

* **HAPPENINGS**

mcca

A MINNESOTA COMMUNITY CORRECTIONS ASSOCIATION PUBLICATION to share ideas and resources

Volume #4

Issue #3

May/June 1979



BURNOUT

FIRST IN A SERIES BY THE HAPPENINGS STAFF

One of the tantamount and chronic problems facing human services, and especially corrections, is staff burn-out. The HAPPENINGS staff is interested in presenting a series on this problem affecting our programs, our staff, our goals, and our clients. We hope that readers who are concerned enough will submit responses to the article or will submit papers of their own for the series.

One theory of burn-out was presented by William L. White in a paper: "Incest in the Organizational Family: the Unspoken Issue in Staff and Program Burn-out."

Burn-out should not be defined solely in terms of the personalities of our casualties but instead in terms of its organizational context. The use of family systems theory to understand organizational group processes begins with the premise that organizational problems, and in particular personal and interpersonal conflicts within a working group, can best be understood and resolved by looking at the operations of the total systems rather than the functioning of the individual member of the group. The conceptualization of a social service agency staff as a family is not new, particularly in the field of residential treatment and more specifically within the field of addiction treatment. A wide variety of programs using such catch phrases as re-socialization, re-training, re-parenting, normalization, milieu, etc., all use a family model in differing degrees to characterize part of the treatment process and use staff to perform parental functions.

Discussions with staff members at a variety of helping organizations revealed a particular type of group dynamic that emerged again and again. The words "incest" and "incestuous" kept surfacing to describe this group dynamic in its most extreme form. This incestuous dynamic took a variety of forms but broadly included situations or stages in the life of a staff group that were marked by a dramatic move on the part of significant numbers of staff to meet most if not all of their personal, professional, social, and sexual needs within the boundaries of the staff group. The most striking characteristic of this incestuous dynamic was that it almost always occurred in organizations which had become progressively more isolated from both the professional field and the communities in which they operated. They had in essence become closed organizational families.

There appear to be three identifiable types of incestuous relations within the organizational family which tend to be problematic: 1) professional incest; 2) social incest; and 3) sexual incest.

....Continued on Page 7

Program Happenings

THE SENTENCING GUIDELINES COMMISSION is holding their final public meeting on July 10th from 6:00 PM to 10:00 PM at the Metropolitan Council Chambers, 300 Metro Square Building, St. Paul, MN. After the July 10th meeting, the Commission will only be holding business meetings, and while they will be open to the public, this is the final primary opportunity for a public forum and input.

PROJECT ELAN has received a \$2,000 grant from the Ms. Foundation for management evaluation and secretarial help. The Project staff is currently in the process of selecting the consultants for an assessment of its management and program.

REENTRY SERVICES is discussing a drug after-care program with the Federal Bureau of Prisons, as an addition to their correctional services. This service will provide counseling and urine surveillance for Federal clients coming into Ramsey County. Reentry Services wants to work closely and cooperatively with correctional agencies with common goals. Reentry Services will constantly be exploring new additions to the criminal justice system.

OPERATION DE NOVO is proud of the excellent job their restitution program is doing. The cumulative total collected from January 1979 thru April of 1979 is \$21,216.54 as compared with \$14,098.86 for the same period in 1978 and \$9,653.05 for that period in 1977. The restitution segment of the De Novo Program was started in 1976 and has continued to grow.

CONTACT, Inc. has been funded to provide information services in the area of correctional staff development and training. Information is available on planning, implementation, and evaluation. Staff development materials describing operational programs will form the primary data base; information is available on such topics as labor-management, interpersonal communication skills, and management and line staff training. Write to: CONTACT, Inc., P.O. Box 81826, Lincoln, Nebraska 68501.

THE SOLOS PROGRAM of Correctional Service of Minnesota has provided services to 53 women during its first four months of operation. Most of the women have husbands or friends they visit in the Minnesota State Prison, Stillwater. SOLOS help to arrange transportation for visits and provide information about the correctional system. The women are referred to community resources for such needs as clothing, housing, financial and medical assistance, legal and family counseling. Group meetings are held to share information. For more information contact Julie Catagnus at 339-7227.

VETERANS INCARCERATED PROGRAMS, as part of the Veterans Resource Center, would like to make program staff aware of an innovative training/work program available through the Resource Center. Known as the Split-Job Internship Project, it is designed to place CETA eligible veterans in a job directly related to their course of full-time study while using the G.I. Bill for education. The G.I. Bill combined with their 20 hours per week CETA job, at \$3.75 per hour, enables a veteran to gain some practical experience while learning in the classroom. Contact Jim Cook or Don Smith at 376-5085 for details.

PORTLAND HOUSE was contacted by the LEAA and agreed to be one of the programs highlighted in a booklet about promising strategies in probation and parole. They were selected, as were some other Mpls./St. Paul programs, to be models of a successful treatment mode. The program also participated in a film to be used for training by the National Criminal Justice Training Program. Copies of the booklet are available from the MCCA.(612/871-0221, Ext.218)

STIP, a Skill Training Improvement Program, sponsored by Hennepin County CETA and Minneapolis CETA, is now taking applicants at the Minneapolis Urban League. Call Lori Bassin Badzin at 612/825-6801.



June, 1979

Minnesota Community Corrections Association

Dear Community Corrections Co-Worker:

DIRECTOR

Thomas F. Christian, Ph.D.

BOARD OF DIRECTORS

Farris Bell
Women Helping Offenders
Secretary

James T. Brown, M.S.W.
Director, Bremer House
Vice Chairperson

Richard Draves
Minneapolis Regional
Native American Center

David Sonny Gainey
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180° Degrees, Inc.

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Freedom House

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 Corrections

Tom Lawson, M.S.W.
Minnesota Department
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Jim Marlinton
Director, Alpha House
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Gary Meitz, M.S.W.
Director, The Bakery
Southside Neighborhood
Probation

Matt Smrekar
Drug Unit
Minnesota Department of
Corrections
Treasurer

Richard Williams
Reentry Services
Ramsey County

The MCCA has challenged the Hennepin County policy statement on participation by employees in the management of community organizations. In effect, county personnel have been ordered to drop off community-based correctional programs boards, and advisory boards. We have written a letter to the county administrator Dale Ackmann and presented our concern to the Corrections Advisory Board. The word is that the county is looking into a modification of this policy. We both lose if this policy is not changed. Our programs would not benefit from the expertise of the county staff on a regular basis and the county loses valuable communication and needed coordination.

The MCCA would also like to recommend to county and state organizations that if they are having problems with a given community based program we ask that the problems be clearly stated and the program be given an opportunity to respond. It has happened in the past that the contracting agency immediately stopped referrals when a problem arose. The programs work on a per diem budget. It often takes weeks and months for a program to recover, if it can recover at all.

The MCCA is working with Bev Tallman from the Minnesota Department of Corrections to establish a forum for discussion and resolution of problems relating to women offender programs in the metro area.

The Law Enforcement Assistance Administration sent a film crew to do a training film on the MCCA. Programs that were visited and filmed were Operation De Novo, Project Elan, Genesis II, Portland House and The Bakery. These programs were chosen from the Promising Strategies in Probation and Parole - 1978 publication (see MCCA Library).

MCCA sent letters of support of the Administration's LEAA Budget to Senators Boschwitz, Durenberger and Representative William Frenzel.

MCCA has been selected to serve in the role of one of the consultant examiners under the Commission on Accreditation for Corrections. We would not review programs in Minnesota but would be used for programs in neighboring states.

I have been asked to teach the Summer Term at the University of Minnesota June 11-July 13. The course is Criminal Justice Studies 5113 Community-Based Corrections. This course will be repeated in the Fall on Tuesday evenings.

Have a good summer!

Tom

Tom Christian
Director, MCCA



People Happenings

JOHN POUPART, Director of Anishinabe Longhouse in Minneapolis, has been selected for the Bush Foundation Leadership Fellows Program and will be attending the John F. Kennedy School of Government, Harvard University this fall. John will be in the Mid-career program leading to a master's degree in Public Administration. Congratulations, John!

FRANK JOHNSON, Executive Director of Retreat House in St. Paul, has resigned after seven years of service. The Board of Directors will now put out a search for candidates for this position.

JAMES F. HULBURT, who was acting Superintendent, has been named permanent Superintendent of the Minnesota Corrections Facility-Lino Lakes.

JIM HEINLEN, of Winona County Court Services Department, was recently honored for 25 years of Probation and Parole service. Mr. Heinlen is presently the Director of Court Services, Civil Criminal Division.

MARY SCULLY and HELEN STRYKER have been promoted to Supervisors for the Drug Abuse Services Project (DASP), one of the programs at Multi Resource Centers (MRC).

GREG GARMAN is the Marriage and Family Specialist for DASP, providing a new and extended service for drug dependent clients.

BILL O'NEAL and KAREN MCDONOUGH, provide a job development team for MRC--DASP, working with clients in areas of job seeking, job retention, etc.

GOTHRIEL "FRED" LAFLEUR has left his position in Facilities Planning and Inspection to accept a new position as Executive Secretary for the Commerce Commission. Fred has been with the Department of Corrections since 1973 in positions including Assistant Personnel Director, Grants Administrator, and Director of the Subsidy Unit.

JON M. PENTON has been named as the Department of Corrections' Juvenile Justice Specialist by Commissioner Jack Young.

NANCY WILLIAMS is the intake person to whom all MRC--DASP potential clients should be referred to for one of their multi-services. For information or referral, call 871-2402.

HARRY S. DOGIN was nominated by President Carter and confirmed by the U.S. Senate to head the Law Enforcement Assistance Administration. He has served as deputy administrator of LEAA since November of 1978. Prior to that, he was the deputy commissioner of the New York State Division of Criminal Justice Services.

JERRY MOEN, Director of Therapy for Teamhouse and Exchange, has left to become the new Director of Cannon Valley (Formerly Mineral Springs). Jerry was with Granville for a period of 6 years.

KENNETH JOHNSON, a past Vista Volunteer, will become the AMICUS Volunteer Coordinator as of July 1, 1979.

SANDY OPPEGARD has left H.I.R.E.D. after seven years of service. She was the Coordinator for the OutReach Program at CETA.

MIKE GUELKER, Project Remand, has been appointed to supervise the chemical dependency evaluators, the National Institute of Drug Abuse Contracting Program, and will be charged with the development of additional contracting programs and revenue sources in the chemical dependency services as they interface with other program areas within Project Remand. Mr. Guelker's prior employment included chemical dependency coordinator and supervisor for a three county Human Service Center. He has a Master's Degree in Psychology with a speciality in alcoholism studies.

Our sympathy goes to the SENATOR B. ROBERT LEWIS family on his passing. Senator Lewis was a friend of community corrections and his energy, concern and leadership will be missed.

Committee Reports

STANDARDS COMMITTEE

CHAIRPERSON - JIM BROWN
(222-4471)

The Standards Committee is always eager to welcome new additions to their committee. This committee will hold a special meeting to study the prepared draft of State Standards on July 10, 1979 at 1:00 PM.

CONTINUUM OF SERVICES

CHAIRPERSONS - JULIE SHAW (348-2762)
DICK WILLIAMS (222-0771)

The Continuum of Services Committee met May 11, 1979 to begin exploring two major issues common among small agencies:

- reducing certain program costs and,
- finding ways of financing additional need services.

The committee felt that through the combined cooperative efforts of many agencies, this might be possible.

At the meeting, agencies present discussed joint purchasing of supplies, food, furniture, etc., from Central Purchasing Services. This is a non-profit cooperative.

Another idea was the joint utilization of a "floating" teacher to be used cooperatively by several agencies. Funding for such a person could be solicited from the State Department of Education plus local private sources. Agencies participating in the proposal would be given first choice in using the teacher's services.

The program, targeted for 1980, would provide services in areas of:

- Academic skills improvement
- Testing and academic assessment
- GED preparation
- Diagnosis and evaluation of learning disabilities
- Staff consultation

Agencies interested in the above areas are encouraged to call Julie Shaw or Dick Williams.

NEWSLETTER COMMITTEE

CHAIRPERSON - KAROLE WILLIAMS
(336-1731)

We would like to welcome Ed Richter from ReEntry Services who has recently joined the Newsletter Staff. The next issue of the HAPPENINGS will be coming out August 15, 1979. Please submit any materials before August 7th.

TRAINING COMMITTEE

CHAIRPERSON - TOM SCHMID
(376-8014)

Tom Schmid is the new chairperson for the Training Committee. He succeeds Gary Meitz who has chaired this committee for the past three years. Tom is the director of the corrections program at Mankato State University. The Committee is setting up a series of workshops anticipating a grant from the Hennepin County Corrections Advisory Board. Persons interested in participating on this committee should contact Tom Schmid.

LEGISLATIVE COMMITTEE

CHAIRPERSON - NORB GERNES
(331-1087)

The MCCA Sentencing Guidelines Committee has met several times with the MCA Sentencing Guidelines Committee. This joint Sentencing Guidelines Committee has given a summary of concerns to MCA President John Broady who will put these into final form for a presentation to the Minnesota Sentencing Guidelines Commission at the Metro Council open meeting on July 19, 1979.

Training/Conference Happenings

THE MINNESOTA ASSOCIATION OF WOMEN IN CRIMINAL JUSTICE will hold its quarterly Dinner Meeting on Wednesday June 20, 1979 at the University Club of St. Paul, 420 Summit Avenue, at 5:30 PM. Mail reservations to MAWCJ, Box 82, Shakopee, MN 55379. The cost is \$8.00. The speaker will be Mr. Jack Young; Commissioner of the Department of Corrections.

"AN INSTITUTE ON SEXUAL ABUSE IN THE FAMILY FOR THE PROFESSIONAL" is an education program being presented by THE FAMILY RENEWAL CENTER, June 25-29 at Fairview-Southdale Hospital in Minneapolis. The Institute will examine assumptions and beliefs regarding sexual abuse, present different and current models of treatment, provide ideas on how to design a component of treatment to assist existing resources, and to offer opportunities for personal experience for professional growth. The cost is \$200.00. For additional information contact: Jerry Larsen, Research & Training Coordinator, Fairview-Southdale Hospital, 6401 France Avenue South, Minneapolis, MN 55435 or call: 612/920-4400, Ext. 435.

THE HUMAN RESOURCES DEVELOPMENT INSTITUTE (HRDI), a manpower arm of the AFL-CIO, offers job development, job placement, job training and upgrading, and manpower planning and education. For more information contact: Harold Koeck at 379-3123 or write: HRDI, 312 Central Avenue, Mpls. MN 55414.

MONEY MANAGEMENT FOR RESULTS SEMINAR will be held June 25 & 26, 1979 in Chicago. For more information call (313) 927-1025.

THE MINNESOTA CHEMICAL DEPENDENCY ASSOCIATION/CHEMICAL DEPENDENCY PROGRAMS DIVISION FALL CONFERENCE is entitled "The Minnesota Experience" and will be held October 22-24, 1979 at the Sheraton Inn - Northwest, Brooklyn Park, Minnesota. There is a call for presentations. For more information contact Joe Kroll at (612) 373-3685 or Diane Campbell at (612) 373-5396.

THE METROPOLITAN COUNCIL will be sponsoring THE METROPOLITAN AREA SECURE FACILITY PLANNING CONFERENCE in September. The goals of the conference are to provide a forum for sharing information, to present background and position papers, and to identify and communicate concerns to local decision makers and the public and media regarding secure facility planning.

THE 6th NATIONAL DRUG ABUSE CONFERENCE will be held in New Orleans August 26-30, 1979. Informative and comprehensive programs are planned for people in criminal justice, drug abuse, medical, psychological, and pharmaceutical fields to share ideas about treatment, education, prevention, training and research. The registration fee is \$85.00. For more information call NDAC '79 at (318) 233-4306 or write to: NDAC '79, 115 South Chestnut Street, Lafayette, LA 70501.

THE NATIONAL ASSOCIATION OF VOLUNTEERS IN CRIMINAL JUSTICE, will hold its 1980 Conference in Minneapolis, MN. So far, AMICUS and Hennepin County Court Services are among the conference participants. AMICUS will be sitting in on one of the conference's task forces. The Conference will be held October 12-16, 1980. If anyone is interested in the 1979 Conference in Beloxi, Mississippi, October 7-10, 1979, call AMICUS at 348-8570.

"SCARED STRAIGHT", the Academy Award winning film, shows "lifer" inmates confronting visiting juvenile delinquents. It is now available for rental. Fee \$50.00. Call 612/373-3810 or write:

University of Minnesota - Audio Visual Library Service - Department C
Continuing Education & Extension
3300 University Avenue SouthEast
Minneapolis, Minnesota 55414.

BURNOUT continued

Professional incest occurs when the staff of an agency isolates itself and becomes a closed ideological system. This dynamic is marked by lack of contact with outside sources, the homogenization of staff through recruitment of new staff who mirror the legitimacy of existing ideology, and a decreased communication level caused by extrusion of problem staff, and lack of stimulation from outside sources. Missionary zeal due to reorganization is not unusual, but most programs move beyond this stage and open themselves up for outside input. The isolation is often a mechanism to avoid being confronted with feelings of inadequacy.

Social incest occurs outside the program setting. The majority of social needs of the staff away from the program are met by other staff. As more and more of one's time away from work is spent with fellow staff focusing on work, one's relationships get to be consuming and one has less to offer in the work setting simply by virtue of the fact that the staff member's unmet needs make it difficult to focus on the needs of others. In addition to this level of personal exhaustion, one's views of the world become increasingly distorted as the social relationships are work-dominated.

Sexual incest in the social service setting is particularly problematic to an agency. There may also be unique problems due to the types of persons drawn to the work. It is not the sexual relationship that is primary, but the meanings and feelings attached to that activity by members of the group. It is a situation where varying feelings of rage, hurt, jealousy, loss of faith, and in some cases moral outrage boil up out of group members and begin affecting the interworkings and interrelationships within the group.

Most papers on burn-out have tended to focus on the personalities of staff persons prone to this phenomenon, and have emphasized the symptoms of burn-out which are exhibited by individual staff. Strategies to reduce incestuous staff burn-out focus on opening the system so that staff can meet their needs outside the group. Bonds between members need to be loosened, not tightened.

THE SENTENCING ALTERNATIVES FOR MINORITY DEFENDANTS COMMITTEE

The Sentencing Alternatives For Minority Defendants Committee has been meeting regularly following up with action steps from the November Hennepin County Conference. Chaired by Richard Draves and Tom Christian, the committee has met with the Affirmative Action Office, the Pre-screening Unit, the Personnel Department, Court Services, and the Alternative Sentencing Program for American Indians. Two recent decisions promoted by this action committee are very encouraging. First, the Hennepin County Commissioners approved the Alternative Sentencing Program for American Indians and accepted county liability for this project and approved a full-time permanent American Indian position in municipal court. This position is presently being filled by Theodora BirdBear who is doing an excellent job.

The second positive note is the recent action of the Minnesota Legislature passing Chapter 260 House File 792 Restitution Tort Liability. This provides that claims arising out of injury to or death of parolees, probationers, juveniles and others who have been diverted from the court system and ordered to perform uncompensated work shall be heard and determined by the Legislature. This paves the way for more symbolic restitution and community service as alternatives to incarceration.

Happenings Continued

JAMES HAAS has been chosen to be the Training Coordinator of the Hennepin County Corrections Advisory Board. Mr. Haas is with the Training Division of Ohio State University. MCCA looks forward to working with Mr. Haas in our community-based correctional training efforts.

CHARLES LINK, Community Programs Officer for the Federal Bureau of Prisons, has recently been appointed to an in-house committee. The primary purpose of this committee is to review, develop, and upgrade new monitoring formats for inspecting contract residential facilities. In the near future, Mr. Link feels it would be very important that these facilities comply with National Accreditation Standards. The new monitoring formats will be outlined to comply with these standards.

THE EXCHANGE PROGRAM, an out-patient component of Granville House, Inc., is currently in the process of individualizing the services offered. There will be short and long term treatment available to juveniles, adults, women, and court referred clients. There will be more information forthcoming as to the exact guidelines and eligibility to these programs. The target date for new implementation is July 1, 1979. For more information contact Mark W. Olson, Coordinator at 291-2800.

THE MINNESOTA CORRECTIONS ASSOCIATION, (MCA), in an effort to foster high standards of correctional practice, has established the Institute on Correctional Practice and Knowledge and invites you to submit a paper on topical areas including treatment and control strategies, program evaluation, social policy issues, administrative practices and staff and organizational development in corrections. Papers must be received by September 1, 1979. Three papers will be awarded a modest cash prize, published, and distributed. For more information write: MCA Institute on Correctional Practice & Knowledge, 784 Kenwood Lane, St. Paul, MN 55117.

MCCA INDUSTRIES PROJECT

Jim Martinson is presently researching and developing our proposed Industries Concept which is the Phase I groundwork that must be completed before we move ahead to Phase II involving the implementation of the Industries Concept into selected community-based programs. The immediate priority is to determine what will be possible with the Industries Concept as it applies to Welfare guidelines. We are presently working with the Welfare Department and are waiting for their response.

The Carolyn Foundation has awarded the MCCA \$3,000 towards Phase II of the Industries Concept. We must raise an additional \$8,000 to receive the committed \$10,000 from the Minneapolis Foundation.

The Industries Concept has the potential to strengthen the concept of community corrections and we are looking forward to Phase II when actual implementation of the Industries Concept will begin.

TEAMHOUSE- The age of clients referred by corrections to Teamhouse seems to have lowered considerably with an increase of pre-prison diversion clients being referred. Teamhouse hopes that this trend will continue, and at the same time would like to emphasize their willingness to work with the post-prison offenders who are chemically dependent. Teamhouse is still maintaining its high level of correctional referred clients, even though the program also works with chemically dependent individuals who may not have any legal involvement.

H.I.R.E.D., as of July 1, 1979, will be referring eligible CETA clients to Control Data, Fairbreak Learning Center, Elliot Park, Minneapolis. This will give clients a chance to update skills in reading, language, and math. A half day will be spent working on these skills. The other half will be spent learning on-the-job Electronic Assembly. Persons will be paid \$4.00 per hour for this half of the program. For more information call (612) 348-8560.

THE MINNEAPOLIS POLICE

MCCA sent a letter to the Minneapolis Star & Tribune Newspaper regarding its experience with the Minneapolis Police and racial concerns. The following was published in the Minneapolis Tribune on June 6, 1979. If you have any comments, let us know (871-0221, Ext. 218).

I would like to respond to the criticism the Minneapolis Police have received over recent incidents involving racial overtones. The Minnesota Community Corrections Association is a group of community-based correctional programs, many of which are located in Minneapolis. Police officers have worked with us on our advisory boards, training workshops, police-community relations, and occasional situations where our programs need to involve the police regarding a particular client. Our experience has been good. This includes people from all races and economic levels.

There are many dedicated men and women on the Minneapolis Police force who spend extra time working with the community to make Minneapolis a better city for all of us. Is there racism in the Minneapolis Police Department? YES. I would say 15 percent to 20 percent of the police personnel probably should not be in a role where they have to work with people. They may have an authority problem or personal problems, or may use people to take out their own frustrations. This means 80 percent to 85 percent of the police want to protect and serve you and me. Most employers would have to admit that their company or business would be fortunate to have those same types of percentages.

We do not think off-duty police officers should carry weapons. We do believe that the police should be confronted when they overreact. We do believe that the police should be given credit for the many hours of dedicated work they provide for citizens. We do believe that continued training should emphasize understanding and working with minority citizens. We do believe that citizens of all races should take more responsibility for our neighborhoods and should work with the police in constructive ways.

-Thomas F. Christian, Director of Minnesota Community Corrections Association - 2414 Park Avenue South, Minneapolis, MN 55404

THE DIRECTORY OF COMMUNITY-BASED CORRECTIONAL SERVICES is still available through the MCCA office (871-0221, Ext. 218). The directory costs two dollars per copy (for printing costs) plus mailing expense. The design of the directory is to go state-wide. If you receive a copy, you will be put on a mailing list and update material will be sent to you.

THE MCCA is organizing a RECREATIONAL LEAGUE for residents and staff of community-based correctional programs. Hopefully, the league will include softball, volleyball, bowling, and basketball. For more information call 871-0221, Ext. 218.

The new manual "INCEST - CONFRONTING THE SILENT CRIME," that was announced in the last issue of the HAPPENINGS, is now available. Using an interdisciplinary approach the manual is designed to assist professionals in providing services to victims of family sexual abuse - incest. The manual covers identification of the victim and the family; use of the judicial system; and prevention of abuse. If you are interested, send your name, agency, position, address, and county to the MINNESOTA PROGRAM FOR VICTIMS OF SEXUAL ASSAULT, Dept. of Corrections, 430 Metro Square Building, St. Paul, Minnesota 55101 or call (612) 296-7084.

COMMUNITY CORRECTIONS ACT COUNTIES RECEIVE ADDITIONAL REIMBURSEMENT

The Minnesota Legislature passed House File 1518 providing a reimbursement to the Community Corrections Act Counties for offenders retained in the community for which the penalty of imprisonment is 5 years or less. Reimbursement is based on 75% of the per diem cost at the State Prison. The total amount available is \$975,000.00. Hopefully, the counties will use a fair portion of this money to send more clients to our community-based correctional programs.

A number of KEY PEOPLE IN MINNESOTA COMMUNITY CORRECTIONS held a February seminar in Anoka attended by over twenty stakeholders from around the state. One of the exercises was to name two or three areas that have, are, or could influence the future of the community corrections domain in Minnesota. The list included: 1) Proposition 13 mentality 2) Legislature - uncertain direction 3) Demographic changes (eg., young adults) 4) New direction of corrections 5) New DOC staff 6) Tight \$ - economic situation nationally and state 7) Family and domestic violence - increasing awareness 8) Increasing conservative swing in legislature 9) "Provincialism" - everyone minding own interests 10) Shifting funding formula/criteria/pattern 11) Community belief/confidence in Community Corrections 12) Determinate sentencing 13) Increasing commitment by business community to concept 14) Proposed juvenile justice cuts by Carter 15) Uncertainty about who controls what 16) Quality of training to stakeholder organizations 17) Technical/procedural problems not adequately dealt with in CCA 18) Client mobility 19) Public perception about "what works" 20) Trust level in correctional system - level of mutual support?

This workshop was facilitated by Joe McCann and Jeff Hoare of the Wharton School of Strategic Management in Corrections, the University of Pennsylvania, and was made possible by a technical assistance grant from the National Institute of Corrections and the Enablers, Inc.

THE MCCA in conjunction with the DEPARTMENT OF PUBLIC WELFARE CHEMICAL DEPENDENCY DIVISION is administering a series of Chemical Dependency/Criminal Justice Interface Training sessions around the State of Minnesota. On May 22-23-24, 1979, a session was held in Duluth and the following list of chemical dependency/criminal justice resources was developed:

CHEMICAL DEPENDENCY:

1) St. Louis County Social Service 2) ..
Louis County Court 3) Mash-ka-wisen; Sawyer 4) Puzzle Factory 5) PORT 6) Moose Lake 7) Thunderbird 8) 2001 9) Lake Venoh 10) Pine Manor 11) Nevis 12) Hibbing General 13) Miller Dawn 14) Howard Friese 15) Phoenix House 16) Marty Mann 17) North Land Chemical Dependency Service 18) Center on Alcohol & Drug Program 19) Range Mental Health Center 20) Human Development Center 21) Serenity Manor 22) Midwest Challenge 23) Chanhassen 24) Minnesota Chippewa Tribe Adult Counseling Program and Youth Component.

CRIMINAL JUSTICE:

1) NorthEast Regional Correctional Center 2) County Jails 3) Group Homes 4) Arrowhead Juvenile Center 5) Thistledeew 6) Willow River 7) St. Croix 8) Gil-fallen 9) Homes, Inc. 10) Pine Wood 11) Learning Center 12) Range Day Care Center.



Minnesota Community Corrections Association

May, 1979

DIRECTOR

Thomas F. Christian, Ph.D.

Dear MCCA Member:

BOARD OF DIRECTORS

Farris Bell
Women Helping Offenders
Secretary

James T. Brown, M.S.W.
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Director, The Bakery
Southside Neighborhood
Probation

Matt Smrekar
Drug Unit
Minnesota Department of
Corrections
Treasurer

Richard Williams
Reentry Services
Ramsey County

Comprehensive Dental Care P.A. has asked our association to make it known to our members that they are offering dental services at realistic costs.

Where our plan pays 80%, our members and their insured dependents who are eligible under our Delta Dental Plan will receive all dental services covered by the plan at the amount allowed by the plan as Full Payment with no additional cost to the members. Any procedures not covered by the plan will be completely explained to our members in advance.

FOR THOSE MEMBERS, DEPENDENTS, AND RELATIVES WHO ARE NOT PRESENTLY COVERED UNDER OUR DELTA DENTAL PROGRAM, THE COMPREHENSIVE DENTAL CARE P.A. HAS ESTABLISHED A SCHEDULE OF DENTAL FEES THAT WILL PROVIDE YOU AND YOUR FAMILY SPECIAL CONSIDERATION.

Clients of our programs under medical assistance can also benefit from this offer. Other clients will be considered on an individual basis. All persons will need an I.D. card from the MCCA or the program.

In no way is this letter intended to disrupt any relationship between you and your dentist which has proven satisfactory to you in the past. If you are presently satisfied with the care and treatment you and your family are receiving, please continue to exercise the benefits available to you under the Delta Dental Plan.

This service announcement is offered as information only and should not be construed as a guarantee of quality of treatment or facilities. Should you elect to utilize this service, MCCA would appreciate your comments regarding your experience.

If you have any questions regarding this plan please contact Comprehensive Dental Care P.A. at 227-6611.

Sincerely,

Thomas F. Christian, Ph.D.
Director, MCCA

COMPREHENSIVE DENTAL CARE P.A.

7301 Zane Ave. No. 1011 W. Broadway 590 Park St.
Brooklyn Park, MN. 55443 Mpls., MN. 55411 St. Paul, MN. 55103
Phone: 566-4270 Phone: 521-7611 Phone: 227-6611

EMERGENCIES & AFTER HOURS: 227-6611

DOUGLAS P. SMITH, D.D.S. JOHN M. WILLIAMS, D.D.S.



MCCA LIBRARY

"MINNEAPOLIS: PUBLIC ATTITUDES ABOUT CRIME"
S. Department of Justice -December 1978

"PROGRAM MODELS: PROMISING STRATEGIES IN PROBATION AND PAROLE"
U.S. Department of Justice -November 1978
Articles on: Operation De Novo, The Bakery, Portland House, Newgate and Minnesota's Community Corrections Act.

"INCEST IN THE ORGANIZATIONAL FAMILY: THE UNSPOKEN ISSUE IN STAFF AND PROGRAM BURN-OUT"
-William L. White, M.A., 1978

"MINNESOTA STAKEHOLDERS IN COMMUNITY CORRECTIONS: A WORKSHOP ON DOMAIN DEVELOPMENT"
-1979

1978 HENNEPIN COUNTY CRIME ANALYSIS

"HALFWAY HOUSES"
L.E.A.A. -November 1978

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2414 Park Avenue South
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