Greetings from Kellie

Greetings Fellow ICA Members and Friends:

Winter days seem to drag and spring days move quickly. Time got away from us and the Spring Comment has become the Spring/Summer Comment. Don’t fret, I am confident you will enjoy this issue and quickly realize ICA Board and committee members are keeping up with the fast pace.

It is likely you have noticed the ICA Comment has undergone a face lift. Our new editor, Jennifer Saroka has brought fresh ideas to our publication and we greatly appreciate her efforts.

This spring I had the privilege to attend three ICA district conferences. You will find conference reports from our District Directors in this issue. Plans are underway to hold the East/West Central district conference on July 18th.

Registration information regarding this conference is available on our website.

Your organization is making historical strides as we progress through 2008. The most notable is that ICA now has a high school chapter.

With great effort from Chairman of the Board Eric Hoch, the American Correctional Association accepted Belmont High School’s membership application in January 2008. ICA’s high school chapter is the first in ACA history!

ICA has expanded the use of electronic media in effort to better communicate with its members. ICA publications are now available via ICA’s website, www.indianacorrectionalassociation.org. Among other things, you will find information regarding ICA’s upcoming events, employment opportunities, photos from the 2007 fall conference and links to various partners. Kudos to David Leonard, Eric Comeno and Eric Hoch for making ICA’s goal to effectively utilize electronic media a reality.

As mentioned in the previous Comment, the strategic planning and by-laws and constitution committees have put forth great effort in revising the current ICA by-laws. In March 2008, the ICA Board of Directors voted to support the revisions and move forward with this project. Information regarding the revisions has been presented at the district conferences. The intent of this plan is to vote for approval of the revised ICA by-laws at the annual business meeting to be held on October 10, 2008.

The fall conference planning committees are collectively meeting each month. Commemoration of ICA’s 75th anniversary will not go unnoticed. The 2008 fall conference will have pre-conference full day trainings available on October 7, 2008. Members who register for the full conference will not be charged additional cost to attend the pre-conference trainings. Seating is limited so make sure you register early! Mario Paparozzi, President of the International Association of Reentry (IAR), has graciously accepted our invitation as keynote speaker. Plans for a diverse schedule of breakout sessions are underway. Closing session speaker James Hmurovich, past Indiana Department of Correction Commissioner and ICA...
“Virtual leadership skills are a necessity since face-to-face meetings are not always a viable option.”

Managers and supervisors are discovering how challenging it can be to lead virtual teams of employees today. According to Michael Kossler, senior enterprise association for the Center for Creative Leadership, virtual leadership skills are a necessity since face-to-face meetings are not always a viable option. (Associations Now, ASAE & the Center for Association Leadership, May, 2008)

According to Kossler, here are some of the crucial skills for the virtual leader:

1. **Learn to be comfortable with distance and time zones.** Many leaders try to treat remote employees the same way as local employees. Leaders need to be comfortable with the concept that employees are working even if management is not able to observe them directly.

2. **Practice the art of delegation.** Delegating tasks to remote employees helps them to feel connected to the rest of the work group. Delegating also allows a leader to know what employees are working on. To increase effectiveness of delegated work, leaders should make sure that they are communicating clear time frames and goals.

3. **Stay in touch with your remote employees.** To avoid the “out-of-sight” syndrome, schedule regular times to talk by phone and email short updates with corporate office news to keep employees connected with the larger group.

4. **Make sure you have a full perspective before making a decision.** Perspective starts with recognizing the limits of your own point of view and then soliciting the input of others. Practice listening and do not respond until your employees are finished talking.

5. **Be prepared to adapt your leadership style to different cultures.** It is increasingly likely that you will have an employee that is either from another culture or lives in another country. Cultural adaptability rests on your ability to deal with the stress that results when you encounter something different or feels strange.

So whether you are leading a team with employees in cities and towns around Indiana, around the country, or even around the world, it is important to conduct business in a way that will be make your employees feel connected, valued and productive.

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**Kellie’s Greeting Continued from Page 1**

President, will bring historical knowledge and humor to the conclusion of the 2008 fall conference.

ICA Board members regretfully accepted resignations from Yvette Salinas, Parole at Large Director and Jeanie Neal, East Central District Director. We appreciate their contributions to ICA and wish them the best in future endeavors.

The ICA Board recently voted to appoint Krysten Hinkle as Parole at Large Director and James Cox as East Central District Director. As I mentioned earlier, Jennifer Saroka is now serving as ICA Editor. Welcome aboard Krysten, James and Jennifer!

This year is moving swiftly, but the history of ICA will not be forgotten and the future offers endless opportunities. Thanks to all of those who have contributed to the on-going success of ICA!

- Kellie Bittorf
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!

Bylaw Revision Update

At the Annual Business meeting of the Indiana Correctional Association, which will be held in October 2008, proposed changes to the Constitution and Bylaws will be voted on by the full membership.

The recommended changes are the result of a task force of ICA members who have been working on appropriate revisions for nearly 18 months.

This article will serve to summarize the major changes proposed to the Bylaws and allow members the opportunity to pose any questions prior to their opportunity to vote for adoption. If approved, the Bylaws changes will become effective October 2009.

Why the Need to Revise:
- Represents Best Practice for Association governance; bylaws now shorter and more streamlined; easy to read; all key functions are retained in the new process
- Provides flexibility for the Board; quickens the ability to respond to issues; Involvement of former at-large directors will be more focused on current issues
- More time and resources to focus on the objectives of the Association; Focus on Strategic Plan with accountability; More efficient use of resources (money, volunteer time, corporate support)
- Allows members opportunities to be active without board service through committees; develop future leaders.
- Provides structure and focus on Membership development

New Governance Changes:
- Two Year Terms
- 3 Regions (Replacing 6 Districts)
- Quarterly meetings of Board versus Monthly meetings
- Quorum of New Board – 7 people
- No standardized agenda – board meeting agendas are formed from input/action necessary. Utilization of a consent agenda will make meetings more efficient.

Officers:
- President
- President-Elect
- Secretary
- Treasurer

Functions:
- 3 Regional Directors (Northern, Central, Southern)
- 3 At-Large Directors (responsible functions driven by Strategic Plan)
- Membership Chair (2 year term)
- Conference Chair (1 year term – appointed by the President & approved by the Board of Directors)

Committee Structure:
- Membership Committee
- Conference Committee & subcommittees
- Regional Committees – (Minimum of 10 members from each region) – Functions include: local membership initiatives, district conferences, newsletter/website input/articles, merchandise sales

By Mary Leffler
Board Nominations

It’s time once again to begin the nomination procedure for next year’s ICA board. Positions open for nominations include the following:

Officers
- Vice President / President Elect
- Secretary
- Treasurer

District Directors
- Northeast District Director
- Northwest District Director
- East Central District Director
- West Central District Director
- Southeast District Director
- Southwest District Director

At-Large Membership
- Education
- Membership
- Juvenile Services
- Parole

Nomination forms are available to download and print from the ICA website.

All members are encouraged to take an active role in the nomination and election process. Look around you for members with leadership skills and/or expertise in related areas. If you are interested in serving in one of these positions, please make your interest known to your current district director or another board member.

Remember, board positions and active involvement in your professional association looks great on a resume.

The deadline for nominations has been extended to July 15. Nomination forms are available on the ICA website.

Northwest Golf Outing

The Northwest District held its 6th Annual After Conference Golf Outing. In nearly hurricane Strength Winds the Seven (7) faithful golfers approached the tee box at the first hole. The Mighty 7 were, Ivan Jones, Mike Scott, Tim Todd, Krysten Hinkle, Steve Klosowski, Eric Hoch, and Dave Leonard. The Course Played was the magnificent Legacy Hills Golf Course in LaPorte, IN. Dorothy Jones hung on with the faithful golfers long enough to get fabulous action photos of the first tee off. The rest my friends is history. Team one(1), Ivan Jones, Mike Scott, and Tim Todd (due to their superb playing ability) took to the course first. Their masterful play put them on the ninth hole before team two(2) hit the 6th tee box.

Cold temperatures and mighty gusts of wind caused team one to head for shelter upon completing the 9th Hole. Slower but methodically team two (2) braved through the first nine. Nearing frostbite, Krysten Hinkle and Steve Klosowski parted way just before the tenth hole. Eric Hoch and Dave Leonard, after masterful negotiations with the golf course staff pushed on into the twilight.

Struggling to keep their balls in play forged through the next 8 holes. Finally the 18th Tee was at their foot. It was 7:57pm, golf staff had reminded them to be off the course by 8:00pm. Par five just over 390 yards to the green. Eric Hoch steps up to the tee. Masterfully slicing his “practice shot” into a residential area. Dave Leonard say’s he thinks he heard the shatter of glass but was not quite sure” Eric ready’s himself, a lull in the wind and crack he hits his straightest shot of the adventure. Dave Leonard followed up with a short slice landing just beyond the lady tee box. A masterful second shot for Dave put him just beyond Eric’s tee shot. Eric looks at the green about 180 yards ahead of him. He reaches for a long iron to play around the huge water hazard looming just in front of the green. He readies
Who to Call . . . Your Board

EXECUTIVE DIRECTOR Steve Ingram 317-313-3309

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 x 4027
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 SOUTH WEST Ellyn Hall 812-424-9821

AT-LARGE DIRECTORS

ADULT PROBATION Carol Hall 317-327-4265 or 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 Potteroff
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 x 3604
2008 CONF. SOCIAL Karen Hurst 765-689-8920 NOMINATIONS Eric Hoch 317-266-9564
CONSTITUTIONS/BY-LAWS Mary Leffler 317-686-9871 PARLIAMETARIAN Charles Caragol 812-339-2215
CORPORATE Steve Ingram 317-313-3309 PROJECTS/NECROLOGY Dave Leonard 219-785-2511
EDITOR Jennifer Saroka 812 599-7915 SCHOLARSHIPS Carlene Stringer 317-839-2513 x 2287
FINANCE Sandra Sharp 219-785-2511 STRATEGIC PLANNING Bob Hughes 317-697-2445

Editor’s Corner

I've been an ICA member since 2006. I attended my first fall conference that fall, enjoyed workshops and the time away from the facility with my co-workers. Last year at my second conference, I again enjoyed the workshops and time away with co-workers. I didn’t vote in the elections either year as I didn’t know anyone. However, during last year’s conference, I thought to myself, “I should get involved, volunteer for something.” But I did nothing. Sure I knew a few people from other facilities that I had met at training events, meetings, etc. But for the most part, like so many of us, we stuck to our own. At workshops we only sat by people from our facility, at meals we held a table and seats for each other and teased anyone who went to sit somewhere else. Yes, there is comfort to staying with those you know. So, I never stepped up.

A couple of months ago, after presenting at the ACA Accreditation Managers training, I received an email asking me if I’d be interested in serving as Editor. I had no idea that the President/Elect was in the class.

I have been having so much fun serving as editor. Afterall, before this, I didn’t have a working knowledge of MS Publisher. I taught it to myself in one weekend! What a skill to have learned! I’ve grown already - and so can you!

At this year’s fall conference, I will still enjoy time with my co-workers, but I’ll finally be branching out to meet others. I encourage everyone with thoughts similar to my own (wanting to get involved but not sure how) to stand up and say, “what can I do?”

Jennifer Saroka ICA Editor
The Spring Conference was held at Beacon Hills in LaPorte, Indiana, on 5/23/08. There was an overwhelming response from attendees, corporate sponsors, and vendors. Four boys from Camp Summit Boot Camp, their Commander, their Drill Instructor, and members of the Northern Region Honor Guard presented the Colors. Attendees enjoyed an abundant continental breakfast while Jim Sosinski, LCPD, Michelle Briggs, NW District Director, and Kellie Bittorf, ICA President gave their welcomes. Board members, Eric Hoch and Dave Leonard, gave a presentation on updates to the current By-Laws.

Starla Musgrave received the Merit Award for the Northwest District. She has devoted numerous hours of planning and work to make many ICA events possible.

Staying in tune with the 75th anniversary of ICA, members Tom Barclay and Ed Buss shared their experiences of working in corrections. Both have “worn many hats” throughout their careers, and shared how they learned and developed the leadership skills they use today.

The Exhibit Area was represented by a wide range of vendors that included: Correctional Peace Officers Foundation, Norix Group, Inc., Progress House, Inc., White’s Residential & Family Services, Gibault, Inc., Indiana Developmental Training Center, H.O.C.H.S., and ICA. We also received generous support from the following corporate sponsors: Teletrust, Aramark, BI, H.O.C.H.S., and Intoximeter. Thank you again for your very generous support.

Dr. Rachael Ross and Dr. John Israel from the Medical department of IDOC gave a presentation on “The Difficulty of Developing Relevant and Caring Teams”. As correctional employees, it benefits all that we work together as a team. This presentation helped attendees learn how to be a relevant and caring team member.

A buffet style lunch that included salads, roast beef, roasted chicken, vegetables, and cake was enjoyed by all. Our 50/50 drawing raised $113.00 for our charity, Riley Children’s Hospital.

Marty Corley from the MCPD gave a presentation on Methamphetamine. The manufacturing of Methamphetamine, and its use are on the rise. After a break and some scrumptious warm cookies, Marty Corley gave a presentation on Gangs. Attendees learned more about what gangs are represented in our area.

Members were given the opportunity to end the day with an informal round of golf or an informal get together of singing and dancing.

Thank you to those who contributed door prizes: ISP, Sara Mangold, Jenny McBride, Tim Tibbs, Pat Stayback, Jeff Batchelor, and the Radison.

The commitment and dedication of the members of ICA never ceases to amaze me. I especially want to thank the members of my Planning Committee: Karen Hurst, Starla Musgrave, Faye Moore, Dave Leonard, Nicole Doctor, Krysten Hinkle, Chris Tatum, Tim Tibbs, Ivan Jones, Dorothy Jones, Pat Stayback, Marion Thatcher, and Sally Powalski. I also want to give kudos to Michele Masey for designing and printing the certificates, and also for her technical know how. Each of you has talents that contributed to a most successful event. It was an honor and privilege to work with you.

The meal was oh so good!
Southeast District Conference

ICA Southeast District Conference was held on Friday, May 2, 2008 at City Hall in Columbus, Indiana. A total of 81 attendees were present, including those from:

- Franklin College
- Whiteland Police Department
- Madison Correctional Facility
- Henryville Correctional Facility
- Plainfield Correctional Facility
- Camp Atterbury
- City of Columbus Employees
- Indianapolis Juvenile Correctional Facility
- Several ICA Board members

The agenda was filled with speakers that included IDOC Commissioner J. David Donahue, Colonel Barry Richmond, Wayne Hill, Director, Indiana Youth Challenge, and ICA President Kelli Bittorf. The conference handed out over 60 door prizes and 4 grand prizes. The evaluations reflected a great conference. In addition, we welcomed 5 new members to ICA. The conference will donate one hundred and thirty dollars ($130.00) to Riley Hospital.

I would like to personally thank our ICA President Kelli Bittorf for coming out and supporting the conference. Thanks,

Donnie Emerson, ICA Southeast District Director
812-526-8435 ext 229
demerson@idoc.in.gov

Southeast District Chair Donnie Emerson (center) poses for a photo-op with Tony Peck (left) and Bryan Pearson (right).

Colonel Barry Richmond talks about the mission of Camp Atterbury.

Southwest District Report

On April 14, 2008, the Southwest District Spring Conference was held at Vincennes University. The total attendance was 124, including many Vincennes University students. Kellie Bittorf, ICA President, and Eric Hoch, ICA Past President, coordinated this district conference. Dottie Stanfill, also an ICA Past President, assisting by coordinating the location and attendance. Jack Harlow, ICA Archives, assisted with registration. Refreshments were catered by Vincennes University, sponsored by Hoch’s Day Reporting. Thanks Eric! The first speaker was Mark R. Murphy, who is the Director of Operations for Lake County Community Corrections. He spoke to the audience regarding Fugitive Apprehension. Then two deputies from the Knox County Sheriff’s Department made a presentation on methamphetamine use, manufacturing and methamphetamine lab detection. Both presentations were well received by the audience.

Ellyn Hall
Southwest District Director
Indiana Correctional Association
Occupational Awards Nomination Form
2008

Categories (Check one):
___ Program of the Year
___ Probation Officer of the Year
___ Counselor of the Year
___ Support Services Staff of the Year
___ Correctional Educator of the Year
___ Correctional Manager of the Year
___ Community Corrections Line Staff of the Year
___ Correctional Officer of the Year
___ Judge of the Year
___ Volunteer of the Year
___ Parole Officer of the Year
___ Warren W. Martin Award (juvenile program)
___ Distinguished Service Award

NOTE: Nominations must be an ICA member in good standing at the time of nomination and must have worked in the occupational category for at least nine months prior to the nomination. Volunteer and Judge does not have to be an ICA member. Any individual awards can be in the area of juvenile or adult.

Nominee’s Full Name__________________________________________
Title/Position________________________________________________
Address of Nominee__________________________________________
City___________________________ State_________________________
Zip_________________________________________________________

Nominee’s outstanding achievements and contributions to his/her profession. Office agency, institution, or occupational category
_______________________________________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________

Biographical information ___________________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________

Comments ______________________________________________________________________________
_______________________________________________________________________________________
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(5)  Attach other pages

Nominator ______________________________________ Title/Position____________________________
Address of Nominator _____________________________________________________________________
City ______________________________________ State _______ Zip ____________________________
Work Phone _________________________________ Home Phone _________________________________
Work Relationship to Nominee ____________________________________________________________
Signature of Nominator _________________________________________________________________

*** DEADLINE for RECEIPT of NOMINATION is AUGUST 15, 2008 ***
*** Attach at least three (3) letters of support for the nomination. Mail this form and attachments to: Jack Hendrix (telephone 812-398-5050)
Wabash Valley Correctional Facility
P.O. Box 500
Carlisle, IN 47838 ***
Indiana Correctional Association  
Occupational Award  
2007 Winners

Program of the Year  Theodora House
Volunteers of America of Indiana

Judge of the Year  Honorable David Shaheed,
Judge Marion Superior Criminal Court

Probation Officer of the Year  Reed Whitesel
Madison County Adult Probation

Volunteer of the Year  Joan Wischmeyer
Marion County Adult Probation

Counselor of the Year  Tina Keelor-Watts
Indiana State Prison

Parole Officer/Services of the Year  Amanda Hall
Indiana Department of Corrections

Support Services Staff of the Year  Christie Scott
Indiana State Prison

Correctional Educator of the Year  Majorie Wagner
Branchville Correctional Facility

Correctional Manager of the Year  Marion Thatcher
Indiana State Prison

Community Corrections Line Staff of the Year (vacant)

Correctional Officer of the Year  Chris Tatum
Indiana State Prison

Distinguished Service Award  Mary Leffler
Volunteers of America of Indiana

Warren W. Martin Award  (vacant)

Presidential Citations  1. Sandra Sharp,
2. Anita Holland,
3. H.O.C.C.S.

Staff Life Member - William R. Matthews
ICA Board of Directors
2008 Nomination Form

NAME OF NOMINEE__________________________________________________________
Phone________________ Address______________________________________________
Nominator__________________________________________________________________
Phone_________________________
Nominee’s Address___________________________________________________________
Nominee’s Employer__________________________________________________________

**POSITION FOR WHICH THE NOMINEE IS RUNNING (VACANCIES—2008 SLATE)**

**OFFICERS**

___ Vice President/President Elect
___ Secretary
___ Treasurer

**DISTRICT DIRECTORS**

___ Northeast District Director
___ Northwest District Director
___ East Central District Director
___ West Central District Director
___ Southeast District Director
___ Southwest District Director

**AT-LARGE MEMBERSHIP**

___ Education
___ Membership
___ Juvenile Services
___ Parole

Membership (number of years in ICA) __________________________

Education and Special Training___________________________________________

Professional Organizations to which the nominee is a member_________________________

________________________________________________________________________

Position Statement (way in which nominee would contribute toward goals and mission of the ICA membership and/ or Board of Directors)______________________________________________________

________________________________________________________________________

A photo must be submitted with the nomination form by July 15, 2008 to:
Eric Hoch, Attn: Nominations
1202 N. Pennsylvania St.
Indianapolis, IN   46202
Telephone: 317-266-9564 or 888-358-9117
fax: 317-266-9613
MEMBERSHIP APPLICATION
(Domestic - U.S., U.S. TERRITORIES and CANADA)

P. O. Box 630171 • Baltimore, MD 21263-0171 • Toll Free: 1-800-222-5646 x 129• Fax: 301-206-9789
Website: www.aca.org • Federal ID#: 13-1977456

INDIVIDUAL MEMBERSHIPS:

ASSOCIATE LEVEL: One year subscription to Corrections Today and On the Line; 20% discount on selected ACA publications and correspondence courses; Member rates to the Winter Conference and Congress of Correction; Personalized membership card and certificate; An ACA lapel pin. (For retired professionals, volunteers, and students only; subject to verification)

PROFESSIONAL I LEVEL: One year subscription to Corrections Today and On the Line; 20% discount on selected ACA publications and correspondence courses; Voting privileges in ACA elections; Member rates to the Winter Conference and Congress of Correction; Personalized membership card and certificate; An ACA lapel pin.

PROFESSIONAL II LEVEL: Includes same benefits as the Professional I; A copy of ACA’s award winning directory, Directory of Juvenile and Adult Correctional Departments, Institutions, Agencies and Probation and Parole Authorities

EXECUTIVE GOLD: Includes same benefits as the Professional I; A copy of ACA’s award winning directories, Directory of Juvenile and Adult Correctional Departments, Institutions, Agencies and Probation and Parole Authorities and National Jail and Adult Detention Directory; Additional 10% off conference registration.

FACILITY/INSTITUTIONAL/COMPANY MEMBERSHIPS:

ORGANIZATIONAL LEVEL: For non-profit entities; One year subscription to Corrections Today and On the Line (four copies per issue); 20% discount on selected ACA publications and correspondence courses; One vote in ACA elections; Member rates to the Winter Conference and Congress of Correction; Copies of four ACA award winning directories and State of Corrections, conference proceedings; Personalized membership card and certificate; An ACA lapel pin.

SUPPORTING PATRON: For -profit entities; One year subscription to Corrections Today and On the Line (four copies per issue); 20% discount on selected ACA publications and correspondence courses; One vote in ACA elections; Member rates to the Winter Conference and Congress of Correction; Copies of four ACA award-winning directories and State of Corrections, conference proceedings; A company listing in the Directory of Juvenile and Adult Correctional Departments Personalized membership card and certificate; An ACA lapel pin.

METHOD OF PAYMENT:

CHECK/MONEY-ORDER ENCLOSED
PURCHASE ORDER:

(MEMBERSHIP DOES NOT BEGIN UNTIL PAYMENT IS RECEIVED)

CREDIT CARD: AMERICAN EXPRESS, DINERS CLUB, VISA, MASTER CARD AND DISCOVER ACCEPTED

CARD NUMBER EXP. DATE

SIGNATURE DATE

(3 DIGIT VERIFICATION CODE CAN BE FOUND ON THE VERIFICATION CODE BACK SIGNATURE PANEL)

HOME ADDRESS: CHECK HERE FOR PREFERRED MAILING ADDRESS

NAME
ADDRESS
CITY/STATE/ZIP
EMAIL
AREA CODE/PHONE
WORK ADDRESS: CHECK HERE FOR PREFERRED MAILING ADDRESS
NAME
POSITION/TITLE
AGENCY/CORPORATION
ADDRESS
CITY/STATE/ZIP
AREA CODE/PHONE AREA CODE/FAX

EMAIL

MEMBERSHIP CATEGORIES:
(U.S., U.S. TERRITORIES and CANADA)

*HOUSEHOLD
1 YEAR 1 YEAR 3 YEAR
PROFESSIONAL I $35 $55 $99
PROFESSIONAL II $75 $115 $215
EXECUTIVE GOLD $100 $150 $290
ORGANIZATIONAL $300 N/A N/A
SUPPORTING PATRON $350 N/A N/A
ASSOCIATE** $15 N/A N/A

* Household membership offers one year for two individuals at the same home address. Only one copy of each magazine, newsletter or directory offered as a benefit as part of this program.
** (Associate membership is for retired professionals, volunteers, and students only; subject to verification)

CHECK HERE TO JOIN THE NEW HEALTHCARE - PROFESSIONAL INTEREST SECTION (H:PIS) FOR AN ADDITIONAL $25!
(To join the H:PIS, you must join or renew at one of the individual membership levels above. For more details go to www.aca.org.

MAIL COMPLETED APPLICATION AND PAYMENT TO:
AMERICAN CORRECTIONAL ASSOCIATION
MEMBERSHIP SERVICES
P.O. BOX 630171
BALTIMORE, MD 21263-0171
2008 Scholarship Application
Indiana Correctional Association

NAME:__________________________________________________________________

ADDRESS:________________________________________________________________

CITY:____________________________ STATE:__________ ZIP:__________________

HOME PHONE (INCLUDING AREA CODE):______________________________________

WORK PHONE (INCLUDING AREA CODE):______________________________________

EMPLOYER NAME (if employed):______________________________________________

ADDRESS:________________________________________________________________

CITY:____________________________ STATE:__________ ZIP:__________________

POSITION:______________________________LENGTH OF EMPLOYMENT:__________

HOURS PER WEEK:_____________________

ICA/ACA MEMBERSHIP NUMBER:_____________________________________________

NUMBER OF YEARS IN ICA:_________________________________________________

SCHOOL:________________________________________________________________

STATUS: FRESHMAN SOPHMORE JUNIOR SENIOR GRADUATE

MAJOR:__________________________ MINOR:________________________________

FINANCES

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I hereby state my membership in the Indiana Correctional Association is current, and all information contained in this application is accurate to the best of my knowledge.

____________________________________________ _______________________
Applicant’s Signature Date

Deadline for submitted application is August 1, 2008

Send completed application to:
CARLENE STRINGER, ATTN: ICA SCHOLARSHIP CHAIR

Plainfield Correctional Facility
727 Moon Road
Plainfield, IN 46168
317-839-2513
The 2008 ICA Annual Conference will be held October 8-10 at the Radisson Hotel at Star Plaza in Merrillville, Indiana. This year’s ICA Conference theme is “Sharing Knowledge – Transforming Lives”. You and your company are invited to partner with ICA as we learn new ways to share what we have learned to help us serve people more effectively. All booths are 8’x10’ and include a draped table, two chairs, and a sign. You will also receive two tickets for R&R Night held on Wednesday night if desired. (Please let us know in advance!) Booth space will be offered on a “first come, first served” basis. The charge for one 8’x10’ space is $475.00. Electric service is available for $20 (in advance) for 120v for the event. Exhibits are open on Wednesday and Thursday only. Two people will be registered for each company exhibiting. Any other attendees will need to register for the conference and pay the registration fee.

SPONSORSHIP AND HOSTING EVENTS
We want to help you increase your visibility at the Conference, and you can help the ICA at the same time. We depend heavily on the support of our corporate friends to assist in underwriting the costs of activities such as breaks and meal functions. We will provide special recognition for sponsors in printed materials, signage, and announcements. Co-sponsorship of these functions is acceptable. The sponsorship categories are:

- Presidents Banquet: $4000
- Awards Dinner: $5000
- Exhibit Area Reception: $5000
- Coffee Breaks/Refreshment: $1500
- Past President/Life Member Breakfast: $1000
- R&R Fun Night: $5000
- Conference Speaker/Program: $1500
- Friday Brunch: $5000
- Exhibit Area Reception: $5000
- General Sponsor: $500

DOOR PRIZES
In addition, you can help make the Conference more fun for the attendees by donating a door prize. Let us know what your door prize will be so we can list your company name in the Conference program.

CONFERENCE BROCHURE ADVERTISING
Whether you attend or not, advertising in the Conference Brochure is a very effective way to reach ALL attendees. Rates for ads are:

- Full Page: 7 1/2 x 9 1/2, $175
- Half Page: 7 1/2 x 4 1/2, $100
- One Quarter: 3 1/2 x 4 1/2, $75
- Business Card: 2 x 3 1/2, $35
- Inside Back Cover: 7 1/2 x 9 1/2, $250
- Outside Back Cover: 7 1/2 x 9 1/2, $300

You must provide a CAMERA READY AD (black and white only) with your registration contract and fee. The deadline for payment and submission of ads for the brochure is 8-10-2008. Ads submitted after this date may not be placed in the brochure. The ICA Conference Committee will determine placement of all ads.

CHECK OUT THIS CORPORATE PACKAGE
You have the opportunity to register for a complete corporate package that can save you money, increase your visibility at the conference, and help ICA! The package includes:

- Booth at the 2008 Annual Conference
- Co-hosting a coffee or refreshment break
- Full Page Ad in the 2008 Conference Program
- Company logo and link on the ICA Website
- Attendance for two at all 2008 Conference meetings, banquets and special events

NOTE: Up to two representatives from each company/organization that registers as a Corporate Sponsor (or Event Sponsor) will be invited to the President’s Banquet on Tuesday, October 7th. The donation for the Corporate Package is $1,125.

SPECIAL CORPORATE PACKAGE OPTION AVAILABLE
An expanded option is available to exhibitor/sponsors who wish to keep their company name in front of the ICA membership through next summer. This option includes all of the package above plus a full-page ad in the next two issues of the ICA Comment. The donation for this new package is only $1500. When we receive your signed contract and payment, you will receive information about the hotel, decorator, and more! Hours on Wednesday October 8th are from 11:30 AM to 6:30 PM. The grand opening of the exhibit hall will be from 11:30 AM to 12:30 PM. A special exhibit area reception is planned from 5:30 PM to 6:30 PM. Thursday hours are 7:30 AM to Noon. Door prizes from exhibitors will be given away during breaks and the reception in the Exhibit Hall! Setup will be available on Wednesday, October 8th from 7:00 AM to 11:00 AM. Please plan your arrival to allow setup to be completed for opening the exhibit area at 11:30 AM on Wednesday, October 8th. Tear Down begins at 12:15 PM on Thursday.

Please return the contract and payment to Steve Ingram, Executive Director, ICA, 7150 Winton Drive, Suite 300, Indianapolis, IN 46268. Questions? Call Steve at 317-328-4637 Fax 317-328-4629 or Email: singram@raybourn.com
INDIANA CORRECTIONAL ASSOCIATION
2008 ANNUAL CONFERENCE – OCTOBER 8-10, 2008
RADISSON HOTEL AT STAR PLAZA – MERRILLVILLE, INDIANA
EXHIBITOR CONTRACT

I. ______ Exhibit Booth ($475) $__________
    ______ Electric $20 $__________

II. SPONSORSHIP/CO-HOSTING EVENTS $__________
    Presidents Banquet ($4000)
    Exhibit Area Reception ($5000)
    Friday Brunch ($5000)
    Conference Speakers/Program ($1500)
    Past Presidents/Life Members Breakfast ($1000)
    Awards Dinner ($5000)
    Coffee/Refreshment Break ($1500)
    R&R Fun Night ($5000)
    Golf Outing ($500)
    General Conference Sponsor ($500)

III. Advertising (COPY DUE 8-10-08) $__________
    ______ Full Page ($175) ______ Business Card ($35)
    ______ Half Page ($100) ______ Inside Back Cover ($250)
    ______ Quarter Page ($75) ______ Outside Back Cover ($300)

IV. CORPORATE PACKAGE $1125
    EXPANDED CORPORATE PACKAGE WITH COMMENT ADS $1500
    LATE FEE AFTER 9-2-08 $+50
    TOTAL DUE $__________

V. YES, WE WILL BRING A DOOR PRIZE: Please describe ______________________________________________

COMPANY NAME: ________________________________________________________________________________

ADDRESS: ______________________________________________________________________________________

CITY/STATE/ZIP __________________________________________________________________________________

PHONE: ______________________ FAX: ______________________ EMAIL: ________________________________

CONTACT PERSON: ___________________________________ TITLE: ______________________________________

PERSONS ATTENDING CONFERENCE: (Maximum of two per booth) _____________________________________

______________________________________________________________________________________________

PLEASE MAKE CHECKS PAYABLE TO THE INDIANA CORRECTIONAL ASSOCIATION. PAYMENT MUST
ACCOMPANY CONTRACT. NO REFUNDS. RELEASE STATEMENT: Your attendance at the Annual Conference
of the Indiana Correctional Association does not provide in any way an endorsement or support for your product or
services by the ICA. Use of the ICA for personal endorsement of your product or services is prohibited.

Authorized Signature ____________________________________ Date ___________________

Send this form and payment to ICA, 7150 Winton Drive, Suite 300, Indianapolis, IN 46268 – Phone 317-328-4637
### 75th 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 #:____________________________________ |  |

| **PRE-CONFERENCE SESSIONS TUESDAY, OCTOBER 7, 2008** |  |
| **SEE PAGE 2 FOR FURTHER DETAILS** |  |

**Full 3 Day Registration – Includes admission to all programs, events, exhibits,**

*Wednesday Awards Dinner, Thursday R&R Dinner/Fun Night and Friday Brunch*

| I.C.A. Member (Full 3 Day Registration) | $130.00 | $ |
| I.C.A. Member Group Discount Rate (Groups of four (4) from any one facility will receive a discounted rate of $500.00) | $125.00 | $ |
| Non I.C.A. Member Rate (Full 3 Day Registration and ICA membership) | $165.00 | $ |
| One Day Registration (NO MEALS) | Wednesday Only | $ 80.00 | $ |
| One Day Registration (NO MEALS) | Thursday Only | $ 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**

### 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 $ ______**

**ALL REGISTRATIONS ARE FINAL – NO REFUNDS**

Please submit registration forms to:

I.C.A. 2008 Annual Fall Conference
2600 W. 93rd Avenue
Crown Point, IN 46307
Fax: 219-755-3871

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

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

Reservations must be made no later than September 5th and use group code Indiana Correctional Association to receive group rate

www.indianacorrectionalassociation.org
Social Time, We Love It!

By Karen Hurst
Social Functions Chair

The Fall Conference Committees have been working very hard to ensure a successful and memorable conference this fall. The year 2008 commemorates ICA’s 75th Anniversary, so this one will certainly be special to all of us. In addition to the outstanding speakers and workshops that have been planned for you, we have numerous exciting opportunities for networking, fundraising, acknowledging outstanding professionals and programs in our field, physical fitness, and a little bit of R & R!!

Wednesday afternoon there will be a New Members / First Time Conference Attendee’s Reception at the Radisson Star Café. The ICA Board would like to welcome all new members or members who may be attending their first annual conference.

Wednesday evening we will join together for a wonderful meal and an opportunity to present occupational awards to our outstanding colleagues. Casual or business casual attire will be appropriate for this event. After the awards meal and presentation, please join us in the Radisson Hotel Atrium for a "get together", complete with a disc jockey and karaoke.

Thursday afternoon, you will have an opportunity to participate in a fitness event - the annual Fun Run / Walk, with proceeds going to Riley Hospital for Children. The event will be held outside of the Radisson Hotel. All participants will receive a free T-shirt and prizes will be awarded for 1st place male and female runners and walkers. We are hoping that at least one employee from each facility will be able to obtain pledges and participate in the Fun Run / Walk. A memorandum that includes a registration form and pledge sheet will be e-mailed to each facility soon.

Thursday evening we hope you will join us for another great dinner and some R & R! The theme for Fun Night is "Blast from the Past" – Fabulous 50’s!! - which will include 50’s decorations. So, gals, this means poodle skirts and bobby socks and guys come dressed in your jeans and t-shirts and be prepared for a good time! We will have a contest for the best dressed 50’s guy and gal. The "Middle of the Road Band" will provide entertainment throughout the evening, playing a wide variety of music. Additionally, we’ll have limbo and hula hoop contests, record tossing … plus plenty of dancing! There will be several door prizes throughout the evening as well. You don’t want to miss this!

Friday morning will be serving the wonderful breakfast buffet, while we are enjoying the fantastic speaker and swearing in of the new ICA Officers and Board.

I am confident you will enjoy and appreciate all of the hard work of the Social Functions Committee. We look forward to seeing you in October!
As program chair for the 75th Annual Conference for ICA, I have had the opportunity to work with some great people and gain a great deal of knowledge. The only reason this has been possible is the people I have worked with have been willing to share. Thus, we arrived at our theme for this year’s conference, “Sharing Knowledge – Transforming Lives.” By attending this year’s conference, each of you can gain the same opportunities to engage in this vital process.

Planning for the program portion of the conference has been a great success. I want to thank everyone who has helped in this process. Lynette Collins has been performing a terrific job gaining moderators for the various breakout sessions. President Kellie Bittorf has been very helpful in gaining speakers for both the pre-conference and formal conference times, as well as our opening keynote, Mario Paparozzi. President-elect Dave Leonard has done so well working with CMS to provide topical presentations for medical learning tracks and Past President Eric Hoch has been instrumental in gaining the closing speaker, Past President Jim Hmurovich. This year’s topical learning sessions promise to be very informative and beneficial to those in attendance. Mr. Delbert Boone has agreed to provide breakout sessions related to issues of substance abuse and corrections. Biographical information concerning Delbert can be found at [http://www.gwcinc.com/dboone.htm](http://www.gwcinc.com/dboone.htm). CMS has graciously agreed to provide breakout sessions related to medical issues in corrections. In addition, an all day seminar concerning High Risk Families, Identification and Intervention: A Criminal Justice Perspective, will be made by Dr. John Wright on Thursday, October 9, 2008. In concert with other various topical presentations concerning Juveniles, Re-entry, and general issues of corrections, this promises to be one of the most informative conferences in ICA history.

I look forward to seeing you in Merrillville this October.

Jon A. Eichelberg, BS; MBA
Substance Abuse Counselor
Therapeutic Community
Westville, IN 46391
219-785-2511 ext. 4551

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**ICA Scholarships**

Each year, the Indiana Correctional Association awards up to six $500 scholarships to members who are employed in the field of corrections or are receiving an education in the criminal/juvenile justice fields. The following criteria must be met and included with the application at the time of submission.

1. A person must be a member of the Indiana Correctional Association for a minimum of one year.
2. If employed, employment must be in the corrections, criminal/juvenile justice, or related fields.
3. Students must be majoring in an area that may enhance their career in the field of corrections.
4. Attach a copy of your current college transcript.
5. Attach a letter from the Office of School Registrar concerning enrollment verification and cost per credit hour.
6. Include a 500-word essay expressing why you should receive the scholarship and your philosophy on corrections in Indiana.

Priority will be given to distribute the scholarship awards to at least one person per ICA district. Scholarships will be awarded August 31, 2008, and the recipients will be recognized at the Annual Fall Conference.

**Application deadline is August 1, 2008.**

The application form for scholarships can be found on the ICA website.

Send application to:
Carlene Stringer, attn: ICA Scholarship Chair
Plainfield Correctional Facility
Plainfield, IN 46168
317-839-2513
Award Nominations

By Jack Hendrix

This is your opportunity to submit nominations for the ICA Occupational Awards. Nominations to be announced at the convention. Nominations may be submitted for your staff and/or programs at your facility or office for the following categories:

- Program of the Year
- Judge of the Year
- Probation Officer of the Year
- Volunteer of the Year
- Counselor of the Year
- Parole Officer of the Year
- Support Services Staff of the Year
- Warren W. Martin Award
- Correctional Educator of the Year (juvenile program)
- Correctional Manager of the Year
- Distinguished Service Award
- Community Corrections Line Staff of the Year
- Correctional Office of the Year

Nominees must be an ICA member in good standing at the time of the nomination and must have worked in the occupational category for at least nine months prior to the nomination. Volunteer and Judicial nominees do not have to be an ICA member. Furthermore, any individual awards can be in the area of juvenile or adult disciplines.

There are many dedicated, hard working staff members and programs throughout the Indiana Criminal Justice umbrella; this is an excellent opportunity for you to recognize those individuals/programs. Do not hesitate to show your appreciation by recognizing the important programs and initiatives being undertaken by your staff for the various categories listed above.

The deadline for nominations is August 15, 2008. Don’t delay. Submit your nominations today.

Attached please find a nomination form and contact information for submission of your nominations.

Editor’s Note: For a full description of each award, please see the winter edition of The Comment, which is available for viewing and/or printing from the ICA website www.indianacorrectionalassociation.org and click on “The Comment”.

Northwest Golf Outing

Continued from Page 4

他自己和刚等只需他就将要要的挥杆时，一些东西便从他身上滑下。他停下来，拿起长铁木杆，伸入球袋中。戴夫催促他要换杆，喊道：“你太远了，你永远都打不中。”

小鸟安静下来，因为埃里克正在做他的挥杆准备。你可以听到球杆在空气中划过，然后是最甜美的ping声。球在球洞前的小湖上空飞过，然后在远岸附近撞到水面上，然后再次接近球洞。戴夫挥着高尔夫球杆留着的八杆子，犹豫着要绕过水障碍，然后把他的小鸟推上了洞口，而埃里克则继续打出了老鹰球。

如此结束了又一个激动人心的赛事。

继续从第4页开始
The following statistics came from the Indiana Judicial Center for the Annual Probation Officers meeting on May 1, 2008. Indiana has 1499 probation officers as of 2008. A total of 1463 officers work full time and 36 have part time employment as probation officers.

There are 731 probation officers serving adult caseloads supervising both felony and misdemeanor caseloads. Marion County has the largest numbers with 183 probation officers followed by Lake County with 60. The next largest counties are as follows: Allen, 3rd (38); Hamilton, 4th (30); St. Joseph, 5th (30); Monroe, 6th (26); Elkhart, 7th (Grant, 11th (18); and Vanderburgh, 12th (15). The remaining 239 are in all other counties.

Marion County has the largest number of Grant, 11th (18); and Vanderburgh, 12th (15). The remaining 239 are in all other counties.

Marion County has the largest number of Juvenile Probation Officers at 106. Ranking second is Allen County at 75 and Lake County is third with 55. The next largest counties are as follows: St. Joseph, 4th (34); Hamilton, 5th (32); Porter, 6th (21); Elkhart, 7th (20); Monroe, 8th (18); Tippecanoe, 9th (18); Howard, 10th (12); Vanderburgh, 11th (12); and Grant, 12th (11).

There are 138 probation officers serving in jurisdictions with combined juvenile and adult misdemeanor caseloads.

In Indiana 38 Circuit Courts have probation departments and 30 Superior Courts have probation departments.

By Carol Hall

ICA LEGENDS include Sigmund J. “Ziggy” Golonka, Director of Court Services for Lake County superior Court Criminal Division in Crown Point for more than 25 years, retiring in April 1989. Growing up in Hammond (also his residence) gave him many “life experiences”. Upon graduating from Indiana University in Bloomington, Ziggy sold insurance. He would always say “we insure them from the womb to the tomb”.

When I first began in Probation in Porter County in 1970, we did not have internship programs, thus Ziggy became my mentor. Several times a year, we would get together for lunch to discuss duties as well as the “finer things in life”. Ziggy never missed an ICA Conference and would always introduce a new “niece” that would be his escort for the conference. In today’s dialogue, he was a “Grand Player”. Ziggy would always have a joke, kind words and a story. You would always know when he entered the room. He was the instant attraction that everyone wanted to replicate or as some would say, always, “The Bride” at every wedding and “The Corpse” at every funeral.

Ziggy was a workaholic by all standards. He always spoke about “Sister Cumada Gonnda” (principal) and her influence on his parochial school memories, the nun which kept him from a life of crime. Despite having a “niece” in every city, Ziggy was married to Helga and together they had a son, Greg, who continues to live in “da region”. From all accounts, Mr. Golonka loved his work. He always wore a sport coat, tie and a pocket puff.

Ziggy served as President of ICA in 1976. In 1981, he was the recipient of the Distinguished Service Award. In 1983, he was again selected President following the reign of the infamous James Hmurovich. Mr. Golonka won in a highly contested race against Deputy Commissioner Al Bennett.

His President’s message in the ICA Comment was as follows:

“Dear Fellow ICA Members:

It was not only a joy, but a true privilege to serve as your 1983 President. I have often said that this organization is the finest organization to which I am a member. Being able to meet on a monthly basis to share memories and to plan for future activities has been, in of itself, a memory I shall always treasure. I feel important strides are being made in the field of corrections and I am proud that I have been a part of those efforts. Typically, as a President passes the gavel to the incoming President, many thank yous and many gestures of congratulations are extended to specific people. The tremendous cooperation, input and energy exhibited by your last year’s board prohibits me from singling out just one or two people. The membership was indeed fortunate to have an executive board, which not only worked to better the correctional field throughout Indiana, but also took a sincere and human interest in the welfare and career development and the working conditions of the membership.

I humbly acknowledge your vote of confidence extended to me that allowed me to be the President of this organization. I shall never forget the friends I have made, the acquaintances I was able to renew and the memories I will always cherish.

I promise to remain active in any possible manner to assist in the future development of this organization. Thank you for your kindness and courtesies and I hope to see you become active in the ICA this year.”

Ziggy is no longer on this earthly planet, but his legacy will live forever.

By Jack Harlow

Also, 69 Unified Courts (more than one Court) have probation departments.

Under Probation Authority, there are 34 Adult Probation Departments, 16 Juvenile Probation Departments, one Probation Department under a Probate Court, 19 under City Courts; and 87 listed as unified under more than one Court.

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.