



# Montana Department of Corrections Correctional Signpost

2013  
No. 1



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*Session has 6 weeks to go*

## Budget is far from settled

By Bob Anez  
DOC Communication Director

The Department of Corrections budget for the next two years emerged from the House Appropriations Committee about \$8.1 million short of what the governor requested.

Although that figure represents only about 2.1 percent of the \$381.6 million biennial spending request, the reduction affects some key programs and services in the corrections system.

With a third of the legislative session remaining, DOC Director Mike Batista says the shape of the final budget is far from determined.

“It’s not how you start, but how you finish,” he says. “This is a common theme in almost every Legislature and this one is no different. The recent actions of the subcommittee that initially reviewed our budget present us with some challenges as we move through the process.”

The department’s effort during the final six weeks of the session will be to get approval of important items requested in the governor’s budget for corrections, Batista says.

Those issues include:

- Increases in the salaries of correctional officers
- Adequate funding to cover the medical costs of inmates needing care outside the prison system
- Full funding for staffing and operation of the Lewistown infirmary opened in December
- Money to maintain the existing number of beds in prerelease centers serving male offenders and removing a reduction of 12 beds
- 15 additional prerelease center beds for women offenders
- Reversal of funding switches that require the department to finance various programs from two accounts that will have no money

“Our goal is to be able to maintain the programs and services we have now and to avoid funding shortages that could require the department to ask the next Legislature for a supplemental appropriation,” Batista says. “We did a good job in explaining the need for all our requests.”

Most of the requested two-year corrections budget increase is needed just to main-

*‘It’s not how you start, but how you finish.’*

*-Mike Batista*

# Budget

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tain existing correctional programs and services. Only two cents out of every dollar requested is for new proposals.

The department's requested budget – \$189.3 million in the first year and \$192.3 million in the second year – is contained in the major spending bill for all of state government. That measure next will come before the full House of Representatives before the March 28 deadline for sending it to the Senate.

Key budget items already approved by lawmakers:

- Rate increases for prerelease centers, treatment programs, regional prisons at Glendive and Great Falls and the private prison operated at Shelby
- An additional correctional officer for the women's prison.
- Annualization of the costs for fully using, treatment programs, regional prisons and the private prison
- Most of the needed medical staffing at the women's prison
- Funding for upgrades to the employee computer training lab at Montana State Prison
- Money for maintaining an expanded victim notification system

The higher salaries for correctional officers is needed to improve the department's ability to recruit and retain staff, particularly at Montana State Prison where the turnover rate among officers is 40 percent and the officer ranks typically are plagued by 40 vacancies. The result is that existing officers have to work double shifts and overtime pay increases.

Adequate funding for outside medical services is critical because the department will incur those costs due to its legal obligation to provide the care. Without sufficient money in the budget, the agency will have to request the next Legislature to make up the shortage as it has had to do in the past.

The budget so far fails to provide about \$1 million, or 28 percent, of what's needed to operate the Lewistown Infirmary for the next two years.

The 2011 Legislature authorized such a program for "special-needs" inmates who have serious chronic physical and medical problems.

The previous session did not specify how or where the program would be located.

The Legislature not only provided only five of the 15 additional prerelease beds for women that were requested by the department, it eliminated funding for 12 prerelease beds for males.

During the first eight months of fiscal year 2013, the average daily population of male prerelease centers showed no vacant beds and the women's centers had just eight empty beds on average.

Meanwhile, more than 100 offenders were waiting to be accepted into prerelease centers. Without adequate space in such centers, many of those offenders will spend more time in prisons and jails.

Lawmakers shifted funding for several programs, including expansion of victim-impact panels in community corrections and overtime and offender pay at Pine Hills Youth Correctional Facility, to accounts that already are expected to be in the red. The funding switches were made despite legislators being advised the accounts would have no money.

The Legislature must pass the budget by the time it adjourns in late April. The new budget takes effect July 1.

## Montana Department of Corrections Mission

*The Montana  
Department of  
Corrections enhances  
public safety,  
promotes positive  
behavior in offender  
behavior, reintegrates  
offenders into the  
community and  
supports victims of  
crime.*

***The budget fails to provide what's needed to operate the Lewistown Infirmary for the next two years. The 2011 Legislature authorized such a program for "special-needs" inmates who have serious, chronic physical and medical problems.***

*Wodnik fills vacant position*

# DOC gets deputy director

Lorraine Wodnik, with 20 years of budget and operations experience in three state government agencies, will be the Department of Corrections new deputy director.

She will start her new job April 8, filling the position left vacant by the Jan. 1 retirement of Steve Barry as administrator of the Staff Services Division.

The department last had a deputy director in 1995 when then-Director Rick Day eliminated the position.

"I am excited about this new opportunity to become a part of the Department of Corrections team," Wodnik says. "My experience has been that people who work in the area of public safety are some of the most dedicated public servants. I look forward to meeting my new co-workers and contributing to your mission of enhancing public safety for Montanans."

The job listing for the position said the deputy director will assist Director Mike Batista in "planning, administrative management, policy development, personnel management, organization development and in providing leadership and direction for activities of the department."

The job description also said the position will be liaison with other state agencies and their directors, elected officials, state and federal partners and others "for the purpose of ensuring the department is working in a coordinated and cooperative manner with other entities in carrying out program activities.

Batista says more specific duties for Wodnik will be developed once she is settled into the position.

"The deputy director will supplement rather than replace the existing management structure of the department," he says. "Lorraine brings some valuable organizational, planning and fiscal skills to this department. I am convinced she will quickly become an indispensable asset to the department and that our current managers will develop strong and productive working relationships with her."

Wodnik has been fiscal administrator in the Montana Department of Revenue for the past six years, where she managed that agency's budget and worked with the Legislature as a member of the department's leadership team.

For eight years before that, Wodnik was operations manager in the state Department of Justice. From 1993-1998, she was budget analyst, administrative officer and mineral accountant in the Department of Natural Resources and Conservation.

She obtained an associate's degree in general studies from Cypress (Ca.) College, earned a bachelor's degree in business administration from California State University in 1992, and received a master's degree in public administration from the University of Montana in 2007. She is married and has four children.



Loraine Wodnik

## *MWP Warden Acton announces July 1 retirement*

Montana Women's Prison Warden Jo Acton has announced she will retire July 1.

In an email to staff at the Billings prison on March 19, Acton wrote: "It has been an exciting 20 years plus, and a great deal has been achieved with your efforts and I know that all of you will continue doing great things."

A Miles City native, Acton became Montana's first female prison warden in October 1995.

Before that, she was administrator of the Yellowstone County Youth Services Programs for seven years. She

spent a year as counselor in that organization before becoming administrator.

She began her work in the corrections/treatment profession as a chemical dependency counselor at the Swan River Forest Camp for four years starting in 1983.

Acton earned a bachelor's degree in English from Eastern Montana College in 1974 and a master's degree in personnel and guidance services from Eastern in 1980.

Acton is on vacation and will return April 1 for three weeks of transition work. She will complete her duties as warden on April 19.

## *Mental health advocate relates family's trials*

The issue of mentally ill offenders has always been a significant concern among Montana correctional officials. The psychiatrist at Montana State Prison has caseload of more than 300 inmates and nearly 200 of the inmates are diagnosed with a serious disabling mental illness. The caseload at the women's prison is more than 100.

In 2007, the Department of Corrections and the Department of Public Health and Human Services proposed a new program to provide mental health and addiction treatment services for offenders charged and/or convicted of criminal acts and placed into the custody of either agency. The proposal failed to pass the Legislature.

Dr. Gary Mihelish, a retired Helena dentist and longtime advocate for the mentally ill, talked about the issue at a recent meeting of the Reentry Task Force.

"We need to understand each other," he said. "We need to develop acceptance and we need to develop trust."

Mihelish recalled his first experience with the issue mental health occurred in 1984 when a family mem-

ber's severe mental illness began to surface during his sophomore year in high school. On his first day as a junior, the teen came home from school and announced he was not returning. It was the start of his schizophrenia.

Counseling didn't help, Mihelish remembered. The boy moved to Missoula, lived with an uncle and life improved for a while. He got a GED and graduated from the vo-tech in carpentry. His first job lasted a day after he shingled a roof backward.

He disappeared for a time and eventually called home from California, saying he couldn't find his truck. "He was psychotic – talking to trees," Mihelish said.

He attempted suicide and was hospitalized in a psychiatric facility for a time. Mihelish called 1990 "the year from hell" as the family struggled with helping the man. A series of trials and errors with medication finally found the right prescription and he's doing well, and works delivering meals to the elderly.

But mental health remains a daily struggle, Mihelish said. "He lives with anxiety every day; he hears voices every day. They're not as loud as they used to be."

He provided some advice for those who deal with the mentally ill.

- A person with a mental illness always has serious anxiety. Alcohol can relieve that, which is why many times mental illness is accompanied by serious substance abuse.
- The mentally ill appear to have no common sense and they are unable to comprehend the steps needed to reach a goal.
- When talking with someone who is mentally ill, keep sentences short and simple, don't criticize and be supportive.
- Ignore and don't punish negative behavior; praise positive behavior at every opportunity.
- If a person is withdrawn and uncommunicative, back off for a while.
- Recognize the need to repeat instructions and directions; be patient.
- Be pleasant and firm; a loud voice, accusations, criticism and insistent manner are painfully defeating for someone suffering from a mental breakdown.

## Correctional health care provider exam June 1

The National Commission on Correctional Health Care has designated Montana State Prison as a site for conducting the certified correctional health care provider (CCHP) examination.

The commission says this exam is an opportunity for correctional staff to "take a step toward increased knowledge, greater professional recognition and identification as leaders in the complex and ever-changing world of correctional health care."

Certification as a CCHP recognizes understanding of the national standards that drive the Department of Correction and MSP policies on health care. This credential is a symbol of achievement and leadership in the field of correctional health care.

The program is not limited to licensed medical professionals such as physicians, physician assistants and nurses. The commission encourages health care professionals from a variety of disciplines (mental health and dental) and settings (administrative and support staff) within the corrections field to participate in the certification process.

These staffers are recognized as vital to the successful delivery of medical care in DOC facilities and are encouraged to participate in the certification process.

The MSP exam will be Saturday, June 1, from 9-11 a.m. in the administration building. To review eligibility requirements, review study guides and register by the April 26 deadline, go to the commission website at [www.ncchc.org/cchp](http://www.ncchc.org/cchp)

# Program targets recidivism



Yolanda Stanley and mentor RayAnne Crick talk while making Christmas cards at a Montana Mentor Project meeting at the women's prison in Billings.

By Carmen Irish  
Billings Gazette

Lisa Hammond won't let her past define her.

Her life has included an alcoholic father, an abusive stepfather, several failed marriages, drug addiction and the loss of custody of her three children. In 2005, she was convicted of two felony drug charges after months of recurring jail stints.

"I re-offended over and over again," Hammond said. "I didn't know how to cope with life, and I used drugs and alcohol to numb the pain and escape reality."

Hammond, 49, has been out of the correctional system for almost four years and will celebrate six years of sobriety this month.

But she's an exception. Almost 40 percent of women released from the Montana Women's Correctional Center will re-offend within three years of their release. Most commit the same crimes that landed them in prison in the first place.

In October Hammond became a volunteer mentor with the Montana Women's Prison Reentry Initiative. She said she hopes to be a positive role model for women preparing to move from incarceration back into the community.

It's a path she knows well.

"I am also a felon," Hammond told a group of inmates at the

women's prison on Dec. 19. "I'm here tonight because when I was released I had one person who believed in me and didn't give up on me. I want to be that for you, someone you can identify with and someone that will offer you hope."

Called the Montana Mentoring Project, the pilot program, which began in November, aims to shut the prison's revolving door by providing support to women who are considered medium- to high-risk repeat offenders and are six months to one year away from their release. The goal is to reduce the recidivism rate by 50 percent.

"The overall goals of the program are public safety and providing the necessary tools that seem to hold promise that women will not re-offend," said Kim Gillan, program director for Montana Women's Prison Initiatives.

The correctional center is one of 10 women's prisons in the nation awarded the Second Chance Act grant. The two-year federal grant of nearly \$300,000 is operated by Montana State University Billings and is designed to help communities develop ways to reduce recidivism.



Mentor Tracy Crabtree talks with J'Kee Johnson at a Montana Mentor Project meeting at the women's prison in Billings. (Photos by Bob Zellar, Billings Gazette)

# DOC's 2012 in Review



Ferriter



Barry



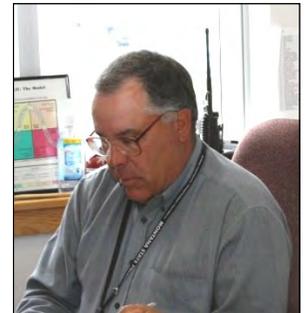
Orand



Nelson



Koch



Swanson

## 1. Retirements bring change

Familiar faces left as change was the dominant theme in 2012 for the Department of Corrections. The agency lost hundreds of years of correctional experience with the retirements of more than a dozen key staffers.

The list was topped by the departure of Mike Ferriter, director since 2006 and a 35-year veteran of the Montana correctional system. He left at the end of year with the change of governors and was succeeded by Mike Batista, who had worked for the state Justice Department for two decades.

Others ending their corrections careers included Diana Koch, chief general counsel; Steve Barry, Staff Services Division administrator; Ross Swanson, deputy warden at Montana State Prison; Carl Nelson, maintenance service manager at the prison; Ken McElroy, Human Resources Bureau chief; Sue Orand, deputy warden for treatment at the Montana Women's Prison; Karen Duncan, Youth Community Corrections Bureau chief; Mike Redpath, probation and parole supervisor in Great Falls; Rick Klaboe, Pine Hills Youth Correctional Facility; Dewey Hall, Statistics and Data Quality Bureau chief; Gary Willem, Contracts Management Bureau chief; and Ken Neubauer, unit manager at MSP.

## 2. Reentry takes center stage

The Montana Reentry Initiative shifted into high gear as the task force completed work on development of a new assessment tool for determining offenders at highest risk to reoffend and a new outreach effort for faith-based organizations was launched.

Reentry was the spotlight issue at the annual conference of the Montana Correctional Association in Bozeman, highlighted by presentations from a pair of nationally recognized reentry leaders. Ed Latessa, director and professor of the School of Criminal Justice at the University of Cincinnati, and Missouri Corrections Director George Lombardi provided advice on what works in

reentry efforts and how to focus programs where they will do the most good.

Then-Gov. Brian Schweitzer issued a proclamation in late summer commending the university system and the departments of Corrections, Public Health and Human Services and Labor for their cooperative efforts to developing the reentry initiative.

## 3. Restorative justice gets legislative attention



From left: Kim Gillan, MSU Billings; Mike Ferriter, DOC; Vickie Turner, Public Health and Human Services; and Marie Sewell, Labor and Industry, hold the governor's reentry proclamation.

The Legislature decided that restorative justice is a criminal justice concept that deserves a closer look and told the Law and Justice Interim Committee to make a study of the subject its top priority. The Department of Corrections worked closely with the panel to help gather information about restorative justice programs as tools to reduce recidivism.

The committee heard testimony about the value of victim-offender dialogues, victim-impact panels and similar

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programs. Members heard from local organizations promoting restorative justice and volunteers in such programs about how they assist both offenders and crime victims.

Mark Umbreit, founder of the Center for Restorative Justice and Peacemaking at the University of Minnesota, said that restorative justice programs are less expensive than many other criminal justice options and can keep offenders from returning to prison. He also provided victim-offender dialogue training while in Helena.

The committee developed several bills dealing with the issue, including ones requiring victim-impact panels in more correctional facilities and creating a grant program for local community-based restorative justice programs.

## 4. Lewistown infirmary opens

In response to a legislative directive from the 2011 session, the Department of Corrections developed a facility designed to address the medical needs of aging inmates with chronic and extensive health care issues.

The Lewistown infirmary began operating in mid-December, providing housing and health care for 25 Montana State Prison “special needs” inmates. The secure facility has a staff of 28, including nine correctional officers.

The infirmary addresses a growing need in Montana prisons and in correctional systems throughout the country – an aging inmate population with myriad health problems that are difficult to address in a traditional prison setting.

Most of the inmates at the infirmary are reliant on wheelchairs, walkers, oxygen and assistance in performing normal day-to-day activities such as dressing, toileting and bathing. The average age of the infirmary population is 61.



The Lewistown infirmary

## 5. Culinary Arts Program gets national award

A program at the Passages Women’s Center that teaches inmates from Montana Women’s Prison real-life food service industry skills received national recognition from the U.S. Department of Labor.

The pre-apprenticeship program was one of a handful of worker training programs nationwide to receive the federal agency’s Trailblazer and Innovator Award.

The 18-month program, started in 2009, requires the inmates in the Passages pre-



Participants in the Passages Culinary Arts Program cheer presentation of the national award.

release program to first pass a strict screening and application process before they have a chance to complete 2,000 hours of hands-on training and another 280 hours of coursework study.

In the process of learning marketable skills, they can use when released, the women develop a sense of teamwork, self-esteem and pride.

## 6. Educational program productive for inmates

The Pathways to Self-sufficiency Program at Montana Women’s Prison continued to produce graduates by making college-level academic and vocational classes available to offenders.

The program, offered through Montana State University Billings, has nearly 100 graduates since it began more than three years ago.

The goals of the project are to prepare women for when they are released and return to their communities by improving their chances of getting a job, building a foundation for a career



Pathways to Self-sufficiency Program students at graduation ceremonies

# Buckley becomes Treasure State superintendent

Michael Buckley believes he has a lot in common with many of the offenders he has worked with the past 13 years. The new superintendent of the Treasure State Correctional Training Center remembers how close he came to being one of them in his teens.

On his own at age 15, he was aimless and nearly slipped around the corner into crime on more than one occasion. The U.S. Marine Corps was his rescue.

"I looked around at my friends and realized I didn't want to couch-surf for the rest of my life," the Great Falls native recalls. "I kicked it into high gear. The Marine Corps provided my foundation and is still much of what I am."

Buckley, 36, replaces Kelly Speer, who has been acting superintendent of the 60-bed boot camp program.

Located near Deer Lodge and Montana State Prison, Treasure State offers a valuable alternative to prison for some offenders.

Offenders must volunteer to participate in the highly disciplined, military-style program that offers 90-120 days of intensive programming in victimology, criminal thinking errors, parenting, anger management, substance abuse treatment and academics.



Buckley

The 90- to 120-day mandatory aftercare program at the Great Falls Transition Center helps offenders return to the community by providing employment and housing. This additional component of the boot camp program makes it a unique alternative to incarceration and unlike other boot camp programs.

Buckley graduated high school in 1995 and joined the Marines. After four years in the service, he obtained a bachelor's degree in criminal justice from the University of Great Falls in 2004 with the idea of joining law enforcement.

But he needed a job and found one as assistant in the aftercare program at the Great Falls center. The program helps boot camp grads prepare for reentering the community.

He held that job for about a year and then became counselor assistant and supervisor of the urinalysis lab at the prerelease center. A year later, Buckley became manager of the aftercare program.

"I had a lot in common with the offenders," he says. "They didn't have what I didn't have when I was in high school. I have recognized over the years that I am not just part of this process, I am possibly a success story. I understand challenges they will face in aftercare and out on the streets. I can speak to them and they listen."

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or additional education, and learning life skills such as money management.

As part of the program, MSU Billings helps women released to the Billings community apply for college enrollment.

### 7. Pair of gardening projects launched

Montana Women's Prison in Billings and Pine Hills Youth Correctional Facility in Miles City are getting into gardening.

The prison erected a greenhouse and laid out a garden in an area adjacent to the facility. The plan is to grow all the vegetables needed by the prison and to donate up to two tons of extra produce each year to the local food bank.

The 80-by-30 foot greenhouse is located just north of the prison and the 7,500-square foot outdoor garden will offset some food costs at the 194-bed prison. The planting, tending and harvesting will be done by the inmates.

Pine Hills will use a 90-by-30 foot grow tunnel to raise produce that helps feed the juveniles at the facility and supply excess fruits and vegetables to the local food bank. The grow tunnel is expected to extend the growing season by two months annually. It will be supplemented by an outdoor garden abutting the tunnel.

The garden and grow tunnel will teach the youths life and work skills, while reducing food costs at the 96-bed facility.

### 8. Department proposes status quo budget

With only 2 percent of spending dealing with new proposals, the department submitted a two-year budget to the Legislature that was focused mostly on maintaining the programs and services it has.

The budget requested a \$30 million increase in the next two fiscal years, chiefly to ensure continued operation of the secure facilities and community corrections programs already in place.

The budget sought increased salaries for correctional officers to improve the ability to recruit and retain staff in those positions, funding for positions to enhance the reentry initiative and sufficient money to cover the expected cost of providing medical care to inmates.

# From the Director

Mike Patister



I have been with Department of Corrections for about 2½ months and my first thought looking back is: Wow, what an exciting time!

Legislative demands – coupled with meeting new people (my favorite part of the job) and learning about a new department’s budget and programs – has increased my craving for energy drinks and made me realize how useful adrenaline is. I am also very thankful for my executive assistant Myrna Omholt-Mason’s invaluable help getting me settled into the job. She is a true professional and I am lucky to work with her.

Thanks to everyone in the department for their warm welcome. I’m often asked, “Do you like your new job?” My quick reply is: “I love this job!”

What’s not to love about public safety? It is an incredibly rewarding field in so many ways, and in a short period of time I’ve met so many dedicated people here at DOC. I’ve even run into some people that I haven’t seen since high school or, in one case, elementary school. I look forward to the Legislature ending so that I can travel more frequently and meet all our employees throughout the state. And I do mean ALL.

I am a people person and care a great deal about how people are treated, compensated, trained and supported. I also am big on customer service. Effective government agencies take the extra steps to identify and foster partnerships and find opportunities to do good work. I also believe that the people who do the work should be the ones who improve the work of this department. Everyone is welcome to tell me how we can continue to improve because it is important that we do get better...every day.

What I have learned this legislative session is that we need to tell the corrections story better and to a broader audience than ever before. The department has so many great programs and such extraordinary people doing incredible work. We need to make sure the public knows about it throughout the year, not just during the session where time is limited. We’ll be doing more to tell Montanans who we are and what we do.

My mind has been churning with some ideas on reorganization to improve the department’s efficiency in certain areas and to highlight the importance of some critical staff support functions. I also want to look at simplifying some processes that affect all of our work units.

Our new Deputy Director Loraine Wodnik will bring new creativity, innovation and organization to the department without adversely affecting the great communication that exists between the director and administrators.

I always have been comfortable with change, but I know that it can make some people uneasy. Change can be daunting, even scary. Please know that any changes made will not be done in haste, but rather will be undertaken to create a great work environment for all of us in corrections.

Finally, I want you know how proud I am to represent this department and that I will work hard every day to support you and make the Department of Corrections a source of pride for Montanans as they see us as a leader in safeguarding public safety under the big sky.



By Amy Holodnick  
HR Specialist



## *On the career fair circuit*

**R**ecently I had the opportunity to embark on a great adventure with Myrna Kuka, the Department of Corrections' American Indian liaison. We traveled across the Hi-Line visiting four of the seven tribal colleges as a part of the annual Tribal Career Fair Circuit.

During the four-day trip, we visited to the Salish Kootenai College in Pablo, Blackfeet Community College at Browning, Stone Child College in Box Elder and Aaniiih Nakoda College on the Fort Belknap Reservation.

Although I have lived in Montana most of my life, this was my first time visiting these remote areas of Montana. The experience is one I will never forget and one for which I am extremely grateful. I learned remarkable facts about Native American history in Montana. I met many fascinating people and, most importantly, I have a new-found respect for our rural and diverse communities.

The Tribal Career Fair Circuit is in its fourth year and is an opportunity for four-year colleges to recruit students for higher education and for employers to entice students to put their degrees to use in specific areas of employment. It is also an opportunity for colleges and recruiters to meet with high school students to get them interested in their future and potential occupations.

For Myrna and me, this was an opportunity to educate the native population about career opportunities within the Department of Corrections and to learn about some of the challenges that the American Indians face in seeking employment in our rural communities.

Did you know that in fiscal year 2012, Native Americans accounted for a little more than 1 percent of the department's total workforce? However, Native Americans are the state's largest minority group making up 6.4 percent of Montana's 1 million residents.

Native American culture and history are an important aspect of Montana life, which is an important dynamic the department hopes to improve upon through its recruitment efforts. A disproportionate number of the department's offenders are Native Americans – 17 percent – and the agency hopes that increasing native representation among the staff will improve efforts to rehabilitate and help more offenders successfully reenter the Montana communities they call home.

One common statement we heard during the career fairs was, "Oh, you're the prison, right?"

Myrna and I were very eager to explain that corrections is far more than prison, and the department has a variety of occupations both inside and outside prison. Our audiences seemed to be amazed when they learned we not only hire correctional officers for the prison, but teachers, cooks, nurses, accountants, human resource staff, attorneys, administrative assistants, probation and parole officers and more.

The common reaction: "Really? Wow. Where at?" Many were surprised to learn of the numerous employment opportunities DOC offers around the state.

A career with the department is fulfilling and rewarding. Not only is it an interesting and competitive work environment with enormous chances to learn new skills and advance as a professional, but also is a career that protects the citizens of Montana and promotes successful reentry of our inmate population.

Through my travels with Myrna and our collaborative efforts with other professionals, students and college faculty members, we were able to promote the vast career opportunities with our department and reach out to a diverse population that could have a positive impact on the work we do.

## MWP staff gather for Christmas party

Montana Women's Prison had its annual Christmas party in December. Employees were honored for their work, several correctional officers received their badges and a remembrance plaque was presented to honor a colleague who had recently died. The food was bountiful and well-prepared, and prize drawings for staff marked the day.



# Reentry task force bill gets support

A bill mandating creation of a statewide reentry task force to develop and implement programs that can help offenders prepare for release from prison and return to their communities advanced in the 2013 Legislature.

House Bill 68 passed the House on a 61-37 vote and was approved by the Senate Judiciary Committee 10-2, largely reflects what is already occurring as part of the Montana Reentry Initiative. At the core of that effort is a multi-agency task force created in August 2011 to enhance and improve coordination of reentry programs and services.

The bill expands the existing task force membership to include representatives from the Office of Public Instruction, university system, and the departments of Justice and Commerce. The departments of Corrections, Public Health and Human Services, and Labor and Industry already are represented on the task force.

The bill also says the task force, chaired by the Department of Corrections director, may include representatives from community-based organizations that can help in the reentry process, crime victims, restorative justice programs, faith-based organizations, mental health organizations and businesses, and a legislator.

The measure says the Department of Corrections will consult with the task force in finding programs that can "bring community resources into prisons to support inmate reentry planning and preparation" for inmates within 12 months of release.



MacDonald

The department also must develop partnerships and contract with community organization that can provide offenders assistance with mental health, chemical dependency, housing, employment, health care, faith-based services and parenting skills.

The bill provides no funding for such contracted services.

It also directs the department to evaluate reentry programs and submit findings and recommendations about reentry and recidivism to the Law and Justice Interim Committee annually.

Rep. Margie MacDonald, sponsor of the bill that was developed by the committee last summer, said the measure puts the Legislature on record as establishing a policy regarding the importance of reentry programs that can reduce recidivism and make communities safer.

"Montana can do significantly better than we are currently doing when it comes to our correctional system," the Billings Democrat told House members. "This tells the Corrections Department to start going in a direction that we know is going to make sense for our communities."

Rep. Krayton Kerns, R-Laurel, argued against the bill as being unnecessary: "It does start a new program, another aspect of government. I think it can be done within the framework that already exists."



# Spotlight

## *Batista: A life of embracing challenges*

By Bob Anez  
DOC Communication Director

For Mike Batista, the difficult has never been daunting and challenges are for conquering. Despite being born without a right arm, he excelled as a three-sport athlete and forged a 30-year career in law enforcement. He's spent a lifetime embracing rather than avoiding the demanding, taking on tasks that can be formidable even for someone with two arms.

Batista's decision to accept appointment as Department of Corrections director is another in a long line of choices that test himself.

"You get from life that which you have the courage to ask for," he says. "It's fun to see where willpower will take you."

Much of that nothing-is-beyond-your grasp attitude is a credit to Batista's mother. He remembers a day in first grade when he decided to stop wearing his artificial arm. The other kids laughed at him.

"It got to me initially," he recalls. "I cried and ran home. But my mom said, 'You're special – that's why God made you the way you are.'"

Since then, Batista has never let his physical limitation be limiting. Growing up in Great Falls, he thrived on achieving goals that often are out of reach for the two-armed.

He played baseball, starting out in Little League and progressing through American Legion ball. He mastered an 88-mph fastball on the mound and how to catch a ball, get rid of his mitt and throw. When opposing batters tried to take advantage of his missing right arm and bunt to that side of the infield, Batista learned to pitch inside to make placement of those bunts more difficult.

He started playing football in middle school, beginning on defense and then moving to offense where his speed and size made him a perfect guard for blocking on C.M. Russell's trademark running plays. He was part of the state AA championship teams in 1975 and 1976 and was an all-state player his senior year.

Batista also wrestled in high school. It was an exhausting sport, but Batista discovered how to use his legs for greater leverage. He seldom lost and was never pinned.

He came away from his athletic career with a competitive drive and resiliency.



Mike Batista talks with probation and parole staff in Missoula.

# Batista

FROM Page 12

“I didn’t do well at first in wrestling,” he says. “But that taught me I had to work harder and had to learn new techniques.”

That never-say-can’t attitude led him to a career in law enforcement after he earned a bachelor’s degree in criminology from Eastern Washington University in 1982. A physically demanding profession where apprehending suspects and being proficient with a firearm in either hand are musts, law enforcement’s ranks seldom include someone missing a limb.

But Batista, 53, found incentive in a Department of Justice official who once told him he could never get a job in law enforcement. He landed an intelligence post in the U.S. Drug Enforcement Administration and eventually found



Mike Batista talks with Sue Wilkins, director of the Missoula Prerelease Center, during a visit in February.

himself as administrator of the Criminal Investigation Division in the Montana Department of Justice for 20 years.

In that position, he oversaw a staff that responded to requests from local authorities for help in investigating homicides,

sex and cyber crimes, Medicaid fraud, internal affairs and drug offenses.

Batista remembers the state Justice Department did not have a good relationship with local law enforcement officials when he arrived in the early 1990s. He set out to change that, getting to know sheriffs and police chiefs in large and small communities throughout Montana. He was committed to fixing the relationships and believes he accomplished that during his tenure.

Batista’s challenge in coming to corrections was moving from investigations focused on the beginning of the criminal justice process to the corrections system that is found at the end of the process.

“I’ve always been intrigued with corrections,” he says. “This is an opportunity to be part of something that’s diffi-

cult to do – correct offender behavior. I have admiration for people who work in this business.

“There’s no denying people’s passion for this work,”

Batista says. “People need an advocate for what they are doing in corrections. I see myself in that role.”

But he’s quick to point out that his extensive background in law enforcement doesn’t give him a lock-‘em-up view of the world. His goal is to ensure that corrections is doing what it can to help offenders while not losing sight of public safety.

“With all the community corrections options we have, we need to evaluate whether an offender is right for community corrections,” he says. “It’s a fair question to ask: Do we give some offenders too many chances?”

Another of Batista’s priorities is having the infrastructure needed to support corrections programs, and that includes an adequate operations budget and legal staff. “We need to invest in our people as much as we’re investing in programs for offenders,” he says.

The director also wants to focus on enhancing the department’s relationships with local law enforcement and other partners in the criminal justice system.

“My experience has shown that developing and maintaining personal relationships increases understanding, cooperation and a sense of teamwork that will benefit a state agency and help it improve the work it does,” he says. “I want to work closely with sheriffs, police chiefs, county attorneys, civic organizations, social services programs, and local and state policymakers such as county commissioners and legislators.”

In his first 2½ months as director, Batista has pushed hard for increased correctional officer pay, begun a series of visits to correctional programs and offices in Montana, and transformed a division administrator’s position into a deputy director’s position – the first such manager the agency has had in more than a decade.



Mike Batista learns about the video surveillance system at the START program in Anaconda.



At DUI treatment center

## *Minister rediscovers Christmas truths*

*EDITOR'S NOTE: Kristen Marble is a minister who comes to the Warm Springs Addiction Treatment and Change (WATCh) program at Glendive on a monthly basis and conducts a voluntary church service on Sunday afternoons. The following unique perspective was posted by Ms. Marble on the Huffington Post website following the Dec. 23 service at the facility housing 55 felony drunken-driving offenders. Reprinted with permission. WATCh is not a prison, but a six-month treatment program in which offenders voluntarily participate as an alternative to prison and in exchange for a shorter sentence. Only 3 percent of those completing the program receive another DUI.*

**By Kristen Marble**

As Christmas draws near, churches around the country celebrate the glorious day with special worship gatherings. Disco balls for Jesus at Journey Church, little kids singing sweet songs in small-town America and a church in Washington State that raised the spirits of a sad heart. Each service unique and specially designed to once again tell the story of a baby's birth that changed the world. Each service hoping to draw the congregation into experiencing the true meaning of the season.

Today I too was blessed by a special Christmas church service. There were no disco balls or singing children. The setting was drab and far from festive. The stacking chairs were quickly set up in the multi-purpose room as we entered. The tattered hymnals and song sheets retrieved from the cabinet. No socializing before or after the service, only single file, silent walking to and from the gym, punctuated by required signatures on sign-out and sign-in sheets. The individuals came all dressed in red – not because red is a Christmas color, but because red is the color of the assigned uniform.

The service occurred at a state DUI incarceration facility in Montana called WATCh East. Once a month I have the privilege of serving this community as the Pastor. Two things I count on every single time I go to WATCh: It will be my favorite day of the month, and I will receive far more than I can ever give. Today was no different.

Had someone who planned the elaborate church services that filled sanctuaries and gathering spaces elsewhere walked by, they most likely would have been dismayed by what they saw and heard. This service was hardly polished or professional. We stumbled our way through "Silent Night" and "Joy to the World," singing all four verses for each song, and by the final stanzas were approaching the intended rhythm and tune. Stories were shared. Stories of hurt and regret over previous Christmas disasters intermixed with stories of commitment to hope and hard work. Two final songs, songs requested by individuals – "Victory in Jesus" and "Amazing Grace" – concluded our singing.

The disjointed, out-of-tune singing caused us all to chuckle, but its heart-felt honesty was felt, and the very real presence of God relished. What followed the singing was simple. A few Bible verses read aloud and discussed, their truths sinking deeply into hearts. Their promises of God's strength, presence and love meeting immense needs.

Nobody questioned the significance of Jesus' birth so long ago. The reality of God who became man – to be with us, to guide us, to redeem us – from the brokenness of life was longed for. Gathered in that circle of chairs, each individual, with masks removed, truthfully, transparently held up their own lives of substance abuse, felonies, prison, recovery and family turmoil alongside God's offer of forgiveness and healing. Immanuel – God with us – became our lifeline, anchor, second chance that we all so desperately desired.

No eye was dry as we closed with a final song and prayer. But we could not linger in that holy space. The allotted hour all too quickly came to an end. It was time to shuffle quietly back to the security desk.

On the way out an employee stopped me. I feared I had somehow broken a rule or taken too many extra minutes out of the highly scheduled day. Instead, she shared, "Kevin [not his real name] was really upset he missed church today. He says that he always enjoys your services because you do such a great job."

As I signed out, removed my name tag, and cleared through the locked gate my mind whirled with joy. The singing – the quality doesn't really matter. The setting – pretty much anywhere will do. Even the clothes – prison uniforms are

# Mickelson receives national prison industries award

Kevin Mickelson, industries supervisor at Montana Women's Prison, is one of five winners of regional awards from the National Correctional Industries Association.

The awards recognize outstanding achievement among correctional industry staff around the country. Mickelson, who has overseen the prison's industry operations for 4½ years, received the western regional award in January.

Gayle Lambert, administrator of Montana Correctional Enterprises, told Mickelson the award was warranted: "You are well-deserving of this award for all of the hard work and dedication you have put into making MCE industries at the Montana Women's Prison what it is today. I appreciate all that you do for us and for the women of MWP."

A Missoula native, Mickelson had a varied background before coming to the prison. He worked in meat processing, as a convenience store manager, warehouse manager, and meat and poultry inspector.

Mickelson, 52, says one of his goals has been to make the industries program at the Billings prison financially viable so it doesn't represent a drain on other MCE programs. The programs saw an increase of gross annual income from about \$140,000 when he arrived to about \$400,000 today.

"We have built a base that will help us expand," he says. "Our focus can be on expanding the customer base to bring more women into our programs."

The prison has three programs: embroidery, silk screening and hygiene kit assembly. Eight women at the 194-bed prison work in the programs.

Mickelson says the emphasis is less on teaching work skills than on helping the women understand the pride in creating products, the importance of meeting deadlines and showing up every day to work, and the value of interpersonal communication required in workplace. The women also learn how to mentor those who will take their place in the jobs.

The goal is to help the women prepare for successful return to their communities in ways that ensure they don't return to corrections.

He says the small population of the prison, the short average stay of inmates and the number of women interested in working in the programs limits participation in the industries. The hiring pool usually is only 15-20 women.

Andrew Olcott, fiscal director for Montana Correctional Enterprises, described Mickelson in the nomination this way: "Kevin's dedication to improving his program and his un-ending desire and actions to increase his inmate workers' chances for success sets him on a separate level from his peers. He is constantly looking for ways to improve his program by bringing in the most current machines and techniques.

"Integrity best describes Kevin's ability," Olcott wrote. "The inmate workers know that he is working to help them and prepare them for their release and they trust him."



Mickelson in front of a display of silkscreened shirts at the women's prison.

## Minister

FROM Page 14

good enough for God. I reflected on the beauty of honest worship and significance of vulnerability. I pictured each individual, praying their Christmas, despite being separated from loved ones, would be a holy, hope-filled day, as they personally recognized the miracle of Christmas.

Before today's service, I had somehow lost the Spirit of Christmas. Illness and busyness had clouded the intended celebration. But a simple hour changed that for me.

No light display, decorated tree or holiday performance, no disco ball or children's choir could ever communicate that message as clearly as I heard it today. God didn't arrive in grandeur but in quiet insignificance. His gift wasn't intended for the great but the great-in-need. His hope isn't experienced in our strength but in our honest weakness.

When all was stripped away, Christmas once again became the simple truth that has boggled minds for centuries: our monumental need is met by God's magnificent gift.

And I will be forever grateful to a handful of red-uniformed residents at a state correctional facility for reminding me of that truth.

# Health & Wellness

By  
April Grady



## Quarterly Quote:

“In the Spring, at the end of the day, you should smell like dirt.” Margaret Atwood, Bluebeard’s Egg

**Eco Tip:** Time to get the rain buckets out as spring is here, to start collecting water for your flower gardens!

**10 Health Tips for Spring:** It’s time to shed the winter doldrums. Here are 10 tips to get your body and mind recharged for the new season

**1. Get in the Garden.** Gardening burns approximately 250-350 calories per hour. Garden three times per week for an hour at a time. Anything that makes you sweat-mowing lawn, pulling weeds, hauling mulch-qualifies as exercise. Rotate every 20 minutes or so to give all major muscle groups a workout.

**2. Swim.** Sign up for personal swimming lessons at your gym or local YMCA and be prepared for summer swim season.

**3. Stop Sneezing.** If you are prone to spring sniffles and sneezes, start stocking up on seasonal allergy medicine.

**4. Clean House.** Go through household products such as cleaners, cosmetics, medicine, spices, and pantry items and toss anything that has expired or been

around for so long you can’t remember when you bought it.

**5. Become an Early Bird.** People who wake up earlier tend to be healthier than night owls. Taking advantage of morning light will also give you a good dose of needed vitamin D.

**6. Play in the Dirt.** Getting dirty, while doing yard work or playing with the kids, can cause exposure to common bacteria that is good for you. Good bacteria produces vitamins and proteins we need to make our immune and gastrointestinal systems work.

**7. Eat Local.** Investigate community gardening opportunities, locally supported farmer’s markets, or sign up for weekly produce baskets through organizations like Bountiful Baskets ([bountifulbaskets.org](http://bountifulbaskets.org)) to access fresh, in-season fruits and vegetables.

**8. Take a Walk.** Take a walk during your lunch break. A walk per day will give you a break from your desk and provide you with doctor recommended levels of daily exercise.

**9. Toss Your Flops.** Trade in your flip flops for sandals with more support to prevent stubbed toes, sprained ankles, tendonitis, blisters, arch pain, and stress fractures.

**10. Change Your Pillows.** Switch to allergy proof pillows with protective covers to seal out allergy causing bacteria, pollen, fungi, mold, and dust mites. Wash pillowcases in hot water weekly. Toss out pillows every 3 to 5 years.

**Eat Smart:** The DASH Diet emphasizes portion size, eating a variety of foods and getting the right amount of nutrients. DASH stands for Dietary Approaches to Stop Hypertension. By following the DASH you may be able to lower your blood pressure, lose weight, and reduce health risks.

**The Goal:** Lower sodium intake from 3,500 mg/day to 2,300 mg/day.

### **The Diet:**

**Whole Grains**-6 to 8 servings/day, for example: 1 slice whole grain bread, 1 oz. whole grain dry cereal, or ½ c. whole grain cooked cereal, rice, or pasta. **Hint: do not smother whole grain dishes in butter or cheese sauces.**  
**Vegetables**-4 to 5 servings/day, serve vegetables over brown rice or whole grain noodles, or make a stir fry with half the amount of meat and double of the amount of veggies.

**Fruit**-4 to 5 servings/day, have a piece of fruit with each meal and one as a snack. Leave on edible peels when possible, the peels contain nutrients and fiber.

**Dairy**-2 to 3 servings/day, 1 c. of skim milk, 1 c. of yogurt, or 1 ½ oz. low-fat cheese. Try adding fruit to low-fat yogurt for a mid-morning snack. **Hint: go easy on regu-**



**lar or low-fat cheeses because they are typically high in sodium.**

**Lean Meat**-6 oz. or less or 2 or less servings/day, for example: 1 oz. of cooked, skinless poultry, seafood, or lean meat, 1 egg, or 1 oz. water-packed, no-salt-added tuna. Trim fat from meat. Eat mostly heart-healthy fish like salmon, herring, and tuna which are packed with omega-3 fatty acids.

**Nuts, Seeds, and Legumes**-4 to 5 servings per week, servings include 1/3 c. nuts, 2 TBS seeds, or 1/2 c. cooked beans or peas. Nuts contain healthy monounsaturated fat and omega-3 fatty acids.

**Hint: buy nuts and seeds with low or no salt.**

**Fats and Oils**-2-3 servings per day of healthier UNSATURATED fats like 1 tsp low-fat mayonnaise, 1 TBS olive oil, 2 TBS light salad dressing, and 1/2 avocado. Keep your daily saturated fat intake to less than 10% of total calories.

**Sweets**-5 or fewer/week, when choosing sweets stick to those that are low-fat or fat free such as sorbets, jelly beans, graham crackers or low-fat cookies.

**Caffeine/Alcohol**-caffeine is OK in moderation, however, to reduce the risk of increasing blood pressure make sure to consume caffeine with a meal. Limit alcoholic drinks to one/day.

Although most people know that this seems like a very healthy way of eating, they initially may find it hard to implement and sustain. The average American gets 2 - 3 servings of fruits and vegetables **combined** each day, so following the DASH diet can involve making a concerted effort. For more information on the DASH diet and for online diet support, go to [www.dashdiet.org](http://www.dashdiet.org)

**Ground Turkey Laap (a traditional Laotian ground meat dish):**

**Ingredients**

- *long-grain rice*
- *1 tbs olive oil*
- *1 lb. ground turkey*
- *1/4 c. plus 2 tbs chicken stock*
- *1 tbs plus 1 tsp. Asian fish sauce*
- *2 tbs fresh lemon juice*
- *1 tbs fresh lime juice*
- *4 scallions thinly sliced*
- *1 1/2 tsp. Italian seasoning*
- *1/4 tsp. crushed red pepper*
- *small romaine leaves or steamed Napa cabbage leaves for serving*

**Directions**

- Cook rice according to package directions.
- In a large skillet heat the oil, add turkey and cook until browned, about 4 minutes.
- Add the Asian fish sauce, lemon juice, lime juice, red

pepper flakes, Italian seasoning, and salt and pepper to taste.

- Stir in chicken stock and scallions and cook until bubbling.
- Remove from heat and combine turkey mixture with 2 cups cooked rice.
- To steam cabbage leaves, add 1 TBS olive oil, 1 TBS soy sauce, 1/4 c. water, and 1/4 tsp. sugar to large skillet.
- Add 8-10 Napa cabbage leaves to skillet, cover and steam over medium heat for 5-10 minutes until tender.
- Serve laap and rice mixture in cabbage or Romaine leaves.

**Spring Fun Runs:** What better way to get motivated to run out and enjoy Montana’s spring weather than to jump into a few of the upcoming spring races listed on [www.runmt.com](http://www.runmt.com)!

<u>When</u>	<u>What</u>	<u>Where</u>	<u>Distance/Time</u>
Mar 23	Race the Rabbit	Billings	3.75 miles/9am 1.25 miles/9:05
Mar 23	Run Baby Run	Great Falls	5K/10K/1 mile 8:00 am
Mar 23	Wheat Montana 5K	Missoula	5K/9:00am
April 13	Mustang Family Gallop	MT City	5K/10:00am
April 29	Early Bird Run	Helena	5 mile/1.5 mile
May 5	Bloomsday	Spokane	12K
May 11	Spartan Sprint	Bigfork	3+ miles 15+ obstacles
May 11	MT Women’s Run	Billings	5 miles/2 miles
May 11	Don’t Fence Me In	Helena	30K/7:30am 12K/10:00am 5K/10:30am
May 11	Great Northern	Kalispell	Kids 1 mile/5K
May 11	Riverbank Run	Missoula	1 mile/5K/10K
June 8	Governor’s Cup	Helena	Marathon/1/2 Marathon/10K/5K/

# Regional Roundup



*Items in the roundup are contributed by the regional probation and parole staffs.*

## Region 1

Officer Heather Moore has transferred from the Bozeman office to Montana State Prison as an institutional probation and parole officer (IPPO) and is doing a great job. Craig Robertson is a new officer in the Hamilton office. Missoula Officer Andrea Bethel was sworn in during February for the U.S. Marshal Service as a task force officer on the violent offender task force.

## Region 3

The new year started off on a positive note. With the hiring of Jamie Gipe as a new probation and parole officer, the Great Falls office is fully staffed. She started at the end of January and has a background in law enforcement and legal work. This last hiring has allowed Officer Jim Clancy to shift fully into his new role as reentry probation and parole officer. He has been working with community members to gather resources and communicating with IPPOs to set up release plans.

Operations are going smoothly in Lewistown where the infirmary for Montana State Prison opened in mid-December. Officer Bonnie Boettger will be providing IPPO services at the new facility.

The year started out well for the H-Line. The Shelby office was remodeled to provide a security wall. To enhance the safety of the staff in the office. Havre Drug Court started in December and is working well.

## Region 4

We would like to congratulate Officer Kelly Nash in the Billings office on being selected as employee of the quarter. She was selected by her peers and management for her dedication, strong work ethic and positive influence.

Some new staff members joined the Billings office and welcome Officer Jim Brilz, who transferred to us from the Great Falls office. We'd also like to welcome Officer Jennie Hansen who transferred from the IPPO position at the Montana Women's Prison.

Mark Kotrc assumed IPPO duties at the women's prison in mid-March.

We welcome back Brooke Risa to the Billings office as regional administrative assistant after a short stint with the Yellowstone County attorney's office.

Unfortunately, two members of our team moved on. Officer Tammi Reimer accepted a position with the Center for Children and Families. We wish her the best in her new endeavors, but our partnership with the center will keep us in close touch with her. Paul Hawkins has returned to his former position of being a juvenile parole officer supervisor. However, since he is working out of the Billings office, he won't be missed a bit.

The Billings office is currently in the development of the Smart Probation Grant program position. This officer will work with first-time felony offenders who have medium-to high-risk scores.

As the Billings Area Reentry Task Force grant funding nears its end, we would like to thank all those that made the New Path New Life program a successful endeavor, which includes Passages Women's Center; Native American Coordinator Karla Small; Kim Gillan, MSU Billings; Montana Women's Prison; and Billings Probation and Parole Officers Jennie Hansen, Rita Frost, Katie Weston and Jennifer Welling; P&P Supervisor Marj Nash, and Regional Administrator John Williams. We will continue to work with female offenders returning to the community as well as with the partnerships we have built through the grant.

Congratulations to Hardin Probation and Parole Officer Darren Zent who recently became a Hardin City Council member. This is a testament to his dedication to being part of and bringing forth positive change in his community.

## Region 5

The region is again fully staffed with the addition of two new officers at the Kalispell office. We would like to welcome Jim Brenden, who retired from the Kalispell Police Department after 20 years. He joins the growing lists of former Kalispell police officers who now work at Kalispell P&P (we now have three). New Officer Cameron Moe comes from the local Child and Family Services of-

fice of the Department of Public Health and Human Services, and also brings his experience working as a case manager at a prerelease center.

Officer Rae Baker has volunteered for the position of presentence investigation report writer. Thanks to her for being a solid team member. She certainly has the skills to excel at this position. Special commendation to Officer Jody McLeod for her assistance with the U.S. Marshal's Service in locating an absconder. She came in on her day off and offered her expertise in locating the offender. Officer Mike Hope deserves kudos for attending the training in the Montana risk assessment tool in order to be the lead trainer for the region.

### Region 6

The region has been staying busy with our usual day-to-day business, but many regional staff members are staying busy with recent training. In late January, many staffers participated in training at the Dawson County Correction-

al Facility. The verbal judo course outlined useful steps and strategies to effectively control verbal confrontations. The training outlined ways to calm, diffuse, and redirect offenders so that they can perform and achieve positive results. This training will be very useful to us in the field.

On Feb. 20, the region met in Glendive for simmunition/officer safety training. The training was conducted by Sidney Officer Lloyd Dopp and Regional Administrator Emery Brelje. During the training, our staff focused on using barriers, maintaining safe distances from offenders and staying aware of what offenders are doing with their hands. Staff also practiced use of pepper spray and various deadly-force scenarios.

Miles City Officer Tom Fulton and LaVonne Kautzman, IPPO at WATCH East, traveled to the DOC Training Center in Deer Lodge to attend a basic instructor development course. There they learned the skills necessary to conduct and facilitate the region's future training needs.

## Fate of MSP housing project still uncertain

A Department of Corrections request to replace outdated and deteriorating housing units at Montana State Prison remained in limbo as the legislative session reached mid-March.

The bill containing the project had yet to be acted upon by the House Appropriations Committee.

The department proposed a \$26 million project to construct a pair of housing units to replace three low-security units built in the 1970s using a design that creates safety issues by preventing direct supervision of inmates by staff.

Leroy Kirkegard, MSP warden, told the Long-range Planning Subcommittee that the project will increase capacity at the prison by about 100 beds, but supervision of the expanded population would not require additional staff because the improved design would allow more efficient supervision.

He said the trio of existing units house about twice as many inmates as they were originally designed to handle. Cellblocks meant to accommodate eight offenders hold up to 17, meaning those men all have to use a single toilet, sink and shower.

Kirkegard said the current units have no elevator and the doors to the cells cannot accommodate wheelchairs. The staff is unable to constantly monitor all the inmates, the units lack adequate treatment space and the heating system is impossible to repair without jack-hammering

concrete walls and floors to reach defective and aging pipes, he said.

The housing units also have obsolete electrical panels, no fire sprinkler systems, and no insulation in the walls, floors and ceilings.

The proposal provides the prison with badly needed "management beds," which is cell space to allow for movement of offenders from the high side of the prison to the low side and to provide for proper separation of gang members.

"I need beds in order to maintain a safe environment," Kirkegard told the subcommittee during a hearing on the proposal. "What this does is provide more safety and security for officers, inmates and other staff at Montana State Prison.

"The goal is to move offenders to low side where they can get more treatment and better prepare them for release to community," he added. "At this time I don't have the beds necessary to manage offenders as intended."

Sen. Dave Lewis, R-Helena, asked why the state doesn't consider using the empty jail built in Hardin several years ago.

Kirkegard said that facility was not designed as a prison and is not capable of the kind of long-term incarceration of offenders needed by the corrections system. He also noted use of the Hardin facility would not solve the security problems that plague the housing units at MSP.



Mentor Lisa Hammond makes a point as Tonya Winger listens at a Montana Mentor Project meeting at the women's prison in Billings.

## Mentors

FROM page 5

Gillan and Cindy Bell coordinated programming for the grant from the Downtown MSUB campus, which offers three programs through the Montana Re-entry Initiative.

The project emphasizes academic and workforce skills but also encourages female inmates to build healthy relationships with people committed to the success of their re-entry into the community.

Thirteen volunteer mentors who have been previously incarcerated and have successfully re-entered the community or have faced such challenges as substance abuse, domestic abuse and poverty are matched with inmates who face similar hurdles.

The mentors and the inmates meet twice a month in jail as a large group focusing on resources and addressing individual needs of offenders. Once an inmate is released, a mentor follows her throughout the re-entry process with additional training that focuses on financial education, relationship counseling and career counseling.

Recidivism rates are measured over three years after release. The Department of Corrections considers that period adequate time to determine an offender's willingness to obey laws and comply with conditions of their release.

The reasons women are sent back to prison are numerous, said program coordinator Tracy Crabtree.

Some fall quickly back into substance abuse or come out broke and turn to the familiar criminal enterprise when they can't find work, she said.

"Without education, job skills and healthy relationships, offenders are likely to re-offend," Crabtree said. "It's important that we create a safety net for these women, so if they start to fall, they won't fall all the way back into the system."

Another component of the program is helping inmates gain self-esteem, she said.

"A lot of the issues stem from never having anyone believe in them," Crabtree said. "They learn self-sabotage and distrust."

Crabtree tells the group of women during their fourth meeting that "now is the only moment that counts." She explained that being in the present helps them move ahead.

Tonya Winger, 37, of Eureka, has been in and out of the women's prison for the past 16 years. She is one of five inmates participating in the mentoring project.

After serving six years of a 20-year sentence, Winger was transferred in 2003 into Alpha House, at that time a coed prerelease center in Billings, where she was scheduled to spend one year as an inmate worker before being released on probation.

Instead, Winger walked away from the center and was convicted of felony escape.

She will meet with a screening committee on Jan. 10 and ask to be approved for the Passages prerelease program in 2013 in lieu of serving the remainder of her sentence in prison. If the committee rejects her request, Winger's next opportunity for release will be in March 2014 when she is up for parole, she said.

"This is my third time here," Winger told the mentoring group. "I'm here because I know I'll need a better support system this time around when I get out."

After previous releases, Winger said, she was surrounded by negative influences that accentuated her anger, fear and drug addiction that were behind her decades of trouble.

The majority of women are serving time in the prison

*'It's important that we create a safety net for these women, so if they start to fall, they won't fall all the way back into the system.'*

*-Tracy Crabtree, mentor*

## Blood Drawing

The Department of Corrections Central Office and regional probation and parole staff participated in a blood drawing in mid-February. Here, Mandy Wels, purchasing agent in the Contracts Management Bureau, donates a pint under the watchful eye of a Red Cross worker. The drawing attracted 14 donors.



## Mentors

FROM Page 20

for nonviolent offenses. Among the most common crimes for female offenders are theft, embezzlement and drug possession, according to the Corrections Department.

Leah Brooks, 31, was sentenced to 36 months in September 2011 for violating parole after a drug possession conviction.

"I can't go home when I'm released," Brooks said. "My family, they're not bad people, but they're not sober."

Brooks said the mentoring program will be an important fixture in her life.

"I have values and morals," she said, "but I also have an addictive personality. I have to learn to stay away from things and people that will hurt me."

She said she doesn't need people to do things for her, but she needs the support system that the project provides.

"I want to rectify my life, learn how to do this functionally," Brooks said. "The women here — they help us to believe in ourselves and remind us that we can make it right."

Bell said the re-entry programs are important not only to the women involved but also to the community and the state.

On Dec. 26, it cost taxpayers about \$19,450 to house the prison's 187 inmates at the average rate of \$104 per

inmate per day, according to the Corrections Department. Annually, that amounts to more than \$7 million. The average length of stay for a female inmate is 17.5 months.

By comparison, the daily cost to supervise a woman in a prerelease center is \$64 and only \$4.62 to supervise a woman on probation or parole.

The prison's population nearly tripled between 2002 and 2006 before community corrections programs and treatment were options. Over the past four years, there has been a nearly 25 percent decrease in the prison population.

Ninety-seven percent of offenders will be released. But the steep climb out of prison often brings a life hemmed in by the stigma of inmates' pasts, Hammond said.

"When I got out of prison, a big challenge was feeling like I had a black cloud of labels floating over my head," she said.

"There is a common core of beliefs that all the inmates share, that I once shared. And that is the belief that we're not good enough, not smart enough and that no matter what, we are going to fail. In the beginning,

it's just easiest to believe these lies.

"But we're here to show these women that the work starts here, and the miracle happens outside these four walls."

*EDITOR'S NOTE: This article and photos were published in the Jan. 6 edition of the Billings Gazette. Reprinted with permission.*

*'The women here — they help us to believe in ourselves and remind us that we can make it right.'*

*-Leah Brooks, inmate*



Dawn Gauchay talks with Gov. Steve Bullock and Labor Commissioner Pam Bucy during the reception.



Teri Wetzel, left, and Melissa Blaine fill honey lace tuiles, one of five desserts served at the Capitol reception.

# Culinary arts program chefs dish up treats for lawmakers



Left to right: Dawn Gauchay, Wendie Jackman, Mary Loveless, Melissa Blaine, Kelly Jeffries, Desiree Davis, Elizabeth Knapstad, Teri Wetzel and Theresa Regan.



LEFT: Dawn Gauchay decorates poundcake truffles.



RIGHT: Wendie Jackman prepares food for legislators at the Capitol.



Wendie Jackman shapes cheese balls in the kitchen of St. Mary's Catholic Church.



Kelly Jeffries describes some of the menu items to Sen. Dee Brown, R-Hungry Horse.

Wendie Jackman offers Gov. Steve Bullock a sausage, cheddar and spinach pinwheel.



Elizabeth Knapstad talks with Sen. Mitch Tropila, D-Great Falls, in the Capitol Rotunda.



Mary Loveless serves lamb and beef meatballs to Sen. Jim Peterson, R-Buffalo, and his wife, Lorraine.



# Tougher DUI bill dies in committee

A bill increasing the maximum sentence for a felony drunken-driving conviction from 13 months to five years stalled and died in the Montana Legislature, after lawmakers reviewed an estimate showing the tougher punishment would increase corrections costs by \$10.3 million during the next three years.

The House Judiciary Committee approved the bill 14-6 and then the full House endorsed it 66-34. But the House Appropriations Committee, which evaluates the financial cost of legislation, tabled the bill in late February.

House Bill 275 increased the potential sentence for fourth and subsequent DUIs, a change that would have resulted in offenders remaining under Department of Corrections supervision for much longer periods than under existing law.

The legislation left in place a provision that says if an offender successfully completes the department's six-month DUI treatment program, the remainder of the sentence must be spent on probation.

That would have meant a 47-month expansion of such DUI sentences.

The bill imposed harsher punishment for those who have completed a treatment program and then are convicted of five or more DUIs. The judge could have sentenced those motorists to a term of up to 10 years, a 107-month extension of the current sentence.

Rep. Keith Regier, sponsor of the bill, dismissed the estimated financial impact by saying that longer potential sentences will encourage more offenders to participate in the state's DUI treatment program, known as WATCH (Warm Springs Addition Treatment and Change).

The Kalispell Republican said more offenders in treatment will result in fewer repeat drunken drivers in the future and that potential savings is not accounted for in the estimated financial impact.

"It's a hammer or a carrot to get the offender into treatment," Regier told other members of the House Judiciary Committee.

Offenders' desire to avoid a longer sentence in prison will be the incentive for them to enter treatment so they can complete their sentence on probation, he said. He predicted offenders will be more apt to accept a plea bargain that involves treatment.

"Reoffending is what costs us money and treatment will prevent that," Regier argued.

Rep. Alan Doane, R-Bloomfield, said he was concerned about the bill coercing drunken drivers into treatment and such pressure will diminish the WATCH program's effectiveness.

"This will endanger the program and will cost us a lot of money," he said.

Rep. Jenny Eck, D-Helena, countered that the bill is needed to curb the prevalence of drunken driving in Montana.

"This recognizes that people are driving under influence a number of times and

have an addiction problem and are willing to sit in jail without treatment," she said. "This bill deals with that. We have one of the highest drunk driving rates in the country. What we're doing is not working."

Although Regier predicted the impact of treatment will save money in the long term as fewer offenders drive drunk again, that expectation does not address the initial impact in the longer stays in the corrections system.

Rep. Steve Gibson, vice chairman of the House Appropriations Committee, said the cost was too high, as he argued against the bill on the House floor. He said it would cause a back-up in the prison system due to longer sentences and the result will be a larger corrections budget.

"When we do things such as this, we force them to come to us and ask for more money," Gibson said.



## Batista

FROM Page 13

But he also has learned a lot since starting Jan. 7. He has discovered that many Montanans neither understand

much of what corrections is and does nor appreciate the dedication of its workers. He recognizes how committed the employees are to the profession and how well they understand the department's mission.

Batista sometimes wonders where sports would have led him in life if

he had two hands. But he doesn't dwell as such what-ifs. He's still too busy taking on his latest challenge, committed to doing as well in corrections as he did on the playing fields and the wrestling mats of his youth.

## Employees of the quarter

# *18 MSP employees honored for work*

Efforts to chronicle the work of Montana State Prison staff, promote the Department of Corrections' reentry initiative, and provide quality meals to inmates and staff were honored in awarding employee of the quarter honors for the final quarter of 2012.

Correctional Officer Jeff Tierney was employee of the quarter for security. He was recognized for his assistance in gathering video footage of daily activities within the prison.

Tierney's nomination praised him for his "broad perspective on corrections, his high level of motivation and enthusiasm and his selfless dedication to this institution and its mission. He spent many hours interacting with inmates and staff alike, and gathered the necessary film footage to make the project come together successfully."

Lt. Bryan Kester was selected as employee of the quarter for management.

The Department of Corrections launched its reentry initiative and is working to ensure accurate and timely communication about the project is shared at all levels of the department. MSP officials wanted to create a video to help spread the word at MSP about the scope, function and roles associated with the program.

Kester enthusiastically accepted the challenge and went to work organizing, scheduling and outlining the production of the video. He spent long hours, adjusted his shifts, kept overtime low and took work home.

"The dedication and commitment to the task culminated in a product that will help us efficiently share information with staff regarding the department's initiative, components, varying roles and explains how we will achieve these goals," his nomination said.

Sixteen members of the food service staff were selected jointly as employee of the quarter for support.

They are Bill Pankratz, Den Lemmon, Laurie Daniels, Kirby Fiddler, Travis Jones, Thomas Simkins, Neil Cloyd, Jeff Baslington, Leslie Gervais, Roxie Tuss, James Reese, Mike Smith, Kimberly Malcomb, James Pearson, John Molendyke and Gerry Rossberg.

"This group of food service employees goes above and beyond in their daily duties and they worked especially hard to receive the Montana Food Star Award for Achieving Excellence in Food Safety," their nomination read. "Their hard work and dedication and can-do attitude as a team was a tremendous resource that enabled the Food Service Department at Montana State Prison to accomplish their goal for this award."

To receive this honor, an employee must meet specific criteria and be reviewed by a selection committee. Each employee of the quarter receives a plaque, a certificate of appreciation and a special parking space during the quarter, their photograph is posted in the lobby area of the administration building and they are eligible for the employee of the year award.



## Parking lot lights add safety for MSP staff

The lights came on March 4.

Montana State Prison has a bright new look as a result of the addition of 10 light poles installed in the parking lot of the Deer Lodge facility.

The light poles are 35 feet high and provide additional safety for prison staff as they arrive and leave for shifts that often begin and end in the dark.

Although the prison compound is well-lit, the parking lot did not benefit from those lights.

The new light standards will aid the more than 600 employees in navigating the sometimes slippery ground, especially in winter months when daylight hours are at a minimum.

The lights were purchased with a combination of money from the Architecture and Engineering Division in the state Department of Administration and from the early-return-to-work safety program.

# Advisory council revival bill dies

A proposal to revive the Corrections Advisory Council failed to pass the 2013 Legislature.

The House Judiciary Committee in early March killed the Senate-passed measure on a party-line vote of 12-8. Senate Bill 9, a product of the bipartisan Law and Justice Interim Committee, was supported by all Democrats on the committee and the Department of Corrections.

The bill would have established a 10-member council with the same duties given the last council by then-Gov. Brian Schweitzer in 2007.

The bill, sponsored by Sen. Terry Murphy, R-Cardwell, would have required the council to:

- Analyze offender population trends and develop long-term projections
- Determine future infrastructure needs to provide increased capacity for the next 10-15 years
- Analyze existing state-private partnerships and determine the ability of private corporations to continue to provide services
- Review and analyze the existing infrastructure at correctional facilities and make recommendations on future needs
- Report to the governor its findings and recommendations for managing the growing offender population
- Analyze reentry practices that reduce recidivism

The bill proposed a council that included a police chief, sheriff, prosecutor, public defender and two family members of offenders, all appointed by the governor. The Leg-

islature would have appointed four lawmakers to the council.

The department supported the bill as providing a valuable opportunity for discussing major correctional issues, including population trends, relationships with private partners and future needs.

Before killing the bill, critics on the Judiciary Committee members said it was unnecessary.

Rep. Jerry O'Neil, R-Columbia Falls, said he was concerned creation of the council would result in the Legislature abdicating its responsibility to hear from citizens with concerns about the corrections system and ideas for making it better.

Rep. Clayton Fiscus, R-Billings, said the council would be "just another something rattling around that we will have to put up with."

Rep. Margie MacDonald, D-Billings, defended the proposal by saying the council would not divert responsibility from lawmakers but would "strengthen third-party oversight over what is happening in our corrections system."

Another Billings Democrat, Rep. Carolyn Pease-Lopez, said legislative committees during a session and between sessions don't have adequate time to scrutinize corrections issues and the council can help with that. "Let some people take an in-depth look at this very important part of our state budget," she said.

During Senate floor debate on the bill, Sen. John Brenden, R-Scobey, opposed the bill.

"We have many boards and commissions in the state right now that's costing a lot of money," he said, adding that the Department of Corrections can do the job that the council is supposed to do. "This is not needed and is an unnecessary expense."

## Weldon takes over prerelease management job

Tedd Weldon brings seven years of experience to the of job prerelease contract manager in the Adult Community Corrections Division.

Weldon, who started Feb. 4, replaces Judy Little who left the department in December. He oversees the six prerelease center contracts and works closely with Rick Deady, who manages the treatment and the assessment and sanction facility contracts.

Weldon has a bachelor's degree in business management and information technology. He worked for seven years at the state Department of Public



Weldon

Health and Human Services as a human service program officer and financial investigator. He has extensive experience working with that agency's clients, networking with a variety of agencies for client care, managing contracts and programs, budgeting and marketing.

Prior to joining the health services agency, Weldon was in the U.S. Marine Corps.

Weldon says he is excited about his new position and is looking forward to learning the various aspects of his job. From what he has seen so far, he says, the Department of Corrections staff is "knowledgeable, professional, and I can see how much staff care about the work that they do."

He and wife, Sarah, have two children: Isiah, 13, and Matthew, 3.



## New troopers have MCE family ties

Montana Correctional Enterprise staff members count two new Montana Highway Patrol troopers among their families. Nick Navarro (far left) and Cody Smith were among nine graduates from the patrol's training academy in February. Attorney General Tim Fox swore in the new officers after they completed 22 months of training. The troopers will assume their new stations after nine weeks of intense field officer training. Navarro is the son-in-law of License Plate Factory Manager Wes Harr and will be stationed in Glendive. Smith, son of accounting specialist Sharon Smith, will be stationed in Chinook.

# DOC improves victim registration process

By Sally K. Hilander  
Victim Programs Manager

The Department of Corrections has enhanced its outreach to crime victims by adding more ways for them to register for notification about offenders' parole and sentence review hearings, transfers among prisons and community-based alternatives, releases from prison or probation, escapes and walkaways.

Victims may now register electronically with DOC for direct notification, thanks to a joint project with Montana Interactive, a computer graphics service in Helena that contracts with the state to provide Internet-based government services.

The services can be accessed by logging on to the state's official website at [www.mt.gov](http://www.mt.gov) and creating an ePass. Montana Interactive developed the new registration process as a public service, at no cost to victims or DOC.

Notifying victims has become a growing challenge for DOC because of an endless array of possible custody and location moves in a system with 80 percent of its offenders in community-based alternatives to prison. Montana law requires DOC and the Board of Pardons and Parole to notify victims about certain offender custody changes if victims submit written requests.

For decades, victims wishing to be notified of offenders' status changes filled out paper forms and mailed them to the Montana State Prison records office. But getting the forms into the hands of victims can be hit-and-miss, as evidenced by the numbers of concerned and often-angry victims who call DOC when they discover their offenders are paroled or released without a notification.

The registration project, which is ongoing, entailed hundreds of hours of work for information technology, victim services and prison records staffs that worked closely with the Montana Interactive team over a period of two years to anticipate and remove stumbling blocks for victims. Paper forms are still available, but online registration offers a choice for those who find the old process cumbersome.

Addresses and phone numbers of victims who register with DOC end up in the department's offender management database. The data is confidential and accessible only to those with notification roles, including prison records, victim services and community corrections staffs; probation and parole officers; and command post staff that can notify victims in the event of an offender escape at night, on weekends and holidays.

If victims do not register with DOC, the department has no legal obligation to search for them. However, thousands of victims, witnesses, prosecutors, judges, offender families and other interested parties self-register for the automated, anonymous notification system called VINE (Victim Information and Notification Everyday).

DOC also has expanded VINE to track all offenders under DOC supervision. Prior to October 2011, VINE could only notify victims about offenders in prison and "alternative-secure" facilities such as pre-release centers and drug/alcohol treatment programs. The expansion project also added text messaging as a notification option, along with phone and email.

VINE sends out at least 5,000 phone notifications and 1,200 email notifications per month. More than 100 people have signed up for text message notifications, even though DOC has not yet widely publicized its availability. About 2,800 offenders have one or more people registered with VINE. These numbers could at least double with the addition of notifications involving probationers and parolees.

VINE plays an essential role in the notification process because victims who do not register with DOC seem to find and accept VINE. Without it, only a fraction of victims would receive the information they need to feel safe. The DOC registration completes the process.

For more information about victim notification, please call Sally Hilander at (406) 444-7461 or email [shilander@mt.gov](mailto:shilander@mt.gov). To check out how the VINE system works, log onto [www.vinelink.com](http://www.vinelink.com) or call toll-free (800) 456-3076 and enter the name or DOC number of an offender.



Corrections professional participate in the Thinking for Change training in Billings.

By Sam Casey  
Reentry Program Manager

Ten staff members from secure and community corrections programs attended four days of training in late February on a cognitive-based program called Thinking for Change.

This training was part of a federal grant-funded program for women inmates at Montana Women's Prison that represents a portion of the Department of Corrections' reentry initiative. The program, known as T4C, is considered evidence-based and a best practice in correctional programming. It is used by the federal correctional system and several other states to increase cognitive change of offenders and decrease an offender's likelihood to recidivate.

The staffers came from Montana State Prison, Montana Women's Prison, Passages Women's center, Alpha House prerelease center and the Adult Community Corrections Division.

Dr. Juliana Taymans, a professor at George Washington University and instrumental in the development of the program, provided the training and expert insights into how to properly administer the program to offenders.

The program consists of 25 lessons and includes such topics as knowing your feelings, making a complaint and responding to anger. It provides an opportunity for participants to break down their decisions, which often occur within milliseconds, and helps offenders identify feelings and thoughts that the person had when making decisions.

The process allows participants to identify what was right and wrong about their thoughts and allows them to

# Training intros new criminal thinking program for offenders

re-train their thought process to have an outcome that is win-win for all parties.

Kim Gillan, project manager for the grant program called New Path New Life, says, "This training will enable Montana to deliver a top quality cognitive-based program that will support Montana efforts to reduce recidivism.

"Dr. Tayman was very impressed with the level of interest and commitment from the staff attending the training to develop a strong understanding of the training contents and goals," says Gillan, who works for Montana State University Billings.

The training is an example of how teamwork and multiple agencies can develop relationships that assist Montana in lowering the number of returning offenders and is an important step in building both teamwork and the expertise to tackle the many challenges of offender reentry for the state of Montana.

Those attending the training were Lt. Mark Hartman and Deputy Warden for Treatment Joan Daly, women's prison; Craig Botnen, Passages; Probation and Parole Officer Sandra Fairbanks, Missoula; Jacob Schriener, Alpha House; Tobin Frizzell and Ava Farrington, licensed addictions counselors at the state prison; Tracy Crabtree, MSU Billings; Jim Pagels, reentry case manager, and Sam Casey, reentry program manager, Montana Correctional Enterprises.

The department soon will begin offering the program to offenders, reflecting the agency's recognition that promoting change in criminal thinking leads to changed behavior and less recidivism.



## Annual MSP Communications Fair

### May 7



# Longtime victim advocate Malo dies



*EDITOR'S NOTE: Eve Malo was a major asset to the Department of Corrections' victim programs. She helped train facilitators in 2004 for the new victim-offender dialogue program and participated as a facilitator herself. Eve was a mentor and trusted sounding board for the DOC's victim programs manager, often volunteering to*

*help establish program goals and objectives or offer the director advice on how to incorporate restorative justice principles into offender programming. Eve was a member of the DOC Crime Victims Advisory Council for four years. She continued her involvement with DOC even after declining health caused her to relocate with family in California.*

Eve Palmer Malo broke free of her earthly bonds shortly after midnight on March 5, 2013. She was surrounded by members of her loving family and passed as she lived: en paz.

Eve was a grand soul — a mother, grandmother, great-grandmother, social activist, professor emeritus at UM Western, human rights and peace advocate, cherished member of Dillon's Quaker community, an author, a fierce advocate for the abolition of the death penalty, and a friend to many. Eve provided us with a cherished example of a life lived fully and well.

Eve was born on Nov. 15, 1928, to Janet MacDonald and Harold Palmer. The seeds of Eve's lifelong activism were sown early in life when she was 4 years old and moved to Europe with her mother. She was educated in Swiss and English schools where international studies were emphasized and where she learned to speak three different languages. She and her mother traveled extensively throughout Europe during the summers, and it was during these travels in Europe in the late 1930s that Eve first encountered social injustice as she witnessed the rise of Hitler in Germany. Her mother introduced her to Mahatma Gandhi's writings and the peace movement through teaching her about the League of Nations. So, at an early age, Eve learned about the need for people to solve their problems and differences through dialogue as opposed to violent means.

Eve earned a bachelor's degree in Spanish from Stanford University, and a master's degree in cultural studies

from Adams State College in Colorado. Her doctorate in education was earned from the University of New Mexico at the same time Eve was single parenting her children. She was hired into the Montana university system in 1985, by accepting a teaching position at what was then Northern Montana College in Havre. Five years later, she accepted a teaching position at the University of Montana Western at Dillon where she remains as a professor emeritus. Her scholarship and activism earned the admiration and respect of both her teaching colleagues and her students. She spearheaded the drive to add Restorative Justice as an academic minor to Western's curriculum. Eve also taught for a year in Nicaragua and a year in China. Though her working years were spent in the halls of academia, her activism moved her well beyond those walls and into the world community.

In 2006, Eve published a book, "Dynamite Women: the Ten Women Nobel Peace Laureates of the 20th Century." In writing the book, she traveled the world over to interview in person the 10 women who are the subject of the book.

After 2000, Eve, 73, and her friend, Claire Sinclair, then 80 years young, drove a pickup truck, with a sheep wagon in tow, through 42 Montana towns and reservations engaging their fellow Montanans in dialogue regarding the struggle to abolish the death penalty. For this work, both she and Claire were awarded the 2001 ACLU Jeannette Rankin Civil Liberties Award and the Jeannette Rankin Peace Award from Rocky Mountain College Institute for Peace Studies.

The two awards were given for advocating and protecting the rights of everyone and exemplifying the values promoted by Ms. Rankin, namely: conflict resolution, promoting understanding and unity among people of diverse backgrounds and peacemaking on both a local and global level. She also worked directly with Montana State Prison inmates who are living on Death Row. She was a founding member of Montana's Abolition Coalition.

Eve served as the Montana Coordinator for Amnesty International. In 2005, Eve was a recipient of the Montana Governor's Humanities award for her human rights activism and for her work teaching Restorative Justice. Through the Speaker's Bureau of the Montana Committee for the Humanities, Eve traveled and spoke throughout Montana with a presentation entitled "Tapestry of Women in the West" and on the subject of her book.

Eve is survived by her nine children: Anthony, Joseph, Thomas, Victoria, Lisa, Daniel, Teresa, Mary Ellen, and Peter. She is also survived by numerous grandchildren, great-grandchildren, her longtime partner, Martin, and a vast and varied collection of friends and admirers.

# The Training Times

Teach  
Learn

## Supervisors get training class

A dozen new supervisors from four Department of Corrections programs completed four days of training for their management duties in January.

Conducted by Dave Garcia and Rae Forseth of the Professional Development Bureau, the National Institute of Corrections course called "Essential Skills for New Supervisors" had participants from Montana State Prison, Montana Correctional Enterprises, Riverside Youth Correctional Facility and the Youth Service Division's central office staff. A graduation was held Jan. 11. All staff did amazing work during this training curriculum.

The training provided the employees with information about:

- the roles and responsibilities of a new supervisor, how to communicate effectively as a supervisor
- how to effectively use problem-solving approaches as a supervisor
- how to identify workplace conflict and strategies for managing them
- how to work together as a team to accomplish organizational and personal goals
- how to complete a supervisory development plan



New supervisors participate in a training exercise designed to teach verbal communication skills needed to complete a task.

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# Sharkey joins MSP training staff



Nancy Sharkey, who has worked at Montana State Prison for six years, joined the prison's training department in late January. She comes to the job with a wealth of experiences.

She started her corrections career as a correctional officer at MSP in March 2007 after about nine years in Boulder as a shift supervisor at the Montana Developmental Center. At the prison, Sharkey quickly received a promotion to sergeant, worked as a field training officer and later became a case manager.

During her career at MSP, she compiled multiple training courses and hours, most notably basic instructor development, first aid instructor, a trainer on the Montana Offender Risk Assessment and a facilitator for a motivational program for offenders at the prison.

Sharkey came to the department already trained in medic first aid and the new crossing boundaries curriculum, which she helped develop.

## Working IN or ON an organization?

By Marnie Green  
Management Education Group

Your grammar can determine your results.

My big sister Marla, an English teacher, taught me that a preposition is "anything a mouse can do in a house." A mouse can be in the house, under the house, or behind the house. As much as I don't care for mice, the phrase led me to a clearly understand the importance of prepositions. This little part of speech continues to impact my views on leadership today. Stay with me...

Two prepositions have particular significance on your effectiveness as a leader. When you are in charge of a work group or a business unit, you can choose between spending your time working IN your organization or working ON your organization. Your impact will be determined by the preposition you select.

When you are working IN your organization, you are:

- Delivering products or services
- Working directly with customers
- Making sales

- Finishing routes
- Preparing reports
- Responding to crises
- Reacting to customer and staff demands

Working IN your organization can be time consuming, and involve effort that is often short-term focused and reactionary. When you work IN your organization, you are maintaining the status quo and keeping the ship afloat. In my case, if I'm not delivering a webinar or creating new performance management systems for clients, I won't be in business for long.

We all need to work IN the organization to keep things moving. However, if you spend every minute working IN your work, it's difficult to have an impact ON your work. When you work IN your work, you are focused on the here and now, rather than building for the future.

Leaders who work ON their organizations are focused beyond the present and are willing to ask questions like:

- How could we do this more efficiently?

- What can we do to improve?
- How are we doing?
- How could we do better?
- Where do we want to be in X months or years?
- What do we need to do to move the group from here to there?

When you work ON your business, you are taking time to think strategically about your operation, engaging others in the conversation, and driving for an improved situation. The more time you spend working ON your organization, the more effective your team becomes, leading you to be less reactionary.

Leaders who work ON organizations initiate practices like:

- Strategic planning
- Organizational assessments
- Regular staff meetings that encourage the team to think forward
- Visioning
- Scenario planning
- Benchmarking and best practice

# Training Schedule — March-May 2013

March	Time	Course	Location	Hours
20	8:30-12	Contemporary Writing Skills	Helena	3.5
20	9-4	Excel Basics	Bozeman	6
21	9-4	Beyond the Basics-Excel	Bozeman	6
25	9-4	Basic Supervision	Bozeman	6
26	9-4	Basic Supervision	Missoula	6
26	9-3	Advanced MS Excel	Helena	6
26-28	8-5	Investment in Excellence – Phase I	Training Center	24
26-28	8:30-4:30 (26-27) 8:30-12 (28)	Facilitating Groups	Helena	17.5
27	9-4	Excel Basics	Missoula	6
28	9-12	State Ethics Law	Helena	3
28	9-4	Beyond the Basics – Excel	Missoula	6
28	9-4	Dealing with Difficult People	Billings	6
28-29	8-5	Group Crisis Intervention	Bozeman	13
<b>April</b>				
2	9-4	Mistake Free Grammar & Proofreading	Missoula	6
2, 3, 11, 18, 23-24	8:30-4:30	Essentials of Management 2	Helena	42
3	8:30-4:30	Writing Job Descriptions	Helena	7
3	9-4	Mistake Free Grammar & Proofreading	Helena	6
4	9-4	Mistake Free Grammar & Proofreading	Bozeman	6
4	8:30-4:30	Basic Purchasing Methods & Issues	Helena	7
4, 17, 25	8:30-4:30	Excellent Assistant Series	Helena	21
5	9-4	Making the Transition from Staff to Supervisor	Billings	6
9	9-4	Advanced Training for Microsoft Excel	Billings	6
9	9-3	Intermediate Excel	Helena	5
9	8:30-12	Introduction to Myers-Briggs Type Indicator	Helena	3.5
9	1-4:30	Myers-Briggs & Communication	Helena	3.5
9-10	9-4	Communicate with Tact & Professionalism	Missoula	12
10	9-4	Advanced Training for Microsoft Excel	Bozeman	6
10	8:30-4:30	Approaching Supervision	Helena	7
11-12	9-4	Communicate with Tact & Professionalism	Bozeman	12
11	9-4	Advanced Training for Microsoft Excel	Helena	6
11	8:30-4:30	Advanced Purchasing Methods & Procedures	Helena	7
12	9-4	Advanced Training for Microsoft Excel	Missoula	6
16	8:30-4:30	Exploring Emotional Intelligence	Helena	7
17	8:30-12	Giving & Getting Job References	Helena	3.5
17-18	8-4	Investment in Excellence – Phase II	Training Center	16
18	8:30-4:30	Initiating & Navigating the RFP Process	Helena	7
23	8:30-12	Documenting Disciplinary Action	Helena	3.5
24	10:30-12	Effective Meetings	Helena	1.5
26	9-12	State Ethics Law	Missoula	3
29	8:30-4:30	Managing Workplace Stress	Missoula	7
30	8:30-4:30	Ethical Issues in Public Service	Helena	7
30	9-3	Advanced Excel	Helena	5
<b>May</b>				
2	8:30-4:30	A Delicate Balance: Privacy & the Right to Know	Helena	7
3	8-4:30	True Lies: Detecting Deception	Helena	7.5
7, 14, 22	10-12 daily	Righting Your Writing	Helena	6
9	8:30-4:30	The Cybersleuth's Guide to the Internet	Helena	7
14	8:30-4:30	Working with Difficult Colleagues	Helena	7
14	9-4	Making the Transition from Staff to Supervisor	Great Falls	6
15	9-4	Making the Transition from Staff to Supervisor	Bozeman	6
16	9-4	Making the Transition from Staff to Supervisor	Missoula	6
17	8:30-12	Creating a Motivating Environment	Missoula	3.5
21	8:30-4:30	Media Relations	Helena	7
21	9-3	Intermediate Excel	Helena	5
23	8:30-4:30	Supervising Performance Improvement	Helena	7
29	8:30-4:30	Contemporary Writing Skills	Helena	7
29	9-4	Team Building, Mentoring, Coaching for Managers	Billings	6

# Comings

These lists of new and departing employees cover the period from Dec. 1 through Feb. 22. If you notice errors or omissions, please contact [banez@mt.gov](mailto:banez@mt.gov).

**Central Office**

Mike Batista  
Joel Norris  
Gary Phillips  
Ben Reed  
Todd Weldon

**Lewistown Infirmary**

Hans Rouse  
Albert White

**MT Correctional Enterprises**

Bryan Johnson

**Montana State Prison**

John Blixt  
John Campbell  
Daniel Curran  
Debra Hansen  
Kenneth Knapp  
Teddy Lewis  
Michael Miller  
James Ward  
Pamela Ward-Monaco  
Albert Wheat

**Montana Women's Prison**

Todd Certain

Sterrin Hackney  
Johanna Schmeling-Elsonbaty

**Pine Hills**

Grady Brown  
Heather Gavette  
Andrew Marsh  
Samantha Mason  
Connor Walsh  
Jennifer Wilson

**Probation and Parole**

James Brenden, Kalispell  
Ashley Brooke Risa, Billings  
Robert Cummings, Great Falls  
Jennie Hansen, Billings  
Jamie Pinski-Gipe, Great Falls

Craig Robertson, Hamilton

**Riverside**

Shelley Callaway-Liedle  
Amador Solis  
Amy Youngblood

**Treasure State**

Mike Buckley  
Paul Law  
John Rausch

**Youth Services**

Carrie Lutkehus  
Christina Ellsworth

# Goings

Steve Barry-R  
Sandy Bearrow-R  
Trisha Beehler  
William Benjamin  
Carolyn Blasch  
Margaret Bolton  
Robyn Cotton  
Kelly Deeks  
Michele Dotson  
Mike Ferriter-R  
Elena Flanagan  
David Fox

Jenny Gratton-Lubick  
Cheyanne Gress  
Kyle Harmon  
Kim Hatcher  
Steve Hicks  
Shane Hungate  
Mary Johnson  
Johnathan Jones  
Kelly Kirwan  
Diana Koch-R  
Robin Lester  
William Loving

Barry Malcom  
Cindy McCormick  
Daryl McCormick  
Ken McElroy-R  
Michael Miller-R  
Rebecca McNeil  
Tyler Morrison  
Bill Pankratz-R  
Andy Prevost  
Tammi Reimer  
Joshua Saunders  
Cody Sentell

Ronald Slauson  
John Stoneman  
Tracy Vaughn  
Janee Ward  
Teddy Ward  
Richard Wells  
Grant Wheat  
Hugh Wilson  
Manuel Zuniga

R=retirement

## Working

FROM Page 31

- identification
- Customer surveys
- Employee climate surveys
- 360-degree feedback and coaching
- Individual development planning
- Succession planning

We all have to work IN the business to keep the wheels spinning. After all, you were hired to run the place. There will always be fires to put out and reports to prepare. But, if you spend 100% of your time on these "IN the business" activities you're not really leading.

Instead spend time each day asking:

- What can I do to spend a little more time ON the organization rather than IN it?
- Where do I focus most of my attention now? IN the organization or ON the organization?
- If I was to focus ON the organization, what would be our most pressing need?

According to my sister, a mouse can be inside, outside, above, below, throughout, across from, within, around, and under a house. Each preposition gives the mouse a different perspective on the structure. You'll have an improved perspective if you do the same with your organization.

Work ON it, not just IN it.

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