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Columbus Learning Center,
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TUESDAY, APRIL 24, 2012

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FRIDAY, APRIL 27, 2012

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# ICJA 2012 Board

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<td>President</td>
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The Comment

Published by The Indiana Criminal Justice Association
Mary Leffler, President
Jennifer Saroka, Publications Editor

For advertising information and to submit articles, email Eric Hoch hoccs1202@att.net
Time flies! It seems as if it were only yesterday that we were in Merrillville wrapping up the 2011 Annual Conference. Since then we have celebrated Halloween, Veterans Day, Thanksgiving, Christmas and proudly hosted the Super Bowl!!! Time stands still for no one!!

Since that time your Board of Directors has been very busy!! Each person is working hard to tackle the duties which they voluntarily accepted on your behalf. 2012 Conference Director, Linda Commons is busy “conducting” her team and has her crew “on board” for the Annual Conference. Read more details about the Annual Conference, which will be held in Indianapolis on October 2-5, 2012 in her article!! Additionally, the Regional Directors have each assembled their teams and are on the “right track” to bring you exciting Regional Conferences. Be sure to register early and attend one or all of these great learning opportunities!!

I want to welcome to the Board of Directors, Eric Hoch. The Board approved my recommendation for Eric Hoch to fulfill the vacated seat of the Director at Large-Communications and Advocacy. Please give Eric your full support and encouragement!! Look for our website to undergo some updates and modifications in the near future!!

Your Board of Directors are some of the finest professionals in the industry. I am truly blessed to work along side them. My thanks to Michelle Ryder, Kellie Bittorf, Aaron Garner, Dorothy Jones, Bryan Pearson, Ron Gibson, Christie Scott, Mike Scott, Erich Hoch, Rhonda Brennan, Linda Commons and John Sharp. It takes all of us to keep this ICJA Train on the “right track”, but we have the right team “on board”. Think about how you can join us!!

This year six of the board members were in attendance at the American Correctional Conference held in January in Phoenix, Arizona. Attending, along with myself, were Michelle, Bryan, Eric, Ron and Linda. The time was valuable and we were able to meet with other leaders and share information from other chapters across the nation. We were proud to represent you at the Delegate Assembly. There were no controversial agenda items at this year’s assembly so the meeting went smoothly.

Congratulations to the following facilities who received accreditation at this year’s conference: Pendleton Juvenile Facility, Henryville Correctional Facility, Indiana State Prison and Rockville Correctional Facility. Read more highlights of the ACA Conference in your next issue of Correction’s Today.

In closing, I encourage each of you to plan to attend a Regional Conference. These one-day conferences offer a great training opportunity at a very reasonable cost. I continue to be proud to serve as your President and thank you for the trust you have placed in me.
Empowering a New Generation of Leaders: Paving the Way to Generation Next

By Michelle Ryder, Vice President/President Elect

Fifty percent of the world population is under 30 years old. Generation Y is the first generation to grow up with technology and they experience it even before they experience romance in their lives. They are digital natives and their whole social lives are on social networks, and that impacts their behaviors, attitudes and expectations...especially their expectations toward future employers. - The Insider, 2012

So what does this all mean for organizations and today's workforce? Most corporate structures are out of sync with the lifestyle desires of Generation Y. Companies are going to need rethink the way their employees work, making major changes that will accommodate the unique work preferences of Gen Y. What is in it for the companies? They will increase employee performance by reducing turnover and have happier, more productive Gen Y employees. If corporations want to remain competitive, they need to aggressively recruit Gen Y Workers. According to Business and Professional Women's Foundation, Gen Y will form 75% of the workforce by 2025 and it actively shaping corporate culture and expectations.

Below is an At a Glance snapshot of some of the characteristics of GEN Y, the elements they find important in the workplace, and some ideas to retain and recruit these Digital Natives.

What do these New Kids on the Block look like today?
Born between 1977-1994
More than three times the size of Gen X
One of every three are not Caucasian
Image driven
Results oriented
9 out of 10 children under 12 have friends outside their own ethnicity
1 of out 9 high school students have a credit card co-signed by a parent

Over 70 million belong to this Generation
Most ethnically diverse
Efficient Multi-taskers
Heavily influenced by peers and media
Less Cynical and more concerned with social issues

Elements of the Workplace that Are Important to Gen Y
Good Relationship with bosses and co-workers
Opportunity for Growth
Flexible schedules for social and personal time
Updated technology
Expect employers to realize there is more to life than work
Opportunity to show off skills and receiving recognition of a job well done
Need constant feedback from their supervisors

Income
Challenging daily work
Casual Dress environment
Want to work smarter not harder

Retention of Gen Y
Provide leadership and constant feedback
Offer a clear career track
Give back to the Community
Website to show
Be flexible
Build Collaborative teams
Focus on long term
Train, train, and retrain
Include workers in the decision making process more often

Managers be available and accessible
Promote Team Collaboration
Company Culture
Support Growth Opportunities
Focus on Empowerment
Delegate real responsibilities and not just tasks
Non-traditional mentoring teams
Allow team members to extend their network connections

Tips for Recruiting Gen Y
Move fast
Be focused, timely and polite
Use Peer Interviews
Benchmark pay in your sector
Hire when good people come along

Present the challenging Aspects of the job
Invest in employment branding and be known as a great employer
View the interviewing process from the candidates perspective
Invest in line managers interviewing and hiring skills
Smart Leaders Build Emotional Intelligence

By Steve Ingram, CAE

The skills for some leaders come naturally, but for most, it’s a learning process. According to Linda Talley (Associations Now February 2012), leadership skills can be acquired and are known collectively as “emotional intelligence” (EI). Working to build your EI can make you a more effective leader. According to Talley, leaders are charged with making decisions that require empathy and understanding. To be effective, leaders need well-developed EI.

Researchers have identified four key indicators of emotional intelligence which can be developed through coaching or training. These indicators are:

- **Self-Awareness:** Talley suggests that leaders must be aware of how their own emotions and attitudes affect the people around them including their job performance. A leader will know those activities that cause them to be stressed and learn to be prepared for dealing with the stress effectively.

- **Self-Regulation:** Effective leaders regulate themselves so that emotions do not control them. They respond appropriately rather than making snap judgments.

- **Empathy:** Utilizing empathy in supervising employees will help a team to be more cohesive. Leaders will know how best to respond using their EI in improving team performance.

- **Social-Skills:** A leader with strong emotional intelligence knows they need to manage relationships. They understand how their own verbal and non-verbal communication may affect others. Eye contact, listening, and allowing other team members to build leadership skills are important in using your EI to full advantage.

Remember to focus on building your own emotional intelligence. Both you and your team will benefit.

Communication and Advocacy

By: Eric Hoch, Director at Large

Since the last Comment, I have been named one of the At-Large Directors of ICJA. My main duties for ICJA are communication and advocacy. Those duties include media, website, technology, publications, corporate sponsorship/advertisements, legislation, and marketing. I am relying on a few dependable ICJA volunteers (Dave Leonard, Jennifer Saroka, Executive Board, my staff), but I could always use you. If interested in any of those areas to assist, please contact me. Please send any Comment submissions to hochcs1202@att.net.

For the American Correctional Association, I am the Student Affairs Committee (SAC) Chair. While in attendance at the ACA Winter Conference in Phoenix, the Arizona State University became an ACA Student Chapter from the hard work of Jim Thomas, Northern Illinois University Professor, and Dan Zorich, ASU Advisor, and I. Also, while in Phoenix, I spoke to Grand Canyon State University and they have applied to be a Student Chapter at the ACA Summer Conference in Denver on July 20-25, 2012.

To end the ACA trip in Phoenix, President Mary Leffler, President-Elect Michelle Ryder, Central Regional Director Bryan Pearson, Conference Chair Linda Commons (Pendleton Juvenile Superintendent), Bill Wilson (ISP Superintendent), and two students, one from Wisconsin and one from Illinois, and two travelers from Mexico who I ran into at a Pizza Shop before the game, and I enjoyed the Phoenix Suns game. We did attend many workshops and represented Indiana well. I hope you can join us in Denver.

On February 18, 2012, Jack Harlow invited ICJA to support Big Brothers/Big Sisters in Bloomington at their Bowling Classic. ICJA field two teams made up of Mary Leffler, Michelle Ryder, Bryan Pearson, Mike Scott, Chris Scott, Michele Kiefer, Amanda Hall, and me. Jack’s wife, Marsha, brought the best brownies ever (recipe is in this Comment). Jack also brought Lois Morris who watched and shared stories. My first duty as At-Large Director is pushing this event to become an annual event for ICJA. Our team of eight raised just over $1300 for Bloomington’s BB/BS. Jack was a founding member of them forty years ago.

Already, my thanks go out to Dave Leonard and Jennifer Saroka for their time and effort with the Comment.

I hope to see you at the Regional Conferences, which are CEU Eligible Hours and we will “chug along” to “Being All Aboard” in October.
News from the Constituents

By: Michael T. Scott, Director at Large

As ICJA Director at Large for Constituent Representation, I’ve developed points of contact in identified disciplines as specified by our Association. The below received information is now shared.

- Indiana Women’s Prison Supt. Steve McCauley is very proud of IA Officer Ken Wiltsie who recently came to the aid of a bystander that was slumped over and not breathing, whose friend had cried out for help. Ofc. Wiltsie used his training and performed lifesaving aid until EMS arrived. Ken’s quick response clearly saved a life. Well done Ken!!
- Wabash Valley C.F. recently promoted Trianto Foster to Lieutenant after serving admirably as Facility Transportation Coordinator.
- Pendleton C.F. Officer Larry Schoettmer and a crew of Level 1 offenders recently planted over 200 trees and bushes at the Westfield Fire Dept. Training Center as a community service project.
- Supt. Mark Levenhagen at WCC recently announced the promotion of long time employee Larry Steinbeck to Correctional Captain.
- ICJA’s partner Ivy Tech recently help its first graduation at Indiana Women’s Prison recognizing 60 graduates.
- WCC staffer Glenda Lewis was recently recognized for her coordination of American Red Cross Bloodmobiles at WCC, which have resulted in the collection of 732 units of blood over the years. As each unit collected contributes to saving 3 lives, Glenda has assisted in saving 2,196 lives. If that’s not a HERO, we’re not sure what is.
- Wabash Valley Major Dusty Russell and Captain Amanda Pirtle recently participated in Knox County’s Shop with a Cop Program helping 190 deserving youngsters. The Facility PLUS Program donated $200 to assist as well.
- Congrats to our Past President Jack Hendrix on his recent promotion to DOC Classification Director.
- Volunteers of America recently successfully had three Indiana facilities Reaccredited by the Commission on Accreditation of Rehabilitation Facilities (CARF) to include Theodora House and Brandon Hall in Indianapolis and Hope Hall in Evansville.
- Camp Summit Boot Camp and Supt. Cecil Davis were recognized in Washington D.C. recently for their excellence as a national leader in the Performance-based Standards Program. As such they received the prestigious Barbara Allen-Hagen Award for extraordinary improvement to facility quality of life and operations.
- Supt. Dick Brown proudly announced the recent Wabash Valley C.F. promotion of Kevin Gilmore to the position of Assistant Supt. of Re-Entry as well as Amy Rollings to Unit Team Manager. Congrats guys!
- Westville C. F. recently honored long time Captain Ernest Huff on the occasion of his retirement from DOC.
- Parole Services recently recognized the Ft. Wayne District Office for winning Parole’s Operation GRIN (Giving Resources to Indiana’s Needy) Contest. Congrats to District Supervisors Mia Kelsaw and Bobby Yarborough and their staff.
- Indiana State Prison Supt. Bill Wilson recently announced the appointment of Frank Masley to be Security/Telecom System Director.
- Putnamville C. F. Supt Stan Knight recently announced the promotion of Randy Seats to Corr. Lieutenant and Adam Cornelison to Corr. Training Ofc. Congrats guys;
- Congrats to our Past Membership Director Phil Sonnenberg on his recent promotion to DOC Northern Region Staff Training Manager.
- Wabash Valley’s Diana Daugherty was honored on the occasion of her retirement. Best wishes to our member and Facility Point of Contact;
- Danny Metzger from Pendleton C.F. retired after 3 plus decades of service. Good luck Danny.
Schmall News: We have a Voice

By Lora Schmalfeldt
PLUS Unit Case Manager, IWP
ICJA Leadership Academy Participant

Although this class of the ICJA Leadership Academy has just started, as a participant, I have already learned things about the organization that I never considered before. In our first session, it was stated that the ICJA is more than just an annual conference it is a business. One of the reason’s I wanted to attend this leadership academy is to learn more about this business. I think that members in general just view the ICJA as a professional organization that provides networking and training opportunities. This part is true. The annual conference and each regional conference do provide members with excellent networking opportunities by bringing members together. The speakers and workshops at those events provide us with learning opportunities but I ask you, have you ever looked deeper into the organization?

There is so much more to this organization and the Criminal Justice field. Getting involved is the business as aspect of the organization offers additional learning opportunities. As an office holder, you learn processes and skills that you may not get in your current position. You are involved in not only planning budgets, presiding over official business meetings, and the legal aspects of running an organization like the ICJA.

One of the most important aspects of the ICJA is probably one of the most underutilized duties of the organization... that of a voice. As a professional organization, we should be voicing our concerns and opinions and influence the laws and policies that govern the criminal justice system in Indiana. As members of the organization, we are the experts in the field. Individually, our opinions may never be heard. As an organization, our opinions should not only be heard, but also sought after.

When you consider all the agencies that make up the criminal justice system in Indiana, there are thousands of people employed. Why is it that the membership of the ICJA is only a fraction of the number? Each member should be encouraging coworkers to join. In order to be the voice we should be, we need the experts in our field to join together and represent not only the interests of those within the criminal justice system, but also the interest of ourselves as employees of the system. There are many profit and not-for-profit lobby groups that speak out for laws and policies that benefit their interests. As members of the ICJA we should be doing the same.

As members, it is our duty and responsibility to be informed about matters brought before the Board of Directors. We need to read and respond to information we receive from the organization. We need to attend meetings where our positions on issues are formed. If we as individuals are not present when the position of the ICJA are voted on, then the position of the ICJA ends up being that of a few instead of that of the membership as a whole.

Building up our membership, getting involved in the business of ICJA, and taking pride in our organization are going to lead us into the future. We have a voice and we need to start speaking.

2012 Fall ICJA Conference - Indy

By Linda Commons, Conference Director

‘All Aboard’ the Conference Train! October 3-5, 2012; Indianapolis

The 2012 ICJA Conference Planning Committee is composed of the following ‘Train Cars’ Programs-Nancy Riley, Registration-Mavis Grady, Social Function-Lynette Collins, Awards- Kellie Bittorff and Scholarships-Dave Leonard.

They are moving ‘down the tracks’ to plan an exciting, educational and unique opportunity to ‘connect’ with other criminal justice professionals for our members. Looks like our fun night will be ‘Get on Board the Soul Train’ so you might want to begin thinking about your costume for this one!

We are now on Twitter so begin to follow our progress on ICJA2012 and mark your ‘travel calendar’ for October 3-5 and don’t get left on the ‘side track’. Choo Choooooo oooo!
Officer Awarded for Bravery

By Tom Patterson, Caseworker, Westville Correctional Facility

It was a scenario like you might see in a movie. Offenders gathered in the recreation yard, scattered about in groups. Then, all at once, offenders were seen swinging a bats at others, stabbings were taking place, others throwing punches. It was a gang fight, a classic gang insurrection in so many words, a prison riot.

For Frank Salichs, a seasoned officer, it was a situation that demanded instant response. Without regard for his own safety he ran across the yard to quell the disturbance. It was instinct on his part, Salichs said. He had seen this before. Fifteen years of corrections had given him the experience, and tested him in the hard realities of prison life.

It was a situation that required cool mature direct reaction. One where thought is put aside, where impulse takes over, where training makes a big difference. Salichs called for help and then entered the fray. “The offenders were oblivious to me,” he said, but he used his pepper mace effectively to subdue the ten to fifteen involved. The group dispersed almost immediately and three who had been attacked stayed near. More staff quickly arrived and rounded up the fleeing assailants. A number of shanks were found and there were some serious injuries to offenders. One was stabbed seven times, another five. It was a gang assault—the cause—a cell phone stolen from one gang member by another.

“I wish I could have anticipated it better,” Salichs lamented some three months later. His supervisors saw his behavior in an entirely different light. They saw bravery in a time of stress. Salichs was given special recognition for his actions. Superintendent Levenhagen said, “This officer went to the aid of the offenders who were being stabbed and beaten. He maintained his composure, employed his OC to disburse the perpetrators and was able to assist in indentifying them. As a result of Frank Salichs’ courage, two offenders are alive today. We would like to recognize his valiant actions and thank him for his service that goes above and beyond. He has earned the well deserved respect of his peers and supervisors.”

Salichs was also awarded high honors with “the Super Star Award,” by IDOC Commissioner Bruce Lemmon who said his actions were extremely important for two reasons: “First you have willingly shown your coworkers and peers that effort and outstanding performance can be rewarded and second that you have contributed to the betterment of the Department of Correction with this achievement. We will only be as successful as the employees like you who continue to raise the bar.”

The officer, in his perspective, saw the incident as a culmination of the 15 years as an officer, all the preparation that comes together in the moment, and something he may not have given thought to so many years ago when a friend told him to apply. Not that Salichs wasn’t aware of dangers back then, as he had worked in security for banks and stores. The corrections work gave him some twelve years of valued experience at Indiana State Prison (ISP), his first actual correction’s position. There he worked with ground crews, as a trip officer and in all of the cell houses including death row; as a sergeant for a time, and with E squad and K9. In 1998 he experienced a similar incident at ISP. During a breakfast line six offenders got stabbed. –a few of the myriad of experiences that make up a veteran officer.

Salichs said, “I feel like I can contribute here, although it is a job many don’t want or are not cut out to do. He regrets negative perceptions portrayed by media who tend to dwell on the pessimistic aspects like trafficking and violence.

“Seventeen years ago my training officer told my class, “The majority of you will not be here in six months, because a career in corrections is not for everyone. And if you’re here for five years, you’ll most likely be here for life.” Salichs added, “As a Lifer, I think we all want to feel that we’ve made a difference. And at the end of the day we all want to go home safely to our families.”

“I’m a little older now and definitely more patient,” reflecting on that violent day back in August. “You either react or not. It’s a matter of training. I was just doing my job and what I should have done,” the officer said. Salichs worked the rest of his shift that violent day and returned the next day for another day on the job.
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Risk Management Plans – Thoughtful Planning in a Complicated World

By Rhonda Brennan
Director at Large Governance

How many times have we done something without thinking about the consequences of our actions?

How much risk are we willing, or able, to take on?

What happens if we fail to act?

Most people can relate to risk management by looking at their own financial lives. For example, financial planning involves self-assessment with regard to risk tolerance. How much money a person is willing to invest and how risky the investment options chosen are dictated by the person’s “risk tolerance”. Once the person identifies this tolerance, they can make decisions about how they will invest their money. However, risk management is not limited to financial arenas. In some ways we incorporate this thinking into our daily lives. Taking certain routes to work to lessen the amount of time, traffic, or to avoid a potential road hazard are all ways of managing risk. Taking a look at what could happen, the likelihood of it happening and the consequences of it happening are the first steps of a risk management plan. The plan then uses that information to calculate how to reduce the impact of the risk.

In 2011, the Director At-Large over Governance/Administration was tasked with researching and developing a risk-management plan to suit the needs of the organization, the Indiana Criminal Justice Association. Over the past year information has been gathered on how to plan and implement a risk management plan for the organization. For the same reasons that individuals calculate risk and take steps to avoid it or to mitigate the risk, organizations do the same. Many plans exist in the business world. All plans are not suited to the specific needs of a not-for-profit organization. While we all access risk, the questions we ask of our organization are different than those of the individual or the for-profit corporation. The consequences of our decisions are different also.

Currently our risk management plan is in the Assessment Stage (Steps 1-6) which include understanding the process, defining our specific needs, obtaining input, identifying specific consequences of each risk and eliminating irrelevant issues. Every board member was sent a list of questions related to each area and asked for input on more questions that they identified through the past year. These questions will become the framework of the risk assessment portion of the plan. After those questions are identified they will be assigned probability and impact rankings to determine which issues need to be immediately addressed, or those which can be tabled. Once that is complete, mitigation strategies will be planned and identified to address the specific risks.

As in life, no plan is stagnant. Therefore, risk management plans are an ongoing process. Risk changes with time and the strategies developed to deal with the risk must change as well. A risk management plan must be designed to be flexible and adaptable to constant change. Therefore, a mechanism for monitoring risk must remain a part of any risk management plan. As we move through each stage of the development and implementation of this plan, we hope to share some of the information with you to keep you informed of our progress.
Crème De Menthe Brownies

By Marcia Harlow

Bake brownie mix as directed. Cool

Filling: 2 cups of powdered sugar
1 stick of melted butter
2 Tablespoons of green creme de menthe
Mix until smooth. Spread on cooled brownies

Glaze: 1 cup of semisweet chocolate chips
6 Tablespoons of butter. Cook and cool.

Pour over all. Allow time for glaze to set up before cutting.
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Greetings fellow ICJA members. Over the last few weeks I have had the pleasure to speak to a few of our southern ICJA members and have enjoyed those conversations. I still want to encourage all of you to reach out to me and become involved with our organization. Also, spread the word to your colleagues that are not members and encourage them to join our organization. There are many talented staff out there that have great ideas and I wish to hear them and pass it on to our leaders. We have the Spring Conference coming up on Tuesday, April 24th this year at the Columbus Learning Center. I am looking forward to a great crowd and some exciting speakers. If anyone would like to volunteer to help out that day, please feel free to contact me as well.

I was fortunate enough forget to attend the ACA Winter Conference in Phoenix, Arizona last month. It was an amazing conference and had a wonderful experience with my fellow ICJA members that attended as well. There were many great breakout sessions that I attended and I strongly recommend that you should try and attend these conferences sometime. Congratulations to Indiana State Prison, Pendleton Juvenile Facility, Rockville Correctional Facility, and Henryville Correctional Facility for their reaccreditations. Mark your calendars’ for the ICJA State conference coming up in October in Indianapolis. I hope to see all of you there!!

The Northern Region Spring Conference Committee continues to be right on track to its final destination with scheduled arrival on Friday, April 27th. As always, the region’s theme parallels that of the Fall Conference. The theme for the Spring Conference is “All Aboard…. Together on the Right Track”. Representatives from all walks of the Criminal Justice System (Corrections, Juvenile Treatment, Law Enforcement, Judicial and Apprenticeships) have been invited to speak. The committee has been working diligently to ensure an enjoyable and informative session for all.

Mr. Jack Duckworth, (Key Note Speaker) began his career with the Indiana Department of Correction in February 1971 as a counselor at the Indiana Reformatory in Pendleton, Indiana. In May of 1974 he moved to the Indiana State Prison in Michigan City as Assistant Warden. In October of 1976 he was promoted to Warden, the 24th Warden and remained in that position until September of 1989 when he moved back to the Indiana Reformatory as Superintendent. In 1997 he became Superintendent of the Correctional Industrial Facility in Pendleton where he remained until 1999 at which time he was assigned the responsibility of developing a Speakers Bureau at Central Office in Indianapolis. Jack retired in the summer of 2001. What a wealth of knowledge and experience.

Additional speakers will include;
- Porter County Sheriff David Lain will welcome all the attendees to his county
- Brian Piergalski, Detective from the La Porte County Sheriff’s Department will speak on the topic of Identity Theft
- Mr. Ron Hunter – Juvenile Treatment

PEN Products will provide information on the US Department of Labor Apprenticeship Programs available I believe that the conference will not only allow us to connect or in many case reconnect with colleagues that have the same goals and mission as we do. What a wonderful opportunity to share experiences and learn from each other. In these times of “doing more with less” we all know that many times we need to look outside the box for a more effective solution. As ICJA members, we all have the ticket
Central Region Report

By Bryan Pearson,
Central Region Director

The Central Region has been busy making preparations for what will be a unique spring conference this year. It will be held at the Valle Vista Behavioral Health Center again in Greenwood on May 4, 2012. They were an awesome host last year and offered to host again this year. An excellent country style fried chicken lunch will be provided by Valle Vista. IDOC Commissioner Bruce Lemmon will be a guest speaker. Students from Brown Mackie College, Harrison College and Martin University are planning to attend.

We are going outside the box to plan a very unique conference this year by having three breakout workshops in two sessions in the afternoon. This will allow for more choices and variety in topics creating a much better one day conference experience. We are also planning to have a key speaker in the morning and an additional key speaker during the lunch in an effort to maximize workshops. One key speaker will be Karen Grau, President and CEO of Calamari Productions. Her presentation will be "The Good, the Bad and the Ugly of Reality Television: Prisons, Crime and Violence on the Tube." Calamari Productions has produced the Lock Up series and MTV Juvies. This may be a workshop you don’t want to miss. Other workshops include: “What aspiring CJ professionals need to know about “What Works” and Evidence-Based Practices" by Robert Bingham, Marion County Chief Probation Officer and “The New High: Spice, K2 and Bath Salts” by Richard Stuffle, Valle Vista Chemical Dependency Therapist.

Several members have volunteered to be on the board since last Fall. Dawn Stephens is Secretary, Curt Langhammer is Membership Chair, Sharon Scott is Treasurer. The Conference Committee has added Bob Ohlemiller as Program Chair, Debi Marshall as Registration Chair, Babacar Diouf is coordinating door prizes/silent auction, and Aaron Sears is coordinating student attendance. A very creative team is assembled and hard at work to put together an innovative and informative conference. Continuing education credits will be offered again this year for those that need them. I invite you to come join us for a day of stimulating thought, professional networking and fun.

ICJA Scholarship Criteria

By Dave Leonard,
2012 Scholarship Chair

ICJA will award three (3), (One to each of the three districts), $750 scholarships to members who meet the following:

1. A member for at least one year;

2. Employed in the criminal justice, or related field; and or a full time student majoring in an area that may enhance their career in the criminal justice field;

3. Attach a copy of your college transcript;

4. Attach a letter from the office of school registrar concerning enrollment verification and cost per credit hour;

5. Include a 500 word essay expressing why you should receive the scholarship and your philosophy on criminal justice in Indiana.
2012 ICJA SCHOLARSHIP APPLICATION

NAME

ADDRESS

CITY ____________________________ STATE _______________ ZIP CODE __________

HOME PHONE (INCLUDING AREA CODE) __________________________________________

WORK PHONE (INCLUDING AREA CODE) __________________________________________

EMPLOYER NAME ____________________________________________________________

ADDRESS ___________________________________________________________________

CITY ____________________________ STATE _______________ ZIP CODE __________

POSITION ___________________________ LENGTH OF EMPLOYMENT ___________

HOURS PER WEEK __________ ICJA/ACA MEMBERSHIP NUMBER ___________

NUMBER OF YEARS IN ICJA/ACA __________ SCHOOL ________________________________

STATUS: ___ FRESHMAN ___ SOPHMORE ___ JUNIOR ___ SENIOR ___GRADUATE

MAJOR _____________________ MINOR ____________________________________________

FINANCES AMOUNT

Tuition $____________ Books $___________ Grants $____________

Other Scholarships/Awards $___________ Applicant/Spouse’s Income $____________

I hereby state my membership in the Indiana Criminal Justice Association/ACA 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, 2012
Dave Leonard or Jessica Rain
Attn: ICJA Scholarship Chair
Westville Correctional Facility
5501 S 1100 W
Westville, Indiana 46391
INDIANA CRIMINAL JUSTICE ASSOCIATION
Southern Region Symposium
“On The Rails to Success”

2012

COLUMBUS LEARNING CENTER

Located at:
4555 CENTRAL AVE., COLUMBUS, INDIANA
TUESDAY, APRIL 24, 2012
8:00am Registration/9:00am Opening

Registration Fee: $35.00 Member, $45 Non-Member, Student $15.00
Must be PREPAID by Friday, April 6, 2012

Ron Gibson work: (812) 294-4374, cell: (812)719-0107, email: rjgibson@idoc.in.gov

Name (Please Print): ________________________________________________________________

First Name __________________________ Last Name __________________________

Agency: ______________________________ Title: ______________________________

Address: ______________________________ City: ______________________________

State: _________________ Zip: __________

Email address: __________________________ ICJA member # ______________________

Method of Payment: □ Check    □ Money Order
Make Check or Money Order Payable to:    Indiana Criminal Justice Association, Southern Region

Please mail registration form, including payment to:
Ron Gibson
P.O. Box 148
Henryville, In 47126
INDIANA CRIMINAL JUSTICE ASSOCIATION
ICJA NORTHERN REGION SPRING CONFERENCE
REGISTRATION FORM

“All Aboard….Together on the Right Track”

Friday – April 27, 2012
Strongbow Inn
2405 E. US 30
Valparaiso, IN 46383
8:00 a.m. Registration/9:00 a.m. Opening Ceremonies

Registration Fee: $35.00 members, $45.00 non-members, $15.00 students

NAME: ___________________________ AGENCY: ___________________________
ACA/ICJA Member#: ________________ PHONE: ____________________________
ADDRESS: __________________________________________________________________
CITY/STATE/ZIP: __________________________________________________________________
FAX: ___________________________ E-MAIL: ____________________________

ALL REGISTRATIONS MUST BE RECEIVED BY Friday, April 13, 2012 – SORRY NO REFUNDS

Mail registration to:
Dorothy Jones
217 Linden Drive
La Porte, IN 46350
Phones: Office 219.874.7256, #2310 - Cell 219.362.3436
E-mail: djones@idoc.in.gov

Method of Payment: ☐ Check ☐ Money order

Payable to: Indiana Criminal Justice Association/Northern Region Conference
Please feel free to contact me for a list of local hotels for overnight accommodations.
INDIANA CRIMINAL JUSTICE ASSOCIATION
Central Region Spring Conference
2012
“Rolling on the Railway of Progress”

VALLE VISTA BEHAVIORAL HEALTH
Located at:
898 East Main, Greenwood, Indiana
FRIDAY, MAY 4, 2012
Registration Opens at 8 a.m.

Registration Fee: $45 Non-Member/$35.00 Member/$15.00 Student
Must be PREPAID by Wednesday, April 25, 2012

Name (Please Print): ______________________________________________________________

First Name Last Name

Agency/School: ________________________________________________________________

Address: ___________________________ City: ___________________________

State: _______________ Zip: _______________

Email address: ___________________________ ICJA member #__________________________

Method of Payment: ☐ Check ☐ Money Order
Make Check or Money Order Payable to: Indiana Criminal Justice Association, Central Region

Please mail registration form, including payment to: Debi Marshall, ICJA Treasurer
P.O. Box 47554
Indianapolis, In 46247

If you have questions contact: Bryan Pearson, Region Director
bpearson@idoc.in.gov
317-233-4788 work
Debi Marshall, Treasurer
dmarshall@voain.org
317-686-5806 work
317-702-0706 cell
In the last few years, I have had two occasions to pause to wonder where the time went. At my retirement festivities on June 6, 2003 held at the Wabash Valley Correctional Center, I noted that it seemed like yesterday when I started with the DOC on September 3, 1965. Where did the time go? On December 19, 2011, Ed Cohn died. Ed and I started as parole officers together and joined the Probation and Parole Association in September 1965, the last month before it became I.C.A., now I.C.J.A. While our careers in the I.D.O.C. went in different directions, we stayed in close contact. At his funeral on December 23, 2011, I sat with Dean Duvall who hired us and again asked myself “Where did the time go?” I still can’t answer.

This issue of The Comment is dedicated to the memory of Former Commissioner Ed Cohn.

Semper Fi,
Jack
Occupational Award Criteria

Full Award Descriptions and Judging Criteria Can Be Found on the ICJA Website

Distinguished Service Award: Created in 1966, the Distinguished Service Award is the highest individual award bestowed by the ICJA. Nominees will be considered if he/she has been a member for more than five years and is in good standing at the time of nomination. The nominee shall have made an outstanding contribution to the field of the criminal justice and corrections systems. He/she shall also have participated in some capacity in the ICJA’s endeavors while having a positive effect on the status and effectiveness of ICJA.

Warren W. Martin Award: Judge Warren W. Martin presided in Clark County Superior Court Number One from 1967 until his death in 1973. He was widely known for his innovative and progressive programs designed to reach troubled youth. The award was created as a memorial to Judge Martin and is the highest award given by the ICJA to an Indiana Court having juvenile jurisdiction. The award is only presented when very specific criteria are met and the President’s appointed committee recommends the court following an on-site visit and evaluation. If more than three courts are nominated, the Board of Directors shall select three finalists to be visited and considered for the award. Please see ICJA website for full guidelines for submitting nominations.

The Indiana Criminal Justice Association Program of the Year: This award was created to recognize an outstanding adult correctional program, facility, agency or institution within Indiana. Consideration will be given to a recipient who has delivered high quality service to clients with effective results in rehabilitating offenders/clients/inmates, by improving their self-worth, community integration and/or economic status. Service of the recipient program are delivered in a manner that shows respect for human dignity while, simultaneously protecting public safety and improving the quality of life in Indiana. The method of investigation, evaluation and selection shall be the same as that used in the Warren Martin Award.

Probation Officer of the Year: The award recognizes a probation officer that works with adults or juveniles and has demonstrated a high degree of dedication and professionalism on the job, utilizing and developing community contacts and resources, making appropriate referrals and working with felons and/or misdemeanants and their families to reduce criminal, violent or anti-social activity and promote responsible behavior.

Counselor of the Year: This award is designed to acknowledge the outstanding achievements and dedication of a counselor (i.e., substance abuse, life skills, mental health, case manager, etc.) from a public or private correctional center, facility, institution, or program who works directly in contact with offenders/clients/inmates and perform their duties in a consistently professional manner.

Correctional Educator of the Year: This award recognizes excellence in correctional education by those who labor to provide high quality instructions for adult/juvenile incarcerated offenders and/or correctional professionals or students (i.e., professors, trainers, etc.).

Correctional Manager of the Year: This award recognizes a manager, supervisor, director or Chief Probation Officer for excellence in managing a juvenile or adult program, agency, department or unit.

Correctional Office of the Year “Front Line” Award: This award recognizes an employee in a juvenile/adult public or private correctional center (jail, prison, detention center); facility, institutions or program (work release center officer) that works directly in contact with offenders for custody/supervision purposes and perform duties in a consistently professional manner.

Community Corrections Line Staff of the Year: This award honors the community corrections “line staff” professional (work release custody officers should be nominated under correctional officer of the year) who works in home detention, day reporting, or other community correction programming “line staff” promoting public safety and providing care and services to those awaiting adjudication or serving sentences.
Judge of the Year: The purpose of this award is to recognize an Indiana Judge who has demonstrated a high degree of dedication, professionalism and leadership in the administration and development of efficient and effective court services. The nominated judge does NOT have to be an ICJA member.

Support Services Staff of the Year: The purpose of this award is to recognize the invaluable contribution of those who take on the responsibility of providing services that are necessary to the completion of the correctional mission. Secretaries, administrative assistants, maintenance staff, food service, payroll personnel, and others who do not provide direct client services, but work diligently to provide support and assistance to those who do will be considered for this award. Direct services staff realize that professional support staff is vital to public service and the delivery of services in the criminal justice field.

Parole Officer of the Year: The purpose of this award is to recognize a juvenile/adult parole officer who has demonstrated dedication and professionalism on the job, utilizing and developing community contacts and resources, making appropriate referrals and working with felons and/or misdemeanants and their families to reduce criminal, violent, or anti-social activity and promote responsible behavior. The professional parole officer is ever mindful of his/her responsibilities to assist offenders, consider public safety and conduct thorough investigations of the Parole Board.

Correctional Officer of the Year “Front Line” Award: This award recognizes an employee in a juvenile/adult public or private correctional center (jail/prison/detention center), facility, institution, or program (work release officer) who works directly in contact with offenders for custody/supervision purposes and performs duties in a consistently professional manner.

Law Enforcement Officer of the Year “Front Line” Award: This award is designed to acknowledge the outstanding achievements and dedication of a Law Enforcement Officer from a public or private police department and performs their duties in a consistently professional manner.

K-9 Handler of the Year: This award is designed to acknowledge the outstanding achievements and dedication of a K-9 Handler from a public, government, or private center, facility, institution, agency, or program in the field of criminal justice and performs their duties in a consistently professional manner.

Volunteer of the Year (does not have to be an ICJA member): This award is in recognition of those individuals who have given of themselves through their efforts to volunteer their time, energies and talents without consideration for compensation of their activity. This category is open to any person who has offered assistance to any public or private center, facility, institution, agency or program in the criminal justice field.

Apology from the Editor: In the Winter edition of The Comment, the K-9 article was a direct reprint on “Motivational Dog Training” from the website leerburg.com. Credit was not given to leerburg, nor was it listed as a reference for the article. The editor did not realize until after publication that it was a direct reprint and not an original composition.

In addition, complaints have been received on the graphic of the dog head and the caption stating “free body piercing” as it appeared twice in the winter edition. The editor did not notice the caption in pasting in the article. In the future, I will be more careful to review content and graphics to avoid such offensive errors.

In apology, Jennifer Saroka, ICJA Publications Editor
2012 ICJA Occupational Awards Nomination Form

Categories (Check one): ____Program of the Year ____Judge of the Year ____Probation Officer of the Year ____Volunteer of the Year ____Counselor of the Year ____Parole Officer of the Year ____Support Services Staff of the Year ____Warren W. Martin Award ____Correctional Educator of the Year ____Correctional Manager of the Year ____Community Corrections Line Staff of the Year ____Correctional Officer of the Year: “Front Line” ____Law Enforcement Officer of the Year: “Front Line” ____K-9 Handler of the Year ____Distinguished Service Award

NOTE: Nominee’s must be a current ICJA member, in good standing at the time of the nomination. He/she must have worked in the occupational category for at least nine (9) months prior to the nomination. Volunteer and Judge of the Year do not have to be an ICJA member. Individual awards can be in the area of juvenile or adult.

Nominee’s Name ___________________________________________ Title _________________________

ICJA Membership Number __________________________ Length of time in position ________________

Nominee’s work address ______________________________ City/Zip Code _______________________

Nominee’s outstanding achievements and contributions to his/her profession, agency, institutions or occupational category:

_____________________________________________________________________________________

_____________________________________________________________________________________

_____________________________________________________________________________________

Biographical Information

_____________________________________________________________________________________

_____________________________________________________________________________________

_____________________________________________________________________________________

Comments ________________________________________________________________

(Please attach additional pages if necessary)

Nominator’s Name __________________________ Title _________________________

Nominator’s address __________________________ City/Zip Code _______________________

Email __________________________ Work phone __________________________

Work Relationship to Nominee ______________________________________________________

Signature of Nominator __________________________

Deadline for Receipt of Nomination
August 1, 2012

Three (3) letters of Support must be Attached.

Mail or email completed form to:
Kellie Bittorf, Executive Director
Lake County Community Corrections
2600 W. 93rd Ave., Crown Point, IN 46307
(219)755-3850 ext.323 OR bittokj@lakecountyin.org
ADVERTISING AGREEMENT
For the ICJA Comment/Journal

- Full page ad
  7½” x 9½” $200.00
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  7½” x 4½” $125.00
- One-fourth page ad
  3½” x 4½” $75.00
- Business Card listing
  2” x 3½” $50.00
- Inside Front or Back Cover
  7½” x 9½” $250.00
- Outside Back cover
  ½ page Color $175.00
- To add Full COLOR Option add $75.00 per issue

Mail this agreement to:

ICJA Comment/Journal
David Leonard, Corporate Relations
Indiana Criminal Justice Association
8072 W. 800 S
Wanatah, IN 46390
Email advertising copy to:
dleonard@idoc.in.gov

Representative________________________________ Telephone____________________

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City__________________________________________ State/Zip_____________________

E-mail Address of Contact Person___________________________________________

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317-686-5808

Hope Hall (co-ed)
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Contact: Steve Runyon
Vice President/Chief Operations Officer
Email to: srunyon@voain.org or Call 317-686-9851

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With over a century of experience in working with offenders re-entering the community, Volunteers of America is proud to provide a diverse array of services that respond to the individual needs of the communities we serve including:

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- Day Reporting
- Addictions Services
- Aftercare Services
- Jail-based programs

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