

The ICA Comment

INDIANA CORRECTIONAL ASSOCIATION SUMMER 2009

INSIDE THIS ISSUE:

Board Directory	3
Calling All Leaders	4
Board Nominations	5
Love Em & Keep Em	7
Fall Conference Info	8-9
Conf. Registration	10
Golf Outing	11
New By-Laws	12-14
Membership	14
Education Spotlight	14
Membership Appl	15
Scholarship Info	16
R. Anderson Retires	16
Scholarship Appl.	17
Mark Your Calendar	20
Awards Info	20
Awards Nominations	21
Be Part of Solution	22
On the Corner	23
From the Archives	24
Institutions Update	24
IDOC Recidivism	25
District News	26
VOA History	27
Safety Management	28
Economy Toolkit	29
Conference Sponsor	31-33
Comment Advertise	34

President's Message

I joined the Indiana Correctional Association in 1999. A short 10 years later, I am serving the organization as its President. As I look back on the past 10 years, I think of the reason I joined ICA in the first place. I attended a conference in Merrillville, IN. For the first time in my then 9 year employment with the Department of Corrections, I could see where my work product fit into the big picture. As I mingled with the conference attendees, I found that I knew many of the participants. I saw Probation and Parole Officers for whom I had written reports as a counselor. Sure that I was doing all that could be done, I introduced myself and asked the question, "Are not my Progress and Release Reports the best you have ever seen?" A question that I surely would not have asked had I known that the response was "I get your reports, but I can't make heads or tails of them." That response changed my perception of DOC and the path I would take. The next question I asked helped to turn my job into a career. I asked, "What can I do to make the reports I prepare more valuable to you?" This began a cycle of learning and respect for the jobs being done by others around me. I came to the understanding that if I wanted something to be better, I needed to initiate the change.

Six months later I was attending a Northwest District Conference where now Past President, Rondle Anderson spoke of his passion for corrections. He inspired me to cast my vote his direction at the fall conference. That October I took the initiative to seek out those in charge and to lend a hand. I met Mrs. Kellie Bittorf, who is now Past President/Chairwoman of the Board, and volunteered to be on her committee. After a couple years of being an assistant, I was convinced to run for District Director. I was elected to and held that position for 2

years. I was then elected to the position of Secretary for President Mike Scott. Under Mike's leadership I learned many things about ICA and its impact on the field of corrections.

Next, I was asked to serve the ICA in the capacity of Resolutions and Bylaws Chair. I held this position under President Tony Peck and President Eric Hoch. At this time I learned the history of ICA and the dedication of those who have held offices in this fine organization.

I was humbled when asked to run for, and was subsequently elected to, the position of Vice President / President Elect in 2007. It is my desire to leave the organization better than I found it. I have strived to enhance the ICA and promote the field of corrections. I would like to say thanks to the board members (too numerous to mention) who have followed me, and many times carried me, from point A to Point B.

It is easy to sit on the sidelines and dissect the actions of others. I challenge you to ask yourself as I did years ago, "WHAT CAN I DO TO MAKE A DIFFERENCE?" Then roll up your sleeves and pitch in!

Dave Leonard
President, ICA



Pirate with Dave Leonard

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Who to Call Your Board of Directors

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

President	Dave Leonard	219 785-2511 x 4074	Secretary	Karen Hurst	765-689-8920
VP / President Elect	Eric Comeno	219 785-2511 x 4140	Treasurer	Sandra Sharp	219-785-2511 x4027
Chairman of the Board	Kellie Bittorf	219-755-3850 x 303			

DISTRICT DIRECTORS:

Northern	Lynette Collins	218 785-2511	West Central	David Burch	317-233-4760
East Central	James Cox	317-234-0322	Southeast	Donnie Emerson	812-526-8434
Southwest	Ellyn Hall	812-424-9821			

AT-LARGE DIRECTORS

Adult Probation	Carol Hall	317-327-4265 / 4252	Juvenile Services	Michelle Briggs	219-326-1188 x 212
Community Based	Todd Williams	317-266-9564	Minority Affairs	W. Faye Moore	219-879-5554
Education	Steve Klosowski	219 785-2511 x 4188	Parole	Krysten Hinkle	574-234-4600
Membership	Phil Sonnenberg	219-785-2511	Substance Abuse	Janet Pottoroff	
Institutions	Mike Scott	219-326-1188 x 212			

STANDING COMMITTEE CHAIRS:

Archives	Jack Harlow	812-339-5087	Leadership	Rondle Anderson	317-233-5777
Awards	Mark Murphy	219-755-3850	Legislative	Tim Brown	317-233-3252
2008 Conference	Michelle Ryder	317-945-8164	Marketing	Jim Kimmel	219-785-2511 x 4081
2008 Conf. Program	Ron Gibson	812-843-5921 x4201	Media / Webmaster	Comeno / Leonard	219-785-2511
2008 Conf. Social	Nicole Simpson		Nominations	Kellie Bittorf	219-755-3850 x 303
Constitution / ByLaws	Mary Leffler	317-686-9871	Parliamentarian	Eric Hoch	317-266-9564
Corporate	Curt Correll	317-313-3309	Projects/Necrology	Steve Robertson	812-398-5050 x3604
Publications Editor	Jennifer Saroka	812 599-5800	Resolutions	Tony Peck	812-526-8434 x 212
Finance	Aaron Garner	317-234-4417	Scholarships	Pat Stayback	
Student Chapter Liaison	Jill Baker	317-839-2513 x 2229	Strategic Planning	Bob Hughes	317-697-2445

www.indianacorrectionalassociation.org

The Comment

*A quarterly magazine for Indiana's
Correctional Professionals*

Published by the Indiana Correctional Association
Dave Leonard, President
PO Box 44012
Indianapolis, IN 46244-0012

Submissions are welcome and should be sent to:
Jennifer Saroka, ICA Publications Editor
jsaroka@idoc.in.gov

Journal deadline: June 15, 2009

Printed By: Alan Fox, Print Shop Instructor
Indiana Women's Prison
Steve McCauley, Superintendent
Edwin G. Buss, IDOC Commissioner

From the Chairman of the Board

By Kellie Bittorf

Calling all Leaders



Colleagues,

This is your opportunity to be a leader of the Indiana Correctional Association. The following positions are open for nomination. Below each position you will find the main duties of each officer. A full description is available in the 2009 ICA Operations Manual.

President-Elect – two-year term

- Conduct meetings in President's absence
- Serve as member of the Executive Committee
- Supervise all Committee Chairpersons (excluding Conference and Program Chair)
- Attend all ICA Regional Meetings
- Public Relations Coordinator
- Take office as President two years after taking oath as President-Elect

Secretary – two-year term

- Keep minutes of all meetings
- Distribute minutes and agenda
- Prepare materials for placement in the archives
- Handle all correspondence as directed by the President
- Attend all ICA Regional Meetings
- Serve as member of the Executive Committee
- Preside as parliamentarian

Treasurer – two-year term

- Maintain records of all financial transactions
- Maintain appropriate licenses, certificates, etc.
- Disburse funds as approved by the Board
- Prepare and submit monthly reports
- Prepare and submit annual report
- File annual tax statement
- Serve as member of Conference Committee

Central Regional Director – one-year term

Northern Regional Director – two-year term

Southern Regional Director- two-year term

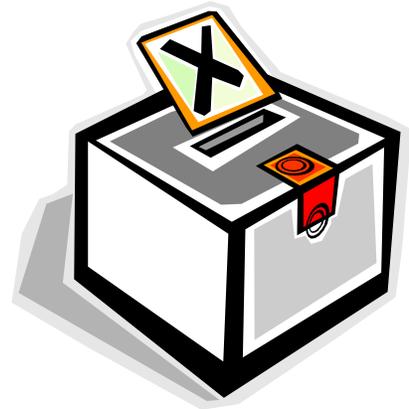
- Plan regional conference
- Solicit ICA membership in assigned region
- Solicit ICA scholarship applicants in assigned region
- Promote attendance at annual conference
- Serve on nominations committee
- Prepare and conduct Regional Caucus at annual conference
- Serve on committees as assigned by the President

Director-at-Large – two-year term

- Duties are established based on the goals of the strategic plan
- Duties assigned by the President-Elect to oversee areas such as archives, media/website and/or newsletter

Kellie Bittorf
(219) 755-3850 ext. 303

Nomination Form can be found on the facing page
Nominate yourself or someone you know



**INDIANA CORRECTIONAL ASSOCIATION
BOARD OF DIRECTORS
2009 NOMINATION FORM**

Name of Nominee _____

Nominee's Employer _____

Phone _____ Email Address _____

Nominator _____

Phone _____ Email Address _____

Position for which the nominee is running (Vacancies-2009 slate)

_____ President-Elect - two-year term

_____ Secretary - two-year term

_____ Treasurer - two-year term

_____ Central Regional Director - one-year term

_____ Northern Regional Director - two-year term

_____ Southern Regional Director - two-year term

_____ Director-at-Large - two-year term

Number of year's nominee has been ICA member _____

Education and Special Training _____

Professional Organization 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 _____

Please submit additional sheet if necessary
A photo must be submitted with the nomination form by July 1, 2009
Electronic Submission Preferred at bittokj@lakecountyin.org

OR Mail

Kellie Bittorf, Chairman of the ICA Board
C/O Lake County Community Corrections
2600 W. 93rd Ave.
Crown Point, IN 46307

H.O.C.C.S.

Organizational Member of ACA and ICA Since 1993

Membership also in:

IACCAC

ICCA

I-CAN

ISA

IAIC

ICC

MHAI

NABCJ

NLADA

NASAMS

So many acronyms having the same mission:

HELPING OTHERS

HOCCS

Day Reporting / Home Detention / Ignition Interlock

1202 N. Pennsylvania St.

Indianapolis, IN 46202

317-266-9564

hoccs1202@att.net

From the Executive Director

Love ‘Em and Keep ‘Em

By Steve Ingram, CAE

According to Chip R. Bell of Performance Research Associates, “members who love your association act substantially different than members who are simply “active.” Passionately devoted members not only forgive you when you err; they try to help you correct what caused the mistake. They don’t just recommend you; they assertively insist that their colleagues enroll for membership. They vehemently defend you when others are critical. Even if the reason for the criticism is accurate, they dismiss it as an exception. Some even guilt their fellow members into volunteering for association committees.” “The members who love us,” says Kellee Magee, director of member resources for the American Nursery and Landscape Association, “are the members we truly cherish. They are the ones we can count on for leadership, ideas, and recruiting. We are constantly working on ways to attract more like them.”

Mr. Bell offers these six service practices that are “best in class” at member attraction:

1. Enlistment: Members Care When They Share

Devotion toward your association can ratchet up dramatically when members get an opportunity to be involved. Inclusion not only captures member creativity and competence as they serve with you, but their commitment and allegiance rise as well.

2. Engagement: Listen To Learn

Engagement means listening to your members in a way that makes them experience the fact that their input made a difference. Member love is built on direct engagement laced with straight talk and swift responsiveness. The more face-to-face, ear-to-ear listening we do, the more our members learn we care about their input, complaints, and ideas. We build a relationship, not just a resource.

3. Enlightenment: Grow Member Love

Most associations pride themselves on their resource offerings, seminars, or conference sessions. But wise associations go much further by lacing every member encounter with learning. Grow your members, and you will grow your member base. The more we can involve our members directly in all of our activities, the

more value they feel they are getting out of the association.

4. Enchantment: Make The Experience Magical

We need to look for ways to exceed our members’ expectations. Do members view your association as enchanting? What might you do that members would find unexpected, unpredictable, and positive? Maybe it can be the combination of a fun, networking and truly educational experience. (like the ICA Fall Conference in Evansville in October!)

5. Entrustment: Affirm The Membership Covenant

Reliability is the attribute most critical to customer satisfaction. But there is a level above reliability — it is the stuff trust is made of. Reliability is what associations do to convince a member that the organization can be trusted. Member service is a two-way covenant, a promise to exchange value for value. One side is obvious: The member trusts the association to do what has been promised. The other side is equally important: Actions tell members, “We trust you.” Members do not expect associations to be perfect; they do expect them to care.

6. Endearment: Give Without a Toll

Members who like you stay active. But members who love you go out of their way to take care of you. They don’t just recommend you; they insist their friends do business with you. They not only forgive you when you make mistakes; they defend you to others who have had bad experiences with you. They give you candid feedback when they spot a problem, even if you take their feedback for granted.

So what can we learn from these service practices? We need to engage our members through our conferences and through our board and committee work. We need to ask others to participate in planning and attending the District Conferences. And finally, we need to make sure that we are present at the ICA Fall Conference in Evansville in October and invite/bring our co-workers and colleagues with us!

I’ll be looking for you in Evansville!

From the Treasure Chest of ICA Conference Chair and Sea Wench, Michelle Ryder

Avast' Me Hearties!! I hope that all you salty sea dogs have begun your journeys by signing up for the Biggest Swashbuckling event ever in Pirate history...the 2009 Conference in Evansville!!

My lass from the High SOCIAL seas cannot wait to sharpen her blade and send you Dancing to the sounds of Dejavuif you wenches and scaggs are up for the ride of your life, then you need to set your sails and compasses toward Cutthroat Island on Thursday night... if not this wench will help you along with the toe of me boot!!!

Old Salty Dog of the Program waters has landed some spectacular guests to speak on Adventures of Leadership, Reality Models of Change, Cybercrimes, Re-entry programs in jails and more. You will not want to miss all these pearls of knowledge that have blown up on our shores.

I speak short and sweet to you today and leave you with a tantalizing song from Your Captain of the ICA High Seas

**Come all ye young
sailors that follow the
sea**

**You must pay attention
now listen to me
I am a salty old pirate
set sail from ICA**

**Give me a pint and I
will be on my merry
way!**

**Twass on a Black Baller
I first served my time**

**And on that Black Baller I wasted me prime
Now when the big liner, she is clear of land
The bosun he roars out the word of command
Come quickly, lay aft to the break of the poop
Or I will help you along with the toe of me boot
Tis larboard and starboard, on deck you will
sprawl**

For Captain Ryder commands the Black Ball!



Conference Social Activities

*By Nicole Simpson
Social Committee Chair*



Hello! I am Nicole Simpson, Social Committee Chair for the 2009 ICA Conference and Residential Manager at Volunteers of America-Hope Hall in Evansville, Indiana. I have been involved in some form of the corrections field for almost five years. I became involved with ICA due to my employment and with a little encouragement from a co-worker, who is very active in ICA. I am very excited about this year's conference and cannot wait for all of you to come to Evansville to experience our Mid-West hospitality. The town will be buzzing during the week of the conference, due to the 2nd largest street festival in the world, known as the West Side Nut Club Fall Festival. The Social Committee has been working very hard preparing a fun-filled conference for all of you, and we hope that Fun Night will meet all of your expectations! So, get out your best pirate costumes, grab a matey and we'll see you in October!



Ahoy Mateys!

**Grab ye buckos and join us
sea dogs for FUN NIGHT at
the 2009 ICA Conference.**

**THURSDAY, OCTOBER 8, 2009
BALLROOM, THE CENTRE**

**CHOW BEGINS AT 6:30 PM
BUFFET STYLE
CASH BAR**

MUSIC FROM 7:30—11:30 PM

**DÉJÀ-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**

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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

CEU APPROVED HOURS

CEU APPLIED HOURS

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

I.C.A. Member (FULL 3-Day) \$140.00 _____

I.C.A. Member (FOUR REGISTRATIONS for \$540) 4 for \$ 540.00 _____

Non I.C.A. Member Rate (includes Full 3-Day & ICA membership) \$ 175.00 _____

Non Member Rate (ONLY WORKSHOPS) (NO MEALS) \$ 150.00 _____

ONE DAY ICA or Non Member Rate	Tuesday _____	\$ 100.00 _____
(Tuesday or Wednesday or Thursday, NO MEALS)	Wednesday _____	\$ 100.00 _____
	Thursday _____	\$ 100.00 _____

Extra Wednesday Awards Lunch Tickets (With full paid attendee) # of Tickets___ \$35.00 _____

Check box for Vegetarian Diet

Extra Thursday FUN NIGHT Dinner Tickets (With full paid attendee) # of Tickets___ \$35.00 _____

Check box for Vegetarian Diet

Fun Run/Walk Charity Event (taking donations) No Fee

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:
I.C.A. 2009 Annual Conference
Registration Committee
Bob Hughes, Registration Chair
12634 Enclave Court
Carmel, In 46032
(call 1-888-358-9117 for info)

Hotel Information:
 Executive Inn
 (mention Indiana Correctional Association)
 600 Walnut Street
 Evansville, Indiana
 Reservations: (800)–228-9290
 Phone: (317)–352-1231

www.indianacorrectionalassociation.org

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 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 1/2 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)
Major Sponsorship: \$500 (includes golf for four)
Hole Sponsorship: \$50

Please mail to: ICA
c/o Eric Hoch, Golf Chair
1202 N. Pennsylvania St.
Indianapolis, IN 46202

Join ICA for \$35.00
Questions: hoccs1202@att.net
indianacorrectionalassociation.org



Transition to the New ICA By-Laws

By Bob Hughes

Last year the Strategic planning Committee worked with Mary Leffler, Chair of the Constitution/By-Laws Committee to develop the revised Association By-Laws that were passed at the Annual Business Meeting in October, 2008. These new By-Laws go into effect as of the 2009 Annual Business Meeting to be held at this year's Annual Conference in Evansville, Indiana.

Earlier this year, the two committees met and prepared a transition plan to facilitate the changeover to the new By-Laws. The plan is presented below:

ICA Plan For Transition To New By-Laws 2009-2010

Elections

Positions up for election during 2009 conference are as follows:

President elect	(2 year term)
Secretary	(2 year term)
Treasurer	(2 year term)
Central Regional Director	(1 year term)
Northern Regional Director	(2 year term)
Southern Regional Director	(2 year term)
1 Director at large	(2 year term)

It was discussed that the two director at large positions 1 year positions would be filled by individuals that were elected to two year terms in 2008. There are two openings, and three individuals who were elected to two year terms. It was decided that Dave Leonard ask each of the individuals who were elected to two year terms if they were interested in staying on the board. If all three (Steve Klosowski, Education Director; Krysten Hinkle, Parole Director; and Michelle Briggs, Juvenile Director) were all interested there would be a run off between just those three at the conference. (Note: Michelle Briggs elected to step down after the 2009 year comes to a close, leaving Steve and Krysten to fill those positions)

The future elections after 2009 will be as follows:
Even Years (starting 2010)

- Central Regional Director
- Membership Director
- 2 At -Large Directors

Odd Years (starting 2111)

- President elect
- Treasurer
- Secretary
- 1 Director at large
- Northern Regional Director
- Southern Regional Director

Board Meetings

The Board will adopt a consent agenda. This process will work as follows. Minutes from the previous Board meeting, the agenda and Treasurer's report will be distributed to the board via e-mail no less than one week prior to the board meeting. Board members will review the reports prior to the board meeting. The meeting will begin with a call to order by the President, followed by the pledge of allegiance. A motion will be made to vote on the consent agenda and, once it has been seconded, discussion will be open for any questions or comments on the consent agenda items. After discussion a call for a vote will be made. The reports will not be read during the meeting. It will be the responsibility of each board member to request a copy of the consent agenda items from the Secretary if they have not received them prior to the meeting. The Consent agenda will be followed by old business (this is where anything that was initiated prior to the beginning of the board meeting will be discussed). At the close of old business new business will be discussed, (New business will be a time for directors to report out on what is new in their areas). These reports will be driven by job duties as laid out in the Association's strategic plan). Finally, general announcements will be made at the close of which a motion for adjournment will be made, seconded and voted on.

Mentoring of Replacements for Key Positions

Each member holding a key position should consider taking a new member under his or her wing and teaching the new member to take over the task in the event they are no longer able to perform the task or wish to relinquish the position on the board. This is especially true for positions such as Membership, Institutions, Archives, Webmaster, Publications Editor, and Corporate Relations chairs. These

By-Laws Continued

positions as well as others require special knowledge to perform the job duties in an effective and consistent manner.

Functional Responsibilities of Board Members

President

The President shall serve as an ad hoc member on all committees. The President shall ensure that there will be no less than four (4) scheduled meeting of the full Board. President and/or President elect shall schedule those meeting as close to one year out as possible. The suggested times for the board meetings (in person) are as follows:

- November (Traditional transition meeting)
- February (Spring Conference finalization meeting)
- May (Fall Conference finalization meeting)
- August (Nominations and last minute conference agenda meeting)

The President should then keep his or her schedule open to attend Regional board meetings and Director At-Large meetings as needed. Regional Directors and Director at-Large meetings should be scheduled prior to the full board meeting to keep the Board current with information from each area.

President Elect

President Elect will oversee the functions of legislative, Nomination, Strategic Plan in addition to special projects as signed by the President. Nominees for President elect should attend all Strategic Planning Committee meetings from the time they are nominated until the election.

Secretary

The Secretary will oversee the areas of Parliamentary, By-Laws and Resolutions.

Treasurer

The Treasurer will be responsible for overseeing the Finance committees, as well as ensuring the annual taxes State, Federal, and Sales tax forms are filed appropriately and in a timely fashion.

Executive Director

The Executive director will be in charge of ensuring RFP's and contracts are completed for upcoming conferences and of overseeing the Corporate / Vendor Relations chair to ensure exhibitor and advertisers are

recruited and notified of upcoming events.

At-Large Directors

At large directors will be responsible for supervising key areas of the board. These positions will be those currently referred to as Standing Committee functions, including but not limited to the following:

- Archives
- Leadership Development
- Minority Affairs
- Media / Webmaster
- Publications Editor
- Student Chapter Liaison
- Marketing / Merchandise Chair

Additionally At-Large directors shall make themselves available as support to the Regional Directors. At-Large Director meetings should be scheduled prior to the full board meeting to keep the board current with information from each area.

Regional Directors

Each of the Regional directors will establish sub committees (as close to 10 members in each regional committee as possible) that mirror that of the full board. The Regional Directors will be responsible for appointing members on their committees to address primary roles within their respective regions, e. g., Membership Chair, Secretary, Regional Director proxy (to run meetings in the event the regional director is unavailable. Ideally this should be a person the Regional Director would feel comfortable nominating for the position at the next election of that position) , Education Representative, Probation, Parole, and Community Corrections. This process will ensure that all aspects of corrections are represented and considered. Regional Directors' meetings should be scheduled prior to the full Board meetings to keep the Board current with information from each area. Regional Directors will continue to be responsible for hosting, at minimum, a one day spring district conference and coordinating any special events or projects with the Marketing Chair in the event special merchandise is needed.

Conference Chair

The Conference Chair will be responsible for overseeing the Conference committees to include, Registration Chair, Social Functions Chair, Program Chair, Golf Chair, Awards Chair, and Scholarship Chair, and

By-Laws Continued

coordinating any special events or projects with the Marketing Chair in the event special merchandise is needed. Conference Chair will also work directly with the President to select an annual charity recipient for the fall conference.

Membership Chair

The Membership Chair will be responsible for maintaining a list of all ICA members in addition to provid-

ing the Regional Directors with a list of members for their respective regions to include Northern, Central and Southern Regions. The Membership Chair will also be responsible for assisting the Regional membership chairs with recruiting and/or supplying membership applications, as well as performing the function of overseeing the area of necrology for the entire board.

Membership

By Philip Sonnenberg

My name is Philip Sonnenberg, your ICA Membership Chairperson for the Indiana Correctional Association. ICA is running a membership contest and "The Race is On." This 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 Pirtle, 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:

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

Spotlight on Education

*By Steven M. Klosowski
Education Director at Large*

The last study that I will talk with you about is Titled, "A GED and Recidivism: 1998 Releases from the Massachusetts Department of Corrections". It was authored by Parsons, King, and Sampson in June, 2007. This article cited several significant statistics that show that earning the GED does indeed reduce recidivism. Overall, there was a 9.6% reduction in recidivism for those who earned a GED compared to those who did not. More significant is that the recidivism rate for women dropped by a staggering 33.7%. When age at incarceration for both men and women was considered, the two groups that showed the largest drops in recidivism were those under age 24, and those between 30 and 34. For those who earned their GEDs at medium security facilities, there was a 23% drop in recidivism compared to those who did not earn a GED. Last, there was a 20.2% drop in recidivism shown for Hispanic offenders who earned their GEDs compared to those who did not.

I find all of these numbers significant, and totally sup-

portive of correctional education, specifically GED programs. (I realize that I have not touched on post-secondary education programs, namely vocations and college. Perhaps that is a topic for a future article).

To conclude this article, I will say that I am very curious as to how recidivism is affected in Indiana for those who earn a GED while incarcerated in one our fine correctional facilities. I would be very interested in doing a research project to get the answer to that question. Having been a GED teacher for more than two and a half decades, I have always felt that I have made a difference in the lives of my students. I would like to put the numbers together to prove it. If anyone is interested in co-authoring a study of Indiana offenders and the effects of education on their recidivism, feel free to contact me and let's get started!! I hope you all have a great, safe summer. That is if it ever gets here!!

Steven M. Klosowski
mklosowski@idoc.in.gov



ICA / ACA Membership Application

Please mail your completed application to:
 Indiana Correctional Association
 Attn. Philip Sonnenberg, Membership Chair
 5584 West Lakeview Court, LaPorte, Indiana 46350

Please mail subscription and benefits to my Home Work

Name: _____

Title: _____ Email Address: _____

Agency/Company: _____

Address: _____

City: _____ State/Zip: _____

Phone: (Day) _____ (Evening) _____

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 subscription of On the Line; \$9.00 goes toward a subscription of Corrections Today.

MEMBERSHIP CATEGORIES	1 YEAR	3 YEAR	HOUSEHOLD*
<input type="checkbox"/> Professional I	\$35	\$99	\$55
<input type="checkbox"/> Professional II	\$75	\$215	\$115
<input type="checkbox"/> Executive Gold	\$100	\$290	\$150
<input type="checkbox"/> Associate **	\$15		

* 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

Payment

Bill me (Membership will not start until full payment is received) Check enclosed*

PO# _____ ***Make checks payable to Indiana Correctional Association**

American Express Diners Club Master Card Visa

Account # _____ Expiration Date _____ Amount _____

Signature _____ Sponsor's name _____

Recruited By: _____ ACA Membership # _____

Each year, ICA 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:

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.

See Application, Following Page

Rondle Anderson; A Mentored Mentor

By Jennifer Saroka
ICA Publications Editor

Rondle Anderson retired from the Indiana Department of Correction at the end of March 2009. Throughout his career, Mr. Anderson had mentors that helped shape his future and in turn, he mentored countless others.



When he was nearing his high school graduation, the young Rondle Anderson contemplated different career options but it was his school counselor that convinced him to pursue a degree and career in criminal justice, which is exactly what he did. He attended Indiana University in Bloomington, graduating with a Bachelors Degree in Criminal Justice. Within a year of graduation, Mr. Anderson was hired by the Indiana Department of Correction where he would enjoy a thirty-two year career in both small and large institutions, adult and juvenile facilities, with consistent promotions from correctional officer, case manager and on up to Superintendent followed by central office positions such as Director of Juvenile Services and Regional Director of Adult Institutions.

I asked Mr. Anderson about his experiences with juveniles verses adult offenders. He stated that he found his work with juveniles to be extremely rewarding. Mr. Anderson stated, "with juveniles, you see the results of your work. You see them develop and change. And after they leave, many of them stay in touch or come back and volunteer to talk to other kids."

Throughout his career, Anderson has benefited from the guidance of his mentors such as John Nunn, Tom Richards, Ed Cohn, Evan Phemster, Pam Cline, Evelyn Ridley-Turner, Craig Hanks, Bruce Lemmon and Clarence Trigg. And in turn, he has mentored countless others. He feels strongly that those that want to grow and develop in their careers need to seek out mentors that can be effective coaches and advisors in addition to seeking out others that they can mentor as well. When I asked him what advise he would give to someone wanting to seek a career path similar to his own, he stated, "Weigh your options carefully and consider the impact that your choices will make not only in your career but also with your family and other commitments." He stated that it is important to carefully consider opportunities for job changes that may take you to a different facility or into another department so that you can gain a broad-range of experience.

Starting his career with IDOC at such a young age, he has retired at the young age of 55. I asked Mr. Anderson about his future plans. Right now he is enjoying "getting things done" that never seem to get completed when one is working full time. He said that it is nice to be able to complete projects around the house like he is on an extended stay-cation. He says he plans on eventually working again for another ten or so years, but doesn't have anything specific in mind at this time. Right now he is enjoying time at home, with family and with his volunteer commitments. As a life-time member of ICA, we are all very pleased that he plans to continue his active involvement in the organization.



ICA SCHOLARSHIP APPLICATION



www.indianacorrectionalassociation.org

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

HOME PHONE (INCLUDING AREA CODE) _____

WORK PHONE (INCLUDING AREA CODE) _____

EMPLOYER NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

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 _____

<u>FINANCES</u>	<u>AMOUNT</u>
Tuition	\$ _____
Books	\$ _____
Grants	\$ _____
Other Scholarships/Awards	\$ _____
Applicant/Spouse's Income	\$ _____

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

Pat Stayback, Scholarship Chair
 LaPorte County Community Corrections
 500 Monroe Street
 LaPorte, Indiana 46350

Deadline for submission of application is August 1, 09



Corrections Selection Inventory

Insight introduces a pre-employment assessment designed specifically for the Corrections Industry. Our test, the Corrections Selection Inventory or CSI, is a powerful tool that will give you an immediate comprehensive analysis of your job applicant's strengths and weaknesses, helping you to identify applicants that "best fit" your corrections officer position.

Developed and validated through months of research in corrections facilities across the country, the CSI instrument measures applicant results within 10 core proficiencies critical to the success of a corrections officer.

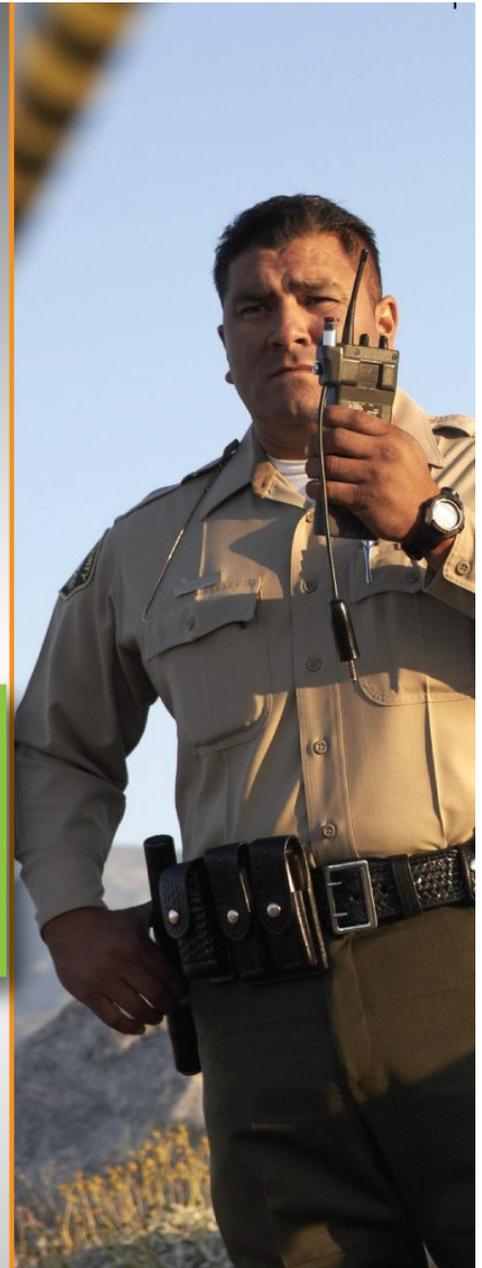
Core Proficiencies:

- * **Respect for Authority**
- * **Work Ethic**
- * **Self Control**
- * **Dependability**
- * **Communication Skills**
- * **Self Esteem**
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- * **Attention to Detail**
- * **Principled Behavior**
- * **Stability**

In about 30 minutes you will discover powerful information about your applicants prior to the interview process. Our product will give your team a hiring tool to help them identify the most qualified and "best fit" individuals for your corrections officer position, saving you time and money in the hiring process. Finding applicants who are the "best fit" for your organization will reduce job turnover. At the same time, you will be incorporating a consistent hiring program that will reduce your organizations exposure.

Each applicant's results are reported in an easy to read graphic presentation along with interpretive text to provide a comprehensive report of the individual applicant's performance on the CSI assessment.

The CSI assessment also includes a set of structured interview questions designed around the 10 core proficiencies essential for a successful corrections officer. When the interview questions are used in conjunction with the applicant's test results, you have a comprehensive, job-relevant, structured interview.



Corrections Selection Inventory



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Mark Your Calendars

APRIL: Child Abuse Awareness Month
 APRIL 26 – MAY 2, 2009: National Crime Victim’s Rights Week
 MAY: Mental Health Month – mentalhealthamerica.net
 MAY 3-9, 2009: National Correctional Officers Week
 MAY 10-16, 2009: National Police Week – nationalpoliceweek.com
 JULY 2009: National Probation, Parole, and Community Supervision Week
 AUGUST 2-8, 2009: National Stop on Red Week – stopredlightrunning.com
 SEPTEMBER: National Recovery Month – recoverymonth.gov
 OCTOBER: Domestic Violence Awareness Month – ncadv.org
 DECEMBER: National Drunk and Drugged Driving Awareness Month – cadac.org

CALENDAR OF EVENTS:

July 19-23, 2009	NABJC	Little Rock, AK
August 7-12, 2009	ACA	Nashville, TN
Summer 2009	NMGTF	tbd
September 13-16, 2009	ICCA	Orlando, FL
October 6-9, 2009	ICA	Evansville, IN
November 2009	IACCAC	tbd

***Want to announce your next event in the ICA Comment?
 Email your event to: ehoch@indianacorrectionalassociation.org***

ICA Occupational Awards

*By Mark Murphy
 Awards Chair*



I am honored that I was asked to serve as a committee chairperson for the 2009 ICA Occupational Awards. Being employed in the criminal justice system for twenty-five years, I cannot think of a greater honor than to receive an ICA award. To be recognized at a state level by your colleagues for

We all work with outstanding professionals in our field who truly excel and contribute to the success of their respective organization. These individual are leaders within your department who work daily, have respect of co-workers, maintain impeccable character and truly assist to the operations of the agency.

Please recognize this individual by nominating this person for an occupation award. All nominations are to be submitted no later than August 1, 2009. See you at the ICA Awards Banquet in October.

outstanding performance and achievement is something to always cherish.

Mark R. Murphy

2009 ICA Occupational Awards Nomination Form

Categories (Check one): ___ 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 (juvenile program) ___ Correctional Educator of the Year ___ Correctional Manager of the Year ___ Community Corrections Line Staff of the Year ___ Correctional Officer of the Year ___ 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 _____

Length of time in position _____ Address of Nominee _____

City _____ State _____ Zip _____

Nominee's outstanding achievements and contributions to his/her profession, agency, institution, or occupational category

Biographical information _____

Comments _____

(May attach other pages)

Nominator _____ Title/Position _____

Address of Nominator _____ City _____ State _____ Zip _____

Email _____ Work Phone _____ Home Phone _____

Work Relationship to Nominee _____

Signature of Nominator _____

**DEADLINE for RECEIPT of NOMINATION is
AUGUST 1, 2009
Attach at least three (3) letters of support
for the nomination.**

Mail Nomination form to:
Mark Murphy
Lake County Community Corrections
2600 W 93rd Avenue; Crown Point, IN 46307

Be Part of the Solution

By Kellie Bittorf

Executive Director,
Lake County Community Corrections



Lake County Community Corrections (LCCC) offers a full continuum of adult and juvenile correctional services that ensure appropriate placement of offenders based on levels of risk and need, gender-based case planning and programs designed to reduce risk to reoffend, the most cost-efficient

use of public funds and the greatest long-term safety of the community. LCCC operates the Community Transition Program, Day Reporting Program (electronic monitoring), Forensic Diversion Program, Kimbrough Work Release Program, Parole Violator Program, Secure Detention Alternative Program (juvenile) and Tactical Education and Management Program (juvenile).

Most of you have probably heard that within a couple of years IDOC will have 3,000 more bodies than beds. Additionally, based on calendar year 2008 data, 66.8% of the adult population will serve one year or less at IDOC. This leads to the assumption that too many offenders are being sent to IDOC when they could be safely managed in a community setting. In my humble opinion, this is a serious problem.

The LCCC advisory board, administration and staff are committed to being part of the solution. Collaboration and sharing resources is not a new concept but is much more visible now that our state and country is facing the worst economic crisis in decades. LCCC recently worked with county and state officials in effort to help reduce the prison population and allow offenders opportunity to remain in their community.

LCCC's Kimbrough Work Release Center recently made available ten beds for parole violators. These beds are being utilized for parolees who violate rules but are not severe enough to warrant them being returned to the IDOC. The average length of stay is two-four weeks. Parolees are supervised by their Parole Agent while being encouraged to participate in all LCCC programs.

Additionally, on April 9th LCCC celebrated the opening

of the KWP women's section and expansion of thirty (30) male beds. Lake County Commissioners and the Lake County Council graciously provided us additional space within our building, half of the renovation funds and a project manager. IDOC provided the other half of renovation funds as well increased LCCC's grant funding for operational cost. Numerous KWP residents offered their skills as well, saving thousands of dollars in labor.

This expansion made fiscal sense while promoting effective utilization of resources. Although 45 additional beds is just a minute fraction of the prison population it opened up prison beds and equates to an estimated annual savings of one half million dollars. Overall, LCCC diverted 683 adult felony offenders from the IDOC in fiscal year 2007/2008. This resulted in an estimated savings of seven (7) million dollars. Even better, community correction participants are held responsible for a substantial share of the cost to supervise them. They also have opportunity to pay child support, contribute to their family expenses, pay taxes, etc.

As I write this I realize how my associations through ACA/ICA greatly contribute to the success of the existing LCCC programs and completion of the expansion. After 17 years of active participation with ACA/ICA, I have the ability and privilege to pick up the telephone and seek guidance from colleagues nationwide. Collaborative efforts amongst partners such as county and state government officials, local judiciary, IDOC administration and staff, law enforcement, fellow community corrections agencies, community leaders and local service providers also greatly contribute to the success of LCCC. This confirms my belief that with minimal effort we can reach out to our colleagues, share resources and help each other discover solutions to our challenges.



Kellie Bittorf, Executive Director of Lake County Community Corrections and Immediate ICA Past-President/Chairman of the Board with ICA President Dave Leonard at LCCC's open house.

“I Just Smoke Weed”

On The Corner

By Janet Pottoroff
Substance Abuse Chair

As correctional professionals, we often directly or indirectly hear some of our clients exclaim the phrase, “I Just Smoke Weed.” And, depending on the philosophical underpinnings one adheres to, the response to that phrase could validate it or negate it. This article in, “On the Corner”, will take a brief look at two large and reputable organizations that seem to stand on opposite poles of marijuana and its effects on the body. Namely, The National Institute on Drug Abuse and The National Organization for the Reform of Marijuana Laws.



The National Institute on Drug Abuse (NIDA) was established in 1974 and it is the Federal focal point for research on drug abuse and addiction. NIDA addresses a wide range of issues such as drug abuse trends; understanding how drugs work in the brain and body; and testing new treatment and prevention strategies (NIDA, 2008). According to various articles on NIDA’s webpage, marijuana abuse can create a host of detrimental effects on the body.

It is beyond the scope of this article to thoroughly address all of marijuana’s harmful effects. In short, Acute use (present during intoxication) can cause impairment in short-term memory; attention; judgment and other cognitive functions; coordination and balance; and increased heart rate. Persistent use (lasting longer than intoxication, but may not be permanent) creates impairment in memory and learning skills. Long-term use (cumulative, potentially permanent effects of chronic abuse) can lead to addiction; increases risk of chronic cough, bronchitis, and emphysema; and/or increases risk of cancer of the head, neck, and lungs (NIDA, 2008).

Additionally, research shows signs and symptoms of withdrawal phenomenon attributable to marijuana dependence. Some of those symptoms include irritability, anger, depressed mood, headaches, restlessness, lack of appetite, and craving (NIDA, 2002). When mixing alcohol and marijuana, a serious contraindication can occur. Due to marijuana’s propensity to suppress the gag reflex, a person may not be able to vomit the alcohol which can lead to alcohol poisoning and death (University of Colorado, n.d.)

On the other hand, The National Organization for the Reform of Marijuana Laws (NORML), would challenge this research. For over 30 years, NORML has been a public-interest lobbying body that opposes marijuana prohibition. They represent the American population who “spoke marijuana responsibly and believe the recreational and medicinal use of marijuana should no longer be a crime” (NORML, 2009). NORML supports a development for a legally controlled market for marijuana where consumers could purchase it from a safe, legal, and regulated source.

NORML does not condone marijuana smoking for kids and use needs to be exclusively for responsible adults. NORML also contends that use is never an excuse for misconduct or other bad behavior and that driving or operating heavy equipment should be prohibited. According to NORML, some of the potential therapeutic uses of medical marijuana include the following diseases and/or disorders: gliomas, Alzheimer’s, fibromyalgia, dystonia, Hepatitis C, diabetes, osteoporosis, MRSA, multiple sclerosis, ALS, chronic pain, Tourette’s Syndrome, HIV, hypertension, sleep apnea, gastrointestinal disorders, incontinence, and rheumatoid arthritis (NORML, 2009).

Of other interest, hemp could revolutionize the American industry by creating jobs with focus to the making of textiles, paper, paints, clothing, plastics, cosmetics, foodstuffs, insulation, animal feed, and other products (NORML, 2006). According to an economic analysis in Washington, DC, “Marijuana prohibition costs US taxpayers nearly \$42 billion dollars per year in criminal justice costs and in lost tax revenues” (NORML, 2007).

The legalization of marijuana has been a debate for many decades and whether it comes to fruition, is yet to be seen. No matter what paradigm a person holds as fact, whether it is from supporters of NIDA or NORML, the bottom line is that marijuana is still illegal. And, that is where the, “I Just Smoke Weed”, is a problem!

From the Archives

By Jack Harlow



search as well as officers and committee chairpersons who need the benefit of prior board and committee minutes, financial records, etc for current decision making.

An archive is a repository for the historical materials of an organization. As the ICA moves through the twenty-first century and redefines its mission and goals to meet new challenges it will be important to know where the association has been and the commitment of many individuals who have gone before. Many are deceased but many are alive and living in retirement. We intend to contact as many past presidents, current and former members as we can to expand our base of information to get them involved again. Eric Hoch is doing a lot of work in the area.

I inherited the Archives in the mid 1990's from Taylor University Criminology Professor Dr. Steve Smith. Dr. Smith is a life member and past president (1991) of I.C.A. While at the W.V.C.F. I had an offender clerk separate and file all materials by year that was received from Dr. Smith. We have files dating back to 1948. Our goal is to expand the file back to 1933 when the association was founded as the Indiana Probation Association.

Our goal is to have an article in each of the comments containing information and pictures of interest. We want it to be available to ICA members doing correctional re-

Much work has yet to be done to get the Archives organized in one location. We have not been successful in getting needed information each year from officers and committee chairs. To prior year officers and chairs, please send materials to me at 1209 Chestnut Ct., Bloomington, Indiana 47401. (Phone -812-339-5087), e-mail jfharlow@yahoo.com. We have a lot of pictures in the Archives separated by year. Memorabilia from previous conferences or events are welcome. I still have my walnut ash tray made by Prison Industries as it was known then given at the Joint S.E., S.W., W.C. meeting at the French Lick Sheraton Hotel on April 18, 1968.

F.Y.I. The 1948 Indiana State Probation Association (Now ICA) Conference was held in Bloomington, Indiana at the Indiana University Student Union Building in August. The president was Walter H. Nagel of Ft. Wayne. The theme was "Probation is an Investment". Meatloaf was the entree at the banquet. Registration was \$3.50.

IDOC Institutions Update

By Mike Scott

Institutions Director At Large

The Indiana Department of Correction is facing real challenges as facility beds reach 99% capacity which is nearing critical mass, per Commissioner Ed Buss. The real challenge in the immediate future is for high medium and maximum security beds. Adult male maximum security and adult female beds are most needed. At present, about 1,800 beds are utilized by DOC in county jails for low risk offenders. Over the course of the next biennium, DOC expects its population to grow by about 3,162 offenders. To help address future challenges, DOC has increased funding for community corrections. Fortunately the DOC juvenile population has not seen significant change.

DOC has managed its population without building new facilities in the past several years, and without large scale releases like some states have opted for. Interestingly from fiscal year 2000 – 2004 DOC's population grew by 4.84% and spending increased by 4.92% for the same period. From fiscal year 2005, projected through 2011, DOC's population is expected to grow by 4.46%, while spending is only expected to increase by 1.73%.

Nationally, 6.8% of state general fund dollars are spent on

corrections. Indiana spends 5.3% of general fund dollars on corrections, which ranks 39th. Indiana has the 9th lowest per diem. Indiana's daily cost to imprison an offender (per diem) is \$54.28, while the national per diem average is \$74.95. The national average per diem for Parole is \$7.47 while Indiana's Parole per diem is \$2.87.



Indiana's DOC recidivism numbers are impressive as well. For statistical purposes recidivism is defined as returning to DOC within 3 years of release. In 2005 the recidivism rate was 39.2%, 2006 – 38.6%, 2007 – 37.8%, 2008 – 37.4%, which shows continuing improvement.

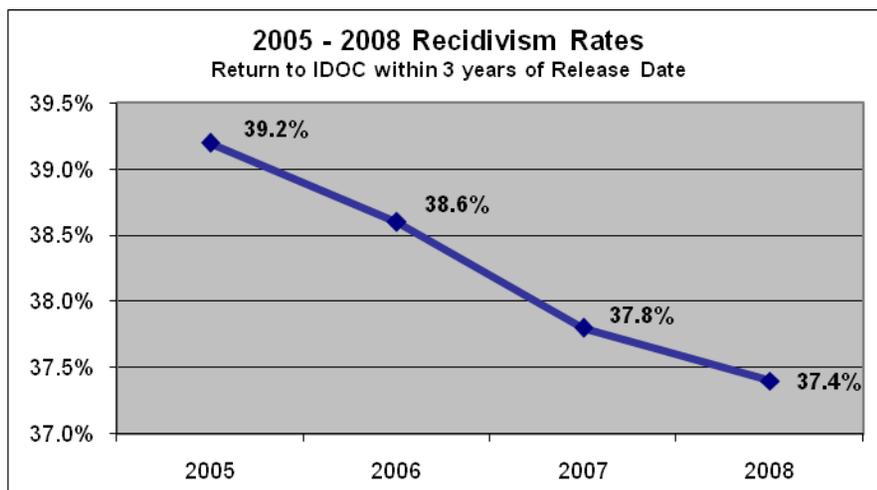
Commissioner Buss has challenged the Department to offer long range plans to address the agencies' immediate and long range opportunities. Teams of the best agency staff have been working for several weeks in northern, central, and southern regions of the State, independently to develop strategic suggestions for the Commissioner and his top leaders to shape into an Agency Strategic Plan for the next four years. This plan is expected to be completed sometime this summer, 2009.

Indiana Department of Correction Recidivism Rates

Decrease for 3rd Consecutive Year

The Indiana Department of Correction (IDOC) defines recidivism as a return to incarceration within three years of the offender's date of release from a state correctional institution. A recent study by the IDOC calculated the 2008 recidivism rate for offenders released from IDOC during 2005. This study found that:

- 2008 recidivism rates indicate a decrease for the third consecutive year. Of those offenders released in 2005, 37.4% were recommitted to the IDOC within three years of their release date.



- Male offenders had a higher recidivism rate when compared to female offenders. Of male offenders released in 2005, 38.4% returned to the IDOC, versus 31.1% of female releases.
- The recidivism rate for African American offenders increased from the prior year to 46.6%, while recidivism rates for Caucasian offenders decreased to 33.9%.
- The younger the offender is at the time he/she is released, the more likely they are to return to the IDOC. Also, offenders serving less than 2 years with IDOC represent over 80% of all recidivists.
- Of all offenders who recidivated, nearly 58% returned to IDOC for the commission of a new crime, compared to approximately 42% of returns for a technical rule violation of post-release supervision.
- Nearly 50% of all offenders released for a weapons related crime as their most serious offense returned to incarceration within three years of release.
- Offenders identified as sex offenders who were released in 2005 returned to IDOC at a higher rate than all other offenders. This is attributed to the fact that nearly 70% returned for a technical rule violation. However, *only* 1.05% of identified sex offender's recidivated for a new sex crime within 3 years.

For specific questions or comments, please contact Aaron Garner, Research Analyst for the Indiana Department of Cor-

Southeast District

By Donnie Emerson
Southeast District Director

I have greatly appreciated the opportunity to serve as the Indiana Correctional Association Southeast District Director for the last three years. Although the Southeast is the smallest district currently aligned, it encompasses a great host of facilities and correctional professionals. I have appreciated the support of past Directors and Presidents.

When I decided to run for Southeast District Director three years ago I quickly formed a committee that would assist me in reaching out to our law enforcement partners and criminal justice students around the area in an effort that would continue to help our

association membership grow. I have always believed in the professionalism of our association however, in becoming Director I became very active in marketing our mission and building lasting networks. The support of a hard working committee has been instrumental in our attendance at the spring conference attendance going up every year. I am honored to have been a member of such a professional organization and look forward to opportunities in the future. I greatly appreciate the support of the members in the Southeast District who have helped increase our membership and built lasting relationships.

Northwest District

By Lynette Collins
Northwest District Director

Greetings to all from the Northern District. I am extremely pleased to say that the spring conference planning is all but finished, and we are expecting the conference to be a great tool for networking and training, as well as an enjoyable day. Commissioner Buss will be speaking, as well as our 3 guests: Mr. Eric Deming from Liberty Health, Dr. John Israel from CMS, and Mr. John Coggins from Purdue North Central. So we in the North are very excited.

I also want to take this opportunity to state how honored I have been to be part of such a wonderful organization that values its members and its mission. The retreat that was offered to the

ICA Board was a wonderful experience, and I want to personally thank Chairman of the Board, Kellie Bittorf for organizing the event. As a new member to the ICA Board it seemed like a daunting experience, however I have been fortunate enough to have had wonderful mentors that have shown great patience as well as confidence in my abilities. I would encourage any of the membership that feels like being a more active member might be difficult or out of reach, to please reconsider. While it is challenging, the rewards are great. I have had an amazing year, and it's only half over!

Southwest District

By Ellyn Hall
Southwest District Director

Being a Regional Director is a responsibility to the organization, however, it provides many benefits to the individual. Regional Directors serve on the Indiana Correctional Association Board as voting members. They also are able to serve on committees relating to the Fall Conference and committees relating to ICA business, i.e., association by-laws. Benefits include networking, education and training opportunities, furthering your career and, of course, a lot of fun with your fellow board members.

Coordinating a fall conference involves many activities. Hopefully, you have a number of people in your district to assist you. Coordinating activities include: managing a budget, selecting a date and registration fee, deciding a site, choosing a topic and

speaker(s), registration, door prizes, attendance certificates, setting the site up for the conference, and providing food and beverages for the attendees, if you choose to do so.

As there will be less districts this coming year, it provides the Regional Director with the opportunity to have more people to assist with the duties of this position. Coordinating the district conference will be made easier by having a committee to assist and take care of many of the details. Having a district committee will also allow for more people to recruit for ICA membership and assist the Regional Director in their duties. In short, more people to share in the responsibilities and fun!

Volunteers of America: A look Back in its History

By Mary Leffler

On March 8, 2009, Volunteers of America marked the 113th anniversary of its founding as a national movement to help Americans in need. Volunteers of America was founded by two former officers of The Salvation Army, Ballington and Maud Booth. **Ballington Booth** was a Salvation Army Officer and a co-founder of Volunteers of America. Ballington Booth was the second child of William Booth and Catherine Booth.

Maud Elizabeth Charlesworth later changed her name to **Maud Ballington Booth**, was a Salvation Army leader and co-founder of the Volunteers of America who envisioned a movement dedicated to “reaching and uplifting” the American people. On behalf of the organization, the Booths pledged to “go wherever we are needed and do whatever comes to hand.”

Maud Ballington Booth was especially known for her work on prison reform efforts in the late 1800s and early 1900s, working to improve the conditions of prisons. The parole and release process were revolutionary in her day and worked as catalysts to many of the modern regulations and standards required of our prison systems. Maud’s work to improve parole procedures and to incorporate social skill development into the parole process was instrumental in changing the entire prison system of her day. Due to Maud’s work, prisons began to look at modifying criminal behavior in prisoners as opposed to merely housing prisoners, as was done in the past. Maud recognized the value in providing social skills training and acclimation courses, both before and immediately following parole, in order to avoid recidivism in criminals. Today we would call that “preparing for reentry”.



In 1896, the year of the agency’s founding, Maud Ballington Booth, opened the first privately owned U.S. halfway houses. Hope Hall No. 1, which was located in New York, met with great success, and Hope Hall No. 2 in Chicago soon followed. The halls were designed to reintroduce released convicts to the community, get the offenders jobs, and nurse them back to health after serving their sentences in the disease-ridden prisons of that time period. By 1902, over 3000 prisoners had passed through the doors of Hope Halls 1 and 2. Today Volunteers of America continues to operate halfway house (or reentry facilities) across the country, as well as right here in Indiana.

In Indiana, we established a local presence in 1896. Our early work included providing food and shelter for the homeless and hungry, combined with evangelistic outreach. More than a century later, in 2009, we’ve grown to provide more than a dozen programs, serving over 1060 people annually who are grappling with some very tough social and economic issues like homelessness, unemployment, family and domestic violence, substance abuse, and re-entry into the community after criminal justice incarceration.

Volunteers of America of Indiana currently operates two reentry centers in Indianapolis, Brandon Hall (180 bed residential center for men) and Theodora House (104 bed residential center for women) and Hope Hall, in Evansville, which is currently a 50 bed co-ed facility; however an expansion is in progress which will increase its capacity to 90 beds.

Reentry, while the new buzz word in corrections, is not a new concept. Volunteers of America is

Correctional Safety Management

By J.D. Horst, Wabash Valley
and Stephanie Butler, Rockville
IDOC Safety Hazard Managers



The field of Safety Management as a whole incorporates several technical and engineering fields that affect our lives on a daily basis. The cars that we drive, the food that we eat, and most of the products we purchase have passed some type of safety inspection, or

have been developed within a specific set of safety-oriented regulations. OSHA states that “compliance with the law and OSHA standards is an important objective. An effective safety and health management system, however, is tailored to a particular site’s individual needs. It looks beyond specific legal requirements to identify and analyze existing hazards. It seeks to prevent injuries and illnesses, even when compliance is not an issue.”

Correctional Safety Management is a broad field that encompasses offender living conditions, offender-based industrial safety, and staff safety. Individuals choosing this profession must constantly reference not only OSHA standards, but also fire codes, plumbing, electrical, and building codes, ADA requirements, American Correctional Association standards, State Department of Health standards, and more. Many of these federal, state, local, and private standards applicable to other industries also apply to the correctional environment, however the number one mission of any correctional facility obviously must be *security*. Therefore, there are some exceptions and variances to the above mentioned standards which do not apply to general industry. Due to the limited availability of researched and documented materials on this subject, correctional safety practitioners are challenged with satisfying safety standards while maintaining a secure environment.

An effective Safety Manager seeks to look beyond established minimum standards and laws to correct existing hazards. While a safety standard can be implemented in one type of industry or situation yielding success, it is not necessarily applicable to all industries or situations. When implementing a specific safety standard in a *correctional* environment, one could create an unfavorable security situation. Alternative solutions and additional regulatory standards shall be sought which are conducive to the overall safety and security of the correctional environment. For example, if the 29CFR 1910.36(d)(1) standard was applied in a correctional setting, those who are incarcerated could simply walk out of a secure area. The standard states: “Employees must be able to open an exit route door from the inside at all times without keys, tools, or special knowledge. A device such as a panic bar that locks only from the outside is permitted on exit discharge doors.” However, 29CFR 1910.36(d)(3) states: “an exit route door may be locked from the inside only in mental, penal, or correctional facilities and then only if supervisory personnel are continuously on duty and the employer has a plan to remove occupants from the facility during an emergency.”

This example clearly illustrates that the first reference found is not necessarily the best choice, because in some cases, a corrective measure can interfere with another equally critical aspect of the working environment. Therefore, when applying standards and laws in a correctional environment, it is crucial to consider the unique aspects of workplace, and reference multiple codes from many regulatory agencies prior to implementing a corrective action.



Register Now!



To attend the 36th Annual NABCJ Conference and Training
“Letting Our Past Influence Our Future”
July 19-23, 2009 Little Rock, AR Peabody Hotel

Register by June 1, 2009

Be sure to check out www.nabcj.org for details on the New EZ payment plan and to register!

Toolkit for Surviving Today's Economy

By *Karen Hurst*
ICA Secretary and
IDOC Regional HR Director

Greetings! I attended a seminar recently and one of the speakers presented on a topic titled, "Toolkit for Surviving Today's Economy". I found two of the presentations within this topic to be especially interesting and would like to share them with you.

(Source: Thank you to Sandra Fralich, Senior Account Executive at JWF Specialty for Old National Insurance)

Behold the Benefits of Multi-generational – Yet growing shorter – Workforce

Experts predict a shortage of workers has begun, and will continue to grow to a crisis for the global economy. Not a lack of workers but the lack of qualified workers for the skill set needed to support economies. Understand and accommodate the varied needs and characteristics of your workforce by generation, and you will be ahead of this crisis. *(Source: Indiana Employer Magazine, 4th Qtr Issue – 2008, Article "Crisis on the Horizon" by Christine Tillman)*

Traditionalists: (1925 – 1942)

- War and reconstruction
- Most worked for same employer / field
- Thrive on stability
- Mindful of rank and titles

Baby Boomers: (1943 – 1960)

- Crux of the workforce
- Team-oriented
- Driven
- Believe in hard work and family
- Gatekeepers of company structure
- Understand and promote corporate philosophy to others
- Help groom leaders
- Many are retiring, or balancing work/life stresses

Gen X: (1961 – 1981)

- Independent
- Focuses on solid work-life balance
- Not afraid of switching careers or jobs frequently
- Career Advancement is MOST IMPERATIVE to them
- Cannot retain them without a clear path for advancement
- Focused on gaining Knowledge; Experience; Job Satisfaction

Millennials (Gen Y): (1981 – 2000)

- High Emphasis on "Ethics"
- Technologically advanced
- Style is essential to their view of self and others
- Groupthink mentality
- High drive to balance hobbies and volunteer activities with work
- Adapt to change well and quickly

Stay off the Panic Train

Learn from the Past:

- Prepare for the Future and Keep your head out of the sand
- Help your company remain positioned to succeed
- Stop Living in Survival Mode:
- Growth is always necessary for future existence; Survival is impossible without it; Even more critical in this environment
- Look for ways to make yourself more valuable to your company by finding growth opportunities
- Shift your perspective from limitations to abundance
- Consider this your duty as a leader within your company

Keep your Sense of Humor:

- Share it with others
- Seek opportunities to go back to basics
- Create ways to appreciate small things
- Be nice to your co-workers
- If you look around and everyone is feeling unsupported and overwhelmed, you can make a difference by setting yourself apart, and by being the one person people can come to for helpful advice or at least a laugh.

Study Tribal Leadership:

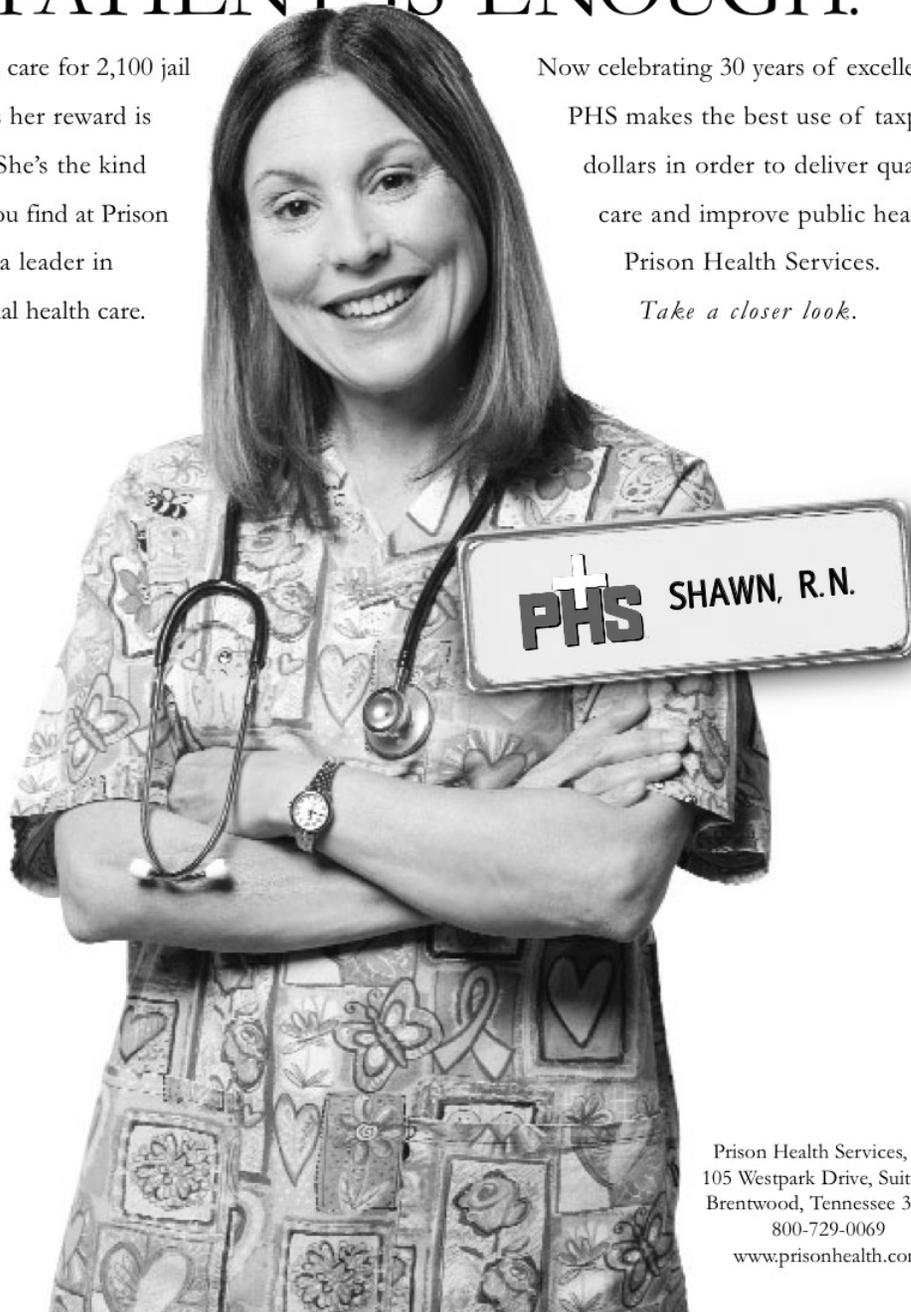
- <http://triballeadership.net/index.php>
- By studying the language of the members of groups like employees, which are arranged in identified tribes, this study and subsequent set of common characteristics can help organizations and individuals pursue movement to more evolved and advanced stages of dynamic living.
- Employers are using this as a tool for culture evaluation and change.

[ETHICAL. PROFESSIONAL. CARING.]

“THANK YOU FROM A PATIENT IS ENOUGH.”

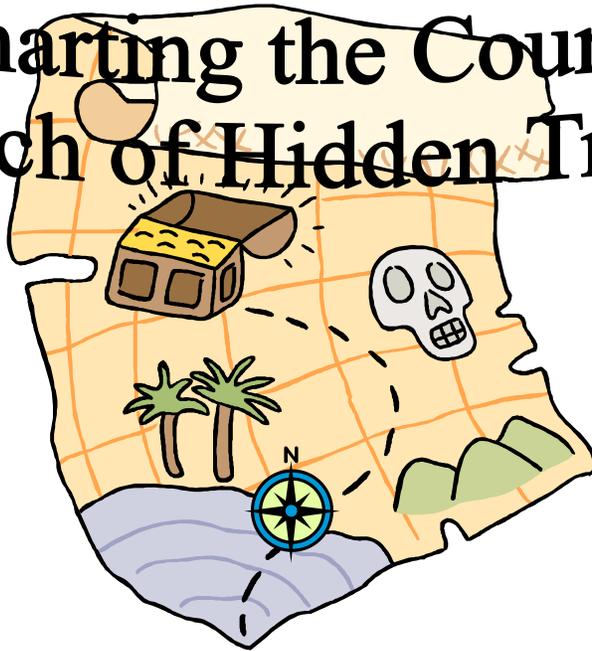
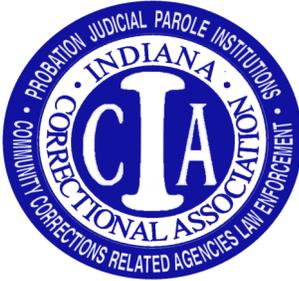
Shawn supervises care for 2,100 jail inmates, and says her reward is a job well done. She’s the kind of professional you find at Prison Health Services, a leader in private correctional health care.

Now celebrating 30 years of excellence, PHS makes the best use of taxpayer dollars in order to deliver quality care and improve public health. Prison Health Services.
Take a closer look.



Prison Health Services, Inc.
105 Westpark Drive, Suite 200
Brentwood, Tennessee 37027
800-729-0069
www.prisonhealth.com

Charting the Course: In Search of Hidden Treasures



Mark Your Calendars
October 6 - 9, 2009
ICA Fall Conference
Evansville, Indiana

The 2009 ICA Annual Conference will be held October 7-9 at the Evansville Convention Centre & Executive Inn in Evansville, Indiana. This year's ICA Conference theme is ***“Charting the Course: In Search of Hidden Treasures”***. 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 and plan for the future.

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
Friday Brunch	\$5000
Conference Speaker/Program	\$1500
Golf Outing	\$ 500
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 Program 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 Front or 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 8-14-2009.** 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 2009 Annual Conference
- Full Page Ad in the 2009 Conference Program
- Co-hosting a coffee or refreshment break
- Attendance for two at all 2009 Conference meetings, banquets and special events
- Company logo and link on the ICA Website

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 6th.

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 7th are from 11:30 AM to 5:30 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 4:30 PM to 5:30 PM. Thursday hours are 7:30 AM to 1:00 PM with a special exhibit area closing from 11:30 to 1:00 PM. Door prizes from exhibitors will be given away during breaks, the Wednesday reception and the closing on Thursday 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 7th. Tear Down begins at 12:15 PM on Thursday.

Please return the contract and payment to Steve Ingram, Executive Director, ICA, 9100 Purdue Road, Suite 200, Indianapolis, IN 46268. Questions? Call Steve at 317-328-4637 Fax 317-328-4629 or Email: singram@raybourn.com



INDIANA CORRECTIONAL ASSOCIATION
2009 ANNUAL CONFERENCE - OCTOBER 7-9, 2009
EVANSVILLE CONVENTION CENTRE & EXECUTIVE INN -
EVANSVILLE, INDIANA
EXHIBITOR CONTRACT



I. Exhibit Booth (\$475) \$
Plus 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 8-14-09)

\$

- Full Page (\$175) Business Card (\$35)
Half Page (\$100) Inside Front or Back Cover (\$250)
Quarter Page (\$75) Inside OR Outside Back Cover (\$300)

IV. CORPORATE PACKAGE

\$1125

EXPANDED CORPORATE PACKAGE WITH COMMENT ADS

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LATE FEE AFTER 9-2-09 \$+\$50

TOTAL DUE

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

COMPANY NAME:

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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 ser-

Advertise in Our Next Issue!



ADVERTISING AGREEMENT

For the ICA Comment/Journal

Mail this agreement to:

ICA COMMENT/JOURNAL

Dave Leonard, President
 Indiana Correctional Association
 P.O. Box 44012
 Indianapolis, IN 46244-0012

Email advertising copy to:
jsaroka@idoc.in.gov

**Ads must be received via email on or before
 publication deadline.**

ADVERTISING RATES		
	Full page ad 7½" x 9½"	\$150.00
	One-half page ad 7½" x 4½"	\$100.00
	One-fourth page ad 3½" x 4½"	\$50.00
	Business Card listing 2" x 3½"	\$20.00
	Inside Front or Back Cover 7½" x 9½"	\$200.00
Advertise in all four Issues = 25% discount		

Representative _____ Telephone _____

Company _____ Address _____

City _____ State/Zip _____

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ADVERTISER hereby agrees to advertise in the 2009 quarterly ICA Comment and/or ICA Journal.

Please specify ad size by checking the appropriate box above.

AD PLACEMENT: Inside front or back covers are available on first come, first serve basis.

PRODUCT DISCLAIMER: When ad is not provided in the correct dimension, advertiser agrees to layout as determined by the Editor without prior notification.

PAYMENT for ads is due with acceptance of this agreement. Make checks payable to: Indiana Correctional Association. Send to the address above.

 Advertiser's Authorized Signature

 Title

 Date

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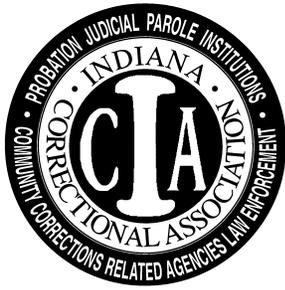


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Steve Ingram, Executive Director

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The Comment

Jennifer Saroka, Editor

jsaroka@idoc.in.gov

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information at www.aca.org**

Check it out:
www.indianacorrectionalassociation.org

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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