clinical work with some of the most challenging populations (juvenile offenders, convicted criminals, and other institutionalized individuals), as well as training teachers, police officers, and other professionals, Ablon presented a new way of thinking about solving our most vexing behavioral problems – and practical advice to put the ideas into practice.

Ablon started the conversation stating that it is important to answer the question what causes behavioral problems. He stated, “Conventional wisdom usually guides the answer. It’s like how learning disabilities were viewed before. We still misunderstand challenging behavior today.”

He further explained that people often think that poor behavior is purposeful and as a result, they use the carrot and stick approach to address challenging behaviors. A side effect of this approach is that it makes matters worse by decreasing intrinsic drive and sends the message that people are not trying hard enough.

Ablon pointed out that 50 years of research in neuroscience has proven that people lack the neurocognitive skills to behave better – specifically skills in flexibility, frustration tolerance, and problem-solving.

He added, “Exposure to chronic toxic stress or trauma changes the brain. Skills delays can be caused by this. If we end the cycle of chronic stress/trauma with relational discipline, we will decrease stress and can build skills.”

Ablon’s premise is that we are all changeable and that skills determine behavior, not will. He also pointed out that the power of empathy is at the root of this approach, with empathy being the greatest human regulator. Ablon described the three options for problem solving. The first is Plan A where the person imposes his or her will to make the other person do what he or she wants them to do. The second is Plan B, which is collaborative problem solving. The third option is Plan C where the person drops his or her expectations for the time being and doesn’t try to solve the problem in that moment.

He pointed out that with Plan B, collaborative problem solving, both parties solve the problem in a mutually satisfactory way. He stated, “It is simple, but not easy.”

The ingredients of collaborative problem solving are empathy, sharing your concerns, collaborating, and brainstorming solutions together that are mutually satisfactory realistic and doable.

He added, “Through learning these new cognitive skills, people can improve communication, flexibility, impulse control, and brainstorming. This approach can be applied in any school, home, or workplace.”

Beth Anne Langrell, Chief Executive Officer of For All Seasons, echoed Ablon’s remarks and stated, “Through collaborative problem solving we strengthen relationships in all of life’s arenas. Our staff has benefited from these methods as we build connections with our clients and within our team.”



Pictured left to right are Martha Horner, Debbye Jackson, Cathy Cassell, and Sheriff Joe Gamble.



Pictured left to right Stella Lee Coulbourne, Chief Operations Officer; Abby Tyner, Clinician, Lisa Petroske, Case Manager; Stephanie Walpole, Accounts Payable /Payroll Specialist; Greg Spiering, Beth Ann Langrell, Chief Executive Officer; Walter Coulbourne, Vanessa Reyes, Case Manager; and Monica Jensen, Medical Assistant Supervisor.



Pictured left to right are For All Seasons board members Diane Flagler, Leslie Sea, Dick Barker, Guest Speaker Dr. Stuart Ablon, Beth Anne Langrell, For All Seasons Chief Executive Officer; Pam Ortiz, Board Chair of For All Seasons Board of Directors; Shavonté Lewis, and Amanda David.

For All Seasons Debuts New Branding and Website

At its recent Donor Appreciation Event, For All Seasons also revealed its new brand – debuting a new logo, website, and promotional materials.

According to Beth Anne Langrell, Chief Executive Officer, “The new visual identity represents the healing nature of change in our lives. Like the tides of Eastern Shore, we all experience the seasons of change: times of challenge and times of calm – just as the waves in our logo suggest.”

She adds, “For All Seasons helps individuals and families throughout all these moments – from the most joyful to the most somber. Our agency is strong and experienced, and we proudly serve ALL people, regardless of age or background or even the ability to pay. Our new logo also reflects this.”

According to Katie Theeke, Vice President of Marketing and Communications, Rockfish Media took the lead in designing For All Seasons new branding, website, and printed material. She comments, “Haley Geller and Melissa Grimes-Guy do beautiful work. We are fortunate to partner with such great local talent.” For All Seasons has grown over the past several years to accommodate the mental health needs of the Mid Shore. The new branding reflects the growth and change at the agency and strengthens the message brought to the community of help, hope, and healing.



FOR ALL SEASONS
Behavioral Health & Rape Crisis Center
— help • hope • healing —

For All Seasons Expands Latino Outreach & Education Program

For All Seasons provides bi-lingual education and outreach programming for populations across the Mid Shore with a focus on high-need areas. Through its Latino Support Groups, Our Voices, For All Seasons is serving and strengthening Latino families by building healthy



communities and reducing disparities.

According to Ivy Garcia, Director of Latino Outreach and Education, “The Latino community has really grown here. Although they feel that this is a safe community, there are not many places where they can talk about their needs and concerns. The support groups enable For All Seasons to be a bridge to mental health services for the Latino community.”

The support groups help promote a variety of mechanisms for networking, collaboration and information exchange, enabling participants to work together and be better informed. The educational component of the support group encompasses evidence-based curriculums and activities emphasizing healthy relationships, self-esteem, self-awareness, life-skills, and self-care. Groups are offered weekly for men, women, and adolescent girls. Meaningful topics are addressed including the challenges of assimilating to a dual-cultural life and ways to reinforce a sense of pride and connection with the Latino culture. All workshops are facilitated in a relational, strengths-based, trauma-informed, and culturally competent manner.

Since September 1, the Girls Latina Support Group has been meeting after school on Mondays from 3:30 to 5 p.m. The group is for girls ages 13 to 17 and has covered such topics as healthy relationships, self-esteem, drug prevention, and sexual assault and human trafficking awareness. Activities have included jewelry making and stone painting.

Garcia, who facilitates the Girl’s Support Group, states, “Girls learn about the power within and the ways in which they can lead the direction of their lives, in addition to valuable skills that assist them in exploring the impact of the values, norms, and beliefs that shape them, especially those that present barriers.” She adds, “The girls want to learn and want to involve their parents in learning to adapt culturally. This has helped to grow our support groups for men and women, which follow the Girls Latina Support Groups on Monday and Wednesday evenings.”

The Men’s Latino Support Group is for men ages 18 years and older on Mondays from 5:30 to 7 p.m. at For All Seasons offices at 300 Talbot Street in Easton. The support group is led by For All Seasons Lead Interpreter, Alberto Ardaya. Two Women’s Latina Support Groups for women ages 18 years and older are led by Ivy Garcia. One is held on Monday evenings from 5:30 to 7:00 p.m. at For All Seasons offices at 300 Talbot Street in Easton, and the other is held on Wednesdays from 5:30 to 7:00 p.m. at Sudlersville Elementary School. All support groups are free.

For more information or to register for these support groups, call 410-822-1018, extension 207 or text 443-786-4947.

Pictured above are women from the For All Seasons Latina Support Group during a jewelry making activity.

For All Seasons Receives Community Impact Award



On November 7, The Community Development Network of Maryland (CDN) honored For All Seasons in Randallstown, Maryland with its Impact Award. Each year CDN honors organizations nominated by residents across the state for awards related to community development. The Impact Award goes to organizations having maximum impact in their communities.

According to an official in the organization, “For All Seasons has been making a difference in our state for a long time, and we’re proud to honor you!”

The mission of CDN is to promote, strengthen, and

Pictured left to right at the CDN M awards presentation are Claudia Wilson Randall, Associate Director of CDN, Denae Spiering, Outreach and Events Coordinator of For All Seasons; Katie Theeke, Vice President of Marketing & Communications of For All Seasons; and Odette Ramos, Executive Director of CDN.

advocate for the community development sector throughout Maryland's urban, suburban, and rural communities. The organization envisions thriving Maryland neighborhoods and communities, where people of all incomes have opportunities for themselves and their families.

Ribbon-cutting on Teal Drive



For All Seasons held a ribbon-cutting for a new location at 8221 Teal Drive, Suite 427 in Easton. This office is an expansion of For All Seasons existing offices in Easton and will enable staff to treat more clients in an additional convenient location.

Pictured above are guests at the For All Seasons Ribbon-Cutting at 8221 Teal Drive, Suite 427, Easton, MD. Special guests included Al Silverstein, Talbot County Chamber of Commerce; Sheriff Joe Gamble, Melissa Kelly of Senator Chris Van Hollen's office, Mike Arntz of Congressman Andy Harris office, Sgt. Larrimore and Office Willey of the Easton Police Department, and Doug James of Long & Foster Real Estate.

For All Seasons Inc. | 410-822-1018 | www.forallseasonsinc.org

