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April is National Child Abuse Prevention Month. The US Department of Health and Human Services' Children's Bureau has resources targeted specifically for service providers who work with parents, other caregivers, and children with the common goal of strengthening families. Their [Website](#) provides resources to promote community awareness of important protective factors that can help families protect children from the risk of child abuse and neglect, including tip sheets for parents in English and Spanish. These resources were developed with input from numerous national organizations, federal partners, and parents committed to strengthening families. YMCAs can use this information as a great way to include youth protection activities in YMCA Healthy Kid's Day.

Bring Your Strategic Plan Back to Life! Melanie Lockwood Herman from the Nonprofit Risk Management Center (NRMC) discusses the challenges of navigating strategic plans. Herman writes: "As risk advisors to best-in-class-nonprofits, we have observed that the winds blowing strategy off course can be fierce and hard to forecast. Few nonprofits are able to steer their missions across time and space without being blown about by circumstance. From economic realities to changes in donor or member preferences, the changing environment may threaten a nonprofit's ambitious strategies, or provide clues that strategies should be updated to reflect new opportunities and realities. For example, a new Center client is facing increasingly stiff competition from a private business. The success of that business threatens the nonprofit's dominance in planning events for its members. After years of delivering profitable events the leadership of the nonprofit is facing a gale force wind: private sector competition. The existing strategies for growing event revenue must be revisited or they are certain to fail." But fear not the storm of strategic plans gone awry because Herman also discusses how to right the ship and get back on course. Read more [HERE](#).

Snow and ice can create slips, trips and falls hazards. Organizations should clear snow and ice from walking surfaces and spread deicer as quickly as possible after a storm. As employers, organizations should also instruct workers to take short steps and walk at a slower pace so they can react quickly to a change in traction. The Occupational Safety & Health Administration's (OSHA) [Winter Weather Web](#) page can provide information on staying safe in cold weather. Staff should be aware of how to protect themselves and others from [cold weather hazards](#), such as frostbite and hypothermia. People exposed to cold weather can be at risk of frostbite that causes freezing in the deep layers of skin and tissue and can cause permanent damage. Signs of frostbite include a loss of feeling and a waxy-white or pale appearance in fingers, toes, nose or ear lobes. OSHA has additional information including the [Cold Stress QuickCard](#) (now [available in Spanish](#)) that provides direction for protecting people from cold weather hazards.

“Violence at Your Camp, when a Lockdown Isn’t Enough” is the title of a presentation by Safe-Wise Consulting planned for The [North American Camp Maintenance Conference](#) in March. Lockdown plans work in some instances but in many violence situations current statistics suggest that an options-based plan is more effective. Based on information from various sources including the [“Run, Hide, Fight”](#) strategies developed by the US Department of Homeland Security the training session will help organizations evaluate their risk and plan for the possibility of violence at Camps. View the “Run, Hide, Fight” video [HERE](#).

Did you see this in the previous E-news:

Put the power to Prevent Bullying in your hand. Parents and caregivers are a child’s first and best teacher. Youth are listening and remembering your advice, even when it seems like they are not paying attention. In fact, spending 15 minutes a day listening and talking with a child can help build the foundation for a strong relationship and provide reassurance that they can come to you with a problem. It can also help youth recognize and respond to bullying. [KnowBullying](#) is a new mobile app by the Substance Abuse and Mental Health Services Administration ([SAMHSA](#)) which can help get the conversation started. The app provides tips on talking about school, work, relationships, life, and bullying. You can help prevent bullying and increase communication with youth anytime you have 15 minutes together. Read more [HERE](#).

Standing for long periods of time or sitting at a desk all day can take a toll on your neck. Workplace injuries are not limited to maintenance workers. Workers with more stationary responsibilities should take time throughout the day to stretch or for a break. [Simple neck stretches](#) can help to prevent or reduce stiffness and pain.

This Month’s Topics:

National Child Abuse Prevention Month
Updating Your Strategic Plan
Cold Weather Hazards
Violent Intruder Training
Bullying Prevention App
Preventing Neck Injuries