

DOCTalk

MARCH ~ APRIL 2012 NEWSLETTER



INSIDE THIS ISSUE

- Correctional Industries at Maine Home Show page 6
- Shelter ME Program at Bolduc page 7
- Maine Correctional Center Receives Grants..... page 10

Maine State Prison College Fair Well Attended - page 12



DOCTalk is the newsletter for the Maine Department of Corrections (MDOC).

DOCTalk is published 6 times a year: January/February, March/April, May/June, July/August, September/October, and November/December.

Submission Deadlines

May/June 2012 Issue:
Tuesday, July 10, 2012
July/August 2012 Issue:
Tuesday, September 4, 2012
September/October 2012 Issue:
Tuesday, November 6, 2012
November/December 2012 Issue:
Tuesday, January 8, 2013

Please send submissions and changes to the contributor list to Cheryl Miller in Central Office at 287-2212; Fax 287-4370 or Cheryl.Miller@maine.gov

Contributors

Our sincere thanks and appreciation to everyone who submitted articles and photos to *DOCTalk*. Their time and effort contribute significantly in producing a quality publication.

Susan Dumond
Bolduc Correctional Facility
Tracy Richard
Central Maine Pre-Release Center
Jeff Morin
Charleston Correctional Facility
Debbie Day
Downeast Correctional Facility
Anne Allen
Long Creek Youth Development Center
Brad Fogg
Maine Correctional Center
Martha Boynton
Maine State Prison
Priscilla McLellan
Mountain View Youth Development Center
Cynthia Reid
Woman's Re-Entry Center
Carol Carlow
Region 1-Adult Community Corrections
TBA
Region 2-Adult Community Corrections
Pat Delahanty and Mary Jones
Region 3 - Adult Community Correction
John Coyne
Region 1-Juvenile Community Corrections
Sue Carr
Region 2-Juvenile Community Corrections
John Bennoch
Region 3-Juvenile Community Corrections
Cheryl Miller
Editor, MDOC Central Office
Dean Darien
MCC Printing and Distribution

From the Commissioner



Commissioner Joseph Ponte

It has been a busy couple of months. By the time you read this, Correctional Staff Recognition week will be over and I hope you enjoyed the program each facility offered. I did get to attend the breakfast at MCC on Wednesday, May 9th. It does take many dedicated staff for this agency to operate 24 hours a day, 7 days a week, and I appreciate the great work you do!

We held our first round table meeting at MSP on Thursday April 19, 2012 and it was a pleasure to hear staff concerns first hand. We had two follow-up meetings to define some of the concerns. It was important for me to hear first hand from line staff and also for me to have an opportunity to dispel some rumors. We will be scheduling more round tables in May and June. My hope is to do one Region (facility and community) per quarter.

We are about six weeks away from the end of FY-12 and for the first time in recent memory we are not carrying bills into the next fiscal year. We have been authorized to put any savings from our personal account into a capital improvement account to do the many repairs that have been put off for years. A few examples include: the ceilings at Long Creek and Mountain View; control room renovations at MCC and MSP; and the camera system at Bolduc.

On Monday May 14th, I had the opportunity to attend the first day of training for adult and juvenile probation officers at the Academy. This round of new hires should fill the many vacancies both divisions have had to endure for years. Some of our probation staff have had case loads of over 100 offenders, which makes their job impossible.

On July 1, 2012, we will begin operation of a new female offender re-entry facility in York County. This is a partnership with York County that I hope will strengthen our working relationship with the county jails. The positions have been posted for this facility. This facility will nearly double our capacity for female offender re-entry beds.

We continue with our planning for FY-13 and you should have seen the 14 areas we have been discussing for the past couple of months. I hope you take the opportunity through the open meetings being held at your facility to be part of this planning effort as your contributions will make these plans more effective.

Thank you again for the work you do every day. I hope you and your families enjoy the summer months and this great Maine weather!

Update from the Division of Quality Assurance

By Troy Varney, Director

Spring is upon us and there is great momentum with various projects throughout the Department of Corrections. The Division of Quality Assurance & Professional Practices (QA) has a unique role of being directly or indirectly involved with these tasks depending on the need. Last issue I talked about some of the efforts being made to establish an infrastructure for this new division. I'd like to take a moment and expand a bit to help further clarify what this "role" is by laying out QA's Core Services:

- Develop, Evaluate, Manage and/or Review Contracts
- Provide Pertinent Information to DOC Staff and External Customers for Purposes of Measuring Departmental Functions and Client Related Data
- Audit, Analyze, Develop and/or Modify Quality Assurance Processes for Selected Departmental Operations in Collaboration with DOC Staff
- Evaluate Selected Departmental Operations to Assist Staff with the Development and Monitoring of Necessary Quality Improvement Plans

QA is directly involved, on varying levels, with every contract in the Department. Depending on the type of contract, we may; write, negotiate, monitor, evaluate and manage all phases of the process. This includes the work with MDOC staff and vendors to ensure both sides have a complete understanding of one another's business needs.

Another newly implemented QA role, pertaining to all contracts (adult and juvenile facilities), particularly for non-client related services, is reviewing the contract

for need and then the actual agreement prior to attaining necessary signatures. This is the initial step of MDOC's evolving centralized contracting process. This procedure will support the facilities as a "checks and balances" on contracting requirements, ensuring we have followed a standardized process and met all necessary steps to secure an approved contract. This will allow QA to be the central "warehouse" for all contracts.

A future project for QA will be expanding the use of the department's intranet by uploading all departmental contracts and program reports to CorrNet. Currently, Juvenile Services community-based contracts are uploaded to CorrNet. This allows for staff to access contracts and related documentation, such as outcome reports whenever they want. Equally as important, it allows the department to have a centralized location for all this information which will ultimately save time for everyone.

In the next issue of *DOCTalk*, I will discuss the establishment of a standardized process for requesting information or assistance from the QA division. The purpose of which is to ensure all requests are responded to in a timely efficient manner.

Over the next several months you can expect to see an increasing QA presence throughout the Regions and facilities. It is my goal for this task to serve two very specific purposes: 1) for QA personnel, MDOC staff and other stakeholders to become more acquainted with one another; and 2) for QA staff to deliver presentations on the functions and roles of the Division of Quality Assurance & Professional Practices, including how it can benefit you and the area you work within the department.

ON THE FRONT COVER Thanks to Chris Ross from DOC Juvenile Services in Bangor for sharing her photo that appears on the front cover of this issue. Chris and her husband lavishly landscape (including buildings) approximately 25 acres of their land. See more photos of Chris' yard on page 31. Share one of your photos and it might appear in a future issue of DOCTalk. (Email to Cheryl.Miller@maine.gov)

Central Office Welcomes New Staff



Kathleen Fowler

Please join us in welcoming Kathleen Fowler to the Department as Secretary for the Operations Division and as the Central Office receptionist. Kathleen has years of experience in public affairs and the knowledge base required for the growing needs of the Operations Division,

as well as, the Department's receptionist. Kathleen is a wonderful addition to our team. Please feel free to introduce yourself.

We also welcome Jim Malinky as Personnel Specialist/Workers' Comp Designee to the Augusta based Human Resources staff. Jim comes to us from DHHS where he was a Personnel Assistant/Workers' Comp Designee. Welcome Jim.

Welcome also to David Needham, LMSW-CC to the position of Veterans Caseworker for the Maine Department of Corrections.

David is an honorably retired Navy D.A.V. Veteran whose military career included Military Correctional Officer, Military Correctional Counselor, Military Police and Substance Abuse Counselor. After his retirement from the Navy, Dave went on to earn a Bachelor of Social Work degree and a Masters of Social Work degree from The University of New England. Dave has worked with juveniles in a jail diversion program, directed a program for adults with disabilities and major mental illness, done reentry work for the Maine Department of Corrections and most recently has provided case-work services and evidenced-based programming to prisoners at the Charleston Correctional Facility. Dave comes to the position of Veteran's Caseworker with the knowledge and experiences necessary to assess the needs of Veteran's in our system and establish collaboratives both in the facilities and in the community to meet their needs.

Maine's Implementation of Evidence-Based Practice Featured in National Research Workshop

By Barry Stoodley, Associate Commissioner of Juvenile Services

Maine's Juvenile Services Division's (JDS) implementation of Evidence-Based Practice was featured in Fairfield, Connecticut at a research workshop sponsored by Dr. Peter Greenwood, a long time expert in juvenile corrections.

Due to Maine's documented lead in the implementation of evidence-based treatment for juvenile offenders (specifically Multidimensional Treatment Foster Care, Multi-Systemic Treatment and Functional Family Therapy), Dr.

Peter Greenwood, Executive Director of the Association for the Advancement of Evidence-Based Practice and Dr. Brandon Welsh, Associate Professor, Criminology and Criminal Justice, Northeastern University, invited Associate Commissioner, Barry Stoodley, Quality Assurance Director, Troy Varney and Muskie School of Public Service Justice Policy Associate, Erica King to participate in a regional forum in Fairfield, Connecticut on Friday, March 31, 2012. The purpose of our participation in this forum entitled,

"States That Lead in Providing Top-Rated Evidence Based Programs" was to analyze how the Division of Juvenile Services (in conjunction with the DHHS's Office of Children and Family Services) was able, over the past 12 years, to become one of the four most successful states in the country in the implementation of proven, cost effective strategies to reduce recidivism and the need for expensive residential treatment for juvenile offenders.

Continued on next page.

Evidence-Based Practice continued

Maine, Connecticut, and Massachusetts all provided case studies. The participants discussed the success, challenges, history, and future expectations of evidence-based practice in Juvenile Corrections.

Maine was able to highlight our structured and focused interdepartmental work in this regard and we made a commitment to become part of a national effort to explore opportunities for measurable improvements in the field of juvenile corrections and delinquency prevention.

Here is a paragraph from the resulting document that was created:

The use and evaluation of evidence-based practices (EBP) in Maine’s juvenile justice system cannot easily be traced to any one event or act of legislation. However, the success that Maine has achieved in utilizing EBP has been greatly facilitated by the tradition of collaboration and strong leadership that exists in the state. The main motivation for the push for EBP began in the mid-1990s during a fiscal crisis in which cost-savings were needed and leadership began to recognize that the current approach was ineffective. Several major stakeholders and groups have led the way for Maine, including: the Maine Juvenile Justice Advisory Group; the Maine Department of Corrections; the Maine

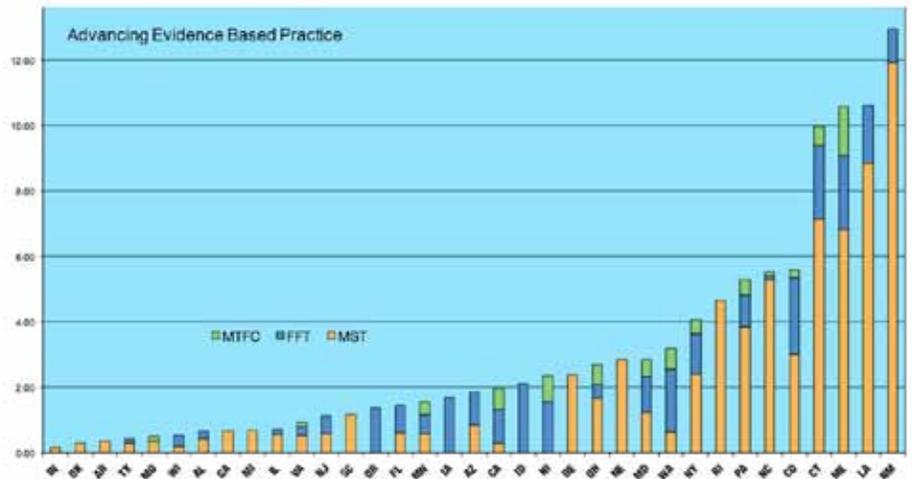
Juvenile Justice Task Force; the Maine Judiciary, the Maine School of Law; and the Muskie School of Public Service at the University of Southern Maine. The work of these groups has relied on substantial buy-in and support from the legislature, and cross-agency collaboration that has been found in the state

for many years. These elements have gone a long way toward developing an evidence-based culture in Maine.

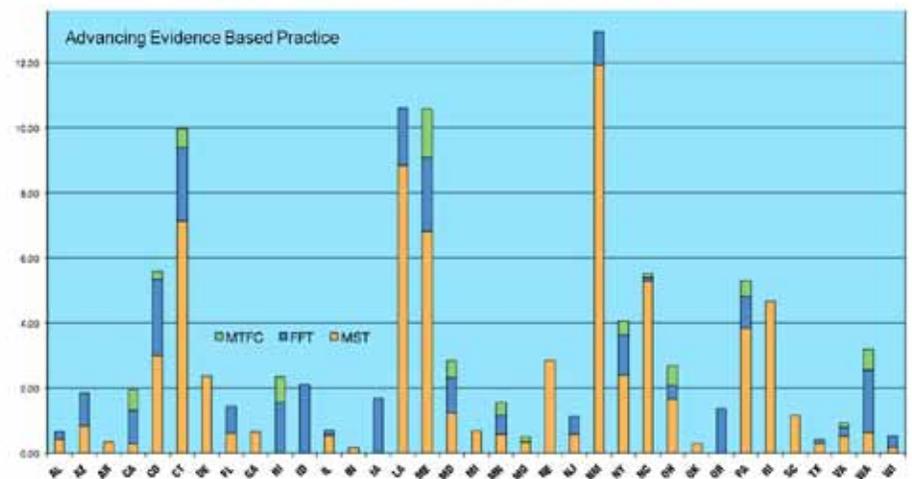
Below are some graphs that demonstrate Maine’s leadership in this area.

The Division wishes to thank all staff who has participated in this success.

Stages of Implementation



Availability of MST, FFT, MTFC per million population



Take Your Daughters and Sons to Work Day

April 26th was *Take Your Daughters and Sons To Work Day* and staff from the Maine Correctional Center and Central Office took time out of their busy schedules to show youth what it's like to work at DOC. In it's 20th year, the program encourages employees in collaboration with their employers to demonstrate to young people how what a parent/mentor does during the work day is important and help them to discover future possibilities. All participating youth received a certificate.



Natalie and Jordan shadowed staff from Maine Correctional Center (Nicole Lerman and Jennifer Jacobs) on Take Your Daughters and Sons to Work Day.



Robert Manzo and Tammy Thayer-Hardman spent time showing Sarah, Isabella and Hallie around Central Office.

Correctional Industries at the Maine Home Show

Correctional Industries had the opportunity the weekend of April 28th and 29th to participate in *The Maine Home Show* in Lewiston. Industries Manager Bert Jalbert and Correctional Trades Shop Supervisor Matt Theriault from MCC, along with Bob Walden provided vendor booth coverage. It was great being able to display some of our handcrafted product lines while we greeted show attendees, answered many program questions, handed out hundreds of program brochures and coupons, and even made retail sales. Our presence at the show was warmly received and many potential business contacts were made during the two-day event.



Correctional Trades Shop Supervisor Matt Theriault talks about the Correctional Industries program at the Maine Home Show.





Shelter ME Program at Bolduc Correctional Facility

The Maine Department of Corrections (MDOC) in collaboration with the Maine Department of Agriculture (DOA), and with assistance from the Maine State Society for the Protection of Animals stands ready to provide temporary shelter and support for horses that DOA has taken into custody for a variety of reasons. The new program will be appropriately called *Shelter ME*.

At this time, a quarantine building, horse barn, outside shelter, and fencing has been constructed on

the grounds of the Bolduc Correctional Facility (BCF) for such a purpose. The needed materials were supplied by BCF and DOA, with labor provided by Bolduc's farm crews and the Building Trades vocational school.

In the Memorandum of Understanding, the DOA will transport horses for temporary shelter; with the exception of those horses seized by DOA and awaiting a court hearing. DOA will provide veterinary services for horses in the program, as well as, supplies, necessary

equipment, and any other related necessities.

As outlined in the agreement, MDOC will provide all housing and grazing requirements, as well as prisoner labor, to assist in the care and handling of the horses sheltered on the grounds of the Bolduc Correctional Facility.

Staff and prisoner training will be facilitated by the DOA with additional training opportunities that may be needed for staff and prisoners to adequately assist with the

care and handling of the sheltered horses at Bolduc.

This particular horse program is similar to the K-9 Corrections Dog program currently in place at BCF. Training prisoners to care for animals has been shown to be a therapeutic activity for men who may not be comfortable showing the care necessary to tend to other living beings. This work with horses not only offers a tremendous opportunity to develop an outlet for these skills, but also may provide potential vocational prospects.



Long Standing Multi-Agency Cooperation Key to Protecting Whiting Home From a Wildfire

A wildfire reported on Route 1 near the Dodge Road in Whiting just after 5:00 on Wednesday sent firefighters from the Whiting Fire Department and Forest Rangers from the Maine Forest Service into action. The fire, sparked from a permitted blueberry field burn at the residence of Calvin Burtain, was growing rapidly when firefighters arrived. The fire was being fueled by gusty winds and extremely dry fuel conditions, and was one of over a dozen reported in Maine on Wednesday.

According to Maine Forest Ranger Ryan Maker, the homeowner had acquired an open burning permit for his planned fire, and he had adhered to all of the requirements listed on the permit. However, the fire just proved too much to contain and began spreading toward the woods and another home. Firefighters from Whiting, Lubec and Ranger Lt. Jeff Currier joined Maker at the call and immediately began to attack the fire.

“It was clear that this fire had potential and was heading toward another home,” Ranger Ryan Maker said. “Fire Chief Craig Smith and I were formulating a plan when Lt. Currier arrived in one of our HMMWVs,” he added. The HMMWV stands for High Mobility Multipurpose Wheeled Vehicle and was acquired by the Maine Forest Service through the federal excess property program. The forest service acquires surplus military equipment for the forest rangers, as well as for municipal fire departments. The equipment is received at no cost to the state and helps to provide forest rangers with specialized equipment for their forest protection and law enforcement missions.

Whiting Fire Chief Craig Smith is also employed by the Department of Corrections at the Downeast Correctional Facility in Machiasport. He serves as a vocational instructor, specializing in welding trades. The HMMWV that Currier brought to the fire was one which Smith had recently helped to refurbish and equip at the prison with his inmate welding students. At the facility, Smith and his crew were able to construct a 180 gallon water tank,

hook up the water pump, and built a roof for the vehicle, which often are made only with soft canvas tops. Smith and his crew have been able to help the forest service put

Continued on next page.



A wildfire approaches a home on Route 1 in Whiting, Maine. Photo credit: Maine Forest Service.



Wildfire continued

eight of these vehicles in service, saving the forest service thousands of dollars.

As the fire moved quickly toward a residence, the rangers and chief decided that the HMMWV should be used to cut the head of the fire off, protecting the home from

damage. Currier drove the unit across the front lawn of the home and positioned it in between it and the fire. Using the pump on the truck to pump water, the fire chief and rangers went to work knocking down the fire, which had flames lengths of 6 to 8 feet.

“It was burning very hot, and was not going to be stopped with backpumps,” Ranger Maker said, “So the HMMWV was our best option.”

Within 15 minutes, the fire crews had the fire knocked down before it could damage the home. The fire scorched 12 acres before being brought under control.

“It was so neat to have something that I helped to design and build be put to use,” Whiting Fire Chief Craig Smith said. “It isn’t often that I get to see the fruits of my labor from my regular job being put to the test,” he added.

According to Lt. Currier, the Department of Corrections and the Department of Conservation, Maine Forest Service have collaborated in many areas of the state for many years. Maine’s Forest Rangers train inmate wildfire crews each year, so that they can be deployed to assist rangers and local fire crews on wildfires statewide. This effort includes inmate crews at Downeast Correctional Facility, the Charleston Correctional Facility and the Maine State Prison in Warren. Currier said that the cooperation goes beyond fire crews and includes carpentry, building maintenance, metal fabrication and a host of other trades.

“This cooperation has saved Maine taxpayers a ton of money over the years,” Currier said. “We have also provided opportunities for inmate students, through their vocational instructors, to develop skills which will help them contribute when they are released.”

Currier added, “We are proud of our cooperation with the Department of Corrections. In other places you hear of government discord, you won’t find that with us. It is not the Maine way of doing business.”



HMMWV (above) as it was being worked on at Downeast Correctional Facility, and the completed HMMWV (below) and the house that was being protected in the background. Photo credit: Maine Forest Service.



Maine Correctional Center Programming News

By Leida Dardis, Deputy Superintendent

MCC Library Receives Donation Towards Book Purchase

Recently, the Stephen and Tabitha King Foundation generously donated \$1,000 to the Maine Correctional Center Library. The Foundation has a long history of assisting our library to purchase new books for the collection. The donation is very much appreciated since we largely rely on second-

hand donations. It will allow us to purchase a number of the best sellers and popular series books that are normally only available through Interlibrary Loan Services. We will also have the luxury of buying books on our Suggestion Lists; an infusion of “new books” will be eagerly awaited by the prisoners.



Grant Awarded to Develop Employment Opportunities for Female Inmates

Spectrum Health systems was awarded \$40,000 from the Florence V. Burden Foundation to develop a Work & Community Ready program to create employment opportunities for female offenders housed at the Maine Correctional Center (MCC). The program will provide incarcerated women with the skills, confidence, and support necessary to find and maintain legitimate employment upon their release from

prison. The goals of this initiative are to develop a gender-responsive work ready program, pilot the new program at the Women’s Center at the MCC, and to lay the groundwork for future expansion. The ultimate goal of Work & Community Ready is to reduce recidivism and strengthen Maine’s workforce by providing rehabilitative, educational skills-based workforce training to men and women with a history of

incarceration. The on-site program coordinator, Kristen Stevens, who has extensive experience in providing a similar program for the men, will assist Abbie Embry Turner to develop and design a curriculum for Work & Community Ready with consultation from the National Institute of Corrections and the Muskie School of Public Service.

Women Unlimited to Offer Female Inmates Financial Literacy and Job Seeking Help

Lib Jamison, the Executive Director of Women Unlimited, Inc., successfully obtained a grant from the Maine Women’s Fund to offer *Financial Literacy and Job Seeking Help for Felons* for female prisoners housed in the Maine Correctional Center’s Women’s Center. The goal of

this program is to reduce recidivism by giving the participating women tools that will support their success in the community. The continuing programming available through Women Unlimited upon their release will also support their success. Women Unlimited has provided a

number of well attended work ready programs to our various facilities over the years. The organization also partners with the Maine Department of Transportation and the Federal Highway Administration to place their job bank members into on the job training opportunities.

MCC Programming News continues on the next page.

MCC Programming News continued

Maine Poet Nancy A. Henry Visits MCC Men's Writer's Group

Maine published poet, Nancy A. Henry, visited a Writer's Group in the Maine Correctional Center's Education Department along with the group's volunteer facilitator, Susan Richardson. Ms. Henry is an adjunct instructor of English and Humanities at Central Maine Community College and an attorney

who served as Assistant Attorney General of the State of Maine in the Department of Child Protection. She is the author of several collections of poetry and her work also appears in anthologies. Ms. Henry has been nominated several times for the Pushcart Prize and her work has been featured by Garrison Keillor on *The*

Writer's Almanac. During her visit with the Writer's Group, she read a number of her poems and offered ideas and encouragement to the men who shared their own poetry. They were enthusiastic and appreciative of Ms. Henry's visit.

Chaplain Zimmerman Completes Law Enforcement Chaplain Certification Program

Chaplain Sr. Marian Zimmerman completed a week long Law Enforcement Chaplain Certification program at the Maine Criminal Justice Academy. She was one of seventeen participants from the state

and New Hampshire who took part in the training. Highlights of the training focused on the ministry of presence, assessment of suicide risk, and death notifications. Emphasis was placed on both the pastoral

aspects and security concerns in law enforcement, with an eye to the collaborative roles of the chaplain and security personnel.



New officers receive restraint chair training at Maine Correctional Center. The class was conducted by Captain Shawn Emerson. Pictured left to right: Ian Geib, Stephen Soule, Whitney Burns, Sharon Ayotte and Nicole Lincoln.

Staffing Updates at Maine Correctional Center

MCC welcomes new Correctional Officers: Darrell Allen, Sharon Ayotte, Whitney Burns, Ian Geib, Nicole Lincoln, Stephen Soule, Shaquana Tribble, and Scott Vickerson.

Welcome also to Jen Jacobs of the Corrections Service Center who has filled the long vacant position of Account Associate I.

Good-bye and thanks to Officers Richard Barnes, Curtis Brooks, and Jason Vallee; each of whom have left for other job opportunities. They performed their duties well and will be missed.

Best wishes to Henry Preibe who has retired from his position as a Correctional Care and Treatment Worker

(CCTW). Henry started his career as a Correctional Officer and has worked in variety of posts throughout the facility. When the opportunity presented itself, Henry applied for the CCTW position and has been at it ever since. Thanks Henry for the good work and good luck in pursuit of your new career!

Congratulations to Brian Libby upon his promotion to the position of Deputy Superintendent. In his new role, Brian will be supervising all of the security functions and operations of the facility, as well as, supervision of the Classification Department. Brian previously has served as a Correctional Officer, Sergeant, and Captain. He also has been a patrol officer for the City of South Portland and a proud veteran of the United States Air Force.

Maine State Prison College Fair Well Attended

Maine State Prison recently held a College Fair, which had overwhelming attendance. Visiting MSP to talk about their organizations and field questions were Joanne Richards (Advisor from the Maine Educational Opportunity Centers University of Maine), Larinda Meade (from the Maine College Transitions Program),

Pam Crate (Counselor from the Finance Authority of Maine [FAME]), and Kathy Trask (Associate Director of Admissions at University of Maine at Augusta [UMA]). Special thanks to these four women, as well as, everyone who worked behind the scenes to make this event such a success.



Joanne Richards Advisor from the Maine Educational Opportunity Centers University of Maine.



Pam Crate a counselor from FAME.



Larinda Meade from Maine College Transitions Program.



Kathy Trask from the University of Maine at Augusta.

MSP Participates in Emergency Readiness Training

The Maine State Police Tactical Team from the Maine Department of Public Safety and the Maine Department of Corrections' Correctional Emergency Response Team (CERT) from Maine State Prison (MSP) spent a full day training together. The exercise was of mutual benefit to both teams, enabling them to better prepare their operational readiness in an emergency situation. The

teams demonstrated their capabilities to react to a crowd control situation and has done an outstanding job over the past few months ensuring they are prepared for critical incidents. A special thanks to Commander Nick Grass who led the Maine State Police team and to Commander Mark Clevette who led the MSP team. Both teams look forward to future operations together.



The Maine State Police Tactical Team from the Maine Department of Public Safety.



The Correctional Emergency Response Team (CERT) from Maine State Prison.

Maine State Prison Marks Significant Date in It's History

On March 28th and 29th, Maine State Prison (MSP) held a celebratory events to marked a significant date in the history of the prison. On February 12, 2002, DOC officially closed the Thomaston Facility and began full



operations at the Warren Facility. It was the end of an era and the beginning of significant change in correctional philosophy in Maine. One decade has passed since the move to a new facility and the change to Unit Management.



CO Tripp winner of the gun cabinet in the MSP raffle.

To mark this historic date special commemorative coins were cast, purchased, and presented to every staff at MSP and the Bolduc Correctional Facility. A raffle was arranged for the purchase of the coins. Raffle winners were Officer Clarence Tripp and Ron Monize (former CMS employee).

Celebrations continued with a facility-wide chili cook-off. Prizes were awarded with Honorable Mention going to Alisa Kelley-Farrell; Third Place (\$20 award) went to CO James Hancock; Second Place (\$30 award) went to CO Travis Neal; and First Place (\$50 award) went to Cheryl Stone. Units and shifts were also encouraged to arrange potluck meals within their areas.

Alisa Kelley-Farrell (right) won Honorable Mention in MSP's chili contest.



Cheryl Stone (below) won First Place in MSP's chili contest.



Amy Arthur Retires From MSP

Amy Arthur was hired in March 1989 as Administrative Secretary to Warden Martin Magnusson at the Maine State Prison (MSP). She worked closely with both Marty



A "surprised" and retiring Amy Arthur with Maine State Prison Deputy Warden Larry Austin.

and his Administrative Assistant, Esther Riley. Amy also supervised the clerical pool and switchboard on the third floor of the old prison. In May of 1992, Amy was promoted to Personnel Specialist in the Personnel Office when Jan LaPointe was the Personnel Director. It was in 1992 when all the advertising, interviewing and hiring was done to staff the new Supermax in Warren that Amy reviewed and approved applicants for interviews. She assisted in the personnel orientation and training; worked with supervisors on performance management issues and contract interpretation; and managed the worker's comp cases for MSP, BCF, and MCI. In addition, Amy maintained accurate seniority lists, posted jobs within the institutions, and recorded security

staff's bidding rights, including managing all the bidding for new posts that became available when the new prison went on line. In the fall of 2001, the personnel office staff were the first individuals to actually move into the new prison in Warren, with other staff following. Prisoners were moved in February 2002. In 2006, due to reorganization of the State's Departments, Amy's position was transferred to the Department of Administrative and Financial Services-Corrections Service Center along with many other personnel and financial staff. At that time, Amy became the Worker's Comp Coordinator for the entire Department of Corrections and the Corrections Service Center. She worked closely with the Worker's Comp Division to ensure that injured workers received the care they needed. She then coordinated with supervisors and administration to assign light duty posts to injured workers when they were able to return to work. Amy retired at the end of this March with a little more than 23 years of service.

A "surprise" pizza party was held for her in the Administration Conference room where she did some reminiscing. There were a lot of laughs and good times remembered. Amy was presented a plaque and a clock by Deputy Warden Larry Austin. We wish her well and will miss her.

MSP Staff Recognized For A Job Well Done

Health Services Administrator Brian Castonguay gave praise to Katrina Coakley for her tireless efforts she demonstrates in the medical department.

Doctor Simonds of the Special Management Unit gave commendations to Sergeant Vigue and Corrections Officer David Miller for their approach to working with residents on the mental health unit.



Sergeant Vigue



CO David Miller

Continued on page 16.

Job Well Done continued

Officer Brad Hamel was awarded a Life Saving Award by the Warden for preventing a prisoner from attempting to injure himself not only once but twice.



Officer Brad Hamel

Sergeant Gifford noted that two of his Corrections Officers in Close Custody Unit, David Ames and Dale Tobey, were diligent in their duties.



David Ames



Administrative Coordinator Bob Costigan gave praise to Nancy Shanholtzer for her diligence in finding contraband in the incoming mail.

Nancy Shanholtzer

New Retail Store Manager at Maine State Prison Showroom

MPS is pleased to announce that Ron Secord has accepted the position of Retail Store Manager at the Maine State Prison Showroom. Ron has been with DOC for over 25 years with more than 15 years in the Prison Industries Program. Ron's experience, knowledge, and skills will be a great asset to the Prison Showroom operations.

Runaway Results

By Jamie Perry

I wanted to thank all of those from Maine State Prison who ran in the *Race the Runways* in Brunswick on April 7th. Officers Chad Benner, Jason Miller, Brian Baker, Ronald McArthur, and myself (Jamie Perry) ran the half-marathon. Warden Barnhart and her daughter; Sgt. Stuart and his son; and my son ran the 5 k. The race started and finished at the former Brunswick Navel Air Station. There were 1,400 runners between the different races!

All proceeds from the race went to support Maine Adaptive Sports and Recreation. They offer sporting opportunities at no cost for disabled vets and service people—including skiing and canoeing. A worthwhile cause!

Continued on next page.



Officers Brian Baker, Jason Miller, Jamie Perry, Chad Benner, and Ronald McArthur at Race the Runways.

Runaway continued

Chad and I started running together. At the four mile mark I had fallen behind and found Chad waiting for me to catch up. I told him to run at his own pace and that I would see him later, so off he went. At mile 11, I caught up to him and passed him. I went passed him and finished a few minutes ahead of him. In a long race, pace is very important.

McArthur finished in 1 hour and 28 minutes, 15th overall, very impressive. Baker came in at 1:34, Miller at 1:39, myself at 2:02, and Chad at 2:06. Benner and I took more than two hours to finish the race, but we also

weigh over 200 pound and can bench 300 pounds. My son Mike ran the 5k in 25 minutes, Warden Barnhart in 32 minutes, her daughter in 34 minutes, Sgt. Stewart and his son also finished in 34 minutes.

We all had a great time and I am so happy to see others running with their children. It's was a great opportunity to bond with kids, give them a sense of accomplishment, and reinforce the importance of physical activity.

Spring is here so get out and run, bike, hike, or do whatever you like and have fun!

Updates From Region 1-Adult Community Corrections

Submitted by Carol Carlow

Scott Landry Assumes a New Position

It was a happy, but sad moment, when we had to say goodbye to Regional Correctional Manager (RCM) Scott Landry as he moves into his new position as Regional Correctional Administrator in Region 2-Adult Community Corrections. Scott has been with us for almost 12 years and during that time has been a willing and experienced helping hand to each and every one of us through the years. That same dedicated work ethic and departmental knowledge should spell success for him in his new position. And although we will all miss Scott greatly, our congratulations and best wishes go with him. Staff members honored Scott with a "send off" informal brunch at the conclusion of the staff meeting on March 14th.

Christopher Arbour Promoted to RCM

On April 30th PPO Christopher Arbour assumed the responsibilities of the RCM position for York and Oxford County. Chris is no stranger to all of us here at Region 1 as he has been an important part of our staff during his nine year tenure serving as a Sex Offender Specialist in Cumberland County and Institutional Probation Officer (IPO) at the Maine Correctional Center. Always one to extend the extra effort and go the extra mile, Chris should do well with all the challenges facing him in his new position. Our congratulations and best wishes are with you, Chris, on this well deserved promotion.

We've Moved...

March 29th and 30th were moving days for our Biddeford and Springvale Probation Offices. After several months of planning, it finally all came together and now these two offices have been combined in a new home. The new location is 15 York Street, Suite 9-101 in Biddeford. This is a shared location with Juvenile Services on one side and Adult Community Corrections on the other. This office space offers a number of wonderful amenities from small individual offices with windows to plenty of off-street parking. Overall this move has made for a more efficient day-to-day operation for the entire York County staff.

Updates From Region 3-Adult Community Corrections

By Mary Jones and Pat Delahanty

Times sure are a changing here at Region 3 Adult Community Corrections. Pat and I are settling into our new Regional Corrections Manager (RCM) positions and want to thank everyone for welcoming us and making the transition into our new role much easier.

Gone But Not Forgotten

After 33 years with the department, we lost Probation and Patrol Officer (PPO) Paul Kelley to that ever enticing place called “retirement.” Regional staff held a luncheon for Paul on March 30th at which time Regional Correctional Administrator (RCA) Goodwin presented him with a beautiful plaque in honor of his many years of hard work and dedication to DOC. We all want to wish Paul a happy retirement and know he will be greatly missed by all who had the pleasure of working with him over the years.

Ray Porter has resigned his position as RCM to take on a new career path. Ray is enjoying his new position as an administrator at the Waldo County Reentry Center in Belfast. We all wish Ray the best in his new endeavors.

Transfers In, Out, and All About

In March, PPO Scott Lewis transferred in from Region 2. Scott previously supervised a case load in the Skowhegan area and has now joined PPO Sam Payson in the Ellsworth office. Scott will be a great addition to our Region.

PPO Ruth Fethke has transferred out of her Bangor Court Officer position and is taking on a case load in the Belfast area. Although her office has moved, Ruth continues to maintain a regular presence at the Bangor office as she continues her collaborative work with Volunteers of America staff at the Women’s Reentry Center.

Once the dust settles and new officers are trained, PPO Don Muth will be giving up his Sex Offender Specialist position and transitioning into the position of court officer. Many thanks to PPO’s Candice Kiefer, Corey

Day, Don Muth, and Ron Sagner for covering the court officer duties in the interim.

PPO Anthony Prest will soon be leaving us to fill a Region 2 vacancy in Lincoln County. RCA Landry has graciously allowed Tony to remain with us in the Rockland office until the new PPO’s have completed their training. Tony’s presence in the region will be missed.

New Faces

Interviews were recently held to fill vacant PPO positions within the region. We want to welcome:

- Timothy Quinn – Tim comes to us from Volunteers of America where he worked doing pretrial and post conviction house arrest supervision with Penobscot County Jail. Tim will be assigned to the Bangor office.
- Dennis Haislet – Dennis comes to us from DHHS where he worked in Support Enforcement. Dennis will be assigned to the Lincoln/Millinocket area.
- Amy Burnham – Amy joins us after giving up her position as a Correctional Caseworker at the Maine State Prison. Amy will be assigned to the Rockland office.
- Christopher Spear – Chris joins us after giving up his position as a Correctional Caseworker at the Maine State Prison. Chris will also be assigned to the Rockland office.

We are extremely pleased to have these four new faces coming to our region. They will each take over their assigned case loads upon completion of their training scheduled to start on May 14th. Thank you to Rosalie Morin, the FTO’s, and their fearless leader RCA Bill Goodwin (AKA their FTOPA), for all the hard work in pulling the training plan together.

Continued on next page.

Updates Region 3 continued

Many, Many Thanks

Regional Correctional Administrator (RCA) Goodwin, Pat, and I would like to express how extremely grateful we are to all staff within our region. Many have taken

on extra duties and double case loads to help out over the past few months. We are very fortunate to have such dedicated people within the region. Their hard work and willingness to rally together when needed has not gone unnoticed.

K9 Program at MSP and MCC

The Maine Department of Corrections has begun a K9 program at both Maine State Prison (MSP) and the Maine Correctional Center (MCC). The handlers and dogs are

being trained and will be graduating on June 9th. The handlers and dogs at MSP are Corrections Officer Kyle Sylvester and his dog Gunner (pictured left) and Corrections

Officer Colt Sleaster and his dog TJ (center), and MCC's Corrections Officer Joseph Salisbury and his dog Tyson (right).



JMG Students Award Spruce Run JOY Grant

By Pat Gillis, JMG Program Manager

Jobs for Maine's Graduates (JMG) and Jumpstart Our Youth (JOY) combined forces to promote philanthropy at Mountain View Youth Development Center (MVYDC).

Every year JMG students at MVYDC participate in the JOY Project. Established in 2009, the JOY Project awards grants to non-profit organizations throughout Maine. Made possible by the collaborative efforts of the Unity Foundation, Jobs for Maine's Graduates, UniTel, and the Maine Community Foundation who provide funding and administrative support, this Project recognizes the need to promote philanthropy education for Maine youth and get them involved in giving back to their communities.

In addition, the grants allow non-profit organizations in Maine to stretch limited dollars just a little bit further. Last year, \$64,000 in grants were distributed across Maine. At MVYDC, students of the JMG Job Readiness Program sent out Requests For Proposals (RFPs) to 20 organizations asking them what their needs were and how they might use a \$1,000 JOY grant. Eight non-profit groups responded with applications. Once collected, the students embarked on the difficult task of screening and selecting the organizations that could best meet the needs of Maine's children. After careful consideration, they came up with two finalists who were asked to come to the Center to present information and answer questions from members of the JMG class. The winner of this year's \$1,000 JOY grant is the Spruce Run Domestic Violence Project which will use the funds to purchase books for their Knowledge Empowers Campaign.



Spruce Run Program Coordinator, Emily Wagner, presenting to Jobs for Maine Graduates (JMG) students.



2012 Graduation at Mountain View Sets Record

The Mountain View School graduation was held on Friday April 6th in MVYDC's Gymnasium. It was the largest class to date, with 19 students plus two more who returned from their release for the graduation, to receive GEDs and High School Diplomas. Congratulations to all our graduates!

Staff Updates at Mountain View Youth Development Center

Promotions

Marsha Higgins, former Juvenile Program Specialist, was promoted on March 5th to the Chief of Volunteers position that has been vacant for some time. She has diligently been working with current volunteers, and has arranged a special celebration in their honor for April 16th. We look forward to the important work of enrolling more volunteers and mentors; and bringing our community and residents together.

New and Temporary Assignments

Juvenile Program Worker (JPW) Amy Gilbert and JPW Warren Brown have been assigned in a new capacity as Community Reintegration Specialists (CRS). They will work with those residents in the facility who are ready to be enrolled into community programs. They will then monitor the youth for 90 days after leaving the facility. Gilbert and Brown will work closely with the Juvenile Community Corrections Officers (JCCOs); hopefully reducing the JCCO's workload and also create a new safety net for newly released residents.

Warren Brown also applied for a position of JCCO for Region III, was chosen, and started on May 7th. He will be working out of the Bangor office and cover the greater Brewer areas. As a CRS, Warren has been instrumental in implementing the new program in the field. We congratulate him on his promotion.

With Warren leaving, another JPW was chosen for the CRS position. Congratulations to JPW Nick Gagnon on his new position as Community Reintegration Specialist.

JPW Cheryl Preble and JPW Tom Kirlin were assigned to assist with the A.C.A. file folders. They have been doing an excellent job and by the end of April they have completed 260 folders.

Juvenile Program Specialist (JPS) Donald Dillon and JPS Shane Tyrell have been assigned to the positions of Second Shift Juvenile Facility Operations Supervisors.

Retired

JPW Janice Young retired as of May 1st and Clinical Director of Treatment Peter Ippoliti, Ph.D., also retired effective May 1st. There have been lots of recent changes at MVYDC. Congratulations to all!

Craig Courbron Receives Doctorate in Education

By Cheryl Quinn, Principal

Title One and Literacy Teacher Craig Courbron successfully presented his dissertation (abstract below) to earn his Doctorate in Education on March 19th. Dr. Courbron will graduate on May 12th from the University of Maine with an Educational Doctorate in Curriculum and Instruction.

Title

The Correlation Between the Three Fluency Subskills and Reading Comprehension in At-Risk Adolescent Readers.

Main Hypothesis

Prosody would be the fluency subskill most strongly correlated with Reading Comprehension in At-Risk Adolescent Readers.

Findings

Prosody and Speed were tied as the fluency subskills that were the most strongly correlated with Reading Comprehension in At-Risk Adolescent readers (ES = .845). This is a very strong and statistically significant correlation. Reading accuracy was not only weakly correlated with Reading Comprehension (ES = .347), which was a surprise finding.

These results have the potential to influence the design of reading remediation for at-risk adolescents.

Career & Technical Training Spring Semester Ends at United Technologies Center

By Pat Gillis, JMG Program Manager

Six residents from Mountain View just completed another round of Career and Technical Education (CTE) training at United Technologies Center (UTC) in Bangor on March 30th. Courses offered this term were Basic Electrical Wiring, Welding I and II, and Introduction to Plumbing. All students enrolled in the program are required to complete final projects in order to receive grades and credits on their high school transcripts. Welding students completed their

AWS certification testing and are awaiting their results. As in previous trainings, UTC provides shop space, equipment, and the certified instructors to teach the courses. MVYDC contributes all the tools and safety gear for each student. Much credit must be given to the administrators who manage the program and the security staff who provide transportation and on-site supervision. Another training program is planned for June 2012.



A student works on his final project in the Basic Electrical Wiring class.

Students practice their vertical and horizontal welds for AWS certification.



Green Thumbs Volunteer at Long Creek Youth Development Center

By Stephanie Netto

As part of National Volunteer day, eight employees from Anthem Blue Cross and Blue Shield came to Long Creek on Saturday, April 28th to prepare raised beds for planting; plant blueberry and raspberry bushes; and build two cold frames. Anthem provided all of the gardening supplies and later donated the supplies to the facility! Anthem also provided lunch for the volunteers, Long Creek staff Sue Finch, Stephanie Netto, Melanie Cardus and six residents who helped with the planting. The Anthem

employees spoke very highly of their experience and were extremely impressed with the residents, their manners, and how hard they worked. They said that they would love to come again next year! After the event, one volunteer emailed the following:

“We had such a great time on Saturday! Thank you again for allowing us to come into your facility and for all your hospitality! A huge thank you to all the boys who

came out to join us – it was an honor to meet them and their hard work really helped us to complete the projects!! Melanie as you noted during lunch the added bonus of not only helping the children who lives we touch but also the members of your staff, Mrs. Finch truly made a lasting impression on our hearts. The children to whom she devotes her career to everyday are really blessed to have her in their lives!”



Updates From Region 1 - Juvenile Field Services

Submitted by John Coyne, JCCO

Recently Mike Mack RCM and John Coyne JCCO were invited by the Portland Police Department to become part of a program called, "Positive Tickets." This is a program that is a partnership between the Public Health Services Division and the Portland Police Department in the City of Portland. Ronni Katz and Lt. Janine Roberts are the point people involved in this project. Positive Tickets are rewards for adolescents who are witnessed doing something well. There have been donations by area businesses of movie tickets, bowling passes, metro passes, gift cards for art supplies and many other things. Through this project we are able to participate in the greater Portland Area. Many thanks to the City of Portland for their outreach to Region One.

Cinemagic (Zyacorp) has also donated tickets to Region One to use as positive incentives for clients who are doing well and achieving areas in their lives that are addressed in case plans prepared by our JCCO's. On Friday April 6th, Region I and

II staff participated in a J-SOAP Training at the Long Creek Youth Development Center lead by Dr. Sue Righthand and Mike Mack RCM. Valuable information was shared with the group to educate them about statistical information about juveniles with sexual offenses and how to administer the J-SOAP if you supervise a juvenile who has been adjudicated of a sexual offense.

Dave Clock JCCO (Brunswick Area) is doing some great work with the Coastal Youth Court. He has had meetings with stakeholders and this model is really moving forward with support in his communities.

I am extremely proud of the support being shown to Rod Paulette. Rod is having health difficulties that are extreme to say the least. Joe Hansen has been at the front lines in supporting Rod during these hard times and is working towards getting Rod and his sons to Florida and Disney. In Regions I , II and Long Creek there have been fundraising to help offset the cost to the family.

Maura Douglass celebrated her 25th Anniversary with the Department on April 13th 2012 at the Region I office with her colleagues. Maura has done this job for years and always does it well with a smile on her face. She is a person that you can go to for advice and guidance without judgment. She has done considerable work with the Union over the years representing the line staff as part of the Labor Management Team. Maura is well respected in these forums and brings historical knowledge and innovative ideas to the table. She is great at problem solving and reaching out to the membership for there input. A very valuable employee for so many reasons to so many people. Happy Anniversary Maura!!

Region 1 recently welcomed three new staff. Robert LaPlante was hired as York County's RCM. Robert comes to us after spending the last five years in Region II as a JCCO. Jen Chone and Melanie St.Pierre were both hired as JCCO's for York County. Welcome to all.

Mission of the Juvenile Services Division

To promote public safety by ensuring that juveniles under the Department of Correction's jurisdiction are provided with risk-focused intervention, quality treatment, and other services that teach skills and competencies; strengthen pro-social behaviors to reduce the likelihood of re-offending and require accountability to victims and communities.



Updates From Region 3 - Juvenile Field Services

Submitted by John Bennoch, JCCO

Region 3 has seen some major changes in the past couple months. In March, Mary Jones accepted the position of Regional Correctional Manager with Adult Community Corrections, Region 3. Mary covered northern Washington County for the past ten years, and conducted countless hours of training as an FTO. We congratulate Mary on her promotion and wish her the best in her new role.

While we said goodbye to one JCCO, we welcomed three new officers. Kelly Nightingale was hired to cover Southern Aroostook County. Kelly is from the Houlton area and has several years experience

dealing with our population. Most recently she was a Team Leader for Youth Alternatives, working with clients in the detention alternative program. Kelly has a BA in Criminal Justice from the University of Maine at Presque Isle.

Warren Brown will be working out of the Bangor office and will cover the greater Brewer area. He comes to us from MVYDC, where he was a JPW, Community Reintegration Specialist and FTO. Warren is from the Millinockett area and worked part-time for the Millinockett Police Department. Warren has a Bachelor of Science degree in Criminal Justice from Husson University.

Darrin Constant is from Washington County. He will be working in that area, covering Mary Jones' old caseload. Darrin most recently worked for Youth Alternatives as a case manager in the detention alternative program. Darrin started in Brunswick and transferred to Washington County in 2008. Darrin holds a Bachelor of Science Degree I Criminal Justice from Husson University.

Once Kelly, Warren and Darrin have completed their training, Region 3 will be at full staffing for the first time in three years.

Small Fish, Big Pond

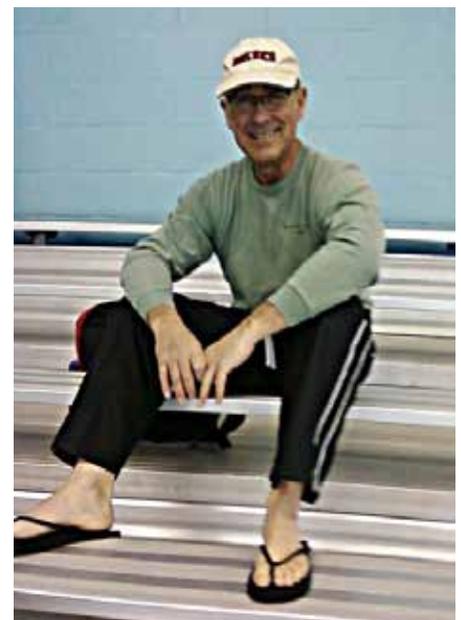
By Corrections Officer Lowden Reed, Maine State Prison

I have to first tell you that I have always been a small fish swimming in a big pond. What I mean is that where strong programs existed, big schools, and a significant talent pool (so to say); there have been a few times that I have gotten close enough to the heat of really good swimmers, but I have no outstanding awards to my credit. What I have always done is show up, and put points on the board for the team; whether that was in High School, or currently with Maine Masters. So if consistency, and team effort is a distinction, then let this be so.

I remember my fist solo swim, and not so oddly I remember the feeling of what is referred to as the Breaststroke, the feel of the water's density, and the lift it produced. (Breaststroke would and is my competitive stroke of choice.) My mother turned me loose at the end of our lakeside dock; it was an early memory of autonomy and independence. Within a few summers I was swimming out into

Continued on next page.

Swimming keeps Corrections Officer Lowden Reed fit and healthy.



Small Fish, Big Pond continued

the lake chasing turtles or friends. Understand this was a time when power boats were a relatively new concept and I never had to compete for water, or worry about a skier in those days.

Throughout Junior High School and High School, I was a Varsity Lettering swimmer every year. My team mates elected me in a tie with fellow swimmer to Co-Captain our team in my senior year, which for 1972-73 season. After a year of some fun inter-mural swimming in College, and a few awesome years of surfing in Southern California, I dropped competitive swimming for roughly 30 years. In 2006 I joined The Maine Masters Club out of Rockport YMCA, where I established myself as a swimmer ranked with top ten recorded swimming times in Maine for a number of events within my age group. At that time the Men's 50-54 age bracket. Now at 57, I continue to set new and improve on earlier timed events in the 55-59 group.

North Eastern Masters Championship Swim Meet was held at Blodgett Pool, Harvard University on March 16-18. The long distance events were held the prior weekend. There were 81 teams represented; I am affiliated with the *Maine Master Swim Team*. They can be found on the internet at www.mainemasters.org. (The column on the right lists my times and places for this swim.)

I think above all it is the brother and sisterhood of my fellow swimmers that keeps me returning to a sport that is extremely challenging, and modestly discrete. A swimmer understands that on the blocks you are alone. You have your presence of mind, and hopefully the training you need, and other than that it becomes very elemental. Personally, I like the competition, and as I have said many times, the workout is an ugly necessity that brings volumes of internal esteem in competition when everything executes as mentally rehearsed. In a good swim I don't think competitors are worried too much about their pain, I think we want the feeling that comes with a perfect turn, a fast start off the block, having the gas to finish strong, and the perfect reach into the wall. To a golfer, this maybe making the thirty foot putt to Eagle a par 5. Of course there are huge benefits to being a swimmer, most of all the health that comes from total body low impact exercise.

After reading this, a new or interested swimmer might question their own resolve to join. The truth is there are new people swimming with the team regularly, they are treasured and made to feel a part of the fold. There are also some extremely strong swimmers working with us who are not there to compete, but for all the other reasons mentioned above. Regardless, swimmers are matched in lanes with those of similar abilities. Practices are at Rockport

YMCA Thursdays at 6:30 p.m. and Saturdays at 7:30 a.m. There is a fun informal practice held on Wednesdays starting at 6:10 a.m.



MSP Corrections Officer Lowden Reed's (pictured above) times and place for the North Eastern Masters Championship Swim Meet.

Reed Lowden, 57, Rockland

100 butterfly	1:23.47	9th
50 freestyle	30.42	21st
100 individual medley	1:16.97	16th
50 breaststroke	35.90	8th
400 individual medley	6:48.34	12th
50 butterfly	35.18	13th
200 breaststroke	3:07.78	8th
100 backstroke	1:31.68	14th
100 breaststroke	1:20.87	7th
200 individual medley	3:04.78	11th
400 men's 55+ freestyle relay	6:48.28	3rd
400 men's 55+ medley relay (breaststroke leg)	6:23.78	3rd
Adding to the teams total with 64 points		

Victims' Advocate Can Relate to Families' Pain — She's Been There Herself

By Kathryn Skelton, Staff Writer for the Lewiston-Auburn Sun Journal

The following appeared in the Lewiston-Auburn Sun Journal on Monday, April 30, 2012.

SOLON — Mary Farrar has shown families autopsy photos before a trial so they could brace themselves. She's coached distraught siblings to yell at her, not the judge, when they just had to yell at someone.

She's had to gently ask a grieving mother to put away rosary beads in court when an attorney thought they made her look too sympathetic. For 21 years, she soaked up strangers' tears.

After all, she could relate.

The woman who thought in high school that she might make a career out of taking airline reservations would spend more than two decades as a victim advocate after her older brother, William, was killed. He was 29, shot

at the family scrap metal business in New Jersey.

She didn't mention that during the job interview at the Somerset County District Attorney's Office. Farrar remembers, at the time, she didn't want people to look at her differently. But it might have been personal history that helped make her good at the job.

Last month, Farrar was honored by the local American Red Cross as a Community Outreach Real Hero and inducted into the Maine Women's Hall of Fame.

She smiles more than one would guess when she talks about the families and the work. It didn't get to her, she said.

It helped.

"All my suits, I bet they have thousands and thousands of tears on them," said Farrar, 63. "I



Mary Farr was inducted into the Maine Women's Hall of Fame

never thought about that (before). But all those tears made me stronger."

She was 25, at her in-laws' farmhouse in East Madison, when her mother called to tell her about her brother. It was a Monday, business had been slow and William, freshly off vacation, had told their father to take the day off; he could handle things.

"Three guys pulled up in a car and pulled a gun on him and shot him for no

reason," Farrar said. He was hit in the shoulder, which led to a massive hemorrhage. The men took \$700 from his pocket then shot up the rest of the office. "Workers were diving into the bathroom."

In Maine, it was hunting season. Farrar, her husband, Bob, their 6-month-old baby Amanda, Bob's mother, a friend and a deer piled into the car for the seven-hour drive back home. When he died, William left a wife and four children.

Continued on next page.

Victims' Advocate continued

"In the beginning you get all the support," Farrar said. "Then you get people saying things, 'Well, it's been a year now'"

She and Bob, as well as Farrar's parents, eventually moved to Maine. She volunteered at her daughter's school, then worked part time as a bank teller when she saw the DA's office want ad for a victim advocate. She started in February 1990 helping victims of sex crimes, assault and attempted murder.

"That's when my journey really began, and I realized this is where I was supposed to be," Farrar said.

In April 1996 she took a similar job with the state Attorney General's Office working with homicide victims' families. Around the same time she connected with the Maine Chapter of Parents of Murdered Children.

"They helped me walk through the darkness," and the anger and frustration she'd tucked away after William, she said.

With the AG's Office, Farrar reached out to families, sometimes within hours. She explained the legal process, attended funerals, paid visits, sat with them at trial and read victims' impact statements in court

when their own voices failed. Work brought her around the state. She helped families at most of the murder trials in Lewiston and Western Maine in recent memory.

"Did I go home and cry and get angry? Yes. But I couldn't let them know that," Farrar said.

She stayed connected with many of them. The family of a Lewiston woman murdered in 1996 came to Farrar's Hall of Fame induction to cheer her on.

Farrar retired in October, working then for the Department of Corrections in Victim's Services. Three

Bernese mountain dogs, one of them a "grand-dog," have kept her busy, as have volunteering and acting as what she jokingly calls a "Sherpa mom" during Amanda's Iron Man competitions.

"I'm never going away," Farrar said. "There's a hearing coming up for some of our (chapter) members; we always try to attend those for support. The more they know and understand, I think it helps with the recovery process. You don't heal from this. It's not something you ever heal from, you recover. You find ways to cope."

Link to this story: <http://www.sunjournal.com/news/lewiston-auburn/2012/04/30/victims-advocate-can-relate-families-pain-shes-bee/1185919>



What's growing in the Maine State Prison greenhouse.

Working With New Mainers: The Democratic Republic of Congo

This column is offered to make our jobs a little more comfortable when working with folks whose cultures and customs are different from our own.

In the previous issue of *DOCTalk* we learned a little bit about the customs and characteristics of the people from Sudan, Somalia, Cuba and South America (Mexico, Guatemala, Columbia, the Republic of El Salvador, etc.) In this issue we'll "travel" to the Democratic Republic of the Congo to learn about their population, customs, languages and religion.

If we ask a Congolese person how they would identify themselves, they may answer *Congolese*, *Black*, *African American*, or they may identify themselves with two or more races. They may even say they don't know! What to do, what to do?

It is okay to read them the U.S. Census categories. This is actually helpful because it gives them the responsibility and opportunity to identify themselves. (These categories can be found in the September/October 2012 issue of *DOCTalk* or you may contact me for the information.)

Continued on next page.

A Snap Shot of The Democratic Republic of Congo

Religion

- Christian
- Muslim
- Animism (mixed with Christianity)

Language

- Lingala
- Kikongo
- Tshiluba
- Swahili
- French

Most people speak their own ethnic language(s) and one to four of their national languages.

General Attitudes

- Abrupt Speech
- Individualism at expense of family is frowned upon
- Time is elastic
- Wealthy people are given great respect
- Education is highly valued
- Bantu
 - Concern for others welfare
 - Shameful to be in need
- Congolese:
 - Careful not to offend
 - Enjoy life
 - Friendly
 - Courteous
 - Laugh easily

Greetings

- Men do not often shake hands with women
- It is common to alternate kisses on cheeks

Family

- Emphasis in group goals and family welfare
- Extended family all under one roof.

Gestures

- Pointing directly with index is impolite
- Beckoning by waving all fingers
- Objects passed with right or both hands, never left
- Left hand is used for personal hygiene
- When shaking hands if right is soiled than offer wrist
- Hand gestures often accompany BLANK verbal communication

CultureGram. (2005). CultureGrams World Edition. Lindon, Utah, USA: ProQuest Information and Learning Company and Brigham Young University.

New Mainers continued



Here are three categories of race you might hear and will enter in CORIS.

- Black or African American. (15,707 in Maine) A person having origins in any of the black racial groups of Africa. It includes people who indicate their race as *Black*, *African American*, or *Negro* or report entries such as the Congolese.
- Some other race. (4,261 in Maine) Includes all other responses not included in the *White*, *Black* or *African American*, *American Indian* or *Alaska Native*, *Asian*, and *Native Hawaiian* or *Other Pacific Islander* race categories.
- Two or more races. (20,941 in Maine) People may have chosen to provide two or more races by providing multiple responses. (Source of data: U.S. Census Bureau, 2010 Census.)

There may be some clients who say they are *Hispanic* and *Black*. Remember the concept of race is separate

from the concept of ethnicity and for our purposes we use the required *Hispanic/Latino(a)* ethnicity only (16,935 in Maine). We would check both the *Black* and the *Hispanic/Latino(a)* (ethnicity) boxes in CORIS.

The 2010 Census reports that 1.2% of those who responded to the Census reported being *Black/African American*. (Source: U.S. Census Bureau, 2010 Census.) Where would you like to go from here? Maine is home to folks from all over the world but we have the highest number of New Mainers from Sudan, Somalia, Uganda, Rwanda, The Democratic Republic of Congo, Ethiopia, India, Saudi Arabia, Albania, Bosnia, Serbia and Montenegro, Brazil, Cuba, Columbia, Hong Kong, Vietnam, Laos, and Canada.

Do you have a suggestion, a question, or need more information? Call or send an email message and we'll see what we can do to help. Kathryn.McGloin@maine.gov or 287-1923.





Photos of Chris Ross' garden. Chris works in Juvenile Services-Bangor.

Employees' Services Anniversaries

Facility Key:

- CC/CO-Community Corrections/Central Office
- CCF-Charleston Correctional Facility
- DCF-Downeast Correctional Facility
- LCYDC-Long Creek Youth Development Center
- MCC-Maine Correctional Center
- MSP-Maine State Prison
- MVYDC-Mountain View Youth Development Center

5 Years

- Anne E Allen..... LCYDC
- Corey L Alley DCF
- Jennifer E Choate.....CC/CO
- Nathanial R CooperMVYDC/CCF
- Stephen A Crawford.....MSP
- Thomas C Dolbier.....MSP
- Catherine A Fisher LCYDC
- Terry L Gaudet.....MVYDC
- Dana A GrassMVYDC
- Bradley J Hamel.....MSP
- Anthony J HealMVYDC
- Devin Jewett LCYDC
- Randall L Johnson.....MVYDC
- Barbara A Libby MCC/Pre-Release
- John F Merrifield.....MSP
- Dianna L RussellMSP
- Thomas A StubbsCCF
- John Wise..... LCYDC

10 Years

- Christopher W Coffin ... MCC/Pre-Release
- Kurt S Dyer SrMSP
- Dawn M Grass MCC/Pre-Release
- Peter Johansson LCYDC
- Joann A Joslyn.....MVYDC
- Allison D PierceMSP
- Christopher RocqueMSP
- Christopher A Ross MCC/Pre-Release
- David Snow.....MSP
- Mark E SpahrMVYDC
- Joseph R Theriault.....MSP
- Clarence E TrippMSP
- Paul W Viekman Sr.....MVYDC/CCF

15 Years

- Chris A Banker.....MSP
- Michael A Downs.....CC/CO
- Lyndon M GreshamMSP
- Albert H Hooper III.....MSP
- Philip M NewthMSP
- Adam D RobinsonMSP
- Rene L Smith LCYDC
- Roy W WalstonMSP

20 Years

- Rick R Ashley..... BCF
- Samuel W BradeenMVYDC/CCF
- John J Whitehouse BCF

25 Years

- Guy E Barter BCF
- Dawne A Carlson-George BCF
- Francis R CyrCC/CO
- Maura S DouglassCC/CO
- Brent W Elwell..... BCF
- Daniel T HarfoushCC/CO
- Douglas E WoodmanMSP

More Than 25 Years

- Gail B AllenMSP
- Donald C BlackMSP
- Sharon L Boynton BCF
- Carol L Conner..... MVYDC (29)
- Donna L Davis.....CC/CO
- David J EdwardsCC/CO
- Robyn L Egan MCC/Pre-Release
- Lawrence S Fisher..... LCYDC
- Ernest C HarringtonMSP
- Dana E Little.....MSP
- Bradley MillerMSP
- Lisa K Nash.....CC/CO
- Steven J Onacki.....CC/CO
- David A Richards MVYDC/CCF (29)
- Thomas A Sands..... CCF (30)
- John V ScheidMSP
- Ronald E Secord.....MSP
- Paryse Thibodeau MCC/Pre-Release
- Phat B Tran MCC/Pre-Release
- Stephen J WoodMSP
- Mae E Worcester BCF

CHERYL MILLER, EDITOR
MAINE DEPARTMENT OF CORRECTIONS
111 STATE HOUSE STATION
AUGUSTA, MAINE 04333-0111

PRSR STD
U.S. POSTAGE
PAID
PERMIT NO. 8
AUGUSTA, ME
04330

ADDRESS SERVICE REQUESTED



**The Maine Department of
Corrections' Correctional
Emergency Response
Team (CERT) during a
recent training.**

See page 13.

