



# NACS NEWS

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**CHANGE OF  
ADDRESS?**

If you are planning on moving or changing your address, please contact NACS so we may update our mailing list. Send an email to:  
gghosen@nacswny.org

## Emotional Wellness Month – October 2024

From [National Today – Emotional Wellness Month](#)

Did you know your emotional well-being has powerful effects on your overall health? Mental and emotional stress can translate into negative physical reactions, a weakened immune system, and poor health.

“Emotional wellness” refers to our ability to process feelings in a healthy, positive way and manage the stress of everyday life. If you feel stressed or overwhelmed, try a soothing activity like meditation or yoga to slow down and clear your mind.

Use Emotional Wellness Month as an opportunity to take charge of your emotional wellness, find the soothing activities that work for you, and, most of all, breathe!

### History of Emotional Wellness Month

With our hectic schedules, devices pinging us from every direction, and modern life becoming increasingly uncertain, it's more crucial than ever to maintain a sense of calm and balance. Emotional Wellness Month, observed all October, reminds us to disconnect and take a time out for our brain.

Maintaining a healthy emotional balance helps us make healthy choices, have good relationships, and achieve our goals. Emotional wellness gives us a toolkit for handling life's stresses, navigating relationships, and keeping ourselves motivated. Mindfulness, a simple but powerful concept inspired by Eastern meditation traditions, is a useful way to practice engaging in the present, accepting events and feelings without judgment, and

moving through life with calm and ease.

Did you know good sleep and a healthy diet can have powerful effects on your emotions? If you're feeling depressed or anxious, make sure you're getting proper rest and eating nutritious food. Consider your relationship to yourself and your loved ones. Do you feel confident and optimistic about your future? Do you have good communication with those you care about? Are you able to express your feelings and process difficult times in a healthy way?

High levels of stress can lead to physical complications like high blood pressure, headaches, and even chronic conditions like diabetes. If you're having a hard time enjoying life or experiencing the physical symptoms of high stress, talk to your doctor or a therapist who can guide you toward activities and treatment options that can help you feel like yourself again.

### Emotional Wellness Month Timeline

#### 1883 - Birth of Psychiatry

German psychiatrist Emil Kraepelin becomes the first to publish a comprehensive system of psychological disorders centering around a pattern of symptoms and potential underlying physiological cause.

#### 1946 - National Institute of Mental Health Established

The National Mental Health Act creates the National Institute of Mental Health to promote emotional wellbeing on a national level.

#### 1963 - Congress Funds Mental Health Centers

Congress authorizes funding and construction grants for community mental health centers. The legislation is signed and enacted by President Kennedy.

#### 1990 - Americans With Disabilities Act Passes

The ADA includes protections from discrimination for mentally and physically disabled Americans. These protections extend to employment, public transportation, accommodations, and government agencies.

#### 2011 - A Harvard Study Showed Mindfulness Works

According to the study, meditation and mindfulness can help create new grey matter in the brain, which improves memory, learning abilities, compassion, and self-awareness.

### Emotional Wellness Month FAQs

#### What is emotional wellness?

Emotional wellness is the active progress towards stress reduction, self-care, and maintaining inner strength.

#### How does emotional wellness affect health?

High levels of stress and emotional trauma can lead to physical problems like high blood pressure, ulcers, diabetes, and weakened immune responses.

#### Where can I find emotional wellness resources?

A good start is the National Institutes of Health's Emotional Wellness Toolkit, a free resource full of advice on reducing stress, improv-

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ing sleep, practicing mindfulness, and more.

### How to celebrate Emotional Wellness Month

#### 1. Indulge yourself with a massage

Treat yourself to a day of relaxation, whatever that means for you. Turn off your phone, don't check your emails, and get a massage, schedule a spa day, or go to the beach.

#### 2. Check in with a friend

Research shows that connecting with loved ones is beneficial to our health. During Emotional Wellness Month, schedule some quality time with friends. You'll both benefit from some extra emotional support and love.

#### 3. Learn a new coping skill

Do you have some go-to coping skills for when you feel overwhelmed or anxious? Take some time to develop a list of simple activities like breathing exercises, yoga, and drawing that help you calm down and self-soothe in difficult emotional times.

### 5 Fascinating Facts About Emotional Wellness

#### 1. Emotions start in the brain

Our feelings are controlled by the release of certain chemicals and electrochemical signals that flow through our bodies in response to outside stimuli.

#### 2. Emotions help us survive

Feelings like panic, fear, or joy helped early humans understand external threats and rewards, and still guide the way we react to outside actions.

#### 3. We feel in our entire bodies

Emotions manifest themselves in our bodies through physical reactions like increased or decreased heart rate, sweat, temperature change, or numbness.

#### 4. Emotions are contagious

Studies show that humans unconsciously mimic the expressions of others around them – a smile really can be infectious!

#### 5. Negative feelings are important

Though unpleasant, experiencing and processing bad feelings is an important part

of maintaining balance and strong mental health.

### Why Emotional Wellness Month is important

#### A) We're reminded to slow down

We often forget to pause our busy lives to reset and reflect. Emotional Wellness Month reminds us to prioritize our mental health and personal well-being.

#### B) It reminds us to check in with our emotions

It's easy to suppress our feelings when there's so much else going on in our lives. With distractions coming at us from every direction, it's important to consciously quiet the noise and check in with ourselves.

#### C) It gives us an opportunity to connect with loved ones

Reach out to a relative or friend who you haven't heard from in a while. You never know when people might need your support without knowing how to ask for it.

#### Resources:

[National Today – Emotional Wellness Month](#)

## October is National Depression Awareness Month: How to Find Support

Written by [Marisa Crane, BS](#); Reviewed by [Michelle Ervin, MEd](#); [WithinHealth.com](#); Last updated on September 16, 2024

October is National Depression Awareness Month in the United States, with National Depression Screening Day falling on October 8 and World Mental Health Day occurring on October 10, 2024. The purpose of this observance is to bring awareness to this mental health disorder and encourage people to seek out screening and treatment. Depression can occur alone, but often, it may co-occur with other psychiatric conditions, such as [eating dis-](#)

[orders](#). This is known as a [dual diagnosis](#) and requires specialized and integrated care.

### Depression and treatment rates in the U.S.

Depression, also known as major depressive disorder (MDD), is one of the most common psychiatric disorders in the U.S., affecting about 21 million adults throughout the country. This figure represents over 8% of adults in the U.S.<sup>1</sup> Here are some

other relevant stats related to depression and treatment:<sup>1</sup>

- Biracial people reported the highest rates of major depression, with nearly 16%.
- Adult women reported higher rates of major depressive episodes than adult men.
- The age group with the highest rates of major depression was adults between 18 and 25.
- More than 4 million U.S. adolescents between 12 and 17

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- struggle with depression.
- Teen girls experience depression at about triple the rate that teen boys do.
- Much like adults, adolescents with two or more races reported the highest rates of major depressive episodes.
- In 2020, nearly 3 million adolescents experienced a major depressive episode with severe impairment in functioning.
- In 2020, nearly 42% of adolescents received treatment for their depression in the past year.
- In 2020, about 66% of U.S. adults received treatment for depression in the past year.
- In 2020, approximately 71% of depressed adults experiencing severe dysfunction received treatment in the past year.

Although many people do seek out and receive the treatment they need to recover from depression and learn adaptive coping skills, many individuals still aren't able to access quality care. This is due to many barriers to treatment, such as finances, lack of health insurance, lack of transportation or other geographical barriers, stigma, and more. Additionally, other mental health disorders, such as eating disorders, can complicate depression and make it harder for someone to reach out for help.

### The connection between depression and eating disorders

Depression and eating disorders commonly co-occur. In fact, about 42% of people with [anorexia](#), 71% of individuals with [bulimia](#), and 46% of those with [binge eating disorder](#) have a co-occurring mood disorder, which depression falls under.<sup>2</sup>

The connection between these two

conditions is not entirely understood, though experts offer several explanations or theories. The reason the relationship isn't clear is because both of these disorders are complex and multi-faceted, caused by a myriad of biological, sociological, and psychological risk factors and influences. It's already impossible to determine a single [cause of an eating disorder](#) or major depressive disorder, let alone when these conditions co-occur.

Plus, each eating disorder is distinct and affects people differently. For example, [malnourishment](#) in those with anorexia may trigger neurological changes that can increase a person's risk of experiencing depression. Not to mention, eating disorder symptoms like weight and appearance obsession, body dissatisfaction, low self-esteem, and body surveillance can contribute to depressive symptoms or mood.<sup>3</sup> Further, people experiencing eating disorders often struggle with shame, guilt, and isolation, all of which can trigger depression or increase its severity.

On the other hand, the symptoms of major depressive disorder could contribute to eating disorder development, especially if a person isn't equipped with healthy coping strategies. They may turn to disordered eating behaviors, such as [binging](#), [purging](#), [restricting](#), and [excessive exercise](#) in order to cope with negative mood or unwanted emotions. Lastly, depression can affect a person's appetite and weight, which can contribute to an unhealthy relationship with eating, movement, or both.

*Recommended reading:*

- \* [Understanding depression](#)

[and eating disorders](#)

- \* [The relationship between depression and overeating](#)

### Getting integrated care for a dual diagnosis

Co-occurring depression and an eating disorder like anorexia or bulimia is known as a dual diagnosis. When left untreated, depression and an eating disorder can fuel one another, ultimately leading to more complications. In fact, research shows that co-occurring depression in people with eating disorders are associated more severe symptoms, a poorer course of the condition, and "burden of illness," which focuses on the hardships and complications caused by the eating disorder.<sup>6</sup>

Plus, eating disorders and major depressive disorder have some shared symptoms, such as worthlessness, guilt, irritability, hopelessness, and suicidality.<sup>4,5</sup> These shared symptoms can contribute to both the development of co-occurring eating disorders and depression as well as the maintenance of these conditions.

Because these conditions fuel one another, a dual diagnosis requires integrated and comprehensive care that treats both the eating disorder and the depression concurrently. Otherwise, if a person receives treatment for depression but not an eating disorder they may continue disordered eating behaviors that could trigger a depressive episode. The opposite is also true—if someone receives [eating disorder treatment](#) without addressing their depression then their depression could trigger an eating disorder relapse.

Healing requires intensive treatment, typically in an [inpatient](#) or

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residential setting where individuals can receive a high frequency of care from a variety of treatment professionals, such as:

- Psychiatrists
- Therapists
- Doctors
- Nurses
- Dietitians
- Social workers
- Movement therapists
- Art therapists

Other intensive treatment options include [partial hospitalization programs](#) (PHPs) and [intensive outpatient programs](#) (IOPs), which offer several hours of treatment per day but still allow patients to return

home during non-treatment hours. This option allows for more flexibility during recovery but often necessitates a strong support system and high patient motivation.

Sometimes people don't always find the right level of care the first time around. If you enter a treatment program for depression and an eating disorder and find that you need more support, you can always step up to an inpatient program. Meanwhile, if you complete a residential program but still need professional support, you can make your way through the continuum of care and step down to an outpatient program.

The most important thing is that you receive specialized treatment that will take all of your individual needs into consideration.

### Resources

<sup>1</sup> [Major depression](#). (July 2023). National Institute of Mental Health. Retrieved October 11, 2022

<sup>2</sup> [Eating disorders](#). (n.d.). National Institute of Mental Health. Retrieved October 11, 2022

<sup>3</sup> Pleplé, A., Lalanne, C., Huas, C. et al. (2021). [Nutritional status and anxious and depressive symptoms in anorexia nervosa: a prospective study](#). *Scientific Reports*, 11, 771

<sup>4</sup> [Depression](#). (2022). National Institute of Mental Health. Retrieved October 11, 2022

## Breast Cancer Awareness Month

By [BreastCancer.org](#), Last updated on September 19, 2024

The month is about more than pink ribbons. While some feel inspired, many people living with breast cancer feel like the month overlooks their experience with the disease.

Breast Cancer Awareness Month can mean different things to different people. For some, it's a trigger - 31 days in the fall of pink-ribbon reminders of a disease that forever changed them. For others, it's a chance to show their support for the more than 2 million women around the world who are diagnosed with the disease each year.

Understanding the goals behind the global campaign and the emotions felt by the many different people living with the disease may help you decide if and how you want to commemorate the month.

### What is Breast Cancer Awareness Month?

Breast Cancer Awareness Month is an international health campaign

that's held every October. The month aims to promote screening and prevention of the disease, which affects 2.3 million women worldwide. Known best for its pink theme color, the month features a number of campaigns and programs - conducted by groups ranging from breast cancer advocacy organizations to local community organizations to major retailers - aimed at:

- ♥ supporting people diagnosed with breast cancer, including those with [metastatic breast cancer](#)
- ♥ educating people about [breast cancer risk factors](#)
- ♥ encouraging women to go for [regular breast cancer screening](#) starting at age 40 or earlier, depending on personal breast cancer risk
- ♥ fundraising for breast cancer research

Within the month of October, there are also specific dates de-

signed to raise awareness of specific groups within the breast cancer community.

### Metastatic Breast Cancer Awareness Day (October 13)

October 13 is nationally recognized in the U.S. as Metastatic Breast Cancer Awareness Day. About 168,000 women in the U.S. are estimated to have metastatic breast cancer (cancer that spreads beyond the breast to other parts of the body). Researchers estimate that about 30% of early-stage breast cancers eventually metastasize. The day, which began in 2009, is meant to educate the public about the need for more money to go to the study of metastatic breast cancer and the development of new metastatic cancer treatments.

### Men's Breast Cancer Awareness Week (October 17–23)

Although breast cancer is much more common in women, breast

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cancer affects men, too. In 2021, President Joe Biden designated October 17 to October 23 Men's Breast Cancer Awareness Week. According to the American Cancer Society, 2,790 men in the U.S. will be diagnosed with breast cancer in 2024, and about 530 are expected to die from the disease. But lack of awareness and stigma can be barriers to detection and care in men, trans men, and non-binary people.

### The History of Breast Cancer Awareness Month

The event began in 1985 as a week-long awareness campaign by the American Cancer Society, in partnership with Imperial Chemical Industries, a British company that made tamoxifen. The campaign eventually grew into a month-long event.

In 1992, the pink ribbon came into play after Alexandra Penney, SELF magazine's Editor-in-Chief, partnered with Evelyn Lauder, Estée Lauder's Senior Corporate Vice President and a breast cancer survivor, to distribute pink ribbons after the magazine's second annual Breast Cancer Awareness Month issue.

Other variations of the pink ribbon have emerged in recent years to raise awareness that all people with breast cancer are not the same. These include ribbons for raising awareness about metastatic breast cancer, men with breast cancer, inflammatory breast cancer, and more.

### Breast Cancer Awareness Month controversy

Although many people feel supported by the month's events, activities, and pink merchandise, others intensely dislike Breast Cancer Awareness Month. The ubiqui-

tous pink ribbons and celebratory atmosphere can seem like a distraction from the very real need for a greater understanding of the disease and more research leading to better treatments.

Many in the Breastcancer.org Community have shared their feelings about Breast Cancer Awareness Month:

- ♥ "I already feel overwhelmed and triggered by [Breast Cancer Awareness Month] and it isn't even here yet," wrote [Keris113](#). "I wish that there was more done by these organizations ... to promote funding for research and treatments that could help both [metastatic breast cancer] and potentially earlier stages as well."
- ♥ "We all have a special ability to create breast cancer awareness year-round," wrote [mountainmia](#). "We all have knowledge and stories we can share that are unique and powerful."
- ♥ "I'm in favor of anything that brings attention to a worthy cause," wrote Breastcancer.org Community member [Brilee76](#). "It's amazing how oblivious I was to breast cancer before my mom experienced it. ... Education is key."

Many people are also offended by what's become known as "[pinkwashing](#)." This is the term used to describe when companies use pink ribbons to sell their products — but those products may increase the risk of breast cancer.

"As October Breast Cancer Awareness month approaches, I am starting to see posts of products being sold by private busi-

nesses that really don't support breast cancer programs," wrote [brutersmom](#). "They call us survivors or warriors. Sadly I don't feel like a warrior or a survivor."

Think Before You Pink is a campaign launched by [Breast Cancer Action](#) to raise awareness of pinkwashing and to help people donate in the most effective way to the cause. In 2019, the Breastcancer.org Podcast spoke with Karuna Jaggar, who was then the executive director of Breast Cancer Action.

Listen: [The Think Before You Pink Project](#)

### Learn more about breast cancer

For all its controversy, Breast Cancer Awareness Month can be a good reminder to learn more about breast cancer. Some good places to start might be examining your personal risk of developing the disease, giving yourself a breast exam, and scheduling your next breast cancer screenings.

- ♥ [Breast Cancer Risk Factors](#)
- ♥ [Breast Self-Exam \(BSE\)](#)
- ♥ [Mammograms](#)

### U.S. breast cancer statistics

People of every country, race, ethnic group, and income level are affected by breast cancer. In the U.S., the percentage of women diagnosed with breast cancer has been slowly rising for the past couple of decades.

- ♥ A woman in the U.S. today has a 1 in 8 chance of developing breast cancer over her lifetime and a 1 in 39 chance of dying from breast cancer.
- ♥ Nearly 30% of women diagnosed with early-stage breast

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cancer later develop metastatic breast cancer.

- ♥ U.S. men make up 1 of every 100 breast cancer diagnoses in the country.
- ♥ There are about 4 million breast cancer survivors in the U.S., including women receiving breast cancer treatment.
- ♥ While the percentage of women dying from breast cancer has gone down in recent decades, Black women remain more likely to die from breast cancer than women of any other racial or ethnic group.

#### Things to do this Breast Cancer Awareness Month

- ♥ If you know someone who is living with breast cancer or

has been affected by the disease, check in with them to ask them how they're doing.

- ♥ Schedule your annual mammogram. Encourage your friends and family to do the same.
- ♥ Learn more about breast cancer and how it affects people's lives from Breastcancer.org's [news](#), [educational content](#), [podcasts](#), and more.
- ♥ Join [community discussion forums](#) to ask questions or connect with others. Breastcancer.org also hosts multiple [virtual meetups](#) each week to support people living with breast cancer and their caregivers.

- ♥ If you'd like to support breast cancer research and programs that support people living with breast cancer, consider donating directly to organizations that do this work.

Read: [Ways To Give](#)

This information is provided by [Breastcancer.org](#).

[Donate](#) to support free resources and programming for people affected by breast cancer.



## October is Domestic Violence Awareness Month

### Know the Resources

*Submitted by Bonnie LaForme, Facilitation Assistant, Indigenous Health and Promotion Program*

Did you know that every county in New York State has a [domestic violence program](#)? Did you know that there are tons of [resources](#) available for victims and survivors from [Orders of Protection](#) and [Address Confidentiality Programs](#) to [Financial Assistance](#) and legal advocacy?

New York state domestic and sexual violence hotline:  
**Text - 884.997.2121; Call - 800. 942. 6906; Chat - OPDV.NY.GOV**  
*See also: [Survivors & Victims](#)*

## Welcome New NACS Team Member, Elijah Tyner!

El Tyner (They/Them) is our new extroverted introvert, and Manager at our NACS Club House in Erie County. Raised between Buffalo and Six Nations. Previously worked the past two years in public health with the New York State Public Health Corps (NYSPHC) Fellowship Program and having spent many years at the Boys and Girls Club in Blackrock.

El is passionate about instilling ideas of self-love, creativity, individuality, and the power of community in the tool boxes of all they interact with. They live life by believing in the beauty of chaos and the unknown and respecting the reality and structure that can be found within it when you work with the world and the people who keep it spinning.

Outside of work, El enjoys performing and creating poetry and art, DND, and video games, and is excited for this new chapter!

Best,  
 -El Tyner



# October

## Breast Cancer Awareness Month

*Submitted by Bonnie LaForme, Facilitation Assistant, Indigenous Health and Promotion Program*

During Breast Cancer Awareness Month in October and throughout the year—people wear pink ribbons to honor survivors, remember those lost to the disease, and to support the progress we are making together to defeat breast cancer.

### Dates to Remember:

Oct 5 - Sadie Strong 6<sup>th</sup> Health and Wellness Expo

- 10:00 - 1:00 pm
- 683 Northland Ave., Buffalo, New York
- [Info and Tickets](#) (Free)

Oct 13 - Awareness Day

Oct 18 - Wear Pink Day

Oct 19 - Making Strides Against Breast Cancer Walk, 2024

- 10am - 12pm Terminal B, Buffalo Outer Harbor
- Register by visiting [MakingStridesWalk.org/Buffalo](https://MakingStridesWalk.org/Buffalo)

We cannot stress enough how important it is to stay in front of breast cancer by adopting an annual schedule of breast screenings. We hope you are never faced with a breast cancer diagnosis but if you are, the earlier the cancer is detected, the better it is for your survival.



Native American Community Services Welcomes You To Our Annual



# **HALLOWEEN** **PARTY**

**Oct. 21**  
**6pm-8pm**



**1005 Grant Street**  
**Buffalo, NY 14207**

**Join us for pizza, pumpkin decorating, face painting, games, costume contests, and more!**

**RSVP by October 18 to Star Wheeler**  
**[swheeler@nacswny.org](mailto:swheeler@nacswny.org) or (716) 874-2797 ext. 309**

FUNDED BY: Erie County Department of Social Services; Niagara County Department of Social Services; Niagara County Office for the Aging; Office of Addiction Services and Supports; Roswell Park Comprehensive Cancer Center; NYS Office of Children and Family Services; US Department of Labor-WIOA; NYSDOH/BCAH; NYSDOH/AI; CAI Institute; Community Foundation; NYS Education Department; ANA SEEDLINGS; ANA ROOTS; National Urban Indian Family Coalition; United Way of Greater Niagara; Indigenous Justice Circle as well as businesses, foundations and caring individuals.

The Indigenous Health and Wellbeing Promotion Program in collaboration with  
Rochester's Indigenous Health Coalition:



## **WITNESS TO INJUSTICE ACTIVITY & HAUDENOSAUNEE SOCIAL DANCE**

Saturday October 12, 2024  
Monroe Community College, Downtown Campus  
321 State St, Rochester, NY 14608  
2:00pm - 8:30pm

In honor of Indigenous Peoples' Day, we invite you to join us in this powerful exercise, to raise awareness of the historic relationship between Indigenous and non-Indigenous peoples in the part of the world now known as the United States.

Come engage in a conversation about the European colonization of North America and deepen our understanding of the denial of Indigenous peoples' nationhood throughout U.S. History.

**1:00pm - Doors Open**

**2:00pm - Witness to Injustice Activity**

**5:00pm -Dinner**

**6:30pm -Social Dance Ft. Newtown Singers**

**RSVP Required!**

**Contact IHAWP Program**

**Coordinator Madison Tighe:**

**[mtighe@nacswny.org](mailto:mtighe@nacswny.org)**

**716-349-8782**



FUNDED BY NEW YORK STATE DEPARTMENT OF HEALTH / AIDS INSTITUTE

Also, please join us Monday October 14, 2024 @ Genesee Valley Park for the  
Indigenous Peoples' Day Celebration 11:00am - 7:00pm

The Indigenous Health and Wellbeing Promotion Program in collaboration with  
Rochester's Indigenous Health Coalition:



## Film Screening & Community Conversation

Sunday October 13, 2024  
1:00 pm - 5:00 pm

**Geva Theater**  
75 Woodbury Blvd,  
Rochester, NY 14609

“**RUMBLE: The Indians Who Rocked The World**” is a documentary that brings to light the influence of Indigenous people on popular American music. Featuring music icons like Link Wray, Jimi Hendrix, Buffy Sainte-Marie, Taboo (The Black Eyed Peas), Charley Patton, Mildred Bailey, Jesse Ed Davis, Robbie Robertson, and Randy Castillo. **RUMBLE** shows how these pioneering Native American musicians helped shape the soundtracks of our lives.

Admission & Parking are FREE!  
Please [RSVP to receive parking pass](#) with  
IHAWP Program Coordinator  
Madison Tighe  
mtighe@nacswny.org / 716-349-8782

FUNDED BY NEW YORK STATE DEPARTMENT OF HEALTH / AIDS INSTITUTE

Also, please join us on Monday October 14, 2024 @ Genesee Valley Park for the Indigenous Peoples' Day Celebration, 11:00am - 7:00pm.



# Indigenous Health and Wellbeing Promotion Program Virtual Community Conversations

First and Third Monday of Each Month from 6:30pm - 8:30pm

ZOOM ID: 834 2155 7987

<https://us06web.zoom.us/j/83421557987>

**Monday October 07, 2024**      Missing and Murdered Indigenous Women & Relatives  
Featuring Aiyanna Jacy

**Monday October 21, 2024**      STAMP Project & Environmental Protection  
Featuring Christine Abrams

**Monday November 04, 2024**      Return of the White Buffalo Calf:  
Cultivating Wellbeing in Challenging Times  
Featuring Hilary Weaver

**Monday November 18, 2024**      Seed Preservation  
Featuring Angela Ferguson

**Monday December 02, 2024**      Two-Spirited / LGBTQ+ Issues  
Featuring Lenny Hayes



For more information contact  
**IHAWP Program Coordinator** Madison Tighe  
[mtighe@nacswny.org](mailto:mtighe@nacswny.org) / 716-349-8782



FUNDED BY NEW YORK STATE DEPARTMENT OF HEALTH / AIDS INSTITUTE

As a part of Emotional Wellness Month, managing Seasonal Affective Disorder (SAD) in the coming months may be important. This page and the following page offer some ways in which to help.

October is National Depression & Mental Health Screening Month

## Managing Seasonal Affective Disorder

Seasonal Affective Disorder (SAD) is a type of depression linked to seasonal changes, typically beginning when fall starts and intensifying during late fall or early winter.

### What's the difference between SAD and the "winter blues"?

Many people feel a little down during colder months because they are stuck inside, and it gets dark early. These feelings, often called the "winter blues," are temporary. SAD is a clinical form of depression that affects your daily life, including how you feel and think. SAD can last up to five months of the year.

### What causes SAD?

About 5% of adults in the U.S. experience SAD. It tends to start in young adulthood. SAD may be caused by reduced serotonin and vitamin D levels, altered melatonin levels, decreased sunlight and shorter days.

### What are the symptoms of SAD?

If you have SAD, you may experience mood changes and symptoms of depression, including:

- Persistent sadness
- Extreme fatigue and low energy
- Social withdrawal
- Increased anxiety
- Feelings of hopelessness
- Sleep disturbances
- Food cravings and weight gain

### What are treatment options for SAD?

Treatment should be tailored to you and supervised by a healthcare professional. Options include:

- **Spending time outdoors**—Getting more sunlight can help improve your symptoms.
- **Light therapy**—Using a light therapy box daily helps regulate circadian rhythms and boost mood.
- **Cognitive behavioral therapy**—This treatment helps identify and change negative thought patterns.
- **Vitamin D**—A supplement may help if a deficiency is present.
- **Medication**—Antidepressants may be prescribed for severe cases.



Help is available. Visit your Employee Assistance Program member website, [Member.MagellanHealthcare.com](https://Member.MagellanHealthcare.com) (enter Principal Core), or call 1-800-450-1327 (TTY 711).

October is National Depression & Mental Health Screening Month

# Six tips to cope with Seasonal Affective Disorder

Seasonal affective disorder (SAD) is a type of depression that occurs at the same time each year. If you are experiencing SAD, consider these tips to manage symptoms and potentially prevent it from coming back.

- 1 Get some light**—Spend time outside daily. Sit near windows when indoors. Consider using a light therapy box.
- 2 Eat nutritious meals**—Focus on vitamin D-rich foods (fatty fish, egg yolks, leafy vegetables). Avoid starchy and sweet foods.
- 3 Practice stress management**—Try relaxation techniques like meditation and deep breathing. Maintain a consistent sleep schedule.
- 4 Prioritize exercise**—Aim to get 30 minutes of exercise 3 – 5 times a week.
- 5 See friends**—Stay involved with your social circle for support during the winter months.
- 6 Seek help**—Talk to your healthcare provider about treatment options such as cognitive behavioral therapy, psychotherapy or medications.



Help is available. Visit your Employee Assistance Program member website, [Member.MagellanHealthcare.com](https://Member.MagellanHealthcare.com) (enter Principal Core), or call 1-800-450-1327 (TTY 711).

Sources: Cleveland Clinic, Healthwise  
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HEALTHCARE®

## Employment Opportunity



www.nacswny.org

## Native American Community Services of Erie & Niagara Counties, Inc.

MICHAEL N. MARTIN, EXECUTIVE DIRECTOR

1005 Grant St. Buffalo, NY 14207 • Phone: 716-874-4460 • Fax: 716-874-1874  
 1522 Main St. Niagara Falls, NY 14305 • Phone: 716-299-0914 • Fax: 716-299-0903  
 76 West Ave. Lockport, NY 14094 • Phone: 716-302-3035 • Fax: 716-302-3037  
 100 College Ave. Suite 200, Rochester, NY 14607 • Phone: 585-514-3984 • Fax: TBD  
 960 James St. Syracuse, NY 13203 • Phone: 315-322-8754 • Fax: TBD

### Equal Opportunity Employer

**Position:** Workforce Development Specialist

**Type:** Full-time/ hourly/ non-exempt

**Salary/Range:** \$17.00-\$19.50 / hour

**Office:** 1005 Grant Street, Buffalo, NY 14207 – travel required

### SUMMARY:

*The Workforce Development Specialist assists in planning and implementing goals and objectives of the Workforce Development Component as well as ensuring quality of service provision to clients. Incumbent will be flexible to evening and weekend schedules as needed. All efforts will be performed with the understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Conducts initial intake and comprehensive testing to determine client eligibility and needs.
- Develops an Individual Employment Plan (IEP) with client.
- Develops and provides workshops to clients in such areas of academic, life skills, and technical areas.
- Keeps abreast of current trends in the local job market.
- Establishes an effective support network and provides referrals for clients.
- Attends and participates in weekly component staff and other required meetings.
- Maintains necessary documentation and ensures the timely completion of all necessary recordkeeping.
- Develops an outreach action plan to successfully recruit and retain participants and employers in the program.
- Conducts outreach to academic entities, unions, coalitions, service providers, and other individuals/agencies to promote services, develop linkages, build network opportunities and advocate for issues in the Native American community.
- Develops and nurtures relationships with employers for on-the-job training agreements and work experience opportunities for clients.

### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Bachelor's degree in human services or related field of study preferred, with three (3) years' experience in workforce development including supervision and program management.
- Work experience may replace some of the education requirements at the discretion of the Executive Director.
- Knowledge of local area service providers.
- Effective problem solving, organization, time management, and communication skills.
- Intermediate computer skills and understanding of office applications including MS Office Suite.
- Familiarity with and sensitivity toward local Native American communities.
- Must be flexible to evening and weekend hours as needed.
- Must pass all background checks and pre-hire requirements including a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

### BENEFITS:

- |                                   |                               |
|-----------------------------------|-------------------------------|
| • Paid Time Off (PTO)             | • Health & Dental Insurance   |
| • Life Insurance                  | • Employee Assistance Program |
| • Flexible Spending Account (FSA) | • 403 (b) Retirement Plan     |

For consideration send resume to: [humanresources@nacswny.org](mailto:humanresources@nacswny.org)



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 960 James St. Syracuse, NY 13203 • Phone: 315-322-8754 • Fax: TBD

### Equal Opportunity Employer

**Position:** Program Secretary

**Type:** Full-time/ hourly/ non-exempt

**Salary/Range:** \$17.00-\$18.00 / hour

**Office:** 1005 Grant Street, Buffalo, NY 14207

### SUMMARY:

*The Program Secretary is responsible for greeting and guiding all NACS' visitors to the appropriate staff/component; understanding all NACS' services and responding to general questions. Incumbent will provide clerical assistance in support of NACS' staff, programs, and other NACS' business. All efforts will be performed with the understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Greet and guide all visitors in a friendly and professional manner.
- Liaison between YWCA personnel and NACS' staff and inform them of events, mail, packages, and building issues.
- Maintain a clean and well-maintained reception area with relevant and up-to-date information.
- Answer phone calls in a friendly and professional manner and provide basic information to callers, directing them to the appropriate staff.
- Refer non-routine or sensitive requests to the appropriate staff.
- Facilitate effective communication between various components of the organization.
- Manage office machines and ensure an adequate stock of office supplies.
- Process incoming and outgoing mail, maintaining confidentiality of sensitive information.
- Monitor staff sign-in/out and keep accurate records.
- Coordinate room requests and calendar schedules for staff and community room use.
- Assist in the planning and execution of meetings, including room setup and recording meeting minutes.
- Assist in the usage of the language and cultural resources library and enforce circulation protocols.
- Maintain necessary documentation and ensures the timely completion of all necessary reports and recordkeeping, including the utilization of database systems.
- Provide support to the administrative leadership team as needed

### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Associate degree in an appropriate field of study or 2 years of related experience in a similar position.
- Experience working with community and group settings. Work experience may replace some of the education requirements at the discretion of the Executive Director.
- Knowledge of local Native American communities.
- Computer skills and understanding of office applications including MS Office Suite.
- Interpersonal skills to work cooperatively and effectively with individuals and groups
- Excellent organizational skills with strong attention to detail. Strong written and verbal communication skills.
- Must pass all background checks and pre-hire requirements including a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

### BENEFITS:

- Paid Time Off (PTO)
- Life Insurance
- Flexible Spending Account (FSA)
- Health & Dental Insurance
- Employee Assistance Program
- 403 (b) Retirement Plan

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 960 James St. Syracuse, NY 13203 • Phone: 315-322-8754 • Fax: TBD

### Equal Opportunity Employer

**Position:** Family Preservation & Strengthening Caseworker- Erie County

**Type:** Full-time/ hourly/ non-exempt

**Salary/Range:** \$18.23-\$19.23 / hour

**Office:** 1005 Grant Street, Buffalo, NY 14207

### SUMMARY:

*The Family Preservation & Strengthening Caseworker works in conjunction with the Local County Department of Social Services (LCDSS/DSS) and is responsible for providing prevention services to families referred from DSS. Incumbent helps children remain safely in their homes and prevent placement outside of their home. All efforts will be performed with the understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Provide effective and efficient case management for assigned families.
- Make use of appropriate counseling, parent training, home management, support and advocacy services.
- Work collaboratively with referral sources, community service providers, and family members to meet goals.
- Produce accurate, thorough, and timely progress notes in CONNECTIONS.
- Ensure all court mandated or recommended services are applied and supported.
- Provide transportation for meetings, services, and appointments in a safe, reliable vehicle as necessary.
- Maintain strong communication with the family working toward stabilizing and strengthening the family unit, with regular face-to-face contact.
- Maintain confidentiality of sensitive information.

### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Bachelor's degree in human services or related field of study required with experience in child welfare.
- Knowledge of the Indian Child Welfare Act (ICWA), Federal and State regulations, as well as mandated reporting requirements.
- Intermediate computer skills and understanding of office applications including MS Office Suite.
- Effective problem solving, organization, time management, and communication skills.
- Must be flexible to evening and weekend hours as needed.
- Must pass all background checks and pre-hire requirements.
- Familiarity with and sensitivity toward local Native American communities.
- Must have a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

### BENEFITS:

- Paid Time Off (PTO)
- Employee Assistance Program
- Flexible Spending Account (FSA)
- 403 (B) Retirement Plan
- Life Insurance
- Health and Dental Insurance

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 960 James St. Syracuse, NY 13203 • Phone: 315-322-8754 • Fax: TBD

### Equal Opportunity Employer

**Position:** Family Preservation & Strengthening Caseworker- Niagara County

**Type:** Full-time/ hourly/ non-exempt

**Salary/Range:** \$18.23-\$19.23 / hour

**Office:** 76 West Ave., Lockport, NY 14094

#### SUMMARY:

*The Family Preservation & Strengthening Caseworker works in conjunction with the Local County Department of Social Services (LCDSS/DSS) and is responsible for providing prevention services to families referred from DSS. Incumbent helps children remain safely in their homes and prevent placement outside of their home. All efforts will be performed with the understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

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- Work collaboratively with referral sources, community service providers, and family members to meet goals.
- Produce accurate, thorough, and timely progress notes in CONNECTIONS.
- Ensure all court mandated or recommended services are applied and supported.
- Provide transportation for meetings, services, and appointments in a safe, reliable vehicle as necessary.
- Maintain strong communication with the family working toward stabilizing and strengthening the family unit, with regular face-to-face contact.
- Maintain confidentiality of sensitive information.

#### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Bachelor's degree in human services or related field of study required with experience in child welfare.
- Knowledge of the Indian Child Welfare Act (ICWA), Federal and State regulations, as well as mandated reporting requirements.
- Intermediate computer skills and understanding of office applications including MS Office Suite.
- Effective problem solving, organization, time management, and communication skills.
- Must be flexible to evening and weekend hours as needed.
- Must pass all background checks and pre-hire requirements.
- Familiarity with and sensitivity toward local Native American communities.
- Must have a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

#### BENEFITS:

- Paid Time Off (PTO)
- Employee Assistance Program
- Flexible Spending Account (FSA)
- 403 (B) Retirement Plan
- Life Insurance
- Health and Dental Insurance

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### Equal Opportunity Employer

**Position:** Erie County Clubhouse Youth Leader- 3 openings

**Type:** Part-time/ hourly/ non-exempt

**Salary/Range:** \$16.00-\$17.00 / hour

**Office:** 1005 Grant Street, Buffalo, NY 14207

### SUMMARY:

*The Clubhouse Youth Leaders assist the Clubhouse Manager in providing a safe, supportive, culturally appropriate, alcohol and drug free environment for all members. The Clubhouses welcome self-identified Native American youth and young adults ages 12-17 years old. Leaders will provide transportation, supervision, and leadership. Recruitment through outreach, attending and participating in weekly staff meetings will also be required. Leaders must be available for non-traditional hours (evenings and weekends). The Clubhouses are open 25 hours per week. All efforts will be performed with the understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Supervise, provide leadership, and be a positive role model for youth.
- Deliver workshops and activities in a confident and organized manner.
- Ensure youth programming utilizes a percentage of evidence-based prevention models.
- Provides safe transportation and/or supervision of youth to and from clubhouse activities.
- Recruit youth through local outreach efforts.
- Adhere to data collection and performance measurement requirements determined by SAMHSA and OASAS.
- Maintains necessary documentation and ensures the timely completion of all necessary recordkeeping.
- Ensure Clubhouse maintenance, cleanliness, and safety is maintained.
- Other duties as assigned.

### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Bachelor's or associate degree in human services or related field of study preferred.
- Experience working with community and group settings. Work experience may replace some of the education requirements at the discretion of the Executive Director.
- Knowledge and understanding of substance use, and experience with at-risk youth.
- Effective problem solving, organization, time management, and communication skills.
- Must be flexible to evening and weekend hours as needed.
- Must pass all background checks and pre-hire requirements.
- Familiarity with and sensitivity toward local Native American communities.
- Must have a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

### BENEFITS:

- Paid Time Off (PTO)
- Employee Assistance Program
- Holiday Pay (if scheduled)

For consideration send resume to: [humanresources@nacswny.org](mailto:humanresources@nacswny.org)

## Employment Opportunity

## Native American Community Services of Erie & Niagara Counties, Inc.

MICHAEL N. MARTIN, EXECUTIVE DIRECTOR



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 960 James St. Syracuse, NY 13203 • Phone: 315-322-8754 • Fax: TBD

### Equal Opportunity Employer

**Position:** Niagara County Clubhouse Youth Leader- 2 openings

**Type:** Part-time/ hourly/ non-exempt

**Salary/Range:** \$16.00-\$17.00 / hour

**Office:** 1522 Main Street, Niagara Falls, NY 14305

### SUMMARY:

*The Clubhouse Youth Leaders assist the Clubhouse Manager in providing a safe, supportive, culturally appropriate, alcohol and drug free environment for all members. The Clubhouses welcome self-identified Native American youth and young adults ages 12-17 years old. Leaders will provide transportation, supervision, and leadership. Recruitment through outreach, attending and participating in weekly staff meetings will also be required. Leaders must be available for non-traditional hours (evenings and weekends). The Clubhouses are open 25 hours per week. All efforts will be performed with the understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Supervise, provide leadership, and be a positive role model for youth.
- Deliver workshops and activities in a confident and organized manner.
- Ensure youth programming utilizes a percentage of evidence-based prevention models.
- Provide safe transportation and/or supervision of youth to and from clubhouse activities.
- Recruit youth through local outreach efforts.
- Adhere to data collection and performance measurement requirements determined by SAMHSA and OASAS.
- Maintains necessary documentation and ensures the timely completion of all necessary recordkeeping.
- Ensure Clubhouse maintenance, cleanliness, and safety is maintained.
- Other duties as assigned.

### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Bachelor's or associate degree in human services or related field of study preferred.
- Experience working with community and group settings. Work experience may replace some of the education requirements at the discretion of the Executive Director.
- Knowledge and understanding of substance use, and experience working with at-risk youth.
- Effective problem solving, organization, time management, and communication skills.
- Must be flexible to evening and weekend hours as needed.
- Must pass all background checks and pre-hire requirements.
- Familiarity with and sensitivity toward local Native American communities.
- Must have a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

### BENEFITS:

- Paid Time Off (PTO)
- Employee Assistance Program
- Holiday Pay (if scheduled)

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### Equal Opportunity Employer

**Position:** Niagara County Youth Clubhouse Site Manager

**Type:** Full-time/ hourly/ non-exempt

**Salary/Range:** \$19.00-\$20.00 / hour

**Office:** 1522 Main St, Niagara Falls, NY 14305

### SUMMARY:

*Under the guidance of the Health & Wellness Director, the Youth Clubhouse Manager is responsible for assisting and leading in the performance of day-to-day duties in delivering and providing a safe, supportive, culturally appropriate, alcohol and drug free environment for all Native American youth and young adults ages 12-17 years old. This position will lead in the oversight of activities, cultural programming, and supervise youth leaders. Incumbent must be available for non-traditional hours (evenings and weekends). The Clubhouses are open 25 hours per week. All efforts will be performed with the understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Implement, plan, and lead program activities, field trips, and workshops in accordance with contractual obligations both virtually and in-person.
- Have knowledge and understanding of substance use and ensure youth programming utilizes a percentage of research and evidence-based and best practices prevention models.
- Serve as a facilitator and member of the Youth Advisory Council.
- Coordinates scheduling of the Clubhouse Youth Leaders.
- Organize, supervise, and provide safe transportation for youth clubhouse members.
- Ensure Clubhouse maintenance, cleanliness, and safety is maintained.
- Recruit participants for the clubhouse program through outreach events and materials.
- Maintain necessary documentation and ensures the timely completion of all necessary recordkeeping, including the utilization of database systems.
- Ensures the program remains compliant with all contractual obligations and requirements.

### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Bachelor's degree from accredited institution with supervisory experience or relevant role.
- Experience working with at-risk youth, community and group settings. Work experience may replace some of the education requirements at the discretion of the Executive Director.
- Knowledge and understanding of substance use.
- Effective problem solving, organization, time management, and communication skills.
- Computer skills: ability to use Microsoft Office Suite.
- Familiarity with and sensitivity toward local Native American communities.
- Must be flexible to evening and weekend hours as needed.
- Must pass all background checks and pre-hire requirements including a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

### BENEFITS:

- Paid Time Off (PTO)
- Life Insurance
- Flexible Spending Account (FSA)
- Health & Dental Insurance
- Employee Assistance Program
- 403 (b) Retirement Plan

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960 James St. Syracuse, NY 13203 • Phone: 315-322-8754 • Fax: TBD

### Equal Opportunity Employer

**Position:** Clubhouse Youth Advocate

**Type:** Full-time/ hourly/ non-exempt

**Salary/Range:** \$19.00-\$20.00

**Office:** 1005 Grant Street, Buffalo, NY 14207 and 1522 Main St, Niagara Falls, NY 14305

### SUMMARY:

*Incumbent will assist the Healthy & Wellness Director and the Youth Clubhouse Managers in providing a safe, supportive, culturally appropriate, alcohol and drug free environment for all members. The Youth Advocate will ensure to serve any Native American youth ages 12-17 years old in Erie & Niagara Counties, who are in recovery from or at-risk of developing a substance use disorder. Incumbent will be responsible for ensuring youth receive resources, needs, services, supports, and/or activities to ensure overall good health. Incumbent must be available for non-traditional hours (evenings and weekends). The Clubhouses are open 25 hours per week. All efforts will be performed with the understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Recruit youth participants through outreach efforts at community events, local schools, etc.
- Meet with youth one-on-one and in group settings and develop individualized advocacy plans with youth.
- Establish and expand a network of referral resources and linkages to provide relevant, appropriate services and/or supports as identified by the youth.
- Have knowledge and understanding of substance use and ensure youth programming utilizes a percentage of research and evidence-based, and best practices prevention models.
- Assist both Erie & Niagara County Clubhouses by implementing programming through delivery of workshops, recreational, and cultural activities in accordance with contractual obligations both virtually and in person.
- Continually keep informed of new developments relevant to the provision of services to youth.
- Ensure Clubhouse maintenance, cleanliness, and safety is maintained.
- Recruit participants for the clubhouse program through outreach events and materials.
- Maintain necessary documentation and ensures the timely completion of all necessary recordkeeping, including the utilization of database systems.
- Ensures the program remains compliant with all contractual obligations and requirements.

### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Bachelor's degree from accredited institution with supervisory experience or relevant role.
- Experience working with at-risk youth, community and group settings. Work experience may replace some of the education requirements at the discretion of the Executive Director.
- Knowledge and understanding of substance use.
- Effective problem solving, organization, time management, and communication skills.
- Computer skills: ability to use Microsoft Office Suite.
- Familiarity with and sensitivity toward local Native American communities.
- Must be flexible to evening and weekend hours as needed.
- Must pass all background checks and pre-hire requirements including a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

### BENEFITS:

- Paid Time Off (PTO)
- Life Insurance
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- Health & Dental Insurance
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- 403 (b) Retirement Plan

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# Thanks for reading!

Please share this newsletter with family, friends, and coworkers. If you know of anyone who would like to receive the month NACS News by email, please have them send their first name, last name, and current email address to: [gghosen@nacswny.org](mailto:gghosen@nacswny.org)

You can also look for our newsletter on our [website](#).

FUNDED BY: Erie County Department of Social Services; New York State Office of Children & Family Services; New York State Office of Alcoholism & Substance Abuse Services; Community Foundation for Greater Buffalo; National Urban Indian Family Coalition; Niagara County Department of Social Services, Niagara County Office of the Aging; US Department of Labor; Administration for Native Americans (ANA); Indigenous Justice Circle; Jessie Smith Noyes Foundation; Erie County Department of Mental Health; NYS Research Foundation for Mental Health; NYS Medicaid Program 29-I; Western New York Foundation; New York State Department of Health/AIDS Institute, as well as businesses, foundations and caring individuals.

## I'd like to help NACS continue it's Tradition of Caring...

PLEASE ACCEPT MY CONTRIBUTION OF: \$5 \$10 \$25 \$50 \$100 OTHER:

I'D LIKE TO VOLUNTEER MY TIME. I CAN...

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STREET ADDRESS CITY/STATE/ZIP CODE

PLEASE DETACH AND RETURN TO:  
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