

Fall 2015

DOCTalk Newsletter Sept/Oct 2015

Maine Department of Corrections

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DOC *Talk*



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

September/October 2015



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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.

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January/February 2016 Issue:

Tuesday, March 8, 2016

March/April 2016 Issue:

Tuesday, May 10, 2016

May/June 2016 Issue:

Tuesday, July 5, 2016

Please send submissions and changes to the contributor list to Cheryl Miller in Central Office at Cheryl.Miller@maine.gov

Contributors

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

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Susan Gagnon

Region 2-Adult Community Corrections

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Region 3-Adult Community Correction

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Region 2-Juvenile Community Corrections

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MCC Printing and Distribution

From the Commissioner



Commissioner Dr. Joe Fitzpatrick

S Fall is upon us, the foliage is changing, and we all know what follows.

Although there are a lot of initiatives in progress, I would like to acknowledge some of recent achievements that have taken place in the Department.

The conversion of the Mountain View Youth Development Center from a juvenile facility to an adult facility has been progressing very well, and adult prisoners have been transferring to Mountain View in calculated fashion so that they can receive targeted programming to enhance positive

outcomes.

In early September we hosted correctional professionals from around the nation, representing the National Institute of Corrections (NIC), who were tasked with instructing a group of thirty county and state corrections employees in conducting security audits. Not only was this a valuable training opportunity, but it was also an opportunity to have security audits conducted at the Maine Correctional Center, Maine State Prison, and Two Bridges Regional Jail. I am expecting to receive the audit reports any day now, and am eager to see where security improvements can be made to increase safety for staff and prisoners.

We have also just concluded our third and final American Correctional Association (ACA) audit for 2015 at Charleston Correctional Facility. The other two audits took place at the Mountain View Youth Development Center and Long Creek Youth Development Center earlier in the year. I am proud to say that all three facilities scored 100%! I would like to thank all of the staff inside and outside these facilities for the hard work that contributed to the success of these audits.

With that said, in the spirit of continuous improvement, there will be a strategy aimed at minimizing the last minute efforts and overtime that usually accompany the success of these audits. It will be policy driven and will involve more frequent and consistent internal audits, with the goal of ensuring consistent day-to-day practices that meet the intent of ACA, PREA (Prison Rape Elimination Act), and NIC Security standards. Reasonable corrective action plans will be required when deficiencies are identified during these internal audits. As we know, a perfect score is wonderful in the public eye, but following these standards consistently is what eliminates complacency and promotes a safer environment for both prisoners and staff.

Continues.

ON THE FRONT COVER Thanks to Joel Gilbert for sharing his photo of an oak tree on the grounds outside central office. Share one of your photos and it might appear in a future issue of DOCTalk. (Email your photos to Cheryl.Miller@maine.gov)



Commissioner continued

In closing, you all excel in what you do to maintain a safe environment. But safety is only as good as getting home from work yesterday. We need to constantly strive for measures to improve safety. Until we can honestly say

that we've had a year without a single injury to prisoner or staff, then there is room for improvement, and we will continue to identify and implement those areas of improvement.

Meet MDOC's SITCON Team



The Maine Department of Corrections SITCON team completed the basic 40-hour crisis negotiation training taught by the FBI in Yarmouth Massachusetts from September 14-18th. The team members are (left to right) Mike Mack, Darrell Daniels, Christopher Britting, Scott Boyington, Brian Sirois, Robert Thompson, Tom Sands, Jeff Vance, Patrick Lockhart, Corrine Bailey, Joyce Williams, Tara Ennis, Dwight Fowles, and Steve Onacki.



Check Out the QuArterly!

The *QuArterly* is a new publication written and produced by the Maine Department of Corrections, Division of Quality Assurance and Professional Practices. Its purpose is to inform the reader of interesting facts, statistics, and quality improvement efforts going on around the Maine Department of Corrections.

The *QuArterly* can be found on the department's website, CorrNet, and PowerDMS to ensure all staff have access to the publication.

Employee Recognitions

At the September 29th correctional administrator's meeting several MDOC staff received plaques and were recognized for their outstanding work for the Department and in our communities. Congratulations to all and thank you for a job well done!



Susan Deschambault received a letter from Governor LePage which stated: "On behalf of the citizens of the State of Maine, please accept my congratulations on your retirement. You have been an outstanding employee to the Department of Corrections for forty years and I thank you for your exemplary service. Historically, your journey within the Department encompassed a vast array of positions; leading up to your ultimate role as caseworker for the Department of Corrections. Your invaluable leadership and insight has been integral to the success and long-term growth of the Department. Thank you for your dedication and stewardship." Also in photo, Commissioner Joe Fitzpatrick.



Correctional Officer William Teer (3rd from left) from the Maine Correctional Center (MCC) received a plaque in recognition of his outstanding performance in providing assistance to a community member in a life threatening situation that occurred during his commute to work on July 8, 2015. Also in photo (left to right) Associate Commissioner Rodney Bouffard, MCC Warden Scott Landry, and Commissioner Joe Fitzpatrick.



Correctional Office Joshua Dall-Leighton (right) from the Southern Maine Reentry Center received a plaque in recognition and appreciation for his extraordinary courage shown in donating his kidney to a young mother in the community and saving her life. Also in photo, (left to right) Associate Commissioner Rodney Bouffard and MCC Warden Scott Landry.

(Left) Secretary Specialist Kathleen Lombardo from Central Office received a plaque for her dedication and collaboration with the Maine Department of Corrections for a successful conversion to iPhones for the Adult and Juvenile Community Corrections. Also in photo, (left to right) Associate Commissioner Colin O'Neill and Commissioner Joe Fitzpatrick.

Prison Industries Manufactures Premium Wood Pellets for Sale

Maine State Prison (MSP) Industries recently acquired a pellet mill to manufacture wood pellets. Before the new mill equipment arrived Correctional Trades Shop Supervisor (CTSS) Chuck Thayer and his crew needed to make room by relocating equipment, build a holding container for sawdust, attach new drop electrical lines, and assist on updating fire sprinkler lines. In early September, the mill arrived and was set up, then two weeks later Paul Lawson from Lawson Mills Biomass Solutions located in Prince Edward Island, Canada arrived and completed the final hook ups and attachments. He then provided training to the inmate crew who would be working on the mill.

MSP Industries recently acquired equipment that turns sawdust into byproduct premium wood pellets.



When the mill is up and running on a regular basis, Industries will be making approximately one ton of pellets per day! It's a great way to reuse and recycle the sawdust that is created within the Industries program. Quality pellets will be for sale at the showroom soon.

None of this would have been possible without the help of Industries Director Scott Reiff and the hard work of CTSS Thayer and his machine shop crew, Thanks guys!



Correctional Trades Shop Supervisor Chuck Thayer (left) and Paul Lawson, Owner of Lawson Mills inspect wood pellets.

Maine State Prison Staff Updates

Welcome New Hires:

Wayne Lamore
Joseph Dighton
Office Assistant Larissa Sykes
Correctional Officer Lewis Slagle
Jordan Miller
Brandon Sholan
Eric Bisquet
Cody Gallagher
Nickolas VonHusen
Erica Tyler

Best Wishes

Correctional Officer Jimmy
Jacques retired.

Congratulations

Correctional Acuity Specialists
Ethan Chittim and William
Deguisto were presented with
Warden's Coins for their work with
a difficult prisoner during the night
shift while also completing tasks

assigned to them by Unit Manager
Bueno. Additionally, both keep
excellent briefing logs.

Promotions

- Clayton Knight was promoted to Correctional Acuity Specialist.
- Melissa Gallace was promoted to Staff Accountant for Industries.

Maine Hosts 31st Annual IACTP Conference

By Angie Newhouse, Director of Training

Maine was chosen to host the 31st Annual International Association of Correctional Training Personnel (IACTP) Conference this year making it the first New England state to ever host this event. The conference ran from September 27-30 at the Clarion Hotel in Portland. From the very moment participants arrived to register, they were greeted with Maine kindness and hospitality. There was hot mulled cider brewing, chilled Eli's cola as well as fresh picked apples and the ultimate Maine dessert—Wicked Whoopie Pies! As participants began arriving and registering they had plenty of time to go sightseeing around Portland. With perfect weather in the 70's and a slight sea breeze, most people

wandered down to the Old Port or to one of our many light houses in the area. Some folks were said to have a lobster or two, or more. On Sunday night, our own Special Operation Group (SOG) team brought the MTOC (Mobile Tactical Operations Center) and specially trained dogs Mo and Max down for a demonstration. On Monday morning, the conference was kicked off with the Maine Department of Corrections Honor Guard presenting the flags and the singing of the National Anthem by Kayla Hopkins (Angie Newhouse's niece). Reverend James Weathersby blessed the conference, followed by Keynote Speaker Maine State Senator Anne Haskell. For anyone present to

hear her speech, I think we can all say that it was *egg-ceptional*. Maine was presented with an award for the

Continues.



Maine State Senator Anne Haskell presented the keynote address at the IACTP conference.



President Pete Norris of the International Association of Correctional Training Personnel (IACTP) Conference.

IACTP is an international professional association of trainers, training administrators, and educators representing all aspects of the field of adult and juvenile justice.



The Maine Department of Corrections Honor Guard opened the 31st Annual International Association of Correctional Training Personnel Conference. (Left to right) Sergeant Paul Cumming, Sergeant Whitney Burns, Officer Renee Dumond, and Officer Jerrad Coffin.

IACP Conference continued



Raffle items were made and donated by Prison Industries and the Southern Maine Re-entry Center.

program *Effective Communication and Motivational Strategies* (ECMS) and was selected to receive the *Specialized Training Topic Award* of excellence.



The MTOC (Mobile Tactical Operations Center).



The Maine Department of Corrections Special Operation Group (MDOC SOG) gave a demonstration during the 31st Annual International Association of Correctional Training Personnel Conference held in Portland Maine which was hosted by the Maine Department of Corrections.

(Above, left to right) Senior Team Leader Joseph Garcia from US C-SOG, MDOC SOG Commander Mark Clevette and Maine MDOC SOG Executive Officer Michael Burns.

Over the next three days, there were various workshops that the participants could choose to attend. As one participant wrote, "You have to have been at the International Association of Correctional Training Personnel in Portland, ME! The Mainers really know how to put on a spread of goody bags arriving and leaving, presentations, key note speakers, auctions, displays, entertainment, and they even managed a lunar eclipse. Of course, I downed three lobsters in the process, in a town of cobblestone streets, with shops that sell everything from

antiques and Christmas decorations to kangaroo jerky and potato donuts. The only dilemma I had was that the presentations went on simultaneously, which meant I had to choose."

On Monday night, Maine comedian Juston McKinney had us laughing for an hour and a half with his charm and quick humor. I am quite positive that none of us will ever forget him.

Continues.



CSO K9's Max and Mo.



(Left to right) MDOC SOG Executive Officer Michael Burns and Senior Team Leader Joseph Garcia from US C-SOG with K9 Max.



K9 Max and US C-SOG K9 Trainer and Handler Josh Garcia.

IACTP Conference continued

Wednesday's closing ceremony came too soon with our own retired Associate Commissioner Cindy Brann who traveled from New York to deliver the final address to attendees. She reminded us that as trainers, one of our roles is to help create and maintain a positive culture and that people are our most valuable assets. Development is not an event but a lifelong process, necessary for the good health of

both the organization and the individual. As she wished us all safe travels, a thundering rain came down upon us in Portland, Maine.

As conference attendees begin leaving to catch planes and drive home, I write this article for *DOCTalk* and I can assure you that Maine left a lasting impression with the people who came from Wyoming, Arizona, Colorado, Pennsylvania, Minnesota,

Missouri, New York, North Dakota, Maryland, West Virginia and many other States.

Continues.



MDOC Director of Training Angie Newhouse accepts an award on behalf of the Department from Pete Norris for "Effective Communications and Motivational Strategies."



(Left to right) Maine State Prison Correctional Corporal Joseph Theriault, Maine Correctional Center Correctional Corporal Justin Mohn, and Correctional Captain Shane Blakely.



(Left to right) Region 1-Adult PO Denis Clark and Region 3-Adult PO Eric Legasse.



Maine Correctional Center Correctional Officer William Teer and Regional 2-Adult Probation Officer Assistant Merrell Reeves.



MDOC staff (left to right) Director of Operations Gary LaPlante, Deputy Commissioner Jody Breton, Commissioner Joe Fitzpatrick, Director of Correctional Programming Practices Ryan Thornell, and Associate Commissioner Rodney Bouffard.

IACTP Conference continued

This conference was a huge success thanks not only because of what the vendors brought to the event, but also because of all the MDOC staff who worked so hard behind the scenes. Special thanks to Rene Smith, Wendi Belanger, Shane Blakely, Carol Waig, Rosalie Morin, Alan Gregory and Becky O' Keefe.



Long Creek Youth Development Center staff Juvenile Program Manager Jerry Dixon and Psych Social Worker Stephanie O'Reilly.



Former MDOC Associate Commissioner Cynthia Brann closed the conference reminding attendees that people are an organization's most valuable asset.

I am extremely grateful to each and every one of you for all the support and help you provided during this conference.

(Right) MDOC staff (left to right) Long Creek Youth Development Center Juvenile Program Specialist John Wise, Staff Development Coordinator for Maine State Prison Alan Gregory, and Long Creek Youth Development Center Juvenile Program Specialist Chad Sturgis.



Conference attendees engage in an activity during the workshop "Shedding Light on Mental Illness in Corrections."



Conference attendees from the Pennsylvania and Wyoming Departments of Corrections with MDCO Staff Development Coordinator for Maine State Prison Alan Gregory (2nd from left).

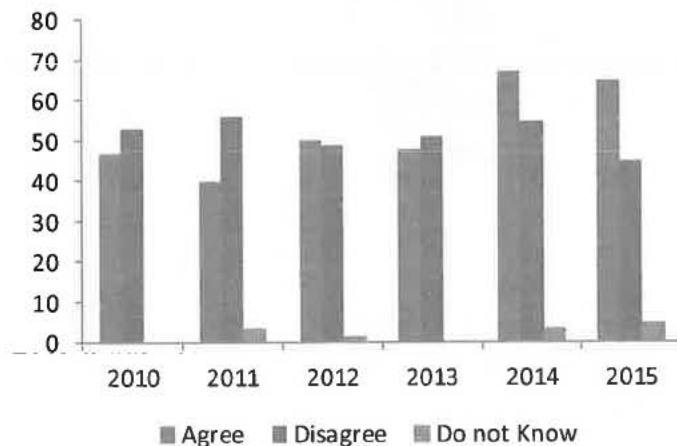
Victim Services Annual Survey

Submitted by Georgette Chalou

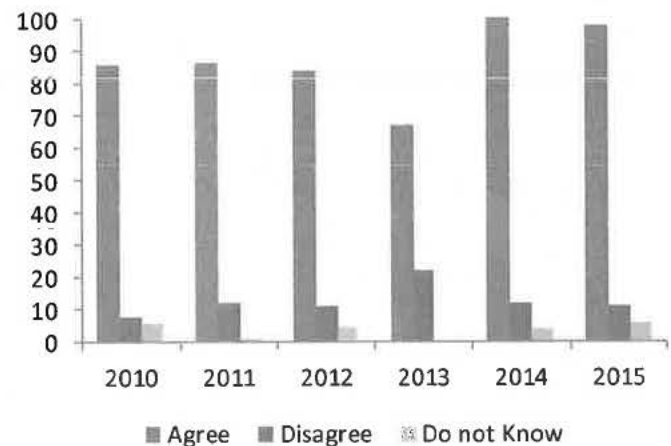
Each year the Maine Department of Corrections Office of Victim Services (OVS) administers, through a written instrument, an annual survey which provides an indicator of performance. This annual survey tracks whether victims feel informed, use the OVS as an information resource and whether victims believe the information provided by OVS is satisfactory. The survey was first conducted in 1998 with victims whose offenders were released during the previous fiscal year. In 2009 response rate was 22%, in 2010 it was 26%, in 2011 it was 22%, in 2012 it was 19%, 2013 it was 19%, 2014 it was 24% and 2015 it was 28%.

OVS strives to ensure that victims who request notification are notified of a prisoner's release, receive the restitution to which they are entitled, and are free from harassment from offenders in the custody of or under the supervision of the MDOC.

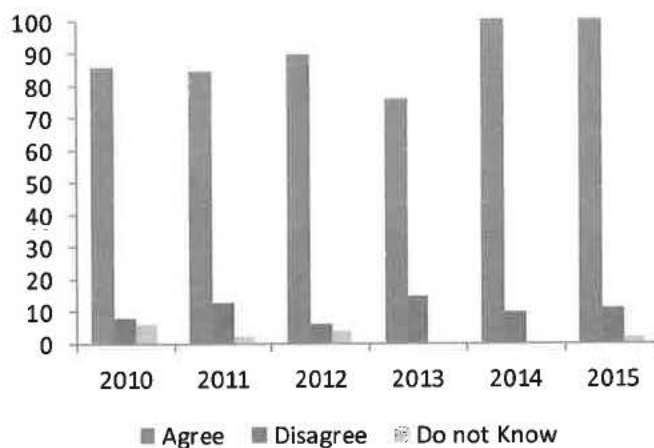
The Office of Victim Services maintains a toll free number (800-968-6909) for victims to receive information regarding an offender's status.



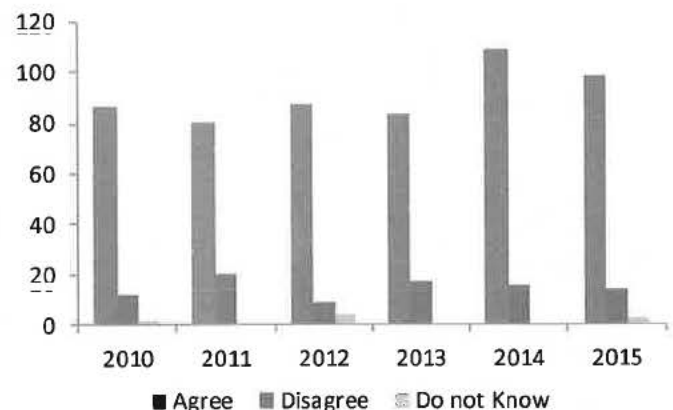
Victims were asked if they believe the public is aware of the services provided to victims by the Maine Department of Corrections.



We asked victims if they believe the Maine Department of Corrections is committed to improving notification services to victims.



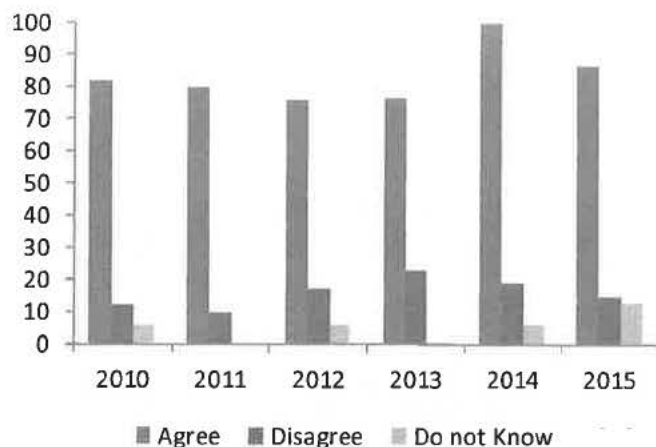
Victims were asked if they believe the Maine Department of Corrections provides a valuable service to victims.



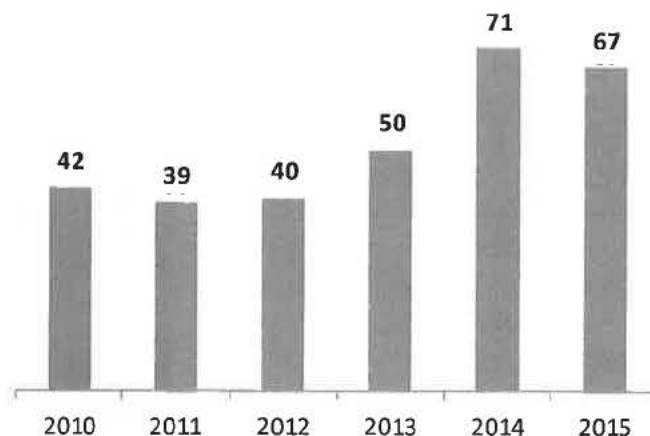
Victims were asked if the notification arrived reasonably in advance of the release.

Continues.

Victim Services continued



Victims were asked if the notification form contained the information they need.



Average number of days in advance notice was sent for discharges.

Bernier Joins QA Team

Raymond Bernier, a Maine native and Thomas College MBA graduate, has been hired by the Department of Corrections—Quality Assurance & Professional Practices Division—to serve as the lead contract and grant specialist. Bernier's primary responsibility is managing all juvenile contracts overseen by the division. Contract management includes, but is not limited to:

- Negotiating, processing, administering, and monitoring contracts, grants, and other purchase of service agreements.
- Conducting on-site visits with providers and monitor quality assurance.
- Evaluating provider performance and establish benchmarks.
- Gathering data, analyzing data,



Ray Bernier joins the Division of Quality Assurance team.

and prepare reports through the use and creation of data analytic modeling tools.

- Work with division directors to propose, address, and change program policies, procedures, and practices.

Prior to being hired at the Maine Department of Corrections, Bernier served as the Director of Operations for an agricultural, bio-fuel based, start-up. While there, he managed over \$1.5M in contract/grant funding to help commercialize the hay based product. Currently, he continues to serve as a business development consultant for another Maine based company where he provides business development assistance to other start-up and mid-sized companies throughout Maine and New England. Outside of his professional career, Bernier has been coaching baseball at either Messalonskee or Lawrence High School over the last five seasons and also enjoys spending time with family, fishing, and participating in adult recreational sports.

Maine Correctional Center Staff Recognitions

Submitted by Paryse Thibodeau

On October 27th and 28th, the Maine Correctional Center recognized employees who exemplify an outstanding work ethic, professionalism, and team work. A lunch consisting of spaghetti, meatballs, bread, and salad with ice cream sundaes for dessert was provided to all staff.

Certificate Of Commendations

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

- **William Sinclair, Plant Maintenance Engineer III**

Since taking over the maintenance department Bill has proven he is a valuable asset, leading a busy team in an aging facility. Often working countless hours, doing everything possible to help with any task. Recently, Bill demonstrated his



MCC Warden Landry with Bill Sinclair.



The Maine Correctional Center held an employee appreciation lunch in October.



commitment to excellence during MCC's American Correctional Association (ACA) audit.

- **Paul Cumming, Correctional Sergeant, Honor Guard**
- **Nathan Thayer, Correctional Sergeant, Honor Guard/S.O.G.**

Since taking over command of the Honor Guard, Paul and Nathan have proven to be valuable team members. Paul and Nathan have

often worked countless hours, doing everything possible to help with any task and revamping the team which occasionally includes the need to travel around the country as well as throughout the State of Maine.

- **John Lebeda, Correctional Trades Instructor**
John's leadership, skills, and knowledge have made a valuable contribution during a reconstruction project of the facility's command post.

Continues.

MCC Staff Recognitions continued



MCC Warden Landry with Christine Greenwood.

Lifesaving Awards

• Christine Greenwood, Nurse

Christine was recognized for an on-duty act that resulted in the saving of a human life. On August 25, 2015 a prisoner was having a medical issue while at the diabetic clinic and her experience as a medical professional lead to an assessment being conducted. Her evaluation resulted in the inmate being escorted to the hospital for emergency surgery. If not for her actions, the prisoner could have suffered serious injury or death.

Christine's good judgment and clear thinking under pressure likely resulted in saving the inmate's life.

• John Sevigny, Correctional Officer

John was recognized for an on-duty act that resulted in the saving of a human life. On September 1, 2015, during a power outage John observed a prisoner on the floor unable to breathe. As the initial responder, John observed that the prisoner was unable to breathe due to a medical device covering his face. He aided the prisoner by removing this device. If not for his actions, the prisoner could have suffered serious injury or death. John's good judgment and clear thinking under pressure likely resulted in saving the inmate's life.

Meritorious Service Awards

Meritorious Service Awards were given to individuals whose performance went above and beyond their normal assigned job duties.

• Noah Boucher, Caseworker

Noah's completion rate of case plans, case plan reviews, LSI's and monthly meetings is consistently at the top in the facility. He has shown leadership and professionalism creating a fair environment thereby gaining the respect of his peers. In addition, his positive "can do" attitude is contagious.

• Corrine Bailey, Correctional Officer

Demonstrating her knowledge and dependability, Corrine has performed admirably, overseeing a program called "Moving On." Acting with utmost professionalism, Corrine has also shown her leadership abilities.

• Dr. Sheri Wheelock

• Paul Cumming, Correctional Sergeant

• Carol Waig, Staff Development Coordinator

These three individuals were recognized for performing above

Continues.



MCC Warden Landry with John Sevigny.



MCC Warden Landry with Noah Boucher.



MCC Warden Landry with Corrine Bailey.

MCC Staff Recognitions continued



MCC Warden Landry with Jorma Mimande and Ashley Lester.

and beyond with the facilities peer support team; performing admirably, often putting in long hours aiding staff in coping with deaths and hardships both within and outside of the facility. Sheri, Paul and Carol have shown leadership and professionalism creating a fair open door environment, gaining the respect of their peers.

Distinguished Service Awards

- **Jorma Mimande (Correctional Officer)**
- **Ashley Lester (Correctional Officer)**

Jorma and Ashley received Distinguished Service Awards for an on-duty act of assisting a fellow officer. On August 10, 2015, an inmate assaulted a staff member. Jorma and Ashley arrived as responders and were immediately exposed to O.C. spray. They assisted in gaining control of the

prisoner despite not being able to see. If not for their quick actions, their fellow officer could have suffered serious injury. Good judgment and clear thinking under pressure likely stopped further injury and their commitment to the safety of a coworker is commendable.



MCC Warden Landry with William Teer.

Community Service Awards

- **William Teer, Correctional Officer**

On July 8, 2015, while off-duty, William witnessed an accident involving a motorcycle and automobile. Noticing that the driver of the motorcycle was seriously injured he immediately rendered live saving measures until rescue arrived. It was reported, if not for his actions, this civilian could have died. William's good judgment and clear thinking under pressure likely resulted in saving the injured man's life.

- **Nicole Lincoln, Correctional Officer**

On August 31, 2015, while off-duty, Nicole returned home to find a man unresponsive and blue on her porch. She immediately called rescue and rendered live saving measures until rescue arrived. If not for Nicole's actions, the man could have suffered serious injury

Continues.



MCC Warden Landry with Nicole Lincoln.

MCC Staff Recognitions continued

or death. Her good judgment and clear thinking under pressure likely resulted in saving the man's life.

Quality Team Excellence Awards

- Julie Reynolds
- Randall Nickerson
- Hope Leblanc
- Crystal Perfect
- Wendy Riebe

- Dianne Nielsen
- Donald Bancroft

This group of individuals demonstrated tremendous team work resulting in the successful management of a major communicable disease outbreak with minimal disruption to the facility. Their dedication to the Maine Correctional Center is greatly appreciated.



(Left to right) Randall Nickerson, Crystal Perfect, Wendy Riebe, and Hope Leblanc. Not in photo, Julie Reynolds, Dianne Nielsen, and Donald Bancroft.



(Left to right) Jill Rush-Donohue, Stacey Abbott, and Laura Smart, Jody McComish.

- Stacey Abbott
- Jody McComish
- Laura Smart
- Jill Rush-Donohue

These individuals were recognized for their teamwork during a facility lock down. Their cooperative efforts resulted in managing the population with minimal disruption to the facility.

Special Recognition Awards

The following individuals were recognized by supervisors/coworkers for their work ethic and positive attitude on the job. They are a pleasure to work with and provide an example for all to follow. In addition, these individuals are always willing to help other staff while performing their duties in a professional and friendly manner.

- Matt D'Auteuil, Food Service Manager

Matt consistently exceeded the demands and expectations of

Continues.

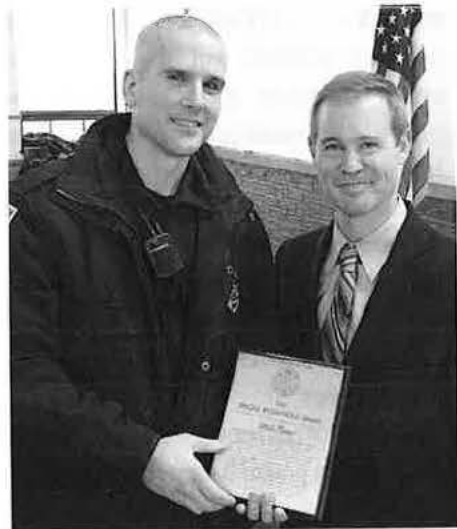


MCC Warden Landry with Matt D'Auteuil.

MCC Staff Recognitions continued



MCC Warden Landry with Luke Monahan.



MCC Warden Landry with William Teer.

his position. He has organized numerous planned and unplanned events exhibiting grace under extreme pressure. Matt continuously leads by example.

- **Luke Monahan, Unit Manager**
In all aspects of his job, Luke has set the standard for which others strive. Luke has become the "go to person" for information and knowledge regarding investigations and documentation. Luke consistently exceeds the

demands and expectations of his position and takes great pride in his work.

- **William Teer, Correctional Officer**
William took on the task of creating a new facility orientation video. Having worked hard on this project, he consistently exceeded the demands and expectations of his position to keep up with the workload. William takes great pride in his work.

- **Tricia Flanders**
- **Paryse Thibodeau**

Often working long hours, Tricia and Paryse took on the task of a massive data clean up in CORIS in preparation for the visit database. At the completion of this task at MCC, the women assisted Maine State Prison staff with their data cleanup. Tricia and Paryse consistently exceeded the demands and expectations of their positions.

- **Justin Mohn, Cadre Corporal**
Justin was promoted to the facilities training department and often worked long hours to develop effective training methods. In addition, he took on the responsibility of uniforms and equipment for the facility.

- **Harvey Bailey, Captain**
Harvey was recognized for his dedication to MCC, MDOC and S.O.G. His dedication is demonstrated by the long hours he works and the training sessions

Continues.



MCC Warden Landry with Tricia Flanders.
Not in photo, Paryse Thibodeau.



MCC Warden Landry with Justin Mohn.



MCC Warden Landry with Harvey Bailey.

MCC Staff Recognitions continued



MCC Warden Landry with Dave Gallant.



MCC Warden Landry with Vicki Burbank.



MCC Warden Landry with Corey Alley.

he attends. Harvey consistently exceeded the demands and expectations of his position. He recently organized a successful facility lock down.

- **Joseph Gore, Correctional Sergeant**

Working as a master scheduler, Joseph consistently exceeds the demands and expectations of his job. Working around staff trainings, sick call outs, and vacations Joseph ensures all shifts are fully covered even if it requires that he covers a shift.

- **Dave Gallant, Recreation Supervisor**

Dave organized a basketball game between the Maine State Prison and MCC which included making sure all areas were attended to such as security, transportation, and conflict background checks.

- **Vicki Burbank, Office Associate II**

Vicki recently took on the role as MCC's major contact person for the implementation of

Performance-based Standards (PbS) in the facility.

- **Audrey Jones, Vocational Trades Instructor**

Audrey developed technology for continued inmate education at MCC. She also developed vocational positions for both male and female workers involving computer technology.

- **Corey Alley, Correctional Officer**

Corey recently assisted in a major overhaul of the facility's key and tool systems.

Perfect Attendance Certificates

The following staff were recognized for having perfect attendance throughout 2014. Perfect attendance is defined as having used zero hours of sick time during the previous calendar year.

- **Raymond Blossom, IPS Corporal**
- **Jody McComish, Unit Clerk**

- **Deborah Marshall, Correctional Officer, F.T.O.**
- **Christopher Lussier, Correctional Officer, S.O.G./ F.T.O.**
- **Kevin Curtis, IPS Correctional Corporal**
- **Christopher Coffin, IPS Lieutenant**

Exceptional Attendance Certificates

The following staff were recognized for having exceptional attendance throughout 2014. Exceptional attendance is defined as having used the equivalent of one day or less of sick time during the previous calendar year).

- **Judy-Anne Thurston, MCC Retail Store Manager**
- **Nathan Thayer, Correctional Sergeant**
- **William Teer, Correctional Officer**
- **Jill Rush-Donohue, Unit Clerk**

Continues.

MCC Staff Recognitions continued

- John Redmond, Correctional Officer
- Myra Leviness, Correctional Officer

Service Pins & Certificates

5 Years

- Jared Brewer, Correctional Officer
- Laura Smart, Unit I Clerk
- Robert Bilodeau, Correctional Officer

10 Years

- Rosemarie Burns, Correctional Officer

- Kevin Sukeforth, CCS Treatment Worker
- Brandon Traknis, Correctional Officer
- Brian Espe, Correctional Officer
- Jason Turner, Correctional Sergeant
- Linda Morrill, Correctional Office/Correctional Cook
- Michael Simpson, Correctional Officer

15 Years

- Charles Dame, Correctional Captain

- Norene Hopkins, Community Programs Coordinator

25 Years

- Calvin Simpson, Electrician
- Steven Lacourse, Correctional Sergeant
- Frank Dube, Correctional Officer, F.T.O.
- Christopher Paige, Correctional Officer
- Shawn Welch, Correctional Captain

The View from Downeast Correctional Facility

By Maggie Smith

In Memoriam

Downeast Correctional Facility (DCF) remains deeply saddened by the sudden and tragic loss of Correctional Officer/Correctional Trades Instructor John Reynolds on October 5th. John was a dedicated worker, great co-worker and friend to many. John started his career here on June 30, 1994 as a Correctional Officer and transferred to a Correctional Trades Instructor in 2012; John was a perfectionist as a CTI/Carpenter. He and his prisoner crew were involved in many community projects and praised by community members for the work he and his crew performed. He leaves behind two daughters, countless relatives and friends. John was known for his quick wit, dry humor,



*Correctional Officer/
Correctional Trades Instructor
John Reynolds.*

and loving devotion to his daughters. John was good natured and always willing to lend a helping hand. He is and shall remain sadly missed.

Welcome New Hires

The following individuals have been hired to fill Correctional Officer (CO) vacancies at DCF: Jeffery Bishop, Sean Carrier, and Spencer Fitzsimmons. They are currently finishing up their CO training.

Promotions/Staffing Changes

- CO Allen Devericks was offered and has accepted the position of Correctional Sergeant on the B-Shift B-Swing. He started his new duties on September 27th.
- CO Jason Mason was offered and has accepted the position of Correctional Maintenance Mechanic. He started his new duties on October 5th.
- CO John Mills has been selected to fill the vacant A-Shift A-Swing position.

Continues.

Downeast continued

- CO Mark Greenlaw has been selected to fill the vacant A-Shift B-Swing position.

Kjenstad Retires

Sergeant Peter Kjenstad retired from DCF on September 26th after 31 years of MDOC service. Pete started his career at Maine Correctional Center and then transferred to DCF as a Correctional Officer and then promoted to a Sergeant. Pete is a die hard fisherman and hunter. We wish him all the best in his retirement.



Correctional Sergeant Peter Kjenstad (left) with DCF Director David Daniels.

Public Restitution Work

- With fall weather upon us and winter on its heels, the Public Restitution Work crews are out in the community putting final touches on many outdoor projects. Here is a list of projects they have been working on or have completed:
- Correctional Trades Instructor (CTI) Jeremy Mason and his prisoner crew continue to perform work on the Kennebec Baptist Church. This entails everything from scraping and painting, to doing a fire escape on the back of the church as well as doing reinforcement work under the building. They have also performed trail work and stained an out building at Quoddy Head State Park in Lubec.

- CTI Toby Sawtelle and his prisoner crew continue to perform prep work at the Machiasport Town Garage for the winter season.
- CTI JJ Tibbetts and his prisoner crew worked painting at the Sacred Heart Church in Lubec. They worked on window and trim work at the West Lubec Methodist Church. They also did some window and door repair at the Jonesboro Elementary School.
- CTI JJ Tibbetts, CTI Jeremy Mason, and their respective prisoner crews re-shingled a building in Columbia Falls owned by Wreaths Across America.

DCF Improvement Projects

Maintenance crews have been working on moving equipment to clear an area for snow removal. They have worked on drainage and ditching along Base Road. A manhole and French drain was dug to improve drainage between dorm 3 and the recreational building. Furnaces are being cleaned. Two plow trucks and a sander are being geared up for the winter season.



A DCF inmate work crew supervised by Correctional Trades Shop Supervisor Kevin Millay rebuilt the steel body on the DCF plow truck getting it ready for winter.



Charleston Correctional Facility

By Dyana White

ACA Audit

Over the last few months the primary focus at Charleston Correctional Facility (CCF) has been on the ACA (American Correctional Association) audit in October. All the hard work and long hours paid off with a 100% score (see box below). This was Charleston Correctional Facility's (CCF) fourth audit and third audit score of 100%—definitely a great track record! We had a fabulous turn out for the out briefing with the auditors and for the first time we had some of our prisoners who worked especially hard in the audience. It was as important and gratifying for them to hear the accolades and congratulations as it was for staff.



(Left to right) CCF ACA Compliance Monitor Cheryl Preble, ACA Auditors Rudolph Jeffrey and Robert Harrison with CCF Director Chad Curtis.

Apple Harvest

We had a record apple harvest this year; so much so that we have been trying to sell apples to the other facilities and county jails.

Condolences

Steve Berry, a former Director, died on September 4th and Jim Chase, a former Sergeant, died on June 9th. Our

sincere condolences to their family and friends.

Farewell and Best Wishes

One of our caseworkers, Ashley Williams, has moved onward and upward. She has taken a promotion with Department of Labor in Machias. Ashley was at CCF for more than 3 years and will be greatly missed.

Etty Performance

In August we were fortunate to have a special presentation of "Etty" performed by Susan Stein. Susan performed for almost two hours, alone in front of her audience. It was a very entertaining and powerful performance of a young Jewish woman in Nazi occupied Holland. The entire audience was riveted and hung on every word. Afterward she engaged in a question and answer session about the character, herself and thoughts about the material. It was truly an amazing production.



Actor Susan Stein performs in "Etty" at Charleston Correctional Facility.

Charleston Scores 100% on ACA Audit

Charleston Correctional Facility (CCF) was audited by the American Correctional Association (ACA) for reaccreditation on October 13-14, 2015. This was CCF's fourth ACA audit. The programs, staff,

and facility received an audit score of a 100 percent on mandatory standards and 100 percent on non-mandatory standards. The staff at CCF have made all of in the Maine Department of Corrections proud!

The SMRC Veterans Dog Program

Submitted by Wendy Kellman

In July the Southern Maine Re-Entry Center (SMRC) for woman, located in York County, enrolled in Canine Community Corps (CCC).

CCC promotes rescue, dignity and service among military veterans, jail inmates and shelter dogs. CCC works with these three populations to create a compassionate community in which all participants both serve and are served.

Through CCC, women residents at SMRC are partnered with shelter dogs for basic training. Once the dogs are trained, they will be adopted by veterans.

Below two SMRC residents write about their experience training dogs in their own words.

My name is Mandy and I am currently serving the last five months of a four-year sentence here at the Re-Entry Center for woman. In July 2015, I had been enrolled in a dog program. We are training dogs that come from the shelters to be emotional support dogs for disabled Veterans. I am very happy to have had taken part in this program as I myself suffer from severe PTSD (Post-Traumatic Stress Disorder) and depression. Being part of this program has helped me out a lot; these dogs have helped keep my spirits up while I have been going through some tough times. August 2015 marks the second year of my sons passing at the age of 15, due to a tragic accident while I have

been incarcerated. I have really been struggling to come to terms that my sons' passing is even real. It is the hardest thing to lose anyone while incarcerated let alone it being your child at such a young age, not being able to be out there to spend the last days of his short life with him. So for me the dog program could not have come at a better time!

All of these dogs here have been great to work with. We have dogs from the shelters and train them with simple commands as well as house break them. We have a trainer come to the facility once a week for six weeks and work with us and the dogs to ready them to pair up with a person that would be a good match. We also do some respite care for the

Canine Community Corps' Vision Statement

We envision a world that recognizes the inherent worth and dignity of inmates, military veterans, and shelter dogs.

DOGS
ARE RESCUED

How Canine Community Corps Works

INMATES, WITH PROFESSIONAL
TRAINER, PROVIDE BASIC
TRAINING FOR DOGS

VETERANS ADOPT DOGS

VETERANS, WITH
PROFESSIONAL
TRAINER, TRAIN DOGS
TO BE EMOTIONAL
ASSISTANCE DOGS



Southern Maine Reentry Center resident Mandy with a Canine Community Corps dog in training.



dogs as these Veterans' may need it once in a while. I had a dog in respite care while here owners had to take a vacation. Her Name is Tallie, I had her here for about two weeks and I have truly enjoyed my time working with her. I went to training meetings with her and taught her all I could during her stay her.

I think that having the Veteran dog program here is a wonderful program all around, for the dogs, the residents as well as the veterans who get the chance to adopt one of these dogs. If these dogs have a big impact on me with my PTSD and depression, I am sure the dogs will make amazing dogs for any Veteran that really needs the emotional support.

My name is Linda. I am 29 years old and currently serving a prison sentence at the Southern Maine Re-entry Center in York County. I was so

Continues.

Dog Program continued

excited when they announced they were going to bring a dog program here to potentially help disabled veterans. My baby brother is in the military so it kind of hit home. Being a primary handler has really helped me with my own personal issues. I suffer from PTSD among other things. Being in the program

has made me more social; it stopped me from spending so much time in my room sleeping my time away from being so depressed. It has taught me patients because sometimes like most people, the dogs act very stubborn and are very needy. Now that this period with the dogs is coming to an end I feel saddened

as we do start to have a bond while working with the dogs for six weeks. I want nothing but the best for her, as Jill is a very good dog. I have to just keep telling myself that it is for a very good cause and the program does interviews with the veterans to find the best match that fits the dogs personality and needs.

Orchard Branches

By Mark Welch-Thompson, CO Southern Maine Re-entry Center

The orchard at Brothers on Shaker Hill in Alfred has 3,000 apple trees with more than 12 varieties of apples. The oldest, living apple tree was planted in 1920. This fall, my Southern Maine Re-entry Center (SMRC) work crew and I were blessed to be part of the orchard's 95 years of history.

When I think of all the thousands upon thousands of hands that have reached into these trees to pick from

their bounty, I feel a miracle has truly enriched us!

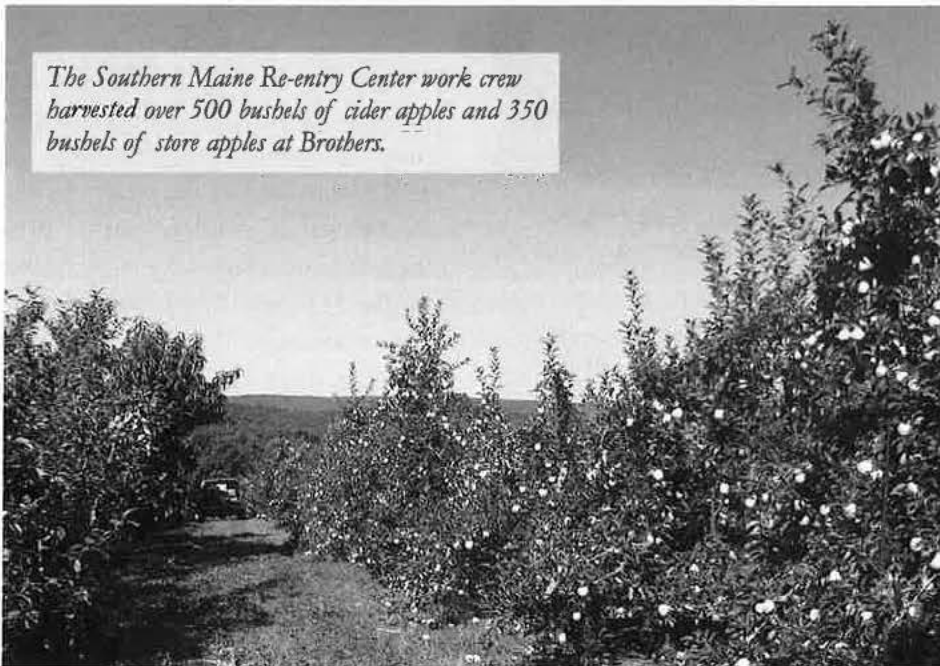
These trees never judge or turn away hands that pick from their branches, while we humans can be very judgmental. We cannot see into the soul of the ones we judge. We may not see their inner struggles, hurt, and trauma. We may have missed an opportunity of telling them they are loved or to embraced them when they feel all alone. And

what if that opportunity may have been the turning point in their life?

May we all be more like these trees and offer our "branches" with less judgment and with more understanding, forgiveness, and love. And, when the last apple has been harvested from the tree, may we remember that the next harvest is only a couple of seasons away and we once again have another chance to offer our "branches" to those who reach for the apples of love, understanding, and forgiveness.

I would like to thank the Brothers for giving me and my work crew this opportunity to be part of something special. Thanks also to my work crew and other SMRC residents who have worked so hard to give back—you have truly opened my "branches."

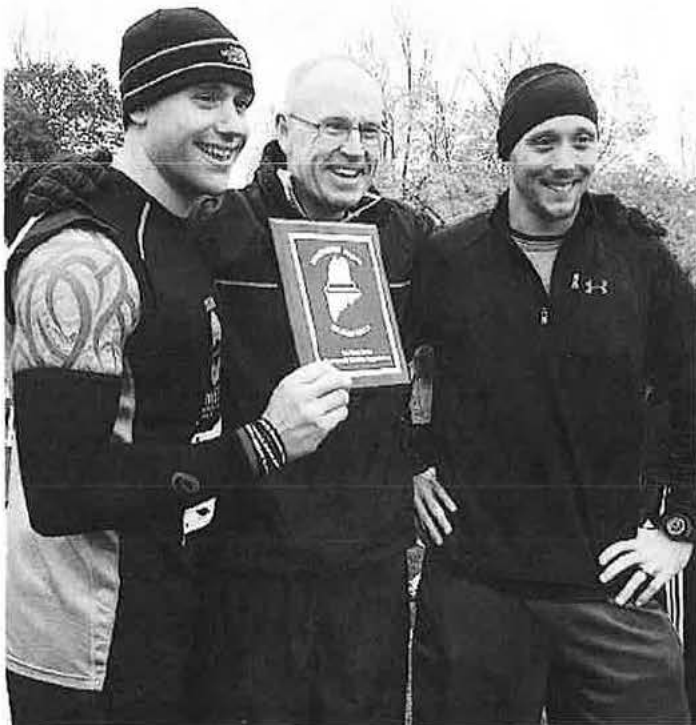
The Southern Maine Re-entry Center work crew harvested over 500 bushels of cider apples and 350 bushels of store apples at Brothers.



Team SMRC Runs to Remember and Honor Fallen Maine Law Enforcement Officers

Team SMRC (Southern Maine Re-entry Center) does it again! On October 24th, Correctional Officers (CO) Robert Thompson, John Willard, and Raleigh Stevens won the law enforcement team competition at the inaugural Southern Maine Thin Blue Line 5k Run/Walk held in York, Maine. The Thin Blue Line race was organized in memory of fallen Maine State Trooper Charles C. Black and expanded to honor and remember

the 83 Maine law enforcement officers who have made the ultimate sacrifice defending the thin blue line. Team SMRC ran with bracelets that honored Senior Corrections Officer John H. "Packy" Paskewicz (Maine Correctional Center). CO Thompson placed 11th, CO Willard 18th, and CO Stevens 19th overall out of 192 runners, and brought home the first place team competition plaque. SMRC was well represented at the race with CO Curtis Rowe, CO Renee Shanks, Corrections Unit Manager Jennifer Needham, Office Associate Wendy Kellman, and Nicole Joyce from Correct Care Solutions also participating. This event is a huge support to law enforcement communities in Maine and especially to the families of the 82 fallen officers who gave the ultimate sacrifice to protect and serve.



Correctional Officers Robert Thompson, John Willard, and Raleigh Stevens won the law enforcement team competition for the Southern Maine Thin Blue Line 5k Run/Walk.



Nicole Joyce, Rob Thompson, John Willard, Raleigh Stevens, Curtis Rowe, Renee Shanks, Wendy Kellman, and Jennifer Needham all participated in the Southern Maine Thin Blue Line 5k Run/Walk.



Women's Winter Wear Needed

Winter is coming and the Southern Maine Re-entry Center is in need items (in all sizes) for the women inmates. Items the women could use include: insulated gloves, warm boots, jeans, sneakers, winter coats, long underwear, suitcases, long sleeve shirts, hoodies (sweatshirts that zip), and sweatshirts. For more information contact Wendy Kellman (Wendy.Kellman@maine.gov).

SMRC Workout Challenge

Another session of the Southern Maine Re-entry Center (SMRC) 60-day workout challenge will conclude in the next few weeks. This is the 7th fitness class to graduate from the health and fitness workout program offered at SMRC since February of 2014. This time around nine women will graduate and receive a certificate along with a fresh fruit smoothie to congratulate their hard work. The certificate program designed by Correctional Officer Rob Thompson and facilitated by resident Kael focuses not only on losing weight and benefiting from healthy habits but how to use fitness as a tool for rehabilitation. The women have been able to make positive friendships and have helped motivate each other from the start to reach their own individual goals. Overall this program is a great way to make a positive impact in many different ways and is highly recommended. The next class registration will open in December and many women are eager to sign up!

Correctional Officer Rob Thompson with the SMRC's 7th health and fitness certificate program participants.



Adult Community Corrections • Region 2

By Susan Gagnon, Regional Correctional Administrator

NECCD Training

Burlington, Vermont was the setting for the 76th Annual Training Institute for the New England Council on Crime and Delinquency (NECCD). Probation Officers Jodie Johnson and Robert Omiecinski, along with Regional Correctional Administrator (RCA) Susan Gagnon attended as Board Members from the State of Maine. Many other staff from both the adult and juvenile division were also in attendance, as board members and training participants.

The theme of this year's training was "The Criminal Justice Professional: Courage, Competence & Compassion." It was beneficial to be able to network with other New England criminal justice professionals and receive training on topics such as probation officer competencies, motivational interviewing, identity theft, the toxic work environment, and vicarious trauma for supervisors. We hope to host the conference in the future as this provides

a valuable, regionally specific training for criminal justice professionals. One of the scholarships given by NECCD on a yearly basis is the Bruce Campbell Scholarship. For those of you that are unaware, Bruce Campbell was a former probation supervisor from Maine and a longtime member of the NECCD.

IACP Conference

The Maine Department of Corrections recently hosted the 2015 International Association of Correctional Training Personnel. Probation Officer Assistant Merrell Reeves and Probation Officer Craig Ladd were able to participate in the conference that was held in Portland (see page 6). The mission of IACP is to enhance public safety and fair and humane treatment of offenders by promoting organizational and individual excellence in the profession of training. Training topics included critical thinking for correctional professionals, managing a multi-generational workplace and shedding light on

Continues.

Adult Region 2 • Continued

mental illness.

Plant a Seed

Skowhegan's "Plant a Seed Project" was a huge success, with nearly 1,400 pounds of produce being donated. Agencies receiving donations of fresh produce include St. Anthony's Soup Kitchen, Madison Soup Kitchen, and Meals on Wheels in Kennebec and Somerset Counties.

Fifteen clients perform 163½ hours of public service working in the garden alongside the probation staff who are based in the Skowhegan office. It not only provided for a place to complete public service work but it provided more valuable lessons of self-giving, team work, and promoted responsibility. Better rapport was built between the officers and clients working in the garden. Probation Officer Assistant Cameron Dufour and Probation Officer Craig Ladd were able to research other garden projects across the United States and found that this type of project shows a reduction in recidivism rates for clients. Their dedication to this project was key to making it a success.

Training New Staff

October 30th was graduation day for the Department's newest hires. While Region 2-Adult did not have any staff in this class, we did have many staff there as instructors. Probation Officer Assistants, Probation Officers, Field Training Officers and Regional Correctional Managers from our region (as well as Regions 1 and 3) were there to deliver quality training to ensure our staff get the foundation they need

in order to be successful. The Adult Community Corrections Academy has evolved into a program that

takes pride in training and it could not be done without the dedication of all the staff. Many thanks to all!

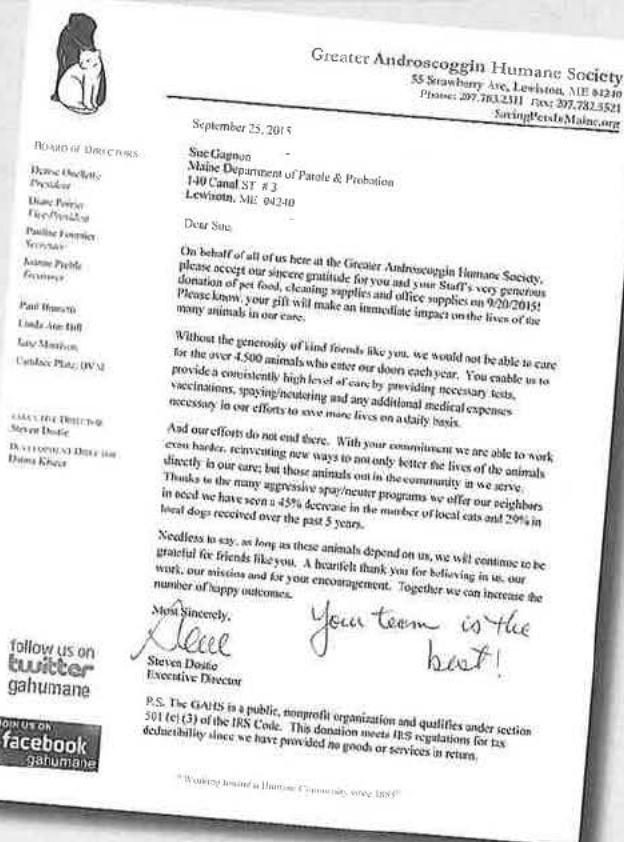
For the Dogs



*(Seated, front row)
Probation Officer (PO)
Tiffany Simoneau
coordinated the MDOC
team collection of items
and participation in
the Dash for Dogs 5K
walk/fundraiser for the
Greater Androscoggin
Humane Society.*

*(Kneeling, second row)
PO Mike Simoneau.*

*(Third row, left to right)
PO Brent Stroud,
Probation Officer
Assistant (POA) Ray
French, POA Michelle
Hutchings, Ellie,
daughter of PO Jen
Choate, PO Jen Choate,
PO Nicole Lenda,
PO Jason Taylor,
Office Associate Darcy
Letorneau with her son
Trent, and Humane
Society staff member.*



PPO Simoneau Recognized by Safe Voices

By Adam Silberman, Regional Correctional Manager

For the past eight years, Probation and Patrol Office (PPO) Tiffany Simoneau has been the Domestic Violence Specialist Probation Officer in Region 2-Adult, Lewiston. PPO Simoneau has always been dedicated to victim safety, holding offenders accountable and supporting them in making positive changes in their lives. PPO Simoneau is passionate about her work with offenders and victims.

October was *Domestic Violence Awareness Month*. As part of Domestic Violence Awareness Month, *Safe Voices* (a Domestic Violence Advocacy Group based out of Androscoggin, Oxford, and Franklin Counties) chose to recognize PPO Simoneau for all her work and dedication to victims and offenders. PPO Simoneau received the award on October 22, 2015. The following is the speech that was read nominating PPO Simoneau:

"Our next Community Partner award goes to Probation Officer Tiffany Simoneau. Officer Simoneau is the Adult Probation Domestic Violence Specialist for Region 2. In addition to her other responsibilities, Tiffany regularly attends the Androscoggin Task Force and High Risk Response Team meetings. She is present

at every DV court session and is always willing be of assistance.

As the BIP coordinator, Tiffany's assistance is invaluable. In fact, merely mentioning Tiffany's name is usually enough to reign in even the most unruly of participants. For example, just the other day I was scheduled to complete an intake. I arrived a few minutes late and was received with a less than pleasant greeting. Fortunately his mood quickly changed and we completed the intake without incident.

By the next morning I had received three voicemail messages from this same participant; each one slightly more urgent than the last. When I called back I discovered he wanted to apologize for his behavior. Naively, I thought, "wow, that's very polite of him." Yet, he quickly went on to say, "I'm not too late? I was worried you were going to call Tiffany and tell her I was rude." Clearly, she was the external motivation he needed to reevaluate his behavior. And though this is a lighthearted example, it is truly representative of the respect she commands and her ability to hold offenders accountable.

Most importantly, Tiffany understands the complex nature of domestic violence. She takes the time to understand the people she

supervises and the steps necessary



Probation and Patrol Office Tiffany Simoneau was recognized by "Safe Voices" for her work and dedication to victims and offenders.

to both hold them accountable and to ensure victim safety. She is an asset to Safe Voices, domestic violence victims and the community as a whole. Please join me in honoring, Probation Officer Tiffany Simoneau."

Congratulations to PPO Simoneau for being recognized for the hard work and dedication you instill in your job every day!

Adult Community Corrections • Region 3

Submitted by Lisa Hall and Patrick Delahanty

Congratulations Graduates

PO Steve Blanchette and Probation Officer Assistant Lisa Hall graduated

from the Adult Community Corrections Academy on October 30th. We are very pleased with their

accomplishment and look forward to working with them in their new roles.



POA Lisa Hall receives a certificate and is congratulated by Director Bill Goodwin.



PO Steve Blanchette receives a certificate and is congratulated by Director Bill Goodwin and Regional Correctional Manager Lisa Nash.

Evidence-Based Practices

Officer Amy Burnham Garcia and Ruth Fethke have formally accepted the new positions as Evidence-Based Practices (EBP) Coordinators as part of the Smart Supervision Grant. Though we will miss their presence in the field we are excited for them in this new endeavor. We know probation officers statewide will respond positively to Amy and Ruth in their new roles.

Field Training Officers

Region 3-A is very proud of their Field Training Officer (FTO) representation at the Adult Community Corrections Academy and also, specifically PO Eric

Continues.



Community corrections graduating class members (left to right) PO Steve Blanchette (R3-A), PO Kim Sneed (R1-A), PO Jen Meserve (R1-A), POA Lisa Hall (R3-A), and POA Mason Shepard (R1-A).



FTO/PO Scott Lewis delivers an address to the October 30th graduating class of community corrections staff.

Delahanty Promoted to RCA

Patrick Delahanty has been promoted to the position of Regional Correctional Administrator (RCA) for Region 3-Adult.

Patrick holds a Bachelors of Science in Criminal Justice from St. Anselm College. He previous work experience includes South Middlesex Pre-Release, Northeast Correctional Center, and the Maine Department of Health and Human Services. Within the Maine Department of Corrections Pat has worked as a juvenile probation officer, an adult probation parole officer, and most recently as Regional Correctional Manager for Region 3-Adult.

Pat is a team player and a strong advocate for risk reduction using evidenced-based practices within adult community corrections. His communication and interpersonal skills are exceptional whether he's working with MDOC staff or one of our many other outside criminal justice partners. Pat has worked closely in mentoring and coaching probation officers and probation officer assistants assigned to him. Pat truly cares for the wellbeing of all staff and is well respected by all in Region 3-A as well as his peers in other regions.

Legassie for his recognition as an Instructor. PO Scott Lewis delivered the address to the most recent graduating class and Adult Community Corrections Director Bill Goodwin provided the closing remarks. Both addresses delivered very positive and informative messages that were well received.

SIMS Training

In October, Region 3-Adult once again hosted a SIMS (non-lethal training ammunition of SIMUNITIONS) training. Special thanks to Probation Officers (PO) Corey Day, Mike Lyon, Craig Ladd, Eric Legassie, Scott Lewis, and David Cyr for another successful SIMS training session that was well received by everyone who participated.

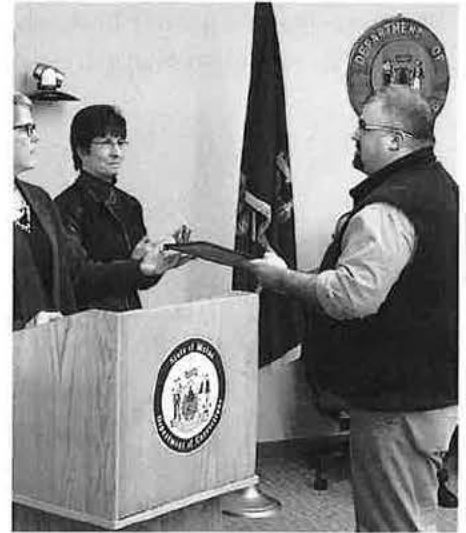
New Assignments

As Bill Goodwin takes on new responsibilities, Regional Correctional Manager (RCM) Patrick Delahanty was selected to move the Region forward (see box, left) as Region 3-A's Regional Correctional Administrator. RCM Matt Magnusson will be transferring from the Bangor office to cover the immediate coast including Knox, Waldo and Hancock Counties. We wish everyone all the best with their new assignments.

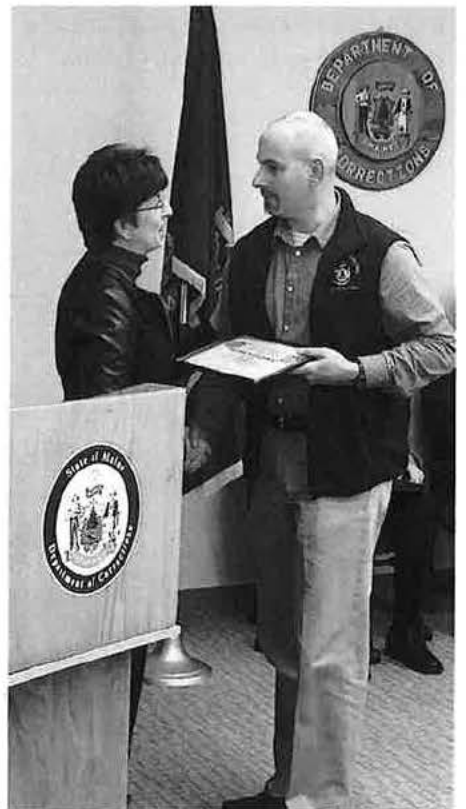
Thank You!

As always, the entire Region 3-A staff—both officers and clerical—have stepped up in this time of change and responded positively to all requests for assistance. We cannot thank everyone enough for meeting

these recent challenges head on and with professionalism.



PO (R3-A) Eric Legassie received a FTO appreciation certificate.



Regional Correctional Manager (R2-A) Adam Silberman receives an Instructor Appreciation Certificate from POA (R3-A) Lisa Hall.

Update From Long Creek's Recreation and Athletic Department

By Kim Deering, Recreation Director

Bears Soccer

The Bears varsity soccer team finished in 5th place in Class D Southern Maine. The Bears played Greater Portland Christian School in the Southern Maine Quarter Finals and lost a great game, ending with a score of 2 to 1. The 2015 team had some great talent and work ethic, wanting to practice every day. Three players were nominated for the Regional All-Stars and one other was nominated for the Referee Association's Sportsmanship Award, which is given to only one soccer player in the state of Maine. We are currently waiting the results to see if any of these players receive these awards, but either way it is quite an honor to have four players nominated. Juvenile Program Workers (JPM) Dan Suarez, Vinan

Meas and Jake Ricciardi coached the Bears during this successful season and did a great job with the players on and off the field.

Bears Bass Fishing Program

The Bears bass fishing program ended the season in October. Experienced Maine Guides, Facility Operations Supervisor (FOS) Francois Bouchard and JPW Scott Janosik were instrumental in leading fishing trips with boys and girls from Long Creek. All students who attended these trips caught fish and learned skills that would allow them to continue to participate in this positive life-long leisure activity once they leave Long

Continues.



Long Creek Youth Development Center's Bears Soccer Team pep rally for quarter final playoff game.



(Left to right) Juvenile Program Workers Jake Ricciardi, Dan Suarez, and Vinan Meas coached the BEARS soccer team at Long Creek.

Long Creek Recreation continued



Long Creek residents participate in the HARC program.

Creek. Many of the students expressed themselves in words which are worth sharing here. "It really means a lot to me and definitely shows me how I can be sober and have more fun than when I am not sober." "It was an amazing time. It was very therapeutic. I think this program is good for kids in here because it is relaxing, gives us hope and a sense of being normal. It's a great opportunity to get out in the community and engage in positive normal activities." "This trip helped me because it made me build a relationship with people I never thought I would have a relationship with." "Going on this trip actually brought back my enjoyment for fishing. It showed me there is fun to be had that doesn't include drugs and alcohol. I found a long lost hobby." "I was so happy to feel happy, sober. It made me know that I can get through life okay. I actually felt like a normal teenager today. It made me feel so good and made me want to stay motivated. I want a good healthy life for myself."

Horse and Rider Connection Program

Recreation JPW McKenzie Allen has been instrumental in implementing the horse therapy program with female residents from Long Creek. Horse and Rider Connection (HARC) pairs untamed, wild and rescued horses with teens and young adults facing challenges to help them develop and improve life skills. Each Saturday Ms. Allen takes girls to the HARC farm to train, care for and

rehabilitate horses. The program teaches individuals how to work with horses and read the body language of the horse. Understanding that horses mirror the daily feelings of those who work closely with them, the program teaches participants about self-awareness, compassion, trust, respect, self-discipline, patience, problem solving, communication, focus, self-control, and building healthy relationships. Through working on the farm with routine barn chores and maintenance, teens also learn about independence, team building, confidence, work ethic, creative thinking and leadership. We hope to expand this program to some of the boys at Long Creek in the near future.

The First Tee Golf Program

The First Tee golf program is a leading youth development organization teaching life skills and character education through the game of golf. This program was developed for students who were eligible for off grounds activities. We had 12 students participate in this program, which included experiences at a driving range and local golf course. Volunteer and professional golfer Ron Bibeau came to Long Creek to help run the program with Recreation Director Kim Deering. Through this program, participants learn to apply life skills and transfer the positive values of golf to everyday life. Plans are being made to continue offering this opportunity throughout the spring, summer and fall months. With the help from Day One, the Portland Athletic League and The First



Long Creek residents participate in the First Tee Golf program.

Long Creek Recreation continued



Twelve Long Creek students participated in the First Tee Golf Program.

Tee organization we were able to obtain some essential gear and resources to sustain this worthwhile program.

Summer Lacrosse

One Tuesday afternoons Recreation JPW Jake Ricciardi ran a summer lacrosse program with the help from volunteer, John Faye, the owner from Atlantic Sports and the LAX PROS company. The program was open to all students interested in learning about the game

of lacrosse. The sessions consisted of skill instruction, rule instruction and small field games. Twenty students participated in this program.

Keeping Fit at Long Creek

A calisthenics, strength and conditioning program was developed after JPW Chris Scott connected the Long Creek Recreation Director with Patrick Hapworth, a personal trainer from World's Gym. Patrick is now a Long Creek volunteer who works with students once a week to develop fitness programs and offers guidance during workout sessions. He specializes in calisthenics, teaching students exercises they can do without a lot or any equipment. He is a great model for our students not only for his physical capabilities (he can do some crazy strength and gymnastics moves) but also for his humility and the way he relates to people. We are fortunate to have Patrick and Mr. Scott who share their fitness knowledge with our students during workouts.

Music at the Creek

By Bob Murray, Juvenile Program Worker

Since last fall the music program at Long Creek Youth Development Center (LCYDC) has been moving in a very positive direction. Currently the residents are taking lessons in trumpet, piano, voice, guitar, violin, and viola, and there is an interest by others wanting to take alto sax, cello, drums, African Drumming, and additional voice. Long Creek has acquired over 40 instruments such as keyboards, alto and tenor sax, trombone, trumpet, cornet, bass guitar, electric guitar, banjo, a full drum set, djembes, congas, bongos, recorder, shaker eggs, rhythm sticks, violins, cellos, and more.

A few months ago I wrote a proposal and was fortunate to received a grant from the Bob Crewe Foundation, (producer of the Jersey Boys and major songwriter of many of the Four Seasons top hits). This funding is being administrated by the *Friends of Long Creek*, a 501 (c) (3) support organization for Long Creek activities. The funding has enabled college music majors to teach at LCYDC for a small stipend that might cover the cost of travel and cup or two of java. To date, the residents are

able to work with music majors from the University of Maine - Orono, the University of Southern Maine, and very soon with the Maine Academy of Modern Music. There is also a strong potential of additional music educators from the Portland Conservatory of Music and Bowdoin College. Some of the resident musicians have been approved for off-ground activities, and staff are taking them to the November 22nd performance of the Portland Symphony Orchestra.

Below, is a letter written by one of our residents describing how music has helped in one of many ways to change the lives of the residents at Long Creek.

I am a resident at Long Creek. I have been through a lot of pain and a lot of joy; one thing that helped me through it all was the gift of music. Music is such a beautiful thing. Even in the most primitive societies, music is appreciated and loved.

Continues.

Music at the Creek continued

I first met Mr. Murray when I was detained in the Maple Unit, and I could tell right off the bat that he truly cared about then kids in here. I ended up getting committed in January, and to say the least I was really depressed and felt like giving up.

I heard that Mr. Murray was starting a music program. I asked him if he would be able to set me up with a guitar tutor. That very next week a man named Nick B. came in with an acoustic guitar and began giving me weekly lessons. After about four months of finger cramping lessons I began to get the hang of it.

I've always been a huge fan of Bob Dylan. He inspired me to want to play the harp (harmonica). So I asked Mr. Murray if he could get me a harmonica. A week later, Mr. Murray comes in and hands me a cool silver harp. It's a pretty difficult instrument to play, but I'm slowly teaching myself and it keeps me occupied. I spend most of my day in this little room playing the guitar and the harp. I have even started writing my own songs.

To say the least I am so happy I've learned to play the guitar. It's something I've always wanted to do. Who would have guessed I would learn in

Long Creek. I guess this place helped me find my passion. It never would have been possible without the help from Mr. Murray. Thank you, Mr. Murray. You have helped me and a lot of other troubled teens out here in Long Creek with the power of music. You're doing an amazing thing. Rock on!"

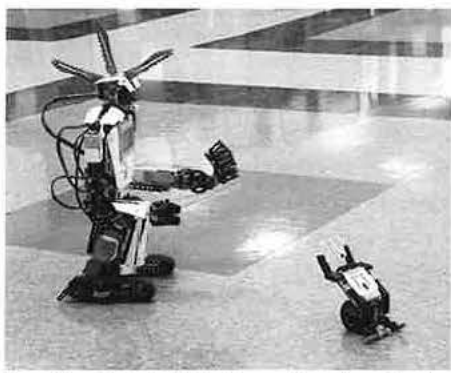
As an initiator of the music program, I am so proud of these young resident musicians, seeking a new chapter in their lives. Some may become virtuosos, others may just play for their own entertainment, and some may never play once they leave. Whatever the case, music has given them a new outlet and focus which I hope can help them in some small way.

I would also like to take a moment to thank the administration at Long Creek, and the *Friends of Long Creek* for their wonderful support, with an extra special thanks to Harry Stuart and Art Stout, instructors in our carpentry class, for repairing the instruments and building the Cajons (beat box percussion instruments). This music program would not be nearly this successful without their help!

As an old music teacher once said to me, "the most beautiful music I've ever heard, is that which I make myself." How true that can be!

Long Creek Lego® Project

Long Creek Youth Development Center (LCYDC) is fortunate to have over 100 active volunteers. They serve in roles from unit sponsors to one-on-one mentor relationships. Under the guidance of Emmy Brown, these individuals are the unsung heroes who come every week to visit with the resident mentees. The Lego® project at Long Creek has been one example of volunteer asking to create a STEM project for the residents.



Lego® robots build by Long Creek residents.

Introducing himself as a "Robot" a Long Creek volunteer mentor recaptures moments of the Lego® Project.

Hi, let me introduce myself, I am R3PTAR and I live with my other robot friends in a Lego® Mindstorms Box. Our photo on the box makes us look scary, but deep down we are all about fun.

Continues.

Lego® continued

We were lucky to be chosen to join the residents and challenge them to bring each one of us to life and see just what we can do. I am the third project to be assembled and enjoyed every minute of the care and thoughtfulness of the resident as they studied the directions and carefully assembled me piece by piece. It has been fun to watch them work together assembling and testing me. After five weeks I was finished and now they get to find out how to make me crawl and strike —remember I am a programmable robot. I am continually amazed at the skill the boys have assembling with little to no guidance. The best part of our robot life was when we were taken around to show the other residents and staff, what we could do. I was so proud and I think the residents were proud also.

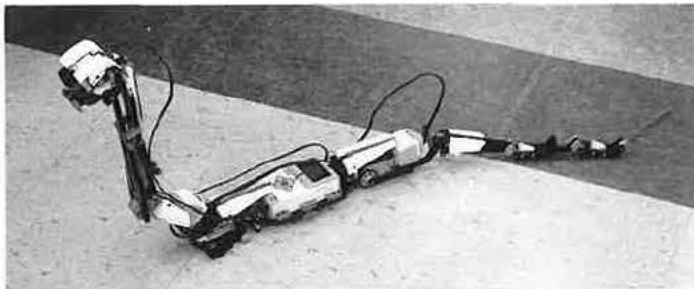
Gratitude for the mentor program and its volunteers, is expressed below by the Long Creek resident who created a Lego® snake.

I am a resident at Long Creek Youth Development Center. I was transferred from Mountain View Correctional Center, where there were not many volunteers. Since I have been at Long Creek I have got a few mentors. One of my mentors was religious and another was a trumpet teacher, I also had another mentor that came in to play basketball

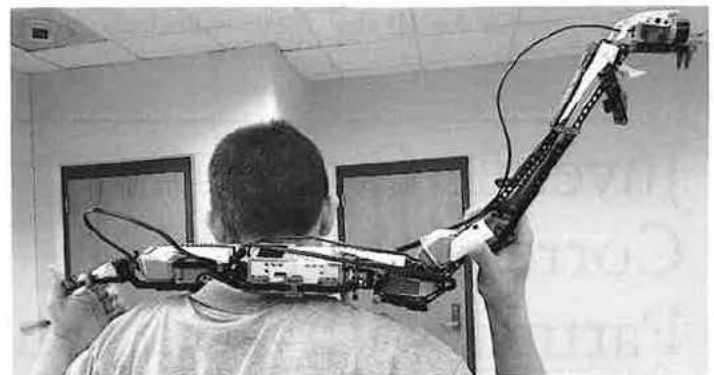
A Long Creek volunteer mentors a resident on building a Lego® project.



with me. But my favorite mentor is an electrical Lego® builder who has taught me how to build Lego® robots that move. I currently made a robot snake that is controlled by a remote. If it wasn't for these mentors at Long Creek, it would not be the same and neither would I.



A remote controlled "snake" robot made from Lego® blocks.



Parents Behind Bars What Happens to Their Children?

Child Trends, a research organization, released a report estimating that 5 million U.S. children have had at least one parent imprisoned - about one in every 14 children

under 18. For black children, the rate was one in nine, the report said.

Staff Updates at Mountain View

Submitted by Priscilla McLellan

Appreciation for Our Staff

Since mid-July, Mountain View Youth Development Center (MVYDC) has been through multiple changes: a major mission change to focus solely on adult prisoners, staffing changes, significant revisions to the education program, increasing adult inmate numbers, and new programs being initiated, just to mention a few. In October, we increased our adult population count to 112, which now includes young adults, adults needing substance abuse treatment, and adults needing sex offender treatment. An "Assisted Living Unit" will also be available once all the plans are formalized. So with the change in mission and repurposing of our committed juvenile services, we begin a new path again, offering a new direction in treatment and programming for adult corrections.

Welcome New Hires

Amy Guyotte joined the Mountain View staff as an Accounting Technician for the business office (DAFS) on August 17th. Amy previously worked at Penquis Community Action Program (C.A.P.) in Bangor. Amy has adjusted quickly in her new role becoming a valuable team member.

Farewell and Best Wishes

We are grateful for all that these individuals brought

to their former positions at Mountain View and wish them all the best: Gary Sudsbury, Nichole Webber, Leah Perrigo, Judy Keyser, Pam Jelly, Carolyn Dillon, and Dawn Pratt.

We also say good-bye and best wishes to Linda Hussey, former Unit Manager for the Young Adult Unit (ages 18-25). Linda transferred to the Department of Labor. She managed the Assessment/Orientation Unit for juveniles for 12 years, and then helped develop the youthful offender treatment program. Linda has demonstrated initiative and dedication to the department in helping with implementing and refining this program. The success of this treatment program has benefited many inmates, as well as our state, in that these young men were provided with additional skills and treatment to become successful in society again.

Retirements

Congratulations and best wishes to:

- Larry Casey, Science Teacher, retired on October 1st with 15 years of service.
- Gary McCready, Art Teacher, retired on November 1st with 25 years of service.
- Tony Smen, Juvenile Program Worker, November 1st with 10 years of service.

Juvenile Community Corrections Staff Partner with Youth in SEALS FIT Program

The sixth session of Portland Police Department's SEALS Fit mentoring program came to a close on November 13th with a graduation ceremony for the 16

Continues.

Maine Governor Paul LePage and Region 1-Juvenile RCM Mike Mack.



SEALS FIT continued

Portland area youth completing the program.

The mission of the SEALS Fit mentoring program is to enhance the self-esteem and personal resilience of youth and empower them to build bridges with other youth through an intensive cross cultural, leadership and physical fitness collaboration with veteran and law enforcement community.

Various members of local law enforcement, including Juvenile Community Corrections Officer (R1-J) Beth Fawcett and Regional Correctional Manager (R1-J) Mike Mack, partnered up with the youth and coached them through seven weeks of physical fitness routines and workouts led by retired Navy SEAL Hans Ruediger. Workouts were held on Mondays and Fridays at Portland's Back Bay. Wednesdays were given over to developing leadership skills and team building exercises.

Governor Paul LePage was a guest speaker at the graduation. The Governor strongly supports the program and expressed the wish that it be taken up as a model by other municipalities. He congratulated the youth on completing a program which challenged their belief in what they could accomplish both physically and mentally.



RCA John Coyne, RCA Sue Smith, and Associate Commissioner Colin O'Neil attend forum on improving outcomes for youth in the juvenile justice system.

Improving Outcomes for Youth in the Juvenile Justice System Forum

"Improving Outcomes for Youth in the Juvenile Justice System: 50 State Forum" was hosted in Austin Texas by The Council of State Governments Justice Center on November 8-10. Associate Commissioner Colin O'Neill attended along with Regional Correctional Administrators Sue Smith and John Coyne. The forum provided significant data to show that nationally juvenile detention and incarceration rates have dropped significantly over the last 16 years. Maine has dropped nearly 40% during that time period. All three members of the Maine delegation will bring back energy towards continued



John Coyne and Colin O'Neill attended forum organized by The Council of State Governments (CSG) Justice Center.

progress in our work with youth in the juvenile justice system. For more information about the conference and topics covered see: <https://csgjusticecenter.org/youth/posts/juvenile-justice-forum/>

Region 1 • Juvenile Community Corrections

By Mike Mack, RCM

Community Corrections Staff Attend NECCD Training

The New England Council on Crime and Delinquency (NECCD) 76th Annual Training Institute held its annual conference in Burlington, Vermont on October 25-28. The mission of the NECCD is to provide a network for information and action for the fields of criminal justice and corrections by educating members in new techniques and trends in regard to criminal justice and corrections.

Region 1-Juvenile Field Services sent Juvenile Community Correctional Officer (JCCO) Sean O'Keefe and Regional Correctional Manager (RCM) Mike Mack to the conference to participate in the scheduled training sessions. Trainings offered at the conference included: Probation Officer Competencies; Risk Need Responsivity; Gender, Sexual Orientation and Custody; Motivational Interviewing & MIA-STEP; Vicarious Trauma in Corrections Work; Recognizing and Dealing with Human Trafficking.

JCCO Sean O'Keefe reported that the Drug Recognition workshop and Development of the Adolescent Brain training were informative and well presented. RCM Mack got some valuable insight into Human Trafficking issues and some good training ideas for future Motivational Interviewing classes from presenters Stephen Andrew and Bob Joje. During recess breaks between trainings,

JCCOs and (Probation Officers (PO) talked about the trainings attended. The consensus of attendees from Maine DOC is that our department and staff are ahead of the curve in many of the areas that are considered cutting edge in corrections.

As informative as the workshops were, the downtime was memorable, too. Burlington is located on the eastern shore of Lake Champlain. With the full moon, the temperate weather and the fall colors it was an ideal time to be in the Green Mountain State. The Church Street area had plenty of places to sample local cuisine (a lot of maple syrup) and kick back and socialize with fellow corrections folk from all over the Northeast.

Congratulations to JCCOs Sean O'Keefe (R1-J), Julie Bjelko (R3-J) and Steve Labonte (R2-J) for being selected as new board members of Maine's NECCD Committee.

Next year's conference will be held in Mystic, Connecticut—another beautiful New England location. Any MDOC staff interested in learning more about current trends in corrections should contact their RCM or RCA and ask to be considered for that trip in 2016.

Rumor has it that the 2017 NECCD conference will be hosted by the Maine delegation.

Region 2 • Juvenile Community Corrections

By Afton Sinclair

Staff Retreat and Training

Steve Labonte hosted the staff retreat this year, where Juvenile Community Corrections Officers (JCCO) received their pat-down gloves and training on MOAB (Management Of Aggressive Behavior). We were able to reflect on the last year, and identify how to reduce the risk of situations escalating to a point that requires any use of force. Officer safety is a priority, which is why having the necessary equipment in our to-go bags and refreshing the skills needed to manage aggressive

behaviors are essential. Just as important, is being able to come together as a region and share our input and experiences as a team, which the staff retreat provided a great opportunity to do.

Communication Improvements

There are a number of changes taking place for our JCCOs regarding communication. While we have gone mobile with the newly issued iPhone 5 recently, all JCCO landlines are now no longer in use as of September. Jessica

Continues.

Juvenile Region 2 • Continued

and Pauline have become the first point of contact for all JCCOs in the region. To better facilitate communication, JCCOs are now logging the calls they make to remind families of court dates and initial interviews. Although this will be an adjustment period, the call log initiative that coincided with the gravitation towards mobile communication, should help insure that we do not see an increase in missed interviews or failures to appear in court. This form of communication is one of the ways that our JCCOs commitment to supporting diversions from further involvement in the juvenile justice system is made apparent.

Kevin Chute Retires

In October, Region 2-J said goodbye to Kevin Chute. Kevin started with the Department of Corrections in 1974 as a Correctional Officer at the Men's Correctional Center in Windham, but soon worked his way out to the field as a Juvenile Intake Worker. These positions subsequently became Juvenile Community Corrections Officers (JCCO). He has spent his entire career in the field working in Region 2. Thanks to his amazing longevity, he has, in some cases, served three consecutive generations of clients from the same family.

Kevin's retirement party, held on October 30th at Grittys in Auburn, was incredibly well-attended, with over 50 family and friends making their appearance. The guest list included fellow JCCOs, probation officers,

judges, local law enforcement, attorneys, and past and present members of MDOC. The remarkable turnout and generosity of colleagues allowed for party organizers to present Kevin with a unique engraved mantle clock, as well as a host of other gifts that should serve Kevin well as he closes this

chapter in his career and starts writing a new one. We wish him all the best in his retirement.



Kevin Chute retired in October.

New Office Space

We are preparing to say hello to the new Region 2-J office in Damariscotta, where construction is well underway.



Correctional Trades Instructor Phat Tran is renovating office space for the new Region 2-Juvenile probation office located in a space owned by the local Masonic Temple.



Region 3 • Juvenile Community Corrections

By Darrin J. Constant

First Annual Cook Off

A team building cook-off was held during Region 3-J's July 17th staff meeting. Staff was split up into teams and given just one hour to prepare an entrée for presentation to "Judge" Sue Colson. Teams were judged on several areas including creativity and presentation. Team 1

consisted of JCCOs Darrin Constant, Julie Leavitt, Gary Sanfacon, and Kelly Chartier. Team 2 consisted of Regional Correctional Manager Josh Ash, JCCOs Jason Greenlaw, Val Norman and Kelly Nightingale.

Team 1 took the first place prize with their entrée of pork chops in an orange sauce and a side broccoli salad.

Continues.



JCCOs/Chefs Darrin Constant and Jason Greenlaw battling it out on the grills.



JCCO Val Norman presents the Team 2 entrée to "Judge" Sue Colson.



JCCO Gary Sanfacon presents the winning entrée prepared by Team 1 to "Judge" Sue Colson.



The winning entrée prepared by Team 1 (Constant, Sanfacon, Leavitt, and Chartier).

Juvenile Region 3 • Continued

Team 2 also prepared a fantastic entrée which included a stuffed cheese burger with all the fixings and side salad.

After the cook off the two teams sat down and enjoyed the meals. A fun day was had by all! A huge thank you goes out to RCM Josh Ash for hosting us at his beautiful family camp along the Penobscot River!

Staff Retreat

This year's Region 3-J staff retreat was graciously hosted again by Regional Correctional Manager (RCM) Josh Ash. Everyone enjoy a day of nice weather, delicious food, and good company.



Region 3-J staff relax and enjoy a beautiful river view during the staff retreat.

October Staff Meeting/Training

Juvenile Community Corrections Officers (JCCO) in Region 3 received two training courses during the October staff meeting in Bangor. During the morning, Nick Beverage and Kristin Thorpe from [Thrive](#) provided a very informative training session on LGBT (Lesbian, Gay, Bi-Sexual, and Transgender) youth in the juvenile justice system. The training provided an overview of the challenges faced by LGBT youth. The session helped to provided increased competence when one is working with LGBT youth in the juvenile justice system.

During the afternoon session, Adult Probation Officer Robert Cartier provided a handcuffing and officer safety refresher training.



(Left) PO Cartier instructing proper handcuffing technique as he "takes JCCO Delabanty into custody." (Right) RCM Roy Curtis and RCM Josh Ash practice proper handcuffing technique.

Maine Lives in the Balance

By Jason Carey

Members of Maine's Juvenile Justice Advisory Group (JJAG) attended the 5th Annual [Lives in the Balance](#) International Summit on Non-punitive, Non-adversarial, Interventions for At-Risk Kids in Portland, Maine this past October 16th.

Author Alfie Kohn was the keynote speaker. He challenged all youth justice experts and enthusiasts

to dig deeper by rethinking our assumptions about motivation, intervention, and kids. The animated keynote commanded the attention of several hundred attendees while discussing rewards and punishments, intrinsic and extrinsic motivation, and questioning what is the goal of obedience. Alfie observed a multi-disciplinary approach to working collaboratively with youth when he quoted

Continues.

Maine Lives in Balance continued

Norm Kunc of British Columbia, “what we call behavior problems, means that we just see things differently.”

The afternoon’s keynote was delivered by Dr. Joan Durrant, Child-Clinical Psychologist and Associate Professor of Family Social Sciences in the Faculty of Human Ecology at the University of Manitoba. Dr.

Durrant walked through a quick study of Sweden and their respected role of childhood. Swedes perceive their children as “full people” or as total citizens. While Sweden is similar to the U.S. in the way it is highly developed and capitalist, they place children at the center of their culture.

Employee Service Anniversaries

Facility Key

- CO - Official Office
- CCF - Correctional Center Facility
- DAFS - Department of Administrative Services
- DCF - Correctional Center Facility
- LCYDC - Long Creek Youth Development Center
- MCC - Correctional Center
- MSP - Maine State Prison
- MVYDC - Mount Vernon Youth Development Center
- R2-A - Region 2 Adult (R2-A, R3-A)
- R3-J - Region 3 Juvenile (R3-J, R3-J)
- SMRC - Southern Maine Regional Center

The anniversary dates below are the longevity dates 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, but this date does not accurately depict an employee’s actual time working for state government on a continuous basis. The Department uses the longevity date when recognizing of service each year. Please understand that this date may differ from data used to calculate retirement benefits. Please contact your payroll contact person with any questions.

5 Years

Eric Baker.....LCYDC
Robert L Bilodeau, Jr.....MCC
Jared R Brewer.....MCC
James K Brooker, Jr.....LCYDC
David Brown.....MSP
Melanie P Cardus.....LCYDC
Robert A Cartier.....R3-A
Susan Dumond.....BCF
Joie A Hansen.....R1-J
Michael C Manders, Jr.....MSP
Stephanie A Netto.....LCYDC
Eric R Page.....CCF
Laura D Smart.....MCC

10 Years

Kevin L Brandes.....MVYDC
Jennifer L Doucette.....MVYDC
Nathan Gagnon.....CO
Lynn M Gougeon.....LCYDC
Troy P Hood.....MVYDC

Mark C Labacz.....LCYDC
Linda L Morrill.....MCC
Robert D Murray.....LCYDC
Anthony D Smen.....MVYDC
Nathan A Staples.....MSP
Chad Sturgis.....LCYDC
Jason S Turner.....MCC
John A Willard.....SMRC

15 Years

Christopher T Arbour.....R1-A
Scott D Carlson.....CCF
Jacqueline M Cartlidge.....R2-A
Anthony W Cartlidge.....MSP
Norene E Hopkins.....MCC
Glenn F McCullough.....MSP
Hallis A Thayer, II.....MSP

25 Years

Brian S Carle.....MVYDC
David A Davis.....DCF

Francis L Dube.....MCC
Steven K Lacourse.....MCC
Brian K Libby.....LCYDC
Maureen A Lonsdale.....LCYDC
Martha A Milliman-Takatsu.....R2-J
Calvin J Simpson.....MCC
James G Sinclair.....MVYDC

More Than 25 Years

Donald Bancroft (1985).....MCC
Carolyn Chandler-Campbell
(1983).....R3-J
Patrick T Delahanty (1984).....R3-A
Deborah Marceau (1979).....CO
John R Redmond (1983).....MCC
Christopher L Tilton
(1983).....LCYDC
Thomas A Whitcomb, Jr.
(1984).....LCYDC
Joyce Williams (1979).....R2-A
Allen V Wright (1977).....R1-A

