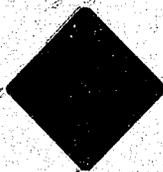


**The 1993 National Fellows Program**

**Leaders  
in the Fight  
Against  
Substance  
Abuse**

*Join Together Fellows*



**1993**

156917

**JOIN TOGETHER**  
A NATIONAL RESOURCE FOR COMMUNITIES FIGHTING SUBSTANCE ABUSE

156917

**U.S. Department of Justice  
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## About Join Together



Each year Join Together, a national program helping communities fight alcohol and drug abuse, sponsors a **National Leadership Fellows Program** to recognize outstanding leaders in the substance abuse field. Join Together provides these leaders with a multi-year experience to encourage competency in coalition building and an understanding of effective substance abuse treatment and prevention options. The program seeks to build on the Fellows' existing strengths and to keep these leaders up-to-date on the latest findings in the field. The program also affords the Fellows the opportunity to share their strategies for success, as well as to use the experiences of their peers to work through problems and barriers. Join Together sees these leaders as our hope for a drug-free tomorrow. Join Together Fellows will participate in site-visit teams in other communities throughout the nation to transfer their experiences in coalition development, conflict resolution, public awareness and evaluation. As part of the leadership program, the Fellows will participate in the following:

- ❖ a one-week Leadership Institute
- ❖ two three-day leadership seminars
- ❖ the Join Together computer network
- ❖ an annual refresher program for each group of Fellows

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Other Join Together programs...

**Technical Assistance** to coalitions to develop comprehensive strategies in the areas of public awareness, prevention, early identification, treatment, after-care, criminal justice, economic and job development. Join Together technical assistance helps coalitions bring public and private sector leaders to the same table, focus on specific problems, decide on strategy and measure their effectiveness.

**Public Policy Panels** to help coalitions identify and remove barriers to their success. Join Together has sponsored panels to examine timely issues, such as underage drinking and substance abuse coverage under national health care reform. Recommendations made by each panel are distributed to policy makers to encourage support for policies that will enable coalitions to succeed. In addition, community action guides offer strategies to help coalitions change policies at the local level.

**National Computer Network** to bring coalitions together to share strategies, ideas and problems quickly and easily via computer. The Join Together Computer Network is an excellent resource for up-to-date information on treatment and prevention, legislative action, media coverage, upcoming events and funding opportunities.

**Communications** to get substance abuse back on the national agenda. Communications staff work with coalitions to help them develop media strategies to increase public awareness about the consequences of substance abuse. Join Together publishes two quarterly newsletters, *Strategies* and *FASA Update* (news from Funders Against Substance Abuse), technical assistance guides and an annual survey of community substance abuse activity.

*Join Together was created by a grant from The Robert Wood Johnson Foundation to the Boston University School of Public Health.*

# Join Together's National Leadership Fellows Program



*Recognizing and supporting community leaders*

The real unsung heroes in America today are the people working to stem the tide of alcohol and drug abuse in communities across the country. Each year Join Together honors a select group of these heroes through its National Leadership Fellows Program.

We now have 65 Fellows—leaders of anti-drug efforts across the country—in small towns like Napoleonville, Louisiana and big cities like Detroit, Michigan, all trying to prevent children and adults from ever getting hooked on alcohol or drugs. These 65 people come together as Fellows from very different life experiences and professional backgrounds, but they all share the conviction that alcohol and drug addictions are devastating our country.

From Maine to California, these people are on the streets working tirelessly to rally their neighborhoods together to fight back against the harms from alcohol and drugs and create healthier environments. Some of these people work from home basements with shoestring budgets and a few volunteers, while others have large federal or private grants and paid staff support. But regardless of their resources, these leaders all share the dedication and vision of an America without alcohol and drug abuse.

For instance, Jesse Flores, the executive director of Youth Advocacy, Inc., in Austin, Texas, sends his counselors into pool halls and neighborhood centers to reach kids with alcohol and drug addictions. And Priscilla Lisicich, the director of the Safe Streets Campaign in Tacoma, Washington, cuts through bureaucratic red tape to forge community-wide partnerships to stop illegal drug trafficking and gang violence. Then there is Bob Gammelin, project director of the Central Rockies Project in Breckenridge, Colorado, who struggles to create an anti-drug environment in the midst of a highly-populated ski resort. His challenges are similar to those of Roger Volker, director of the Tahoe Prevention Network of South Lake Tahoe, California, who promotes substance-free living in a major resort area.

For some of the Fellows, like Alberta Tinsley-Williams, founder of the Coalition Against Billboard Advertising of Alcohol and Tobacco (CABAAT), the fight against substance abuse is simply one of survival. The Detroit neighborhood where she grew up was being taken over by alcohol and drugs and she simply refused to watch her childhood haven crumble. She responded by launching a major campaign against billboard advertisers of alcohol and tobacco. Another Fellow bent on ridding Detroit of these harms is Agnes Scott, vice president of special projects at WTVS/Channel 56 in Detroit, who uses community organizing and outreach through the television station to garner support for anti-substance abuse efforts. The list of accomplishments that these Fellows—and their peers around the country—are achieving in their neighborhoods makes a real difference.

This booklet introduces each of the 1993 Join Together Fellows as leaders in the fight against substance abuse.

## 1993 National Leadership Fellows



*Join Together recognizes the following leaders for their outstanding efforts to reduce the harm from substance abuse in their communities:*

**Calvin Allen**  
Springfield, MO

**Sharman Blake**  
Queens Village, NY

**Jimmy Brown**  
Portland, OR

**Michael Browning**  
Sherman Oaks, CA

**Keith Choy**  
San Francisco, CA

**J.R. Cook**  
Oklahoma City, OK

**Xavier Cortada**  
Miami, FL

**William F. Crimi**  
Columbus, OH

**Terese Curtin**  
Pawtucket, RI

**Susan Downey**  
Framingham, MA

**F. Xavier Flores**  
East Chicago, IL

**Jesse Flores**  
Austin, TX

**Bob Gammelin**  
Breckenridge, CO

**Don Gean**  
Alfred, ME

**William Harris**  
Milwaukee, WI

**Adeline Hollins**  
Napoleonsville, LA

**Mike Holroyd**  
Salem, OR

**Robert Landry**  
Pasadena, TX

**Priscilla Lisicich**  
Tacoma, WA

**Karen Means**  
New York, NY

**Harry Montoya**  
Los Alamos, NM

**Leigh Moore**  
Bradenton, FL

**Wilbert Pierre**  
Purvis, MS

**Mayra Rodriguez-Howard**  
Salem, MA

**Dean Roland**  
Coeur d'Alene, ID

**Ari Russell**  
Lawrenceville, GA

**Armentha Russell**  
St. Louis, MO

**David Saunders**  
Richmond, VA

**Agnes Scott**  
Detroit, MI

**Laurie Smith**  
Missoula, MT

**Alberta Tinsley-Williams**  
Detroit, MI

**Roger Volker**  
South Lake Tahoe, CA

**Frank E. Williams**  
Wood Dale, IL

**Lori Zehe**  
Cleveland, OH

**Calvin Allen**  
Executive Director  
Springfield Community Center, Inc.  
Springfield, Missouri



*Helps Springfield  
strengthen family life*



"I believe a strong family unit is the key to a successful community," said Calvin Allen, executive director of the Springfield Community Center, Inc., an agency in Springfield, Missouri that focuses on meeting the needs of inner-city kids of all ethnic origins.

Through the agency, Allen has worked tirelessly to raise over a million dollars to build a new multi-purpose community center in Springfield to respond to the needs of area families. The Center will provide affordable day care, self-help and development programs, individual and family counseling, community-oriented policing, bank and financial counseling, recreation, crafts and many other needed programs.

Allen has received great community support for his efforts. "I work with a broad public/private partnership including the local United Way, city government, the school system and large banks in town," he said.

Allen was also a leader in starting a community substance abuse prevention effort called Ozarks Fighting Back. In 1991-92 he chaired this effort, which involved several hundred citizens and private and public sector organizations combining forces to build a healthier community. "Ozarks Fighting Back has a unique structure of two coalitions—grassroots and agency/business—which intersect to form an advisory board," Allen said. "We believe in empowerment and inclusion of all, and that local folks can create appropriate local solutions." The group forms committees to develop and implement work plans to help families, the workplace and neighborhoods.

In 1992, Allen was named Humanitarian of the Year for his leadership and valuable contributions to his community by the Springfield Community Foundation.

After graduating from high school, he served in the U.S. Air Force as a communications specialist and was honorably discharged in 1964. He attended Southwest Missouri State for three years and took courses in social work, recreation and political science.

In his spare time, Allen is an avid jogger and golfer. He and his wife Linda Stafford were married in 1965 and have six children—Lenny, Deidre, Keith, Calvin, Michael and Cynthia.



## Sharman Blake

Executive Director  
South East Queens Community Partnership  
New York, New York

*Coordinates anti-drug alternatives for residents  
in New York City neighborhoods*



"My family has produced four generations of community activists," said Sharman Blake, who gladly carries on her family tradition.

Blake's primary role is as executive director of the South East Queens Community Partnership in New York. But she is also vice president of the Peoples Alliance Movement, a member of Sisters Against South African Apartheid, president of the Howard-Saratoga-Lewis-Ralph Block Association, and founder and chairperson emeritus of the Brooklyn Educational and Mobilization Youth Corp.

"I have been active in community service for over 20 years," Blake said, "and now have community-wide recognition and responsibility."

Born and raised in Brooklyn, N.Y., Blake really began her career during the civil rights movement. "I was involved in numerous protests trying to bring about change for black people," Blake said. "As drugs and alcohol have become predominant killers—especially of youths—in my community, the field of substance abuse prevention has become an immediate and natural undertaking."

The South East Community Partnership is a coalition of community-based organizations seeking to create new long-term approaches to address illegal drug and alcohol abuse, as well as to enhance existing services. Governed by the Eastern Queens Alliance, the civic component of the Partnership, these groups work together to develop a holistic approach to substance abuse prevention. The Alliance relies heavily on surveys to identify problems in the area and then guides the community to develop its own solutions.

For instance, the Alliance recognized the difficulty residents were having accessing alcohol and drug-abuse services in the area. To make it easier, it helped the community start a computerized information and referral service and worked with local churches to run it. The Alliance also identified a lack of community activities for youths in the neighborhood and helped the community start an evening basketball program that requires participants to take part in a workshop on alcohol and drug abuse before they are allowed to play.

Although working takes up much of Blake's time, she still manages to find time for her 14-year-old son. "We go to movies, play baseball, watch television and ride bikes," she said. "I want my son to grow up with the desire to give back to his community. I often tell him that community service is the rent we pay for living on this planet. If he gets this, then my living will not be in vain," Blake said.

Blake earned a bachelor's degree from Howard University in Washington, D.C. and a master's degree from Long Island University.

## Jimmy Brown

Manager  
Gang Resource Intervention Team (GRIT)  
Portland, Oregon



*Finds positive alternatives  
for gang members in Portland*



"No one individual, agency or organization can tackle the problem of gangs alone," said Jimmy Brown, manager of the Gang Resource Intervention Team (GRIT), run by Multnomah County's Juvenile Justice Division in Oregon.

Brown's county probation-based case management program provides young gang members with employment training, drug and alcohol assessments, counseling and social skills.

"I supervise a team of 13 staff members who assist gang-involved kids and their families," said Brown, who has worked in the juvenile justice field for the past 19 years. Staff also works to build broad-based community coalitions—involving government, business, law enforcement, religious groups, health services and educational programs—to bring services to gang members.

"We find ways to help residents become part of the solutions to the problems of youths and their families," Brown said. For instance, he helped develop public awareness brochures and public service announcements to alert parents, schools, agencies and neighborhoods about gangs. He has also provided hundreds of training workshops for PTA's, churches, and government agencies on gang and drug issues in the area.

"I'm good at my job because I believe that being in concert with others—being inclusive, listening, advocating and sharing resources and information—brings about change in our youths, in our families and in our communities," Brown said.

"The challenges I face involve a growing number of kids who believe that life holds few—if any—positive options," he said, adding that these kids often turn to violence, drugs and gangs out of frustration.

He first became interested in working with gang-involved kids when he was an undergraduate at Lewis and Clarke College, a small liberal arts college in Portland, Oregon, where he earned his degree in psychology.

Brown, who lives with his wife and four children, is involved in several youth programs and sits on several agency boards. "I also love slow-pitch softball, walking and going to the coast with my family and friends. I have acquired a taste for golf bordering on obsession. I play the guitar and sing, and occasionally I'll even do home repair projects," he said.



## Michael Browning

Field Operations Officer  
BEST Foundation  
Sherman Oaks, California

*Works with high-risk kids to keep them  
from using alcohol and drugs*



Michael Browning's first job out of college proved to be an inspiration.

"I took a job as a publicity coordinator in the Los Angeles Unified School District and I got a real sense of reward working with kids on a daily basis," said Browning, who now works for the BEST (Bringing Everybody's Strength Together) Foundation for a drug-free tomorrow.

Browning said this positive experience in Los Angeles led him to quit his job and move back to Michigan—his hometown—and do volunteer work with children and parents in the neighborhood where he grew up. "I had seen the effects of crack cocaine first-hand on some of these kids," Browning said, adding that he wanted to help prevent other youngsters from going through the same thing.

He couldn't find a job that would help him accomplish his goal, but undaunted, he spent the next twelve months working as a full-time volunteer with several grassroots organizations and assisted residents with grant proposals, press releases, program planning and setting up organizational structures.

"Later, I was hired as the in-house suspension coordinator for Mount Clemens Community Schools and as high risk community organizer for the Community Assessment, Referral and Education Agency," Browning said.

"Several programs and activities were started as a result of the collaboration of community participants, local government, human service agencies and commerce," he said. For example, the Youth Action Coalition was formed to advocate for at-risk kids in the area. Browning was also able to convince several county agencies to hire residents from at-risk communities to advocate for their neighbors.

Now, as a field associate operator for the BEST Foundation, Browning works with resident advisory groups in public housing developments addressing substance abuse and parenting issues, and he also provides technical assistance to coalitions on substance abuse issues.

In addition, Browning is a proponent of parent involvement and empowerment and he works with groups to facilitate that process.

Raised in Mount Clemens, Michigan, (north of Detroit), Browning is one of seven children. He earned a bachelor's degree in journalism from the University of Southern California and while in school he was very involved in thwarting the increase of liquor stores in South Central Los Angeles. He is also a member of Kappa Alpha Psi Fraternity, Inc.

## Keith Choy

Director  
Mayor's Community Partnership Program  
San Francisco, California



*Directs a multi-cultural partnership  
serving 17 neighborhoods in San Francisco*



As a young boy growing up in San Francisco's Chinatown, Keith Choy got his first taste of community work as a volunteer at several youth centers there.

"Seeing Asian-Americans struggle for political and social justice was an important influence in choosing many of my later jobs and careers," said Choy, who today directs the Mayor's Community Partnership project in San Francisco.

Called Empowering Parents and Youth, the project is a neighborhood-by-neighborhood community organizing and leadership development program.

The \$1.2 million effort serves 17 San Francisco neighborhoods and is based on the premise that communities are capable of developing strategies and services to address conditions that lead to substance abuse.

"I have always sought ways to work with youths, and to assist in the development of skills for the next generation," Choy said. "Thus my interest in substance abuse prevention became a natural fit to other related issues that are important to my work."

Choy oversees four components of the mayor's project, including the Neighborhood Empowerment Program, the Neighborhoods in Transition—A Multi-Cultural Partnership Project, a mayoral citizens advisory group called the Mayor's Partnership for Neighborhood Empowerment, and the Mayor's Youth Forum, a youth leadership program for 30 high-school students who learn and practice skills in politics, decision making, planning and advocacy.

Choy said the project faces two ongoing challenges. "First, in San Francisco, many legitimate interests compete for resources, time and media attention. There are not many positive incentives for different groups to work together. Secondly, substance abuse competes with other compelling issues—like homelessness, earthquakes and budget crises—that make winning support for good programs more difficult," he said.

When Choy is not at city hall, he enjoys running and learning to garden—"a difficult task for a native San Francisco apartment dweller."

He has been a member of the Asian American Theatre Company in San Francisco and has been part of the cast of two movies with Asian themes. In addition, Choy has been a member of the improvisational comedy group, Not My Fault, and has performed comic skits for various community organization fund raising events. He and his wife live in Oakland, California.



## J.R. Cook

Executive Director  
United National Indian Tribal Youth (UNITY), Inc.  
Oklahoma City, Oklahoma

*Helps Native American youths to resist  
peer pressure to use alcohol and drugs*



"Native American youths are the most devastated group of adolescents in the United States," said J.R. Cook, executive director of United National Indian Tribal Youth (UNITY), Inc., a nonprofit organization serving the needs of Native Americans aged 15 to 24.

Cook said he was working with an Upward Bound Program at Southwestern Oklahoma State University when he saw "a tremendous waste of talent and negative peer pressure among American Indian youths."

This observation spurred him to form UNITY in 1976 and more recently to declare a war against alcohol abuse on behalf of Native American youngsters.

"UNITY exists to develop the spiritual, mental, physical and social dimensions of Native American youths," Cook said. "We want to build a strong, unified and self-reliant Native America with the help of its young people."

UNITY gets individuals involved through local youth councils. Right now the UNITY Network has 53 of these affiliated councils in 20 states.

"My challenge is to help make positive change," Cook said. "Although Native American youths face the same basic problems as other American youths, their social and economical conditions are much worse," he said. "I feel I am an instrument of the Creator, and have an opportunity to make a difference," said Cook, who has dedicated his life to this cause.

A former basketball coach, Cook says his coaching skills extend to this challenge.

"I'm coaching Native American youths to excel in their endeavors and use the teamwork approach to winning the war against alcohol and other drugs," he said.

Cook is the grandson of an original enrollee of the Cherokee Nation of Oklahoma.

When he is not working with UNITY, he likes to play basketball and jog.

## Xavier Cortada

Director  
Juvenile Violence and  
Delinquency Prevention  
Miami, Florida



*Reforms Florida's social service system  
for children and families*



When looking for heroes, Xavier Cortada does not have to look far—he works with them everyday.

A lawyer and faculty member of the University of Miami's Center for Family Studies, Cortada is also the director of the Juvenile Violence and Delinquency Prevention Programs and project director for the Annie E. Casey Mental Health Initiative for Urban Children in East Little Havana.

Cortada said that the people he comes into contact with through his many endeavors never cease to amaze him with their dedication and spirit.

"My love for the communities I serve is tempered by my deep and abiding respect for people in those communities. They are the true heroes," he said. "They are the ones with the insight and ability to truly bring about change."

As director of the mental health initiative for urban children, Cortada works in a pilot site with neighborhood, local and state leaders in an attempt to reform Florida's social service system for children and their families.

Prior to his university appointment, Cortada was the founding executive director of Regis House, a nonprofit, community-based adolescent drug and alcohol abuse center in Miami's Hispanic community.

He has also been chair of the City of Miami Youth Task Force, a voting member of the American Bar Association House of Delegates, and a speaker on substance abuse and gang-related issues for the United States Information Agency in several Latin American countries.

"I am also president-elect of the Dade County Red Ribbon Council," Cortada said.

Born in Albany, New York, Cortada is the son of Cuban refugees who immigrated to the U.S. in the early 1960's. He was raised in Miami and earned his MPA and J.D. degrees from the University of Miami.

In his spare time, he enjoys painting, traveling and politics.



## William F. Crimi

Executive Director  
Franklin County Prevention Institute  
Columbus, Ohio

*Links community groups  
to provide services for residents*



When William F. Crimi goes to bat against substance abuse, he relies heavily on his teammates for support.

Crimi is executive director of the Franklin County Prevention Institute in Columbus, Ohio, and his team consists of six staff members working to combat alcohol and drug abuse in their community.

Funded by the U.S. Center for Substance Abuse Prevention, the Institute is run by the Franklin County Alcohol, Drug Abuse and Mental Health Services Board. It is a county-wide partnership of more than 50 government agencies, private non-profits and grassroots organizations.

The Institute focuses its efforts on reducing substance abuse through community development and strategic planning involving neighborhoods, education, businesses and the media. "We developed a project called the Neighborhood Institute, which was a two-day intensive training for neighborhood groups, grassroot organizations and other coalitions to teach them the skills of empowerment," Crimi said.

The biggest challenge the group faces is to demonstrate that creative, long-lasting solutions to substance abuse can be found in collaboration and cooperation. For instance, the group is trying to link policy makers, service providers and community members together to come up with a comprehensive approach to alcohol and drug abuse prevention.

In addition to leading the Prevention Institute, Crimi chairs the Stonewall Union Youth Services Committee and is a board member of the Drug-Free Schools Advisory Council in Columbus. He is former drug policy coordinator for the Mayor's Office in Baltimore, Maryland, where he built lasting coalitions among diverse groups that had previously lacked coordination.

Crimi was born and raised in New York City and earned his bachelor's degree in education and a master's degree in counseling from Ohio State University. He said his interest in the substance abuse field is both professional and personal.

In his leisure time, Crimi enjoys the company of family and friends, "where I am fortunate enough to receive immense support and good feeling." He also enjoys his cat Katie, "reading new fiction, watching classic movies and my new found passion—tennis."

## Terese Curtin

Project Director  
Central Falls and Pawtucket Community Partnership  
for Substance Abuse Prevention  
Pawtucket, Rhode Island

*Brings diverse teams together  
to unify the community*



"I'm striving to fight sexism, racism and poverty in our society," said Terese Curtin, project director of the Central Falls and Pawtucket Community Partnership for Substance Abuse Prevention in Rhode Island.

Curtin became interested in the substance abuse field as an undergraduate student at the University of Rhode Island and went on to earn her master's degree in social work from Boston University.

The program she directs is a five-year, \$2.1 million dollar effort, funded by the federal Center for Substance Abuse Prevention. The initiative brings together the Central Falls and Pawtucket communities in a joint effort to identify conditions contributing to substance abuse and to devise strategies to address them.

About 150 residents from the two communities are involved in the effort and make up six Community Action Teams through the Partnership. The teams—which include a Hispanic team, Cape Verdean/Portuguese team, two housing development teams, a school team, and an inter-denominational church team—will act as change agents to build a stronger sense of community.

Now that the teams are assembled, they are planning activities to address the substance abuse problems in the two communities.

"I would not want to work in any other setting," Curtin said. "I plan to spend the rest of my career addressing community needs."

In addition to directing the Partnership, Curtin is a vice-chair for the Rhode Island Commission on Women. She also serves on the board of Progreso Latino, an organization that addresses the needs of the Hispanic community. She is a member of the National Association of Social Workers, and volunteers with Habitat for Humanity, an organization that builds homes for low income people.

A native Rhode Islander, Curtin grew up in a family of seven children. In her free time, she visits with her family and friends. She also likes to bike ride, ski, read and go to the movies.



## Susan Downey

Director  
Framingham Coalition for the Prevention  
of Alcohol and Drug Abuse

*Brings people together  
to improve community conditions*



"I am overwhelmed by the wonder of living—how we relate to each other and struggle to become a community," said Susan Downey, director of the Framingham Coalition for the Prevention of Alcohol and Drug Abuse in Framingham, Massachusetts.

It is Downey's deep love of life that has led her to try to bring people together to improve the conditions under which others exist.

A teacher for more than 13 years, Downey's desire to have a far-reaching effect on communities eventually led her to the substance abuse prevention field.

As director of the Framingham Coalition, a community partnership fighting substance abuse, Downey uses her skills in helping diverse groups of people come together to find solutions. "Our mission statement says, 'To involve all people in creating a healthy Framingham, free of alcohol and drug abuse,'" she said.

The partnership, which is part of Metro West Mental Health Center, consists of 180 members from the area—representing business, youths, parents, schools, churches, police, human services and the Latino and African-American communities.

Downey's initiation into the substance abuse field occurred in 1979 when she helped found a network of eight substance abuse prevention centers in Massachusetts. She also helped develop community health and prevention programs for the Medical Foundation in Boston.

Six years ago Downey joined the Governor's Alliance Against Drugs in Massachusetts, serving first as chief statewide field coordinator for the Alliance, then moving up to deputy director of the program. In these roles she participated in policy-development at the state and national level. She also served on the U.S. Department of Education Advisory Panel on Curricula for Drug and Alcohol Abuse Prevention.

Downey earned her bachelor's degree from Spaulding University in Kentucky and her master's degree from Antioch College in Ohio.

She spends her free time exploring and enjoying life. "I like to paint, travel, sit on my deck watching nature, and visit with my family and friends," she said, adding, "In five years I'd like to be able to spend more quiet time on the beach thinking, writing and exploring different levels of community, from human to animal, from local to planetary."

## F. Xavier Flores

Senior Addictions Counselor  
Tri-City Community Mental Health Center  
East Chicago, Illinois

*Counsels bilingual youths and families  
on substance abuse problems*



"I believe there is always hope," said Francisco Xavier Flores, a Senior Addiction Therapist at Tri-City Community Mental Health Center located in East Chicago, Illinois.

Flores works with 50 adolescents and adults with substance abuse problems on an out-patient basis. He conducts group and multi-family bilingual therapy sessions. "My biggest challenge in addiction recovery is to continually work on being a good listener and to remain objective in treating each case individually," he said. "My interest in chemical dependency recovery stems from personal experience in recovery."

Over the years he has seen a lot of good substance abuse programs, but he said that they often do not work in concert with each other. "The problem is linking programs to maximize the prevention, intervention and treatment efforts in our community. We do not have to reinvent the wheel—we just need to get it rolling," he said.

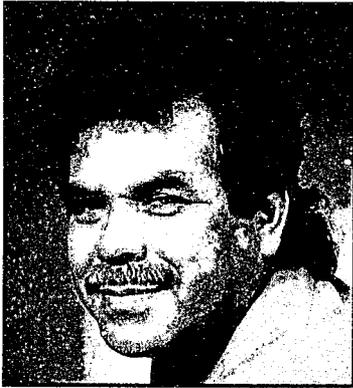
Certified as an alcohol and drug counselor in the state of Indiana, at the present time Flores is earning his bachelor's degree in psychology. He plans to take a national exam for alcohol and drug certification in the fall. He is also certified by the Red Cross as a trainer in HIV/AIDS.

In addition, Flores is a volunteer supervisor for the AIDS Companion Project in Lake County Indiana, which has an emphasis on prevention. "As a substance abuse and AIDS prevention specialist, the establishment of our AIDS Companion Project has created a model for cooperation among mental health, medical and other social service providers to meet the needs of AIDS-impacted people in our community," he said.

Flores said the newest endeavor he is involved with is the Star of the Sea House program through his church. The house, located off church grounds for clients' anonymity, distributes food and clothing and provides counseling for substance abusers, pregnant teens and victims of domestic violence.

Flores is a second generation Mexican American and his hobbies include creating Mexican arts and crafts. He is a professional cook and he is learning to play the acoustic guitar. He has been married for 20 years.

"Some of my favorite things are the lake shore, my 1883 Seville caddy, soul music and reading," he said.



**Jesse Flores**  
Executive Director  
Youth Advocacy, Inc.  
Austin, Texas

*Offers outreach and counseling  
for minority youths and their families*



"I am one of those fortunate people who has found their niche in life," said Jesse Flores, executive director of the Youth Advocacy Program in Austin, Texas.

Flores, a licensed substance abuse counselor, has been running this program since 1975, when it was initiated by Trabajadores De La Raza, a service organization dedicated to improving the Hispanic Community. The program was started in direct response to a severe paint sniffing problem in East Austin.

The Youth Advocacy Program runs on a budget of over \$600,000 and provides substance abuse prevention, intervention counseling, and intensive case management services to minority youths and their families. The program relies heavily on outreach efforts and has become well-known for its success in reaching out to the community.

The office is located right in the neighborhood so youths can access services easily. And case workers actually counsel clients on street corners, in pool halls and recreation centers. In addition, the program not only targets the youngsters using alcohol and drugs, but involves the whole family in the counseling process. Youths can also call counselors or show up at their doors at all hours of the day or night.

This program is so unusual that during its first two years, it was recognized nationally as an exemplary effort using nontraditional methods. And the program was recently selected by the Center for Substance Abuse Addiction to serve as lead agency for an extensive three-year outreach effort.

"My primary duty is to oversee the administration of programs, personnel and financial management," Flores said. He is also responsible for community relations, board recruitment and training, program marketing, and collaboration with other service providers in the area. In addition, he participates in numerous advisory bodies and collaborative functions.

"I believe I am good at my job because of my strong belief in what I am doing and my ability to motivate and care for my staff," Flores said. "I also believe that I exemplify the agency's philosophy of providing unconditional positive regard to the client."

Flores has worked with the media to let the public know about the dangers of youngsters sniffing paint and other inhalants, and he has advocated for stronger laws in Austin regulating the sales of inhalant substances to minors.

In his spare time—of which Flores said he has little—he loves to play tennis.

## Bob Gammelin

Project Director  
Central Rockies Prevention Project  
Breckenridge, Colorado

*Educates ski-resort population about  
dangers of alcohol and drug abuse*



Skiers flock to Colorado to spend their days on the slopes and their nights in the bars. That makes Bob Gammelin's job a real challenge.

Gammelin is project director of the Central Rockies Prevention Project, a Center for Substance Abuse Prevention-funded effort located in Breckenridge, Colorado. The project oversees coalitions in four Colorado communities to encourage citizens to get involved in alcohol and drug-abuse prevention services.

"The prevention efforts have met with great success in one county, mixed success in two other counties, and limited success in the fourth county," Gammelin said. "The challenges are different in each area, but all the groups struggle to find ways to reach the stampede of seasonal employees who come to Colorado to party during the ski season."

Gammelin supervises five staff members, oversees finances, and provides technical assistance and direction to the field staff and their coalitions. But despite all his responsibilities, he insists on taking a low-profile approach to his job.

"I want the communities to direct their efforts and take credit for the work done," he said. "I assist groups in breaking through the denial regarding youth issues like violence, sexual abuse and pregnancy, and I insist that project staff do not take on the work or responsibility of the community in addressing community issues."

Prior to heading this prevention effort, Gammelin was assistant director of Youth Services for the City of Boulder, where he was responsible for developing coalitions and programs to reduce teen drop-out and other at-risk youth behaviors.

Gammelin's interest in substance abuse prevention stems from his background in community leadership and social change.

He earned a bachelor's degree from Evergreen State College in Olympia, Washington, where he took courses in education and philosophy. He earned his master's degree in social work at the University of Denver, focusing on system theories and global issues.

"I climb a lot, although I am trying to take a break from the high stakes aspects of the sport," Gammelin said. His favorite things are good friends, family and time alone. He also likes riding his motorcycle, biking, skiing and creating art.



## Donald Gean

Maine State Representative  
Executive Director  
York County Shelters, Inc.  
Alfred, Maine

*Helps homeless people gain independence  
through education and services*



"Learning is a primary driving force in my life," said Maine Representative Donald Gean, who managed to get an education even when the odds were against him.

"I was thrown out of four high schools in three years, due to my less-than-timid response to what I considered a stifling public school learning experience," he said. But this didn't stop him from not only getting a high school degree, but going on to get a bachelor's degree in education and completing most of the coursework for a master's degree in Literature.

"I have also completed one of the first substance abuse counselor training programs in the country at the University of Iowa," said Gean, who is serving his second session in the Maine House of Representatives.

As an elected state representative, Gean makes every attempt to ensure substance abuse services are available and accessible for everyone in Maine who needs them, regardless of their ability to pay.

Gean is also in his eighth year of directing York County's Shelters, Inc. This is a program to assist homeless people in attaining the highest level of independence possible. "We provide overnight emergency shelter, permanent housing, substance abuse and mental health counseling services, and programs geared to women and children," Gean said. "We also own and operate a commercial bakery, which is a profit-making center within a nonprofit organization. Our central kitchen serves some 200,000 meals to low-income persons each year and is also a vocational training site," he said.

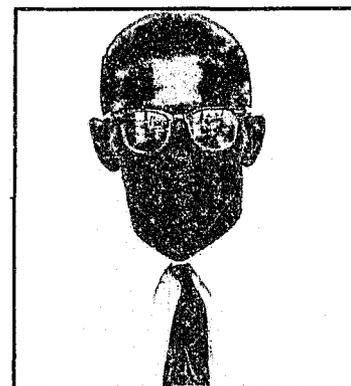
"I believe that I do my job very well simply because I am convinced that we, as a nation, consciously discriminate against those who do not look and act like most of us—i.e. white, middle-class males," Gean said.

Fighting against this discrimination has been an ongoing challenge for Gean. "For the last 20 years I have developed and directed programs in Arizona, Iowa and Maine—always with an emphasis on making human services more accessible to low-income persons," Gean said, adding, "The greatest challenge I face is playing a significant role in changing attitudes toward those we have discriminated against."

Prior to joining the substance abuse field, Gean was a medic in the United States Air Force, attended St. Joseph's Hospital School of Radiological Technology in Phoenix, and taught at a Phoenix community college and the Iowa Training School for Boys.

When he is not working, Gean likes to spend time with his wife Pam and children Megan and Zachery. "I also make never-ending renovations to our 150-year-old house, along with fits of writing and dreaming," he said.

**William Harris**  
Program Coordinator  
Imani Programs  
Milwaukee, Wisconsin



*Creates positive opportunities  
for African-American youths*



"I'm good at what I do because I truly believe I can and will make a difference in the lives of the people I work with," says William E. Harris, III, who recently became the program coordinator of the Imani Programs through the Harambee Ombudsman Project, Inc, in Milwaukee, Wisconsin.

The Imani Programs combine intervention, prevention, outreach and residential treatment in a holistic approach to combat substance abuse problems among African-American youths and their families.

Prior to starting this job in July, Harris was the drug prevention coordinator at Lincoln Community Park Center, Inc., a grass-roots community anti-crime organization in Milwaukee.

Active in the field of substance abuse for the past three years, Harris has also coordinated a drug awareness and prevention program in the Milwaukee Public Schools.

"I would like one day to see an end to the pain and suffering caused by all the negative factors associated with substance abuse," Harris said. "The biggest challenge for me is overcoming the mindsets, negative behaviors and lack of some people's motivation for change."

A registered alcohol and drug counselor, Harris is working toward his certification. "I see myself in five years as an AODA (alcohol and other drug abuse) certified director of a treatment program," he said.

Harris is currently taking classes at a Milwaukee area technical college and plans to attend the University of Wisconsin in Milwaukee for a four-year degree in human service.

"I love the work I'm involved in and I truly want to make a difference," Harris said, adding, "I care about my fellow man—with an emphasis on youths—because their lives are ahead of them."

Raised on Chicago's south side, Harris comes from a family of 14 children. He has nine sisters and four brothers.

In his time off from work, Harris enjoys going to plays, dancing, taking long drives, and playing cards. "Shooting pool is both relaxing and a challenge for me," he said. He is the father of three daughters and the grandfather of three girls. He and his wife Vivian were married in 1991.



## Adeline Hollins

Coordinator  
Drug Free Schools and Communities  
Napoleonville, Louisiana

*Educates kids in small rural community  
about alcohol and drug abuse*



Working in a small rural parish (county) in Southern Louisiana poses special challenges for Adeline Hollins.

Hollins is the Drug Free Schools and Communities Coordinator in Assumption Parish, a community of less than 23,000 people with no movie theatres and no malls. That means kids have few places to hang out after school and there is not a lot of socializing or other activity. That makes Hollins' role to convey the dangers of alcohol and drug abuse doubly important.

Hollins gets the whole community to help her get her message out. She trains teachers, parents, religious leaders, businesses, hospitals and social service agencies to recognize symptoms of substance abuse and to learn how to intervene. She also teaches participants about long-term effects of substance abuse and how to prevent it. "I believe that problems like drug abuse, teen pregnancy and low self-esteem can be reduced or eliminated through education and opportunity," said Hollins, who has been coordinating the drug free schools effort for the past three years.

Born and raised in Napoleonville, Louisiana, Hollins earned a bachelor's degree in speech and English education and a master's of education in curriculum and instruction, both from Nicholls State University. She also has completed 30 hours of post graduate work with a concentration in guidance and counseling.

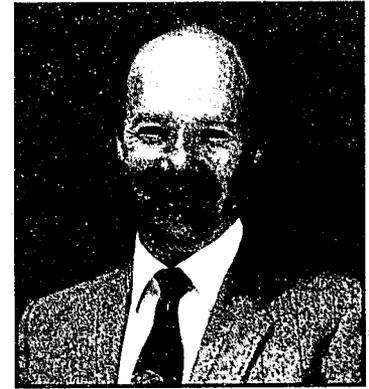
"My work in education includes seven years as an eighth grade teacher, seven years as a counselor, and one year as coordinator for an at-risk parent education program based on Missouri's Parents as Teachers," Hollins said, adding that she has spent the past three years in her current position.

"As a deeply family-oriented person, I enjoy special moments with my husband and three sons. We like gardening, fishing, camping and other activities that promote family sharing and quality time together," she said.

Hollins recently became a certified Volunteer Project Read/Adult Literacy teacher. "I look forward to helping others learn to read," she said. "Perhaps I will be able to give something to others for all of the opportunities that have been given to me."

## Mike Holroyd

Extension Agent  
4-H Youth Development  
Salem, Oregon



*Links local community resources to provide comprehensive alcohol and drug abuse services*



Michael Holroyd is a classic connector.

"I have used education and experience to serve other people for the past 24 years," said the 4-H agent who works for the Oregon State University Extension Service.

In this role, Holroyd links the resources of the extension service with other agencies and organizations in the area to strengthen the university's problem solving resources to best meet the needs of a diverse audience.

"My work focuses on youth and adult development," Holroyd said. "Our mission is to use university resources to help families and communities find solutions to local issues and concerns." For instance, he works with several task forces to ensure that African-Americans, Hispanics, Native Americans and low-income groups are included in the county's substance abuse prevention strategies. He has also helped to implement a program called Preparing for the Drug (Free) Years. This innovative effort consists of a series of workshops for parents and children to equip them with the knowledge and skills to prevent them from using drugs.

"I feel passionately about the rights of children and the need to provide them with a supportive and nurturing community," he said, adding that he does not feel particularly unique in his enthusiasm, "but I do feel fortunate to work with both professionals and volunteers who share similar views and passion."

He has a bachelor's degree in sociology from San Fernando Valley State College and a master's degree in recreation administration from California State University, with emphasis in conflict resolution.

"My experiences have served me well in working with diverse socio-economic audiences in both California and Oregon," Holroyd said, adding, "I have had an intense interest in the field of substance abuse prevention since 1969."

Holroyd spends his free time bicycling, canoeing, hiking, photography and exploring nature. "I also cherish time spent with my family and friends and enjoy sharing experiences and learning from others of all cultures and ages," he said.



## Robert Landry

Texas State Coordinator  
Drug-Free Schools & Communities  
Pasadena, Texas

*Helps youths to prevent alcohol and drug  
abuse in their communities*



As a former teacher and coach, Robert Landry has seen the impact that alcohol and drugs has on kids on a daily basis.

"For 12 years, I saw students who were not able to succeed in school, often due to substance abuse," said Landry, who now serves as Texas State Coordinator of the Southwest Regional Center for Drug-Free Schools and Communities.

Then in 1978, Landry was asked to develop a class for students identified as being at-risk. "Working with these kids really gave me insight into the severity of the drug problem and the impact it was having on our youths," he said.

This was the beginning of a new career path for him. He became a counselor in an alternate education center working with at-risk youngsters until 1986, when the Drug-Free Schools Act went into effect. "Then I became the Drug-Free Schools counselor. This position allowed me to concentrate on the problem and develop programs that could help the entire school population, not just the at-risk kids."

Now, as state coordinator for the Southwest Regional Center for Drug-Free Schools and Communities, Landry serves communities and coalitions that are trying to address substance abuse issues. The Center is funded by the U.S. Department of Education to provide technical assistance and support to schools and communities funded under the Drug-Free Schools Act.

"I feel I am effective in my role because of my diverse experience. The ability to communicate with people is my primary asset," Landry said. "Perhaps the greatest challenge I face is to try to empower young people to take on the initiatives themselves and go forward with efforts on their own."

Landry has an Ed.D degree from the University of Houston, an M.Ed. from Lamar University, in Beaumont, Texas, and a bachelor's degree from Stephen F. Austin State University.

In his free time, Landry likes to play golf or do woodworking projects. "My favorite outings are generally playing golf with my two sons, and going on family vacations," he said.

## Priscilla Lisicich

Executive Director  
Safe Streets Campaign  
Tacoma, Washington



*Forges partnerships to stop  
drug trafficking and gang violence*



Priscilla Lisicich's keen interest in public policy was sparked during a stint as a research analyst on environmental affairs in Washington State.

"While working in policy was an invaluable experience, I found that my passion was more closely aligned to education," said Lisicich, who is the executive director of the Safe Streets Campaign in Pierce County, Washington.

"After college, I was looking for ways to improve the educational system to better respond to young people who were dropping out of school," she said. Following up on this goal, she accepted a job with a drop-out prevention program in the Tacoma Public Schools.

"My interest in substance abuse grew as I continually worked with youths and families affected by alcohol or drug abuse problems," she said.

Now she has channeled this interest into the Safe Streets Campaign. Under her direction, Safe Streets serves as a resource for residents and groups in Pierce County to prevent alcohol and drug abuse, illegal drug trafficking and gang violence.

"I am working to forge partnerships across agency, organizational, ethnic and cultural lines in the community to bring people together to combat substance abuse problems," she said. She also recently helped Safe Streets obtain a Community Partnership Demonstration grant from the Center for Substance Abuse Prevention.

"A major challenge I face is to continue inspiring residents to overcome their feelings of helplessness, as well as to convince community leaders to encourage these residents to become problem-solvers," Lisicich said. "I also try not to become discouraged when residents use violence to deal with their problems."

Lisicich, who is involved in several youth development organizations and projects in Pierce County, earned her master's degree in education from Arizona State University in 1974 and her doctoral degree in community education from the University of Michigan, attending on a fellowship from the C.S. Mott Foundation.

She is a marathon runner, downhill skier, and swimmer. She also likes to hike and mountain climb. "I enjoy my two cats, growing flowers and vegetables, and spending time outdoors biking and sailing with friends," she said. "I also practice a Tao philosophy and care deeply about my community, valuing human rights most of all."



## Karen Means

Director  
Project HighRoad  
New York, New York

*Helps kids make positive life choices  
about alcohol and drug use*



Karen Means has strong beliefs in children's potential. That's why she spends much of her time helping them to stay alcohol and drug-free.

Means is senior program officer at the Fund for New York City Public Education, which secures private-sector support to improve the city's public schools. Through the Fund, Means serves as director of Project HighRoad, a school and community-based substance abuse initiative for kids in three New York City communities, including Mott Haven (South Bronx), Astoria (Queens) and the Lower East Side (Manhattan). The project is co-sponsored by the Fund and the United Way of New York City.

Project HighRoad is unique in each community. With direction from the central HighRoad staff, each site convenes its own advisory committee to plan and coordinate prevention activities designed specifically to meet the needs of their area. "As director of the project, I am responsible for ensuring that educational, recreational and cultural activities assist kids in making positive life choices and understanding the consequences of those choices," Means said. "Several of my strengths have come in handy in Project HighRoad—especially crisis intervention, assessment, strong leadership, communication and interpersonal skills."

Means said that the most difficult part of her work is getting community groups to understand the importance and necessity of pooling resources, developing cooperative projects and sharing information. "By opening up communication, my involvement has helped community members and organizations connect with each other."

For instance, Means has developed conferences for adults and kids, bringing the three different communities together to share ideas and network with each other. She has also trained teams of teachers and community residents to communicate and listen better. This has led people to find ways they can make a difference with those who live and work in these communities.

Means has more than 15 years experience in substance abuse prevention, education and counseling. She holds a master's degree in human resource development/adult education from Fordham University and a bachelor's degree in political science/sociology from Marymount Manhattan College in New York City.

Means said she relies heavily on her six-year-old daughter, Morgan, and five-year-old son, Grayson, for moral support. "My children have given me a certain strength and enjoyment that has carried me through difficult times," she said.

## Harry Montoya

Executive Director  
LA CASA  
Los Alamos, New Mexico



*Leads a prevention strategy  
to reach all Los Alamos citizens*



"The alcohol and drug epidemic we have in the United States is destroying our society," said Harry Montoya.

But Montoya is determined to stop the decay.

As director of the Los Alamos Citizens Against Substance Abuse, an agency involved in community-wide mobilization efforts in Los Alamos, New Mexico, he brings together community leaders, social service agencies, and concerned citizens to strengthen substance abuse prevention.

The agency, known as LA CASA, is funded by the federal Center for Substance Abuse Prevention to develop long-range plans to prevent alcohol, drug and tobacco abuse in the workplace and in the community. It also encourages multifaceted prevention and early-intervention efforts aimed at youths.

"My main role at LA CASA is to develop a prevention plan to reach the entire community and involve diverse groups in the process," Montoya said, adding that he also organizes training in things like cultural values and traditions of Hispanic/Latino groups.

Montoya has been involved in the substance abuse field for the past nine years, working in both prevention and treatment programs. He also developed a dual diagnosed program in substance abuse and mental health, while working at a psychiatric/chemical dependency hospital.

His interest in alcohol and drug abuse was sparked while working with children who turned to substances to deal with traumatic family experiences.

Montoya earned a bachelor's degree in psychology from Westmar University in LeMars, Iowa, and a master's degree in counseling psychology from New Mexico State University.

In his spare time, Montoya conducts trainings and workshops throughout the country using historical background on Hispanic/Latino cultures. "The training helps people from different cultures learn about the historical factors of discrimination, limited or no access to employment opportunities, quality education, health care, affordable housing and economic resources," he said.

He has been married to his wife Doris for 14 years and has two children—Brian, 13, and Angelo, 8. He cares deeply about God, his family and the communities in which he lives and works.



## Leigh Moore

Executive Director  
Drug Free Communities  
Bradenton, Florida

*Rallies volunteers around efforts  
to keep community drug-free*



Leigh Moore describes herself as a catalyst.

"My greatest strength is being able to rally volunteers around a cause and to get very unlikely groups to work together for the common good of the community," said Moore, who is executive director of Drug Free Communities in Manatee County, Florida.

Drug Free Communities is a Center for Substance Abuse Prevention community partnership program that relies heavily on volunteer help. "We have a staff of four, a board of 30 and 23 committees made up of over 300 volunteers, working on various aspects of prevention in our county of 211,000 residents," she said.

Moore has 10 years of nonprofit management experience, working with Junior Achievement and the Chamber of Commerce before joining Drug Free Communities two years ago.

"My involvement in substance abuse prevention really began when I was working at the Manatee Chamber of Commerce, where I founded a drug-free workplace program called B.A.N.D. (Businesses Against Narcotics and Drugs)," she said. There are now over 500 employers—40 percent of the county's total workforce—involved in this program.

In addition to founding this workplace effort, Moore has also helped initiate several other programs in the area. "I have had the opportunity to start the School Board's Citizen Advisory Committee, Junior Achievement, Junior Leadership Manatee and Keep Manatee Beautiful," she said, adding, "I am most proud of the Business/CSAP Education Partnership program, which now has over 200 businesses working with area schools."

Moore also serves on the Public Safety Coordinating Council, the Alcohol, Drug and Mental Health Planning Council, the Vocational Education Coordinating Council, the Junior Achievement Board, the Manatee Public School Foundation Board and the United Way Allocations Committee.

She earned an MBA from the University of Dallas and a bachelor's degree in journalism from Northern Arizona University. She has lived most of her life in the sunbelt—Florida, Texas and southern California.

"My favorite thing is Manatee County, which has one of the most beautiful beaches in the world," Moore said, adding that this is where she spends most of her free time. Her hobbies include quilting, jewelry making, gardening, reading and cooking. "My eight-year-old daughter is my greatest joy," she said.

## Wilbert Pierre

Special Projects Coordinator  
Lamar County Community Partnership  
Purvis, Mississippi



*Mobilizes residents to fight  
alcohol and drug abuse*



"I see myself as a stakeholder in the substance abuse arena," said Wilbert Pierre, special projects coordinator for the Lamar County Community Partnership, an effort that brings together the University of Southern Mississippi and Lamar County, Mississippi, to fight substance abuse in the county.

"Having been a counselor in both in-patient and out-patient alcohol and drug treatment settings, I've seen firsthand the devastation substance abuse can bring to lives and communities," Pierre said. That's why he is trying to mobilize residents to fight alcohol and drugs.

As special project coordinator, Pierre acts as a liaison to diverse groups working on anti-substance abuse strategies.

He has also established a county-wide teen telephone hotline that not only provides information on alcohol and drugs but also serves as a catalyst for teen education and involvement. And he started a DUI Offenders program to give people caught driving under the influence of alcohol the option of receiving treatment and rehabilitation instead of being jailed. In addition, Pierre initiated a coalition of people working to take kids off the streets and channel the youngsters' energy into creative projects.

Pierre attributes his interest in the substance abuse field to his strong upbringing and family values. "I grew up on a farm in rural southern Louisiana and was one of 11 children. My parents firmly believed in the work ethic, equipping their children for a life they knew would not be easy," he said. "They provided a strong background of values and encouraged us to take responsibility not only for ourselves but also for our community."

After graduating from high school, Pierre enlisted in the U.S. Navy for four years. He then went on to earn a bachelor's and master's degree in counseling psychology.

Along with his work as a special projects coordinator, Pierre serves in the Naval Reserves and is involved in a number of community activities. "I'm involved in building church coalitions, civic organizations, judicial organizations and social clubs, in the hope of making our community a better place to live," he said.

In his spare time, Pierre likes to travel, visit with friends, spend time with his family and keep up with current events. His hobbies include sports and landscaping.



## Mayra Rodriguez-Howard

Project Director  
Salem Community Alliance  
Salem, Massachusetts

*Leads community groups to  
build a healthier Salem*



Mayra Rodriguez-Howard's first taste of the United States was as an exchange student from the University of Puerto Rico. Now she lives here full time.

Rodriguez-Howard is director of Community Development, Prevention and Education for the Center For Addictive Behaviors in Salem, Massachusetts.

"I oversee the work of the Regional Prevention Center in the North Shore and I am project director for the Salem Community Alliance, a five-year substance abuse prevention grant funded by the Center for Substance Abuse Prevention," she said.

"Working in the area of prevention, and particularly promoting a prevention model in the City of Salem, has been rewarding," Rodriguez-Howard said. "It is wonderful to see the response of many different sectors of the community working to build a healthier Salem," she said, adding, "I care deeply about justice, fairness and treating others with dignity and respect. Influencing others about these things is an important part of my life."

Born and raised in Puerto Rico, Rodriguez-Howard comes from a family of social workers. "My mother, oldest brother and sister-in-law are all social workers," she said.

When she was in the United States as an exchange student, she graduated from the State University of New York at Oswego with a bachelor's degree in sociology. After graduation, Rodriguez-Howard went back to Puerto Rico to work in the Drug Abuse Unit of the Department of Social Services.

But three years later, she was back in the U.S. to earn her master's degree in social work from Boston College. During this time, she had several internship opportunities that paved the way for her current position. "I was awarded a grant from the National Institute of Alcohol Abuse and Alcoholism, and interned as employee assistance coordinator at the New England Telephone Company, during the beginning stage of their Employee Assistance Program," she said. Rodriguez-Howard also interned with an agency that provided substance abuse treatment and education to the predominantly Hispanic city of Chelsea.

When she is not working, Rodriguez-Howard enjoys spending time with her family and two daughters, playing in her garden, reading and watching videos. "My friends tell my husband and me that we are unique because we like to have guests live with our family," she said. "We were a host family for a teenager from New York who is now in college and spending the summer with us. His friendship is one of the many rewards of liking to have people around us."

## Dean Roland

Special Agent  
Idaho Department of Law Enforcement  
Coeur d'Alene, Idaho



*Uses community policing efforts to educate  
local organizations on prevention*



Dean Roland's goal is to help Idaho become a drug-free state.

As a community police officer with the Support Services Bureau in the state, Roland provides community groups with drug-free education, awareness and prevention.

The concept behind community policing is to provide education and community awareness so that residents can act to make the community safer, Roland explained. "I am available to assist law enforcement agencies, schools, businesses, service organizations and health care facilities with trainings and lectures on becoming drug-free," he said.

"It is the state's hope that through these training sessions, residents become better educated and get more involved in the problem of substance abuse through civic organizations, drug abuse councils and parenting groups," he said.

"The philosophy of community policing is becoming accepted and popular throughout Idaho and the entire nation," Roland said, adding, "I truly believe that this philosophy and the working concept of community policing will continue to grow and be expanded upon as it replaces today's traditional policing."

The Idaho Community Policing Program began in 1990 and focuses on adapting community policing concepts to meet the unique needs of rural populations. For instance, Idaho faces a challenge in communicating prevention efforts to residents who live in a very spread-out area and are therefore more difficult to bring together than people in urban locations. "I act as a facilitator or 'switchboard' to get those with solutions together with those with the problems," Roland said.

His career in law enforcement spans 17 years, and he was named Officer of the Year in 1983 by the Glendora Police Department in Glendora, California.

Roland attended Fullerton State University in Fullerton, California, concentrating his studies on secondary education, and he has participated in a number of special programs on substance abuse and law enforcement.

He enjoys spending time outdoors with his wife and three children—camping, fishing, hiking and boating in the summer, and cross-country skiing and ice skating in the winter. "I also enjoy photography, horseback riding and gardening," Roland said, in addition to directing his church choir.

"I have a strong desire for all people to reach their full potentials and enjoy life to the fullest," he explained. "I have met this goal myself through providing service to the community."



## Ari Russell

Executive Director  
GUIDE, Inc.  
Lawrenceville, Georgia

*Helps school systems plan  
and implement prevention programs*



One of Ari Russell's biggest challenges is educating people about how to prevent alcohol and drug problems.

"Many people have a narrow focus about prevention—defining it as education alone and describing its focus as reaching only children," said Russell, the executive director of GUIDE, a community-based prevention agency in the metro Atlanta area.

"Planners usually target young people for services, but fail to view them as assets to identify problems and needs, plan services, and measure results," Russell said. To let people know that youths can be change agents within their communities, Russell works with every committee, task force and coalition that has a role in drug abuse, prevention or children in metro Atlanta.

"Among the programs and services that GUIDE provides are a diversion program for substance-using juvenile offenders, Children of Alcoholics support groups, the Georgia Teen Institutes, awareness programs and a resource lending library," Russell said.

"I conduct need assessments, write grants, develop programs, conduct in-service trainings and awareness presentations, facilitate board meetings and oversee the day-to-day operations of our agency," she said. Russell also serves as a consultant for the Southeast Regional Center for Drug-Free Schools and Communities and the National Volunteer Training Center.

"I've always worked in health and human services and have believed for years that alcohol and other drug use is one of our most far-reaching and preventable problems—if we could only find the right prevention strategies," Russell said.

For the past 15 years, she has been directly involved in alcohol and other drug prevention, first with the state of Florida and now in Georgia. "My career has given me opportunities to travel around the country and work with many different communities and school systems, helping folks prepare their prevention programs," Russell said.

Even in her spare time, much of Russell's effort focuses on prevention issues. "I'm a volunteer trainer for the Red Cross, training their health educators to present HIV/AIDS Awareness Programs. I also facilitate support groups for parents of kids at my church," she said.

"I believe very strongly in community service and I practice what I preach," Russell said, adding, "But I am not all work and no play!" She recently earned her certification as an advanced scuba diver, completing check-out dives in Cozumel, Mexico. She also enjoys sailing, reading and photography.

**Armentha Russell**  
Coordinator  
Drug-Free Schools & Communities  
St. Louis, Missouri



*Trains students to be leaders  
in the fight against alcohol and drugs*



Armentha Russell's interest in the substance abuse field is personal as well as professional.

"My older brother became a heroin addict at an early age and our family suffered a great deal because of his addiction," said Russell, who is now coordinator of Drug-Free Schools and Communities Programs for the St. Louis Public Schools in Missouri.

Russell monitors all substance abuse activities at 12 high schools and 23 middle schools, working with students, school staff, parents and the community. She also recently started a Youth Advisory Council Against Violence and Drugs that proved to be a worthwhile challenge.

"Students in the council have taken leadership roles in the schools and the community against gangs, drugs and violence," she said, adding that in five years she hopes to have trained students and faculty enough so that similar substance abuse programs will be part of the school structure.

"In addition to my job, I am an advocate for youths—particularly disadvantaged ones," Russell said. "For the past 17 summers, I have coordinated a summer youth enrichment program for Ralston Purina Company, a corporation with international headquarters in downtown St. Louis."

The free seven-week program provides alternative activities for St. Louis kids. This summer the program's theme—which changes each year—was Aerospace. The culmination of the program was a trip to NASA's Space Camp in Huntsville, Alabama. This year's program also focused on teaching participants to communicate clearly with each other.

Russell has a bachelor's degree from Harris-Stowe Teacher's College in elementary education and a master's degree in educational administration and policy-making from Washington University. Both institutions are located in St. Louis.

"I have been married for 38 years to a very supportive and understanding husband," said Russell. She has three grown children and three grandchildren, ages 4, 6 and 9.

"With family responsibilities and two elderly parents, I am a busy person after work hours, but I still find time for playing bridge, cooking gourmet dishes, reading and shopping," she said, adding, "I care deeply about the future of our youth, and the majority of my working and non-working hours are spent in bonding with youths and helping them to reach their full potential."



## David Saunders

Executive Director  
Metro Richmond Coalition Against Drugs  
Richmond, Virginia

*Brings businesses together to reduce substance abuse in the workplace and in the community*



When David Saunders fights substance abuse, he really means business.

He is the executive director of the Metro Richmond Coalition Against Drugs, a business-based anti-drug organization in Richmond, Virginia. The Coalition coordinates supply and demand-reduction efforts in the city, educates the public, and encourages drug-free workplace programs. Saunders draws on the resources and expertise of the local business community and works closely with public and private organizations. About 80 companies belong to the Coalition and finance its activities.

The Coalition identifies substance abuse problems in the community and calls on area organizations and businesses to provide the necessary knowledge and funds to develop solutions. "We also bring people from different groups with different perspectives together," Saunders said.

He networks with people from law enforcement, treatment/rehabilitation, government and the media to gather support for the coalition's efforts. He also provides public speaking and outreach on substance abuse problems to community groups.

Saunders' past experience includes organizing a high-risk youth grant program for the Governor's Council on Alcohol and Other Drugs that distributed over \$2 million in funds available under the Drug-Free Schools and Communities Act. He also chaired the legislative committee of a parents' group that helped pass new legislation in Virginia to deny or revoke driving licenses of youths involved with alcohol and other drugs.

Saunders believes that substance abuse problems affect many groups. "They are not concentrated among inner-city residents. Therefore, major community institutions must adopt clear and enforceable policies, especially those relating to underage drinking," he said.

"I was raised in a changing neighborhood on the lower west side of Manhattan and grew up surrounded by people of different backgrounds," Saunders said. He earned degrees from Dartmouth College, the University of Michigan School of Social Work, and a Ph.D. from Bryn Mawr College School of Social Work.

His wife Ronni is a clinical social worker. "We've been married 29 years—some kind of record!" Saunders said. They have two children—Jeff, 23, and Erica, 20.

## Agnes Scott

Vice President, Special Projects  
WTVS/Channel 56  
Detroit, Michigan



*Organizes community groups against  
substance abuse through public television*



"Who'd want to give up a job like mine?" asked Agnes Scott when she turned 65.

Scott handles public affairs for WTVS, Channel 65, in Detroit, Michigan, and although she is past the usual retirement age, she has no intention of stepping down from her job. Scott handles outreach, community organizing and coalition building for the local public television station, where she has spent the past 24 years.

"Some of this work relates to national Public Broadcasting Service programs or series, such as the recent Bill Moyers' Healing and the Mind. Other work involves our local priorities, including youth violence and other youth issues," Scott said. "I also work closely with our nationally-distributed series for teens, called Club Connect, and have produced the materials and outreach for the program," she added.

"I am fortunate that my position at the station allows me to pursue outside substance abuse prevention activities," Scott said. "As a co-founder of the statewide Prevention Network and the regional substance abuse coalition known as PREVCO, I have kept in close touch with the prevention community."

Scott also works with local coalitions on violence and family preservation, and she serves on the community cable commission. "I have worked hard this year to preserve comprehensive health and sex education in our schools," she noted, adding that she feels these are an important part of the learning process."

Scott said she comes by her activist leanings honestly. "Both of my parents were community activists and passionate participants in the issues of the day," she said, adding that as a child she was "often schlepped to meetings and given envelopes to stuff."

Scott graduated from the University of Michigan with a bachelor's degree in philosophy and English. She pursued a brief career in advertising before getting married, having four kids and becoming a community volunteer.

Then in 1969 she was hired at WTVS and started managing fund raising activities for the station.

"Substance abuse issues entered the scene via a national public television program, The Chemical People, in 1983. This started a chain of activity in Detroit that persists to this day," Scott said.

When she is not working, she likes to walk, read and knit. She also likes to visit her six grandchildren.



## Laurie Smith

Project Assistant  
Title V Indian Education Project  
Missoula, Montana

*Educates Native American students about  
substance abuse in a cultural context*



"I do not accept 'no' for an answer if it means jeopardizing the future of our kids," said Laurie Smith, project assistant of the Title V Indian Education Project run by the elementary and high school districts in Missoula County, Montana.

"I serve as liaison for 400 Native American students, their families, administrators and educators in 16 elementary schools and four high schools in the county," said Smith, adding, "I encourage communication, motivation and retention in a cultural context."

Smith is an enrolled member of the Rosebud Sioux Tribe in Rosebud, South Dakota, and lived on the reservation for 22 years before moving to the Missoula area 16 years ago.

"I am custom-tailored for this job because of my cross-cultural involvement and the fact that I place high value on networking to gain perspective on challenges facing our Native American youths," she said.

Smith envisions herself becoming more politically involved "through lobbying efforts focused on the need for an interwoven, culturally-accurate curriculum that involves social life-skills preparation."

In addition to her work with the Indian Education Project, Smith serves as vice chairperson for the Missoula Indian Center, is a member of the Community Care advisory board and Cherish our Indian Children Coalition, and she chaperones and facilitates many Indian youth activities.

"I am very concerned about the increasing evidence of fetal alcohol effects and fetal alcohol syndrome in our school-aged children and I wish to advocate recognition of the special needs of these children," she said.

Smith is currently completing her undergraduate degree in the School of Education at the University of Montana.

"I am a single parent with three children. My oldest son is in the military, my daughter is a high-school senior and my five-year-old son will be entering kindergarten," she said.

Smith is a firm believer in exercise and diet. She is a certified aerobics instructor and spends much of her spare time teaching aerobic classes.

## Alberta Tinsley-Williams

Founder  
Coalition Against Billboard Advertising  
of Alcohol and Tobacco (CABAAT)  
Detroit, Michigan

*Takes on the billboard industry for  
promoting alcohol to inner-city youths*



Alberta Tinsley-Williams believes in defying the odds.

"Seven years ago, an article was written about my neighborhood in Detroit saying that there was no hope," said Tinsley-Williams, who is a former county commissioner of Wayne County, Michigan.

But she refused to believe her community was doomed. She began analyzing the factors that led to the downfall of her neighborhood and she recognized that the most lethal problem was alcohol and drug use, and that there was constant glamorization of these substances on billboards throughout the area.

"I wanted to take control of our neighborhood and get rid of those billboards that were wrecking our community," Tinsley-Williams said. So in 1988 she formed the Coalition Against Billboard Advertising of Alcohol and Tobacco, a nonprofit agency in Detroit, Michigan, to improve the health of African Americans and youths. This was the first agency of this kind in the country, but now other communities have been following Tinsley-Williams' model.

"Through education, we help to expose environmental factors that influence people's decisions to use alcohol and tobacco," she said, adding, "Our board of directors is committed to creating a less harmful environment by recommending legislative action to reduce the number of signs allowed and to more closely examine their content."

Tinsley-Williams said that the coalition also dedicated itself to creating innovative prevention and intervention programs in communities with high alcohol, tobacco and other drug use.

Tinsley-Williams is also the founder of an organization called Mack Alive. This is a coalition of churches and businesses along Mack Avenue in Detroit that have banded together to revitalize the area. In addition, she serves on the fund raising committee of the Poverty Reform Institute.

Tinsley-Williams has a bachelor's degree in social psychology/criminal justice from Eastern Michigan University and she recently completed a program at Mercy Hospital in the fundamentals of substance abuse.



## Roger Volker

Director  
Tahoe Prevention Network  
South Lake Tahoe, California

*Promotes healthy substance-free living in  
a world-class resort area*



In the midst of a world-class resort where more than three million people a year come to play, Roger Volker promotes healthy living.

Volker, who lives in Lake Tahoe, is the founder and director of the Tahoe Prevention Network, a collaborative partnership designed to solve community problems related to alcohol and drug abuse.

Originally funded by a \$1.5 million grant from the Center for Substance Abuse Prevention, the Network has been able to secure an additional \$3.5 million in new resources for community projects.

"These funds have launched over 15 new projects within the community that are aimed at reducing those things that place families and children at risk and helping to build a resiliency for all who reside here, whether for a day or for a lifetime," Volker said.

In 1992 the Prevention Network received one of 14 statewide Challenge Awards from the California State Association of Counties recognizing outstanding new and innovative programs in local government.

"The Tahoe Prevention Network now serves as a role model for community collaboration," Volker said, adding that community partnerships in several states have now turned to him for technical assistance.

Prior to founding the partnership, Volker was an inner-city pastor for over a decade in Miami, Florida, where he helped to establish a national model for disenfranchised groups working together. He also served as a trainer for public and private enterprises specializing in quality management techniques.

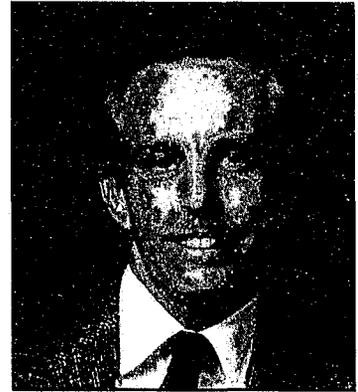
Volker has 10 years of higher education, including degrees from Concordia College in Ft. Wayne, Indiana and Concordia Seminary in St. Louis, Missouri.

He has received awards and recognition for his achievements but said he gains his "greatest reward from renewed hope for children and families of his community."

In his spare time, Volker enjoys golf, baseball card collecting and spending time outdoors.

## Frank E. Williams

Chief of Police  
City of Wood Dale  
Wood Dale, Illinois



*Uses a community policing approach  
to combat substance abuse*



Frank Williams believes in working his way to the top.

It took him less than five years to rise through the ranks at the Wood Dale Police Department to be named police chief of the metropolitan suburban area located outside of Chicago.

Williams became head of the police department in 1976 and under his guidance, for the past 17 years the agency has tackled the challenge of becoming closer to residents in the community. "The department has implemented many programs to bring us closer to our citizens and focus on improving the quality of life, as well as enforcement of laws and protection of property," Williams said.

"The current challenge we face is to make our organization more sensitive to community needs and preserve community norms," he said. "This can be accomplished through education, prevention, identification and community-wide programs—working with senior citizens, children, parents, businesses, schools churches, the library, park districts and community groups—to share resources and direct those resources at identified community goals."

Williams said that over the years he has worked with residents to implement many social programs that have helped improve the quality of life in the community and he hopes to continue doing this. "I strongly believe that police, community agencies and other groups must work more closely in the prevention field to help troubled youths," he said, adding that he sees prevention as the key "to reducing crime and improving the quality of life in the United States."

Williams grew up in the small town of Itasca, Illinois, and studied law enforcement for a year at a local junior college. "Seeking more of an immediate challenge and excitement, I joined the Air Force during the Vietnam War," he said. "After completing four years in the service, I joined the Wood Dale Police Department." He later completed a bachelor's degree in criminal justice and a master's degree in administration of justice from Webster University.

He lives in Woodridge, Illinois, with his wife Joan, who is a therapist in Chicago, daughter Tiffany, a senior at the University of Illinois, and son Frank Jr., a high school sophomore. In his spare time, Williams likes "distance running, physical fitness, western dancing, gardening, part-time teaching and cooking." He also reads current best-sellers, writes articles on community policing, travels and enjoys interesting conversations with family, friends and colleagues.



## Lori Zehe

Project Director  
Substance Abuse Initiative of Greater Cleveland  
Cleveland, Ohio

*Develops community-awareness programs  
on substance abuse issues*



For over 20 years, Lori Zehe has been working with volunteers in civic, religious and community settings.

Today, she is the project director of the Substance Abuse Initiative of Greater Cleveland, a community coalition formed in 1989 to reduce substance abuse in the Greater Cleveland area.

"To accomplish its goals, the Initiative has a well-organized committee structure with over 200 volunteers from all parts of the community active in our six committees," Zehe said. The Initiative's committees include citizen advocacy, education-prevention, enforcement, higher education, juvenile justice and the media.

Zehe is responsible for the overall operations of the Initiative, its six working committees, paid staff and projects undertaken by the community. "I work with the Initiative's Executive Committee to set direction, develop strategies, carry out activities and prepare grant proposals," she said. "We try to reach the entire 1.4 million residents in Cuyahoga County by coordinating community awareness projects, like media public service announcements and the Red Ribbon campaign, conducting educational seminars and workshops, and organizing neighborhood anti-drug task forces."

She said her greatest assets are her organizing skills and her ability to encourage and motivate volunteers.

Under Zehe's leadership, the Initiative is being recognized by the Center for Substance Abuse Prevention as one of 11 National Exemplary Prevention Programs in 1993.

She is a graduate of Cuyahoga Community College and is currently completing requirements for a bachelor's of arts degree in psychology as a non-traditional student at Ursuline College in Cleveland.

Prior to becoming director of the Initiative, Zehe worked as assistant administrator at the St. Joseph Christian Life Center, a retreat and conference facility where she conducted retreats for married couples and individuals.

"My work at the Center, as well as personal experience with substance abuse in my family as I was growing up, really convinced me that community attitudes toward alcohol and drug abuse must be changed in order to eliminate the devastation it causes in our society," Zehe said.

She has been married for 30 years and has four adult children and three grandchildren.

*Directory*

❖ *1993 National Leadership Fellows*

❖ *1992 National Leadership Fellows*

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