



LA PLATA COUNTY CHILDREN, YOUTH AND FAMILY MASTER PLAN

*Executive Summary
January 2009*



"La Plata County, where all children, youth and families thrive!"

**Children, Youth and Family Master Plan
Executive Summary
January 2009**

The Vision: "La Plata County, where all children, youth and families thrive."

In 2007 La Plata County, the Town of Bayfield, the City of Durango, the Town of Ignacio and members of the Southern Ute Indian Tribe joined forces to create a Children, Youth and Family Master Plan (CYFMP) that would become the blueprint and benchmark for improving services for their children, youth and families. By answering the question, "are we doing everything we can to ensure that all children, youth and families thrive in La Plata County?" the final plan provides critical information about how the community defines its present reality and what it would like its future to be.

Seven committees were formed to identify strategies and recommendations in key issue areas. These include: Health and Safety, Family Economic Success, Youth in Transition, Early Childhood Development, Youth Development, Education and After School Programs, and Neighborhoods and Community. To provide you a broad overview of the CYFMP, attached are the following:

1. ***A Profile of La Plata County Youth – A Report on Their Developmental Assets*** (Appendix A) – A summary of the survey of La Plata County children dated December 2007 and conducted by the Search Institute (containing La Plata County and national comparisons).
2. ***Thriving Definition*** (Appendix B) – A product of the CYFMP process, this definition encapsulates what it means to be a place where youth and families thrive.
3. ***Connectivity*** (Appendix C) – Over the course of nine months, each committee met to carefully analyze and craft a vision and recommendations that are consistent with the thriving definition. The connectivity page identifies the overarching recommendations made by each committee and their strong relationship to each other throughout the planning process.
4. ***Developmentally Attentive Organizations Profile*** (Appendix D) – A brief synopsis of the characteristics of a developmentally attentive organization.
5. ***Recommendations Lead to Results*** (Appendix E) – Following the master plan development process, steering committee members and other volunteers went one step further to identify the exciting and powerful results that will be associated with implementation of each recommendation.

As the CYFMP is a five-year plan, it will take years to complete its full implementation; however, it is our hope that this summit will accomplish two important objectives:

1. ***To develop a common policy statement to be adopted by each governing body supporting, in partnership with the community, the CYFMP thriving definition.*** Detailed below is a draft policy statement for your discussion and consideration:

"La Plata County, the City of Durango, the Town of Bayfield, the Town of Ignacio and the Southern Ute Indian Tribe commit to becoming communities in which the thriving of our families and their children are of primary importance and whose policies, infrastructures and the services, supports and opportunities to which we contribute are aligned to and supportive of the Children, Youth and Family Master Plan's thriving definition. We commit to this vital partnership with our citizens and the for-profit and not-for-profit businesses who serve us."

2. *To identify initial action steps that, at the policy making level, each entity will collectively support toward the implementation of the CYFMP.* The La Plata County CYFMP Steering Committee offers, for your consideration, the following four-point policy approach:

- a. Become a “developmentally attentive organization” (as described in Appendix D) by offering training to employees, volunteer community members and non-profit organizations to learn how to meaningfully engage youth in decision making that affects their lives.
- b. Seek alignment with the CYFMP, including the thriving definition, when making internal funding decisions. (In other words, striving to ensure that such funding helps to fulfill the goals of the CYFMP.)
- c. When making decisions to provide funding to non-profits and other external agencies, seek alignment with the CYFMP. Expect the agencies to demonstrate how it will use the funds to fulfill goals of the CYFMP and to show measurable results when requesting future funding.
- d. Whenever possible, create opportunities for meaningful youth involvement, such as youth internships, service on appointed boards or commissions, etc.

For your information, attached as Appendix F is a draft resolution embodying these principles that the La Plata County Board of County Commissioners intends to adopt.

For the most part, these policy changes can be accomplished by deploying existing resources in a directed way that supports the CYFMP. Funding has already been provided to host the substantive “Developmentally Attentive Systems and Organizations” (DASO) training to jump start the effort. Additionally, there is a significant opportunity to increase our ability to implement CYFMP recommendations by:

1. Creating one coordinator-level staff position at the County level to serve as the champion, coordinator and resource for all agencies; and
2. Considering the AmeriCorps program as a way to provide additional part-time or full time staff at a reasonable cost for each governmental entity that may choose to do so. The Governor’s Commission on Community Service provides AmeriCorps grants to non-government and government entities that sponsor service programs. New AmeriCorps positions will become available in October, 2009, and the Southern Ute Community Action Program is a vehicle through which AmeriCorps positions may be obtained.

Community Partnerships

Clearly, the success of this project over the long term will rely in large part on the community partnerships that are formed to effect the desired change and to implement the far-reaching recommendations over time. Examples of such possible partnerships include:

- Working with local schools, Fort Lewis College and the business community in the **development of the county-wide search engine (Youth in Transition Committee Recommendation)** and engaging instructors and youth to spearhead the project. Brainstorm, a local internet service provider, has already committed to providing website hosting for this project. Seeking a partnership with an existing local website could accelerate progress on this project.

- **Sponsorship of DASO training** – An 8-hour training entitled “Infusing Assets into our Organizations” was held on December 8 and 9, 2008 (**Health and Safety Committee Recommendation**). This valuable and insightful event was made possible through a generous grant from the Southern Ute Indian Tribe, and was offered in partnership with the Community Foundation, San Juan Basin Health Department’s Lasso Tobacco Coalition, Durango School District 9-R Healthy Schools, and the Fort Lewis College Community-Based Learning and Research Center for Civic Engagement. It was a powerful event and enabled community volunteers, non-profit entities and government agencies to learn how to become developmentally attentive systems and organizations together.

The **Southern Ute Indian Tribe** has already contributed financial resources to the CYFMP effort through a \$17,500 grant (referred to above) that was used to provide the DASO training and can also be used for website development.

2009 Implementation Efforts

For discussion purposes, financial information associated with proposed 2009 and 2010 implementation efforts is included on page 4.

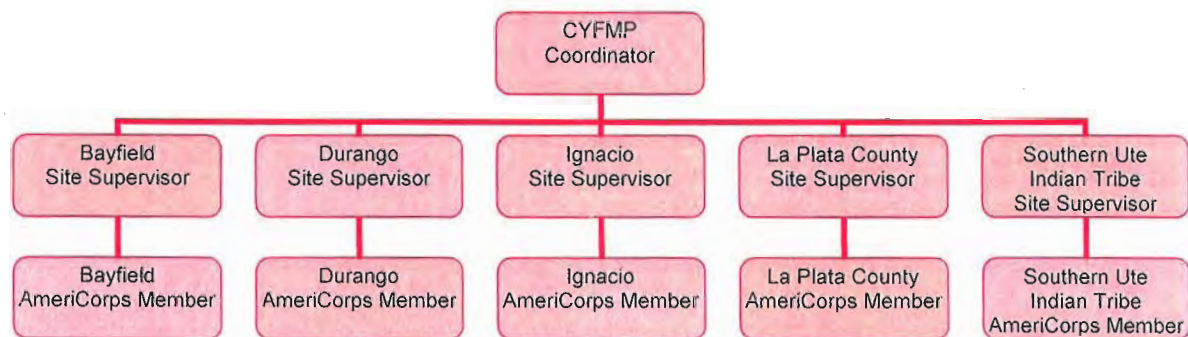
On behalf of the children, youth and families of our community, we thank you for your participation in this summit and look forward to discussing with you the many opportunities we have to collectively build partnerships, share resources and fulfill the vision of the Children, Youth and Family Master Plan.

La Plata County
Children, Youth and Family Master Plan
Transition Team

January 12, 2009

Proposed CYFMP AmeriCorps Partnership

Overview: The governing bodies of Bayfield, Durango, Ignacio, La Plata County and the Southern Ute Tribe would partner with an AmeriCorps Grantee (SUCAP or another nonprofit) to begin implementing the Children, Youth and Family Master Plan (CYFMP). The AmeriCorps members would be supervised by a CYFMP Coordinator and an employee from the placement site. Each AmeriCorps member would have a community specific work plan that is developed in partnership with the CYFMP Coordinator and the Site Supervisor. This partnership would allow our community to work towards implementing the overall CYFMP recommendations while tailoring each plan to meet individual community needs. **(Note: the federal government will pick up roughly 70% of the AmeriCorps volunteer cost.)**



Proposed 2009 Budget

CYFMP Coordinator (.5 FTE) (6 months)	\$15,000
Start-up Costs (Furniture, laptop, cell phone, etc.)	\$4,000
Operating Costs	\$7,500
Total	\$26,500*

Proposed 2010 Budget

CYFMP Coordinator (.5 FTE)	\$32,000*
Operating Costs	\$15,000*
AmeriCorps Members**	
Bayfield (30% of annual compensation of 1.0 FTE)	\$7,000
Durango (30% of annual compensation of 1.0 FTE)	\$7,000
Ignacio (30% of annual compensation of 1.0 FTE)	\$7,000
La Plata County (30% of annual compensation of 1.0 FTE)	\$7,000
Southern Ute Indian Tribe (30% of annual comp of 1.0 FTE)	\$7,000

AmeriCorps Member Estimated Site Costs***	
(Office space, computer, telephone, office equipment, supplies, etc.)	
Bayfield Site	\$4,000
Durango Site	\$4,000
Ignacio Site	\$4,000
La Plata County Site	\$4,000
Southern Ute Indian Tribe Site	\$4,000
Total:	\$102,000

* To be fairly cost shared among the participating jurisdictions

** Cost for each entity that sponsors an AmeriCorps Member for their community.

*** Estimated site costs will vary by site

CYFMP Coordinator:

- Develop work plans for overall CYFMP project, including specific community ones
- Work with placement site to hire AmeriCorps members
- Supervise all the CYFMP AmeriCorps members, developing community specific goals in partnership with the placement site
- Develop and provide training to the AmeriCorps Members and community as needed
- Identify and obtain other funding sources for the CYFMP implementation
- Provide quarterly reports to the CYFMP partners
- Evaluate AmeriCorps members and CYFMP project, developing continuous improvement plans
- Continually develop community partnerships and opportunities for youth
- Serve as a youth development and community service resource to the community

Site Supervisor:

- Work with CYFMP to hire AmeriCorps Members
- Work with CYFMP to develop site specific work plan to implement CYFMP recommendations
- Provide minimal site supervision (i.e. answering local questions)
- Sign AmeriCorps member's time sheet and other paperwork as needed
- Work with CYFMP Coordinator to resolve any issues that arise

AmeriCorps member:

- Continually collect and submit information to the website
- Perform data entry as needed
- Help coordinate the DASO trainings
- Help coordinate and advertise Neighborhood Day Celebrations
- Help coordinate Neighborhood colleges
- Coordinate 3 community service days (working with local organizations and schools)
- Help recruit and train youth for advisory and council positions
- Advertise and help recruit youth for local events and youth opportunities
- Advertise and assist with CYFMP meetings
- Serve as a youth development and community service resource for the community

Appendix A: La Plata & National Comparisons Of Developmental Assets®

Percent of Youth Reporting Each of 20 EXTERNAL Assets

Asset Category	Asset Description	La Plata %	National %
Support	1. My family life provides high levels of love and support.	71	70
	2. My parents and I communicate positively and I seek my parents advice and counsel.	51	30
	3. I receive support from three or more non-parent adults.	42	45
	4. I experience caring neighbors.	40	40
	5. My school provides a caring, encouraging environment.	34	29
	6. My parent (s) is actively involved in helping me succeed in school.	43	34
Empowerment	7. I perceive that the adults in this community value youth.	25	25
	8. Young people are given useful roles in this community.	32	28
	9. I do 1 hour or more of service in my community a week.	43	51
	10. I feel safe at home, school, and in my neighborhood.	52	51
Boundaries & Expectations	11. My family has clear rules and consequences and monitors my whereabouts.	42	48
	12. My school provides clear rules and consequences.	60	53
	13. My neighbors take responsibility for monitoring my behavior.	46	49
	14. My parents and other adults model positive, responsible behavior.	28	30
	15. My best friends model responsible behavior.	61	65
	16. My parents and teachers encourage me to do well.	55	49
Constructive Use of Time	17. I spend three or more hours a week in lessons or practice in music, theater or the arts.	14	20
	18. I spend three or more hours a week in sports, clubs or organizations at school or in community organizations.	57	58
	19. I spend one or more hours a week in activities in a religious institution.	46	63
	20. I am out with friends "with nothing special to do" two or fewer nights per week.	60	52

Nationally over 2 million students since 1989 have taken this survey. This naturally invites comparisons of local results with national norms. Caution is advised in comparing La Plata data with other communities when the profiles of those communities' young people are not known.

Percent of Youth Reporting Each of 20 INTERNAL Assets

Asset Category	Asset Description	La Plata %	National %
Commitment to Learning	21. I am motivated to do well in school.	67	67
	22. I am actively engaged in learning.	46	61
	23. I do at least 1 hour of homework every school day.	44	53
	24. I care about my school.	66	54
	25. I read for pleasure three or more hours a week.	25	23
Positive Values	26. I place a high value on helping other people.	43	50
	27. I place a high value on promoting equality and reducing issues such as hunger and poverty.	46	52
	28. I act on my convictions and stand up for my beliefs.	60	68
	29. I tell the truth even when it is not easy.	60	67
	30. I accept and take personal responsibility.	57	63
	31. I believe it is important not to be sexually active or to use alcohol or other drugs.	46	47
Social Competencies	32. I know how to plan ahead and make choices.	32	30
	33. I have empathy, sensitivity and friendship skills.	47	47
	34. I have knowledge of, and comfort with, people of different cultural, racial, and ethnic backgrounds.	50	42
	35. I can resist negative peer pressure and dangerous situations.	48	42
	36. I seek to resolve conflict non-violently.	37	45
Positive Identity	37. I feel I have control over "things that happen to me."	37	41
	38. I have a high self esteem.	54	52
	39. I believe my life has purpose.	62	59
	40. I am optimistic about my personal future.	72	74

Who was surveyed? (Numbers/Percentages)

Total Students	972 / 100 %			
Male	496 / 51 %	Grade	6	143 / 15 %
Female	468 / 49 %		7	146 / 15 %
			8	131 / 14 %
			9	159 / 16 %
American Indian	109 / 11 %		10	130 / 13 %
Asian/Pacific Islander	11 / 1 %		11	135 / 14 %
Black/African American	16 / 2 %		12	126 / 13 %
Hispanic	109 / 11 %			
White	591 / 62 %			
Multi-racial	122 / 13 %			

Thriving youth and adults are steadily growing towards and becoming . . .

People with a positive sense of self

Nurturing and responsible family members

Caring and ethical individuals

Effective communicators

Exemplary workers and lifelong learners

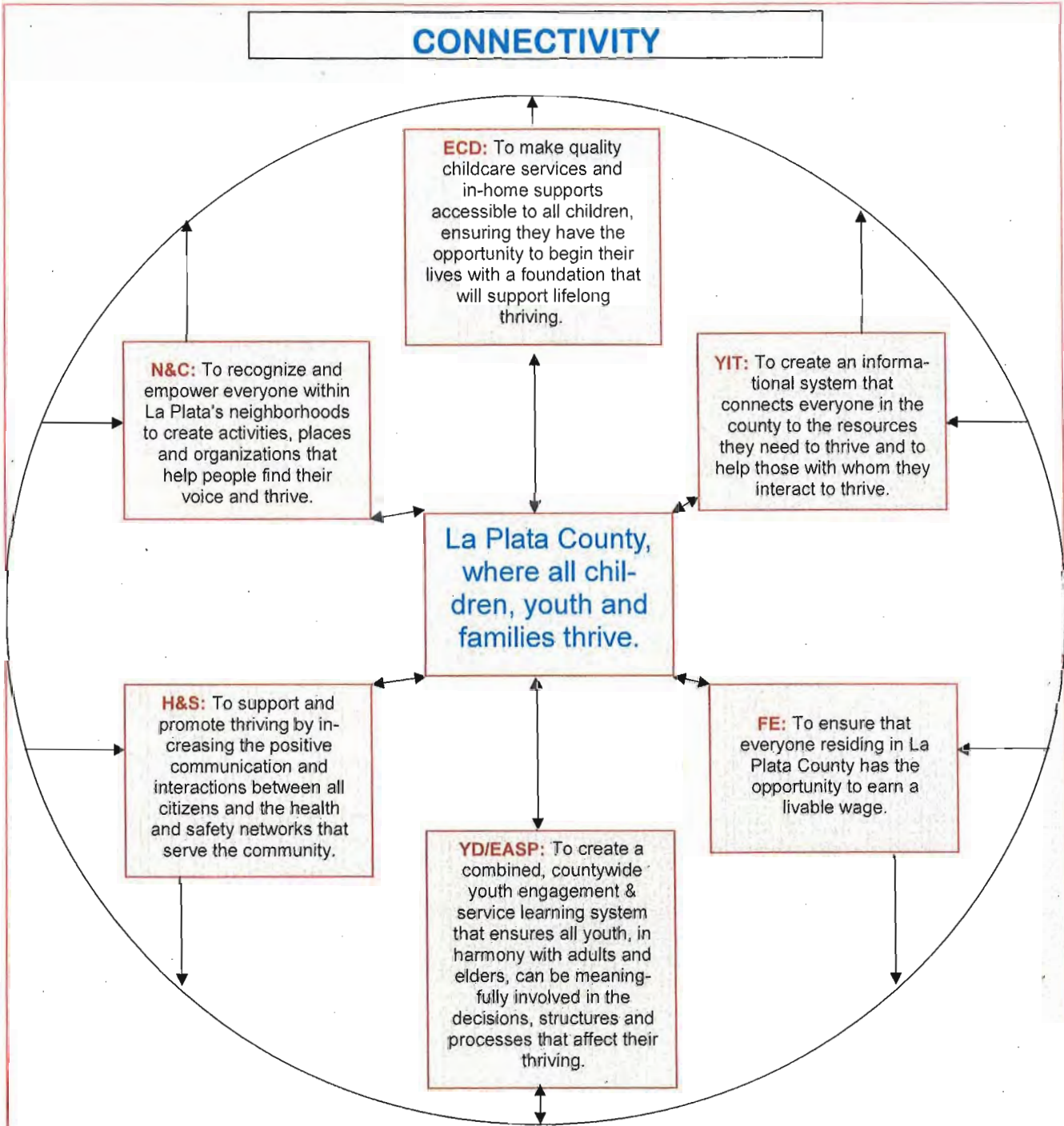
People who make healthy life choices

Innovative problem solvers & appliers of a creative process

Involved community members and responsible global citizens



To ensure that ALL of the county's children, youth and families are moving towards the above thriving indicators, the municipalities, Southern Ute Tribe, schools systems, neighborhoods, not-for-profits, for-profits, places of worship, civic clubs, businesses, funding sources, and any other entity with whom children, youth and families interact will need to become more developmentally attentive. Developmentally attentive systems and organizations (DAS/O) are intentionally structured to increase the likelihood that the children, youth and families they serve are being empowered to thrive, while working with others to ensure that the community itself is striving to be developmentally attentive.



This representation captures the connectedness of the planning process. The center box has the vision from which all the work was connected (Symbolized by the connection to each committee). The other six boxes represent the recommendations created by each committee (The Youth Development and Education and After School Programming Committees merged their recommendation into one). Each committee's recommendation is also connected to the other five in a variety of ways. Some recommended similar strategies, some created strategies that would support those of another committee and two merged because their recommendations were so similar. This makes the plan one connected approach as opposed to six or seven unconnected programs or initiatives.

A Developmentally Attentive Organization

A developmentally attentive organization

- Infuses assets as a way of life
- Uses high quality, strength-based approaches to intentionally support asset development in the young people it serves
- Advocates for the healthy development of all young people in the community

Characteristics

Environment: The places provided for those served are asset rich, allowing everyone, regardless of age, to feel safe, cared about, valued, connected, and stimulated to enrich their unique talents.

Young People: The organization identifies and enlists the strengths of the young people it serves and offers them skill building, support, and leadership opportunities, so they may become asset builders within the organization and throughout the community.

Intergenerational Relationships: The organization recognizes that meaningful intergenerational relationships foster asset building. It creates opportunities where these relationships can occur. Young people and adults are known, celebrated and meaningfully involved.

Services: The services create supports and opportunities that are strength-based, nurturing, empowering, and grounded in the Developmental Assets framework. They awaken young people to their individual assets and empower them to enhance their asset profile and the asset profile of others.

Staff and Volunteers: The organization seeks and supports individuals who are inspired by the mission and committed to further developing their own and others' abilities, knowledge, and skills to be developmentally attentive.

Connection to Community: The organization leads, or is actively engaged in, the community's development of a consensus of core values, boundaries, and expectations that create places and conditions where young people thrive. It partners with other community organizations and systems in the development of policies, strategies, and investments crucial to creating a healthy community that supports positive development of all youth.

Continuous Improvement: The organization uses strength-based indicators to measure the impact of asset building at multiple levels, including individual (youth and adults), organizational (changes that increase effectiveness in being true to organizational principles and achieving stated youth development goals), and the public's perception of its work.

Organizational Principles: The mission, vision, values, policies, and procedures support the healthy development of all those served and frame the organization's role as an advocate for all youth.

Recommendations Lead To Results!
Early Childhood Education Committee

Recommendation	Results
<p>➤ Ensure all children have the opportunity to begin their lives with a foundation that supports lifelong thriving. This will be accomplished with a certificate program to offset the cost of childcare and in-home support for families earning up to 225% of the federal poverty level who are having to pay more than 12% of their earnings for these services.</p>	<p>➤ An increase in the accessibility, affordability, and reliability of <i>child care</i> in La Plata County as measured by:</p> <p>Accessibility - A 10% increase in the number of licensed childcare slots each year for five years.</p> <p>Affordability - First year - 20 low and moderate-income families participate in a Child Care Certificate Program (subsidy for families with incomes up to 225% of the Federal Poverty Line to pay no more than 12% of family income for child care). Each subsequent year at least 10 families are added/year.</p> <p>Reliability - Lower turnover of employees in low and moderate-income jobs in La Plata County related to accessibility, reliability and quality of child care as measured by a yearly employer survey. (Baseline survey will be taken the first year with target of a 10% decrease in turnover/year for following four years.)</p> <p>➤ An increase in number of La Plata County families with children, birth to two years, who have access to quality caring, nurturing, information and resources to support parenting and development of young children as measured by participation of families in <i>La Plata County Home Visitation Program.</i></p>

Recommendations Lead To Results! Family Economic Success Committee

Recommendation	Results
<p>➤ Ensure everyone residing in La Plata County has the opportunity to earn a livable wage. This will be accomplished by both supporting efforts designed to <i>lower La Plata County's cost of living</i> and by <i>creating a livable wage ordinance</i>.</p>	<p>➤ Stabilize, and then reduce the gap between minimum wage and livable wages. (Livable wages measured currently by Region 9 and can be tracked.) This would measure what percentage of the population can afford to live here.</p> <p>➤ Increase the per capita income in La Plata County each year. (Measured currently by Region 9 and can be tracked and also account for inflation.) This would assume that if income goes up, more families are thriving economically.</p> <p>➤ Reduce number of families living in poverty.</p> <p>➤ Lower unemployment rates</p> <p>➤ Less use of public assistance</p>

Recommendations Lead to Results! Health and Safety Committee

Recommendation	Results
<ul style="list-style-type: none"> ➤ Support and promote thriving by increasing the positive communication and interactions between all citizens and the health and safety networks that serve the community. To accomplish this, a two-pronged approach will be implemented to create a <i>county-wide community policing initiative</i> as well as an <i>initiative to train all youth-serving systems and organizations in how to become developmentally attentive (DASO)</i>. 	<ul style="list-style-type: none"> ➤ As a result of enhanced county-wide partnerships in <i>community policing</i>: A 5% decrease in the percentage of youth ages 10-17 arrested for misdemeanor crimes by 2015. This would be measured separately in each law enforcement jurisdiction. If possible, the County and Durango would be measured by districts rather than in whole. More research will be necessary to see how law enforcement statistics are kept and what solid measures are possible. Community Policing may need to be implemented as “pilot” projects in certain areas that each law enforcement jurisdiction determines, especially in the larger jurisdictions. Our committee recommends that the initial focus is on areas in which more juvenile crime is committed. ➤ As a result of <i>DASO</i>, there will be a 5% increase in the number of youth seeking preventative care, especially in school-based health centers. ➤ Local youth will report an average of at least 24 assets out of 40 assets compared with the results of the 2007 developmental assets survey. The reported increase in assets will be attributable to a county-wide increase in the engagement of youth in all aspects of our community.

Recommendations Lead to Results!
Neighborhoods and Community Committee

Recommendation	Results
<p>➤ Recognize and empower everyone within La Plata County’s neighborhoods to create activities, places and organizations that help people find their voice and thrive. Creating a <i>Neighborhood Commission</i>, a <i>Neighborhood College</i>, <i>supports for neighborhood organizations</i> and <i>maintaining a resource center</i> are some of the strategies recommended.</p>	<p>➤ By January 2012, La Plata County will show an 8% decrease in the crime rate as measured by annually produced CBI criminal offense reports. Baseline: 2007 La Plata County total offenses (Not including Southern Ute Police Dept.) = 1573 (This is a 4.83% decrease from 2006 figures.)</p> <p>➤ By January 2012, La Plata County will show a 10% decrease in the number of civil disputes between neighbors as measured by dispatch records. Baseline: Need baseline from dispatch clearance codes.</p> <p>➤ By January 2012, La Plata County youth will report a 5% increase in their experience of happiness and hopefulness as measured by the Healthy Kids Colorado Survey (HKCS) administered throughout La Plata County schools. Baseline: 21% of youth grades 6-12 in Durango reported feeling sad or hopeless for two weeks or more in a row. HKCS 06-07 for La Plata County.</p>

Recommendations Lead to Results!
Youth Development and Education and After School Committee

Recommendation	Results
<ul style="list-style-type: none"> ➤ Ensure that every young person has the opportunity to provide input into the decisions that impact their lives. This will be accomplished using a <i>youth engagement model within municipalities and organizations</i> and <i>service learning within schools</i>. 	<ul style="list-style-type: none"> ➤ Increase the number of thriving indicators reported by La Plata County youth to 24 in the Developmental Assets survey, by engaging young people in the decisions that affect their lives. In the 2007 survey, youth reported 19.2 out of 40 thriving indicators. ➤ Increase the number of young people who serve their community through periodic school-year project and fulltime summer service employment programs. ➤ Increase the number of young people who choose to avoid high risk behaviors by engaging more young people as valued and empowered members of the community.

Recommendations Lead to Results!
Youth in Transition Committee

Recommendation	Results
➤ Create and sustain a <i>professionally driven county-wide search engine</i> that serves as an information system connecting everyone in the county to the resources they need to thrive while also helping professionals to help those with whom they interact to thrive.	➤ Number of hits to the website indicating both interest and information gathering

Recommendations Lead to Results! Policy and Infrastructure

Recommendations	Results
<ul style="list-style-type: none"> ➤ <i>La Plata County, Southern Ute Indian Tribe, Town of Ignacio, Town of Bayfield and City of Durango adopt a policy statement</i> supporting the Children, Youth and Family Master Plan (CYFMP) thriving definition and identifying initial action steps they will take to support the CYFMP. ➤ <i>County creates a Citizen Liaison Department</i> consisting of a department head, administrative assistant, and four other liaison positions for neighborhoods, seniors, early childhood development and youth civic engagement. (Note: other positions noted elsewhere in the recommendations are the webmaster for the website development, part-time neighborhood coordinator and part-time youth council coordinator.) The director, in concert with the other governmental coordinators, will champion, oversee and implement the various initiatives proposed by the committees. ➤ <i>City of Durango</i> establishes the position of <i>citizen liaison coordinator</i> ➤ <i>Ignacio, Bayfield and Southern Ute Indian Tribe</i> establish and share one <i>citizen liaison coordinator position</i> 	<ul style="list-style-type: none"> ➤ The governing bodies will have a policy statement that makes clear their commitment to engage young people and families in government decisions that affect their lives. ➤ By January 2010, at least \$100,000 in new and previously unobtainable resources (grants) will be obtained to support the CYFMP. ➤ By January 2011, at least five community organizations will increase their collaborative efforts to participate in and support activities that address CYFMP recommendations while decreasing fragmentation and duplication of services (as measured by the B. Frey Levels of Collaboration instrument).

RESOLUTION NO. 2009-__

RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF
LA PLATA COUNTY, COLORADO, IN SUPPORT OF THE
CHILDREN, YOUTH AND FAMILY MASTER PLAN

WHEREAS, in 2007 La Plata County, the Town of Bayfield, the City of Durango, the Town of Ignacio and members of the Southern Ute Indian Tribe joined forces to create a Children, Youth and Family Master Plan (CYFMP) that would become the blueprint and benchmark for improving services for their children, youth and families; and

WHEREAS, the La Plata County Board of County Commissioners has prioritized "Thriving Families and Health Communities" as one of the core strategies of the La Plata County Compass (the County's strategic plan);

NOW, THEREFORE, IT IS HEREBY RESOLVED by the La Plata County Board of County Commissioners as follows:

1. La Plata County government commits to being an organization in which the thriving of our families and their children is of primary importance and whose policies, infrastructures and the services, supports and opportunities to which we contribute are aligned to and supportive of the Children, Youth and Family Master Plan's thriving definition. We commit to this vital partnership with our citizens, other local governments, and the for-profit and not-for-profit businesses who serve our community.
2. La Plata County government also commits to:
 - a. Being a "developmentally attentive organization" by offering training to employees to learn how to meaningfully engage youth in decision making that affects their lives.
 - b. Seeking alignment with the CYFMP, including the thriving definition, when making internal funding decisions.
 - c. Seeking alignment with the CYFMP, when making decisions to provide funding to non-profits and other external agencies. We will expect the agencies to demonstrate how it will use the funds to fulfill goals of the CYFMP and to show measurable results when requesting future funding.
 - d. Creating opportunities for meaningful youth involvement, such as youth internships, service on appointed boards or commissions, etc.

DONE AND ADOPTED IN DURANGO, LA PLATA COUNTY,
COLORADO, this ____ day of _____, 2009.

BOARD OF COUNTY COMMISSIONERS
LA PLATA COUNTY, COLORADO

ATTEST:

Kellie C. Hotter, Chair

Deputy Clerk to the Board

Wallace "Wally" White, Vice-Chair

APPROVED AS TO FORM:

Joelle Riddle, Commissioner

Sheryl Rogers
La Plata County Attorney