

Happenings

Minnesota Community Corrections Association

MCCA Winter Conference Wrap-up

Nelson Otto presentation

Nelson Otto provided the keynote speech for this year's conference. Otto, a futurist, is founder and President of Visionary Management, a firm that studies change and assists organizations in managing change.

Mr. Otto began the morning by comparing the current period to the 1890's. He showed a collection of slides from that time period and drew contrasts between what we knew then and what we know now. He stressed that our first task is to anticipate what lies ahead. Next we must use vision to determine what we want it to look like. Finally, we must actively problem solve in an effort to shape the future.

From that base, Otto had the audience visualize the 1960's and how the world was changing. Families began the transition from the traditional: cars began changing, the male authority was beginning to be challenged; it was an age of turmoil. Otto then made the point that 70 percent of everything we know today has been generated since 1960. Life is continuing to speed up and from 1990 - 2000 we will double or even triple what we know today!

Otto explained that the rapid changes are being fueled by:

- Increased technology with computers
- Changing communications systems
- Genetics and medicine
- Robotics

He also pointed out that the

widening gap between the "haves" and the "have nots" will have implications. Historically, when the gap gets too wide there is revolution and he cited the agricultural and industrial revolutions as examples.

For the remainder of the session, Otto had the audience work in small groups to envision possible implications to corrections in the future. Small groups then shared their visions with the rest of the group.

Perhaps most noteworthy in his presentation was the idea that we can shape the future by shaping the present. In an age where corrections is changing so rapidly with such dramatic impact, it was good for all of us to hear that while we may not be able to control our future, we can impact it. It will be critical that we stay open to change, flexible to new ideas and actively involved for "the future is not what it used to be."

Preventing closed group dynamics

Do you sometimes feel that work has become your whole life? Do you feel pressure from co-workers to be highly loyal and to socialize with them more extensively? If you answered "yes" to these questions, you may be heading toward a closed system work environment. Many were fortunate to hear more on this topic at the 1990 Minnesota Community Corrections Association Annual Winter Conference. Dr. LouEllen Essex presented a workshop on closed group dynamics,

how to prevent this type of closure, and how to help steer your organization toward being a healthy group system.

The session focused on the dynamics of organizations that become closed systems and how they come to lose their contact with the outside world. Closed systems occur when your organization has decided that they're the best. As a result, tunnel vision occurs and the agency or program becomes more and more distant from other organizations. There are three primary types of closure which all contribute in the progression from open to closed group dynamics. The first type of closure to happen is that of "Professional Closure." This is when there is an over-extension and over-enthusiasm of an agency. More emphasis is placed on commitment rather than competency. There becomes a loss of outside networking.

Next is that of "Social Closure." You feel that others may not understand your career and you need someone to talk to. You begin to network socially with co-workers or others in the profession and do so to the exclusion of others. It soon becomes a work dominated social network. In this type of closure, you may experience excessive time demands, and a decrease in outside contact. There's competition among staff for strokes, scapegoating occurs, and gossip increases.

The third closure is "Sexual Closure." As a result of the excessive time spent at work and with co-workers,

Dynamics continued page six...

1990 MCCA Award Recipients



Jeff Martin humbly receives the Board of Directors Award

Jeff Martin received the Board of Directors Award. This award is given to former members of the MCCA Board of Directors who have distinguished themselves by their contribution to our organization, profession and community. Jeff served on the Board from 1981 until 1987 and also served as President of MCCA. He has served for several years on the Membership Committee.

Jeff is employed with the Department of Corrections as Community Corrections Act Administrator.



Joseph Adderley receives Robbie Robinson Award

Joseph Adderley received the 1990 MCCA Robbie Robinson Award at the Winter Conference. The award is given annually to a line staff worker who has demonstrated excellence, creativity and

commitment to corrections and the community. Joe exemplifies what this award is all about.

Joe is employed at Reentry Services West where he has been a Senior Case Manager for the past three years. Prior to that he was a Shift Supervisor at Reentry. He has gone the "extra mile" by learning to sign so he would be better able to work with the hearing impaired. He has also learned Spanish so he can work with this population. Joe credits Reentry with playing a significant part in his growth and learning in providing the type of atmosphere that encourages this. Joe, himself, feels it is his responsibility to learn as much as possible so he can give back to the clients.

When Joe received the award, (unbeknownst to him), he so aptly said, "just today I was thinking about how I could do more."

Thanks to all who took the time to nominate someone for the Robbie Robinson Award. The following excellent people were nominated: Lee Randall of REM-Lyndale, Steve Rancour and Tom Kane of Alpha Human Services and Pat Yoch of Homeplace.

George Ellis Resigns

George Ellis, director of St. Paul's Project Pathfinder and MCCA Board Member, is resigning effective 3/30/90 to begin a long dreamed of odyssey that will take him to India, Greece, and other ports of call. Ellis, who has headed Project Pathfinder since its inception in September of 1986, was known to us previously for his work with sex offenders at the University of Minnesota Department of Human Sexuality as well as his earlier work on the staffs of both Eden House and Portland House. He will also be leaving behind an active private practice. George intends to return to the metropolitan area upon his

return sometime in the next twelve months and our hope is that he will continue his valuable and creative specialization in the treatment of sex offenders.

Happenings would also like to take this time to update our readers on other changes that have taken place recently at Project Pathfinder while George Ellis has been director. Due to continuing financial problems experienced by Pathfinder's sponsor, the St. Paul conglomerate, HealthEast, Pathfinder was divested by its former parent organization. Effective 10/1/89, Project Pathfinder joined forces with Nexus, the Minneapolis-based treatment facility for both juvenile and adult offenders that is increasingly focusing on the treatment of sex offenders. Although now a part of Nexus, Pathfinder will continue as an autonomous referral agency for the Ramsey County courts and probation staff. George noted that Steve Sawyer, who has also been with the program since its beginning, will assume the role of director and will continue the program's present philosophy and treatment focus. To date, the incorporation with Nexus has benefitted Pathfinder through the addition of new computer capabilities, increased diagnostic programs and, overall, improvement of the general support it receives from its parent organization.

Pathfinder offers a unique variety of treatment groups, including specialized groups for the low functioning, for misdemeanor offenders, for those in denial of their crime, as well as four general groups for adult offenders. The program continued to be housed at St. Paul's Midway Hospital, 1700 University Avenue, St. Paul, MN 55104. For further information, call Jacque Haas or Steve Sawyer: (612) 641-5290. Bon Voyage to George Ellis!!

-Peter Batterman

Board of Directors

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Rem-Lyndale, Inc.
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Roseville, MN 55113
- Patt Adair**
Genesis II for Women
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Anoka County Probation
Anoka County Courthouse
Anoka, MN 55303
- Sharen Southard**
Hennepin County Parole Field Services
525 Portland Avenue
Minneapolis, MN 55415

We want you to know...



Laura Sissala

George Courchane, George Ellis and Chuck Jakway. All of these individuals have provided valuable input in the direction of MCCA.

I'd also like to thank our appointed members for the '89 - '90 terms: Raeone Buckman, Jerry Soma and Ray Ward. Each of these served us well, at the bequest of the board. Their efforts and contributions are not unnoticed nor unappreciated.

Looking ahead: several exciting training sessions are planned, keep your eyes peeled for cutting edge topics, even some management topics. Write down our Crappie Tourny and the 1991 Winter Conference, both important correction/rehabilitation events. In August 1991, there also will be the National Corrections Association Conference here in Minneapolis/St. Paul. The attendance is expected to be in excess of 4000. An exciting time for corrections in Minnesota, a chance to show off and show how well we can do it! Many, many volunteers are needed, please let us know (any board member) what you are interested in volunteering for.

Best wishes to all of you, and personally thank you for a wonderful two years.

-Laura Sissala

Another year of Board Service has come to a close. The conference was a smashing success and kicked off our new year!

I'd like to welcome Dave Conde and Lisa Roberg as our newly elected Board members. Reelected by popular demand were Patt Adair, Bruce Clendenen, Barb Emer and Sharen Southard — all individuals who work extremely hard to make this organization work for you!

I'd like to say thank you, but not good bye to our outgoing board members: Bob Elkins, Pete Batterman,

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

NAME: _____

PROGRAM AGENCY: _____

WORK ROLE: _____

WORK PHONE: _____

ADDRESS: _____

ADDRESS SHOWN IS: _____ HOME _____ WORK

INDIVIDUAL MEMBERSHIP _____ \$15
PROGRAM MEMBERSHIP _____ \$120
STUDENT/VOLUNTEER MEMBERSHIP _____ \$10

MAKE CHECKS PAYABLE TO MCCA

1990 Winter Conference Highlights



Now let me get this straight...are you an employee or a client?



Okay everybody, let's all count our success cases.



The 1990 MCCA Sleuth team!!



Ouch! Ouch! Ouch!



It's true! Recent studies show that halfway houses actually increase your property value!!

People and Programs

Catalyst...A Program for Women



Now accepting referrals is Catalyst...A Program For Women, which is designed to provide to the female offender a high level of support services to her and her family while she completes chemical dependency treatment. Located at the Sabathani Center, 310 E. 38th Street, Suite 304, Minneapolis, MN 55409, Catalyst is designed to serve women offenders on probation or parole over 18 years of

They must be chemically dependent and referred for treatment or currently in treatment or aftercare and have dependent children and may be involved with Child Protective Services. The program is funded by the State of Minnesota Department of Human Services and provides its services at NO COST to the client!!

Wendy Gaskill, director at Catalyst, states that the program has three goals in working with its clients: 1) Improve the care of children born to offenders who have been or currently are using chemicals that place the health and welfare of their children at risk; 2) Provide support services which aid women offenders in entering and completing chemical dependency treatment and support during aftercare; 3) Provide intensive support services to women offenders referred to chemical dependency treatment. These services include case monitoring, information and referral and bi-monthly health education parent groups.

For further information and referral, contact Wendy Gaskill at 822-7393. This sounds like something that's been needed for a long time!



Genesis II has new executive director

Janet Johnson assumed executive leadership at Genesis II on January 18, 1990. She hails from Ashland, Massachusetts where she was a parole supervisor of three Massachusetts Correctional Institutions.

This included the women's maximum security prison and a pre-release center, as well as a men's halfway house. Janet brings with her a long history of working with women offenders and has worked to change laws regarding institutions and corrections. She has also been instrumental in bringing forth the Chintz legislation, which now requires that children in the Massachusetts juvenile system be appointed an attorney and that a home study be done.

Last August, Janet conducted a study of Shakopee and Genesis II in hopes of establishing comparable services in her home state. At the time she was impressed by the outstanding correctional system and treatment for offenders in Minnesota. She feels very positive about Genesis II's future and is eager to meet people in the community.

News from MAWCJ

The March 20, 1990, dinner meeting was well attended with the Honorary Judge Rosalie Wahl speaking on "Gender Bias in the Criminal Justice System." The next meeting will be held on May 21, 1990, at Dixie's in St. Paul. Further information and/or reservations can be made with Nancy Halverson at 348-4771.

Our annual summer conference will be held August 10, 1990, at the Earl Brown Center. More information will be forthcoming, but we wanted you to reserve the date! It's going to be one you will want to attend!!

An update from Dakota County

The Old Courthouse in Hastings, the County Seat of Dakota County, stands vacant. The community Corrections Department central office occupied wonderful old, bug infested, drafty (real air) offices since probation officers began to serve the court in Dakota County in 1959.

In December, 1989, all the residents of the Old Courthouse moved to the government Center on the outskirts of Hastings. The new offices are the result of an ongoing expansion of the Government Center which now includes a new Law Enforcement Center, and significant additions to the main building.

The offices of Community Corrections are also located in South St. Paul, Eagan (soon moving to Apple Valley), and a second location in Hastings.

The main office is located at the Government Center, 1560 West Highway 55, Hastings, Minnesota 55033. The phone number is 438-4464.

-Dianne Aisenbrey
Dakota County

Dynamics continued...

marriage casualties may arise. Dating among staff occurs and there is a lessening of staff-client boundaries.

Dr. Essex warned that locked facilities, prisons, and small agencies are more at risk to developing a closed system. Specific strategies for keeping a system open were emphasized. In preventing closed systems, the organization should stress Team Management, measure competence as well as commitment, add new staff members regularly, cultivate outside professional contacts, and encourage outside agency training. Additionally, organizations need to reduce work demands that violate personal time and reduce excessive group activity. There should be open discussion of the dangers of social and sexual closure, and agencies must enforce a code of professional ethics.

Have you noticed some or many of these types of closure occurring within your work environment? Warning: These patterns may be hazardous to your organization's health, as well as your own. As suggested by Dr. Essex, create an open atmosphere, encourage open discussion, and respect each others different ideas and opinions. Develop common goals and objectives. Individually and organizationally learn to be creative, innovative, and take some risks! Be aware of the dynamics of closed systems and the strategies for keeping a system open to new ideas and new people.

-Suzanne Koch

Open letter: Kelly/Pappas

Dear Criminal Justice Professionals:
As Chairs of the House Judiciary Committee and Facility Assessment Subcommittee, we are very aware of the pressures resulting from sentencing and offender increases. In an attempt to relieve some of this burden, we are announcing the availability of a list of resources to expand your community services capability. Many of the funding programs may be used for areas other than community service. Program descriptions along with agency contacts

are provided. We encourage you to take advantage of these federal and state programs.

To order a free copy of the document, write or call: "Grants and Assistance for Community Service Programs", State Planning Agency, 658 Cedar, St. Paul, MN 55155, (612) 296-7819.

Minnesota has a chance to divert the correctional crisis currently faced by many other states. The Facility Assessment Subcommittee will continue to serve as a forum to discuss and bring people together to develop constructive and timely strategies to meet the correctional needs of our state.

-Randy Kelly
Judiciary Committee

-Sandra L. Pappas, Chair
Facilities Assessment
Subcommittee

DOC outlines DNA testing

Dear Colleague:

The Bureau of Criminal Apprehension (BCA) and the Minnesota Department of Corrections (DOC) worked together to provide the enclosed materials which will provide the necessary information to enable you to comply with Minnesota Statute 609.3461.

In order to insure the validity of the sample and to preserve the chain of custody, it will be necessary for the probation officer or authorized agent to identify the offender, witness the taking of the blood sample and be responsible for the immediate mailing of the sample to the Bureau of Criminal Apprehension.

In those areas where state Department of Corrections agents provide probation services, the offender in the community will have to bear the cost of drawing of the blood sample because no funds were appropriated for that purpose. County correctional staff may want to explore other local alternatives where feasible.

Technical questions should be addressed to the Bureau of Criminal Apprehension while other questions can

be addressed to me. In addition, the BCA and the Department of Corrections will arrange to present information and be available for questions at the Department of Corrections Field Services Training Session in April, the MACCAC Conference in early May and the MACPO Conference in late May.

-Tom Lawson

More on DNA testing

Effective January 1, 1990, Section 14 of Minnesota Statute 609.3461 provides that DNA blood samples must be collected from all convicted sex offenders and forwarded to the Minnesota Bureau of Criminal Apprehension Laboratory DNA Unit. The court shall order the convicted offender to provide the DNA blood sample at the time of sentencing. It is the responsibility of the Commissioner of Corrections, local corrections authority, or court designated official to supervise the collection of the DNA blood sample by the procedures established by the BCA laboratory and immediately forward the sample to the DNA Unit of the BCA Laboratory. In addition, persons who are currently in the custody of the Commissioner of Corrections for sex offenses and have not provided a blood sample for DNA analysis shall provide a DNA blood sample before completion of the term of imprisonment.

At this time, kits for the collection of DNA blood samples are not available. The BCA DNA Unit expects to have kits available by May 1, 1990. These kits can be obtained by calling the Minnesota Forensic Science Laboratory at (612) 642-0700 and asking for Cindy Schneider.

The kits will contain a protocol for the proper collection of blood samples for DNA analysis. Until the DNA collection kits are available, please collect the samples as follows and submit them with the information requested on a DNA Blood Sample Information Sheet.

Directions for Court Authorized Agents:

Supply information as request on

DNA continued page 7

DNA continued...

DNA Blood Sample Information Sheet;

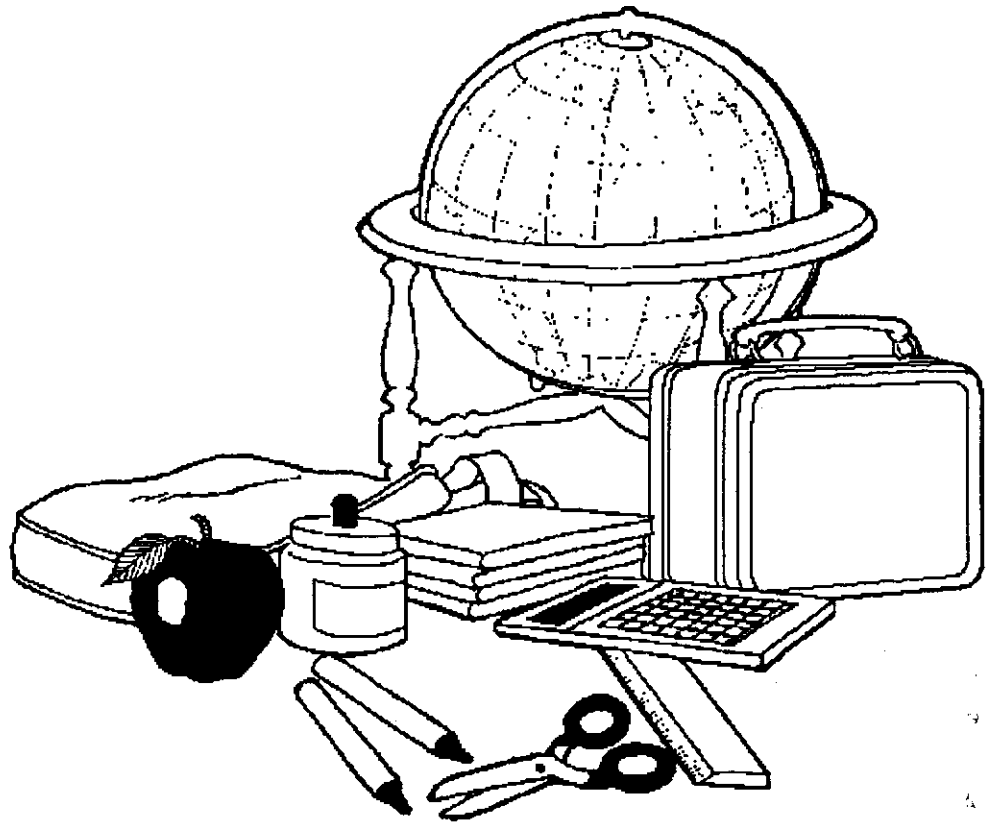
An Authorized Agent must accompany the subject and witness the drawing of the sample;

In the presence of subject, advise the physician or technician that the subject is submitting a DNA blood sample;

Obtain 2 10ML lavender top blood collection tubes containing EDTA;

Place your initials on the blood vials in ink;

When blood has been drawn, forward both the sample and the DNA Blood Sample Information Sheet to the laboratory immediately, either personally or by mail, sealed in an appropriate medical specimen mailing container. Mail to: Forensic Science Laboratory, 1246 University Avenue, St. Paul, MN 55104. Note: DNA Specimens cannot be stored!



MCCA Training Calendar

All training will take place at 650 Marshall Avenue, St. Paul.

May 16th, 9:00 AM - 4:00 PM: This is an all day training on chemical dependency. Speakers include Lenny Kemp, Director of Fairview Ridges Chemical Dependency Treatment, Al Fredrickson of the Minnesota Prevention Resource Center, Saul Johnson of the Institute on Black Chemical Abuse and John DuCane of the Institute for Chemical Dependency Professionals.

A two-day working conference May 1-2 will bring together Minnesota professionals working in the criminal justice system and clergy and lay leaders from various Protestant, Catholic and Jewish faith communities. Attendees will hear presenters (representing diverse groups and points of view) and engage in a dialogue on how to best make justice work for everyone. Moderator for the sessions will be George Latimer, former mayor of St. Paul, now dean of the Hamline University Law School. Basic themes

to be addressed by the 8 - 10 presenters will be: present realities relating to crime in Minnesota, roots of crime, response to criminal acts, restorative justice, role of the Church.

Conference planners believe that Minnesota's criminal justice system is going better than the rest of the nation, but it must keep moving forward. There are still too many victims...of crime, of poverty, of hopelessness, too many broken lives and broken communities. 'We have no easy answers or simple answers,' they say, 'but we hope that this dialogue will benefit all.'

Location: House of Hope Presbyterian Church. Registration fee \$30. Call (612) 646-8805, St. Paul Area Council of Churches for more information.

Violence Training Offered

The Reentry Metro-MCF-Shakopee Family Violence Program is sponsoring a one-day training session entitled "Oppression, Victimization and Violence," on May 11, 1990, at the Southdale Library, 7001 York Avenue South. Topics will include the parallels, links and reinforcements of oppressive behaviors, cultural awareness, managing diversity, and strategies for positive change. This training is free of charge to people working in the criminal justice system and will be held from 8:30 - 4:30, with an "on-your-own" lunch break at noon. To register send name, agency name, address and phone number to Colleen Albright, Box 7, Shakopee, MN 55379, phone: 496-4472, on or before May 7, 1990.

1990 Newsletter Committee

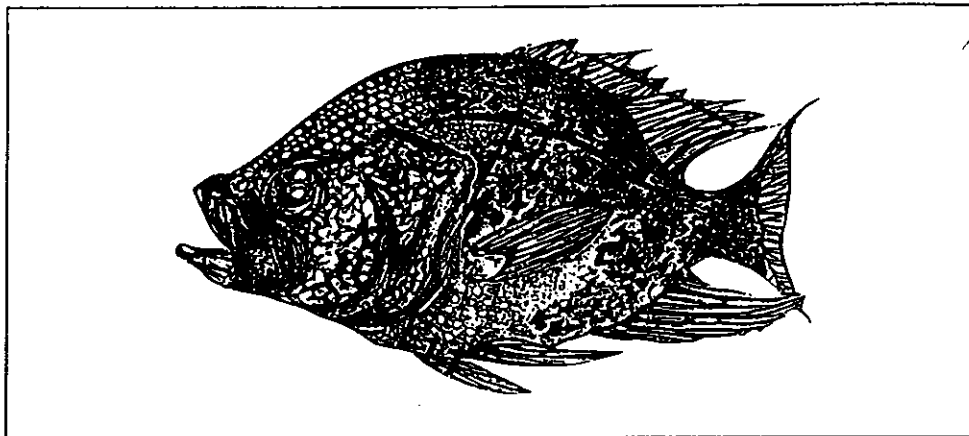
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Batterman, Pete
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Minneapolis, MN 55411

Morgan, Rosemary
Ramsey County Community
Corrections
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Roseville, MN 55113

Ravine, Karen
Ramsey County Guardian ad
Litem Program
480 St. Peter
St. Paul MN 55102

Servaty, John
Hennepin County Parole
Services
525 Portland Avenue South
Minneapolis, MN 55415



By Barb Schire, Secretary, Ramsey County Corrections

MCCA will again sponsor the 7th Annual Minnesota Corrections Crappie Tournament. The annual event will be held on Rush Lake at Martin's Resort on May 4, 1990.

There will be fantastic prizes for the largest crappies caught between 9:00 am and 4:30 pm.

Again, all of the entry fee monies will go into the tournament and prizes will be given at a drawing at the tournament.

MCCA is also sponsoring a raffle that will be held on May 4th. A 17-foot canoe will be the Grand Prize. One need not be present to win the raffle prizes. All proceeds from the raffle will be designated for MCCA training events this coming year.

Flyers will be mailed out with more details. For more information call: Connie Bush at 779-2754; Barb Emer at 870-7227; or Jerry Soma at 421-4760.

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

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If you did not attend the Winter Conference, your membership fee is due. Please take a moment to renew and mail with your check to:

Minnesota Community Corrections Association
650 Marshall Avenue
St. Paul, MN 55104

By renewing, you will continue to receive the Happenings and be eligible to attend monthly training sessions at no cost.

Membership Renewal

Name: _____

Program: _____

Address: _____

Work Phone: _____

Address shown is: Home _____ Work _____

Individual Membership: \$15.00 _____

Program Membership: \$120.00 _____

Student/Volunteer: \$10.00 _____

Make checks payable to MCCA