



## Message From The Director

This is the second of our Quarterly Newsletters that hopefully will provide information that will be helpful and informative to you.

The legislative session is in full swing, and bills are moving through as usual. As you may know, our budget request to include the institutions, districts, and

central office is progressing. I attended the first hearing, and it really was my first opportunity to interact with the entire Justice Appropriations subcommittee since my brief introduction a year ago.

I told the committee that we were focused on our mission, and were attempting to stabilize the prison population at the 8,500 level or below. I further stated that the CBC employees were doing an exceptional job at helping to stabilize the population, staying focused on the mission, and managing the 27,000 offenders under community supervision, and that we hoped to continue doing just that.

I mentioned that the prison population is being maintained at about 22% our capacity, and that the institution employees were doing a very good job of maintaining the security of the

facilities, and accomplishing our mission of protecting the public, the employees, and the offenders. There may be one or two more meetings that I attend this session, and I will keep you advised.

You have continued to impress me with your focus, dedication and professional attitude. I have not talked with an employee in over six months that didn't know the mission of the department, what it means, and what part they play in the accomplishment of the mission. Each of you plays a very important part in the accomplishment of the mission of our agency. Every day you each do things that serve to protect the public, other employees, or the offenders, or all three. Each of you does more each day to accomplish the mission than I will do in a week. You make the difference daily. The mission will not be accomplished without your doing it.

I want to thank you for your fine effort in this past year. A month from now, I will have been your director for a year. It has been a pleasure to serve you, and I look forward to the next several years.

Gary D. Maynard, Director  
Iowa Department of Corrections



## DOC & Iowa Excellence Initiative

**T**he Executive Leadership Team held meetings with the Department's "Accountable Government Act" Team (Merrie Murray, Barb Long, Anne Brown, and Larry Hardy) on December 19, 2003 and January 5, 2004. After extensive discussion the group agreed on the following as central points of the Department's approach to the Iowa Excellence Initiative (Baldrige):

Though as a Charter Agency DOC is not required to participate in the Iowa Excellence process, we will participate since the process will afford us another opportunity to examine what we do, how we do it, and help us improve our service to the people of Iowa.

We approved a statement of who our customers are:

"The Department has identified its ultimate "customer" as the Iowa Public,

inclusive of all persons within the environs of the state either permanently or passing through. The service that the Department provides to this constituency is their safety relative to offender behavior."

The Executive Management Team has constituted itself as the "Performance Improvement Council" for the Department, and will be guiding efforts throughout the Institutions and Districts to comply with Baldrige principles.

Each member of the Executive Management Team will "champion" one of the Baldrige categories, meaning they will develop extensive knowledge of the categories' requirements and will advocate the principles in that category in Executive meetings and department wide. See the sidebar for the list of champions.

The Executive Leadership Team will

begin exploring ways of incorporating Baldrige principles into meetings, reporting mechanisms, and other departmental activities. The Team will also consider what kinds of training might be appropriate for department staff to facilitate this process.

The Executive Leadership Team will plan a meeting in March for Wardens and District Directors to discuss how to deploy Baldrige principles throughout the organization.

The Department also now has seven trained Baldrige Examiners (Doug Dykstra, 1<sup>st</sup> District; Marlene Koopman, ISP; Sandy Scheib, FDCF; Paul Rode, ICIW; Merrie Murray, Central Office; Barb Long, ICTC, and Larry Hardy, Central Office), who will be providing additional support to the Department's efforts.



## DOC & Iowa Excellence Initiative

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Our self-assessment is due to the Department of Management on October 1, 2004. We will receive feedback and recommendations for improvement from trained examiners from other agencies, following which we will prepare and submit a departmental improvement plan. This entire process is comprehensive and challenging, but will support our effort to comply with Iowa's Accountable Government law.

Category	Champion(s)
Leadership	Director Maynard
Strategic Planning	Director's Assistant (to be hired); Executive Team
Customer Focus	Fred Scaletta; Terry Boehlje
Information and Analysis	John Baldwin; Dr. Harbans Deol
Human Resource Focus	Jeanette Bucklew; Mike Savala
Process Management	Larry Brimeyer; Lowell Brandt
Results	Roger Baysden



## Iowa State Penitentiary

**B**eginning In September, and continuing into November, several open house events were hosted in the CCU to give treatment staff throughout the state the opportunity to tour the unit and become acquainted with programming and the process associated with CCU.

Due to an increase in education funding, ISP was able to reinstate an instructor who supervises inmate ABE/GED classes at JBC.

New aerial photos were taken of ISP and will be utilized for various purposes in-house.

The Happy Days Team (ISP employees) participated in the American Cancer Society's "Relay for Life" on September 19th. This group organized various fund-raising activities that all staff participated in and netted a total donation of \$2,109.

Jay Nelson transferred to the position of Treatment Director of the main ISP unit and Todd Ensminger was promoted from Correctional Counselor to Treatment Director of the Clinical Care Unit.

ISP's three K-9 units certified in September at PD-1 trials in Sioux City and participated in a search of the Fort Dodge Correctional Facility the next day. Lt. Dave Rhodes scored in the top ten.

The annual ISP soup supper was held October 18th. This function for all ISP employees and immediate families was

sponsored by the Correctional Workers' Committee and was enjoyed by a large number of staff.

The Records Office/Steno Office personnel were relocated to new offices in the old administration building as were the Deputy Warden and his Administrative Assistant.

Remodeling of the No-Contact visiting area is complete. Changes made allow for a much more efficient process.

Correctional Officer Marc Bohnenkamp was named employee of the quarter and Correctional Counselor Bob Schneider was named employee of the year for 2003.

140 employees of the Iowa State Penitentiary were awarded certificates commemorating the 20th Anniversary of the Iowa Department of Corrections. These employees of the Department were employed when the Department was created in 1983 and are still on the job.

The Receiving and Discharge area of the CCU opened November 3. All inmate movement in to and out of the institution will utilize this area now instead of the main front entrance.

On November 5, the Governor's Chief of Staff, Dr. Steve Gleason, toured ISP with Director Maynard and Dr. Deol.

Nineteen seniors from the Fort Madison Community High School visited ISP on November 5th as part of Senior Expo Day. Nine staff members

gave presentation on working in Corrections and the students were able to take a "virtual tour" of the facility by observing monitors. The school has since notified us that the students were quite impressed with the efforts of ISP.

On November 12, ISP hosted a media day in celebration of the completion of the first set of cabinets for Habitat for Humanity. Attending were the State CEO for Habitat for Humanity, representatives from three affiliates, as well as local Habitat representatives and area media. Staff and inmates involved have done a very commendable job of setting up the shop and of producing a very desirable product at a reasonable cost.

The Clinical Care Unit reached full occupancy in November. We continue to make physical plant refinements to ensure that we function efficiently.

ISP has initiated a new nursing coverage staffing plan which includes a weekend package for nursing staff that began on November 28th. This option should be an attractive opportunity to ensure compatibility in hiring health care workers in a very competitive job market.

On December 12, five candidates for Warden were interviewed by a DOC Management/Labor team.

The annual ISP Christmas pot luck party was held in the visiting room on December 16th. There were a large number of retirees in attendance.



## Anamosa State Penitentiary

**M**any good things have happened at the Anamosa State Penitentiary during the last quarter of 2003. Our composting program was awarded the 2003 Recycling Project/Facility of the Year and we were honored to accept it. A much needed electrical upgrade to replace our out-of-date and overloaded system began. Our previous Caterpillar generators were no longer reliable. Our dish room renovation was completed with the installation of the SOLMAT and dish machines.

Luster Heights Camp received their first probationer/violator as the result of the legislature's approval in June of



Holiday Staff Breakfast

2003 to expand its capacity. At year's end that number had increased to 10.

Although budget issues remain a concern, staff participated in several training sessions of ICON, COHEN, Using Biohazard Suits, as well as "What Works".

The Employee Relations Committee, with its concept to promote employee betterment, hosted several events that the staff was able to participate in. Some of which were: raffles to give away turkeys, a quilt depicting pictures of ASP's past, and, in our Christmas one, gift cards, a 13" TV, a Craftsman cordless drill, a jump starter just to name a few; a Soup and Sandwich



Holiday Pizza Lunch



Blood drive.

lunch; a free Christmas breakfast and a pizza lunch; and a blood drive that nearly 50 units of blood were donated to the area blood bank. Jill Kennebeck, Accounting Clerk 2 in the Cashier's Office, was selected as the Employee of the Quarter for the third quarter of 2003.

A computer based digital photo directory of all employees was created. This allows for quick identification of staff along with replacement of destroyed or lost ID tags.

Looking ahead to the new year, ASP staff will continue to strive to work as a team, meet the challenges they are faced with along the way, and strive to meet the mission of the DOC.



## Clarinda Correctional Facility

**T**he Clarinda Correctional Facility has had a busy fall and winter season with many activities for our staff and offender population.

Our staff is participating in the "Adopt A Class" sponsored by the Clarinda Chamber of Commerce. We have 'adopted' the 2nd grade class at New Market Elementary School. Different departments have taken a month out of the school year to make a contact with the teacher and students. We have participated in this program for several years.

We have had several staff that has had tragedies strike them and their families in the past few months, such as serious illnesses and deaths. We decided this Christmas season to focus on our staff and their families that won't have

the merriest holiday season. The Mentoring and Peer Support Groups are sponsoring a program where staff can remember these families by donating gift cards, phone cards, money, etc.

We participated in a benefit at the Clarinda MHI for one of our Dietary employees who son has a chronic illness. Over \$2,000 was raised through a soup luncheon and silent auction. We also held a silent auction for another staff member whose wife is undergoing cancer treatment. It was also very productive.

We also have remembered our staff serving in the military. We currently have four staff members that are currently in Iraq. A holiday care package was sent to each of them.

Finally we held a farewell for Cornell Smith, who has been our Deputy

Superintendent since October of 2001. We wish him the best of luck in his new endeavors and will miss his leadership and support he has given us the past two years.

Our offender population has held their unit Christmas parties, thanks to the hard work of our terrific recreation staff. The Presbyterian Women provided each offender with a stocking filled with Christmas goodies and wishes again this year as they have in the past. Our programs and services such as education, TOW, BEP, remain strong with good participation and great staff providing the services.

We wish the best for our employees and all Department of Corrections staff a Happy New Year. May 2004 prove to be productive and prosperous for all.



## Fort Dodge Correctional Facility

The Alternatives to Violence Project (AVP) is a national program utilizing volunteers to offer conflict resolution skills to offenders. FDCF's first group was conducted in November 2003. Leading the Program were three experienced volunteers who facilitated the session. They were assisted by a small group of new volunteers who are interested in becoming AVP facilitators. Once trained, the new volunteers from the local community will take over the task of organizing and facilitating this project.

AVP began in 1975 at Green Haven Prison in Dutchess County, New York. An offender group was engaged in work with youth gangs and teenagers at risk and sought assistance from the Quaker Project on Community Conflict. Since then, workshops have been conducted in over 40 states as well as in over 20 countries outside the U.S.A.

The mission of the group is to "empower people to lead nonviolent lives through affirmation, respect for all, community building, cooperation and trust". The project's philosophy is a "fundamental belief that there is a power for peace in everyone and available to everyone who is open to

being used by it. This power has the ability to transform violence, and is called 'Transforming Power'. AVP builds on a spiritual base of caring for self and others."

Three 18-hour workshops are available. The workshops use an experiential learning approach with a minimum of lecture. The Basic AVP Workshop concentrates on primary conflict resolution skills. Exercises, including role-playing; focus on affirmation, communication, cooperation, and creative conflict resolution. The Advanced Workshop allows a deeper look at varying aspects of violence. Topics such as fear, anger, stereotyping and forgiveness are chosen as the Workshop focus. Lastly, a Training for Trainers workshop focuses primarily on team building and leadership skills. This workshop allows volunteers and offenders an opportunity to become facilitators.

Prior to FDCF's initial workshop, Project volunteers conducted a training session for selected staff members. The training provided the rationale for the use of volunteers, rather than staff, as facilitators and focused on both Program content and the experiential methods

used in the Program. Staff involved in this session came away with an appreciation for the Program's content and the competence and commitment of the volunteers.

Offenders volunteer to participate in 18 hours of programming over a three-day period. Recommended group size is twelve to twenty. Both volunteers and offenders reported the Workshop as a positive experience for those involved. Following the first workshop, FDCF offenders completed a critique. Comments included:

"Every question I had was answered knowledgeably."

"I learned to slow down when reacting in a stressful situation."

"I think this class has touched on a lot of useful topics that will come in handy when I am released."

"The class made me a lot more calm."

"I learned to be more open minded and better ways to handle conflict."

Offering this workshop in combination with other treatment programming will enable offenders to learn new ways of handling conflict and, in turn, to make positive changes in their lives.



## Newton Correctional Facility

During the final quarter of 2003, Newton was a hub of activity. Staff members were enthusiastic in the support for the Special Olympics including the Polar Plunge and the Silent Auction. Newton staff won the awards for best costume and highest number of participants in the Polar Plunge.

We raised approximately \$2351 for Special Olympics this year in the Polar Plunge thanks to those brave plungers: Jamie VanVeen, Joe Kent, Kaci Kent, Renee Stewart, Sarah Zaruba,, Bailey Zaruba, Rick Eilander, Bob Coady, Sandy Mathias, John Mathias, Larry Lipscomb, Craig Malmberg, Joe Holt, Bruce Duff, Kathy Eschen, Shane Smith, Kathy Kerr, Chelsea Kerr, Ben Kerr,

Taylor Steinfeldt, Jordan Weitzell, Justin Weitzell and Kris Weitzell.

The fall Silent Auction culminated with the chili cook-off contest where special surprise judges (Director Maynard, Deputy Director Brimeyer and Joel McAnulty) awarded honors to the best chili recipes. \$1,717 was raised at this event.

NCF is proud to have hosted 148 participants for the D.O.C. Fall Scramble, held at Westwood Golf Course in late September. We are already planning for next year's event.

During the Holiday season, Newton offenders handed out stuffed bears to their children, purchased with funds they raised throughout the year.

Steve Lindner and the staff of the

Department of Administrative Services provide cookies to staff for the Holidays. A Special "Thank You" to the DAS, Steve Lindner and his staff.

Holiday cookies and punch were available for staff on Christmas Day. Several departments held Christmas events in December and enjoyed Christmas lunch events.

A retirement celebration was held for Sally Core in November as she retired from the records department for over thirty two years of service. Other recent retirees include Max Crandal (hired May 9, 1997), Building Service Coordinator, Val Olson (hired May 2, 1997) and Lylanne Berding (hired February 6, 1998), Correctional Officers, retired in December.



## Iowa Correctional Institution for Women

It was a very busy fall at ICIW. We participated in the Mitchellville Days Parade with a float and a food stand. Proceeds from the food stand were donated to help with another project at the Institution, the Hospice Room. The institution has started a car wash to help raise funds as well. The Hospice Room has been decorated and furnished completely by donations. Inmates have been trained to be attendants for those who require the room. Unfortunately, we had to use the Hospice Room for a long-term inmate who eventually succumbed to leukemia. A memorial service was planned by and held for staff and inmates to honor her.

Karda Crise retired as a Correctional Officer after twenty-seven years of service to the State of Iowa. She began her career at ICIW when the facility was still a girl's training school and remembers a brief time when the school was co-ed.

ICIW opened the new visiting room in November. It includes a larger space for visitors and remote visitation stations for no contact visits, tripling the availability of no contact visits.

ICIW staff participated in Special Olympics, Polar Plunge. One of our staff won best individual costume and the team raised over \$500 for Special Olympics.

The Health & Recreation Committee hosted a silent auction for staff at the institution to raise funds for our Holiday Party. The Party was held in Mitchellville's Community Center with great food, music and company. The generosity of the staff showed in the amount of donations to the Community Needs Project. This project was two-fold. The first part was to supply Christmas gifts for needy children in the area. The second part was to supply personal hygiene products, paper products and other miscellaneous items to the

parents of those children to help with the costs of the holidays. The staff was so generous that we exceeded all other years in our gift giving.

Throughout this fall, ICIW has created nearly 25 new on grounds inmate jobs and begun many off grounds projects as well. The inmate crews picked apples for the ISU Research Center, cleaned the community center for the City of Mitchellville and have begun work crews at Camp Dodge.

Inmates enjoyed many special events this holiday season. The Chapel held Winterfest, an evening of spiritual music. We held a movie nights in the gym. The inmates decorated their units for the holiday season. Each inmate received a holiday canteen with special treats and a care package with writing items and cards as well as perfumed lotion. They completed the holiday season with a wonderful turkey dinner with all the trimmings.



## Iowa Medical & Classification Center

During the last quarter of 2003, IMCC admitted 1320 persons into the DOC, which brought the year's total to 5263. We would like to "Thank" all the facilities for their assistance in keeping the population moving. During this same time period we had 93 offenders that were managed in either MHO/SSIP Status.

On November 18, 2003, the Special Needs program was closed and eligible offenders were moved to the Clinical Care Unit. The Special Needs Housing Unit was returned to the Reception program, which has provided some much needed relief for that housing status.

Construction continues on the 170-bed Special Needs addition. A major event was the day the water tower was dropped to the ground to make room for the new power plant. IMCC now receives its water from the city of Coralville. It still seems odd as you are traveling East on I-80 not to see that familiar aqua colored tower on the horizon.



Rendering of the 170-bed Special Needs addition.

The picture (left) represents the design at the initial planning stage of the buildings. The octagon shaped building consists of the



Shown above are displays of flowers grown in IMCC's greenhouse.

medical center and ambulatory units. The V-shaped portion represents the behavioral units.

The 2003 garden season produced 140,165 pounds of fresh produce, which was enjoyed by offenders and staff. Our greenhouse continues its work in conjunction with the Department of Natural Resources to restore Iowa's prairies. We also produced the poinsettias utilized at Terrace Hill during the Holidays.



## Mt. Pleasant Correctional Facility

**D**uring the past four months we have had been finalizing our activities with the Family Support Grant under the guidance of Marlene Koopman. The grant was offered through the National Institute of Justice in partnership with AFSCME, IDOP, IDOC and EAP to provide a support system to help staff overcome obstacles created by stress and anxiety in their personal and professional lives. As a result of the grant, staff received training in wellness, family services, inservice training for correctional officers and supervisor training. The mission of the program was to encourage and promote a healthy lifestyle for staff and their families through education, training and personal assistance in order to reduce stress and illness and to establish better relationships resulting in healthy, productive lives.

Deb Appleget, Joe Beames, Marcy Canby, and Judy Scarff have provided the leadership in the development of a

Mentoring Program in which seasoned employees are trained to assist new employees in making a successful adjustment to the institution. All new employees are assigned a mentor after completion of the orientation program that is available to them during their probationary period. The role of the mentor is to lend support and coach the mentee and provide a leadership role model for the new employee as they begin their career in Corrections. A program manual has been developed outlining the goals, objectives, and strategies. In conjunction with this program we have also developed a Job Shadowing component where security staff can spend some time with the treatment staff to gain a better understanding of programming.

We are completing the final steps in the development of our Peer Support program to provide assistance and appropriate support resources to staff and their families. Designated staff have



received peer training to be available to staff who are experiencing personal and/or professional difficulties in an effort to help them regain a healthy lifestyle.

In October, with the assistance of the Family Support Grant, we were able to sponsor a workshop presented by Devon Hansen, titled "Facing the Fire; Humor and Anger in the Work Place". Since the workshop was presented on campus it allowed for a number of staff to attend one of the three sessions presented.



## North Central Correctional Facility

**T**he past few months at NCCF have been hectic, but very productive. The NCCF staff has given an extraordinary effort to accomplish many tasks as well as to develop and implement new programs.

We have a new business office thanks to the work and dedication of our maintenance staff. We tore down the old farmhouse that was located at the entrance of the facility. We then received a modular building from the CUSO program. In less than three months, we put in a basement, set the building, and remodeled the inside. Our business office staff moved into the building in November. We are putting the final additions on our tunnel expansion. A few years ago, we received funding to put up a new powerhouse. Unfortunately, we were not able to connect Unit D, which houses over fifty percent of our inmates. In less than three months, we dug a tunnel (an approved one), placed in the steam

pipes, water pipes, and conduit, and closed up the tunnel. With the assistance of staff and inmates, the project will be completed in the very near future.

We then expanded our dog program. We entered into an agreement with the Ft. Dodge Animal Shelter and the Rockwell City Animal Shelter to take in some of their dogs that needed socialization to assist them in being adopted. We have six dogs in this program and all is going well. We still have our leader dog program going full bore. Recently, our first dog to graduate to Leader Dog in Michigan was adopted out to a young woman who lives in Spain. We received pictures of her and Maggie and they are both doing very well. It was a proud moment for all of us involved in this program. We will be sending our next set of dogs back to Leader Dog soon and we will be receiving four more dogs.

The treatment staff has been busy with developing a new substance abuse

program. We have had a relapse program going for quite some time and we are now venturing into an outpatient, primary treatment program. This will enable us to continue to provide the relapse program to the vast majority of our inmates that we have at our facility, while allowing us to keep inmates needing primary treatment that we used to transfer to other facilities.

Deer steaks, deer stew, and deer stir-fry are a few of the new items we are serving to the staff and inmates. We purchase our deer from the local market at \$30.00 a piece. All the locker does is take off the hide, cut the hoofs, and take the head off. We then have staff and inmates doing the rest. At the present time, we have de-boned over 89 deer, which equates into about 4,000 pounds of deer meat. The deer meat has been an overwhelming success, both in taste and in assistance to our budget.

All in all, a very successful quarter for the staff at NCCF!



## 1st Judicial District

**T**hose of us in the 1st have been busy managing challenging caseloads, organizing and meeting in committees, holding information seminars for legislators and the general public, and gathering for other meetings (a.k.a. holiday parties) throughout the last quarter.

In November, Legislative Events were held in Waterloo, West Union, and Dubuque. Information was presented to area legislators and the general public on the types of supervision and programs offered in the District, as well as budgeting and costs of programs. Valuable information was exchanged with legislators representing the eleven counties in Northeast Iowa's First District.

Last summer the District completed

Phase #1 of Strategic Planning Process where staff completed a survey indicating levels of satisfaction on various facets of the agency. In November, Phase #2 of the Strategic Planning Process was completed whereby sessions were conducted with each unit in field and residential offices brainstorming on action ideas to achieve the Community Based Corrections' Visions. In January '04 Phase #3 will bring together the Strategic Planning Committee to work on action plans.

The Training Committee in the Western Division began a "Brown Bag Lunch" series where employees spend an hour at noon receiving training while eating a self-provided lunch. The trainer is usually another talented 1st District



At the Waterloo Office Holiday Party a farewell was given to 30-year employee Dave Davis.

employee with special skills or abilities. So far subjects have included: Deferred Compensation; Using Department Forms; Allen Hospital: "How to Beat Holiday Stress"; Diversity; and Microsoft Excel. This has proved to be an excellent budget-friendly way for employees to receive training.

The Diversity Committee was created *cont. on page 10*



## 2nd Judicial District

### **B**eje Clark Residents Give Back To The Community

Operation Christmas Child For the past two years residents of the Beje Clark Center have donated their time to the Operation Christmas Child program in Mason City. This is a nation wide program coordinated locally by attorney Frank Adams. A table is set up in the Southbridge Mall for residents of the community to bring shoe boxes filled with various Christmas toys. The shoe boxes are subsequently distributed world wide to children who may otherwise not receive a gift at Christmas. The Beje Clark residents work in 3 hour shifts greeting citizens at the table and accepting the shoe boxes. This year over a thousand shoe boxes were donated.

The Beje Clark Center also participates in the "Adopt-a-Street" project in Mason City. This project is coordinated by the Volunteer Involvement Program and is designed to make Mason City "sparkle." Groups are assigned a certain street or location and are responsible for keeping the area clean and free of weeds. Throughout the year residents and staff of the Beje Clark Center volunteer to pick up litter and keep the assigned street looking nice. As recog-

nition for the effort put forth, signs are posted indicating the volunteer group that has adopted the street.

### **Mason City Recognizes Volunteers**

On January 21 the Probation and Parole Office recognized the volunteers who make up this highly successful program, in which RSVP volunteers serve as Probation Officers with lower-risk offenders. According to statistics, volunteers worked with 103 first-time offenders in 2003, 90.8% of whom successfully completed their probation due to the time and commitment of these dedicated volunteers. RSVP volunteers meet individually every two weeks with their assigned probationers. They help the probationer stay focused on completing court-ordered obligations.

By fulfilling obligations early, probationers may be eligible for early discharge. By providing this valuable service, the volunteers make it possible for the paid staff to focus their efforts primarily on repeat offenders who are at higher risk to re-offend.

Currently six volunteers supervise 84 probationers. The program has been in operation since 1992, when it was established at the urging and with the

assistance of Associate District Court Judge Carlynn Grupp.

### **Open House At Fort Dodge**

On January 16 Board members and staff hosted a reception for Legislators at the Fort Dodge Residential Center and Probation/Parole Office. Senator Darryl Beall and Representatives Helen Miller and David Tjepkes attended and toured our operations.

The following Board members were present and discussed the need for relocation with Legislators: Steve Reuter, Chairperson/Bremer County Supervisor; Ken Abrams, Worth County Supervisor; Jack DeWolf, Pocahontas County Supervisor; Phil Dougherty, Cerro Gordo County Supervisor; Paul Fitzgerald, Story County Sheriff; Floyd Magnusson, Webster County Supervisor; Gary Nicholson, Calhoun County Supervisor; Cynthia Voorde, Calhoun County Attorney and Doug Yeager, Winnebago County Supervisor.

Staff members Jeff Larson, Pattee Yetmar, Don Sorensen and Tom Forbes made arrangements and assisted our Board members in explaining our needs. Thanks to everyone; your hard work and involvement made this event a success!



## 3rd Judicial District

**S**heldon Residential Facility News: Through an NIC Technical Assistance grant, Dr. Mark Umbreit from the University of Minnesota Center for Restorative Justice and Peace Making came to Northwest Iowa in August to consult with the Heartland Center for Restorative Justice and provide education/training to local stakeholders and the community. The purpose of his visit was to direct the Heartland Center for Restorative Justice task force in program development and implementation of restorative justice practices. Victim Offender Mediation has been implemented through a pilot project in Sioux County. With additional funding and additional trained facilitators, there are plans to expand victim offender mediation to surrounding counties.

Dr. Umbreit returned to Rock Valley, IA in November to present three days of humanistic victim offender mediation training. There were approximately

twenty participants (some to become facilitators and some as stakeholders). The Heartland Center for Restorative Justice received a \$10,000 grant from the United Methodist Church Annual Conference for 2004, so that the mission can continue: The Heartland Center for Restorative Justice brings together victims, offenders, and the community to acknowledge accountability, build trust and restore unity.

**The Administrative Board of Directors**, at the conclusion of their December 5, 2003, meeting, successfully hosted a legislative coffee for area legislators. Board members and administrative staff spent an hour visiting with the legislators and informally discussing a myriad of topics, including legislation that may arise in the upcoming legislative session. At the conclusion of the coffee, legislators were given tours of the Sioux City Residential Treatment Facility with facility staff being available to answer questions.

**The Wellness Committee** for the Sioux City Field Services and Administrative Offices sponsored a Food Drive which began in late November with the concluding “ceremony” on December 15th. The office was divided into two “teams”, the North Wing and the East Wing, who competed (ferociously) by bringing in items of food, toiletries, mittens, etc. to be donated to The Center of Siouxland’s pantry. The Center offers assistance to needy individuals or families by providing clothes, help with utility bills, programs for Senior Citizens, etc., and, also is the community service work placement agency utilized by the Department. The items were counted on December 15th with a total of 555 being collected. The North Wing “won” the contest (301 to 254) and was rewarded with a big cookie, which they were gracious enough to share with everyone. Staff was also treated to bagels by the committee.



## 4th Judicial District

**T**he Fourth Judicial District Department of Correctional Services hosted a ribbon cutting and open house for the new Women’s Residential Correctional Facility on August 14. Many folks took time to share this special occasion with us. Food service staff, Pam Carver and Karen Seeley did an excellent job of decorating and providing refreshments for the open house. A local Girl Scout unit presented the colors and led us in the pledge of allegiance. The opening of the Women’s Residential Correctional Facility was a benchmark event not only for Council Bluffs but also for Commu-



nity Based Corrections. It is promising to be part of a community that sees value in having a facility dedicated to serving the needs of women.

Leading up to the opening required an incredible team effort of hard work and planning. I congratulate and thank Pam Taylor, Facility Manager, the person on the scene with a “can do” attitude. Norma Uhlig, Administrative Officer, who watched every nickel. John Auffart, Community Service Coordinator, who worked with numerous individuals on various projects at the facility. Finally, our newest staff members who have come together as a great team to prepare the facility for operations including: Lisa Beckman, Secretary; Robert Bearley, RO; Juan Chavez, RO; Sarah Critz, RO; Christina Fyfe, RO; Micki O’neil, RO; Angi Schnier, RO; Heather VanArsdale, RO; Mark Neseth, PPO Counselor and Kellie Naylor, CPM.

The Iowa West Foundation donated the property the facility was con-



WRCF Staff (left to right): Top Row: Bob Bearley, Lisa Beckman, Angie Schnier, Sarah Critz; Bottom Row: Mikki O’Neill, Heather VanArsdale, Christina Fyfe, Juan Chavez, Pam Taylor, Mark Neseth. (not Pictured - Kellie Naylor)

structed on and we thank them for their generous contribution. The building is far more than bricks and mortar; it is about people, determination and a renewing of the lives of the offenders. It stands as a monument to fairness, concern, respect for all. It is a place where female offenders can work to become better citizens and be embraced by our community.



## 6th Judicial District

In August 1999, the 6th Judicial District Department of Correctional Services ventured into neighborhood-based supervision with the opening of the Wellington Heights Neighborhood Center at 392 15th Street SE in Cedar Rapids. The house is owned by the Wellington Heights Neighborhood Association and was renovated by people from Wellington Heights area, and work crews from Anamosa State Penitentiary and Iowa Medical Classification Center. Contractors and individuals in the Cedar Rapids area donated materials, labor, and furnishings.



Wellington House lined with pumpkins for the 3rd Annual Pumpkin Carving and Giveaway.



Probation/Parole Officer Melanie Steffens attempts to cut the top off of a pumpkin



Probation/Parole Officers Randy Day (left) and Ron Erwin (right) relax after carving several pumpkins

The first three years consisted of building relationships with the neighborhood community, and providing neighborhood-based supervision for correctional clients. Based on a solid working relationship with the neighborhood, the house has blossomed into a neighborhood resource center.

Currently, two full-time Probation/Parole Officers, and other staff on a part-time basis, provide neighborhood-based supervision, a part-time Community Treatment Coordinator helps clients and people in the neighborhood with employment issues, a full-time Family Support Worker through Family Services assists families with at least one child under the age of five and domestic violence issues in the home, the Cedar Rapids Police Department has an office for Officers to utilize, Campfire USA facilitates an after school program three days a week, a Batterers Education Program is conducted weekly, a well-attended Narcotics Anonymous meeting is hosted weekly, and a community vegetable garden is maintained for harvesting fresh vegetables.

This past quarter, the House was extremely active. Events included weekly coffee and donuts, monthly potlucks, and the two biggest events in the quarter were the 3rd Annual Pumpkin Carving and Giveaway, and the 1st Annual Holiday Party and Toy Drive. During the 3rd Annual Pumpkin Carving and Giveaway on October 28th, 135 pumpkins were carved and given away to kids, 125 treat bags handed out, 27 dozen cookies consumed, 5 gallons of orange drink and 80 cups of hot chocolate were consumed or otherwise spilled, and incalculable smiles, giggles and squeals were heard and seen throughout the house. On December 19th, the 6th Judicial District Department of Correctional Services and Family Services partnered to sponsor the 1st Annual Wellington Heights

Holiday Party and Toy Drive. Over 160 gifts from 6th District staff, Family Services staff and Wellington Heights' neighbors were donated and handed out to neighborhood families. Over 60 families picked out toys for their children while they feasted on 17 pounds of turkey, 12 pounds of ham and other side dishes. Neighbors left with arms full of gifts and bellies full of food.

The momentum at the House is in full swing and we are quickly running out of space, as more agencies want to provide services from the House. Plans to remodel the attic for more office space and expand parking are being developed, as well as modifying the neighborhood garden to include a Victims Memorial.

As the year comes to a close, we hope to keep the momentum going and we look forward to an exciting year.



Gifts fill the table at the 2003 Holiday Party and Toy Drive.



Parole Officer Brian Hagmeier (left) and Ron Erwin (right) clean their plates as neighbors head home with presents from the 2003 Holiday Party and Toy Drive.



## Fall Award Winners

*Congratulations to the 2003 Fall Award winners. These individuals were nominated by staff, and selected by Management Team. Presentation of these awards was made at the annual Breakfast of Thanksgiving held on Tuesday, October 28th.*

### Marsha Downs Awards (New Employee)

**Beth Skinner** is a Residential Officer in Coralville, beginning her employment with the district on February 19, 2003. Since starting her employment, Beth has shown dedication to learn her job skills and has shown the motivation to go beyond what is expected of her. She volunteered to complete the Reserve Officer training and earned the academic award in her Reserve class. This took many extra hours to complete and extra coordination, since she also completed the 3 week New Employee Training in Des Moines at the same time, requiring her to drive back to Cedar Rapids for each Tuesday night Reserve training class. In her role as a Reserve Officer, she has reported several instances of drug/alcohol violations, some leading to arrests and the confiscation of illegal drugs. It was these work skills and dedication to her profession that led to this award.

### Director's Award

**Sam Black** is a Certified PPO III in Cedar Rapids. He was the first representative from our agency to attend and complete the law enforcement academy. He paved the way for future participants, while representing the department in a professional and respectful manner. He has fostered a relationship with the Cedar Rapids Police Department that is unmatched, and was reflected in their letter of support for Sam for this award. As a neighborhood based PPO he has formed partnerships with the neighborhood associations, community members, and schools. He recently volunteered to serve as a Presiding Judge for the Peer Review Court of Linn County. He has participated in numerous neighborhood-sponsored events including graffiti removal and clean-ups. His success in the neighborhood is a credit to his motivation, leadership and the ability to contribute and interact with people within the community. He continues to explore innovative ways to deal with his unusual caseload, and often thinks outside the box in order to help facilitate offender change. Sam is a team player who will go out of his way to assist others,

and does the right things for the right reasons – which has made him a worthy recipient of this year's Director's Award.

### Luella Lesmeister Volunteer/Intern Award

**Mark Holerud** has been assisting the department since August, 2002, when he joined us as part of his workstudy program at Kirkwood. Since that time, Mark has taken the Community Service Program in Cedar Rapids, that had been limping along due to budget cuts and staff transition, and turned it into an efficient and organized program. He conducts intake interviews of correctional clients for screening purposes regarding their skills and interests, availability of transportation and hours, and places them within the community for successful completion of their community service work. The most extraordinary aspect of Mark's work has been the collaborations he has built for one of the hardest to place clientele – batterers. He has identified more than 20 agencies that have agreed to work with these sometimes hard to place clients. In addition, he has become a certified BEP group facilitator while being a workstudy student and carrying a full class load. Mark's ability to work one-on-one with clients in a supportive and encouraging environment has allowed numerous clients to see the benefit of giving back to the community. Thank you Mark, for all you do!

### Community Service

**Mike Quinlan** is a Residential Probation/Parole Officer in Coralville who starting working in Corrections on August 18, 1980. His position at Hope House in Coralville is only the beginning of his involvement with trying to improve the quality of life in Johnson County. Along with his regular staff duties, Mike arranges ongoing community service projects in his hometown, assists with other community projects, such as Meals on Wheels, and is the elected Mayor of West Branch. Mike has in the past found time to coach football for his hometown team, the West Branch Bears, and still announces for them on occasion. Mike has a good grasp of the complexities involved in building partnerships between community and government, as shown by his continued willingness to be on the "front lines" at work and at leisure. He is a valuable asset the Department and, in a larger sense, to the community.



## 1st Judicial District

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"to enhance agencies and/or staff sensitivity to differences of all individuals through ongoing training and education." With this in mind, members recognized the growing Muslim population in the residential facilities and the need to educate staff on this group of individuals. In addition, the committee will look at offender forms and how to

make them reflect our commitment to diversity by using unbiased nondiscriminatory language.

The Safety Committee continues to review training and equipment needs as well as policy changes that need to be made to promote safety measures and awareness through the district.

In December, the management team received training on Best Practices,

What Works in Corrections.

Holiday events were held around the District, including dinners at local restaurants, potlucks at offices, gift exchanges and the annual Adopt-A-Family project to help families unable to afford Christmas gifts. The December Board of Directors meeting was held in West Union where a delicious turkey dinner was prepared by staff.