



Youth Commission

Wednesday, August 9, 2023 at 6:00 p.m.

Bristol Parks, Recreation, Youth and Community Services – 51 High Street, Bristol CT  
<https://bristolct-gov.zoom.us/j/86967041811?pwd=SWFJeU54VUxJL3VxeE5tVXd2aIZlZz09>

Regular Meeting Agenda

1. Message from the Superintendent of Bristol Parks, Recreation, Youth & Community Services

Documents:

[MESSAGE FROM THE SUPERINTENDENT.PDF](#)

2. Call To Order

a. Attendance

3. Acceptance of Meeting Minutes

a. April 26, 2023 Regular Meeting Minutes (Attachment A)

Documents:

[ATTACHMENT A.PDF](#)

4. Public Participation

5. Youth and Community Services Supervisor's Reports

a. Year-to-Date Financials (Attachment B)

b. Youth and Community Services Supervisor's Report (Attachment C)

Documents:

[ATTACHMENT B-1.PDF](#)

[ATTACHMENT B-2.PDF](#)

[ATTACHMENT C.PDF](#)

6. Old Business

a. By Commissioners

7. New Business

a. Review Youth & Community Services Strategic Retreat Summary Report (Attachment D)

b. Workshop on the proposed Youth & Community Services pillars, supporting programs, and services (Attachment E)

c. By Commissioners

Documents:

[ATTACHMENT D.PDF](#)

[ATTACHMENT E.PDF](#)

8. Adjourn

Respectfully submitted,

Jazzya Coakley

Recording Secretary

Youth Commission



Youth Commission  
Bristol Parks, Recreation, Youth and Community Services  
51 High Street, Bristol CT 06010

July 28, 2023

Over the past few months our team has been engaged in strategic planning work that included a wholesale review of division programs and services, discussion on the role of the Bristol youth services bureau, analysis on other providers within the Bristol community, and ways to elevate our impact by maximizing our resources. We hired an outside consultant to help facilitate a staff workshop to begin our strategic planning work. A summary report of that workshop is included in your packet and will be the basis of discussion at our next Youth Commission meeting. Staff have continued to work together to advance the strategic work which has resulted in the development of new pillars that more clearly define the critical role Youth and Community Services play in Bristol and how our work is currently uplifting those pillars. A major focus of our Youth Commission will be to kick the tires on the new pillars, discuss the proposed programs and services and have our Youth Commissioners weigh in on some critical questions to help us finalize our plans for 2023-2024 school year. I would ask you to spend some time reviewing both documents and the prompts at the end of the pillars report. Our entire team is excited about the direction of our work and we look forward to hearing from the commission on this strategic direction. As always if you have any questions, please don't hesitate to contact me.

Sincerely,

Dr. Joshua T. Medeiros, Ed.D., CPRE  
**Superintendent of Parks, Recreation, Youth & Community Services**



PARKS, RECREATION, YOUTH AND COMMUNITY SERVICES

Youth Commission

Wednesday, April 26, 2023 at 6:00 p.m.

Bristol Parks, Recreation, Youth and Community Services – 51 High Street, Bristol CT

<https://bristolct-gov.zoom.us/j/88277018521?pwd=bm5yN2N6bUZlOOWtRc0VxbWEyS1d4dz09>

Regular Meeting Minutes

**1. Call to Order**

- a. Chair Matthew Gotowala called the meeting to order at 6:00 p.m.
- b. Attendance

Present: Officer Matthew Gotowala, Chairman  
Deborah Ahl, Vice Chair  
Dr. Corey Nagle, Secretary  
Ryan Broderick, Commissioner  
Jonathan Lukasiewicz, Commissioner  
Richard Kilby, Commissioner  
Ramon Peters, Commissioner  
Erick Rosengren, City Council Member  
Renee Singleton, Commissioner  
  
Stephen Bynum, Youth & Community Services Supervisor  
Dr. Joshua Medeiros, Superintendent

Absent: Makayla Cervantes, Commissioner  
Lance Washington, Commissioner

**2. Acceptance of meeting minutes**

- a. **MOTION:** Made by Commissioner Kilby to accept the February 8, 2023 Regular Meeting Minutes.  
Seconded by: Vice Chair Ahl, all in favor; motion carried.

**3. Public Participation:** None.

**4. Youth and Community Services Supervisor's Reports**

- a. Youth & Community Services Supervisor Bynum reviewed the Year-to-Date Financials; discussion followed.
- b. Youth & Community Services Supervisor Bynum reviewed the Youth Community Services Supervisor's Report; discussion followed.

**5. Old Business**

- a. By Commissioners: None.

**6. New Business**

- a. Commissioners reviewed the Youth & Prevention Leader Award Nominations 2023; discussion followed.

**MOTION:** Made by Commissioner Broderick to approve and award the two individual Youth & Prevention Leader Award Nominations.

Seconded by: Commissioner Kilby, all in favor; motion carried.

**MOTION:** Made by Vice Chair Ahl to approve and award all group Youth & Prevention Leader Award Nominations.

Seconded by: Commissioner Kilby, all in favor; motion carried.

- b. Youth & Community Services Supervisor Bynum discussed the Youth & Prevention Leader Awards Event logistics.
- c. Youth & Community Services Supervisor Bynum provided updates on Summer Programs & Scholarships; discussion followed.
- d. Superintendent Medeiros made Commissioners aware of an upcoming Youth and Community Services Strategic Planning Workshop; discussion followed.
- e. By Commissioners:
  - i. Vice Chair Ahl inquired about the status of Pine Lake; discussion followed.

## 7. Adjourn

- a. **MOTION:** Made by Vice Chair Ahl to adjourn the meeting at 6:55 p.m.

Seconded by: Commissioner Kilby, all in favor; motion carried.

Respectfully submitted,  
Jazzya Coakley  
Recording Secretary  
Youth Commission

YEAR-TO-DATE BUDGET REPORT

FOR 2023 13

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
<b>001 GENERAL FUND</b>							
<b>0017025 YOUTH &amp; COMMUNITY SERVICES</b>							
0017025 432026 YOUTH SERVICES B	-41,930	87	-41,843	-41,843.00	.00	.00	100.0%
0017025 432147 ENHANCEMENT SERV	-12,970	-21	-12,991	-12,991.00	.00	.00	100.0%
0017025 432157 YOUTH SERVICES S	0	-7,299	-7,299	-7,299.00	.00	.00	100.0%
0017025 450301 WELFARE EVICTION	-7,500	0	-7,500	-1,287.00	.00	-6,213.00	17.2%*
0017025 514000 REGULAR WAGES &	278,170	8,345	286,515	246,844.71	.00	39,670.29	86.2%
0017025 515100 OVERTIME WAGES &	5,500	0	5,500	5,850.20	.00	-350.20	106.4%*
0017025 515200 PARTTIME WAGES &	3,500	0	3,500	.00	.00	3,500.00	.0%
0017025 517000 OTHER WAGES	2,955	1,000	3,955	3,343.14	.00	611.86	84.5%
0017025 531000 PROFESSIONAL FEE	35,000	-12,970	22,030	12,976.50	4,841.25	4,212.25	80.9%
0017025 531115 JRB COORDINATION	8,225	0	8,225	8,112.50	112.50	.00	100.0%
0017025 531120 PROJECT AWARE	41,930	-87	41,843	31,983.18	8,509.09	1,350.73	96.8%
0017025 531135 ENHANCEMENT SERV	0	12,991	12,991	11,402.53	1,283.95	304.52	97.7%
0017025 531136 YOUTH SERVICES S	0	7,299	7,299	8,017.50	.00	-718.50	109.8%*
0017025 541000 PUBLIC UTILITIES	9,500	0	9,500	10,764.32	661.68	-1,926.00	120.3%*
0017025 541100 WATER & SEWER CH	800	0	800	557.77	242.23	.00	100.0%
0017025 543000 REPAIRS & MAINTEN	2,000	0	2,000	1,569.61	638.85	-208.46	110.4%*
0017025 553000 TELEPHONE	680	0	680	664.35	3.65	12.00	98.2%
0017025 561400 MAINT SUPPLIES &	300	-200	100	.00	.00	100.00	.0%
0017025 561800 PROGRAM SUPPLIES	750	200	950	346.43	.00	603.57	36.5%
0017025 562100 HEATING OIL	7,300	0	7,300	4,149.58	3,150.42	.00	100.0%
0017025 562600 MOTOR FUELS	1,200	0	1,200	1,045.39	.00	154.61	87.1%
0017025 581120 CONFERENCES & ME	2,300	0	2,300	1,585.75	225.25	489.00	78.7%
0017025 581240 WELFARE EVICTION	8,000	0	8,000	17,475.82	.00	-9,475.82	218.4%*
0017025 581745 NONREIMBURSEABLE	2,300	0	2,300	1,146.59	.00	1,153.41	49.9%
0017025 587232 RELOCATION COSTS	35,000	0	35,000	158,250.73	7,116.90	-130,367.63	472.5%*
TOTAL YOUTH & COMMUNITY SERVICES	383,010	9,345	392,355	462,666.60	26,785.77	-97,097.37	124.7%
TOTAL GENERAL FUND	383,010	9,345	392,355	462,666.60	26,785.77	-97,097.37	124.7%
TOTAL REVENUES	-62,400	-7,233	-69,633	-63,420.00	.00	-6,213.00	
TOTAL EXPENSES	445,410	16,578	461,988	526,086.60	26,785.77	-90,884.37	
GRAND TOTAL	383,010	9,345	392,355	462,666.60	26,785.77	-97,097.37	124.7%

\*\* END OF REPORT - Generated by Jazzya Coakley \*\*

YEAR-TO-DATE BUDGET REPORT

FOR 2024 13

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
<b>001 GENERAL FUND</b>							
<b>0017025 YOUTH &amp; COMMUNITY SERVICES</b>							
0017025 432026 YOUTH SERVICES B	-41,745	0	-41,745	.00	.00	-41,745.00	.0%
0017025 432147 ENHANCEMENT SERV	-12,890	0	-12,890	.00	.00	-12,890.00	.0%
0017025 432157 YOUTH SERVICES S	-7,250	0	-7,250	.00	.00	-7,250.00	.0%
0017025 450301 WELFARE EVICTION	-7,500	0	-7,500	.00	.00	-7,500.00	.0%
0017025 514000 REGULAR WAGES &	288,365	0	288,365	16,582.43	.00	271,782.57	5.8%
0017025 515100 OVERTIME WAGES &	6,000	0	6,000	582.63	.00	5,417.37	9.7%
0017025 517000 OTHER WAGES	1,500	0	1,500	1,636.95	.00	-136.95	109.1%
0017025 531000 PROFESSIONAL FEE	25,000	0	25,000	746.25	22,000.00	2,253.75	91.0%
0017025 531115 JRB COORDINATION	8,225	0	8,225	.00	.00	8,225.00	.0%
0017025 531120 PROJECT AWARE	41,745	0	41,745	135.45	27,550.00	14,059.55	66.3%
0017025 531135 ENHANCEMENT SERV	12,890	0	12,890	.00	1,225.00	11,665.00	9.5%
0017025 531136 YOUTH SERVICES S	7,250	0	7,250	.00	.00	7,250.00	.0%
0017025 553000 TELEPHONE	680	0	680	.00	680.00	.00	100.0%
0017025 561800 PROGRAM SUPPLIES	750	0	750	.00	.00	750.00	.0%
0017025 581120 CONFERENCES & ME	2,400	0	2,400	.00	800.00	1,600.00	33.3%
0017025 581240 WELFARE EVICTION	9,000	0	9,000	.00	300.00	8,700.00	3.3%
0017025 581745 NONREIMBURSEABLE	2,300	0	2,300	.00	800.00	1,500.00	34.8%
0017025 587232 RELOCATION COSTS	60,000	0	60,000	.00	4,200.00	55,800.00	7.0%
TOTAL YOUTH & COMMUNITY SERVICES	396,720	0	396,720	19,683.71	57,555.00	319,481.29	19.5%
TOTAL GENERAL FUND	396,720	0	396,720	19,683.71	57,555.00	319,481.29	19.5%
TOTAL REVENUES	-69,385	0	-69,385	.00	.00	-69,385.00	
TOTAL EXPENSES	466,105	0	466,105	19,683.71	57,555.00	388,866.29	
GRAND TOTAL	396,720	0	396,720	19,683.71	57,555.00	319,481.29	19.5%

\*\* END OF REPORT - Generated by Jazzya Coakley \*\*



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## **Youth & Community Services Supervisor Report**

Youth Commission  
(July 27, 2023)

### **I. Counseling Updates**

The Youth and Community Services Division is responsible for the coordination of a comprehensive community-based youth services bureau and the delivery of essential life services for Bristol residents in need. The Bureau strives to enhance the networking and support between family, school, peer and community environments. Direct services include juvenile diversion programming, individual and family counseling, crisis support and positive youth development opportunities

#### **This report is being generated to reflect data for individual and Family Counseling, Intakes and Referrals:**

- Number of intakes conducted by staff: 6 (May, June, July)
- Number of clients currently receiving services: 15 (Full-time staff and Contractors)
- Number of families referred by the BOE: 0
- Number of families referred for (FWSN) Families With Service's Needs: 2

#### **Community Services and the Parent and Child Program:**

- Intakes (May, June, July) Basic Needs (38), Relocation(7), Evictions (33) and Foreclosures (20)
- 24 intakes for the caring closet (May, June, July)

#### **Juvenile Review Board Statistics: 2022-2023 Report**

- We currently have 15 Carry Over Cases



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**2022-2023 Year Charges**

Charge	Number of Cases
Breach of Peace / Interfering	11
FWSN	2
Disorderly Conduct / Threatening	12

Charge	Number of Cases
Assault	3
Larceny	4

**Total Gender**

Female	8
Male	13



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### **Basketball League at Brackett Park**

Basketball league at Brackett Park is held on Thursdays from 11-1 at Brackett Park. The league is run by staff from BPRYCS, the Bristol Police Department school resource officers, and the BBGC. There has been a turnout of 30-35 participants each week, and individuals of all different skill levels are welcome to attend. Players have had the opportunity to further their basketball skills, meet new friends, and build upon teamwork and sportsmanship skills. Along with the basketball league, free basketball skills training sessions are being offered at the Bristol Sports Armory on Tuesdays from 1-2:30. These sessions are being conducted by Isaiah Rascoe. The training sessions have 22-25 participants each week.

### **Drop in at Rockwell Park**

Drop-in at Rockwell is a free bi-weekly drop-in style program that invites all Bristol youth to participate in fun summer activities. This program takes place on Tuesdays and Fridays from 11-1 at Mrs. Rockwell's Pavilion. Activities that have been offered thus far include sand art, tie-dye, and rainbow scratch art, which each activity having 15+ participants in attendance. Activities offered in August will include friendship bracelets, field games, foam art, and more. This program allows participants the chance to try new things, meet new people, be creative, and build upon communication, friendship, and teamwork skills throughout various activities.

### **Cambridge Park Baseball League**

The Cambridge Park baseball league is held on Mondays throughout the summer from 10:30-12 at the Boys and Girls Club located in Cambridge Park. The baseball league is run by staff from BBGC, BPRYCS, and the Bristol Police Department, along with volunteers and other special guests. Coach Bunty Ray has been teaching the participants different baseball skills, allowing individuals to further their knowledge on the game. The league has been successful with a turnout of 20+ youths each week. The baseball league allows the opportunity for youth to develop teamwork skills and good sportsmanship, along with meet new friends and cheer on their teammates.

To learn more about the City of Bristol's Parks, Recreation, Youth & Community Services Department; visit us at [www.Bristolrec.com](http://www.Bristolrec.com)  
Join the conversation @BristolCTParksandRecreation on Facebook & @bristolctparksrecservices on Instagram



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**Youth Bowling:** This program began July 11<sup>th</sup> and is scheduled to run 6 weeks. Each week the program has had 30-35 participants between the ages of 9-18 years of age. There is also a waitlist of students of another 10-20 participants that get filtered through when spots open. All participants have enjoyed bowling and refreshments each week and parent response is positive.

**Summer Camp Social Work:** There have been 5 weeks of camp out of 7 completed up to this point. About 40+ kids have been seen in this time. 3 reports of self-injury/suicide have been assessed, 1 DCF report filed, and about 12 major incidents have been supported. Each incident has been discussed with camp staff, directors, and supervisors to keep an even flow of communication between all and a creation of a behavior plan established to support safety and success at camp and prevent risk and repeat behaviors.



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## **BEST UPDATES (May/June/July)**

### National Prevention Week (MAY)

- Prevention at Rockwell Park event featuring Bristol-Burlington Health District, Responsible Play the CT Way van, Connecticut Harm Reduction Alliance and Operation Opioid.
- Mike made table tents with substance use facts on them to put in the cafeterias of both high schools. BEST has also donated books on substance use and mental health topics to the libraries.
- Collaborated with Wolcott CASA and Southington STEPS on mats to give to retailers that state you must be 21 plus to buy vape cigarettes and other tobacco.
- Sandy received the Coalition Member of the Year Award.
- Tabled at lunches with information on mental health General Materials/Marketing  
A new BEST informational brochure was created A billboard went up on Middle St about locking up prescription medications Two billboards aimed at raising awareness about BEST were created and put up in Bristol. One billboard concerns joining the coalition and one concerns getting resources. The tagline is "Prevention is BEST". BEST collaborated with Region 10 in Burlington/Harwinton on LGBTQIA+ Mental Health Posters that were distributed around Bristol. LPC Grant 6 locked mail



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boxes were ordered to put in the high schools/middle schools and will be used as vape drop boxes for students to dispose of their vapes in order to encourage them to stop vaping. Literature was purchased to give out at tabling events SOR Grant The new State Opioid Response grant was written and approved by Amplify. There are 6 deliverables that need to be met. Lawn Signs with opioid facts have been created and placed throughout the parks in the community. Two billboards were created and are scheduled to go up when school starts. They focus on alternative ways to cope with pain after a sports injury and talking with your kids about opioids. Mike has met with Med-Safe to purchase a medication lock box for Bristol Pharmacy. The process is ongoing. Events Attended and tabled at the Juneteenth event at the carousel Museum Helped put together and tabled at Bristol Blues Pride Night Tabled at the Rockwell Summer Concert Series Tabled at the Farmer's Market Attended the Bristol Eastern High School Grad Night Party Did a drop-in at Rockwell park to disseminate literature on vaping Trainings Mike conducted a Narcan Training for summer parks and rec staff Mike will be conducting monthly Narcan trainings on the first Tuesday of every month. Conferences Mike attended the CADCA mid-year conference in Dallas, TX.

Staffing CJ Gibbs has graduated and has been replaced by Renee Singleton as Youth sector rep.

# BRISTOL YOUTH SERVICES

## INTENTIONS

The hope is that we walk away from this day

**Feeling** reinvigorated! With excitement and energy to plan and implement next school year  
**Knowing** the value of the experiences they have previously offered and open to the new directions that Youth Services may take.

**Being able to** release programs that no longer serve the community and reorient towards what is possible and needed now.



**Attendance:** Sarah, Raven, Josh, Aly, Steve, Mike, Aubrey

**Facilitator:** Kristianna

# GUIDING PRACTICES OF THIS SPACE

## Practice Reveals Values

Practice is the *how*, values are the *why*.

These are the *hows* I invite you to move with in our time together.

Each practice is accompanied by a statement and a question.

Before we meet please read these aloud to yourself.

- **Embodiment**
  - I can hold all of me. I notice the needs of my body, mind, and spirit. How might I adjust/rest/set boundaries so I remain engaged and embodied in this time?
- **Curiosity**
  - When I encounter something I don't know, I acknowledge my shame (if it appears). How might I orient towards creating the impact I desire?
- **Productive Conflict**
  - I can tussle with those around me to find a better way. How do I approach this with those around me who share my vision to find the best path forward?
- **Compost for Pleasure**
  - Not everything feels good. How might I use my grief to bring forward more pleasure?
- **Harvest from the Chaos**
  - Change can happen today. What is possible right now? How might the people in this room use our power to move us towards repair, joy, and changed behavior?

**After you set an intention- name a practice!**

*A collection of practices leads to next steps and changed behaviors*

An intention is something that

- You can total control over
- You can hold yourself accountable to

Practice

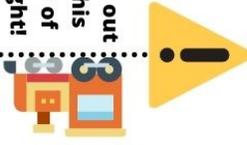
- How will you practice this intention in your thoughts?
- How will you practice this intention in your speech?
- How will you practice this intention in your actions?

## Commitments for to step us closer to these ideas...

- Sarah
  - I can facilitate collecting and circulating people's communication styles
  - I can integrate more into YCS's daily operations
- Raven
  - I can share my calendar
  - I can continue to ask questions (loudly)
- Josh
  - Organize the next steps with staff and youth commission workshop to fine pillars
- Aly
  - Help with outlook calendars
  - Provide input for pillars
  - Add value/info for improved supervision
- Stephen
  - Review format for supervision
- Mike
  - I can react better to other communication styles
  - I can share updates on BEST with department
- Aubrey
  - Share my calendar



Watch out for this train of thought!



"THE WORK"

# SURVEY RESULTS

## Challenges of 2022-2023----->Central Reason

- Getting kids to get involved with my program. ==>• It's unknown to them. Committing.
- Lack of staff and level of commitment from staff. ==>• Staff Burn out? Too much on plate? No buy in from the top. I think a lot of reasons contributed to the challenges we faced with our team.
- Aftereffects of COVID-19 on the mental health of youth ==>• Large number of youth and staff shortage.
- Mental health, emotional regulation, pro-social interactions with peers ==>• Covid pandemic and the lack of social interaction with peers during the pandemic
- Group recruitment and resource allocation ==>• Not sure (I think it is worth a program needs assessment, the time and place of the programs, etc); vision and direction of the division
- Connecting with school administration around programs, events and active communication among building staff. Meaning the true understanding of what the programs are and what youth should be referred. ==>• The Bristol public schools have so many additional staff and support services now available. My question is how do they see us and how we can be most beneficial to them.
- Maintaining services while balancing the transition of 2 staff members in the division, recruitment and onboarding of new employees all while trying to meet increasing demands especially in the area of community services/mental health ==>• Recruitment processes take time, acclimating new employees to the community to build relationships and trust also takes time.

## Challenge of 2022-2023----->Central Reason (cont.)

- Higher behavioral and mental health needs of the students attending programs and services.      ==> • Schools/parents more aware of the services we provide registering or being referred. Increased need in the community. Untrained staff (subs) not equipped to manage behaviors.
- Lack of communication      ==> • Different staff styles, different involvement in the program(s), lack of desire to collaborate, or difference in schedules (communication).
- Lack of staff      ==> • Staff leaving (lack of staff)

*The positive is that we have incredibly talented team members that have jumped right into their work and are already making a major impact.*

## Successes of 2022-2023----->Central Reason

- Building relationships with admin/teachers in the school ==> • My personality and drive
- Youth Recognition Awards ==> • All hands were on deck for this
- Very successful gift giving program during the holiday season where Bristol Youth and Community Services was able to assist over 500 families. ==> • Bristol Youth and Community Services collaborates and partners well with schools, police, community agencies, etc. to learn about the needs of youth and families and figure out how to support them. Bristol Youth and Community Services staff are dedicated to serving the youth and families of the community.
- One of our former youth program participants won CYSA's Youth of the Year Award. ==> • The Youth Service Bureau provides valuable connections, support, and opportunities for the youth we are able to reach.
- This school year we were active with events, prevention efforts, providing office hours for counseling at one of the High schools, supporting the tomorrow's leaders today program. ==> • I feel these programs had success due to being Board of education request for services and being either one day events or afterschool support programs that were grant funded.
- We do a great job leveraging interns to support the work of the full-time staff. We have a solid foundation of programs but staff have also been able to pivot to provide new services in our summer camps and at the parks which is reaching youth in need. Best has also made major strides since Mike started and has really become a program that's out there in the community raising awareness. ==> • Passionate staff that are committed to their work and making an impact in Bristol.

## Successes of 2022-2023----->Central Reason

- Completing numerous programs at multiple schools across all grade levels.      ==>• High desire to implement meaningful programs
- Providing FREE individual and family counseling services and programming to youth and families that support those of any income, especially those struggling financially.      ==>• Ability to prioritize student needs
  - Flexibility in program implementation to adjust to the current participants.

## What is something Bristol Youth Services should step back from?



- Any group that is struggling to get participation. I think there needs to be a "facelift" to programs that are struggling. Perhaps reinvent the program. It can be similar, but I don't see the need to keep watering a plant that's already dead.
- Counseling and clinical supervision. It often feels like a waste of time
- Can't think of anything
- Programs or groups that aren't effectively serving our the youth in our community but we keep doing because we always have.
- I'm not completely sure what we should step back from doing. I'm more concerned with services not meeting the needs of the community.
- Not necessary step back from but more clarity or marketing of our counseling/mentoring services. With so many providers in the community and directly in the schools like wheeler clinic we need to define and uplift what it is that we do with counseling and why it makes us a unique and important provider. Beyond just saying we "fill the gaps"
- In-school high school group programming: low referrals, low attendance, brings confusion for students and staff, referrals aren't always appropriate, school staff is often split for who/how they want to use the program, have other resources.

## What is something Bristol Youth Services should try doing?

- I would like to see us invest more in mental health prevention. So many of the issues that we deal with stem from mental health issues. We focus on the treatment, but not enough on the prevention. The DFC grant focuses mostly on substance use and you can integrate mental health into it sometimes, but I'd like to see a focused effort on mental health prevention. We could have one program coordinator for substance use and one program coordinator for mental health. From my experience, Gen Z seems more interested in mental health than substance use. It's "cooler" to talk about. I think this would make it easier to implement a mental health prevention specialist. We would just need money to fund this.
- Counseling and clinical supervision. It often feels like a waste of time
- Not separate youth and community services so much
- Can't think of anything
- Hiring contractors or PT staff to facilitate groups under the direction of the Youth and Family Coordinators in order to diversify facilitators and expertise, and increase the number of groups that we are able to offer youth.
- Creating programs to support truancy, leadership programs, work programs.
- Really would love to see the utilization of the on the go van for more outreach in the parks or directly in underserved neighborhoods. We could make an impact reaching kids where they are and connecting them to services.
- Targeted group therapy (anxiety, grief, etc) or more intensive but brief group design (ex. 2-3 times per week for 4 weeks)

**The youth of Bristol need \_\_\_\_\_.**  
**Bristol Youth Services has the ability to \_\_\_\_\_ in order to help meet that need.**

- The youth of Bristol need support. Bristol Youth Services has the ability to be there for youth in order to help meet that need.
- Consistency...grow
- Every youth in Bristol needs a trusted adult (in school, Bristol youth services, coach, etc.) whom they trust and feel connected with and comfortable around. Bristol youth services has the ability to partner with schools and community agencies to help meet that need.
- The youth in Bristol need to develop a sense of connection to the Bristol community. Bristol Youth Services has the ability to provide civic focused programs that build a sense of community. The Youth of Bristol need mental health services; BYS has the ability to provide diverse programs that provide participants with avenues to improve their mental health. The youth of Bristol need behavioral prevention and intervention based programs; BYS has the ability to develop both types of programs to meet those needs.
- Mentoring programs, juvenile justice support programs, and more
- The youth of Bristol need positive opportunities to engage, grow, learn and develop into productive citizens and members of the community. Bristol youth and community services division has the ability to impact thousands of youth in order to help meet that need
- Supportive adults, safe spaces to learn, strong reinforcement. We have the ability to provide trainings to staff, collaborate with other agencies and schools, and implement programming or individualized services.

## **Not captured by the survey questions...**

- I think we need to talk about coordination and working together as one in order to accomplish all of our goals. We can help each other succeed in our various roles.
- the intern program
- How do we ensure we are serving as many youth as our budget allows? How can Community Services initiatives (Parent and Child Program) be supported by the Youth and Family Coordinators. The scope of the Holiday Gift Giving Program.
- We have covered most but I expect that my staff will have great influence on the direction of this meeting as they are in the community doing the work.

## **Tensions Noted in the Survey**

- "We should find our place" and "We need to be in more places."
- Where we are needed vs Where we've been vs Where we believe we "should be"

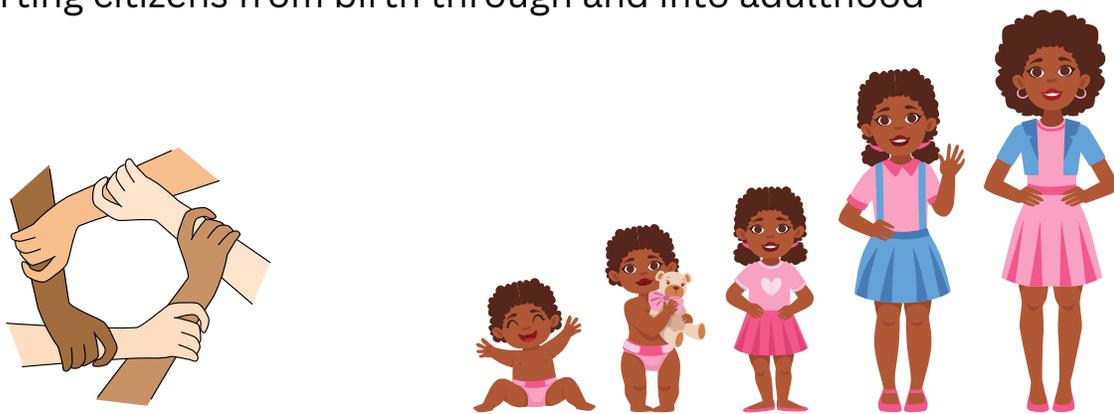
## NOTES FROM OUR TIME

We would like our collective to release negative energy and embrace creativity.

*Creativity is the ability to connect things that do not normally connect.*  
-Kristianna

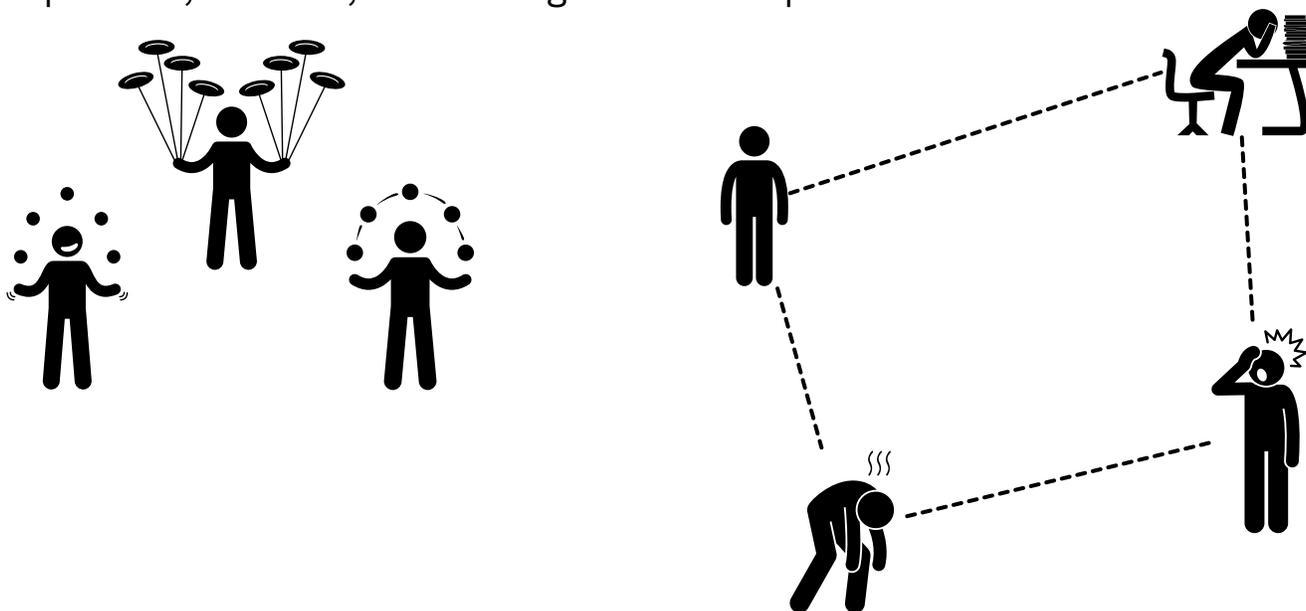
### **What do we look like ideally?**

- Connected/offering a helping hand
- Supporting citizens from birth through and into adulthood



### **What do we look like internally?**

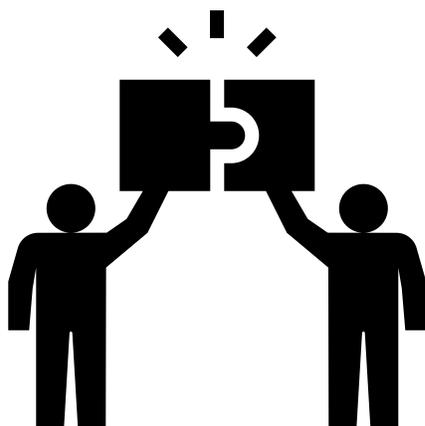
- Juggling a lot
- Separated, Isolated, and Having different experiences



## NOTES FROM OUR TIME

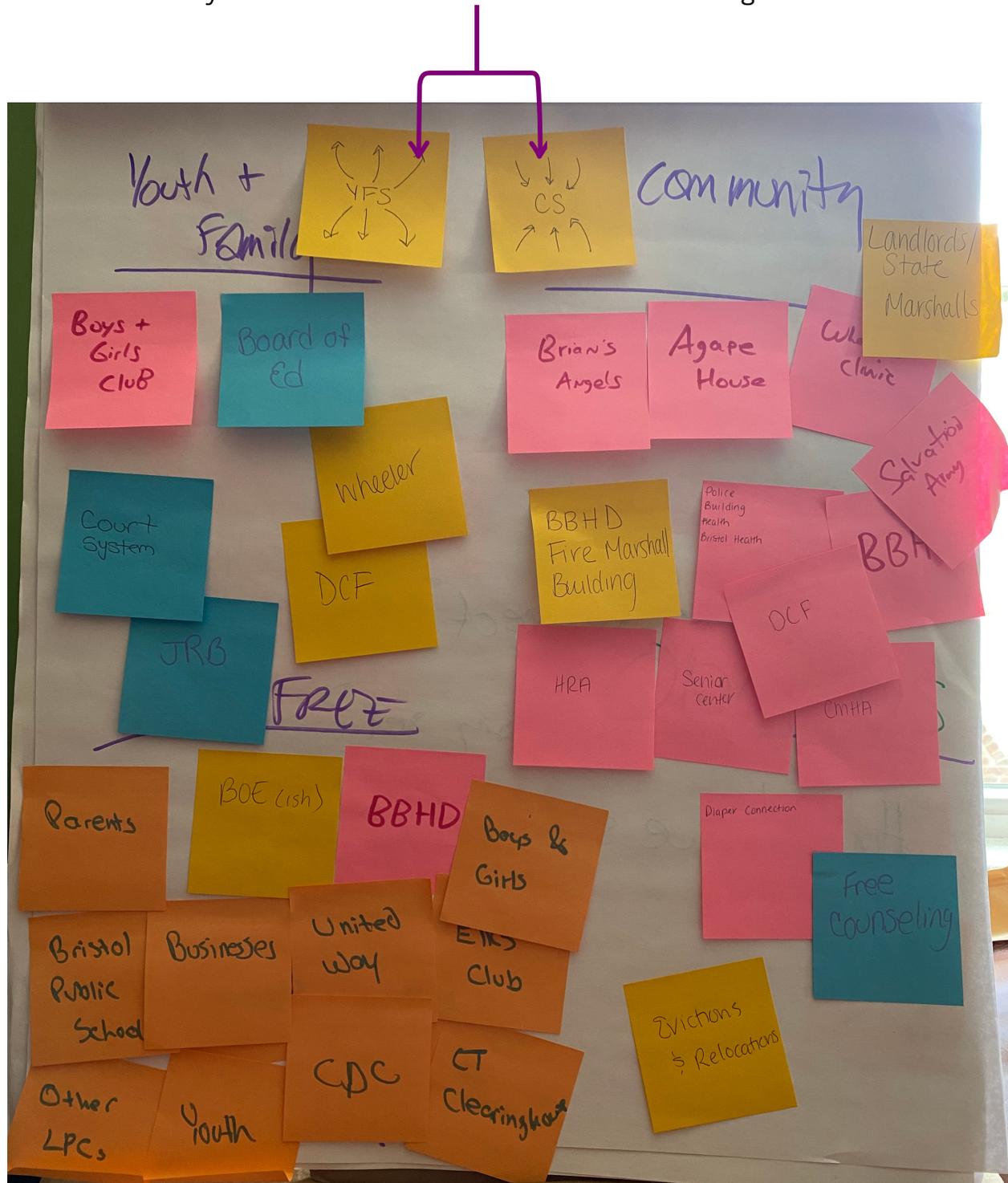
### *What do we look like externally?*

- Only some of us seen. Some of us ignored. Some of us observing
- Some folks see us as a partner, some see us associate us with the horrible thing we are assisting them through or out of.



# WHO DO WE PARTNER WITH/DUPLICATE SERVICES OF?

Observation by Sarah: YFS tends to refer out. CS tends to get referred to.



Questions that arose after looking at all of this...

- How do we set/keep boundaries as a division?
- How do we redirect when things go awry?
- How do we remain relevant?

## What are some tactics to start setting Division Boundaries?

- Check in with one another
- Internal Role Clarity/Responsibility
- Contractor vs Part Time vs Professional Staff
  - Where do we need the expertise of our staff?
- MOUs or Written Agreements
  - How do we practice saying "No" beyond what's agreed to?

## What are programs we can let go of?

- BST Program
- PV
- TLT
- Learning Through Books
- ASA (High School)

Programs mentioned without consensus

- Free Counseling
- "Event Planning"

## Your Capability and Capacity may not always match.

- *How might we budget time for processing the referrals that are outside of our division's expressed scope?*
- *How do we track what our capacity is in real time?*
- *How might we create what we do with a wholistic view?*
  - *% Programs, % Services, % Events, % Referral Management*

## Our Strengths

- We are Passionate
- We are Steve's Experience
- We are adaptable and responsive
  - (sometimes shows up as saying "yes" too much)
- We are Deeply community connected
- We are Relationship Builders

# What might responsive evaluation and planning look like?

## Positive Community

## Supports Basic Needs

## Empowering

Served in 2023-2024 by  
Mental Health

Served in 2023-2024 by  
Housing and Essentials

Served in 2023-2024 by  
Mentoring



Create pillars that respond to the need of the community \*right now\*

Align programs, Services, Events and Resources/Education to the pillars

### Programs

### Services

Counseling

Evictions/Relocation

### Events

Community Conversation

### Resources/Education

Campaign

Planning all of this with capacity in mind!

Next Step: Workshop with staff and Youth Commission to iron out details

## What might responsive internal communication look like?

- Shared calendars
- Sharing our communication styles and what works for us
- An all staff that is more productive
  - Is this a questions of structure of meeting or comfort in tense conversations?
- More time spent with Josh and Sarah
  - Possibly coming to supervision
- Wrap-ups on meetings with clear progress and goals
- Communication Standard across the department
- Direct Communication
  - How do we practice giving and receiving feedback?
- Boundaries
  - What are they?

## What might responsive collaboration look like?

- Open communication
- Utilize Supervision time differently
- Understanding each other's roles, responsibilities, schedules, and the intersections between areas of expertise
- Sharing knowledge with each other
- Relationship- building within the department

Next Step:

Share how you like to receive communication.

Use the following guide to help.

### ASK YOURSELF:

- How do I want to receive feedback?
- How do I want to receive information?
- Unless an emergency, you should expect my response in \_\_\_\_ days.

# How might we be radically aligned in our communication?



## Text

- No more than 2 short sentences.
- Quick FYI, Emergency, Yes/No
- If there is confusion offer a phone call or in real life meeting. Set broad purpose/length.



## Email

- No more than 5 sentences
  - Can be more than 5 sentences \*if\* it is a recap with unquestionable info
- If there is confusion offer a phone call or in real life meeting. Set purpose/length



## Phone Call

- Quick check in/Clarification
- Anything longer than 15 minutes: Set purpose of call at the front. If it hits 15 minutes- clarify purpose and clear stop time.



## Zoom & In Real Life

- Start with something fun (entry music, game, silliness)
- Clarify purpose, stop time, where is the joy?
- Stop the meeting if people can't stay in it.
  - Presence > "Productivity"
- Use affirmations, gratitudes, and celebrations as fertilizer. Sprinkle it everywhere- water well (with good vibes)

## Facilitator Notes

- Factor the known unplanned things into your capacity
- Take a steps towards something (even if it isn't perfectly planned)
- How might y'all step into tussles with one another more often?
  - Name silences even if you can't name *why* there's silence
- Intentionally drop some balls to maintain the quality of what you're juggling
- Create a short assessment for aligning decisions (*yes there is always nuance, short checks help weed things out*)

For Example:

- What's the need of the community?
- What are we being asked to do?
- What's within our capability?
- What's within our capacity?
- Is there room for joy?



## 2023-2024 Youth & Community Services Pillars of Service

The City of Bristol Parks, Recreation, Youth and Community Services (BPRYCS) youth services bureau is uplifted by 3 core pillars that guide the work of our staff. Established in a 2023 Strategic Staff Retreat, the pillars define and focus the priority work of the youth and community services division in supporting the department's overall mission to deliver high-quality services that enhance the community's quality of life, meet the diverse needs of all citizens, and build a sustainable future. The pillars are reviewed annually to ensure they match the current needs of the Bristol community.

### Fostering Positive Mental Health



### Assisting with Basic Needs



### Empowering Youth



Proposed Programs & Services	Proposed Programs & Services	Proposed Programs & Services
<ul style="list-style-type: none"> <li>• Annual Community Conversation</li> <li>• Youth &amp; Family Counseling</li> <li>• Teen Prevention</li> <li>• Self-Management and Recovery Training</li> <li>• Narcan Training</li> <li>• QPR Training</li> <li>• BEST Coalition</li> </ul>	<ul style="list-style-type: none"> <li>• Holiday Gift Giving</li> <li>• Housing Relocation</li> <li>• Evictions/Foreclosure</li> <li>• EBT/Snaps at Farmer's Market</li> <li>• Short Term Case Management</li> <li>• Homelessness Outreach &amp; Action Network Support</li> <li>• Caring Closet</li> <li>• Diaper Connections</li> <li>• Diaper Drive/Community Baby Shower</li> <li>• High St. Community Garden</li> <li>• Mayor's Back to School Pencil Hunt</li> <li>• Scholarship Program</li> </ul>	<ul style="list-style-type: none"> <li>• Youth Recognition Awards Program</li> <li>• BEST Youth Coalition</li> <li>• Skills to Pay the Bills</li> <li>• Tomorrow's Leaders Today</li> <li>• Drop-in programs at Rockwell</li> <li>• Social services at summer camp</li> <li>• Basketball League at Brackett Park</li> <li>• Youth Bowling</li> <li>• Diversity Group</li> <li>• Step Ahead</li> <li>• Teens Empowering Others</li> <li>• Young Women/Young Men Issues Group</li> <li>• Paul Vivian Truancy Prevention Program</li> <li>• Man Up</li> </ul>

		<ul style="list-style-type: none"> <li>• Girls with a Purpose</li> <li>• Bananas Split Too!</li> <li>• Lunch Buddies</li> <li>• Empower Hour</li> <li>• Pride Night in the Park</li> </ul>
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**Proposed Programs to Retire:**

- Learning through Books
- Back to School Backpacks integrate into Mayor’s Pencil Hunt
- Banana Split Too!
- Paul Vivian Internship program integrate into new Truancy Prevention Program
- Tomorrow’s Leader’s Today
- A Step Ahead (High School Version)
- Bristol Youth Celebrating Diversity and Pride integrate into City’s Diversity Council

**Questions for the Commission:**

1. *Are there any Programs we may have missed on our proposed Programs and Services list?*
2. *Have you heard of any new community concerns that are currently not being addressed by Youth and Community Services?*
3. *Which level do you feel needs the most support (Elementary, Middle or High School)?*
4. *What are your feelings around the proposed programs?*
5. *What do you see about major funding priorities for 23-24?*

**Available Funding: \$73,219** (State Fiscal Year 23-24: \$41,844 Base Grant, \$18,383 Supplemental Grant \$12,992 Enhancement Grant)