



GEO CARE'S NEW FAMILY CASE MANAGEMENT PROGRAM

A new community-based alternative to detention initiative that uses qualified Case Managers to ensure participants comply with immigration obligations while providing access to holistic community-based services tailored to individual families' medical, emotional and social needs. [Read More on Page 2](#)



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GEO IS RECOGNIZED AS A 2020 WOMEN ON BOARDS WINNING COMPANY



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TEACHING INMATES CONSTITUTIONAL LAW AT MOORE HAVEN



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WHEELS FOR THE WORLD PROGRAM AT KINGMAN



Chairman's Letter

George C. Zoley, Chairman, CEO and Founder

As we continue to build on these milestones, we are steadfastly committed to developing and implementing an industry-leading platform that can deliver evidence-based rehabilitation services across all correctional and reentry market segments.

To the GEO Family,

During the first quarter of 2016, we have continued to achieve important milestones that underscore our diversified growth potential.

GEO Corrections & Detention completed the ramp-up of the 3,400-bed Arizona State Prison in Kingman, Arizona under a managed-only contract with the Arizona Department of Corrections, which is effective through February 2023. We had assumed management of the Facility on December 1, 2015, and at the time, the facility housed approximately 1,700 inmates.

We are pleased to have achieved a smooth transition from the previous operator. The Kingman Facility plays an important role in helping meet the need for cost-efficient correctional bed space in Arizona, and this important contract is a testament to our decade-long partnership with the Arizona Department of Corrections and is indicative of the high quality of services we offer.

The Kingman Facility is expected to generate approximately \$73 million in gross annualized revenues including approximately \$24 million for debt service payments, resulting in net annualized revenues to GEO of approximately \$49 million.

With respect to GEO Care, we have continued to implement our new five-year contract with the Department of Homeland Security for the provision of community-based case management services under a new program for families going through the immigration review process.

This important contract, which is expected to generate approximately \$11 million in annualized revenues, is representative of GEO Care's leadership in the provision of community based and case management programs through our comprehensive 'GEO Continuum of Care.'

GEO Care has been able to build on its existing relationships with local

community providers, legal assistance programs, and social service organizations throughout the country to provide comprehensive case management services under this new contract.

These important projects underscore the diversified nature of GEO's services which span the spectrum of corrections management, community reentry programs, case management services, and offender rehabilitation. As we continue to build on these milestones, we are steadfastly committed to developing and implementing an industry-leading platform that can deliver evidence-based rehabilitation services across all correctional and reentry market segments.

We believe that these important efforts will continue to position GEO to develop innovative real estate and programmatic solutions in partnership with government agencies around the world, which we expect to drive new growth opportunities for our company.

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GEO CARE'S NEW FAMILY CASE MANAGEMENT PROGRAM



WRITTEN BY **MARY F. LOISELLE, CORPORATE**

PICTURED TOP: Ribbon-cutting ceremony in the Chicago FCMP office. **PAGE 3:** **TOP LEFT:** Los Angeles FCMP office opening day. **TOP RIGHT:** Chicago FCMP front desk. **BOTTOM LEFT TO RIGHT:** New York FCMP office opening day. Chicago FCMP children's play area. New York FCMP waiting room.

GEO Care's Family Case Management Program (FCMP) started a new community-based alternative to detention initiative that uses qualified Case Managers to ensure participants comply with immigration obligations while providing access to holistic community-based services tailored to individual families' medical, emotional and social needs. By meeting these needs, the participants will be more ready, willing and able to comply with all aspects of the immigration process.

The goal of the program is to promote compliance with immigration obligations for screened and enrolled family units, to include Immigration and Customs Enforcement check-ins, immigration court appearances and compliance with final order of removal. FCMP offices are located in five metropolitan areas, serving family units residing or intending to reside in the areas of **Baltimore/Washington, D.C., Los Angeles, New York City/ Newark, Miami, and Chicago.**



The offices are outfitted with resource centers for the heads of household to use and kiddie corners to occupy minor children as they accompany their parent(s).

THEY OFFER SERVICES SUCH AS:

- Individualized needs assessments and service plans;
- Orientation and information sessions on participants’ legal rights, responsibilities, and immigration obligations;
- Tracking and monitoring of immigration obligations;
- Assistance in accessing low-cost or pro bono legal assistance housing, education, and medical/mental health providers (if needed); and
- Safe repatriation and reintegration planning (where applicable).

The primary eligibility requirement will be families with no criminal histories who already reside in, or intend to reside in the program areas and are determined to be low flight risks. In addition, these families would not be appropriate for traditional

alternatives to detention programs or long term placement in ICE Family Residential Centers due to their unique individual circumstances, including but not limited to, victims of domestic violence or sexual abuse, pregnant women, nursing mothers, and families with physical and/or mental illness or uncommon primary languages or dialects.

GEO Care has partnered with community-based social service organizations to provide holistic case-management services on an estimated 20:1 family unit to case manager ratio. Our partners are, Baltimore/Washington, D.C. – Bethany Christian Services, Los Angeles – International Institute of Los Angeles, New York City/Newark – Catholic Charities of NY, Miami – Youth Co-Op, and Chicago – Frida Kahlo Community Organization.

All of these organizations are well qualified to provide the care and services required of the contract. In addition,

GEO Care has partnered with community-based and private bar legal assistance programs to provide Know Your Rights presentations and other basic forms of legal information exchanges.

Services began on January 21, 2016, with a ribbon-cutting ceremony in the Chicago FCMP office. Regional Director Teneshia Kuykendoll cut the ribbon with Field Director Kenya Taylor, Andrew Lorenzen-Strait from ICE and Myrna Fragoso from the Frida Kahlo Community Organization. Refreshments were served while they awaited their first enrollee, referred from the Chicago office of ICE’s Enforcement and Removal Operations.

Regional Program Director, Mary Loiselle commented, “This is a wonderful program, staffed by well-qualified and caring people, dedicated to providing assistance to those in need of services while waiting for the immigration process to work.”

GEO is Recognized as a 2020 Women on Boards Winning Company

Written By **Esther Patton, Corporate**



In 2015, 2020 Women on Boards recognized The GEO Group as a Winning Company for its commitment to Board Diversity. Winning Companies champion board diversity by having 20% or more of their board seats held by women.

2020 Women on Boards is a non-profit campaign dedicated to increasing the percentage of women on corporate boards to 20% by 2020.

The GEO Group currently has six Board Members, two of whom are women. These two experienced and talented women are Board members Anne N. Foreman and Julie Myers Wood.

Anne N. Foreman has served as a GEO Board member since 2002. She brings extensive legal, government contracting and international experience to GEO's Board of Directors. Her experience as a Board

Member of other companies strengthens the Board of Directors' collective knowledge, capabilities and experience.

Her service in two Senate-confirmed positions in the Air Force, and in private sector and government positions abroad provide leadership, government affairs, and international transactional skills.

Julie Myers Wood has served as a GEO Board member since 2014. She brings extensive fed-

eral government, legal and management experience to the Board of Directors. Her experience in the private sector, including in compliance and risk assessments, and her former government positions, including as Head of Immigration and Customs Enforcement, strengthens the Board of Directors' collective knowledge, capabilities and experience.



Pictured Back Row: Left to Right: Clarence E. Anthony, Richard H. Glanton, and Christopher C. Wheeler. **Pictured Front Row: Left to Right:** Julie M. Wood, George C. Zoley, and Anne N. Foreman.



In 2014, GEO was recognized by Women Executive Leadership as a Corporate Salute Award winner for outstanding commitment to gender diversity, by having two or more women on the Board of Directors.



Teaching Inmates Constitutional Law at Moore Haven

Written By **R.D. Oppelt, Moore Haven Correctional Facility**

Last spring, former Attorney Jack Thompson was introduced to Moore Haven administration by Faith Based Services Manager Richard Glau and began teaching a civics class to the inmates at Moore Haven Correctional Facility.

Mr. Thompson practiced law for thirty-two years, of which the last twenty years, he battled with the American entertainment industry. In that battle, he secured the first decency fines ever levied by the Federal Communications Commission. Mr. Thompson secured the first verdict in the history of the world that a sound recording, Miami's, 2 Live Crew's "As Nasty as They Wanna Be," was obscene. Mr. Thompson, along with actor Charlton Heston, persuaded Time Warner to pull rapper Ice-T's "Cop Killer" from all store shelves, worldwide.

In 1999, Mr. Thompson was the face of the nation's efforts against the marketing and sale of adult-rated video games to children. Mr. Thompson has appeared on CBS' 60 Minutes twice, NBC's Today Show eight times, roughly two hundred other national and international television programs, and even on Oprah. He has been a paid debater of First Amendment issues on roughly three hundred college campuses, and last month the BBC in England aired a docudrama about his life and his efforts against the Grand Theft Auto video games.

Listening to Jack Thompson describe his stories of teaching this program at other Florida DOC facilities, inspired the administration to incorporate the class into the current faith based curriculum, as well as open enrollment for other inmates to attend. Before the

classes even began, the enthusiasm throughout the facility grew and the fifty allotted seats for the class were filled up within days.

Mr. Thompson explained to the inmates attending this program that there would be opportunities for open debate; however, over time the debates would come from an educated thought. The course involved the history of the constitution, bill of rights, amendments to the constitution, as well as current events regarding legal issues and politics.

Even though many of the inmates attending these classes listened to the music and played the video games Mr. Thompson fought against, they respected Mr. Thompson and the work he has done. To them, the knowledge they received during this training

was invaluable. Many inmates had ideas and knowledge of what they thought was fact about the constitution or its amendments, but they now have a better understanding of the law, after taking this class.

In November, Moore Haven hosted the graduation for the first civics class. Over fifty inmates graduated from the program. Mr. Thompson spoke to the group and it was easy to recognize the impact this class and Mr. Thompson had on them.

Moore Haven plans to continue the program in the Spring, with another class of fifty. This program is also being evaluated as a core curriculum class in the Veterans' program, which has recently been added to Moore Haven Correctional Facility.

GEO Foundation & PACE Support Wounded Warriors of South Florida



In December 2015, GEO's PACE (Planning and Coordinating Events) organized a corporate raffle to give away 10 round trip tickets anywhere in the U.S., Alaska, and Canada. PACE Advisor, Eileen Roth, came up with the idea to raffle off all the Delta points accumulated by GEO last year to benefit a local non-profit organization called Wounded Warriors of South Florida. Wounded Warriors provides immediate emergency financial support to wounded warriors in South Florida.

After a few weeks, PACE was able to raise an impressive amount of \$2,800. But the giving did not stop there. The GEO Foundation proudly matched the amount raised, doubling the total donated to Wounded Warriors of South Florida to \$5,600. On January 21, 2016, Wounded Warriors Executive Director Howard Golin, and Wounded Warriors President Robert Chelberg visited GEO's Corporate Headquarters in Boca Raton Florida to pose for the check presentation.

Pictured Left to Right: Wounded Warriors Executive Director Howard Golin, PACE Advisor Eileen Roth, PACE President Millie Vargas, GEO Foundation Executive Director Pablo E. Paez, and Wounded Warriors President Robert Chelberg.



Toys for CASA

Written By **Marlene Womble-Williams, Alexandria Staging Facility**

Alexandria Staging Facility (ASF) participated in a city-wide toy drive for CASA, a division of Rapides Children's Advocacy Center which provides support and services for children in the foster care program. Thank you to the ASF team who helped to make it possible for children throughout the city to have a gift to open on Christmas day. On December 8, 2015, fifty toys/games were collected and donated. The community leaders were very appreciative for the support, and we know the children were happy as well. That is what makes the program special.

Pictured: Warden Indalecio Ramos, Sgt. Sangria Fitch, Maj. Lisa Bowen, Erin Ledet, Detention Officer Tina Giambone, and Communications Director for CASA Natalie North.

Allen Correctional Center Supports Toys for Tots

Written By **Kayla Courville, Allen Correctional Center**

On December 5, 2015, the Allen Parish Toys for Tots campaign was held at the Kinder Community Center resulting in two hundred and eighty children receiving toys and six lucky children winning a bicycle. The total amount raised this year was \$6,845. Another successful year accomplished by the Allen Correctional Center committee members! **Pictured Left to Right:** Linda Thompson, Marine and ALC employee Michael Soileau, Britney Reeves, LaSonya Fruge, Santa Brian Soileau, Samantha Jefferson, Quarshonna Chretien, Kristin Courville, Joycelyn Artis, Rachael Courville, Kayla Courville, and Angie Grundy.



New Specialized Transport Buses

New specialized transport buses provide fun and safe field trips to children

Written By **Billy Carr, Karnes County Residential Center**

The expansion of the Karnes County Residential Center (KCRC) was completed in early December 2015, and increased the capacity to 1,158 beds. The expansion created new demands to an already unique transportation mission by requiring larger capacity vehicles to provide offsite field trips. These field trips are part of the contract with the U.S. Immigration and Customs Enforcement (ICE). Field trips are provided to all children, ages four through seventeen enrolled in educational programs provided by the John H. Wood Charter School, located at KCRC. Field trips consist of going to a variety of places, such as the San Antonio Zoo, seeing a movie at the local theater, going to the park, etc.

Two New Fleet Vehicles

The transportation requirements to handle the increased school enrollment were presented to corporate officials at the end of the 3rd quarter 2015. On February 4, 2016, two new fleet vehicles were delivered to the KCRC to fulfill contractual obligations. The first vehicle is an eighteen-seat passenger bus that is ADA compliant with rear wheelchair lift system and the second bus has twenty-six seats. These vehicles do not have standard GTI security equipment such as steel cages or window bars or screens. Both buses have camera systems and digital video recorders to record all activity during transport.

Due to the unique transportation criteria, KCRC officials worked very closely with GTI Vice President Ed Stubbs and Corporate Fleet Manager Paul Gossard, to outfit and configure the bus cabins to meet ICE requirements and to be compliant with the terms of this unique contract. Both buses are outfitted with standard commercial grade cushioned seating. Each seat has a convertible child safety seat and is equipped with a DVD system with four drop down screens to provide entertainment to the children with onboard movies during transport missions.

At every loading, children are assisted into the safety seat systems either by a nurse, a teacher, or case manager, and secured into the harness system. Once this is done, the GTI drivers check each child to ensure correct application and fit to the harness system. The GTI drivers have all received specialized training and are certified child restraint seat installers. All other passengers not required to be in a safety seat, are also checked for seat belt systems being latched and secure.

For every offsite trip of this nature, an operational plan is developed and submitted to ICE for review and approval. Each trip, and vehicle, requires a minimum of one nurse, two teachers and one case manager. For control and security, GTI staff seat all adult chaperones evenly dispersed throughout the cabin to maintain order and safety of the children during transit.



To date, the field trips have been a huge success and the frequency and numbers of school aged children being transported offsite for these sanctioned activities is expected to increase in the future.

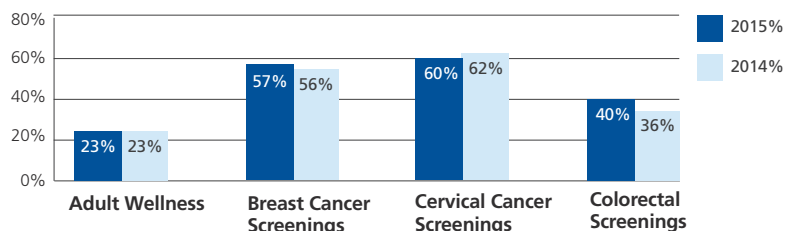
These specialized missions are in addition to normal transportation requirements for offsite medical appointments, offsite medical emergency transports and transports of residents to federal court in San Antonio, Texas or to the ICE Field Office appointments in San Antonio. The administration and transportation department are extremely proud and grateful to have these two new buses that are outfitted to meet sometimes unusual transportation requirements, added to the local fleet. The entire GTI team at the Karnes County Residential Center is dedicated to provide safe, secure and efficient transportation of our "precious cargo"-the children and mothers assigned to our facility.

Pictured Left to Right: *Transportation Manger Billy Carr, Leona Wiatrek, Linda Delgado, Darrell Hernandez and Jesus Perez.*

Reduce Your Risk Of Cancer

Written By **Susan Napolitano, Corporate HR**

Working together, GEO and its employees can achieve 100% preventive screenings for its eligible employees. But we still have a long way to go based on the percentage of tests taken in the last 2 years (See bar chart on right). **Take control of your health, and help reduce your cancer risk!**



Anyone can develop cancer, but the risk increases with age and may be greater than you think. In the U.S., approximately one in two men and one in three women will develop cancer sometime in their lives. Do you know that **ALL** health plans cover preventive screenings-- most at no cost to you?

Any cancer caused by smoking or drinking alcohol can be prevented entirely. Smoking causes about 30% of all deaths from cancer in the United States.

- ✓ Stay away from all forms of tobacco.
- ✓ Get to and stay at a healthy weight.
- ✓ Get moving with regular physical activity.
- ✓ Eat healthy with plenty of fruits and vegetables.
- ✓ Limit how much alcohol you drink (if you drink at all).
- ✓ Protect your skin.
- ✓ Know yourself, your family history, and your risks.
- ✓ Get regular check-ups and cancer screening tests.

The American Cancer Society recommends cancer screening guidelines for most adults. Screening tests are used to find cancer before a person has any symptoms.

Breast Cancer

Each year, statistical reports indicate approximately 12 employees or their spouses are battling breast cancer, yet only 57% of GEO's eligible population undergo breast cancer screenings. This is an easily screened cancer, and early detection is vital! All women should be familiar with the known benefits, limitations, and

potential harms linked to breast cancer screening. They also should know how their breasts normally look and feel and report any breast changes to a health care provider right away.

- **Women 40 to 44** can begin annual breast cancer screenings.
- **Women 45 to 54** should get mammograms every year.
- **Women 55 and older** can switch to mammograms every 2 years, or continue yearly screenings.

Colon, Rectal Cancer & polyps

Only 40% of GEO's eligible population receive their age-appropriate colon and rectal cancer screenings. Yet, statistics indicate approximately 5 individuals fight this terrible cancer every year, and it's one of the most easily detected. Early detection can make all the difference in your prognosis. Starting at age 50, all should be screened for flexible sigmoidoscopy every 5 years, or Colonoscopy every 10 years. The most common tests in your Physicians office include Yearly fecal occult blood test (gFOBT), Yearly fecal immunochemical test (FIT), or stool DNA test (sDNA). Talk with your health care provider about your history and a testing plan that's best for you.

Cervical & Uterine Cancer

About 60% of GEO's eligible population have gotten their age-appropriate cervical screenings, and we want to see this number increase. Annual statistics show that approximately 20 employees or their dependents are fighting these extremely serious cancers.

- **Cervical cancer testing should start at age 21.**

- **Between the ages of 21 and 29** a Pap test should be done every 3 years.

- **Between the ages of 30 and 65** a Pap test and an HPV test should be done every 5 years.

Women with a history of a serious cervical pre-cancer should continue to be tested for at least 20 years after that diagnosis, even if testing goes past age 65. At the time of menopause, women should be aware of the risks and symptoms of endometrial cancer. Women should report any unexpected vaginal bleeding or spotting to their doctors.

Lung Cancer

The American Cancer Society does not recommend tests to check for lung cancer in people who are at average risk. Below are screening guidelines for those who are at high risk of lung cancer due to cigarette smoking. Screening might be right for you if you meet all of the following criteria: 55 to 74 years of age, current smoker/quit within the last 15 years, and smoked a pack of cigarettes a day for 30-years, or 2 packs a day for 15 years. Screening is done with a low-dose CT scan of the chest.

Cancer-Related Check-Ups

A cancer-related check-up should include health counseling, and depending on a person's age and gender, exams for cancers of the thyroid, oral cavity, skin, lymph nodes, testes, and ovaries, as well as for some other diseases besides cancer.

People aged 20 or older should get a cancer-related check-up if you have a family history of cancer. All others should be sure to take advantage of an initial wellness visit/physical—typically at no charge to you—no matter what medical plan you have.



We have the #1 Nurse!

Written By **Marilyn Dodge, Guadalupe County Correctional Facility**

Kathy Armijo, LPN, H.S.A has been named New Mexico Corizon Health Nurse of the Year for 2015. Ms. Armijo was out on vacation when she was notified and was surprised and honored with the award, unaware that her peers had nominated her.

Ms. Armijo received Nurse of the Year for her willingness to step in and offer her talents and skills to the many sites she visits, for mentoring all new H.S.A.'s and DON's she has worked with, for her input at meetings and the way she conducts business each day, and for being a true example of a professional. Ms. Armijo was presented with Nurse of the Year plaque on October 28, 2015 by Regional Director of Nursing for Corizon Health Royanne Schissel. Attending the ceremony was her Medical Staff and Wardens of Guadalupe County Correctional Facility (GCCF), Warden Vincent Horton, Deputy Warden Thomas Foster, Assistant Warden of Finance Dominica Garnand, Associate Warden of Programs Gloria Chavez, Chief of Security Major Phillip Armijo and Captain Cedric Gauna. Ms. Armijo humbly accepted the award and gave much credit to her Medical staff. GCCF Medical department received a 100% score on their last ACA audit in July 2015.

Ms. Armijo originally from Kentucky, has lived in Tukumcari, NM for twenty-one years, making the committed 120-mile round trip daily to GCCF which is located in Santa Rosa, NM. Kathy attended Clovis Community College in Clovis, NM where she obtained her LPN in 1995, after graduation she started working at New Mexico Behavioral Health Institute in Las Vegas, NM, and started with GCCF as a Graveyard Nurse in 1999. She became the Medical Administrator in 2002, and became a Certified Correctional Health Professional the same year.

Kathy is the mentor for Corizon Health, meaning, she trains all the new Health Services Administrators for all of the facilities that Corizon Health contracts within the State. Kathy takes great pride in her team. She lets it be known that she loves her job." The entire staff at GCCF is extremely proud and grateful to Ms. Armijo for her hard work and dedication.

Morrison Credited With Saving Lives

Published In **Mohave Daily News**
(This article is shortened from the original)

A woman on her way to work is credited with spotting an early morning fire at a home on Ramar Road and helping residents escape. Bullhead City Fire Marshal Jim Dykens is calling Correctional Officer S. Morrison's actions heroic, and on Friday morning presented her with a letter of commendation, and a plaque of appreciation at a ceremony hosted by her employer, Arizona State Prison Complex Kingman.

"There were five adults, a 4-year-old girl and a dog sleeping in the residence at the time of the fire," Dykens said. "I believe it was Officer Morrison's quick action that saved the lives of all that lived in that house." Miss Morrison was driving to work when she saw the fire and called 911," Dykens said. "Then she leaned on the car horn and yelled to wake the residents inside the home. The occupants of the house substantiated the fact that the automobile horn is what woke them, and got them out of the residence in time."

"In the dark, I saw the fire sort of floating in the air," Morrison said. "When one of the residents opened the sliding glass doors, I could see the fire just roll over her head and follow her inside. I got them all to come out, and put them in my car until the fire department came about three minutes later."The fire has been ruled accidental, with the most probable cause being improperly discarded smoking materials, Dykens said.

Dykens said he believes Morrison's quick reaction saved lives. "Miss Morrison went above and beyond in providing aid to the residents and their animals. I truly believe her actions are why there were no fatalities that day. Officer Morrison is a credit to her uniform, and to her organization." Arizona State Prison Complex Warden Jeff Wrigley said, "We're very, very proud of her. The actions taken by Miss Morrison reflect well on herself, the staff, and The GEO Group, and her assistance to the community is an inspiration."



On December 1, 2015, The GEO Group assumed management of the 3,400-bed Arizona State Prison-Kingman.

On the first day of operations, the group went outside to raise the GEO and American Flag and pose for a picture. Pictured in the front row is Assistant Director of Operations, Western Region Office Gerald Morris, Deputy Warden Cerbat Unit Nick Pastella, Regional Director Training Regenia Graves, and Arizona State Prison-Kingman Warden Jeff Wrigley.

In the back row is Vice President, Western Region Office James Black, Regional Director, Operations Frank Strada, and Regional Director, Facilities Management Kevin Shadduck.

Arizona State Prison-Kingman Opening Day



Rivers Religious Services Mentoring Training

Written By **Stargel Jernigan, Chaplain Askew & Amy Gillus, Rivers Correctional Institution**

December 2, 2015, was a milestone in the mission of Rivers Correctional Institution (Rivers) to prepare their inmates from the District of Columbia for re-entry into the community. As a part of the Continuum of Care project at Rivers, a mentoring initiative was launched. The excitement began to build when Court Services and Offender Supervision Agency (CSOSA) for the District of Columbia and Prison Fellowship Ministries agreed to partner with Rivers. Not long after the initial conference call with CSOSA and Prison Fellowship, Chaplain Askew met with local pastors to discuss this initiative. On December 2, 2015, they supported the idea by not only being volunteers, but by becoming mentors as well, and attending the very first mentoring program workshop at Rivers. On the date of the workshop, nineteen volunteers, including the part-time Chaplain, Ray Faircloth Sr. attended the workshop to become mentors. The workshop was an all-day training and covered areas such as, spiritual purpose for mentoring, institutional rules, case management and re-entry, and motivational interviews. The workshop was conducted by Chris Keels, Elmira Gwynn, Rufus Felder, Isha Sharpe, all from CSOSA, and Shirley Beatty from Prison Fellowship Ministries.



What are Criminogenic Needs?

Written By **Natalie Pearl, Erica Amorim & Kasia Kijanczuk**, Continuum of Care Division, Corporate

Last quarter's *Research Corner* explained the use of risk assessments within the criminal justice system. Often, we find Criminal Justice professionals refer to risk and need as if they are the same thing. In fact, risk and needs assessments are done for different reasons and are based on discreet research and science. Assessing criminogenic needs allows criminal justice practitioners and service providers to understand the key areas of need, which if addressed, may help reduce the likelihood of continued criminality.

Criminogenic needs areas arose from years of research on the sociological theories of crime. For example, the need area of negative peer associations is directly based on the theory of differential association, which states that a person's anti-social attitudes, beliefs and behaviors are re-enforced by the people around them. What makes it a *criminogenic* need is the fact that research has shown that if a person changes who they spend time with and increases their positive peers, their likelihood of re-offending is reduced.

See far right for the list of the 'Big 8' criminogenic needs.

What about other needs? This discussion of criminogenic needs is not to argue that justice involved persons don't have other needs that must be addressed. Transportation, health, stable housing, mental health and other sustainability needs are very important to ensure that re-entry goes smoothly. Meeting only these needs, however, is not likely to reduce criminal behavior.

Research has shown the best way to reduce criminogenic needs is through the use of cognitive behaviorally based intervention. In fact, on average, a high risk offender needs over 300 hours of cognitive behaviorally based treatment.

In summary, the evidence-based Risk Principle tells us we should:

- Target Criminogenic needs -non-criminogenic needs can be planned for but resources should be focused on and prioritize criminogenic needs

- Prioritize the highest needs and plan intervention accordingly
- Intervention should be cognitive / behaviorally based

Operationally, a needs assessment should be done as early on in the process as possible and shared with as many partners as possible. Most information used to determine needs is 'dynamic' information and is subjective. Needs assessments cannot be accurately completed without the offender's full participation.

Pre-trial needs assessments are the most useful to all parts of the system. By conducting the needs assessment early in the process, it can be used in recommending conditions of community supervision and / or supervised release. These conditions often provide the incentive needed to motivate participation in a Day Reporting or Residential Re-entry Center.

Criminogenic Needs

Criminogenic needs are those needs that, if reduced, are most likely to impact the chances of an offender continuing to commit crime. There are 8 major criminogenic needs.

Eight Major Criminogenic Needs

- 1 Antisocial Thinking
- 2 Antisocial Personality Pattern
- 3 Antisocial Peers
- 4 Family/Marital
- 5 Education/Employment
- 6 Substance Abuse
- 7 Leisure/Recreation
- 8 Criminal History/History of Antisocial Behavior



Congratulations to One of The Authors:

Erica Amorim
Research Manager,
Continuum of Care

Erica P. Amorim recently received her PhD in Education Policy and Evaluation from Florida State University. Her defense was on March 14, 2016, and the graduation ceremony will be on April 30, 2016. Congratulations Erica!



Susan G. Komen Race for the Cure

Written By **Millie Vargas, Corporate HR**

“The Susan G. Komen Race for the Cure promise is to save lives and end breast cancer forever by empowering people, ensuring quality of care for all, and energizing science to find the cures.” This is the primary reason PACE (Planning and Coordinating of Events) and The GEO Group employees at Corporate Headquarters partake in the Race for the Cure, every year for the past five years.

The Race for the Cure is held every January in West Palm Beach, Florida. This year was extra special because not only was it sponsored by PACE (a team created by 15 Corporate volunteers), but Ann Schlarb, Senior Vice President, President of GEO Care, was the senior executive who spearheaded the event. We had an overwhelming number of runners, walkers and donors. This year we had triple the number of GEO employees, as well as their friends and families who volunteered.

Lori Johnson, a Credit Card Coordinator at Corporate Headquarters said, “2016 will be my fifth year as a breast cancer survivor. The year after my diagnosis there was a walk in 2012. My friend invited me to go, and I didn’t want to because I was so angry at the disease. She went and ran for me. She videotaped the survivor ceremony and sent it to me. I was so overwhelmed at the number people, all of the survivors, and how it made me feel by just watching it. Since then, I have run the Race for the Cure for the past four years. What a feeling it is to stand there, year after year, and see my husband and daughters cheering me on.”

Viola Antia, who works in the Tax Department shared, “Two and a half years ago I was diagnosed with Stage one and Stage two, Invasive Lobular Carcinoma... Breast Cancer. Beyond the shock of it all, I have to say, I’m very grateful to The GEO Group. If it weren’t for the yearly

Mammo Van visits at the Corporate Headquarters, I never would have been diagnosed in time. It has been five years since my last mammogram and I wasn’t getting one anytime soon. I endured several surgeries, chemotherapy, radiation treatment, hair loss and burnt skin; all this culminating in me being able to say I am cancer free and a breast cancer survivor. Wow! I’m a Breast Cancer survivor! Saying it still feels unreal. During this time, I have friends and acquaintances that offer to run, walk and even row in support of me and the cure. It was very kind, but when the 2014 Race for the Cure rolled around, I decided to walk for myself.

Although I’ve only been walking for a short time, this year our Corporate turnout was spectacular, as over seventy GEO employees signed up for the event, championed by Ann Schlarb. I’m pleased to know that the Susan G. Komen Race for the Cure

Charity has grown to be the most successful Cancer Charity today, and I am happy to be a part of this great cause.”

As President of PACE, I am proud to say, this year has truly been incredible. I can’t express enough how humbling the experience has been to see the number of coworkers who came with their families, friends and even dogs, to run, walk and support our GEO Breast Cancer survivors. PACE, along with the assistance of our Corporate GEO employees, raised a total of \$4,000 to donate to the Susan G. Komen organization. Thank you, Ann, for spearheading this event with PACE and thanks to all of our GEO employees who participated in this company event on January 30, 2016, to Race for the Cure.

Pictured Left to Right: Ann Schlarb and Viola Antia. Lori Johnson and Ann Schlarb.



More Toys Bring More Joy

Written By
Marilyn Dodge, Guadalupe
County Correctional Facility



Strand Theater Project in Jena

Written By **Betty Beckham, LaSalle Detention Facility**

On February 16, 2016, on behalf of The GEO Group Foundation, Warden D.C. Cole presented the Town of Jena, Louisiana, Mayor LaDawn Edwards, with a \$1,000 check to support the Strand Theater restoration/renovation project. GEO's goal is to support organizations that will make a difference in the lives of people in the communities we serve. After completion, the building will serve many different purposes to the Jena community, from hosting theater productions, to weddings, and more. Several years ago, the building's facade restoration was completed, and Mayor Edwards said this April is the projected date bids will be taken for the inside renovation. This project should take approximately eighteen months.

Pictured: Mayor LaDawn Edwards and LaSalle Detention Facility Warden D.C. Cole

The local non-profit organization, For The Spirit of The Children, once again asked Guadalupe County Correctional Facility (GCCF) for help in their annual toy drive, Toys for Joy. Toys for Joy collects toys for children of Santa Rosa who may be less fortunate than others this year. So, naturally when they asked for help, GCCF was more than happy to lend a helping hand within the community.

GCCF employees donated 64 toys in total. The representative of For the Spirit of the Children, Rhonda Chavez, picked up the toys on December 15, 2015. GCCF challenged their employees, and the goal was to fill the big wooden box provided by our maintenance department. Filling it more than half way full, GCCF came close this year. Next year the challenge just might be challenging maintenance to build a bigger box!

Pictured Left to Right:
Warden Vincent Horton, Warden of Programs Gloria Chavez, Rhonda Chavez, and Warden of Finance Dominica Garnand. Cook Supervisor Jeff Chavez.

timeline



The GEO Group, Inc.
March 10, 2016

Thank you for supporting your community, Arizona State Prison-Florence West!



13 People Like this.



The GEO Group, Inc.
March 9, 2016

Looking for employment opportunities in the Oakland, CA area? We are currently looking for Job Developers, Monitors, and more to work at our Oakland Center! Check out our job page to find out more information and apply at jobs.geogroup.com



The GEO Group, Inc.
March 7, 2016

GEO is now looking for teachers in the South Mountain, PA area to be a part of our Youth Services team.

Be a part of our story. facebook.com/GEOGroup

On December 14, 2015, Alexandria Staging Facility (ASF) staff prepared and delivered eleven Christmas dinner boxes to the Rapides Parish Counseling on Aging.

This agency provides “meals on wheels” and other supportive services to the elderly in the community. Each dinner box contained complete dinner fixings including a whole turkey. ASF staff from different departments contributed to make this event a great success. With great support and a positive mindset, the ASF team assisted people in the community during the holiday season. **Pictured Left to Right:** Marlene Womble-Williams, Detention Officer (DO) Tina Giambrone, Sgt. Jovonda Lewis, DO Sarah King, DO Joy Guillory, Erin Ledet, and Warden Indalecio Ramos.

Alexandria Supports Counseling on Aging

Written By **Marlene Womble-Williams, Alexandria Staging Facility**



WRDF/San Diego 15th Annual Christmas Party

Written By **Pat Thomas, Western Region Detention Facility**

One of the most anticipated events in our facility for employees and their families is our annual Christmas party. On December 12, 2015, our 15th annual celebration proved to be a memorable event. Tom Ham’s Lighthouse, located on scenic Harbor Island in San Diego, was our newest superb venue. One addition to the celebration was the distribution of 300 clear plastic GEO Bags, a gift used everyday by most employees. Inside each bag was an assortment of GEO products as well as a gift certificate. Door prizes consisting of GoPro cameras, Kindle Fire HD, drones, Bose speakers, Play Station 4s, and much more. While DJ Kandu provided the entertainment and rocked us with his music, attendees dined on sumptuous prime rib, swordfish, and all of the fixings. A photo booth was provided which produced some of the funniest images imaginable. There were approximately two hundred and forty employees and guests in attendance. Those on duty were also treated to dinner from a local favorite restaurant, Phil’s BBQ. A special thank you to Rosalie Smith who makes these events possible. Also, a salute to Officers Isabel Lazenby-Ortiz and Veronica Mijares, who assisted with the door prize drawings and the many others who helped decorate the chairs and tables.

General Introduction to Correctional Safety

Written By **Micheal Stanton,**
Blackwater River Correctional Facility

Fire, Safety, and Risk Managers (FSM) and Environmental Health and Health Safety Officers (EHSO) in correctional facilities work within a practical guide to achieve facility safety with heavy consideration to the American Correctional Association (ACA), Quality Improvement (QCP), and training/coaching.

The safety framework was developed to provide a way to demonstrate the capacity to provide a high level of safety reports by performing a great number of deliverable in-house inspections, quality work-orders from inspections, and third-party inspections, as prescribed by the ACA. In this position, it is time to get organized to manage your work, so your work does not manage you.

With safety organizational techniques, task and time driven inspections, and mandatory compliance, it is important to organize your work into steps, and get your filing system in order. Close enough will not work when your goal is 100% scores on initial ACA Certification, 3-year ACA re-certification inspection, or QCP, DOC, and DMS audits for your facility.

The **first step** is to organize the ACA safety requirements. Make a table of contents (TOC) in an excel spreadsheet. It will keep you on track for the items you need for your ACA requirements. Thirteen of these files are mandatory, meaning one mistake, the ACA is done, the ACA committee team will leave

the facility. Your Warden will have to reschedule, repay the fee, and try again.

The **second step** is to organize all the third party inspections for certification and compliance. Make yourself another excel spreadsheet for Facility Required Inspections. This will allow you to plan by date driven deliverables.

The **third step** is all the monthly inspections. Organize these monthly deliverables so they are never missed. These are not so much date driven, but are certainly required, so use your calendar to your benefit.

Your filing system should match your weekly, monthly, semi-annual, and annual inspections for easy to reference hard copy. However, in today's world, it is best practice to scan and save the files on your computer for your records.

Safety Data Sheets

There are other areas to manage, like the safety data sheets ((M)SDS). Develop a TOC for each area and make a master list for all SDS areas. Manage the (M)SDS by TOC and by area using excel and word. For any change, edit your excel/word TOC, print it, take a copy of your new (M)SDS sheet, and make the change in the SDS notebook. Once organized, it takes less than 10 minutes to make any change.

Fire Drills Matrixes

Are you running a matrix to conduct practice fire drills for

every shift, for each quarter? This looks like double dipping of paper work, but when you are asked to provide proof of where you are at with your fire drills for the quarter by the Fire Marshall, it is impressive to print an excel sheet with all your matrix dates and area driven information for that quarter.

Questions about facility safety can include, are you doing the right things? Are you doing them timely and well? Are you continuously improving your performance and getting the desired results?

ACA considers the right things to be those important functions that are mandatory and required, have an ACA Policy Number assigned, and have both primary and secondary documentation requirements maintained. These important functions affect the quality of service delivered by the Correctional Facility. A Fire, Safety, and Risk Manager/Officer who can perform these functions well within the facility and for the organization will increase the likelihood of obtaining the desired outcomes.

Workplace safety encompasses general safety management, life safety, equipment safety, building security, (M)SDS Safety for hazardous materials, NFPA, NEC, OSHA 1,910 general standards, and FEMA with emergency and disaster preparedness in mind. Even the fire alarm and

fire suppression systems fall under the responsibility of the Safety Manager.

Correctional facilities are no different than safety in general industry, with one major exception, we have inmates to take care of and provide safety to covering the three C's: care, custody, and control (*Reference Correctional Officer Training*). With industry and hazards, the following is a partial list that lays out how correctional facilities are just like the general industry:

1. Industrial hazards
2. Medical hazards
3. Traffic hazards
4. Inmate hazards are where we are different: Be alert! Be aware of your surroundings.

Conducting and managing a safety committee and a Workplace Violence Prevention (WVP) committee are ways to manage and communicate safety related incidents and a way to review in a leadership setting.

One caveat worth mentioning is the concepts, standards, inspection tools, reports, and techniques associated with a systematic approach to improve are not ends in themselves. Constructive and practical improvement in the work we do will emphasize and demonstrate positive results. Top performance takes work.

Food Cost Control Measures to Improve Blackwater's Kitchen

Written By **Michael Stanton, Blackwater River Correctional Facility**

Operationally speaking, every department should go through self-evaluations to improve. This method ensures positive growth through planned actions. Even though I am the Fire, Safety, and Risk Manager at Blackwater River Correctional Facility (BRCF), I was asked by my Warden to manage the Food Service department operations until we were able to hire a new Food Service Manager. Inventory control improvement was only one of my departmental evaluation elements for process control improvements.

We asked ourselves, why did it take several hours to perform a weekly inventory? Why were the monthly inventories past the 3% standard? Why did it take five hours to complete a monthly inventory? Why were the weekly inventories not balancing from week to week? Why was there so much traffic in dry storage? All valid questions that required a solution.

The goal was to make everything fit into one dry storage room and limit access. Part of pre-planning was to implement a planned pre-pull for breakfast, lunch, and dinner (24 hours before prep) based on the Florida Department of Corrections menu, and secure it in a controlled locked room, also with limited access. Measuring the 50lb sacks of dry food was key to the successful reorganization. Why you ask? You need a rack system that is capable of stacking 50lb bags of dry food end to end without any hang over. BRCF tripled the shelf space in the main dry storage room using this method and all three separate storage areas are now one.

The below pictures reflect the before and after of the new inventory management room. We did not stop there. All the food had to be palletized and moved out. We printed the inventory sheets from Adaco for BRCF, and we organized the dry storage by the inventory sheet. With this management of inventory process change, we went from several hours, to performing a weekly inventory at 45 minutes.

Our future goals will be the monthly inventory and to implement an accurate daily inventory control for a balanced inventory. With this change, BRCF greatly increased the clear floor space by not having a center storage row. The optimized change will allow for standardized par orders by product to be developed and posted per product, and future barcoding will be accomplished by positing right on the orange rail. My advice to department Managers is to leverage your time to focus on important issues and to be rigorous in your department self evaluation to obtain your desired results.



First Holiday Exposé

Written By **Thomas Gerling, Desert View MCCF**

On December 16, 2015, Desert View MCCF held its very first holiday exposé. The purpose of the exposé was to reveal the beautiful array of work from the talented inmates. These inmates have talents that extend from music to art. The inmates also emphasized restoring their lives through self-examination and education. In attendance, were some inmates, administrative staff, security staff and guests from the community. There were performances by the inmate Choir and Quartet, who serenaded Christmas music. The NA/AA and the Re-entry groups performed skits, which were followed by an inmate art contest. The overall winner of the art contest was a portrait of Robin Williams. While the guests were viewing the artwork, there was an inmate Jazz performance. It was a very festive occasion for all!

SPOTLIGHT ON Air Mission Flight Team Member Jatinder Singh

Written By **Dayle Nelson,**
Northwest Detention Center



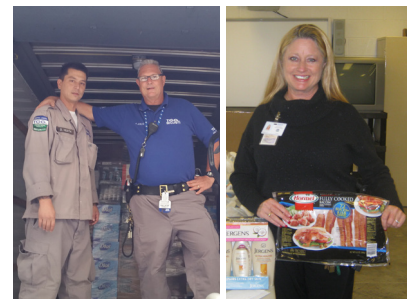
What exactly does it take to become a member of GEO's elite air mission flight team? We asked Jatinder Singh, Information Systems Specialist at Northwest Detention Center in Tacoma, Washington. He is a ten-year GEO employee, and is in his sixth year with the flight team.

First of all, it's not a job you apply for. Individuals are recommended to the air mission flight team by the Warden and Associate Warden of each facility. Potential candidates must exemplify the professional discipline and demeanor required for the post. It takes team work, dedication and focus to carry out flight missions. A typical mission involves waking at 2:45 am, arriving at the tarmac, inspecting the plane, organizing inmate property, and verifying the plane is provisioned with food and water. Once inmates are seated and on their way, team members are constantly moving through their assigned areas, checking restraints at regular intervals, providing escorts to the restroom, distributing meals, and making sure everything runs smoothly. Singh smiles and says there is no clock watching or boredom. At the completion of a mission, it is not uncommon for 16-18 hours to have passed. It takes everyone pulling together to ensure a safe, successful mission.

Safety and security are top priorities when transporting inmates by air. Two days before the mission, team members travel from around the country to the mission departure point. Singh has flown ten missions from state and federal facilities in Arizona, Kentucky, Alaska, Michigan and Colorado. The day before mission departure, team members spend time in briefings, visit the facility, collect all necessary paperwork, and review inmate profiles. Knowing each inmate's history is critical in developing the safest seating arrangements possible for the flight. Each team member is assigned specific duties and areas of responsibility. Just before takeoff, Scott Fitch, Officer in Charge for air missions and Associate Warden at New Castle Correctional Facility, comes aboard to address inmates regarding what is expected of them during transport.

The most common tools used by team members to manage inmate behavior are IPC (Interpersonal Communication) skills. Good two-way communication with inmates is the best way to de-escalate most situations. In-flight movies serve as an effective distraction tool to keep inmates occupied.

When asked what makes this work rewarding, Singh replies, "I love everything about the team including the members and leaders. We are like a family. I am proud every time a mission ends successfully. You don't get to do it every day. It's a privilege to be part of it. You sacrifice your family time, but at the end of the day, you know you have done what you trained for." He likes how his 5-year-old son sums up his air mission work, "My dad takes the bad guy to the jail."



Sam's Club Fundraiser

Written By **Beth Fagenbush,**
Central Arizona Correctional Facility

On October 29th, 2015, Central Arizona Correctional Facility held their first Sam's Club inmate fundraiser and it was a huge success! The inmates were able to order from a shopping list that included personal hygiene items, cereal, frozen appetizers, and a large variety of snacks.

Three hundred and fifty-nine inmates participated, with a spending limit of \$200 per inmate. This fundraiser event enabled the inmates to donate over \$18,000 to the Arizona Burn Foundation-Camp Courage. Camp Courage is a week-long camp where children ranging in age from 6-17 can be around other burn survivors. Most families can't afford the cost for their child to attend the camp, due to the house fires they have survived.

The \$18,142 donation from Central Arizona Correctional Facility will be able to send fifteen children to camp in June 2016, and allow them to forget about the pain and loss for a little while.

Wheels For The World Program At Kingman

Written By **Steven Marsh,**
Arizona State Prison Complex-Kingman



The twenty-nine inmates that work in the Wheels for the World program in Kingman restore old, discarded wheelchairs to like new condition. Once restored, those wheelchairs are sent out in batches of two hundred in cargo containers that sail to third world nations around the world where they are fitted to individuals in need of a wheelchair.

Last year, there was a special request from the Joni and Friends Ministry. The Ministry was searching for a special wheelchair for one little girl in Tanzania named Maria. The wheelchair had to be a certain size and able to have the proper body supports for Maria. The other special request for this wheelchair was after it was completely restored, it had to be able to break down and fit into a box so it could be taken on an airplane heading to Tanzania. The Ministry was going to make a special trip and fit this wheelchair for this girl.

Program Coordinator Steven Marsh spent one morning going through his inventory of wheelchairs, searching for what he figured was the best fit for Maria. Out of the hundreds of wheelchairs in the shop, there was only one chair that met all of the criteria. The inmates of the Wheels for the World program then restored the wheelchair like they do all of the others on which they work.

Maria's story is one of many. Each wheelchair has a story to tell; each wheelchair is important because each wheelchair is a life changed. On January 29, 2016, the Kingman Wheels for the World program loaded another cargo container with two hundred and one wheelchairs. Those wheelchairs are now on their way to Ghana. With this load of wheelchairs, the inmates in Kingman have restored and shipped out over 5,000 wheelchairs in the past four years that the shop has been running. That is 5,000 lives changed, 5,000 families helped.



New Castle Awarded The 2015 Special Olympics Commissioner's Cup

Written By **Kevin Jackson,**
New Castle Correctional Facility

In 2013, Special Olympics Indiana and the Indiana Department of Correction (IDOC) created a Commissioner's Cup trophy to be awarded annually to the correctional facility who was the top fundraiser for Special Olympics. In 2013, New Castle Correctional Facility (NCCF) raised \$7,850 and was awarded the very first Commissioner's Cup trophy. In 2014, NCCF was awarded the Commissioner's Cup for the second year in a row for raising \$8,102. In 2015, NCCF raised over \$10,000 for Special Olympics, and was awarded the Commissioner's Cup for the third year in a row.

As in the years past, NCCF remains involved with Special Olympics, and while we certainly enjoy the competition and camaraderie with our Law Enforcement and Department of Correction friends, we stay focused on the real reason, the athletes.



The GEO Foundation & Aurora Support Boys Hope Girls Hope

Written By **Bradley Stelter, Aurora Detention Center**

Aurora Detention Center supports Boys Hope Girls Hope, a non-profit children's services agency dedicated to helping children-in-need realize their full potential through education. Their goal is for all the children and young people in their care to complete a college education, and then put their education to work for the benefit of their families and communities.

Boys Hope Girls Hope has a commitment to the children who are accepted into the program. There are residential housing programs to provide a safe environment in which to live and learn basic values of integrity, honesty, respect, self-worth, sharing, compassion and responsibility. The children are provided with social and emotional guidance needed to choose their own paths and reaching their full potential. Instilling the belief that a spiritually and active faith lifestyle are essential elements of a healthy personal development. As well as, providing an educational program through college. Enabling these children to grow into productive adults helping to build a strong and vibrant community.

Mrs. Mary Frances Tharp, Executive Director of the Denver Branch, is an active member of Aurora's Community Relations Board and provides invaluable insight from the community's perspective. Since 2013, The GEO Group's Aurora Detention Center has been a strong supporter of Boys Hope Girls Hope. On November 19, 2015, Warden Johnny Choate, Assistant Warden, Operations Dawn Ceja and Assistant Warden, Administration and Finance Barbra Krumplemann presented Mrs. Mary Frances Tharp with a check for \$5,000 for Boys Hope Girls Hope on behalf of The GEO Group Foundation. We believe in the work this organization provides to our community and The Aurora Detention Center is proud to support Boys Hope Girls Hope!

Adelanto Christmas Celebration

Written By **Susanne Romero, Adelanto Detention Facility**

This year, Adelanto's GEO Christmas parties were a hit. With a new committee on board, we opted to hold two separate Christmas events to accommodate employee hours and employee entertainment preferences. Both parties were held at the ballroom in Silver Lakes. GEO's adults only party was held on December 18, 2015, and had a turnout of one hundred and ten adults. Employees enjoyed a dinner buffet, dancing, prizes, and captured memories all night using costume décor and taking pictures at the photo booth.

Adelanto's family Christmas party was held just a couple days later. The Sunday morning brunch was attended by one hundred and twenty employees and their families. Activities such as cookie decorating, Christmas crafts and a fun filled photo booth were available throughout the event. Mr. and Mrs. Claus made a surprise visit and were greeted by a flock of excited children. Each child was given a Toys 'R' Us gift card and the young adults received Visa gift cards. Tena Nevarez stated, "This year's GEO Christmas celebration was exceptional. My husband and I had a great time and it was awesome to see all the effort that went into the Christmas party! I left the party feeling appreciated and well taken care of by GEO." This year's new committee pulled off two amazing parties in just a short period of time. The idea of having two separate parties seemed to work well and resulted in a larger crowd turnout.





ACHSA Conference

Written By **Regina Blackmon & Tammy Bailey, Riverbend Correctional Facility**



One year ago, while attending the annual conference, Tammy Bailey, HSA, from Riverbend Correctional Facility, was nominated as President of the American Correctional Health Services Association South East Region (ACHSA) by Clyde Maxwell Director, Medical Association of Georgia. She was unanimously selected to serve as President of the Association. GEO and ACHSA both represent excellence, hence one of the reasons Tammy is so proud to serve in both capacities. ACHSA is a national association whose members share the unique vocation of providing medical, mental health, and dental health care for incarcerated individuals. ACHSA members include Administrators, Nurses, Physicians, Psychiatrists, Nurse Practitioners and Physician Assistants, Mental Health professionals, Medical Assistants, Administrative and Ancillary personnel who work in a correctional setting, as well as those individuals and companies that support our efforts.

With the assistance of the board, Tammy located the perfect venue, speakers and vendors for the 2015 ACHSA Conference. The ACHSA South East Region conference was held September 18-20th, 2015, in Savannah, Georgia, at the Marriott hotel. The conference theme was "Expanding the Possibilities."

This year's conference included topics and presenters that echoed the Continuum of Care for the Offenders initiative. Continuum of Care helps educate offenders on wellness and positive choices that ensure a healthy lifestyle as well as treating their current medical conditions. Some of the presenters and topics were *Professionalism and Ethics* by Riverbend Correctional Facility Warden Fredrick J. Head, *Neurobiology of Addiction* by Manuel Montes de Oca MD, *Prison Terminal: The Last Days of Private Jack Hall* by Edgar A. Barens, *Telerehabilitation in Correctional Facilities* by Kevin Woods, MS, PT, and John A. Martin MPT, ATC, and *The Prison Rape Elimination Act of 2003* by Keith Kelly BS, MS, LPC, just to name a few.

Raffles and various team building exercises were incorporated into the conference. The first team building exercise started during registration/meet and greet. The winning team included Riverbend's Warden Head and Robert A. Deyton's RN Judy Haskins and LPN Christine Carmichael. The top supporter for the 2015 conference was Dave Donahue, The GEO Group's Senior Vice President and President, GEO Corrections and Detention. We are looking forward to next year's annual ACHSA's Conference, which Tammy and the board are currently planning!



7th Annual Volunteer Appreciation Dinner

Written By **Donald Bowen, Robert A. Deyton Detention Facility**

On November 5, 2015, the Robert A. Deyton Detention Facility (RADDF) held its seventh annual volunteer appreciation dinner. The First Baptist Church of Lovejoy has allowed RADDF to use their fellowship hall for the past seven years. Chaplain Bowen was the master of ceremonies for the evening. He opened the dinner with a heartfelt and grateful welcome to all the facilities volunteers and the support staff from the facility. Warden Tillman told the volunteers he and the facility consider each of them an important part of the facility's success. Ms. Fraser, an ex-inmate, spoke to the volunteers telling them how they changed her life and how much their ministry means to the inmates.

Attendees included our volunteers, facility staff members, Clayton County Chairman Jeff Turner, Clayton County Police Chief Michael Register, Deputy Chief Gina Hawkins, Lovejoy Mayor Bobby Cartwright and Lovejoy Police Chief Mark Harris.

The Chaplain and the Warden presented the Volunteer of the Year Award to Mr. Brock H. Penner. Mr. Penner has been with the facility as a volunteer since the first day, providing programs for the volunteers. Certificates of appreciation and gifts were given to all volunteers.

Recognizing Domestic Violence Month

Written By **Denise Seltz,**
Robert A. Deyton Detention Facility

On October 29, 2015, Robert A. Deyton Detention Facility gave their support to the National Domestic Violence Awareness month. The staff were encouraged to wear purple, and staff were issued purple wrist bands and purple awareness lollipops. Staff were given information to take with them to help further educate them and to help them become more aware of the warning signs of abuse. *Please speak up if you suspect domestic violence or abuse!*



Pictured Left to Right: Jan Cash, Deondria Richardson, Denise Seltz and Wayne Woods. **Second Row:** James Jones, Ralph Hill, Danny Horton, Barbara Virkstis and Charlotte Johnson. **Middle Row:** Garry Ross, Quintella Hauser, Bonetha Steverson, Lenore Charlton, Wanda Rowell, Myra Holmes, Chaplain Don Bowen, Warden Randy Tillman, Jimmy Huff, Michael Lovett and Chief Herbert Walker.



Guadalupe and Lea County Donate Blankets to Seniors

Written By **Marilyn Dodge, Guadalupe County Correctional Facility**

On December 22, 2015, local residents of the Los Amigos Nursing Home in Santa Rosa and the lunch crowd at the Senior Citizens of Puerto De Luna, got a Christmas surprise, and were given quilted and crochet lap blankets from Guadalupe County Correctional Facility (GCCF).

Recreation Director Carlos Gonzales and Assistant Warden of Programs Gloria Chavez dropped by the Los Amigos Nursing Home and distributed crochet lap blankets made by inmates of the crocheting class at GCCF. The blankets ranging in colors and patterns, were packed up and delivered to all residents who were surprised and very grateful for the blankets. The excitement and some giggling of being able to pick out what blanket they wanted made us smile. After leaving the nursing home, we visited the Puerto De Luna Senior Citizens Center. We brought along both crocheted blankets and quilted blankets made by the inmates at Lea County Correctional Facility in Hobbs, New Mexico. A huge thank you goes to Mr. Cooper for helping to make this happen! We met with Ms. Angie Moncayo, Director of the senior center, to let her know why we stopped by. The ladies of the center were quite impressed with the quality of work in these blankets. Recreation Director Carlos Gonzales stated, "Not only are these blankets going to be used by those who appreciate and need them, but the inmates are learning a valuable skill they can take with them when they transition back into the community after their release."

The Christmas Spirit on display at GCCF

Written By **Marilyn Dodge, Guadalupe County Correctional Facility**

Each year, Guadalupe County Correctional Facility (GCCF) has a pod decorating contest at Christmas time. Therapeutic Community Director Ms. Anna Lucero once again spearheaded this year's competition. Each housing unit chose their theme ranging from Minions, to Charlie Brown, M&M's and New Mexico traditions. Ms. Lucero feels this competition plays an important part in helping inmates cope with not being with friends and family during this time of year. Each housing unit had a representative explain their theme, and how it related to what they as a group or individually feel what Christmas means to them. There were five judges from the community of Santa Rosa who came and were impressed with the talent and ingenuity being displayed.

There are too many pictures to share, but I will share what it was like to walk through the Housing Units. Three words came to my mind during the tour: faith, hope and love. HU3 Honor pod was like walking through Old Town in Albuquerque, NM, with Adobe home fronts and the farolitos made from milk cartons lining the roof tops. In HU1C, came a variety of minions, a giant Santa and winter wonderland. HU1D had an M&M theme, with life size M&M guys and gals.

In HU1E, it was a true Charlie Brown Christmas. The judges were asked to listen to a live performance of a rap song written and sung by inmate Luis Riley and a poem written and read by inmate Mario Sedillo. HU2A had a life size manger with a star, an Eiffel Tower in red, white, and blue napkins cut to look like snowflakes. Each occupant of the pod signed their name on a United We Stand mural symbolizing their stance against terrorism and support of Paris and the victims in the recent Paris bombings.

In HU2B, it was a Grinch themed Christmas with a village of ginger bread houses and ginger bread men skating on an ice pond, being overlooked by a life size Grinch. In HU2C, there was a touching tribute to St. Jude Children's Hospital. A white background poster hung with a silhouetted child with praying hands. Each resident of the pod signed the poster and a donation collected by the inmates of the pod was given to Assistant Warden of Programs Ms. Gloria Chavez to be given to St. Jude Hospital. One mural left us a speechless, with little Lilly Garcia, who was tragically killed in a road rage incident in Albuquerque, NM. Inmate Lyle Apachito sketched a life size drawing of Lily with her angel wings. HU2E greeted you with a card board burrito stand and chile ristras.

Unfortunately, the descriptive version of the tour does not do justice to the artwork and talent on display throughout the tour. We all left the tour with a deep appreciation for the Christmas Spirit, and a realization of Christmas magic.



Santa in Santa Rosa

Written By **Marilyn Dodge, Guadalupe County Correctional Facility**

On December 5, 2015, Guadalupe County Correctional Facility (GCCF) employees celebrated Christmas at the Blue Hole Convention Center. The GCCF family came together with their friends and family and had a great time eating, laughing, dancing and spending time together.

The event kicked off with a conversation on Santa's lap. During dinner, the 3rd and 4th Quarter employee, Officer and Supervisor Awards were announced. After dinner, the children had a dance contest and local elected officials were the judges. Correctional Officer Cadet Moses Bibbs stole the show with his solo lip sync dance. A great time was had by all, with this year's focus being on the children and family time. GCCF would like to thank The GEO Group, because of GEO, GCCF was able to provide a wonderful experience for the entire facility and their families.



Aurora Takes The Special Olympics Polar Plunge!

Written By **Bradley Stelter,**
Aurora Detention Center



February 20, 2016, was a typical Colorado winter day. The air temperature was 47 degrees, and the water was a toasty 36 degrees. More than two thousand people turned out for the 7th Annual Special Olympics Polar Plunge at the Aurora Reservoir in Aurora, Colorado. This year is team GEO's third appearance, raising over \$8,660, through bake sales, taco bars, and donations from the generous hearts of the GEO family at the Aurora Detention Center. Team GEO won the right to be first in the water again this year by being the top fundraising team for the second year in a row! Thirty team GEO members went into the water this year. Team GEO sent three waves of screaming volunteers into the frigid waters of the reservoir and made the cold water plunge look like a piece of cake.

The Aurora Fire Department Water Rescue Team was standing by just in case and special tents had been set up with high power propane heaters to help the plungers warm up. This year, the fundraising event brought in \$80,000 for the Special Olympic Athletes of Colorado. Team GEO was led by Warden Johnny Choate, Chief of Security Jamie Davis and Assistant Warden Finance and Administration Barbara Krumpelmann whose drive and determination behind the scenes kept everyone going. Team GEO consisted of the following families: Choate, Krumpelmann, Ceja, Davis, Todd, Howarth, Dittmar, Hulongbayan, Musenero, Smith, Tabbilos, Tochtrop, Huerta, and the Teixeira family. Team GEO also consisted of M. Furst, S. Schumacher, J. Hill, S. Blatnik, T. Junker, T. Tarin, S. Gallegos, D. Jones, M. Cooper, Z. Gann, D. Wooten, S. Kennedy, J. Hines, P. Pinkonsly, J. Beatty, R. Kvasnicka, B. Stelter and were supported by all of the facility's employees and their families. On March 2, 2016, The Law Enforcement Torch Run (LETR) for the Special Olympics selected Aurora Detention Center as the LETR Champion of the Quarter, with recognition to be in the March 2016 LETR for the Special Olympics Guardian of the Flame newsletter.



Christmas at Naomi Heights Nursing Home

Written By **Marlene Womble-Williams,**
Alexandria Staging Facility

On December 23, 2015, Alexandria Staging Facility staff visited their adopted nursing home, Naomi Heights, to spread Christmas cheer. The staff brought over one hundred gift bags filled with socks, fleece throws, hand sanitizer and slippers to give out to the residents at the home. These items were purchased with money raised by various fundraisers throughout the year. What a wonderful way to end 2015!

Pictured From Left to Right:

Sherry Welch, MAJ Lisa Bowen, Detention Officer Sarah King, Detention Officer Amy Piechoki, Activities Director Julie Harrison, Margaret Gagnon, Marlene Womble-Williams, Detention Officer Whitney Powell and Detention Officer Jose Rodriguez.



Photo Credit: The Yarram Standard

Supporting a Vital Community Service

Written By **Regina Regulska,**
Fulham Correctional Centre

Located less than an hour's drive from Fulham Correctional Centre (FCC), the Woodside Beach Surf Life Saving Club is located on Victoria's south-eastern coastline. The area marks the commencement of the famous 90-Mile Beach, one of the longest uninterrupted beaches in the world. With one hundred million visitations to Australian beaches per year, surf lifesaving clubs play an important role in the safety of swimmers along the 36,000 km of coastline and around 12,000 beaches.

The Woodside Beach Surf Life Saving Club is affiliated with Surf Life Saving Australia, which represents the largest volunteer movement of its kind in the world, having 169,633 members and 313 affiliated clubs.

Formed in 1968, the Woodside Surf Life Saving Club is the newest surf lifesaving club in Victoria, and whilst the local shire funds two life guards to patrol the beach during the summer season, the club relies on volunteers and donations to keep it going. Like most surf life-saving clubs, the Woodside Beach Surf Life Saving Club offers a Nippers Program for youngsters. It is an activities based program for those aged between five and thirteen, which teaches safety at the beach and provides a grounding in lifesaving skills in a safe environment. The club regularly hosts junior lifesaving carnivals with competing teams from the district.

Following a recruitment drive and a lot of hard work

by club members, the Nippers Program expanded significantly this season. FCC General Manager Trevor Craig went along to one of the nipper's sessions and was impressed by the program and the patrolling members who were assisting the group.

"We were approached by the lifesaving club to sponsor it in some way and we agreed it was a great organisation whose ideals were similar to ours," Mr. Craig said.

Club President Terry Ollington acknowledged the previous support The GEO Group had provided through the FCC with the provision of manufactured items from its metalwork and woodwork industries which had signifi-

cantly reduced costs associated with their equipment shed, as well as improvements to the clubhouse.

Mr. Ollington said in addition to this support, GEO donated another \$1,500 this season, which was used to purchase boards for the nippers. "We consider ourselves extremely fortunate to have a company like GEO recognise the importance of the services we provide to the community and be willing to assist us."

Pictured: Woodside Beach Surf Life Saving Nippers Program coordinator Brydie Hurrell, Nippers participants Brady Einsiedel and Ashton Janssen say thank you to FCC General Manager Trevor Craig for the boards which the club purchased with the company's donation.

Inmates with New Zealand and Samoa heritage participated in the traditional Waitangi Day at Arthur Gorrie Correctional Centre. About forty inmates offered a range of Maori songs and traditional Maori Kapa Haka performances to mark the historic 1840 Treaty of Waitangi when representatives of the British Crown and more than five hundred Maori chiefs signed what is often considered to be New Zealand's founding document.

Guests at the centre were welcomed to country by a didgeridoo performance by two Indigenous inmates from the Mununjali – Wakkawakka people.

Representatives from various organisations and Maori communities

in Brisbane attended, including the Koha Shed Australia, 4 EB community radio – Maori radio, Pasifika Women's Alliance, Heilani Productions and the Hope Centre Services.

The centre's Education Officer Kalisi Bese, who coordinated and organised the event, said, "It is important at Arthur Gorrie that we take into account, cultural values and principles in the assessment, treatment, management and rehabilitation of inmates of Maori and Pacific heritage"

Centre staff who also assisted in the organisation of the day included the multicultural centre staff, Employment Officer Aleisha Maher and Corrective Services Officer Norman Hill.

Inmates Celebrate Historic Signing

Written By **Selena Landman, Arthur Gorrie Correctional Centre**



Pictured Left to Right: Back Row: Pae-Wai Puketapu (The Koha Shed Aust), AGCC General Manager Troy Ittensohn, AGCC Programs Officer Kalisi Bese, Lele Puketapu (The Koha Shed Aust), and Ranandy Stanley (Multicultural Liaison & Community Development Coordinator–Hope Centre Services.) **Front Row:** Wynn Te Kani (Pasifika Womens Alliance & Maori Community Radio), Marama Rose Smith (Maori Cultural Protocol–Heilani Productions), and AGCC Employment Officer Aleisha Maher.

GEO Group Focuses On Growing Youth

Published In **The Southern Cross**
(This article is shortened from the original)



Seven of Junee shire's best and brightest received recognition for their efforts. The GEO Group's Youth in Focus scholarships aim to support the development and growth of young people. From the 18 applicants, seven across the fields of academia and sport were recognised. Elisha McDermott and Hayley Hackett received the full scholarship, while Ben Turner, Caitlin Guinan, Braydon Lancaster, Natalie Puttock and Lilly Hogan received a part scholarship.

"We're focused on Junee and bringing skills back to Junee, or helping people in Junee through mentoring, training or supporting a sport in town," GEO's HR Manager Kelly Eisenhauer said. This year, Elisha McDermott will head to the University of Newcastle to study teaching. She said the scholarship would make a big difference and thank GEO for their corporate citizenship. "It's highly appreciated, it will go a long way to helping me in my studies," Ms. McDermott said. When she graduates, Ms. McDermott said she aims to return to Junee High to teach students.

Possum Partners

A unique partnership between Junee Correctional Centre and TAFE NSW Riverina Institute

Written By **Haley Robertson, Junee Correctional Centre**

A unique partnership between Junee Correctional Centre and TAFE NSW Riverina Institute will result in orphaned and injured Riverina brushtail possums being released back into the wild with a greater chance of survival.

Due to the Centre's *Transforming Lives: Inside and Out* inmate education and training program, twenty-five possum boxes have been constructed and donated to the local branch of WIRES (Wildlife Information, Rescue and Education Service.)

According to WIRES's Glenda Pym, the boxes will significantly increase the survival chances of these Australian natives.

"Possums compete with each other and other wildlife for tree hollows to set up home and invariably there are never enough hollows to go around.

"With these design specific boxes, the possums will have ready made homes in which to make the transition back to the wild," she said.

"Over the past year our rescuers and carers have responded to numerous

calls to assist possums with around twenty requiring ongoing care for between one week to four months, depending on the nature of their misadventure.

"Many are orphaned as a result of motor vehicle impacts and remain in care until they reach an appropriate age and weight for release," she said.

While in care, they are housed in the boxes so when they are released into the bush, in that box, they have familiar surroundings.

"We are incredibly grateful to the Junee Correctional Centre for its support," Ms. Pym said.

The partnership between Junee Correctional Centre and TAFE NSW Riverina Institute was recently nominated for the NSW Premier's Awards in the Public Service category.

Pictured Top: Riverina WIRES Representatives Ellen with one of the baby possums that will soon benefit from the possum boxes.

Pictured Bottom: Offender Services Manager Trevor Coles and Ellen with one of the possum boxes.





Painting for Financial Freedom

The program now offers inmates an opportunity to sell their artwork whilst in the centre

Written By **Regina Regulska, Fulham Correctional Centre**

Twenty-two pieces of artwork contributed by fourteen current and four former inmates from Fulham Correctional Centre were among 140 works on display at the 2016 Confined 7 Art Exhibition held at The Gallery, St Kilda Town Hall, as part of the Yaluki Wilum Ngargee annual Indigenous Festival.

The Confined exhibition is the major public event for the Statewide Indigenous Arts in Prisons and Community Program which is delivered by The Torch organisation to Aboriginal and Torres Strait Islander people in all Victorian prisons through Corrections Victoria.

The Department of Justice and Regulation has committed to the ongoing funding of the program which focuses on the role of culture and cultural identity in the rehabilitation of Indigenous inmates, and supports the development of self-esteem and confidence through the production of artwork.

Reintegration outcomes for Indigenous artists post-release may be improved by a recent change in the program, which now offers those participating the opportunity to support themselves financially by selling their artwork whilst in the centre.

Under Victorian law, this was previously not possible until their release from custody.

The interest in and quality of pieces submitted by the Fulham artists was demonstrated by the number which sold at this year's exhibition. The artwork included nineteen acrylic on canvas paintings, one pen and ink on paper, one 14.5 x 8.5cm painted emu egg and a set of three ceramic, kangaroo skin.

The majority of the proceeds from sales is held in a trust account for the inmates and any interest earned by the trust is awarded to a Victims of Crime fund. The artist's funds will be made available

upon release to support their transition from the centre to the community. Financial assistance for family's health and education expenses may also be accessible prior to their release.

Among the special guests at the launch of Confined 7 were Corrections Victoria's Commissioner Jan Shuard, Chairman of The Torch Project former Premier Jeff Kennett, Aboriginal Programs Unit General Manager Tim Kanoa, Uncle Jim Berg and City of Port Phillip Mayor Bernadene Voss. GEO was represented at the opening by Senior Education Officer Chris Paynter and Aboriginal Liaison Officer Amy McLardy.

Facelift for an Old Railway Station

Written By **Regina Regulska,**
Fulham Correctional Centre



The Traralgon and District Art Society is delighted with their newly restored working studio and art gallery which was formerly the town's railway station. The old building has undergone a major facelift and has drawn admiring comments from train travellers who watched the transformation from the platform waiting area of the railway station directly opposite.

The Traralgon and District Art Society was formed in 1982 and in 1998, the group gained access to the old railway station, refurbishing it into a pleasant working environment which offered various art activities for its members.

In late 2014, many years after the initial refurbishment, Ms. Nola Matthews contacted the Fulham Correctional Centre in the hope that assistance could be provided with the restoration of the Art Society's leased premises. The works included the complete repainting of the internal ceilings and walls and external weatherboard cladding and fascia of the building. Ms. Matthews, the Project's Coordinator,

kept in touch with Fulham's Industry Manager Ian Riley and regularly commented on the excellent work done by the work crew, and in particular their commitment to the project.

The building's fresh new look was largely achieved through the concerted efforts of a group of enthusiastic workers from Fulham Correctional Centre's Nalu Community Work Crew who put in a total of 420 man-hours of community service during the twelve months it took to complete the task. The Traralgon and District Art Society is very proud of what has been achieved, and with the upcoming review of their lease, they are hoping to be successful in obtaining a much longer term than their current twelve months. This will enable the society to continue to provide the community with the opportunity to visit a working art studio where innovative art work can be viewed in progress to completion.

Pictured Left to Right:
Project Coordinator Nola Matthews and Industry Manager at Fulham Correctional Centre Ian Riley.



Innovative Access Project

Written By **Regina Regulska, Fulham Correctional Centre**

An outdoor table and seating area alongside the Visitors Resource Centre at Fulham Correctional Centre has been constructed with accessibility in mind for persons confined to a wheelchair.

The idea originated from an initiative to link metalwork and woodwork in both vocational and innovative ways. The men in both workshops were asked to come up with ideas for a piece of furniture that could be designed and manufactured utilising both steel and wood.

The winning project was an outdoor octagonal table with bench seating.

To expand its use, the Industry Manager Ian Riley suggested a modification which would also allow for wheelchair access. The various configurations of how this could be achieved

were then decided on and plans drawn up.

Built from timber and steel, wheelchair access to the table is simply gained by lifting the specially marked seating section and sliding it along a rail to the centre of the table. Two seating sections have been assembled in this manner to enable access to both sides of the table.

The workers in the metal workshop began the project and once the frame was fabricated, those in the woodwork training area completed the task.

Work on the project was part of modules being completed by six of the respective participants working towards accredited Certificates II in Engineering and Woodwork.

The project took around six months to complete and included many learning opportunities including planning, designing, literacy and numeracy skills, all allied to a strong need for communication.

With the installation of this specially designed structure, visitors at Fulham Correctional Centre now have a pleasant outdoor area where they can be seated, without excluding anyone, whilst enjoying a complimentary tea or coffee provided by the Visitor Resource Centre.

Pictured: Administration Support Officer Diane van Doeselaar demonstrating ease of sliding seating section to allow wheelchair access, watched by Metalwork Trades Officer Graeme Hurrell and Industry Manager Ian Riley.

June Graduates Look to The Future

Written By **Haley Robertson, Junee Correctional Centre**



Forty-nine proud students are eagerly looking forward to the next chapter in their lives having graduated with an array of qualifications at Junee Correctional Centre's unique TAFE NSW Riverina Institute Junee Campus. Their training, conducted by Riverina Institute Junee Campus, this year covered disciplines including agriculture, horticulture, automotive, engineering, building and construction, education pathways and food services.

It was the centers' seventh annual graduation and awards presentation. Peter Guy, Manager of Training Services Corrections, congratulated the inmates. For many of the graduates it was the first time they had achieved a formal qualification. General Manager of the centre, Scott Brideoake said, "The TAFE qualifications are a positive step forward in reducing the recidivism rate."

Ken, who graduated with a Certificate I and II in Engineering, was announced as Outstanding Student of the Year. He will be invited to represent Riverina Institute Junee Campus at the Riverina Institute's Awards for Excellence in April this year. The ongoing achievements have led to a request to visit the centre by Jon Black, Managing Director of NSW TAFE.

Pictured Left to Right: Manager of Training Services Peter Guy, Offender Services Manager Trevor Coles, and General Manager Scott Brideoake.

Oakland Awarded Chairman's Best in Class

Written By **Matthew Lange, Oakland Center**

On December 8, 2015, the Oakland Center celebrated the receipt of the 2014 Chairman's Best in Class Facility Operations award for their commitment to operational excellence. This is one of six that have been awarded throughout the nation, and is the second time the Oakland Center has received this prestigious award.

The celebration for the staff of the Oakland Center was held at Kincaid's restaurant. GEO Reentry Services division management were in attendance including, Vice President, GEO Reentry Services Division Loren Grayer, Western Regional Director, GEO Reentry



Services Division J.T. Weaver, Northern California Area Manager Maria Richard, Southern California Area Manager Sara Woehler, Central California Area Manager Humberto Sanchez, Northern California District Manager Amanda Owens, and Southern California District Manager Gilbert Armendariz. The Oakland Center also took time to acknowledge their employee of the quarter, Ms. Aja Dexter, Office Support Specialist and employee of the year, Ms.

Christy Roland, newly promoted Social Service Coordinator.

Pictured Top Left Clockwise: Divisional Vice President Loren Grayer, Oakland Center Facility Director Matthew Lange, Area Manager Maria Richard, Area Manager Sara Whoehler, and Regional Director J.T. Weaver. Loren Grayer and Matthew Lange. Employee of the quarter Aja Dexter, Matthew Lange and employee of the year Christy Roland.



Bringing Families Together & Supporting Self-Efficacy

Written By **Stephanie Saucier, Richmond DRC**

On October 29, 2015, The Richmond DRC hosted a very successful family night, with more than twenty family members present. Children enjoyed popcorn, games, prizes, face painting, a costume contest, and trick or treating. All staff were present and dressed in their best Halloween attire. In addition to the family engagement, participants have supported one another by tutoring, mentoring, and volunteering at the DRC.

The Richmond DRC held its third graduation at the Richmond Convention Center on December 17, 2015, with a total of thirty graduates! The community support was apparent with words of praise from the Courts as well as our customer, the City of Richmond. All of the graduates spoke about the phenomenal support they received from the staff and the changes they made while in the program. The Richmond DRC implements more practices to support self-efficacy and motivate the participants to succeed. The manager facilitates a family orientation to engage the family and encourage their support of the participant. In January 2016, a resource fair comprised of multiple community agencies was held at the center with great success. The participants took advantage of the information and assistance provided and our efforts to continue this practice is ever increasing. In accordance with The GEO Group's philosophy, the Richmond DRC staff support self-efficacy, the notion people can change, and strive to achieve success.

Rappelling For Recovery

Written By **Ed O'Reilly,**
Abraxas Columbus
Counseling Center



One of the messages that Abraxas Ohio Counseling Centers strives to convey to patients is that getting high doesn't have to involve drugs or alcohol!

Abraxas Counseling Center's own Ashley Pittman proved that on August 6, 2015, as she was one of the brave souls who rappelled down the face of the 22-story Sheraton Hotel in downtown Columbus, Ohio.

Ashley's participation was the result of collaboration between Abraxas Counseling Center and a national organization called Shatterproof. Shatterproof is "committed to protecting our children from addiction to alcohol or other drugs and ending the stigma and suffering of those affected by this disease."

As a way to raise awareness of addiction issues, Shatterproof organized a nationwide series of rappelling events. Rappelling,

for those who may not know, is a technique involving the descent of a vertical surface via a series of controlled drops down a secured rope. This seemed like a natural fit to the staff here in Columbus, so we all pitched in to raise the money necessary to participate.

As a way to raise awareness of addiction issues, Shatterproof organized a nationwide series of rappelling events.

One of our counselors, Stephanie Tenny, spearheaded a Shatterproof team fundraiser that involved a luncheon, a raffle, and even the sale of pie-in-the-face tickets. A good time was had by all, and we raised enough to sponsor Ashley's brave assault on the Sheraton Hotel.

Abraxas Marienville Grandparenting Program Provides Lasting Impact for Youth and Adults Alike

Written By **Nickie Irwin & Jeanne Godlesky,**
Abraxas Marienville

For some time, students in Dakota Dorm at Abraxas Marienville have been participating in an activity referred to as grand-parenting at Snyder Memorial Nursing Home, also located in Marienville, PA. Each week, these young men assist the elderly residents in playing bingo. Although this activity serves as community service hours, it has taught our young men to actively engage with an older population and demonstrate empathy for residents who have ailing health issues.

As the weeks have progressed and familiarity has grown, some residents have become quite fond of the young men who assist them. The residents have commented on our students' "warm smiles and

their willingness to help" as some of the reasons they look forward to "their visitors" each week. In turn, some of our young men have also grown fond of particular residents, resulting in a lasting memory and relationship that, perhaps, could mimic memories of their own grandparents.

Braden T. and Aaron W., of Dakota Dorm, have participated on a weekly basis. Both have come to love the opportunity and have been specifically recognized by the staff at Snyder Memorial as being role models. Braden and Aaron look forward to grand-parenting each week because, "we like helping and interacting with the residents because they probably don't have much to look forward to."

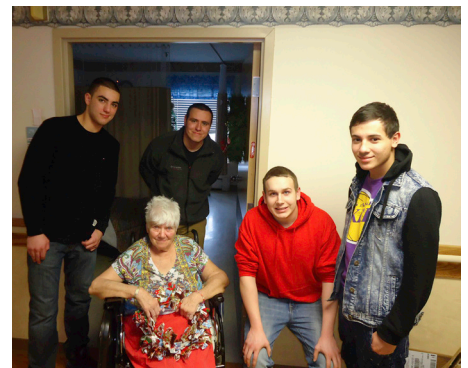
Recently through the supervision and instruction of Nickie Irwin, Dakota Dorm Treatment Supervisor I and Jeanne Godlesky, Community Services Supervisor, the Dakota students decided to add a little to the season of giving and produce homemade wreaths for the Snyder residents.

During on-going groups within the dorm, each youth completed a Christmas wreath made of fabric to give to the residents to hang on their doors. The wreaths took approximately two to three hours to assemble and many students found the craft to be therapeutic in nature. This project provided our kids an opportunity

to participate in the real meaning of the holiday season – giving to others and expecting nothing in return.

The relationship Abraxas Marienville has formed with Snyder Memorial has proven to be a great example of the importance of developing opportunities and relationships in the local community for our youth while they are in placement.

More importantly, it has allowed some of our residents to strengthen their abilities in forming healthy relationships and understanding that their kind gestures, either big or small, can have a huge impact on others.





Therapy Dogs Aid Participants

Written By **John Chernowsky & Kayla Ragugini, Luzerne County DRC**

Two advocates from a non-profit group called America's Vet Dogs came to the Luzerne County DRC to give a presentation to program participants, introducing attendees to their program and explaining the benefits of animal therapy.

The presenters explained the dogs are used not only to help the blind, but can also be an important part of the healing and coping process for individuals with a number of different physical or mental health disorders. Two animals in training to become therapy dogs, a Golden Retriever and a Standard Poodle, were brought accompanying the presenters to help demonstrate the power these animals can have for reducing anxiety and fostering feelings of wellness. The presenters explained how trained service dogs are effective aids to the recovery process for individuals with disabilities such as anxiety, depression and Post Traumatic Stress Disorder (PTSD).

Almost all attendees shared they have struggled with these and other disorders and believed they would benefit from having an emotional support dog. The presenters explained the eligibility requirements for getting a support dog, the benefits these dogs can provide, and how to begin the application process. Luckily, these trained dogs are free for clients with disabilities who meet the requirements described.

What we, the customers, got out of this community connection was a better understating of the process of how to apply for one of these support dogs and how animals can be as effective as medications in reducing the symptoms of disorders such as depression or PTSD. It was also great to spend time with the two dogs in training they brought in to interact with participants. Everyone felt better and left the presentation with big smiles.

It gave us hope that there are organizations to help people with our disabilities and disorders. One of the best parts of having a certified service dog is that they are allowed to go almost anywhere humans can go, with minimal questioning or problems.

In conclusion, this presentation was fun and informative. Some of the participants were able to begin the application process and the mood of those in attendance definitely improved as we were able to play with and pet the future support dogs. The more we understand these types of programs are available in the community, the more confident we can become in making lasting changes in our lives. Change isn't easy, but it can be accomplished when we have the support of others who care, human or animal.

Perth Amboy CRC Transition Celebration

Written By **Peter Conerly, Perth Amboy CRC**



On December 16, 2015, the Perth Amboy CRC held their winter transition celebration. This event serves to recognize program graduates for their accomplishments in successfully completing the program.

The celebration was attended by clients, staff, and invited guests, with an inspirational presentation given by former program graduate Mr. Richard Cully. New Jersey State Parole Administrators Mr. Robert Hayes and Mr. Mark O'Sullivan were in attendance. Also attending were GEO New Jersey/New York Area Manager Keith McIninch together with all the Program Managers from the New Jersey Programs. During the celebration recent graduates were presented with certificates for successful completion of the program. The CRC's monthly perfect attendance drawing was held with two clients receiving \$25 gift cards. Lastly, the winner of the essay contest was announced and a \$100 gift card was presented to client Mr. Kelcy Richet. The event concluded with a luncheon served by the staff.

Pictured Left to Right: Case Manager Marangeli Martinez, Graduates Lorenzo Sirmans, Abdul Jabar, George Garulle and Education/ Employment Coordinator Jorr Mbye.

GEO WORLD MAGAZINE

2nd Quarter 2016

Volume 22

Issue 2

EOE AA M/F/Vet/Disability • One Park Place • 621 NW 53rd Street, Suite 700, Boca Raton, FL 33487 • 561.893.0101