

# Happenings

Minnesota Community Corrections Association

## Carpentier and Williams Receive MCCA Awards

Lennis Carpentier and Richard Williams were honored as winners of the annual MCCA awards. At the annual Winter Conference of February 13, 1987, Carpentier was awarded the Robert H. Robinson Award for professional excellence by a line staff worker. Williams was named winner of the MCCA Board of Directors Award.

Lennis Carpentier has been an adult parole agent in Hennepin County since 1975, prior to which he worked for six years with youthful offenders and in juvenile probation. In presenting the award, MCCA Vice President Laura Sissala said Len could get along with anyone. That in itself deserves some kind of award. But the award was also given because of Carpentier's tireless professional efforts and excellent sense of humor.

Dick Williams was presented the Board of Directors Award which is given annually a former member of the MCCA Board of Directors for exceptional service to the MCCA and the corrections community. Dick was a member of the MCCA Board of Directors from 1977 to 1985. During that time he was instrumental in developing and coordinating the insurance programs which the MCCA offers to its Program Members and was active in the organization of the first MCCA winter conferences.

Dick Williams was the primary creator of Reentry Services in St. Paul. He has served as its Executive Director since its inception on July 1, 1976. For five years before that time Dick was the Associate Director for Wilder Foundation's Nonresidential Correctional Program. This position resulted from Dick's desire to become more involved in direct service after a year as personnel officer for Wilder Foundation.

Dick has experience in the community as former Chairman of the Board of Directors of Prodigal House and as a member of the Board of CREATE. He has also served on the advisory committee for MLK Park in St. Paul.



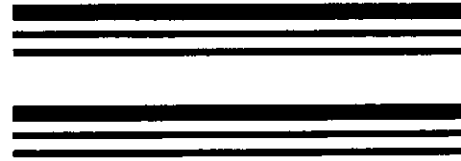
## Johnson Reelected President

Rod Johnson was reelected by the MCCA Board of Directors to serve a second year as the President of the Association. The election was held at the day-long Board meeting at Wilder Forest on March 25. Johnson, Director of Wilder Community Assistance Program in St. Paul, has been a member of the MCCA Board of Directors since 1981.

Laura Sissala, Program Director at REM-Lyndale in Minneapolis, was reelected as Vice-President. Joan Cichosz, Ramsey County Community Corrections, was elected Secretary. Ray Ward, Operation DeNovo, will continue as our Treasurer.

## 1988 Conference Dates Set

Never ones to rest on past laurels, the MCCA Conference Committee has already set the dates for next year's Winter Conference. We will again be meeting at Wilder Forest on Thursday and Friday, February 11-12, 1988. We invite (read that "strongly urge") anyone with ideas for next year's conference and/or a desire to be on the ground floor of the action to join the Conference Committee. Just call Laura Sissala at REM-Lyndale or the MCCA office.



## Three New Members Elected To Board

The MCCA Board of Directors will include three first-time members. The three are **Anne McDiarmid**, Program Director at Reentry Metro, **Carol Feltl**, Hennepin County Parole Field Services, and **Steve Savage**, coordinator for the Anti-Social Personality Program at St. Paul Ramsey Hospital.

Also reelected were incumbants **Rod Johnson**, Director of Wilder CAP, **Jon Penton**, Director of Project Remand, and **Laura Sissala**, Program Director of REM-Lyndale. Four members of the Board chose not to seek re-election. These were Dennis Avery, Jeff Martin, Tim Peterson, and Ben Roberts.

Anne McDiarmid has recently taken the position of Program Director for Reentry Metro women's program in St. Paul. She worked as a probation-parole officer in Ramsey County from 1970 to 1984. In 1984 Anne graduated from William Mitchell School of Law, after which she worked for two years in the state public defender's office. Anne describes herself as in her "early 40's and grown up, I think."

Carol Feltl, who was known to most of us as Carol Sturm until she was married in 1985, has worked with adult probation and parole in Hennepin County since 1976. She previously worked with juveniles at Lino Lakes from 1966 to 1972, with the institutional transition program, Turnabout, and with juvenile parole.

Steve Savage has been coordinator of the Antisocial Personality program since he developed it in September 1984. The outpatient program is unique in mental health circles in that it views the antisocial personality as treatable. Savage also aided in the development of the inpatient chemical dependency program at St. Paul Ramsey Hospital and worked for two years at the Atlantis program at Stillwater. Steve describes himself as a positive corrections supporter working in a non-corrections system.

This year's election for the Board of Directors was the first in which members were given the opportunity to vote by mail, returning ballots prior to the winter conference. The change was made to allow voting by members who were unable to attend the conference where the voting had occurred in the past. The election was also one of the most contested, with twelve candidates vying for the six positions.



## Commissioner Pung Urges Continued Leadership

*Message from State Corrections Commissioner Orville B. Pung to the correctional community in Minnesota.* As the new year begins it is an appropriate time to make an assessment of where we are in corrections in Minnesota and take a look at what 1987 may mean for us. Our correctional system at both the state and local levels continues to lead the nation. We are proud of our enlightened approach to corrections in terms of our philosophy, principles, facilities and programs. Being looked to as a leader is not a chance happening--it takes hard work. The creativity, ingenuity and dedication consistently displayed by corrections professionals throughout the system ensure that our state and community corrections programs are the best in the country.

Much of the reason for our success is also due to the financial support we have received which has allowed the system to have the funds necessary to operate effectively and efficiently. Unfortunately, for state-funded operations the finance department has made it clear that money again will be extremely tight for this budget session of the state legislature now underway at the state capitol.

The positive reaction our system receives from state and local officials and the outstanding national reputation we have are dependent on the hundreds of workers who have committed themselves to the corrections profession. In the upcoming year, all of us must continue our efforts to keep decision-makers informed of what is needed to keep our state's system of corrections functioning well. Due to our exemplary work force, I am certain that Minnesota's position of correctional leadership will only improve. It is with great optimism for 1987 that I extend to all of you my best wishes for a prosperous and happy new year. (Reprinted from "Hotline.")



## Board of Directors

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

**Patt Adair**  
 Genesis II for Women  
 3036 University Ave. S.E.  
 Minneapolis, MN 55414

**Joan Cichosz, Secretary**  
 Ramsey County Community Corrections  
 965 Payne Avenue  
 St. Paul, MN 55106

**Bruce Clendenen**  
 Reentry West  
 855 West 7th Street  
 St. Paul, MN 55102

**Janet Entzel**  
 Department of Corrections  
 300 Bigelow Building  
 450 North Syndicate Street  
 St. Paul, MN 55104

**Jim Cyson**  
 MCF — St. Cloud  
 Box B  
 St. Cloud MN 56301

**Bob Elkins**  
 Hennepin County Parole Field Services  
 1800 Chicago Avenue South  
 Minneapolis, MN 55404

**Barb Emer**  
 180 Degrees, Inc.  
 236 Clifton Avenue  
 Minneapolis, MN 55403

**Carol Feltl**  
 Hennepin County Parole Field Services  
 1800 Chicago Avenue South  
 Minneapolis, MN 55404

**Dale Fisher**  
 Hennepin County Court Services  
 1900 Chicago Avenue South  
 Minneapolis, MN 55404

**Rochelle Graves**  
 Hennepin County Attorney's Office  
 C-2100 Government Center  
 Minneapolis, Mn 55487

**Anne McDiarmid**  
 Reentry Metro  
 444 W. Lynhurst Avenue  
 St. Paul, MN 55104

**Jon Penton**  
 Project Remand, Inc.  
 150 Kellogg Blvd., Suite 650  
 St. Paul, MN 55101

**Steve Savage**  
 St. Paul-Ramsey Hospital  
 640 Jackson St.  
 St. Paul, MN 55101

**Laura Sissala, Vice President**  
 Rem-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

This article is addressed to programs but may be of interest to individuals as well because the subject could affect your agency in the future. If you have followed the business world the past several years, the rapid pace of mergers and acquisitions should be very familiar to you. But did you ever think about mergers and acquisitions in the non-profit world or specifically in community corrections?

I recently attended a meeting with Vern Barber, Director of Finance, Sales, and Operations at Pillsbury who discussed this subject and how it might apply to non-profits. The most interesting business perspective discussed was how companies pick candidates. They look for strength in the other company that would provide growth, complementary products/services, opportunities that help attract and retain good managers/staff, and or add new products/services that could use existing resources more efficiently. The basic reason for a merger or acquisition involves efficiencies of scale that should cut the cost of service delivery. The other side of that debate is that effectiveness sometimes can be lost as size increases.

Looking back, it seems to me that most mergers or acquisitions in the non-profit world that I know of are only considered when one program is in trouble. Some programs have been saved by another's desire to continue a needed service. Catholic Charities' current attempt to save Victory House is a good example. But I wonder if other programs that closed could have survived if they had joined forces with another program before the fall.

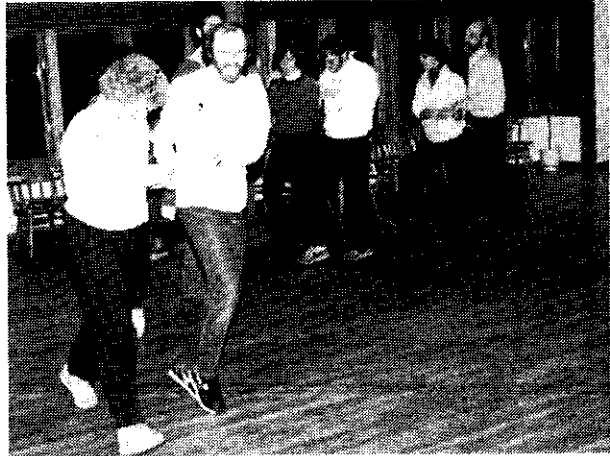
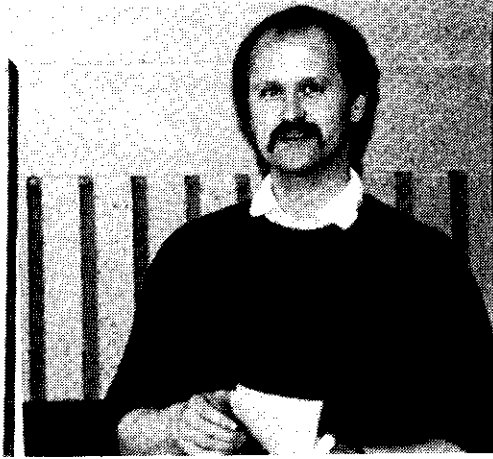
Can small correction's non-profits survive? I think some can, but the odds are against them. If they maintain a clear purpose, have strong leadership and staff, can maintain a committed Board, and provide quality services, they will do well. But could they survive a serious problem, an error in hiring, a change in correctional practices, or competition that might be able to offer more cost effective services because of some economies of scale?

I am not suggesting non-profit corrections programs start "hostile takeover" attempts, but rather consider the joining forces option. First, sit down and look at what you do. Then consider what services you could add that would strengthen your agency in the ways suggested above. Thirdly, look at what other agencies are doing that match the services you listed that you wanted to add. Screen the other programs in light of some criteria. Pick the strongest candidate and explore the idea with them.

I would be interested to see some stronger corrections non-profits develop as long as they don't compete with our program! If any of you are interested in exploring this subject further, let me know and I will try to put you in touch with others who want to discuss this topic with you.







## Green Urges Renewed Leadership in Community Corrections

Minnesota has been a national leader in corrections for the past thirty years. But, says Les Green, we cannot become complacent about that leadership. In his keynote address at the MCCA Winter Conference, Green urged members to continue to break new ground, to remain at the forefront of national corrections.

Les Green was the Executive Officer of the Office of Adult Release for the Minnesota Department of Corrections from 1982 to 1986. Prior to that he served as Chairman and Vice Chairman of the Minnesota Corrections Board. As the "gatekeeper" for the release of many inmates, Green was in a unique position to be aware of the need and resources in Minnesota corrections.

As Green said, Minnesota has been in the forefront of national policy setting in the field of corrections. That process is currently being strongly influenced by the American Corrections Association and we need to be more involved in that organization and its work.

Green listed several specific areas that need attention if our state is to continue in a strong leadership role.

The presentence investigation is, according to Green, the single most important document as a person enters the corrections system. It is vital not only to the court, but to the field agent, institution staff and treatment staff who work with an offender. The PSI should be mandatory for all first-time offenders, with updates required for repeaters.

We need to pay more attention to developing services for women and special-needs offenders. Although the "barrier of cost effectiveness" prevents the development of some services, we need to develop programs to help women become self-sufficient in the community.

Special-needs offenders provide other challenges because "no one wants them." We need to consider combining efforts with the private sector to serve mentally deficient offenders.

In dealing with dangerous offenders we must establish criteria and standards. Determinant sentencing ends or severely limits the system's ability to contain serious offenders.

Green pointed out that privatization is a growing movement in corrections. We should adopt the philosophy of private industry to develop a good product, test it and market it in the system. We need



to more aggressively sell corrections in general. There is a philosophical shift in our country away from the corrections worker as a change agent to containment of the offender. The belief that corrections is needed is not held nationwide.

Data automation systems are having an increasing impact in our field. We should continue to develop them, working toward a unified information base that is available throughout the system.

Green also urged us to examine the problems of incarceration of minorities, which has risen from 22% in 1979 to 40% in 1987. The Sentencing Guidelines have not completely resolved the problems of racial discrepancies because plea negotiations can still influence dispositions. Green also objected to the "Hernandez Method" of sentencing for multiple offenses. This process, which counts multiple offenses as previous convictions, unfairly treats first offenders as serious criminals.

Capital punishment is another issue that will not go away. Thirty eight of our fifty states have the death penalty. We are headed for renewed debate in our state legislature in the near future and corrections professionals need to take a strong stand.

Les Green concluded the keynote presentation by saying that leadership means to show the way. We should not be satisfied with "living up to our reputation." We should go further to set our own reputation as a competitor and strive to surpass it.

## MCCA Board Of Directors Meeting Schedule 1987-88

1987

Date	Place
April 15	1800 Chicago Avenue, Minneapolis
May 20	666 Marshall Avenue, St. Paul
June 17	1800 Chicago Avenue, Minneapolis
July	NO MEETING
August 19	666 Marshall Avenue, St. Paul
September 16	1800 Chicago Avenue, Minneapolis
October 21	666 Marshall Avenue, St. Paul
November 18	1800 Chicago Avenue, Minneapolis
December 16	666 Marshall Avenue, St. Paul

1988

January 20	1800 Chicago Avenue, Minneapolis
February 11-12	Conference (NO MEETING)
March 16	Annual Board Retreat - Wilder Forest

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.



## Heilig Retires

Morris C. Heilig, Minnesota Department of Corrections Community Services Regional Director, has announced his retirement effective February, 1987, after more than 34 years of service to the department. Heilig began as a representative to the state Youth Conservation Commission in 1952. Since his initial appointment he has served as parole supervisor, field services assistant director, and since 1978 as regional director. Heilig was recently cited by the Minnesota Corrections Association as Corrections Person of the Year for his outstanding service to corrections.

## James Bruton: Corrections Philosophy Moving Away From Treatment

The man in charge of releasing adult offenders from state corrections institutions told the MCCA conference that the Department of Corrections is philosophically shifting away from treating offenders. Jim Bruton, the DOC Executive Officer for Adult Release, said the Sentencing Guidelines has moved our system toward a determinant sentencing approach in which inmates know their release dates as soon as they enter the institution.

Authorities generally cannot force an inmate into treatment because he could not be held longer if he refused. Only dangerous offenders can be required to enter treatment after prison. Even then, the primary concern is for surveillance rather than treatment. Bruton did point out, however, that if a parolee violates supervised release and is returned to the institution, the length of incarceration becomes "indeterminate." Authorities then have discretion over the release date.

In a brief historical perspective, Bruton told conferees that the Sentencing Guidelines Commission was mandated to develop a system to determine who should go to prison and for how long, without increasing the prison population. The result was a system not very different from the one it replaced.



A major problem resulted from the fact that the new system was not retroactive. Many inmates objected to this and asked for equal treatment. As a result the Board reviewed two thousand cases, trying to determine how long an inmate would serve under the Sentencing Guidelines and guessing whether a judge would have sentenced the person without departing from the guidelines. Many inmates also received post-sentence review by the courts. There are still between 100 and 150 inmates on the indeterminate system, those who have been unable to obtain a review or have chosen not to because of the likelihood of a longer sentence.

## Reetz Named Washington County Director

Former Deputy Court Services Director Russ Reetz has been hired as the new Washington County Court Services Director. He was chosen for the position from a field of 43 candidates, and assumed the office on Feb. 9, 1987. Reetz replaces Harley Nelson who served in that position for 6 years.

Reetz brings with him 14 years of experience with Washington County. He began in 1971 working as a county juvenile probation officer. In 1975 he assumed the roll of a probation supervisor. For the past six years he has served at the Deputy Director of the Court Services Department. Before joining Washington County, Reetz spent five years working for Ramsey County.

Reetz said his goal has always been to serve as the Director of the County Court Services unit. "This department has had six years of outstanding management. My goal is to maintain that high level of quality," he added.

When not serving Washington County, Reetz coaches girls softball in Scandia, a pastime which he has enjoyed for the past ten seasons. He and his family live in May Township.

## Minnesota Leadership Recognized

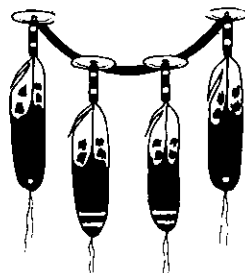
The Minnesota Department of Corrections and State Corrections Commissioner Orville B. Pung were recently recognized by the U.S. Justice Department's National Institute of Corrections as "an acknowledged leader in the field of corrections" for the department's sponsorship of the Minnesota Jail Resource Center. Since 1980 the jail resource center has provided training, technical assistance and information for local jails throughout the state. Supported by a combination of U.S. Department of Justice and state funds, the center and its director Thomas Reid, Ph.D., were also recognized for leadership in developing a national model program. The overall goals of the center are to increase the expertise and professionalism in local jails and to lower the risks of civil liability for local counties and municipalities regarding jail issues. (Reprinted from "Hotline")

## Kandiyohi Joins Act

Kandiyohi County became the 28th county to join the Minnesota Community Corrections Act effective January 2, 1987. The act authorizes the commissioner of corrections to award subsidy funds to a county or a group of counties for the provision of local correctional services. Through the law, correctional systems designed to meet local needs have been developed or expanded. The 28 counties in the act represent about 60 percent of the state's population. The acting director is Wayne Thompson, Kandiyohi County Courthouse, Willmar, Minnesota 56201, phone (112) 235-9160.

## Juel Fairbanks Held Pow-Wow

Juel Fairbanks Chemical Dependency Services had their Annual Open-House and feast at 806 North Albert Street, and the Pow-Wow at 1041 Marion Street, St. Paul. April 25 & 26, 1987.





## MCCA-DOC Sponsor Training Special: "Why Addictions Ease The Pain"

In cooperation with the Minnesota Department of Corrections Training Academy, MCCA is pleased to announce a day long workshop on Addictive Systems. The workshop, which is entitled **From Cookies to Crack-Why Addictions Ease the Pain**, will be conducted by Mitzi Doane, Ph.D., on May 29, 1987, from 9:00am-4:30pm at the Arden Hills Mn Dept. of Transportation Training Center. The training center is located at 1900 West County Rd I New Brighton, MN 55126, (612) 297-4429.

Dr. Doane, an Associate Professor of Psychology and a Licensed Consulting Psychologist from the University of Minnesota-Duluth will present a 6½ hour seminar on addictive systems, their impact on self-esteem, the role co-dependency plays and its particular impact on the female offender. She will

address addiction from both the cultural and systems perspective and give special attention to examining the commonalities among the various types of addictions.

Specific topics of discussion will include the following: 1) Definition of addiction; 2) Interrelationships between various addictions (i.e. eating disorders, relationship addictions, chemical dependency, work addiction, exercise abuse and violence); 3) The role that shame plays within addictive systems and 4) Identifying the characteristics of addictions.

There will be no cost to Department of Corrections personnel or MCCA members with current individual memberships. Please register early by calling Andrea Lennox at Reentry Services at (612) 292-1466 as MCCA members are limited to 40 registrants.

## Happenings

A publication of the Minnesota Community Corrections Association, 666 Marshall Ave., St. Paul, MN 55104 — 292-1311.

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  
**Tom Gothman**  
Reentry West  
**Mia Olsen**  
Genesis II for Women  
**Karole Williams**  
180 Degrees  
**Tim Peterson**  
Ramsey Co. Community Corrections

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

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

NON-PROFIT ORG.  
U.S. POSTAGE  
PAID  
PERMIT NO. 1994  
MPLS. MN

Dale Fisher  
Probation Office South  
1900 Chicago Ave  
Minneapolis, MN

55404