

The ICA Comment

INDIANA CORRECTIONAL ASSOCIATION SPRING 2010

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From Our President

*By Eric Comeno,
ICA President*

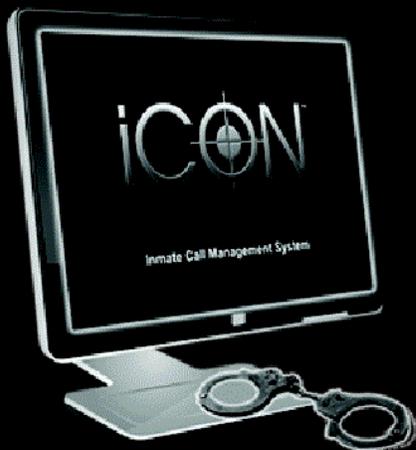
Hello ICA Family, as you know, we as a family lost one of our own. Nicholas Emry Leonard, "Nickers", son of Past President Leonard, was made an honorary member of the ICA. "Nickers" is a part of this family, in his memory a memorial fund was established. I would like to see the Nicholas Emry Leonard Memorial Fund increase; I am personally donating to this memorial fund, and would like to give you an opportunity to do the same. The Nicholas Emry Leonard Memorial Fund made its first donation to the students and faculty of the LaPorte Developmental Preschool. The playground equipment (pictured below) will provide a Safe, Fun Environment for the students to socialize and play.



The Mission of the Nicholas Emry Leonard Memorial Fund is to provide needed resources to the developmental pre-school and students Nicholas attended. Individuals interested in donating to the memorial fund may do so by sending a Check or Money Order to:

Aaron Garner, ICA Treasure
302 West Washington Street - IGCS Room E334
Indianapolis, IN 46204

Donations should be made in memory of Nicholas Emry Leonard in Care of the Nicholas Emry Leonard Memorial fund. 100% of all contributions will be awarded as individual grants or purchases geared toward overall class participation and enhancement. Minimally \$500 worth of donations will be made annually to the school and students in memory of Nicholas.



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<p>Philip Sonnenberg Westville Correctional Facility 5501 South 1100 West Westville, Indiana 46391 Phone: 219-785-2511</p>	<div style="background-color: black; color: white; padding: 10px;"> <p style="text-align: center;"><i>The Comment</i></p> <p style="text-align: center;">Published by The Indiana Correctional Association Eric Comeno, President Jennifer Saroka, Publications Editor</p> <p style="text-align: center;">For advertising information and to submit articles, email Dave Leonard, dleonard@idoc.in.gov</p> </div>

The Value of Strategic Planning

*By Mary Leffler
President Elect*

Greetings to all my ICA colleagues!! First, I want to thank you for the support you showed in electing me to the office of President-Elect. I appreciate your confidence and pledge to you my best effort as I complete my term of President-Elect and President beginning in 2011. One of the duties of the President-Elect is the leading of the strategic planning process. In this issue of The Comment, I would like to focus on strategic planning and why it's an important process to undertake.

Strategic planning determines where an organization is going over the next year or more, how it's going to get there and how it'll know if it got there or not. Development of the strategic plan greatly helps to clarify the organization's plans and ensure that key leaders are all "singing from the same sheet of music".

The ICA Strategic Planning Process will begin in February 2010. If you are interested in participating, please contact me at MLEffler@voain.org.

Benefits of Strategic Planning:

Strategic planning serves a variety of purposes in organization, including to:

1. Clearly define the purpose of the organization and to establish realistic goals and objectives consistent with that mission in a defined time frame within the organization's capacity for implementation.
2. Communicate those goals and objectives to the organization's constituents.
3. Develop a sense of ownership of the plan.
4. Ensure the most effective use is made of the organization's resources by focusing the resources on the key priorities.
5. Provide a base from which progress can be measured and establish a mechanism for informed change when needed.
6. Bring together of everyone's best and most reasoned efforts have important value in building a consensus about where an organization is going.
7. Provides clearer focus of organization, producing more efficiency and effectiveness.
8. Provides the glue that keeps the board together.
9. Produces great satisfaction among planners around a common vision.
10. Increases productivity from increased efficiency and effectiveness.
11. Solves major problems.

Happy Spring ICA



*By Lynette Collins,
ICA Secretary*

I am writing to you from the ice covered window in my office, looking at the multiple inches of snow that cover the ground knowing that when you all read this, spring will be here. YEAH!

As Secretary of this wonderful organization, I am learning so much from those that have come before me and that allow me to learn from them, as well as from my own experiences. If there is one thing the ICA has taught me, it is that we are a family that cares about its members. I could not ask for a better group of people to work with and that I consider friends.

I believe we as members need to be leaders in our organization. I was extremely honored and fortunate to have been selected to participate in the IDOC's Leadership Academy last fall. There were many things that I took away from that experience but there were a few ideas that really hit home for me.

The first thing is, if you think that you can help then you need to step up. So many of us ask ourselves, "how can things change, I am only one person, what difference can I make?" We need to as leaders understand that any one of us can make a difference, in what we do, in other people and in our organizations.

Another key point is that sometimes we need to think outside the box, ask ourselves how can I look at this differently. We sometimes also need to try new things, and then not be to scared to move forward with those ideas.

A final point is once you have a goal in mind and a plan for that goal, then you must continue to strive towards said goal, and not give up on it. But also remembering that you must continually evaluate your progress throughout the project; you need to constantly determine what is and what isn't working.

Continued Next Page

From the Executive Director:

By Steve Ingram, CAE

PREFERRED FUTURE: A DIFFERENT APPROACH TO PLANNING



Since I'm known for being a little obsessive about the importance of planning in any organization, an article in a recent *Forum* by Bruce Butterfield caught my attention. He

described an approach to strategic planning/thinking called "preferred future". This process results in a "succinct" set of bullet points that describe the organization at a point in the future. A preferred future description should contain from four to six elements that force a group to focus on the most important outcomes desired and reach consensus on those. These outcomes actually become milestones that an organization hopes to achieve over the planning timeline, say one to three years. Butterfield suggests that everything from the milestones to the objectives is measurable, timely and capable of being assigned to specific teams or individuals.

To develop a preferred future for your organization, ask the following questions:

1. What are the most critical issues facing our profession (or industry) today and in the future?
2. Which of these issues can we effectively address and

how?

3. What are the most critical issues impacting our organization?

4. How should we address these issues?

What should our principle lines of business be in the future? (Or another way of asking is "what are the few things that we do best in serving our customer/constituent/member/donor?")

The consensus answers to these questions will reveal the most important concerns facing your organization and lead to the development of the four to six elements or descriptors that describe the preferred future.

Since ICA is a membership organization, we are focused on enhancing the value proposition for belonging. Our scope of work attempts to make your membership more valuable. So, an example of a preferred future goal statement for ICA might be:

"Create new opportunities for member involvement that produce high value to the participant and significant contributions to the Association."

From here, we add the strategies for how we will accomplish this goal to reach our preferred future.

By the way, if you want to add value to your ICA membership, get involved! Just ask any of the board members and

Happy Spring ICA, Continued



These concepts are all very fluid and require constant reflection and monitoring, but I have found myself applying them to multiple areas of my life, not just my career.

One of the reasons many of us join ICA is that we either believe we are, or want to be leaders in our organizations, and as such, we need to lead our colleagues to an organization that supports its members, through professional development, training, networking and partnerships, as well as life long friendships. One of the main issues that is and continues to need to be dealt with in ICA is that of membership. We are a very strong organization and that shows on the National forum with the ACA, which I have been very fortunate to experience first

hand on two separate occasions. I believe in order to maintain this level of strength, we need new members. But how can you make a difference? I challenge each and every one of you reading this article, to be leaders in ICA. Talk with your colleagues and friends and tell them of the benefits of our organization, why you are a member, what ICA has done for you as well as what it could do for them. There is an old saying that if each one of us brings just one person to the table we will grow 100%.

Here is a great opportunity for you to make a huge difference!

Facility Forward

By Mike Scott
ICA Institutions Director

In July 2009, Indiana Commissioner of Correction Ed Buss announced Facility Forward to help enhance prison capacity, help maximize current state property and assets, decrease spending, while maintaining safety and security to all in Indiana. Facility Forward would gain 2,100 beds while saving Indiana nearly \$200 million.

Facility Forward involved relocating juvenile females from Indianapolis Juvenile Correctional Facility to a unit on the grounds of the Madison Correctional Facility in southern Indiana, establishing the new Madison Juvenile Correctional Facility. This new juvenile facility is fully sight and sound separated from the female adult facility located on the same complex, but physically separated. Many resources can be shared which drastically improves efficiency. This was the first piece in the Facility Forward effort, and was successfully completed November 3, 2009, using five buses. Upon arrival at the new location, the 91 students were greeted by their counselors, were treated to a pizza party, and received special gift bags from the Madison community.

The next step in the Facility Forward initiative was completed November 23, 2009, when the Indiana Women's Prison 449 offenders were relocated from downtown Indianapolis to the Westside where the former Indianapolis Juvenile Correctional Facility was located. The new location for IWP is much larger and allows for possible needed future growth. Interestingly, the Indiana Women's Prison was established in 1872 and was the first adult female

correctional facility in the United States.

On November 30, 2009, 77 female offenders were moved from the downtown location of Indianapolis Women's Community Re-entry Center to a portion of the new Indiana Women's Prison location on the Westside without incident. With the gained space and shared resources, additional programming opportunities will be afforded the offenders.

On December 16, 2009, the next piece of the Facility Forward plan was put in to place when 368 male offenders moved from the Plainfield location of the PREF, Plainfield Re-Entry Educational Facility, to the grounds of the former Indiana Women's Prison, in downtown Indianapolis without incident. Upon arriving at the new location, offenders received care packages and welcome letters.

The final phase of Facility Forward will be to open a new operation on the grounds of the former Plainfield Re-Entry Educational Facility called STOP, Short Term Offender Program, which will be designed and commissioned to address the needs and case management of offenders committed to the IDOC for less than one year, and is anticipated for an opening date of sometime in 2010.

Commissioner Buss commented, "The Facility Forward initiative is nearing completion and has gone off without a hitch because of the tremendous teamwork and support of many stakeholders."



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Leadership

By Karen Hurst
ICA Leadership Development Chair

In my many years of working in the area of Human Resources for the Indiana Department of Correction and while attending various ICA District and Fall Conferences, I was fortunate to have been given several opportunities to attend training/educational seminars and workshops that included defining the role of an effective leader, along with providing the qualities, competencies, and skills that are vital to exhibiting strong leadership. Please note this is not an all inclusive list of leadership qualities, but these particular ones stood out and would like to share them.

“A good leader inspires others with confidence in him/her; a great leader inspires them with confidence in themselves” – Author Unknown

◇ Good Character

An effective leader exhibits outstanding character. Character is defined as - Qualities built into an individual's life that determines his/her response, regardless of circumstances. (Meaning how an individual acts and reacts when they think nobody is watching). Exhibiting good character is key to fulfilling a leadership role.

◇ Effective Communicator

When communicating, an effective leader should be open and honest, yet sensitive to the feelings of others; should identify feelings as well as thoughts; should organize thoughts prior to conveying an important message (in other words, think before you speak)

◇ Effective Listener

Did you know that approximately 75% of our waking hours every day is spent in some form of communicating and over half of that time is spent listening? An effective leader gives total attention to what is being said rather than developing a response while the individual is still speaking; remains completely focused on the speaker; maintains good eye contact; reacts to the message, not the person; is patient with the speaker

◇ Able to influence others

An effective leader is able to gain respect from others in the organization; exhibits trustworthiness, as well as other good character traits; exhibits self confidence in his/her decision-making

◇ Accepts Individual Responsibility / Personal Accountability

An effective leader sets personal goals and continuously measures their own progress; accepts challenges and sees them as opportunities

◇ Mentors others

An effective leader portrays role model behaviors; is interested in assisting colleagues and peers; helps prepare other members of the organization for future leadership roles

◇ Motivates / Encourages

An effective leader look for others' accomplishments; not

faults; recognizes / praises others for their successes and/ or efforts put forth; constantly seeks and values input from subordinates or peers; provides feedback timely

◇ Values Diversity

An effective leader is aware that differences promote growth; realizes that most individuals can accomplish more together than apart

◇ Leads by Example

An effective leader is professional and respectful in their actions and behaviors; always raising the bar for their own standards

◇ Maintains Flexibility

An effective leader realizes that change is sometimes the only way to improve; continually seeks ways to improve; is open-minded

◇ Able to look at the big picture

An effective leader takes into consideration how their own actions and decisions affect the entire organization; weighs out who benefits from their actions and decisions and if there would be any long-term affects

◇ Values Teamwork / teambuilding

An effective leader values teamwork and is a participating member of the 'team'. An effective leader never loses sight of the efforts put forth by the entire team. There are many definitions for the word 'team', but the one that stands out and seems applicable to ICA membership and involvement.... A group of interacting individuals sharing a common goal and the responsibility for achieving it.

Whether you are in a managerial / supervisory role or a non-supervisory role within your company or organization, you have an opportunity to become an effective leader. Good leaders may be found in all areas of the organization. In fact, the larger the organization the more leadership roles it is likely to offer. Findings show that there is really nothing in terms of appearance, personality, or style that sets leaders apart from their followers. Just because an individual fulfills a supervisory or managerial role does not mean he/she is automatically deemed an effective leader. The individual has to earn the title and role of an effective leader. It is sometimes said that leaders are charismatic; however, charisma is a result of effective leadership and those who master it are granted respect and even admired by their followers. Again, there is really no simple formula or exact science that leads to successful leadership; everyone has potential to lead effectively. Leadership is about empowerment, not an exercise of power (this has been known to be the worst myth surrounding leadership). Leaders lead by pulling or guiding – not by pushing; Leaders pull people up should they fall. The quote below sums it all up.....

“Leadership is not a one-day thing. It is a constant commitment to excellence, a habit ... a daily practice”.
Author Unknown



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Membership Report

*By Philip Sonnenberg
ICA Membership Chair*

I hope that everyone had a great Christmas and Happy New Years. Indiana Correctional Association currently has a little over 640 members. We are asking everyone's help to increase our membership number. Please talk to your co-workers and let them know the benefits that come with your membership to the Indiana Correctional Association. Please do not forget about our Membership Drive Contest. You and the member that you recruit could win a \$150.00 Gift Card. Each member that recruits and signs up a new member to the ICA will receive one entry in a drawing. There is no limit on the amount of entries that a member can have. If you recruit 10 members, you will get 10 entries. The more you sign up, the better your chances are of winning. The member that you recruit will also receive an entry into a separate drawing for a \$150.00 gift card. Winners will be announced at our Spring Conference. Only Applications sent directly to me will be included in the membership, so please ensure that you send their membership application with you marked as their sponsor or a copy of their membership application to me at:

Attn: Philip Sonnenberg
5584 West Lakeview Court
Laporte, Indiana 46350

Benefits of an ICA Member:

- Receives a membership card
 - Receives the ICA COMMENT newsletter three times a year
 - Receives the annual ICA JOURNAL
 - May attend board and regular meetings
 - May hold elected or appointed office or nominate others for office
 - May vote to elect officers and directors
 - May be nominated to receive an ICA award or nominate a fellow member
 - May attend spring and annual training conferences
 - Is eligible to apply for ICA scholarships
 - Receives information on pending legislation and may help shape ICA policies & positions
 - Has opportunities to network with fellow professionals
- Receives dual membership in the American Correctional Association

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We Are Making A Difference

*By Steven M. Klosowski
ICA Director At Large*

I am writing this article during the Holiday season of 2009-2010, so I want to say that I hope all of you had a joyful time with family and friends. I hope you were able to keep current relationships fresh, and perhaps rekindle a friendship from the past. Personally, I am glad to put 2009 in the rear view mirror. It was a challenging year in many aspects. I look forward to a good 2010. A friend of mine says that there is a reason why the windshield is larger than the rear view mirror. I like this philosophy. I hope that you will consider those words and that they will help you look toward a bright future on the road ahead of you.

Recently, while searching the web, I came upon an interesting site. Correctional Articles and Stories. Articles about the correctional industry. (That is all you need to type to find it). It contains hundreds of articles and news stories about not only trends, but also incidents that have occurred in correctional settings throughout the U.S. and the world. Some are shocking (no pun intended) to say the least. I urge you to check it out.

One article which I read stated that at the end of 2008, 1 out of every 133 Americans was in prison or jail. The total number behind either federal, state, or jail bars stood at 2.3 million people. My initial reaction was Oh My God! Or, as I'm learning to text message, OMG! As startling as this statistic is, it actually shows improvement over the trend of the previous decade. Throughout that decade, the average yearly increase in prison population was 6%. In 2008, it was only 1%.

The article goes on to state that what this trend further indicates is that politicians, both liberals and conservatives, realize that prisons are too expensive to run, and

that alternatives like treatment and monitoring need to be utilized at a greater extent than in the past. The prison population actually decreased in 20 states in 2008. In spite of these statistics, the U.S. still incarcerates its population at a rate that is astronomical compared to other industrialized nations.

As someone with a background in Sociology, the logical question that came to my mind was "does this mean that crime is decreasing?" According to the text book that I use to teach my Sociology class for Purdue North Central, the rates of violent and property crime are actually lower than they were 30 years ago in the U.S., but the same rates are still much higher than those of many other nations. The text lists numerous reasons for why crime is decreasing in the U.S., including longer jail sentences for hard-core criminals.

During these challenging economic times several states have started to release certain offenders well ahead of their original release dates. A radio story that I heard recently spoke about this happening in Illinois. As one might expect, this practice has met with opposition from members of society. But, desperate times often call for desperate measures. (I didn't make that up).

To conclude, it does appear that the entire picture of crime and incarceration in the United States is showing signs of improvement. Hopefully, future studies will show a continuation of these trends. In the meantime, I urge all of us who have chosen corrections as our career path to continue to do our very best each day, as there is still much room for improvement. But, we are making a difference. Be safe.

A Word from the ACA Trip Winner

By Karen Taylor

This winter's conference in Tampa, Florida was an educational one for me. I was able to attend workshops that were relevant to working in juvenile corrections. Besides attending the multiple workshops, I was also able to take a juvenile facility tour. While on the tour, I was able to ask some of the students and the two officers that were guiding us some questions about their programs.

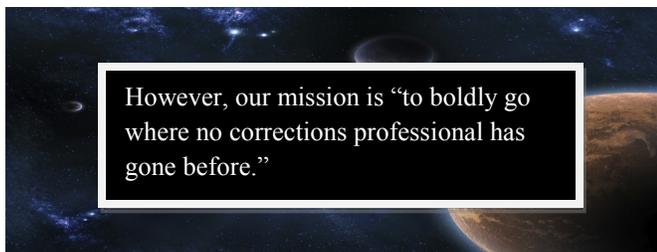
The warm sunny weather was a nice break from the frigid temperatures here in Indiana. I have shared some of what I have gained with my co-workers and look forward to share even more information and ideas with them in the near future. I thank ICA for allowing me to attend the 2010 winter conference. And to Micelle Ryder, you recovered nicely from having a fire drill in the middle of the workshop.

2010 Fall Conference

*By Tony Peck,
2010 Conference Chair*

“2010 A CORRECTIONS ODYSSEY: A GALAXY OF POSSIBILITIES”

It is a tremendous honor to have been named your 2010 Conference Chair by President Comeno with the consent of ICA Board of Directors. I would like to begin by expressing my sincere appreciation to 2009 Conference Chair, Michelle Ryder for an outstanding conference in Evansville.



An outstanding crew: Bryan Pearson-Program Chair, Eric Hoch-Social Chair, Donnie Emerson-Registration Chair, Golf Chair-Matt Andrick, Kellie Bittorf-Awards Chair, and Dave Leonard-Corporate Marketing Chair has been assembled to lead our journey to “infinity and beyond”. Our conference “2010 A Corrections Odyssey: A Galaxy of Possibilities” will be held October 5-8 at the recently remodeled Marriott East in Indianapolis, Indiana. Lift-off for this year’s mission was November 9th. From this

lift-off, the crew of the “Starship ICA” charted a unique course for exploration of the correction’s galaxy of possibilities. This course will afford attendees an opportunity to learn from and exchange ideas with recognized experts in the many fields of corrections, honor your colleagues, make new acquaintances, and renew old friendships.

The 2010 Conference will offer something of interest and insight for every stargazer. Some of the highlights will include sessions on correctional education, community corrections, wellness, substance abuse, safety and security, technology, and leadership. If you are interested in being considered as a presenter for the 2010 ICA, please complete the accompanying “Call for Workshops” form and forward to Bryan Pearson, Program Chair.

And lastly, don’t forget to be prepared for an out of this world experience when we gather for an evening of food and entertainment on Fun Night.

So, make plans now to be “beamed aboard”!

2010 Social Update

*By Eric Hoch,
2010 Social Chair*

We have had a few time warps since you telepathed with me. The Social Committee time warped a few ideas onto the tentative agenda. However, before I get to the 2010 ICA Annual Conference Social News, I encourage you to rocket over to the nearest Regional Conference to get a taste of what is to float around in October.

Make your lunar landing at the Indianapolis Marriott East and pack your spacesuit for the events on Thursday.

Thursday will be a day to show your agency/employer/association colors. Wear your logo clothing during the day. No formal business attire allowed on Thursday, unless your alien boss mandates your galactic suit with tie.

Just a quick rundown for now (all times tentative):

TUESDAY: Golfers prepare to put those little white golf balls into the black holes at 10:30a.m. President’s Banquet is by invite only and will blast off around 6:30pm.

WEDNESDAY: All attendees may attend to the Awards

Lunch. Fun Run/Walk will sprint into the late afternoon. Dinner is on your solo trip to space. Watch for further announcement on Wednesday evening events.

THURSDAY: Past President/Life Member Breakfast at 7:30a.m., which is truly historical. ALL INVITED to the Exhibitor Blast-Off Reception at 11:30a.m. New Member Reception (tba). Exhibitor FUN NIGHT Reception at 5:30p.m. with dinner around 7p.m. Wear your spacesuit or favorite outfit from the future. FUN NIGHT will go into the midnight hour. Be prepared to land on another planet. **FRIDAY:** BRUNCH around 9a.m. after the workshops and after those that wake up feeling the free fall from Fun Night.

Any corporation or individual wanting to sponsor golf or any other activities, please go to the ICA website at indianacorrectionalassociation.org for further information or contact me at hoccs1202@att.net.

Eric Hoch, Social Chair

2010 ICA Charity: Camp Riley for Kids

Camp Riley for Kids is the ICA's 2010 charity. This year everyone has many chances to give to this fine charity through the ICA district conferences, annual fall conference, fun run, and golf outing. If you would like to donate to this cause, send your donation to:

Aaron Garner, ICA Treasurer
302 West Washington Street - IGCS Room E334
Indianapolis, IN 46204

Make checks payable to the ICA and in the subject line of your check put "Camp Riley for Kids"

http://www.rileykids.org/about/camp_riley/

Camp Riley helps inspire children with physical disabilities to realize their potential as they become increasingly independent. Every summer, nearly 250 children, ages 8–18, from throughout Indiana and several other states come to Camp Riley. During their time at Camp they prove to themselves and others that their strength and will power define them—not their physical circumstances.

Camp Riley Facts:



- Offers a summer camp experience for youth ages 8-18 with physical disabilities.
- Calls the 2,500 wooded acres at Bradford Woods, which is 25 minutes southwest of Indianapolis, home.
- Is considered among the best residential camping programs in the Midwest available to youth with disabilities.
- Offers traditional camping activities including swimming, camping, arts and crafts, nature projects and horseback riding.
- Gives youth the opportunity to meet others with similar disabilities.
- Customizes all activities to meet each child's individual abilities and needs.
- Staff-to-camper ratios never exceed 1-to-3.
- Challenges campers' physical boundaries; taking independence, self esteem and enhanced living skills to new levels.
- Has a licensed physician and registered nurse at all times while student nurses reside in most cabins.
- Offers one or two-week sessions



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OCTOBER 5-8, 2010
MARRIOTT EAST INDIANAPOLIS**

The Indiana Correctional Association invites you to be a workshop presenter at the ICA 2010 Annual Fall Conference. The ICA is an organization dedicated to enhancing the continuum of corrections in Indiana by focusing on the enrichment of the correctional professionals and the criminal/juvenile justice system.

Title of Proposed Workshop: _____

Descriptive Paragraph: _____

Name: _____ Job Title: _____

Agency/Organization: _____

Address: _____

Telephone: _____ Email Address: _____

Speaker/Participant Registration Policy:

1. Speakers/Presenters will be allowed to attend other workshops on the day that they are presenting. Meals, hotel rooms and other conference registration will not be paid for by ICA.
2. Speakers who represent private vendors or companies shall not use the speaker role as a forum to market specific products or services, but rather must present a generic presentation topic. Questions or comments about any product or services that the speaker is a representative for may be asked of the speaker after the presentation. Attendees will be allowed to be directed to visit various booths in the Exhibit Hall.
3. If you are an ACA/ICA member and you are selected to present a workshop, you will be expected to provide the workshop at no cost.
4. Deadline for Proposals is January 31, 2010. Workshops may be filled by then, so submit as soon as possible.

Please send this form, a detailed outline and power point file (if applicable) to Bryan Pearson, P.O. Box 470, Edinburgh, Indiana 46124 or email bpearson@idoc.in.gov or fax to 812-526-8959.

INDIANA CORRECTIONAL ASSOCIATION

2010 ANNUAL CRIMINAL JUSTICE CONFERENCE

OCTOBER 6-8, 2010

INDIANAPOLIS MARRIOTT EAST
INDIANAPOLIS, IN

INFORMATION

The 2010 ICA Annual Criminal Justice Conference will be held October 6-8 at the Indianapolis Marriott East in Indianapolis, Indiana. The ICA Criminal Justice Conference theme is **“2010 – A Criminal Justice Odyssey: A Galaxy of Possibilities”**. You and your company are invited to collaborate 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 Thursday 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 \$30 (in advance) for 120v for the event. **Exhibits are open on 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 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 8-13-2010. Ads submitted after this date may not be placed in the brochure. The ICA Criminal Justice 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 2010 Annual Criminal Justice Conference
- Full Page Ad in the 2010 Criminal Justice Conference Program
- Co-hosting a coffee or refreshment break
- Attendance for two at all 2010 Criminal Justice 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 5th.

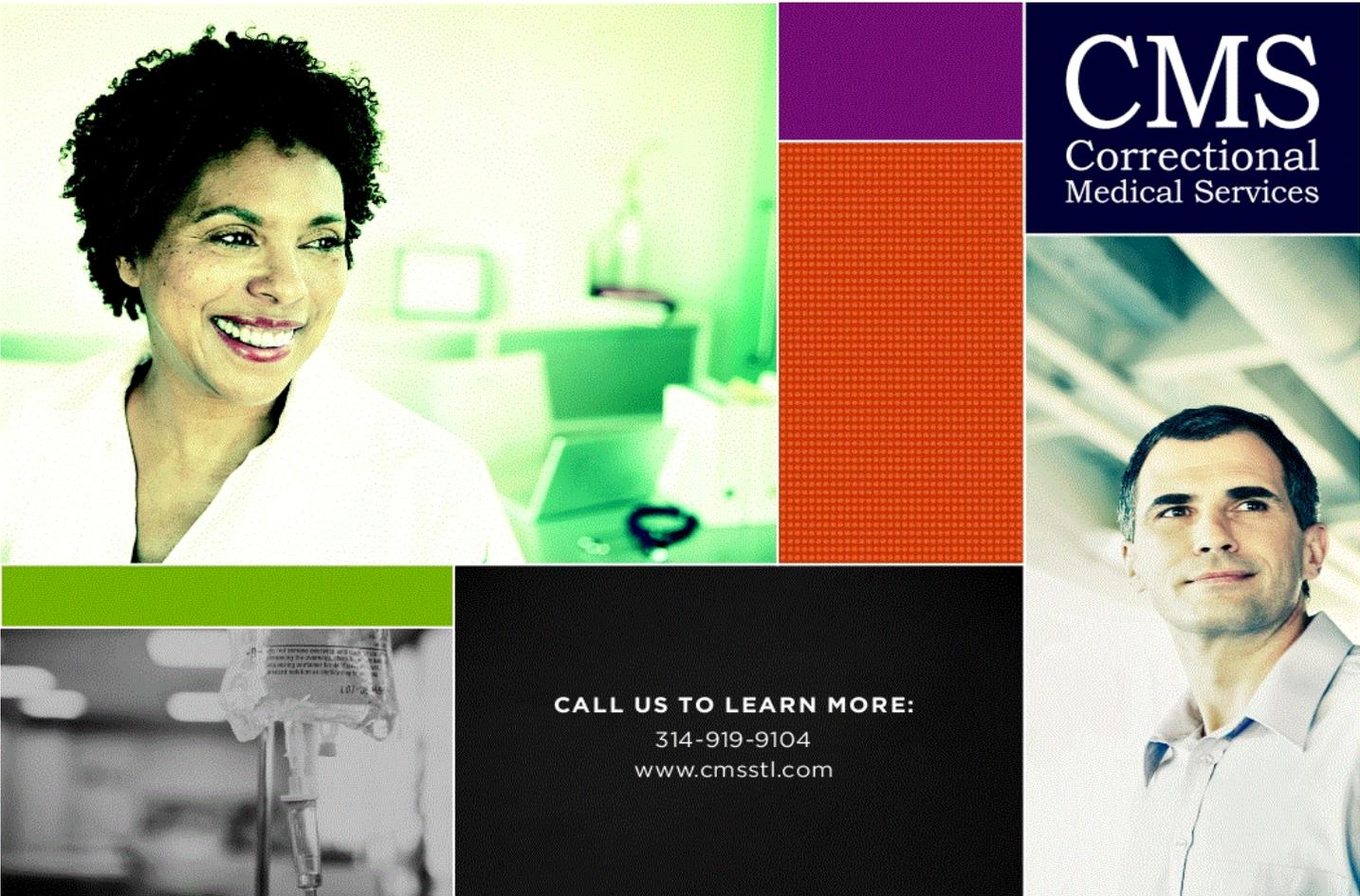
The donation for the Corporate Package is \$1,125.

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 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! **Exhibit hours are Thursday October 7th from 11:30 AM to 6:30 PM.** The grand opening of the exhibit hall will be from 11:30 AM to 12:30 PM. A special exhibit area reception is planned from 5:30 PM to 6:30 PM. Door prizes from exhibitors will be given away during the reception in the Exhibit Hall! **Setup will be available on Wednesday, October 6th from 5:00 PM to 8:00 PM and on Thursday, October 7th from 7:00 AM to 10:30 AM.** Please plan your arrival to allow setup to be completed for opening the exhibit area at 11:30 AM on Thursday, October 7th. Tear Down begins following the exhibit hall reception after 6:30 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



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1-866-754-2812

**INDIANA CORRECTIONAL ASSOCIATION
2010 ANNUAL CRIMINAL JUSTICE CONFERENCE – OCTOBER 6-8, 2010
INDIANAPOLIS MARRIOTT EAST - INDIANAPOLIS, INDIANA
EXHIBITOR CONTRACT**

I. _____ Exhibit Booth \$475 \$ _____
_____ Electric \$30 \$ _____

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 8-13-10**) \$ _____

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

IV. CORPORATE PACKAGE \$1125
EXPANDED CORPORATE PACKAGE WITH COMMENT ADS \$1500

LATE FEE AFTER 9-3-10 \$+\$50

TOTAL DUE \$ _____

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

COMPANY NAME: _____

ADDRESS: _____

CITY/STATE/ZIP _____

PHONE: _____ FAX: _____ EMAIL: _____

CONTACT PERSON: _____ TITLE: _____

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

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

Authorized Signature _____ Date _____

Send this form and payment to ICA, 9100 Purdue Road, Suite 200, Indianapolis, IN 46268 – Phone 317-328-4637
FAX 317-328-4629

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2010 ICA SCHOLARSHIP APPLICATION



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 _____

FINANCES AMOUNT 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

Deadline for submission of application is postmarked by August 1, 2010

Nicole Doctor
Attn: ICA Scholarship Chair
Westville Correctional Facility
5501 S 1100 W
Westville, Indiana 46391



Southern District Conference

By Bryan Pearson
Southern District Chair

2009 went by in a hurry and now we begin another year and another decade. This year will be filled with many challenges. The economy has not begun to recover and governments continue to make budget cuts causing corrections professionals to be very creative in maintaining public safe while still providing programs that will aid in successful offender re-entry.

The board for the Southern Region has begun to take shape. Our first board member is the appointment of Terri Sluder as Treasurer. Terri is an Accountant at the Edinburgh Correctional Facility and has been with the IDOC for over 2 years. She has been a member of ICA and the Southeast District Conference Committee during that time. Debbie Joslin has been appointed to Secretary. She is a Human Resource Associate at Edinburgh and has been with the IDOC since 2004. She has been a member of ICA and of the Southeast Conference Committee since 2006. Donnie Emerson has been appointed the Southern District Conference Committee Chair. He has been the

Southeast District Director the last three years and is also currently the ICA Conference Committee Registration Chair. There are several other available positions on the board. I encourage you to get more involved in the ICA by being a district board member. You can be a chair in the district that will work directly with a director on the ICA board. We have a real need for a Strategic Planning Chair. This person will be on the Strategic Planning Committee with President Elect Mary Leffler to work on the ICA's future plan for success and growth.

I have been in contact with the Indiana University Criminal Justice Department and Criminal Justice Student Association in Bloomington in an attempt to create a partnership for this years Spring Symposium. The Symposium will be held in late April depending on the availability of the venue. Speakers from the different areas of corrections will be invited to make presentations. It should be an excellent learning opportunity for Southern District members.

SOUTHERN DISTRICT SYMPOSIUM

∞∞∞

IVY TECH COMMUNITY COLLEGE

LIFE SCIENCES BUILDING

501 N. PROFILE PKWY, BLOOMINGTON, INDIANA 47404
(THE CORNER OF PROFILE PKWY & ZENITH DRIVE)

FRIDAY, APRIL 30, 2010

8:00am Registration / 9:00am Opening

"Exploring the Corrections Frontier"

∞∞∞∞∞

Registration Fee: \$25.00 / Student Registration Fee: \$10.00

Must be PREPAID by Friday, April 23, 2010

REGISTRATION INCLUDES BUFFET LUNCH & LOTS OF DOOR PRIZES!

Bryan Pearson work: (812) 526-8434 x201, cell: (317) 417-3390, BPearson@idoc.in.gov

Michele Kiefer work: (812) 526-8434x 220 MKiefer@idoc.in.gov

Name (Please Print): _____ Title: _____

Agency: _____ Address: _____

City: _____ State: _____ Zip: _____ email address: _____

Method of Payment: Check Money Order Payable to: **Indiana Correctional Association, Southern District**

Please mail registration form, including payment to: Edinburgh Correctional Facility
Attention: Bryan Pearson
PO Box 470
Edinburgh, Indiana 46124-0470

Northern District Conference

By Dixie Phelan
Northern District Director

The planning of the Northern Regional District Conference is moving right along with the help of some very dedicated individuals. The Northern District has had two very productive meetings. We have assembled a board consisting of a Treasurer -Jackie Salyer and Secretary - Lynette Collins. The Northern District Conference will be held on Friday, May 21, 2010, at the Silver Palace, in La Porte, Indiana, with a golf scramble at Legacy Hills Golf Course immediately following.

Trek through the Universe of Corrections". On that note, we are looking for possible speakers in the area of mental health issues/concerns, leadership/special development for ICA membership and promoting a positive correctional culture. If anyone has any ideas or comments that would like to help or make suggestions can do so by contacting me at dbphelan@idoc.in.gov.

As always, the district theme parallels that of the Fall Conference. The theme for this year's spring conference is "A

We are trying to promote membership and in order to do so, we are offering a chance at winning a special door prize for every person that brings a new member with them. Recruit, recruit, recruit!

ICA NORTHERN DISTRICT CONFERENCE

FRIDAY – MAY 21, 2010
The Silver Palace
1719 State St., Ste. S; La Porte, IN 46350
(219) 324-0249

REGISTRATION FORM

ACA/ICA Members: \$30.00 Non-Members: \$35.00 Students: \$30.00

NAME _____

AGENCY: _____ PHONE: _____

ADDRESS: _____

CITY / STATE / ZIP: _____

FAX: _____ E-MAIL: _____

Mail Registration to:
Dixie Phelan
9934 S 225 W
Union Mills, IN. 46382
Phone (219) 785-2511 ext. 4065, Cell: (219) 575-0450
email: dbphelan@idoc.in.gov

Please feel free to contact me for a list of local hotels for overnight accommodations.

ALL REGISTRATIONS MUST BE IN BY 5/1/10 – SORRY NO REFUNDS

_____ I PLAN TO PARTICIPATE IN THE INFORMAL GOLF SCRAMBLE
(immediately after the conference at Legacy Hills, 9 hole \$20 per person with cart, if available.)

Central District Conference

*By Rondle Anderson
Central District Director*

Greetings from the, Indiana Correctional Association, Central Region, Our Spring Conference Chair, Ms Lonnie Roberson and her committee has been working diligently to develop a spring conference that will be worthy of your participation. The "stage" is almost set to bring you a 2010 adventure that will "Align the Stars of Endless Possibilities" as our theme suggests. We are focusing on a central location (hopefully Martin University in Indianapolis) and have to decided, to conduct the conference on April 23, 2010 from 8:00am till 3:30pm. The Spring Conference will focus on training our region with morning and afternoon workshops, a great luncheon, giveaways, and a panel dis-

ussion on "collaborative solutions in lieu of public silo's". This discussion will involve Criminal Justice Professionals from Community, Courts, Legislative, and Institutions. We are expecting solution outcomes to curve incarceration and crime rates within the State of Indiana. The Spring Conference will only cost \$25.00 per participant or \$15.00 for a full time student.

Registration forms are now available. Again please mark your calendars for April 23, 2010 to participate with the Central Region as we "Align the Stars of Endless Possibilities".

**INDIANA CORRECTIONAL ASSOCIATION CENTRAL REGION
2010 SPRING CONFERENCE REGISTRATION FORM**

APRIL 23, 2010 * 9:00 AM – 3:30 PM
(Registration from 8:00 AM until 9:00 AM)

**MARTIN UNIVERSITY CAMPUS
INDIANAPOLIS, IN 46218**

"Aligning the Stars of Endless Possibilities"
Collaborative solutions in lieu of public silos

Name _____

Agency _____

Address/City/State/Zip _____

Registration fee: \$25.00 (Students \$15.00)
Includes: Program, Continental Breakfast, and Lunch at the Martin University Campus.

Please send in your reservations by THURSDAY, APRIL 01, 2010.
Make checks payable to: ICA Central Region

Please return completed registration form and payment to:
Indiana Department of Correction Central Office
Indiana Government Center South, Room E334
302 West Washington Street
Indianapolis, Indiana 46204-2738 ATTENTION: Kerri Wolfe or Will Bennett

A Call for Candidates

By Mary Leffler,
President Elect

One of the responsibilities I have as President-Elect is to serve as the Chair of the Nominations Committee. This committee is comprised of the President-Elect and the Regional Directors (North, Central and South).

By the time this edition of The Comment is published, the Central Regional Director will have accomplished a portion of his responsibilities by establishing a Regional Nominating Committee and beginning the process of slating 2 qualified and interested candidates to succeed the current Central Region Director, Rondle Anderson.

Additionally, this fall the position of Membership Chair will be up for election, along with two (2) Director-at-Large positions.

All the above-referenced positions serve for a two-year term. Candidates must be a member in good standing of the Association during the

current year and be a member whose dues are paid for in the current year.

This is an opportunity for you to become actively involved in ICA. We are looking

for highly motivated criminal justice professionals to run for these offices and make a difference. If you are interested in becoming a candidate or if you want more information, please contact me at 317-686-9871 or by email at MLEffler@voain.org

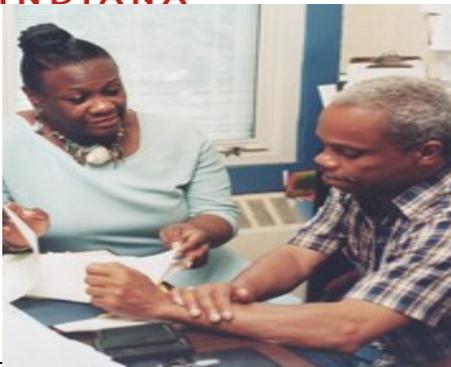


Nomination form is on the next page



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INDIANA



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Indianapolis, IN 46204
317-686-5800

Theodora House (female)
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Indianapolis, IN 46204

Hope Hall (co-ed)
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Evansville, IN 47711
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- Day Reporting
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- Aftercare Services
- Jail-based programs

Our experienced staff would welcome the opportunity to assist you in developing and implementing a strategy that addresses the needs of your community.

Contact: Steve Runyon, Chief Operations Officer
Email to: srunyon@voain.org or Call: 317-686-9851

Indiana Correctional Association

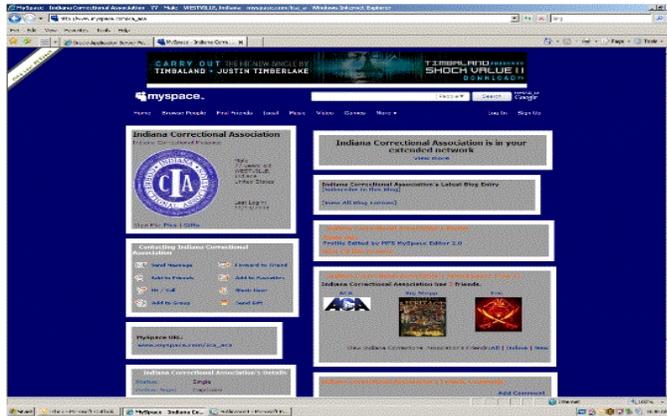
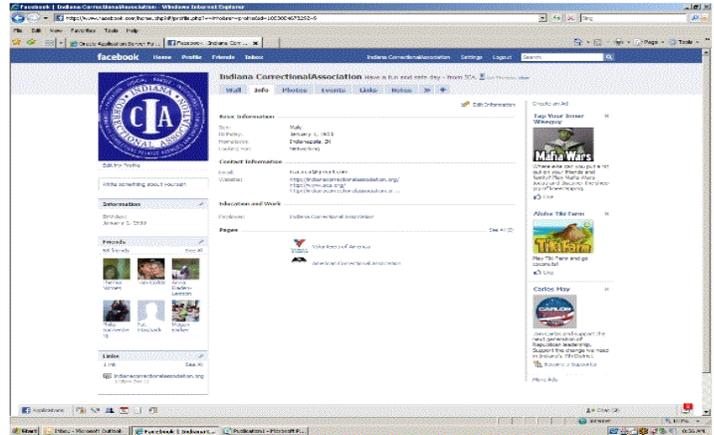
& Social Networks



Join ICA **Facebook**
www.facebook.com

Public Site
Indiana Correctional Association
Email ica.aca@gmail.com

Members Site
ICA Member
Email icamember@gmail.com



Join ICA **MySpace**
www.myspace.com/ica_aca



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ICA BOARD OF DIRECTORS 2010 NOMINATION FORM



Your Name _____ Phone _____

Your Address _____

Name of Nominee _____ Phone _____

Nominee's Address _____

Nominee's Employer _____

OFFICES UP FOR ELECTION – OCTOBER 2010

Membership Chair (1 position)

Central Regional Director (1 position)

At-Large Director (2 positions)

Membership (number of years in ICA) _____

Education and Special Training _____

Professional organizations to which the nominee is a member _____

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

A photo must be submitted with the nomination form by Friday, June 25, 2010.

MAIL TO:

**Mary Leffler
Volunteers of America of Indiana
927 North Pennsylvania Street
Indianapolis, IN 46204**

EMAIL TO: Mleffler@voain.org



From the Archives

By Jack Harlow



The Archives Committee feels a responsibility not only to make membership aware of the history of I.C.A., but also to recognize these members who have made significant contributions. We do that through biographical sketches and reminiscences authored by I.C.A. mem-

bers. We are re-submitting the biographical sketch of Dr. Lee Neiman authored by Dr. Steve Smith in September 2001.

Dr. Smith is the 1991 I.C.A. President, a Life Member and the 1997 recipient of the Distinguished Service Award. He is the Dean of the Martin University School of Justice Studies. He began his career at Ball State University where Dr. Neiman was his mentor. **FEBRUARY 11 UPDATE:** I learned today, from Dr. Smith that Dr. Neiman's wife Edie is alive and well at age 86. He will make every effort to get her to the 2010 Past Presidents and Life Member Breakfast to help honor Bob Heyne and Dean Duvall for 50 plus years in I.C.A.

Dr. Lionel "Lee" Neiman by Dr. Steve Smith

Professor Lionel "Lee" Nieman was one of the "rocks" that formed the base for today's Indiana Correctional Association.

Lee and Edith Neiman came to the Ball State Teachers College in 1962 to teach Sociology at a "small" school of "only" 700 students. Lee always sought to stay close to his students, often holding class in his family room with pizza and grand discussions on the night of the final exam.

Around 1967, Professor Neiman began the Department of Social Work at Ball State and was its organization chair. When a permanent Social Work Chair was hired, Lee directed his energies to establishing the Department of Criminal Justice and Corrections, which was established in 1972. Later, in keeping with the "academic" emphasis of Ball State's new status as a university, the department was renamed the Department of Criminal Justice and Criminology.

Professor Neiman was Chair of the Department until the early 1980's. But, Lee was not cut out to be an administrator. According to Edith, their yard was absolutely bereft of dandelions during that period, because Lee would "work out his aggressions on the yard weeds every afternoon".

Its well know that "Neiman Poison Pen" was often directed at University Administrators, whom in his opinion, had dared to not support the students. Many state corrections officials heard from Lee when they failed to follow sound research-based practices or did something worthy of his ire.

Lee also believed strongly in the fulltime internship semester for criminal justice majors. Lee would travel the state in his spotless black Cadillac looking after his inters. There are literally hundreds of corrections professionals who got their start under the watchful eye of Professor Neiman.

Lee and Edit regularly attended ICA conferences for three decades and the "bloody Mary Bash" on the morning after the "recreation" night activities became the place to be if you wanted to see the correctional leadership of Indiana.

Lee could host a party like no one else. Edith (Edie to her friends) was always at his side and she was the perfect match for this gregarious correctional educator and scholar teacher.

Lee was the academician who received the coveted ICA Distinguished Service Award and then when he retired, the Association awarded him his second Distinguished Service Award. The Distinguished Service Award is the highest honor that ICA can bestow on a professional with a remarkable career, and Lee's career was so special that he is still the only person to receive the award twice.

Lee was a wonderful mentor to young corrections faculty arriving at Ball State. Upon arriving at Ball State in 1985, this author was invited to one of Lee and Edie's cocktail parties and when the time was right, Professor Neiman introduced the young assistant professor to Commissioner Faulkner, Deputy Commissioner Clويد Shuler, Superintendent Ed Cohn, Superintendent Chick Miller, and many other corrections professionals who were either former students or friends. Professor Neiman said the new professor was okay, so everyone became a friend to the new professor. Such mentoring was just the way Lee did things.

Professor Neiman retired from his Ball State position in 1987 and in 1988 the ICA conference in Evansville was the site for the announcement of the establishment of the Lionel Neiman Scholarship in Criminal Justice at Ball State University.

The endowed scholarship continues to grow with the gifts from ICA and its members. The scholarship is currently at

Continued Page 27

[ETHICAL. PROFESSIONAL. CARING.]

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Brentwood, TN 37027
800-729-0069
www.prisonhealth.com

Calendar of Events

MONTHS and WEEKS TO NOTE:

- APRIL: Child Abuse Awareness Month
- APRIL 18-24, 2010: National Crime Victim’s Rights Week
- MAY: Mental Health Month – mentalhealthamerica.net
- MAY 2-8, 2010: National Correctional Officers Week
- MAY 2010: National Police Week – nationalpoliceweek.com
- JULY 2010: National Probation, Parole, and Community Supervision Week
- AUGUST 2010: 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:

May 23-27, 2010	AJA	Portland, OR
Spring 2010	IJDA	tbd
April 23, 2010	ICA Central Region	tbd
April 30, 2010	ICA Southern Region	tbd
May 21, 2010	ICA Northern Region	tbd
July 25-29, 2010	NABJC	Atlanta, GA
July 30-August 4, 2010	ACA	Chicago, IL
Summer 2010	NMGTF	tbd
October 5-8, 2010	ICA	Indianapolis, IN
October 31-Nov. 4, 2010	ICCA	Louisville, KY
November 2010	IACCAC	tbd

Please send any corrections or dates of your conferences/trainings and ICA will list if space allows. Please e-mail to hoccs1202@att.net or call toll free 1-888-358-9117 to leave information.

Archives Continued

almost \$40,000 and the annual scholarship of almost \$2000.00 (NOTE: if you wish to contribute to the scholarship, make checks payable to the Lionel Neiman Scholarship Fund and mail to BSU Foundation, Ball State University, Muncie, IN 47306.)

After Lee retired, Clويد, Ed and Chuck would periodically drive in for a “power lunch” and the stories (liquids? Manhattans-at-the-ready perhaps?) would flow. Most of these stories will have to wait for another time to be told, because there is still a threat of lawsuits. (For the record, Edith knows more than she’s willing to tell. She claims a failing memory, but she just doesn’t want to worry about

people trying to silence her. So her lips are sealed. She remains active in the music and theater scene at ball state and Muncie and sends her best wishes).

In addition to the awards from ICA Professor Neiman received the Bowen Award and a Sagamore of the Wabash for service to Indiana, and he was named a Colonel by the State of Kentucky. These awards were well deserved and those of us who knew Lee were always at ease with his wit, charm and intelligence. Whether it was a letter or a speech, Lee was always challenging us to be our best. He always said, “If you aren’t going first class, then there’s no reason to go.”

**ADVERTISING AGREEMENT
For the ICA Comment/Journal**



- Full page ad
7½" x 9½" \$175.00
- One-half page ad
7½" x 4½" \$125.00
- One-fourth page ad
3½" x 4½" \$75.00
- Business Card
listing
2" x 3½" \$50.00
- Inside Front or
Back Cover \$225.00
7½" x 9½"
- Outside Back cover \$175.00
½ page

Mail this agreement to:

ICA Comment/Journal
David Leonard, Corporate Relations
Indiana Correctional Association
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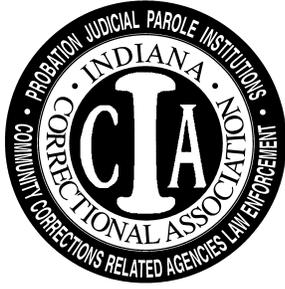
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**WELCOME NEW MEMBERS! Please welcome our-
Indiana Correctional Association's newest members:**

May 2009

North Region - Larry Dickens, Briana Grant, Jaime Huff, Sherry Oman, and Pamela Witt.

Central Region - Stephanie Butler and Melainie Willhite.

South Region - Jeremy Lewis.

June 2009

North Region - Carla Goetsch.

Central Region - Derek Andrews.

South Region - Misty Baker, Brian Monahan, and Bret Richter.

July 2009

North Region - Yvonne Dowd, John Harvil, Kevin Kotras, and Bradley Watkins.

Central Region - John Herbert, Joel Schohmeyer, and Marianne Wilhoite.

South Region - Alicia Bloyd and Allison Medley.

August 2009

North Region - Terry Mays, Linda Riley, and Diane Wood-

cock.

Central Region - Maxine Bryant, Freddie Edwards, and Ashley Taflinger.

South Region - Kelly Deuser and Michael Rounds.

September 2009

North Region - Joseph Bishop, Mary Larimer, Terri Rowe, and Susan Shuttleworth.

Central Region - Terri Crabb, Michael Leavell, and Sarah Schelle.

South Region - Jeffery Coomer, Debbie Joslin, and Portia Marsee.

October 2009

North Region - Kathryn Jordan, Sherry Ritchie, Traci Riggle, and Trici Pretorius.

Central Region - Amy Frazier, Marvin Royston Jr., Mike Mitchell, Stephen Manning, Jacob Woodruff, Leslie Batcho, and Sharon Scott.

South Region - Bryan Dobbs, Edna Hoch, Heath Brant, James Wood, Teri Sluder, and Clare Banet.

Out of State - Danielle Saunders.