



Minnesota
Community
Corrections
Association

MINNESOTA COMMUNITY CORRECTIONS ASSOCIATION

Happenings

President's Message

By Bridget Letnes

I hope this fall issue of *Happenings* finds all of our MCCA friends in good spirits. If our family, friends, and vacations have not kept us busy this past summer, I'm guessing our jobs have.

Community corrections is buzzing with new opportunities for programs and professionals, blossoming summer interns, and a new wave to push support for offenders.

Support for offenders. Is Minnesota putting the days of "lock-'em-up" behind us and reverting

to support and resilience? This past summer I attended an introduction to a proposed program to support and mentor sex-offenders "no-matter-what"; participated in Keith Ellison's evening discussion surrounding the transition process; was invited to be a part of the planning for the first Day on the Hill to bring attention to the needs of offenders transitioning from correctional facilities; made plans to expand 180 Degrees' own Sex-offender Transition Program by highlighting

support; and I've noticed the countless opportunities for offender program enhancement available by the State, counties, and other grant proposals.

Will endless support be the new best practice for Minnesota community corrections professionals? We know by now that 95% of offenders locked in state institutions will be released into Minnesota communities. We know by now that the challenges offenders face are endless

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2007 Esther Tomljanovich Lifetime Achievement Award Winner: Mary Scully Whitaker

By Kelley Heifort

Mary Scully Whitaker was awarded the *Esther Tomljanovich Lifetime Achievement Award* at this year's Conference on Women Offenders. The award is presented

by the Advisory Task Force on Female Offenders to recognize the contributions and advocacy of a Minnesota individual who, or an organization which, has demonstrated a sustained com-

mitment to improving the lives of women in the criminal justice system and has unfailingly promoted and supported the belief that women need and deserve responsive services.

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MCCA Workshops

Stages of Change:

10/26/07

Offender Job Retention Strategies:

11/15/07

Domestic Violence and Prisoner

Re-Entry: 12/11/07

MCCA Membership Dues Increasing in 2008

The Board of Directors decided to raise the annual MCCA membership dues to \$30 beginning January 1, 2008. Our annual Student Membership will be \$20.

I honestly cannot remember the last time MCCA raised its annual membership dues (I believe I was in the sixth-grade, then). At \$20 a year, it is certainly a bargain amongst bargains. Let's look at it this way: if an MCCA member attends 5 trainings a year, the cost of each workshop is 5 bucks. Two bucks each for that motivated individual who attends ten! Where else can you get something like that? The Dollar Store?

This year, our 3-hour workshop topics have included: Diversity; Safety Awareness; Gambling, Identity Theft; Brain Injury; Domestic Terrorism; Internet Predators; to name a few. We present a new topic every month!

We are hopeful you will continue to support MCCA and enjoy the workshops our Education and Training committee puts together. They're an amazing group of people. And, they need your help. If you are interested in joining the E & T committee, please contact Sandy Hand or Amy Zabransky (contact info on page 6). We look forward to seeing you at the next MCCA workshop.

No One Here Gets Out Alive By Dan Cain

On my next birthday I'll be 60 years old. I can now draw money from my retirement account without penalty. In a mere 30 months I'll be eligible for Social Security. Despite all the rhetoric about 60 being the new 50, and 50 being the new 40, 60 is probably the start of getting old. I am reminded of it every time I use AARP benefits, or take advantage of the *over 55* menu at Perkins. It's even more evident when I go to the gym. Go figure.

In reflecting on that fact, I realized that we really haven't had many people retire from private programs; some from DOC and the Counties (Rule of 90), but not many from the private sector. We've had people leave because of health reasons, some of whom were eligible for retirement benefits. But at least in my memory, I can't think of many who said, "it's just time to stop."

Now there will be people who will read what I'm about to write and think it's about them. It's not, it's about me. But my thought is that there may be some others who have had the same reflections and not put

words to them. Maybe some who should be thinking these thoughts but aren't.

As I age I am constantly reminded that I am not the man I once was. I used to be able to multi-task with the best of them. Now I can't keep quite as many balls in the air. I used to have an iron clad memory and a pretty good wit. Now I have to either do things immediately or write them down to make sure I don't forget responsibilities. And I can lose a train of thought in mid-sentence. Not remembering names is frustrating and embarrassing. I used to be able to hear a deer coming from 75 yards in the woods. Now my kids complain that the TV is too loud. (I recently asked our HR Manager how much I had in my 125 plan, contemplating the purchase of a hearing aid.) You don't plan for this stuff, and when it comes, you don't want to recognize or admit it.

When I think about aging and work, it brings about a whole new set of conflicts. I know I have lots to do yet. And I know I have the capability to do it. On the other hand there is no

doubt that that capability will diminish. I think about working till I'm 70, first because I love my job, second because I'm basically healthy and third because I'm not financially anywhere near a point where I can afford to not work. Then there is the issue of health insurance.

But if I've already lost some ability, at what point will I not be able to adequately fulfill the job description? And when that point comes, will I recognize it and have the courage to admit it, or will I need to be told by someone else? Tough questions.

I'm proud of what we have created at RS Eden. I feel ownership and a real sense of accomplishment in the impact we have made. In some ways it is a legacy. I get lots of recognition, both from within and from outside of the agency. While most of it is due to the hard work of my staff, leadership counts for

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No One Here Get's Out Alive, Continued from page 2

something. But what if I stay too long? What if I can't do my job and have to be told to leave? What about the burden that puts on my Board, or on some new manager who may need to tell me I'm not living up to his or her expectations (people who may appreciate my past contributions and accomplishments, but none the less need to live, and operate programs, in the present)? And if it does come to that, will I be hurt, angry, defensive? Will I spend the last years of my employment paranoid that someone will discover what I already know?

In my objective moments, I know that the mission is bigger than me, and bigger than any of us. I say to myself, if someone were to tell me I wasn't as effective doing the job as I was 5 years ago, I would acknowledge them for their keen grasp of the obvious. But if it comes to that point, will I really be objective?

Being a boxing fan, I am reminded of the many fighters who believed they had one more good fight left. I have watched the likes of Muhammad Ali, Ray Leonard, Larry Holmes and most recently Evander Holyfield, all em-

barrass themselves in the twilight of their careers. Unwilling to accept the advice of those around them, they instead had to have the inevitability of age beat into them.

Companies used to have things like mandatory retirement. The problem with it was there were many people who reached it, who were at, or near, their peak performance and had much left to contribute. But on the flip side, people knew when they were going to leave, planned for it, and the company could plan for it. Most people left with a retirement party, perhaps a plaque or a watch, moved to the next phase and had warm feelings about their employment contributions. Now we have things like age discrimination, which essentially says that, as long as you can do the job, you are protected. But the operative phrase is, "as long as you can do the job". The danger in not recognizing when I can't, and in staying too long, is I could leave with a bad taste in my mouth from something that was one of the most important accomplishments of my life.

Those between the ages of 20 and

50 probably wonder what this has to do with them; at this point, nothing. But I am thinking I may not be the only one of the senior citizens around corrections and substance abuse who has had these thoughts. And I am confident that we won't solve all of society's problems in the next few years, so even the youngest among us, assuming they stay with this career, will come to this stage.

Maybe we should start an old folks support group. Or maybe when I can no longer do the job I have, there will be another job I can do. That's certainly something to think about. Perhaps if I don't treat him too badly the director of Watch guard, our Electronic Home Monitoring Service, will let me be a Field Service Officer up in the North woods. Maybe I'll go to work in a hardware store. Or maybe I'm just having a late mid-life crisis and all this will pass. In any event, if there is anyone else out there who shares these thoughts and feelings, know that you are not alone, and please feel free to talk about them.

Bare Truth

In a small town in Texas late on a Saturday afternoon, a small mom-and-pop store was robbed by a lone gunman. The prime suspect was quickly spotted. In fact, everybody in town spotted him. They didn't even need a detailed description. The fleeing felon was running down the street completely naked.

But Ted Jowers had a great alibi ready for the police officers who stopped him. "I like to get in touch with nature when I jog," he told them.

Somehow, though, Ted didn't seem like the nature type — or the jogging type, for that matter. The officers brought him in.

Ted finally broke down and confessed to the robbery. Then he explained to the police that he had stripped down to streak away after the robbery because he thought his clothes would make him more identifiable.

Ah, the ironic naked truth of the dumb criminal plan.

The Esther Tomljanovich Award, Continued from page 1

Ms. Scully Whitaker began her career in the early 1980s with an internship at MCF-Stillwater. She worked at 180 Degrees and later, became a parole/probation agent with Washington County. It was through these early experiences that Ms. Scully Whitaker saw a justice system that was tailored entirely for men. It failed to take into account women and their difference: that they all had kids; the difference in their crimes; the disparity in their needs; and in their responses to intervention.

In 1988, Mary became the Director of Planning for Female Offenders for the Minnesota Department of Corrections. Because of her excellent leadership and tireless tenacity, the unit, along with the Advisory Task Force on Female Offenders, grew into an action-oriented, grant-giving, advocacy that had statewide influence and impact. The Minnesota Parity Statute provides that women convicted of crimes "... Shall be provided a range and quality of programming substantially equivalent to those offered males." and that "... Programs for females shall be based upon the special needs of females." It was through Mary's unfailing commitment to change that we saw positive action within the statute.



Mary Scully Whitaker and Esther Tomljanovich

Mary has worked for the National Institute of Corrections. Now, she works as a Justice Consultant providing training and technical assistance on a variety of justice issues. She continues to be in demand around the country for consultation as well as a conference and workshop speaker on the issues of female offenders. It is, in large part, due to Mary Scully Whitaker that many states look upon Minnesota as the leader in "Best Practice" and advocacy for female offenders and have, themselves, begun annual conferences on

women, plus created positions to address those needs.

Ms. Scully Whitaker has tirelessly devoted her career advocating for all of us who work with women. She is the epitome of demonstrating the principle: "Never give up. Do not cast girls and women aside. Always keep pushing for better and more effective services." We are proud to honor Mary Scully Whitaker with the Lifetime Achievement Award. She is an inspiration and a breath of fresh air to all of us. Thank you Mary!

President's Message, Continued from page 1

and the barriers they face in communities they return to have a large impact on revocation and/or relapse. We know by now that building more prisons will not solve the increasing numbers. It is time to commit resources to offenders in the transition process.

Is support really a new phenomenon? I applaud the organizations that have been a part of this mission for many years and am excited that they are finally getting the recognition they need from governmental and other funding sources.

Join MCCA as we explore training opportunities in best practices and assessment tools that help determine the much needed support that this population needs to be successful. Keep an eye on the website for upcoming workshops or contact one of the MCCA Directors to find out how you can be a part of this exciting transition for Minnesota community corrections.

MCCA's Fun on the Fairway Golf Tournament

Fore! Unfortunately, MCCA did not host this year's MCCA *Fun on the Fairway* Golf Tournament. We got stuck in a giant bunker. We had every intention of doing so, but a variety of circumstances all came together at the same time and the event was cancelled. We very much want to host this event in 2008. What we really need to make the event take place are: **Volunteers!** We are looking for some high energy, dedicated individuals to help us plan, organize and host next year's golf tournament. Are you interested? Do you know someone else who is? Please contact: Ben Nowack at 763-228-2292. Thanks.

A Crappie Fish Story

We're hoping to bring the annual MCCA Fish Tournament back in 2008. We lost our committee and lake this year. We're looking for folks who enjoy fishing to help us get next year's tournament "up and running." A few have already stepped forward and want to help organize the event. Are you interested? Please contact Ben Nowack at 763-228-2292 for more information.

MCCA's First Annual Motorcycle Run

Vroom, vroooooom! MCCA is planning a motorcycle run this next Spring 2008. We're hoping to get us bikers together to enjoy a beautiful Spring ride. Our plan is to start at a Minnesota Correctional facility in the Twin Cities and make a round-robin run to about three other MCF facilities. We'll have a BBQ, prizes and lots of camaraderie. Some kind of contest will be infused into the day to make it interesting. Watch for details on our website: www.mnmcca.com.

The World's Easiest Quiz

To pass this quiz, you need at least four correct answers. Okay, ready to go? These questions look easy . . . But are they?

1. How long did the Hundred Years' War last?
2. Which country makes Panama hats?
3. From which animal do we get cat gut?
4. In which month do Russians celebrate the October Revolution?
5. What is a camel's hair brush made of?
6. The Canary Islands in the Pacific are named after what animal?
7. What was King George VI's first name?
8. What color is a purple finch?
9. Where are Chinese gooseberries from?
10. What is the color of the black box in a commercial airplane?

Remember, you need at least 4 correct answers to pass. Check your answers, located on next page of this newsletter.



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**236 Clifton Avenue South
Minneapolis, MN 55403**



**The MCCA Happenings
newsletter is prepared by
Mark Groves.**

The statements contained in *Happenings* are the personal views of the authors and do not constitute MCCA policy or endorsement by the Association or its Board of Directors, unless so indicated. MCCA does not assume responsibility for the contents of the *Happenings* articles as submitted by contributors.

MCCA Board of Directors

Bridget Letnes, President

180 Degrees, Inc.
612-813-5017
bridget@180degrees.org

Mary Dombrovski, Past President, Finance

Minnesota Dept. of Corrections
651-643-3442
mdombrovski@co.doc.state.mn.us

Mark Groves, President Elect, Communications

RS Eden—Alliance Apartments
612-630-3604
mgroves@rseden.org

Colleen Crockford, Secretary

Rivers of Hope
763-295-3433
ccrockford@riversofhope.org

Jennifer Gast, Treasurer

RS Eden—West
651-227-6291
jgast@rseden.org

Steve Bisch, Administration, Bookkeeper

RS Eden—Reentry Ashland
651-292-1466
sbisch@rseden.org

Dan Cain, Public Policy

RS Eden
612-287-1611
dcain@rseden.org

Ben Nowack, Marketing

RS Eden
763-228-2292

Sandy Hand, Education & Training

MCF—Shakopee
952-496-4921
hands@shk.doc.state.mn.us

Amy Zabransky, Education & Training

MCF—Shakopee
952-496-4957
amy.zabransky@shk.doc.state.mn.us

Dani Harrington, Membership

RS Eden—Reentry Metro
651-644-1951
dharrington@rseden.org

Answers to World's Easiest Quiz on Page 5.

- | | |
|---------------------|------------------------|
| 1. 116 years | 7. Albert |
| 2. Ecuador | 8. Crimson |
| 3. Sheep and horses | 9. New Zealand |
| 4. November | 10. Orange (of course) |
| 5. Squirrel fur | |
| 6. Dogs | |

What do you mean, you failed? Me, too. If you did get more than one of these correct, you're a genius!

Offender Workforce Development Specialist Training

By Mark Groves

Twenty-seven community corrections individuals completed a 156-hour Offender Workforce Development Specialist (OWDS) training that was put on by the Hennepin County Offender Workforce Development Initiative and sponsored by the National Institute of Corrections in September 2007. They are now eligible to apply for the Global Career Development Facilitator (GCDF) certification through the Center for Credentialing and Education.

The participants were divided into five teams. Two teams were from the Minnesota Department of Corrections; one team from Hennepin County Community Corrections; one from Ramsey County Community Corrections; and the fifth team was comprised of federal prison employees.

The OWDS Partnership Training Program consisted of three blocks, 5 days for two separate weeks and two days the third week for 88 hours of classroom instruction. In addition, 68 hours of practicum and homework assignments was also completed by participants. The three training blocks were scheduled approximately 5 weeks apart to allow participants to take care of job responsibilities. Trainees completed mandatory practicum and reading assignments during these intervals. The OWDS training program addressed the following competencies:



- career development theory and application,
- understanding and using facilitation skills,
- the role of assessment in career planning and job placement,
- instruction and group facilitation,
- designing and implementing training and work development services,
- barriers to employment,
- ethics of the career development facilitator,
- transition interventions for the offender population,
- job-seeking and employability skills,
- job retention,
- and the role of information and computers in career planning.

The purpose of this partnership training program was to help agencies develop the capacity locally to provide competency-based training for practitioners who assist individuals who have criminal records with making informed decisions relative to job and career choices based on their abilities, aptitudes, and interests and information relevant to today's job market (e.g., occupational, educational, and labor market information).

A special thanks goes to the OWDS Master Trainers for this event: Sig Fine, Dennis Gilbertson, James McAllister, Roy Peterson, Joe Brown, Mark Groves, Bruce Gottschalk, Sandy Hand, JoAnn Brown, Jeff Bach, Bob Schoeneberger.

Education & Training Events

Stages of Change

The Stages-of-Change (Transtheoretical) model can be integrated into a wide range of client contact approaches. This workshop teaches how to help clients you work with identify their problem behavior, get motivated to change, and progress through the Stages to make and maintain Changes and Prevent a return to the negative behavior. We will explore the Stages of Change and how it relates to and can be integrated into your work with offenders, addicts, etc. Practical tips and tools will be provided along with role playing that will help instill the considerable skills and knowledge needed to effectively help clients change.

Presenter: Mark Groves
Date: Friday, October 26, 2007
Time: 9:00 a.m.—12:00 noon
Where: RS Eden Admin Offices
1931 West Broadway, Minneapolis, MN. 55411 (second floor training room)

Registration should be e-mailed to Mark Groves at: mgroves@rseden.org (by 10/19/07)

Offender Job Retention Strategies

Offenders who maintain employment in the community experience greater transition success than those who are unemployed or sporadically employed. Therefore, it is important that as professionals we understand how our roles can support improved offender job retention outcomes and enhance public safety. This training will provide participants with: An overview of the importance of good job match; Understanding of job loss indicators; Tools to reveal offender barriers and appropriate transition interventions.

Presenters: Kelley Heifort and Abby Biggar
Date: Thursday, November 15, 2007
Time: 9:00 a.m.—12:00 noon
Where: Brookdale-Hennepin Library: Rooms A/B; 6125 Shingle Creek Parkway, Brooklyn Center

Registration should be e-mailed to Mark Groves at: mgroves@rseden.org (by 11/5/07)

Domestic Violence and Prisoner Re-Entry

The purpose of this presentation is to explore the issues of domestic violence and prisoner re-entry. Men being released from prison may have histories of violence in their intimate relationships; regardless of whether he has been charged with that crime and sent to prison for that offense. Often domestic violence maybe among the reasons parole is revoked and offenders are sent back to confinement. The audience will learn about what community programs, prisons, jails, community corrections agencies, as well as domestic violence programs are doing to address this issue.

Presenter: Oliver J. Williams, Ph.D.
Date: Tuesday, December 11, 2007
Time: 9:00 a.m.—12:00 noon
Where: Wilder Foundation, Main Campus Building A Auditorium 919 Lafond, St. Paul, 55104

Registration should be e-mailed to Mark Groves at: mgroves@rseden.org (by 12/4/07)

Correctional Transition Services Incorporated (CTSI)

As the Executive Director of CTSI, I wanted to take just a minute of your time to introduce our organization which has begun providing needed services from our North Side location. We're located at 2308 Dowling Avenue North, Minneapolis, MN 55412.

Correctional Transition Services Incorporated (CTSI) is a Minnesota Rule 31 licensed organization offering our *Day One Outpatient Drug & Alcohol Treatment Program*, a unique niche chemical dependency treatment program that is specifically designed to serve the chemically dependent criminal offender to transition the client from anti-social to pro-social behavior by providing a proven cognitive restructuring intervention model.

The *Day One Outpatient Treatment Program* provides comprehensive services to assist and support the client in becoming chemically free while addressing life skill needs peculiar to criminal behavior.

The program offers: group and one-to-one counseling; education strategies to avoid inappropriate chemical and health problems; transition services to help the client integrate gains during treatment into daily living; full case management and additional services to teach and provide

opportunities for the client to pursue social/recreational living skills; and employment and financial education to allow the client to become self sufficient. In short, the *Day One Outpatient Treatment Program* is designed to move the client from *intake* to *independence* using the latest evident-based approach that breaks the cycle of relapse and/or recidivism.



CTSI, a nonprofit service based organization believes strongly that all people possess the ability to make positive life changes. To do this, CTSI takes a client focused approach to helping them make these changes and begin to repair the damage caused by their past decisions and actions.

To do this, CTSI believes that cooperation and strong relationships with other stakeholders is key to making lasting change. I welcome the opportunity to work alongside you in helping our community and its people become healthier and more productive. For more information about CTSI, please contact us at: 612-588-7530; e-mail: information@ctsihome.org; web: www.ctsihome.org.

Paul A. Kustermann
Executive Director

Possession is Nine-tenths of the Law

In Edina, Minnesota, two would-be robbers hit on a foolproof getaway plan — or so they thought. Rather than using one of their own vehicles, which would be traced directly back to their home, they decided to steal a pickup truck right before they robbed a bank.

Two blocks from the bank, they found a really nice pickup easy to hot wire. They then parked their stolen pickup outside the Norton Bank while they went inside to rob it.

So far, so good. But those bandits hadn't figured on the determination of the pickup's owner, who had spotted them driving away and sprinted after them.

The two clever thieves got a substantial haul of money from the bank and then ran outside to find their stolen truck had been, well . . . stolen. The original owner had reclaimed it while they were busy at the bank. Panicked, the robbers attempted their getaway on foot, but they failed. The next pickup in this story was by the police.