

Happenings

Minnesota Community Corrections Association

MCCA Honors Cichosz and Wik

Highlighting the luncheon meeting at the Winter Conference on February 20, the MCCA awarded its sixth annual recognition to two of the top people in our field.

Joan Cichosz was named the outstanding line-staff and Gail Wik was given the Board of Directors Award for 1986.



Upon learning of being chosen for the 1986 Robert H. Robinson Award, Joan Cichosz expressed surprise and gratitude. She noted, "This award has even more meaning for me because I realize the type of job I have offers few (if any) tangible rewards."

Joan was disappointed that she was unable to attend the Conference and accept the award personally but said, "If this is what happens when I take a vacation, I'm leaving again next week!"

Joan has worked for 22 years as an Adult Probation Officer; her current caseload hovers at 145. She credits her willingness to listen to her clients as the secret of her continuing positive attitude, enthusiasm and industriousness.

She chooses not to force her priorities on her clients, but rather allows them to guide themselves to appropriate, achievable goals. "When I'm starting to cave in to time pressure, I back off and remind myself: slow down Joan, stop talking and listen."



Gail Wik was the winner of the Board of Directors Award in recognition of her contributions to the MCCA and the Board of Directors. Gail was a member of the MCCA Board from 1977 to 1985, serving as Vicepresident in 1980 and President from 1981 to 1983. As chairman of the legislative committee she worked to keep our organization informed of bills influencing our field and to influence legislative decisions. The Board of Directors Award is given by the Board to a former member who made significant contributions to the MCCA.

MCCA Elects New Officers, Sets Goals for Year

Rod Johnson was elected by the MCCA Board of Directors to serve as the Association President for the coming year. The election was held at the day-long Board meeting at Wilder Forest on March 19. Johnson, Director of Wilder Community Assistance Program in St. Paul, has been a member of the MCCA Board of Directors since 1981. He succeeds Jon Penton, who will remain on the Board.

Laura Sissala, Program Director at REM-Lyndale, was elected Vice President. Bob Elkins, Hennepin County Parole Services will continue as Secretary. and Ray Ward, Operation DeNovo, is our new Treasurer.

In reviewing the goals for the coming year, the Board of Directors decided to return more closely to the original goals of our association. Ten years ago the MCCA was created to provide coordination and support for community corrections programs and issues. This year's Board of Directors has decided to take a more active involvement in current correction issues. We will also work to encourage new programs while supporting the current level of community programming.

BOARD OF DIRECTORS MEETING SCHEDULE 1986

Date
 April 16
 May 21
 June 18
 July 16
 August 20
 September 17
 October 15
 November 19
 December 17

Place
 666 Marshall Avenue, St. Paul
 1800 Chicago Avenue, Mpls.
 666 Marshall Avenue, St. Paul
 1800 Chicago Avenue, Mpls.
 666 Marshall Avenue, St. Paul
 1800 Chicago Avenue, Mpls.
 666 Marshall Avenue, St. Paul
 1800 Chicago Avenue, Mpls.
 666 Marshall Avenue, St. Paul

All meetings are held between 2:30 and 4:30 p.m.

Any MCCA member is welcome to sit in and see this dynamic group in action. It would be a good idea to call the MCCA office at 292-1131 to confirm the time and place of any meeting you would like to attend.

Winter Conference was Our Biggest and Best.

The 1986 MCCA Conference held on February 19-20 was in all respects one of our most successful. The focus on personal growth and stress management, set in the beautiful surroundings of Wilder Forest, was apparently just what our members wanted. The conference was attended by 111 people, the best turnout we have had. Nearly half of those stayed the night at Wilder, enjoying the wooded grounds and evening activities.

Chris Ringer, Keynote

"Never go to work without your flack jacket on," was part of the advice offered by Winter Conference keynoter Chris Ringer in his theme of "Coping With the Job You Like That Drives You Crazy." The flack jacket that Ringer referred to throughout his presentation was self-

knowledge and self-care.

Ringer, a co-ordinator of the Chemical Dependency Program at RELATE Counseling Services and a family therapist at Franklin Psychiatric Associates, began the two-day event at Camp Wilder in snow-covered Marine-on-the-St. Croix February 19-20. Throughout the humor-filled talk, Ringer emphasized the importance for those in the corrections and human service fields to take care of themselves in order to function more effectively.

Because of the intensity of working with clients who have constant needs and problems that may hook professionals in, Ringer feels that the worker must fully understand his own needs, explore and be aware of his own co-dependant behavior, and recognize and

find his support systems inside and outside the job to stay healthy.

In labeling clients as victims and perpetrators the worker may draw himself into these same roles—especially the victim identification. A victimized worker can become one who takes everything too personally seeing himself as either "a martyr with a poor-me attitude" or as "an aspiring saint whose God-given duty is to take care of everyone else."

Ringer emphasized that a change from the role of victim to the role of participant—someone who understands that life is something he is doing, rather than that is done to him—is necessary if one is to stay vital. Another key realization is the acceptance that suffering is a part
Conference Cont. page 4

Four New Members Elected to Board

In a closely contested election, MCCA membership elected four new members to the MCCA Board of Directors. Newly-elected were **Joan Cichosz**, Ramsey County Community Corrections, **Patt Adiar**, Minnesota Corrections Facility-Shakopee, **Bruce Clendenen**, Reentry West, and **Barb Emer**, 180 Degrees.

The election was the first to be conducted by mail rather than at the Winter Conference, giving more MCCA members an opportunity to cast their votes. The outcome, announced at the Winter Conference, resulted in the greatest number of new members joining the Board since 1981. For you history buffs, that 1981 group of newcomers included Jeff Martin, Tom Zoet, John Poupert, Barbara Chester and Robbie Robinson



1986 Board of Directors 1st Row (L-R) Joan Cichosz, Patt Adiar, Janet Entzel, Barb Emer, Laura Sissala, back row Dale Fisher, Bob Elkins, Rod Johnson, Ben Roberts, Bruce Clendenen, Jon Penton, Dennis Avery, Ray Ward (not pictured) Jim Cyson, Rochelle Graves, Jeff Marin, Tim Peterson.

Bouma Hired As Coordinator

Ronnie Bouma has been hired by Portland House as Program Coordinator. Ms. Bouma has experience as a caseworker with juveniles at Lino Lakes and as a volunteer probation officer for Hennepin County District Court. She replaces Kathy O'Brien who recently gave birth to a son.

GENESIS II Seeks Executive Director

Genesis II is seeking to fill the position of Executive Director. GENESIS II is a private non-profit agency serving women referred from corrections and child protection. Position is responsible to the Board of Directors for the overall agency administration, contract management, personnel, and client service supervision. Qualified candidates may submit a resume and salary requirements directly to the agency. Deadline is April 25. Mail to Marg Bringewatt, Chair, Search Committee, c/o GENESIS II, 310 E. 38th Street, MPLS. MN 55409.

Board of Directors

Rodney Johnson, President
 Wilder Community Assistance Program
 666 Marshall Avenue
 St. Paul, MN 55104

Patt Adair
 MCF-Shakopee
 Box 7
 Shakopee, MN 55379

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 1800 Chicago Avenue South
 Minneapolis, MN 55404

Joan Cichosz
 Ramsey County Community Corrections
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 St. Paul, MN 55106

Bruce Clendenen
 Reentry West
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 St. Paul, MN 55102

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 St. Paul, MN 55104

Jim Cyson
 MCF—St. Cloud
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Bob Elkins, Secretary
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 180 Degrees, Inc.
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Dale Fisher
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 Minneapolis, MN 55407

Rochelle Graves
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 C-2100 Government Center
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 Project Remand, Inc.
 150 East Kellogg Blvd., Suite 650
 St. Paul, MN 55101

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 St. Paul, MN 55106

Ben Roberts
 Ramsey County Community Corrections
 1595 Selby Avenue
 St. Paul, MN 55104

Laura Sissala, Vice President
 Hem-Lyndale, Inc.
 2210 Lyndale Avenue North
 Minneapolis, MN 55411

Ray Ward, Treasurer
 Operation deNovo
 251 Portland Avenue
 Minneapolis, MN 55415

We Want You To Know



By Rod Johnson, President MCCA

As the newly elected President of MCCA, I want to express my appreciation to the membership and Board of Directors for the honor and responsibility you have placed in me. MCCA is made up of many excellent people helping in various capacities who made the organization work. I am pleased to be able to continue to serve as a member of that team.

If you were one of the 119 people who enjoyed the MCCA Annual Winter Conference in February, I am sure you will want to join me in thanking our hard working conference committee for a very successful conference. Special thanks to Karole Williams, Dale Fisher, Laura Sissala, Dennis Avery and Cheryl Weium. If you like to plan far ahead,

reserve February 12 and 13, 1987 to attend next year's conference, which will also be held at Wilder Forest.

MCCA has been striving to regain the vitality of its early years and although much has been accomplished, we also have much left to do. Because we no longer have staff to carry out our objectives, we need members who are willing to become involved in the work of the organization. I want to challenge each of you to join one of our committees and help us promote quality community corrections programming.

Call our office at 292-1131 for more information on committee activities. I am sure we have something to challenge and interest everyone—training, conference, newsletter, current issues, fund raising, and membership committees.

MINNESOTA COMMUNITY CORRECTIONS ASSOCIATION
 666 Marshall Avenue
 St. Paul, MN 55104

NAME: _____
 PROGRAM AGENCY: _____
 WORK ROLE: _____
 WORK PHONE: _____
 ADDRESS: _____
 ADDRESS SHOWN _____ INDIVIDUAL MEMBERSHIP _____ \$ 15
 IS: _____ PROGRAM MEMBERSHIP _____ \$100
 _____ HOME STUDENT/VOLUNTEER MEMBERSHIP _____ \$ 5
 _____ WORK

Make checks payable to MCCA

Conference Cont. from page 2

of life and that learning to suffer well and with purpose and being able to pass that on to clients can ease the stresses and crazy behaviors caused by trying to escape suffering.

In avoiding the pitfalls where helping professionals get more support for being miserable than for being healthy, Ringer suggested the need to get together with colleagues who understand the same problems and can offer healthy self-esteem reinforcement. More importantly he feels each professional should look at developing a clear description of his own job so "you can know when you are done."

Ringer received an ovation from his audience as he concluded, "There is no cure for humanness and understanding that humanness and going with it instead of fighting it is the answer."

To further develop the Winter Conference theme of "Keeping Us Healthy and Growing," varied workshops were held during the two day stay at Wilder Forest. Featuring topics as diverse as AIDS, career changes, suicide or relaxation, each workshop was presented by an expert in the subject and gave time for participants to ask questions, give feedback, or give their own experiences.

Stress and The Working Professional

What causes stress—the response of a person to demands that are made on him—and how it can be used positively—was the theme of the workshop chaired by MIBCA pshychologist and family therapist Ted Thompson.

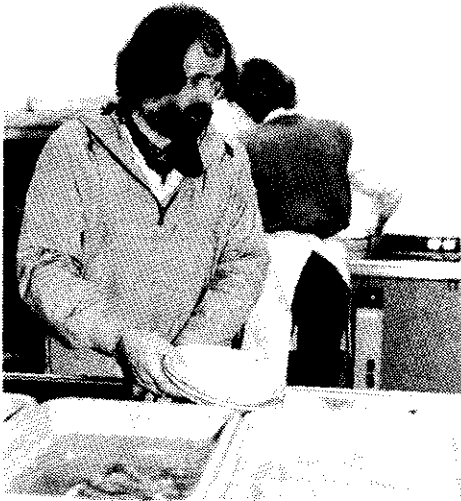
Pointing out that stress, besides being job-related in the corrections or human services fields, also is a product of the person's individual family and other significant relationships, money issues, and spirituality levels. Thompson feels that all aspects of life need to be looked at and dealt with if stress is to become a challenge that moves a worker instead of dead-ending him.

In learning to monitor and handle both the internal and external pressures, Thompson suggests methods of alleviating the detrimental aspects before stress results in such physical or emotional symptoms as constant anger, depression, avoidance, or lack of concentration.

Periodically people need to re-examine their ideals and values to see if they are still valid, Thompson advised, and then to make their behavior fit their reworked values. Looking at different options that are available and then learning to acknowledge and ex-

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press feelings also lessens tensions. Flexibility and practice with new ideas and coping skills and working toward goals in both professional and personal lives, teamed with the development of a sense of self, Thompson feels, will make a difference in how a situation can become one of opportunity rather than defeat.

Career Change

In his session on "Career Change," Gary Meitz spoke to issues surrounding the setting of career goals, building job seeking skills, and two types of employment interviews. He stressed the importance of vocational interest testing, followed by a focused, intensive job search, utilizing informational interviews.

Gary described the necessity of informal and formal "networking" within your areas of employment interest, the need for keeping good notes, the importance of "call-backs", and the maintenance of a positive attitude.

Suicide

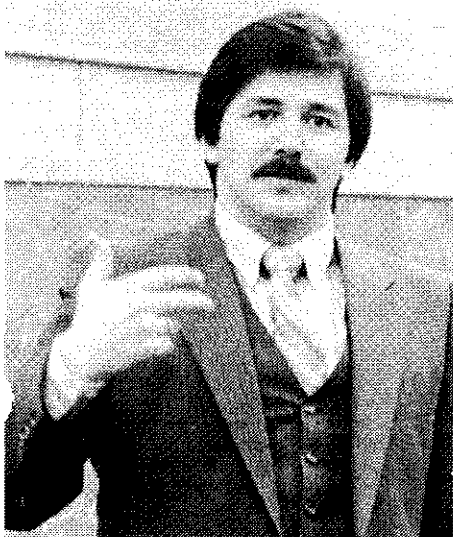
Helping the professional to recognize and assess potentially suicidal clients was the goal of the workshop chaired by Dr. Zig Stellmacher, Chief Clinical Psychologist at Hennepin County Medical Center and the Director of Minnesota's first Suicide Prevention Center.

In explaining the five stages of risk from a low level where a client mainly needs to talk and share his feelings with someone to avert action through one of imminent danger where immediate action and hospitalization are necessary to prevent the carrying out of the suicide, Stellmacher also pointed out that actual prediction of suicide is still not entirely workable due to a number of issues and factors in individual cases.

Chronic suicide fixation or many half-hearted gestures may be manipulative behaviors on the client's part but each must be dealt with directly as a potential threat especially with clients who also have histories of chemical abuse of mental illnesses because even if unintended, many times death is the result if ignored, Stillmacher explained. For the professional dealing with a client at risk it is important to understand his values and to know the resources available to help both the client and himself in life-threatening situations.

Stress With Sex Offenders

In their workshop on "Coping With The Stress of Working With Sex Offenders" Pete Rieke and Steve Slostad examined three main sources of that



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stress. The corrections system and society have often conflicting expectations. There is an implied responsibility for the offender's future behavior. While sentencing guidelines may allow too little time for treatment, the offender's family and others expect the system to "fix" the offender. The issues of sex and sexuality are often sensitive, emotion-laden and hard to discuss and the crimes involved may be personally offensive.

The presenters, who are therapists at the Lino Lakes sex offender treatment program, emphasized the need for the therapist to develop "survival qualities," to know and stay within ones own limits. The survivors are able to establish support systems, others who will help test our own judgements and beliefs and to whom the worker can refer a case. Sarcasm and dark humor can be a helpful release when expressed with understanding co-workers.

AIDS

Richard Danila, Director of the AIDS unit of the Minnesota Department of Health told us 17,400 cases of "Acquired Immunodeficiency Syndrome" have been diagnosed in the United States since 1981. According to the Center for Disease Control, that may be only the tip of the iceberg; there may be a million people in this country infected with the AIDS virus. The three levels commonly used in discussing the disease include those found to contain the HTLVIII virus, AIDS Related Complex (ARC) and AIDS. Of those who are found to have the virus, one in ten develop AIDS in five years; of those with ARC, on in three develop AIDS. Nearly all persons with AIDS die within three years after diagnosis.

The reassurance, according to Danila, is that the AIDS virus is very fragile and cannot live long outside the body. The primary means of transference found so far are primary sexual contact, injection with shared needles, transfusion of blood or blood products and prenatal transmission from an infected mother. In nine studies no family members of AIDS carriers have been infected except by sexual contact or prenatal transmission. Treatment for AIDS, Danila said, is specific for each form of cancer or related symptom. For those with the AIDS virus the best advice is to live a healthy lifestyle, to avoid other infections.

Marie Vories, head nurse at the Hennepin County jail expressed the institutional concern for the disease. All persons who are in the jail for over seven days are given a health assessment

which includes questions about sexual practice and use of needles and are offered a blood test and education for AIDS. Results of such test are confidential and those with positive results are treated like any other inmate with a communicable disease.

Tom Agar, Social Service Supervisor at Hennepin County Medical Center and member of The Minnesota AIDS Project, advises patients to tell no one about their status unless there is a direct risk. Many persons with AIDS have needlessly lost jobs, friends and support systems at a time—after a devastating diagnosis—when they are most needed. The Minnesota AIDS Project assigns "buddies" to support and provide peer counselling to persons with AIDS, as well as working closely in community education.

Administering A Healthy Agency

Geared especially toward the management level of professionals at the conference, David Sier, Administrator of the Comparable Worth job evaluation project for Hennepin County presented his workshop on agency administration.

Sier advised that the most important part of hiring any new staff was first to completely understand the position available and then choose among applicants for interviews. During interviews themselves, it is important that the prospective employee does the majority of the talking and has the opportunity to present himself more effectively. A thorough orientation program for new employees helps avert problems later because of the employees familiarization of duties and expectations.

Sier used his expertise and experience in the field to cover such topics as performance, evaluation, grievance actions, discharge and sexual discrimination and took time for active participation from the floor.

Relaxation

"If we don't have stress, we are either saints or dead," Terry Nelson, a licensed psychologist and faculty member at the U of M Medical school believes. Nelson, who is also a dedicated marathon runner, feels that part of the reaction to stress must be learning to balance that stress with relaxation—the subject of his conference workshop.

Keeping an active healthy body Nelson feels, is even more essential for the professional helper because of the high level of risk for stress-related disorders. Learning to use physical activity as a balance to the mental energy expended in dealing with demanding clients, agencies, and the red tape of

bureaucracy can lessen the dangers of burn-out or inertia.

Nelson presented a variety of relaxation exercises that can help lower heart rates and, if coupled with a personal program of goal-setting and self-affirmations, could increase self-esteem and performance.

Keeping Good People Good

In the final presentation, Mick Sheppick, a trainer for Honeywell, discussed ways to manage motivation or "keep good people good." Because of the rapid changes in our business environment, the old work ethic, "work is its own reward," is no longer effective. After World War II money was the prime motivator. Since the mid '70's workers have placed increasing emphasis on the ability to do something they feel good about. According to Sheppick, most of the "baby boomers" are not yuppies and the work ethic is still effective. However, it is triggered only when the organization rewards the worker with responsibility and authority. Recent studies show the shift in what motivates workers: Pride in the organization results when the workers see how they fit in. They want freedom on the job but vary in how much praise they need. The "sense of mission" may be less likely to motivate workers who are now more interested in their own growth.



Ramsey County Adds Adult Staff

Effective February 3, 1986, the most significant addition to Ramsey County's Adult Courts Division staff since entering the Community Corrections Act occurred. On that day one supervisor, six community corrections workers and one secretarial position were re-assigned from juvenile division to work with the adult courts. These transfers will allow caseloads and investigations to be distributed largely on a "workload" basis - the most cost-effective assignment method available to social service agencies - and in accord with the original design and purpose of the case classification system put into the division over the course of the last two years.

Jack Young, the director of the Ramsey County Community Corrections Department, made the decision to transfer eight people from among the current contingent to the department staff last December. One major consideration was that workload reports, confirming the overburdening caseloads which averaged 127 person per agent, and ranged from 111 to 160), were a clear call for action. Without this infusion of staff time, it was demonstrably impossible to meet the supervision standards set by the departments via its new classification system.

Perhaps the most visible change to take place directly as a consequence of the staff transfer is the addition of an Adult branch office. The new office will be located on the third floor of 965 Payne Avenue, space currently occupied by a juvenile branch office. Other plans for the near future include searching out permanent space for this additional branch office. This is the most visible change, but certainly not the only one. This opportunity is affording many people the chance to make career changes and expand their range of work.

During a time when constant calls for efficiency in government and effective use of staff time deminate hearings with the County Board or its subcommittees, this change responds to that message. Internal staff reallocation is not made without cost and sacrifice of some other desirable activities but it does respond to the changing realities in our courtrooms, and it avoids a request to the County Board for these eight staff positions. Help has arrived at a critical time in our delivery of investigative and supervisory services. It will be put to good use.

AIDS Hotline

Hennepin County Community Health Department has a phone number to call to information about AIDS. Call: 348-2741 during business hours.

Have "Fun" at Tournament!!

The Third Annual Minnesota Corrections Crappy Tournament (and general fun day) is set for May 2, 1986, at Martin's Resort on East Rush City. Organizers promise fun, prizes and who knows what!! Pre-registration by April 25, will cost only \$5.00. If you register when you arrive the fee will be \$7.00. If you haven't seen one of the entry forms, call **Bill Guelker (612) 642-0348**

MCA Schedules Conference

"Minnesota Corrections, No Trivial Pursuit," will be the theme of the annual MCA conference to be held October 8, 9 and 10 at the Radisson Hotel in downtown St. Paul.

Keynote speakers will include Nelson Otto, nationally known futurist, and Marie Ragghanti, professional writer and former Tennessee Parole Board Member whose autobiography was the subject of the feature length movie, "Marie"

The conference will feature 49 workshops on a variety of topics including: sexual exploitation by therapists, suicide prevention in institutions, in-home detention, A.I.D.S., male prostitution, preventive/holistic medicine, hypnosis and numerous other subjects.

In addition, social activities will include a trivial pursuit contest using Minnesota Correction's facts, a dance, poolside party and drawings for door prizes.

For more information, contact the conference chairperson, Pat Adair at 445-3717.

Hennepin Adopts Policies for AIDS

Hennepin County has taken a stand on its concern for AIDS and persons with AIDS. The Hennepin County policy states that "no employee, applicant or client shall be subject to testing, removed from normal and customary status, or deprived of any rights, privileges or freedoms because of his or her AIDS status except for clearly stated, specific, and compelling medical and/or public health reasons".

The policy was adopted by the Hennepin County Board of Commissioners on February 5, 1986, based on the report of its AIDS Task Force, which was created in October 1985. It includes positions regarding several areas of employee relations, clients relations and training.

Testing for AIDS will not be done as a screening device for employment except where it is included under current rules and labor contracts. Testing during employment will not be required except when an employee is involved in an incident during which transmission might occur. Employees positive for antibodies to the virus or with ARC or AIDS will not have their jobs changed except as provided for in current rules or for compelling medical and/or public health reasons. Current benefits and policies are adequate to insure and protect employees who become sick with ARC or AIDS. If an employee is using sick leave, or disability provisions there is no need to identify the AIDS status of the employee.

In regard to client relations, the County policy states that clients of Hennepin County or its vendors shall not be tested for AIDS status unless there is sufficient medical or public health reasons to do so. The AIDS status of clients of Hennepin County or its vendors shall not be obtained and/or recorded, either voluntarily or involuntarily, unless there are compelling reasons to do so.

In cases where AIDS status information is obtained, the County will strictly enforce the privacy of health records, allowing only authorized persons access to the information.

The County policy also states that all County employees shall receive mandatory training concerning AIDS. The extent of the training will be determined by the degree of risk of the job.

MCCA TRAINING

- March 12, 1986
Wednesday
10:00-12:00
PROSTITUTION: THE CLIENT'S VIEW OF THE SYSTEM
Positive Suggestions for Change.
Jane Hynes, Claudia Wasserman and members of Pride.
- April 9, 1986
Wednesday
10:00-12:00
INTUITION AND WISDOM: Frontiers of Intra-Personal Growth
Magaly Rodriguez Mossman
- May 14, 1986
Wednesday
10:00-12:00
**AN EXAMINATION OF JUNGIAN TYPOLOGY AND HOW IT
MAY EXPAND THE VOCABULARY AND INSIGHT OF A PROFESSIONAL**
John Eoyang, Ph.D.
- June 11, 1986
Wednesday
10:00-12:00
**COMPULSIVE AND ADDICTIVE BEHAVIORS. What is
The Difference.**
Bruce Fischer
- July 9, 1986
Wednesday
10:00-12:00
LEGISLATIVE POST MORTEM
Emily Shapiro and John Houstad
- August 20, 1986
Wednesday
1:30-4:30
**RELAXATION AND STRESS MANAGEMENT. A Practical
Solution for the Professional**
Place: Wilder Forest
- September 10, 1986
Wednesday
10:00-12:00
**GUILTING AND SHAMING THE DIFFERENCE BETWEEN
INFLUENCE AND CONTROL**
Chris Ringer
- October 22, 1986
Wednesday
10:00-12:00
SALVATION-NOW OR LATER
Chaplain Norm Menke
- November 12, 1986
Wednesday
10:00-12:00
CLEAR WRITING
Ray Lescher
- December 10, 1986
Wednesday
(Topic and Speaker to be Announced)
- January 14, 1986
Wednesday
10:00-12:00
WORKING WITH CHILDREN FROM VIOLENT HOMES
Noreen Keilty and Mary Montgomery
- February 12-13, 1986
Annual Conference
Wilder Forest

All MCCA training sessions are held at the Wilder CAP Building, 666 Marshall Avenue, St. Paul. Cost is free to MCCA Individual Members, \$5.00 for staff of Program Members agencies and \$10.00 for non-members. Pre-registration is requested. Please call Mike McGrane at 221-0048 to register or for more information.

Happenings

A publication of the Minnesota Community Corrections Association, 666 Marshall Ave., St. Paul, MN 55104 — 292-1131.

The opinions expressed in the Happenings are those of the contributing writers.

Readers are encouraged to respond to the content of this newsletter and to write on topics of interest to its readers. The staff reserves the right to edit submitted articles. Copy deadline is the 25th of odd-numbered months. Members of the newsletter committee are:

- Dale Fisher, Editor**
Hennepin County Court Services
- Mia Olson**
Genesis II For Women
- Laura Sissala**
REM-Lyndale
- Karole Williams, Board Liaison**
180 Degrees
- Pat Simone**
The Bridge
- Tim Peterson**
Ramsey Co. Community Corrections

We would like to thank the men in the print shop at MCF-SIW for their help in publishing this newsletter.

MINNESOTA COMMUNITY CORRECTIONS ASSOCIATION
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St. Paul, MN 55104

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