

THE FIVE POINT PRESS

A publication for the employees of the Travis County Sheriff's Office

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Spring/Summer 2007

Positive Presence

Community Extravaganza connects Sheriff's Office with area neighbors

Once again the annual Travis County Sheriff's Office Community Extravaganza was a huge success! It was wonderful because of people in the community who donated prizes, volunteered hours, food and much more. The Wells Branch Municipal Utilities District (MUD) donated their facility and staff to help set up, clean up and break down.

Sheriff's employees assisted in making this "the best one yet," said Derrick Taylor, community

By Deputy Derrick Taylor, Community Services and Outreach Unit



photo by Alvina Gomez

Beverly Gentle and her daughter enjoy popcorn, balloons and the great weather during the Community Extravaganza on March 24.

County residents joining us in this experience. They went home with helpful information, prizes, gifts and full stomachs. They were highly entertained and our wonderful volunteers made sure they enjoyed the event and didn't miss a thing. The many people involved really showed what a unified community could do to brighten someone's day.



photo by Alvina Gomez

Senior Deputy Vincente Galloway, Community Outreach officer, enjoys assisting with set-up of an inflatable at the TCSO Community Extravaganza on March 24.

outreach officer. "I asked for support and many graciously obliged."

This event would not have been possible without people volunteering and working together. We had a terrific response with a tremendous number of Travis

The event gave citizens the opportunity to learn more about the Sheriff's Office and the different non-profit organizations that work with the Sheriff's Office. In addition to the many things that were presented, displayed and given away everyone enjoyed free food

Extravaganza continued on page 10

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The Greatest Need: Ethics

The most important perception in an enforcement/corrections arena is for an officer to be ethical.

People are not born “ethical,” this is a trait that is instilled in us as a child through our parent’s guidance, the influence of our community, and through our daily actions as adults.

An officer’s actions, decisions and conversations define an officer’s persona - good or bad. Sadly, an officer’s unethical behavior can have a ripple effect on an entire agency, city or even a nation.

Law enforcement and correction officers are held to a higher standard, not because they are better than other people, but because they are expected to make the right choices and set an example for the public and their peers.

Public trust is paramount in fulfilling the duties and responsibilities of a law enforcement officer. Officers will ultimately damage their careers, family

relationships and agencies, and the public’s faith and trust in officers, if they practice the “code of silence,” also known as the “thin blue line,” when dealing with their own peers.

The vision and goal of the Travis County Sheriff’s Office (TCSO) is to exceed community expectations through exemplary service.

This vision and goal is established through the definitions of our values as an organization: service, honesty, [embrace] diversity, respect, integrity, total accountability and firm commitment. All of these values and their underlying meanings cumulatively define this agency’s expectation of an officer’s ethical behavior.

While I realize that there may be an occasion when a person does not make the right decision, I firmly believe that a dedicated officer attempting to do the right thing will admit a mistake rather than attempt to deflect responsibility for their action.

The International Association of Chiefs of Police clearly describes my doctrine and expectations for those who serve as a Travis County Deputy Sheriff or Corrections Officer:

Law Enforcement Oath of Honor

On my honor, I will never betray my badge, my integrity, my character or the public trust.

I will always have the courage to hold myself and others accountable for our actions.

I will always uphold the constitution, my community, and the agency I serve.

This Oath of Honor is what is expected of you. I strongly encourage all of you to take this oath and move forward in proudly serving the citizens of Travis County.

THE FIVE POINT PRESS

The newsletter of TCSO for TCSO

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Thanks to these employees who contributed articles, pictures and ideas.

Florence Briceno	Craig Smith
Paula Cross	Derrick Taylor
Cyril Friday	Bryan Whoolery
Michael Hemby	Emily Treviño
Jerry Kovar	
Darren Long	



TCSO Kid Fish

Along with the Travis County Parks Department, TCSO sponsored a fishing derby on April 14 at Travis County East Metro Park.

Kids ages eight to 14 were eligible to participate in the derby, which included lunch and a camping demonstration by REI.

Sheriff Hamilton participated, as well as officers from the Traffic Unit, SWAT and Canine units.

At left, Zachary Callahan, 10, of Bastrop, has the Catch of the Day.

photo taken by Community Outreach Unit

Building A Cohesive Team

Experience and Teamwork essential for success

By Jerry Kovar, Sergeant

Team cohesion comes from many sources. As members of the Sheriff's Office, the men and women who wear the badge feel allegiance to this agency and its mission. We are sworn to serve and protect the citizens of Travis County, and we do so because we know our cause is just and morally right.

From this we draw cohesive strength, knowing that we all share a common bond. We also feel allegiance to our separate assignments, be it Corrections or Patrol, East or West Command, Central Booking or TCCC, A/B/C Shift, etc. Each has its own function and SOPs which bind its members together as a team.

The greatest cohesion is found in the smallest sections, shifts or teams. Here, everyone is bound together in a group that functions as a team on a day-to-day basis. All team members get to know each other's strengths, weaknesses and personalities.

The degree of cohesion found in these small groups determines their effectiveness. Allegiance to the team is

the most valuable source of strength and courage. In critical situations, they will draw strength and courage from the bonds they share with each other. The fear of failure in the eyes of their peers is a powerful motivator. But this is only true in tightly knit teams.

Cohesion works to the leader's advantage in other ways as well. Experienced teams operate more efficiently because each member becomes familiar with how their fellow team members work. Through repetition, drills and daily experiences, the team members develop sound SOPs. They learn to think alike and work in conjunction with one another.

This principle is the same in sports. For example, all-star teams usually don't do well against teams that have played together regularly. Even with superior talent, all-star teams usually lose because they lack team experience. To be effective, what really counts is experience and teamwork.

As a leader, you want to form your subordinates into a tightly knit team.

Program focuses on mentoring within

By Emily Treviño, Lieutenant

The Travis County Sheriff's Office developed a strategic plan in 2005 for a Mentoring Program geared toward preparing potential leaders for supervisory positions.

Capt. Art Cardenas, as the project coordinator, developed a mentoring program for senior deputies preparing for the rank of detective in 2000 as

part of his participation in the LEMIT Leadership Command College. He also wrote an article on the topic for the *Texas Police Journal* ("Mentoring Our Own: An Analysis of a Promotion-Based Mentoring Program", August 2004).

As part of the project plan, all supervisors attended mentor training

How to Build a Cohesive Team:

■ **When possible, assign tasks to teams, not individuals.** Make a habit to maintain unit integrity in all that you do. For example, when you have a specific post of sector instructions, assign it to all those involved. By working together and sharing responsibility, the members of the team will develop camaraderie. Remember to always monitor their progress!

■ **Use competition.** Because most folks in this profession are by nature competitive, you should strive to instill a competitive drive in your team. Teammates bind together when their team competes against another. Competition among units is healthy unless continuing antagonism develops.

■ **Challenge your subordinates with tough, realistic training.** Facing adversity together binds team members as well as anything, particularly when they succeed. For example, training or drills that are realistic and comprehensive test your team members mentally and physically. This may require additional planning and resources, but the experience and knowledge gained is indelible.

in the 2006 Supervisor Mandatory. Each committed to mentor two potential supervisory leaders. Although many staff members have mentored informally for years, a formalized program enhances our professional organization.

According to Capt. Cardenas, the Corrections Bureau supervisors are mentoring employees in preparation

Mentoring *continued on page 7*

June is time to hoop it up at Sheriff's Shootout

By Carrie Fortner, Community Liaison

The second annual Sheriff's Shootout will kick-off at 7 p.m. on June 22 at the Delco Center with a Celebrity Shootout featuring Travis County Sheriff's Office, Hoop Zone, Austin Toros and the Texas Thunder.

This year's event will support positive youth development, with proceeds directly benefiting Austin Children's Shelter, Big Brothers Big Sisters of Central Texas and SafePlace.

This high-caliber tournament includes boys and girls divisions with a three-game guarantee.

Divisions

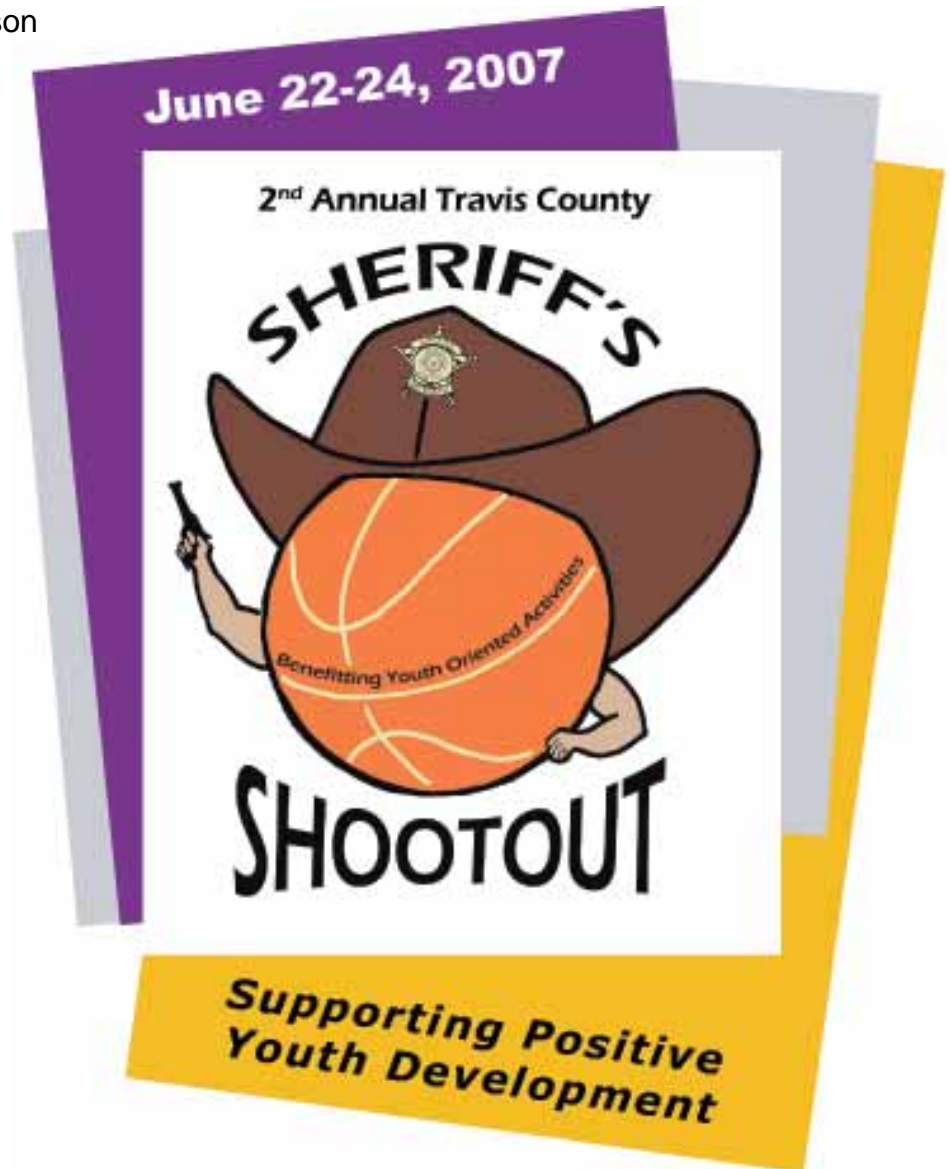
- 5th Grade
- 6th Grade
- 7th Grade
- 8th Grade
- 9th Grade
- 10th Grade
- 17 & Under

Normal University Interscholastic League high school rules will apply, with stop clock on all dead balls for all age divisions.

Trophies will be awarded for first and second place in each division. Each

player receives a goodie bag with an official tournament T-shirt.

Invitations have been sent to area youth basketball organizations including those who facilitate select youth sports teams,



“The 2nd Annual Travis County Sheriff's Shootout is a great opportunity for youth to be in a positive venue that will foster good sportsmanship, character building and fellowship within our community.”

... Sheriff Hamilton

youth summer camp programs, along with area high school basketball coaches.

Registration is \$250 per team and deadline is June 15, 2007. Participation

is based on a first-come, first-served basis.

The Sheriff's Office web site will have updates regarding teams participating and bracket schedules. Tournaments will be played at the AISD Delco Center, Lyndon B. Johnson and Reagan high schools.

For more information and the registration flyer, visit www.tcsheriff.org/shootout.htm or contact Andrea Buckley at andrea.buckley@co.travis.tx.us.

New Partnership

SO joins Meals on Wheels to assist homebound

By Florence Briceño, General Reporter



In September, the Sheriff's Office partnered with Meals on Wheels and More to deliver hot, nutritious meals to clients who can no longer prepare balanced meals for themselves. Meals on Wheels has been serving the homebound elderly and disabled of Austin since 1972.

“Tell the Sheriff I said ‘thank you’ for allowing his employees to do this.”

*... Heritage Pointe
Apartment Manager*

Will you help bring compassion, dignity, hope and independence to the clients who can no longer prepare their own meals? If so, you can join one of the following teams: Sheriff Hamilton, Chief Sylvester, Josie Matthias, Lt. Treviño, Capt. Knight, Sandra

Burdette, along with 42 other volunteers.

As each team started their deliveries, there seemed to be a mixed reaction as we approached the residences. Some families and clients speculated that we were either looking for someone, or that

On a daily basis, an average of 1,700 meals are delivered by volunteers. Sheriff Hamilton is allowing employees to make these deliveries on County time, a one-hour delivery each week is all it takes.

Ten Reasons to Volunteer:

- Make a difference
- Learn new skills
- Meet new people
- Help build a stronger community
- Make a direct impact on someone's life
- Explore new challenges
- Gain experience
- Have fun
- Make someone's day
- Lend support to a worthy cause

we were there to make an arrest. After assuring them we were there on a friendly note, we were welcomed. This partnership has really developed a positive relationship with the community.

If you are interested in joining a team, please contact Florence Briceño for a volunteer registration form at 854-9787 or Florence.Briceno@co.travis.tx.us.

County exceeds goal for 2006 Charities Campaign

By Josie Matthias, General Reporter

Sheriff Hamilton was the chairperson for the 2006 Combined Charities Campaign. The goal for this year was \$200,000 or at least \$1 more than the 2005 total when Judge Biscoe served as chairperson.

We are happy to announce that we beat our 2006 goal of \$127,900. The county raised more than \$143,000!

Employees of the Sheriff's Office donated more than \$36,500! We beat the 2005 total by \$24,600. *WAY TO GO S.O.!!!*

This year, as part of our fundraising efforts, we launched the TCSO Gumbo

Cook-off, a book fair, and of course we had our annual Halloween Festival and Alcatravis, which included Halloween costume contest and a pie-in-face event.

I hope some of you made it to the festival and participated in throwing a pie-in-the-face of a major, captain or chief. Alcatravis was scary and exciting as usual! Everyone looks forward to being scared in Alcatravis!

Also, at the festival we had a great DJ this year (Rudy Villarreal) and a guest Master of Ceremonies Bama Brown from KASE 101!

SWAT and Canine units were there also showing off what they do best in protecting our community.

As part of the campaign's charity book, we were fortunate to have Brown Santa and the Sheriff's Memorial & Benevolent Society of Travis County, Inc., to be included. Thanks to each and every one of you in making this campaign a great success!



Continual construction

Collier Building undergoes remodel to better provide for citizens of eastern Travis County

By Cyril Friday, Captain

The Collier Building was purchased and occupied by the Sheriff's Office in 1998. It has undergone many renovations and adaptations. The building houses several Sheriff's specialized units, which not only serve Eastern Travis County, but the county as a whole. The offices' Estray unit, the Sheriff's Combined Auto Theft Task Force, the environmental detective, evidence, and vehicle impound are all within the confines of the East Command.

As a means of providing adequate services to the citizens of Travis County, a number of additions and renovations have taken place at the Collier. Under the leadership of then Capt. Darren Long (now serving as Administration and Support Major), evidence storage and the gun vault

were moved from the outside metal warehouse to its current location. A corral with covered stalls was built on the grounds to house the Estray's unit horses as well as animals recovered or impounded.

Sgt. Chuck Jones, deputies Curtis Kelly and Santiago Salazar, and the assistance of inmate laborers conducted the work for these projects.

The outside warehouse is in the process of being converted into a storage facility for evidentiary vehicles. A vehicle lift was procured from the Auto Theft Prevention Authority for a nominal fee (this will assist Auto Theft Detectives in their search for hidden VINs). The area of the pre-existing dock has been filled

in with base and eventually will be covered with black top to create an entrance ramp.

A newly erected security fence and remote gate now outlines the outer perimeter and curtilage of the Collier (installed by TDCJ inmates). Covered carports have been erected in the front parking area, which houses the Sheriff's Office fleet.

A remodel of the bathrooms and the installation of a security vestibule at the front entrance are the last additions to be completed at the Collier.

Future projects include the renovation of more warehouse space that will encompass the crime lab as well as office space for the technicians.

What is the status of the Range?

The owners of the range on Old Kimbro Road have sold the property.

The new range will be on the northwest corner of the Del Valle Correctional Complex where the old CORE obstacle course was previously. The Federal Aviation Administration (FAA) approved all plans and is in the final negotiation phase.

Funds in the amount of \$450,000 have been appropriated. A contract with Action Target is 25 percent complete with the engineering and design. The purchase order for fencing has been issued to Texas Correctional Industries and is waiting for the fence construction to be scheduled. Construction for a

range normally takes between 60 and 90 days.

The first phase of the range will consist of seven lanes/shooting points and will be 25 yards long. Future phases will allow the addition of more lanes and length. Eventually, the range will be 100 yards long and at least 14 lanes wide.

Sheriff Hamilton is working on alternatives for funding for the other phases. All of these issues have caused

the range completion date to be pushed back to January 2008.

While waiting for the new range to be completed, TCSO pistol re-qualification can be done at the Camp Swift Army Base in Bastrop, or Federal Correctional Institute, also in Bastrop.

Will we have random drug testing?

Yes, there will be random drug testing for Sheriff's Office personnel. The new policy was distributed to all TCSO employees.

The selection process will occur monthly and will be confidential. Using a computer system, a small number of employees will be randomly selected

Testing continued on page 9





Wolfpack League concludes third season

By Craig Smith, Detective

Representatives from the Austin area public service agencies joined together for their third season in the National Public Safety Football League (NPSFL).

The NPSFL, is a union of public safety agency football teams from throughout the United States, united to promote a positive self-image to the public by raising funds for charity

through spirited competition. The NPSFL is incorporated in New York State and recognized as a not for profit organization by the Internal Revenue Service under the 501(c)3 statute.

The Central Texas Wolfpack hosted a tournament with the New York Firefighters in March. The team raises money for the East Austin Youth League.

Mentoring

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for sitting for the lieutenant and sergeant exams.

Each bureau is assigned a project lead who is responsible for the staff mentoring and cross-training programs. The responsibilities include:

- Oversee, manage and direct the handling and management of the programs.
- Insure the programs are functioning; audit mentoring/cross training records and status within the Bureau.
- Manage development of schedules for the programs.
- Develop short- and long-term management plans for the programs.
- Plan, develop, administer and monitor an annual work plan for program management.
- Prepare statistical data; direct and

monitor development of any training and operational materials, and other matters related to the program.

- Provide the bureau's administration with monthly reports of program status and matters related to these programs.
- Provide an annual work plan with goals and measurable criteria for evaluation.
- This project becomes an essential function in the project leader's employee evaluation as an addendum to the "performs other job-related duties as assigned" section.

If you would like to participate in the mentoring program, or assist with the planning and development of the program, contact the project lead for your assigned bureau:

Corrections: Capt. Art Cardenas;
Administration & Support: Capt. Mark Sawa; Law Enforcement Bureau: Capt. Cyril Friday.

Deputy UBI Reporting

By Roger Wade,
Public Information Officer

The following trivia was taken from the pages of www.coolquiz.com

Every citizen of Kentucky is required by law to take a bath once a year.

FBI agents were first allowed to carry guns in 1934, 26 years after the agency was established.



In Clarendon, Texas, there is reportedly a law on the books that lawyers must accept eggs, chickens or other produce, as well as money, as payment of legal fees.

Circus showman P.T. Barnum created a spectacle when he hitched an elephant to a plow beside the train tracks to announce that his circus had come to town. As a result, Barnum attracted many newsmen and the public, but it became soon thereafter, and still remains, illegal in North Carolina to plow a field with an elephant.

In Sandusky, Ohio, a 1995 city ordinance outlaws trick or treating by anyone older than 14.

South Pittsburg, Tennessee, better known as "The Cornbread Capitol of the World," has an old ordinance pertaining to the cooking of this southern staple. All cornbread must be made in nothing other than a cast iron skillet. Those found in violation of this ordinance are to be fined one dollar.

Two-mile memory walk

Experience and Teamwork essential for success

By Paula Cross,
Senior Certified Peace Officer

I was humbled by the donations for the Alzheimer's Memory Walk (AMW) from my family and friends on behalf of my mother, Sarah. I was also pleasantly surprised by the participation of fellow employees and their families at the walk.

Sheriff Hamilton, honorary chair, briskly led the walkers through the arch of balloons for the two miles.

As we walked slowly together, I held onto my niece's hand and read the tags on the backs of many AMW T-shirts, signs, posters and various shirts specifically naming the each loved for whom each person was walking. We wore green bandanas, representing my mom's favorite color.

It was a pleasant day, but far from a normal day in September. As we approached the finish line, my niece



photo submitted by Paula Cross

Alzheimer's is a progressive disease of the brain that causes problems with memory, thinking and behavior. With more than 100,000 central Texans affected by this condition, Sheriff's Office employees walked for two miles on Sept. 30, 2006. Other fundraising activities were Jeans Days where employees could wear denim for a \$5 donation each day, along with a ping-pong tournament and barbecue.

looked up and gave me a great big smile as we walked under the arch of purple and gold balloons. We crossed the finish line still hand-in-hand. Although I felt a sense of accomplishment, I knew there

was much more ahead in our journey. Trophies were awarded and TCSO received a trophy for the most

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2006 SWAT Competition

The SWAT Team finished 10th overall, out of 31 teams from all over the United States. This entitles the group to an automatic invitation to next year's event. The SWAT Team also placed first in the Super SWAT event and brought home a few trophies.



photos by Bryan Whoolery

Sheriff's Office yields sizeable gains

Fiscal Year 2007 provides for growth in many areas of SO

By Michael G. Hemby, Research and Planning Manager

Travis County Commissioners have approved the budget for Fiscal Year 2007. This year, the Sheriff's Office made some fairly sizeable gains with a total of 57 new employees, and just more than \$1.3 million in capital items for equipment. Our overall budget will now be just more than \$106 million.

On the new employees, we received two additional positions for Community Outreach, four new detectives and three new law enforcement specialists to work on criminal investigations.

Of those detectives, one will be dedicated for the new Gang Task Force which places together representatives from Austin ISD PD, Austin PD and the Sheriff's Office. We also received two new communications supervisors and seven additional dispatchers. Transportation picked up two additional officers and Central Command Security added two as well for the new district court.

Five new RN charge nurses for Central Booking have been added to Jail Medical. Corrections also added five

officers and two office specialists for the MSAT program to do mental health assessments on incoming inmates. Other positions the department added include a lead accountant, a planner, and two office specialists for the call center. Two officer positions were also converted to specialist maintenance positions including a risk safety specialist and an additional carpenter. Finally, we made the two part-time chaplains in the jail, full-time employees.

In regard to equipment, TCSO made some sizeable gains this year. The bulk of the projects approved deal with jail maintenance issues, but also included this year were several technology packages. The agency was approved staffing software for scheduling that had been requested for the last few years. Jail maintenance also picked up a software package to assist with management of their systems. Law Enforcement funding was approved for the conversion from the older VRM modems for mobile data to the wireless cards as well.

Law enforcement is also receiving several replacement radars, lasers and total station systems. Corrections added tactical gear for both downtown and Travis County Correctional Complex (TCCC).

The agency as a whole is also receiving more than 100 replacement vehicles and several new ones, either associated with additional personnel or to meet the needs of the agency. Finally, several of our line items were amended to meet the growing demands of our business. Ranging from food costs to pharmaceuticals, the overall cost of business continues to climb and consume our resources.

On the pay issues, the Commissioners' Court approved the continuation of the POPS annual pay step adjustment, and civilian staff received a four percent cost of living adjustment effective October 1 (will see it on Oct 31 paycheck). An additional one percent will be provided to the Sheriff on January 1 to deal with the three pay grade families who had a market study this last year, performance pay, compression and various other issues. Details on that item will be forthcoming once the money is available and allocation decisions are made.

James Kitchens, community outreach officer, plays dominoes during Domino Fest, Jan. 19 at the Conley Guerrero Senior Center.



photo by Community Outreach Unit

Testing

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through their employee identifier. Upon being selected, the employee will be notified through their supervisor with little notice. They will then be required to proceed to a designated testing facility as soon as practical. All test results will be forwarded to the Internal Affairs for review.

Internal Affairs will be responsible for initiating any investigations stemming from positive test results. All employees of TCSO are included in the selection process including Command Staff.

EMPLOYEE PROFILE: Kim Flores

I worked in telecommunications for 18 years and made a mid-life career change. I received a Master's of Nursing from the University of Texas in 1995. The focus of my graduate work in nursing was community health and where I first heard of "nurses in the jail" at the University of Texas.

I was always interested in public health. I prepared a lesson on the dangers of cocaine and pregnancy, and presented the lecture at Travis County Correctional Center (TCCC) during my last semester of study. I accepted a position as a registered nurse with the Sheriff's Office in February 1995 and worked for Travis County for a year and a half. I left to work at the State Board of Nursing for four years as a nursing consultant. I traveled the state and gave lectures on the practice of professional nursing. I had a beautiful office and enjoyed my time at "the Board," but I missed my clinical work with this population.

I returned to the Sheriff's Office in 2000 as a charge nurse and spent five years as the B-Shift Charge Nurse at TCCC.



I now work with another registered nurse in Central Booking. We complete nursing assessments on 30-40 arrested people per shift.

What is so valuable to my current position is my experience with this population? Drug abuse; acute psychosis chronic diseases (diabetes, end stage renal disease, end stage liver disease; HIV/AIDS, emphysema etc), just to name a few. Medical care begins with the Central Booking nurse. We have a great team on which to rely. Our on-call providers are awesome and of great assistance to us on a daily basis. Counselors are available on our shift

and we refer many arrested persons for their mental status assessments during our shift.

Each person who walks into Central Booking is a new challenge. We do our best to calm anxiety and treat each person as an individual. We have funny, very sad and exacerbating stories. I think the team effort between officers and nurses is "as good as it gets" in the department. We rely on each other, complement each other and count on each other in a crisis.

We are the decision makers to accept or reject a person brought into jail for medical reasons. All the nurses at Central Booking make those types of decisions on a daily basis. We're pretty good at what we do, but we couldn't do what we do without the team atmosphere here in Booking.

My husband and I have a "little place in the country" where we visit as often as possible to chill out and spend time with our five grandchildren. It's very important to leave my work behind me and recharge. The work is intense but extremely gratifying, most of the time.

Extravaganza

continued from page 1

provided by nine restaurants. No one walked away empty-handed, including Diane Sanchez's daughter winning the GRAND PRIZE, a free round-trip ticket anywhere Southwest Airlines services. Needless to say, she was very excited!

The purpose of the event was to give back to the community and dispel the notion that the Sheriff's deputies only go after people when they have done something wrong, as eloquently stated by Tracy Miller.

Memory

continued from page 8

participating members. As I held the trophy while posing for a picture with the Sheriff as the employee who raised the most funds, I knew it was much more than a picture.

The Sheriff also afforded me the opportunity to represent my family with green bandanas, and represent my family in brown and tan; and for that I am truly grateful.

Many of us are caregivers of family

members with varying illnesses.

Participating in events like the AMW gives you perspective on how many people are affected by these life-changing illnesses.

It also gives you an opportunity to network and seek resources to assist with the many items necessary to care for your loved ones. Seek your cause and represent. It makes a difference to someone and one day that someone may be you!