

# THE ICA JOURNAL



Fall 2008

**INDIANA CORRECTIONAL ASSOCIATION**

*Partnering with The International Association of Reentry, ICA Presents:*



**2008 CONFERENCE      OCTOBER 8-10, 2008**

**RADISSON HOTEL AT STAR PLAZA , MERRILLVILLE, INDIANA**

# ICA Board of Directors

Executive Director	Steve Ingram	317-313-3309
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## EXECUTIVE COMMITTEE:

President	Kellie Bittorf	219-755-3850 x 303	Secretary	Tony Peck	812-526-8434 x 212
VP / President Elect	Dave Leonard	219-785-2511	Treasurer	Sandra Sharp	219-785-2511 x4070
Chairman of the Board	Eric Hoch	317-266-9564			

## DISTRICT DIRECTORS:

Northeast	vacant		West Central	George Grabianowski	888-358-9117
Northwest	Michelle Briggs	219-326-1188	Southeast	Donnie Emerson	812-526-8434
East Central	James Cox	317-605-1374	Southwest	Ellyn Hall	812-424-9821

## AT-LARGE DIRECTORS

Adult Probation	Carol Hall	317-327-4265 / 4252	Juvenile Services	Karen Hurst	765-689-8920
Community Based	Todd Williams	317-266-9564	Minority Affairs	W. Faye Moore	219-879-5554
Education	Jill Baker	317-839-2513 x 2229	Parole	Krysten Hinkle	574-234-4600
Membership	Eric Comeno	219-785-2511	Substance Abuse	Janet Pottoroff	
Institutions	Mike Scott	219-326-1188 x 212			

## STANDING COMMITTEE CHAIRS:

Archives	Jack Harlow	812-339-5087	Leadership	Rondle Anderson	317-233-5777
Awards	Jack Hendrix	812-398-5050	Legislative	Steve Runyon	317-686-9851
2008 Conference	Dave Leonard	219-785-2511	Marketing	Steve Robertson	812-398-5050 x3604
2008 Conf. Program	John Eichelberg	219-785-2511	Media / Webmaster	Eric Comeno/Dave Leonard/Eric Hoch	
2008 Conf. Social	Karen Hurst	765-689-8920	Nominations	Eric Hoch	317-266-9564
Constitution / ByLaws	Mary Leffler	317-686-9871	Parliamentarian	Charles Caragol	812-339-2215
Corporate	Steve Ingram	317-313-3309	Projects/Necrology	Dave Leonard	219-785-2511
Editor	Jennifer Saroka	812 599-7915	Resolutions	Michelle Ryder	317-945-8164
Finance	Sandra Sharp	219-785-2511	Scholarships	Carlene Stringer	317-839-2513 x2287
			Strategic Planning	Bob Hughes	317-697-2445

[www.indianacorrectionalassociation.org](http://www.indianacorrectionalassociation.org)

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## President's Message

By Kellie Bittorf, ICA President

Transition is in the air. We have a diverse slate of qualified criminal justice professionals running in this year's election. Voting takes place at the registration booth during the fall conference. Please take a few minutes to place your vote. You have the opportunity to mail an absentee ballot in the unfortunate event you are unable to attend the conference.

Discussion and vote for approval of ICA's revised by-laws will take place at this year's annual business meeting on October 10, 2008 during the fall conference closing session. This is a great opportunity for members to voice their opinion and be involved in a possible significant transition of the operations of ICA.

If you have not already registered for the 2008 ICA fall conference please do not delay. The conference planning committees have diligently worked to guarantee conference attendees an outstanding opportunity to learn, network and enjoy time with colleagues. The Merrillville Radisson has always been a choice location for attendees. This year will even be better as it recently underwent significant renovations.

Membership is the glue that keeps our organization together. Please encourage your colleagues to become members of ICA and attend the conference with us. As you already know, conference opportunities are only one of many advantages to being an ICA member.

Just think, if each current member brought a new person to the fall conference, we could easily double our membership.

As I write this, I am preparing to attend the ACA conference in New Orleans. Indiana will be favorably represented, as numerous ICA members will be attending this conference as well. One lucky ICA fall conference attendee will be chosen to join President-Elect Leonard on his trip to the 2009 ACA winter conference to be held in balmy Kissimmee, Florida. This drawing takes place during the 2008 fall conference closing session. Members must be present to win this fantastic prize.

On behalf of ICA, I would like to extend best wishes to IDOC Commissioner J. David Donahue. He contributed a great deal to the Indiana Department of Correction and was a member of ICA.

Incoming IDOC Commissioner Ed Buss has been a long-standing member and supporter of ICA. My first opportunity to work with Mr. Buss was during the 2005 ICA fall conference. I think most would agree when I say IDOC is in good hands under the leadership of Mr. Buss. Congratulations on your new position Mr. Buss.

Speaking again on transition, this will be my last article written as 2008 President of ICA. As many past President's have communicated, I can truly tell you I wish I had one more



year to serve ICA in this capacity.

In December of 2007 I experienced an immense transition in my professional life when I accepted the position of Executive Director at Lake County Community Corrections. Meeting the responsibilities of this position and ICA President has been a challenge. However, I was able to pull it off because of the support and efforts of many colleagues. I can honestly tell you that it probably would have not happened as easily without the assistance of President-Elect Leonard. He is extremely humble and most likely would not share with you the amount of work he has put forth. With that said, ICA members are fortunate to have chosen Mr. Leonard as their next leader. The 2008/2009 transition will undoubtedly go without difficulty.

Although it is only July 5<sup>th</sup> as I write these words, I know we will soon be feeling the autumn chill in the air and packing our bags for the conference. I look forward to seeing each of you and meeting new ICA members. Enjoy the rest of your summer!

- Kellie Bittorf

# You're Invited . . . .

Dear Friends, Colleagues, and all those committed to enhancing the field of corrections:

It is my pleasure to invite you to attend the 75<sup>th</sup> Annual ICA Fall Conference being held at the Radisson Hotel and Conference Center in Merrillville, Indiana. This Year's conference theme is "ICA 75 Years of Sharing Knowledge / Transforming Lives."

This year we are offering our attendees an added opportunity to Share Knowledge. We will be offering an additional day of training at no additional cost to conference attendees. All three day conference registrants will have their choice of attending any one of the following three workshops being held on Tuesday October 7, 2008 **Free of Charge.**

- **"Working with Female Offenders: What Does Science Tell Us?"** Presented by Kim Sperber
- **"Case Management: A Process, Not an Event"** Presented by Amanda Hall
- **"Field Officer Safety Training"** Presented by Mark R. Murphy & Brian Johns

**We are also pleased to announce that not only have we added to the amount of training offered at the conference we have also kept the conference registration fee's the same as in years past.**

Correctional Medical Services (CMS) in cooperation with ICA has come up with an outstanding group of medical tracks geared toward all disciplines of corrections.

Wednesday October 8<sup>th</sup> will highlight our opening Speaker – Dr. Mario Paparozzi, President of the International Association of Reentry. **Our Exhibitors Grand Opening will be Wednesday afternoon.** Wednesday night is our Annual Awards Banquet followed this year by our first ever **ICA Idol** Contest to raise money for our charity Riley's Hospital for Children (made possible by Good Times Entertainments).

Thursday, October 9<sup>th</sup>, will be packed with exciting educational tracks followed by a "BLAST FROM THE PAST" Fun night celebration open to all conference registrants. Our social committee has booked an awesome band.

Our Conference will conclude on Friday morning. We are honored to have Past President Jim Hmorvich (Family Services Director, and comical, historical, story-teller) as our closing speaker.

We look forward to seeing each of you at the conference in our efforts to "Share Knowledge and Transform Lives". Especially the lives of the clients we all serve.

*Dave Leonard*

Conference Chair



## Don't be a Party Pooper!

## Join the Cool Cats at the Fun Night!

# Costume Contest!



Calling all Greasers, Hip Cats, Daddy-Os, and Baby Dolls! It's time to get out your best threads including leather jackets and poodle skirts to strut your stuff and hang with the gang Thursday night! If you don't turn on a dime and make it on time, you just might be cruisin' for a bruise! Don't make us wait and don't be late! The coolest threads will razz the berries on the judges to win a hip prize! Dig in your closet if you're old enough or visit a vintage shop if you aren't and you'll have it made in the shade! Be there or be square!

Until then . . . . . **STAY COOL!**

# Fall Conference Preliminary Agenda

75<sup>th</sup> Annual ICA Fall Conference

*Sharing Knowledge – Transforming Lives*

Pre-Conference Workshops on October 7, 2008 \* Conference Workshops October 8-10, 2008

## Tuesday, October 7, 2008

7:30 AM – 8:30 AM Coffee/Danish

7:30 AM – 4:00 PM Registration

8:00 AM – 4:00 PM Pre – Conference Workshops

1. “Case Management and Planning” – Amanda Hall, Parole Services Trainer, IDOC Staff Development
2. “Gender Specific Programming” – Dr. Kimberly Sperber, Talbert House
3. “Field Officer Training” – Mark Murphy, Lake County Community Corrections

10:00 AM till 10:15 AM (Morning Break)

12:00 Noon till 1:00 PM (Lunch on your own)

2:15 PM till 2:30 PM (Afternoon SNACK Break)

6:30 PM Presidents Banquet (By Written Invitation Only)

## Wednesday, October 8, 2008

7:30 AM – 8:30 AM Coffee/Danish

7:30 AM – 4:00 PM Registration

9:00 AM – 11:15 AM Greeting/Opening Remarks/Keynote Address

Expected to present:

Kellie Bittorf, ICA President

Dave Leonard, Conference Chair

Ed Buss, IDOC Commissioner

The Honorable Mitch Daniels, Governor of Indiana (not confirmed at time of publication)

State Representative Tom Dermody

Dr. Mario Pappozzi, International Association of Re-Entry

11:15 AM – 1:00 PM Exhibitor Grand Hall Opening

LUNCH on your own

1:00 PM – 2:30 PM Concurrent Workshops

1. “Transitional Jobs” – G. Keesling/A. Hudson, Workforce, Inc/Bluejacket, Inc
2. “Team Building” – Dr. John Israel, Dr. Rachel Ross and Superintendent William Wilson, Westville Correctional Facility
3. “Addiction and Criminal Behavior” – Delbert Boone, NND Productions
4. “Juveniles and Corrections” – Marc Kniola, South Bend Juvenile Correctional Facility
5. “Rural Substance Abuse Intervention” – Steve Stone, Wabash Valley Hospital, Inc

2:30 PM New Member Reception hosted by ICA Board and IDOC Commissioner Ed Buss

3:00 PM – 4:30 PM Concurrent Workshops

1. “Prison Rape Elimination Act” – Rhonda Vega, Westville Correctional Facility
2. “Dementia in Prisons” – Janet Pottoroff, Hancock Regional Hospital
3. “Psychology of Addiction” – Delbert Boone, NND Productions
4. “Juveniles and Corrections” – Marc Kniola, South Bend Juvenile Correctional Facility
5. “Finance for Educators” – Tim Sweeney,

4:30 PM – 5:00 PM District Caucuses

5:30 PM – 6:30 PM Exhibitor Hall Reception

6:30 PM – 8:30 PM ICA Awards Dinner

9:00 PM – 12:00 AM DJ & Karaoke an First ever ICA Idol Contest for Charity in the Atrium

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Thursday, October 9, 2008

7:30 AM – 8:30 AM Coffee/Danish

7:30 AM – 4:00 PM Registration

7:30 AM – 8:30 AM Past Presidents/Lifetime Members Breakfast

8:00 AM – 12:00 PM ACA Testing and Credentialing

8:30 AM – 10:00 AM Concurrent Workshops

1. "Serious and Violent Offender Re-Entry Initiative" – Danielle Steffey, IAR
2. (Medical topic TBA) – Dr. Michael Mitcheff, Correctional Medical Services
3. "Sobriety, Straight Up" – Delbert Boone, NND Productions
4. "High Risk Families" – Dr. John Wright
5. "ESL in Education" – Jennifer Morrow

10:15 AM – 11:45 AM Concurrent Workshops

1. "Serious and Violent Offender Re-Entry Initiative" – Danielle Steffey, IAR
2. "EENT" – Dr. Carr, Correctional Medical Services
3. "Working with Resistant Client" – Delbert Boone, NND Productions
4. "High Risk Families" – Dr. John Wright
5. "Realities of Re-Entry, Overcoming the Barriers" – Mary Leffler/Steve Runyon, Volunteers of America
6. "Women and Effective Leadership" – Michelle Ryder, Assistant Warden, Marion County Jail, CCA

11:15 AM – 12:15 PM Exhibitor Hall Closing12:00 PM – 1:30 PM IDOC Commissioner's Award's Luncheon (for all IDOC staff)1:45 PM – 2:45 PM Concurrent Workshops

1. "Fugitive Recovery" – Mark Murphy/Brian Johns, Lake County Community Corrections
2. "Managing Mental Health in Corrections" – Dr. Baume, Correctional Medical Services
3. "Treating Addiction in the New Millennium" – Delbert Boone, NND Productions
4. "High Risk Families" – Dr. John Wright
5. "Contraband – Search & Seizure" – Eric Hoch, HOCCS

3:00 PM – 4:30 PM Concurrent Workshops

1. (Topic TBA) Bryan Pierson & Donnie Emerson, Edinburgh Correctional Facility
2. "Diabetes" – Dr. Michael Persons, Correctional Medical Services
3. "The Many Faces of Addiction" – Delbert Boone, NND Productions
4. "High Risk Families" – Dr. John Wright
5. "Critical Incident Management and Reporting" – Mark Levenhagen, Indiana State Prison

5:00 PM – 6:00 PM ICA Fun Run , Charity Event Proceeds go to Riley Hospital for Children

6:30 PM – 12:00 AM ICA Fun Night, (Theme) Blast From the Past ( Grease) Prizes for Best Dressed

Friday, October 10, 20088:30 AM – 9:30 AM Concurrent Workshops

1. (Topic TBA) - Yvette Salinas, Parole District Supervisor
2. "Cardiac Initiative in Corrections" – Kevin Lee, RN, Correctional Medical Services
3. (Topic TBA) – Delbert Boone, NND Productions
4. (Topic TBA) - Cheryl Bennett & Angle Hackleman, Correctional Medical Services
5. "Forensic Diversion" – James Berman

10:00 AM – 12:00 PM Closing Ceremonies/Business Meeting/Keynote  
Jim Hmurovich, ICA Past President

See You There, Because  
ICA WINNER IN YOU !!  
(Quote courtesy of Past President Eric Hoch)

# Invitation



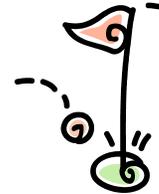
*TO: All New ICA Members*  
*WHAT: New Member Reception*  
*DATE: Wednesday, October 8, 2008*  
*TIME: 2:30pm*

*You are cordially invited to join ICA President Kellie Bittorf, VP/President Elect Dave Leonard, ICA Board Members and IDOC Commissioner Ed Buss at the New Members Reception*

## ICA Fall Golf Scramble Tournament



Tuesday, October 7, 2008  
 Turkey Creek Golf Course  
 Shotgun Start: 9:00am  
 \$50.00 Per Person



**ENTRY RULES:** ONLY ICA Members, sponsors, exhibitors, and conference attendees are eligible to play. Cart included, enter as a team of four or enter as an individual. Be at the golf course no later than 8:30 am for classification and breakfast. No food or beverage may be brought onto the golf course, violators will be asked to leave and no refunds will be given.

### Team Prizes

Closest to the Pin, Longest Drive, Longest Putt, and many more prizes to be awarded. Registration is limited to the first 88 players so hurry and get your team registered. If an agency or individual is interested in being a golf sponsor (\$100.00 or more) or hole (\$50.00) sponsorship, please submit with registration or call for info.

Any Proceeds to go to the ICA Charity, Riley's Children Hospital



Continental Breakfast at 8:00am and lunch at the Turn

### Registration Form

Name: \_\_\_\_\_ Agency: \_\_\_\_\_  
 Address: \_\_\_\_\_ Phone: \_\_\_\_\_  
 Team Members: 1. \_\_\_\_\_ 2. \_\_\_\_\_  
 3. \_\_\_\_\_ 4. \_\_\_\_\_  
 Individual only: \_\_\_\_\_

Make payment to: Indiana Correctional Association  
 Send Registration form & payment to: Eric Comeno  
 123 Circle Drive  
 Westville, In. 46391

**TAKE THE ICA CHALLENGE: EACH INSTITUTION OR AGENCY GET A FOURSOME TOGETHER!!**

**DEADLINE TO REGISTER IS SEPTEMBER 30, 2008**

Telephone Eric Comeno, Golf Chair at 219-785-2020 or cell 219-617-4042 for more information.

## Nominees for ICA Board of Directors

### *Eric Comeno, Nominee for Vice President/President Elect*



Eric Comeno is a nominee for the position of Vice President/President Elect. Eric has served ICA as Northwest District Conference Committee Member, North West District Director and Program Chair for the 2005 I fall conference. Mr. Comeno Currently holds the position of Membership Director and 2008 Golf Chair for the upcoming 2008 Fall Conference.

Mr. Comeno is in his final year of studies to complete his Bachelors Degree in Criminal Justice Administration. He has worked for IDOC for over 17 years. Working his way up through the ranks from the position of Correctional Officer, he currently holds the position of Regional Manager for Staff Development and Training.

Mr. Comeno served over 14 years as a Volunteer Fire Fighter. During that time he served on the Board of Directors for the Volunteer Fire Department in the capacities of Treasurer, Vice President and, President.

Mr. Comeno's service to the Indiana Correctional Association, The Volunteer Fire Department, and leadership skills within the Department of Correction make him a great candidate for the position of ICA Vice President / President Elect.

### *Michelle Ryder, Nominee for Vice President/President Elect*



Michelle Ryder is a nominee for ICA Vice President / President Elect. Michelle has served ICA for the past 10 years. She has served as Secretary, 2006 Conference Program Chair. She currently serves as Resolution Chair and assisted in the formulation of the proposed by-laws change.

Michelle holds a Masters Degree in Management and Leadership, a Bachelors Degree in Criminology, and is certified as a Substance Abuse Counselor.

Michelle Began her Career in Corrections as a Correctional Officer with the IDOC. Michelle quickly Promoted to Substance Abuse Counselor, then Case Manager with Volunteers of America (VOA). Michelle was then promoted to the Position of Assistant Director for the Community Education Centers (CEC). She served as Assistant Director until her promotion to Director of Liberty hall a 250 bed facility. Michelle was then promoted to Director of Female Programs for the CEC Corporation.

Michelle's superior leadership skills has earned her the position of Assistant Warden at Corrections Corporation of America (CCA), Marion County Jail II, a privately ran 1200 bed adult male facility. An example of her leadership skills is her work on a task force at a Florida CCA Facility in early 2008.

Michelle Ryder has served the State of Indiana in the field of corrections for almost 20 years. Moreover, Michelle has been actively involved with ICA for over half of her career. Michelle's Passion to make Corrections a better environment for staff and clients while holding a high level of professionalism makes her an excellent candidate for the position of VP/President Elect.

## *Karen Hurst, Nominee for Secretary*



Karen is a candidate for Secretary of the ICA. She has been a member of ACA/ICA for eight years and currently holds the position of Juvenile Services Director At-Large and is the Social Functions Chair for the 2008 ICA Fall Conference. She also has been actively involved with planning several district spring conferences, as well as assisting with social functions during the 2005 annual fall conference. Karen was recipient of the 2006 ICA Northwest District Merit Award.

Karen has been employed by IDOC since 1992 and is currently serving as a Regional Director of Human Resources for the Northeast region of Indiana, which includes 4 juvenile and 3 adult correctional facilities. Prior to her promotion, she served as the Human Resources Director at the North Central Juvenile Correctional Facility. Throughout her tenure with the IDOC, Karen served on various committees and strategic planning project teams for both IDOC and the Indiana State

Personnel Department. In 2002 and 2003, Karen received the statewide "Hall of Fame" Award for facility Affirmative Action efforts. In 2005, Karen received the Commissioner's Recruitment / Human Resources Award, and in 2006, she received the statewide "Best Affirmative Action Plan" Award.

Karen values and takes pride in her membership in ICA and would like to continue her involvement. As a Human Resources Manager in the corrections setting, Karen values both the professional development opportunities and the various networking opportunities with other corrections employees through ICA. Karen would be honored to serve the ICA Members and Board of Directors their Secretary for 2009

## *Sandy Sharp, Nominee for Treasurer*



Sandy has worked with the Department of Corrections for over 19 years. Sandy began her career at the Summit Farm Work Release Center as a correctional officer. She was promoted to Sergeant in 1991 and then Training Officer 4 in 1993 when she transferred to the Indiana State Prison. She was again promoted at the State Prison to a Training Officer 3 position. Sandy was very active as a canine handler for 9 years until her promotion to New Castle Correctional Facility as a Program Director in 2002. Sandy then transferred to Westville to assume the position of Program Director for Re-entry.

Sandy became interested in ICA due to her commitment to the development of staff and offender programs. She has been a member of ICA since 1998, and held several different board positions. She currently is and has been serving as treasurer for the past 2 ½ years.

When asked why she is running for another term Sandy said that the people that are involved with ICA are true to the work that we do everyday in the corrections field and you can't ask for a better team to work with.

## *Aaron Garner, Nominee for Treasurer*



Aaron has worked in the criminal justice field since 2002. He has mentored youth at the former Indiana Boy's School and completed an internship with the Marion Co. Drug Treatment Program. While working on his degrees, he worked as a research associate for Indiana's Juvenile Reentry Program: AIM (Aftercare for Indiana through Mentoring). Aaron joined the Department of Correction in 2006 as a research analyst and has taken on increased responsibilities since coming to the Department.

Aaron received his bachelor's degree in Criminal Justice from Indiana University in December 2002. He later returned to school to complete his Master's Degree in Criminology from Indiana State University in 2006.

Aaron is a graduate of the Inaugural Commissioner's Experience and Emerging Leadership Program in 2007. In addition, he has recently assumed the role of team leader for the newly implemented *Leadership Academy*. Aaron served in the role as Acting Director of the Planning and Research Division for three months in early 2008. Earlier this year, he authored the Department's first ever comprehensive recidivism report, titled "Recidivism Rates Compared: 2005 – 2007."

A newly enrolled member of ICA, Aaron seeks to learn firsthand about the organization by taking on the role as Treasurer.

## *Harold House, Nominee, Membership Director at Large*



Harold House is a candidate for an at-large seat in the area of membership. He served as the ICA membership director from 2002 through 2006. During that time, membership increased from 625 to nearly 1,000. Harold also served as the author of the script for the ICA promotional video. He has also written numerous articles for the [ICA Comment](#).

Harold is a teacher at the Marion County Juvenile Justice Center in Indianapolis and is employed by Indianapolis Public Schools.

He has been involved with corrections more than 25 years. In addition to serving as a teacher, adjunct professor, and consultant, Harold was the mayor and municipal judge in a small community near Cincinnati.

Harold House earned both the BS and educational specialist (Ed.S.) degrees at Indiana State University. He completed the master's degree at the University of Dayton.

Harold and Susan House have been married 32 years. They have three grown children and three grandchildren.

## *Philip Sonnenberg, Nominee, Membership Director at Large*

Philip Sonnenberg has been nominated for the "At Large" board position as Membership Director. Philip is currently the Facility Training Coordinator at Westville Correctional Facility. He has served the Indiana Department of Corrections for eleven years. Philip has been a member of the American Correctional Association since 2003. Philip is very dedicated to his job and is always seeking new challenges. He looks forward to the new challenge as membership director and looks forward to finding new and innovative ways to grow the ICA membership.

## *Steve Klosowski, Nominee, Education Director at Large*



Steve is a veteran DOC Institutional Teacher having recently completed his 25<sup>th</sup> year. He began his career in with the Education Department at the Westville Correctional Facility in 1983, before becoming the Program Director at the Medaryville Correctional Facility in 2006. He remained there until the facility closed in 2007. He then returned to Westville.

Throughout his career Steve has chaired or coordinated numerous programs, including the GED, graduations, all testing, National Issues Forums, Thinking for a Change, and OJT for the Education Department at Westville. He has chaired accreditation teams for both the North Central Association and the American Correctional Association. In 2005 he was the Co-Facilitator for the WCC Strategic Planning Committee for Offender Programming. In 1991 he was awarded the Indiana Correctional Teacher of the Year by the Correctional Education Association. Steve received his

Bachelor's degree in Secondary Education from Ball State University and his Master's degree in Sociology from Valparaiso University.

Steve is very proud of his two sons. His oldest will be a senior at Valparaiso University this year. He will then attend law school in Chicago. His youngest will be a junior in high school. Both boys are outstanding athletes. Steve enjoys playing golf and putting a few summer miles on his Corvette.

Steve joined ICA three years ago. When asked if he would Consider Running for a position with the ICA He Stated "I have been very impressed with the professional demeanor of the members, and their dedication to the field of corrections. I would be honored to run for the position of Education Director. I feel that education is the key to reducing recidivism. Now more than ever the concept of education in corrections needs to be fostered and promoted."

## *Jill Baker, Nominee for Education Director at Large*

*Photo and Bio not available at time of publication*

## *Michelle Briggs, Nominee for Juvenile Director at Large*



Michelle Briggs has been nominated as a candidate for an at-large seat for Juvenile Services. She began her career with the Department of Correction on in July 1984 at Westville Correctional Facility as a Stores Clerk in the Commissary. At that time, Westville housed not only 3,000 male offenders, but nearly 200 female offenders. During the 17 years that she worked at Westville Correctional Facility, Michelle held the positions of Stores Clerk in the Commissary, Stores Clerk and Clinical Pharmacy Aide in the Pharmacy, Secretary to the Conduct Adjustment Board, and Substance Abuse Counselor.

In June of 2001 she transferred to Camp Summit Boot Camp as a Substance Abuse Counselor. She finds it extremely rewarding to work with juvenile offenders. Her duties also include preparing for the ACA Accreditation Audits.

Michelle has been a member of ICA since 2002 and has served on planning committees for the Northwest District Spring Conferences and the annual ICA Fall Conferences. She currently serves on the ICA Board of Directors as the Northwest District Director.

"My membership in ICA has given me the opportunity to attend some of the best workshops available," commented Michelle. "The opportunity to network with other professionals in the field of corrections is an experience that has not only helped me grow in my career, but also has led to friendships that will last a lifetime," she concluded.

As the Juvenile Services At Large position on the ICA Board of Directors, Michelle promises to keep the Board informed of issues and training opportunities related to the juveniles we serve. She states that she promises to attend all Board meetings and remain involved in the planning of yearly conferences.

## *Krysten Hinkle, Nominee for Parole Director at Large*



Krysten Hinkle has been nominated for the position of Parole Director at Large. Krysten is in her third year of membership in the ICA. Krysten is currently serving as a member of the 2008 ICA Fall Conference Social Functions committee. Krysten began her career in the field of criminal justice at Logansport Juvenile Correctional Facility in July of 2003. In March of 2006 Krysten was promoted to the position of Correctional Case Manager at the Medaryville Correctional Facility. In February of 2007 she transferred to the Miami Correctional Facility. In August of 2007 Krysten was promoted to the position of Parole Officer.

Krysten graduated from Winamac High School in 1997. She obtained her Bachelors Degree from Ball State in 2003. In 2007 Krysten selected to participate in and graduated from the Department of Correction, very first Experienced and Emerging Leaders Program. While employed for the department of correction she has availed herself to any and all available training. Krysten has worked in the juvenile field, Adult Male minimum, medium and maximum security. And currently supervises a mixed caseload of juvenile and adult clients including monitoring sex offenders. Her desire to learn new things and willingness to share her knowledge and expertise make her a natural candidate for the position of Parole - Director at Large for the Indiana Correctional Association.

Krysten states, "I look forward to continuing to serve the ICA and bettering all correctional agencies by enhancing communication and shared job knowledge. We all work in the same industry, good communication between the different agencies is essential to providing our clients a seamless process of incarceration and re-entry."

## *Starla Musgrave, Nominee for Northwest District Director*



Starla has worked in the Criminal Justice field as a support staff for over 10 years. Starla began her Career in the mail Room at the Westville Correctional Facility. She Transferred to Camp Summit Juvenile Boot Camp in January of 2003. Starla returned to the Westville Correctional Facility in August of 2007 where she works as Secretary for the Fire and Safety Department. Starla is currently attending college at Indiana Vocational Technical College (Ivy Tech) where she is pursuing her RN Certification. She would like to remain in corrections in the medical field.

Starla is the proud mother of three children, the oldest of which is going off to college in August to become a Forensic Pathologist. They live on a small farm with chickens, horses, and cows

Starla has been an ICA member for the last five years. Starla has been an Active member in the Northwest District since her arrival to the Organization. In 2008 Starla Musgrave was awarded the Prestigious Northwest District Merit Award for her meritorious and dedicated service to the Northwest District and her contributions to the field of Criminal Justice. When asked what she thought of running for the position of Northwest District Director she stated "I have enjoyed every minute of it. I have gotten to meet some very interesting people and enjoy the company I have made friends with through ICA. I am looking forward to another year as it keeps getting better and improving all the time."

Her selfless approach and dedication to the team concept makes Starla Musgrave a true leader and qualified candidate for the position of Northwest District Director.

## *Lynette Collins, Nominee for Northwest District Director*



Lynette Collins has been nominated for Northwest District Director. Lynette is currently a Substance Abuse Counselor working for Westville Correctional Facility since January of 2007. She quickly took the opportunity to become a member and get active in the ICA right from the start.

Public services are all but in her blood. She has a bachelor's Degree in both Criminal Justice and Public Administration and used that to work on Capital Hill in Washington DC writing policy and helping to elevate mandates created by State of Federal Government and imposed on City Governments while working for the National League of Cities. She then obtained her Master's Degree in Education and has taught both Middle School and High School students, and for a year taught 4th grade Special Education.

When she and her family moved to LaPorte County, She decided being close to home was important for her two children. So she applied for and was hired as a Substance Abuse Counselor. Lynette is they type of individual that needs to keep busy, and she has made herself available whenever anyone asks for help.

## *Joseph Bernardin, Nominee for Northeast District Director*



Joseph Bernardin has been nominated for the position of Northeast District Director. He currently serves as a Correctional Sergeant at Chain O' Lakes Correctional Facility for IDOC.

He started his career in corrections at the age of 20 at the DeKalb County Sheriff's Department as a Confinement Officer. He next moved to the Miami Correctional Facility as a Correctional Officer and later transferred to Chain O' Lakes Correctional Facility in August of 2004, He serves as the facility's Security Threat Group Coordinator and Indiana Intelligence Fusion Center liaison officer. He has been in the field of Corrections for 5 ½ years and has been a member of the ICA for one year. He

is married with 3 children.

Joseph has a "can do" attitude which makes him an excellent candidate for Northeast District Director.

## *Donnie Emerson, Nominee for Southeast District Director*



Donnie Emerson has been nominated to continue in another year as Southeast District Director. Donnie has been an ICA member for thirteen years and currently is employed at Edinburgh Correctional Facility. He has been Southeast District Director for the past two years. It is his objective to continue the growth of ICA members in the Southeast District. The District Conference doubled in size from the prior year and he wants to continue to make 2009 even more beneficial to the ICA members. Promoting ICA as a professional organization and pointing out the advantages of becoming members will be continued. One goal that Donnie has is to seek contact with law enforcement agencies to connect with our association, so that we may have creative ideas and views to make our organization one of the best. Donnie has said that he appreciates your time and consideration for the position. He feels that he has "just gotten started" and there will be great things to come. Donnie's energy and enthusiasm make him an excellent candidate to continue in the position of Southeast District Director.

## *Ellyn Hall, Nominee for Southwest District Director*

Ellyn Hall has been nominated to continue in her present position as Southwest District director. Ellyn has a Bachelor's degree from Indiana University in Criminal Justice and Psychology. She worked as a Jailer at the Monroe County Jail 1986-1988. She was hired by the Department of Correction in 1988 as a correctional officer at Bloomington Work Release Center. Ellyn was promoted to Correctional Training Officer in 1992 at Bloomington Juvenile Facility. With the closing of the Bloomington facility, she worked briefly at Madison Correctional Facility in 2005 at Training Coordinator. Ellyn transferred to the Evansville Parole District in 2005. She has been an ICA Member since 1998. Ellyn has enjoyed and excelled in serving as Southwest District Director since Fall of 2006. Ellyn is already busy making plans for the 2009 District Conference featuring topics relative to Homeland Security for Prisons and Jails.

## *David Burch, Nominee for West Central District Director*



David Burch began his career in corrections in 1996 as the Residential & Facility Manager Volunteers of America, where he was responsible for the operations of an 80-bed work release facility. He also governed the American Correctional Association (ACA) data collection. Prior to joining the Department, Burch served as the Operations Manager at Liberty Hall in Indianapolis. His role in this position included responding to proposals from the Bureau of Prisons and Marion County Sheriffs Department, serving as the Chairman of Disciplinary Hearing Board and providing operational oversight in the following areas: transportation, counts, crisis intervention, protocols and work release policies and procedures.

Most recently, Mr. Burch served as the Director of Case Management for the Department. During the past year, Burch developed and implemented statewide training protocols for delivery of Case Management Services across the state. He also provided national training to correctional professionals and members of law enforcement to profile the roadmap of offender re-entry in Indiana. Commissioner J. David Donahue appointed Mr. Burch Director of Re-Entry in April 2007.

Mr. Burch received a Bachelor's Degree in Management from Indiana Wesleyan in 2005, and completed a Master's in Business Administration (MBA) in September 2007.

## *Jim Cox, Nominee for East Central District Director*



James Cox has been nominated for the position of East Central District Director. James started with the Indiana Department of Correction in 2001 at the Westville facility where he served as a Substance Abuse Counselor. In 2003 he transferred to the Lakeside facility which later merged with Indiana State Prison in 2005. He was promoted to Program Director at ISP in 2006. In 2007 James relocated to Indianapolis to accept the position of Director of Case Management for the Department.

James has received a number of awards since starting with the IDOC. He received Substance Abuse Counselor of the Year in 2003 from ICA. In 2006 he received the Commissioner's "Who Moved My Cheese" Award and Supervisor of the Quarter. In 2007 he was selected to participate in the first year of the Commissioners Emerging Leaders Program. Most recently this year, he received the Commissioner's "Guiding Light" award. Jim holds a Bachelors Degree in Counseling from Newburgh College and Seminary.

2008 INDIANA CORRECTIONAL ASSOCIATION ELECTION  
Mail your Absentee Ballot by October 1, 2008  
OR VOTE on October 8 and 9, 2008  
AT THE ICA ANNUAL FALL CONFERENCE

Voting will be conducted on October 8 and 9, 2008 at the Radisson Hotel at the Star Plaza in Merrillville, IN at the ICA Annual Fall Conference

- If you can not be there, you may cast an absentee ballot, which is below.
- Absentee ballots must be postmarked by October 1, 2008.
- Absentee ballots must include your ACA/ICA membership number and name. Also, your name and return address must be on the envelope.
- Vote for VP/Pres. Elect, Treasurer, Secretary, Education, Membership, Parole, and Juvenile Services. Only vote for one District Director in the District you live in. DO NOT VOTE FOR OTHER DISTRICT DIRECTORS or the District Director vote will be void.

# The Indiana Correctional Association 2008 ABSENTEE BALLOT

ACA / ICA Member Name: \_\_\_\_\_ Member Number: \_\_\_\_\_

Address: \_\_\_\_\_

Vice President / President Elect

- \_\_\_\_\_ Eric Comeno
- \_\_\_\_\_ Michelle Ryder
- \_\_\_\_\_ Write In: \_\_\_\_\_

Secretary

- \_\_\_\_\_ Karen Hurst
- \_\_\_\_\_ Write In: \_\_\_\_\_

Treasurer

- \_\_\_\_\_ Sandy Sharp
- \_\_\_\_\_ Aaron Garner
- \_\_\_\_\_ Write In: \_\_\_\_\_

Membership Director

- \_\_\_\_\_ Harold House
- \_\_\_\_\_ Philip Sonnenberg
- \_\_\_\_\_ Write In: \_\_\_\_\_

Education Director

- \_\_\_\_\_ Steve Klosowski
- \_\_\_\_\_ Jill Baker
- \_\_\_\_\_ Write In: \_\_\_\_\_

Juvenile Director

- \_\_\_\_\_ Michelle Briggs
- \_\_\_\_\_ Write In: \_\_\_\_\_

Parole Director

- \_\_\_\_\_ Krysten Hinkle
- \_\_\_\_\_ Write In: \_\_\_\_\_

Northwest District Director

- \_\_\_\_\_ Starla Musgrave
- \_\_\_\_\_ Lynette Collins
- \_\_\_\_\_ Write In: \_\_\_\_\_

Northeast District Director

- \_\_\_\_\_ Joseph Bernardin
- \_\_\_\_\_ Write In: \_\_\_\_\_

Southeast District Director

- \_\_\_\_\_ Donnie Emerson
- \_\_\_\_\_ Write In: \_\_\_\_\_

Southwest District Director

- \_\_\_\_\_ Ellyn Hall
- \_\_\_\_\_ Write In: \_\_\_\_\_

West Central District Director

- \_\_\_\_\_ David Burch
- \_\_\_\_\_ Write In: \_\_\_\_\_

East Central District Director

- \_\_\_\_\_ Jim Cox
- \_\_\_\_\_ Write In: \_\_\_\_\_

Vote for only one district director depending on the district that you live in. Do not vote for directors in other districts.

Mail by 10-1-08 to:  
Eric Hoch  
1202 N. Pennsylvania Street  
Indianapolis, IN 46202  
Questions, call: 317 266-9564  
or 888-358-9117

## 75<sup>th</sup> Annual I.C.A. Fall Conference Registration

### ICA 75 Years Sharing Knowledge / Transforming Lives

Continuing Education Credits Available

Radisson Hotel – Merrillville, Indiana

October 7–10, 2008

NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_  
 AGENCY: \_\_\_\_\_ PHONE: \_\_\_\_\_  
 ADDRESS: \_\_\_\_\_ E-MAIL: \_\_\_\_\_  
 CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_  
 ICA #: \_\_\_\_\_

<i>Full 3 Day Registration – Includes admission to all programs, events, exhibits, Wednesday Awards Dinner, Thursday R&amp;R Dinner/Fun Night and Friday Brunch</i>		
I.C.A. Member (Full 3 Day Registration)	\$130.00	\$
I.C.A. Member Group Discount Rate <small>(Groups of four (4) from any one facility will receive a discounted rate of \$500.00)</small>	\$125.00	\$
Non I.C.A. Member Rate (Full 3 Day Registration and ICA membership)	\$165.00	\$
One Day Registration (NO MEALS) <span style="float: right;">Wednesday Only</span>	\$ 80.00	\$
One Day Registration (NO MEALS) <span style="float: right;">Thursday Only</span>	\$ 80.00	\$
Pre-Conference MUST REGISTER PRE-CONFERENCE \$100 or FREE with Full Registration		
SELECT ONE: Working with Female Offenders: What Does Science Tell Us?		\$
Case Management: A Process, Not an Event		\$
Field Officer Safety Training		\$

**PRE-CONFERENCE SESSIONS TUESDAY, OCTOBER 7, 2008    SEE PAGE \*\*\*\* FOR FURTHER DETAILS**

Golf Scramble Tuesday, October 7, 2008    18 holes, cart, food and fun    \$50.00    \$ \_\_\_\_\_  
 Extra Awards Dinner Tickets (with full paid attendee)    \$35.00 # of Tickets \_\_\_\_\_    \$ \_\_\_\_\_  
 Extra R&R Dinner/Fun Night Tickets (with full paid attendee)    \$30.00 # of Tickets \_\_\_\_\_    \$ \_\_\_\_\_

**Fun Run/Walk Charity Event Donations for Riley Hospital for Children**

METHOD OF PAYMENT made out to I.C.A. Check/Money Order/Voucher # \_\_\_\_\_ TOTAL \$ \_\_\_\_\_  
 Agencies paying by voucher must submit registration no later than September 19, 2008  
**ALL REGISTRATIONS ARE FINAL – NO REFUNDS**

Please submit registration forms to:  
 I.C.A. 2008 Annual Fall Conference  
 2600 W. 93<sup>rd</sup> Avenue  
 Crown Point, IN 46307  
 Fax: 219-755-3871

Hotel Information:  
 Radisson Hotel at Star Plaza  
 800 E. 81<sup>st</sup> Avenue  
 Merrillville, IN 46410  
 Reservations: 1-800-333-3333

Questions - Call 219-755-3850  
 Loni Brittingham Ext. 301  
 Darlene Montez Ext. 321

Reservations must be made no later than September 5<sup>th</sup>  
 and use group code Indiana Correctional Association  
 to receive group rate of \$89/night.

## Bylaw Revisions

At the Annual Business meeting of the Indiana Correctional Association, which will be held on Friday October 10, 2008, proposed changes to the Constitution and Bylaws will be voted on by the full membership. The recommended changes were highlighted in the Spring/Summer edition of "The Comment." If approved, the Bylaws changes will become effective October 2009. The current Constitution and Bylaws can be found on the ICA website for your reference.

### INDIANA CORRECTIONAL ASSOCIATION INC.

#### FOUNDED 1933

(Formerly Indiana State Probation and Parole Association)

#### BYLAWS

Adopted October 25, 1946	Amended October 9, 1981
Amended August 11, 1948	Amended October 8, 1982
Amended June 30, 1949	Amended October 23, 1983
Amended August 15, 1949	Amended October 7, 1988
Amended September 30, 1966	Amended October 6, 1989
Amended September 18, 1970	Amended October 6, 1995
Amended October 7, 1977	Amended October 10, 1997
	Amended October 10, 2007

### INDIANA CORRECTIONAL ASSOCIATION, INC.

#### BYLAWS

#### ARTICLE I

- Sec. 1: The name of this organization shall be the Indiana Correctional Association, Inc.  
 Sec. 2: The fiscal years of the Association shall be November 1 to October 31.  
 Sec. 3: The elected officials shall commence their duties upon the adjournment of the annual business meeting.

#### ARTICLE II (Objectives)

The objectives of the Indiana Correctional Association, Inc., shall be in keeping with the Constitution of the State of Indiana Article 1, Section 18, "the penal code shall be founded on the principles of reformation and not vindictive justice. Further, the Indiana Correctional Association will serve all facets of the criminal justice profession, including both adult and juvenile disciplines. Additionally, the Association's objectives are:

1. To promote awareness of the Criminal Justice System and the needs of offenders and ex-offenders, victims of crime and Criminal Justice Professionals;
2. To promote dialogue and cooperative action among all elements of the Criminal Justice System;
3. To cooperate and affiliate with other professional organizations in raising standards of personal practices, and improving treatment and rehabilitation services;
4. To provide training, educational, and professional development opportunities and a provide a forum for discussion of issues impacting the Criminal Justice System through seminars, regional and state wide meetings;

#### ARTICLE III (Membership)

Sec. 1: Membership in the Indiana Correctional Association shall be open to all persons who display an active interest in correctional work in Indiana and who subscribe to these by-laws and pay annual dues. Individual and agency membership dues shall be established by the American Correctional Association. Dues result in dual membership with both ICA and ACA.

Sec. 2: The Indiana Correctional Association accepts corporate sponsorship of groups, businesses, or companies involved in marketing of goods and services relevant to the corrections field.

Sec. 3: There shall be no less than three (3) regions within the State, which shall be namely: Northern, Central and Southern.

#### ARTICLE IV (Officers and Directors)

Sec. 1: The officers of the Association shall be a President, a President-Elect, a Secretary, and a Treasurer. These individuals shall form the Executive Committee, along with the three Regional Directors, three Directors-at-Large, an appointed Conference

Continued Next Page

Committee Chair, and an appointed Membership Chair shall constitute the Board of Directors of the Indiana Correctional Association.

Sec. 2: Officers and Directors shall be elected at the annual meeting of the association and shall serve two year terms. Directors-at-Large shall serve two (2) year terms. Election of Directors-at-Large will be staggered such that two (2) directors are elected one year and two (2) the following year. The Conference Committee Chair and Membership Chair will be appointed for a one-year term respectively.

Sec. 3: Any person who has been a member in good standing of the association during the current year and whose dues are paid for the current year shall be eligible to hold any office or directorship, with the exception of President and President-Elect. A member nominated for office of President or President-Elect shall have previously served the association in an elected capacity. In considering a person for Regional Director nomination, the residence or work place of the prospective candidate will be taken into consideration.

Sec. 4: The President shall be the Executive officer and shall preside at all meetings of the Association. In addition, the president shall:

- a. Appoint chairpersons for all statewide committees and serve as an ex-officio member of each committee;
- b. Approve all bills, invoices and expenses in excess of \$500 incurred by the Association before the treasurer makes payment;
- c. Enforce the by-laws of the association;
- d. Take such action as is required to achieve and maintain the Indiana Correctional Association as a not-for-profit corporation registered with the Secretary of State.
- e. No President or President-Elect shall seek re-election to consecutive terms in office as president.

Sec. 5: The President-Elect shall, in the absence of the President, assume all duties of the President, and shall attend meetings of the association and shall act as liaison from and within the Board of Directors. The President-Elect will automatically take office as President of the Association of the Annual Business Meeting, two (2) years after taking office as President-Elect.

Sec. 6: The Secretary shall keep all records of the association. In so doing the secretary shall:

- a. Serve as Secretary of the Executive Committee and the Board of Directors;
- b. Keep and maintain accurate record of the proceedings of all board meetings and the annual conference;
- c. Retain a list of the paid membership;

Sec. 7: The Treasurer shall have charge of the finances of the Association and is duly authorized to make expenditures, deposits and withdrawals on all Association accounts at the direction of the Board of Directors pursuant to an approved budget. As a part of his/her official duties, the treasurer shall:

- a. Keep an accurate record of all monies received by the Association, issue receipts for same, and deposit monies in the name of the Association in such insured banks or depositories as are approved by the Board;
- b. Pay bills and invoices as approved by the President;
- c. Keep such books and records as will enable an accurate statement, of the financial condition of the Association at any time, and have available for examination all books, papers and other records in connection therewith; report on same at all regular Board Meetings;
- d. Submit a written financial report at the annual business meeting of the Association for the previous year;
- e. Have all books and records audited by a certified public accountant at the end of his/her term of office, submitting said audit to the Board of Directors for examination
- f. File such reports as may be required of the Association by state or federal agencies;

Sec. 8: The Regional Directors shall serve as members of the ICA Board of Directors, and plan, coordinate and preside at their respective Regional Meetings and Regional Caucuses during the Annual Conference.

Sec. 9: The Conference Chair shall be appointed by the President for a one-year term and shall be responsible for the arrangement of all Annual Conference events.

Sec.10: Any vacancy resulting from resignation or any other cause shall be filled for the remainder of the term by the Board of Directors. If notice of the vacancy was given to the board members prior to a board meeting, a vacancy may be filled by a majority vote or by two-thirds vote if notice was not given.

Sec. 11: Four (4) Directors-at-Large shall be elected to the Board to represent broad areas of practice. The Directors at Large will be assigned areas of functional responsibility by the Executive Committee.

Sect. 12: The Board of Directors is authorized to develop and establish an "Operations Manual" to further the purposes of the Association. Said manual may include operational guidelines and responsibilities of leadership positions, in so far as it does not conflict with the Bylaws of the Association. Such a manual shall be approved by two-thirds vote of the Board of Directors. Once established, the "Operations Manual" shall be reviewed annually with any amendments or additions approved by the Board of Directors.

Sec. 13: When a question arises regarding the ability of an officer/director/committee chair, whether elected or appointed, to fulfill his/her duties in a manner that serves the goals and objectives of the Association, the Executive Committee shall discuss the matter in executive session. If the Executive Committee determines that removal from office is the appropriate course of action, they shall so recommend to the full board. If the majority of the board accepts such recommendation, the position shall be considered vacant and filled in accordance with Article IV, Sec. 10.

Sec. 14: The Board of Directors may contract or employ such staff as deemed necessary to carry out the purposes of the Association.

#### **ARTICLE V (Meetings)**

Sec. 1: The Indiana Correctional Association shall meet at least once each year.

The order of business at the Annual Meeting shall include at a minimum:

- Minutes of last Meeting
- Treasurer's Report
- Approval of Budget
- President's Report
- New Business
- Election Results
- Installation of Officers and Directors
- Adjournment

Sec. 2: The Board of Directors of the Association shall select the time and place of the Annual Meeting.

Sec. 3: The President of the Association, or a majority of the Board of Directors, may call special meetings of the Board of Directors, the Executive Committee, or other committees, for furthering the purposes of the Association.

Sec. 4: The Board of Directors of the Association shall meet at least quarterly.

Sec. 5: Attendance at meetings of the Board of Directors shall be mandatory. Any member who fails to attend two meetings without having given advanced notification to the President or designate regarding each absence, may be subject to removal from his/her position on the Board of Directors.

#### **ARTICLE VI (Quorum)**

Sec. 1: At the Annual Meeting, the members present shall constitute a quorum.

Sec. 2: A majority of the total number of members of the Board of Directors then qualified and serving shall constitute a quorum for the transaction of business at any meeting and, except as otherwise provided by the Bylaws, the act of the majority of the Board present shall be the act of the Board of Directors of the Association. In the absence of a quorum, a meeting may be adjourned until such time as a quorum can be obtained.

#### **ARTICLE VII (Amendments)**

Sec. 1: These Bylaws may be amended at any time by a two-thirds vote of the membership present at the Annual Meeting of the Association, or by special meeting or ballot called by the Board of Directors provided the members have been notified in writing thirty (30) days in advance of the meeting by the Secretary.

Sec. 2: The thirty (30) days notice through the Association Newsletter shall suffice as due notice.

**ARTICLE VIII  
(Dues)**

Sec. 1: Individual and agency membership dues shall be established by the American Correctional Association. Dues result in dual membership with both ICA and ACA.

Sec. 2: Individuals who have been in good standing and members for a period of twenty (20) years automatically become lifetime members of the Association, entitled to all benefits and privileges afforded by the Association. Each lifetime member shall be awarded a lifetime plaque at the Annual Meeting. Additionally, each lifetime member of the Association is entitled to have annual ACA/ICA dues paid for by the Association.

**ARTICLE IX  
(Election of Officers and Directors)**

Sec. 1: The Nominating Committee shall be made up of the President-Elect and the Regional Directors. The President-Elect shall serve as chair of the Nomination Committee. The Nomination Committee shall be comprised of a minimum of one representative from each Region.

Sec. 2: Each Regional Director shall have a nomination to seek and state two qualified and interested candidates to succeed the current Regional Director.

Sec. 3: The Nominating Committee shall nominate at least two people for each of the following offices: President-Elect, Secretary, Treasurer and all Director-at-Large positions open for election at the next annual conference. The Nominating Committee shall receive and approve candidates for Regional Director as reported to them by the respective regional nominating committees. The Nominating Committee shall submit its written report to the general membership at least 30 days in advance of the convening of the Annual Conference.

Sec. 4: Elections shall be by ballot at the Annual Meeting. Eligible members may request an absentee ballot from the President-Elect in the event they will be unable to attend the Annual Meeting. Ballots may contain multiple candidates for each Office, Regional Director, and At Large Director positions on the Board of Directors drawn up by the Nominating Committee. A plurality of the votes cast shall elect a candidate. Procedures for collecting and counting ballots will be established by the Board of Directors.

**ARTICLE X  
(Parliamentary Procedure)**

Sec. 1: Robert's Rule of Order shall govern Parliamentary Procedure of all meetings. The Secretary shall preside as parliamentarian at each meeting of the Association.

## *Don't Miss the Bonus Day!*

FULL DAY TRAINING SESSIONS TUESDAY, OCTOBER 7, 2008  
REGISTER EARLY FOR PRE-CONFERENCE SESSIONS...SPACE IS LIMITED

**Working with Female Offenders: What Does Science Tell Us?      Presented by Kim Sperber**

This workshop identifies what is known about female offenders including characteristics and pathways into crime. The session will focus on how the RNR model applies to females and applying risk principles to females. Several approaches to working with females will be addressed. Real field examples will be discussed.

**Case Management: A Process, Not an Event      Presented by Amanda Hall**

Helping offenders address and overcome the major barriers to successful re-entry requires the collaboration and participation of multiple agencies. This workshop will define case management as a process that identifies these barriers and provide the frame work for bringing multiple agencies together to work towards common goals. Participants will learn the purpose and the major principles of case management. Additionally, participants will identify the components of an effective case plan.

**Field Officer Safety Training      Presented by Mark R. Murphy and Brian Johns**

Safety in the field is always a top priority. This workshop teaches field safety and how to assess situations in the field. It will focus on the mind as the number one tool to keep officers safe while working in the field. Participants will learn to use their training, experience and common sense to stay safe. The importance of initial instincts, having a safety plan in place, and being aware of your surroundings will be addressed.



## From the Archives

By Jack Harlow

Each year new professionals from various criminal justice and related agencies join ICA. They are referred by colleagues who are members and convey to them the importance of belonging to a professional organization. As a service to new members, we are reprinting an article that first appeared in the 2001 edition of The ICA Journal giving the history of the association.

### September 2001 Article

The Indiana Correctional Association was founded in 1933 as the Indiana Probation Association. At that time, Probation was under the authority of the circuit court of each county. The state correction system was a division of the Indiana Department of Public Welfare. It was totally decentralized. A parole officer was assigned to each welfare department supervised by the county welfare director.

In 1953, the Indiana General Assembly created the Indiana Department of Correction as an agency of State government. This was done to provide a centralized authority for the management of all State correctional facilities and operations. In 1961 a Division of Probation was established within the DOC to provide general supervision over the administration of juvenile and adult probation of all courts in the state. The Division of Parole was also established within the DOC severing any relationship with the Welfare Department.

In 1950, the membership of the Indiana Probation Association voted to change the name of the association to the Indiana Probation and Parole Association. This reflected the growing number of parole staff seeing the need for a professional association to meet the needs of corrections, which was growing in professional stature.

As the decade of the 1950's progressed into the 1960's, the Association reached out to other areas of corrections and disciplines within the Criminal Justice System. Professionals from institutions, law enforcement, community correctional-based programs, the judiciary, and related

programs were joining the association, seeing it as a vehicle to address issues of mutual interest.

The minutes of the June 13, 1965 Executive Board meeting chaired by President Richard Martin of Evansville states that there was discussion concerning the changing of the Association's name to the Indiana Correctional Association. The Executive Committee voted in favor of placing the proposed change on the agenda for the membership to consider at the annual meeting. The minutes of the annual business meeting dated September 24, 1965, in the report of the Resolutions Committee chaired by James F. Harlow, presents the following Resolution:

Whereas, be it resolved that the Indiana Probation and Parole Association be changed in name to the Indiana Correctional Association.

The membership voted unanimously in favor of the Resolution.

To reflect the various disciplines within the criminal justice system and the community that make up the Indiana Correctional Association, the Executive Board commissioned an Evansville artist to submit designs for review. Unfortunately, I can't find reference to this in the various 1968 minutes other than the December 4, 1968 meeting which says, "This brochure is completed, a seal was chosen and it is hoped it will be ready for the January 15, 1969 meeting."

The logo now adorns everything that is ICA. It enhances the credibility of ICA and represents the various disciplines that make up the membership.



*From the Executive Director:*

## *Five Ways to Build Productive Partnerships*

*By Steve Ingram, CAE*



Author Steve Villano offered his perspective on how to build productive partnerships in a past issue of Associations Now. He maintains that building partnerships is an invaluable way to increase your reach to the communities, constituents or customers that you serve. Here are Villano's suggestions for five ways to build better partnerships:

### **Achieving commonality of mission.**

Search for mission-compatible organizations that can help you accomplish your mission and help enhance your programs and services. Look for organizations that are fighting for the same cause, represent similar constituents, or have similar programs.

### **Establishing clear objectives and responsibilities.**

It is important to clearly focus on what your goals are for the partnership. Each member of the partnership should understand its role based on its own strengths and how those strengths can help to reach common goals. This allows for equitable distribution of responsibilities.

### **Collaborating on resources.**

Resources are important factors in achieving your objectives. Each organization in a partnership has unique resources, talent, skills and access that can advance the partnership objectives.

### **Creating conditions to benefit both organizations.**

Make sure that all organizations in the partnership are benefiting from the unified mission and resources of the partnership. Benefits might include economies of scale, greater efficiency, greater outreach capability, and the delivery of a more powerful message.

### **Sharing the credit for success.**

Join forces to produce joint press releases, events, press conferences, Web presence, and other communication to promote the value and reach of what the partnership has accomplished.

Given the challenges of today that include limited resources and staffing reductions, building effective partnerships makes good sense. Look opportunities to build partnerships with other organizations that have missions and plans compatible with your own.



## General Umbarger Visits Camp Summit

Submitted by Mike Scott



On July 8, Indiana National Guard's Adjutant, Major General Martin Umbarger visited DOC's Camp Summit Boot Camp in Laporte. He was accompanied by DOC Commissioner Donahue and newly named Commissioner Ed Buss arriving in two Blackhawk Helicopters. General Umbarger observed demonstrations of Teambuilding on the facilities' "O" Course, a Drill and Ceremony, toured the facility, addressed staff and students, spoke with several platoons of students, and encouraged some students privately. Superintendent Mike Scott thanked General Umbarger for his willingness to make time to visit Camp

Summit to show his support for the military style boot camp which houses 90 students from throughout Indiana. At present National Guard recruiters are working with six students interested in careers with the National Guard. General Umbarger expressed his support for students interested in military careers, and the partnership Camp Summit enjoys with the National Guard seems all the stronger from this visit. General Umbarger also met some Camp Summit staff that serve in the National Guard.



## Pendleton Correctional Facility Offenders Assist with Flood and Storm Damage

Submitted by Neil Potter

Work crews comprised of security level one offenders assigned to the Outside Dormitory at the Pendleton Correctional Facility have been involved in two very special community service projects to assist Hoosiers devastated by the recent flood and tornado damage in the State.

Since June 10<sup>th</sup>, one of the crews has been working in Morgan County to assist citizens with clean-up efforts in connection with the catastrophic flooding experienced in that area. Offenders have been involved in a number of activities including sandbagging, picking up and removing tree limbs, trash, and other debris, and helping residents retrieve and move personal belongings.

The other work crew has been assisting with clean-up efforts involving the historical covered bridge in Moscow, Indiana that was leveled by a tornado on June 3<sup>rd</sup>. The crew is helping to salvage lumber and other bridge components for shipment to storage and future reconstruction. Offenders from Pendleton are working along side offenders from the New Castle Correctional Facility who are also assisting with the salvage operation.

Local officials and citizens in the community have expressed tremendous praise and appreciation to the offenders and staff participating in this outstanding community service endeavor. WTHR TV and FOX 59 News have visited the site to interview offenders and others involved in the project resulting in extremely positive news coverage for the Department. This project is providing another great opportunity for offenders to gain self-respect while incurring tremendous cost savings for the citizens of Indiana as they face the daunting challenges of recovery and restoration.

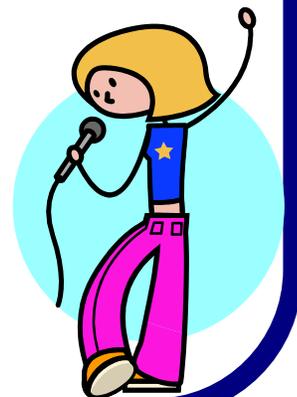
## ICA IDOL

Get ready to show your talent during the ICA Fall Conference, during the "after prom" on October 8 in the Atrium at the Radisson at 9:00 pm. The ICA and Good Times Entertainment Mobile DJ & Karaoke (219-617-4042) will be hosting the first annual ICA Idol.

Contestants will sign up and pick a song from Good Time's song book and there will be three judges. Each person will sing a song and be

judged, then after everyone has sung their song, everyone will vote for their favorite singer by donating money in their name. The singer with the most money wins the competition.

Start practicing and pick your partner or back up singers. Don't forget to work on your moves as a bit of dance or other choreographed moves will surely up the ante!



## Offenders Assist in Rebuilding Storm-damaged Covered Bridge

Two offender work crews from Pendleton Correctional Facility and New Castle Correctional Facility are in Moscow, Indiana lending their hands to help clean up and rebuild a storm-damaged, historical covered bridge.

The offender work crews from the Department of Correction are working alongside Indiana Department of Transportation officials to salvage the remaining components of the beloved bridge for shipment to storage. Once as much of the bridge is recovered as possible, crews will begin to assist with the reconstruction efforts.

"I am proud that offenders can give back to the community by working tirelessly to recover and rebuild the storm-ravaged Moscow covered bridge. The completed project will mean a great deal to the community, and I am glad the Department of Correction could lend its assistance," said DOC Commissioner J. David Donahue.

To date, two ten-man offender work crews have put in over 1,000 hours into the project and will remain on-site until the work is completed.



## A Note of Thanks

I would like to take this opportunity to thank everyone who played a role in making the Northwest District Spring Conference a huge success. We were able to collect \$113.00 for our charity, Riley's Children's Hospital. We will also have a generous profit.

Sincere thanks go to Karen Hurst, Starla Musgrave, Faye Moore, and Pat Stayback for helping with registration; Dave Leonard for coordinating the golf outing, Nicole Doctor and Krysten Hinkle for coordinating the 50/50 drawing; Chris Tatum and Tim Tibbs for organizing the after conference get together; Ivan Jones for supplying the audio/visual equipment; Dorothy Jones for the lovely centerpieces; Michele Masley for designing and printing the certificates, and also for her computer skills and power point assistance; and John Cruz for all the memorable photos.

I would also like to thank Jim Sosinski for his welcome from the LaPorte County Sheriff's Department; Dr. John Israel, Dr. Rachael Ross, Ed Buss, Tom Barclay, and Marty Corley from the Michigan City Police Department for their presentations. I also appreciate Commander John Galipeau and Richard Nalls for the coordinating of students and staff from Camp Summit Boot Camp and the regional Honor Guard for the presenting of the colors.

The success of our Spring Conference would not have been possible with the generous support of our vendors and cooperate sponsors: Teletrust, Aramark, H.O.C.C.S., and BI, Correctional Peace Officers Foundation, Norix Group, Progress House, Inc., Intoximeter, White's Residential & Family Services, Gibault, Inc., Indiana Developmental Training Center, and ICA.

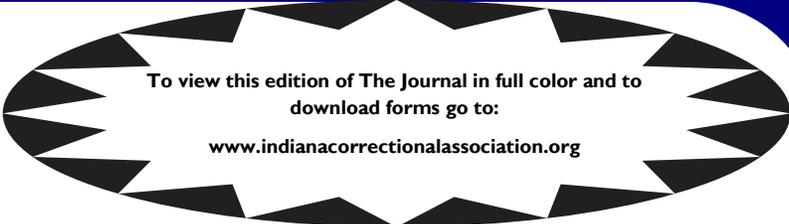
I can not possibly end this letter of appreciation without including my overwhelming appreciation for each and everyone in attendance. Many of you were asked to pay your own registration fees this year. Your continued support shows your commitment and dedication to ICA and I sincerely thank you.

With gratitude,

Michelle A. Briggs

Northwest District Director

**Renew or update MEMBERSHIP**



**MISSION**

To enhance the continuum of corrections in Indiana by focusing on the enrichment of the correctional professional and the criminal/juvenile justice system.

**DELIVERY OF MISSION**

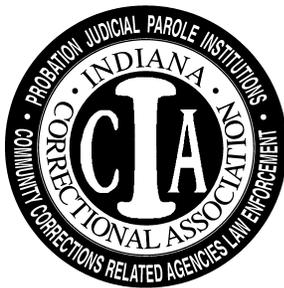
ICA strives to achieve its mission both through development of and by accessing a continuous networking process involving high educational and informational standards. With the paramount desire of public safety in the correctional process, ICA achieves its mission by offering a conducive environment to its members for the interchange of ideas, dissemination of information, transfer of knowledge of the system to practical application and most importantly, the open exchange of the experiences of its members.

**VISION STATEMENT**

We envision an association that has become a determining factor in the stimulus and improvement of the Indiana Criminal/Juvenile Justice System.

We envision a Correctional Professional in Indiana who is knowledgeable both intellectually and technologically in all facets of the criminal/juvenile justice system.

We envision a criminal justice system in Indiana where prevention and deterrence to crime has overcome and is primary to incarceration. Intervention with an offender leads to cooperative action among professionals within the system to reduce crime.



**INDIANA CORRECTIONAL ASSOCIATION**

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