

Happenings

Minnesota Community Corrections Association

Y Detached Workers Help Kids Cope In The Community

By Pat Simons

"To assist youth in developing a life style acceptable to themselves and the society in which they live."

Goals of a YMCA Detached worker

Those who believe the YMCA means little more than swimming lessons, weight rooms, and summer camps, would have to revise their ideas if they come into contact with anyone of the 21 Y detached workers in the Hennepin County area. These Y staff members are not bound to camp sites, locker rooms or pools. Their fields of service may include schools, homes, or anywhere a youth needs a friend, advisor, or advocate.

The role of a detached worker varies from branch to branch in the programs sponsored but overall the aim is the same—to serve young people and their families who are facing problems with school, alcohol or drug abuse, family turmoil, unemployment, juvenile court and other problems. Realizing that different areas have different needs programs deal with issues as diverse as truancy, cultural and racial identity, teen parenthood and self-confidence.

Mike Milstead has been a detached worker for eight years—serving all that time in the small community of Monticello, an hour west of Minneapolis. When he came there with a new degree in social work and social anthropology, Monticello was mostly rural but in the past decade many former city dwellers have emigrated to the country and now there are 50,000 residents within a 10 mile radius of the town.

Milstead operates his program out of his home and credits his wife's backing with much of the success of his efforts.

"He feels the access to him at any hour helps cement trusting relationships between him and the teens he serves.

"Most of my clients come to me through the court's referrals," Milstead says. "Outside the city the courts are

usually the first to come in contact with kids in trouble because there aren't the large number of resources available. Truancy, incorrigibility, running and chemical problems generally wind up in the system which is where I get them. I work separately from the courts and probation officers trying build a relationship that will keep a kid out of further trouble and give them direction."

Milstead has a usual yearly caseload of 125 clients, 50 of whom are usually active in various stages. He may meet with them individually at his home or theirs, have groups of several clients in church basements, or just do outreach work wherever the teens gather. It has taken time to build relationships with the school, but now referrals—about 25-30% are beginning to come from
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MCCA Request Nominations For Board of Directors

MCCA members are invited to submit names of nominees for the MCCA Board of Directors. There will be five positions to be contested for the two year terms beginning in 1986.

In response to numerous requests, voting for the Board of Directors will be conducted by mail. Ballots will be mailed to MCCA members in January, and the results will be announced at the Winter Conference on February 19-20, 1986.

Please submit nominations with names, addresses, agency affiliation, and brief resumes by December 13, 1985 to Jeffery Martin, Department of Corrections, 300 Bigelow Bldg, 450 North Syndicate, St. Paul, MN 55104

MCCA Conference Feb. 19—20, 1986 "Keeping Us Healthy And Growing

The MCCA annual winter conference will offer a unique opportunity for personal and professional growth. In a profession as stressful as ours it is important to examine that stress and our reaction to it, as well as that which confronts our clients.

Relax At Wilder Forest

Not only will we discuss ways of recognizing and relieving stress, the setting and atmosphere of the conference will provide an opportunity for participants to relax and enjoy the comradery of fellow professionals. With a change of meeting location, this year's conference will be held at Wilder Forest, east of St. Paul. The wooded setting itself inspires relaxation and informality.

Ringer To Keynote Conference

Christopher Ringer will present the keynote address on Wednesday morning, February 19. Chris has rapidly become one of the most popular and entertaining speakers in our area. His presentation, tentatively titled "Coping With The Job You Like That Drives You Crazy" is sure to set an enthusiastic pace for the two-day gathering.

AIDS Discussed

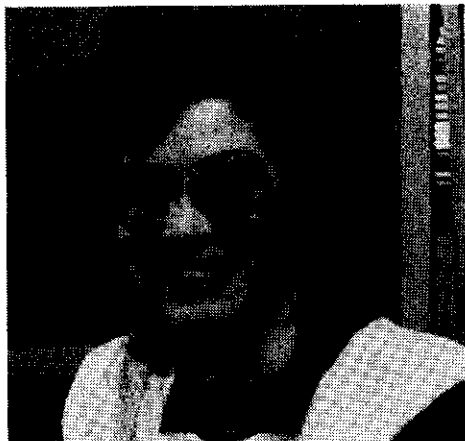
A featured presentation on the second day of the conference will be a presentation on AIDS, what it is, how can we discuss it with clients, what is its impact on its victims and how can our agencies respond to it.

Other subjects presented at the conference will include "coping with the stress of working with sex offenders", suicide, relaxation techniques, a stressful influence indicator, and career changes. We will also have sessions for administrative concerns of hiring, firing and other issues, as well as a panel discussing "Keeping Good People Good."

The full schedule and registration material will be presented in the next issue of **The Happenings**. Mark your calendars, watch for more information and plan to join us for a very enjoyable two days in February.

MCCA Adds Two Board Members

Janet Clark-Entzel and James Cison have been appointed to the MCCA Board of Directors. The action took place at the regular Board meeting on August 21, 1985. These appointments bring the number of persons serving on the Board to fourteen. MCCA By-laws designate a maximum of fifteen members on the Board of Directors, eleven of which are elected by the individual members of the Association. The Board may appoint up to four members.



Janet Clark-Entzel is currently the Director of Planning for Female Offenders for the Minnesota Department of Corrections. During her ten years in the Minnesota House of Representatives (1974-1984) she displayed her keen interest in social justice and the welfare of the state's citizens. Ms. Clark served as chair of the House Criminal Justice Division, the Social Services Subcommittees and the Teenage

Pregnancy Study Committee, and as a member of the Health and Welfare, Education and Judiciary Committees.

With a degree in elementary education and additional credits in psychology and law, Ms. Clark was a teacher in the Minneapolis Schools from 1963 to 1970 and chaired the School-Community Human Relations Committee from 1968 to 1970.



James Cison has been a caseworker at the Minnesota Correctional Facility at St. Cloud for six years. For the three previous years he worked as a correctional counselor at that institution. Jim has a Bachelor of Science degree in sociology and psychology and studied corrections at Mankato State University.

From 1971 to 1973, Jim served in the military in Germany, working as a reporter for the 7th Corps newspaper. He is married and has two small children. In addition to the MCCA, Jim is a member of the Minnesota Corrections Association and the Minnesota Association for Professional Employees.

They Ran Behind The Bars

By Mia P. Olsen

None of the runners wore stylish mauve running clothes. Nobody had sleek lightweight Nikes. Instead the runners were clad in sweats, old T-shirts, high-top tennis shoes and state issue shoes that looked like WWII combat boots.

It wasn't America's most beautiful urban marathon. There were no "heart break" hills on grass or cool lakes. It was a dusty ¼ mile dirt track that was the scene of Stillwater Correctional Facility's annual marathon.

Fifty inmates gathered on a sunny Sunday morning in August to run the 26 miles, 385 yards and bring their message to the Greeks.

I joined 8 other "outsiders" invited from local running clubs to run and lend support to the runners.

The race was organized by Mary Croft, nurse at the prison. Not only did she run the marathon but provided all the familiar necessities; an official time clock, a water stop "every ¼ mile", sponges; vaseline and water hoses.

The spectators were the rest of the inmate population who, at times, seemed puzzled by the whole grueling event as they played basketball, handball and listened to music.

Soon after the starting gun went off I was given a nickname by the spectators "Miss Bud Light" (one of the advertisers on my T-shirt). Though they seemed more interested in my MS (marital status) than my PR (personal record), they shouted words of encouragement. I felt a sense of urgency in my performance when they informed me they had big bets riding on my finishing time. I didn't know how to break it to them that I planned to run only part of the 26.2 miles.

Round and round we went—some struggling—some smooth and metronomic. Just 94 laps to go...just 85 laps to go.

By high noon most of the runners were completing the race, turning spectacular times. Seven finished under 3:30 and ten under 4 hours. The winner was Bill Schneider with a time of 3:00:38.

Our hours together on the track were a great equalizer. It showed me the camaraderie that sports events like this bring.

Eden House Names Tim O'Brien

Tim O'Brien has been appointed Program Director at the Eden House Residential Program, effective September 16, 1985. He succeeds Dan Cain, who was named Executive Director of Eden, Inc.

Tim has worked at Alpha Human Services since 1977 as counselor, program coordinator, and, since 1975, as intake director. He previously worked for the Department of Corrections with women property offenders at Shakopee and Lino Lakes and served as Program Director at Freeport West.

In addition to his work in community

corrections, Tim is an entrepreneur. He owns Hillside Sprouts which provides salad sprouts to numerous restaurants and grocery stores in the area. On his fifty acre farm he also raises Arabian Horses and registered goats.

O'Brien will continue to lead outpatient therapy groups for the "marginally treatable, hard to place" clients at Alpha Service Industries.

Pete Puffer, MA, has assumed the duties as Program Director at Alpha Human Services.

We Want You To Know



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Recently I received a letter from a group called Coalition For The Legal Regulation of Social Workers in Minnesota.

Many of you working in corrections are social workers by training. I thought you may want to be brought up to date on this issue. Also, the MCCA Board needs to know the thoughts of the membership on this issue. We solicit your opinions on whether MCCA should endorse the licensure effort.

The following information is provided by the Coalition in their recent letter:

- 1) "The Minnesota Coalition for Legal Regulation of Social Workers includes the major social work organizations and represents professional social workers statewide. The Coalition has applied for licensure to the Minnesota Department of Health which makes recommendations to the state legislature on the credentialing of human service occupations. Our application is currently under review by Health Department staff and the Human Services Occupations Advisory Council (HSOAC).
- 2) Licensure will assure the public that certain minimum standards of practice, including educational and ethical requirements, have been met, and that when these standards are not met, offenders will not be able to continue practice. The establishment of standards will help protect the public from incompetent and unethical practitioners and, thereby, further the development of high quality mental health and social services.
- 3) At the present time, anyone in Minnesota can use the title of "social worker" and engage in the practice of social work. Without regulation, there are no educational requirements or professional standards that can be legally enforced. Legal regulation would establish standards of practice."

You may agree or disagree with the Coalition's stance. Please let MCCA Board members know how this issue may impact correctional professionals and whether we should sign a resolution to support licensure of social workers in Minnesota.

MINNESOTA COMMUNITY CORRECTIONS ASSOCIATION

666 Marshall Avenue
St. Paul, MN 55104

NAME: _____
 PROGRAM AGENCY: _____
 WORK ROLE: _____
 WORK PHONE: _____
 ADDRESS: _____
 ADDRESS SHOWN _____
 IS: _____

_____ HOME	INDIVIDUAL MEMBERSHIP	_____ \$ 15
_____ WORK	PROGRAM MEMBERSHIP	_____ \$100
	STUDENT/VOLUNTEER MEMBERSHIP	_____ \$ 5

Make checks payable to MCCA

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teachers or counselors.

"One thing all the kids I deal with have in common is low self-esteem," Milstead says. "Many come from homes where emotional abuse is prevalent and I've come to believe this is as damaging as the physical or sexual abuse I see. A kid who is constantly put down and feels he is responsible for the family's problems is a candidate for trouble. I work with a lot of them and if needed, try to get the whole family involved."

Milstead often becomes an advocate for his clients with the courts and schools, but says one of his most rewarding projects was a work program he spearheaded last summer. He found that working with the kids as an equal provided an opportunity for greater closeness and generated more trust for him by the kids.

"The sooner I can begin seeing a young kid, the better chance I have of keeping that kid out of trouble and in school, and away from further court involvement. In a small community I'm highly visible - people know me and my family. They call, ring the door bell or phone at any hour and know I'll be there."

One of Milstead's greatest concerns is the new class of poor he sees emerging—especially the young single mothers who haven't the educational background or the ability to set personal goals which can get them out of the poverty and hopelessness they fall into. He believes that the trailer courts and low rent apartments in his rural area are just as demeaning as any inner city project and tries to work with the kids to supply motivation to achieve all their potential.

South High School in Minneapolis has almost as many students—2,500—as the population of Monticello. The urban make up is much different—a mix of white, black, Native American and South east Asian students from varied family and economic backgrounds attend the school which has many faces—a magnet program, an open school, provisions for disabled students and even a day care center where teen age mothers can bring their children while they are in classes that will lead to diplomas. This mix of students share lockers, halls, classrooms and 115 of the juniors and seniors share something else - involvement in the Partnership Program that is the responsibility of Lynne Schroer, a detached worker based at the Hiawatha YMCA Branch.

The Partnership Program works with students at risk of dropping out and who need individual help and encouragement to attend classes and finish school. Students are in smaller classes and are monitored more closely than others for truancy or signs of letting up on performance.

"In the high school I find almost all my kids are using chemicals, many abusively. At Folwell it's over 50% who are beginning to experiment with alcohol or pot. Yet the chemical abuse is there because the kids are trying to cover other pain. It's the one sure way they know to deal with life. My work is helping them to recognize the pain and to talk about it. Most kids don't trust adults, parents, or their family, and others who could have helped them in the past weren't there for them. So establishing a one-to-one relationship where they know I'm there—at any hour—is a start."

In Mpls., the Y detached worker can network with other agencies such as Youth Diversion or Court Services to establish a large number of programs. The diversity of the detached workers background is often utilized. Native Americans and Blacks are able to provide positive role models as they work in groups focusing on cultural awareness and dealing with racial issues. Groups that deal with chemical use by the teen or his family are essential and groups for victims of abuse - both sexual and physical - are also found in the schools. Last summer, the Hiawatha Y began an employment program that helped teens find work in their neighborhoods and benefited both residents and kids.

"I think the responsibility most kids learned was even more important than their paychecks," Schroer said. "They became aware of succeeding at something. Many of the people who hired them formed connections also. One of my fondest memories is the concern of a white neighborhood senior who had a black teenager helping her with yard work and heavy chores. She learned as much from that relationship and worries about him and his future now, keeping in touch. He in turn had another positive experience with an adult that hopefully will reflect on how he feels about himself."

Schroer and Milstead both see the main problem with teens as absence of self-esteem and work at giving strokes to their clients. They emphasize finding the positive qualities in their kids to concentrate on rather than the negative aspects that have brought them to the courts or schools' attention as a "problem".

"These kids—they are so vulnerable," Schroer says. "Somewhere along the line they've been hurt so they always have their guard up. We have the opportunity and responsibility to find the means to get that guard down so they can be reached. They all deserve it." The Y detached worker program is jointly funded by United Way, local municipalities, Hennepin County and the Minnesota Crime Control Board. To learn more, contact any branch of the Minnesota YMCA.

Community Dispute Resolution

By Rodney Johnson

The MCCA Legislative Committee has been following the legislation related to promoting the use of mediation with court referrals for the past two years. During the 1984 legislative session, a bill was passed that would encourage development and use of community dispute resolution programs (MN Statutes, Chapter 494). The intent of the legislation is to help solve disputes between people that could escalate into unnecessary litigation. By using trained volunteers as mediators, mediation programs bring the parties to a dispute together and work out voluntary agreements. Currently, 13 programs exist in the state and expansion could occur as a result of the Legislation. MCCA's interest in this legislation involved supporting the concept, but pointing to some limitations in its use. Initially, the idea was being sold as a cure-all to almost every problem, but in final form the legislation placed some realistic limitations on the types of cases that could be mediated.

The legislation also directed the State Court Administrators Office to develop guidelines for mediation centers and a certification process. I served on a committee as a representative of MCCA over the past year to have input on the guidelines. Originally, the Legislature wanted to review the guidelines and pass them during the 1985 session. When the guidelines bill didn't get up for a vote in the House (they were passed in Senate), an amendment was made to legislation related to the State Court Administrator's Office that gave them authority to develop the guidelines as administrative rules. Mary Kearney of the State Court Administrator's Office recently indicated they intend to use the guidelines developed by the committee and make them effective this fall. Programs can then apply for certification to take court referrals. The original legislation indicated up to 50% matching money from the state would be available to assist in program expansion. A request from the State Court Administrator's Office for \$200,000 to get started in this effort did not pass. So it looks like anyone wanting to start a mediation program has rules to follow but no monetary assistance from the state.

If you have specific interest in mediation guidelines, you can contact Mary Kearney at 297-1499 or myself at 221-0048.

Other States Become Active In Serving The Developmentally Disabled Offender

By Laura Sissala

At the recent National American Association On Mental Deficiency, held in Philadelphia, Pennsylvania, there were three sessions on the Mentally Retarded/Developmentally Disabled Offender. I was able to attend two of these.

Miles Santamour (expert witness), Jackie Bonie (attorney for plaintiff), and Mike Pugh (program developer), spoke about the consent decree under which the State of Texas is now mandated to identify the M.R. person who is sentenced to prison and to provide appropriate services during their stay.

In response to the decree the following was developed:

- A. A plan of Habilitation, this includes individual school plans which will be available regardless of age. Vocational Education classes in maintenance, building and horticulture.
- B. A Social Support plan, including case management, advocacy, psychological counseling, a team approach and resource development.
- C. Security; these offenders will be placed in a special unit at one facility. There will be no integration with the other non-retarded inmates. The guards will be specially trained to deal with this population and will be scheduled only in this units.
- D. A continuity of care plan; this is intended to insure proper treatment in the community. There will be PO's specially trained to supervise this population and the pre-release team will find special residences for these inmates.

The I.Q. cut off for offenders to be eligible is 73. They anticipate serving 33 to 66 male inmates and a smaller group of females at a different facility.

The presenters then identified some areas which they see as needing further attention, these are a special program for the dual diagnosed, the identification of, or development of an assessment tool which targets actual skills and needs area, and a procedure to review individual histories and community based treatment.

What they described was their plan; the success of its implementation has yet to be seen. Beyond their success several other presenters commented on the tremendous need for services in the community for the non-offending M.R., much less an ex-inmate.

David White, Dee Kifowit, and Mary Jo Herndon spoke on "Offenders With Mental Retardation; Innovative Approaches To Diversion, Identification And Prevention."

The three of them described their various involvements with the Mentally Retarded Offender (MRO). Several consistent themes developed.

- A. The needs of the Mentally Retarded Offender are basically the same as other offenders and criminal suspects.
- B. All personnel in the criminal justice system: police officers, public defenders, court personnel, judges, probation officers... need to be trained to recognize the Mentally Retarded Offender, how to talk to him/her, how to protect their rights while collecting evidence about the crime. This training also must include a discussion of attitudes and myths about who is retarded and why they might offend.
- C. Probation officers in particular, it was noted, need "common sense" training in the need to be concrete with this population, how to reinforce compliance with probationary rules.

D. The system needs citizen advocates which will assist this disabled offender throughout the criminal justice system.

E. The population of offenders with 75-90 I.Q.'s is not currently being effectively served.

Many of the participants voiced frustration of the lack of treatment facilities available to this population, the refusal of established treatment facilities to accept lower functioning clients due to lack of reading and writing skills, and a general misconception by many treatment personnel that this population is untreatable and best locked up away from society.

Programs addressing these issues were listed: Nebraska; Texas; New Jersey; Pennsylvania; and Minnesota.

Both of these presentations were exciting. The opportunity to share successes and frustrations was delightful. We all look forward to seeing the services in this field grow.

MCCA T-Shirts Are Now Available

Now you, too, can celebrate your membership in the Minnesota Community Corrections Association with an official MCCA T-Shirt. The Hanes cotton-polyester shirt is an attractive ecru color (slightly lighter than this newsletter) with the MCCA logo in rust. They sell for a paltry \$7 dollars and are available in small, medium and large sizes.

To get your MCCA T-Shirts, mail the order form and call Tim Peterson, 292-7350, to arrange pick up of your order at Wilder CAP, 666 Marshall Avenue, St. Paul. Orders for three or more shirts from outside the metro area will be mailed on request.

MCCA T-Shirts will also be available at all MCCA training sessions.



John Penton and Dennis Avery enjoy their MCCA T-shirts.

Please reserve _____ MCCA T-Shirts for

Name _____

No. of Shirts _____

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I am enclosing \$ _____

Pick up at Wilder CAP, 666 Marshall Street, St. Paul

Writing Skills, Violent Relationships Featured In Fall Training

The **November 13** MCCA Training will focus on clear writing skills. **Ray Lescher**, Coordinator of Staff Development for Ramsey County Community Corrections, will present a special extended training session from 10:00 AM to 3:00 PM on that date. The subjects of the training include: five basic rules of clear writing, the "Fog Index," paragraph structure, variety of writing styles and editing skills.

The workshop is limited to 25 participants and **preregistration is mandatory**. A free lunch (who says there is no such thing?) will be provided. Participants are asked to bring three recent reports.

The **December 11** training will discuss "Working With Men Who Batter." The workshop presenter will be **Mike McGrane**, MSW, Coordinator for the Wilder Domestic Abuse Program in St. Paul. The session will address treatment approaches and techniques in working with men who verbally, emotionally, physically and sexually abuse their partners. Specific focus will be on identifying the abuse, defining abuse, developing treatment plans, working with court-mandated resistant clients and examining the myths and characteristics of men who batter.

All MCCA training sessions are held at the Wilder CAP Building, 666 Marshall Avenue, St. Paul. Cost is free to MCCA Individual Members, \$5.00 for staff of Program Member agencies and \$10.00 for non-members. Pre-registration is requested. Please call Mike McGrane at 221-0048 to register or for more information.

Board Asks For Robinson Award Nominees

The MCCA Board of Directors is asking for nominations for the 1986 **Robert H. Robinson Service Award**. The award is presented at the annual winter conference to a line staff worker in community corrections who has demonstrated "excellence, creativity and commitment" to corrections and the community.

Previous winners include Dale Fisher, Hennepin County Court Services; Mike McGrane, Wilder CAP; and Liz Teller, Freedom House. Nominations with resumes of the nominee should be submitted to the MCCA office no later than January 20, 1986.

Happenings

A publication of the Minnesota Community Corrections Association, 666 Marshall Ave., St. Paul, MN 55104 — 292-1131.

The opinions expressed in the Happenings are those of the contributing writers.

Readers are encouraged to respond to the content of this newsletter and to write on topics of interest to its readers. The staff reserves the right to edit submitted articles. Copy deadline is the 25th of odd-numbered months. **Members of the newsletter committee are:**

- Dale Fisher, Editor**
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- Laura Sissala**
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180 Degrees
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We would like to thank the men in the print shop at MCF-STW for their help in publishing this newsletter.

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