



# THE MESSENGER

Your update from Crossroad Child & Family Services

## LOOKING AHEAD

BY DAVID MULLINS  
CHIEF OPERATING OFFICER



It is hard to believe that 2019 is coming to a close, and Christmas is right around the corner. We have had a busy and eventful year at Crossroad. For the second consecutive

year, our agency served over 300 clients and families on any given day. We have had a bevy of successful audits, staffing challenges, successful client outcomes, and a fantastic Capital Campaign project that is revolutionizing our campus. I want to take this opportunity to discuss some of the most important and exciting things that have occurred over the calendar year.

In my opinion, the new buildings (the Welcome & Treatment Center, and an additional residential complex) are the most exciting things that have happened in 2019. We are currently a sprawling campus with staff spread out to nearly every corner of our property. When we move into the new Welcome & Treatment Center in early 2020, the majority of our team will be together in one building, allowing for stronger communication and networking. Further, clients will be afforded an improved therapeutic environment when participating in therapy or other community-based coaching and training. There will even be a landscaped therapy garden that will be crucial for some client's treatment that includes musical instruments and calming features. With a modern atmosphere, our staff and clients will be giving and receiving care in a setting that more

aesthetically matches Crossroad's statewide successful outcomes.

Our new and modern residential building should be move-in ready in late spring 2020. This new building is more spacious for our clients and allows for a complete separation of the unit into two different treatment spaces that could accommodate two different types of clientele. This type of design will enable Crossroad to deliver innovative treatment that further distinguishes us from other agencies performing similar work.

I would be remiss not to mention two staffing changes that have strengthened Crossroad's programming. We created a new position called the Staff Recruitment and Development Specialist. Long-time Director of Children's Services Mick Thiel moved into this role, and his efforts, to date, have improved our hiring and retention of critical direct care staff. The vacated Director of Children's Services position was also filled internally by Crossroad therapist Marissa Sauer. We can't accomplish Crossroad's vital mission without dedicated and enthusiastic staff, and both of these employees go above and beyond to ensure positive outcomes for clients and families.

We appreciate our employees, volunteers, and every one of you for making Crossroad a healthy and successful agency. We are thankful for your gifts, time, and prayers. We welcome your visits and the opportunities to visit you. Together, we will make 2020 and the years ahead the best in our 136-year history!

# STAFF UPDATES



## Marissa Sauer Director of Children's Services

Therapist Marissa Sauer was recently named Crossroad's Director of Children's Services. In her new role, Marissa is responsible for creating

and maintaining a safe and effective treatment environment for clients in our residential programs. She supervises, trains, and mentors direct reports; oversees programming in the residential living units, and upholds licensing and accreditation standards for the residential programs. Marissa works as part of a team of program and department directors to achieve excellent service delivery for our clients, their families, and placing agents. Marissa received her Bachelor of Arts in Psychology and Peace & Justice Studies from Marian University and her Masters of Science in Education from Indiana University. She is a Licensed Mental Health Counselor and Licensed Marriage and Family Therapist and has served at Crossroad since 2013.

## Mick Thiel Talent Acquisition & Development Specialist

Veteran Crossroad team member Mick Thiel continues his service to Crossroad in his new role as Talent Acquisition & Development Specialist. His focus is to talk to job candidates with diverse backgrounds and job



skills who are excited to work with and inspire troubled youth. Mick oversees the training of our staff to ensure that each employee develops the skills to do outstanding work – whether the staff member serves in a direct care position or a support role. Mick joined Crossroad in 1993 as a Life Guard and directed our Recreation Programs after his 1994 graduation from Indiana Institute of Technology. In 2001, he became our Director of Children's Services, where he honed his skills in training staff and developing programs. Mick is well-equipped to select, train, and mentor both new and long-time employees.

# BOARD OF DIRECTORS

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President & Chief Executive Officer

## Our Mission

Crossroad creates promising futures for children in difficult circumstances by providing therapy, education, and family support services.



## #GIVINGTUESDAY

### December 3, 2019

According to psychological theories, we must first meet our basic needs (think: food, shelter, clothing) before we can begin to work towards higher level needs (think: friendships, self-esteem, personal growth). Too many times, children arrive at Crossroad with only the clothes they are wearing. We must first meet their basic needs before we can begin to help them cope with the trauma they have endured.

This year Giving Tuesday is on December 3rd. Giving Tuesday is a global movement that harnesses the power of people to do good in their communities. Your support on Giving Tuesday will help provide clothing for the children

who come to us with nothing. **Our goal this year is to raise \$500** to put toward purchasing clothing for the kids on our campus that need it.

“Like” us on Facebook to follow our progress on Dec. 3, and to hear stories of how Crossroad has helped our clients create promising futures. Visit our website on #GivingTuesday to make a donation.

## BUILDING PROMISING FUTURES

### Ceremonial Groundbreaking

We were excited to host a ceremonial groundbreaking on Tuesday, Oct. 29, to celebrate the progress of our capital campaign project, “Building Promising Futures.”

This campaign will result in a major revitalization for Crossroad’s campus. Once completed, we will be able to offer children and families improved spaces for a wide range of mental health services. This includes a new Welcome & Treatment Center, an additional 15-bed living unit for residents, as well as an overall facelift for the campus.

We thank all of our supporters that were able to make it to the ceremonial groundbreaking, and for those who have donated to the project. If you would like to be a part of this exciting project, visit our website to learn more. You can also follow us on social media to stay up to date on where we are at with “Building Promising Futures.”



# Crossroad Christmas 2019

## Needs List

### **Toys:**

Lego Blocks and Kits  
Basketballs  
Footballs - Regular & Nerf  
Kickballs  
Volleyballs  
Superhero Action Figures  
Soft Eye/Nose Stuffed Animals

### **Games:**

Apples to Apples Jr.  
Life  
Battleship  
Clue  
Sequence  
Trouble  
Chess  
Monopoly  
Monopoly Jr.  
Jenga  
Operation  
Pictionary Junior  
Wii or Xbox 360 Games (No M-rated)  
Phase 10  
Skip-Bo  
Decks of Playing Cards

### **Electronics:**

MP3 Players  
MP3 Players w/ AM/FM  
Miniature Hand-Held Radios  
DVDs (G & PG Rated)  
Portable DVD Players  
Headphones (Noise-Canceling)

### **Gift Cards:**

Target  
Walmart  
Meijer  
CVS  
Walgreens

### **Arts & Crafts:**

Art Kits

Craft Kits (no sand)  
Sketch Pads & Drawing Tablets (non-spiral)  
Journals (non-spiral)  
Origami Kits  
Level 1 Car Model Kits  
Woodcraft Kits  
Scrapbook Kits  
Paints & Canvases  
Construction Paper  
Watercolor Paper

### **Miscellaneous:**

Body Wash (Mens & Womens)  
Lotion  
Deodorant (no aerosol)  
Spinbrush Toothbrushes  
Wallets - especially Mens

### **Clothing & Accessories:**

Pajamas  
Non-skid Slippers  
Socks  
Underwear (bikini or boy short for women and box/brief for men)  
Robes  
Watches (Casual, Boys & Girls)  
Sweatpants (Joggers)  
Long-sleeve Shirts (no button downs)  
Shoes  
Sweatshirts (No Drawstring)

### **School Supplies:**

Pencils (Non-mechanical)  
Loose-leaf Paper (Wide & College Ruled)  
DVDs - Book adaptations, Classics, Travel/Cultural  
Crayons (No sharpeners)

### **Extra-curricular Activities:**

Zoo Passes  
Mad Ant Tickets  
TinCap Tickets  
Allen County Parks Passes  
Science Central Passes  
Komet Tickets

### **Contact Information:**

**Mackinzie Sharpe**

**msharpe@crossroad-fwch.org**

**260.484.4153 ext. 2002**

<b><u>Name:</u></b>	<b><u>Honor/Memorial:</u></b>	<b><u>Name:</u></b>	<b><u>Honor/Memorial:</u></b>
St. Paul's United Church of Christ	Pauline Schaeffer	Alice M. Ryter	Doris Teets
St. Paul's United Church of Christ	Thomas Leo Baker	Marilyn Homeister	William Homeister
St. Paul's United Church of Christ	Mary Catherine Bollenbacher	Joan Baylis	Rick McKinnon
St. Paul's United Church of Christ	Doris Bollenbacher	Alice M. Ryter	Mick Ryter
Amy Diller	Hubert Kear	Barbara Rhinehart	Robert V. Blaney
Michele Harrison	Hubert Kear	Joan Baylis	Richard Scott
Diantha Alspaugh	Hubert Kear	Settlers, INC.	Esther R. Sowers
Joan Baylis	Thomas King	Jerry and Diana Ream	Esther R. Sowers
Marian and John Parsons	Hubert Kear	Carolyn Zanker	Esther R. Sowers
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Dodd Kattman	Christopher L. Bauer	Pam and Shawn Westbrook	Esther R. Sowers
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Lorin Cope	Hubert Kear	James and Connie McGowin	Esther R. Sowers
Beverly Bunger	Larry Bunger	Mrs. Jean Fishbaugh	Esther R. Sowers
Sandra Altheide	Don Kaufman	James and Kathleen Semprini	Esther R. Sowers
St. John's United Church of Christ	John William Schaeffer	Carl and Donna O'Neal	Esther R. Sowers
St. John's United Church of Christ	Sandra Schaefer	Roger and Kathleen Studebaker	Esther R. Sowers
St. John's United Church of Christ	Robert Hermes	John Glass	Esther R. Sowers
St. John's United Church of Christ	Dean Riedy	Dr. and Mrs. C.B. Hathaway	Esther R. Sowers
St. John's United Church of Christ	Priscilla Adams	Steve & Rita Sowers	Esther R. Sowers
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Kyle and James Zanker	Ashlee Rager	Faith Schultz	Ethel Clements
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Imogene Nusbaum-Snyder	Robert H. Depew		
IAFF Local 516	David Ulrich		
Ms. Amber Richey	Ashlee Rager		
Debra and David Branfield	Ashlee Rager		
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David and Norma Wade	Carol Dellinger		
Thomas Croskey	Pamela Furneaux		
Alice M. Ryter	Fran Vernier		

**Please remember Crossroad in your Wills, Bequests, and Planned Gifts.**

**For more information, contact Mackinzie Sharpe, Gift Planning Director, at 260.484.4153 ext. 2002**

# One Hundred Eighty-Five Years of Service!

Each year Crossroad gives special recognition to staff members who are celebrating milestone employment anniversaries, beginning with the fifth anniversary. These staff members attend a special celebration luncheon to honor their commitment to serving Crossroad's children and families.

This year we have eleven staff members celebrating significant anniversaries, representing one hundred eighty-five years of helping and healing. Please join us in congratulating them on achieving these milestones.



**From bottom left (clockwise around table):** Angie Musselman, Case Manager (5 years); Danita Curry, Qualified Medication Aide (20 years); Beth McNeal, Director of Human Resources (25 years); Dawn Townsend, Youth & Family Specialist (5 years); Reggie Johnson-McLemore, Youth & Family Specialist (5 years); Francisca Adeosun, Teacher (5 years); Erica Conway, Youth & Family Specialist (20 years); David Mullins, Chief Operating Officer (10 years); Host Randall J. Rider, President & CEO; Eureka Moorman, Prevention Specialist (5 years); and Tom Waldfogel, Teacher (45 years). Not pictured: Debra Glover, Director of Food Services (40 years).

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