

# DOC *Talk*



Newsletter by and for the employees of the Maine Department of Corrections

May/June 2016



## **INSIDE** *This Issue*

<b>Torch Run®</b> .....	<b>3</b>
<b>Work Ready®</b> .....	<b>6</b>
<b>Restorative Justice</b> .....	<b>10</b>
<b>Coming Home</b> .....	<b>22</b>
<b>Bokashi</b> .....	<b>27</b>

# DOCTalk

is the employee 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 the November/December Year In Review Issue.

## Submission Deadlines

July/August 2016 Issue:  
**Tuesday, September 6, 2016**  
September/October 2016 Issue:  
**Tuesday, November 8, 2016**  
November/December 2016 Issue:  
**Tuesday, January 10, 2016**  
January/February 2017 Issue:  
**Tuesday, March 7, 2017**

Please send submissions and changes to the contributor list to Jason Carey in Central Office at [Jason.Carey@maine.gov](mailto:Jason.Carey@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**  
*Balduc Correctional Facility*  
**Dyana White**  
*Charleston Correctional Facility*  
**Maggie Smith**  
*Downeast Correctional Facility*  
**Anne Allen and Deb Barrows**  
*Long Creek Youth Development Center*  
**Paryse Thibodeau**  
*Maine Correctional Center*  
**Martha Boynton**  
*Maine State Prison*  
**Michelle Lawson and Marsha Higgins**  
*Mountain View Youth Development Center*  
**Wendy Kellman**  
*Southern Maine Re-entry Center*  
**Carol Carlow**  
*Region 1-Adult Community Corrections*  
**Susan Gagnon**  
*Region 2-Adult Community Corrections*  
**Lisa Hall**  
*Region 3-Adult Community Correction*  
**John Coyne**  
*Region 1-Juvenile Community Corrections*  
**Afton Sinclair**  
*Region 2-Juvenile Community Corrections*  
**Darrin Constant**  
*Region 3-Juvenile Community Corrections*  
**Scott Reiff and Ken Lindsey**  
*Prison Industries Programs*  
**Tesse Mosher**  
*Victim Services*  
**Jay Pennell**  
*JJAG*  
**Jason Carey**  
*Editing and graphic design*

## From the Commissioner



*Commissioner Dr. Joe Fitzpatrick*

Summer is leaving us quickly and hopefully you have all enjoyed the warm weather and all that our great state has to offer. I want to especially recognize our Community Corrections officers, where it is the national community corrections week July 17-23rd. They go above and beyond keeping us safe in our communities by supervising the offenders in the resident population every day. Keep up the good work and take a moment to recognize one another.

Our internship program has expanded into its second year for college students pursuing a career in the law enforcement field, this is nice to see. I have learned that of our current 21 interns throughout the Department, we have hired on two full-time staff positions and one part-time staff position. Please take a moment to mentor these interns and new staff supporting them to get the full understanding of what we do in the corrections field.

It was a very sad day in the Department of Corrections to lose one of our own to a single vehicle automobile accident, Sergeant LaCourse, at the Maine Correctional Center in Windham. He will truly be missed by all and our deepest sympathies go out to his family, friends and work family.

Thank you all for your hard work and dedication every day. Please stay safe and enjoy the rest of your summer.

Respectfully,  
Commissioner Fitzpatrick

**ON THE FRONT COVER:** *Thank you to Dave Simpson, Central Office, for the early season blueberry photo.*

*Do you have a great snapshot you'd like to share? Share one of your photos and it might appear in a future issue of DOCTalk. (Email your photo to [jason.carey@maine.gov](mailto:jason.carey@maine.gov))*



# Law Enforcement Torch Run<sup>®</sup> for Special Olympics

The Law Enforcement Torch Run<sup>®</sup> for Special Olympics is a grass-roots fundraiser running event, in which officers and athletes run the Flame of Hope<sup>™</sup> to the Opening Ceremonies of local Special Olympics competitions and State and National Games. Annually, more than 85,000 dedicated, compassionate and volunteer law enforcement officers participate in the torch run throughout 35 nations, 12 Canadian provinces and 50 U.S. states.

For athletes and officers alike, the Law Enforcement Torch Run<sup>®</sup> for Special Olympics is a story of success, love, respect and commitment between law enforcement officers and Special Olympics athletes.

In Maine, over 700 members of Law Enforcement participated in the 2016 Torch Run.



*On June 8th, four staff from the Maine State Prison joined the Camden and Rockland Police Departments, the U.S. Coast Guard, the Knox County Sheriff's Office and several Special Olympians in the Special Olympics Torch Runs. Warden Randall Liberty, Correctional Care Treatment Worker Andrea Abo, Correctional Corporal Richard Green, and Chaplain Kevan Fortier ran the Camden to Thomaston leg of the race. It was an honor to support our Special Olympians. Thank you to all who supported this event.*



*On June 9th, two members from Central Office joined the Augusta Police Department in the Special Olympics Torch Run. Phat Tran, CTI and Kelene Barrows, Special Assistant to the Commissioner, ran from the Law Enforcement Memorial in Augusta to the Vassalboro Town Line, where the Kennebec Sheriff's Office deputies would take the torch farther north. The relay ends in Orono for the Special Olympics state track meet this weekend. It was an honor to support our Special Olympians.*



## Torch Run continued



## Restorative Justice Institute of Maine's 2016 Think Tank

By Warden Randall Liberty

The Maine State Prison (MSP) has entered into an agreement with the [Restorative Justice Institute of Maine](#) (RJIM) to begin restorative practices to repair harm caused by crime. Restorative justice emphasizes accountability, making amends, and—if they are interested—facilitated meetings between victims, offenders, and other persons. The initial focus of the restoration will take

place within the prison community.

On June 21st members of the Maine Department of Corrections attended the Restorative Justice Institute of Maine's annual Think Tank seminar. The theme of this year's event was to "Celebrate, Educate and to Explore: Perspectives." Restorative practices acknowledge multiple perspectives and this understanding

is the key to building and rebuilding relationships.

Think Tank speakers included practitioners from RJIM along with leadership from law enforcement and the education community.

MSP anticipates initial brainstorming and restorative justice training sessions to begin sometime late this summer, with implementation of restorative practices to begin in the fall of 2016.



*(Front row; left to right) Summer JJAG Intern Susan Leonard, JJAG Compliance Monitor Nate Gagnon, Restorative Justice Institute (RJI) Executive Director Rynn Anderson, Former RJI Executive Director Patricia Kimball, JJAG Juvenile Justice Specialist Jay Pennell, JJAG Associate Jason Carey. (Back row; left to right) MSP Board of Visitors Perry Gates, Mountain View Correctional Officer Correctional Officer Robert Boulter, Joseph Jackson from Maine Prisoner Advocacy Coalition (MPAC), and MSP Warden Randall Liberty.*

# Maine DOC Special Operations Group Training

*MDOC*

On June 29th four members of the DOC Special Operations Group (Sgt. Mark Clevette, Captain Harvey Bailey, Bret Smith and Ryan Dearborn) attended the 2016 Lights, Sights, Laser US Tour. The event was hosted by the U.S. Forest Rangers, Police Division in Seal Harbor. This course was attended by Local, State and Federal Law Enforcement. The lead Instructor Wes Doss is a world renowned subject matter expert in Use of Force and Firearms. The information gathered will be valuable in the continual evolution of the Group. The range drills were very effective and many will be adopted by the DOC SOG.

Following the conclusion training, the group competed in a drill to determine the Top Shot of the day. Prior to the competition Sgt. Clevette competitively advised the DOC Special Operations Group that one of them had better win or else! Sgt. Clevette was the winner of the top shot and Ryan Dearborn came in a very close 2nd. Bret Smith and Captain Bailey also had 2 of the best times. It is great to see the several years of dedication, challenging training and solid investment have paid off in the readiness and professionalism of the DOC SOG team. Well done!



# WorkReady® Credential Program, Soft Skills

*Maine Department of Corrections*

The employers of Maine have expressed the need for potential employees who have the basic skills needed to be successful in the workforce. These basic “soft skills” include personal motivation, appearance / hygiene, communication skills, the ability to work with others, problem solving, anger management, safety practices, and others.

The lack of workforce “Soft Skills” has an even more significant impact to a group of people who need to get a job within the community. This group is made up of the men and women who are released from the State correctional facilities. These people may enter the communities of Maine, with no place to live, no employment, no family support system, and with all of the public’s negative perception of the “convict” stereotype. Many of these people have a weak or negative work history.

One of the most worthwhile programs within the MDOC Correctional Facilities is the WorkReady® Credential Program. This program is being provided to the inmates of every MDOC juvenile and adult correctional facility in the State.

The WorkReady® Credential Program is a 60-hour education course that teaches the “Soft Skills” that are needed to be successful in the workplace. The program is designed to help individuals who are having trouble getting or keeping a job.

A WorkReady® facilitator training session was recently conducted to prepare staff from every MDOC juvenile and adult correctional facility to conduct the WorkReady® Program. This training was presented by Megan Dichter, State Work Ready® Director at the Maine Department of Education (MDOE) and MDOC Teachers Abby Turner and Scott Donohue.

The WorkReady® Program developed the following seven standards from input from Maine employers and the Comprehensive Student Assessment System (CASAS) Workplace-Related Competencies List to prepare a person’s success in the workplace:

- The WorkReady® student identifies personal motivations and challenges to employment (including self-esteem, personal issues, appearance, attitudes and behaviors, time and stress management).
- The WorkReady® student develops a plan for employment (including self-awareness, interest and skill inventories and begins initial exploration).
- The WorkReady® student understands how to communicate effectively (including verbal and non-verbal, oral and written communication, interpersonal relationships, anger management and conflict resolution).
- The WorkReady® student demonstrates effectiveness in working with other people (including team work, diversity and problem solving).
- The WorkReady® student understands the basic principles of getting a job (including applications, résumés, cover letters, interviews, and basic employment forms and searching for jobs).
- The WorkReady® student understands wages, benefits, taxes and employee organizations (including basic employee information needed to be successful at work).
- The WorkReady® student can interpret and understand work-related safety issues.





*Ryan Thornell, Associate Commissioner MDOC*

WorkReady® participants who successfully complete the 60-hour curriculum and demonstrate proficiencies in the program standards are awarded a Credential from the MDOE. This Credential is recognized by many employers in Maine and some guarantee a job interview to WorkReady® graduates.

For more information on the WorkReady® Program with the Maine Department of Corrections please contact Ellis King, MDOC Division of Correctional Education at [Ellis.King@maine.gov](mailto:Ellis.King@maine.gov) or the following Correctional Education Coordinators:

Douglas Kennedy, Maine State Prison at [Douglas.Kennedy@maine.gov](mailto:Douglas.Kennedy@maine.gov)

Kristin Stevens, Maine Correctional Center at [Kristin.Stevens@maine.gov](mailto:Kristin.Stevens@maine.gov)

Martin French, Charleston/MountainView Correctional Facility at [Martin.French@maine.gov](mailto:Martin.French@maine.gov)

# Correctional Programs division has embarked on a strategic planning process

Ryan Thornell, Associate Commissioner & Anna Black, Grants and Strategy Manager

Strategic Planning is the process of outlining a deliberate direction for an organization. The planning takes into account where an organization is (assessment), where it wants to be (goals), and identifies methods for reaching and measuring those goals (plan).

During the month of July, we met with various members of DOC's leadership team, including facility and division administration, to discuss and engage the work of planning for the future of correctional programming. This included discussions related to treatment and programming, unit and case management, women's services, education and vocation services, industries, restrictive housing, classification, performance measurement, and reentry. The results of this effort will be a continuation and enhancement of the work already being completed by the dedicated staff across the department, and will build upon the existing variety and quality of program services in place to reduce the likelihood of re-offense. The process of strategic planning will ensure the perspectives of facility leaders is heard, validated, and conceptualized into a feasible short and long term strategic plan related to correctional programming.

We have phased our strategic planning process in the following way:

## Strategic Planning Process

Phase	Objective	Tentative Dates
Phase 1	-Assess strengths, weakness, opportunities, threats though feedback sessions with identified DOC staff and stakeholders.	July-August
Phase 2	-Review staff feedback for common themes; -Solidify 3-5 broad strategic goals; -Bring together large group of DOC staff and stakeholders to begin to identify objectives and performance measures related to the identified broad goals.	August-September
Phase 3	-Working with DOC staff and stakeholders to create a short and long term implementation strategy for the strategic plan.	October-November
Phase 4	-Finalize implementation of strategic plan.	November-December
Phase 5	-Implementation of Correctional Program's 2017-2022 strategic plan.	January, 2017

Anna and I pledge to prioritize this genuine management tool in such a way that is both exemplary to the whole of DOC and accessible to staff within every position.

We are proud of the efforts of all staff and look forward to continued collaboration in the planning of our division's movement into the future.



Ryan Thornell



Anna Black

### Key leaders, Strategic Planning Process:

**MCC:** Amanda Woolford, Warden Scott Landry, Deputy Warden Sue Carr

**MSP:** Warden Randy Liberty, Deputy Warden Michael Tausek

**BCF:** Director, Ben Beal

**CCS:** Robyn Hodges and Sarah Miller

#### Central Office:

Judy Beal, Assistant Director, Correctional Programs

Scott Reiff, Director of Industries

Jim Howard, Director of Adult Education

Joel Gilbert, Data and CQI Coordinator

Scott McCaffrey, Director of Classification

# Welcome to MDOC!

*Central Office*

Clint Peebles is the new HR Recruiter for the Department of Corrections. Clint comes to us with a Bachelor's Degree in Animal Science, an Associate Degree in Human Resources, and 20 years of service in the United States Air Force. During his USAF tenure, he was deployed to a number of locations around the world as a Secure Communications Technician. In addition, he was assigned as a Non-Commissioned Officer in Charge; he had supervision over multinational, multiservice offices and was responsible for NATO secure communications for USAF Europe. Clint has vast knowledge, experience and a proven record of recruiting at greater than 125% for each of his four years assigned to USAF Recruiting. He also brings experience as a recruiter right here in Maine. Most recently Clint has worked within the Department of Labor in the Career Center as a resume/interview counselor, the Veterans Administration as a Veteran's Service Representative, and as a Student Field Worker Assistant III with the University of Maine, J.F. Witter Teaching and Research Center.

*-DAFS Corrections Service Center HR team*

Heidi L. Lacroix, RN to the Department of Corrections. Heidi joined Health Services in Central Office on July 18th, coming to us from DHHS. She is now fulfilling the role of a Nurse Auditor. Heidi has many years of nursing experience to include auditing of extended care nursing facilities, management as Director of Nursing and as a Nurse Manager in transitional care at a rehabilitation center in Massachusetts. Heidi was a part-time nurse in corrections with the Kennebec County Jail. You will be seeing her visiting the facilities throughout the state performing compliance audits in the health services areas.

*-Holly Howieson*

Denis Clark has accepted the position of Regional Correctional Manager (RCM) for Region 1 Adult Community Corrections. Denis will be based out of the York County Office. Denis has a Bachelor's and Master's Degree in Criminal Justice. Denis has worked for the Department for 14.5 years, starting his career at the Long Creek Youth Development Center. When Denis transferred to Adult Community Corrections, he held the position of Facility Operations Supervisor. He has supervised a general caseload in York County for a number of years and has been an Field Training Officer since 2011. Denis has been responsible for training and coaching numerous staff within the Region. Denis is well known and respected by staff, peers, members of law enforcement, prosecutors, the judicial and community providers and he has demonstrated strong leadership, collaboration and a high level of job knowledge. Denis is also well skilled in regards to the Interstate Compact for Adult Offenders. Denis assumes the RCM position beginning July 11th.

Kim Snead-Blake has accepted the position of Regional Correctional Manager (RCM) for Region 1 Adult Community Corrections. Kim will be based out of the Regional Office in Portland. Kim has a Bachelor's Degree in Business Administration and Bachelor's Degree in Human Development and Family Studies-Adolescences. Kim has 20 years' experience working in Community Corrections both at the state and federal levels in the State of Colorado. Kim was a Juvenile Diversion Director for 2 years. She has been with the Maine Department of Corrections since 2015. She has extensive knowledge in community based risk assessments. She has a strong background and understanding of Evidence Based Practices and Programs. She has attended numerous professional development trainings as well as "train the trainer" programs. Kim assumes the RCM position beginning July 11th.

*Respectfully,  
Commissioner Fitzpatrick*

Please welcome these great new people to the team!

# Restorative Justice in Maine

By Susan Leonard, JJAG Summer Intern, 2016

Traditionally in the United States the criminal justice system has focused on crime and punishment, administered by the State. Over the past twenty five years, a new movement called restorative justice has become increasingly popular. This rise in popularity is often accredited to Howard Zehr's book *Changing Lenses: Restorative Justice for Our Time*. Zehr's guiding principle is that when a person commits a crime, they are inflicting harm on people, relationships and communities rather than acting against the State. The person who caused harm has an obligation, generally to right the wrong. By understanding crimes in this way we can transform our criminal justice system to one of healing, understanding and community building rather than one of punishment and retribution.

According to Zehr, there are three pillars of restorative justice; harm, obligation and engagement (Zehr 2014). In our legal system that is "concerned primarily with making sure offenders get what they deserve, the legal system considers victims, at best, a secondary concern of justice" (Zehr 2014). By shifting our focus from the punishment to the harm inflicted, the victim becomes integral to the justice process.

We must first understand crimes as offenses against individuals and the communities in which they are committed, rather than against the state. Through an obligation to their victim and community the perpetrator becomes accountable for the crime they committed. Rather than simply being removed from society as

punishment, one is forced to understand the damage they have done and how to correct it. Engagement ensures that both the perpetrator and victim are brought back into the community. In many cases, a victim can feel estranged from their community, oftentimes feeling that they are known simply for the harm they suffered. Those who have committed a crime are ostracized. If a criminal no longer feels they are a member of the community,

they feel less obligated to respect it and are more likely to commit another crime.

Restorative justice usually takes the form of a circle meeting or of a smaller restorative dialogue between the victim, perpetrator and a mediator. In a circle meeting, all those who have been affected, including family, friends and community members meet to discuss the suffering that has occurred. These circles usually begin with an opening ceremony and the introduction of guidelines. They

concluded when all are in agreement about the steps that must be taken to repair the damage that has been done (Restorative Justice Institute of Maine 2014). Restorative dialogues follow the same basic format, but with a smaller group. Additional steps are taken by the mediator to ensure that the victim feels safe for the duration of the meeting.

Restorative justice is particularly useful in the case of juvenile offenders. It is clear that punishment does not work, but rehabilitation does. Young people who are



Susan Leonard, JJAG Intern

*Continues.*



incarcerated often lose hope in their futures. Between 2006 and 2010, 25.9 percent of Maine's incarcerated juveniles recidivated within a year of their release. This number was lowest in 2006, but has dropped since its peak of 30.7 percent which occurred in 2009 (Dumont 2013, 38). The Longmont Community Justice Partnership, which facilitates restorative justice in Longmont, Colorado reported a recidivism rate of 8 percent among those who participate in their program (Analysis of Longmont Community Justice Partnership Database 2007-2009 2010). Obviously, the Longmont program is working for the perpetrators. But it's working for victims and community members as well. 77 percent of community members and 76 percent of victims reported being very satisfied with the outcome of their restorative justice sessions. Only 1 and 2 percent reported feeling dissatisfied or very dissatisfied (Analysis of Longmont Community Justice Partnership Database 2007-2009 2010).

In Maine, the Restorative Justice Institute of Maine is working to promote the statewide institution of restorative justice practices. Their mission is to "promote a widespread cultural and systemic shift in approaching wrongdoing by advancing the use of restorative justice in communities, schools, and correctional settings across the state." As of 2015, the RJIM reported a 97 percent victim satisfaction rate. Additionally, they found that for each juvenile not incarcerated Maine saves an average of 150,000 dollars per year (Annual Report 2015 2015). In 2015, 79 juveniles were referred to the RJIM rather than going to court. Yet, according to the three year plan published by Maine's Juvenile Judiciary Advisory Group in 2015, 5,489 juveniles were arrested in Maine in 2012 (Stoodley and Edwin P. Chester 2015). Although these numbers are from different years, they still provide an idea of the span of the RJIM. RJIM is one of several restorative justice projects in Maine, but the scope is still small in comparison to juvenile arrest rates. With the expansion of such programs, the benefits will also grow.

There are several challenges to the continued growth of restorative justice. One is defining restorative justice.

While the definition laid out in this paper is widely accepted, there are many organizations that claim to practice restorative justice but do not actually follow these guidelines. Second, there is a sustainability challenge. Currently in Maine the Department of Corrections is paying outside groups significant sums of money to run restorative justice sessions within correctional facilities. In order to make restorative justice practices sustainable and affordable, state employees must be trained to replace these outside groups.

The JJAG considers restorative justice practices as "a successful, practical and fiscally responsible method of accomplishing the JJTF (Juvenile Justice Task Force) recommendations of increasing graduation rates, reducing expulsion and suspension rates and developing alternatives to detention" (Stoodley and Edwin P. Chester 2015). Through the implementation of restorative justice in schools and criminal cases, along with the creation of youth courts, community review boards, restorative circles and conferences the JJAG hopes to accomplish these goals of lowering both dropout and juvenile detention rates within the next two years.

#### *Works Cited*

*Analysis of Longmont Community Justice Partnership Database 2007-2009.* Boulder: National Research Center, 2010.

*Annual Report 2015.* Brunswick: Restorative Justice Institute of Maine, 2015.

*Dumont, Robyn. Juvenile Recidivism Report.* University of Southern Maine Muskie School of Public Service, 2013.

*Restorative Justice Institute of Maine, 2014.* <http://www.rjimaine.org/#!restorative-dialogue/cncp> (accessed June 7, 2016).

*Stoodley, Bartlett H., and Edwin P. Chester. Comprehensive Three Year Plan for Juvenile Justice and Delinquency Prevention.* Augusta: Maine Department of Corrections, 2015.

*Zehr, Howard. The Little Book of Restorative Justice.* New York: Good Books, 2014.



## Mike Garan, Employee Profile

*Steve Markwith: Chief Firearms Officer, MDOC 1987-2013 (retired)*

I first met Mike in 1997, when he came on board as an MSP Trainee. It's not uncommon for our officers to express interest in becoming DOC Firearms Training Unit cadre but, of course, credentials help, along with time on the job. After dropping in the office, Mike apparently got the picture, but he was back the next day with a Beretta Top Gun list of sponsored shooters. Sure enough, Mike's name appeared on the roster of national champions. Coincidentally, we were shopping for a couple more Firearms Instructors at that time however, caution is always advised. I had an idea...

It wasn't long before Mike was pitching in as a part-time range coach. Eventually, after going through the various hurdles, he became a primary DOC FTU Firearms Instructor. That process took years, providing a good opportunity to rack up training and experience. All the while, Mike continued to shoot competitively. Unusually, he entered shotgun and handgun competitions, chalking up wins in both disciplines. Starting early probably didn't hurt. Later, I found out he was the youngest shooter to ever win a Maine State Skeet championship (during 1990, in his early twenties). Later titles included two more Maine Skeet 1st place victories (2007 & 2010), two New

England Sporting Clays Pump-Gun wins, other regional shotgun championships, and a sponsored Angle Port World Support Team slot. Switching to International Defense Pistol Association (IDPA), Mike routinely cleaned everyone's clock with a supposedly obsolete revolver. He drove out to Illinois and claimed their "Most Distinguished Shooter" 2012 IDPA title, stopping along the way to nail a Maryland win. During 2006 & 2007, Mike shot the IDPA Winter Nationals, held at S&W, in Springfield, MA. He got some air-time on Shooting USA TV and finished in the top-10 among the nation's best shooters.

While these talents are invaluable to our Firearms Program, credentials count as well. Mike holds a number of firearm instructor and armorer certifications from MCJA, the NRA, S&W, Bushmaster Firearms, Windham Weaponry, etc. It takes time and effort to accumulate the requisite experience and, when the Department's Chief Firearms slot came open in 2013, Mike was ready to take the reins. However, like so many other things, the FTU is really a team effort. Having a great pool of cadre has proven to be a blessing for the Department.



---

“It is with great sadness that I announce the passing of Sgt. Steven LaCourse. Sgt. LaCourse was tragically killed this evening in a vehicle accident. I have spoken with the Commissioner and many others who have offered their fullest support and condolences to the staff and the LaCourse family. Mental health and peer support staff will be available in coming days to meet with anybody who would like to check in. Sgt. LaCourse served many years at MCC. He was very well liked and respected in the facility and he will be missed a great deal.”

Scott R. Landry, Warden  
Maine Correctional Center

---

# MCC Employee Recognition

Employee Recognition was postponed from May 3 & 4 and celebrated on May 9 & 11, 2016. A lunch was provided to all staff. Fair food, including sausage sandwiches with peppers and onions, meatball subs, and salad with ice cream for dessert, was the theme of the menu.

Awards were presented to the following:

## Promotion Certificates



Jody McComish  
promoted to  
Assistant Classification Officer



Tricia Flanders  
promoted to  
Office Specialist II



Corinne Bailey  
promoted to  
Correctional Trades Instructor

## Certificate of Commendation

Presented to an employee for achievement / performance beyond what is expected or required, that is equaled by few, and that contributed directly to the accomplishments of the Department's mission.



Vicki Burbank  
*Office Associate II*



Amanda Shipman  
*Correctional Officer*



Corey Alley  
*Correctional Officer*

Staff receiving certificate of commendation not available for photo:

Katy Grant, Teacher  
William Brooks, Correctional Officer  
Joseph Gore, Sergeant  
Freda Estey, Admin. Assistant, CCS

## Lifesaving Award

Presented to an employee for an on-duty act that result in the saving or preservation of a human life in which the rescued person would have died without the employee's direct action.

Dustin Pepin, Correctional Officer

## Meritorius Service Award

Presented to an employee for performance of duty greatly exceeding the normal demands of the Department. The employee's job performance demonstrates an exceptional degree of good judgement, initiative and competence. The employee's performance is clearly above and beyond the normal requirements of the position.

Chris Garland, Correctional Officer  
Mike Smith, Correctional Officer  
Kevin Curtis, Corporal

## Distinguished Service Award

Presented to an employee who while in the line of duty, acted in a unique manner that exemplifies the highest level of professionalism in order to maintain the safety and security of their fellow employees, the public, or the offenders under the Department's custody.

Sarah Myrick, Correctional Officer  
Allison Stoddard, Correctional Officer  
Crystal Perfect, Asst. Dir. Nursing, CCS



*Crystal Perfect*

*Continues.*

## Community Service Award

Presented to an employee for an off-duty or on-duty act that involves heroism in the face of danger, preservation of another's life, or other significant acts of selflessness in support of community peace and public welfare, which reflects positive upon the Department.

Brian Donahue, K-9 Corporal

## Certificate for Scholastic Award

Presented to employees who have successfully completed the requirements for one of the following higher education degrees: Associates, Bachelors, Masters, or Doctorates.

Michael Steeves, Sergeant

## Rookie of the Year Award

presented to annually to an employee if, during the previous year, they exemplify excellence in service and outstanding performance and/or contributions in regard to initiative, dedication, enthusiasm, or promotion the Department in a positive light. Rookie year is defined as the time in which probation is completed and the following six months.

Shane Thomas,  
Correctional Officer



## Special Recognition Award

Presented to an employee who develops exceptional and innovative initiatives. Such initiatives will have made a significant contribution to the Department in areas of security, operations, programs or cost savings.

Micheal McCaffrey, Correctional Officer  
Peter Armstrong, Correctional Officer



## Quality Team Excellence Award

Presented to a unit or group of employees in recognition of an outstanding accomplishment and/or facilitating the achievement of organizational goals and objectives. Examples include measurable outstanding performance of the group; special assignments that have been completed that require team work and an esprit de corps; development of programs or written instructions that provide a noteworthy increase in efficiency and effectiveness in operations; involvement in community service projects unrelated to job performance that was outstanding and brought credit to the department.

**IPS Team:** Kevin Curtis, Raymond Blossom, Joseph Salisbury, Brian Donahue, David Verrier, Tricia Flanders, Chris Coffin And Mdea Joe Burke



*from left: Verrier, Flanders, Warden, Curtis, Coffin*

**Unit III:** Brittany Thayer, Karin Baard, Renee Leclair, Greg Damon, Mike Morin, Whitney Burns, Andrea Sloan, Amanda Woolford



*from left: Warden, Thayer, Baard, Morin, Damon, Sloan*

**Visits Department:** Dennis Shipman, Kenneth Shaw, Michael Boyce, Stephen Allen



*from left: Warden, Boyce, Shaw*

**MPU:** Nicole Lincoln, William Teer, Dustin Pepin, Michael Mccaffery, Scott Vickerson, Roy King, Ryan Laubauskas, Jim Lussier, Peter Briggs, Susanna Berz, Tonya Rosten.

*Continues.*

# MCC Employee Recognition (cont.)

## Perfect Attendance Certificate

In recognition of having perfect attendance throughout 2015. Perfect attendance is defined as having used zero hours of sick time during the previous calendar year.

Raymond Blossom, Ips Corporal  
Christopher Lussier, Correctional Officer, S.O.G./  
F.T.O.  
Christopher Coffin, IPS Lieutenant  
William Teer, Correctional Officer  
Christopher Morrissey, Correctional Officer

## Exceptional Attendance Certificate

In recognition of having exceptional attendance throughout 2015. Exceptional attendance is defined as having used the equivalent of one day or less of sick time during the previous calendar year.

Jeffrey Hilton, Correctional Officer  
Glean Brown, Deputy Warden  
Robert Dudley, Sergeant  
Charles Dame, Captain

## Service Pins & Certificates

### 5 Years

Mark Struck, Correctional Officer  
Noah Boucher, Corr. Care/Treatment Worker

### 10 Years

Jon Smith, Correctional Officer  
Carol Waig, Staff Development Coordinator  
Raymond Blossom, Ips Corporal  
Larry Sizemore, Correctional Officer  
Mike Smith, Correctional Officer  
Joseph Labbe, Industries Supervisor  
Nathan Thayer, Sergeant, S.o.g., Honor Guard

### 15 Years

Mary Laroche, Reentry Specialist  
Kenneth Reed, Captain  
Damien Ferreira, Correctional Officer  
Daniel Mcleod, Correctional Officer  
Robert Dudley, Sergeant  
Jon Shaw, Correctional Officer

## 25 Years – Plaques

Brian Crockett, Correctional Trades Instructor  
Shawn Emerson, Unit Manager



from left: Warden, Brian Crockett

## 30 Years – Plaques

Donald Bancroft, Laundry Supervisor

*Photos from Financial Fitness Fair (opposite page)*



Standing left to right: Susan Lavallee, Chris Parish, Amy Kimball, Lisa Ann Campbell, Nicole Schmidt, Amanda Keith, Dianne Ribbecca, Megan Littlefield in the very back; Kneeling left to right: Alysba Katon, Brenda Piecuch, Kaitlyn Mooers, Dawn Beaulieu, Melodee Stearns



*Continues.*



# Financial Fitness Fair

by Norene Hopkins, Community Programs Coordinator

Banking representatives from several different York County credit unions came to MCC to hold a financial fitness fair. The reps set up 10 booths - similar, in fashion, to a job fair. Each booth represented a different monthly expense. The following booths/expenses were included: housing, transportation, food, savings, home furnishings, entertainment, college/tuition, clothing, wheel of life for the unexpected, and a booth on credit.

The booth symbolizing credit seemed to be the most popular. Improving bad credit was thoroughly covered as well as establishing credit for those who don't have any.

At the food table there were two bowls of chips - one was a name brand and the other a store brand. The inmates were asked to decide which was which. Many had a difficult time deciding which illustrated that some store brands are just as good as name brands but offer better value in most cases.

Thirty men attended the financial fitness fair not knowing what to expect when they arrived. Prior to the event, they thought about what their occupation would be when they were released. From there, a representative from the credit union figured out what their gross monthly income would be minus a standard \$200 monthly deduction for health insurance. They were all also given a fake credit score as well. With this information in hand they visited each booth and chose plan A, B, or C. Once a choice was made, the inmates figured out if they could live within their means. If not then it was back to the drawing board.

At the end of the fair, all the prisoners names were placed in a box and names were drawn for cash prizes that had been donated by the credit unions. Everyone in attendance won at least \$10 to be put on their commissary accounts once the standard deductions were taken.

Brenda Piecuch, from People's Choice Credit Union, planned this with me and has already made another contact to see if there was interest for another fair in October. Of course I jumped at the chance!!!

# Inside Out Dads

by Norene Hopkins, Community Programs Coordinator

Inside Out Dads was held on June 12th at the Maine Correctional Center! What a day it was!

All participants past and present of Inside/Out Dads were given the opportunity to have their children come in for 2 ½ hours of play time in the gym. The event ran from 11:30 a.m. to 2 p.m. Fun was had by all. We served pizza, ice cream with all the toppings and cake with Happy Father's Day written on it.

Anxieties were high when the men came into the gym. The men were hesitant to rush over and scoop them up. Once the nerves were gone, it looked like a group of people just playing.

We had Nerf footballs, smaller balls and the huge workout ball courtesy of the rec dept. I purchased the game SORRY, coloring books, crayons and Phase 10. SORRY was the big hit and some even made father's day cards.

The ages of participating children varied from adult to six months old. There were four prisoners able to take part in this event. Of the four families, three of them had three generations represented. It was wonderful to see a grandparent with his son and then his grandchild as well.

The Inside/Out Dads program has been offered at the Maine Correctional Center for the last three years with over fifty inmates participating. The program is intended to provide an introduction to parenting and help bridge the gap between prisoner and his children. Throughout the program prisoners deal with their past behaviors to show they can parent differently from their own fathers. Prisoners having a strong connection to family are far more likely to not re-offend. This program helps prisoners prepare for re-entry while learning more about what it means to be a positive father and role model for their children. This program addresses many criminogenic risk factors including anti-social attitudes, values and beliefs, anger and impulse control and a lack of empathy.

*Continues.*

# Inside Out Dads (cont.)

GEAR Parenting Network comes in to enhancing it with their own knowledge. releasing with a parent support group in is where GEAR Parenting Network

I want to give a special thanks to the for allowing this event to take place. to Caseworker Robyn Egan and CO to me during the event. I couldn't

Moving forward the hope is to have



assist in presenting the program as well as My hope is to connect fathers that are the community they are releasing to. This comes in.

Commissioner and Warden Landry I also want to give a special thank you Damien Ferriera for providing support have done this without them.

this event happen again.

## Kevin Hancock Visits

by Norene Hopkins, Community Programs Coordinator

Yes you read that title right...the President of Hancock Lumber, Kevin Hancock came to MCC to speak with both the male and female population about a book he wrote called Not For Sale: Finding Center In The Land of Crazy Horse.

It is a book about his journey to the Pine Ridge Reservation in SD and how it came about that he chose this place to visit. It's his story of what he would soon realize was a vision quest for him.

Kevin came in at 9am and spoke to about 20 male prisoners. You could hear a pin drop as he gave them all a history lesson about the Lakota Sioux Indians and how that history has led them to where they are today.

From there I took him to the Women's Center where 8 women were anxiously awaiting his arrival. They had the room all set up with chairs in a semi-circle. This setting was much more intimate and after Kevin spoke they had many questions for him. He asked if they would like him to come back after they have had a chance to read the book to discuss it further. They were very receptive to that.

Kevin donated 29 books to be distributed between the men's and women's library.

Read the full story here at: [kevinhancock.com/2016/06/17/people-are-people/](http://kevinhancock.com/2016/06/17/people-are-people/)



Kevin Hancock speaks with interested inmates at MCC

## Leadership Academy

Maine State Prison

On May 30th, the Senior Leadership team from the Maine State Prison graduated from Leadership 102. This two-month long program used a collection of Harvard Business Review Leadership articles, as a foundation for research and discussion. Authors included professors from the Harvard School of Business, Chief Executives Officers from Kraft and Mattel and Senior Military Leaders. Topics explored in this course included "A Survival Guide for Leaders", "Where Leadership Starts", "What Leaders Really Do" and "Leadership in a Combat Zone."

*Continues.*



*The Maine Department of Corrections Honor Guard performs the posting of the colors at the Statewide Basic Corrections Course at the Maine Criminal Justice Academy. Members posting the colors included Lt. Lidia Burnham, Cpl. Richard Greene, et al.*

## Harvest Now Visits the Maine State Prison

*Maine State Prison*

On July 11th Brooks Sumberg, founder of Harvest Now visited the Maine State Prison, met with inmates and toured the inmate agricultural program. In February of 2016 Harvest Now donated more than \$700.00 in seeds for the MSP Agricultural program. Harvest Now's mission is to alleviate hunger and improve health in every community by working with local organizations to grow fresh food for those in need. The MSP program is growing fresh produce for the consumption by the inmates and for donation to local food pantries and soup kitchens. Currently the MSP has more than 1,000 tomatoe plants, 1,000 peppers, 500 squash and numerous herbs and spices. More than twenty inmates were issued certificates of appreciation by Harvest Now for their participation in this program.



*Photo: Deputy Commissioner Jody Bretton and Brooks Sumberg tour the MSP Greenhouse and Gardens.*

## Leadership Academy (cont.)

*Below: Students Front Row Captain Scott Drake, Captain Anthony Petrino, Captain Christian Melquist, Captain Joel Parsons Second Row: Unit Manager Anthony Cartledge, Captain Harold Abbott, Captain David Allen, Warden Randall Liberty (Instructor), Captain John Howlett, Captain Ryan Fries, Deputy Warden Troy Ross, Absent Deputy Warden Michael Tausek, Administrative Coordinator Robert Costigan, Unit Manager Tony Eric Mendez, Captain Shane Blakeley, Unit Manager Bueno, Training Coordinator Alan Gregory*



# Award of Excellence

*Maine State Prison*

On May 24th, Correctional Care and Treatment Worker Denis Duperre was issued an Award of Excellence for his certification as a Trainer for Effective communication and Motivational Strategies. Dennis is certified to teach both the two-day and five day sessions. Denis became certified in ECMS in 2015 after completing more than 200 hours training from Ray Ferns.

Denis started at the Maine State Prison in 2002 as a Correctional Officer and was promoted to Sergeant in 20012. He transferred to CCTW in 2014 and has served in that capacity in both the Special Management Unit and recently accepted a position as Correctional Acuity Specialist in the IMHU and looks forward to this new challenge.



*From left: Deputy Warden Robert Walden, Denis Duperre, Warden Randall Liberty*

---

## Maine State Prison Welcomes Third LeClair Brother

Corrections Officers Matthew LeClair and Michael LeClair welcome their youngest brother to the MSP facility. Nicholas LeClair graduated the Maine Criminal Justice Academy with his class on June 27th. Matthew began his employment as a Corrections Officer at MSP in December of 2008 in the Close Unit. He currently works in Security Operations Relief. Michael began his employment as a Corrections Officer in September of 2012 in the Medium Unit. He currently works Security Operations Relief. All three Officers are assigned to the A-shift days. Nicholas looks forward to continuing the LeClair family's proud tradition of service to the citizens of the great State of Maine.

*Photo, opposite page, bottom: Captain Shane Blakely (Cadre), Corporal Joseph Theriault (Cadre), Officer Matthew LeClair, Officer, Nicholas LeClair, Officer Michael LeClair and Warden Randall Liberty*

# New MSP Academy Class Graduates

## *Effective Communication and Motivational Strategies*

Fourteen newly graduated Corrections Officers completed Effective Communication and Motivational Strategies course held at the Maine State Prison. Instructors Cpl. Joseph Theriault and CCTW Denis Duperre enlightened the latest addition to the MSP team on numerous topics. Instruction included Offender Management, Understanding and Working with Criminal Personalities and learning in Learning Teams. Following formal classroom instruction, each student participated in practical exercises, gaining hands-on experience to assist in their new career field. Cpl. Theriault (also their MCJA Cadre) indicated that the class was motivated, eager to learn and anxious to get into the Prison to utilize their new found knowledge.



*Students Front Row: Officer Casella, Officer Batty, Officer Malone, Officer LaCronix, Officer Miller, Officer Shufeldt  
Second Row: Corporal Joseph Theriault (Instructor), Officer Dubois, Officer Shufeldt, Officer Tozier, Officer Horton, Officer LeClair, Officer Beaulieu, Officer Nelsen, Officer Leifi, CCTW Denis Duperre (Instructor)*



# Coming Home

Maine State Prison

The National Rifle Association has published the remarkable United States Marine Corps 20-year career of Sgt. Michael Burns of the Maine State Prison. In NRA's American Patriot magazine, the author chronicles the honorable U.S. Marine Corps service of Gunnery Sergeant Michael Burns, which began in 1983. During his years of service, Gunnery Sergeant Burns served as a Reconnaissance Infantryman, Combat Diver, Drill Instructor, Parachutist, and as a Jungle Expert. He also instructed at the Marine Corps Reconnaissance School and as a Drill Instructor for the Navy's Officer Candidate School. His extensive training record includes the F.B.I. Sniper Course, Scout Swimmer Instructor, Riverine Assault Crewman, Anti-terrorist Driving Course, and Instructor Tactical pistol Course.

Gunnery Sergeant Burns served in the Gulf War and received the following awards during his career. Navy and marine Corps Commendation Medal, Marine Corps Good Conduct Medal, Combat Action Medal, Navy and marine Corps Achievement Medal, Southwest Asia Service medal (3 service bronze), Kuwait Liberation Medal (Kuwait), Kuwait Liberation medal (Saudi Arabia), National Defense Medal, Marine Corps Instructor Ribbon, Navy Unit Commendation and Sea Service Deployment Ribbon.

The story additionally speaks to Sgt. Burns return home to continue the tradition of six-generations of Lobsterman with his son Officer Forrest Burns. The full story can be found at [NRAAmericanpatriot.com](http://NRAAmericanpatriot.com) in late August.

RECON AMERICAN PATRIOT

# [RECON]

**Swift. Silent. Deadly.**

Story and photos by RICK STEWART

**G**unny Michael Richard Burns is a sixth generation lobsterman and a career Marine. He is a professional warrior and servant with a lifelong understanding of the word tradition. "Commercial fishing is what our family has done in Maine for as long as anyone can remember," Burns says. "Our family was 50% spill right down the middle, half were clam diggers and the other half were lobsterman." At an early age, Michael gravitated toward the sea to join his father on the lobster boat. Michael's mother, like other mothers, wouldn't let him work the boat until he could prove to her that he could swim, so at the mere age of five years old, he took swimming lessons at the YMCA and passed the lessons to get his start on the boat.

**"I have always gravitated toward the things that scare me the most..."**  
— Michael Burns

# Paying Tribute to the Fallen

By Randall A. Liberty

Four members of the Maine Department of Corrections Honor Guard travelled to Dallas to pay tribute to the five fallen Dallas Police Department Officers, ambushed on July 7th. The DOC Honor Guard was joined by Officers from nearly every state in the Nation and Officers from as far away as Australia, Austria and Canada. Presidents Barack Obama, George Bush and Vice President Joseph Biden were also in attendance in Texas. An estimated 7,500 Officers were present for the ceremonies. For five days, the news revolved around the horrific details of the slayings, but on Tuesday afternoon the focus was on the men in blue who lost their lives keeping watch over what had been a peaceful protest. The fallen Officers were Brent Thompson, 43, Lorne Ahrens, 48, Patrick Zamarripa, 32, Michael Krol, 40, Michael Smith, 55.



Photo: Maine State Police Trooper Christopher Hashey, Sgt. Alden Bustard, Cpl. Richard Green, Warden Service Chaplain Kate Braestup, Sgt. Thomas Dolbier, Sgt. Whiney Burns, Officer Rene LeClair.

# Leadership 101 Graduates

By Randall A. Liberty

On June 3rd, five members of the Maine State Prison Leadership Team graduated from the Leadership 101 Course. The class was instructed by Captain Scott Drake who remarked that the students were very engaged and enthusiastic to learn. Over the seven week period, students discussed topics including the ability to influence from anywhere in an organization and effective Leadership in a correctional environment. The next Leadership 101 Course is scheduled for September.



Photograph: Sgt. Dean Leonard, Sgt. Jamie Perry, Cpl. Joe Theriault, Sgt. Thomas Dolbier, Sgt. Lyndon Gresham

Attendees included but not in photo: Sgt. Ronald Creamer, Sgt. Curtis Doyle, Sgt. Victoria Sheehan, Sgt. Scott Harvey, Cpl. Mark Engsfeld, Capt. Drake (Instructor)

## MSP PREA Audits

By Kathleen Mahoney

During the week of July 25th – July 29th Maine State Prison and Bolduc Correctional Facility had their PREA audits. Both facilities passed all 194 mandatory PREA standards. If you fail one standard in PREA, the facility fails the audit. We will be presenting a certificate to the DCF staff at the next Correctional Administrators meeting. Like all audits becoming compliant involves months of prep work by a lot of staff. Be sure to offer the staff at both facilities your congratulations on their achievement.

# Shining Light Ministries

*Maine State Prison*

On June 15, 2016 Maine State Prison hosted the Christian Ministry Shining Light in the Activities building. The mission of the Shining Light Ministries is to initiate life change through artistic productions that bring hope in correctional facilities and cultivate servant leadership among young adults. The Ministry has been expanding perspective and impacting lives has been the focus in all the work of Shining Light Ministries since 2012. They have been pioneers in developing new and effective means of offering hope that leads to life change in correctional facilities. They have also found a previously unmet need for service opportunities for young performing artists who are seeking to use their gifts and skills in ministry.

The forty- youth team members of Shining Light arrived around 0730 Wednesday morning and were greeted by Chaplain Kevan Fortier, Rec. Supervisor Joe Chaplin, Warden Randall Liberty, and Deputy Warden Michael Tausek in front of the facility.

The event itself was life-changing and fun filled as Jeffrey Bohn (Shining Light Ministry leader) helped direct the team in the dramatic skits and performances for the 102 inmates who were present. The performances, songs, and human dramas all had faith-based and life changing messages. The staff and inmates who were present were all moved. We look forward to next year's production and appreciate the efforts of the youth.



*Shining Light Ministries at Maine State Prison*



# UMA Graduation

*Maine State Prison*

On June 14th, 17 Inmates from the Maine State Prison graduated from the University of Maine (Augusta) with Associates and Bachelor's Degrees. The graduation was made possible through the generous donation of Ms. Doris Buffets Sunshine Lady Foundation. Ms. Buffet is sister to billionaire Warren Buffet and has made donations to various projects exceeding \$100 million of her own money.

Presiding over the day's ceremony was University of Maine (Rockland) Deborah Meehan. In addition to directing the Rockland campus, Deb also oversees community outreach and promotes partnerships with local business, industry, and nonprofit organizations. Commissioner Joseph Fitzpatrick, Warden Randall Liberty and University of Maine (Augusta) President James Conneely offered remarks to those in attendance. All speakers praised the hard work of the dedicated staff and students for achieving such a remarkable accomplishment. The program is scheduled to begin with the next 25 students in the fall of this year.



# American Gods

*Industries, Maine State Prison*

MSP Industries to hit cable TV. Jim Kent a set director who works with movie studios throughout the country visited the MSP Showroom in May and picked up 46 unfinished birdhouses. He sent me an email explaining why, Mr. Kent said that there is a studio in Tulsa Oklahoma that has begun production on a mini-series to be aired on the Starz channel coming out in 2017. The series is called American Gods and is based on the Neil Gaiman novel published in 2001.

Mr. Kent went on to explain that in the opening episode, our hero character is seen working in a prison woodworking shop much like the one in the Maine State Prison, and all the men are working on building birdhouses - which is why I bought the ones from your showroom. I thought it would be good to support Maine Correctional Industries as well as add extra authenticity to the show. Very nice of Mr. Kent and his team to use prison made goods for his set.



# MSP Industries helps Boy Scout work toward Eagle Scout

*Industries, Maine State Prison*

MSP Industries was contacted by 14-year-old Shay Cyrway a member of Boy Scout Troop 419 from Madison Maine. As he works towards his rank of Eagle Scout Shay told us he will be placing duck boxes and bird houses near the nature trail at Pomerlow Park in Madison, Shay asked if MSP Industries could help with this project and Industries was glad to help by providing him with 12 blue bird boxes.

This project will be helpful and beneficial by increasing habitat for wildlife in the area. This will allow the youth of the area to see more birds and ducks in a wild setting. The youth can learn from seeing the birds, by studying them, and cleaning their boxes/houses. They can learn about the eggs when they clean the houses in the winter.

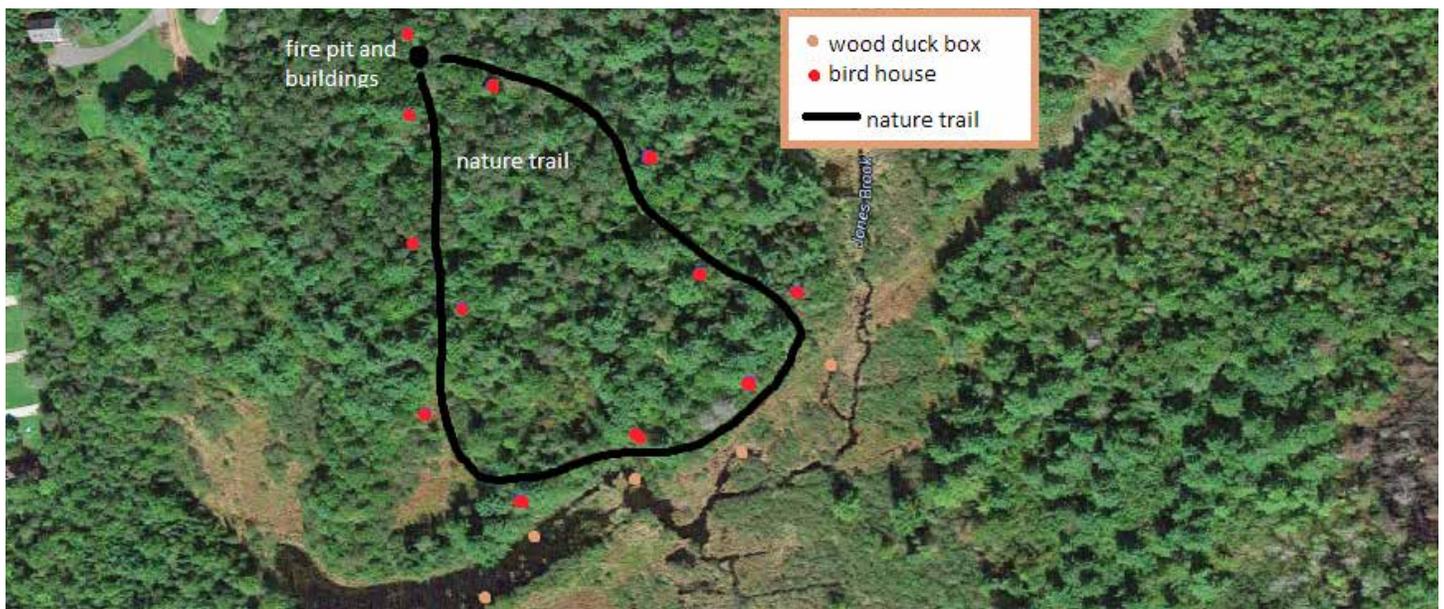
When Shay completed his project he provided industries with a map of the location of the birdhouses, a photo of a completed and hung birdhouse and a photo of a proud boy scout.

Shay had previously worked on cleaning up Fahi Pond in North Anson Maine and received praise from the Department of Inland Fisheries and Wildlife; they were very impressed with his hard work and many hours of donated time to the project.

The youth of today are the leaders of tomorrow.



*Shay Cyrway a member of Boy Scout Troop 419 from Madison Maine*





*Photo: FSM Mark McBrine teaches Officer John Adams and Cook Officer Steven French Bokashi Composting.*

## Bokashi Cuts Cost

### *Maine State Prison*

The Maine State Prison, Bolduc Correctional Facility and the Charleston Correctional Facility have begun their composting and recycling efforts. At the Maine State Prison, Officer John Adams, Officer Chris Rocque, and Commissary Steward Peter Warman have led the effort. Pete Warman has coordinated warehouse activities which included the assembly of equipment, ordering of supplies and overseeing of the shredding operation. Officer Adams has graduated from the Maine Composting School and has implemented the composting of kitchen wastes and the augmentation of the compost to the agricultural program. Officer Chris Rocque has piloted the recycling of all wastes in the Medium Unit.

On July 19th Food Service Manager Mark McBrine continued with his mentorship and implementation of our composting efforts. Mark trained Food Service Managers Kurt Dyer Senior (MSP) and Angela Smith (BCF), Randy Thomas and their staffs in the Bokashi method of composting. Breakdown of the organic material is rapid thanks to the micro-organisms present in the Bokashi mix. Bokashi compost supplies soil with nutrients from the organic material and more life in the form of the micro-organisms. The Bokashi system significantly accelerates the composting process, quickening the availability of rich organic material for both agricultural programs.

The Maine State Prison and Bolduc Correctional Facility would like to extend a heartfelt thanks to Mark McBrine and to the Leadership team of the Charleston Correctional Facility. Additionally, we would like to thank Food Service Administrator Jason Goggin for his leadership and vision with this meaningful and cost-savings initiative.

# View from Downeast Correctional Facility

By Maggie Smith

## Correctional Employees Week

May 2th through the 6th was Correctional Employees Week. Staff were given gift certificates for a car wash and vacuum by the Motor Pool, and for jeans or a tote bag by the Garments Shop. A huge thank you goes out to the kitchen staff for preparing and providing the food for staff.

## Annual Training

Mandatory annual classroom training dates for staff were held on June 23rd and June 30th. Training included Mechanics of Effective Restraint and Control, Use of Force, Drug Awareness, Code of Conduct and practical exercises of unarmed self-defense.

## Public Restitution Work

With a super wicked long wait list, our work crews continue to keep busy with various projects. Here are some of the projects the crews have been working busily on or have completed:

- Toby Sawtelle and crew finished the remodeling work at the Holmes' Bay Baptist Church.
- JJ Tibbetts and crew are doing some painting at the Bay Ridge Elementary School in Cutler.
- Mowing crews are busy keeping up with mowing 8 cemeteries, the Machiasport Town Office, and the Fort O'Brien Historical Site in Machiasport.
- Toby and crew are scraping and painting the lower levels of the Congregational Church in Machias.
- JJ and crew have been working on an addition to the Jonesboro Fire Station to house an auxiliary generator, the work is on hold while the electrician completes their portion of this project. In the meantime, JJ and his crew are currently working on painting the entire exterior of the Jonesport School.
- Jason Mason and crew went out to Boot Cove Trail which is a part of the Maine Coast Heritage Trust to do some bog bridging.

## Capital Improvement Projects

There are more improvements taking place on the DCF campus. Prisoner work crews replaced the loading dock behind the Maintenance shop. Areas of hot top have been fixed at the Programs/Library building, the Rec building, an area in front of Dorm I and access to Dorm II. We got a new-to-us back hoe to replace the antique John Deere that has been highlighted in a past issue of DocTalk. A new High Efficiency System 2000 boiler is being installed in the Programs/Library building. A new handicap ramp and new skirting is in the process of being done at the Administration building. Every department is getting involved in ACA requirements.



*DCF's Maintenance Supervisor Bill Beverly on our new-to-us back hoe which he used during the prep work and construction of the new loading dock behind the Maintenance building*

## Retirement

Correctional Trades Shop Supervisor Kevin Millay retired on June 24th. He started his career with DCF December 29, 1985 as a Correctional Officer. We wish him all the best in his retirement and thank him for his many years of service to the Maine Department of Corrections.



*Stretch limo that Correctional Trades Shop Supervisor Kevin Millay rode away in on his final day of work at DCF*



---

# Adult Community Corrections • Region 1

*Submitted by Carol Carlow*

## Promotions

Denis Clark has accepted the position of Regional Correctional Manager (RCM) for Region 1-Adult Community Corrections. Denis will be based out of the York County Office. Denis has a Bachelor's and Master's Degree in Criminal Justice. Denis has worked for the department for 14.5 years, starting his career at the Long Creek Youth Development Center. When Denis transferred to Adult Community Corrections, he held the position of Facility Operations Supervisor. He has supervised a general caseload in York County for a number of years and has been an Field Training Officer since 2011. Denis has been responsible for training and coaching numerous staff within the Region. He is well known and respected by staff, peers, members of law enforcement, prosecutors, the judicial and community providers and he has demonstrated strong leadership, collaboration and a high level of job knowledge. Denis is also well skilled in regards to the Interstate Compact for Adult Offenders.

Kim Snead-Blake has accepted the position of Regional Correctional Manager (RCM) for Region 1-Adult Community Corrections. Kim will be based out of the Regional Office in Portland. Kim has a Bachelor's Degree in Business Administration and Bachelor's Degree in Human Development and Family Studies-Adolescences. Kim has 20 years' experience working in Community Corrections both at the state and federal levels in the State of Colorado. Kim was a Juvenile Diversion Director for two years. She has been with the Maine Department of Corrections since 2015 and has extensive knowledge in community-based risk assessments. She has a strong background and understanding of evidence-based practices and programs. She has attended numerous professional development trainings as well as "train the trainer" programs.

---

## Two for the Price of One

On July 13 of this year we combined the celebration of Community Corrections week with our annual outing at Wolfe's Neck State Park in Freeport. We couldn't have picked a more picture perfect day with a warm summer breeze and abundant bright sunshine. The get together got underway with all the pertinent items that needed discussion on the staff meeting agenda. This included the re-alignment of officers and districts that went into effect August 1st of this year. Oxford and Franklin County became part of the Region Two and this meant we had to say goodbye to Michael Downs, Jennie Meserve, Mary Ellen Savage, Troy Sterry and Sue Wiechman. In the time that they had been with Region One, their job performance has been professional and top notch on a daily basis.

## Staff Awards Presentations

Longevity Pins were given to the following individuals: 5 years Irina Kladova, 10 years Danielle Pekins, 15 years Sue Webber and 30 years Steve Onacki.

Awards were also given to the following individuals for outstanding job performance and dedication to the department:

Steve Onacki while supervising a 90 count caseload, he also handles FTO duties and serves on the Crisis Intervention Team.

Mike Lyon, Catherine Fisher, Mike Hulit three individuals who took it upon themselves to work out caseload coverage for an officer who will be out on medical leave for quite some time.

*Continues.*

# Adult • Region 1 contd

## Staff Awards Presentations contd

Gary Thorpe for the countless hours and huge amount of patience exhibited while supervising a high profile offender.

Mason Shepard for stepping up to the plate and covering court duties in York County until a new hire was trained and ready to take over the job.

Patty Keaney who through changes and transition made sure all supplies and other necessities were ordered on time to keep things running smoothly.

Roxanne Parker who took on York County Drug Court and now has that up and running smoothly.

Kim Snead-Blake who at the last minute stepped up and filled in to represent Region One at the “Take Your Kids to Work Day” at MCC.

Kick back and relax time took over at this point with the serving of our buffet luncheon with a variety that pleased everyone in attendance. And how can one closeout a staff outing without the friendly competition of few games of “Cornhole.” It was fun and a great way to work off the extra calories.

Troy Thornton and Mike Lyon won and took home the lobster trophies (p. 31).



*Staff awards: Front row - left to right - Mason Shepard, Catherine Fisher, Roxanne Parker, Patty Keaney, Steve, Onacki, Mike Lyon  
Back row - Kimberly Snead Blake, Gary Thorpe, Michael Hulit*



*Troy Thornton and Mike Lyon won and took home the lobster trophies (left).*

# Adult Community Corrections • Region 2

By Susan Gagnon, RCA

Project Plant-A-Seed is up and growing for its second year. The Skowhegan Probation Office is able to work in collaboration with their clients, community members and law enforcement, providing a valuable resource to all involved. Clients are able to have positive interactions with the probation staff, give back to their community and meet their obligation for community service work hours. The local soup kitchens and food pantries will soon be receiving fresh produce. Last year, nearly 1,400 pounds of fresh produce was donated. Think of the families in Kennebec and Somerset County that were served out of this project!



*Garden Photo, Skowhegan*

Speaking of growing, our region is growing and we are happy to report that Regional Correctional Manager Sue Wiechman will be assigned to the Lewiston Office. She most recently has been assigned to all three regions in Adult Community Corrections as the Sex Offender Specialist RCM but due to a Community Re-organization, she will be based strictly in Region 2. Additionally, we will be joined in the region by Probation Officer's Troy Sterry, Jen Meserve, Mike Downs and Probation Officer Assistant Mary Ellen Savage. As part of the re-organization, these officers from Region 1 will now be assigned to Region 2. Welcome to all!!!

Probation Officer Kevin Buckmore attended Camp POSTCARD (Police Officers Striving to Create and Reinforce Dreams) as a Department of Corrections representative. This is a free, week long summer camp for 5th & 6th graders, helping them build relationships, learn life

skills and change their perception of law enforcement. The camp has been held every June since 1994 and is sponsored by Volunteers of America, the Maine Sheriff's Association and DARE (Drug Abuse and Resistance Education) Without the many volunteers, such as PO Buckmore, this camp would not be as successful and long running as it is. Many thanks to Kevin and other law enforcement agencies who support this great program!

Probation Officers Jason Taylor and Merrell Reeves were recently provided commendations for their work in ensuring the safety of one of Officer Taylor's clients. On June 29th, information was received that a client was suicidal and his whereabouts were unknown. Being concerned, Officer's Reeves and Taylor worked tirelessly to locate the client. After several hours, he was located and had exhibited self-injurious behaviors. Officer Taylor provided first aid while they waited with the client for EMS to respond. This situation could have ended very badly, with either the client or others potentially being injured. Officer's Taylor and Reeves are to be commended for their actions.



*PO Nicole Lenda with other law enforcement officers (above, below)*



*Continues.*

Several staff participated in the Law Enforcement Torch Run for Special Olympics in June. Running for his 28th Torch Run was Probation Officer Mark Fortin from the Augusta Office. Probation Officer's Michelle Urbanek, Nicole Lenda and Matt Kennedy took part in this worthy cause and shows the dedication of all of these officers to give back to the communities they serve.



*Michelle Urbanek and Mark Fortin, Torch Run*

Reasoning and Rehabilitation 2 has expanded within the Region. Probation Officer Joyce Williams has been successfully delivering this 14 week class in the Waterville Office of Probation for several years, along with a community partner. Probation Officer's Chris Dumas and Tony Prest have recently begun taking referrals for their separate groups. Probation Officer Dumas has groups for the Northern Cumberland, Sagadahoc & Southern Lincoln County clients and Probation Officer Prest will be offering RnR2 in the Rockland area. This commitment to offer this service shows their desire to be change agents with their clients.

Probation Officers Michelle Urbanek and Jen Choate, along with family members participated in The Color Run. For those of you not familiar with a Color Run, it is deemed "the Happiest 5K on the planet". Runners are doused with color at each kilometer. The 5k focuses on healthiness, happiness, individ-



*Jen Choate and Michelle Urbanek, Color Run*



*Unknown Instructor, RCM's Silberman (Region 2) Scott Lewis (Region 3) Mary Jones (Region 3) Sue Wiechman (Region 2) Robert LaPlante (Region 2) John Lorenzen (Region 2)*

uality and giving back. The Color Run has provided more than 4 million dollars to charities.

Regional Correctional Managers (above) from across the state recently attended the FBI-LEEDA Enforcement Command Institute for Law Enforcement Executives. The training sponsored by Augusta Police Department and the FBI-Law Enforcement Executive Development Association was a week-long program that focuses on real life and contemporary strategies and techniques for staff that are in command level assignments. Attending from Region 2 were Adam Silberman, Sue Wiechman, Robert LaPlante and John Lorenzen.

The 1 Weston Court Office is currently under renovations to allow for better use of the current space. Phat Tran has been working, painting, moving doors and providing a much needed facelift to the office. The renovations will be completed within a couple of weeks and staff can go back to a normal routine. Both the staff and clients have been very accommodating as the office is moved around & painted. A huge thank you to Phat for all of his work!

---

# Adult Community Corrections • Region 3

*Submitted by Lisa Hall*

## Leadership in Police Organizations

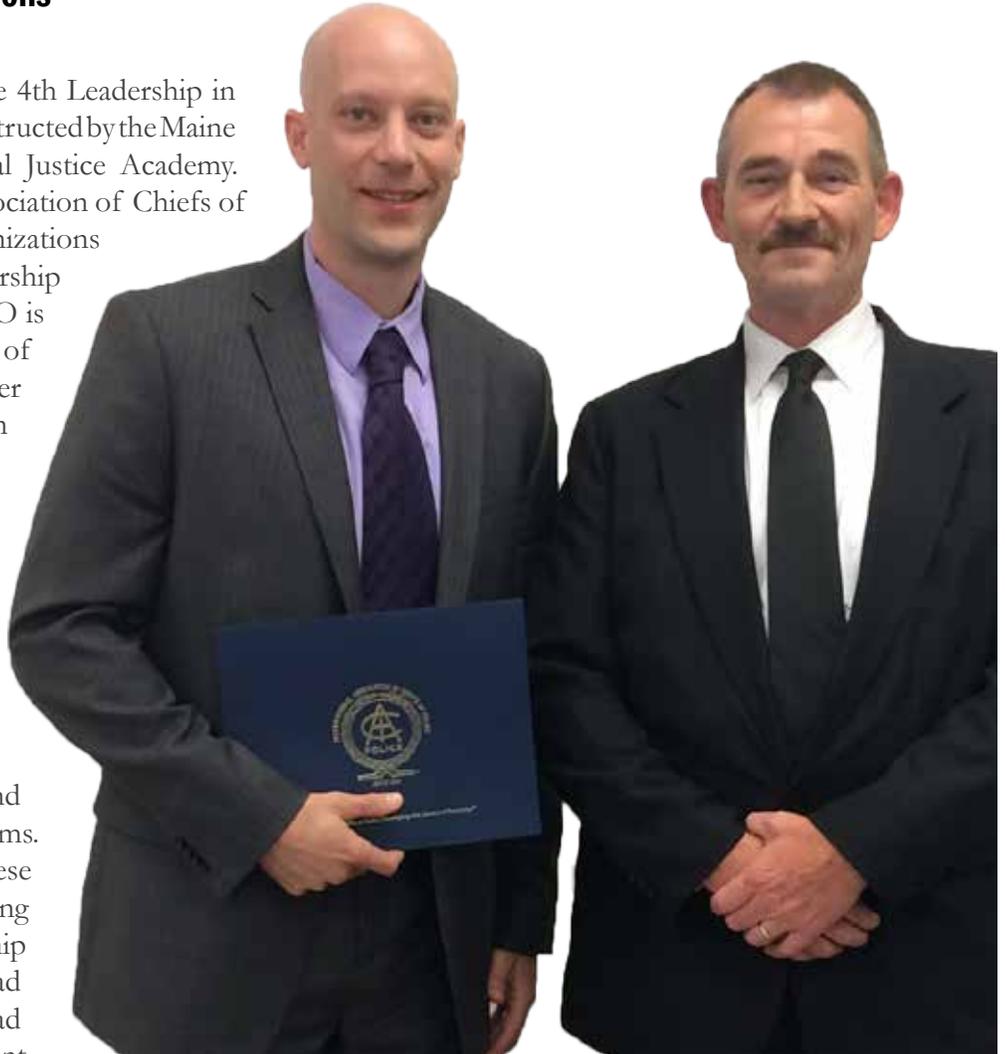
*by Matthew Magnusson*

I had the opportunity to attend the 4th Leadership in Police Organizations (LPO) class instructed by the Maine State Police at the Maine Criminal Justice Academy. According to the International Association of Chiefs of Police, “Leadership in Police Organizations (LPO) is the IACP’s flagship leadership development training program. LPO is modeled after the training concept of dispersed leadership (“every officer a leader”) and delivers modern behavioral science concepts and theories uniquely tailored to the law enforcement environment.” The course is designed for first-line supervisors and above.

The course is three weeks long and spans over a three month period. 36 students attend the program each session and they are placed in six person teams. Throughout the three months these teams work together while learning and applying all of the leadership theories. Students learn how to lead individuals, lead groups, and lead organizations. The final assignment requires each group to present a change project that identifies current issues in their organization and strategies to implement major change.

The class is fast paced and the learning environment is extremely hands on. Students do a majority of the readings, journals, and case studies outside of class and then apply these lessons in the classroom. The instructors’ level of commitment, passion, and expertise is outstanding.

Lt. David Tripp oversees all training for the State Police and is the lead LPO instructor. He has graciously offered the Department of Corrections up to six training spots in each of the future LPO classes. I believe this is a tremendous benefit to our department and the development of future leaders. I would highly encourage anyone who is interested in a challenging course that will improve their leadership knowledge, skills, and abilities to consider LPO.



# Adult Region 3 • Continued

## Composting

by Michelle Lawson



*Pulverizer, worm bins and shredded cardboard and paper inside of the greenhouse facility.*



*Greenhouse facility where the composting will take place.*

Food Service Manager, Mark McBrine has been working with staff and inmates on a plan to compost the food waste generated at MV and CCF. The Bokashi Method of transforming food waste into soil was chosen as the most viable option.

The Bokashi allows food waste to be quickly processed. The process takes two weeks to produce a stable product, which can be placed directly into the soil, or further refined with worm composting. The finished compost and worm castings will be used in raised beds, farm fields, and to create fertile potting mixes for greenhouse seedlings. Unlike traditional composting methods, this method processes food waste in a sealed/anaerobic container (55 gallon drum) with no foul odors, no attraction to vermin, and no loss of valuable nutrients into the atmosphere, or leaching into ground water. The Bokashi Method is a form of composting that uses a specific group of microbes to anaerobically ferment organic matter, resulting in a finished product that can be rapidly digested by the soil biology.

One important piece of equipment is a cardboard shredder, which will allow all the cardboard at MV and

CCF to be composted along with shredded paper instead of paying to have it hauled off to the landfill. The greenhouse used to house the operation, the pulverizer machine used to micronize the food waste, the worm bins, and the Bokashi containers were all purchased with savings from the food service budget. This equipment will allow the facility to realize even more savings this year in disposal costs.

FSM McBrine has been working on a similar plan to train staff and inmates at MSP and BCF to incorporate the Bokashi method of composting at their facilities. For example, at MSP, the composting process has resulted in 56, 55-gallon barrels of Bokashi food waste in just the first two weeks. This will result in thousands of dollars in savings in tipping fees alone, not to mention the value of the compost.

FSM McBrine and his family own and operate Vine and Branch Farm in Bangor, where they raise grass-fed beef and lamb, pastured pigs, chickens, turkeys and organic vegetables. At their farm, they have built a 7500-square-foot composting facility where they employ many of these same methods.

---

# Region 1 • Juvenile Community Corrections

By John Coyne

On Friday June 17th, Brandy Donini-Melanson of the U.S. Attorney's office in Boston and FBI Special Agents Nathan Jacobs and Matthew Southard gave a presentation on "Violent Extremism Awareness" to Region I JCCOs at Biddeford High School. A number of School Resource Officers were invited and attended as well. Agents Jacobs and Southard gave an overview of what drives individuals to become radicalized and seek membership in extremist groups.

An extremist is defined as "a person who holds extreme or fanatical political or religious views, especially one who resorts to or advocates extreme or violent action."

Motivations for a person to seek membership in an extremist group can range from a need to belong to a group, a need for power and control or a perceived need to correct a situation which is perceived as being unjust.

The presenters emphasized that US citizens do have the right to free speech and expression of viewpoints and opinions outside cultural norms and that the expression of those views does not necessarily make them extremists. Crossing the line into hate speech, incitement and violent acts can happen quickly or not at all.

The increased influence of extremist groups using sophisticated social

media and advanced technology has helped spread radical and antisocial views to individuals who are socially isolated and who may be influenced to take actions that are destructive, violent or antisocial. One example of this is ISIL's online publication, DABIQ.

JCCOs and SROs are encouraged to contact the local branches of the FBI and US Attorney General's Office if they have concerns as there are a lot of gray areas and given recent incidents of extremist violence, it is better to communicate with fellow law enforcement than not.

## Expanding Treatment Options

by Afton Sinclair

Knox County has a new evidence based program for substance abuse treatment. Tamzyn Palmer of Sequel Care is providing Knox county youth with a new opportunity for substance abuse counseling. This program is roughly fifteen weeks long, ending in a certificate of completion. The program involves a one hour per week session with the youth, some of which also include the parent or a support person. This is an opportunity to serve youth in Knox County with a substance abuse curriculum that fits into an attainable timeframe for completion while they are involved with DOC. This allows juveniles in Knox to access treatment in the community and has the ability to effectively reach homeless youth as well. The family can self-refer for this program or be referred by DOC or another provider. It is hopefully to see our options expand to meet the need of the prevalent risk posed by substance use, which exists amidst the lives of the youth we serve.



Paul R. LePage  
GOVERNOR

STATE OF MAINE  
OFFICE OF THE GOVERNOR  
1 STATE HOUSE STATION  
AUGUSTA, MAINE  
04333-0001

July 17, 2016

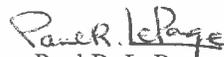
Greetings,

I would like to recognize the community corrections professionals who uphold the law with dignity, while recognizing the right of the public to be safe-guarded from criminal activity.

The community corrections professionals are trained professionals who provide services and referrals for offenders in the community. Community corrections professionals promote prevention, intervention and advocacy, as well as provide services, support and protection for victims. Community corrections professionals advocate community and restorative justice.

I appreciate the dedication of community corrections professionals. I wish all of them continued success, as they are a true force for positive change in their communities.

Sincerely,

  
Paul R. LePage  
Governor

PHONE: (207) 287-3531 (Voice)

  
PRINTED ON RECYCLED PAPER  
TTY USERS CALL 711  
[www.maine.gov](http://www.maine.gov)

FAX: (207) 287-1034



photo by Dave Simpson

## AMHC Honors JCCO Kelly Nightingale

by Darrin Constant

JCCO Kelly Nightingale was recognized by the Aroostook Mental Health Center (AMHC) recently for her work in the field of Multi Systemic Therapy and Problem Sexual Behavior (MST-PSB) since 2013.

Multi Systemic Therapy and Problem Sexual Behavior is a highly intensive in home service that works with youth that are at high risk of school failure, residential placement, or incarceration.

AMHC recognizes at the end of their third calendar year providing the service that JCCO Kelly Nightingale has been a huge support in sustaining the program. Kelly's consistent referrals and active participation in the program have been vital to the program and the youth they serve success.

The program with Kelly's help has been successful in helping to support Houlton area youth to remain at home and in the community.



(Left to Right) Denise Wetzel, MS/Clinical Consultant MST Associates; Adeline McCarty, LCSW/MST-PSB Supervisor; JCCO Kelly Nightingale; Mikel Avoke, LCSW MST-PSB Therapist. Absent Deputy Warden Michael Tausek, Administrative Coordinator Robert Costigan, Unit Manager Tony Eric Mendez, Captain Shane Blakely, Unit Manager Bueno, Training Coordinator Alan Gregory



photo by Dave Simpson

# Employee Service Anniversaries for the months of May and June

## Facility Key

CO - Central Office  
 CCF - Charleston Correctional Facility  
 DAFS - Department of Administrative & Financial Services  
 DCF - Downeast Correctional Facility  
 LCYDC - Long Creek Youth Development Center  
 MCC - Maine Correctional Center  
 MSP - Maine State Prison  
 MV - Mountain View  
 R1-A - Region 1 Adult (R2-A, R3-A)  
 R1-J - Region 1 Juvenile (R2-J, R3-J)  
 SMRC - Southern Maine Re-entry Center

The anniversary dates below are the “longevity” date provided by the Human Resources office. The longevity date is an employee’s most recent date of hire with no breaks in service/ state employment. In the past, the employee’s original hire date was used, however this date doesn’t accurately depict an employee’s actual time working for state government on a continuous basis. The Department uses the longevity date when recognizing years of service each year. Please note that this date may differ from the date used to calculate vacation benefits. Please contact your payroll contact person with any questions.

## 5 Years

Aaron Beaulieu .....LCYDC  
 Stephan P Black..... MCC  
 Noah L Boucher..... MCC  
 Christopher Britting..... MCC  
 Kevin Court ..... MSP  
 Kevin Curtis..... MCC  
 Carl R Nelson ..... DCF  
 Stephen F Pease..... MSP  
 James G Shanks, Jr..... MSMRC  
 Gregory A Thayer, Jr..... MSP  
 Chad Young ..... LCYDC

Scott T Dugre..... CCF  
 Mary A Laroche..... CO  
 Jason A Mason..... DCF  
 Tessa L Mosher ..... CO  
 Carol A Poulin ..... MSP  
 Kenneth B Reed ..... MCC  
 Rebecca J Swendsen..... MCC

Paul C Lech (1986).....LCYDC  
 Jodie L Lord (1988).....MV  
 Thomas A Olson (1988) ..... CO  
 Christopher F Paige (1990)..... CCF  
 Anthony T Prest (1988) ..... R2-A  
 Pamela J Richards (1986) .....LCYDC  
 Steven C Rogers (1990).....LCYDC  
 Toby M Sawtelle (1987).....DCF

## 20 Years

Nicholas A Forest, Jr. .... MSP

Laurie J Scott (1978) ..... R3-A  
 James L Sturks (1990)..... MSP  
 Darlene M Tarr (1988) ..... DAFS  
 Jane L Tower (1990)..... CO  
 Scott M Wadsworth (1988)..... CCF  
 Shawn C Welch (1990) ..... MCC  
 Jaqueline L Wilcox (1990).....MV  
 Danny K Yeaton (1979) .....LCYDC

## More Than 25 Years

Brian L Abbott (1988)..... BCF  
 Penny A Bailey (1987) ..... MCC  
 David M Barrett (1987)..... CO  
 Harry M Beal, Jr. (1985)..... DCF  
 Joan A Dawson (1978) .....R2-J  
 Scott A Dewitt (1987) .....LCYDC  
 Cattima G Ellsmore (1988) ..... CO  
 Patricia M Keaney (1988)..... R1-A  
 Donald W Keen, Jr. (1990)..... BCF

## 10 Years

Dawn L Dean ..... MCC  
 William N Van Orman..... MSP  
 Jonathan F Smith ..... MCC

## 15 Years

Douglas M Boyd.....MV  
 Dawn E Casey .....R2A



*photo by Dave Simpson*

# Did you know ...



## DOCTalk

the newsletter by and for the employees of the Maine Department of Corrections is available online!

You can access the current issue as well as back issues!

Maine.gov Agencies | Online Services | Help | Search Maine.gov

STATE OF MAINE  
**Department of Corrections**

HOME ADULT FACILITIES ADULT COMMUNITY CORRECTIONS JUVENILE SERVICES PRISON INDUSTRIES SPECIAL PROJECTS

About Us  
For Victims of Crimes  
Doing Business with DOC  
Quality Assurance  
Administration  
Career Opportunities  
Contact Us

Welcome to the Award Winning Maine Department of Corrections

**CONSIDERING A CAREER IN CORRECTIONS?**

**New Items**

- How do I report sexual misconduct on behalf of a prisoner or resident in a DOC facility? [Click here](#)

**Upcoming Meetings:**

- ALL BOC MEETINGS WILL BE POSTPONED UNTIL FURTHER NOTICE.

Where Can I Find

- [Adult Search Service?](#)
- [Money Deposit Service?](#)
- [facility information?](#)
- [directions?](#)
- [our policies?](#)
- [an inmate?](#)
- [PREA Information](#)
- [Preferred Provider?](#)
- [Corrections statistics?](#)
- [prison-made items?](#)
- [facebook ?](#)
- [Media Center](#)
- [DOCTalk Publication](#)**

<http://www.maine.gov/corrections/DocTalk/index.htm>