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Inside This Issue

President’s Message 3 3 18
Conference Invite 3 18
Fall Conference Preliminary Agenda 4-6 19
Fun Night 6 20-24
Golf Outing Registration 8 24
Conference Registration 9 25
Board Nominations 10-15 26
Absentee Ballot 16 27
Productive Partnerships 17 28
Bylaws Update 18 29
President’s Message
By Dave Leonard, ICA President

It’s always exciting when it comes time to submit items for The Journal as it means that the Fall Conference is just around the corner. The purpose of The Journal is to wet your appetite and get you excited as well! The first half of The Journal is all about the conference and is our final publication out to our membership prior to our annual business meeting. Therefore you will also find information about items that will on this year’s agenda. Perhaps one of the biggest things that will be happening at our annual meeting this year is that our new bylaws will come into effect which, among other things, brings a new structure to the board. That’s important to remember as you read about this year’s nominees and begin to make your selections.

The conference committee has been working hard on setting up all of the workshops, vendors, social events and meals. I hope you are planning on attending and will take advantage of everything the conference has to offer. I’m counting on seeing you there!

From the Conference Chair

On behalf of the 2009 Indiana Correctional Association Annual Fall Conference, I welcome you to “jump aboard” with me on the ICA ship of knowledge with other associates to a journey that will lead you to uncharted territory and will be filled with many hidden treasures. This course was set almost a year ago by a committee full of journeyman and sea wenches that wish to make your time at the 2009 Conference an adventure to remember!

The “X” marks the spot on the secret map that all wish to find, and there will be plenty of opportunities to reach your final destination of dreams, but remember it is not at the end that you will find your buried treasure chest, but it is the quest itself where you fill find true jewels and gold.

During your charted quest for knowledge, you will discover new lands of opportunities that include information on Leadership, Jail re-entry, education, Gang initiatives, and new challenges and issues in the areas of institutional re-entry, community corrections, and law enforcement. The Conference Planning Committee has worked diligently and enthusiastically to offer you workshops that you will find intellectually stimulating and provocative, but also bring fun to your nights by providing you top notch entertainment and food, so that after your hard days of work and swabbing the decks, you will be able to enjoy the friendships that you establish. Because remember, the true gold and jewels is in the many contacts and friendships that you will establish during your sailing of the high seas!! I wish to thank those many committee members and pirates for all the hard work you have put into this year’s conference. A successful conference is always contributed to the commitment of the volunteers that serve this great organization.

Of course, we all know that to put on a 76th Annual Conference, it does take a great deal of support from many people and organizations that provide sponsorships and donate gifts. I want to thank those corporate sponsors and our exhibitors, both who are returning and the new ones for assisting in making this a grand event for 2009. Please take time to meet and greet with these people, rest assured you will not regret doing so. If you want to find the buried treasure, you will need make this area part of your journey anyway. You absolutely do not want to miss the Scavenger Hunt that we have waiting for you!

Also, please do not forget about the 2009 Fun Run, in which all proceeds will go to the Special Olympics, and of course the historical yearly Golf Tournament that everyone can enjoy and get competitive about!! Show your team spirit and get involved in the activities. Otherwise we may have you walk the plank at high noon!

On behalf of the Conference Planning Committee, I want to thank you for choosing to attend this conference in Evansville. If you have questions or need assistance during your time here, we will be happy to help.

Ahoy Mateys and have a great time navigating your way through the conference!

Michelle Ryder
Conference Chair
Fall Conference Preliminary Agenda

Tuesday, 10-06-2009: Pre-Conference Workshops 9:00am – 4:00pm

Session A: ServSafe Certification Course Mr. John Schilling
This session will offer an opportunity for food service workers to obtain their ServSafe certificates.

Session B: A Look into the Juvenile Services Filed IDOC – Juvenile Division
This will contain several mini-topics that provide information about the States Juvenile programs.

Session C: Providing Mental Health Services Dr. Israel

Presidents Banquet (invitation only) time to be announced

Wednesday, 10-07-2009:

Opening Session 10:00am Comedian Kent Rader, Opening Keynote
Exhibit Grand Opening 11:30am
ICA/DOC Awards Luncheon 12:30pm

Session 1: 2:45pm – 4:15pm

Strategic Planning Rick Newton
This session will cover how to use Metrics to evaluate your strategic plan. Information covered in this session will give the participant a useful, easy to use tool.

Master Student to Master Employee Margie Wagner
A program that helps offenders overcome barriers to employment.

Checkpoints & Challenges: The Realities of Reentry Mary Leffler
A very interactive workshop to help better understand the challenges presented to individuals once released, in turn allowing them a better knowledge on how to assist with reentry.

Self-Mutilation Dr. Allen & Dr. Baume
A look into the ever-growing problem of the self-mutilator and the problems that come with them.

Security Threat Groups Kemp Jones
This program is designed to promote STG awareness in the correctional setting and share valuable intelligence with criminal justice agencies.

Branchville Correctional Facilities Parenting Programs Mark Rhodes
A look into presenting a parenting program into an adult male facility and how it has developed into a national model.

Exhibitor Reception 4:30pm

Thursday, 10-8-2009:

Session 2: 8:00am – 9:30pm

PREA: Making the Standards Work for You Rhonda Vega
The first part of the two part workshop focusing on the NPREC Standards under PREA and the impact on corrections.

Indy Reads Joe Cooper
Explanation into the Indianapolis based Literacy program.
### Offender Tactics

Carl Reddick

A look at the tactics that offenders use to confuse and undermine treatment and supervision and how to combat these tactics.

### The Reality Model: Applications in an Urban County Jail

Bob Ohlemiller

Participants will gain basic understanding of the Reality Model and the challenges and benefits of delivering the program in a county jail.

### Self-care for the Corrections Profession

Dr. Huffey

### Indiana’s CLIFF Units

IDOC

A look into Indiana’s methamphetamine treatment programs.

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**Session 3: 9:45am – 11:15am**

#### PREA: Making the Standards Work

Rhonda Vega

This is part two from the previous session. In this session the presenter will talk about strategies to develop teams to address the specific standards.

#### Department of Labor Programs

Stephen Steed

A look into Apprenticeship Programs providing specific training to offenders in correctional settings.

#### The Language of Supervision

Carl Reddick

Participants will learn to deconstruct statements and defuse escalating behaving.

#### Gangs and Their Impact in Criminal and Juvenile Justice

Andrew Fogle

A look at the growing gang problem in the Indiana Juvenile Justice System.

---

**Session 4: 1:00pm – 2:30pm**

#### Managing Change

Ron Gibson

A look into why people resist change and how to motivate them to be more comfortable with an ever-changing environment.

#### Wisdom: The Basic Keys to Success

Andrew Pazera

#### The Reality Model

Carl Reddick

Participants will learn how to use the tools within this method to deal with the specific beliefs and behaviors of the client population.

#### Hitting the Wall: Dealing with Stress in Corrections

Amanda Hall

The workshop will help participants recognize the specific causes of stress in corrections and techniques that can help reduce that stress.

#### Partnering the Courts with the Correctional Facility

Judge Wayne Trockman

Explains the partnership between Vanderburgh Counties Drug Court and the Department of Correction. Will go into detail on the idea of “Incarceration with a Purpose”.

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**Session 5: 2:45pm – 4:15pm**

#### The Five Levels of Accountability

Eric Hoch

Stresses accountability and is interactive with audience to see if they are conducting these five levels to maintain and improve their program.

#### A Framework of Understanding Poverty

Shannon Schumaker

An introduction to a framework of understanding poverty as it relates to the lives of those in the criminal justice systems.

Continued Next Page
Belief Systems and the Reality Model  
Carl Reddick
Participants will learn that offender actions are driven by their beliefs and that these beliefs have measurable consequences.

Bridging the Gap  
George Whitney
A brief introduction to the Unchained Ministry and how their organization helps transition the offenders re-enter the communities.

Indiana Canine Assistance Program  
Dr. Sally Irvin
Explaining the implementation of ICAN within the correctional setting and all its benefits not only to the families, but also to the trainers.

Dealing with Malingering  
Dr. Guthrie

District Caucus  
4:15pm – 4:45pm

Fun Night  
6:30pm dinner and band begin at 7:00pm

Friday, 10-09-2009:

Session 6:  
8:00am – 9:15am

Life, Work, and the Pursuit of Balance  
Dr. George Manning
This is a multi-media, multi-method presentation on stress, change and professional well being.

Abuse is a Symptom  
Tracy Jones
They will be Your Neighbor  
Maxine Bryant
Looking at the issues of reintegration offenders back into their communities successfully.

Gambling Prevention Awareness  
Art Schlichter
An introduction into the problems of addictive gambling.

Closing Brunch  
9:30am

Closing Speaker  
10:00 am  
Dr. George Manning, Closing Keynote

Annual Business Meeting

Join Your Mates at the Fun Night!

THURSDAY, OCTOBER 8, 2009

BALLROOM, THE CENTRE

CHOW BEGINS AT 6:30 PM

BUFFET STYLE  CASH BAR

MUSIC FROM 7:30–11:30 PM

DÉJÁ-VU WILL BE THE FUN NIGHT ENTERTAINMENT.  
THEY ARE A LOCAL BAND THAT ROCKS OUT TO THE 60’S, 70’S, 80’S & 90’S

DOOR PRIZES  50/50 DRAWINGS  PHOTOS

‘COSTUMES OPTIONAL’
Fall Conference Keynote Speakers

Opening Keynote Speaker: Kent Rader

Kent Rader is known as the "World's Cleanest" comedian and speaker helping people learn and experience how laughter matters in reducing stress. Kent's stress reduction book titled, Let It Go, Just Let It Go, is available on amazon.com and he is the winner of the Branson Comedy Festival.

Kent Rader is a professional speaker, author, and comedian. He help companies and associations wanting to be successful by reducing stress through laughter. Having spent twelve years as CFO and CEO of Hospitals and five years in public accounting, Kent has experienced the stress of today’s business world first hand. In 1998 Kent became a professional speaker so he could share the importance of laughter in combating stress. “Regardless of the source of my stress, whether it be work or home,” Kent says, “humor seemed to be an important tactic to changing my perspective.”

Kent found his true calling when he began to help people reduce stress by making them laugh. Kent states, “I told my son after September 11, 2001, I was born to do this. I would rather die at 45 having make people laugh than live to be 100 doing accounting..., but then, who wouldn’t?” In 2002 Kent published his stress reduction book titled Let It Go, Just Let It Go. Consumed with making people laugh, Kent began working in comedy clubs that same year in order to improve his already gifted sense of humor.

Today Kent takes participants on a journey they will not want to end. It begins with Kent showing people the origins of their stressful feelings are derived, moving to how humor is a proven tool in combating these feelings. He offers practical ways to include more humor in your life, along with stories that are guaranteed to make any audience laugh.

Please visit Kent's web site at www.kentraderspeaks.com for more information and to view his latest demo video.

Closing Keynote Speaker: Dr. George Manning

George Manning, Professor of Psychology and Business at Northern Kentucky University is internationally known as a speaker, author of eleven books, and consultant to business industry and government. His clients include AT&T, AMA, IBM, GE, Marriott, UAW, IRS, AMA and the National Institutes of Health, among others. George's unique approach and magic for connecting with people includes a blend of humor, interesting facts, and practical applications. His warm, personal style has captivated audiences from coast to coast and from continent to continent. He was selected "Outstanding Professor" at Northern Kentucky University and has received the "Strongest Influence Award" given by the Northern Kentucky Alumni Association.

Dr. Manning has been the lead instructor for the IDOC’s “Commissioner’s Experienced and Emerging Leadership Program” since its inception in 2007.
ICA SCRAMBLE GOLF OUTING

Tuesday, October 6, 2009
11:00 AM TEE TIME

CAMBRIDGE GOLF CLUB
1034 Beacon Hill, Evansville, IN 47725
812-868-4653 www.villageofcambridge.com

Directions: Going south on 41, go about two miles south of I-64, and turn east on Volkman Rd. (can only turn east on Volkman), go about ½ mile and entrance to golf course is clearly marked.

Golf outing is for ICA Members and Corporate Sponsors or Exhibitors. Fee is $40 for golf, coffee and doughnuts, lunch, door prizes, and plenty of fun. The usual skins, longest drive, longest putt, closest to the hole, and top teams and bottom team will win a prize package. New contests are under construction, which will add a new dimension to this scramble.

Any proceeds will go to the ICA Charity this year: Indiana Special Olympics.

NAME OR TEAM OF FOUR: _____________________________________________

FACILITY/AGENCY: ___________________________________________________

Telephone: __________________________ e-mail: __________________________

Cost: $40 per player (make check to ICA) Please mail to: ICA
c/o Eric Hoch, Golf Chair 1202 N. Pennsylvania St.
Indianapolis, IN 46202

Major Sponsorship: $500 (includes golf for four)

Hole Sponsorship: $50

Join ICA for $35.00
Questions: hoccs1202@att.net
76th Annual I.C.A. Fall Conference Registration
"Charting the Course: In Search of Hidden Treasures"
Convention Centre / Executive Inn, Evansville, Indiana
October 6-9, 2009

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NAME: ___________________________ TITLE: ___________________________
AGENCY: _________________________ PHONE: ___________________________
ADDRESS: ________________________ E-MAIL: __________________________
CITY: ____________________________ STATE: _______ ZIP: ___________
ICA MEMBERSHIP NUMBER: __________

**FULL 3-Day Registration** – Includes admission to all programs, events, exhibits, Wednesday Awards Lunch, Thursday Fun Night, and Friday Brunch. ☐ Check box for Vegetarian Diet

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<tr>
<th>Description</th>
<th>Price</th>
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<tr>
<td>I.C.A. Member (FULL 3-Day)</td>
<td>$140.00</td>
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<tr>
<td>I.C.A. Member (FOUR REGISTRATIONS for $540)</td>
<td>$540.00</td>
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<tr>
<td>Non I.C.A. Member Rate (includes Full 3-Day &amp; ICA membership)</td>
<td>$175.00</td>
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<td>Non Member Rate (ONLY WORKSHOPS) (NO MEALS)</td>
<td>$150.00</td>
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**ONE DAY ICA or Non Member Rate** (Tuesday or Wednesday or Thursday, NO MEALS)
Tuesday _________ $100.00
Wednesday _________ $100.00
Thursday _________ $100.00

Extra Wednesday Awards Lunch Tickets (With full paid attendee) # of Tickets___ $35.00
Extra Thursday FUN NIGHT Dinner Tickets (With full paid attendee) # of Tickets___ $35.00
Fun Run/Walk Charity Event (taking donations) No Fce
GOLF OUTING 18 holes/cart/food/fun $40.00

**METHOD OF PAYMENT** made out to I.C.A.: Check/Money order/ Voucher # _____ Total ________________

Agencies paying by voucher must submit registration by September 25, 2009.

**ALL Registrations are final “There are NO REFUNDS”**

Please submit registration forms to:
ICA 2009 Annual Conference Registration Committee
Bob Hughes, Registration Chair
12634 Enclave Court
Carmel, IN 46032
Or call 1-888-358-9117 for info

Hotel Information:
Executive Inn
(Mention Indiana Correctional Association)
600 Walnut Street
Evansville, Indiana

Reservations 877-424-0888
Nominees for ICA Board of Directors

Karen Hurst, Nominee for Vice President / President Elect

Karen’s Position Statement:: “Together We Can Make A Difference” …… Having been a member of ICA for 9 years, I certainly can see its’ tremendous value and the positive effects it has had on me and my career in the field of corrections. Overall, I would like to see somewhat of an increase with regards to community involvement which could ultimately help to increase membership. Let the community know who we are and what we are all about. I believe there are lots of community newspapers that would let us submit a ‘free’ article.

I would like to see increased membership drives held in various locations and definitely throughout all of our institutions and facilities. I would also like to propose including an ICA segment to be added to all new employee orientation programs. If all members would make it a goal to recruit at least one person, our membership would ‘double’ in size. With recruitment, comes retention – much like recruiting your staff, you want to concentrate on retaining/keeping the high performing staff, so as board members, we need to strategize and think of creative/cost effective ways to keep our new members from leaving us.

We do not know just what the state of the economy will be in the next few years, so we need to be prepared to “think outside the box” and be creative with our goals and strategies. We also need to collaborate with all entities in ICA – sharing ideas / knowledge / skills / and abilities can all help contribute to success.

With the new set of By-Laws comes a new innovative way of thinking and strategizing – I look forward to being a part of this ‘innovative’ team - moving forward with an outstanding organization that I am proud to be a member of and would be honored for the opportunity to help lead the ICA to it’s dynamic future.

Background: Karen has been a member of ACA/ICA for nine years and currently holds the position of Secretary on the ICA Executive Board of Directors. Karen has also held the position of ICA Juvenile Services Director At-Large during 2007 and 2008, and was the Social Functions Chair for the 2008 ICA Fall Conference. She also has been actively involved, serving on the planning committee for the ICA Northwest District Spring Conferences, as well as assisting with social functions during the 2005 annual ICA Fall Conference. Karen was recipient of the 2006 ICA Northwest District Merit Award and was presented with a Presidential Citation Award during the 2008 Fall Conference.

Karen has been employed by the IDOC for 17 years; experience in both juvenile and adult correctional facility settings; attended many training sessions with regards to strategic planning and leadership/mentoring/supervision/job coaching. Obtained DDI (Development Dimensions International) Certification in 2007 (certified training facilitator). Currently responsible for providing leadership and supervision of all Human Resource functions, including 12 HR staff from both adult and juvenile facilities in the IDOC; have served on many committees throughout my career in IDOC and just this year served on the IDOC Central Office ‘Team Headquarters’ for Strategic Planning; ICA Board member for past 3 years; ICA Secretary this year; ICA fall conference Social Chair in 2008… All of which she believes has prepared her for this office.

Karen resides in Logansport with her husband Jim. They are the parents of 6 children and 15 grandchildren. Karen has been employed by the Indiana Department of Correction (IDOC) since 1992 and is currently serving as Regional Director of Human Resources for the Northeast region of Indiana.
which includes 3 juvenile and 3 adult correctional facilities. Karen currently supervises all Human Resource functions in her region, including providing leadership and supervision to 12 HR staff. Prior to her promotion, she served as the Human Resources Director at the North Central Juvenile Correctional Facility in Logansport. Throughout her tenure with the IDOC, Karen served on various policy committees and strategic planning project teams for both IDOC and the Indiana State Personnel Department. In 2002, 2003 and 2005, Karen received the statewide "Hall of Fame" Award for her facility Affirmative Action/Equal Employment Opportunity efforts. During the 2005 ICA Fall Conference, Karen was recipient of the Department of Correction Commissioner’s Recruitment / Human Resources Award. Karen is also a member of the SHRM (Society for Human Resources Management). In 2007, Karen obtained a Certification in facilitator skills with DDI (Development Dimensions International).

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’s proven leadership abilities and continuous dedication to the ICA and to her career with IDOC makes her a viable candidate for this position. Karen would be truly humbled and honored to serve the ICA Members and Board of Directors as Vice-President/President-Elect.

Karen believes..... Together, We Can Make A Difference

Mary Leffler, Nominee for Vice President / President Elect

Mary’s Position Statement: If elected to serve as President-Elect, it is my commitment to support the purposes and objectives of the Indiana Correctional Association. In that regard, I am committed to fulfilling the work that has begun in four key areas. 1) Membership – In order to continue to be a vibrant organization, ICA must focus on maintaining current members and attracting new members by constantly evaluating the value and benefits of our association; 2) Professional Development & Training – ICA must constantly be prepared to provide quality education and training opportunities for its members and to seek out potential collaborations that will enhance the value of conference participation; 3) Governance & Leadership – ICA must design a process that encourages the development of new leaders within the organization. Likewise, we must engage seasoned members to provide guidance & mentoring to those candidates; and 4) Public Awareness/Education – ICA must also fulfill its objective of promoting general awareness of the Criminal Justice System, and the needs of offenders, ex-offenders, victims of crime and Criminal Justice Professionals. We must actively seek ways to engage the public and promote dialogue among our constituents. If trusted with the opportunity to serve as your President-Elect and subsequent President, I will fulfill the duties of these offices to the best of my abilities.

Background: Mary has been an ICA member for 13 years. She earned a BS Degree from Columbia College, Columbia, MO. Mary has over 30 years of experience in the field of criminal justice. Mary began her career in 1979 with employment at the Missouri Department of Correction and subsequently with the Missouri Division of Youth Services, the agency charged with care of adjudicated delinquents. From 1979-1996 Mary held progressively responsible positions within these agencies, working with both adult and juvenile populations. Prior to her relocation to Indiana, Mary was responsible to administer the uniform law regarding out of state juvenile probationers and parolees; maintaining a caseload of over 300 youth. Mary served as Missouri’s representative for national compact issues and provided training and education regarding policy and law locally, statewide and nationally. Mary was an active member of the Missouri Juvenile Justice Association. In recognition of her service to the State of Missouri, in 1996 Mary was awarded the William L. Frederick Award for
Outstanding Services to Juvenile Justice and Corrections.

Since 1996, Mary has been employed with Volunteers of America of Indiana. Mary has held several progressively responsible positions for Volunteers of America. She currently serves as the Division Director of Community Engagement. Prior to this appointment, Mary was the Division Director of Women’s Services and led the agency’s opening of Theodora House, a 104 bed residential center designed to address the unique needs of women re-entering our community following criminal justice involvement.

Mary is a very active member of the Indianapolis community and serves on several boards and task forces. Since 1996, Mary has been an active member of the Indiana Correctional Association, holding numerous elected and appointed positions, including but not limited to Program Chair, At-Large Director, Secretary and currently the Bylaws Chair. In 2007, Mary received the Indiana Correctional Association Distinguished Service Award for her service to ICA. Mary also currently serves on the Board of Directors for the Marion County Commission on Youth (MCCOY). In 2009, Mary was named the Board Member of the Year for MCCOY. Currently, she also serves on the Marion County Mayor’s Re-Entry Task Force and also on the Indianapolis Leadership in Action Program.

Nicole’s Position Statement: I will ensure the fiscal responsibilities of the ICA in accordance with our goals and mission. It would be an honor to serve the ICA as Treasurer.

Background: Nicole has been an ICA member for 8 years. She plans to complete a Master of Public Affairs degree in May 2010, with a double concentration in Public Management and Criminal Justice. She has attended several NIC trainings. Nicole is a graduate of the IDOC Commissioner’s Experienced and Emerging Leadership program, Team Leader for IDOC’s Leadership Academy and a certified ACA national accreditation auditor. Nicole has been an active ICA member, serving on numerous regional and state conference committees.

Aaron’s Position Statement: Aaron’s overall initiative and desire to further advance ICA would be beneficial to the growth of ICA.

Background: Aaron has been an ICA member for one (1) year. He has a M.S. in Criminology. Aaron graduated IDOC’s Experienced and Emerging Leaders program and is a Team Leader for IDOC’s Leadership Academy. Aaron currently serves on the ICA Board as Fiscal Chair.

Lynnette Collins, Nominee for Secretary

Position Statement: It is my intention to forward the mission of ICA by working to increase awareness of corrections in the state and helping to provide valuable training to our membership thereby increasing the knowledge and professionalism of correctional professionals in the state. I believe that I have the skills and the drive necessary to fulfill the requirements of this position. I feel that I understand the job duties, as I have been asked to and have completed these on a number of occasions when the sec-
retary was unable to be at a meeting due to prior commitments.

**Background:** Lynette has been an ICA member for 2 ½ years. She is currently a Substance Abuse Counselor working for Westville Correctional Facility since January of 2007. She is also an adjunct instructor for Purdue North Central at the same facility. She quickly took the opportunity to become a member and get active in the ICA right from the start. This past year Lynette served as ICA’s Northwest District Director, and when the Northeastern Director had to step down, she was asked to take over both positions and immediately did so. The conference in the Northern district was very successful.

Lynette has always been in public service. She has a bachelor’s Degree in both Criminal Justice and Public Administration. She has worked for the National League of Cities, helping to fight against unfunded mandates in the legislature. She then obtained her Master’s Degree in Education and has taught both Middle School and High School students, and also taught 4th grade Special Education for a year. Lynette is the type to keep herself busy, but also knows the importance of making time to spend with her husband and two children, whom she could not be prouder of.

**Rondle Anderson, Nominee for Central Regional Director**

**Rondle’s Position Statement:** Greetings to the ICA Membership. As Past President (2002) I remain excited about the endless possibilities of the Indiana Correctional Association. However, we can not grow without your participation. This year our Spring Conference attendance was low even though the Training was of quality. I think that we can do a better job at Recruiting and Retention. Therefore, I am running for the “Central Region Director”. If elected, I pledge my support to enhance the Central Region participation through quality networking and mentoring. Please submit your vote in October when you attend the Evansville Conference. I look forward to seeing all of you there.

**Background:** Rondle has been an ICA member for 28 years. He recently retired from the IDOC after 32 years of service. Rondle had 15 years in executive management, was an adjunct instructor for basic supervision leadership and NIC Consultant for women and minority management.

**Jeremy Ashenfelter, Nominee for Central Regional Director**

**Jeremy’s Position Statement:** I will do all I can to succeed at this position. I am committing myself to the ICA regardless if I hold an elected position or not. I have 30 years to work and hope to belong to ICA for the whole term. My goal is to seek ICA Presidency one day.

**Background:** Jeremy has been an ICA member for one year. He is employed at Plainfield Correctional Facility. He has completed college courses, QRT, SITCON, Mentor, Advisory Board, Count, IDACS and Activities Committee.

**Jennifer Fiscel, Nominee for Northern Regional Director**

**Jennifer’s Position Statement:** Jennifer states, “I have experience in managing staff and resources effectively to achieve organizational goals and missions. I am a “can do” person that likes to stay busy. I am open to new ideas and try to stimulate others to see that change and communication is a good thing. I embrace change and challenge myself and others to succeed within that change.” Her desire to learn new things and willingness to share her knowledge and expertise make her a natural candidate for the position of Northern regional Director for the Indiana Correctional Association.
**Background:** Jennifer has been an ICA member for one and one-half years. Jennifer began her career in the field of Criminal Justice at Logansport Juvenile Correctional facility in July of 2003. In June, 2006 Jennifer was promoted to the position of Correctional Case Manager at the Miami Correctional Facility. In June of 2008 through February of 2009, Jennifer was Acting Unit Team Manager at the Miami Correctional Facility (minimum housing unit).

Jennifer graduated from the Logansport High School in 1994. She obtained her Bachelor's Degree in Criminal Justice and Political Science from Indiana University in 1999. Jennifer is currently participating in the Emerging and Experienced Leadership program. While employed for the Department of Correction she has availed herself to any and all available training. Jennifer has worked in the juvenile field, adult male minimum, medium, and maximum security. She is currently a member of the Training Committee, Firearm Screening Review Board, and is a mentor for the Mentoring Program at the Miami Correctional Facility. She is an instructor on Casework Management, Teamwork, and Adolescent Development, training new hires and annual recertification classes. Most recently, she developed a quarterly training session on Re-Entry Accountability Plans, for state employees to receive more training hours throughout the year. Also, she is the point of contact for the Indiana Correctional Association at her facility.

**Position Statement:** I have taken every opportunity to obtain training, so that I can become more efficient in my duties, and thereby help to increase the professionalism of our facility and corrections in Indiana in general, thus helping to reduce recidivism and increase public safety.

**Background:** Dixie has been an active member of ICA for 6 years. She earned a Bachelor’s Degree from Purdue University in Organizational Leadership. Dixie has received training in leading teams, team building, organizational leadership/behavior and supervisory skills. Dixie grew up on a grain farm in Southwest Michigan. She is the seventh of nine children. She is a 1987 graduate from Watervliet High School. Dixie returned to college as a part-time student in 2000 after being a stay at home mom for many years. In 2003, she began her career with the Indiana Department of Correction at the Westville Correctional Facility. She hired into the Human Resources Department where she is now currently working as a Human Resource Generalist in the employee relations field. In May of 2009, she received a Bachelor’s in Liberal Studies with a concentration in Organizational Leadership and Supervision from Purdue University. Dixie is married with (5) five children. Dixie has an active interest in civic affairs as a former school board candidate. In her past time, she enjoys quilting, painting, gardening and restoring antique furniture.

**Ron Gibson, Nominee for Southern Regional Director**

**Ron’s Position Statement:** If elected I will use my knowledge of ICA and Corrections to accomplish the following: First, increase our membership so that the future of ICA will continue to grow. Secondly, I would like to explore the idea of developing partnerships with our States like organizations to strengthen our abilities. If we can branch out to other criminal justice organizations and share ideas and gain support as well our organization will become much stronger.

**Background:** Ron has been an ICA member for 3 years. He earned a BS in Criminal Justice from Kentucky Wesleyan College. He is a member of USDWA and FOPA. Ron is Assistant Superintendent at Branchville Correctional Facility. Ron is currently serving as Program Chair for the 2009 ICA Fall Conference.
Bryan Pearson, Nominee for Southern

**Bryan’s Position Statement:** Bryan is an outstanding leader and represents the IDOC well. He will advocate the ICA mission and be proactive in recruitment efforts.

**Background:** Bryan has been an ICA member for 15 years. Bryan has a Masters Degree from Indiana University. He is an ACA auditor and has attended numerous NIC training seminars. Bryan is the Superintendent at Edinburgh Correctional Facility.

Jim Cox, Nominee for Director at Large

**Jim’s Position Statement:** I am ready to assist ICA with its’ strategic plan. Moving forward I would like to see the ICA’s presence in today’s networking forums reaching out to the next generation of leaders.

**Background:** Jim has been a member of ICA for 7 years. He is the Assistant Director of Re-Entry for the IDOC. He earned a BA in counseling. Jim served in the US Navy and participated in the US Navy Medical Corps, US Naval School of Health Sciences and US Marine Security Force.

Carol Hall, Nominee for Director at Large

**Carol’s Position Statement:**

**Background:** Carol has been an ICA member for 10 years. She has served as ICA Probation Director-at-Large for the past three years. She is also a member of APPA and POPAI. Carol is married with three grown children and four grandchildren. She earned a Master of Science in Criminology in 1977. She holds a life-long teaching license in the State of Indiana and is a certified Probation Officer. Carol is a Probation Officer with Marion County Adult Probation. She is the President of Marion County Historical Society and Treasurer for Indiana Freedom Trails. Carol is also a member of the United States Coast Guard Auxiliary and a Board Member for Winter Club of Indianapolis Figure Skating Club.

Rachel McLane, Nominee for Director at Large

**Rachel’s Position Statement:**

**Background:** Rachel is a hard working, organized and highly motivated individual. These strong points will provide a positive contribution to ICA.

**Background:** Rachel has been a member of ICA for 4 years. She is a GED teacher with an English background at the IDOC. Rachel is a member of IAACE.
ICA 2009 Absentee Ballot

ACA / ICA Member Name: _________________________________ Member Number: _________________________

Address: __________________________________________________________________________________________

Vice President / President Elect

_____ Karen Hurst
_____ Mary Leffler
_____ Write In: ______________

Secretary

_____ Lynette Collins
_____ Write In: ______________

Treasurer

_____ Nicole Doctor
_____ Aaron Garner
_____ Write In: ______________

Director at Large

_____ Jim Cox
_____ Carol Hall
_____ Rachel McLane
_____ Write In: ______________

Central Regional Director

_____ Rondle Anderson
_____ Jeremy Ashenfelter
_____ Write In: ______________

Northern District Director

_____ Jennifer Fiscel
_____ Dixie Phelan
_____ Write In: ______________

Southern District Director

_____ Ron Gibson
_____ Bryan Pearson
_____ Write In: ______________

Mail by 10-1-09 to:
Kellie Bittorf
Lake County Community Corrections
2600 West 93rd Avenue
Crown Point, IN 46307
bittokj@lakecounty.in.org

Vote for only one district
director depending on the
district that you live in. Do
not vote for directors in
other districts.
HOPE YOU PIRATES ARE SAILING INTO EVANSVILLE for the ICA ANNUAL FALL CONFERENCE OCTOBER 6-9, 2009 GOLF WITH US ON TUESDAY, OCTOBER 6th

COME VISIT OUR BOOTH at the conference and receive a ticket, while they last, to the UNIVERSITY OF EVANSVILLE vs. EASTERN ILLINOIS SOCCER GAME on Wednesday at 7p.m.

or contact Eric (UE Soccer Alum 81-84) (yes, I am that old) at the numbers listed below and HOCCS will save you a ticket.

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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 for opportunities to build partnerships with other organizations that have missions and plans compatible with your own.

See you in Evansville at the ICA Fall Conference.

Steve Ingram
Bylaws - A Work in Progress  

By Mary Leffler

The adoption of the revisions to the Bylaws which was passed by the assembly at the October 2008 Annual Meeting has created a flurry of related next steps. Two items which are currently in the revision stage should be ready to share with the membership at the Annual Meeting this fall in Evansville.

The first publication is a revision of the Member Handbook. The Member Handbook was developed to serve as a basic resource for all members. The current version (based on the previous bylaws) is available online at the ICA website and the updated version will also be hosted there this fall. Copies may be downloaded and printed from the site.

Another publication that is being revised is the Operations Manual. This manual serves as a guide for each elected and appointed position of ICA. This serves as an invaluable tool as new officers learn the responsibilities within their office. A companion document, the Conference & Related Activities Planning Manual, is also in the process of revisions and should be ready for the next Conference Committee to use a resource.

Parliamentarian Report  

By Eric Hoch

It has been my pleasure to serve ICA as the Parliamentarian for 2010. We did accomplish securing a “Robert’s Rules of Order” book for ICA (Justin Hoch gave to me as a birthday present, which I had everything, but this book until then!). I did read the book, but only printed the highlights of half of the book for future use. I will try to finish by end of the year.

I believe I participated in all Board meetings, but one. I participated in many Strategic Planning, Corporate, Bylaws, Leadership, Student Chapters, and Conference Meetings. To the best of my knowledge, those meetings followed the Parliamentary Procedures. BIG THANKS to many for making that, listed above, to happen: Dave Leonard, Steve Ingram, Kellie Bittorf, Eric Comeno, Karen Hurst, Sandy Sharp, Mary Leffler, Bob Hughes, Tony Peck, Mike Scott, Ron Anderson, Jack Harlow, Michelle Ryder, Lynette Collins, and to my staff. Thank you Jennifer Saroka for making my transition to Parliamentarian very easy.

Past President / Life Members Breakfast 2010  

By Eric Hoch

At the 76th ICA Annual Fall Conference in Evansville, the Past Presidents/Life Members Breakfast will be held on Thursday October 8, 2010 at 7:30a.m. We are expecting another turnout, which will once again share those special moments from the past and present. The camaraderie and friendship of this group is very special. Jack Harlow will be presiding over the event. Please be on time for this once-a-year event! Your invite will be in the mail, soon!

Bruce Jones will become the only new Life Member this year and ICA President Leonard will join the ranks of Past Presidents. If you have not been involved with ICA this past year, you have missed a spectacular year of change and progress under Dave’s leadership. Thanks Dave!

ICA is still trying to locate these Past Presidents: Virginia Abel, George Fleming, Louis Segety, H.E. Halberstadt, Walter H. Nagel, and W.G. Gooley (possibly in Gary).

Please send an e-mail to Eric Hoch at hoccs1202@att.net or call toll free 1-888-358-9117 to inform.

We have lost addresses on these individuals: Thomas Beckner, Charles Miller, Janeen Stewart, and David Swanson. Any one knowing their info, please contact me.

NOTE TO ALL ICA and LIFE MEMBERS: Please keep your address updated at ACA.org. in order to receive ICA mailings and ACA mailings.

Attention Life Members or Past Presidents: we would love to hear what you are doing or hear an ICA story from the past. Write an article and send to the Editor.
This year’s ICA Strategic Planning Committee has met several times with the goal of preparing a more simplified strategic plan for 2007-2008. The group has attempted to propose a plan with fewer objectives and action items that can be completed within the planning timeframe.

Members of the committee are:

- Kellie Bittorf
- Eric Hoch
- Bob Hughes, Chair
- Steve Ingram
- Mary Leffler
- Tony Peck
- Michelle Ryder

Goals and objectives are centered around three keys issues for the Association. These are membership, education/conferences, and governance/administration.

Membership

- Goal: Grow the value of ICA membership and increase the number of members.
- Increase membership to 1000.
- Organize 5 student chapters at colleges/universities/high schools offering Criminal Justice programs.
- Expand use of electronic media to improve communications to members to grow value of membership.

Education/Conferences

- Goal: Provide quality educational opportunities at all ICA conferences in a cost effective manner.
- Maintain quality of speakers and presentations at all ICA conferences.
- Increase value for corporate partners to participate in conferences.

Governance/Administration

- Goal: Continually improve and modify, as necessary, governance and administrative processes to meet the changing needs of the Association.
- Restructure Association organization and by-laws to promote efficiency, participation, leadership, and elimination of unwieldiness.
- Evaluate role of Executive Director.
- The committee is currently developing action items to attain these goals and the complete ICA Two Year Strategic Plan will be presented to the membership at the business meeting during this year’s annual conference.
The state budget was passed on June 30, 2009, concluding yet another legislative session for the history books. The tension of passing the budget bill seemed to focus on educational funding, however in the latter hours such issues as the CIB provision became part of the negotiations. Nevertheless at the end of the day lawmakers passed a budget which met the Governor’s standards and signed into law. For this edition of the ICA’s “In the House” I have included the Corrections related topics contained the budget and reinserted the laws which have been passed that focus on the criminal justice and public safety.

HB1001 Budget Bill
Author: Rep. William Crawford
CoAuthor: Rep. Scott Pelath

I.) Facility budgets essentially remained the same as requested by the Department
II.) Decreases in Agency request
   - Decrease in Miami Correctional Facility of $1,774,899—to eliminate the additional operating expenses that were associated with the proposed expansion.
   - Decrease in Wabash Valley Correctional Facility of $1,905,442—same reason as Miami Correctional Facility
III.) Creates a the Criminal Code Evaluation Commission
   - To evaluate the criminal laws of Indiana.
   - If the commission determines that changes are necessary or appropriate,
   - The commission shall make recommendations to the general assembly for the modification of the criminal laws.
IV.) State employees retiree health benefits were funded to included all three branches of government

SB0223 Various Corrections and Criminal Matters (IDOC Agency Bill)
Author: Senator Mike Young and Sen. Jim Arnold

I.) Makes trafficking with an inmate (which is, without enhancement, a Class A misdemeanor) a Class C felony if the item trafficked is a cellular telephone.
II.) Makes it a Class A misdemeanor if a person possesses in or carries into a penal facility or a juvenile facility a controlled substance or a deadly weapon.
III.) Provides that an offender who has filed at least three civil actions that have been dismissed as frivolous may not file a new complaint or petition as an indigent person unless the offender is in immediate danger of serious bodily injury.
IV.) Requires the sentencing policy study committee to evaluate whether the state should pay all costs of trial in a prosecution for an offense committed at a state correctional facility

SB0244 Offender Reentry Administrative Account (IDOC Agency Bill)
Author: Senator Mike Young

I.) Requires the department of correction (DOC) to provide certain inmates who earn income in the DOC with an offender reentry administrative account (OEAA).
II.) Requires that between 10% and 20% of an eligible inmate's earnings be deposited in an OEAA.

III.) Requires the DOC to issue an inmate a check for the balance in the inmate's OEAA when the inmate is released or discharged from incarceration by the DOC

**SB0236 Sentence enhancement for feticide.**

Author: Jim Merritt,  
Sponsor: Linda Lawson

- Provides that a person who while committing or attempting to commit murder or felony murder, causes the termination of a human pregnancy may be sentenced to an additional term of imprisonment of six to 20 years.
- Increases the penalty for feticide from a Class C felony to a Class B felony.

**HB1536 Suspension of Medicaid for delinquent children**

Author: Rep. Cherrish Pryor  
Sponsor: Sen. Pat Miller, Sue Errington, Greg Taylor

- Requires the division of family resources to suspend a child's Medicaid eligibility for up to six months before terminating the child's eligibility if the child has been adjudicated to be a delinquent child and has been placed in specified facilities.
- Requires the division to take action necessary to ensure that a delinquent child is eligible to participate in Medicaid if the division receives notice of the child's release from detention.
- Requires a probation officer to include a statement in the pre-dispositional report whether a child receives Medicaid.
- Requires a court to provide a copy of a dispositional decree of a child who receives Medicaid and is found to be delinquent to the division.

**HB 1132 Department of Correction and Police Powers (IDOC Agency Bill)**

Author: Rep. Linda Lawson  
Sponsor: Sen. Jim Arnold and Sen. Tom Wyss

I.) Authorizes the commissioner of the department of correction to appoint certain individuals as correctional police officers.

- Requires a correctional police officer to complete a pre-basic training course approved by the law enforcement training board and any other training course established by the department of correction in conjunction with the law enforcement training board.
- Grants correctional police officers police powers, but only:
  1. in connection with offenses committed on the property of the department of correction;
  2. in connection with an offense involving an offender who is committed to the department;
  3. in connection with an offense committed in the presence of an officer; or
  4. while assisting another law enforcement officer who has requested the assistance of the correctional police officer.

II.) Establishes the correctional peace officer's fund to provide monetary assistance, including tuition assistance, to a correctional employee or to a member of the family of a correctional employee. Specifies that the fund consists of:

1. grants;
2. donations;
3. employee contributions; and
4. appropriations made to the fund; and that monetary assistance may be paid from the fund to a correctional employee or to a member of the family of a correctional employee if the employee or employee's family member attends a postsecondary educational institution, the employee suffers a loss
as the result of a natural disaster, or the employee is killed or injured in the line of duty.

III. Prohibits an owner or agent of a store from asking a person to make a statement that acknowledges that the person shoplifted in the store or waives any of the person’s legal rights if:

(1) the person is less than 18 years of age; and
(2) the person has not been afforded meaningful consultation with his or her parent, guardian, custodian, or guardian ad litem.

HB1165 Public safety survivors’ tuition and fee exemption
Author: Rep. Dennis Tyler
Sponsor: Sen. Mike Young, Sue Errington, Jim Arnold

- Exempts the children of a public safety officer who is killed in the line of duty from the payment of tuition and regularly assessed fees for up to eight semesters at a state educational institution or technical school.
- Provides that the exemption applies to a child who is younger than 24 years of age on the date of the public safety officer’s death, and limits the amount of the exemption to the cost of an undergraduate credit hour at the state educational institution or technical school where the child enrolls. (Currently, the children must be younger than 23 years of age to use the benefit.)

HB1578 GPS monitoring and restraining orders
Author: Rep. Dembowski
Sponsor: Tim Lanane, Sue Errington, Ed Charbonneau

- Permits a court to require a person who is subject to an order of protection to wear a GPS tracking device if the court finds that the person violated an order for protection.
- Provides that if a court orders GPS tracking, the court shall require the use of a GPS tracking device with certain notification capabilities.
- Requires the division of state court administration to provide reports to the general assembly concerning GPS tracking.
- Requires the division of state court administration to create, manage and maintain an Internet based registry of protective orders. Makes conforming amendments.

SB0021 Theft of metal
Author: Sen. John Broden, Steele, Tallian
Sponsor: Rep. Linda Lawson

- Expands the definition of “valuable metal”, and removes the provision exempting valuable metal transactions under $100 from reporting requirements.
- Specifies that the term “valuable metal” does not apply to a beverage can.
- Requires a valuable metal dealer to photograph the person from whom the dealer purchases valuable metal and the valuable metal being purchased and to record the source of the valuable metal.
- Requires the superintendent of the state police to notify valuable metal dealers of valuable metals that are particularly susceptible to theft.
- Defines “key facility” and makes trespassing a Class D felony if it is committed on a facility belonging to a key facility or public utility.
- Raises theft and receiving stolen property to a Class C felony if the stolen property is a valuable metal taken from a key facility, public utility, railroad, or highway department and the absence of the metal creates a substantial risk of bodily injury to a person.
- Requires the law enforcement training board to adopt rules to provide, as part of the in-service training program for police officers, training concerning the theft of valuable metals and the regulation of valuable metal dealers.
- Make a technical correction. Repeals obsolete provisions relating to the definition of valuable metals.
SB0181 Sex crimes
Author: Teresa Lubbers, Mike Delph, Mike Massie
Sponsor: Matt Pierce

Expands the range of possible offenders for the crime of child seduction by adding persons employed by a charter school or special education cooperative and persons otherwise affiliated with a school corporation, charter school, nonpublic school, or special education cooperative if the person affiliated with the school or cooperative:
- has a position of trust with respect to a child who attends the school or cooperative;
- is engaged in the provision of care to or supervision of a child who attends the school or cooperative; and
- is at least four years older than the child.

Provides that a military recruiter whose primary job is recruiting individuals to enlist with the armed forces commits child seduction if the military recruiter is attempting to enlist a child at least 16 years of age but less than 18 years of age and:
- engages in sexual intercourse with the child;
- engages in deviate sexual conduct with the child; or
- fondles the child.

Provides that an attempted sex offense may be used to establish that a person is a repeat sex offender. Establishes a procedure for the release of medical information relevant to the prosecution or defense of a person who has been charged with a potentially disease transmitting offense. Allows a prosecuting attorney to petition a court to order a defendant charged with the commission of:
- a potentially disease transmitting offense; or
- an offense involving the transmission of a bodily fluid; to submit to a screening test to determine whether the defendant is infected with a dangerous disease.

Makes conforming amendments. Repeals a similar provision in current law that applies only to screening tests for HIV.

SB0342 Compensation for victims of violent crimes
Author: Sen. Vaneta Becker, Connie Lawson, Brent Steele
Sponsor: Rep. Linda Lawson

- Allows the Indiana criminal justice institute (CJI) to pay funeral, burial, or cremation expenses from the violent crime victims compensation fund (fund) for the victims of certain crimes involving motor vehicle accidents.
- Allows the CJI to pay funeral, burial, or cremation expenses from the fund regardless of whether the victim was married. (Current law allows the payment only if the victim was unmarried.)
- Increases from $4000 to $5000 the maximum amount of expenses for which the CJI may compensate a claimant for the fund for the funeral, burial, or cremation of a victim.
- Provides that the CJI may award compensation from the fund in connection with a violent crime if the violent crime was reported to a law enforcement officer not more than 72 hours after the occurrence of the crime. (Under current law, the time limit is 48 hours.)
- Provides that expenses for necessary medical and hospital services and prescription drugs must be incurred within 180 days after the crime to be compensable from the fund, but that an extension of the 180 day period may be granted under certain circumstances.
- Allows the CJI to compensate a crime victim for up to $3000 of the cost of outpatient mental health counseling related to the crime.
- Removes provisions requiring a sex crime victim to cooperate with law enforcement. Relocates a definition.
- Specifies that the law concerning the wrongful death or injury of a child:
- does not apply to a legally performed abortion; and
- applies to a fetus that has attained viability.
In The House, Continued

- Provides that the law concerning the wrongful death or injury of a child does not affect or supersede any other right, remedy, or defense provided by any other law.

SB0345 Domestic violence programs and Indiana protective order registry

Author: Sen. Vaneta Becker and Connie Lawson
Sponsor: Rep. Linda Lawson

- Transfers the administration of sexual offense services, domestic violence programs, the assistance to victims of human and sexual trafficking, the domestic violence prevention and treatment council, the domestic violence prevention and treatment fund, and the family violence and victim assistance fund to the criminal justice institute.
- Establishes the Indiana protective order registry (registry) and requires the division of state court administration to create, manage, and maintain the registry. Requires the division of state court administration to:
  - make the protective order registry available so that county case management systems may interface with the protective order registry by not later than December 31, 2009;
  - submit information concerning a standard protocol for county case management systems to each prosecuting attorney and court; and
  - develop standard protocols for the exchange of information by not later than December 31, 2009, between the protective order registry and county court case management systems, for certain case management systems to interface with electronic traffic tickets, and between county case management systems and the case management system developed and operated by the division of state court administration.
- Requires a law enforcement agency that perfects service of a protective order to enter certain information into the registry.
- Requires a clerk of the circuit court to enter:
  - a case concerning a petition for an order for protection; and
  - a foreign protective order that is registered; into the registry.
- Repeals the current law concerning the domestic violence prevention and treatment council, the domestic violence prevention and treatment fund, and the family violence and victim assistance fund.

Important Dates in Probation

By Carol Hall

Probation, Parole, and Community Supervision Week, July 17 through 25, 2009
American Probation and Parole Association Annual Training Institute, Annual Train Institute, August 23-26, 2009, Anaheim, California.
Probation Officers Professional Association of Indiana 2009 Fall Conference, September 9, 10, 11, 2009, Blue chip Conference Center, Michigan.
The weather up in the northern part of Indiana is finally tolerable. This has been one of the coolest springs that I can remember. We opened our pool at the house the first week of May. So far, it has been too cold to even think about jumping into it. It's finally getting close to warm enough to enjoy. At least I've avoided running the air conditioner in the house. That probably saved a buck or two.

On June 27, I celebrated my 26 year anniversary of being a Correctional Educator for the State of Indiana. I said 26 years ago that I was only going to do this until something better came along. Now it looks like that might be retirement. That's fine. I really enjoy my profession.

One very big reason why I enjoy what I do so much is because I am currently stationed on the PLUS Unit at the Westville Correctional Facility. Working with the men on the PLUS Unit is different from other areas of the facility. I mean that in a good way. These guys are some of the most polite, hard-working, task-oriented offenders with whom I've ever worked. They have many book assignments that they are required to complete for their PLUS classes. I see men studying either alone or in small groups at all hours of the day. I can tell by the dialogue that I have overheard that they are on task, and not talking about something that happened back in the "hood". I am very glad to see that these good work habits carry over to my GED classroom. My students always work hard and quietly. They ask good questions if they don't understand something. This shows a true desire to learn. That, in itself, is so refreshing.

I mentioned earlier that the offenders on the PLUS Unit are very polite. Whenever I walk onto the floor, I don't get many steps down the hall before I hear someone say “Good Morning, Mr. K". The outpouring of sympathy was so impressive following my Father's recent passing. This is not common amongst offenders in other areas of the facility. I can't tell you how many men say "God bless you" when someone in my classroom sneezes. This politeness is also very refreshing.

I have been asked to be the guest speaker at the next PLUS Unit graduation, which is scheduled for July 9, 2009. I was extremely flattered when I was approached to do this. I intend to challenge the graduates to remain as they are after they are placed back in general population. I hope they will lead by example to the other offenders they will encounter.

To summarize, working as a teacher on the PLUS Unit at WCC is a very rewarding experience. I hope that I will be allowed to continue in this assignment for a long time to come. I hope that those of you who are associated with other PLUS Units feel the same way that I do about the men with whom you work. One of the most instrumental people associated with the PLUS Unit at WCC is Sandy Sharp. Yes, our own Treasurer of ICA.

"If I may, I would like to conclude this article on a personal note. I can't begin to say how overwhelmed I was by the gestures of sympathy that I received from my friends in ICA when my Father passed away on June 8. I received emails, cards, and plants from people from one end of this state to the other. The members of ICA are truly outstanding people. Having friends like you is a hidden benefit of belonging to this great organization. Thank You.

Steven M. Klosowski
ICA Education Director At Large
Westville Correctional Facility
5501 South 1100 West
Westville, IN 46391
Phone: 219-785-2511 Ext. 4188
smklosowski@idoc.in.gov
The Race Is On

By Philip Sonnenberg

My name is Philip Sonnenberg, your ICA Membership Chairperson for the Indiana Correctional Association. ICA Currently has 656 active members. The ICA Recruitment contest “The Race is On” is a great way for you to win paid hotel and conference fees to the 2009 fall conference. The following individuals have been recruiting new members and are in the race for winning this contest: Amanda Portle, Christie Scott, Lynette Collins, Jesse Thomas, Jennifer Saroka and Eric Hoch. It is easy to be included in the race, just encourage other to join the ACA/ICA and ensure that when they fill out their membership application they include your name for their sponsor. Only applications sent directly to me will be included in the membership, so please ensure that you send their membership application or a copy of their membership application to me at:

Indiana Correctional Association
Attention: Philip Sonnenberg
5584 West Lakeview Court
Laporte, Indiana 46350

We would like to welcome our newest members to the Indiana Correctional Association:

Join Date: November 2008 – Alex Anderson, Jeremy Ashenfelter, Jack Binion, Derek Boyan, Kelly Bradley, Matt Carlson, Stasha Carney, Ferne Cruz, Kyle DeArmond, Rachael Earl, Sherri Gaston, Cassie Hartman, Scott Hoffman, Mary Jensen, Melissa Johnson, Mark Jones, Randy Kinnett, Scott Levine, Doug Line, Tracey McCabe, Danielle Miller, Jerry Newlin, Cynthia Parish, Pete Peckham, Michelle Robinson, Nicole Simpson, Erika Stallworth, Glen Stevens, Tina Swain, Eric Trowbridge and Jeff Wrigley

Join Date: December 2008 – Rolanda Boggs, Dianna Christensen, Andrew Cole, Linda Dietz, Robert Donofrio, George Evan, Sharilyn Franzman, Angie Hensley-Langrel, Evelyn Hicks, Jeffrey Hinshaw, Vedorah Hinshaw, Susan Hoy, Cynthia Martinez, Tim Nickles, Sharon Riddle and Sherri Schilling

Join Date: January 2009 – Kathy Alvey, Sarah Hearn, Ayriel Novak, Debra Sharp and Carmen Sims


Join Date: March 2009 – Emma Bender, Sharon Dickinson, Barbacar Diouf, Tamela Fields, Roxanna Henderson, David Jevyak, Casie Klepinger, Donna Rau, Daniela Troche and Lisa Williams

Join Date: April 2009 – Allen Connor, Julie Ankenbruck, Megan Barker, Joshua Collins, Clarence Finnie, James Isch, Jennifer Jackson, Katie Larrabee, MaryBeth McClure, Logan Penrod, Dustin Schaefer and Nick Taylor

Join Date: May 2009 – Stephanie Butler, Larry Dickens, Briana Grant, Jaime Huff, Jeremy Lewis, Sherry Oman, Melanie Willhite and Pamela Witt

Encouraging others to join the ACA/ICA could win you paid hotel and conference fees to the 2009 Fall Conference. If you have any questions, please feel free to contact the membership chair at (219) 851-5410. Send completed applications that you wish to be accepted for the contest to the following address:

Indiana Correctional Association
Attention: Philip Sonnenberg, Membership Chair
5584 West Lakeview Court
Laporte, Indiana 46350
ICA / ACA Membership Application

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Indiana Correctional Association
Attn. Philip Sonnenberg, Membership Chair
5584 West Lakeview Court, LaPorte, Indiana 46350

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Occasionally we make our mailing list available to carefully screened companies.
You will receive services upon payment. Please allow 4-6 weeks for initial receipt of publications.
You will be billed annually in the month in which you joined. $3.50 of membership dues goes toward a subcription of On the Line; $9.00 goes toward a subscription of Corrections Today.

MEMBERSHIP CATEGORIES

Please circle desired category and length of membership

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* Household offers one-year benefits for two individuals living at the same home address. Only one copy of each magazine, newsletter or directory offered as a benefit is sent under this program.

** For retired professionals, volunteers and interested citizens. Subject to verification

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Bill me (Membership will not start until full payment is received)  Check enclosed*
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Northern District News  
**By Lynette Collins**

I would like to start by saying how much I truly am humbled by the confidence the Northern district membership had in me by electing me to this post. I have truly had so much fun working with a multitude of very talented people that I could not have pulled this off without. The Northern District conference was held in Warsaw at the Wagon Wheel.

In attendance we had 68 registrants as well as 17 individuals that represented 11 paid vendors, and 4 very dynamic speakers. Whose topics ranged from Sex offenders, to motivation and success. We were also very pleased to have Superintendent Wilson from Westville Correctional Facility speak in Commissioner Buss’s stead. Lots of door prizes were given away, and we raised $233.50 for Indiana Special Olympics.

Mr. Steve Klosowski was awarded the Northern District Merit award for his diligent work and determination in his position in ICA as well as recruiting new membership through student chapters. Which consequently he and I have made contact with the Dean of the School of Public and Environmental Affairs at Indiana University Northwest, and they are very excited about getting a student chapter started with their Criminal Justice students.

As my goal for the conference would have been to have had over 150 people that just did not occur this year, my belief is that the current economic system as well as our moving the conference out of Laporte county (in order to hopefully draw members from the North Eastern region, which we failed to do) lead to our lower registration numbers.

That being said, I do believe that the conference was a success. Lots of people commented on how much they enjoyed and learned from the presentations, and enjoyed networking.

Also, we did make a profit, after all the registrations are in, the total profit for the Northern conference should be $1228.85.

I again have had a wonderful time being Northern Director, and hope to be of help to whomever is elected to this position next year. Thanks so much ICA!!!

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Southwest District News  
**By Ellyn Hall**

The Southwest District ICA conference was held on April 29th, 2009 at Vincennes University in the student union. The theme was “Indiana Homeland Security”, featuring speakers Lou Caprino, Homeland Security Chair at Vincennes University and Steve Dietrich, a Captain on the Purdue University Police Department who has been posted with the Intelligence Fusion Center, Homeland Security, in Indianapolis. Dave Leonard, current ICA President was in attendance along with Jim Kimmel, Marketing Director for ICA. Representatives from several different professions were present including, correctional facilities, probation, parole, community corrections, students, and law enforcement. Lou Caprino gave a wonderful presentation regarding domestic and international terrorism, including specific information regarding terrorist acts against the United States in the past and what Homeland Security is monitoring to guard against terrorist acts presently. Steve Dietrich gave a presentation regarding how local law enforcement interacts with Homeland Security to pass along intelligence information that may be related to potential terrorist attacks. He related that the Intelligence Fusion Center assists local law enforcement in assessing security measures for public events, such as President Obama’s recent visit to Notre Dame.

Vincennes University students participated in this conference along with many ICA members. I want to thank Dottie Stanfill, professor at Vincennes University for arranging for the meeting room and coordinating the snacks. Thanks also to Eric Hoch for paying for the snacks and coordinating the speakers. Jack Harlow and Charlie Caragol assisted in arranging for goody bags and coordinating registration.

Thanks to all who participated and we hope that you enjoyed the conference and learned more about the Homeland Security agency and its role in protecting from terrorist acts, both domestic and foreign.
1976 I.C.A. President and Fifty Year Life Member, Dean Duvall has submitted and article reflecting on his career with the Indiana Department of Correction. He was hired by then Parole Director, George Denton (I.C.A. President 1959) who would have influenced his joining I.C.A. Dean "carried a road book" for a few years, became Parole Director during which time he hired Ed Cohn, Terry Braun, Evelyn Ridley-Turner and I among others and at a time when parole officers learned from supervisors who had "carried a road book" and were our mentors. I would count Dean, my father, James Harlow (I.C.A. President 1970) among others as my mentors both in the I.D.O.C. and I.C.A.

When I graduated from Franklin college in 1958, no one could have convinced me that I was about to spend thirty-four years of my life in corrections. Although my father was a chief of police, my brother a detective for the Los Angeles sheriff’s department, and my uncle a policeman, I had no interest in “putting them in or letting them out”...convicts that is! My oldest brother thought me crazy when I told him I was going to be a parole officer, earning less money than I had been selling furniture while in college. Nevertheless, it all started in July 1958, and ended in July 1992. It is true; however, that I was counting my last 1000 days to retirement: 999, 998, 997 etc.

Having said that, in all truthfulness, I had a wonderful run in the biggest growth industry in the country - corrections. I worked for some very good commissioners and some not-so-hot. Boy! It is refreshing to say that! Seriously, during those years I became friends with some fine people, and not all of them were even convicts! (Just kidding!)

I remember the day I interviewed Ed Cohn for a parole officer position. Yes, he did have hair back then. I asked him about his ambitions and he told me he wanted my job. It took him a few years but he finally got it. I always thought that if I were in big trouble I would want Ed Cohn beside me.

There was Evelyn Ridley whom I probably would have hired on looks alone. I know one thing, she was the most attractive commissioner Indiana will ever have. As you might guess, Evelyn and Ed in my opinion were two of the better commissioners. As I recall, there were nine all together that I “experienced.”

After completing my undergraduate degree I had planned on graduate school, but with a wife and two children to support, I needed a job. I interviewed for a position as parole officer and took the test which I was sure I would flunk. By the grace of God, I passed and was then scheduled to meet with then-director of parole, George Denton. George was a short, stocky guy who smoked cigars and reminded me of J. Edgar Hoover though he was better looking. Mr. Denton told me that he thought I was awfully young and that I looked like a teenager. That helped lift my spirits for the interview! He told me that he had never hired anyone as young as I, but I told him “I'm 25 years old, I've been half way around the world, I'm married, I'm a father, and I grew up with the toughest man I've ever known: my father.” George Denton thought himself tough and I think that last statement was the reason he hired me.

My favorite job during all my time in corrections was that of parole officer. We worked most of the time alone and as long as we did our job, supervisors were not hovering over us. By the grace of God, I was promoted several times. My youth seemed to follow me since at that time, my appointment to the head of the parole board made me the youngest person in the nation to hold this position.

Although I didn’t like every position I held, they were great learning experiences. Some were even somewhat frightening at the time because I really had no idea what I was doing. I would advise all young people to take advantage of every opportunity whether you think you can do the job or not. You might surprise yourself and everyone else. I always tried to surround myself with capable people and just stay out of their way.

Some of my vivid memories include the first day as a parole officer. I had parked in a D.O.C. parking space in downtown Indianapolis that Basil Raymond, a supervisor, considered his space. It wasn't marked and I
Use of Intermediate Sanctions in Parole

By Kristen Hinkle

In June, Commissioner Buss, of the Indiana Department of Correction, met with a number of judicial executives to discuss purposeful incarceration and the reduction of technical parole violators. Discussed was the role of the Parole Board, managing high risk offenders, and the case management process. Another important topic addressed was the use of intermediate sanctions as a sound and justifiable option in the management of non-compliant offenders.

In parole, there are several ways of dealing with non-compliant parolee behavior. The most severe of these sanctions is to request a warrant for the offender and schedule a hearing in front of the Parole Board. This method of action, however, creates an overwhelming number of offenders being sent back to prison, while the behavior could be managed more effectively in the community. Despite the fact that alternative sanctions were originally created to relieve prison overcrowding, they also make it possible to hold a non-compliant offender accountable while tailoring treatment to his/her specific needs. Intermediate sanctions can include, but are not limited to: a curfew set by the supervising agent, participation in substance abuse treatment, increased supervision, and completing a work application log. After a sanction is assigned, it is reviewed and signed by the parole district supervisor. If the offender fails to meet the terms of an assigned sanction, progressive discipline will take effect, up to and including incarceration.

With prison and jail populations at an all time high, the use of intermediate sanctions is becoming more important than ever. Utilizing individualized sanctions to hold offenders accountable while easing prison overcrowding appears to be a solution in which everyone can agree.

Archives Continued

worked for D.O.C., so I logically assumed I could park there. Guess again! He had my car towed! Fortunately, he left in about 34 days while I stayed 34 years.

While on the parole board, I was interviewing prisoners at I.S.P. I had just informed an inmate that he was denied parole and Mr. Milo Murray turned to me and said, “Mr. Duvall, that gentleman just said something about you being illegitimate.” I remember it well!

Being a trumpet player, one day while visiting the prison I sat in with the swing band. As I left, a big sax player said, “Mr. Duvall, if you ever get sent up, tell them to send you to the band.” I remember it well!

There were riots, the last execution in the electric chair, and the time a commissioner told me that we didn’t have to be friends to work together! Then there was the day Governor Brannigan told me the worst thing he did as governor was getting interested in corrections! I remember the day I saw a prisoner buried outside the wall in the prison cemetery and there was no one there to cry. I remember a parolee who told me he would cut his throat if I locked him up. I did and he did.

So many memories, I could go on forever. I should have kept a journal. For those of you just starting in corrections, please keep a journal. You’ll be glad you did.

I’ve been a musician all my life and have played and sung extensively throughout central Indiana. Occasionally, someone will approach me and say, “Don’t I know you?” If they insist, I jokingly say, “Have you ever been in prison?”

Dean Duvall, Director of Field Services
Indiana Department of Corrections, Retired, 1992

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Indiana Correctional Association

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

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.

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