



DOC Holds EMERGENCY DRILL

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PARISE 'DAY OF HONOR' CEREMONY HELD AT OAK PARK HEIGHTS - PAGE 3

Shanklin Appointed Deputy Commissioner of Community Services

Following an extensive selection process, which included open applications and a series of interview panels, Curtis Shanklin has been appointed as the new Deputy Commissioner of Community Services.

Interview panels were comprised of professional association representatives (County Attorneys Association, Sheriff's Association), county and community corrections leaders, victim advocacy representatives, executive leaders from various state agencies, DOC staff, and formerly incarcerated individuals. Finalists were interviewed by the DOC's executive team.

Shanklin is currently the State Co-Coordinator of the Minnesota Juvenile Detention Alternatives Initiative (MN JDAI). MN JDAI is the most successful juvenile justice reform effort in Minnesota to date, and places an acute focus on finding equitable and public safety-focused outcomes for justice-involved youth. During his career, Shanklin has worked directly with clients, as well as corrections program management.

"Curtis Shanklin brings an energy and perspective to our team that will benefit both our staff in the field and our connection with our community partners," said Commissioner Schnell. "I'm confident his ability to build relationships, and in his deep knowledge of the work, will result in improved outcomes for public safety and new opportunities for transforming the lives of those involved in the criminal justice system."

With over 20 years of experience, Shanklin served as both an adult and juvenile probation officer and re-entry services supervisor for Arrowhead Regional Corrections in Duluth, along with previous work in both secure and non-secure correctional facilities. Curtis holds a Master of Science in Criminal Justice, which roots his work in both research and analysis.

In addition to his new role, Shanklin has served as an adjunct faculty at Metropolitan State University for the Department of Criminal Justice and Law Enforcement. He is also a U.S. Department of Justice accredited Prison Rape Elimination Act (PREA) auditor.

Shanklin holds his Master's degree from Metropolitan State University and received his Bachelor of Science from the University of Minnesota Duluth (Go Dogs!).

"I am humbled by the privilege to serve as Deputy Commissioner of Community Services under the leadership of Commissioner Schnell. I wholeheartedly support the Walz-Flanagan administration's vision for criminal justice reform in Minnesota, and I'm looking forward to joining my new DOC colleagues and our community partners to bolster staff safety and deliver transformative programming. I've always held the belief that anyone can be a "Monday morning quarterback," but if you really want to see change that delivers equitable outcomes, you have to be willing to get in the game and do your part. I'm ready to get to work."



Curtis Shanklin is the new Deputy Commissioner of the Community Services Division.

A True Leader in Community Corrections Retires

By Aaron Swanum

When you think of Field Services, and the work of Community Corrections in Minnesota, one of the first names that comes to mind is Vic Moen.

Vic, a Field Services District Supervisor in Grand Rapids, has been deeply involved in this life-changing work since starting as an agent with 6W Community Corrections in December of 1985. He joined the DOC as an agent in 1991 and has served in a variety of positions with the department over the last 28 years. He retired from the DOC on October 4th.

"After 33 years working in corrections, I have many professionals to thank for mentoring, encouragement, and supporting me," said Moen. "At times, this can be very difficult and emotionally draining work, but at the end of this career, I am proud that I have had the opportunity to have some impact on many individuals and communities in a positive way."



Vic Moen

Throughout his career, Vic embraced the "change agent" mentality. Every day, he saw the difference agents can make in the lives of those under our supervision. We have the ability to truly make life-changing, positive impacts on those individuals, and communities throughout Minnesota. Vic's career has spanned being a Sentencing to Service Crew Leader, an Agent, and a District Supervisor. In each of these roles, he feels he has directly impacted change in people's lives, and their ability to see their mistakes while understanding their ability to change for the better and live a more meaningful life.

"I began working as a juvenile agent, a part-time STS crew leader, transferred to an adult agent position, promoted to STS supervisor, and am retiring as a district supervisor. In each of these positions, I had opportunity to work with many dedicated corrections professionals collaboratively impacting many families and individual lives," said Moen. "The impact ranges from assisting with securing safe and affordable housing, teaching and mentoring new life skills, and assisting with connecting individuals with appropriate community resources. I will never forget and will be forever grateful to those who worked beside me!"

Retired Deputy Commissioner Ron Solheid, a long-time coworker and friend of Vic, weighed-in on Moen's career. "I had the pleasure to work with Vic throughout most of his career at the DOC and know how genuine and truly caring he is about his coworkers, the community, and the persons we serve in this difficult business. He has always gone above and beyond to make lives better through his work and his volunteer efforts in the community. Vic always stepped up and rolled up his sleeves leading by example, whether it was running a chainsaw during storm cleanup, filling sandbags for flood work or building access ramps for the elderly and disabled. As a supervisor, he worked tirelessly to help his staff succeed and I know of many times when he went out of his way to assist when tragedy or personal problems arose in their lives. While the DOC may be losing one of the best supervisors to retirement, his family and friends will all enjoy more of his time in the future. I am truly glad he is my friend and now co-retiree."

Field Services Regional Manager Sherry Hill said Vic has always been professional and one of the most caring individuals she knows. "He worked hard to provide needed STS services locally and regionally when disasters such as flooding or tornados hit. Communities received much needed help and Vic was always first to volunteer," said Hill. "Vic's strength has always been community engagement and he has been a great advocate for additional housing through his committee work."

Outside of his work with the DOC, Vic has been very involved in his local community, serving on the City of LaPrairie's city council for nine years, including a year as mayor. Additionally, he has served on the local YMCA Executive Board for seven years. He was also a team member in the development and construction of the Beacon Hill Affordable Housing project in Grand Rapids. Information on the project can be found at: <https://www.mhponline.org/publications/archive/563-beacon-hill-impact-spotlight>

Thank you, Vic, for your nearly 30 years of service to the people of Minnesota while working for the DOC, and always striving to help those under our supervision set a better path in their lives. You will be greatly missed at the DOC.

Memorial Dedicated to Parise Unveiled at Oak Park Heights

On September 24th, the DOC honored the life of our fallen brother Officer Joseph Parise (EOW 9/24/18) at the MCF-Oak Park Heights "Day of Honor" remembrance ceremony.

In attendance were members of the Parise family, friends, MN DOC colleagues, and community dignitaries as the new memorial bench, obelisk and brick walk were revealed in Joe's honor. We will never forget you!



Warden Installation Ceremony at Willow River/Moose Lake

By Ian Heaslip

On August 15th, MCF-Willow River/Moose Lake held an Installation Ceremony for William Bolin, the facility's ninth warden.

The ceremony was held in front of the facility before a crowd of co-workers, past and present wardens, senior management, family members, and media representatives. Warden Bolin spoke of his career and the many experiences that he's had



William Bolin was sworn in as warden at MCF-Willow River/Moose Lake by DOC Commissioner Paul Schnell.



in both South Dakota and Minnesota. Commissioner Paul Schnell spoke of the magnitude of the job that he will be representing, not only for the facility, but for the entire state of Minnesota and its citizens. Assistant Commissioner and former Warden at MCF-Willow River/Moose Lake Nate Knutson spoke of the responsibility that Bolin's position holds as the facility ensures that the offenders leave better than how they came in.

A sincere thank you to all who played a role in the installation of Warden William Bolin.

Warden Installation Ceremony at Stillwater

Guy Bosch was sworn in as MCF-Stillwater's 20th Warden on August 19th in the company of corrections professionals from across the state, community dignitaries, friends and family, local law enforcement, and media representatives.

Bosch began his DOC career in 1989 as an Officer at MCF-St. Cloud, and has worked his way up through the ranks



Guy Bosch was sworn in as warden at MCF-Stillwater by DOC Commissioner Paul Schnell.



over the years, most recently serving as the Associate Warden of Operations at MCF-Shakopee. Bosch highlighted his commitment to running a safe and secure facility during the ceremony, and discussed the importance of deploying effective interventions, assessment tools, and crisis intervention techniques to create a safer environment for all staff and offenders. He also reflected on Officer Joseph Gomm's sacrifice and legacy, and spoke about the importance of bolstering appropriate staffing levels moving forward to ensure the facility operates safely.

Commissioner Schnell welcomed Warden Bosch to his new role, and spoke of how corrections exposes staff to both "profound sadness and human tragedy," but also reveals the potential for tremendous "change and the possibility of transformation."

Bosch said he was "humbled by the appointment and thankful to the dedicated DOC staff who have supported, encouraged, and mentored (him)" throughout his career.

Isaacson Retires After 43 Years of State Service

By Ian Heaslip

Lois Isaacson, Buyer at MCF- Willow River/ Moose Lake, retired in early September after spending 43 years employed with the state of Minnesota.

Lois' state employment included approximately 18 years with the Department of Human Services, working at the Moose Lake Regional Treatment Center, where the Moose Lake prison currently stands. She worked at the front desk as a switchboard operator. She eventually moved into the Clinic Department, offering clerical support prior to moving to the Department of Corrections once the treatment center closed.



Warden Bill Bolin, Lois Isaacson, and Finance Director Michelle Hendrickson



For the next 25 years with the DOC, Lois spent time as clerical support in Education, Industry, and eventually Employee Development. She finished her "stint" as a Buyer in Finance for her remaining 18 years. Lois is looking forward to traveling and spending more quality time with friends and family, but admits that she will miss her coworkers.

Lois leaves us with some words of wisdom from Dr. Seuss: "Life is too short to wake up in the morning with regrets. So, love the people who treat you right, forgive the ones who don't, and believe that everything happens for a reason. If you get a chance, take it. If it changes your life, let it. Nobody said it would be easy, they just promised it would be worth it."

Congratulations, Lois!

Shakopee Donates \$1,450 to Southern Valley Alliance for Battered Women

On August 5th, Stephanie Smith, the Community Relations Director from the Southern Valley Alliance for Battered Women, came to MCF-Shakopee to receive a \$1,450 donation and to meet with staff and 18 incarcerated individuals from the MCF-Shakopee - Restorative Justice Council.

The incarcerated women chose to donate \$1,450 to the Southern Valley Alliance, money raised from the past two Restorative Justice fundraisers.

Stephanie also provided information about the program and answered many insightful questions from the women.

(L – R) CIP Director Michelle Follmer, Stephanie Smith, and Sgt. Troy Hedtke



Stillwater Lieutenant Promotions

By Lisa J. Connors

MCF-Stillwater recently promoted three new Lieutenants.

Sam Marks was promoted to Watch Commander on 1st Watch. He has been with the DOC since 2001 when he began his career at MCF-Red Wing. He promoted to Sergeant at MCF-Red Wing in 2010 and then completed a six month Work-Out-of-Class (WOOC) Lieutenant position in 2016. In March of 2019, Marks came to MCF-Stillwater as a WOOC Lieutenant on 3rd Watch. Marks has been an evidence supervisor, mentor, Special Operations Response Team (SORT) member, ICS instructor, chemical munitions instructor, member of the Crisis Negotiations Team, Security Staffing Analysis team, and a member of the Discipline/Reduction of Isolation committee. Marks was also a Master at Arms in the United States Navy Reserve. Congratulations, Lt. Marks!

Jim Donaldson was promoted to Watch Commander on 3rd Watch. He has been with the department since 2003 when he began his career at MCF-Stillwater. He promoted to Sergeant in 2011 and began doing a WOOC as Lieutenant in June of 2017. Donaldson is a member of SORT, a chemical munitions instructor, and a member of the Professionalism and Green committees. Congratulations, Lt. Donaldson!

Jon Snell was promoted to Relief Lieutenant. He has been with the department since 2007 when he began his career at Stillwater. He promoted to Sergeant in 2016 and began a WOOC as a Lieutenant in July 2018. Snell is a Field Training Officer Coordinator, a member of SORT and SOG, has been recognized as the Crisis Intervention Team Person of the Year, and has received several letters of commendation/recognition/appreciation. Congratulations, Lt. Snell!



Lt. Sam Marks and Captain Lisa Connors.



Captain Andy Darling, Lt. Jon Snell, Lt. Jim Donaldson, and Captain Lisa Connors.

Follow DOC on Social Media

The department's social media accounts recognize the excellent work of our staff and help us recruit new employees. The DOC has 7,000 likes on [Facebook](#)! Also, follow the department on Twitter: @[MinnCorrections](#), [LinkedIn](#), [Instagram](#), or [YouTube](#).



Department-wide Emergency Drill Held at Lino Lakes & Central Office

On September 12th, staff from all corners of the agency completed a large-scale 24-hour emergency preparedness simulation. Their tireless efforts exemplify the commitment to teamwork, collaboration, and dedication DOC employees bring to their jobs every single day.



Faribault Donates Garden Produce to Local Food Shelf

Incarcerated men in the MCF-Faribault Minimum Housing Unit were busy tending the garden this summer. They worked diligently watering, weeding, and caring for the garden. The process has been very rewarding and gives a rare opportunity to grow new pro-social hobbies.

The produce from the garden is donated to the St. Vincent de Paul food shelf. So far, more than 863 lbs of produce has been donated, with more produce yet to be donated. The men were proud to give back to those in need.



Officer Brent Nedved and Lt. Chris Mitchel



Officer Brent Nedved

Donations for this year have outweighed the total donations from last year's garden. Special thanks to the incarcerated men who were dedicated to this process and giving back to our community.

Instructor Profile: Officer David Neubarth, MCF-Lino Lakes

Officer David Neubarth has been with the DOC for 6 years. He has worked as a Utility officer, A-Team member, and in the K3/K4 living units.

David serves as an FTO, CIT Coach, CPR Instructor, and assistant Range Safety Officer. In addition, he is a CISM Team member and a CIT member.

"I remember what it's like being new in this unique environment. I want to help strengthen our team by fostering capable and confident officers," said Neubarth.

Training Director Kristin Bjornberg said, "In the short time that I have known Officer Neubarth, he has shown me that he gives his all and is willing to help out in any way possible. He is very knowledgeable with prior experiences, which makes him a great instructor."



Release of 2018 Intimate Partner Homicide Report



Domestic violence is the most frequently committed violent crime in Minnesota. On October 1st, Violence Free Minnesota released the 2018 Intimate Partner Homicide Report. DOC Commissioner Paul Schnell and Public Safety Commissioner John Harrington joined our partners to honor those who have been killed, and to keep domestic violence prevention at the forefront of public consciousness.

(L – R) DOC Commissioner Paul Schnell, Violence Free Minnesota's Becky Smith, Minnesota Indian Women's Sexual Assault Coalition's Nicole Matthews, Minnesota Indian Women's Resource Center's Patina Park, and DPS Commissioner John Harrington.

Alvord Joins Drug Court in Minnesota's Eighth Judicial District

By Roger Baburam

MCF-St. Cloud Program Director Deanna Alvord's penchant for career adventures and versatility of experiences in the field of corrections are legendary. The range of her correctional scope includes supervision of adults and juveniles and the breadth of her experience includes working in line staff, counselling, managerial and executive positions. After 31 years in the field, she is still exploring new horizons. She has added yet another chapter to her impressive resume: Drug Court Agent in the 8th Judicial District (covering Wilkin, Traverse, Grant and Stevens counties).

Deanna started her career in Corrections in 1988 as a Correctional Counselor (as Corrections Officer were then called) and subsequently became a Case Manager and Sex Offender Counselor at the now closed Juvenile Facility of MCF-Sauk Centre. After Sauk Centre closed, she returned to MCF-St. Cloud where she ran and helped designed the Youthful Offender Program. After that her career mushroomed into Probation Agent at Benton County, back at the St. Cloud facility as a Case Manager Supervisor, a Program Director at MCF-Lino Lakes, an Alternative Program Manager at CIP, Reentry Manager for the DOC, Program Director at MCF-St. Cloud and finally a WOOC Associate Warden of Administration at the facility.

As part of the executive team at CIP as an Alternative Program Manager, she expanded the Challenge Incarceration Program and sites to what they are today. Armed with a Master's degree in Criminal Justice from St. Cloud State University and trained at both the state and national levels in the evidence-based approaches to reducing recidivism, she fostered and promoted the Transitions from Prison to Community (TPC) model in every position in which she has served and, significantly, as the Department's Reentry Manager. A stickler for process and process improvement, and with a penchant for well-thought out memos, Deanna cuts an image of a well-rounded professional.

After 31 years primarily at the institutional side of Corrections, she recently became a Drug Court Agent for Minnesota 8th Judicial District. Drug Courts, or problem solving courts, represent a paradigm shift in the way courts traditionally resolve criminal matters. She said she is excited to be part of a team that is doing the good work of Minnesota corrections in the community. Deanna's penchant for problem resolution and her considerable expertise in evidence-based programing will make her a major asset to the Drug Court. And yes, don't forget her hearty laughter and sense of humor.

Good luck in your new adventure, Deanna!



Deanna Alvord

Rush City Honor Guard Takes Part in Chisago County Fair Parade



Members of the MCF-Rush City Honor Guard participated in the Chisago County Fair Parade.

The honor guard participated in the parade with the Rush City American Legion Honor Guard along with several local law enforcement, fire and EMS agencies.

(L – R) Officer Jeff Henson, Sergeant Jeff Nelson, Officer Seth Peterson and Officer Bridgette Olson. Officer Michelle Williams also participated by driving a vehicle in the parade.

MINNCOR Celebrates 25 Years

On October 1st, MINNCOR Industries celebrated its 25th anniversary since being centralized into a single statewide program.

Prior to 1994, each Minnesota prison operated their own correctional industries program and often competed against one another. Centralizing under the name of MINNCOR increased efficiency and decreased reliance on the state's general fund. Since FY03, MINNCOR has demonstrated its ability to coordinate and maintain prison industries by receiving no state subsidies, taxpayer dollars, or grants.

MINNCOR kicked off the event with a program featuring speeches by CEO Lisa Wojcik, DOC Commissioner Paul Schnell, a successfully released MINNCOR Bridge participant John, former MINNCOR CEO Dan Ferrise, and MINNCOR's first-ever Minnesota private business partner, Dennis Frandsen, of Frandsen Corporation.

During the event, 'Making Things Right', a pop-up store featuring hand-crafted items made by incarcerated individuals, was a huge success. The store featured totes, notebooks and mouse pads designed by offenders from Moose Lake, canvas bags, clear bags, and smaller zipped bags sewn by Shakopee offenders, as well as many beautiful wood-crafted items such as bird houses, napkin holders, end tables, and Adirondack chairs made both in Faribault and Moose Lake career-tech classes. Also displayed was artwork from men at St. Cloud and Stillwater. Items will continue to be displayed at the Roseville office and are available for purchase by the general public.



MINNCOR CEO Lisa Wojcik speaking at the anniversary event.



Wardens gathered with Deputy Commissioner Michelle Smith, Assistant Commissioner Nate Knutson, and MINNCOR CEO Lisa Wojcik.



Deputy Commissioner Michelle Smith, MINNCOR Vice-President of Operations Jeff Lonsky, MINNCOR CEO Lisa Wojcik, DOC Commissioner Paul Schnell, Assistant Commissioner Nate Knutson, DOC Chief of Staff Josh Syrjamaki, and MINNCOR Vice-President of Business Development Brenda Chandler.

Improving Criminal Justice Response Training

By Ellen McDaniel and Lori Korts

The Victim Assistance and Restorative Justice Program (VARJP) recently provided an opportunity for growth by hosting two individual 2-day training sessions, one in Mankato and one in Brainerd.

A total of 84 criminal justice professionals from DOC, courts, community-based non-profits, faith-based organizations and county probation attended the Improving Criminal Justice Response Training (ICJR). The training was funded under the Office of Violence against Women Grant awarded to the DOC VARJP in 2017.

The free 2-day training provided an overview of DOC VARJP policy, procedures, programs and services available to victims of incarcerated individuals. Lori Korts and Ellen McDaniel kicked off the training with an overview of the grant work being done. Lydia Newlin led a discussion on victim and offender reunification post-release, which is currently being discussed in a work group. Hailey Johnson shared her work as a victim advocate within the DOC by discussing her work providing safety planning support to victims, as well as the Agent Summary reports which have been developed for distribution to supervising agents for those being released with a Qualified Domestic Violence Related Offense (QDVRO).

The first day Scott Miller from the Domestic Abuse Interventions Program and Jeremy NeVilles-Sorell from Wici Agli shared their expertise on men who batter, with a focus into the prevalence of violence among Native American communities in Minnesota.

Representatives from the Minnesota Indian Women's Sexual Assault Coalition (MIWSAC), the Sacred Hoop Coalition and Minnesota Coalition for Battered Women (MCBW) shared information and experiences with Native American victims of domestic violence. A panel of local community advocates in both Mankato and Brainerd were present to provide unique insight into the daily work of community advocates. This provided attendees a great opportunity for open discussion with community-based advocacy professionals about the work they do and how they can provide support to criminal justice professionals who are contacted by victims.

The purpose of these trainings is to identify and bridge gaps between criminal justice professionals and their local community advocates. By providing historical perspectives about the Native American experiences and culturally specific barriers that exist which prevent victims from obtaining the support they need, the attendees walked away with a more thorough understanding of the challenges of working with the QDVRO population.

The final training session will take place October 9th and 10th at DOC Central office.



(L – R) Scott Miller and Jeremy NeVilles-Sorell



Scott Miller

Staff Change and New Addition to Community Notification Act

By Mark Bliven, *Director of Risk Assessment/Community Notification*

Brad VanderVegt has rejoined the Risk Assessment/Community Notification (RA/CN) unit in a new position for him as the Community Notification Coordinator. Brad is filling the position after the well-deserved retirement of the previous incumbent, Sarah Hustad, who has already traveled to Australia and New Zealand.

Brad VanderVegt has a long and extensive history in community corrections starting out at the Ramsey County Juvenile Detention Center. From there he joined Dodge, Fillmore, Olmsted (DFO) Community Corrections as an agent before moving to Dakota County Community Corrections in a similar position.



Brad VanderVegt

In 2015, Brad came to the DOC and the RA/CN unit as a Management Analyst in the Community Notification area. While here, based on his extensive experience in supervision issues he assisted in meetings for the community notification process and agent training issues.

Brad then moved back into Field Services as an agent out of the Center City and Cambridge offices before moving to the metro Intensive Supervised Release (ISR) team out of Roseville, where he also served as civilian chair of the city's Police Civil Service Commission.

Brad plays a key role in coordinating with and assisting local law enforcement agencies in complying with the Minnesota Community Notification Act (MN Stat. 244.052). With a great diversity in size, experience, and training, Minnesota law enforcement agencies – both police departments and sheriff departments – rely on Brad and his co-workers to provide an experienced, clear and consistent explanation of their duties within the Community Notification Act.

Concurrent with Brad's hiring, a last minute addition to the Community Notification Act from the most recent special legislative session created a new requirement for law enforcement agencies. As of August 1, 2019, [MN Stat. 244.052, Subd. 4 (2)(k)], local law enforcement agencies in addition to providing notice of registrants who are found in their communities are now required to provide a subsequent notice when the registrant is no longer found in the community.

There is some concern that this new requirement seems to imply that there is an "all clear" as soon as the subsequent notice is done. Prior to this new requirement, the DOC already maintained an up-to-date and consistent listing on the official DOC website <https://coms.doc.state.mn.us/publicregistrantsearch> of all those subject to broad public notification. This new language adds additional notification requirements for a more pro-active notification of these subsequent changes. This is not meant to be an "all clear" but rather more extensive public notification of the status of those subject to broad public notification as a Level 3 or a Minnesota Sex Offender Program (MSOP) releasee. In addition it provides a subsequent notification for those notified in regard to more limited Level 2 and Level 1 public and individual notification. The RA/CN unit will assist local law enforcement agencies in crafting language to comply with this expanded notification.

This subsequent notice should in no way be considered a notice to lower community awareness of those within their community. Sexual offending occurs in almost every community. It is more likely than not to involve a perpetrator who is not listed as a registrant or even someone who may not live in the immediate community. Additionally, someone who has previously registered in a community most likely has connections to that community so could be expected to return if only to visit or engage in business activity. Nothing replaces awareness as the most critical public safety practice. Be aware of who is involved in the lives of those within your community or family and social network. Speak up if behavior is concerning. Sexual offending is almost always based on family, social, or business interactions, rather than simply geographic residential proximity or registration status.

Togo's Restorative Justice Work Crews Help Maintain Cemetery

By Sgt. Matt Stone

Community members from the Town of Cook reached out to MCF-Togo and asked for help with general maintenance of their cemetery. Local cemeteries, such as the one in Cook, rely on family members to tend to their family plots. With an aging community and families living outside of the area, the general maintenance of the burial plots wasn't getting done. As a result, many of the older grave sites and marker stones were listing or unreadable.



In the last year, MCF-Togo's Restorative Justice Work Crews have raised over 100 marker stones and filled low areas with sand and black dirt at the Cook Cemetery. Initially, our crews worked on areas marked with flags. After several crews had been out there, the flags disappeared. "You guys know what you're doing, just keep doing it," said members of the Cemetery Board.

"Of all the work crews we do, this one has received the most positive feedback," said Captain RJ Kruse.

This is the foundation that Restorative Justice is built on, bringing offenders out in the community and giving back.

Lino Lakes Gets Single Purpose K9

By Acting Captain Dena Zime

MCF-Lino Lakes is starting a new era. The DOC has brought to the department the first single-purpose dog. The K-9 handler will be Sgt. Cha Vang.

Cha Vang was appointed Canine Officer at MCF-Lino Lakes on July 24th. He began his DOC career in 2006 as a Correctional Officer and was promoted to Sergeant in April 2017. We are extremely excited that MCF-Lino Lakes has the first single purpose canine (or detection canin) in the department and we look forward to the rewards this will bring. This will be a shared position with MCF-St Cloud.

The K-9 will be trained on narcotics, tracking and area/building searches just to name a few.

Vang brings extensive dog training knowledge to this position, and is very excited to take on this new role!



Acting Captain Dena Zime, Captain Steve Harding, Sgt. Cha Vang, and Warden Shannon Reimann

Red Wing Celebrates Night to Unite

By Katelyn Ricci, Volunteer Services Coordinator

On August 21st, MCF-Red Wing celebrated Night to Unite.

Personnel from the Red Wing Police Department, the Red Wing Fire Department and officers with the Minneapolis Police Department's Bike Cops for Kids/Community Engagement Team stopped by to meet with residents and staff. Several volunteers were also in attendance and even led/joined the residents for activities and a campus wide BBQ. The fire department brought in one of their engines and the Bike Cops brought their Community Engagement truck that they had fully stocked with ice cream that they kindly handed out to all of the residents! Two of the volunteers also brought in some of their fainting goats – a new experience for many of the residents and staff.



The Minneapolis Police Department's Bike Cops for Kids team. Front Row: Officer Mike Kirchen, Officer Kou Vang, Sgt. Jose Gomez. Back Row: Assistant Commissioner Nate Knutson, Officer Abdirahman Ali, Red Wing Warden Shon Thieren, and Officer Troy Dillard.



SORT Chemical Munitions Instructor - Basic Course

Fifteen SORT members graduated from the pilot 16-hour Chemical Munitions Instructor - Basic Course that was conducted on September 23rd and 24th.

Course instruction included; Instructor role and responsibilities, course preparation, range safety, department policy, documentation requirements, the proper use of training aids, understanding the capabilities and limitations of chemical munitions and delivery systems, and operational capabilities, functionality, and deployment methods.



Master Instructor Matt Wallace provides safety instruction to the students.

Classroom presentation was conducted at MCF-Rush City and practical exercises were conducted at the Pine County Sheriff's Department firearms range in Sandstone.

Training Development Specialist-Security Jay S. Olson said the curriculum was redesigned over the past 18 months to better serve the needs of SORT teams. Master Instructors Kyle Prall (MCF-Red Wing) and Matthew Wallace (MCF-Lino Lakes) did an outstanding job of facilitating the training.

Captain Dean Weis stated "this important training ensures that all SORT teams are uniformly following policy and approved tactics and techniques. SORT students are trained and evaluated on relevant scenarios while using the authorized tools to ensure offender and staff safety. I am appreciative of all DOC instructors, their dedication to instruct to peers reinforces the mantra safety first/security always."

The graduating class dedicated the training event in memory of Officer Joe Parise. A moment of silence was recognized at 12:43 with Officer Ryan Arnsdorf (MCF-Oak Park Heights) providing closing remarks.



Graduates: Eric Anderson (Lino Lakes), Ryan Arnsdorf (Oak Park Heights), Steven Cook (Moose Lake), James Demko (Moose Lake), Sean Goedtel (Faribault), Jason Grott (Moose Lake), Shawn Harrington (Oak Park Heights), Jason Hayes (Rush City), Justin Heidelberg (Shakopee), Tyrone Orde (Lino Lakes), Jeff Pogatchnik (St. Cloud), Ben Sutlief (Faribault), Justin Watrin (Rush City), Trevor Wilcox (Stillwater), and Mike Winkelman (St. Cloud)

Stillwater Military Deployments

Andrew Reed was deployed to Camp Arifjan, Kuwait with the 34th Infantry Division Headquarters out of Rosemount Minnesota. There he served as the Electronic Warfare Non-Commissioned Officer in Charge. He worked on specific electronic equipment that protected the troops working in Iraq, Afghanistan and Syria while they were convoying from location to location. He also served on a committee whose sole purpose was to evaluate and implement defensive tactics against enemy drones that were a threat to certain areas of the Middle East.



Jonathan Holger and Andrew Reed

Megan Rudek was deployed to Camp Arifjan, Kuwait, with the 34th Infantry Division. She supervised two soldiers while overseeing the production and the service of food in a Dining Hall which fed approximately 3,000 Soldiers on a daily basis. In addition to her daily duties, she completed a basic leadership course, which is a course required for the next level of leadership. This led to her promotion to E-5, Sergeant. In her off time, she assisted two fellow Soldiers in passing their Army Physical Fitness Test.



Lt. Alphonso Nyemah and Officer Megan Rudek

During his deployment, Jonathan Holger was the Senior Military Justice Paralegal NCO for the 34th Infantry Division located at Camp Arifjan, Kuwait. He assisted military lawyers with advising commanders on legal issues, drafted legal documentation, coordinated several felony level courts-martial, and supported multinational legal conferences in Jordan, Kuwait, and UAE. He was also the lead instructor to junior paralegals for any military justice training.

K-9 Gets New Kennel



By Sarah Costello

On August 7th, MCF-Oak Park Heights and MCF-Stillwater Physical Plant staff built a new kennel at K-9 Officer Gary Atkins' home.

The K-9 kennel has composite flooring for easy clean-up, and a metal roof to keep the new K-9 out of the elements.

A great big thank you to everyone involved in construction, and extra special thanks to Jim Sorenson from Stillwater for taking the lead on this project!

Stillwater Sergeant Helps Save a Life

On August 2nd, Tony Ringler was traveling between Oak Park Heights and the Stillwater facility when he noticed a person honking their horn at him from the gas station parking lot.

As he continued to head back to Stillwater, his instincts kicked in, recognizing that something was not right, and went back to the vehicle to make sure everything was alright. When he opened the vehicle door, he could tell the person (Doug Derosier) was in need of assistance. Without hesitation, he assisted Derosier applying first aid and calling for an ambulance. During the incident he remained calm and reassured Derosier that everything was going to be fine. He remained with Derosier

until the ambulance crew arrived and took over the situation. Because of his keen instinct and calm demeanor to the incident, Derosier was properly attended to during the emergency.

The example he set in providing first aid and notifying emergency resources is a testament to his abilities. Tony's dedication to MCF-Stillwater and the community is greatly appreciated in his representation as a Sergeant working for the Department of Corrections. Nice work, Tony!



(L – R) Lt. Rick Raven, Sgt. Tony Ringler, AWA Victor Wanchena, Doug Deroiser, Laurie Derosier, and Warden Guy Bosch

Rush City Gives Back to Community

By Rebecca Fratzke

In the beginning of August, MCF-Rush City hosted the ENVOLVE Vision Van, which provides free vision screenings and glasses to community members and visitors at MCF-Rush City.

This year, we had a beautiful weekend to host this event and a phenomenal turn out from facility visitors and guests. At the end of August, MCF-Rush City staff distributed 48 backpacks to children visiting at MCF-Rush City to prepare for the upcoming school year. All the backpacks and items within them were donated with funds provided by incarcerated individuals participating in the long-term offender program.

Pictured: Corrections Program Director Rebecca Fratzke and Officer Jacob Severson



Leadership Training Opportunity

Leadership is not just for those with the title of supervisor or manager. Leadership is embedded into every job in the DOC. Whether a person is on a committee, in as an agent directing and coaching those on supervision, a corrections officer or part of a cross-functional team, everyone has the opportunity to lead. Everyday leaders are also a reflection of the leadership in their unit. In order to address this issue Employee Development has a program designed specifically for non-supervisory leaders. One of the problems with most training programs is the participant attends, but there is no role for their supervisor. The person learns new skills but there wasn't an opportunity to work with their supervisor to implement the skill set. This workshop is designed to address that deficiency.

INTENDED AUDIENCE

This program is designed specifically for non-supervisors and non-leads and non-sergeants.

The pilot-class is limited to 20 people

BENEFITS

- This program is taught by peers, supervisors and managers that live leadership every day. This isn't a program that has a lot of theory. Instead, it is filled with practical ideas and techniques.
- You learn by hearing but you develop by doing. This is a workshop that is designed to build skills through practice
- Skills are not developed just because a person has attended a one-day workshop. Skills are developed over time by applying what has been presented. Individuals will apply their concepts on projects they select.
- Teams are built over time and so the workshops are scheduled over a 6 month process.
- There are site visits, and practicums to broaden horizons
- MN DOC gets a more skilled workforce and hopefully staff that know they are valued

DURATION

Six months. One day per month.

CONTENT

1. Everyday leadership: What it is and is not
2. Developing your leadership skills
3. Meeting, time and project management to increase effectiveness
4. Emotional intelligence [EI] for everyday leaders
5. Communication skills to increase to persuade and influence
6. Career assessment: mapping out where I am, my interests, my values, my skills and where I want to go
7. The art of the interview: preparing yourself when the right opportunity arises

ASSIGNMENT

Each participant will meet with their supervisor prior to the first day of the workshop to discuss roles and expectations

Each participant will select one project to research and present

Each month each participant will describe how they are applying the skills at their job

Each supervisor must meet with participants each month to discuss what attendees have learned. The attendee's supervisor must sign an acknowledgement they will be an active supporter/partner in the program by following-up with staff and helping staff select a project

Each supervisor will review the career development plan with the participant

INSTRUCTORS ARE NEEDED

Any instructor must attend the Instructor Institute offered by Employee Development.

Contact Charles Dively about Everyday Leaders or Jodie Witte about the Instructor Institute.

Field Services and MINNCOR Receive 100% on ACA Standards

By Vicky Baukol

Recently, two DOC units sat before a panel hearing in Boston made up of four Commissioners representing the Commission on Accreditation for Corrections (CAC), which is the official accrediting body of the American Correctional Association.

Field Services and MINNCOR were audited the week of June 3-7. Both received a 100% rating on their ACA standards. Since this was their initial audit, that rating says a great deal about their hard work and commitment to this process and their overall business practices.

Dayna Burmeister was the official coordinator for Field Services but was not able to attend the conference. Michael Hreha was the coordinator for MINNCOR. Thank you to both of them for their hard work.



Field Services: Marcus Schmit, Assistant Commissioner Operations Support; Vicky Baukol, Compliance and Risk Manager; Allen Godfrey, Director of Field Services; Michelle-Staples Horne, CAC Commissioner; Gerald Patterson, CAC Commissioner; Phillip Nunes, CAC Commissioner; and Bobby Lumpkin, CAC Commissioner



MINNCOR: Vicky Baukol, Compliance and Risk Manager; Lisa Wojcik, CEO MINNCOR; Michael Hreha, ACA Coordinator/MINNCOR; Michelle-Staples Horne, CAC Commissioner; Gerald Patterson, CAC Commissioner; Phillip Nunes, CAC Commissioner; and Bobby Lumpkin, CAC Commissioner

The sites sat for the hearing panel on August 10th at the ACA conference. During the hearing, the Commissioners review the auditors' report and ask questions. They were very impressed with the accomplishments of both Field Services and Minncor; not just for what they did with the standards, but their overall achievements within DOC and how they do business.

Please join me in congratulating both of these units for their accomplishment!

Specialty Courts Have Important Impacts

The DOC is a partner in many different specialty courts in the state. Most are done with heavy probation involvement and that is where agents like Derek Biermaier come in. "Everyone loves the sober me!" exclaimed a Pennington County DWI Court graduate. She spent 448 Days working her way through the intensive DWI treatment court process with Derek.

In 2019, more than 150,000 individuals nationwide who entered the justice system due to addiction received life-changing treatment and support through one of the 3,000 courts across America.

A DWI court is a type of treatment court that is dedicated to changing the behavior of alcohol and other drug dependent individuals who have been arrested for driving while impaired. The program is an alternative to traditional criminal probation.

Treatment courts are led by a multi-disciplinary team that includes judges, law enforcement, probation officers from the DOC, chemical and mental health counselors, social services, attorneys, and a program coordinator. The Pennington County DWI Court is funded through a grant from the Minnesota Office of Traffic Safety. Participants spend around 640 days on average in the program. To be considered for participation, a defendant must either enter a guilty plea or be convicted of a DWI.

A graduation, like the above from the Pennington DWI Court, means the participant is living a sober life and has demonstrated a life in recovery, has completed treatment, has a job or is attending college, and has stable housing and reliable transportation. Prior to graduation, participants have frequent appearances before a judge, regular meetings and check-ins with probation services, contact with supportive and community services arranged and facilitated by Derek, and regular but unpredictable alcohol and drug testing. Many long hours, setbacks and accomplishments, big or small, are discussed in court and reviewed to determine whether additional support services are needed. If a participant is terminated from the Pennington County DWI Court, he or she may face additional jail time, more fines, or more probation.

The above client shared how tough her life was when she entered DWI Court. She had lost custody of her two children, both parents had passed away, and she was an alcoholic. She started DWI Court to make a change in her life. During her time in the program, she completed outpatient treatment, had reestablished custody of her kids, found sober, supportive friends, and even got married. "I love the feeling of being free from all the trouble and heartache it has caused me. I am going to continue making smart decisions and attend meetings."



Agent Derek Biermaier

Moose Lake Introduces Battery Powered Mowers

To align with state initiatives regarding the reduction of greenhouse emissions, MCF-Willow River/Moose Lake was awarded a grant allowing for the purchase of battery powered lawn care equipment.

The pictured lawn mowers, along with weed trimmers and leaf blowers, will help the facility work toward its sustainability goals.



Rush City Hosts Associate Wardens' Meeting



(L – R): CIP AWO Brian Collins, Rush City AWO Jesse Pugh, St. Cloud AWO Carol Krippner, Willow River/Moose Lake AWO Kris Rish, Stillwater AWA Victor Wanchena, Oak Park Heights AWA Sherlinda Wheeler, Lino Lakes AWO Mary McComb, Red Wing AWO Tammy Wherley, Rush City AWA Deneen Clemons, Willow River/Moose Lake AWA Darryl Goebel, Oak Park Heights AWO Chris Pawelk, Faribault AWO Jamie Doeden, Lino Lakes AWA John Williams, and St. Cloud Acting AWA Roger Baburam

On September 18th, the associate wardens met at Rush City for their bi-monthly meeting.

The meetings encourage valuable collaboration on issues that affect all facilities, and are beneficial in bringing consistency to the department.

Oak Park Heights Holds Staff Appreciation Meal

On August 15th, MCF-Oak Park Heights hosted an appreciation lunch for all-staff. Captain Byron Matthews and Special Investigator Andy Dubois worked the grills.

Thankfully, the weather held off as 3rd watch staff posed for the camera. Special thanks to all who helped put this meal together and to all Oak Park Heights' staff. We appreciate you and the hard work you do on a daily basis.



(L – R) Front row: Corrections Officers Jessica Fedge and Angela Cayo, AWA Sherlinda Wheeler and Corrections Officer Stephen Parker. Back row: Corrections Officer James Frick, Corrections Officers Allison Zindler, Francis McGraw, and Warden Jeff Titus. Standing: Corrections Officer Marcus Edwards



Captain Byron Matthews worked the front grill, while Special Investigator Andy Dubois worked the grill in the back.

Students at Shakopee Get Hands on Science Experience

By Kristen O'Connell

Recently at MCF-Shakopee, Teacher Jerry had one of her science classes participate in a frog dissection lab. It marked a first of its kind activity in one of the ABE (Adult Basic Education) classrooms. The complete lab kits were purchased, tools were engraved and lesson plans were distributed amongst the students. At first, most of the students seemed nervous to engage in the lesson. However, once each table began, the learning started to flow.



Some direct student quotes were:

"I've learned how a frog develops and how the digestive system works. I really enjoyed it. I really like the fact that we had a hands on experience even though we are in prison-at that very moment, it didn't feel like prison."

"I originally had negative thoughts. I wasn't going to touch it at all, but when the cutting began, I was no longer felt disgusted. It was definitely something different. I was glad to be picked to do such a thing. I enjoyed being a part of that experience."

"In my 54 years, I have never experienced anything like this. I am hoping my grandchildren have the opportunity to do this. I was able to view the actual insides of a frog! I couldn't believe what I saw – all these organs that we have in a miniature form!"

When asked her thoughts on the lab, Jerry stated, "Watching the women explore the frog and learn about the body, and its organs, was a gratifying experience for me, as an educator. I am honored I was given the opportunity to encounter this with my class. I look forward to expanding the experience to other students."

Togo Holds All-Staff Meeting and Tour

MCF-Togo held the semi-annual All-Staff meeting on August 21st.

Warden Anselmo and Captain RJ Kruse updated the staff on projects that have happened, and those forecast for the future. At the end of each staff meeting, employees are asked to do a rating on the current state of things (this covers satisfaction with job, coworkers, programming, support, among others). During the check in, most staff rated about an 8 on a 1 - 10 range.

Staff were able to invite their families to the facility for a picnic and a tour. Family members, most of whom had never been at the facility before, were very impressed with the grounds as they toured around. They were further impressed by the programming accomplished in each area. Staff members were able to give their families insight as to where they work and what they do on a regular basis. They were surprised by the living units and the lack of bars throughout. Many were envious of the green thumbs shown in the lush gardens. The day was informational for all and a great success.



Officers Bruce Kruger and Brenden Johnson

WR/ML Hosts Chaplain Intern

By Edward Stone, *Chaplain*

For six weeks this summer, Nathaniel Clugston learned about what a prison chaplain is and what the job entails.

Nathaniel came to MCF-Willow River/Moose Lake from Lebanon Valley College, The school is located in Annville, Penn. Because of Nathaniel's interest in chaplaincy work, he sought an internship that would be open to undergraduates. Most internships he encountered were only open to graduate students. Minnesota was open to undergrads doing an internship at the DOC. That's how he landed in Minnesota, all the way from Pennsylvania.

During his time here, Nathaniel had to opportunity to learn about several religious traditions of which he had no knowledge. This included the Moorish Science Temple of America and Asatru.

Along with learning about individual religious traditions, Nathaniel learned about the many facets of chaplaincy work. He sat in on meetings with staff and incarcerated individuals as we discussed productive ways of dealing with grief and loss. He gained insight into the volunteer program and how those valued folks are trained. Along with that, I would note that when Nathaniel first contacted me, his interest was in military chaplaincy. As a result of his time with the Minnesota DOC, he is open to pursuing prison chaplaincy.



Nathaniel Clugston

Leverington Plays Important Role in Helping Youth

By Marc Bloomquist

Since 2013, juvenile probation Agent Scott Leverington of Roseau has worked together with other community organizations and individuals to form Roseau County Team EPIC.

Scott is an active board member and very active with many other community groups as well. Team EPIC stands for Encouraging Positive Impact for Change. This group focuses on working together to keep our youth safe, healthy, drug, alcohol and tobacco free.

The mission of Team EPIC is to prevent underage drinking, substance abuse, and associated problems through community collaboration, education, support, intervention, healthy alternatives, and building assets among students, families, and the community. Our vision is to create communities where children prosper and grow into healthy adults. Our primary goals are to build community collaboration to create a stronger and safer community for our youth.

We are currently working on conducting a thorough community assessment to gather data and determine the root causes and local factors contributing to youth drug and alcohol use. We are also working on recruitment and capacity building within our coalition.

We are striving to reach out to all the different micro-communities within our county. We have a great group of people who are passionate about keeping our youth safe and drug and alcohol free.



Scott Leverington

Baptism Immersion at St. Cloud for Incarcerated Men

By Chaplain Bill Dornbush

History was made with regard to having the first baptism service by immersion (to this writer's limited knowledge) at MCF-St. Cloud. Forty-two incarcerated men made a conscious decision prior to this event to put away their old life and commit themselves to the precepts of the Christian Faith. For each of them, this 'outward act' of baptism was a symbol of an inward commitment they made to follow the teachings of Christianity.

Over the 7 ½ years of chaplaincy at the St. Cloud Facility, I have had many requests for baptism by immersion from the men, but could not find a way to accommodate them, nor did we (St. Cloud religious services) have the financial resources to provide a physical baptismal. Then a volunteer, Tony Schmitt from the Quest for Manhood Program, asked about the possibility of having a baptism service by immersion at the facility. The search began.

We discovered a ministry called 'ARM', a branch of the Prison Outreach International. Through their generosity they donated a portable baptismal to St. Cloud's religious services. We received their generous donation last Fall. This long anticipated event happened on August 28th outside in the yard on a cool wind-driven, sunny morning with the help of three volunteers from the Quest for Manhood.

The forty-two offenders braved the morning wind and weather. One-by-one, they stepped into the portable baptismal filled with cold water only to be completely immersed in it. With the help of the volunteers they rose out of the water, leaving their old life there, and stepping into a new life; soaked and cold on the outside, but warm and joy-filled on the inside. Yes, each of them got a towel to dry off.

I would like to say 'thank you' to all those who were a part of making this happen. I look forward to more of these significant events at MCF-St. Cloud.



(L – R) Associate Warden Carol Krippner, Quest for Manhood Volunteers Tony Schmitt, Pastor Kevin White, and Chaplain Bill Dornbush and Quest for Manhood Volunteer Bruce Robinson.

Little Free Library Houses Built at Red Wing

Minneapolis police officers visit the MCF-Red Wing juvenile facility every Wednesday. On September 18th, they helped the juvenile residents build "Little Free Library" book houses for the neighborhoods where these kids live—with the residents choosing the exact locations!

Thanks you Red Wing staff for your assistance and support!



DOC Honor Guard Posts Flags Memorial Golf Event

DOC Honor Guard members posted the U.S. and Minnesota flags at the start of the ceremony at the Frontline Foundation Charity Golf Tournament held in Lake Elmo on September 11th.

The Frontline Foundation organization helps the survivors of First Responders in Minnesota that have died in the line of duty.

The families of Officer Gomm and Officer Parise received donations from the foundation.

Thank you to everyone who participated in this special event.



Standing: (L – R) Sgt. Amy Winkel (Oak Park Heights), Sgt. Dennis Gleason (Stillwater), Sgt. Chad Gunderson (Lino Lakes), Sgt. John Sofie (Stillwater), Corrections Officer Antonio Espinosa (Stillwater), Officer Mikki VanEmmerick (Oak Park Heights). Kneeling: Captain Dave Gurney (Rush City)

Faribault Staff Participate in Torch Run

Staff from MCF-Faribault participated in the Special Olympics Torch Run.

The Law Enforcement Torch Run is the largest fundraiser and public awareness event for the Special Olympics.

Lt. Chris VanRaam, Sgt. Pete Gilman, and Officers Tyson Taghon and Scott Guhl represented MCF-Faribault. VanRaam and Taghon did a nine mile ride from Pine Island to Zumbrota.

Gilman and Guhl rode with the Rochester Law Enforcement team from Rochester to Zumbrota and back, for a total of 50 miles.

Thank you for representing the DOC and MCF-Faribault in such a great event.



(L – R) Officer Tyson Taghon, Sgt. Pete Gilman, Officer Scott Guhl, and Lt. Chris VanRaam

Faribault Staff Take Part in Gun Range Training

MCF-Faribault kicked off the first round of FY20 Round Training with 870 Recertification 1, which is the bi-annual recertification training. Staff are assigned to this training based on position and policy. With the assistance of the instructors and range officers, more than 80 security staff comprised of Captains, Lieutenants, and Officers are recertified twice per year. MCF-Faribault conducts this training at Ahlman's Gun Range in Morristown.



Oak Park Heights Retirement Group Meeting



Top row (L - R) Gary Karasch, Joe McQuillan, John Magadanz, Mike Costello, Dan Ahlness, David Korte, and Dave Oelrich. Bottom row, (L - R): Richard Hagelberger, Roger Person, and Sammy Ehlenz.

Since MCF-Oak Park Heights opened in 1982, eighteen staff have retired as lieutenants. Recently, some of the retirees gathered for lunch.

Ten of the 18 lieutenant retirees were able to make it. They plan on holding another event next year.

Combined Charities Campaign

What do saving and giving have in common? They are both easier to do when small amounts come out of your paycheck before you cash it. You know, you could even save money by giving money. Contributions to Combined Charities Campaign are tax-deductible which could mean savings at tax time. Don't forget to print out and save your confirmation screen in Self Service as a receipt.

The clock is ticking on this year's campaign, but there is still time answer a final question: Why should I make a Combined Charities contribution? (Hint: All the answers are right).

A. You can donate to a number of worthy local charities at once by contributing to a federation. If you don't have a specific charity in mind you can choose a federation that shares your interests and they will fund like-minded charitable organizations on your behalf. Of course, you can also designate your contributions directly to individual charities of your choice.

B. Federations and affiliates love receiving donations through your payroll deduction pledge. They can plan and budget their programs for the entire year, and pay

no administration fees on the funds in some cases.

C. You won't get spammed. By donating through payroll deduction you don't get on mailing lists, so you don't get junk mail or multiple appeals for more donations throughout the year. You can opt to receive one acknowledgment from the charity at the time of donation, or remain totally anonymous.

D. You can choose exactly how much to give and when. One dollar a paycheck. Ten? A twenty dollar donation on your mom's birthday. Whatever works with your budget, it's up to you.

E. You get to sign up for payroll deductions every year. Every year you get the opportunity to decide anew what causes you want to support and how much you can afford to give.

You must do payroll through self-service to participate in payroll deduction. If that doesn't apply, you can still make a donation by cash or check—contact the coordinator at your location for more information. Thanks for participating!

Questions About Combined Charities?

It's that time of year when the Combined Charities giving campaign is right on the tip of everyone's tongue. Whether you have never heard of it before or participate every year, you might find yourself pondering it. In the spirit of the classic game show "Jeopardy!," here are a few answers...in the form of a question.

ANSWER: It's the unique opportunity you have to schedule your own charitable donations through easy payroll deductions. Give a donation to your favorite charity, or choose a federation which will direct your donation to a charity in need.

QUESTION: What is Combined Charities?

ANSWER: A benefit available to this kind of employee to make charitable donations in small installments directly from their paycheck over the course of a year. This includes DOC facility, field services, and MINNCOR staff, as well as MNIT employees!

QUESTION: Who are State of Minnesota employees?

ANSWER: The Combined Charities campaign runs this month every year. Sign up for charitable payroll donations during the campaign to be counted toward our agency's goal. The pledges you make now will be deducted from your paychecks in 2020.

QUESTION: When is October?

ANSWER: When you fill out your time card in October, consider clicking on the OTHER PAYROLL > CHARITABLE DEDUCTIONS link found on this website to enter a tax-deductible donation to be withheld right from your paycheck. You can give as little as \$1 a pay period up to as much as you can afford.

QUESTION: Where is Self-Service?

For more answers—how and why—check out the Combined Charities site on iShare, or ask the coordinator at your location.

Memories of Working at Oak Park Heights

By Harriet Link, *Retired*

My tenure at MCF-Oak Park Heights began on April 4th, 1984 and lasted until my retirement. However, an interesting note is that my grandmother, Harriet Barrett, was a regular visitor to the old Minnesota Territory Prison long before I was born. I don't know her actual role, however, I have been told she delivered books to the offenders and may have acted as a teacher. Maybe I followed in her footsteps without even knowing?

I originally interviewed for the position of Medical Record Clerk one year prior to my hiring but I had to wait until the position was created. OPH was just beginning to gear up to full capacity and my position had not yet been approved. Dr. Ken Carlson hired me and was my first supervisor. He was the supervisor for the Mental Health Unit and Health Services. Both units were combined to what is now the Transitional Care Unit Cx-8.

Phil Navarro, and I began on the same day. Phil was an RN. There were only 3-4 nurses and one lab/x-ray tech working when I started. I was the first medical records person and my responsibility was to transcribe notes for the practitioners who provided care to the offenders and maintain the medical records. When offenders were transferred from facility to facility we had to make certain that their medical records transferred with them. When they were discharged from the DOC, medical records were sent to Central Office for storage.

Within 4 months of my hiring, a pay-equity raise went into effect and my income increased by .85 cents per-hour. That was mind boggling to me and very much appreciated.

Providers who contracted with the State of Minnesota in those early days such as doctors, dentists, physical therapists and radiologists came from the community. Eventually, the State contracted with a company who provided health care to correctional facilities throughout the country and I became responsible for coordinating medical special duties with that company. Prior to the contract, if an offender required inpatient hospitalization they were admitted to a secure unit at Ramsey County Hospital. This unit was manned by DOC staff, both officers and nurses. Clinics were also held in a locked unit when the offenders needed to be seen by specialists.

Originally, Cx-8 housed both MHU and HS. There were 10 beds in the Infirmary which was on level 2 on the HS side and level 3 was used as Intake. There was one swamper living in the Infirmary and on rare occasions we would house

an offender or two on a temporary basis. The Mental Health Unit was quite busy and had about 20 beds or so. It was staffed with 4 or 5 nurses who were assigned to that unit.

Up until 20 years or so ago, offenders were allowed to change their names upon incarceration, I was involved in handling about 90 of those. A few of them requested name changes more than once and each time the State paid for it. This finally came to a close due to outrage by the public, specifically following one of the offenders changing his name to Lord Victorious Almighty.

We "survived" the move to Cx-4 while a complete renovation of the future TCU was underway. It was an extremely difficult time because we had limited access to the necessities that were required for us to meet all of the medical needs of the offender population. Many of the temporary accommodations to meet those needs were pieced together as best as possible but still left us with challenges. Finally, TCU was ready to open up and the Health Services staff moved back to Cx-8 and TCU became an acute care, long-term care and chronic care unit that was able to meet the needs of the entire DOC offender population. It was as complete as any long term or chronic care facility in the community. A dialysis unit was opened at the same time and offenders who required dialysis were moved to OPH which eased transportation needs because dialysis patients require treatments 3 times per week and each offender had to be transported to an off-site dialysis treatment center.

I retired as an OAS-S but always felt that in actuality I was a patient care coordinator. Much of the responsibility for requesting and confirming off-site appointments was my responsibility and I took it very seriously. I worked closely with the staff at the company which had been hired to provide medical care for the DOC offenders and I also worked closely with transportation staff and the correctional officers at OPH. Because we housed the most seriously ill offenders in the TCU we also had a large number of off-site consults so we were kept very busy.

OPH is the epitome of what a maximum security facility should be, and I was so proud to have worked there. There were some highs and some lows during the 30 years I was at OPH but I truly felt it was an honor to work with the staff that made the facility run as safely and smoothly as it did. I had a difficult time letting go when I retired because I identified with my position and the responsibilities that went with it. When I walked out the door for the last time I was no longer an intricate member of the OPH staff and it was hard to let go.

Red Wing Hosts ICMS Training



By Sue Stacey

MCF-Red Wing organized and put on an exceptional training event for Integrated Conflict Management System (ICMS) team members on September 19th.

Members from 10 of the 12 agency teams participated in the event to both learn more communication exercises to use with staff, and to build cohesiveness within the ICMS.

The event at Red Wing included a tour, use of the ropes course, and experiencing first-hand many new communication training activities.

Much thought and effort was put into organizing the day, including:

- Careful choice of the communication training activities to make sure they are ones we can use in office and facility settings,
- Identifying ropes course exercises that would both test individuals' solo abilities and also their ability to work with others as a team, and
- Special touches to increase our comfort such as water and milk, morning pastries, and lunch cookies.

The event was remarkable for those reasons and also because staff from across DOC and different classifications came together. It is vital for us to meet each other face-to-face, not only to build great working relationships but also to build an understanding of each person's role and how they are all vital in the big picture of DOC.

With the strong support of Red Wing administration, the Red Wing ICMS Coordinators and team members, recreation staff, and other staff did a tremendous job with the training event. The importance and value of it was also marked by the fact that ICMS team members came from as far away as Togo, Willow River/Moose Lake, Albert Lea (Field Services), and RC to participate in the opportunity.



Rush City Academy Graduation Class

By Deneen Clemons

MCF-Rush City is excited to add four new staff to their compliment.

The staff that graduated includes three Corrections Officers, and one Customer Service Admin Specialist.

Each of the individuals bring unique and valuable experience to the DOC family and we are excited to welcome each of them.

Words of encouragement from this academy included how grateful they are for this job opportunity, the excellent training they received from staff who are passionate about the work we do in corrections, and specifically appreciating working at a "Minnesota" correctional facility.

(L – R) Emily Lidberg (CSAS), and Officers Robert VanDusen, Joseph Thomas, and Ashley Rustad.



Agents Represent DOC at Career Fair

On September 24th, Corrections Agents Lindsey Ternes, Jennifer Johnsgard and Taylor Erickson represented the DOC at a recent NDSU career fair! Thank you for the exceptional work you do everyday!



Corrections Agents Lindsey Ternes, Jennifer Johnsgard, and Taylor Erickson