



Montana Department of Corrections Correctional Signpost

2012
No. 3



A correctional officer walks toward the administration building at Montana State Prison during her third shift.



MSP's third shift works unseen

NIGHT MOVES

By Bob Anez
Communication Director

Graveyard shift – That work period when there's sand behind your eyeballs and the world is creepily silent.

They arrive to a city of almost 1,500 sleeping souls. The sun has left the sky and a quiet stillness has settled over the 63-acre compound. Buildings, fences and sidewalks are bathed in the orange-yellow glow from hundreds of high-pressure sodium lights.

Welcome to third shift at Montana State Prison.

The staff begins work at 10 p.m. and heads home eight hours later. With inmates mostly in their cells for the night, no meals to be served and prison programs closed for the day, the shift has the fewest employees of the three shifts. The staff is composed of correctional officers and a few infirmary personnel.

Correctional officers at the prison are seldom in the public eye or citizens' thoughts. They do their job behind a security fence and in locked housing units, mostly unseen and usually unappreciated for the work they do to maintain order and safety in the state's largest prison.

But staff working the two day shifts do have opportunity to interact with the public on occasion. They deal with tours, service workers and visitors. Not third shift employees. They work while others sleep. They work in the solitude of night.

"I'm not a morning person," says Kerrie Ross, a correctional officer who has worked third shift for three years. "I'm a night owl."

She says she has worked all three shifts at the prison and prefers the over-night hours.

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NIGHT

FROM Page 1

“All the staff get along. We have a great command post,” Ross says. “I feel safe with these guys I work with. I know they have my back.”

Coming to work at 10:00 has allowed her to attend her two teenage sons’ school and sports activities, and she has the flexibility to attend out-of-town events with them. Her partner works the night shift at the copper mine in Butte, so their schedules permit them to spend two weekends a month together.

Barry Malcolm has worked at the prison for 27½ years, the last four on third shift. He finds the quiet world and the camaraderie among staff appealing.

The shift usually is tranquil, with most of the inmates already in or heading for bed. But that doesn’t mean the staff isn’t busy. They deliver mail to the units, file classification documents, supervise showers in some units, oversee inmates doing general janitorial work, tend to ailing inmates, conduct inmate counts, make hourly rounds, and search common areas of the prison such as dayrooms, kitchens, gyms and recreation yards.



Correctional Officer Kerrie Ross in the MSP command post.

employees. He says he wants the staff to stay busy, but that it can be a challenge to find tasks that are productive while not disrupting the sleeping inmates.

Officers recognize that their middle-of-the-night work, least seen by the public, probably goes unnoticed and unappreciated by citizens. But they also say that doesn’t diminish the importance of the role they play.

MSP Warden Leroy Kirkegard shares that view, but says it extends beyond the night owls of third shift.

“I often tell people that correctional staffers are the ‘unsung heroes’ in the criminal justice system,” he says. “They all work in an environment surrounded by convicted felons and are required to protect the public safety with little recognition or appreciation from the public they serve.

“The men and women working at correctional facilities don’t get the public accolades and exposure of their counterparts in law enforcement,” Kirkegard adds. “That is even more true for those on third shift. They don’t deal with the public, but still maintain a professional, committed attitude when dealing with offenders. They do an exemplary job, unknown to the public they serve.”

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.*

But emergencies arise and the staff has to be ready. Inmates having middle-of-the-night mental health or medical troubles or becoming violent or disruptive require immediate attention. The staff must know first aid and methods for solving problems with a minimum of disruption.

The third shifters also are used to inventory and store the property of inmates about to transfer to another secure facility.

Some on the night shift say the work is ideal because it leaves them with plenty of time to do chores during the daytime and that the work is never boring. Just when it seems all is quiet, something will happen to liven up the night.

“They rely on each other,” Maj. Tom Wood, who heads security at the prison, says of the third shift em-

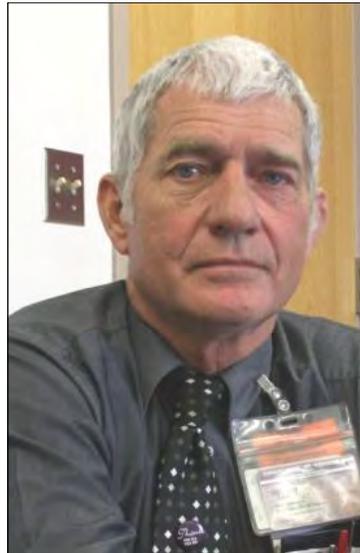
“They don’t deal with the public, but still maintain a professional, committed attitude when dealing with offenders. They do an exemplary job, unknown to the public they serve.”

-Warden Leroy Kirkegard



Orand

RETIREES



Nelson

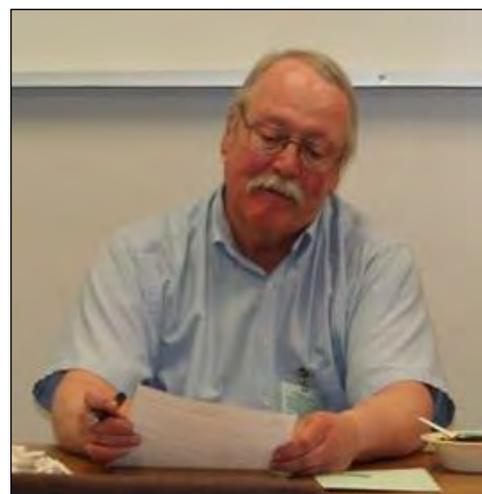
By the end of July, six prominent Department of Corrections employees will have retired in the past few months. They collectively represent 170 years of correctional experience. Sue Orand was deputy warden for treatment at the Montana Women's Prison and began working in the profession in 1978. Jerry Guthrie, correctional services manager in the Contract Placement Bureau, logged 29½ years in corrections. Ken Neubauer, unit manager at Montana State Prison, ended a 33-year career that began as a correctional officer. Ross Swanson, deputy warden at Montana State Prison, began as an accountant at the prison in 1983. Mike Redpath (not pictured), probation and parole supervisor in Great Falls, had 25½ years and Carl Nelson, MSP maintenance manager, had 25 years.



Neubauer



Swanson



Guthrie

*Program
draws moms
and children
together in
women's
prison*

Lisa Huey plays with her daughter during a visit at the prison. In good weather, they can use a small yard outside a family room. (Photos by Casey Page, Billings Gazette)



Bonds persist in prison

**By Mary Pickett
Billings Gazette**

Lisa Huey's 3-year-old daughter happily squeals as she dashes around a small yard chasing bubbles blown by her mother.

What seems to be an ordinary mother-daughter moment isn't so ordinary.

Huey is an inmate at the Montana Women's Prison in Billings and the grassy prison yard is surrounded by a tall chain-link fence.

Although Huey, 32, has broken the law and is paying for her crimes, her feelings about motherhood are the same as any mother's.

"Being a mom is the most beautiful thing in the world," she says.

Huey entered prison in June 2010 after being convicted of forgery, identity theft and writing a bad check.

"This is my third time here," she said during a recent interview.

She previously had been convicted of other crimes, including identity theft, forgery and burglary.

Some of her criminal activity was related to postpartum depression and being addicted to marijuana, she said.

"That's no excuse," she said. "I knew better."

She has undergone chemical dependency treatment and says she now has no desire to use marijuana.

She could be paroled at the end of this year and reunited with her husband, who also has served a prison sentence, and daughter.

Women are in the prison along South 27th Street for many reasons and come from many different backgrounds.

But the one experience that most share is motherhood.

Of the 190 women at the prison, about 90 percent are mothers, said Annamae Siegfried-Derrick, Women's Prison information officer.

Last year four women gave birth while serving time at the prison. Some of the inmates have grown children and are grandmothers, too.

In many cases, women now in prison grew up in abusive homes or were neglected as children by their own parents,

Bonds

FROM Page 4

Siegfried-Derrick said.

So when they become mothers, they may have few positive parenting skills.

Ninety-five percent of the women also say that they have an addiction to drugs, alcohol or gambling.

An all-consuming addiction can interfere with a woman’s ability to be a good mother.

Even when women say those addictions make them better mothers by taking the edge off their problems, that’s not a solution.

“It’s like slapping a Band-Aid on a gaping wound,” said Sara Schantz, who teaches parenting classes at the prison.

In the long run, addictions and underlying problems have to be addressed. Being incarcerated complicates motherhood to the extreme.

Not only do mothers in prison give up day-to-day care for their children, close contact with their children is limited.

The Montana Women’s Prison long has had programs to maintain and strengthen the bond between mothers in prison and their children.

Research shows that children of incarcerated parents are more likely themselves to spend time in prison, Schantz said.

By keeping relationships strong between parents and children, it’s hoped that the incarceration cycle is broken, Schantz said. It also may help a mother do better when she

“Most women (at the prison) will be back in society, and we want them to have opportunities to succeed.”

-Annamae Siegfried-Derrick

is released.

“Most women (at the prison) will be back in society, and we want them to have opportunities to succeed,” Siegfried-Derrick said.

Becoming a parent is difficult for anyone.

“No one gets an owner’s manual when a baby is born,” Schantz said, adding that every mother and father have to learn how to be good parents.

Nurturing parenting classes offered at the prison teach the same basic principals as similar classes outside the prison do.

Completing the class also enables mothers to have private, one-on-one visits with their children.

All mothers can be with their children on “Kids’ Day,” held one Saturday a month. Kids’ Day draws an average



Lisa Huey and her daughter play with toy animals during the girl’s visit to the Montana Women’s Prison. In addition to a one-on-one visit each month, Huey and her daughter participate in a “Kids’ Day” gathering with other mothers at the prison and their children.

of 18 children and 11 mothers.

Some children can’t visit regularly because they live too far away from Billings or their caregiver can’t afford the trip.

Huey has two children, who live in other parts of the state.

Her 13-year-old son, whom she doesn’t see, was adopted by her mother, who took over care of the child when Huey was in prison previously.

Huey’s 3-year-old daughter lives with her godparents, whom the little girl calls “Nana” and “Papa.”

The couple, who lives on a limited income, saves money so they can drive the girl three hours to Billings to visit Huey each month.

“They are heroes,” Schantz said.

Huey, who has taken every parenting class offered at the prison, sees her daughter for two hours once a month in a special room set aside at the prison for children’s visits. Comfortable but not luxurious, the room has sofas, bright rugs, a rocking chair, toys, a quilt on the wall and children’s books.

During the visit, Schantz works in a nearby office.



Huey works in the computer lab at the prison. She said she has enjoyed learning computer programs required for an administrative assistant certificate she is working on.

Bonds

FROM Page 5

Huey was still nursing her then 13-month-old daughter, when she entered the Women's Prison.

"It was horrible," Huey said about the separation from her daughter. "I cried for nine months. I felt I'd failed my daughter and husband."

The first couple of times Huey's daughter came to see her, the toddler was shy and apprehensive.

It took three or four visits to regain the close connection that Huey had with her daughter before she left for prison. "I worked real hard to re-establish that bond," Huey said.

The girl now looks forward to the trip to Billings.

"She knows she's going to see Mama," Huey says with a smile. "She knows the road."

When Huey's daughter arrives, she goes through security in the prison lobby.

Huey, dressed in a prison uniform of black shirt and khaki pants, waits for the little girl, accompanied by Schantz, to go through a locked door and down a long hall.

The little girl, clutching a plastic grocery sack filled with two strawberry soft drinks, walks into Huey's open arms for a big hug and kiss.

Huey's daughter, an outgoing preschooler with curly hair, wears a brightly colored flowered top, jeans, black shoes and pink socks.

When mother and daughter reach the family visiting room, the girl wants to do everything at once.

She puts the soft drinks in a toy refrigerator, opens an Easter card from her mother, hauls a small tricycle from the corner and takes it outside.

'I don't know what I'd do without this program. I'd be an absent parent without it.'

-Lisa Huey

Over the next half-hour, Huey and her daughter blow bubbles, play with small animal figures and use every tool in a toy workbench.

Then it's back inside for a tea party. The little girl pours the pink strawberry drink into a succession of kiddie pitchers and cups and then serves her mother plastic peas and hamburger.

In the visiting room's small kitchen, Huey's daughter climbs onto a chair to help Schantz ladle batter into cupcake papers for cupcakes served at the next Kids' Day.

In the evening, Huey has another visit with her daughter, this time with her godparents.

The next day, Huey and her daughter join other mothers and children for kid's day with games, crafts and snacks in a prison activity room.

Huey cherishes each visit.

"I'm so grateful to see my daughter," she said.

Not being with her daughter on Mother's Day doesn't bother her because she knows she will see her later this week.

In addition to classes and visits, Huey writes to her daughter a couple of times a week, sends her art that she has created and talks to her by phone each week as her finances allow.

"She knows who I am when we talk on the phone," she said.

Huey praised the parenting classes that have shown her how to be a better mother. Patience with her daughter is one lesson that she has learned.

"I don't know what I'd do without this program," Huey said. "I'd be an absent parent without it."

To make her future better, Huey also is working on an administrative assistant certificate through a School District 2 program at the prison.

The course includes learning several computer programs that she's enjoyed. As a peer tutor in the prison computer lab, she helps other women taking classes.

When Huey leaves prison, she plans to return to school — she already has taken college classes at several schools — to become a veterinarian technician.

She's exercising and living a healthier lifestyle.

Although she's made mistakes in the past, she says her daughter helps keep her on target.

"I'm willing and have a desire to change both for my family and for myself," she said.

FROM THE DIRECTOR

Mike Penita



Sometimes we are so focused on the challenges we face in corrections that we forget about our counterparts in other states. We forget that many correctional issues are commonplace across the country.

A while back, I and the nation's other corrections directors were asked to complete a survey that asked each director to list in order of priority the most significant issues they face within their departments. I recently ran across the results of that survey listing the top 22 most significant issues. *(You can find more information on the survey on page 26.)*

As I reviewed the list from my peers, I quickly came to the realization that **we are not alone**.

We are not alone in our struggles to manage offenders with limited resources and the reality that these valuable resources are consumed very rapidly by health care costs. We are not alone with our difficulties in finding release options for sex offenders.

At times I must admit I feel a bit lonely when it comes to the many challenges offenders and the department face in addressing serious mental health issues. The list confirms that our recent work to provide housing options for aging inmates is on track with needs in other states. Speaking of aging, it was helpful to see that other corrections agencies also face the dilemma of retirement by many of their most-experienced and well-trained staff.

As I glanced further down the list, I was not surprised to see issues related to the Prison Rape Elimination Act and lethal injection protocol. All of these items need attention on a regular basis in Montana just as in larger states such as Arizona or Texas.

Aging facilities are another concern nationally. Many people outside corrections may not realize the wear and tear on buildings with around-the-clock use by large numbers of people who are there involuntarily has far more impact than the use of a traditional homes or offices.

I hope you will find some comfort in knowing that we are not alone and that the sometimes overwhelming issues we face are not all that much different than those our neighbors in Idaho or Washington encounter. But they also are similar to our colleagues in Florida or California.

I recognize that surfacing this information doesn't resolve the important issues, but it does indicate we may be able to collaborate with other states on ideas or solutions to common problems. I think you will agree that it is important for us to gain insight into what others are facing because, if we are truly alone, some of our challenges may seem insurmountable.

That's why I'm glad that **we are not alone**.



Measuring DOC's future leaders



By Amy Holodnick
DOC Recruitment Specialist

What is GMIB?

If you have applied for a management position with the Department of Corrections in the past six years, you know. If you anticipate seeking such a job, you'll find out.

GMIB is General Management In-Basket, an assessment tool used for management job applicants to identify individuals who can take on the role of managers and leaders in a specific department or program, build teams and enhance individual skills within those teams.

All managers encounter problems, but not all managers respond to problems the same way. The GMIB assessment gives management candidates the opportunity to demonstrate their management skills through a series of written exercises in which they have the opportunity to demonstrate how they would respond to real-life management situations. This information is compared to national norms and provides the selection committee valuable information on a candidate's ability to be a manager and leader within the organization.

GMIB is a tool that is being used by more and more organizations in the recruitment process to help identify sound managerial candidates. The DOC's 2011 Human Resources Annual Report identified recruitment and retention as challenges the department faces. The GMIB is one tool that will aid in addressing those concerns by helping recruit and hire the right person for the right job.

Getting the right match decreases the likelihood a newly hired person will leave. Losing one employee can cost an employer from one-half to five times the employee's annual salary. Costs associated with losing an employee may include advertising to announce the job opening, cost of recruitment agencies or publications, background checks, reference checks, drug testing, cost of overtime pay or temporary help, and the stress of the added workload on other employees.

For those interested in a management position where they will supervise others, the GMIB is a good starting point to determine if that individual has the necessary tools to step into a management role or if an applicant would benefit from further training to develop more specific skills associated with being a manager.

During phases of the recruitment process, the GMIB may be used as a screening device to determine if a candidate should move to the next phase. The assessment provides indicators for the department as to where the individual is in terms of management knowledge and skills. The assessment takes about 90 minutes, is administered by the department and is timed. The test is analyzed by the company that developed it. The results are sent to the department in a detailed report outlining the candidate's leadership style and practices, conflict management skills, organizational practices, management control and ability to handle priorities or sensitive situations.

The candidate is ranked according to a GMIB national database of results for professional staff, supervisors and managers who have completed the assessment. For each simulation that a candidate addresses, a summary is provided outlining different skill areas that should have been prevalent in terms of responses, the strengths demonstrated in the candidate's answers and areas for improvement.

The department has used the GMIB assessment tool for more than six years. It has provided those making hiring decisions with more precise, accurate information on the skill levels of management candidates and where they best fit into the roles of management within the organization.

Program offers hope to inmates



Montana Women's Prison inmate Antoinette Shields (left) is congratulated by Waded Cruzado, president of Montana State University, after receiving her diploma through the Montana State University Billings Pathways to Self-Sufficiency Program. (Photo by Paul Ruhter, Billings Gazette)

By Mary Pickett
Billings Gazette

Kelly Jeffries put her recent public speaking class to good use as one of the commencement speakers during Montana Women's Prison graduation ceremonies Friday.

Jeffries was one of 14 students completing college-level courses through a Montana State University Billings program at the prison.

The 24-year-old from Kalispell was one of two student speakers to address the crowd of about 60 people gathered for the ceremony.

Jeffries remembers feeling worthless and a failure when she arrived at the prison.

Thanks to academic and vocational classes in the Pathways to Self-Sufficiency Program that she has just completed, she no longer feels inadequate and she is looking forward to a brighter future.

When she leaves prison, which she hopes to do in August, she plans to continue her education and become a pre-school teacher some day.

The other student commencement speaker, Gwyenn Brown, called the program, "life changing," adding that the classes will help its graduates deal with a time of change facing the world today.

Waded Cruzado, president of Montana State University Bozeman, gave the commencement address. She told graduates to remain open to opportunities they may not recognize as opportunities at first.

"There are reasons why things happen in our lives," she said, talking about her own improbable path from Puerto Rico, where she was the first person in her family to go to college.

If she brought an uplifting message to graduates, she also left with something special.

"I came here to be inspired and received a lesson in hope," she said.

Cruzado gave the students two parting pieces of advice.

"Open a book," she said. "It changed my life" by giving her an education and career.

She also encouraged them to "believe in yourself and be determined to change your life forever."



Spotlight

Always on call

By Bob Anez
Communications Director

Carl Nelson was enjoying the day. His daughter was freshly married and the wedding reception was under way.

Then the father of the bride's cell phone rang. It was Montana State Prison calling and he was needed. An inmate had to be removed from his cell and officers needed the air-circulation system in the housing unit shut down to prevent the spread of pepper spray to other cells. He also helped clean up afterward.

Two hours later, Nelson left the prison. The reception was over.

In the quarter of a century the prison's maintenance service manager has worked that the Deer Lodge facility, such calls were not uncommon for Nelson. He got used to it.

The family understands," he says. "But it wears on people. You get to feeling guilty."

Nelson, 60, retired July 5 from a job that was the equivalent of head handyman for a city of more than 1,500 residents.

"I'd like to think I was successful in carrying out my responsibilities," Nelson says. "It's because of the freedom and trust that this administration and the Department of Corrections has had in me to do my job. That leads to a very comfortable working environment."



NELSON, Page 11

Carl Nelson

Nelson

FROM Page 10

Mike Mahoney, who retired last year after 16 years as warden and 23 years at the prison, says Nelson's role in ensuring smooth operation of the facility cannot be overstated.

"There is no one in the history of that facility that knows that physical plant the way Carl Nelson knows it," he says. "You will replace Carl with someone, but you will never have someone with the dedication and knowledge of that physical plant that he possesses.

"He knows what it takes and how long it takes to fix everything," Mahoney adds. "He's one of the most dedicated employees I have ever had the pleasure of working with in state government."

Nelson and his team of 22 have an astounding responsibility. They maintain the 68-acre compound that is the prison itself and the other structures that make up the operations of Montana Correctional Enterprises. They keep tabs on an elaborate water and sewage system, a network of utilities and 52 buildings.

Their duty is more simple to state than accomplish. "We keep it physically operational," Nelson explains. "It has to function 24/7."

The staff includes custodians, boilermakers, machinists, plumbers, carpenters, painters and electricians.

"We have an excellent team that is dedicated to their professions and jobs," Nelson says, giving credit where he sees it is due.

The top priority for tasks is security-related issues. They have to be dealt with immediately, any time of the day or night. Certain matters have to be addressed promptly, such as a burned-out light or a malfunctioning toilet in a cell. But the security systems connected to the perimeter fence, and door controls in locked housing units are critical as well.

The maintenance staff handles 10,000 preventive work orders each year and an equal number of regular work orders.

Nelson never experienced a shortage of work requests from the more than 600 staff at the prison. But he liked being needed and helpful and says without a hint of complaint: "I have 655 bosses here because everyone will ask me to do something for them."

'There is no one in the history of that facility that knows that physical plant the way Carl Nelson knows it.'

-Mike Mahoney

'We have an excellent team that is dedicated to their professions and jobs.'

-Carl Nelson

Nelson says his job was made easier by the financial support he received from prison and department officials. "I was always worried about the budget and I always had to justify things, but I always got support for the maintenance."

The biggest challenges he faced over the years was ensuring the wastewater system complied with state regulatory requirements, buildings codes were met and fire marshal mandates were satisfied.

The aging physical plant at the prison – at its location since 1977 – remains a issue, although some of the trouble spots were addressed in an ambitious energy conservation

blitz in recent years. Funding was available to install more efficient boilers in some housing units, mechanical makeovers were done in many of the prison buildings, and insulation was added.

One of the least understood aspects of his job is how disruptive maintenance and construction

projects can be in a facility that operates on rigid schedules in order to move 1,500 inmates around efficiently.

A native of Hinsdale in northeastern Montana, Nelson earned a bachelor's degree in mechanical engineering from then-Northern Montana College in 1980. He worked five years for a gas company in nearby Chinook while obtaining a master's degree in vocational education from Northern in 1982.

He joined the prison staff as a correctional officer in 1987 and 10 months later became maintenance supervisor.

So many years later, Nelson recognizes he could never have done it alone.

In addition to his staff, Nelson gives much of the credit for his satisfying career to his wife Nancy and three children. They recognized his passionate commitment to the operation of the prison and gave him the freedom to meet that commitment, to miss meals, to leave in the middle of the night.

"Anybody that's successful has support from his family," Nelson says. "Working is the easy part.

They allowed me the flexibility to do this and do it the way I felt it needed to be done. They may not have liked it, but they always understood."

In the end, his career was about the work, the responsibility and the demands that he never tired of answering. It was never about the paycheck.

"I love what I'm doing," Nelson says. "It doesn't matter what the state of Montana pays me."

Hope

FROM Page 9

Students took classes mostly taught by MSU Billings faculty ranging from creative writing and math to financial education. They also learned study skills, customer service and first aid.

Kim Gillan, program manager of MSU Billings' MWP initiative, said the program's ultimate goal is to keep women from returning to prison by:

- Improving women's chances of getting a job.
- Building a foundation for a future career or more education.
- And, learning life skills such as money management so they can be successful off the job, too.

Seventy-three students have graduated over the last three years from the program funded through the U.S. Department of Justice.

Gillan is beginning to hear success stories from past graduates.

She was in a local restaurant recently and bumped into a graduate of the program who now is working as head cook.

Another graduate is working in construction in the western part of the state.

When the program began, it had enough money to pay for tuition so women could take the classes for college credit.

More recently, the program wasn't able to subsidize that tuition. Women still could take classes, but not for college credit.

The classes still are a springboard to college and jobs later on.



Graduates of Montana State University Billings' Pathways to Self-Sufficiency Program listen to Waded Cruzado, Montana State University president, during a graduation ceremony inside the Montana Women's Prison. (Photo by Paul Ruhter, Billings Gazette)

MSU Billings will help women who remain in Billings after they are released to apply for college. The college also will keep a record of the classes students finish and can provide that information to a future employer, Gillan said.

Although funding for this program is ending, other federally funded programs that mentor offenders and offer classes in housing, healthy living and family stability to help women when they leave prison and prevent recidivism are continuing, Gillan said.

EDITOR'S NOTE: This article was published in the June 2 edition of the Billings Gazette. Reprinted with permission.

New Directions program expands at MSP

By Gail Boese
MCE Administrative Officer

Inmate Jesse Spegal, one of six graduates of a program designed to motivate offenders to change their thinking and their lives, explained what he learned from the three-month class at Montana State Prison. Simply put, he said, you get out of life what you focus on.

Spegal told those gathered for the graduation in the high-side visiting room that he is ready to focus on the positive instead of the negative.

He and the other graduates are the first to complete the New Directions program in the high-security side of the Deer Lodge prison. The program has been offered to prison staff and lower-security inmates for three years.

The others in the class were Vernon Dutchie, James Elverud, Steven Furrell, Brent Phillips and Jesse Rimmel.

New Directions is a cognitive education program developed by The Pacific Institute, a nationally recognized motivational organization. The program is designed to change the foundation of beliefs and attitudes that often

MSP by night

Montana State Prison takes on a different look and feel when the sun goes down. The high-pressure sodium lights cast a tranquil yellow-orange glow over the 68-acre compound, tracing the outline of building walls, marking the strips of concrete sidewalks and reflecting off the silver fencing and razor wire.



ABOVE: The laundry building on the high side

RIGHT: D unit on the low side



ABOVE: B Unit on the low side from the unit courtyard
LEFT: The double perimeter fence near Locked Housing Unit 1

Health & Wellness

By
April Grady



April's Top 12 Things About Summer!

1. Eating outside
2. Swimming and running through sprinklers
3. Camping
4. **NO SOCKS!**
5. Long days and staying up late
6. Open windows
7. Afternoon thunderstorms
8. Shooting stars
9. All-day hikes
10. Riding bikes
11. Popsicles
12. Blowing bubbles



Eco Tip: Innovative Uses for Leftover Orange Peels (greenlivingtips.com)

- Orange peels have a high content of flammable oil. Dried orange peels make great fire starters.
- Cats don't like the smell of orange peels. Place discarded orange peels around gardens and plants where you don't want cats digging.
- Use an orange peel to scrub and deodorize the kitchen sink
- Place dried orange peels in the bottom of the trash can before putting bags in to reduce odor.
- Toss a few orange peels down the garbage disposal unit to deodorize.

Fitness: Backyard Bootcamp (Fitness.com)

Perform as many moves as possible in **1 minute** and move immediately on to the next move. Repeat the circuit 2-3 times for a fun summer sweat session.

- 1. Jump and Click** -- Place a coiled garden hose on the ground. Step into a squat with feet outside of the hose. Jump in the air and click feet together returning to squat stance.
- 2. Bridge and Curl** -- Lie face up on a towel, knees bent, feet flat. Squeeze a soccer ball or rolled up towel between knees. Curl hips off ground bringing knees to chest. Re-

turn feet to ground then lift hips so body forms a straight line from knees to chest.

3. Super Skater -- Stand with feet hip distance apart. Cross right leg behind left into a curtsy as you reach right hand to touch ground in front of left toes. Repeat other side.

4. Elevated Leg Lift -- Start in push up position with hands on a sturdy bench or lawn chair. Lift right leg directly out to right side as high as possible. Repeat with left leg.

5. Olympic Rings -- Form a garden hose into a large figure eight. Step right foot into front loop and left foot into back loop. Bend both knees and lower into a lunge. Jump up as high as possible and land with opposite feet in opposite loops.

6. High Plank Roll -- Start in push up position with ankles resting on top of a soccer ball. Bring knees toward chest, roll feet back to start, repeat.

7. Plane Stance -- Stand with feet together, arms by sides. Hinge forward from hips until back is parallel to ground. Extend arms out to sides, raising right leg. Maintaining plane position, lower arms and leg until they are a few inches off the ground. Raise back up to plane, repeat for 1 minute. Switch legs for next circuit.

8. Air Crunch -- Start in full push up position with hands on a sturdy bench. Lifting right hand off of bench rotate to side plank position. Place right foot on top of left foot and reach right arm overhead. Bring right arm and right knee together at chest level.

Frugal Summer Fun: Free Summer Concerts

Google "Summer Concerts in Montana" to find wallet-friendly shows across the state including:

Symphony Under the Stars
-- Helena, MT Saturday, July 21, 2012

Alive at 5 -- Helena, MT
Wednesdays throughout summer 5:00-9:00pm



Wellness

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Music in the Mountains Summer Concert Series – Fifteen free concerts on various dates throughout the summer -Big Sky, MT (bigskyarts.org)

Downtown Tonight – Missoula, MT-Live Music Every Thursday through Aug. 30 5:30-8:30pm

Music on Main – Downtown Bozeman, MT-Thursdays July 5-Aug. 23 7:00pm

St. John’s Summer Concert Series – Billings, MT-Thursdays July 5-Aug. 9 6:00pm

Alive at 5 – Great Falls, MT Thursdays 5:00-9:00pm

Thursday!Fest – Kalispell, MT Thursdays June 28-Sept. 6 5:00-8:00pm

Grilling is one of the best things about summer (see above). It is possible to enjoy traditional summer favorites without the traditional fat and calories.

Teriyaki Pineapple Burger (coreperformance.com)

Cook Time: 25 min

Serves: 4

Calories: 310

Protein: 34g

Total Fat: 11g

Saturated Fat: 3g

Carbohydrates: 20g

Dietary Fiber: 2g

Ingredients

1/3 cup teriyaki sauce	1/2 tsp salt
1/2 cup sliced pineapple	1/4 tsp pepper
2/3 cup red bell peppers, chopped	1 1/2 lbs lean ground turkey
3 tbsp green bell peppers, chopped	4 whole wheat burger buns

Preparation:

1. Preheat grill to medium heat.
2. Take 1/2 cup of pineapple slices and grill for lightly. Chop grilled pineapple into small pieces.

3. In a medium bowl, combine 1/3 cup of teriyaki sauce, 1/2 cup grilled pineapple, 2/3 cup of chopped red bell peppers, and 3 tablespoons of chopped green bell peppers.
4. Add 1 1/2 pounds of lean ground turkey and mix together with your hands.
5. With dampened hands, form turkey mixture into four patties of even thickness.
6. Transfer patties to a lined baking sheet, cover loosely with plastic wrap, and refrigerate for at least 2 hours (you can do this the night before).
7. Light the grill or preheat the broiler.
8. Cook patties, turning each carefully with a spatula once, for about 6 minutes per side, or until cooked through.
9. Place in burger buns and garnish as desired.



Summer Health Tip: Beat the Heat

To prevent health related illnesses throughout the summer

- *Drink 16-32 ounces of fluids every hour.
- *Avoid sugary beverages.
- *Drink a sports beverage containing electrolytes.
- *Wear lightweight, loose fitting clothing in light colors.
- *Schedule outdoor activities for the coolest part of the day (4-7am) .
- *Take regular breaks in the shade.

Regional Roundup



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

Region 1

Tanner Gentry, regional administrator, left his position June 27 to become a federal probation officer in Tucson, Ariz. We wish the best to Tanner and his lovely family. David



Gentry

Castro, regional administrator in Kalispell, is acting administrator. The region would like to recognize two employees who together have brought 55 plus years of experience to the department and Montanans.

Rick Krantz, institutional probation and parole officer (IPPO) at WATCH West, reached his 35 -year service mark in June of this year. He started with Corrections in 1973 with Swan River Youth Forestry Camp. He left in 1974 and returned to camp in 1977. "One of the things I cherish most in my 35 plus years working for the State of Montana is having the opportunity to meet and work with some of the greatest people one could ever ask for," he says. Thanks, Rick for all your many years of service.

Cathy Johnson, IPPO at Montana State Prison, has more than 20 years of service. After graduating from Powell County High School in 1988 and then Butte's College of Technology in 1991, she started teaching night classes at the school. She was hired at the Board of Pardons and Parole in 1992, where she spent 15 years as an administrative assistant and victim services specialist. Cathy

became IPPO in 2007. She spent the first two years working with inmates; then two years as IPPO for various prerelease centers and Elkhorn. The last six months she has been working with conditionally release offenders and is acting as reentry IPPO for the Community Corrections Division. Cathy travels to the community corrections facilities to tell them about the reentry efforts and solicit their input. The information she gathers is being incorporated into the Montana Reentry Initiative. Thanks, Cathy for your many years of service.

In April, four officers were hired to fill vacant positions in the Missoula office. We welcome Mike Birnbaum, Kristina Datsopoulos, Nate Martin and Tucker Hood to our team. They and Hamilton Officers Matt Moore and Sean Goeddel recently completed training at the Montana Law Enforcement Academy.

Two weddings involved regional staff in April and May. On April 21, Officer Sandra Fairbank married Ronald Gall, and Officer Pip Saukam married Tonya Walker on May 19.

In May, Ashley McAlmond, administrative support in the Missoula office, left to work with the U.S. Forest Service.

Region 3

Changes abound in the region during the past several months. First and foremost is the retirement of long-time supervisor Mike Redpath. Mike retired from the DOC on June 29 after more than 25 years of service.

His presence in our office will be missed by many. Mike specifically requested that no formal retirement party be held. However, a small gathering did take place where he was awarded his badge and a token of appreciation for his years of service.

Prior to Mike's retirement, the Great Falls office also lost Officer Josh Green who decided to attend pharmacy school this fall in Missoula. We wish Josh well in his future endeavors. This past quarter also brings us a new hire, Bill Bellusci, who will be a wonderful asset to the team. Bill is a retired Great Falls Police Department detective who brings us a wealth of experience and knowledge. Welcome to the team!

Kudos to Officer Danny Williams, who was recognized by the Cascade County DUI Task Force for his efforts in fighting drunken driving. Danny was nominated for this recognition by Redpath. When interviewed by the media, Danny said, "I feel honored when I do my job because I know that I'm out there protecting the community, I'm promoting safety and at the same time, too, I'm holding people accountable for their actions. And by holding them accountable I'm saving lives out there."

Probation, Parole and Community Supervision Week is July 15-21. This is a week to recognize and celebrate the dedicated and caring individuals in our department who work tirelessly to make our neighborhoods

Roundup

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safer and more vibrant places to live and raise families. Probation and Parole professionals work each and every day to assist offenders in becoming better citizens with productive lives. Here are 10 ways that probation and parole staff accomplish these goals and promote the department's mission and the Probation and Parole Division's vision. They:

- Are committed to promoting services and programs that meet the needs and interests of crime victims and the community.
- Promote an integrated, comprehensive approach to dealing with the pervasive problem of substance abuse, mental health issues as well as housing and employment challenges.
- Provide services and programs that allow additional opportunities for offenders to become law-abiding citizens.
- Offer choices and enforce consequences.
- Are caring people.
- Promote community protection through proactive, problem-solving work practices plus interventions aimed at changing criminal and/or delinquent behavior.
- Are dedicated, hard-working individuals who are truly concerned about making a difference in the community where they live.
- Provide core services such as investigations, victim advocacy, community supervision, immediate response to violations and treatment services; all which provide optimum public protection.
- Work 24/7 because they want to make a difference and inspire change.
- Supervise nearly 8,500 adult offenders in our Montana communities.

Region 4

In May, Billings officers Karri Eik and Sarah Reil, and supervisor Chris Evans, along with personnel from



Karri Elk and Sarah Reil ride in the Montana Special Olympics Law Enforcement Torch Run. Photo by Det. Joe Watson, Billings Police Department)

other law enforcement agencies participated in the Montana Special Olympics Law Enforcement Torch Run. This annual event locally raised more than \$3,000 for the Special Olympics. Our officers gained a special appreciation for the athletes, getting to know them and their competitive spirit and said they would absolutely do it again next year.

The Billings office gained a new staff member with the addition of Barbara Wolf who joined us as a part-time administrative assistant. Barb brings with her a tremendous amount of experience and we are lucky to have her on our team. We also lost one of our veteran officers. Charlie Martin has ridden the open highway westward to the Butte office. Charlie was with us for 11½ years and many memories were made along the way. With his friendly smile and sense of humor, Charlie will be missed, but we wish him well on his journey.

Paul Hawkins has been chosen by his peers and management as the employee of the quarter. Paul is dedicated to motivating positive change in the offenders he supervises and always makes himself available to help other officers no matter their need. And finally, we want to recognize

Marj Nash and Paul Hawkins for 20 years of service with the Department of Corrections.

Region 5

Dave Castro shared some thoughts about his first year as regional administrator:

“I was sitting at the law enforcement academy watching the successful completion of four weeks of training by 20-some probation and parole officers and I realized I have served one year as the RA for region 5. I would say it has taken about this long just getting my feet under me. I know it would have been twice as long if it not for the outstanding crew that works here. We have had significant change in personnel over the past year and, as a region, we kept operating at a high level as the year went by. We have two new supervisors that are coming into their own as leaders and developing the relationships with staff that foster this. I cannot say enough about the officers working in the region. We have implemented three new programs and every time we have had officers voluntarily step up to take on the challenge of starting, molding and running with them. There has been loss of positions within the region that necessitated increased workload for the remaining staff. They have picked up this heavy load and are going forward.

“There have been five new officers hired in the past year and I am astounded by the amazing quality and character of these hires. Their education, their skills, their quick grasp of the job and 110 percent effort gives me comfort to know that they will be able to handle our unique situations that come our way. I know it is not the compensation that drew them to community corrections. There is something else about this job that has drawn them in. Our region had six trainers that voluntarily traveled to

Clergy brings Mass to Shelby prison

Ministry reaches beyond walls

By Susan Gallagher
Montana Catholic Staff Writer

“Last call, Catholic Mass, multipurpose room.”

The staff chaplain at Crossroads Correctional Facility in Shelby spoke into a microphone as Fathers Michael Drury and Stanislaw Róg got ready to say an evening Mass for inmates on this Thursday of the Easter Octave.

Ten inmates sat on plastic chairs. Another, serving 220 years after reversal of his death sentence in 1988, held a crucifix and a chalice as he prepared a simple altar.

The Mass in the Crossroads multipurpose room is part of Catholic ministries at correctional institutions in both the Diocese of Helena, which includes Shelby, and the Diocese of Great Falls-Billings. In Deer Lodge, also within the Helena diocese, Father Robert Porter regularly says Mass at the Montana State Prison a few miles from his church, Immaculate Conception Parish.

The 11 inmates who gathered for Mass at Crossroads sat quietly as Father Drury spoke about the ongoing celebration of Easter, and about the goodness in people. Seeing it is difficult sometimes, he acknowledged. Father Róg spoke about the Feast of Divine Mercy, three days hence. Then there was prayer, and the inmates spoke.

Please help the homeless and people with addictions, they asked. An inmate offered thanks to Jesus. Another prayed for the “lost and confused” and asked that they be given mercy, just “as those present have received it.” An inmate prayed for the two priests, and for families of the incarcerated.

All of the men are part of the general prison population; none are at the upper level of security. With each of them in prison pants and shirts, they formed a solid line of crimson as they walked forward for Communion.

After Mass, with everyone in the room seated in a circle, one of the four parishioners who had accompanied the priests read Psalm 118:24. “This is the day the Lord has made; let us rejoice and be glad in it,” intoned Dan Majerus of St. Francis Parish in Valier.

“Any thoughts?” asked Majerus, active in prison ministry since 2001. He knows names of the Crossroads inmates at Mass because they attend regularly, for the most part.

One spoke about life as a survivor of cancer. He was diagnosed with it 12 years ago, he said. Another shared that his niece was entering the hospital. An inmate spoke of a new arrival in his family, a girl weighing less than 2 pounds at birth. A man just six weeks from his release date expressed happiness and apprehension.

Once he’s out of prison, another inmate told him, he will be among people he ran with before losing his freedom, and “they’re not gonna be there to bring you up. They’re gonna be there to tear you down.” The inmate’s advice: Ask for God’s help. “It will be one more leg for you not to come back.”

Between them, Fathers Drury and Róg serve eight parishes and missions in the Diocese of Helena’s northeastern section. Father Drury lives in Shelby and Father Róg in Conrad.

Ordinarily, they alternate celebrating Thursday evening Mass at the prison. Each is there every other week, usually



The Rev. Stan Rog, second from left, and the Rev. Michael Drury, second from right pose at the entrance to Crossroads Correctional Center with parishioners from nearby communities. (Photo by Eric Connolly)

Ministry

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with one or two parishioners who have, like the priests, received training to be in the facility. But on this spring evening, with a couple of visitors from the diocesan Chancery on hand to observe the prison ministry, both priests were present, with additional parishioners.

At the prison entrance, all were met by the Rev. John Meckling, the staff chaplain. Called "Chappie" by the inmates, he coordinates the Crossroads ministries representing multiple faiths and denominations.

On the evening of the Mass, a Baptist-led Bible study took place in another part of the prison, which is operated by Corrections Corporation of America and houses about 560 state inmates, plus nearly 100 men awaiting placement in the federal prison system.

Besides Mass, Catholic prison ministries in Montana include a team consisting of about 25 people who provide monthly gatherings at the Shelby and Deer Lodge prisons, and offer Discovery Weekends.

Held yearly at Crossroads and twice yearly at the Montana State Prison, the weekends consist of Scripture readings, prayer, song, talks by members of the visiting ministry team, remarks by the inmates, guided meditations and time to simply converse. A movie about the Prodigal Son is shown to reinforce that "we are all invited to come back, no matter what we've done," said Moe Wosepka, who is executive director of the Montana Catholic Conference and entered prison ministry about 12 years ago.

The weekends begin on Fridays and end on Sundays.

When these guys get out of prison and are on the streets, we work with them to help get their feet back on the ground and get them going in the right direction.

-Moe Wosepka

Members of the ministry team sleep at a former convent in Deer Lodge or at Father Drury's house in Shelby.

Training for people in prison ministries includes discussion about the purpose of their service; explanations about levels of custody; how to respond in an emergency; and how to respond when an inmate requests a favor of some kind, perhaps a phone call to a relative on the outside. Requests of that kind must be denied.

There also are rules about physical contact. Handshakes are OK, hugs are not, said the Rev. Meckling, who is an ordained pastor in the American Baptist Church and is recognized and licensed by the Assemblies of God. He is responsible for some of the training.

Prison ministry builds a sense of community within the walls and beyond, Wosepka said.

"When these guys get out of prison and are on the streets, we work with them to help get their feet back on the ground and get them going in the right direction," he said. Some of that work happens through organizations such as Good Samaritan Ministries, the Helena-based outreach supported by four Catholic parishes. The help can be as straightforward as obtaining clothes for a former inmate to wear to work.

Wosepka said ministry teams are not permitted to distribute crosses in prison, so inmates get bookmarks with pictures of the cross and are told that once out of prison, they can receive a cross from the Montana Catholic Conference in Helena.

It's a standing offer. No last call.

EDITOR'S NOTE: This article was published in the May 18 edition of The Montana Catholic. Reprinted with permission.

Roundup

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the Montana Law Enforcement Academy to assist these new officers in learning the intricacies of our work. All of this makes me realize I have a lot to do to just catch up to them. I need to ensure we recognize each officer's uniqueness and interests, through training offerings, special-

ized caseloads, volunteer efforts or other options not yet known. I would like to thank all the staff here in region 5 on making this first year special and promise you we will work together to make each of the following better."

Region 6

It has been business as usual with activity in the Bakken oil field increasing our workloads as offenders

are lured to the well-paying jobs in the fields. Thanks to all who provide information on offenders traveling to our area on travel permits. This is very useful when we are called by local law enforcement with concerns about those individuals.

In March, members of Leadership Glendive visited the local probation

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Orand ends 34-year career in corrections

By Bob Anez
Communications Director

When Sue Orand started her corrections career 34 years ago, The Montana Life Skills Center in a Billings suburb was the state's only correctional facility for women. The forerunner of today's prerelease centers, the facility was in a rented house with a gateless fence and had eight residents.

As she retires as deputy warden for treatment at Montana Women's Prison, Montana has 575 women offenders in 13 programs or facilities.

But numbers are not the only change Orand has seen in more than three decades.

She says the years have brought more research into correctional programs that work and greater application of those evidence-based practices. Reentry efforts are more specific for men and women, and

security has become a bigger concern in some women's correctional facilities.

Still, some things stay the same from the late 1970s to now, particularly the issues confronting women offenders finding themselves in prison.

"The trauma, drugs, alcohol, lack of employment, lack of support from family, single parenting, the need for education and housing and for safety when not here," Orand says.

That sameness could be discouraging for a veteran such as Orand if not for the character of the women she has worked with over the years.

She says she has found great satisfaction in "knowing there is incredible strength of human spirit. No matter what situation they find themselves in, I've found incredible strength in women. It's sad that this is the place that they had to come to to find or, sometimes, to reclaim it."

A Culbertson native, Orand started in corrections when she was 28 years old. She had just earned a bachelor's degree in rehabilitation-related services from then-Eastern Montana College in Billings.

Although already interested in corrections, her decision to join the staff of the halfway house in Billings also was a matter of convenience. The house serving as the center was just down the street from where she lived; she could see her front door from her workplace.

But the world of women's corrections turned out to be a good fit.

"I liked the variety and seeing the motivation of the women who would come through here," Orand recalls. "I also worked with neat people."

Two of her favorites – Pam Bunke and Sheryl Hoffarth – worked with her at the Life Skills Center at the beginning.

"The programs that Sue has developed will continue, as will the energy she generated."

-Warden Jo Acton

Orand

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Bunke is now administrator of the Adult Community Corrections Division. Hoffarth is retired.

Her history reads like a who's who of corrections leaders. Orand met Ron Alsbury, now chief of the Probation and Parole Bureau, and Mike Ferriter, now department director, during management training in the 1980s. She got to know Jo Acton, women's prison warden, and Mike Mahoney, former Montana State Prison warden, when they provided addictions counselor training.

Orand worked at the until 1994 when the women's prison moved to Billings and the center became a privately operated program.

She joined the prison staff as an addictions counselor and held that position until three years ago when she became a deputy warden.

Acton says Orand's legacy will continue long after she's gone.

"She has counseled and mentored aspiring staff and inmates alike," the warden says. "She has sought recognition for the issues of women offenders and persistently reminded everyone that their needs were often different.

"She is a strong advocate for the women and is someone who would hold them accountable. She has always been able to forgive a misstep and will never give up hope that people have the capability to change and do well.

"The Montana Department of Corrections is losing a very valuable asset, as is MWP," Acton adds. "However, the programs that Sue has developed will continue, as will the energy she generated."

Ferriter calls Orand a rare find.

"Very few individuals will match Sue's extensive, passionate and successful commitment to changing the lives of women who entered the walls of MWP," he says. "Sue clearly recognizes the many complex factors and social issues that lead to the drastic measure of removing a woman from her family and community. She worked tirelessly to aid in the rehabilitation of the hundreds of offenders she encountered."

As Orand took a break from cleaning out her desk, she reflected on what she is leaving behind. It's her colleagues.

"There's a lot of energetic young people here who are excited about what they do," she says. "I wish that the staff would realize how totally awesome they really are. I don't think they give themselves enough credit for the job well done. I don't think anyone in corrections does."

DOC seeks grants to target recidivism

By Carolyn Blasch
DOC Grants Coordinator

Federal grants are a good way to expand existing programming, test new ideas or models, or aid in achieving department directives. It is much easier asking for ongoing funding for programs that are tested and proven to be successful. Many times, grants can fill in program gaps or niches that otherwise would not have a funding source.

The Department of Corrections has applied for four grants over the last several months in order to address recidivism rates. These include:

- A request for funding through the Second Chance Act Technology Careers Training

Demonstration Projects for Incarcerated Adults and Juveniles Careers, in which the DOC seeks funding for an inmate network support program, computer courses, computer and server hardware, software, increased staff and training in offender assessments.

- A request for a Second Chance Act Family Based Offender Substance Abuse Treatment Program grant to implement a program called Family Matters, which would focus on a very specific target group at the women's prison. Enhanced pre- and post-release services would focus on therapeutic family services.

- A request for a Second Chance Act Adult Offender Reentry Program for Planning grant for preparation and planning with which to formally complete DOC's reentry plan.
- A request for a SMART Probation grant that will focus on reducing revocation rates or reducing the number those terminated from probation and placed in a higher level of custody. This will be completed through increasing staff in cities with the highest number of revocations, and funding for training for all P&P staff.

In total, DOC has sought almost \$1.3 million in grant funds to help with reducing recidivism/revocation rates.

Staffer recalls presentation for high schoolers

Students get boot camp insight

By Dee Glowacki
Policy & Procedure Specialist
Community Corrections Division

How many high school field trips can you remember? Did any of them make you feel intimidated as soon as you got there?

On May 15, I joined a group of Missoula Sentinel High School sociology/criminology students and their teacher Joe Fischer for a portion of their field trip exploring correctional programs in the Deer Lodge area. The event, a 20-year tradition for Fischer's classes, began as a visit to the Treasure State Correctional Training Center when it was located in the Swan Valley.

The field trip has since evolved to include a presentation by the center's drill instructors and trainees, a tour of the old Montana Territorial Prison and a perimeter tour of the new prison. Fischer says the experience has been "consistently memorable" for his students. It was a presentation I won't soon forget.

The students quietly entered the Deer Lodge Community Center in single-file wondering what was coming. A trainee sat at attention, alone and facing the students.

As the students settled in their seats, Maj. Wayne Cameron, a boot camp drill sergeant who has led these presentations for the past 16 years, quickly got their attention. He loudly ordered them to get up on their feet.

Then he then ordered them to respond with "Sir, yes, sir!"

If asked how they were doing, Cameron demanded, they must collectively respond with "Sir, I am having a fine high school day, sir."

He warned the students that, when allowed to sit, they had a half second to take their seats. They must sit up straight and keep both feet flat on the floor. Failure to do so would result in "volunteering" to come up to the front. Although Cameron was merely demonstrating the kinds of strict demands placed on offenders at the boot camp, I took to heart his commands. I sat down quickly and, for an hour, fought the urge to cross my legs.

Cameron began by explaining how an offender gets to Treasure State through the courts or the Board of Pardons and Parole. He said often the boot camp is the last chance before an offender goes to prison or placement in the center is a condition of being paroled.

He chose three "volunteers" to come to the front and stand at attention while he described a typical day at the boot camp. Trainees begin their day at 5 a.m. the same way this presenta-



Glowacki

I took to heart his commands. I sat down quickly and, for an hour, fought the urge to cross my legs.



A drill instructor confronts a boot camp trainee in this 2008 file photo.

Insight

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tion began for the students. The schedule includes physical training, inspections and intense work details – trainees spend a lot of time running or marching. The offenders also have classes to attend and homework to complete. The day ends at 10 p.m.

Drill Instructor/Facilitator Russ Corbell accompanied Cameron to participate in the presentation. As Cameron talked, Corbell stood to the side watching the students. Once the three students were standing at attention, that changed. Corbell was up close and in their space. I could see he was saying something to them, but I couldn't hear what it was he was saying.

The trio was ordered to do push-ups. When their noses almost touched the floor, they were told to hold the position – what Cameron calls the “thinking position.” After a few seconds, he asked the boys if they needed more time to think, and two responded with “Yes, sir.” Once the young men realized the correct response, they were allowed to get up and go back to their seats.

Later, another volunteer demonstrated being a “quitter” – someone who wants to leave the program. She was placed facing the wall, and told to think about losing her freedom because quitters go to prison. Once again, Corbell was close and personal.

The offender from the boot camp told his story while remaining at attention. He referred to himself in the third person as trainee. He admitted that selfishness and a bad attitude led to his incarceration and, because he could say what he knew people wanted to hear, he was given many chances to succeed before going to prison. Completing the boot camp is a condition of being paroled.

The trainee has since graduated from boot camp and is on parole. He went to the aftercare program in Great Falls with a recovery plan for treatment, employment, accountability, staying clean and sober and making up for lost time with his children.

Treasure State is a balance of a military-styled disciplined structure and treatment programs. The discipline is very stressful in order to break down offenders' barriers. Trainees can take their anger and frustrations to treatment groups and learn how to deal with them.

Because offenders are very self-centered with anger and control issues, the only decision they are allowed to make at the boot camp is whether or not they will follow the rules.

“I manage their life because they can't,” Cameron said.

Drill instructors confront behaviors, hoping for change, while ensuring a safe environment for the trainees. Full disclosure and accountability are required at the boot camp – no “convict code” of silence found in prison.

One student, who admitted feeling intimidated since arriving, asked Corbell if his job is to intimidate. Corbell explained that trainees think of themselves as “tough guys” when they enter the boot camp so the environment is designed to eliminate individuality and self-centeredness. Statistics show that only 3 percent of those who complete the program commit new crimes.

Cameron began his career with the department 25 years ago as a correctional officer at Montana State Prison, then transferred to the boot camp as a drill instructor. He said it's rewarding for him to see trainees change while at the boot camp and to hear from graduates – “booters” – who have continued to do well.

He appreciates hearing that employers find booters to be some of their hardest-working employees. He makes a difference outside the boot camp as well by giving presentations to students. In 2011, he was asked by Fred Moodry Middle School in Anaconda to address their students' disrespectful and defiant behavior. The event had an impact.

“The words respect and authority have a whole new meaning to all of us here at FMMS,” Tom Gault, dean of students, said later.

Corbell, who has a degree in criminal justice and wanted to move to Montana, wants to make a difference in offender's lives and appreciates hearing from booters that he has done just that.

Fischer said he is very impressed with the commitment of the drill instructors and feels that having a trainee as part of the presentation is a very important aspect of the students' experience.

“The presentation wasn't at all like I expected; the intensity surprised me and it is clear that these men care about what they are doing,” said one junior girl.

“It made me think a lot about my behavior...I would hate to have to go there,” a sophomore boy said.

“I was a little scared and stressed at first, but I think this is the best way to present this information,” added a junior girl.

“The drill instructors made us care. I learned a lot,” another student said.

“Sir, I am having a fine high school day, sir,” said the entire class.



Maj. Wayne Cameron oversees a new trainee's haircut.

Race vs. ethnicity in offender database

By John Daugherty
Administrator
Information Technology Division

The information technology staff is frequently asked why there are not more racial code options available in the Offender Management Information System. The simple answer is that we follow the national standards defined by the federal government for recording and reporting race information.

We report offender race information to a wide range of federal agencies which require the department's data to conform to their uses. These codes also must comply with the National Crime Information Center (NCIC) standards.

There is often confusion between race and ethnicity. Race is defined as: "Each of the major divisions of humankind, having distinct physical characteristics. Ethnicity is: "The fact of state of belonging to a social group that has a common national or cultural background."

One of the most common requests is to add Hispanic as a race. However, Hispanics are an ethnicity that encompasses individuals of all races. The NCIC code table states: "You may notice that Hispanic is not included in these codes. The FBI classifies Hispanic as an ethnic indicator, not a race. Hispanics should be entered with the race code most clearly representing the individual."

Could we capture ethnicity in OMIS? We could if it was a requirement from those using the system. It would take an effort to collect that information by the staff doing data entry. But what would this data be used for? It is not required for any federal or state reporting and it is not part of the data that is submitted to law enforcement via any automated Criminal Justice Information Services query of OMIS.



Roundup

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and parole office. Members of that group were interested in the duties of the staff and the role we play in the community. The group asked a lot of good questions and members commented on how much they had learned.

Vickie Strouse, long-time technician in the Sidney office, left June 29. Vickie will be missed by everyone. Tara Zody completed training at the law enforcement academy in June. We are anxious to have her back to

work armed with new tools and information to aid her in the supervision and rehabilitation of individuals on her caseload. In June, regional staff attended First Aid/CPR training in the morning, followed by training in defensive tactics and use of pepper spray in the afternoon.

As National Probation, Parole and Community Supervision Week approaches, it is a good time to reflect on the importance of the work of probation and parole officers. Their efforts make Montana communities safer and better. They do this by guiding offenders to become more responsible and self sufficient, by helping

them learn positive life lessons that have been missing from their lives, and in some cases, by recognizing those who are not ready to change and incarcerating dangerous offenders. They do this well, in spite of the hazards and unpleasantness that often goes with the work. They do this well in spite of the tightened budgets that test the strongest spirits. Emery Brelje, regional administrator, says, "My special thanks to all the members of region 6 who have demonstrated such a high degree of commitment, dedication and skill. You make me proud to serve with you."

Directions

FROM Page 12

cause behaviors leading to incarceration. It gives offenders the tools to increase their decision-making ability and reinforces their innate value and sense of self-worth that can help them eventually become successful, contributing members of their community upon release.

New Directions began March 13 in the Close Custody Management Program Unit with the full support of Warden Leroy Kirkegard and Deputy Warden Ross Swanson. Shelley Steyh, manager of high-side unit 1, thought it would be worth a try in the unit and approached prison administrators about offering the class. "If the program worked for staff, and inmates on the low side, why wouldn't it work in the CCMP Unit?" she asked.

Experienced facilitators helped Steyh. Clara Morrison, lumber processing supervisor and a New Directions facilitator, took the lead with assistance from Case Manager Terri Guthrie.

While Morrison at first was greeted with cold stares and folded arms, she says she soon found out as time went on that "they had the same hopes, dreams and desire to change that inmates did on the low side."

"They just didn't have the tools," she says.

At the graduation event, as each inmate spoke in front of the warden, Associate Warden Myron Beeson, correctional officers and other staff from throughout the prison, they shared the tools they had learned in the class and expressed how thankful they were that this program was offered to them.

Kirkegard congratulated the graduates for their initiative to take that first step out of their comfort zone. He spoke

directly to them as he told them that "the easy part was done." Now they will have to put the concepts they learned into action and make positive choices for their future.

Kirkegard said this was a pilot program in the close-custody unit and that "staff will be watching." The success of this program and whether it continues on the high-security side of the prison will depend on how the inmates use the tools they have received, he said.

Other inmates on the high side and in the unit already have expressed a desire to participate in the program.

As each graduate stepped up to receive his certificate of completion to applause from the crowd, they displayed their new-found confidence that they can change their behavior and create a successful new life. The challenge is theirs.



Standing, left to right: Unit Manager Shelley Steyh; inmates Steven Furrell, Jesse Remmel, Jesse Spegal, Brent Phillips, Vernon Dutchie, Warden Leroy Kirkegard, case Manager Terri Guthrie. Seated: Clara Morrison, lumber processing supervisor. Not pictured: inmate James Elverud. (Photo by Gail Boese)

100 women inmates in fundraising effort

By Brin Merkley
KULR-TV

The Yellowstone County Relay for Life was less than two weeks away, but on this Saturday morning at the Montana Women's Prison, inmates walked and ran for the cause.

The 5th Annual Relay For Life at Montana Women's Prison kicked off Saturday. The first year, just 12 prisoners took part in the fundraiser, but in 2012, 100 participated.

Relay for Life celebrates cancer survivors, and remembers those lost. Pam Elliott is one of many inmates who have lost a loved one to cancer. It's her motivation to organize this event each year.

"My mom passed away from Leukemia twelve years ago this summer, right after I came to prison. So in her honor I do this because I couldn't be there for her, so I want to do what I can for other people who are fighting for their lives today," said Elliott.

Public Information Officer, Annamae Siegfried-Derrick says the American Cancer Society Relay for Life is more than a fundraising event; it is a way for the women to give back to the community.

"They learn the value, and that just because they have a criminal background or addictive behaviors that may have led them to be incarcerated here that they can change, and that is our goal here is to actually get them convinced that they can change their lifestyles and part of it is doing an event like this," said Siegfried-Derrick.

New to 2012's relay is an arts and crafts sale featuring items made by the inmates. All materials and time making the pieces are donated with 100% of proceeds going towards the cure. The prison relay has raised nearly \$10,000 since 2007.

"Just because the women are here, behind these fences, we're still women, we're still sisters and daughters and mothers and aunts and nieces, and we're still part of this community, and we want to be a positive part of this community for once. And we need to start while we're here before we walk out the gates," said Elliott.

The event ran from 8:00 a.m. to 5:00 p.m. with a goal of raising \$4,000.

EDITOR'S NOTE: The inmates raised \$4,400 to help fight cancer. KULR-TV broadcast this news story June 30. Re-printed with permission.

Budgets biggest concern of DOCs

Shrinking budgets, the cost of providing medical care to inmates and the growing challenge of managing mentally offenders are the top concerns of the country's leading corrections officials, according to a survey by the Association of State Correctional Administrators.

Twelve of the 27 state corrections department leaders answering the survey identified budget cuts as the top priority issue they face and 18 of the agencies said it was among their top four dilemmas. On a scale of one to 10, with 10 representing the greatest challenge, diminishing state corrections funding averaged a ranking of 8.58.

"State budget cuts' impact on correctional agency budget has been a leading issue identified by correctional agencies since the December 2009 survey of agencies," the

ASCA report said.

The Montana Department of Corrections has slightly less total funding this biennium than it had in the previous two-year budget period.

Another fiscal issue – the rising cost of health care for inmates – finished second in the national survey with an average score of 8.5.

"The cost of health care continues to rise and to have a high impact on correctional agencies, especially when coupled with generally declining correctional budgets," ASCA said. "Agencies' health care budgets have been impacted by both increasing costs for inmate health care services and for pharmacy costs."

All state corrections departments responding to the survey ranked management of mentally ill offenders at five or higher on the scale of 10, placing it third on the list. The average ranking was 7.88. The agencies noted that this group of offenders requires additional spending, staff and space resources.

With correctional departments increasingly reliant on

MSP, MCE conduct preseason fire training

In preparation for this year's fire season, Montana State Prison's maintenance/fire brigade, security staff and Montana Correctional Enterprises ranch and industries employees reviewed the facility's emergency fire response plan and conducted a firefighting equipment shakedown.

This training contributes to the outstanding communication between all facility emergency fire response staff and the development of emergency response goals and capabilities for this year's upcoming fire season. The objectives of this training were to:

- Ensure the emergency fire response equipment is serviced and staged at its pre-determined locations.
- Familiarize staff with the locations and check out procedures of all emergency fire apparatus and equipment.
- Familiarize emergency fire response staff with how to operate the "on-station" fire apparatus and equipment and to review established plans in order to respond to a structure or wildland fire.
- Ensure fire equipment inventories have been completed for each apparatus.
- Familiarize emergency fire responders with the emergency fire response protocol.
- Understand the required notification of the MSP shift and/or incident commander for all fires on DOC property.
- Ensure the fire apparatus and equipment preventative maintenance schedule has been established for the 2012 fire season.

Emergency fire-related questions and problem-solving techniques were addressed during this training session. This team approach will pay off with interest if and when the need arises to respond to an fire on DOC property in Powell County or Deer Lodge.



Survey

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technology for security, offender and information management, and the tracking of offenders, the costs of maintaining and updating hardware and software applications "create a strain for many agencies already facing budget reductions," ASCA's report said.

Finding housing for released sex offenders ranks fifth in the survey. The problem has become worse with enactment of laws and ordinances creating child safety zones and with

availability of sex offender registries on the Internet, the survey found. The average rating for this issue was 6.9.

Get-tough-on-crime sentencing changes in the 1980s and 1990s that resulted in a ballooning prison population were the sixth greatest problem reported in the survey. It said that decreasing corrections budgets have prompted some states to look at more changes in sentencing laws to deal with the money shortage.

The aging population of inmates, changes in administrations and planning for the retirements of corrections staffers, the need for new lethal injection protocols, and compliance with

standards established in the national Prison Rape Elimination Act rounded out the top 10 selections in the survey.

Other issues ranked high by corrections leaders from across the country were:

- Military veterans returning from active service
- Controlling cell phones in secure facilities
- Inmates working in the community
- Reinvestment funding by the U.S. Justice Department
- Use of GPS and other tracking technology

Booter reunion

The 15th annual reunion of graduates from the Treasure State Correctional Training Center will be Aug. 18, beginning at 11 a.m. in Black Eagle Park near Great Falls.



Key retirement prompts MSP changes

The retirement of longtime Deputy Warden Ross Swanson has created an opportunity for some changes in the organizational structure of Montana State Prison.

Warden Leroy Kirkegard, hired last fall to replace retiring Warden Mike Mahoney, says the deputy position will be eliminated and replaced by an expansion of the current associate warden system. The prison will have four associate wardens for security, housing, operations and programs. They will report directly to the warden, as will the chiefs of the Health Services Bureau, Technical Correctional Services Bureau and the Contract Placement Bureau.

In the past, most of those positions reported to the deputy warden.

The new structure will provide the warden more direct involvement in prison programs and operations, Kirkegard said.

Technically, the deputy warden's position has become the associate warden for programs. That person, yet to be hired, will be responsible for the prison's representation on the Department of Corrections' Reentry Task Force and the Sex Offender Task Force, the prison's special treatment unit, religious activities, inmate library, and administrative review functions, and act as liaison with the institutional probation and parole officers assigned to the prison.

"I have created a position to better assist MSP in focusing on reentry, behavior modification and offender programming," Kirkegard says. "This will be a unique position incorporating the security of a large prison with a focus on preparing offenders for life outside the prison walls, or opportunities for growth while incarcerated."

As part of the changes, the security major will be renamed associate warden for security, placing that position on equal footing with the other members of the prison's management team. "Public safety is a primary mission of MSP, and this position change will better reflect the overall team goals for offender behavior modification to ensure that safety," Kirkegard says.

"In my short eight months as the MSP warden, I am confident in the abilities of the team as laid out in the new organizational chart," he adds. "The associate wardens and bureau managers work well together and will continue to provide professional management for the operations at Montana State Prison. I am also comfortable in my role to manage, guide and work with each of these team members to set a course for the future of Montana State Prison."

Kirkegard acknowledges that Swanson's retirement in late July marks the loss of "a valuable asset and resource. Ross' vast knowledge of the department, Montana Correctional Enterprises and MSP will be missed by everyone. His dedication, commitment and professionalism are second to none in our great organization, and I wish him nothing but the best in his well-deserved retirement."

While Swanson's retirement will be felt throughout the prison and the department, the loss will not be insurmountable, the warden says. "We have a great team in place at MSP and I'm confident we will continue to move forward, overcoming challenges as we do today."



Swanson

Contract bureau gets new faces

The Contracts Management Bureau has seen many changes during the past few months. After losing several of its employees to other departments, the bureau is fully staffed and new employees are ready to help with grant requests, contracting, purchasing and fleet management needs.

April Grady transferred to the bureau from her previous position as a budget analyst in the Budget and Program Planning Bureau. She brings with her more than 10 years of experience with the department and hit the ground running as the contracts specialist. Anyone with questions about existing contracts or future contracts can contact Grady.

Carolyn Blasch made the same move a short time later and continues in her role as the federal grants manager. She has more than a decade of experience in grants management. In addition to those duties, she will work with DOC staff in the procurement and contracting processes.

Mandy Wels transferred from the Accounting Bureau where she was an accounting technician and is now a purchasing agent. With more than nine years in the department, she brings her organizational skills to the fleet management unit and will assist with purchasing.

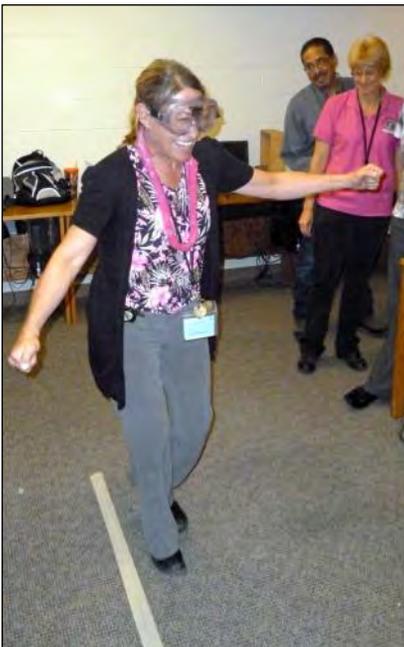
Val Hartman is new to state government, but comes with more than 29 years of experience at a Helena food distributorship, including her role as a purchasing representative. She will tackle purchasing and contracting, including cell phone management, as well as other projects in her role as the lead purchasing agent.

Gary Willems, with more than 14 years of experience in corrections and 30-plus years in state government, continues as bureau chief managing his new staff.

Providing great customer service is a bureau priority, but the overall goal is to maintain all programs of the bureau in accordance with statute, rule, policy and legislative audit recommendations. This translates to a lot of reporting and policing of regulations, requirements and recommendations. Although not always fun, it is always necessary to ensure accountability.

Toeing the line tough wearing DUI goggles

By Sally K. Hilander
Victim Programs Manager



Cheryl Bolton, administrative officer at Montana State Prison, tries to walk the white line wearing DUI goggles. (Photo by Sally Hilander)

Corrections staff who attended the annual communications fair at Montana State Prison saw through the eyes of DUI offenders by slipping on a pair of “beer goggles” that mimic the effects of impaired or drunken driving. This appeared to be one of the most popular activities at the informative and entertaining annual event.

Almost everyone who volunteered to try the distorted lenses failed the most basic of all field sobriety tests – walking a straight line – as Montana Highway Patrol Sgt. Drew Knapp grinned from the sidelines. Knapp chairs the Lewis and Clark County DUI Task Force and says the goggles make a big impression on student drivers and may help convince them that drinking and driving don’t mix.

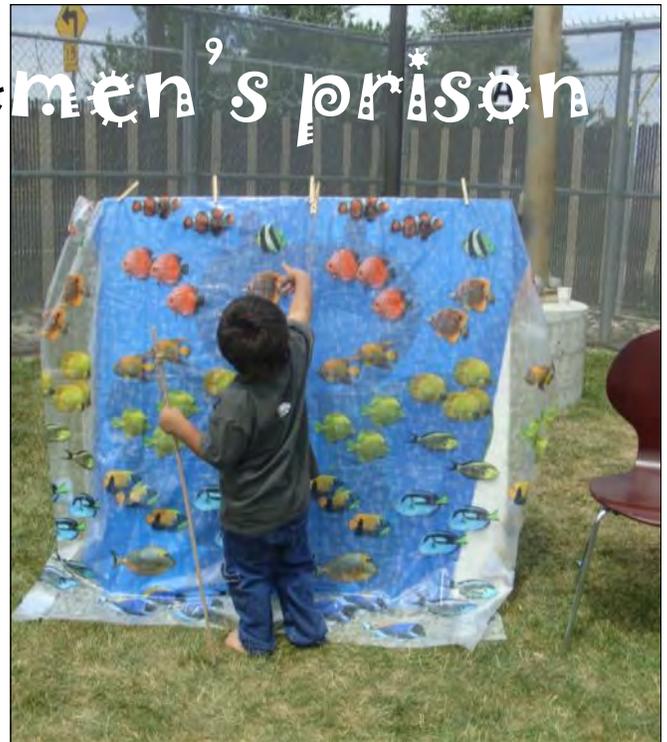
The goggles “mess up” fine and gross motor skills, Knapp noted, but do not affect reasoning, perception, and intuition – the cognitive skills. In other words, you get to see what it’s like to take a field sobriety test, but you are alcohol-free and you don’t lose your wits or have to experience a hangover.

Volunteers selected from three pairs of goggles that replicate blood alcohol concentrations ranging from .06 percent (impaired) to .08 percent (legally drunk in Montana) to 2.0 percent. Those who could let go of the table approached the white line taped to the carpet. One foot in front of the other, heel to toe, walk the line, pivot, walk back. Easy enough. Or not.

Practicing this exercise is a popular bar game, Knapp said, and can be mastered. That’s why law enforcement uses other field sobriety tests as well. Blow a .08 on a breathalyzer test and you are DUI. No way out of that one.

Family Day at women's prison

Story and photos
by Annamae
Siegfried-Derrick



More than 120 family members and 53 inmates participated in the annual family day at the Montana Women's Prison in mid-June.

It was a sunny day full of laughter and smiles. Participants enjoyed a lunch of hoagie sandwiches, salads, chips, ice cream and cake. The ice cream, made in the dairy at Montana State Prison and operated by Montana Correctional Enterprises (MCE), was a special favorite of those attending the event.

The MCE print shop printed a brochure designed by inmate Pam Elliott with skills she acquired while incarcerated and attending the adult education computer classes.

The families socialized, shared a meal and dessert, listened to songs and watched a magician perform. Children played games and did activities at various booths staffed by inmate volunteers.

The agenda was full and the five hours went by rapidly. The Eagle Spirit Drum Group played, the Women of Praise Choir sang and a family member offered a rap song. The Prison Paws for Humanity dogs and handlers showed off their skills.

After the event, a sales booth to raise money for the Relay for Life cancer project featured items made and donated by the women for the cause, T-shirts made by MCE and tickets for a chance at a "What Cancer Can Not Do" quilt made by the inmates. The one-hour sale raised \$428. The incarcerated women and staff working together were keys to the success of this event.





Questions and answers about issues affecting corrections in Montana

The process of buying

By Carolyn Blasch
DOC Grants Coordinator

How does the procurement process work?

The Montana Department of Corrections is authorized by the state Department of Administration to handle much of its own day-to-day purchasing. This means that the department is able to purchase most non-controlled supplies or services under \$25,000 of total contract value.

What if an item costs less than \$5,000?

No competitive bids or contracts are needed. Designated staff may choose a purchasing technique that best meets the needs of their facility/program/division for allowable purchases. (Exceptions include MSP, MCE, canteen services, and food purchases). An employee must get a quote for the requested goods or services and then issue a purchase order to the vendor in order to confirm the prices, terms and conditions of the purchase (suggested but not required.) Payment is made using the state-issued procurement card.

What if an item or service is more than \$5,000 but less than \$25,000?

A few options will apply for items or services in that price range: sole-source procurement, limited solicitation, competitive bidding or a request for proposals. Each process has its own unique requirements.

When is a limited solicitation used?

A limited solicitation is designed for one-time purchases that do not exceed a total contract value of \$25,000.

How is a limited solicitation done?

The Contracts Management Bureau or designated procurement staff at a facility should be contacted. Staff should prepare a purchasing request describing the requested supplies or services and obtain the appropriate signatures authorizing the expenditure. This procedure requires a minimum of three written or oral quotes, if available. Procurement staff will issue a purchase order to the selected vendor in order to confirm the prices, terms and conditions of the purchase.

When is competitive bidding used?

It can be used at any time and for any dollar amount. However, competitive bidding is a formal process that is utilized only when specifications are known.

What if specifications are unknown?

If specific or generic specifications are difficult to draft and conventional evaluation cannot be made on absolute criteria, a competitive sealed proposal, more commonly known as a "request for proposals" (RFP) can be used. The Contracts Management Bureau can discuss the best options for competitive bidding or developing a request for proposals.

What does an RFP include?

- A project overview and instructions give a brief overview of the project, name a single point of contact and include specific instructions on how to submit a response.
- Standard information covers the legal as well as the RFP process issues.
- The scope of the project is the core of the RFP. This is where the project is defined and the goals are detailed.
- Offeror qualifications spell out minimum qualifications of the contractor.
- Cost proposal contains information on how an offeror must present its cost proposal.
- Evaluation criteria states how the proposals are judged, the chosen offeror is selected and the relative importance of the criteria.

How is an RFP evaluated?

RFP evaluation criteria is used to determine if the proposal meets the intended use, but it is also used to evaluate competing offers and as a basis for further negotiation. The evaluation is limited to the criteria specified in the RFP, but this usually permits more discretion, since it is an evaluation process.

When does sole-source procurement apply?

Sole-source procurement is not permissible unless a required item is available only from a single vendor.

What happens if an item or service costs more than \$25,000?

Unless exempt from procurement requirements, supplies or services with a total contract value greater than

Native theology binds culture

By Myrna Kuka
DOC Native American Liaison

EDITOR'S NOTE: Native Americans make up a disproportionate percentage of offenders under the Department of Corrections jurisdiction. This is part of an ongoing effort to provide information that improves understanding of native culture.

Native Americans do not have historic writing like some cultures. Past experiences have not been recorded or translated into other languages until most recently. The tribal colleges in Montana are dedicated to interpreting their native tribal stories, languages, archive books and Native American artwork as a means of preserving their heritage and historical beginnings.

Languages are ancient, ceremonial and holy. Holy men and medicine men originated and interpreted symbols of events that took place in the past. The dialogue and interpretation are centered in the belief system of Native Americans.

In the native world, religion relates to the land, and all the elements of Mother Earth kept in harmony with the natural resources of the land and universe. The beliefs are taught by grandfathers, grandmothers, and elders to respect the Great Spirit and all the elements that he created for us on earth.

Native American religious beliefs differ from the usual concepts held by traditional religions. Native Americans see all of life as essentially sacred and do not segment human actions into secular, sacred and psychological. Any action takes on spiritual significance and all actions must be interpreted in the light of spiritual consequences.

All of life is sacred – human, animal, vegetable or elemental. Native American spirituality is not so much a set of rules as a technique of action and a way of life leading toward the spiritual realm. Native Americans are not at odds with other religious groups, but believe their own traditions often have preceded the beliefs of other religions.

Native American religion is more than mere power for healing or clairvoyance. It is the bond that binds the culture and makes life meaningful. Natives' spiritual journey runs through every aspect of life. Native Americans believe that elements, plants and animals are brothers and sisters and that they have sacred energy within in them just as people do.

The Native American hunter kills with sadness and regret, and only when necessary. When hunting the Native Americans say prayers and make offerings to the spirits of

the animals that are taken as a means of giving thanks for taking a life to feed their families. Hunting for sport or trophies is frowned upon.

Elders are highly respected in Native American tradition because with age comes wisdom. God is viewed as a Grandfather Spirit and Native Americans integrate the meaning of God in the way they look to their elders for wisdom and guidance. Native Americans use a holistic approach to life and tie together physical healing, spiritual growth and religious observances in the totality of nature, feeling that harmony with the natural rhythm of life promotes total health (mental, physical, and spiritual).

The elders pass on the beliefs and practices to the next generation.

Many Native Americans have unexpected visions. Medicine people seek visions regularly and increasingly, and the younger generations of Native Americans consult medicine people for advice. The vision quest was once a part of every Indian boy's coming of age and in some tribes was open to women. During the teen years, the person would go off alone, usually for four days, to meditate without food and sometimes without water, to seek a sign from the spirit world as to what life will be in the future.

Among Native Americans, the number four is a number of great power pertaining to the many phases of life. There are four directions; men and animals have four limbs; the year has four seasons; and the human being goes through four stages of life; childhood, youth, adulthood and old age; the medicine wheel symbol is divided into four segments. An ideal person is said to have four virtues: wisdom, courage, generosity and purity. The greatest of all virtues is generosity. Native Americans display their wealth by giving away their possession to the needy and the helpless or to their friends.

Native American religion, although oral and unwritten, will forever be the way of life for most Native Americans who were raised in the traditional tribal way of life.

The Creator made our religious beliefs through our spiritual languages. The Native American heritage and traditional cultures are forces of nature that cannot be altered or changed. This is why the heritage and culture have survived to the present time.

The sacred way in which our spiritual languages were created makes it impossible to modify the semantics of each word. Native American linguistics is a symbolic language. What the Native American says in one word may take many words in the English language. Therefore, native language, spirituality and beliefs are entwined into the very being of the Native American world.

The Training Times



Hunter leads training staff

By Bob Anez
Communication Director

When Lisa Hunter was 14 years old in Deer Lodge, she was at a downtown gas station across the street from the massive stone walls of Montana State Prison. She remembers looking at the cell block towering above the wall and the voice of an inmate shouting a threat in her direction.

She vowed then to never work in the prison.

Fast-forward to 2012 and Hunter finds herself leading the Montana Department of Corrections effort to ensure those who work in prisons are prepared, confident, capable and safe.

Hunter is the new chief of the Professional Development Bureau, which is responsible for providing necessary training for corrections professionals throughout the department. She replaces Curt Swenson, who took a job with another state agency in January.

Her progress through the agency's training ranks came naturally, attached to her emotions.

"I have a passion to help people improve themselves, to do the best they can do personally and professionally," she says. "The favorite part of my

HUNTER, Page 34

Lisa Hunter addresses a recent class of graduates from probation and parole officer training.



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Hunter

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job is to provide classes and information to people that they can use, to watch someone go through the learning cycle and relate to it.”

Hunter has a clear sense of the importance of training in the field of corrections, particularly when it involves staffers working directly with an inherently unpredictable and challenging population of offenders.

It’s about readying people who need the ability to handle any type of situation in a field that is unlike any other.

“It’s not normal to lock up people and tell them where to go, what to do and when to do it,” she says. “Everything we do it not an 8-5 operation. It’s 24/7, 365 days. If something happens, we in corrections are on call. We are expected to respond and to respond appropriately.

“I like to help prepare people for entering that world and to train for the worst situations,” Hunter says.

Steve Barry, Staff Services Division administrator, says Hunter’s a good fit for bureau chief: “Lisa brings strong leadership to the bureau and possesses a strong historical and practical knowledge of corrections training, organizational and personal development and is a skilled facilitator.”

But her route to corrections was hardly a direct one.

Born in California, she moved as a young girl with her family to Deer Lodge, her father’s hometown. Hunter met Marty, her future husband, in high school and she attended Montana Tech and Helena College of Technology, but one of her lingering goals is to get a degree in human resources or organizational development.

In 1998, she learned of an administrative support job in the Department of Corrections training program and heard good things about some of the people who worked there, including Winnie Ore, who helped launch the program.

“I heard what they were trying to do for the people in the department,” Hunter recalls. “I saw an organization that cared about its people.”

The concept was simple enough: “Training was needed so they can do daily tasks and so they can feel capable and competent in doing what their supervisors ask them to do. They were trying to keep staff safe by training them.”

Still, she had second thoughts – there was that vow made so many years ago.

“Is this where I want to work; is this where I want to be?” Hunter remembers asking herself then. “I had to make some personal changes.”

What she realized was the value of training and that she could play a role in bringing that to corrections workers. She stayed with it.

Today, Hunter sees her opportunity as leading the corrections system into an age where training becomes more accessible online to complement the traditional classroom courses. Her teenage vow is just a memory.

MCA conference spotlights reentry

The Montana Correctional Association’s Annual Training Conference is fast approaching and there is a lot of discussion in regard to what will be presented. As always, the MCA board tries to ensure that each venue is not specific to just corrections, but deals with all aspects of the criminal justice profession.

The conference will be Aug. 21-23 in Bozeman.

This year the theme is reentry and we will be focusing on the entire reentry initiative launched by the Department of Corrections and other agencies last year. Topics will include how it works within the facilities and the staff that work inside, the communities that the offenders will be returning to, as well as law enforcement’s role and how we work with officers on the streets.

We also have training for those that want to be instructors for simulation training and how to manage use of force incidents.

So please don’t think that it’s not for you. You play a vital role and the more you know the better correctional employee you can be as we move forward. You may even be the one person with an idea or approach that makes this initiative a success.

Take a look at who we have presenting, see what part you might have a piece of and get ready to map the future for the Department of Corrections. Visit the MCA website at <http://mca-us.com/>



P&P officer graduation

LEFT: Twenty-six students graduated from the month-long probation and parole training June 29 at the Montana Law Enforcement Academy. UPPER RIGHT: Tucker Hood, Missoula, received the Spirit of Service award honoring Judy Nelsen’s remarkable career with the Department of Corrections. Pictured with Hood are Kathleen Beccari, P&P supervisor in Missoula, and Nelson (right). LOWER RIGHT: Boris Karasch, Polson, received the award for outstanding academic achievement, which was given in honor Curt Swenson’s vision and leadership as the Department of Corrections former chief for Professional Development Bureau. Pictured with Karasch are Dave Castro, regional P&P administrator, and Lisa Hunter, Swenson’s successor.

DOC leadership meeting planned for August

About 50 of the top Department of Corrections leaders gather periodically to discuss items of concern for the agency, what is new in regards to correctional best practices, and how do they want to lead the way.

This year, the conference will be held in Bozeman at the Holiday Inn as part of the opening for the Montana Correctional Associations Annual Training Conference. In preparation for the events, organizers discussed how to link the two.

The MCA meeting Aug. 21-23 will focus on the department’s reentry initiative and the role staff members play within this project and how each employee has a role in impacting offenders’ success. But DOC leaders know their part and what they want to accomplish. So it was decided that we would look at how leaders can help the staff succeed.

To view these training announcements; or to view other additional training opportunities, you may go to the Intranet training page: <http://cor.mine.mt.gov/training/default.mcp>; or the Internet training page: <http://www.cor.mt.gov/Resources/Training/default.mcp>

Training Schedule July-October

July	Time	Course	Location	Hours	Cost
25	8:30am-4:30pm	Approaching Supervision	Helena	7	\$123
26	8:30am-12pm	Giving & Getting Job References	Great Falls	3.5	\$95
26-27	9am-4pm	How to Communicate with Tact & Professionalism	Billings	6	\$299
27	8am-10am	Native American Culture & Customs	Helena	2	Free
August					
1, 9 & 17	10am-12pm	Righting Your Writing	Helena	6	\$140
6	9am-4pm	Developing Emotional Intelligence	Great Falls	6	\$199
7	9am-4pm	Developing Emotional Intelligence	Helena	6	\$199
7, 8, 14, 15, 22 & 23	8:30am-4:30	Basics of Management	Helena	42	\$440
8	8:30am-12pm	Montana's Wrongful Discharge Act	Helena	3.5	\$134
8	9am-4pm	Developing Emotional Intelligence	Bozeman	6	\$199
8	10am-12pm	SVOR Regional Trainings	Butte	2	Free
9	9am-4pm	Developing Emotional Intelligence	Missoula	6	\$199
14	10am-12pm	Robert's Rules of Order – Online	Online	2	\$77
15	10am-12pm	SVOR Regional Trainings	Bozeman	2	Free
16	9am-3pm	Intermediate MS Excel 2007	Helena	5	\$110
21	9am-4pm	Managing Emotions Under Pressure	Billings	6	\$149
21	8:30am-4:30pm	A Delicate Balance: Privacy & the Right to Know	Helena	6	\$159
21-22	8am-5pm	Street Survival	Billings	16?	\$215
22	2pm-4pm	SVOR Regional Training	Miles City	2	Free
23	9am-11am	SVOR Regional Training	Billings	2	Free
28	8:30am-4:30pm	Writing Job Descriptions	Helena	7	\$100
September					
4	1pm-3pm	SVOR Regional Training	Kalispell	2	Free
4, 5 & 6	8am-5pm	Mindful Supervisor	DOCTC	24	Free
5	9am-11am	SVOR Regional Training	Missoula	2	Free
11	9am-3pm	Advanced Excel	Helena	5	\$110
11	9am-4pm	Managing Multiple Priorities, Projects & Deadlines	Billings	6	\$99
11-12	9am-4pm	How to Communicate with Tact & Professionalism	Missoula	12	\$299
11, 12, 18, 19, 26, 27, Oct 2-3	8:30am-4:30pm	Essentials of Management	Lewistown	56	\$570
12	8:30am-12pm	FARM: Formatting Administrative Rules of Montana	Helena	3.5	\$95
12	8:30am-12pm	Documenting Disciplinary Action	Kalispell	3.5	\$95
13	8:30am-12pm	Records & Information Management	Helena	3.5	\$75
18-19	9am-4pm	How to Communicate with Tact & Professionalism	Bozeman	12	\$299
19-21	8am-5pm	Investment in Excellence – Phase I	DOCTC	24	\$241 + S&H
20	8:30am-12pm	Creating a Motivating Environment	Kalispell	3.5	\$95
20-21	9am-4pm	How to Communicate with Tact & Professionalism	Helena	12	\$299
24-25	8am-5pm	Investment in Excellence – Phase II	DOCTC	16	
25	9am-4pm	Making the Transition from Staff to Supervisor	Missoula	6	\$199
26	8:30am-4:30pm	Managing Conflict	Helena	7	\$123
26	9am-4pm	Making the Transition from Staff to Supervisor	Helena	6	\$199
27	9am-4pm	Essential Skills for First-Time Manager or Supervisor	Billings	6	\$199
27	9am-4pm	Making the Transition from Staff to Supervisor	Bozeman	6	\$199
27	9am-11am	SVOR Regional Training	Glasgow	2	Free
28	9am-12pm	State Ethics Law	Lewistown	2	\$82
October					
1-5	8am-5pm	Basic Instructor Development	BOETE	40	\$20
2	9am-4pm	Microsoft Excel Basics	Kalispell	6	\$79
3	10am-12pm	SVOR Regional Training	Great Falls	2	Free
3	9am-4pm	Microsoft Excel – Beyond the Basics	Kalispell	6	\$99
4	9am-4pm	Microsoft Excel Basics	Missoula	6	\$79
5	9am-4pm	Microsoft Excel-Beyond the Basics	Missoula	6	\$99
9	9am-4pm	Microsoft Excel Basics	Helena	6	\$79
10	9am-4pm	Microsoft Excel-Beyond the Basics	Helena	6	\$99
11	9am-4pm	Microsoft Excel Basics	Bozeman	6	\$79
12	9am-4pm	Microsoft Excel-Beyond the Basics	Bozeman	6	\$99
16-18	8am-4pm	Enhancing Verbal Skills: Applications of Life Space Crisis Intervention	PHYCF	24	

Leadership

FROM Page 35

What is the role of a leader in the success and well being of their staff? How do we “take care of our own?”

Before the staff can be a positive impact on the offenders and their success, the department needs to ensure that it has a positive, healthy and satisfied staff.

Get ready for some heartfelt, honest discussion regarding staff issues,

concerns and the direction we need to consider as we create a new culture within the department — one of “caring of each other and for each other.”

Comings

These lists of new and departing employees cover the period from March 24 through June 29. If you notice errors or omissions, please contact the *Signpost* editor at banez@mt.gov.

Central Office

Angie Carter
Mandi Carter
Bonnie Galles
Jamie DeLappe-Gibson
Val Hartman
Amy Holodnick

Montana State Prison

Sandra Bristow

Clay Bruha
Noel Croft
Peter Edwards
Tina Einerson
Patrick Finan
Joshua Floven
Chrisopher Francom
Casey Gates
Samantha Good
Devin Hart
Michael Hotchkiss
Stephen Knutsen
Floyd Luker
Brett Lombardi
Timothy Meagher
Nathan Miliate
Sarah Potucek
Damon Reedy

Daniel Schillo
Alaina Schroeder
Derrek Shepherd
Ashley Shindurling
Luke Telling
Keturah Umland

Montana Women's Prison

Penny Swanson

Pine Hills

Aaron Bass
Seth Brush
Amanda Fischer
Joseph Herring
Carrie Kauten
Julie Sagissor
Teagan Stanley

Probation and Parole

William Bellusci, Great Falls
Kristina Datsopoulos, Missoula
Jose Gaxiola, Polson
Tucker Hood, Missoula
Deana Lougee, Helena
Nathan Martin, Missoula
Brenda Wolf, Billings

Treasure State Correctional Training Center

Rayn LeBard
Peggy Rajacich

Goings

Autumn Amick
William Beehler
Barbara Bequette-R
Kelly Bernhart
Rodney Branum-R
Shawna Brewer
Ashley Brooke Risa
Kristi Brothers
Craig Burt
John Carman
John Caudle
Dave Comfort-R
Tammie Cooper
Ashlie Corbin
Lorena Craig
Maral Eccleston
Brenda Elias
Holly Fulcher

Tanner Gentry
Paula Gill
Cornelia Graves
Russell Graves
Brian Gray
Kim Gray-R
Josh Green
Jason Gummert-R
Jerry Guthrie-R
Bo Havens
Heather Hieb
Kent Hoopingarner
Judy Johnson
Kimberly Johnson
Paul Kersten
Jesse Lassandro
Ryan LeBard
Logan Linnan

Nikki Lorello
Ashley McAlmond
Tyler Miliate
Roberta Morris
Carl Nelson-R
Ken Neubauer-R
Wendy O'Brien
Lee Olson
Sue Orand-R
Debbie Perkins
Cherish Plympton
Gerald Porter
Cheryl Prewitt
Michelle Puerner
James Regan
Michael Redpath-R
Jody Reistad
Charles Reimann-R

Linda Rogers
Mary Rowling-R
Lee Smith
Tristan Sophia
Vickie Strouse-R
James Strong-R
Alvin Swindler
Dave Weaver-R
Patcharin Williams
Rodney Williams
James Wilson

R=retirement

Q&A

FROM page 31

\$25,000 must be purchased through a competitive procurement process using either a competitive sealed bid or a competitive sealed proposal. Purchases in this category may require that the request be submitted to the State Procurement Bureau for processing. All purchases in excess of \$25,000 must be submitted to the Contracts Management

Bureau or the facility's purchasing unit for processing.

When is a request for information issued?

This process is used to obtain preliminary information about a market, product or service when there is not enough information readily available to write an adequate specification or work statement. The request is simply a document used to informally solicit this type of information.

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