



CONNECTIONS

The Official Newsletter for the Washington Correctional Association
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Welcome from the President

As we begin a new year, none of us should have any doubt that it will be a challenging one as we once again learn to "do more with less." The challenges we face are very real and will not quickly go away. As professionals in our field, we will do what we always do in these situations - we will meet the challenge, stay focused and give 150%. That is who we are, and that is what we do.

As I've said to you previously, it is no different for our Association. The challenges we face are steep. This is a volunteer Board, and we all have other commitments - jobs and family rightfully demand they be priorities. Yet we feel the responsibility, trust and expectations you have given and have of us. Although it is work, it is also a fun learning experience joining with our partners to pull together the annual training conference. With these same partners we now begin to "think outside the box", we have been comfortably and successfully operating in for a number of years as we continue our commitment to an interesting training opportunity for you. The Planning Committee will be keeping us advised of their efforts. Please feel free to send us any ideas you have on topics or areas you would like to see covered.

In October I traveled to the Penitentiary where, with Regional Co-Chair and Associate Superintendent Mark Kucza we presented the WCA Citizen's Award to Sally Kearsley and Chris Young, STAR Transition Advisors at the institution. The presentation was made at a staff meeting hosted by Superintendent Steve Sinclair and following the meeting Mark treated me to a tour of the new living units and other construction completed since I was last on the grounds. These experiences are always educational and enlightening for me and I enjoy the contacts with staff and offenders.

We've passed the winter solstice. The days are slowly getting longer & warmer. The annual renewal of life and hope are in the air as we roll up our sleeves for the work ahead. Walk proud. You're the best.

~ Rich LaRosa

In This Issue...

Welcome from the President	1
Indeterminate Sentence Review Board	2
2008 Conference Information	3
WCA News	4
Regional News	5
DOC in the Community	6
Juvenile Rehabilitation Administration	7
National Institute on Drug Abuse	8
Leadership & Legacy	9
WCA Annual Report	14
WCA Board Meeting Minutes	23

Indeterminate Sentence Review Board



What is the ISRB?

The Indeterminate Sentence Review Board (ISRB or Board) was created in 1986. Before that, the Board had been the Board of Prison Terms and Paroles. The Board is responsible for two types of offenders.

1. Felony offenders who committed crimes before July 1, 1984 and went to prison
2. A select group of sex offenders who have committed offenses after August 31, 2001

Who makes up the ISRB?

The ISRB is located in Olympia, Washington, and is an agency of Washington State Government. The Governor names a Chair and four Board Members to serve five year terms. The ISRB employs a variety of staff who supports the Board by helping prepare material and schedules.

What does the ISRB do?

The Board makes decisions about releasing certain groups of offenders from prison. Once these offenders are on supervision in the community, the ISRB takes action if they break rules of supervision. Before making decisions, the ISRB conducts a thorough analysis of an offender's crime, past and present behavior, and possible risks. This helps the Board protect the public in view of proper uses of public resources.

The Board works closely with partner agencies, such as the Department of Corrections. The Board also pays attention to victims' concerns.

How many offenders are under the jurisdiction of the ISRB?

As of December 2008:

Total number of CCB cases in prison: 1404
Total under supervision in the community: 119

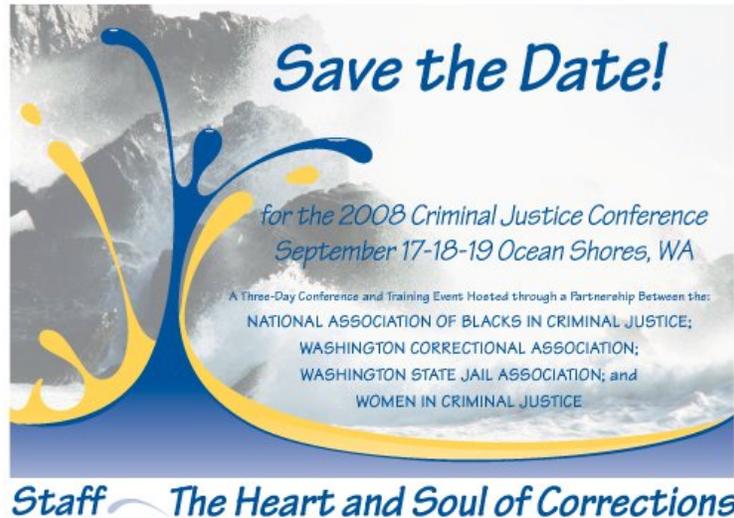
Total number of Indeterminate/pre-1984 cases in prison: 408
Total under supervision in the community: 60

ISRB gains an average of 12 new CCB cases per month

ISRB training has now been introduced into the ASA with a 3 hour block done by the ISRB Hearing Officers. They are also prepared to conduct training with prison & field staff if requested.

If you have questions about the ISRB, you can send an email to isrb@doc1.wa.gov or contact Rich LaRosa at 360-493-9275 or rplarosa@doc1.wa.gov.

Information retrieved from <http://www.srb.wa.gov/>.



This year's conference was to be held in Ocean Shores. The conference steering committee spent 10 long months laboring over hotel accommodations for staff, wonderful menu choices, great requests for proposals for workshop speakers, and many hours of meetings for collaboration. For the first time in Conference history, our workshop agenda was completed in time to be sent out with the registration. The interest was remarkable and folks were excited to attend this year's event.

Unfortunately, due to the state of our recent drop in economy, the Department of Corrections was feeling the budget crunch even tighter than ever. They were sadly unable to sponsor staff to attend, and due to our recent budget concerns we could not pick up the slack. This has made us as WCA Conference Committee, look at the way we have supported the annual conferences in the past. We are taking the steps necessary to sponsor ourselves for future conference events. The committee will be rallying back together after the first of the year to see if a spring conference on the West side will work to benefit staff and WCA.

Even though unfortunately the Ocean Shores Event did not get off the ground, it has made us step back and refocus our efforts on how to give back to staff. I believe we are turning in the right direction and I am looking forward to the next Criminal Justice Conference time! A Big Thank YOU to everyone for their support, dedication and encouragement, we will be seeing you soon.

Michelle Watson
Vice President



Over this past year, we have had the opportunity to view our new WCA web site in a different light. We hired Emery Systems out of Olympia to revamp our old site and give us a little more life. The site is wonderful. It's easy to maneuver through the tabs of information which will bring you to each and every asset of the WCA organization. We have beautiful Washington scenery that changes with each click of your mouse. And, we have been able to list our conference information to folks and share more than we ever have before. This has been the wonderful up side!

Now here we are 6 months into the future and we have been facing a budget crunch from all sides. It's becoming a bit costly to have our site updated as much as things change. The board discussed what benefits the organization would have if we purchased our own Computer. It was a unanimous decision to set a \$1000.00 budget on purchasing a lap top for WCA. I was tasked with finding a decent lap top that would work for our budget needs, sending award letter's, mail merging at election time, and yes to keep our web site up and running smoothly. This, my friends, has been no easy task!

The purchase of the lap top is not so much the trouble, as it is when you start adding the needed programs to function successfully. You can go from a mere \$799.00 for a lap top, up to \$1,700.00 in the blink of an eye as you now have all the added software and a carrying case. This price will just not work. After much searching, chatting with computer tech folks, and playing the game, "Is this screen bigger than that screen"; I feel we have a solid lead on a Dell lap top with all needed programs for just under \$1000.00!!!! WAHOO, finally.

If you will remember correctly, the last Connections that Jeneva sent out, she included a blurb asking for a Web Master to work with WCA and our site. We have a Winner; David Snyder will be joining the association and has agreed to take on our web site needs. Thanks to David for taking on this task. We look forward to working with him and having him on our team!

Michelle Watson

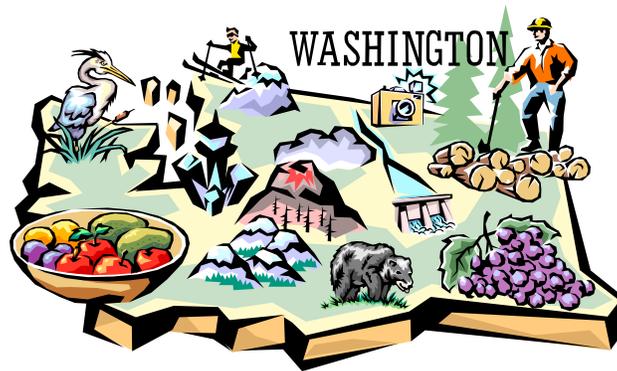
Vice President

YOUR AD COULD BE HERE!!!

Just imagine... Your business advertisement could be read by approximately 350 WCA members right now!

If you're interested in advertising in the *Connections* newsletter, please contact Michelle Watson at mrwatson@doc1.wa.gov

Regional News & Events



Northwest: James Malcolm & One position vacant – NO REPORT

Southwest: Anthony Shaver & Pete Hall – NO REPORT

Central: Two positions vacant – NO REPORT

Northeast: Karin Johnson & Voncille Molett – NO REPORT

Southeast: Mark Kucza & Kevin Loesch – NO REPORT

All regional co-chairs are working toward sponsoring local events.

Check with your local co-chair to see about upcoming activities!



Starting in January of 2009, the American Correctional Association began using a blog to keep you up to date about current events in the world of corrections! To check it out, go to <http://www.acablog.org/> .

~ DOC in the Community

Every year, the United Way sponsors an event for folks to give back to the community in which they live. On September 12, 2008, 13 DOC employees volunteered their time to work in the community. This year's project was weeding and caring for newly planted trees and shrubs on the newly constructed Olympia Woodland Trail. The weather was hot, the work was tough and a few of us even got stung by bees. But when it was all said and done, we had a good time and we were very proud of what we had accomplished. Good work everybody!

~ Submitted by Tracy Grunenfelder



From left to Right: Marie Anderson, Fred Wiggins, Rochelle Hughes, Jessi Herrin, Sasha Brooks, Sharese Jones, Mary Captain, Patrick Austin, Kevin Jones, Matt Frank, Tracy Grunenfelder and Tracy Veness.



Juvenile Rehabilitation Administration



JRA Sponsored Training in Spokane Submitted by Peria Duncan

Peria and JRA-Region 1 hosted Ed Byrnes, PhD, from Eastern Washington University, School of Social Work, to present *“Delinquency, Depression and Evidence Based Practice”* in Spokane on November 4th. Peria had previously recruited Ed as a speaker to present his accepted RFP topic at the 2007 Criminal Justice Conference. Due to the unfortunate circumstance of the conference cancellation, Ed offered to do this presentation for the JRA staff. Peria asked Ed if he minded if we invited local stakeholders, to which he was amenable to. We partnered with Spokane County Juvenile Court, who co-hosted it at their facility. Peria ensured that WCA members had a few slots available for them to attend as well.

Ed had previously partnered with JRA to work on the community mobilization symposium JRA presented last May. Ed’s presentation was well received, and there was a good turnout. Along with his PowerPoint presentation, he provided handouts to follow along with. While the focus was on youth, it should be remembered that a large percentage of adults who are in the CJ system were previously in the juvenile system.

Ed’s discussion focused on Evidence Based Practices and the process used to work with youth who exhibit depression or similar symptoms. He discussed collaborative goal setting, finding and evaluating relevant services while keeping in mind the fit with the youth’s culture, values and expectations. The key points included increasing recognition of the occurrence of multiple disorders and a balanced approach to restorative justice. He indicated research (DuRant, Caldenhead, Pendergrast and Slavens 1994) has shown that “The presence of depression was highly correlated with self-reported use of violence” which is important to be aware of in the field of corrections. He also discussed some good online sites that can be used to research the effectiveness of numerous EBP’s such as “What Works Clearinghouse” <http://ies.ed.gov/ncee/wwc/> and “The Campbell Collaboration.”

http://campbellcollaboration.org/campbell_library/index.php This was an informative workshop, and we much appreciated that he took the time to present to us!

DRUG OF THE MONTH



Alcohol

Effects of Alcohol

Even drinking a small amount of alcohol can impair judgment, coordination, and reaction time. It can increase the risk of work and household accidents, and also adds to the risk of car crashes.

Some research has shown that as people age they become more sensitive to alcohol's effects. In other words, the same amount of alcohol can have a greater effect on an older person than on someone who is younger.

Some medical conditions, such as high blood pressure, ulcers, and diabetes, can worsen with alcohol use. Heavy drinking over time also can cause certain cancers, liver cirrhosis, immune system disorders, and brain damage.

People who abuse alcohol also may be putting themselves at risk for serious conflicts with family, friends, and coworkers. The more heavily they drink, the greater the chance for trouble at home, at work, with friends, and even with strangers.

When is it a problem?

Some people have been heavy drinkers for many years (early onset). Other people develop a drinking problem later in life (late onset). Sometimes this is due to major life changes like shifts in employment, failing

health, or the death of friends or loved ones. Often these life changes can bring loneliness, boredom, anxiety, and depression. In fact, depression in older adults often goes along with alcohol misuse. At first, a drink seems to bring relief from stressful situations. Later on, drinking can start to cause trouble.

Not everyone who drinks regularly has a drinking problem, and not all problem drinkers drink every day. You might want to get help if you or a loved one:

- ~ Drink to calm your nerves, forget your worries, or reduce depression
- ~ Often have more than one drink a day
- ~ Lie about or try to hide drinking habits
- ~ Hurt yourself or another while drinking
- ~ Need more alcohol to feel "high"
- ~ Act irritable or unreasonable when not drinking
- ~ Have medical, social, or financial worries caused by drinking

Getting Help

Studies show older problem drinkers are as able to benefit from treatment as are younger alcohol abusers. To get help, talk to your doctor. He or she can give you advice about your health, drinking, and treatment options. Local health departments or social services agencies can also help. There are many types of treatments available, including 12-step help programs, getting alcohol out of the body (detoxification); taking prescription medicines to help prevent a return to drinking once you have stopped; and individual and/or group counseling.

Because the support of family members is important, many programs also counsel married couples and family members as part of the treatment process. Programs may also link individuals with important community resources.

Scientists continue to study alcohol's effects on people and to look for new ways to treat alcoholism. This research will increase the chance for recovery and improve the lives of problem drinkers.

For more information, please visit the National Institute on Alcohol Abuse and Alcoholism (NIAAA) at www.niaaa.nih.gov

Leadership & Legacy

One Woman's View

By Mary V. Leftridge Byrd

After spending decades in a profession, a feeling of having “been there and done that” can develop. Listen, we were living “La Vida Loca” before Ricky Martin was in middle school; we work in corrections. While there is nothing terribly wrong with believing there can be no more surprises or drama, no demands that cannot be met or crisis du jour, we all know serving this profession, no matter how many rings one has around the trunk, is all about possibilities.

A list of the most incredible possibilities one can imagine can transpire in the correctional environment: births, pickets, injuries, marriages and fights. All in the midst of a 24-hour/seven-day-a-week operation, where staff feed, clothe, count, counsel, treat and direct, all with an eye toward safety, security, mass movement and a good count. We move constantly from the intersection of what has been already done to the corner of what can be done and anything is possible. Should the truth be told, we have evolved from takedown squads to well-trained emergency response teams; arrests based on what we thought rather than what could be verified by electronic monitoring or substantiated by DNA; we have moved from cuffing and stuffing, same-gender-only caseloads; and we have shifted from paper files to automated tracking, convicts to inmates, penitentiaries to correctional facilities, 38s to automatic weapons and, thankfully, guards to correctional officers. I think you would agree that we are not simply about the three C's typically held up in corrections — care, custody and control. We must bring to our work competence, compassion and creativity.

Supporting safe, dynamic correctional work environments must include the strength inherent in diversifying our work force. Diversity is not the “d” word; it is not simply about “mixing it up” in black and white. By attracting minorities and women to the fold, the diversity I speak about has more to do with creating a culture of inclusion, able to be seen through the prism of possibilities. Has a nice ring, does it not?

At the 1912 National Prison Congress, Maud Ballington Booth, co-founder of Volunteers of America and a prison reformer who began her work in men's prisons in 1896, spoke of the warden's wife, whose role in men's prisons was unofficial yet very important, which represented another role played by women in prison work: “In passing, we want to say that we hope in our little association that we share has the aid of all our warden's wives. The warden's wife is not an official of the prison, yet, how often, as I have gone into those places, I have found her influence.”¹

No doubt the 21 women among the 237 attendees who participated in the 1870 National Prison Congress were quite interested in its declaration of principles, which was adopted setting forth the ideals and methods of prison reform. The last of these principles addresses the use of women in prison work: “Principle XXXVII: This congress is of the opinion that both in the official administration of such a [prison] system, and in the voluntary cooperation of citizens therein, the agency of women may be employed with excellent effect.”²

The truth is that those convened were focused on the “agency of women” having oversight for “fallen women” who were to be managed in separate institutions. These errands were to be managed by caring matrons who epitomized “true” womanhood whose firm, sensitive ruling was necessary for reformation; this was exactly what those wayward women needed.

These “retro” voyages reveal so clearly parts of the rich and fascinating history of women in corrections. As is true with many of our colleagues throughout North America, one comes to appreciate having the opportunity to learn of and understand the context for contemporary dialogue. Should the truth be told, it is only recently that learning the history, the roots of so many stories has become an earnest interest of mine.

It is important to note some careers may be moving at a pace that does not allow for time to reflect on the “mile markers” of a journey begun and road traveled over a generation. There may be an absence of considering the fact that one may be described, for example, as a female warden rather than as a warden without the propensity to add one’s gender. While this is not presented as an issue, it is certainly presented as a reality. In many cases, there is also the reality that correctional administrators who are women of color may be further routinely defined by ethnicity. Clearly this is human nature, which is entirely comprehensible; however, attention must be paid. Our own biases have to be confronted and understood, particularly as to impact on managing institutions and leading personnel.

THE CHANGING FACE OF CORRECTIONS

There is a story I often share related to the changing face of the correctional work force: Walking through the institution administration building lobby one morning, my eye was drawn to a group of young women and men being processed, chatting animatedly about the prospects of being escorted on tour through a state prison. The truth is, I was not certain what group they represented or the college or university from which they hailed. I did not have the time to stop and ask, as I was en route to new staff orientation. Walking into the training room, I looked and realized the same young people, those “students,” were newly hired correctional officer trainees. This is likely the point at which I began to wonder to myself, as I met each new class of trainees, “Do your parents know you are in a prison this morning?” As I looked around the room, this is also likely the moment I realized the steadily increasing number of young women entering the work force, particularly as correctional officers.

Having entered the criminal justice field more than 20 years ago, I did not have the benefit of a coordinated or structured course of training. In the late 1970s, I sometimes felt isolated, as there were so few women and rarely several in one jurisdiction. Compounding my individual challenge was the fact that there were few women of color in positions as line, supervisory and executive personnel. The same scenario repeated itself 15 years later when I first became a prison warden. The rare status of being the “only one” can be quite challenging.

This was not an easy position in which to grow and become integrated into a peer group. At times, it has been my reality that what was done well was marginalized and what was not done up to standard was magnified. It is this experience that helped me understand, in an intimate way, what the quote over the entranceway to a library on the campus of a historic black college intended. The quote cautions, “In order to be equal, you must excel.”

For the most part, encouragement came from outside rather than within the professional arena where the scarcity of individuals who looked like me had a profound effect on my professional development. A number of realities I have witnessed and been subject to have helped me grow, and a number have forced me to grow. Obviously, not all of these career chapters have been sweet or bring fond memories. The single most important life lesson had been to make a pact with myself that when I reached a position that could be part of recruiting, hiring, retaining, training, teaching and promoting true diversity with a focus on women and women of color, I would do just that. Evolving shifts in the correctional work force has allowed the opportunity to work alongside staff and breathe life into that pact.

WOMEN AND MINORITIES IN THE WORK FORCE

It was not until the 1970s that any substantial change occurred as to the role of women, particularly in institutional corrections. According to the U.S. Department of Labor, historically, black women have had higher labor force participation rates than white and Hispanic women. Between 1994 and 1996, however, black and white women had virtually identical rates (approximately 59 percent) and Hispanic women participated at a rate of about 53 percent. Since that time, black women have edged ahead with a participation rate of 63.5 percent in 1999. White and Hispanic women participated at 59.6 percent and 55.9 percent, respectively. Women of Hispanic origin are gradually narrowing the participation gap between themselves and their white counterparts.

The increasing number of women working in criminal justice, reflecting these same changes nationally, can be attributed to several reasons: Enactment of civil rights legislation, welfare reform, changes in public assistance programs both nationally and locally, national movements resulting in increasing consciousness around diversity and inclusion. According to the American Correctional Association's 2002 Directory of Adult and Juvenile Correctional Departments, Institutions, Agencies, and Probation and Parole Authorities there were 36,121 black female corrections personnel as compared with 84,883 white females in corrections. These numbers obviously reflect a major difference, and the same is true when black females are compared with white males who number 192,343. It is interesting to note the number of black males in corrections totals 40,289, only 4,168 more than black females.

There are similar comparisons in juvenile justice agencies where 13,141 black females are employed as compared with 20,308 white females, and 34,860 white males are employed. Again it is interesting to note the relatively slight difference in the number of black males, which totals 14,440, only a difference of 1,299 when compared with their sisters in the field. The numbers of adult correctional administrators tells a striking story — there were more than three times as many white female administrators (3,902) as there were black administrators (1,163) and more than five times (5,510) the number of white male administrators. Relative to the largest classification of any correctional work force, the number of black correctional officers who are female total 22,592 as compared with 27,289 white females. In the same classification, the number of whites totals 127,285 and the pattern repeats itself relative to the parallel numbers in black males, which is 30,001. These numbers and their similarities and differences have set up a dynamic backdrop for the emerging and historic culture of correctional organizations and institutions.

Considering the realities of traditional business organizations that typically are constructed in the hierarchical model, it has been said that history or "his story" has demonstrated only part of the work world, how to do the work and who should or can do the work. The power structure the nation has held up, if only by what has been routinely shown or demonstrated, is one that is slow to effectively acknowledge the role of women in a way that suggests inclusiveness to be invaluable.

What we know is that the U.S. presidency has not been held by a woman; that the authors of the U.S. Constitution are not women, that women in congressional bodies, though increasing, are clearly still seen as pioneers; that the original founders and leaders of religions have not, for the most part, been women; that world leaders, at least those we see on the nightly news, are not women. These obvious examples of leadership may have an even greater impact on minority women than their counterparts given the similar dearth of black leaders in the corrections field and the low number of representation in popular culture. That our secretary of state is often referred to relative to gender and personal appearance, including hair and clothing, cannot be disregarded. The former secretary of state was also thoughtful, experienced, challenging, incredibly intelligent, a leader motivated by a deep sense of purpose, but can someone help me remember when, if ever, any reference was made to his well-tailored suits and conservative haircut. I have wondered about the impact on one's psyche when extraneous information becomes a part of defining a person.

CREATING A CULTURE OF INCLUSION

With the now quickly changing demographics of our profession, there is an unusual and indeed unique opportunity to influence the culture of corrections by maximizing and valuing the most important resources we have — our staff — all of them. There must be the willingness to understand and have others understand that hiring a diverse staff is merely the beginning. Leaders must ensure that forecasting strategies are built around valuing human resources and inclusion as paramount guiding principles.

It is held by some that corrections remains the most gender-segregated stop along the criminal justice highway. In addressing staff during orientation, it is wise to address issues of sexism and racism found in the larger world and how these issues can leech into and, in part, define institution culture. It is dangerous to pretend the esprit de corps found at terrific levels during preservice training, especially when the training is at a residential academy, will continue to exist and be sustained at the same levels upon assignment to one's actual work site.

That there are challenges is undeniable. It is important that those in leadership on all levels of an organization confront and address these challenges. How we lead through those challenges is what needs to be internalized. Since our staff come to their work and responsibilities from so many avenues, we must see and celebrate the strength in diversity, but not make an effort to blend their experiences. Instead, weaving the distinct, colorful and sturdy threads creates the quilt that heralds a rich work force. A one-dimensional work force may only be equipped to deal in one way with edginess often felt in correctional facilities. Equal parts of integrity, intellect and creativity make for a dynamic organization when staff come from many different places equipped with their experiences and a willingness to be part of the whole.

I compiled a list of touchstones that was conceived when thinking about and in response to the emergence of culture clashes between and among certain staff — a rub often falling along the lines of gender and ethnicity. The object was to create a document built on common ground that would engender dialogue toward understanding that in the middle of what appears to be vast differences, commonality can be found. In addition, there was a concurrent effort to provide guideposts that could be most useful to younger staff that have entered, but may not yet have embraced corrections as a career. Perhaps these touchstones would be of use to others.

- I am more responsible than anyone else or any place else for my place in the universe;
- Begin with the end in mind;
- Strut your stuff — humbly;

- Every sister (or brother) is not a sister (or brother);
- Define who you are by who you are, not by what you do or your title;
- Exercise key, tool and self-control;
- Know the difference between your professional and personal boundaries - make it clear;
- Conduct all interactions on the basis of mutual respect;
- Your departmental code of ethics is a dynamic reference document, not a coaster;
- If something sounds off key or peculiar, it likely is; and
- Never say anything or do anything you would not want your mother, a news reporter, your spouse or your children to see, know or hear.

The convergence of public expectation, responsibilities of corrections professionals and demand of the correctional environment coupled with the cultural influence of the larger world create incredible dynamics. For those who work with the staff on the block, it is critical that benchmarks are established, standards set and stops pulled out.

It has been said that women's way of leading is the very stage upon which peace can be given life and sustained. It may be the varied "points of entry" for women that allows for a more vibrant and textured future. The varied points of entry in corrections, particularly institutional corrections, through the disciplines of medical, records, treatment, culinary, business management, budget, etc., help in terms of creating and sustaining skills any leader needs. Thus, the point at which many women enter corrections provides institutions and operations with greater stability, as the entry points bring great expertise.

As a profession, I believe we are reaching an interesting place in our collective journey. We travel together or at least on the same road. When we arrive, I suspect, we will have done so together — perhaps on parallel roads; however, bound for the same destination.

I hope you agree that ours is a profession that thrives on a result of our staff — officers; treatment, human resources, maintenance, records, activities, fiscal, medical, safety and sanitation, information technology and support staff; and every other expert making paper, populations and procedures move.

There is no question our responsibilities can be onerous, as there is no question we can achieve what others may believe to be impossible. This I know to be true; a dynamic, committed, diverse team makes all the difference in the culture of departments and institutions. Let us create a legacy of leadership celebrating the diversity that strengthens each and all. This is but one woman's view.

ENDNOTES

¹ Booth, M.B. 1912. Excellent effect – The Edna Mahan story; Hawkes. Annual address of the president of the Association of Women Members. In Proceedings of the annual congress of the American Prison Association. Indianapolis: Wm. B. Burford.

² Wines, E.C. (Ed.) 1871. Transactions of the National Congress on Penitentiary and Reformatory Discipline. Albany, N.Y.: Weed, Parsons and Co.

At the time of publishing, Mary V. Leftridge Byrd was deputy secretary of the Pennsylvania Department of Corrections. She is currently an Assistant Secretary of the Washington State Department of Corrections.

Washington Correctional Association

Annual Membership Report

Dear WCA Members,

On behalf of the Board for the Washington Correctional Association, I am pleased to submit for your review and consideration, the 2008 Annual Report.

When I began my term in January of this year, it was not even on my radar that the national landscape could or would affect a 300-plus member professional correctional organization in our state. But here we are.

The Board has taken on some significant issues this year. We began by updating our website and making it more user-friendly, and moving our quarterly publication *Connections* to an electronic rather than hard-copy format. In retrospect, those moves turned out to be the low-hanging fruit.

The Board next turned to the issue of our dual membership with ACA. We have been aware of problems that new and established members have been having with getting their membership materials after either paying their annual dues or signing up for the monthly payroll deduction and we had problems getting an accurate accounting from ACA. It was an exercise in frustration, with unreturned calls and conflicting information, but at this point we have been assured we have been paid all monies due us through August 2008. If you are continuing to have problems with your membership, please contact Dean Mason or Pamela Maddess. We have also learned the Accidental Death and Disability Insurance that was part of our membership with ACA have been discontinued. All of this started a discussion of wondering if this dual-status is something that should be continued, asking ourselves what real benefit does our organization and members receive from this dual-status. The discussion will continue, and we invite your input.

We have also spent time updating the Constitution and By-Laws to more accurately describe our relationship with our criminal justice partners. These changes will be presented to the general membership for review and vote.

We continue to have a number of vacancies on the Board and we eagerly invite you to join us. We need your ideas and your energy. It is a great opportunity for you to contribute to both a professional organization and your brothers and sisters across the state and across agencies.

Finally, we continue to examine the issue of our annual training conference and how that will look in the years ahead. For 2009, we are planning on two smaller conferences, one on the west side and one on the east side. We continue to work with our partners for 2009 and remain in vigorous discussion about the years following. The large, two-and-a-half day conferences we are most familiar with may not be possible for a while, and certainly not for 2009. We remain focused, however, on offering a professional training and networking opportunity enhanced by collaboration with our partners. If you are interested in working on either or both of these conferences for 2009, please contact Michelle Watson or Tracy Grunenfelder.

This year has been busier than any of us on the Board had anticipated. We remain energized and excited. Come join us!

Rich LaRosa,
WCA President

Board Member News

The elected officers for 2008 were installed at the 2007 Criminal Justice Conference banquet on Thursday, September 27th. We also have a number of appointed positions filled by members throughout the state and thank them for their wonderful service to WCA. There are currently some vacancies, and some of these positions will be filled by new members this year, and we welcome them to the Board as well! To those that have completed their term of service, thank you for your hard work and dedication to WCA! It does not go unnoticed!

To all WCA members interested in serving on the WCA Board of Directors, helping with events, joining a planning committee, or facilitating activities, please contact a WCA Board Member in your area for more information. Our meetings this year have been held in a variety of locations and we hope to continue to travel throughout the state to make it easier on those who usually travel a great distance to attend.

Treasurer's Report

From Bill Brown, Treasurer:

It's been another challenging year for WCA fiscally. The cancellation of the conference, which is our single largest source of revenue, ensures that we will finish this year negative again. Our projected loss will be close to \$8,000. With state agencies budgets continuing to be squeezed, we will need to look at the way we provide training opportunities to our members and at least for a few years, a three day conference may not be viable. We'll need to cut expenses in other areas and look to diversify our revenue sources as well.

What is happening here is mirrored elsewhere. Western Correctional Association also had to cancel its annual conference and all states Corrections Departments are facing similar constraints, many are worse off.

WCA will weather this. We've already made some significant changes to how we do business. We've converted our "The Connections" newsletter to electronic, instead of paper, saving us thousands of dollars. We've invested significant money in updating our website, which you can view at <http://wca2.org>. We'll be looking at other ways we can cut expenses also in preparation for passing the 2009 budget at the December board meeting.

If you have some idea's please let a board member know, or better yet volunteer. This is definitely a time when WCA is being forced to reinvent itself and we could always use an infusion of new ideas and energy.

While the environment we are in is challenging for many organizations, both public and private as well as individual households, I remain filled with optimism. This downturn in the economy may provide a good opportunity to slow down, look in the mirror and reflect on what our core values are, figure out what and who are important to us, and emerge stronger and more focused.

I believe that in a contracting economy it is even more important to invest in ones own career. One good way of doing this is to consider joining a professional organization. It is an excellent opportunity to stay informed of the very latest changes that will affect your organization, stay in touch with emerging cultures and provides an opportunity to network with those that will set the direction for your organization in the future.

In closing, I wish you and your loved ones a merry holiday season and a happy new year. I look forward to serving you as Treasurer in 2009.

Best wishes,

Bill

Secretary's Report

From Peria Duncan, Secretary:

It has been my pleasure to serve as the WCA Secretary since January of 2008, and prior to that as a NE Regional Co-Chair. I enjoy helping keep you, our membership, current with what is going on in the WCA as time goes on, and will continue to keep you apprised of meetings and minutes and such. I encourage you to help keep WCA alive by reaching out to other CJ professionals who may have a desire to strengthen our exciting and challenging field of Corrections! There is so much that can be done through WCA that could help our membership grow so that we can continue to provide insightful trainings, fun events, and learning and networking opportunities to as many people as possible. Being a member of a professional organization such as WCA has a lot of value.

I had the opportunity this year to be the ACA delegate for the 138th ACA Congress of Corrections in New Orleans, which was a valuable experience, and one I enjoyed and appreciated very much. I wrote a review for *Connections* to share my experience. Additionally, I am especially proud that my book for ACA was advertised at the Congress and was published in August of this year (*Correctional Officer Resource Guide*, 4th edition.)

Some of the tasks I have been involved in this year aside from taking and distributing minutes and preparing agendas includes work on the Bi-laws with Bill Frank and the Executive Board, early participation on the conference steering committee, ensuring WCA members had spaces at a workshop I hosted in Spokane, writing articles for *Connections*, and assisting with miscellaneous documentation. I enjoy working with WCA, and hope to meet many more current and potential WCA members. I look forward to continuing to serve as secretary on the WCA Executive Board and wish you all the best in 2009!

Finance & Budget Chair

Vacant. No report.

Conference 2008

From Michelle Watson, Vice President

2008 Criminal Justice Conference – Ocean Shores, Washington
September 17th, 18th, and 19th

This year's conference was to be held in Ocean Shores. The conference steering committee spent 10 long months laboring over hotel accommodations for staff, wonderful menu choices, great request for proposals for workshop speakers, and many hours of meetings for collaboration. For the first time in Conference history our workshop agenda was completed in time to be sent out with the registration. The interest was remarkable and folks were excited to attend this year's event.

Unfortunately, due to the state of our recent drop in economy, the Department of Corrections was feeling the budget crunch even tighter than ever. They were sadly unable to sponsor staff to attend, and due to our recent budget concerns could not pick up the slack. This has made us, the WCA Conference Committee, look at the way we have supported the annual conferences in the past. We are taking the steps necessary to sponsor ourselves for future conference events. The committee will be rallying back together after the first of the year to see if a spring conference on the West side and a fall conference on the East side, will work to benefit staff and WCA.

Even though, unfortunately, the Ocean Shores Event did not get off the ground, it has made us step back and refocus our efforts on how to give back to staff. I believe we are turning in the right direction and I am looking forward to the next Criminal Justice Conference time! A Big Thank YOU to everyone for their support, dedication and encouragement. We will be seeing you soon.

REGIONAL EVENTS

Northwest Region:

Sally Neiland.

No report submitted.

Southwest Region:

Pete Hall and Anthony Shaver

From Pete Hall, SW CO-Chair

WCA sponsored a flood victim relief drive to collect donations for families affected by the floods and storms of December 2007. WCA presented Kaye Adkins with a Corrections Achievement Award prior to her retirement from the Department of Corrections in June, 2008. WCA members participated in National Night Out against Crime in Thurston County in July 2008.

WCA members participated in United Way Day of Caring in Thurston County, in August 2008.

Central Region:

Vacant. No report.

Southeast Region:

Kevin Loesch & Mark Kucza

From SE Co-Chair Mark Kucza

With the Board's approval, Honor Graduate 1 year memberships have been awarded throughout the year to the top academic graduate from each CWC class in eastern Washington. A workshop regarding workplace challenges and how to manage them, presented by Mike Kenny and sponsored by WCA, was presented to about 50 WSP staff. Time was spent on planning for the Annual Conference for 2009.

Northeast Region:

Karin LaRue Johnson & Voncille Molett

From NE Region Co-Chair Karin LaRue Johnson

Voncille Molett and I joined the WCA Board in February, 2008. On July 30, 2008, we held our first Northeast Regional event sponsored by WCA, which was geared towards reentry and corrections staff at all levels. The title of the meeting was "How Do We Get There Together – A Focus on Reentry." The entire event cost was \$375.00.

One hundred and ten DOC staff from the Northeast Region came to the Northwest Museum of Arts and Culture to discuss reentry initiatives that cross state agencies. DOC staff were given an opportunity to hear from our state agency partners represented on the National Governors Association-Washington State Reentry Partnership Panel. Although five agencies are represented on the panel, in attendance were, Alfie Alvarado-Ramos, Department of Veterans Affairs, Molly Onkka, Community Trade and Economic Development, and James Walker, Employment Security Department. The meeting provided staff information on how to access services provided by each of the represented agencies to offenders in support of successful reentry. Mary Leftridge Byrd was the key-note speaker. Mary reminded staff that we are all responsible for reentry. "Who's responsible for reentry?" She asked. "We all are," was the reply from the audience. It was very evident that Mary is very excited about the state's reentry efforts. Many staff mentioned that the information provided was new to them, especially the benefits that are offered to offenders who are military veterans and their families through DVA.

The meeting went so well that DOC hosted a similar meeting in Walla Walla, WA on August 1, 2008, just a few days later.

DOC plans to host several more reentry meetings across the state.

Voncille and I plan to host another event sometime in early 2009, theme to be determined. We also plan to meet with Superintendents and the East Region FA to ask permission to use a message board in hopes to attract membership. I spoke with Walker Morton at PLCCW, who has agreed to place an article in their facility newsletter regarding WCA membership and contact information for the NE Region representatives.

Legislative

Frank Feeley

No report submitted.

Membership

Dean Mason & Pamela Maddess

Submitted by Dean Mason

The current membership as of August 2008 is 235, which represents a net loss of 38 members or 14% of the membership over the past year. While the cancellation of the annual conference eliminated one of our best recruitment opportunities, the continuing downward trend in professional organization membership is disconcerting for all. Further, the current economic climate does not bode well for any drastic upturn in the foreseeable future.

One way to create some stability in membership is to ensure that each member, existing or new, is receiving the full benefits of the association. To that end, the WCA Board of Directors has entered into discussion with other dual chapters and state affiliates to leverage faster response by the American Correctional Association to new membership applications, to conduct a review of ACA benefits, and to reinvigorate the effort at a national level to address our shared difficulties in recruiting and retaining new members, while at the same time ensuring that current members receive the benefits they are promised.

Membership in a professional organization is an important part of any career employee's tool kit. As corrections professionals, the benefits of membership in WCA/ACA go beyond magazines and newsletters. The intangible benefits of membership include the ability to network with, teach, and learn from the larger group's collective experience and knowledge. This approach creates efficiencies, prevents redundancies, and contributes to informed public policy decisions. Finally, the networking opportunities that membership provides are a proven strategy for elevating the careers of past and current leaders, and will contribute to your own career goals to become the future leaders of corrections.

President LaRosa and the membership co-chairs continue to challenge each member to recruit one new member in the next year. This is your organization. Please assist us by continuing your own support, while encouraging others to invest in their careers just as you have.

Nominations and Elections:

From Tracy Grunenfelder, President Elect

Due to the cancellation of the annual conference, an awards lunch banquet was held on September 19, 2008 at the Department of Corrections Headquarters building to recognize this year's recipients. During a volunteer recognition event in October at the Washington State Penitentiary, our Eastern Washington award winner was also recognized. WCA strongly believes in recognizing people for excellent work. It was important for us to find a way to honor these folks for their outstanding achievements.

2008 WCA Award Winners

- **Education Award** -- The HOPE Program
- **Citizens Award** -- Chris Young and Sally Kearsley
- **News Media Award** – Jennifer Sullivan
- **Law Enforcement Award** -- Detective Darryl Leischner and Detective Frank Frawley of the Thurston County Sherriff's Department
- **Professional Award** – Kaye Heinrich
- **Special Award** -- Michelle Watson

Public Relations

From Jeneva Cotton, Public Relations Chair

2008 has brought a long a whirlwind of changes for the Public Relations piece of WCA. For one, after many dedicated years of WCA service, Judith Smith stepped down as Public Relations chair. Her time and service have been greatly appreciated through the years, and we definitely miss her! Jeneva Cotton agreed to try to fill these large shoes and has been working hard to get WCA news out to the membership.

To save budget costs, the decision was made to host the *Connections*, the WCA newsletter, as an online document in the beginning of the year. As such, the first online issue of the *Connections* went out in the Spring. High reviews were received and people seemed to appreciate the convenience of the new format. Unfortunately, with the cancelling of September's Criminal Justice Conference, the latest issue was held back, but will be coming out soon!

Also, there have been some issues with the formatting of the membership email list, but it is our hope future issues of the *Connections* will be able to be sent via email to all WCA members. For now, the issues can be found on the WCA website, www.wca2.org as well as through the DOC home page.

Speaking of, WCA recently went through a large upgrade of its website. Please stop by www.wca2.org to check out the new format and design! We hope you will find the site more user-friendly and filled with exciting correctional news.

Resolutions

Submitted by Bill Frank

The Constitution and Bi-Laws are in the process of being reviewed again. Items of discussion are Presidential duties and affiliations with other organizations. The official proposal has not been submitted as of this date, but is on the Dec '08 agenda for discussion and follow up for the membership's vote.

National Association of Blacks in Criminal Justice (NABJA)

From NABJA Representative Wanda McRae

The Washington State NABCJ chapter adopted the Dr. Maxine Mimms Academy for expelled or suspended students. The partnership is slated to provide mentors for the students and to present the Pen or Pencil workshop. We applied and received a grant to start the Pen or Pencil (Penitentiary or Education) program.

NABCJ is partnering with Gear Up, a federally funded college readiness project designed to prepare low-income children for college. The project has operated in Lakewood, Washington's Clover Park School District. NABCJ will assist the program with following entire cohorts of grade levels beginning with the 6th and 7th grade until they graduate from high school. It is estimated

that we will serve approximately 2,000 students. Potential contributions include workshops, speakers, mentoring, tutoring, summer programs, financial aid and academic skill development; this new project will start September 2008.

The chapter presented a series of workshops to 12 potential leaders. The Leadership Development Training series, "Stepping into Tomorrow", was conducted in three 6-hour, two topic sessions. It was designed to introduce participants to critical leadership competencies, expand their knowledge, and help them develop skills needed to lead effectively and successfully, both today and in the future.

On January 19, 2008, the chapter sponsored a Multi-faith Prayer Breakfast honoring Dr. Maxine Mimms. The chapter worked with the Tacoma Evergreen State College Alumni Chapter to host the event. The corporate sponsor was the Puyallup Tribe. Honored guests included the Secretary of the Washington State Department of Corrections, Eldon Vail, Deputy Secretary of the Department of Corrections, Mary Leftridge-Byrd, President of the Evergreen State College Les Purce, Former Mayor of Tacoma, Harold Moss, representing Governor Christine Gregoire was Washington State General Counsel Richard Mitchell and many of Dr. Mimms family and friends. One special highlight of the event was a video which chronicled the significant events of Dr. Mimms life as she indicated that she will be 80 years old this year.

WCJ

Belinda Stewart

No report submitted.

Jail Industries Board (JIB)

From Ned Newlin, JIB Rep

The Jail Industries Board is a twenty-one member legislatively-established, volunteer board. The goal is to help city and county governments establish and maintain inmate work programs. Criminal justice and local government representatives are appointed by various associations representing those interests and business, labor, and state agency representatives are appointed by the Governor.

Vision

Municipalities achieve constructive offender reentry.

Mission of the Jail Industries Board:

Provide statewide leadership for jails to promote and mobilize employment focused community reentry programs through partnerships with labor, business, victims, communities, social service agencies and government.

Desired Outcomes

- Victim compensation and restitution
- Reduced victimization and recidivism
- Meaningful work experience and work ethics
- Public service through offender labor

News

2008 JIB Grants

Fifty thousand dollars (\$50,000) was awarded to three jails for new jail industry programs – City of Kent, Whatcom County, and Yakima County.

1. The Whatcom County Jail award provides offender employment and reentry services through development of a horticulture program, related offender work crew, and partnerships with the local community college and other agencies to include, but not limited to, Whatcom County Public Works, Whatcom County Conservation District (Special District Riparian Re-

establishment Initiative), Whatcom County Master Gardeners, and the Washington State Employment Security Department (Northwest Area WorkSource). Whatcom County was awarded JIB funding for the construction and start-up phase of this project. Not surprisingly, Whatcom County staff have gotten feedback from the WorkSource representatives that they are amazed at the lack of work experience and employment-seeking skills that jail offenders have and have started to tailor their program to better meet the offender's needs.

2. The Yakima County award provides offender employment and reentry services through development of an Inmate Transition and Reentry Dormitory Program (ITRPD), related offender work crews, and partnerships with the Yakima School District and other agencies to include, but not limited to, the Homeless Network of Yakima County and People-for-People. The funding for the flagger and forklift operator certification portion of this program was provided by JIB. Two YDOC staff completed forklift certification training in September and attended the forklift training for trainer class in October, 2008. Two YDOC staff will attend flagger training for trainer course in December, 2008. Offender certification classes are scheduled to begin after the first of the year 2009.
3. The City of Kent Police Department – Corrections Facility (CKCF) award provides for offender employment and reentry services through development of a Flagger Certificate Project, related offender programs, and partnerships with other agencies to include, but not limited to, New Connections of South King County and the Washington State Employment Security Department. The first flagger class was held on September 27, 2008, and 9 of 13 enrollees passed. The next class is scheduled for December 7, 2008, and dates for 2009 are yet to be determined.

Marketing Video

The JIB has been working with the WA Department of Information Services Interactive Technologies staff to produce a marketing video. The video shoot locations were Metropolitan Improvement District - Seattle, Pioneer Human Services in Seattle, City of Kent Correctional Facility, Clark County Work Center – Vancouver, Yakima County Justice Center and an offsite location in Yakima. The final video is in its final stages of editing and should be ready in early 2009.

Target audiences are...

1. Public meetings
2. County Jails
3. Educating community on importance of jail programs/industries
4. Stream video on the website for general viewing

The objectives for the video are...

1. Showcase the value of programs over creating new bed space
2. Highlight return on investments – illustrate the need for programs
3. Market to Criminal Justice Training Commission for new correctional staff orientation and training

Potential for New Jail Industry Programs

The board will be exploring new partnerships and ideas for additional jail industries to include:

- Replication of the Clark County computer recycling – with the potential of those industries being operated by private sector businesses under the new e-waste bill that becomes effective January 1, 2009.
- Looking for a jail willing to start a hygiene kit assembly industry that would sell the kits to other jails.
- Possibility of creating a small food factory operation at the Yakima Valley Justice Center that could sell to other jails, *Meals on Wheels*, etc.

Meetings in 2009 will be held at the Criminal Justice Training Commission in Burien on February 20th, May 15th, and October 2nd.

Western Correctional Association
Hisami Yoshida-WeCA Representative

Western Corrections Association elected and installed their new officers on October 20th, at the Oregon Criminal Justice Association Annual Training Conference. Following is the roster of new officers and committee chairs:

President -- James Riker, Washington
Past President -- Carl Fox, Arizona
1st VP -- Rae Forseth, Montana
2nd VP -- Darla Maqueda, Idaho
Secretary -- Sarah Carlson, Washington
Treasurer -- Karen Jassman, Wyoming
Membership Chair -- Lisa Hunter, Montana
BiLaws and Resolutions Chair -- Barbara Miller, Washington
Institute Chair -- Hisami Yoshida, Washington

WeCA is tentatively scheduled to partner with Idaho Corrections Association in 2009 at Idaho Falls and Oregon CJA in 2010 at Hood River.

Some of our members were not able to attend the meeting in Oregon as they were attending conferences and trainings in other states. The Oregon CJA conference was two days with multiple day long workshops. Some of the workshops included: Selection, Engagement & Seduction of Children & Adults by Child Molesters; Release Planning: Do You Really Want Your Client to Live with Grandma?; Emotional Survival for Law Enforcement; Sentencing, Supervision, and Interventions that Reduce Crime: Evidence Based Practices; Introduction to Islamic Terrorism; Security Threat Management; Search & Seizure: An Ever Changing Frontier & How to Handle the Hot Seat When Testifying in Court.

Besides routine business, the WeCA Board discussed the economy and its affects on corrections nation-wide and how we can assist the states with their conferences. For more info about WeCA, contact Hisami Yoshida at hyoshida@doc1.wa.gov or (360) 753-7278 x4101

Criminal Justice Training Commission
Susan Hubbard
No report submitted.

WCA Board Meeting Minutes
September 19, 2008
8:30 AM
Olympia, WA

Present: Rich LaRosa, Tracy Grunenfelder, Michelle Watson, Peria Duncan (by phone) Bill Frank, Bill Brown, Mark Kucza, (by phone) Jeneva Cotton, Frank Feeley, Ned Newlin, Wanda McRae, Karin Johnson, (by phone) Pete Hall, Pamela Maddess

Minutes: Reviewed. Motion to accept minutes made by Tracy; seconded by Bill F. Approved.

Conference Updates: Discussion was held over the need to cancel the 2008 CJ Conference and plans for future conferences. Money was lost on the convention center deposit. We need to be creative and determine how to minimally break even in providing the annual conference our bi-laws call for. For 2009, it was decided to hold one shorter conference (one or 1 ½ days) on the east side and one on the west side and evaluate how that process goes, and to see how the economy continues to impact our association. Mark will check with the Whitman Hotel on cancellation timeframes. Registration for the Walla Walla conference would seemingly be supported, but hotel rooms are riskier to try and guarantee, especially with a shorter conference time. We should continue to collaborate with other CJ agencies which are experiencing similar budgetary challenges.

Bi-Laws: Discussion took place over the tabled bi-laws and a decision was made to move forward with language changes. The main issue is removing the mandate that tells specific organizations that they must appoint a member to our board. A motion was made by Tracy, seconded by Peria, and approved by the Board to change the verbiage of “standing committees” to “organizations” in Article 12 without naming the organizations and adjust the bi-laws where affected throughout the bi-laws. Peria and Bill F will modify the language as discussed and send it forward to the membership via the website to review to be voted on at Dec Board meeting. Ned Newlin made a motion, seconded by Jeneva and approved by the Board was to place the ACA conference representative (WCA President or delegate) from Article 12 to the President’s duty section.

Connections: Jeneva explained that the Aug issue has not been published yet due to needing more content, and waiting on some clarifications. She has received no regional reports, but some Board members have provided articles. Please send WCA related, work related articles or articles of interest to CJ professionals to Jeneva Cotton as soon as possible. Jeneva will send article deadlines out to the members.

WCA Email: We need to research a new email address account, which would need to be updated on the website. Emails typically include membership questions and requests, vendor inquiries, conference inquiries and general interest. Jeneva will monitor and forward emails to the appropriate board member.

Budget: The budget is not looking good right now and we need to curtail operations. Money was lost this year on asset accounts and conference cancellation. Some monies were reduced from last year’s expenditures, especially since we moved “Connections” online. Ideas to generate revenue were discussed. Tracy brought forward Belinda’s idea of selling fireworks one week in July as a fundraiser. Board members would need to staff 24/7 shifts, but could generate good money. Peria suggested posting an ad on the website advertising for advertisers for the site and “Connections.” We need to discuss other fundraising possibilities (bake sales, virtual auction, cook books, look at being recognized as a non-profit for the CDF, etc.) We need to get the word out about our non-profit status and what we do. The Board also needs to work with Bill on the 2009 budget as soon as possible.

Website Maintenance: We can no longer afford to pay someone to keep our site updated. Michelle has agreed to update the site and a call will be sent out for a WCA member to donate their time and take this task on.

Laptop: WCA has a laptop, but it is very old and slow. Having a laptop would allow us to update the website, and produce documents such as minutes. Peria will send Pamela the WCA Tax ID number to she can follow up on seeing if we can get the "Front Page" software donated to us. Michelle made a motion, seconded by Bill Brown, and approved to purchase a laptop for less than \$1000.

Awards Presentation: The awards that were to be presented at the 2008 Conference were presented at the meeting. Winners for the awards are as follows:

- Citizen Award: WA. St Penitentiary Volunteers Chris Young and Sally Kearsley (*These will be presented in Walla Walla.*)
- News Media Award: Jennifer Sullivan-Seattle Times
- Special Award: Michelle Watson, DOC/WCA
- Professional Award: Kay Heinrich, DOC
- Education Award: HOPE (Tacoma Community College)

Michelle recognized the Conference Steering Committee Chairs for their work. The DOC Secretary, Eldon Vail, joined the awards presentation to say a few words and take questions, which was appreciated by the attendees.

Future of WCA: We need to broaden out from conferences to more regional events. Regions have not been presenting training and fun events as has been set up. Tracy will organize a teleconference to strategize with regional co-chairs to get events going. Spokane (NE region) hosted a very successful event this past July.

Membership:

Dean has been working with ACA to get the WCA rosters current. We have not received ACA membership rebates since March. Pamela attended the ACA Conference Membership meeting. She suggested we could work closer with this group to increase membership. ACA is talking about raising the annual membership rate as they are also facing budget issues. Death and dismemberment benefits were previously discontinued. Board members must attend meetings as the bi-laws state that members should not miss three meetings in a row or can be removed. This needs to be addressed with all board members. Members need to communicate if they are unable to attend, and reasons should be valid (Bi-laws: Article IX.)

The Board voted to invoke Section 2, Article 9 of the By-Laws, declaring 2 offices vacant, as those Board Members have failed to attend three or more consecutive meetings without reasonable excuse. Rich will write the letters to the Board Members affected by the vote.

Committee Reports:

NABJA:

Wanda reported they will be doing a voter registration drive. They are also continuing workshops on pre-entry work with juveniles in Rehman Hall.

Jail Industries Board:

Ned reported personnel changes on the Board which is now fully staffed. Next Board meeting is Oct 17th at CJTC at 9am. (These are open to the public.) They are looking at a couple of initiatives that Ned can share more about at the next meeting.

Regional Co-Chair Reports:

SW Region: Pete Hall is new to the position and plans to work with Anthony to put an event together.

NE Region: Co-Chairs Karin and Voncille presented a well attended a workshop on re-entry in Spokane in July.

There are current Board vacancies we need to work on filling.

Next Board Meeting Scheduled for:

Dec 5th Olympia Location TBD

**Board Meeting Minutes
December 5, 2008 at 9:00 AM
Olympia, WA**

Present: Rich La Rosa, Tracy Grunenfelder, Peria Duncan, Bill Frank, Bill Brown, Frank Feeley, Dean Mason, Mark Kucza (by phone), Karin Johnson, (by phone) Ned Newlin, Hisami Yoshida, Pamela Maddess, Brandon Rogel (by phone) Susan Hubbard (by phone)

Minutes: Reviewed. Motion made by Tracy. Seconded by Mark and Ned. Approved.

New Business:

Annual Report Submission was reviewed. Any changes or omissions should be routed to Peria by COB on Dec 10th for inclusion in final document. Peria will get it to Jeneva to post on line in *Connections*. The news letter is a member benefit and should continue to include interesting articles, and expand the use of sponsors for ad space as a revenue generator. Discussion was held regarding emailing the newsletter electronically and expanding the email list including non-members.

Training Consortium proposal was discussed. The WCA Board didn't have a chance to discuss prior to Brandon presenting, and it was decided that would need to take place prior to a decision being made. Brandon is the Jail Assoc. Pres. now and wants to better organize their membership, training, and website. Brandon's proposal was in regard to partnering for a training conference that would belong to the consortium to pool resources, especially in light of the current economic status.

Tracy passed around a flyer that listed a host of different event sponsors as a way to collaborate to present training functions. It was agreed that DOC can not be counted on for funding the conference, and that WCA is not a DOC association. It was also discussed that efforts should be made to reach out to other agencies, associates and organizations so they can be included as well (Juvenile, Federal, County, etc.)

WCA has financial limitations to consider in this proposal, along with what it is WCA wants to do for their membership. The annual conference was a way to increase membership, and provide training and networking opportunities for the membership. It was further discussed that there's not a need to pay to bring in national speakers, when there is a host of talented trainers and speakers in our state. We need to move ahead and plan events that would be affordable and regionalized. Further discussion is to take place after the holidays, but tentative plans include a one day event on both the east and west side of the state.

Future of WCA was discussed. There is a need to be creative and cost effective, while providing benefits to our members. If we conduct local events that the Regional Co-Chairs are tasked with presenting, this would be one way of ensuring members are gaining training and networking opportunities. Tracy had agreed to work with the Regional Co-Chairs to get them on track with local events, so will work on that following the holidays. Hisami and Pamela agreed to put a list of questions together for a needs assessment/survey to determine what members would like to see for WCA training events. Dean provided "Survey Monkey" info for possible survey use. There are local resources to draw from, including presenters and facilities in which to hold events in (such as CJTC, colleges, agency conference rooms, etc.) Not using facilities where it could be misperceived as not being cost effective in these times was taken into consideration. Taking the training to the institutions where shift workers are more difficulty getting out to training was another idea.

Membership is down and ways to increase membership was discussed. One idea is to make WCA presentations to other agencies. ACA has a MySpace page that perhaps WCA can be

linked to. Another idea was to set up a professional blog (which would need to be monitored or made available to members only to ensure appropriate use.) A flyer could be made about WCA and sent out to agencies for posting. We need to demonstrate what members are getting for joining WCA (newsletter, networking and training opportunities, belonging to a long established organization looks good on your resume, websites, opportunity to give to charitable events, dual membership w/ACA including a magazine, etc.) We need to ensure we have the most current address and email list for members and reach out to more potential members. A fundraiser (spaghetti feed and silent auction) is under consideration by Frank as are other fundraising ideas. The fireworks sales were ruled out. Pamela and Frank plan to work on a local event regarding mental health and re-entry. Anyone that has any other membership generating ideas, please call Pamela or Dean, the Membership Co-Chairs.

Board Vacancies were discussed. The following positions are vacant: Both NW and Central Regional Co-Chairs, one Southeast Co-Chair, Nominations and Elections Chair (which is determined vital due to 2009 being an election year for 2010-2012), Conference and Training Chair and Finance and Budget Chair. Peria will put an ad together for the newsletter and encouraged a more concerted effort at filling Board vacancies from those members who are ready and willing to serve in the respective capacities. Positions are defined in the Constitution and Bi-Laws, but it would be helpful to be sure Board members are clear on their associate duties. Peria will update the Board Member roster and Board member distribution list again. Dan Snyder has agreed to assist with the website, and when Michelle gets back, she will follow up with him.

Budget

The budget was discussed and set for 2009. We lost money this year and are still having problems ensuring accuracy of membership rebates from ACA. This is a source of revenue we don't want to lose. No ACA rep will be sent to the winter ACA conference. After checking on the feasibility of such, email ballots and surveys will be used instead of snail mail to save postage. (Those members who don't have an email address listed will receive it via postal, but we encourage you to ensure we have your current email address.) A balanced budget for 2009 was proposed, motion made to approve by Frank, seconded by Bill F, voted on and approved.

Bi-Laws

The Bi-Laws were discussed. After many prior discussions and revisions, a proposal was brought forward to amend the Bi-Laws to present to membership to vote on. Bill F and Hisami will draft the language to ensure everyone understands what the changes mean prior to membership presentation. Peria made the motion to approve, Dean seconded; it was voted on and approved. It was noted that there is another section to revise as well that is no longer current due to a change by ACA that Bill F will work on.

Committee Reports

CJTC Update was discussed. Susan and Brandon have changed roles effectively immediately in regards to adult and juvenile academy oversight. Susan will now cover juvenile academies. They have embarked on a Corrections Division strategic plan including job task and gap analysis and have hired a new DT Coordinator and a new TAC.

Legislative Update was provided by Frank via handout.

Report outs took place. Regional Co-Chairs and WeCA and JIB reps submitted information to annual report and had nothing further to report.

Next Board Meeting:

To be held at Cedar Creek Corrections Center, hosted by Hisami on March 27th.