



THE RAP SHEET

June 2012
A Quarterly Newsletter

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www.lowaICA.com

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President's Notes

My journey with the Iowa Corrections Association began when I attended my first conference back in 1995, and I was hooked from that point on. I look back and realize I can attribute much of my growth to what I gained through ICA, whether it was through the training offered or the networking outside the classroom, from professionals all across the state. I have not only developed many valuable professional relationships but have also found great value in the personal friendships that I have formed with so many of you, and I thank all of you for that.

As I get ready to wind up my term as President, I have a few basic goals that I hope the upcoming leaders and the membership of ICA will continue to strive for:

- 1) We need to ensure continued sustainability of ICA as we make the split from ACA and return to an individual chapter. These are unprecedented tough economic times and this Association is not immune to the same financial hardships that face many other non-profit organizations. We need to evaluate and monitor closely our resources, our revenue, expenses, and our overall financial health.
- 2) We need to grow our membership. Membership is the KEY to the ongoing success of this organization. In order to do that we must constantly evaluate and re-evaluate the value that ICA provides to its members. We must make sure that we are listening to our members and responding to their concerns and needs.
- 3) We need to grow our corporate partnerships. Likewise, it is important to understand the value that each party in the partnership gains from mutual collaboration. Emphasis needs to be placed on ensuring our corporate partners find value in the investments they make in ICA. If you encounter companies that may have an interest in meeting our membership, please pass that information on to your leaders in ICA.
- 4) Finally, we need to foster and cultivate the next generation of leaders. This does not only mean leaders of ICA but also leaders in the corrections field. We need to be a driving force within our colleges and universities in the content and requirements of the criminal justice programs. Evidence based practices should be something college students are introduced to early in their academic programs – which routinely does not happen.

As I traveled around to different states during my presidency and observed how other states do their conferences, I find myself beaming with pride as to how well we do things back here in Iowa. The entire country looks to Iowa as a leader in Corrections. Now that is something to be proud of!

In closing, I want to thank each and every one of the members of the Executive Board, all committee chairs and committee members who served over the past three years and offered your guiding support. It has been a pleasure and an honor to serve with each and every one of you.

With kindest regards, Julie Vantiger-Hicks

OUTSTANDING SERVICE AWARDS

Spring Conference, June 2012

By Sally Kreamer

Recently, the Iowa Corrections Association at its annual Spring Conference in Dubuque, Iowa, recognized and honored several corrections employees and associates for their outstanding service and commitment to the corrections profession. We were pleased to have so many individuals there to honor their friends and co workers during this event. The service began with memorials and concluded with the awards ceremony.

Awards categories and recipients were:

Correctional Program Award-- The staff of the Forensic Psychiatric Hospital at the Iowa Medical and Classification Center

This award is given to a group of correctional workers or a program which has shown outstanding achievement, perseverance, dedication, and/or a vision in an area of endeavor. The recipients should be employed directly in the field of corrections in the state of Iowa.

In the last 12 months, perhaps some of the most remarkable accomplishments of this group, which have impacted not only IMCC but the entire system as a whole, can be demonstrated with a review of the data outcomes. That is, a significant reduction in Critical Incidents and in the use of Seclusion and/or Restraints. As a result of these reductions, the safety of both staff and patients has increased dramatically. The team has also been successful in decreasing in the number of days a patient must wait for admission as well as the overall length of stay at the Forensic Psychiatric Hospital. This past September, the team was recognized by the Disability Rights Iowa organization at their annual board meeting and awards banquet for: "Outstanding service on behalf of Iowans with disabilities and mental illness in the correctional system." We too want to offer our recognition for the efforts of this team and appreciate the opportunity to do this through the Iowa Corrections Association.

Outstanding Iowa Corrections Association Member-Jean Johnson

This award is named in honor of the memory of Lowell Brandt, Warden of IMCC and 1982 ICA Member Award Recipient. An individual who has been instrumental in the development, organization and/or planning of ICA activities, programs or functions, and who is currently an active member, having been an active member for at least three years is eligible for this award.

This individual has been instrumental in the development, organization and planning of ICA activities programs or functions for at least 3 years- with membership beginning in 1995. She is a vital member of the ICA organization. She was held the role as member co-chair. She was instrumental in the development of the database to keep track of all data. She was also key in developing an ICA membership liaison committee when ICA switched to dual chapter with ACA. After retiring from the Membership Committee she then become co-chair of the Rap Sheet. Countless hours were spent on development a new format, recruiting articles and reminder contributors to submit information. She produces a quality product with her own "cool style". She has been great assistance when ICA conference has been held in our district. Her motto is "I think everyone should go home with a prize" and she strives to make it happen. **Jean Johnson** the winner of Outstanding ICA member is a loyal faithful attendee of conferences and an active recruiter and supporter of ICA. She makes conferences fun and she is a Prize!

Multi-Cultural Issues Award- Ronice Payne

This recipient exemplifies the spirit this award intended – by exhibiting a constructive role in multi-cultural issues and striving to innovate positive changes in corrections.

This award winner has motivated our diversity committee to become involved in local events that occur after hours. Those events include Juneteenth and I'll Make You a World. She has done job fairs on Saturdays to try to reach a diverse population. She has assisted in making sure that all policies are reviewed to make sure that there is not an unintentional negative impact on those we serve. She has also volunteered to facilitate newly formed groups speaking about undoing racism and Bridges Out of Poverty. She was one of the first to attend Undoing Racism and promoted this training to get others in the district to attend. Her laugh is infectious and her enthusiasm and passion for making this a better world makes her deserving of this award. **Ronice Payne** of the 5th Judicial District is this year's winner of the Multicultural Award.

Larry Brimeyer Exceptional Leadership Development Award- Jerry Burt

The Exceptional Leadership Development Award is named in honor of Larry Brimeyer who was the Deputy Director for the Department of Corrections Eastern Division. The winner of this award is chosen based on his or her exceptional leadership and has promoted value added activity or service to the agency. This person must also be an Iowa Corrections Association Member and have achieved an outstanding accomplishment during the year.

This award winner has truly demonstrated how to successfully “**Model the Way**” as he practices examples of exemplary leadership in every aspect of his day to day interactions with subordinates, peers, and the public. He often articulates his personal values when the opportunity presents itself at public meetings or in his regular visits to institutions and districts when conversing with staff. He is a teacher by training and anyone who has been fortunate enough to spend any amount of time with him or under his guidance would know, always takes the time for “teachable moments” as he shares his knowledge with future leaders helping to “**Inspire a Shared Vision**” to continue to grow and improve and strive for a better future. He takes time to speak with staff to understand their values and enlists them in our common vision. As leaders must not only talk the talk, they must walk the walk and does this openly for all to see. Whether it is in sharing words of wisdom for others to ponder at a meeting or actively digging in and working on a project, he is not afraid to “**Challenge the Process**”. This past year, he has shown many examples that portray his comprehension and use of evidence-based practices and continuous improvement in offender reentry efforts. Just to share a few that I am aware: he took the time to be an active team member on a week-long LEAN design event aimed at improving our discipline process statewide. He also spear-headed the re-writing of performance objectives and essentially, the criteria for which we evaluate Correctional Officers in the Iowa DOC to more closely to mirror the expectations and evidence-based principles we know to be effective in creating long-term change in the behavior of offenders. He is an individual that one trusts. He's built this trust by fostering collaboration and strengthening others by sharing information and power. He “**Enables Others to Act**” because he's knows as a leader he can't do it alone and shows trust to build trust with all of us. “**Encouraging the Heart**” by recognizing the accomplishments of others, is exemplified by Jerry who is the type of person that does not hesitate to, in the words and interests of the late Larry Brimeyer, “catch someone doing something right and let them know”. This leader knows the value of telling someone when they have done something good as well as the necessity of acting on the teachable moments and striking a balance that will empower others to grow and learn – essentially, facilitating and sculpting how corrections future leaders will lead. Just as the leader for which this award was created in the honor of, Larry Brimeyer, **Jerry Burt** was chosen for this award for leaving an “imprint” in the minds and in the hearts of many in corrections and our leadership will be better for years to come in part because of the time he took to have that impact.

Women's Issues Award- Sherri Miene

This award was established to recognize an individual or group who has made a substantial positive contribution to women's issues in the field of corrections which may include issues related to women employees, offender, or victims. The recipient is not limited to paid corrections professionals; therefore, they may be a volunteer, legislator or other individual who has gained distinction through their accomplishment.

This award was given to Residential Probation/Parole Officer **Sherri Miene** from the 1st Judicial District. She was nominated for this award based on her work not only with women but also the victims that she serves as part of her daily work. She is known to always have a smile and attitude that encourages a positive work ethic with all of her co-workers. She models the vision of the department on a daily basis and creates an atmosphere of change. She additionally took some field cases to ease the workload of her co-workers. She is a team player who thrives on perfection. These and many other reasons are why she was chosen for this award.

Outstanding Correctional Worker- Jennifer Swihart

The Outstanding Correctional Worker is given in honor and memory of Bernie Vogelgesang, a Des Moines Fifth Judicial District corrections worker. It is given to an individual who has shown outstanding achievement, perseverance, dedication and/or vision in one of several areas of endeavor.

This year's winner is **Jennifer Swihart** from ICIW. She has been a correctional counselor for 14 years and with corrections since 1998. She was nominated for this award by her co-workers for her dedication, conscientiousness and genuine care about the women she works with at the prison. She is described as a "flawless worker who is honest about her abilities". She always strives to do more and sees her work as a passion rather than a job.

Congratulations to Jennifer for your hard work and dedication.

Victim Assistance- Jennifer Bertagnoli

This award is presented to an individual or group of individuals who has had a significant, positive impact on victim's issues, including but not limited to length of service, volunteer work, accomplishments and recognition by the community, particularly victims' groups. Recipient may be a paid corrections employee.

Jennifer Bertagnoli is a survivor of the homicide of her father, Kenneth Eaton. She speaks openly about her experience as a 17-year-old who discovered her father after he was stabbed to death in their home. She also educates all of us on the benefits and risks of Victim Offender Dialogue through her experience of meeting both of the offenders in her case. Jennifer has shared her inspiring story of healing for many years in our DOC Victim Impact classes around the state – providing DOC with uncountable volunteer hours – and impacting many offenders who will remember her experience for years to come. Not only does Jennifer speak for DOC-based victim programming, but also for criminal justice programs in a variety of higher education universities and community colleges in the Des Moines area who seek a better understanding of victimization and restorative justice. Jennifer is also an active member of the DOC Victim Advisory Council providing us with the victim perspective when examining our programs, policies and practices – thus, better ensuring the DOC remains victim-sensitive in these areas. Over the past year or more, Jennifer and her husband established the Ken Eaton Foundation. Her dedication to helping other crime victims and enlightening the public on victim issues is extraordinary. Her willingness to continue volunteering, year after year, with the DOC makes her more than worthy of this award – it is the very least we should do to honor her....she makes us better at what we do.

Outstanding Public Official- Tom Eaches

This award is presented to a group or individual, elected or appointed to public office or employed by a public agency or contractor who has shown excellent support for the progressive goals of corrections. This recipient need not be an Iowan to win.

This year's recipient is **Tom Eaches**, Executive Director of Black Hawk/Grundy Mental Health center from the 1st Judicial District. He was nominated for his collaboration on grants, lobbying for mental health programs, guidance and training for probation and parole staff, providing space for staff to meet with offenders and the assistance in developing special programs. He has been a leader in the community and the programs that have been built in the 1st District are envied across the state. For this he was chosen as the outstanding Public Official.

ICA Citizen Award- Dr. Rachel Williams

This award is presented to an individual or group who has had a significant, positive impact on corrections in the State of Iowa. The recipient should not currently be a paid corrections employee. Their efforts, whether in the public or private sector, may have been relatively unsung or widely acclaimed presently or previously within a community or statewide.

This person is described as a dedicated partner to our prison for close to 15 years and continues to focus on future opportunities for ICIW. During this partnership she has provided programming to assist women in their recovery and healing process via the many women's issues studies she has developed. The winner of the ICA Citizen award went to **Dr. Rachel Williams** in part for starting her partnership by providing us with wonderful art projects; one in particular, was via a grant opportunity she received to work with the women on a mural project. This project resulted in three very intricate and beautiful murals, each symbolizing a strong, phenomenal woman in history, to present for an open house for the treatment unit in 1999. The murals traveled abroad and throughout the U.S before being returned to the prison and hung in the atrium of the new unit. She developed the "Think Tank" conference centering on Women's Health. This conference resulted in several Physicians, Graduate Students, and Novelist traveling to ICIW to provide seminars and workshops throughout the day. The women were able to receive informational pamphlets, receive follow up health care, and walk away with a sense of enlightenment regarding health care needs. Rachel is a very special and unique professional, activist, humanitarian and voice for women who may not always have the strength or courage to stand up for themselves. She is caring, nurturing, empathic and extremely compassionate in her quest to educate and empower female offenders and juvenile girls in her work at the Facility for Juvenile Offenders. She has created an annual "Blanket of Courage" ceremonial process to assist the ICIW women in making quilts and blankets for the youth at the juvenile detention facility each holiday season. She is a trained Doula and has committed to bringing these services to the institution to assist our women with their maternity care needs. Buther greatest achievement is simply being "Rachel", a very gracious, humble, phenomenal woman who gives and gives of herself and her professional time to support and empower women.

Thank you to all of you who submitted candidates for these awards. If your person was not chosen this year, please resubmit next year as the awards were extremely competitive. Nominations can be submitted through the ICA web site at any time.



Awards Committee Members

Thanks too to the 2012 Awards committee members: Janet Harms-1st District, Rita Mueggenberg 2ND District, Jamey Beltman, 3rd District, Jen Foltz- 4th District, Sally Kreamer- 5th District, Shannon Konicek- 6th District, Angie Morris- 7th District, Pat Lacey- 8th District, Sheryl Dahm- Central Office, Lynn Hartsock- ISP, Mike Kane, Fort Dodge Correctional Facility, Stacey Payne-Clarinda Correctional Facility, Bryan Reicks-ICIW, Becky Schneider-Oakdale, Tracy Dietsch-Anamosa State Penitentiary, Teresa O'Tool-Rockwell City, Scott VerSteeg-Newton Correctional Facility, and Denise Ramsey-Mt Pleasant. I would also like to recognize Becky Schneider who took care of all the plaques and the memorial candles. Thanks also to Nancy Robinson and Ken Kolthoff for reading the memorials and awards at the ceremony.

Congratulations to all Award Recipients



Memorials From Spring Conference 2012 ... Submitted by Sheryl Dahm

ISP

Ron Osbon Dates of Service 1987 until 2011

Matt Banner Dates of Service 1998 until 2011

MPCF

LPN Deborah Schmitz – Dates of service 2004 until 2011

C/O Craig Titus – Dates of Service 2007 until 2011

3rd

Linn Hall - Dates of service from 1976 until 2011.

ICIW

Food Service Worker Shirley Jackson – Dates of service 1999 until 2011

ASP

Chris Gillmore -Dates of Service from 1983 until 2011



Treasurer's Report

Jan - May 2012

Income:

Awards	
Board of Directors	1.35
CEUs	145.00
Credit Card	
Elections	
Fall Conference	
Spring Conference	
Legislative	
Membership	3,898.16
Multi-Cultural Issues	
Nominations	
Publicity	
Rapsheet	
Registration	12,350.00
Spring Conference	708.00
T-Shirts	805.00
Training & Workshops	4,165.00
Vendor	14,700.00
Website	
Women's Issues	
Total Income	\$36,772.51

Expenses:

Awards	245.80
Board of Directors	3,017.87
CEUs	357.89
Credit Card Fee	44.75
Elections	300.92
Fall Conference	2,375.00
Spring Conference	
Legislative	660.65
Membership	
Multi-Cultural Issues	
Nominations	
Publicity	621.86
Rapsheet	
Registration	65.00
Spring Conference	23,854.57
T-Shirts	
Training & Workshops	3,027.91
Vendor	1,317.51
Website	59.75
Women's Issues	
Total Expenses	\$35,949.48

Checking Balance

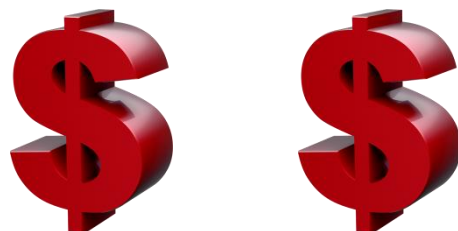
\$9,551.14

Savings Balance

\$7,242.37

Certificate of Deposit

\$6,211.68



Iowa Corrections Association Fall Conference
September 26-28, 2012
Harrah's, Council Bluffs

Preliminary At-A-Glance

Wednesday, September 26th

Opening session:

Bubble baths are not an appropriate self-care strategy: What our work takes out of us, and how we put it back together

Workshops:

Distracted Driving

Department of Public Health workshop being developed

Law enforcement certified probation and parole units in Iowa

Sex offender management: Past, present and future practices

Thursday, September 27th

Morning Workshops:

Achieving change through value-based behavior

Sex offender management: Past, present and future practices

Mental health topic being developed

Pharmageddon: The prescription drug abuse crisis

Iowa sex offender registry: An overview

Security threat group workshop being developed

K2, JWH, AM-2201, MDPV: The alphabet soup of synthetic drugs

Afternoon General Session:

Lessons learned from the tragedy at Von Maur in Omaha, Nebraska (Omaha PD)

Friday, September 28th:

Workshops:

Distracted Driving

Getting to the emotional truth: Psychotherapists and law enforcement working together

Justice involved veterans' programs

General Session:

Leaving Your Legacy

From Ken Kolthoff , Spring 2012 Conference Co-Chair, Conference Summary:

The annual Iowa Corrections Association Conference was held May 9th - 11th at the scenic Grand River Center in Dubuque Iowa. The conference was a huge success with over 190 registrations. Training was exceptional and there were many fun activities and opportunities to visit with old friends and meet new ones. Co-chairs Traci Suarez and Ken Kolthoff are very thankful to the many volunteers who helped coordinate the event and made sure it ran smoothly. A special thanks to all of the vendors who helped support the conference.

Congratulations to elected board members:

**Front Row: Bryan Reicks-President-Elect, Julie Brandt-At Large,
Chad Cangas-At Large, Tennie Carlson-Secretary**

Back Row: Jen Foltz-Vice-President, Duane Worthy-At Large

**** FROM YOUR MULTICULTURAL ISSUES COMMITTEE: ****

MIC is back and with the hope of input and feedback from ALL ICA members or anyone else we can put together some trainings in the future.

Please send anything of interest; articles, trainers, etc. to:

Mary Avaux, MIC Chair at 5th Judicial District

**IOWA CORRECTIONS ASSOCIATION
STANDING COMMITTEES CO-CHAIRS
FISCAL YEAR 2012**

<u>COMMITTEE</u>	<u>CO-CHAIR</u>	<u>CO-CHAIR</u>	<u>BOARD LIAISON</u>
AWARDS	Sheryl Dahm	Sally Kreamer	Sundi Simpson
ELECTIONS	Whitney Mann	Lee Ann DeBord	Katrina Carter
EVENTS	VACANT		
CEUs	Elizabeth Clark	Teneil Cangas	Jen Foltz
LEGISLATIVE	Robin Malmberg	Katrina Carter	Robin Allbee
MEMBERSHIP	Rita Mueggenberg		Jane Jansen
MULTI-CULTURAL	Mary Avaux		Jill Dursky
NOMINATIONS	Sundi Simpson		Sundi Simpson
PUBLICITY	Kelly Overton	Don Wolter	Bruce Vandersanden
RAPSHEET	Jean Johnson		Tennette Carlson
REGISTRATION	Steve Zdrazil	Julie Vantiger-Hicks	Steve Zdrazil
TRAINING & WORKSHOP	Brian Reicks	Todd Roberts	Rita Mueggenberg
T-SHIRTS/MERCHANDISE	Denise Ramsey	Rob Humphrey	Jane Jansen
VENDORS	Janet Harms		Rita Mueggenberg
WEBSITE	Janet Harms		Jane Jansen
WOMEN'S ISSUES	Peggy Maynes	Kathy Culbertson	Steve Zdrazil

**** Additionally, the membership voted that ICA will cease as a dual chapter with ACA. ****

ICA appreciates the support of our Business Partners!

**GOLD Sponsorships of ICA Conference Meals and Hospitality Events:
CenturyLink, Taylor Ohde Kitchell, ATG and SASC**



**SILVER Sponsorships of ICA Vendor Hospitality Events:
Union Supply Group, AFSCME and Jpay, Inc**



2012 Spring Conference Exhibitors

- ★ 3M Electronic Monitoring ★ AnyTrax ★
- ★ Assessment Services, Inc. SCRAM ★ AUTOCLEAR ★
- ★ BI Incorporated ★ C.J. Cooper & Associates ★
- ★ CenturyLink ★ Iowa Substance Abuse Information Center ★
- ★ IPI - Prison Industries ★ iSECUREtrac ★
- ★ Jpay, Inc. ★ Narcotics Anonymous ★ Northpointe Institute ★
- ★ Redwood Toxicology ★ Securus Technologies ★
- ★ Sentinel Offender Services, LLC (formerly G4S) ★
- ★ Simpson College ★ Timekeeping Systems, Inc. ★
- ★ Union Supply Group ★ Watchguard/RSI Laboratories ★