



MCCA

HAPPENINGS

A MINNESOTA COMMUNITY CORRECTIONS ASSOCIATION PUBLICATION to share ideas and resources

Volume #4

Issue #6

November/December '79



MCCA CHANGES DIRECTOR

CONGRATULATIONS Tom Christian
WHAT ARE WE GOING TO DO WITHOUT YOU?!

At the beginning of a new decade, Tom Christian will be moving to Atlanta, Georgia to take on the responsibilities of Project Director for "Alternatives to incarceration" under the auspices of the National Center for State Courts.

Dr. Christian, Tom, has long been active in corrections in Minnesota in many diverse roles that have made him widely recognized. He has earned the respect and admiration of all who have worked with him, both clients and other professionals. This October, Tom was given the Minnesota Corrections Association's Professional Achievement Award citing "his unfailing commitment to high professional standards and his leadership in the formation of the community corrections association."

Tom began his involvement in the Criminal Justice System working in the juvenile detention centers and institutions in both Ramsey and Hennepin County where he both volunteered and provided part-time support and counseling. From 1968-1969, Tom was Juvenile Probation Officer for Hennepin County working with a large inner-city caseload in Hennepin County. Recognizing that he would need additional skills and credentials to make a social impact within the Criminal Justice

TOM...continued on page 12

WELCOME Betsy Buckley

The Minnesota Community Corrections Association has a warm welcome for Elizabeth Ann "Betsy" Buckley. Effective January 2, 1980, she will become the second Executive Director of our Association.

Betsy has always been a strong advocate for community-based correctional programs. Down through the years she has served on program boards, helped develop funding and spoken out strongly for legislation to continue the community corrections concept. Robbie Robinson, the Director of 180° Degrees, Inc., (a halfway house in Minneapolis) stated the warm feelings we have for Betsy when he said, "Do you know her? If you do, I don't have to say any more." That's right, Robbie, those of us who know her, know her energy level, her dedication and her undying efforts to help people.

Betsy worked as a school teacher, a business person, a grants analyst for the Minnesota Crime Control Planning Board, and served as Deputy Commissioner of the Minnesota Dept. of Corrections. She is a proven professional as well as a proven human being.

The MCCA welcomes you, Betsy, we look forward to your leadership and direction. We will try to keep up with your energy level and dedication.

Program Happenings

OPEN HOUSE AT GENESIS - Unable to relocate to a new facility, GENESIS II has recently remodeled its old one. Old friends and new are welcomed to an Open House Thursday, January 10th and Friday, January 11th from 2-5 PM. The address is 1035 East Franklin Avenue, Minneapolis, Minnesota 55404.

REENTRY SERVICES of St. Paul will be moving to 532 Ashland, St. Paul on December 28, 1979. The program will continue to operate as it has in the past with no significant staff changes. They will continue to accept referrals from Ramsey, Washington, and Anoka Counties, as well as the U.S. Bureau of Prisons and the State Department of Corrections. ReEntry is presently looking for donations of bedding, pillows, winter clothing, curtains, and window shades. Any help would be appreciated!

CONGRATULATIONS to OK HOUSE in St. Cloud and to the SPECIAL WORKERS ASSISTING TREATMENT PROGRAM in Duluth for receiving the Minnesota Corrections Association Conference President's Award as outstanding Minnesota Programs!

NORTH SUBURBAN FAMILY SERVICES CENTER has group counseling available for Mixed Adult, Women, Divorced/Separated, Parenting, After Care (for adolescents and young adults who have been through chemical dependency treatment) and Pre-Natal (education, discussion and support for single, pregnant young women). Call the Center at (612) 755-5300 for details.

REENTRY/WORK RELEASE at 900 North 4th Street in Minneapolis has a new telephone number. It is (612) 341-7495.

CORRECTIONAL SERVICE OF MINNESOTA, located at 1427 Washington Ave. So., Mpls., MN 55454, is embarking on a two-year project to develop dispositional guidelines for juvenile courts in Minnesota. The Northwest Area Foundation has awarded the grant to implement the project. A Board Committee, co-chaired by Kenneth M. Knopf and Charlton Diety will give direction to staff work and issue recommendations. Elinor Gould Zimmerman, MA, will be staff coordinator for this project. For more information call (612) 340-5432.

THE VETERANS RESOURCE CENTER is currently involved in two outreach programs. One is regarding veterans who have not received their Vietnam bonus. The bonus will be paid to each veteran who served honorably between 1958 and 1973. The amount is between \$100 and \$600. The state legislature allocates funds each year based on the number of applications received that year. Applications filed before the end of 1979 will be paid August 1980. For more information call (612) 376-5085 and ask for Jerry Tiller. The second issue involves veterans who may have been exposed to the herbicide commonly known as agent orange. The VA is scheduling exams for all concerned veterans who think they may have been exposed. For more help call (612) 373-9891 or 376-8189.

THE PHARM HOUSE CENTER, 1911 Pleasant Ave. So., Mpls., is continuing to provide the following services: Outpatient; Long term once a week Concerned Persons, open to anyone concerned about someone's chemical abuse; "Day One": short term primary treatment - non-residential and Out Reach. The Out Reach program is revitalizing its Speakers Bureau and is continuing to train volunteers to do phone work and short term crisis counseling.



December, 1979

Minnesota Community Corrections Association

Dear Community Corrections Co-Workers:

DIRECTOR

Thomas F. Christian, Ph.D.

BOARD OF DIRECTORS

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Minnesota Department of
Corrections
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Reentry Services
Ramsey County

Congratulations to Betsy Buckley on becoming the new Executive Director of our MCCA. If anyone can carry on our work she can. Give her your support, and ideas. She will supply her own energy.

It is difficult for me to leave Minnesota and community corrections here. I have been privileged to know and work with many dedicated and competent people. But that is why I can leave, because you are here and you can continue to improve our programming and quality of service. I believe our Association will continue to grow and build on the work of the past four years.

The award by the Minnesota Corrections Association for Professional Achievement in 1979 was personally gratifying to me but more so as it applies to all of us working together in the MCCA. It says we are united, improving our professional standards and training and able to work together with public and private agencies to make Minnesota one of the leaders in corrections in the world.

I go now to Georgia. They are number one in putting people in jail and number four in putting people in prison. Atlanta is considered the murder capitol of the world. The National Center for State Courts has an Alternatives to Incarceration Project. I see it as a challenge and an opportunity. A challenge and opportunity to work with the people and programs in Georgia and bring what I have learned from you to them. If ideas catch on we may be able to continue to spread the concept of effective community corrections.

I do not want to list what we have done through the MCCA in the past four years, our actions will or will not speak for us. I only hope that you continue to work together and develop new ideas and directions. Our 1980 memberships are now being accepted. MCCA will be sending out renewal notices with a list of reasons why you should renew or join us for the 80's. Join! Participate! Be part of the action.

Thank you again for all your help and ideas. I am better for having known you and I hope my efforts have helped you in your work. The MCCA is and will become what you make it. Having Betsy Buckley, along with a strong Board and active membership carrying on the work, I can move on confident the MCCA will continue to play a vital role in Minnesota Corrections.

I will be waiting to hear from you.

Have a nice Holiday and keep in touch!

Sincerely,

Tom

*Tom Christian
Director, MCCA*



People Happenings

Congratulations to TOM SCHMID, Ph.D. and the Corrections Department at Mankato State University for the many involved people they are turning out to serve Minnesota. People like AUDREY BAKKE, BILL CALDER, CAROL KODING, ANGELO RULLI, HARRY LICHY, RICK RICKER, BRUCE HARDEN, MAVIS PRANCE, and JO AUSEN are furthering their correctional education through the Mankato State program.

JOHN O'SULLIVAN, Supervisor of the Hennepin County Criminal Justice Planning Unit, has been reappointed as a member of the National Association of Counties Criminal Justice and Public Safety Policy Steering Committee and was elected Vice-President of the National Association of Criminal Justice Planners.

ROBERT SHERAN, Chief Justice of the Minnesota Supreme Court, was elected Vice-Chairperson of the Conference of Chief Justices.

CONNIE ROEHRICK, formerly a Probation Officer in Blue Earth County, has accepted the position of Adult Agent for McLeod and Sibley Counties. Her address is: Courthouse, Glencoe, MN 55336.

JOE BAUER has been recently hired to fill a new position in H.I.R.E.D.'s St. Paul office. Joe comes to H.I.R.E.D. after having worked in the Washington County CETA Manpower Office. He also worked in grant administration and budget management for Washington County.

JANICE L. HOISTAD, Ph.D. and JONATHAN C. HOISTAD, Ph.D., Licensed Consulting Psychologists at 5151 Gladstone Ave., Minneapolis, MN 55419, have a new office and offer services in child and family treatment, individual psychotherapy, psychological testing and consultation day or evening. Their telephone number is (612) 825-3515.

FRANK WOOD, Warden at the Minnesota Correctional Facility - Stillwater, was named 1979 Corrections Person of the Year by the Minnesota Corrections Association. He will become the Warden of the new correctional facility in Oak Park Heights effective in mid-1980.

GENE BURNS, Executive Director of the Ramsey County Community Corrections Department, is the 1980 President of the Minnesota Association of Community Corrections Act Counties (MACCAC).

TERRI BARREIRO, former Executive Director of Enablers, has taken a Bush Fellowship and is presently working for the Dayton Hudson Foundation.

CHUCK REILLY is chalking up a very good record for finding inmates good jobs when coming out of Stillwater State Prison. Over 200 former inmates will have been placed by the end of the first year of the project. Contact Chuck at (612) 439-1910, Ext. 410.

RICK HAAKANA has been appointed to the position of Program Director for the Pharm House Center Programs.

WARREN JOHNSON is retiring on January 4, 1980 from the Department of Corrections after 28½ years of outstanding State Service. Starting his career with the Department of Corrections on July 9, 1951 as a Parole Agent, Warren contributed to both institution and Field Services in the capacities of Parole Supervisor, School Principal and Superintendent at Lino Lakes, and most recently, Metro Regional Director of Community Services.

MCCA's NEW ADDRESS is 2431 Portland Ave. Minneapolis, MN 55404 and our NEW TELEPHONE NUMBERS are (612) 871-7102, 871-7116

Committee Reports

NEWSLETTER COMMITTEE

TRAINING COMMITTEE

CHAIRPERSON - TOM SCHMID
(376-8014)

Now that the training grant from Hennepin County has been received, the training committee is busy setting up training workshops. They have put on a total of 10 since last June. The majority of these have been well presented and well received. Anyone with suggestions for workshop topics are invited to contact Tom Schmid or the MCCA office.

See page 7 of this issue of the HAPPENINGS for an article written by committee member Jim Haas, Training Coordinator for Hennepin County.

CONTINUUM OF SERVICES

CHAIRPERSONS - JULIE SHAW (348-2762)
DICK WILLIAMS (292-1466)

Proposals for funding of the Adult Education Project have been submitted to the Bush Foundation, Dayton Hudson Foundation, and the Otto Bremer Foundation. The committee hopes to hear from at least one of those potential funders before the first of the year.

Meanwhile, an advisory board to the project has been formed and has already held its first meeting. The Board includes representatives from: The Department of Corrections, (Educational Services); The Department of Education; the University of Minnesota Adult Education; the planning and development division of the Wilder Foundation; the MCCA and community corrections agencies participating in the project.

January 1st is still the projected start-up date.

CHAIRPERSON - KAROLE WILLIAMS

(336-1731)

The MCCA newsletter is coming to the end of another year. We have attempted to provide you with a good source of information of what is happening in the community corrections area. Mr. Dale Fisher will be taking over as Editor for the next year. We know he will do an excellent job.

We would like to extend our best wishes to Tom Christian in his new position and thank him for the great amount of work and effort he has put forth on behalf of and for the benefit of the programs and people in the community corrections field in our area. Good Luck Tom, we are going to miss you.

STANDARDS & EVALUATION COMMITTEE

CHAIRPERSON - BLANCHE CASHMAN
(870-8400)

The standards committee has met and discussed implementation procedures for the state standards for residential corrections programs. They are now looking at the management evaluation system proposal from Walker & Associates. The committee will meet again in January. Any persons wishing to participate in standards and evaluation are encouraged to join us. You may call Blanche at (612) 870-8400 or contact the MCCA office.

A STATE-WIDE DIRECTORY of agencies serving correctional clients is in the process of being established by the MCCA. Any new programs that wish to be included in the directory or anyone interested in joining the committee to work on this project, contact Joanna Buzek at the MCCA office (612)871-7102.

Training/Conference Happenings

THE EDUCATION AND TRAINING CONSORTIUM located at 1645 Hennepin Avenue, Room 324, Minneapolis, MN 55403, is pleased to offer a special rate for MCCA members. Their schedule for January includes: Lecturing and Public Speaking; Family Concept Series; Mental Illness/CD Interface and Special Problems of the Elderly. If you would like a copy of ETC's yearly calendar, call or write. Their telephone number is (612) 375-0410. Their Executive Director is Anita Makar. To receive the discount simply state that you are a member, or show your MCCA membership card.

THE "GATEKEEPER TRAINING PROGRAM" at the University of Minnesota is offering a series of programs on proper diagnosis and referral of chemical use problems. It will be available January 24-25, March 11-12, April 17-18, and May 13-14, 1980. Topics include: "The Psychology of Intoxication" and "Issues in Understanding Chemical Use Problems." The faculty are Dr. James Kincannon, Dr. John Brantner, Dr. Jon Weinberg, Gary Schoener, and Robert Muscala. A registration fee of \$70.00 includes tuition, materials and meals. Contact Thomas McKennell, Coordinator at (612) 376-5315.

"CONTROVERSIES IN CORRECTIONS" is the theme for the ANNUAL SPRING CONFERENCE ON CORRECTIONS sponsored and held at the Illinois State University this coming May 1-2, 1980. Keynote speaker will be Richard G. Singer, Professor of Law, Benjamin Cardozo School of Law, New York. His topic is "Future Trends in Correctional Case Law." For more information contact William Hobbs, Dept. of Corrections, Illinois State University, Normal, Illinois 61761. The telephone number is (309) 438-7854.

Employment Happenings

2 CRIME PREVENTION SPECIALISTS

Federally funded positions. Assist in city services assistance programs. Some college coursework with emphasis in crime prevention preferred. Salary up to \$11,000 per year plus benefits. APPLY: City of Fridley, 6431 University NorthEast, Fridley, MN 55432. Telephone (612) 571-3450, Ext. 153. AA/EOE

GENESIS II is still looking for a full-time Secretary/Receptionist. Please contact Alyce Rodda (612) 348-2762 for more information.

POLICE TECHNICIAN - Paraprofessional position. Perform related public safety duties on shift basis. Some college coursework with emphasis in Criminal Justice. Beginning salary \$942 to \$1039 a month plus benefits. APPLY: City of Fridley, 6431 University NorthEast, Fridley, MN 55432. Telephone (612) 571-3450; Ext. 153. AA/EOE.

For those of you who attended the MCCA-sponsored session on Friday December 7, 1979, I, as a member of the Training Committee, believe some followup is necessary.

While Dr. Silberberg was obviously ill-prepared (despite the efforts of MCCA staff and volunteers to assist and direct), there were a few things which emerged that may be helpful. It should be noted that it was the assertiveness from participants (not a bad thing at all) which caused most of the following to come out during the session.

Ten "Helpful Hints" in dealing with the resistive client can be identified from the afternoon's travail. These often overlap, and may represent things you are already doing to a great degree, but are outlined here to turn what may have been a disaster into something at least moderately enlightening.

When confronted with resistance:

1. Set reasonable goals: Unrealistic "treatment" goals or contract provisions produce fear and uncertainty. A client may appear to buy into some goals because they sound nice and are socially acceptable, not because there's any real chance of achieving them.
2. Communicate to the client the possibility of success: It's almost a cliché to say that clients often perceive themselves as failures; anything that can be said or done to change that will reduce resistance.
3. Be non-judgemental: Sometimes we get calloused and demanding and come close to deriding or putting-down our clients. (Interesting how approaches have moved from the Rogerian "positive regard" to the confrontive "no bull-shit" in a few short years.) The good Doctor and Ms. Blake seemed to be saying that we need to be able to acknowledge and communicate some potential for good in people we work with.
4. If you don't have to, don't put things in black and white, all-or-nothing terms: That is, the consequences for resisting need not always be grave (termination and return to workhouse or prison or whatever). One program arranges a progressive set of consequences, becoming more serious or harsh with each appearance of resistance. Intended in part to wear down resistance gradually; such a system at least allows for the possibility of change on the client's part.
5. Involve significant others: If your program allows, try to involve the family and others in the client's program. (This may triple your workload, of course, but it could help reduce the game-playing type of resistance.)
6. Advocate for the client: Here's one point on which there was considerable debate. How does one play the advocate without fostering client dependence? Many programs quite properly put responsibility squarely on the client but by doing so, are we somehow guaranteeing failure? Perhaps that tension between advocacy and dependency would be a good topic for a future session.
7. Maybe it's you: Sometimes the chemistry just isn't there. A simple transfer of the client to some other worker (if you have this luxury) can often make a difference.
8. For Indian clients, avoid direct confrontation (at least at the beginning): While claiming not to speak for the Native American Culture, Dr. Silberberg asserted that Indians do not respond well (they appear resistive) to confrontation.
9. Voluntariness helps: If your program has the luxury of dealing only with those who wish to be involved (without threats of more serious consequences), then voluntariness of participation should reduce resistance.
10. A climate of trust: This was (or seemed to be) the main point of Dr. Silberberg's remarks. Somehow (and specifics were lacking here), the client must be convinced of your sincerity, must be allowed to trust the program. Part of this is apparently the setting up of an "us vs. them" atmosphere ("us" meaning clients and program staff, "them" meaning society's institutions-schools, courts, welfare, CETA). On this score, Dr. Silberberg and many participants parted company.

The secrets of the ages were not revealed at the December 7th session and certainly not in this followup.

Realizing that the expectations of those attending were not met (although if it had been advertised as a debate or discussion of whether or not client resistance can be overcome, the experience might have been different). In the future, the MCCA and its training committee will be a bit more demanding of consultants and trainers, with a view toward providing the practical and the useful, minimizing the esoteric and academic.

Programs Continued

H.I.R.E.D.'s graphic arts and printing "shops" under the name of REPRO is open 5 days per week and offers low price, special discounts to MCCA members only for general duplicating services. Call Jim Martinson at the MCCA Office for details. (612) 871-7116.

H.I.R.E.D., on November 27, 1979, presented a demonstration of its Job Seeking Skills Program to Ramsey County Probation and Parole Officers. Job Seeking Skills (JSS) classes will be presented to St. Paul offender clients on a bi-weekly basis, with instructors taking turns teaching the interview workshop at the Bremer Building.

MEN IN ASSAULTIVE RELATIONSHIPS is a program sponsored by Hennepin County Municipal Probation for Minneapolis men involved in aggressive behavior. Referrals are accepted through the Municipal Court or the City Attorney's Citizens Dispute Settlement Project. Since the summer of 1978, ninety men have been served through the 7-week groups run by Keith Davis and Corky Galloway, utilizing the Principles of Rational Emotive Therapy. In August, Keith and Kathryn Ryerson began a group for couples involved in assaultive relationships. On November 28, 1979, the three staff members presented their program to a workshop of the Task Force on Family Violence in Rochester, Minnesota.

NEW DESIGNS FOR YOUTH DEVELOPMENT, a National Publication of Associates for Youth Development, Inc., is available. Write: Associates For Youth Development, Inc., 5423 East Fairmount Place, Tuscon Arizona 85712. (602) 325-2649.

NATIONAL COUNCIL OF CHURCHES CALLS FOR A FUNDAMENTAL CHANGE IN U.S. JUSTICE SYSTEM:

Nothing less than a total reorientation of society's response to crime was proposed in a "Statement of Concern" adopted last month by the Board of Governors of the National Council of Churches. The 12 page statement was approved by a 72-17 vote. "Christians believe justice is achieved through restitution and not retribution." The present criminal justice system is criticized as "unfair, inequitable, unjust, and in some instances itself illegal."

The statement calls for a commitment to principles of justice that aim to restore community harmony rather than punish the offender. Their agenda for action includes support for decriminalization of certain victimless acts, reduced reliance on incarceration and control of the discretion of criminal justice personnel. For copies contact: NCCC, 475 Riverside Drive, New York, New York, 10027. Telephone number is (212) 870-2511.

THE DEPARTMENT OF EDUCATION OF THE MINNEAPOLIS REGIONAL NATIVE AMERICAN CENTER, 1530 East Franklin, Minneapolis, MN, announces new hours for the Adult Basic Education and Cultural classes. Adult Basic Education and GED Preparatory classes are offered Monday through Thursday 9 AM to 8 PM. Cultural classes are offered Monday 4:30 to 7:30 PM and Tuesday through Thursday 2:30 to 8:30 PM. They also offer tutoring for all students, field trips and cultural events throughout the year. Stop in and register or call the Education Department at (612) 871-4555, Ext. 50, 51 or 52.

Sources of Burnout

In the last issue of the HAPPENINGS we attempted to define burnout and some of its symptoms. The consensus of the literature seems to be that burnout is exhaustion resulting from unresolved stress. To look for the causes of burnout, therefore, we must look to the sources of that stress.

One of the most common complaints of people in the helping profession is the size of the caseload; we have to care for too many people. As the caseload responsibilities increase, the counselor may experience an increased emotional overload until, like a wire that has too much electricity flowing through it, the worker burns out and emotionally disconnects.

The people we work with are usually in extreme need. They continually take, demand, drain our emotional energies. We need to be constantly open, in touch with their emotional needs. Our own needs and desires become secondary. As the caseload increases we find ourselves increasingly responding to stressful crisis situations. We become unable to find time for the less urgent interactions with clients which may by their nature be more pleasurable for the counselor.

The nature of our jobs often includes significant fluctuation in workload. We experience periodic swings between the stress of too much work and boredom. It is difficult to establish a "rhythm," to know what pace to expect of ourselves.

Just as our clients usually have many emotional needs, their appreciation for our intervention is intermittent. Most are ambivalent about the counselor's intrusion into their lives. This lack of positive feedback can make it difficult for the worker to receive the reinforcement and self-fulfillment he/she needs.

Client turnover can also make it difficult for the counselor to gain satisfaction. The pressure to accomplish necessary goals in a limited time increases the stress the worker feels. Because a client frequently leaves just as he is beginning to establish a productive life-style, there is little opportunity for a rewarding personal relationship. It is a treasured but rare experience when a successful former client drops in for a personal visit.

Because none of our agencies are really independent from our funding sources and community pressures, we are easily forced into a contradiction of values. We may have to choose the client who is in less need of our service but can help produce good success statistics instead of the more critical but challenging client. We are pushed to spend time with monthly statistics and reports which detract from the time we can spend in direct service to our clients. We may be restrained from advocating for a client when it is unpopular with others in the community. When we are caught in such double-binds we begin to feel impotent in our helping role. If our system will not respond to our suggestions for change, we can be quickly frustrated and discouraged.

Despite all these job-related stresses, the key to the problem of burnout is the acknowledging of the workers' own feelings. We too readily accept the myth that the helping person needs to be the model of mental health, unable to ask for help, to act immature or irresponsible. The worker is expected to suppress his own feelings for the sake of the client's well-being. Policemen, who experience a suicide rate six and one-half times greater than people in non-law enforcement professions, have referred to this suppression of feelings as the "John Wayne Syndrome." Our professional relationships are charged with anger, frustration, and fear. Yet, the counselors are taught to remain objective, to tell themselves that the abuse from a client comes not from anger at the worker, but from a long history of frustration and despair. This objectivity becomes even more difficult and stressful when the worker experiences a personal closeness to the problem of the client: the alcohol

(continued on page 10)

Burnout Continued

counselor who can identify with the frustrations and manipulations of the alcoholic client; the cop who is the parent of teenagers and has to struggle with youthful criminals; the probation officers who try to rehabilitate a burglar while fearing the security of their own homes.

It is ironic that the workers who are most likely to burnout are those who are idealistic and strongly committed to their work. The highly dedicated worker may feel like a super being helper, work even harder for the clients and feel guilt and frustration. There seems to be a fine line between over-commitment and appropriate involvement. The over-committed worker feels a total emotional bondage to the work. To help others the workers must be concerned, but must retain a part of their lives separate from their work.

180° DEGREES responds:

Cheryl Upton, Administrative Assistant, informed the HAPPENINGS regarding the 180° Degrees staff discussions of BURNOUT:

"We came up with about fifteen possible causes of Burnout in this organization. Some issues were geared more towards administrative-type problems, such as: scheduling of shifts and groups; not enough paid vacation; staff turnover; certain communication issues. Other more personally orientated issues were: no feedback from former residents, especially those residents who are still "straight." (This program does not have an aftercare or follow-up component built into it to facilitate this kind of feedback.)

Another issue is so-called "fire-fighting" orientation; this is the situation where so many crisis-type incidents arise so much of the time, resulting in two or more staff people being involved in a meeting with the resident, that too little time is left for "normal" one-on-one sitdowns with the residents on a particular caseload. A tremendous amount of energy is put out by the staff person(s) during these crises.

The issues receiving the most attention were those involving a personal energy drain on the part of the staff person, with a lack of resources for replacing that energy, thereby causing a Burnout situation. This staff does not socialize together outside of work; so there is always the possibility that certain individual needs are not being met, which could create a certain amount of frustration in those particular individuals who have little or no social outlet. Another possible problem area is lack of exercise (physical). Since we have 24-hour coverage in this program, the constantly changing shifts could precipitate a lack of time for physical exercise, thereby lowering the opportunities for that kind of relaxation."

MCCA GROUP INSURANCE PROGRAM

Ralph Pysick and Joan Laufman of the Pysick Agency would like to wish all of the MCCA members a Happy Holiday Season and to thank you all for a great year. They look forward to serving you in the 1980's.

Since the plan was installed with MCCA in the Spring of 1979, four new Agencies have enrolled employees for group insurance benefits. Also, there is now an H.M.O. plan available to Member Agencies.

Coverages available to employees of Member Programs include:
Life Insurance; Loss of Time Insurance; Major Medical; Dental Benefits; H.M.O.
MCCA Programs who would like to join, or need further information, please contact either Joan Laufman or Ralph Pysick at (612) 446-1282 or 955-1995.

Changes At Prodigal House

Prodigal House is a 25 bed, drug free residential therapeutic community, for recovering chemically dependent male veterans. The primary purpose of the program is to assist persons with identifying and accepting their chemical dependency and modifying their dysfunctional behavior. Any male veteran who has a chemical dependency problem which is not exclusively alcohol or marijuana and is in need of long term residential treatment is eligible.

Prodigal House which was started in 1972, has undergone some major changes recently. The first change is in regard to the length of in-house residency. After a thorough review of the program and related statistics it was found that the major changes in the persons behavior, if in fact the person is sincere in his efforts to deal with and change negative behavior, come about during the first six months of residency and after the changes and new information have been personally incorporated it is most important to use these new skills in the community while having the support of the program.

The other major change which took place in February of 1979 involved the type of therapy group to be used in the program. Prodigal House no longer uses the attack type therapy. This change came about through an attempt to make the therapeutic community as similar as possible to the real outside community. It was also found that when using attack therapy the person being confronted had a tendency to fortify their already strong defense system thus making it much more difficult to get the necessary information through to facilitate the positive behavior changes.

Prodigal House is a four phase program:

PHASE I: Training and Personal Freedom (8 weeks)

The focus of this phase is on personal inventory and assessment, utilizing the 1st, 4th, & 5th steps of NA/AA plus in-house program participation. Toward the end of this phase a paper will be written by the resident outlining the goals and problems resolved in this phase and goals and problems he wishes to continue working on.

PHASE II: Training in Maturity Development (8 weeks)

This phase's primary focus is for the client to experiment and evaluate how he can mature in areas of social, personal, work, recreational, spiritual and emotional behavior. More emphasis is put on modification of anti-social behavior. A client will be employed or in an educational or training program just prior to completing this phase.

PHASE III: Training in Living Personal Commitments (8 weeks)

The primary focus in this phase is for the client to do what he developed and worked on in the two previous phases. Clients will complete this phase based on their consistency in following their agreed upon treatment plans; demonstrated initiative, accountability in reporting on progress or problems encountered; the client will be employed or in an educational program; he will have found a place to live in the community; he will have an AA/NA sponsor and he will be financially responsible.

PHASE IV: Community Living (1 year)

During this phase, the client is established in the community and aftercare is monitored in the following areas: Budget, School and Work, Social and Recreational areas, Alumni attendance, Intimate relationships, Communicating and relating, Self-help groups, Accountability to aftercare plan, and long range goals. As these above areas stabilize, the contact with the program becomes less frequent until completion of the one year community living phase.

ANY REFERRALS CAN BE MADE TO THE VETERANS OUTREACH COUNSELOR, TOM PLETCHER
Telephones: (612) 559-0707, 559-0708, or 725-6767, Extension 6625.

System, Tom left to get his Ph.D. at Michigan State. Returning from his academic wars, Tom founded and directed Portland House in August 1973 until October of 1976. Under Tom's guidance, Portland House became one of the innovators in providing alternatives to incarceration for adult offenders.

By April of 1976 it had become obvious to Tom and several other active participants in the Minnesota Metropolitan area community corrections system, that the diverse programs, state agencies, and others with vested interests were not communicating, were not working together, and were often even operating at cross purposes in pursuit of grant money or clients or special recognition. Tom Christian became a vanguard of bringing these active and interested persons and programs together in initiating the Metropolitan Community Corrections Association. Tom was appointed Director by a cross section representing the Metropolitan community corrections programs. He provided vehicles for change in the legislature, often testifying himself. He initiated training programs dealing with police, courts, the community, and has led the way towards better training within the community corrections programs. New formats for the communicating and sharing of ideas have been developed under Tom's leadership. Whenever there was an attack on a program or a need to support the basic philosophies of community corrections, or progress was being impeded, then Tom was there in the middle of the fight. The MCCA has developed a reputation of solidarity, perseverance, and professional responsibility.

Funding has always been touch and go, but fortunately community support has continued to grow and in January of 1978, "MCCA" began to stand for the Minnesota Community Corrections Association.

On other fronts, Tom Christian was active as the State Director of the International Halfway House Association from 1976-1979; administrator of the Chemical Dependency/Criminal Justice Interface Training for the Minnesota Department of Public Welfare from 1978-1979; he was an instructor of Graduate Studies at Mankato State University and the University of Minnesota in Criminal Justice Studies. Tom also was a Consultant Examiner for the Commission on Accreditation for Corrections in 1979 and was Chairperson of the Hennepin County Sentencing Alternatives for the Minority Defendant Conference and Action Committee. Although he had left his position at Portland House, he continued on as a technical assistant there from October of 1976 until the present. Tom was an active participant for the Hennepin County Criminal Justice Community Corrections Standards Committee, the National Council on Crime and Delinquency, the Hennepin County Criminal Justice Coordinating Council and Corrections subcommittee, the Hennepin County Corrections Advisory Board, the Advisory Committee for the Knowledge- Development Mid-size Probation and Parole Project at the University of Minnesota, and the Task Force on the Mentally Retarded Offender.

All who have known Dr. Thomas Christian, have worked with him, or have had dealings with the MCCA offer their best wishes in his new position and their hearty congratulations! But, at the same time, we cannot help but feel a professional and often personal loss to the State of Minnesota.

TOM'S NEW ADDRESS IN GEORGIA:

Project Director
Alternatives to Incarceration Project
National Center for State Courts
Suite 119
1600 Tully Circle, N.E.
Atlanta, Georgia 30329
(404) 634-3366

We welcome the following new MCCA Members:

MICHELE FITZGERALD - corrections student
ROBYN RAE TOPP - corrections graduate
BROTHER PHIL KLEES - Family Networks
JAN CARTALUCCA - Portland House
RILEY GOODWIN - CD Credentialing Board
QUENTIN KURTZ - corrections student
CHARLES REPKE - Bremer House

HELEN STRYKER - MRC, Inc.
MARY SCULLY - MRC, Inc.
JULIE NEYERS - corrections student
LINDA LONDON EKBOM - CD Credentialing Board
SUZANNE SCHILLING - Washington County
DAVID LUNDBLAD - corrections student

We welcome the following new
MCCA Program Members:

DAMASCUS WAY, INC. - Minneapolis
MIDWEST CHALLENGE - Minneapolis

WANTED ! ! ! ! ! YOUR MEMBERSHIP

MINNESOTA COMMUNITY CORRECTIONS ASSOCIATION
2431 Portland Avenue South
Minneapolis, Minnesota 55404

MEMBERSHIP APPLICATION

NAME _____ HOME PHONE _____
PROGRAM/AGENCY _____ WORK PHONE _____
ADDRESS _____ ZIP _____
WORK ROLE _____

- VOTING MEMBER Working in Community Corrections
ASSOCIATE MEMBER Interested in Community Corrections

Membership Dues: \$10.00
(Please enclose check)

1980 Membership Renewal: \$10.00 (Please enclose check)

- Sustaining Member \$25.00
 Patron Membership \$50.00 or more
 Program Membership \$100.00 per year
 Sponsoring Membership \$300.00 per year

MCCA will hold its Annual General Membership Meeting Tuesday, January 29, 1980 at 1:00 PM. The meeting will be held in the "Centrum Room" at 2414 Park Avenue South, Mpls., MN 55404. Items on the agenda include: Election of 5 new MCCA Board Members, Committee Reports, MCCA Industries Program and our State-wide Directory Project. Mark your calendar and plan to attend!

TOM CHRISTIAN
-Director, MCCA

KAROLE WILLIAMS
-Editor

DALE FISHER, The Bakery
DICK KAUFMAN, MCF-Lino Lakes
DALE MORRIS, Veterans Incarcerated
MARK OLSON, Teamhouse
EDWARD RICHTER, ReEntry Services
GREG TILLMAN, V.O.A.
SIMEON WAGNER, Harbor Light Center
-Reporters

KAREN MILLER
-Clerical

HAPPENINGS

A MINNESOTA COMMUNITY CORRECTIONS ASSOCIATION PUBLICATION to share ideas and resources

Minnesota Community Corrections Association
2431 Portland Avenue South
Minneapolis, Minnesota 55404

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