

The Comment

"Serving the Criminal Justice Field Since 1933"

The Indiana Correctional Association



Who should apply?

Criminal Justice Professionals who are ICA members in good standing, or plan to become members by September 1, 2010 are encouraged to apply. Applicants should have an interest in a leadership role within the Indiana Correctional Association. Members may not have held a position on the ICA Board of Directors.

Dates

Announcement of the selected applicants will take place at the ICA Annual Conference in October 2010. The Academy will begin meeting quarterly in November 2010. Each meeting will be held from 8:30 a.m. to 3:30 p.m. and will be scheduled on a weekday. Applicants who are chosen to participate are required to attend each of the four meetings.

Tuition

The ICA Leadership Academy is absolutely FREE to those selected for entry into the program. Only the cost of travel to and from central Indiana locations shall be incurred by the participants.

How to apply

To apply, simply fill out the application located in this issue and return it with the required essay. Both electronic submissions and paper applications will be accepted and given equal consideration for selection.

Exploring Leadership opportunities.

The ICA is pleased to announce the establishment of a new leadership program to identify, train, and develop the next generation of ICA leaders. Fifteen applicants will be selected per calendar year to participate in this 12-month program where they will be given the tools, experiences, and connections needed to become change-agents and Association leaders. The development of highly knowledgeable future leaders is imperative to take the ICA to the next level of innovation, professionalism, and unparalleled communication.

Selected participants will receive:

- A textbook
- Networking opportunities with the ICA's most historically influential leaders
- Recognition of selection and graduation at the ICA Annual Conference
- A deep understanding of non-profit and organizational inner-workings
- Educational opportunities from quality instructors around the state and experts in the field of leadership and non-profit organizations

2010 ICA Board Contact List

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<p>James Cox Jr., Director of Case Management Indiana Department of Correction 302 West Washington Indianapolis IN. 46204 Phone: 317-234-0323</p>	<p>R.A. Tony Peck, 2010 Conference Chair Edinburgh Correctional Facility P.O. Box 470 Edinburgh, IN 46124 Phone: 812-526-8434</p>
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<p>Philip Sonnenberg Westville Correctional Facility 5501 South 1100 West Westville, Indiana 46391 Phone: 219-785-2511</p>	<p style="text-align: center;"><i>THE COMMENT</i> Published by The Indiana Correctional Association Eric Comeno, President Jennifer Saroka, Publications Editor Send articles to Dave Leonard dleonard@idoc.in.gov</p>

From Our President

**By Eric Comeno,
ICA President**

Hello ICA family: I am coming to you, excited about the future of the ICA. To get to the future, we need to look at our past. The Indiana Correctional Association was founded in 1933 as the Indiana Probation Association (IPA). At that time, Probation was under the authority of the circuit court of each county. The state correction system was a division of the Indiana Department of Public Welfare. It was much decentralized. A parole officer was assigned to each welfare department supervised by the county welfare director. At that time, the need for an association was great and the need was towards the probation side of the criminal justice field.

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

As the decade of the 1950's progressed into the 1960's, the Association reached out to other areas of corrections and disciplines within the Criminal Justice System. Professionals from institutions, law enforcement, and community correctional-based programs, the judiciary and related programs were joining the association, seeing it was a vehicle to address issues of mutual interest.

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

Our past Presidents saw the need for a third time to change the name of the association to meet the need of the field of professionals. The minutes of the June 13, 1965 Executive Board meeting chaired by President Richard Martin, states that there has been discussion concerning the changing of the Association's name to the Indiana Correctional Association. The Executive Committee voted in favor of placing the proposed change on the agenda for the membership to consider at the annual meeting dated September 24, 1965. In the report of the Resolutions Committee, chaired by James F. Harlow, the following resolution was presented:

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



The membership voted unanimously in favor of the Resolution. To reflect the various disciplines within the criminal justice system and the community that makes up the Indiana Correctional Association (ICA).

Now it's 2010 and the thinking today is, it is time to change the name again. The name ICA has been around for 45 years now and has served the association well. The reason for this possible change in the association's names is the same as it was in 1965, "To reflect the various disciplines within the criminal justice system and the community". "Correctional" in the name limits the ability of the association to meet this goal. Other disciplines in the criminal justice field have the impression that we "the association" only deal with corrections and that is not the case. Our mission states, "To enhance the continuum of corrections in Indiana by focusing on the enrichment of the correctional professional and the criminal/juvenile justice system". For the association to enhance corrections in Indiana, and the criminal justice system, it would be the same process.

Continued Next Page

From the Executive Director

Association Challenges

*By Steve Ingram
Executive Director*

The changes in our economic environment have impacted almost everyone which includes associations and their members and partners. Individuals, businesses and organizations have realized the necessity of focusing on what's most important and offer the most value for increasingly limited resources.

For associations, there are three critical areas that demand attention during this transition in a new economy.

1. Focus on the value proposition for members, exhibitors and sponsors, and conference attendance. For members and prospective members, the decision to join or renew is largely based on the value they receive by belonging. For our corporate partners who exhibit and sponsor, the value proposition deals with the return on their investment. Are they gaining the visibility and access to their customers and prospective customers? Conference attendees are looking at the value of the educational and networking experience in relationship to cost of registration, travel and time away from work.
2. Association leaders must energize their planning efforts to focus the allocation of resources (volunteer, staff, and funds) that will maximize value to members, corporate partners and participation in conferences and other programs. Strategic and business planning are now more important than ever.
3. Association leaders must also monitor the finances and work toward maintaining a reserve fund to protect against significant revenue reductions. And if the need arises, funds would be available to invest in adding to the value of membership with a new program or service.

One of the benefits of a new economy is a refocus on the mission of the association and the value provided to members and partners. We are reminded that the member and corporate partner are "customers" of the association!

One final note about value for ICA members and corporate partners important to remember is that value is directly related to engagement and participation within the association. In other words, if you want more value as a member or partner, then participate at the regional or state level as a volunteer in planning the conference. And be sure to attend the conferences and encourage others to do the same. The value of belonging will grow exponentially!

President's Message Continued

The association prides itself on serving all disciplines of the criminal justice system. Five years ago, the association's membership was over 1000, today our membership is closer to 500.

Most members are corrections and or community corrections based employees. This is not a problem if the association wants to continue being corrections based. If the association wants to

continue enhancing the criminal justice system as stated in our mission statement, the association needs to consider making a change.

I am proposing a focus group or committee to look at the possibility of changing the name to something like the "Indiana Criminal Justice Association" (ICJA). This name really brings in all disciplines of the criminal justice field.



Indiana Correctional Association Leadership Academy Application

Last name: _____ First Name: _____

Address: _____ City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

Employer: _____ Position: _____

I understand the following regulations, and I agree to fulfill all the terms listed below as a participant in the ICA Leadership Academy.

1. I hereby certify that I am currently a member of the American Correctional Association in good standing.
2. I understand that travel to and from a central Indiana destination will be involved and I am responsible for any necessary arrangements.
3. I acknowledge that important information will be covered at each meeting and that attendance is a priority. I agree to attend meetings and participate in all aspects of the ICA Leadership Academy.
4. I understand that there is no fee for the leadership academy. I also understand that upon graduation, I will be expected to assume a leadership role within the ICA for the period of one year.

Signature of Applicant _____

Required Attachments (Must be included for applicant to be considered for selection)

Attach a legible, 1-2 page essay describing your professional background and goals.

Please include your primary reason for applying to the academy, what particular leadership roles you are interested in pursuing (ex: committees or positions), and what leadership topics you would like to see addressed. Include any other information that would be important for the selection committee to know as it considers your application.

Applications should be submitted to:

Krysten Hinkle
1 Ivy Tech Way
Logansport, IN 46947
khinkle@ivytech.edu

Applications must be received by September 1st, 2010.

ICA 2010 Annual Fall Conference Celestial Events



ICA SCRAMBLE GOLF OUTING

TUESDAY, OCTOBER 5, 2010

10:30 AM TEE TIME

WINDING RIDGE GOLF COURSE

2010 ICA Charity: "Camp Riley for Children"

ICA/IDOC AWARDS LUNCH
WEDNESDAY, OCTOBER 6th



Fun Run/Walk
Wednesday October 6th

Wear Your Company/Agency
or Association Gear Day
on Thursday, October 7th



Fun Night
Thursday Oct. 7th

Reception
Dinner
Fun



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indianacorrectionalassociation.org



ICA SCRAMBLE GOLF OUTING

TUESDAY, OCTOBER 5, 2010

10:30 AM TEE TIME

WINDING RIDGE GOLF COURSE

5450 Bogey Drive, Lawrence, IN
317-826-3020 windingridgegolf.com

Directions: From I-465 and 56th Street Exit, go east.
Go across Pendleton Pike and past Sunnyside/German Church.
Go about another mile on 56th to Bogey Drive and turn right.

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. Mulligans are available!!!
The Skirt and Ten-Inch String and Solo and Putting contests are back again this year
and included in the Super Ticket for \$20 (save \$6 over buying individually)

Any proceeds will go to the 2010 ICA Charity: "Camp Riley for Children"

.....
NAME(S) or TEAM OF FOUR:

FACILITY/AGENCY: _____

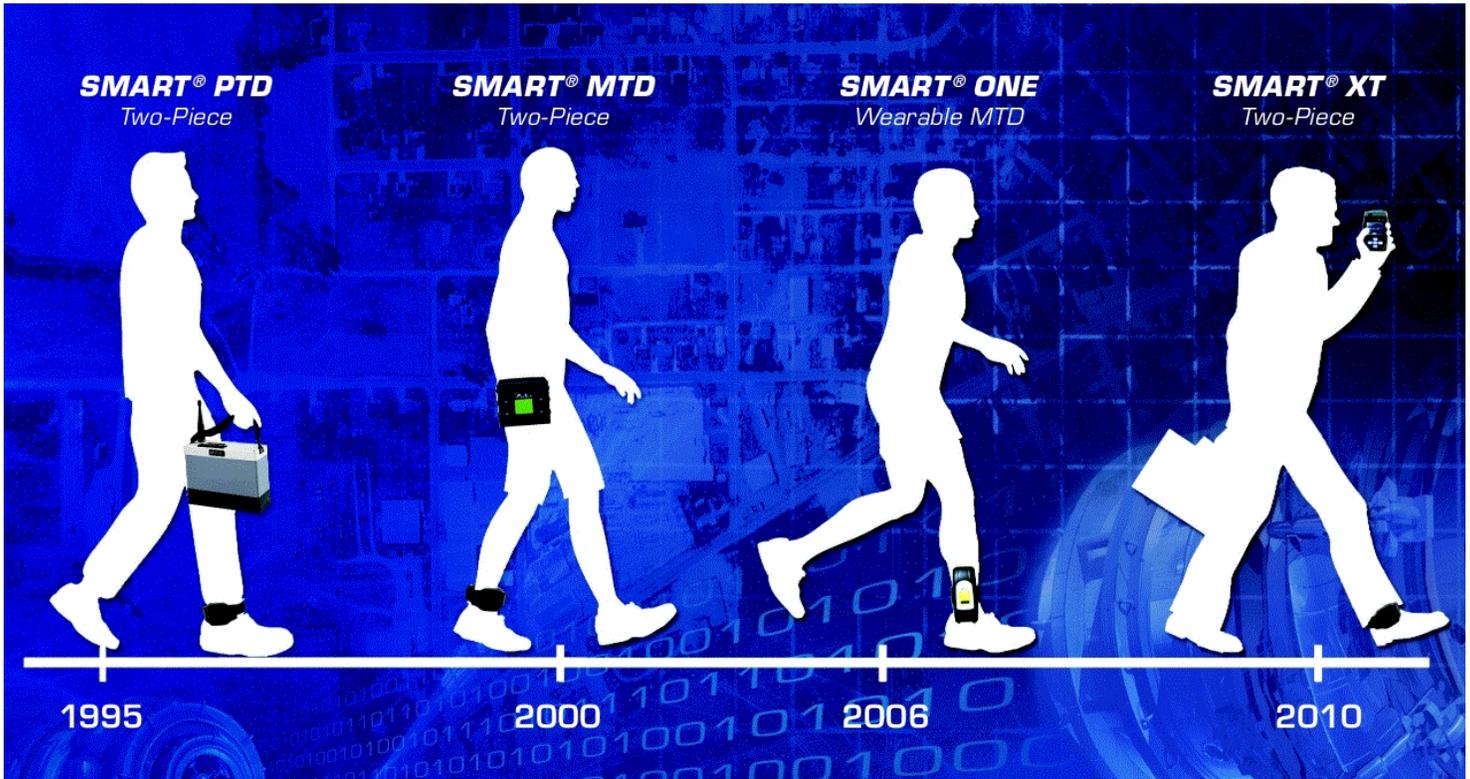
Telephone: _____ e-mail: _____

Cost: \$40 per player (**make check to ICA**)
OR register on the conference registration form.
Major Sponsorship: \$500 (includes golf for four)
Hole Sponsorship: \$50
Door Prizes and Donations: contact James Wood/Matt Andrick

Please mail to: ICA Golf
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Indianapolis, IN 46202

Questions: hoccs1202@att.net Join ICA for \$35.00
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*By Tony Peck
Conference Chair*

2010 Conference Program

The Program Committee has been diligently working to meet the learning needs of our conference attendees. Our goal is to provide relevant, current, meaningful learning to professionals from all spectrums of Indiana's correctional community including legal, probation, parole, juvenile, prisons, community corrections, and law enforcement staff. We're very excited to include professional presenters from each of these communities in our program lineup.

The conference will include four days of learning opportunities with something sure to catch your interest on each day. This year's program will focus on specialized learning tracks to include facility safety and security; treatment, including mental health and cognitive programming; community corrections, including probation and parole; medical; legal; career development, including wellness and leadership; and juvenile corrections.

On Tuesday October 5, participants can enroll in one of three day-long workshops. Offerings include "Leadership in the new Decade", "Dealing with Stress in Corrections: How to Beat Burnout", and a Legal Workshop that will include mini sessions on ethics, community corrections code, community corrections code, and courtroom protocol.

On Wednesday October 6, Richard Stalder, who was instrumental in ensuring that Louisiana's Department of Public Safety met the challenges of a major hurricane crisis, will be our opening keynote speaker. Kathy McHugh, author of *Passing on Hope*, will pre-

sent back to back workshops on "The Kindness Effect." Want to know what the Kindness Effect is? Come find out! Following the opening ceremonies and keynote, we will have two afternoon sessions of concurrent workshops.

On Thursday October 7, Justice Bill Cunningham from Kentucky's 1st Supreme Court District will present a general session for all on what it takes to succeed in corrections. Come see what a Supreme Court Justice believes it takes to succeed! Federal Magistrate Judge Kennard Foster from the US District Court, Southern District will be available for a question and answer session. Judge Foster has held multiple positions including Senior Trial Attorney, Special Agent for the FBI, and member of the Indiana Supreme Court. In addition to the general session, we will be offering five sessions of concurrent workshops.

On Friday October 8, we will wrap up with a morning round of workshops and our closing keynote speaker, Larry Mackey. On April 19, 1995, a crime of ghastly

proportions was committed. Mr. Mackey presented the government's case against Timothy McVeigh. Mr. Mackey will speak about the importance of the work we all do and how each and every person plays a role in a system that works. You'll be sure to be inspired to go back to your communities and continue doing great things. See you all in October!

77th Annual I.C.A. Conference Registration

"2010 A Corrections Odyssey: A Galaxy of Possibilities"

CEU Hours

CLE Hours

Marriott East, Indianapolis, Indiana

October 5-8, 2010

NAME: _____ TITLE: _____

AGENCY: _____ PHONE: _____

ADDRESS: _____ E-MAIL: _____

CITY: _____ STATE: _____

ZIP: _____

ICA NUMBER: _____

FULL 4-Day Registration – Includes admission to all programs, events, exhibits, Wednesday Awards Lunch, Thursday Fun Night, and Friday Brunch.		
I.C.A. Member (FULL 4-Day)		\$140.00 _____
I.C.A. Members (FOUR REGISTRATIONS for \$540)	4 for	\$540.00 _____
Non I.C.A. Member Rate (includes Full 4-Day and membership to ICA)		\$ 175.00 _____
Non Member Rate (WORKSHOPS ONLY) (NO MEALS)		\$ 150.00 _____
ONE DAY ICA or Non Member Rate (Tuesday or Wednesday or Thursday, NO MEALS)	Tuesday _____	\$ 50.00 _____
	Wednesday _____	\$ 50.00 _____
	Thursday _____	\$ 50.00 _____

Note: Members of the following professional organizations may register at the member rate; however, a photocopy of your current membership card must accompany your registration. (POPAl, IACCAC, Indiana NABCJ, IJDA, and ISA)

Fun Run/Walk Charity Event (donations taken) 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, 2010.

ALL Registrations are final "There are NO REFUNDS"

Please submit registration forms to:
I.C.A. 2010 Annual Conference
Donnie Emerson, Registration Chair
PO Box 470
Edinburgh, In 46124
(call 812-526-8434 ext. 203 for info)

Hotel Information: Marriott Indianapolis East
 (mention Indiana Correctional Association)
 7202 East 21st Street
 Indianapolis, Indiana 46219
 Reservations: (800)–228-9290
 Phone: (317)–352-1231

www.indianacorrectionalassociation.org

Indiana Correctional Association 2010 Charity: "Camp Riley"

INDIANA LOOKS AT WAYS TO REDUCE GANG RELATED ACTIVITY IN JUVENILES

In correctional institutions there is a natural tendency for inmates to form groups, both formal and informal, for reasons such as protection and a feeling of family while they are housed away from the world. With juveniles, the need to feel like part of a group is greater due to their young age and their removal from their parents' home upon incarceration. Many individuals, who are involved in gang activities upon incarceration, use their close quarters to recruit additional members and carry out gang activities. As the amount of incarcerated offenders involved in Security Threat Groups (gangs) and related activities grow, so does the number of individuals who are assaulted, extorted and threatened.

To help combat the increased presence of Security Threat Group (STG) Members and an increase in STG activities within the correctional setting, the Indiana Department of Correction has revised the policy (02-03-105) related to Security Threat Groups in the IDOC. The organization of the STG program has been changed to ensure that STG tracking and management of high risk STG offenders is effective and the safety and security of all correctional facilities in the state of Indiana is maintained. The Deputy Chief of Internal Affairs is now the supervisor of the Indiana Department of Correction Security Threat Group Program. The facility STG coordinator's duties have been increased and a "Suspect STG member" category has been added. In this category an offender must only have one identifier to put them on the suspect STG list. The close monitoring of STG members in the correctional setting benefits both correctional staff and the surrounding community as a whole.

While Security Threat Group members tend to be more prevalent in adult correctional facilities, the number of youth involved in Gang ac-

tivity continues to grow. The Office of Juvenile Justice and Delinquency Prevention (OJJDP) conduct the National Youth Gang survey annually. Four different law enforcement area types were surveyed including rural counties, Smaller cities (cities with populations between 2,500 and 49,999), larger cities (cities with populations greater than 50,000), and suburban counties. These groups were asked to report information on youth gangs in their jurisdiction. Youth gangs were defined by OJJDP as "a group of youths or young adults in your jurisdiction that you or other responsible persons in your agency or community are willing to identify as a 'gang'." In 2007, all law enforcement agencies reported youth gang problems in their areas. 86 percent of Law enforcement agencies that serve larger cities, 50% of agencies that serve suburban counties, 35% of agencies that serve smaller cities and 15% of agencies that serve rural counties all reported having experienced youth gang problems.

To that end, the Pendleton Juvenile Correctional Facility has developed a program designed to target youth who are involved in STG activities both inside and outside of the correctional setting. The G.R.O.W program, which stands for Gang Realities in Our World, was implemented in 2006. It targets teenage offenders with ties to gangs in Indiana's communities. The G.R.O.W. program involves offenders from many different STG's who work and live together, regardless of their gang affiliation. It is the mentality of the gang itself that is being targeted, rather than targeting any particular gang. Offenders that have been assigned to the G.R.O.W. program are typically individuals who cause disruptions in the facility due to their STG ties.

The G.R.O.W. program is a 12 week, intensive intervention program. It was developed from

G.R.O.W Continued

the book "Gangbusters" by Lonnie Jackson and it addresses gang involvement head on and challenges the thinking of the youth who are involved in gangs. The group is designed make participants think about the outcome of their actions and the actions of their fellow gang members. G.R.O.W. begins by addressing the need that the youth feels is being met by gang activity as well as what attracted them to the gang. It then redirects their thinking from having their needs met in an anti-social manner to having the needs met in a pro-social manner. Each participant is challenged to think about who their decisions impact and if they would want their gang involvement to negatively affect those that they care about. The G.R.O.W. program addresses topics such as STG member's ties to criminal activity, drugs and alcohol, individual responsibility and peer pressure, the impact of STG's on innocent bystanders, anger management and conflict resolution. Overall the group is comprised of fifteen lessons that all offenders must participate in to complete the G.R.O.W. Program. Once an individual is assigned to the G.R.O.W. program they must complete all G.R.O.W. requirements to be considered for release back to a general population housing unit or release from the facility.

According to the Indiana Department of Correction statistics, juvenile males have a recidivism rate of 37.8%. The Pendleton Juvenile Correctional Facility has seen 87 offenders graduate from the G.R.O.W. program and has tracked the progress of all offenders. To date 69 offenders have graduated from the program and subsequently left the facility. Of those offenders, 24% have been re-incarcerated as adult offenders, which is a significantly lower number compared to juvenile offenders who are housed only in general population. While there is no way to combat all gang activity inside the Indiana Department of Correction there are interventions that can be utilized to reduce STG activity inside the facility and in turn in the community. The G.R.O.W. program has worked to enforce the Indiana Department of Correction's zero tolerance policy on STG activity at the Pendleton Juvenile Correctional Facility. Currently there are 10 offenders participating in the G.R.O.W. program who will graduate in the near future. The process will then start over for the next group of individuals who are in need of intensive gang intervention. With diligence and close monitoring of STG offenders, all DOC facilities can become safer for both offenders and staff.

The writer Leah Miels graduated from Ball State University with a bachelor's degree in Criminal Justice and Criminology. She began working for the Indiana Department of Correction in July of 2006 as a Correctional Officer at the Indianapolis Juvenile Correctional Facility. In November of 2007 she moved from Correctional Officer to Psychiatric Social Service Specialist 3 at IJCF, where she was a counselor in the Special Needs Unit. She recently transferred to the Pendleton Juvenile Correctional Facility where she is currently the Counselor for the GROW (Gang Realities in Our World) Program.

<http://www.ncjrs.gov/pdffiles1/ojdp/225185.pdf>

<http://www.in.gov/idoc/files/2007JuvRecidivismRpt.pdf>

Central Region Report

*By Rondle Anderson
Central District Director*

Our first Spring Regional Conference "blasted off" to Align the Stars of Endless Possibilities. We wanted to mirror our ICA Annual Conference taking place in October, and we did just that. Our "stars" were IDOC Commissioner Ed Buss, Indianapolis Public Service Director Frank Straup, Honorable Jose Salinas, Marion County Superior Court, Attorney Karen Freeman-Wilson, former In Attorney General, and Reverend Eugene Porter, Reentry. All of these Subject Matter Experts put their heads together to work collaboratively in lieu of public silos. We also had great workshops including Superintendent Linda Commons representing Juveniles and John Nally/Susan Lockwood representing adult education. Both workshops focused on "what works", identifying solutions and best practices. We also want to acknowledge the Juvenile and Adult Ex-Offenders whose input became valuable. The conference was a success due to the efforts of our wonderful Conference Committee, lead by Ms Lonnise Roberson as Conference Chair and Ms Valerie Parker as Program Chair. Registration Chair Will Bennett counted approximately 75 attendees which were well

involved in our roundtable discussions. Our vendor area was well represented by 11 vendors, thanks to Lashelle Turner and Ron Leffler. Topping off the day, our food during breaks and lunch was spectacular. The vendor was selected by Ms Sharon Dawn and Patrice Harris. Camp Riley, our 2010 donation organization will receive \$50.00 that was collected.

I want to take this opportunity to also say THANKS to Martin University and Dr. Freeman who gave our key note address and a place to have our conference. Kudos to Dr. Steve Smith and staff who went above and beyond to drill down all the necessary hospitality to host this event.

In closing, I hope the ICA Central Region left an impression for all attendees to go out into their perspective assignments to make a difference as it relates to recidivism. As the opening video suggests, the death penalty is the end result, but if we make a difference in the beginning, it doesn't have to end there. Thanks again for those of you who attended and I look forward to seeing all of you in Indianapolis at our ICA Annual Conference in October.



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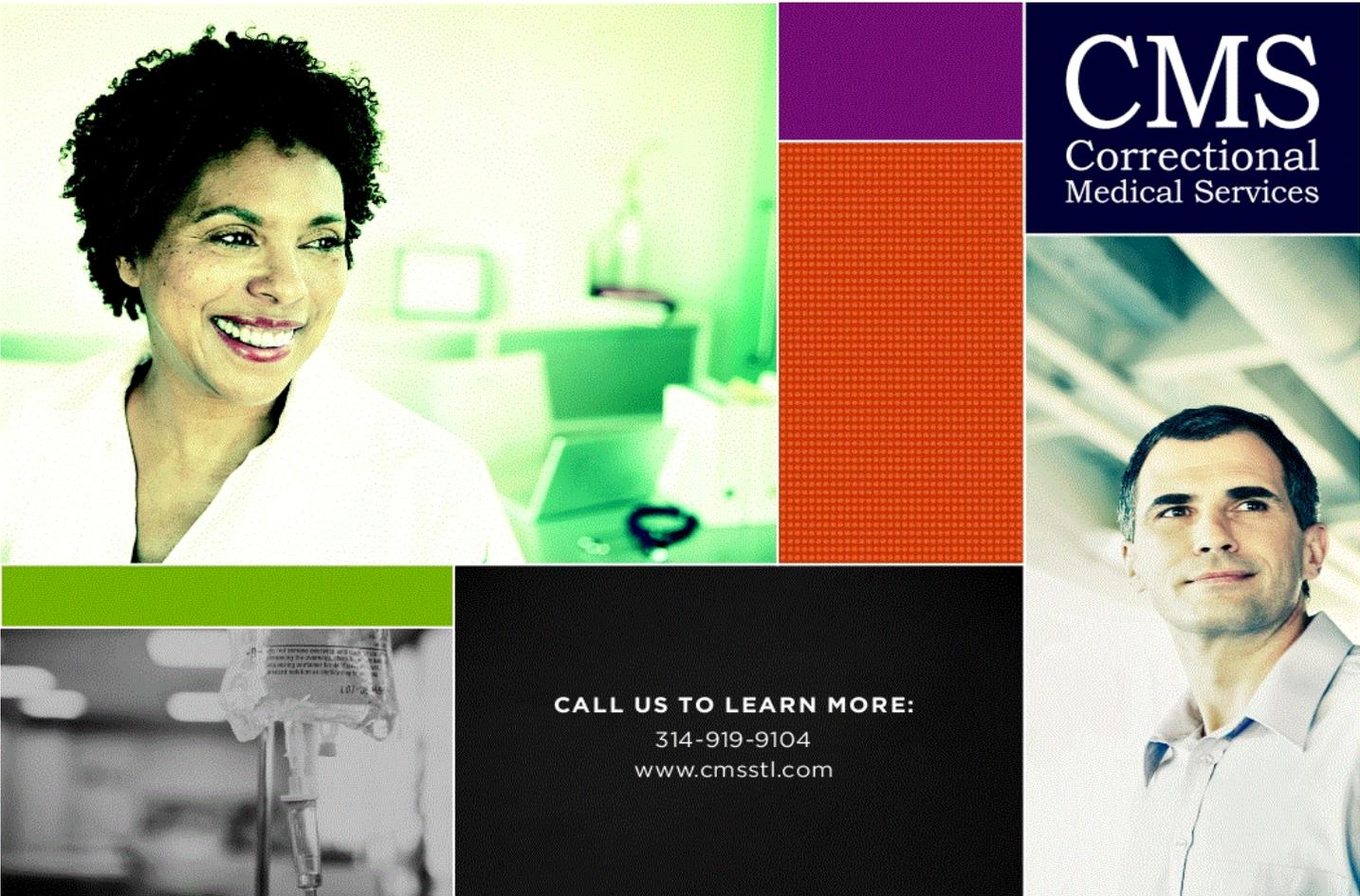
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Membership Report

By Philip Sonnenberg

Indiana Correctional Association currently has a little over 615 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

Please welcome Indiana Correctional Association's newest members:

November 2009

North Region - Trici Pretorius, Traci Riggle and Ritchie Sherry,

Central Region – Leslie Batcho, Sharon Scott and Jacob Woodruff

Southern Region – Clare Banet

December 2009

North Region - Leah Miels and Shannon Smalley

Central Region – Deanna Coleman, Gregory Crawford, Syreta Dugger, Lee Highsmith, Bradley Jewett, William Johnson, Jessica Kelley, Charity Porter, Mike Snyder and Holly Wolfe

Southern Region – Jaime Fallowell, Jamie Mason and Kimberly Morin

January 2010

Northern Region – Tom Baucom and Brent Johnson

Central Region – Jamie Streeter and Sharon Druckemiller

Southern Region – Mitchell Moore

February 2010

Central Region – William Miller

March 2010

Northern Region – Anthony Kometz, David Link and Freeman Townsend

Central Region – Thomas Davis

Purposeful Incarceration

By Jerry Vance

Purposeful Incarceration Overview: In 2009 the Indiana Department of Correction (IDOC) began a cooperative project with Indiana Court Systems called Purposeful Incarceration (P.I.). The Department works in collaboration with Judges who can sentence chemically addicted offenders and document that they will "consider a sentence modification" should the offender successfully complete an IDOC Therapeutic community. This supports the Department and Correction and the Judiciary to get addicted offenders the treatment that they need and work collaboratively to support their successful re-entry into society.

IDOC Therapeutic Communities (TC) Overview: The IDOC currently has over 1700 Therapeutic Community (TC) beds for both male and female offenders. These Therapeutic Communities provide intensive substance abuse treatment and the core program is a minimum of eight (8) months in length. The TC's are competency based, and some offenders may take up to a year to complete the core program. Upon successful completion participants are eligible for up to a 6 month credit time cut. The IDOC has two different types of TC's. One is general Therapeutic Community that serves offenders with significant abuse of any substance. The IDOC C.L.I.F.F. Units (Clean Lifestyle Is Freedom Forever) provide intensive treatment to offenders who have significant impairment as a result of methamphetamine abuse, though many of those offenders are poly substance abusers. Both programs have the same structure and core components but the CLIFF Units also utilized the Matrix Model curriculum specially designed to treat methamphetamine and cocaine addiction.

The TC's are intensive treatment programs that hold the offenders highly accountable. Offenders earn privileges and responsibilities in the community as they progress in their recovery. The units operate utilizing Modified Therapeutic Community Model, and offenders who participate in the programs are segregated from general population offenders as much as possible. There is a strong focus on utilizing Cognitive Behavioral best practice interventions as core program components. All program curriculum utilizes evidence based material including Stanton Samenow's "Commitment to Change; Overcoming Errors in Thinking". Material obtained from the Bureau of Prisons and Texas Christian University Institute of Behavioral Research are also core program components. AA/NA meetings are available to offenders in the TC. Following the intensive treatment phase, offenders continue to participate in the TC. They will continue to work on relapse prevention issues as well as work on re-entry planning for their return to the community. They also may serve as mentors and senior community members. Individualized recommendations and referrals for follow up services in the community are made for all TC graduates.

Initial outcomes indicate the Departments TC's are having an impact on recidivism. In addition conduct violations on those units are approximately 1/10 of the of a general population unit.

The TC's are located at the follow facilities:

- Branchville Correctional Facility-480 beds
- Correctional Industrial Facility (Pendleton)- 124 beds
- Plainfield Correctional Facility- 100 beds
- Westville Correctional Facility- 440 beds
- Madison Correctional Facility (Women)- 82 beds
- Miami Correctional Facility- 204 beds
- Putnamville Correctional Facility- 156 beds
- Rockville Correctional Facility- 128 beds (Women)
- Indiana Reformatory Outside Dorm 104 (Men)

Purposeful Incarceration Continued

Purposeful Incarceration Detail: Many offenders who are sentenced to the IDOC have severe addictions that are directly related to their criminal behavior. This is often very apparent to sentencing Judges as they have often seen these individuals on numerous occasions and the addictive behavior is very apparent. PI gives the Judicial System an option to provide an offender with the opportunity to obtain the treatment they need, and support their successful re-integration into the community.

The Judges can sentence chemically addicted offenders and document that they will “consider a sentence modification” should the offender successfully complete an IDOC Therapeutic community. The Courts communicate with the IDOC that this offender is a PI offender. After entering the IDOC the offender will be placed at an appropriate facility that has a TC. If possible the individual will be placed in a TC close to their County of sentencing. In the event the offender has a meth addiction they will be placed at a facility with a CLIFF Unit if possible.

Once the offender is placed at the facility they will be assessed by the Substance Abuse staff. If they meet the substance abuse admission criteria they will be offered the opportunity to enter the Program. They must agree to adhere to all program rules and expectations and to fully participate in all program activities. If the offender refuses the Court System is notified of their refusal. If they enter the program communication is maintained with the Court regarding the offender’s progress or lack thereof. If an offender successfully completes the Judge can choose to modify the offender sentence and return them to the community early. The offender can receive treatment and be returned to the community through existing community programs such as Drug Courts, Community Transition Programs, Work Release, and other Community Corrections programs. The hope is this coordinated effort between the IDOC and the Court System will reduce recidivism and improve offender’s successful re-entry into society. Currently 17 Counties have participated on PI and referred 71 offenders.

Communication with the Court: Purposeful Incarceration has helped foster a close working relationship between the IDOC’s Therapeutic Communities and the Indiana Judicial System. The program will provide the courts progress reports on the offenders that are participating in the program. Informal reports can be requested by the sentencing Judge at any point during the incarceration. The IDOC can provide Judges and Court personnel with read access only to our Offender Case Management System (OCMS). The Judge or an officer of the court can visit the offender in order to determine progress if they so desire. The comprehensive information being provided to the court will assist the judge in making informed decisions regarding sentence modifications.

Outcome Study: The IDOC is fully committed to tracking outcomes of its core programs. Monitoring recidivism will be vital to determine the overall effectiveness of “Purposeful Incarceration” Recidivism data on offenders participating in this program will be generated separately as well as included in the respective TC’s overall recidivism rates. These offenders will be identified so that they can be tracked separately from other Therapeutic Community participants.

Benefits of Purposeful Incarceration:

- The Indiana Judicial System and the Department of Correction work closely together to support the offender's successful reentry to the community.
- We are able to get the “right offender to the right program at the right time”.
- The ‘hand off’ from the IDOC to the Court System and the community is well coordinated, and helps ensure appropriate follow up services are provided.
- Offenders who are able to successfully complete will be able to return to the community more quickly.
- It is believed PI will reduce recidivism, criminal behavior, and increase successful re-entry.

IDOC Readies to Help Its Own

By Steve Klosowski

Remember the Flood of 2008? Severe flooding struck southern Indiana in the spring, leaving several Indiana Department of Correction (IDOC) employees without shelter, clothing, and basic necessities. Later that year, at the Indiana Correctional Association annual conference in Merrillville in 2008, then newly appointed Commissioner Edwin Buss announced his desire for Indiana to develop a non-profit organization to help staff and their families meet basic immediate needs during times of natural disaster. Out-of-state organizations to which some IDOC staff traditionally contributed provided too little funding too late, and Commissioner wanted to ensure that if anything like that ever happens again, the Department would be ready to help.

He presented his request to the 2009 Session of the General Assembly, and new legislation was born that allowed for the formation of the Indiana Correctional Peace Officer Fund (ICPOF) to meet this need. Commissioner Buss wasted no time in appointing eight Department of Correction employees, as well as a sister agency head to form the ICPOF's first Board of Trustees.

The members of the Board include:

- Robert Carter, Commissioner of Department of Natural Resources
- Robert Bugher, IDOC General Counsel
- Jack Hendrix, Assistant Superintendent of Wabash Valley Correctional Facility
- Stacy Doane-Selmier, Parole District 3 Supervisor
- Alan Chapman, Superintendent, Henryville Correctional Facility
- Michael Dempsey, Exec. Director, Juvenile Services
- Mark Spratt, Controller, PEN Industries
- James Kimmel, Admin. Asst. Westville Cor-

rectional Facility

- Randall Koester, Deputy Commissioner
- Lisa Salinas was subsequently appointed to serve as Secretary to the Board

The Indiana Correctional Peace Officer Fund is federally recognized as 50(c)3 charity. The Fund is also recognized by the State of Indiana as a tax-exempt organization. Donations are tax-deductible. Many employees are beginning to contribute to the Fund through direct donations, as well as the State Employee Community Campaign (SECC), using SECC (code 662100.)

Once the ICPOF Fund grows beyond what will be needed for disaster relief, proceeds will be used to fund scholarships for staff or members of their immediate families. To help boost proceeds to this Fund, the Department has conducted several fundraising efforts, including the "Facility Fundraising Feud", which ended April 15th.

An upcoming event includes the inaugural ICPOF Golf Open, scheduled for May 14, 2010, at Valle Vista Golf Club in Greenwood, Indiana. Anyone interested in participating in this fun and worthy event is encouraged to contact Steve Klosowski, at Westville Correctional Facility (ph. 219-785-2511, x-4188, smklosowski@idoc.in.gov)

Leading Toward Tomorrow

By **Matthew Andrick**

The Indiana Department of Correction is taking a pro-active approach to planning for tomorrow with a growing emphasis on Staff Development. Over the last three years the Indiana Department of Corrections' Division of Staff Development Emergency Operations has seen the introduction of three new supervisory programs and two new leadership programs. These new programs were designed to prepare, develop and refine the skills of tomorrow's leaders.

The first program to be introduced was in 2007; the "Commissioner's Experienced and Emerging Leadership" program also known as "EEL". This program is a collaboration between the IDOC and Professor George Manning of the University of Northern Kentucky. EEL is an executive leadership program intended to prepare selected staff for future assignments of increased responsibility. This progressive program consists of four sessions, one each quarter, a day and a half in length. Participants are immersed in a myriad of leadership principles, teamwork, camaraderie, and work production on current issues for the Department. Since the inaugural class of 2007 graduated, the EEL program has seen numerous graduates promoted to executive positions within the agency. Future plans for this program include a graduate "retreat" to be held at the Correctional Training Institute in New Castle Indiana, December of 2010.

The second program to be introduced was in 2008; "The Leadership Academy". This two-week training program is designed for staff members who are looking to unlock their potential and become future leaders. The Leadership Academy is conducted in two; one week sessions: the first session is focused on the foundations of leadership; self-awareness (completion of a 360° assessment questionnaire), developing personal accountability, and emotional intelligence. The participants are then given several weeks to return to their worksite and apply the skills that have en-

hanced during the first week of the program. The second week of the program then focuses on Communication, Problem Solving and Team Building. During the second week of The Leadership Academy participants are provided the opportunity to not only learn, but to apply their leadership skills in a myriad of activities that challenge them physically and intellectually. With two solid Leadership Programs up and running IDOC's Division of Staff Development Emergency Operations was not done yet!

In August of 2009 the Division of Staff Development Emergency Operations debuted the "D.O.C. Supervisory Program", the title of which is actually an acronym for three individual classes that as a whole make up the program. This three tier program is designed to enhance the skills and knowledge needed to be an effective supervisor in the ever changing correctional environment. While each program targets a unique audience, overall the program is a building block process.

The first block of the program is *Developing Professional Employees*. This three day program is designed to provide a foundation for staff recently promoted to the ranks of supervision. During this program participants will examine the difficult transition from peer to supervisor and hurdles that may arise during the transition. Upon completion of the program participants will have a better understanding of the Duties and Responsibilities of "Supervision".

The second block of the program is *Optimizing Heightened Effectiveness*. This three day program was developed to benefit supervisors/managers as they excel on their ladder of success. It was designed to enhance the performance of supervisors with 2-5 years of supervisory experience. *Optimizing Heightened Effectiveness* introduces the supervisor to potential challenges he/she may face; as well as present a building block process to address those challenges in a professional manner.

From the Archives

By Jack Harlow



An archive is a repository for the historical materials of an organization. As the ICA moves into 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 and 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 were received from Dr. Smith. We have files dating back to 1947. Our goal is to expand the file back to 1933 when the association was founded as the Indiana Probation Association.

When I retired in 2003, the archives were brought to Monroe Co. and stored in the barn (a new metal barn, not one of the rustic barns you see in pictures) of the former Monroe Co. Sheriff, Bill Brown. My plan to organize it into file cabinets easily accessible was never realized. On occasions, when something was needed I went to the barn and retrieved, the information from the appropriate box. Not a good setup.

Recently, President Eric Comeno visited me in Bloomington and bought my lunch at the Cloverleaf Restaurant, where criminal justice retirees and others congregate and exchange stories that get bigger by the year. We decided to move the Archives to Eric's office at the Westville Correctional Facility. Where it can be organized into file cabinets, important documents are scanned into the computer and a procedure developed for requesting information. Clearly the Archives will move to another level. I will continue developing articles for the "Comment" and "Journal" along with conducting historical research.

Semper Fi, - Jack

Leading Continued:

The third block of the program is *Conquering Maximum Efficiency*. This three day program is designed to assist supervisors in developing professionally as a mid-manager in a supportive and challenging learning environment. This course is essential in developing the skills and knowledge needed to function in a mid-management position and to increase the accountability and effectiveness of supervisors. This program was developed to benefit supervisors/managers with 5-10 years of supervisory experience.

As stated by Commissioner Edwin G. Buss in the Agencies 2008 Annual Report, "I am proud of the

programs and trainings that the Agency makes available to aid staff in individual improvement. The Experienced and Emerging Leadership Program, The Leadership Academy, and Mentoring Programs are inter-agency cohorts that have helped define today's leaders while simultaneously shaping tomorrow's."

The Indiana Department of Correction takes great pride in providing its staff with the tools and opportunities needed to allow its employees to grow both personally and professionally, and by doing so they will continue to be a module for others to follow.

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In Defense of My Occupation

By *Steven M. Klosowski*

I'm writing this article on Easter Sunday, 2010.

My youngest son and I just enjoyed a fabulous meal that I prepared for the two of us. Okay, maybe fabulous is a little bit of a stretch, but I would say well above-average. Instead of taking a walk around my "hood" to work off that second scoop of potatoes, I have decided to sit at my computer and compose this article. That should help the clothes fit just great tomorrow.

I'm looking at an article on the web titled "Incarcerated Getting Educated." It appeared in USA Today not that long ago. It is a very positive article about the effects of getting an education for those in our nation's prisons. There are many statistics throughout the article that show the great impact that education programs have on offenders from the Atlantic to the Pacific and all points in between. Education is still the number one approach to reducing recidivism rates throughout the U.S., and opening doors for offenders upon their release that have been closed to them for their entire lives.

As I have mentioned to you on more than one occasion, I have been at this career for a long time. Twenty-seven years to be exact, which represents over half of my life. It dawned on me while reading this article that I have had to defend what I do to many people over those twenty-seven years. Many people in society still feel that offenders should be locked up and fed bread and water after breaking rocks for the day. One gentleman is quoted in this article as saying "We should not be spending more money for touchy feely programs when we don't have enough money right now for the actual brick and mortar prisons and bed space." My response to that (at least the one that can be printed here) is to say that fewer bed spaces throughout our nation's prisons would be needed if less offenders returned to their previous livelihoods. That is where we as correctional professionals (and not bleeding hearts as we are sometimes referred) can supply those tools that can help make these changes.

Does education keep all offenders from returning to prison after they are released? Of course not. I've seen former students of mine get released and return. When they see me there is a distinct look of embarrassment or shame on their faces when they realize that Mr. K. is disappointed in them. But, we go on and try to keep them from returning yet again. I don't give up on them. I take it personally when a former student returns.

I noticed a very common theme in papers written by my college Sociology students this semester. In fact, I made it a point to discuss this with these students. Every student, although in slightly different words, stated that they did not like their previous lifestyle and that they hoped that a college education would be that launching pad to a brighter future. I choose to have faith in these men, and believe they will put their educations to good use.

To conclude, I would again say that education is not the end all to eliminating crime or prisons. There are far too many other factors that are also in play within this great nation of ours. But I will defend to the end that Correctional Education programs are beneficial to not only the offender, but also to society in general. As stated in the article to which I have referred, education helps to "humanize" offenders who have become disconnected from society. Obviously, this is a hidden benefit that can be gained from Correctional Education, far beyond the basic information in textbooks. This in itself can do wonders for an offender as he returns to society. We all need to convince those disbelievers in society that money spent on Correctional Education is money well spent.

I've worked up an appetite writing this article. I think I deserve a ham sandwich and another piece of cake. Be safe.



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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



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.

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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:

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- Booth at the 2010 Annual Criminal Justice Conference
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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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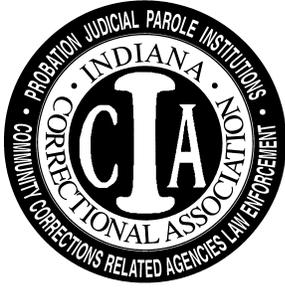
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