“TOGETHER, WE ARE A SEA OF KNOWLEDGE”

OCTOBER 4-7, 2011

RADISSON STAR PLAZA, MERRILLVILLE
The key is giving offenders skills that will help them become productive citizens. ARAMARK’s IN WORK® program does just that by teaching the fundamentals of working in a food service environment while instilling important values and discipline. In the end, offenders gain certification that may help them find meaningful employment and you have reduced recidivism. Learn how our 30+ years of experience can help you at aramarkcorrections.com.
# 2011 ICJA BOARD

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Eric Comeno, Regional Training Manager</td>
<td>Westville Correctional Facility 5501 S. 1100 W. Westville, Indiana 46391 Phone 219-785-2511</td>
</tr>
<tr>
<td>Vice President / President Elect</td>
<td>Mary Leffler, Division Director of Community Engagement Volunteers of America of Indiana, 927 N. Pennsylvania St. Indianapolis, Indiana 46204 Phone 317-686-9871</td>
<td></td>
</tr>
<tr>
<td>Executive Director</td>
<td>Steve Ingram, CAE</td>
<td>9100 Purdue Road, Suite 200 Indianapolis, Indiana 46268 Phone 317-328-4637</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Aaron Garner</td>
<td>302 W. Washington St. IGCS room E334 Indianapolis, Indiana 46204 Phone 317-234-4417</td>
</tr>
<tr>
<td>Secretary</td>
<td>Lynette Collins, CMS</td>
<td>Westville Correctional Facility 5501 S. 1100 W. Westville, Indiana 46391 Phone 219-785-2511</td>
</tr>
<tr>
<td>Northern Regional Director</td>
<td>Dixie Phelan</td>
<td>Westville Correctional Facility 5501 S. 1100 W. Westville, Indiana 46391 Phone 219-785-2511</td>
</tr>
<tr>
<td>Southern Regional Director</td>
<td>Bryan Pearson, Superintendent, Edinburgh Correctional Facility P.O. Box 470 Edinburgh, Indiana 46124 Phone 812-526-8434</td>
<td></td>
</tr>
<tr>
<td>Central Regional Director</td>
<td>Michelle Ryder, Asst. Warden Corrections Corporation of America Marion County Jail II 730 E. Washington St. Indianapolis, Indiana 46202 Phone 317-266-0882</td>
<td></td>
</tr>
<tr>
<td>Media – Website</td>
<td>VACANT</td>
<td></td>
</tr>
<tr>
<td>Archives</td>
<td>Rhonda Vega</td>
<td>Westville Correctional Facility 5501 S. 1100 W. Westville, Indiana 46391 Phone 219-785-2511</td>
</tr>
<tr>
<td>Newsletter</td>
<td>Dalton Haney, CTP Coordinator</td>
<td>Indiana Department of Correction 302 W. Washington St. Indianapolis, Indiana 46204 Phone 317-232-5779</td>
</tr>
<tr>
<td></td>
<td>Christy Scott, Membership</td>
<td>Director 1 Park Row Michigan City, In. 46360 Office 219-874-7256 ext 3120 <a href="mailto:csscott@idoc.in.gov">csscott@idoc.in.gov</a></td>
</tr>
<tr>
<td></td>
<td>John Sharp, K-9 Director</td>
<td>5501 S. 1100 W. Westville, Indiana 46391 Office 219-785-2511 ext 4701 <a href="mailto:jsharp@idoc.in.gov">jsharp@idoc.in.gov</a></td>
</tr>
<tr>
<td></td>
<td>Kellie Bittorf, Conference</td>
<td>Director Lake County Community Corrections <a href="mailto:bittokj@lakecountyin.org">bittokj@lakecountyin.org</a></td>
</tr>
</tbody>
</table>

ICJA Members, Colleagues & Friends ~

The fall conference is right around the corner. The committee members have diligently worked since last November to ensure this is a memorable conference for all attendees! The upcoming success of this conference is also the result of the outstanding support provided by IDOC Commissioner Lemmon and Chief of Staff Copeland, countless corporate sponsors, local and statewide criminal justice agencies and The Radisson staff. Last but not least – to the members of ICJA who fully support our efforts. ICJA expresses huge gratitude to all those who have contributed to the conference.

The following information gives a brief breakdown of day to day events. Throughout the week a lot of activities revolve around raising funds for this year’s designated charity. This year ICJA is committed to supporting the Indiana Coalition against Domestic Violence (ICADV).

We will kick off the conference on Tuesday, October 4, 2011 with opportunity to participate in Service Dog certification training or ACA certification. If you are not in need of certification then we hope you will join us at the annual golf outing or first-ever bowling tournament.

On Wednesday, October 5th we will begin the day with the opening session in the Radisson Star Theater. This opening session is like no other – we will begin with welcoming comments from multiple dignitaries and end with a theatrical production. The production will be presented by members of Positive Impact, an ex-offender support group. This musical presentation is something you do not want to miss and I guarantee you will never forget! Grab your “show tickets” and join us for this historical moment!

Following the opening session we will enjoy the third annual joint ICJA/IDOC awards luncheon. The rest of the day is filled with outstanding educational breakout sessions and the regional caucus/new members gathering. This gathering is great time to meet colleagues from your region, learn how to become active in ICJA and meet the association’s candidates – your future leaders. Immediately following the last workshop is the ICJA Fun Run/Walk charity event.

Following dinner on our own, we will wind down with R&R in the beautiful hotel atrium. Evening activities include refreshments, acoustical entertainment and ICJA’s first annual conference Texas Holdem tournament.

On Thursday, October 6th we will offer plentiful educational opportunities, including a general session delivered by Ms. Olga Trujillo, a renowned expert on domestic violence. We are also providing afternoon facility tours. Tour capacity is limited so make sure you sign up early!

The exhibitor hall opening will provide you great opportunity to meet with our corporate partners and learn about their latest products. We have lots of activities planned during this time – this is an event you do not want to miss!!! PLEASE take time to talk with and thank our corporate partners. The generosity of our corporate partners provide ICJA and its’ members countless perks throughout the conference that we would otherwise not be privy to.

Following afternoon breakout sessions, we will reconvene in the exhibitor’s hall for our last chance to spend quality time with our corporate sponsors. Finally, we will enjoy the remainder of the evening at ICJA’s Luau! We will eat, play and dance the night away.

Friday morning will conclude the conference with keynote speaker, Indiana Colts Chaplain Ken Johnson, who will provide us an inspirational message that we need and deserve to return to our normal duties. We will enjoy a plentiful brunch as well as conduct the annual business meeting and announce the election results. This year ICJA President Comeno will pass on the gavel to President-Elect Leffler. As always, the grand prize drawing is the final activity. Members must be present to win.

In closing, this is just a BRIEF account of the 2011 ICJA fall conference happenings. I recommend resting up............. we have lots to learn and accomplish in just a few days. See you in October!!!

Respectfully Submitted by - Kellie J. Bittorf, 2011 ICJA Conference Chair
### Fall Conference Preliminary Agenda

#### Tuesday October 4, 2011
- **Registration Opens**
- **Specialized Programming?**
- **12pm – 4pm** ACA Testing
- **10:30 – 4:00 ??** Golf Outing/Bowling Tournament
- **6:30 ??**President’s Reception
- **President’s Dinner** By invitation only

#### Wednesday October 5, 2011
- **7:30 – 4:00** Registration
- **7:30 – 4:00** Voting Open
- **9:30 – 11:45** Opening Procession
- **Opening Keynote** Positive Impact
- **11:45 – 12:00** Break
- **12:00 – 1:30** Awards Luncheon
- **1:30 – 2:00** Break
- **2:00 – 3:00** Workshops
- **3:00 – 3:15** Break
- **3:15 – 3:45** Regional Caucuses & New Member’s Reception (snacks)
- **4:00 – 5:00** Workshops
- **5:00** Dinner on Your Own
- **5:30** Fun Run / Walk ??
- **Vendor Set Up ??**
- **8:00** Atrium Reception
- **Texas Hold ‘Em ??**

#### Thursday October 6, 2011
- **7:30 – 3:30** Registration
- **7:30 – 3:30** Voting Open
- **8:00 – 9:00** Workshops
- **9:00 – 9:15** Break
- **9:15 – 10:15** Workshops
- **10:00 - ??** Past Presidents/Lifetime Members Brunch
- **10:15 – 10:30** Break
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>10:30 – 11:30</td>
<td>General Session Keynote Speaker</td>
<td>Olga Trujillo</td>
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<tr>
<td>11:30 – 1:00</td>
<td>Lunch on Your Own</td>
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<tr>
<td>11:30</td>
<td>Exhibitor Opening</td>
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<tr>
<td>1:00 – 2:00</td>
<td>Workshops</td>
<td>All tracks (_).</td>
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<tr>
<td>1:00 – 4:30?</td>
<td>Facility Tours</td>
<td>Sign up required; space is limited</td>
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<td>2:00 – 2:15</td>
<td>Break</td>
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<tr>
<td>2:15 – 3:15</td>
<td>Workshops</td>
<td>All tracks (_).</td>
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<tr>
<td>3:15 – 3:30</td>
<td>Break</td>
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<tr>
<td>3:30 – 4:30</td>
<td>Workshops</td>
<td>All tracks (_).</td>
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<tr>
<td>5:30 – 6:30</td>
<td>Exhibitor’s Reception / Door Prizes / Closing</td>
<td>All participants</td>
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<tr>
<td>6:30 ??</td>
<td>Fun Night with Dinner</td>
<td>All participants</td>
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Friday October 7, 2011

<table>
<thead>
<tr>
<th>Time</th>
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</thead>
<tbody>
<tr>
<td>7:00</td>
<td>Committee Meets</td>
<td></td>
</tr>
<tr>
<td>8:00 – 9:00</td>
<td>Workshops</td>
<td>limited tracks only</td>
</tr>
<tr>
<td>9:00 – 9:45</td>
<td>Brunch</td>
<td>All participants</td>
</tr>
<tr>
<td>9:45 – 10:45</td>
<td>Closing Keynote</td>
<td>Ken Johnson, Colts Chaplain</td>
</tr>
<tr>
<td>10:45 – 12:00</td>
<td>Business Meeting</td>
<td>Retire the Colors</td>
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Breakout Session Tracks –

Facility Safety & Security
Treatment
Community Corrections
Medical
Technology
K-9
Medical
Career Development

Facility Tours
Westville Correctional Facility
Camp Summit Boot Camp
Lake County Community Corrections
## 78th Annual I.C.J.A. Conference Registration

*Together We are a SEA of Knowledge*

The Radisson, Merrillville, IN • October 4—7, 2011

<table>
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<tr>
<th>NAME:</th>
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<tr>
<td>AGENCY:</td>
<td>ADDRESS:</td>
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<tr>
<td>CITY:</td>
<td>STATE: ZIP:</td>
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<td>PHONE:</td>
<td>E-MAIL:</td>
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**ICJA NUMBER:**

| FULL 3-Day Registration—Includes admission to all programs, events, exhibits, Wednesday Awards Lunch, Wednesday Night Social, Thursday Fun Night, and Friday Brunch. |
| I.C.J.A. Members (Full 3-Day) | $140.00 |
| I.C.J.A. Members (FOUR REGISTRATIONS for $540) | 4 for $540.00 |
| Non-I.C.J.A. Member Rate (Include Full 4-Day and membership to I.C.J.A.) | $175.00 |
| Non-Member Rate (WORKSHOPS ONLY—NO MEALS) | $150.00 |
| Service Dog Certification (To obtain this certification, the service work dog team must pass all phases of the patrol dog testing & be an ICJA member) **Tuesday** | $50.00 |
| **ONE DAY I.C.J.A. or Non-Member Rate** (Wednesday, Thursday, or Friday—NO MEALS) |
| **Wednesday** | **Thursday** | **Friday** |
| $ 50.00 | $ 50.00 | $ 50.00 |

*Members of the following professional organization may register at the member rate. However, a photocopy of your current membership card must accompany your registration: POPAI, IACCCAC, Indiana NABCJ, IJDA, and ISA*

**METHOD OF PAYMENT** made out to I.C.J.A. Check/Money order/ Voucher # ______ Total ________

Agencies paying by voucher must submit registration by September 23, 2011.

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

Please submit registration forms to:

**I.C.J.A. 2011 Annual Conference**

Malcolm Coates, Registration Chair
4650 Old Cleveland Road
South Bend, IN 46628
mcoates@idoc.in.gov (call 574-232-8808, Ext. 236 for information)

<table>
<thead>
<tr>
<th>Charity Fun Run/Walk (donations taken) No Fee</th>
<th>Golf Outing 18 holes/cart/food/fun!</th>
<th>Bowling!!! (More information forthcoming)</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="http://www.indianacriminaljusticeassociation.org">www.indianacriminaljusticeassociation.org</a></td>
<td>$40.00</td>
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</tr>
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Indiana Criminal Justice Association 2011 Charity: “Indiana Coalition Against Domestic Violence”
Nominees for ICJA Board of Directors

Submitted By Mary Leffler

The Nominations Committee is pleased to introduce the following slate of candidates who are seeking offices on the Indiana Criminal Justice Association Board of Directors. Members will be able to vote at the Annual meeting, which will be held at the Radisson Star Plaza in Merrillville, Indiana on October 5-6, 2011 or via absentee ballot which is found in this publication.

Candidates seeking the office of President-Elect (2 candidates - vote for 1):

**David Leonard** is seeking the office of President-Elect of the Indiana Criminal Justice Association. He is employed as the Administrative Assistant at the Westville Correctional Facility. Dave has been a member of the ICJA for 13 years and has served in numerous leadership positions including District Director, Web Master, Corporate Relations Chair, Secretary, President-Elect and President.

Dave is a graduate of IVY Tech State College. He has been employed by the Indiana Department of Correction for over 20 years. He is a graduate of the Indiana Department of Correction Experienced and Emerging Leaders Program. Dave was recruited for and has served as a Team Leader for the Department’s Leadership Academy since its inception in 2008.

As Corporate Relations Chair, Dave has developed strong relationships with the past corporate partners and brought many new corporate partners to the table. Dave plans to actively pursue avenues to increase the membership of the organization. This will be accomplished by marketing the organization to areas such as Community Corrections, Judicial Branches, Sheriffs, colleges, and private sector correctional professionals. Dave stated, “We need to broaden the benefit base we currently offer our membership. Our members are the most important part of the organization.”

**Michelle Ryder** is seeking the office of President-Elect. Michelle is employed at Corrections Corporation of America as Deputy Warden of Marion County Jail II. Michelle has been a member of the Association for 16 years. She has held numerous leadership positions with ICJA including but not limited to Secretary, Conference Chair, Program Chair and is the current Central Region Director. Michelle holds a Bachelor’s Degree in Criminology from Indiana State University and a Masters Degree in Management from Indiana Wesleyan.

If elected, Michelle has three main goals 1) To continue to increase the number of student that get involved with ICJA; 2) Ensure the continued success of the new Leadership Academy; and 3) Develop a tracking system that would measure the success of the strategic plan and our work. Michelle believes it critical to attract the next generation of criminal justice professionals to our Association and has demonstrated progress toward these goals as Central Regional Director.

Michelle states, “I care a great deal about this organization and have proven this in the many volunteer roles I have done since 2005. I believe in servant leadership, and have served this organization in many capacities and want to continue to bring growth and innovation as President-Elect.” Michelle requests your support to continue her service to the ICJA by electing her as President-Elect this fall.
Candidates seeking the office of Secretary (2 candidates - vote for 1):

Kellie Bittorf is candidate for Secretary. As a member of ICJA for 19 years, Kellie has actively served on the ICJA Board during the past 15 years, including President in 2007/2008. She currently holds the position of 2011 Conference Chair. Kellie was recipient of the 2003 ICJA Northwest District Merit Award, 2008 Community Correction’s Staff Person of the Year and 2010 ICJA Distinguished Service Award. Kellie also received the 2010 Indiana Association of Community Corrections Association Act Counties (IACCAC) Director of the Year Award.

Kellie holds a Bachelor’s Degree in Social Work and Criminology. She is currently the Executive Director at Lake County Community Corrections (LCCC) and is also the current Vice-President and Training Committee Chair of the Indiana Association of Community Corrections Association Act Counties (IACCAC). Kellie also serves on numerous criminal justice related boards and committees both in state and nationally.

The ICJA’s team’s innovative approach to progress and subsequent achievements has fostered Kellie’s loyalty and dedication to the association. Her years of experience, knowledge and leadership abilities make her an outstanding candidate for the position of Secretary, particularly as a member of the executive board. She is prepared to serve the board by collectively working with ICJA members toward meeting the ICJA’s mission and goals. Kellie requests your support to allow her the opportunity to continue serving the ICJA team by electing her as Secretary.

Lynette Collins is a candidate for Secretary of the Indiana Criminal Justice Association. She is currently employed as a Psychiatric Social Service Specialist at Camp Summit Juvenile Facility. She has been a member of the Association for nearly five years. Upon her employment with the Department of Corrections, she quickly became a member of ICA, now ICJA, and started to her active involvement. Lynette holds a Masters Degree in Education, and is pending licensure as a Clinical Addictions Counselor.

Lynette states, “I realized how important a professional organization is to the knowledge and skills I would like to develop during my career. I have been fortunate to be the Northern District Director as well as the current ICJA Secretary. I have seen a multitude of changes occur over that short time period and what an exciting time it is. I have been blessed to go to ACA and see how Indiana looks to other states, and we truly are on the cutting edge! That is something that I would like to continue to focus on in the future. Being part of an organization that is so highly regarded, as well as being able to implement changes that will allow the criminal justice field in the State of Indiana to improve in professionalism and credibility is at the top of my goals for the next two years. Working with President Leffler to implement the Strategic Plan that has been adopted is very important to me, as well as continuing to develop training and networking opportunities that will help the entire membership reach their individual career goals. If elected I will continue to serve ICJA to the best of my ability and with the trust you have instilled in me.”
**Candidates seeking the office of Treasurer (1 candidate - vote for 1):**

**Aaron Garner** is a candidate for Treasurer for the Indiana Criminal Justice Association (ICJA). Mr. Garner has been an active member of ICJA for three years and currently holds the office of Treasurer of ICJA.

Aaron is employed by the Indiana Department of Correction and holds the position of Executive Director for Research and Technology. He holds a Masters Degree in Criminology. Aaron is also a graduate of the Indiana Department of Correction Experienced and Emerging Leaders Program.

Aaron’s commitment, overall initiative and desire to continue to progress the Indiana Criminal Justice Association will be valuable to the forward progress of the Association. Aaron seeks your support in re-election to this position.

**Candidates seeking the office of Director at Large: Communications/Advocacy (2 candidates - vote for 1):**

**Eric Comeno** has been nominated as a candidate for the position of Director at Large for the Indiana Criminal Justice Association (ICJA). Mr. Comeno has served with the ICJA in several capacities, including President, Northwest District Conference Committee Member, North West District Director, and Program Chair for the 2005 ICJA Annual Conference. Mr. Comeno currently holds the position of President.

Mr. Comeno has worked for the Indiana Department of Corrections for just over 20 years. Working his way up though the ranks from the position of Correctional Officer, Mr. Comeno currently holds the position of Regional Manager for Staff Development Emergency Operations. Eric has been a member of ICJA for 8 years.

Mr. Comeno served over 14 years as a Volunteer Fire Fighter. During that time he served on the Board of Directors for the Volunteer Fire Department in the capacities of Treasure, Vice President and, President.

Mr. Comeno’s service to the Indiana Criminal Justice Association, the Volunteer Fire Department, and leadership skills within the Department of Correction make him a great candidate for the position of ICJA Director at Large.

**Carol Hall** – Carol Hall has been employed as a Marion County Adult Probation Office since 1991, with primary responsibility in writing pre-sentence investigation reports. Prior to that Carol worked as a caseworker, specializing in sex offenders, supervision of community work service offenders and working directly with agencies, writing proposals and NCIC coordinator. Additionally, Carol taught high school and adult education for over ten years.

Carol is a member of the American Probation and Parole Association, American Correctional Association, the Indiana Criminal Justice Association and the Probation Officers Professional Association of Indiana.

Carole was recently awarded the 2011 Central Region Merit Award for her contributions to the ICJA, as well as was the 2009 recipient of the Indiana Correctional Association Probation Officer of the Year award.

“I hope to encourage an increase in membership among different professions in the Central Region including law enforcement, jails, Community Corrections, educators, chaplains, and hopefully win probation officers back into the ICJA.”
Candidates seeking the office of Southern Region Director (2 candidates - vote for 1):

**Ron Gibson** is a candidate for the Southern Region Director of the Indiana Criminal Justice Association (ICJA). Mr. Gibson has been a member of ICJA for five years. He has served on the Southern Region Conference Committee and has also served as the Program Chair for the 2009 Annual Conference. Ron is employed as the Superintendent of the Henryville Correctional Facility.

Ron holds a Bachelors Degree in Criminal Justice and is a graduate of the Department of Correction Experienced and Emerging Leaders Program. Mr. Gibson holds memberships in the National Deputy Wardens Association, the Fraternal Order of Police and the American Correctional Association.

Mr. Gibson states, “With my vast experience within corrections, I would work hard at increasing the strength of our membership and our profession.” Ron seeks your support in election to the office of Southern Region Director.

**Larry Lee** is seeking the office of Southern Region Director. Mr. Lee is employed by Bartholomew County Court Services as Supervisor of the Work Release Program. Mr. Lee has been a member of ICJA/ACA for two years and the Bartholomew County Court Services has been an organization member for 15 years.

Mr. Lee holds a Bachelors Degree from Indiana University/Purdue University and is a graduate of the Tennessee Law Enforcement Academy. Larry brings a strong and varied criminal justice background that would enhance his effectiveness as the Southern Region Director.

Mr. Lee expresses a willingness to contribute to the attainment of the overall goals of the Indiana Criminal Justice Association and will strive to lead the Southern Region in the attainment of the mission and service of the members of the region. Larry appreciates your support of his election to the office of Southern Region Director.

Candidates seeking the office of Northern Region Director (1 candidate - vote for 1):

**Dorothy Jones** is a candidate for Northern Region Director. Ms. Jones is a graduate of LaPorte High School. She is employed by the Indiana Department of Correction at the Indiana State Prison. Her position at ISP is the ACA Accreditation Manager/Policy Coordinator for the facility.

A long time member of ICJA, Dorothy has served on the Northern Region Conference Committee. She was the recent recipient of the Northern Regional Merit Award.

Ms. Jones states, “As your Northern Regional Director, I will do my best to bring about worthwhile conferences and provide valuable opportunities for networking and continuing education, as well as expanding communication and partnerships with the broad field of the criminal justice system.” Dorothy brings detail and organization skills that will be applied to the tasks and opportunities of the position of Northern Region Directors. Dorothy will appreciate your support of her election.
The Indiana Correctional Association
2011 ABSENTEE BALLOT

THE INDIANA CRIMINAL JUSTICE ASSOCIATION
“Serving the Criminal Justice Field Since 1933”
P.O. Box 44012
Indianapolis, IN. 46244-0012

2011 INDIANA CRIMINAL JUSTICE ASSOCIATION ELECTION
ABSENTEE BALLOTS MUST BE POSTMARKED BY SEPTEMBER 23, 2011

OR vote on October 5 and 6, 2011 at the
ICJA ANNUAL FALL CONFERENCE. Voting will be conducted on October 5 and 6, 2011 at the ICJA Annual Fall Conference. If you cannot be there, you may cast an absentee ballot, which is below.

Absentee ballots must include your ACA/ICJA membership number and name. In addition, your return address must be on the envelope.

OFFICES UP FOR ELECTION:
President Elect - 2 year term
Treasurer – 2 year term
Southern Regional Director – 2 year term

Secretary – 2 year term
Northern Regional Director – 2 year term
Director at Large - Comm./Advocacy - 2 year term

ABSENTEE BALLOT

President Elect (vote for one):
   _____ David Leonard
   _____ Michelle Ryder
   _____ Write In: __________________________

Secretary (vote for one):
   _____ Kellie Bittorf
   _____ Lynette Collins
   _____ Write In: __________________________

Treasurer (vote for one):
   _____ Aaron Garner
   _____ Write In: __________________________

Director At Large-Comm./Adv. (vote for one):
   _____ Eric Comeno
   _____ Carol Hall
   _____ Write In: __________________________

VOTE ONLY FOR YOUR REGION IF APPROPRIATE:
Southern Regional Director (vote for one):
   _____ Ron Gibson
   _____ Larry Lee
   _____ Write In: __________________________

Northern Regional Director (vote for one):
   _____ Dorothy Jones
   _____ Write In: __________________________

ACA / ICA Member Name: ___________________________ Member Number: ___________________________

Address: ____________________________________________________________

Region: _________ North _____________ Central _____________ South

Mail by 09-23-2011 to:
Mary Leffler
Volunteers of America of Indiana, Inc.
927 North Pennsylvania Street
Indianapolis, IN 46204
mleffler@voain.org

Visit our website at www.indianacriminaljusticeassociation.org
Tuesday, October 4, 2011
ICJA Fundraiser and Networking Kickoff
Annual Golf Outing or First-Ever Bowling Tournament
Registration Forms available
In this publication
I.C.J.A. FALL GOLF SCRAMBLE TOURNAMENT
Tuesday, October 4th, 2011
Turkey Creek Golf Course
Shotgun Start: 9:00am

Continental Breakfast at 8:00 am & Sandwich at the Turn

$40.00 Per. Person

Any Proceeds to go to the ICJA Charity,

ENTRY RULES: ICJA Members, sponsors, exhibitors, and conference attendees are eligible to play. Cart included, enter as a team of four or enter as an individual. Be at the golf course no later than 8:30 am for classification and breakfast. No food or beverage may be brought onto the golf course, violators will be asked to leave and no refunds will be given.

Team Prizes

Closest to the Pin, Longest Drive, Longest Putt, and many more prizes to be awarded. Registration is limited to the first 88 players so hurry and get your team registered. If an agency or individual is interested in being golf sponsor $100.00 or more or Sponsor a hole for $50.00, please submit with registration or call for info.

__________________________________________________________

Name: ____________________________     Agency: ____________________________
Address: ____________________________     Phone: ____________________________
Team Members: 1. ____________________________    2. ____________________________
            3. ____________________________    4. ____________________________
Individual only: ____________________________

Make payment to: Indiana Criminal Justice Association
Send Registration form & payment to: David Leonard
8072 W. 800 S.
Wanatah, IN. 46390

TelephoneNumber David Leonard, Golf Chair at 219-785-2511 ext 4081 for more information.

DEADLINE TO REGISTER IS SEPTEMBER 23, 2011
Directions to Turkey Creek Golf Course
6400 Harrison St
Merrillville, IN 46410-3238
United States
Toll Free: (877) 318-0130
Fax: (219) 945-0452

From the intersection of US hwy 30 and I 65 in Merrillville, which is the corner where Radisson Hotel is located, head North on I 65/Casimir Pulaski Memorial wy, take the 61st Ave. exit, exit 255. Turn left onto E61st Ave. Turn left onto arrison St. It is only 4.28 miles from hotel.
ICJA Fall Bowling Tournament
Tuesday October 4th 2011
Stardust Bowl II in Merrillville Indiana
Event begins at 10:00 am central time

Rules: This event is for ICA Members, Sponsors, Exhibitors, and Conference Attendees. Game(s) and shoe rental are included in the entry fee. The event goes from 10:00 am till 12:00 Noon. Each team is permitted to bowl as many games as they wish. The winning score will be derived by adding the each bowler’s highest single game score together.

NOTE: in the event a team bowls multiple games it is feasible that each bowler’s high score could come from separate games.

TEAM PRIZES

Team High Score
Individual High Score
Most Strikes for a team in one game
Individual Most Strikes in one Game

Name: ___________________________ Agency: ___________________________
Address: ___________________________ Phone: ___________________________
Team Members: 1. ________________ 2. ________________
            3. ________________ 4. ________________
Individual only: ___________________________

Make payment to: Indiana Criminal Justice Association
Send Registration form & payment to: David Leonard
8072 W. 800 S.
Wanatah, IN. 46390

Telephone David Leonard, Golf Chair at 219-785-2511 ext 4081 for more information.

DEADLINE TO REGISTER IS SEPTEMBER 23, 2011
Indiana Criminal Justice Association

FUN RUN/WALK

PROCEEDS TO BENEFIT
Indiana Coalition against Domestic Violence “ICADV”

“The Indiana Coalition against Domestic Violence strives to provide service for member programs and to all individuals who are affected by domestic violence across the State of Indiana”
As a non-profit, they count on loyal donors to bridge the gaps.

The Indiana Criminal Justice Association (ICJA) has sponsored a Fun Run for several years at the Annual Fall Conference. The conference this year will be held on October 5th, 6th, & 7th, 2011 at the Radisson Hotel in Merrillville, Indiana. The number of participants has somewhat dwindled over the past few years, so our goal is to resurrect the program and maybe even try to set a new record! (Hint...... the record was 38 people participating, with over $3,000 in donations for our charity). Let’s see if we can break this record.

This year ICJA is again offering the opportunity to participate in a healthy endeavor - this would definitely support Governor Daniels’ IN Shape Indiana program! We are hereby challenging each IDOC facility, Parole District, Probation Department, Community Corrections agency and private sector entity to participate in the Fun Run/Walk and support The Indiana Coalition against Domestic Violence with your monetary effort.

Each criminal justice entity is to designate a least one (1) runner or walker to represent them in the three (3) mile Run/Walk. (Suggestions include involving your Public Information Officer / Community Services Director; displaying information on staff bulletin boards; providing information in facility newsletter). Each participant(s) will receive a free T-Shirt. A designated staff person should be tasked with gathering money for our charity – The Indiana Coalition against Domestic Violence. The Criminal Justice Entity which gathers the most money for our charity will be presented with a special recognition plaque to display in their lobby. The first place male and female Runner and Walker will be presented with gift certificates and/or prizes for their efforts.

A pledge form (see page 3) is enclosed so each entity can list their pledges. The person gathering pledges or the agency head / designee is to bring the pledge form and money to the ICJA Fall Conference in October 2011. There will be a designated table in the hotel lobby where pledge forms may be turned in. (Check with the registration table).
SUPPORT THE INDIANA COALITION AGAINST DOMESTIC VIOLENCE - - - HAVE FUN - - - YOU CAN WALK OR RUN!

PRIZES / SPECIAL RECOGNITION / FREE T-SHIRT / FELLOWSHIP / HAVE A GOOD TIME WITH ICJA RIENDS!

ICJA FUN RUN / WALK

Registration Form

What: 3 mile Run/Walk for The Indiana Coalition against Domestic Violence

Where: Radisson Hotel (outside the hotel); Merrillville, Indiana

When: Wednesday, October 5, 2011 - To be determined

Who: The designated walker/runner from each organization; and/or any ICJA members who want to run/walk for our charity.

To be eligible for awards and for prizes, participants must be ICJA members and must have registered prior to the start of the event, and sign the attached disclaimer. All participants will be given a T-shirt (please indicate size below). Awards will be presented for:

- Organization with the most cash and pledges received
- 1st place Female Runner
- 1st place Male Runner
- 1st place Female Walker
- 1st place Male Walker

*Each participant is to fill out the entry form below and mail or fax to:
Marvin Giles – South Bend Juvenile Facility Fax Number: (219) 785-4663

Complete info below – Detach and Mail or Fax. Form must be received by 9/16/2011

First Name: __________________________ Last Name: __________________________

Please Print Please Print

Organization: __________________________ Run: ______ Walk: ______

T-Shirt Size: FREE TO ALL PARTICIPANTS M L XL XXL (Circle Size

Disclaimer: I realize this is an athletic event and I am responsible for physical conditioning and preparation for the event. I will not hold the ICJA, any of its sponsors or organizers, or the hotel responsible for any mishap, injury or calamity which may occur during the event.

Signature: ____________________________________________
FALL CONFERENCE ANNUAL
TEXAS HOLD’EM TOURNAMENT

This is our first Annual Texas Hold’em Tournament. This tournament is open to the public and being held at the Radisson Hotel at the Star Plaza, in Merrillville, Indiana on October 5, 2011. Sign up is from 6:00 pm till the 7:00 pm start. We are limited to 96 spots.

Permit number on file

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<th>2011 ICJA TEXAS HOLD’EM</th>
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2011 Bylaw Revisions

ARTICLE VIII
(Dues)

Sec. 2: Individuals who have been in good standing and members for a period of twenty (20) years automatically become lifetime members of the Indiana Criminal Justice Association, entitled to all benefits and privileges afforded by the Indiana Criminal Justice Association. Each lifetime member shall be awarded a lifetime plaque at the Annual Meeting. Additionally, each lifetime member of the Indiana Criminal Justice Association will not be required to pay Indiana Criminal Justice Association dues. If a life member wants to remain a member of the American Correctional Association, they must submit (this intent) in writing (annually) using the lifetime member ACA request form to the Indiana Criminal Justice Association board of directors, justifying their reasons for the Indiana Criminal Justice Association to pay their membership in the American Correctional Association. This will be done on a case-by-case basis.

From Our Executive Director:

Power in Shared Vision

By Steve Ingram, CAE

There’s a common theme that keeps surfacing in many of the articles I’ve read lately about transformative leadership and management strategies for engaging employees. The theme is the foundational principle of a shared vision and the power it can bring to organizational and individual performance. Gabriel Eckert, CAE, Executive Director of BOMA-Atlanta, listed the creation of a shared vision number one on his list of ten strategies for transformative leadership needed to help organizations expand. (Associations Now, June 2011) He stresses the importance of having a shared vision that is focused on what success will look like. This vision is a description of the outcomes desired for the organization, the results to be achieved on behalf of the constituency served.

So why is there power in a shared vision? Building a shared vision is one of the core disciplines in a learning organization according Peter Senge in his book, The Fifth Discipline. A shared vision has the power to be uplifting and to encourage innovation. From the book, Senge offers

“When there is a genuine vision (as opposed to the all-too-familiar ‘vision statement’), people excel and learn, not because they are told to, but because they want to. But many leaders have personal visions that never get translated into shared visions that galvanize an organization… What has been lacking is a discipline for translating vision into shared vision - not a ‘cookbook’ but a set of principles and guiding practices.”

“The practice of shared vision involves the skills of unearthing shared ‘pictures of the future’ that foster genuine commitment and enrolment rather than compliance. In mastering this discipline, leaders learn the counter-productiveness of trying to dictate a vision, no matter how heartfelt.”

The power in a shared vision comes from “they want to” excel, learn and achieve results together. Member of the team are driven to combine their energy and talent to make the shared vision a reality. The power comes from harnessing the collective energy of the team. And it can be unstoppable.
Hello ICJA Family,
I can’t wait until the fall conference; this is one of my favorites.

This is truly exciting times for the ICJA; we have made changes and continue to change to meet the need for our members. The need is networking, knowledge and just an overall better understanding, which ties in with our fall conference theme “Together, We are a Sea of knowledge”. This conference will definitely give you new tools, ideas, and hopefully new contacts to work with in this sea we call the criminal justice.

I would like to leave you with this thought or question.

Are You a Professional?
How you look, talk, write, act and work determines whether you are a professional or an amateur. Society does not emphasize the importance of professionalism, so people tend to believe that amateur work is normal. Many businesses accept less-than-good results.

Schools graduate students who cannot read. You can miss 15% of the driving-test answers and still get a driver license. “Just getting by” is an attitude many people accept. But it is the attitude of amateurs.

“Don’t ever do anything as though you were an amateur.
“Anything you do, do it as a Professional to Professional standards.
“If you have the idea about anything you do that you just dabble in it, you will wind up with a dabble life. There’ll be no satisfaction in it because there will be no real production you can be proud of.
“Develop the frame of mind that whatever you do, you are doing it as a professional and move up to professional standards in it.
“Never let it be said of you that you lived an amateur life.
“Professionals see situations and they handle what they see. They are not amateur dabblers.
“So learn this as a first lesson about life. The only successful beings in any field, including living itself, are those who have a professional viewpoint and make themselves and ARE professionals” — L. Ron Hubbard

A professional learns every aspect of the job. An amateur skips the learning process whenever possible.
A professional carefully discovers what is needed and wanted. An amateur assumes what others need and want.
A professional looks, speaks and dresses like a professional. An amateur is sloppy in appearance and speech.
A professional keeps his or her work area clean and orderly. An amateur has a messy, confused or dirty work area.
A professional is focused and clear-headed. An amateur is confused and distracted.
A professional does not let mistakes slide by. An amateur ignores or hides mistakes.
A professional jumps into difficult assignments. An amateur tries to get out of difficult work.
A professional completes projects as soon as possible. An amateur is surrounded by unfinished work piled on top of unfinished work.
A professional remains level-headed and optimistic. An amateur gets upset and assumes the worst.
A professional handles money and accounts very carefully. An amateur is sloppy with money or accounts.
A professional faces up to other people’s upsets and problems. An amateur avoids others’ problems.
A professional uses higher emotional tones: Enthusiasm, cheerfulness, interest, contentment. An amateur uses lower emotional tones: anger, hostility, resentment, fear, victim.
A professional persists until the objective is achieved. An amateur gives up at the first opportunity.
A professional produces more than expected. An amateur produces just enough to get by.
A professional produces a high-quality product or service. An amateur produces a medium-to-low quality product or service.
A professional earns high pay. An amateur earns low pay and feels it’s unfair.
A professional has a promising future. An amateur has an uncertain future.
The first step to making yourself a professional is to decide you ARE a professional.

Are you a professional?
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welcome to corizon

Corizon brings together the two best and most experienced firms in our industry.

We are Corizon – the nation’s leader in correctional healthcare solutions. We have created one team with best-in-class experience, staffing depth, industry best practices and leadership on a solid financial platform. And, we will continue to discover new and better ways to provide exceptional care for our partners and patients. We invite you to join us on our journey as Corizon.

www.corizonhealth.com
Prison Contraband

Finding cell phones is a matter of having the right tools.

Prison cell phones continue to be one of the most dangerous forms of contraband, allowing inmates to bypass internal security measures creating a security risk that can reach beyond prison walls. Even Charles Manson managed to get his hands on a cell phone and placed calls and sent text messages to people in California, Florida, New Jersey and British Columbia, Canada according to a report by the Los Angeles Times. It has been estimated that as many as 10% of inmates have contraband cell phones with reports of phones being used to organize prison protests, intimidate witnesses and commit other crimes. Correctional authorities have indicated that cell phones have become more valuable inside a prison than drugs or other contraband, and are often referred to as the new prison cash because inmates can sell minutes or phone use to other inmates.

To combat the contraband cell phone issue, a number of corrections facilities in the U.S. and around the world have implemented the ORION Non-Linear Junction Detector (NLJD) to locate hidden electronic contraband and cell phones, including California, Oklahoma, Georgia, Florida, Indiana, Tennessee and also in Central America, Europe and Asia. The ORION NLJD, manufactured by REI in Algood Tennessee USA, detects electronic components allowing the user to detect and locate hidden electronic items (such as hidden cellular phones), even when the electronic item is turned off or not transmitting. Feedback from organizations using the ORION has been very positive, confirming that they have located multiple cell phones as well as other electronic contraband using the ORION.

The ORION is one of the leading technologies being used to combat contraband cellular phones inside correctional facilities. For additional information on the ORION NLJD for locating and detecting cell phones in prisons, contact REI at sales@reiusa.net or call 1-800-824-3190.

“The ORION finds electronics, including cell phones, regardless of whether they are turned on.”

Research Electronics International
455 Security Drive, Algood, TN 38506 U.S.A., 931-537-6032 • 800-824-3190
sales@reiusa.net • www.reiusa.net
STRENGTHENING FAMILIES IMPACTED BY INCARCERATION

By Mary Leffler

Fact: There are over 800,000 parents incarcerated in America’s prisons.

Fact: One in 10 American children have parents in prison, on probation or parole.

Fact: Between 1991 and 2007, the number of incarcerated women with minor children increased 122%

These facts serve as the basis for Volunteers of America’s new nationwide Family Strengthening initiative, targeted to provide coordinated, long-term wraparound support services to families impacted by parental incarceration. The program will serve the children of prisoners, their caregivers, and their incarcerated parents.

Five pilot sites across the nation were selected to design and implement the new initiative: Volunteers of America Dakotas, Volunteers of America Illinois, Volunteers of America Texas, Volunteers of America New England and Volunteers of America of Indiana.

Volunteers of America partnered with Wilder Research to conduct a literature review to identify research-based programs and practices that could be incorporated into the new Family Strengthening model. Pilot sites chose to begin their work by targeting families affected by maternal incarceration. In November 2010, the complete study was released which is entitled Childhood Disrupted: Understanding the Features and Affects of Maternal Incarceration. To read the full report, visit http://www.voa.org/Childhood-Disrupted-Report.

Highlights of research-supported practices include:

- Start by mapping the family system and its potential strengths
- Ensure that the immediate needs of children and caregivers are being addressed
- Use the period of incarceration as an opportunity to strengthen family relationships
- Engage family members and community services in the release planning process
- Use mentoring to broaden the family’s circle of social support
- Upon release, be prepared to provide prisoners and families with comprehensive “wraparound” support services
- Draw from the localized resources of faith-based and community organizations.

The report cautions new programs to avoid the trap of trying to serve the entire universe of individuals who are in need of support. Services should be focused, localized, adaptive, and accessible.

Here in Indiana, Volunteers of America has expanded its Healing Families program to address these practices. For learn more, visit our workshop at the Annual Conference in Merrillville.
In the past several years many changes have taken place across the United States that have had significant impact on our abilities to do our jobs. Chief among these is the financial state. During this time I have heard the phrases “do more with less” and “do it with nothing” often repeated when requests are made. For many this would be a deterrent to further efforts. But it has not been the case. Despite the obvious impediments to success, we do succeed. Why do we succeed?

We can all recall people that we meet on a regular basis who respond with criticism and negativity when asked to perform the simplest of tasks. A greeting of “How are you?” is met with “I’m here”. They will quibble over the slightest issue if they feel they are right, even if the issue has no bearing on their jobs. They are difficult to work with and complain about every project they are asked to do, so much so that they are seldom asked to do anything beyond their daily jobs. They view this as a success.

Other people will give you exactly what you want, just to get by. They take no initiative to move a project beyond what is expected. They never make waves with their co-workers and get along with others. They are the same people who never rate “fails to meet expectations”, they seldom miss work and they never receive reprimands. That being said, they never risk anything. They don’t take chances or attempt to implement positive changes in themselves or their environments. They do the bare minimum. They will do what you ask with a smile, but nothing more. The ability to do bare minimum is often viewed as a success by them and those around them.

There are some people who will seek out challenges and risk their own reputations on things that they believe in. They find ways to get projects done and ways to make their own jobs more efficient. They will create projects if they think it will help their jobs. They do not horde their knowledge; they share what they find with others. These people are assertive in how they approach their jobs and how they approach others, so much so that they can be seen as pushy. They do more with less because they find ways to do it. When told there is no money to get it done, they seek out ways to do it for free. They frequently risk failure to for possible success. They achieve both. These are the people whose impact is felt by others long after they have left.

All organizations can find examples of all the types of people referenced in the above paragraphs. Without people willing to risk to achieve, we would never move forward. Why are we successful? We are successful because we chose to be. We do not give up in the face of adversity. We find the ways to make it work, even while being told it is not possible. We honor the legacy and “can do” spirit of those who blazed the path before us. We succeed because we believe that we can.
MEMBERSHIP NEWS

What follows are quotes from some of your fellow Indiana Criminal Justice Association members who would like to share with you what their ICJA membership means to them. Thanks to each of you for your inspiration!

I HAVE BEEN A MEMBER OF THE ICJA SINCE 1995 AND IT HAS HAD GREAT IMPACT IN MY PROFESSIONAL WORLD. I HAVE HAD THE OPPORTUNITY TO NETWORK, GAIN RESOURCES, AND MEET A WONDERFUL GROUP OF PROFESSIONALS THAT I NOT ONLY CALL MY COLLEAGUES BUT MY FRIENDS AND FAMILY. THIS ORGANIZATION HAS GIVEN ME A NEW SET OF JOB SKILLS THAT I CAN PUT ON MY RESUME BY BEING INVOLVED IN CONFERENCE PLANNING AS WELL AS BEING A BOARD MEMBER. I LOVE BEING A MEMBER AND WILL CONTINUE TO BE ONE FOR AS LONG AS I CAN.

MICHELLE RYDER, DEPUTY WARDEN OF PROGRAMS AND OPERATIONAL SUPPORT CORRECTIONS CORPORATION OF AMERICA/MARION COUNTY JAIL II

Beyond the educational opportunities, participating in ICJA has helped me grow as a leader, gain working knowledge of all criminal justice entities and build an everlasting professional network system. ICJA has always been a second family to me. The members are committed to excellence and collectively work toward success.

Kellie J. Bittorf, Executive Director
Lake County Community Corrections
Member for 19 years

Membership has provided numerous opportunities for personal growth through workshops and networking with other corrections professionals

Dorothy Jones, Administrative Assistant 3
Indiana State Prison
Member since 1999

My name is Rhonda Vega, and I am an Internal Affairs Officer at the Westville Correctional Facility. I joined the ICJA (ICA) in 2000. At first it was a chance to let my hair down once a year while taking interesting classes at the conferences. Since then, I have been taught by experienced criminal justice professionals, made industry contacts across the United States, became a Certified Corrections Supervisor with the ACA, and broadened my perspectives on other areas of the criminal justice profession. The professional growth and development tools that the ACA/ICJA provides are second to none.

A belonging with correctional professionals to share ideas, concerns, or issues.

A support network of like experienced individuals who share a common background and experiences

Tim Greathouse, Program Director 1
Pendleton Juvenile Correctional Facility

I JOINED THE INDIANA CRIMINAL JUSTICE ASSOCIATION IN THE FALL OF 1996 AND HAVE BEEN AN ACTIVE MEMBER SINCE THAT TIME! I CURRENTLY SERVE AS THE DIVISION DIRECTOR OF COMMUNITY ENGAGEMENT AT VOLUNTEERS OF AMERICA OF INDIANA. TRANSFERRING FROM THE MISSOURI JUVENILE JUSTICE SYSTEM TO INDIANA IN 1996, I FOUND THAT THE ICA/ICJA PROVIDED ME WITH AN OPPORTUNITY TO QUICKLY DEVELOP NEW RELATIONSHIPS AND MEET COLLEAGUES FROM AROUND THE STATE. WITHOUT ICJA, I FEEL ESTABLISHING MYSELF IN THE CRIMINAL JUSTICE ARENA IN INDIANA WOULD HAVE BEEN MORE DIFFICULT. THROUGH MY MEMBERSHIP IN ICJA I HAVE ENHANCED MY LEADERSHIP, COMMUNICATIONS AND NON-PROFIT MANAGEMENT SKILLS. PERHAPS THE MOST IMPORTANT ASPECT TO ME IS THE WONDERFUL FRIENDSHIPS THAT I HAVE FORMED WITH COLLEAGUES FROM ACROSS THIS GREAT STATE. I LOVE BEING A MEMBER AND ENCOURAGE ALL THOSE WITH AN INTEREST IN CRIMINAL JUSTICE TO JOIN!

MARY LEFFLER, DIVISION DIRECTOR OF COMMUNITY ENGAGEMENT, VOLUNTEERS OF AMERICA OF INDIANA, INC.
Goals & Objectives

Membership
Goal: Grow the value of ICA membership and increase the number of members.
Objectives:
1. Promote attendance at annual and regional conferences
2. Increase IDOC membership by 25%
3. Increase overall membership by 10%
4. Organize at least one additional student chapter per year

Conferences/Professional Development
Goal: Provide quality educational opportunities at all ICA conferences in a cost effective manner.
Objectives:
1. Maintain quality of speakers and presentations at the Annual and Regional ICJA conferences
2. Increase the value for corporate partners to participate in conferences
3. Serve as a resource to link members to other training, conference or professional development opportunities
4. A minimum of one professional/career development articles will be included in each issue of The Comment or The Journal
5. Evaluate how other related organizations or groups could potentially benefit from collaboration with ICJA (i.e. hosting joint conferences, sharing exhibit halls, etc.)

Governance/Administration
Goal: Continually improve and modify, as necessary, governance and administrative processes to meet the changing needs of the Association.
Objectives:
1. Develop and support the implementation of regional plans which support the overall strategic plan from a local level
2. Continue and expand the quality and content of the Leadership Academy
3. All new officers and directors receive orientation and annual training
4. Develop and implement a risk management plan

Public Education/Awareness
Goal: Develop and deliver messages to constituents to create awareness of criminal justice purposes, practices, and potential consequences.
Objective:
1. Prepare and deliver positive items regarding the criminal justice field and design performance measures to determine the effectiveness of the messages

Action Items

Membership
Goal: Grow the value of ICA membership and increase the number of members.
Objective 1: Promote attendance at annual and regional conferences
Action Item(s):
1. Prepare Comment/Journal articles promoting conferences and submit by established editor deadlines (President, Conference Director, Regional Directors)
2. Prepare and send E-blasts – quarterly (President/Director-At-Large-Communications/Advocacy)
3. Provide facility updates within two days following each Board Meeting (Director At Large- Constituent Representation, Regional Directors, and Conference Director)
4. Establish website links for regional conferences by 3/1/12 and 4/1/12, as well as 3/1/13 and 4/1/13 respectively (Director At Large- Constituent Relations, Regional Directors, and Conference Director)

Objective 2: Increase IDOC membership by 25%
Action Item(s):
1. Obtain endorsement for support by IDOC Commissioner by 1/20/12 (President)
2. Establish Membership Committee with representation from each region by 1/10/12 (Membership Director and Regional Directors)
3. Finalize Membership Drive details by 12/15/11 (President and Membership Director)
4. Prepare Comment articles to recruit members and promote membership drive and submit by established editor deadlines (President and Membership Director)

5. Provide facility updates to members and prospective members within two days following each Board Meeting (Director At Large- Constituent Relations)

Objective 3: Increase overall membership by 10%

**Action Item(s):**
1. Establish Membership Committee with representation from each region by 1/10/12 (Membership Director and Regional Directors)
2. Finalize Membership Drive details by 12/15/11 (President and Membership Director)
3. Prepare Comment articles to recruit members and promote membership drive and submit by established editor deadlines (President and Membership Director)
4. Provide facility updates to members and prospective members within two days following each Board Meeting (Director At Large- Constituent Relations)

Objective 4: Organize at least one additional student chapter per year

**Action Item(s):**
1. Identify and contact three potential schools by 12/1/11 and 12/1/12 (Membership Director/Director At Large- Constituent Representation)
2. Register ten (10) students and one (1) sponsor by 2/1/12 and 2/1/13 (President/Membership Director)
3. Submit application to ACA by 4/1/12 and 4/1/13 (President)
4. ICA delegate attend ACA membership committee meeting by 8/1/12 and 8/1/13 (President/Designees)

**Conferences/Professional Development**

**Goal:** Provide quality educational opportunities at all ICA conferences in a cost effective manner.

Objective 1: Maintain quality of speakers and presentations at the Annual and Regional ICJA conferences

1. Execute Conference Planning Manual directives and maintain budget to attract quality speakers on ongoing basis (Conference Director)
2. Coordinate Regional Conference Committees and Annual Conference Committee to establish the theme among the agenda and speakers of the same-year conferences by 12/1/11 and 12/1/12 (Conference Director/Regional Directors)
3. Maintain the standard of speakers who are qualified via degree, certification/licensure or years of expertise in the field on ongoing basis (Conference Director/Regional Directors)

Objective 2: Increase the value for corporate partners to participate in conferences

1. Explore options for sponsorship (advertising/website/conferences) by 12/2011 and 12/2012 (Executive Director/President)
2. Work with Conference Committee to have dedicated exhibit time for key members with purchasing authority or influence to such decision by 1/1/12 and 1/1/13 (Conference Director/Executive Director/President)
3. Modify registration form to assist in identifying conference registrants with purchasing authority or influence over such by 1/1/12 and 1/1/13 (Conference Director)

Objective 3: Serve as a resource to link members to other training, conference or professional development opportunities.

1. Contact other associations for mutual trainings/conferences by 1/2012 and 1/2013 (President-Elect)
2. Compile other association and certified trainings for listing in Comment and website on ongoing basis (Director At Large – Communications/Advocacy/President-Elect)
3. Distribute E-blasts to members of potential training opportunities on ongoing basis (Director At Large-Communications/Advocacy)

Objective 4: A minimum of one professional/career development article will be included in each issue of The Comment or The Journal

1. Establish a topic list and calendar of article submissions to be written by board members by 12/1/11 and 12/1/12 (Director at Large-Communications/Advocacy/President)

Objective 5: Evaluate how other related organizations or groups could potentially benefit from collaboration with ICJA (i.e. hosting joint conferences, sharing exhibit halls, etc.)

1. Vend/exhibit, via collaborative agreements, at a minimum of three additional association conferences annually on an ongoing basis (President, Director at Large- Constituent Representation, Board of Directors)
2. Pursue any potential opportunities for shared conferences or related activities on an ongoing basis (President, Board of Directors)
Governance/Administration

**Goal:** Continually improve and modify, as necessary, governance and administrative processes to meet the changing needs of the Association.

**Objective 1:** Develop and support the implementation of regional plans which support the overall strategic plan from a local level
1. Establish a regional committee by 12/15/11 and 12/15/12 (Regional Directors)
2. Create a regional strategic planning document and submit to the President-Elect by 12/31/11 and 12/31/12 (Regional Directors)
3. Submit status reports of strategic plan activity to full board on a quarterly basis (Regional Directors)

**Objective 2:** Continue and expand the quality and content of the Leadership Academy
1. Evaluate and review performance of Year One Leadership Academy and implement necessary revisions to content & structure by 11/15/11 (Director At Large – Governance & Administration)
2. Establish performance measures for Year 2 Academy by 12/1/11; and Year 3 Academy by 12/1/12 (Director At Large – Governance/Administration)
3. Screen/recruit candidates for the Year 3 Academy by 6/1/12; and for Year 4 Academy by 6/1/13 (Director At Large – Governance/Administration)
4. Conduct 2012 and 2013 graduation ceremonies at the respective Annual Conferences (10/2012 and 10/2013) (Director At Large – Governance/Administration/Conference Director)

**Objective 3:** All new officers and directors receive orientation and annual training
1. Information packets will be provided to all nominees for office by 6/1/12 and 6/1/13 (President-Elect/Nominations Committee)
2. Conduct annual information session at each annual conference on an ongoing basis (President-Elect/Conference Director)
3. Conduct new board member training during the transition meeting by 11/2011 and 11/2012 (President/Executive Director)

**Objective 4:** Develop and implement a risk management plan
1. Establish a committee to conduct risk analysis by 12/1/11 (President)
2. Submit an article on the benefit of risk management plans for inclusion in spring edition of The Comment by 4/2012 (Executive Director)
3. Committee will submit a draft report to the Board of Directors for approval by 5/2012 (President/Special Committee/Executive Director)
4. Distribute plan to membership via The Journal by 8/2012 (President/Special Committee)

Public Education/Awareness

**Goal:** Develop and deliver messages to constituents to create awareness of criminal justice purposes, practices, and potential consequences.

**Objective:** Prepare and deliver positive items regarding the criminal justice field and design performance measures to determine the effectiveness of the messages

**Action Item(s):**
1. Identify strategies and methodology to prepare and deliver messages by 12/1/12 (Director At Large/Communications/Advocacy)
2. Publish articles quarterly in The Comment, the ICJA website, and distribute to appropriate media-ongoing (Director At Large-Communications/Advocacy/All Board)
3. Develop effectiveness measures of the messages by 1/31/13 (Director At Large-Communications/Advocacy)
4. Report progress to Board of Directors quarterly (Director at Large-Communications/Advocacy)
Offering a partnership to provide fast, accurate, non-invasive and affordable oral fluid drug testing.

The future of drug testing is here... oral fluid. Monitor your client’s medications for compliance. No more observation, adulteration, dignity, or waiting issues. All the drugs found in blood are also detectable in oral fluid. You get quantitated laboratory test results within 24 hours or less! Our drug list is over 100 compounds.

forensicfluids.com    Kalamazoo, Michigan
blemberg@forensicfluids.com    (866) 492-2517
Digital Security Screening System
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Wow! What a fantastic spring conference the Northern Region had. It was held at the Silver Palace in LaPorte, IN. We had over 90 people in attendance this year. The morning session started with Dr. Allen, from Corizon, who gave us insight on the physical aspects of stress while Todd Basich from Urban Fitness in LaPorte, shared how to manage stress through exercise. Andy Pazera, Westville Correctional Facility closed the morning session out by culminating the topics of Dr. Allen and Mr. Basich by reminding us all to live in the moment; don’t stress about things we can’t control and the “what if’s”. No matter what role we all play in the criminal justice field, this topic touched each and every one of us whether it is working with offenders, re-entry programs, teaching substance abuse classes, or filling vacant positions.

The afternoon session continued with Tanya Williams from Stepping Stone Shelter for Women in Michigan City. Her topic covered the Generational Cycle of Family Violence. Our day concluded with Sharon Gerlach who is a North Central Regional Training Manager with the Department of Correction.

This year’s conference brought in just over $300.00 dollars for the Indiana Domestic Violence Coalition charity. A special thanks to PEN Products who donated two bikes, Jenny McBride, Mary Kay Cosmetics and Pat Kimmel, Avon Products who all donated items that went toward the charity. A BIG thank you to all who sponsored the Northern Region Spring Conference! Also, a thank you to Commissioner Lemmon for his support to the association. Without all of you, none of this would have been possible.

It has been an honor representing the Northern Region as your director for the past two years. Representing the region opened doors of opportunity for me both personally and professionally. The attendance at our regional conference has continued to show that we have a strong ICJA support in our region. That success is in part to the wonderful team of fine, committed, and dedicated people I have served on my planning committee. I would like to thank my board members: Jackie Salyer, Treasurer, Lynette Collins, Secretary and committee members: Dorothy Jones, Ivan Jones, Chris Tatum, Tommie Horne, McArthur Fortney, Ken Watts and Rhonda Vega.

Finally, don’t forget to get out there and vote for those who are running for a seat at the fall conference. If you are not able to attend, please send in your vote. A regional caucus meeting will take place on Wednesday at the fall ICJA conference. Please attend this meeting and get to meet others in your region as well as the Executive ICJA board!

We have been through the hottest days of summer and I am looking forward to the cool weather we have at the fall conference. I am rapidly approaching the end of my term as the Southern Region Director. It has been a great two years serving the ICJA and the southern members. We had a great group of speakers at the conference in Bloomington last year. We just didn’t get the attendance we wanted. This year was in a great location at the Learning Center in Columbus with excellent speakers again and a much better turn out.

It has been a wonderful experience. I have met new people and I got to know people better that I had met in years past. I want to thank everyone that has assisted me with the conferences and served on the region board. This is a great association, but I have decided to take a break from holding a board position for a little while. I am sure I will be back before too long.

We have two candidates running for the Southern Region. Larry Lee is with Bartholomew County Community Corrections and was on last year’s fall conference committee assisting Amanda Hall with programs. Ron Gibson is the Superintendent at the Henryville Correctional Facility and was the Program Chair for the fall conference in Evansville. You can also vote for the President Elect, Treasurer, Secretary, and an At-Large Director. These are all very important positions for the ICJA and I encourage everyone to vote during this year’s election.

The Southern Region Caucus will be held on Wednesday afternoon during the 2011 Fall Conference. Please plan to attend so you can meet the candidates for the region. ICJA Board members will also be around to meet members of the region. This is a good time to ask questions or make suggestions about ICJA events or issues. Besides, I hope you will at least be there to say goodbye. See you then!
Having had many roles, and titles over the years in the criminal justice workplace, and being a manager several of the past ones, I have done a great deal of research, attended career workshops, and have studied many books on what it takes to be successful in your job. Everyone has an opinion on this subject, and what truly makes some people shine above the rest. Whether you're a manager or a subordinate, everyone has an investment in workplace success. We all know that failure to invest in employee success leads to turnover, poor productivity, and customer dissatisfaction. In preparing for my ACA workshop coming up this August, I thought it would be beneficial to share some extremely important tips on what I feel, and many of the experts say about what makes people successful on the job.

**Demonstrates Reliability** - Employees show reliability by following through on tasks and job assignments, and are consistent. They perform well all of the time, not just some of the time.

**Communicates Constructively** - These employees are positive, confident and poised. They communicate well during conflict and listen well. They remain calm and listen to all perspectives even if they disagree.

**Listens actively** - Meaning a person absorbs the information being received, understands it, and considers all ideas brought to the conversation.

**Functions as an Active Participant** - This person is prepared for meetings and has an agenda if facilitating one, is prepared to answer questions and provide feedback. They are not afraid to speak up but they are not pushy or aggressive when doing so.

**Shares openly and Willingly** - This employee will share information, knowledge and wisdom with the team. They don’t withhold information or provide false information. They have a teamwork approach.

**Cooperates and pitches in to help** - Cooperation is the act of working with others and acting together to accomplish a job. This employee will volunteer for job assignments and to get things done when in need. They never say it is not their job description or in their scope of responsibility.

**Exhibits Flexibility** - This kind of employee will adapt to an ever-changing environment and the conditions that might change. They don't get stuck in the “this is how we have always done it” mentality and they are adaptive to new technology. They embrace change.

**Shows commitment to the team** - They are always encouraging the team, and completes deadlines and projects. They are committed to their job and to the mission

**Works as a problem solver** - This person is a solutions oriented person and brings them to the table instead of whining about the problem.

**Treats others in a respectful and supportive manner** - No bullies allowed. These employees will respect others and are never unkind. They may disagree with the viewpoint but will not become angry or combative if someone does. They will still support the decisions of the team.

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**Motivational Interviewing**

The Division of Youth Services (DYS) has adopted a new treatment approach that will be utilized within the juvenile facilities state-wide. Motivational interviewing (MI) refers to a counseling approach developed by clinical psychologists Professor William R Miller, Ph.D. and Professor Stephen Rollnick, Ph.D. MI is a student-centered method of engaging the students and motivating them to change their behaviors. This is done largely by encouraging the students to explore and resolve ambivalence toward current and prior behaviors and life experience.

MI recognizes and accepts the fact that students who need to make changes in their lives approach this process at different levels of readiness to change. If the process is mandated, they may never have thought of changing the behaviors in question. MI is non-judgmental, non-confrontational and non-adversarial. The approach attempts to increase the student’s awareness of the potential problems caused, consequences experienced, and risks faced as a result of the behavior in question. Alternately, staff members help students envision a better future, and become increasingly motivated to achieve it. The ultimate goal of this strategy is to help students think differently about their behavior and consider what might be gained through change. This approach might be a significant adjustment for both students and staff, however the facilities are in the process of providing training to all DYS staff to ease the transition.
Motivational Interviewing (continued)

The main goals of MI are to establish rapport, elicit change talk, and establish commitment language from the student. MI is based on four general principles:

1. Express empathy
2. Develop discrepancy
3. Roll with resistance
4. Support self-efficacy

In addition to the training curriculum that all DYS staff will be exposed to Dr. Keith Bailey, a private consultant from Tennessee, spent three days at South Bend Juvenile (SBJ) in February. He was able to train all staff in adolescent development and behavioral interventions. Throughout this training he was very optimistic and encouraging of the Division’s commitment to the MI model.

Carter’s Corner

By Robert Carter
ICJA Leadership Academy Participant

A little background information about me: My name is Robert Carter and I have been in corrections for approximately 3 years. I began at Vigo County Community Corrections where I was a correctional officer for a work release and day reporting program. While I worked as a correctional officer I took classes at Indiana State University towards a B.S. in Criminology. After graduating in 2002, I decided to earn my M.S. in Criminal Justice from the University of Cincinnati and began instructing and developing online courses. I then enrolled in a PhD program from Capella University 2008, where I am currently in the dissertation phase slated to graduate within the next year. Currently, I am a correctional officer at Plainfield Correctional Facility.

Goals of Being in Indiana Criminal Justice Association

During the beginning phases as a correctional officer, I never knew what possibilities and opportunities existed for advancement, professional development, or networking existed within corrections. A great group of friends told me about American Correctional Association and the Indiana Criminal Justice Association. I joined the ICJA Leadership Academy in order to add to my professional development and experience. Through the Leadership Academy I am networking with other professionals, travel to conferences, and have become involved in some committees.

Private Prisons and Quality Care: Differences in Public and Private Prison Operation on Recidivism Rates

The criminal justice field has seen a dramatic change in the way correctional systems operate structurally and operationally. While much of the literature highlights the importance of state operated facilities, privatized facilities have increasingly become popular in cost savings and effective rehabilitative programs designed to reduce offender recidivism. Research on the performance measures of both public and private correctional facilities throughout the United States has not been highly published. According to Spivak & Sharp (2008), “there have been relatively few studies in the United States comparing recidivism rates between public and private prisons. In addition to the paucity of research on this topic, comparisons of past studies are methodologically challenged by the fact that multiple operational definitions exist for recidivism” (p. 486). Gaps in the literature suggest that more research is needed on the effectiveness of pro-socially altering offender behavior to conform to society’s norms and reduce the likelihood of re-offending. By focusing more of our efforts on privatized prisons in examining recidivism rates we can understand how they differ in terms of quality care and long-term effectiveness versus those programs offered in state run facilities.

While the gap in the correctional literature maintains that recidivism should be the focus on private and public prison performance, the term varies across many states due to their operational definitions. However, varying operational definitions allow researchers and scholars to understand which aspects of recidivism (e.g. post release conviction, re-arrest, absconding, etc.) are most predicting in applying it as a measure of private prison performance. Recidivism plays a major role in understanding how effective the rehabilitation programs were within the private and/or public prison system as well as how likely an offender is to re-offend through variables such as criminal history, exposure to both the private and public prison systems, involvement in rehabilitative efforts, association with those who are most likely to reoffend (e.g. social learning). While these problems are addressed, examining the current studies in which private and public prisons are compared can help us understand how to further improve our methodology within the research and ultimately pinpoint which recidivism prediction variables contribute successful private prisons.
There are two comparative studies of private and public prison systems which are most prevalent in correctional literature and they are demonstrated within the Oklahoma Department of Corrections and the Florida Department of Corrections. The original analyses conducted by Lanza-Kaduce and Maggard (2001) on private and public offender populations was methodologically flawed and possible bias could have been introduced into the study due to the large consulting fees that Charles Thomas, the director of Private Corrections Project, which undertook the study, had received. Therefore, conclusions drawn from the study could have been influenced and the overall study compromised. Improving upon the study within the Florida Department of Corrections, Farabee and Knight (2002) used a larger sample size (8,848) matched the pairs across more criteria (adding offense type, custody level, education, and time served), and expanded the categorical definition of private and public inmate groups from release facility to facility in which inmates spent the final 6 months of incarceration (p. 489).

Another study of recidivism rates between public and private institutions is found within the State of Oklahoma. More appropriate studies in privatized prison research should focus on those states which incarcerate a larger proportion of inmates thus allowing for a larger and more representative sample size. Spivak & Sharp (2002) indicate that Oklahoma is an excellent location for a comparative evaluation of recidivism rates for public versus private prison inmates. The state rank fourth incarceration rates and has an unusually high proportion of its inmates in private prisons. While many other comparative studies on public and private prisoners indicated that there were no differences between facility-types, the State of Oklahoma found that recidivism was higher amongst the private prison population. According to Spivak & Sharp (2002), “the results from Oklahoma are unique among all of the prior studies on this topic; curiously, the analyses indicate a significantly greater hazard of recidivism among private prison inmates in six of the eight models tested (four of the six exposure and comparison group models and both of continuous models). In every categorical model (including the two that were no significant), private prison inmate groups had a greater hazard of recidivism than did public inmate groups (p. 503).

It is quite evident that more comparative studies are needed to examine the differences in recidivism outcomes based on prediction variables in public and private prisons. Very few studies are published in this realm of research and the existing studies demonstrate mixed results and methodology flaws due to bias and a conflict of interest. While examining both types of institutions is necessary to ultimately understanding which is more effective in lower recidivism, accreditation is also another important component of quality care and positive outcomes. The American Correctional Association (ACA) provides an accreditation to those facilities (e.g. both private and public) which meets their criteria. ACA (2010) standards are the national benchmark for the effective operation of correctional systems throughout the United States and are necessary to ensure that correctional facilities are operated professionally. They address services, programs and operations essential to good correctional management, including administrative and fiscal controls, staff training, and development, physical plant, safety and emergency procedures, sanitation, food service, and rules and discipline.

While quality care is the most essential piece of the puzzle in determining offender recidivism in reference to public and private institutions, the ACA helps establish which facilities can foster a more pro-social and conforming environment for offenders and correctional staff. Segal (2005) states that, “there is clear and significant evidence that private prisons actually improve quality. Currently there are more than 5,000 governments and privately managed detention facilities located across the United States, with only 532 accredited by the ACA. 465 are public and 67 are private. Thus, no more than 10 percent of government correctional facilities have been accredited, whereas 44 percent of private facilities have been accredited. This dramatic difference suggests that private prisons are providing quality services—while remaining cost-efficient and providing significant cost savings (p. 6).

Understanding the problem of recidivism has always been a major fact of criminological research. However, much of the recidivism has focused on other area of the criminal justice system. More comparative research is needed on recidivism rates attributed to the quality care found within the private correctional institutions throughout the United States and internationally. While many of the studies aimed at preset recidivism prediction variables, such as age, race, and criminal history, not much specifically has been focused on the quality of rehabilitation programs within the private and public systems in terms of overall recidivism and its effect on altering anti-social behavior towards more pro-social behavior.

Reference
William "Bill" Barber. Biographical Sketch

If an all time favorite and respected I.C.A. member pole were taken of Life Member and Past Presidents. 1986, President Bill Barber would have no equal. Like Bob Heyne (2010 Journal), Bill is pof the Greatest Generation, enlisting in the Navy in 1942, trained as a navigator, commissioned as second lieutenant and assigned to the Marine Corps. He was a navigator on a bomber seeing action in the Pacific from 1944 until the war ended in 1945. He was awarded two air medals for meritorious service. He stayed in the reserves, served in the Korean War and retired from the Reserve in 1965.

Bill was born June 16, 1922 in Huntington, West Virginia. In 1942, he graduated from high school and enlisted in the Navy. At the end of the war, he returned to Huntington and took advantage of the G.I. Bill by enrolling at Marshall University taking a degree in Sociology. While at the university, he met and married Norma White. They have two daughters and one son.

After Korea, with degree in hand, Bill went to work for the Federal Bureau of Prisons as an Institutional Parole Officer. In 1957, he transferred to the prison at Terre Haute, moved his family and before his retirement in 1975 took a degree in Corrections from I.S.U. The family then moved to Hobart Indiana and Bill went to work for the I.D.O.C. as a Parole Officer in the Gary District office, retiring in 1992.

Bill joined I.C.A. when he went to work in Gary, attended all of the conferences long past his retirement in 1992 and was President in 1986. 1999 President, Jack Hendricks considered him a mentor during his presidency relying on his insight and recommendations.

1988 I.C.A President., Neal Hannon remembers Bill as an avid bicyclist who rode long distances. For several years, he rode in the Monroe Co.Hilly 100 staying at my home on two occasions visiting with Charlie Caragol and I.

At conferences, Bill always participated in the Fun Run. He never quit and was competitive with runners and walkers half his age. In 1987 I.C.A. President, Bob Cadwallader remembers Bill's engaging smile and laughter. Bob was Bill's V.P. in 1986 and speaks of him with reverence.

Bill was devoted to everything he was involved in and especially to his wife, Norma. When she fell ill in the late 1990s', Bill gave up everything he was involved in to take care of her, his true love.

Bill passed to the spirit world on March 6, 2011. In all that he did in life, he lived by the Marine Corps Motto: Semper Fi, Always Faithful.

Semper Fi

Jack
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