



4th QUARTER 2021

A GEO Publication for Employees and their Families.



Moore Haven Correctional and Rehabilitation Facility Hosts Continuum of Care® Softball Event with Saints Prison Ministry and the American Heroes Initiative led by GEO Board Member, Jack Brewer





Executive Chairman's Letter

George C. Zoley, Executive Chairman of the Board

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**We are proud of GEO's outstanding operational and financial performance, which has continued to be underpinned by the dedication and professionalism of our 18,500 employees around the globe.**  
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To the GEO Family,

As we close 2021, we are proud of GEO's outstanding operational and financial performance, which has continued to be underpinned by the dedication and professionalism of our 18,500 employees around the globe. Our frontline employees make daily sacrifices to care for all those in our facilities and programs, consistently delivering high quality support services on behalf of our government agency partners with an unwavering organizational commitment to operational excellence.

Throughout the year, our facilities and programs continued to meet the significant challenges of the COVID-19 pandemic. By the end of the year, we had administered approximately 206,000 COVID-19 tests to those in our care at our Secure Services facilities since the beginning of the pandemic. We have also worked with our government agency partners and state and local health departments to administer vaccinations to nearly 48,000 individuals in our Secure Services facilities.

During the second half of 2021, we also achieved a number of important milestones. In Florida, we successfully renewed our contract for the continued management of the Blackwater River Correctional and Rehabilitation Facility for a two-year term. In Arizona, we also renewed our contract for the management of the Central Arizona Correctional and Rehabilitation Facility for a five-year period.

With respect to GEO Care, our GEO Continuum of Care® (CoC) post release services department participated in Liberty University's "Empowering the Kingdom Through Business" Summit in August. At this important event, CoC alumni shared their successful rehabilitation and reentry stories, and our GEO Board of Directors member, Jack Brewer, delivered the keynote address.

Finally, in December, GEO published our third annual Human Rights and Environmental, Social and Governance (ESG) report. This important report includes new disclosures related to GEO's Board oversight of ESG matters, employee diversity and training programs, corporate governance, and environmental sustainability.

Our ESG report also highlights our continued commitment to improving the lives of those entrusted to our care by providing enhanced rehabilitation and post-release support services through our award-winning CoC program. During 2021, our CoC facilities delivered approximately 2.8 million hours of enhanced rehabilitation programming and awarded approximately 2,100 GEDs and high school equivalency degrees; 6,800 vocational certifications; 5,500 substance abuse treatment completions; and 38,600 behavioral program completions.

As we look ahead to 2022, we remain committed to providing high quality support services on behalf of our government agency partners, while delivering safe and compassionate care to all those entrusted to our facilities and programs.

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- ♦ Take on the realities needed to combat black on black violence throughout America; and
- ♦ Aim to make community service, spirituality, and prayer the foundation for America's schools and community programs.

The Moon Pies defeated the American Heroes team, which was comprised of famous athletes like Tommie Harris. Tommie Harris may have hit a few foul balls, but he won the hearts of everyone watching that day. Tommie shared his story and gave each person a signed copy of his book 'Endure.' "A special thanks to GEO Group and the Jack Brewer Foundation. I had a wonderful time sharing the word of God and spending time with men who are committed to finding peace."

The Moon Pies heroes for the day proved to be Continuum of Care® Divisional Vice President David Burch, playing at 2nd Base, and Director of Client Relations, Chris Zoley, playing in Left Field, who dusted off their gloves and helped The Moon Pies defeat the American Heroes.

Eddie Douglas, a Moon Pie, said, "Mr. Burch and Mr. Zoley are amazing. It means so much that they are willing to play beside us. I will never forget this day."

David Burch, said, "Every time I rounded the bases, I kept thinking this is much more than a game. Days like today are all about giving back, creating a positive community, and the real win is changing lives."

Anthony Daniel, an inmate at Moore Haven Correctional and Rehabilitation Facility, shared that the softball game reminded him that he's a human being, not just an inmate. He added that "it showed me that there are people who think I deserve a second chance. I'll never forget this day and hope to be able and come back as an alumnus volunteer myself one day."

The Moon Pies, Saints, and American Heroes played for every one of us who hears a calling deep inside to run the race, climb the mountain, and win the game! Let's Go Moon Pies!





4Q21 Veteran of the Quarter

GREGORY BEADLING

- ◆ **Facility:** George W. Hill Correctional Facility
- ◆ **Position:** Wellness Coordinator
- ◆ **Branch of Military:** Air Force
- ◆ **Dates Served:** 2017 – present
- ◆ **Current title:** Staff Sergeant
- ◆ **Other positions held:** Air Transportation

Gregory Beadling, Wellness Coordinator at the George W. Hill Correctional Facility, has worked for The GEO Group since 2019. His knowledge of wellness and fitness, combined with his kindness, compassion, and willingness to help the population makes Gregory a great asset to the team. He incorporates his knowledge and skill from the Air Force, as well as from his Bachelor's degree in Criminal Justice, in everything that he does.

Gregory has helped the client tremendously, both in his role as a Case Manager and as the Wellness Coordinator. He assists the population in showing them a better way of life, new ways to de-stress, and a whole new world of health and wellness that some did not think they would be able to achieve. He has helped inmates navigate the criminal justice system from beginning to end, as well as guided them through some of the most difficult times of their lives. In addition, Gregory carves out programming time to assist with breathing, meditation, exercise regimens and wellness techniques for participants.

At this time, he is greatly missed, as he is currently on assignment working with refugees at McGuire Air Force Base in New Jersey. As

appreciation for his dedication to the Facility, Gregory is being recognized as GEO's 4th Quarter 2021 Veteran of the Quarter. Thank you for your service, Gregory!

While serving in the Air Force, he was deployed to Kuwait in 2020. His home base is McGuire Air Force Base located in New Hanover, New Jersey, where he is currently stationed.

Since Gregory has been enlisted, he has been awarded the following:

- * Meritorious Unit Award
- * Air Reserve Forces Meritorious Service Medal
- * National Defense Service Medal
- * Global War on Terrorism Expeditionary Medal
- * Global War on Terrorism Service Medal
- * Air Force Expeditionary Service Ribbon
- * Armed Forces Reserve Medal with 1M Device
- * USAF NCO PME Graduate Ribbon
- * Small arms Marksman on the M4 and M16
- * Basic Military Training Honor Graduate

GTI Saves the Day!

Written By **Juan Cornejo,**
El Centro
Detention
Facility



On a Tuesday afternoon in late November of 2021, while in route to the San Diego Federal Courthouse, Transportation Officers Rodriguez and Arevalo noticed an elderly couple stranded in the middle of Interstate 8. The vehicle had smoke coming out of the engine bay, so they immediately notified staff back at the El Centro Detention Facility that they would stop and assist. They jumped into action, evacuating the couple to a safe place, notifying first responders, and helping safely direct traffic until law enforcement arrived. The vehicle became engulfed in flames shortly after they removed the couple, and for that, the two GTI Officers were recognized for their actions by first responders and the California Highway Patrol. Their heroic action did not go unnoticed, and these Officers demonstrated sound moral judgment by assisting the couple in a time of need.



Kingman CRF Shows Holiday Spirit

Written By **Kory Brown, Kingman Correctional and Rehabilitation Facility**

In December 2021, the Kingman Correctional and Rehabilitation Facility (KCRF) joined various local law enforcement agencies for the annual "Shop with a Cop" event in Bullhead City, Arizona. The event is part of the Foundation for Youth in Mohave County and raises money each year so that disadvantaged children can receive gifts for the holiday season from the law enforcement community.

Kingman Case Manager, Kory Brown, has served on the Foundation for Youth board for seven years and coordinated the efforts of Kingman CRF staff for this year's program. Besides Mr. Brown, Kingman CRF staff members Jeremy Dykens, Chief of Security, and Correctional Officer, Joshua Rahm, also assisted with the event and spent time "shopping" with kids.

Kingman CRF partnered with a total of seven law enforcement organizations to help nearly 125 kids shop for holiday gifts. The three Kingman CRF staff members teamed up with the Bullhead City Police to take four kids shopping for a very big special Christmas this year. Over \$1,100 were spent on clothes and toys for the children.

This year was the third time that the Kingman CRF has participated in "Shop with a Cop." Kingman CRF staff also showed their holiday spirit by donating toys and money to other organizations in Mohave County, including the Salvation Army's Toys for Tots program, the Kingman Club for Youth 'Clothe the Kids' program, and Cornerstone Mission, a program to assist the homeless with food and shelter.



HTCF Holiday Luncheon

Written By **Janet Ploeger**,
Heritage Trail Correctional Facility

The Heritage Trail Correctional Facility celebrated the holidays on December 7 and 8, 2021.

The Facility's Employee Appreciation Committee coordinated a catered meal for employees on both days and gave out prizes for all employees. The Committee organized the event while ensuring all COVID safety measures were followed. All staff at HTCF participated in the celebration and enjoyed the planned festivities.

Pictured left to right:
Cindy Fraley, Payroll Clerk,
Virginia Lee, Thinking For
Change Instructor, Zuri Jones,
HR Specialist, Janet Ploeger,
Compliance Administrator,
Ashley Mosely, Librarian, Kortney
Manley, Unit Manager, Holly
Kenley, Unit Manager, Jennifer
Shea, Case Manager, & Amber
Miller, Case Manager



Riverbend Christmas Toy Giveaway

Written By **Angela Reaves**, **Riverbend Correctional and Rehabilitation Facility**

More than 100 children in Milledgeville, Georgia had a few extra presents under their tree this year thanks to the generous efforts of staff at GEO's Riverbend Correctional and Rehabilitation Facility (RCRF).

This year, the RCRF Security Operations team wanted to give back to the community that so many of them are a part of. The Milledgeville community has always supported the Facility, and a large portion of the staff are members of the community; staff wanted to do something special. They knew just how difficult it has been for a lot of families over the past couple of years, so when deciding how best to help the community, they pulled together to host a facility toy drive. The entire team at RCRF collected over 180 toys from the toy drive. The excitement around this event quickly spilled outside the walls of RCRF. With the help of the Baldwin County Family Connection, Santa Claus was able to make an early stop at the Facility to greet the many families who showed up to receive gifts. A special thank you to the Baldwin County Family Connection and RCRF team for coming together to support the local community. Children ranging from 6 months to 14 years old received gifts. The smiles and excitement on the faces of the children and the expressions of gratitude were truly priceless.



LIPC Blesses LaSalle Headstart Students

Written By **Yolanda Gaines, LaSalle ICE Processing Center**



Pictured left to right: Aundrea Brinson, Yolanda Gaines, Melinda Parker, Tracie Barber, Shad Rice, John Norwood, Lindsey Vercher, Lisa Bowen, Kacie Mayo, & Jeffery Free

During the last few months of 2021, staff members at the LaSalle ICE Processing Center (LIPC) organized various fundraisers to purchase items to give back to the LaSalle Parish community. In November 2021, Lindsey Vercher, Compliance Administrator, organized the delivery of 20 Thanksgiving boxes to the LaSalle Council on Aging. Each box included a turkey, canned goods, dry goods, and dessert.

In December 2021, Melinda Parker, Human Resources Manager, coordinated the distribution of 62 gifts bags to students at the LaSalle Headstart Program. Each bag included a book, coloring book/markers, a small toy, and a snack bag. Buddy the Elf helped make the delivery extra special. Along with the gift bags, LIPC made a monetary donation to the LaSalle Headstart Program.

Both the LaSalle Council on Aging and the LaSalle Headstart Program were very appreciative of the donations.

Lea County Correctional Facility Helps Lea County

Written By **Daniel Hutchison, Lea County Correctional Facility**

This holiday season, Lea County Correctional Facility (LCCF) employees came through at the last minute with an abundance of gifts for the Salvation Army Angel Tree Program in Hobbs, New Mexico. Within two weeks of being notified of unfulfilled gift requests for Angel Tree children, the staff took action and were able to fulfill 30 of the children's wish lists from the tree. Some individual staff members contributed gifts themselves while some departments banded together and donated gifts for the children. A special thanks to David Brown and Susan Hutchison for organizing and facilitating the collection and delivery of the gifts to the Salvation Army. Lt. Shannon Brown, Hobbs Corps Officer, reported that the support from the Facility was very generous and timely. The Facility has already committed to placing an Angel Tree in the lobby next Holiday season. This gesture demonstrates how much GEO employees care about the local community and how they can be counted on in times of need.



Central Valley Staff Recognized by USMS

Written By **Tim Johnson, Central Valley Annex**



In October 2021, the Central Valley Annex (CVA) received a visit from Acting U.S. Marshal, Lasha Boyden, and Supervisory Deputy U.S. Marshal AJ Castañedas. Much to the surprise of staff, the USMS representatives came to CVA to present awards, recognizing Georgina Puentes, GTI Manager, Donna Jones, CVA Intake Lieutenant, the entire GTI Team, and the CVA Intake Team in recognition for their outstanding service.

While it is not uncommon for clients to thank GEO for work well done, it is unique for the client to award select staff with recognition plaques from our government agency partners - in this case the United States Marshals Service (USMS). Two of CVA's supervisory lieutenants received recognition plaques for excellent job performance. The entire GTI crew and Intake crew received recognition, as well, for their dedication and a job well done.

The McFarland Area GTI Team provides daily transportation services for the US Marshals Service in three California districts (Central, Eastern and Southern). In 2021, the McFarland Area GTI team completed nearly 1,000 trips and transported almost 1,500 individuals.

The Intake Team at CVA works closely with all three US Marshall districts to coordinate movement in and out of CVA, where we processed approximately 1,000 individuals in 2021.

Florence West Spreads Holiday Cheer

Written By **Cruzetta Sepulveda, Florence West Correctional & Rehabilitation Facility**

This last holiday season, GEO's Florence West Correctional & Rehabilitation Facility staff ensured that those in need would enjoy a Merry Christmas by donating 109 Christmas stockings filled with playing cards, socks, Chapstick, hand sanitizer, handkerchiefs, hygiene items, and candy canes for all of the residents at the Oasis Pavilion Nursing Center in Casa Grande. Florence West staff were also able to donate several hundred pounds of dry/canned food, bedding, and toys to the Pinal County Animal Shelter.



Stocking for Oasis Pavilion Nursing Center
Pictured left to right: Margaret Arroyo, Toni Blanco, Lt. Lisa Ferrick, & Marti Burch



Donations for the Pinal County Animal Shelter
Pictured left to right: Cruzetta Sepulveda, Marti Burch, Lt. Lisa Ferrick, Margaret Arroyo, & Toni Blanco



South Bay Corporate Citizenship at Work

Written By **Dr. Cheralee Morgan, South Bay Correctional and Rehabilitation Facility**

The South Bay Correctional and Rehabilitation Facility (SBCRF) is cognizant of its corporate social responsibility and obligation to its stakeholders in the community and the importance of effectively and efficiently fulfilling this role. As such, when the City of South Bay requested the facility's help in constructing three street signs for the city, the request was happily accepted. This was the second such project undertaken by the Facility for the City of South Bay.

The blueprints for the signs were discussed with the vocational carpentry instructor, and the student inmates eagerly took on the task of completing the project. This became a collaborative effort with both carpentry students and the arts design team working on different aspects of the project. It was also a vehicle for the students to apply their knowledge and skills, and work on a multi-cultural and diverse team. Importantly, the joint project allowed the students to implement and develop key communication, behavioral, and leadership skills.

With the overhang of COVID-19 and having to navigate shut-downs and quarantines, the students approached the project with pride and zeal. They recognized the value of their contribution to the community and were determined to showcase their best talents and craftsmanship. The carpentry students, under the guidance of their instructor, Mark White, worked assiduously day in and day out to complete the base and support structures for the signs. Then, the arts and design students completed the painting and finishing.

The finished product demonstrated a labor of love, bonding, determination, and teamwork by the students. It is also a testament to the value of community partnerships and the role SBCRF plays as a corporate citizen. Mr. Kerr, Director of the City of South Bay, commended the team on an excellent job!

South Louisiana Supports CASA Christmas Initiative

Written By **Deborah Lucas-Stevens, South Louisiana ICE Processing Center**

The South Louisiana ICE Processing Center (SLIPC) recently collected toys and hosted several fundraisers for CASA (Court Appointed Special Advocates) of St. Landry-Evangeline Parishes. In the state of Louisiana, a child is abused every 48 minutes and every ten and a half hours a child is confirmed to have been sexually abused. Of those in foster care, 49% are under five years of age and a child dies before his or her first birthday every 14 hours. SLIPC is happy and proud to support CASA because we are helping make a life-changing difference for the most vulnerable of children. In December 2021, Facility Administrator, Indalecio Ramos, and SLIPC staff were pleased to present CASA with a donation of \$2,500 and numerous toys for the foster children. In 2022, SLIPC staff is hopeful to contribute even more support to CASA of St. Landry-Evangeline Parishes. Together we can help a child thrive.



Mesa Verde Spreads Holiday Cheer!

Written By **Rebecca Fuller, Mesa Verde ICE Processing Center**

It was that time of year again when the Mesa Verde ICE Processing Center (MVIPC) got the opportunity to give a little holiday cheer to the community. With everything going on in the world today, there is no shortage of people needing a little help. The staff at MVIPC chose to help out the Golden Empire Gleaners with a food drive and The Dream Center with a toy drive. A special shout out goes to Lt. Maui who gave generously to the food drive, as well as the Maintenance Department for going the extra mile to make Christmas a little brighter for our local kids. All the staff here at Mesa Verde once again demonstrated the importance of giving back to the community, especially during the holidays.

Tis the Season

Written By **Melita Wilson, Broward Transitional Center**



Even with all the chaos of 2021, the end of the year came barreling in with no reprieve for what still needed to be done, such as Christmas shopping, tree decorating, celebration planning, and the Broward Transitional Center's (BTC) community toy drive. BTC was struggling with a roller coaster schedule. Staff were sick, on leave, and vacationing, and the Center's annual toy drive was almost missed in the turmoil. However, thanks to Officer Tasha Grey, the grinch did not steal Christmas.

The last day of school for Broward County students was fast approaching and because of restrictions on what items were needed and accepted, BTC had to find a new school to partner with. One week before the last day of school for the Broward

County School District, PREA Investigator Melita Wilson was conversing with Officer Gray regarding the difficulty of finding a new school contact with such short notice.

Grey suggested connecting with a local school, Tedder Elementary, which is associated with the homeless shelter BTC usually donates to. Seven days to collect and deliver toys and gifts was tight, but the plan was put into action. With teamwork and a little bit of hustle, BTC pulled off a successful toy drive. Payroll Clerk, Victoria Gardner, and Officer, Seana Thomas (a new hire), assisted Wilson in packing Gardner's SUV from front to back with all the donations. Facility Administrator Lawson-Swain accompanied the trio to Tedder Elementary School to deliver the toys.

BTC staff were greeted by Tedder Elementary Vice Principal, James Frye Jr., and with the help of staff, the toys were transferred from the SUV to the administration office for distribution one day before winter break began. BTC is looking forward to partnering with Vice President Frye and Tedder Elementary during the 2022 school year.



SLIPC Gives to the Elderly for Christmas

Written By **Deborah Lucas-Stevens, South Louisiana ICE Processing Center**

Ask yourself, what do you see when you look at an elderly person? You may see someone whose hearing and eyesight are not as good as they once were, a person who moves slowly, or someone who is experiencing frailty or health issues. Next, ask yourself how you usually react to elderly individuals? Perhaps you become frustrated, impatient, or even angry. Natural aging does not change the fact that, as human beings, the elderly still need consideration, compassion, a connection to others, communication, and care, as well as respect. Strangers, casual acquaintances, and loved ones all have opportunities to change a senior citizen's life for the better.

In December 2021, the South Louisiana ICE Processing Center (SLIPC) made a small gesture to their local senior citizen community by delivering Christmas gifts for all the residents at the Basile Care Center. Unfortunately, with COVID restrictions, we were not able to have contact with the residents at the Center. The staff at SLIPC hope these simple gifts brought some joy and happiness to the residents during the holiday season, and maybe next year we can hand deliver the gifts to each individual and continue to spread holiday cheer.





Designer Bags Helping Foster Kids

Written By **Frederick Cooper,**
New Castle Correctional Facility

The Plus Program sewing crew at New Castle Correctional Facility recently made 900 custom designer bags for the Life Stream Organization. The mission of Life Stream is “to improve the quality of life for people at risk of losing their independence.” One outreach program of Life Stream is to provide comfort and care to foster kids as they transition throughout the foster care system. The New Castle Plus Program sewing crew came alongside the Life Stream initiative to make a difference in the lives of foster kids.

It is the little things in life that matters most. Simply receiving an empty designer bag to help a child move their few belongings, instead of a trash bag, can fill a child with so much hope, love, and a sense of belonging. Mr. Gaunt, a Plus participant, has experienced the foster care system first hand. He says that when he was in the system he did not have anything really to call his own. In addition, when moving, no one helped him move from home to home. Emotional and physical abuse was something to which he had become accustomed. He told me he was given a trash bag to put his belongings in to help him move. I asked him how this made him feel. “I felt as if someone was tossing me away with the trash,” were his words back to me. Many foster kids struggle with low self-esteem and the feeling of being unwanted by their parents, society, and each foster home they moved in and out of, can scar a child emotionally for life. Mr. Gaunt told me if he had one of the designer bags that the Plus program is making for Life Stream, he would have felt as though he had something to cherish and to call his own. What a difference an empty bag can make when given with love and care!

Give and it will be given back to you. The Plus participants who gave of their time, talent and hard work, also benefited from the process of making these bags for foster kids.

One participant stated, “I personally was humbled. I was able to do something for someone else other than myself. Once, I was a very selfish person. But now it makes me feel great to be able to make something whereby others are benefiting from it.”

Another participant said, “It gave me a sense of pride of helping someone when they are in need. So many people help us out who are incarcerated, and it’s good to be able to give back.”

Not only were the lives of foster kids positively impacted forever from a gift as simple as a designer bag; the Plus participants who had the opportunity to make these bags, were positively impacted, too.

Life Stream is only one of many organizations that benefit from the service the Plus program offers the community. PLUS stands for Purposeful-Living-Unit-Serve. Service is what we would call our bread and butter. We take pride in being able to give back to our community through serving. COVID-19 placed an unexpected challenge before the men in the Plus program at New Castle. As we sought to keep our tradition to give non-perishable food items to God’s Grain Bin, limitations and supply shortages on food made this difficult. It would have been easy to begin to concentrate on our own needs and well-being during this time, but PLUS teaches the principle of generosity. This is to carefully manage one’s resources so one can freely give to those in need. With this in mind, PLUS was able to overcome the challenges placed upon us and gave 33 boxes of food to the God’s Grain Bin organization. Helping others who are in need is the crux of our community service, and we are proud to be able to help in so many different ways.



South Bay Participants Aspire to Overcome COVID-19 Challenges

Written By **Dr. Cheralee Morgan, South Bay Correctional and Rehabilitation Facility**

"The greater the obstacle, the more glory in overcoming it" - Moliere. This quote aptly described the journey for over 300 inmates from across five disciplines (Academics/GED, Vocational, Substance Abuse Services, Thinking for a Change, and Waste Water Management) who proudly walked the graduation stage at South Bay Correctional and Rehabilitation Facility (SBCRF) recently. This was a major triumph and success story for the students who made the decision to choose success over failure and to overcome the challenges of the pandemic and motivate themselves and their colleagues to rise above the noise and melancholy.

The ceremony combined two graduating classes, and it was the first face-to-face graduation since March 2020. The students were not to be denied the opportunity of participating in this marquee event, so when they received the news that graduations were being planned, they instantly went into overdrive to ensure they completed the respective programs in which they were enrolled. The teachers and education aides were just as engaged as the students, with pride and bragging rights on the line.

Angela Geisinger, Senior Director of Programs, and Dr. Kenneth Garner, Director of Vocational Programs, from GEO's corporate office were guest speakers at the event, and family members, executive staff, faculty, and other facility staff were on hand to celebrate with the students. The famous South Bay band played a variety of musical numbers, accompanied by Facility Administrator William Hamilton on the guitar and Dr. Kenneth Garner on trumpet. It was a fitting commemoration for the students, who discovered their purpose in the midst of adversity and utilized the teamwork to achieve their goals and aspirations!

Reflecting on Another Year Managing COVID-19

Written By **Lyndell Coutts, GEO Group Australia**

In the face of a constantly changing environment, where staff worked within varied levels of restricted operations due to COVID-19, a number of significant milestones were achieved during 2021. With 2021 over, The GEO Group Australia's General Managers reflect on some of the year's highlights.

Unwavering Commitment



Ravenhall Correctional Centre General Manager, Col Caskie, is proud of his team's efforts in successfully and safely navigating the challenges that COVID-19 presented throughout 2021.

"The true character of people tends to show during periods of crisis," he said. "Ravenhall staff can hold their heads high, as they demonstrated an unwavering commitment towards the safety of their workplace and fellow human beings."

Ravenhall's 2021 highlights included:

- Introducing enhanced GATEWAY® features – a new Learning Management System and a PrisonerLink messaging platform for approved visitors to connect with inmates.
- Implementing an in-house service delivery model for pre- and post-release services for inmates, including employment assistance, housing assistance, family assistance, and financial services.
- Supported the YMCA ReBuild program to develop broadcast podcasts based on inmate interviews.

Adaptable in Adversity



Fulham Correctional Centre General Manager, Natalie Greenfield, is honored to lead a resilient group of individuals during times of extreme uncertainty and endless changes.

"We successfully maintained operations throughout every COVID-19 related restriction, and I am happy to report nil positive cases at the Centre," she said. "2021 has once again demonstrated that the Fulham Team can adapt and overcome any adversity they are confronted with, all whilst still supporting, wherever possible, those in the community who are less fortunate."

Fulham 2021 highlights included:

- Introduced the remote delivery of TAFE-based education classes for inmates, including Occupational Health and Safety and Safe Food Handling.
- Developed a new partnership with the Marda Dandhi Indigenous Construction employment agency, which resulted in three Aboriginal men securing work on a road upgrade project. They will receive training to get the tickets they need to work on civil projects and will be provided uniforms and transport.
- Supported 30 Aboriginal men participating in the 3CR Community Radio program Beyond the Bars.

Can-do attitude



After joining GEO in March 2021 as General Manager at Junee Correctional Centre, Richard Heycock inherited new contractual arrangements, as well as the challenges of managing COVID-19.

"Despite the unprecedented challenges of the year, I am impressed by the can-do attitude of our staff, who have delivered a high-quality level of service and strong engagement with the Riverina community," Heycock said. "While the COVID-19 pandemic hit multiple correctional centres throughout the state, Junee staff held fast with their safety protocols and kept the virus from entering the facility, keeping their colleagues and inmates safe," he added.

Junee 2021 highlights included:

- Raising \$10,000 for the Magic for Molly fundraising event to support a local child with leukaemia and more than \$4,000 for Australia's Biggest Morning Tea for the Cancer Council.
- Opening of the Centre's new bakery.
- Implementing a variety of Aboriginal wellbeing initiatives, including appointing the Centre's first Aboriginal Prisoner Peer Council and a Yarning Circle project.
- Publishing of the ninth edition of Dreaming Inside: Voices from Junee Correctional Centre.

Community Spirit Shines Through COVID-19

Written By **Lyndell Coutts,**
GEO Group Australia

(This story continues on page 16)

The ongoing challenges of managing COVID-19 in the Australian corrections environment has in no way dampened the spirit of GEO staff from "down under."

Throughout 2021, staff in all GEO-managed correctional centres continued to support their local community partners and charities. Staff also encouraged inmates to engage with a range of causes important to them.

Staff fundraising at Ravenhall

Ravenhall Correctional Centre's Cameron Plummer, from the Prison Intelligence Unit, ran 150 kilometres during October 2021 to support Australians impacted by mental illness and suicide. The event was organized by the Black Dog Institute and staff raised more than \$2,000 for the event.

Former Clinician, Alexa Finlayson, baked cupcakes for staff and participated in the Dementia Australia Annual Memory Walk & Jog, raising \$600 to support people with dementia – an event close to her heart after she lost both her grandmothers to the disease in 2012.

Share the Dignity

Fulham Correctional Centre Officer, Melissa Young, collected items for the annual Share the Dignity #ItsInTheBag campaign. The campaign is coordinated in partnership with the Sale Girl Guides Group. Centre staff supported Melissa by donating goods via a charity bin in the Front Reception area. With all of the items donated, Melissa and the Girl Guides were able to pack fifty-six gift bags for expecting mothers.

Share the Dignity works to make a real, on-the-ground difference in the lives of women and girls experiencing homelessness or fleeing domestic violence.



Annual Toy Run

Fulham Correctional Centre donated forty-three teddy bears made by inmates to the annual Red Knights Christmas Toy Run. The Red Knights distributed the bears to children in the Gippsland area. The bears, made from scratch, offer a way for men on the inside to give back to the local community.



Kennels for Animal Aid

Inmates at the Fulham Correctional Centre also built three kennels for Animal Aid Gippsland while working towards attaining their Certificate in Construction. The kennels were constructed in the Centre's Industry Learning Centre, which replicates a factory-style workplace, and teaches basic manufacturing skills and safe work

practices. A bench seat is also currently being restored ahead of being donated to the local hospital.

Fulham Correctional Centre General Manager Natalie Greenfield stated that "while COVID-19 has significantly changed life for staff and inmates at the Centre, we have been fortunate in being able to continue delivering vocational services to the men in our care."



Timber Donations and Fundraising at Junee

A variety of wooden toys and furniture items made by inmates at Junee Correctional Centre were donated to the Riding for the Disabled Association NSW - Wagga Centre for its Christmas raffle. The organisation provides those with a disability, the opportunity to ride and enjoy all the activities connected with horse riding.

The Riverina branch of the New South Wales (NSW) Wildlife Information, Rescue and Education Service (WIREs) recently received 18 possum boxes constructed by Junee inmates. WIREs is Australia's largest wildlife rescue organisation and has been rescuing and caring for wildlife for more than 35 years.

New recycling initiatives at the Centre have included aluminium can collection as a means of fundraising. In 2021, the Junee Correctional Centre, working with Kurrajong Recycling, an organisation that supports individuals with disabilities, raised \$1,200.

Kutama's Personal Snake Catcher

Written By **Sandra Harding**, Kutama Sinthumule Correctional Centre

Not many correctional facilities in South Africa can boast about the fact that they have their own personal snake catcher.

Taking into account that the Kutama Sinthumule Correctional Centre (KSCC) is surrounded by a large area covered with natural vegetation, the presence of snakes and other unwelcome reptiles is to be expected.

Frikkie Venter is a snake catcher on a voluntary basis in Louis Trichardt and the surrounding areas. When necessary, he removes snakes and other reptiles and re-introduces them back into their natural habitat.

Other reptiles and animals that have been found in the facility's enclosure include the African monitor lizard (Leguan) and bush babies (Galago). According to Frikkie, all of the reptiles and animals caught at the Centre are taken to specific locations and set free in cooperation with the Department of Environmental Affairs in the Limpopo Province.

The most common snakes removed from the Centre include black mambas, various types of cobras, and harmless brown house snakes. A Boomslang snake was caught and released in a safe place earlier this year, and on an odd occasion an African Python was also removed.

Of the above-mentioned snakes, the Black Mamba is the most dangerous. Adult Black Mambas reach an average of 2.5 meters (8 feet) in length and can be as long as 4.5 meters (15 feet). These snakes are grey to olive in colour with lighter scales round their head. They get their name from the black colouring inside of their mouths. Black Mambas are thin and extremely agile. Their bite can cause a human being to collapse in 45 minutes or less and without appropriate antivenom treatment, symptoms typically progress to respiratory failure, which then leads to cardiovascular collapse and death. Frikkie concurs that his most challenging catches are the Black Mambas because of their speed and agility.

Frikkie says that ever since he can recall, he had a love and fascination for reptiles and animals. As a child he kept snakes and spiders in his room as pets.

In the last 20 years, the Centre has had just one fatality due to a snake bite – a drug detection dog that was bit during the night and found dead the next morning. According to the post mortem report, the bite was mostly likely from a Black Mamba.

With the help of Frikkie, and his professional snake handling skills and knowledge of reptiles, staff and inmates at KSCC can rest assured that snakes, and other reptiles that pose a danger to humans, will be safely removed and released into a suitable habitat.





Grossman Center Celebrates First Employee of Quarter

Written By **Tammy Jones, The Grossman Center**

Creastolene Roberson (Cressie) is the Grossman Center's first Employee of the Quarter for 2022. Ms. Roberson started at the Grossman Center as a part-time Security Monitor in September of 2015, and after a year, Ms. Roberson accepted a full-time position at the Center. Since coming aboard full-time, she has worked nearly all assigned shifts, preferring the day shift so that in the evening she is available to take care of her grandchildren. Ms. Roberson has five grandchildren, two of which live with her. In her off time, she looks forward to their weekly movie night. Ms. Roberson also enjoys having her nails done on a regular basis and she has a passion for cooking, always trying new recipes. Cressie says people rave about her hamburgers because she has a secret ingredient she uses that she refuses to reveal to anyone.

Ms. Roberson served eight months in the U.S Army Reserves in Fort Jackson, although in those times they only allowed women to do clerical work. Ms. Roberson has a big heart, and if she sees you need help, then she will help you without ever expecting anything in return. She is very outspoken and not afraid to tell you the truth and communicate with transparency.

At work, she takes initiative to engage residents and ensure that they stick to their plans. Cressie is known as someone who gives residents a different way of looking at things, so they don't only see the negative side of a situation. Her hard work and dedication do not go unnoticed by her supervisors and peers. Congratulations, Ms. Roberson on being selected as the Grossman Center's Employee of the Quarter for First Quarter 2022.

GEO Reentry Services Luzerne County Honors State Parole Officer

Written By **Stacey Velez, Luzerne County**

GEO Reentry Services, Luzerne County assisted local Parole Agents from the Scranton District Office with a fundraiser for Agent Scott Ravert who passed away from Colon Cancer. Agent Ravert was committed to the field of law enforcement, having served as a police officer for Larksville and Jackson Township, PA. He worked for the Pennsylvania Department of State and eventually for the Pennsylvania Department of Parole. Scott was also a US Marshall.

He was an advocate of reentry programming with frequent referrals and facility utilization by regularly meeting with his reentrants and the GEO staff.

Scott's colleagues asked GEO's help to assist with a fund raiser for his family, consisting of his wife and two daughters. Program Manager, Stacey Velez, asked Luzerne County Probation Officers to provide the entertainment. Officers, Brad Altavilla and Steve Phillips owners/musicians of the band "Handsome Devils" kept the crowd entertained for the afternoon.

On October 17, 2021 over \$1,000 was raised in 50/50 ticket sales alone, as well as basket raffles, a Go Fund Me account and t-shirt sales. In lieu of flowers, the family asked for donations to go to Friends with Paw's Pet Rescue, Medical Oncology Associates Prescription Assistance Fund, or the Music Department at Wyoming Valley West School District. The benefit took place at the F.O.P Lodge #36, where Scott was a member. GEO Staff made a dog treat/snack basket for the event.

It was truly a "corrections family" event to show support to his family.



Behavior Change Plans, and complete Individual Cognitive Intervention sessions.

The idea behind the Employment Track is for participants who are working to still be able to participate and complete CBI at the DRC through ACCI.

Finally, the Substance Abuse Track is focused on Substance Use and can be completed in three to five months with intensive programming

utilizing University of Cincinnati's Cognitive Based Interventions for Substance Abusers (CBI-SA) as the primary intervention.

The piloted tracks and the existing DRC model are all part of an innovative approach that aims to prioritize need, increase responsiveness by implementing targeted interventions, and create pathways for program completions. We are looking forward to fine tuning these tracks and seeing improved outcomes!

MR. MICHAEL SPARKS



Our first participant to successfully complete the Modified Short-Term Track was Mr. Michael Sparks. Mr. Sparks completed the program in 62 days, along with the completion of his ACCI courses, Mr. Sparks also successfully maintained his sobriety and obtained employment as part of his Behavior Change Plan.

MR. STEPHEN CAMBOIA

Our second participant, Mr. Stephen Camboia was enrolled in the Modified Short-Term Track Program in November 2021 and successfully completed the program in January 2022. Over the course of the program, Mr. Camboia completed his DUI ACCI and Offenders Correction Course. In January, Mr. Camboia was awarded Participant of the Month for 100 percent attendance via in-person check-ins and the SmarkLink app. All the while, Mr. Camboia worked full-time and attended other DUI programs. Mr. Camboia displayed a respectful attitude towards staff and peers every time he reported to the DRC.



MR. ANDREW HINOJOSA



Our third successful participant was Mr. Andrew Hinojosa. Mr. Hinojosa was enrolled into the Modified Short-Term Track in September 2021 and successfully completed the program in January 2022. As part of his program, he was able to complete two ACCI courses, while obtaining part-time employment and enrolling into Truck Driving School, as well as maintaining his sobriety and successfully managing his Mental Health needs. Mr. Hinojosa was also able to successfully complete his Behavior Change Plan as part of his program.



THE CONTEST WINNER FOR FIRST PLACE



THE MANUFACTURING FLOOR



THE LOC8 XT LINE

BI Decorates for the Holidays

Written By **Kenny Rogers & Erick Brangan, BI INC.**

December 2021 marked another holiday season for BI Inc., and extra opportunities to engage with one another by decorating for the holidays. This was our biggest year ever for decorations, and it showed! To be fair, we did have some motivating factors behind the high participation – people wanted to win exciting prizes in the holiday decorating contest.

We like to keep morale high as we face daily challenges, and holiday decorating is a fantastic way to do just that. The manufacturing floor can be quite industrial in appearance, so when the holidays come around and the decorations go up, it brings the floor to life! In addition to the decorating, we had a day for baked goods, where everyone who wanted to could bring in their favorite baked treats.

Traditionally, we have a White Elephant gift exchange, but with COVID protocols in place, it just isn't possible. So, for the second year in a row, we opted for the Secret Santa gift exchange. What we've discovered is that the Secret Santa gift exchange allows for a more personal touch as each person tries to buy the best gifts to match the recipient's hobbies and likes. It has a unique way of bringing people together.

As we go into 2022, we will strive to make the coming year even better than the previous!



Christmas in Covington

Written By **Lisa Roberts, Covington DRC**

We hosted a delightful holiday party for our participants the week before Christmas. The menu included all the

traditional fixings: turkey and gravy, ham, sweet potatoes, cranberry sauce, potatoes, macaroni and cheese, plus cake and pies. One of our participants, who is a talented musician, brought his guitar and provided live entertainment.

Thanks to our wonderful partner, Target in Covington, our participants were able to fill "Santa's bag" with toys, clothing, bedding and school supplies free of charge. There was also a raffle for a special gift (one was a bicycle) for each of two boys and two girls.



Reentry Success at Grossman Center

Written By **Tammy Jones, Grossman Center**



*Christopher Green / Jessica Parrish
(Case Manager)*

In September 2021, the Grossman Center welcomed a resident with minimal resources and no family support. This resident was also struggling to secure employment and housing; and transportation was a major barrier for him, like it is for a lot of our residents. However, through the help of the Lansing Correctional Facility (LCF) Bike Program the resident received a donated bicycle to provide transportation back and forth to work. In addition, the Leavenworth Interfaith Community of Hope was able to assist him with his housing needs. The Leavenworth Interfaith Community of Hope is a local organization that assist individuals with daily living skills, offers information about social services providers, provides access to job seeking skills, and aids in getting personal documents and transportation services. Through the generosity of our community and hard work from the resident's Case Manager, Jessica Parrish, he was able to secure employment and get back on his feet as a productive and law-abiding citizen. Upon release, the resident was proud of his accomplishments and extremely thankful for the donations and support provided by the local community and the Center.

Awareness is Power

Written By **Jacqueline Schap, Dauphin County RSC**

Every October, it is common to see the color pink in honor of Breast Cancer Awareness Month. At the Dauphin County RSC, the staff wanted to do something more than just wear a pink ribbon throughout the month. On October 1, 2021, each staff member chose a theme and decorated their office door. Program Manager, Jacqueline Schap, chose the theme of thirty-one breast cancer facts, one for each day of the month. Job Developer, Aqila Webb, chose 'Real Men Wear Pink,' Case Manager, Danielle Roman, chose 'Fight Like a Girl,' and Program Performance Manager, Adam Schlager, chose 'Early Detection Saves Lives.' A ballot was created and throughout the month, program participants, visitors, and stakeholders got to tour the doors and vote on their favorite. In addition to their vote, they were asked to include a short summary of what they learned about breast cancer from viewing the doors. At the end of the month, the votes were tallied and Aqila Webb was the winner.



Program Manager, Jacqueline Schap, said of the event, "this was a powerful way to remind everyone of the importance of taking care of yourselves and remind those who have had breast cancer touch their life in some way, that they are not alone."

Erie Outpatient Celebrates the Holidays

Written By **Annette Garcia, Philadelphia RSC - Erie Outpatient**



In these trying and unusual times, it is important to have fun, laugh, and enjoy one another. The team at Erie Outpatient in Philadelphia decided for the holidays this year that we would have an ugly sweater and beautiful door contest. Each staff member took the time to decorate the doors to their perspective offices. Some even went further and decorated their entire office and the facility. There were other staff who wanted to show off their Christmas sweaters. During the celebration, there was catered food, eggnog, cake, and cheese pie. The team had an awesome time enjoying the festivities and appreciating one another; giving the opportunity to laugh and have fun even if we did have to wear our masks.

The winner of the beautiful door contest was program counselor, Antonio Williams. He not only decorated his door, he decorated his entire office with lights, wrapping paper, bows, ribbons, and even a small Christmas tree. He included all types of candy and cookies for the participants and staff who entered his office. I personally made several trips. Human Resource Specialist won the for her awesome sweater. The facility looked beautiful

Orange and West Orange County Teams Volunteer in the Community

Written By **Alejandra Martinez, Orange County/West Orange County DRC**

For the last four years, staff at the Orange County and West Orange County Day Reporting Centers (DRCs) have volunteered with the Orange County Operation Santa Claus Program. Staff helped sort, organize and select toys for families participating in the program. This has become a fun, annual tradition for the teams. It is also a rewarding experience to be able to serve the community during the holiday season through such a meaningful opportunity. Seeing the thousands of toys neatly lining the shelves in the warehouse aisles is an eye-opening experience that demonstrates the real need that many families experience. The Orange County team first joined Operation Santa Claus in 2018. It was such a hit with staff that everyone quickly requested to do it again the following year.

Four years later, Program Manager, Alejandra Martinez, Case Manager Supervisor, Misael Ovalle, Case Manager, Mayra Gonzalez; and Case Manager, Breanna Rivera have all proudly participated every year since 2018. Returning for his third year in a row, Client Service Specialist, Brian Garcia said, "My favorite thing about participating in Operation Santa is working collaboratively with fellow volunteers to help Orange County's mission in giving as many toys to as many kids as possible". This year, there were also two new staff joining for the first year and looking forward to continuing the tradition.

Operation Santa Claus is the official toy drive for the county, distributing approximately 39,000 gifts and toys annually to children in the community who would otherwise go without. The teams recognize that giving back through programs like this aligns with GEO's values and allows us to make positive contributions in the community. The teams are proud to be part of this annual tradition and look forward to Operation Santa Claus 2022!



Pictured left to right: Mayra Gonzalez, Misael Ovalle, & Sole Contreras



Pictured left to right: Alejandra Martinez & Mayra Gonzalez



Scranton Donates Gifts for the Holidays

Written By **Gardenia Simeon, Scranton RRC**

In an effort to feed animals in need, residents of the Scranton RRC came together and donated pet food for a local animal rescue shelter. The residents were eager to participate in this holiday initiative and demonstrate their charity. Staff worked with residents through the month of December to assist with their efforts of collecting food, treats, and toys for the local rescue. The organization was especially grateful for the Center's donation and praised their initiative and good works.



I Deserved Better, So I Did Better

Written By **Kevin Sabbeth, Post-Release/Alumni Services**

This article details a reintegration experience of Kevin Sabbeth, a determined and successful returning citizen released from GEO's South Bay Correctional and Rehabilitation Facility after serving 15 years in the state of Florida.

The person who I was that went to prison was not the same person that came out. This time, I had direction in my life, and I was bound and determined for success despite any challenge before me. I used to run the streets without any direction other than a path to self-destruction. Prison was initially a bitter experience for me, but it turned into the foundation for what is now my life.

My grandmother used to always tell me that "a calm storm doesn't make a good sailor." I could have remained bitter about being in prison, but how would that benefit me? I had to realize that in order to make a change, I had to accept that I was in prison because of my own poor decisions. Once I came to accept my mistakes, I was able to focus on changing my pattern of thinking and my current situation. I began

to prepare myself for what I would face ahead of me. I had already made up my mind that I was not going back to my hometown of Los Angeles and living with my family. I felt that I was too old to live with my parents and I owed them for standing by me during my incarceration. I couldn't see myself being a further burden to them any longer.

Towards the end of my sentence, I was transferred to the South Bay Correctional and Rehabilitation Facility to participate in the Drug Treatment Program (DTP). I still had not given up hope and had just eighteen months left. After I completed the DTP, an unexpected technicality surrounding the amount of time required for work release deemed me ineligible. When I got back to the dorm, I began to talk to my neighbor, and he told me about a program that he was involved in called GEO Continuum of Care® (CoC). The next opportunity I received, I headed directly to the officer station and asked for a pass to see the CoC Counselor. I spoke with the counselor and told her that I was interested in the program. After leaving her office, I began to realize my plan once more. The advantages that this program would give me once I was released from prison would put me back on

course. Every week, I made sure I was on time to meet my CoC Case Manager and completed the weekly assignments. I was serious about not coming back to prison and they were serious about helping me.

I had been in prison for 14 years and in several facilities during my incarceration and had never experienced a group that was so dedicated and concerned about my reentry into society.

As the time approached for my release, CoC had already provided me with the details of my housing in the city of my choice, along with a bike, food, and clothing vouchers. When I arrived in Orlando, I was taken to the half-way house provided for me and received three months of rent-free residency. When I woke up the next day, I immediately jumped on my bike and went looking for a job. Not being homeless made this my priority and would contribute to my success. My first job was at Levi's as a stocker, and it was a 10-mile bike ride from the half-way house. When I accepted the job, I was thinking that 10 miles wasn't that far. I was in for a surprise! My shift started at 3:00 a.m. and didn't end till 11:00 a.m. It took five to six hours for me to ride my bike one way to and from work. I would leave work at 11 a.m. and make it home by

4:00 p.m. and leave right back out at 9:00 p.m. to be there by 3:00 a.m. for my next shift. On my days off, I would schedule interviews for jobs closer to the half-way house.

The 10-mile ride was taxing, but I was determined to do whatever it took for me to be successful. Hard work, dedication, and failure was my experience during this time. However, I was all in and never lost focus. Even when there were challenging circumstances, I stuck to my plan. I continued to put in more applications, and finally, my hard work and dedication paid off.

While I was waiting to start another job, Walmart called to schedule an interview. I jumped on my bike and rode to the interview. I always made sure I was at least 30 minutes early for an interview to show my determination and desire to be employed. Walmart was

a two-mile ride which beat the 10-mile ride any day of the week. I went through the interview process and was told that I would receive a call back at the end of the week. I left confident that I would get the job and prayed before and after the interview.

I've been employed with Walmart for just over two years now and was promoted to management a year ago due to hard work, dedication, dependability, and trustworthiness. I didn't get out of prison and return to running the streets trying to find a hang-out spot. That way of life was what sent me to prison. I had a plan, and I was determined to make the best out of my second chance.

Since my release, I have been blessed with a beautiful wife, and two beautiful children. I've also been reunited with my older children and have

developed relationships with them as well. Now this is living; this is what life is truly about; this is my second chance. The CoC program will provide you the assistance you need and with your desire and commitment to do your part, transitioning from prison to home can be accomplished. Life is never easy when starting over for anyone, and it will take true commitment and determination as a returning citizen. I am now a member of GEO Alumni Services and allowed to re-enter the same facilities where I served part of my sentence to speak with CoC participants about my journey and provide employment opportunities to participants leaving prison. Life has turned full circle for me and I'm grateful for The GEO Group's assistance through the GEO Continuum of Care® program.



Long Beach Annual Holiday Party

Written By **Tisha McAfee, Long Beach CRP**

On December 23, 2021, the Long Beach CRP held their annual holiday party for participants and their families. Toys and board games were donated by GEO Reentry Family Services, and each child in attendance received one toy and one board game. Santa even took time out of his busy schedule to attend the event. Joy could be seen on all in attendance as they joined in games, crafts, family bonding, meeting Santa, and treats. Most of all, children and their fathers were grateful for the opportunity to celebrate Christmas together.

GEO's Care's Long Beach Community Reentry Program (CRP), in partnership with the California Department of Corrections and Rehabilitation (CDCR), features well trained and efficient staff who work alongside our participants in order to change the behaviors that caused them problems and led to their incarceration. All residents in the program must complete a minimum of 25 hours of individual and group sessions weekly. In addition, each participant completes at least six hours of supplemental programming each week, which includes participation in self-help groups. The Center's programming also features a comprehensive focus on family reunification and successful community reentry.



"After being incarcerated for nearly 15 years, Tisha McAfee and the entire GEO staff gave me the opportunity to experience Christmas with my wife and children for the first time. Seeing the smile on their face when they received their gifts was one of the most precious moments I have been blessed with. Thank you. Happy Holidays!"

~Ramses E. Mayorga Jr.

(Left to Right Ramses, Isaiah, Kristine, Kristina Mayorga)

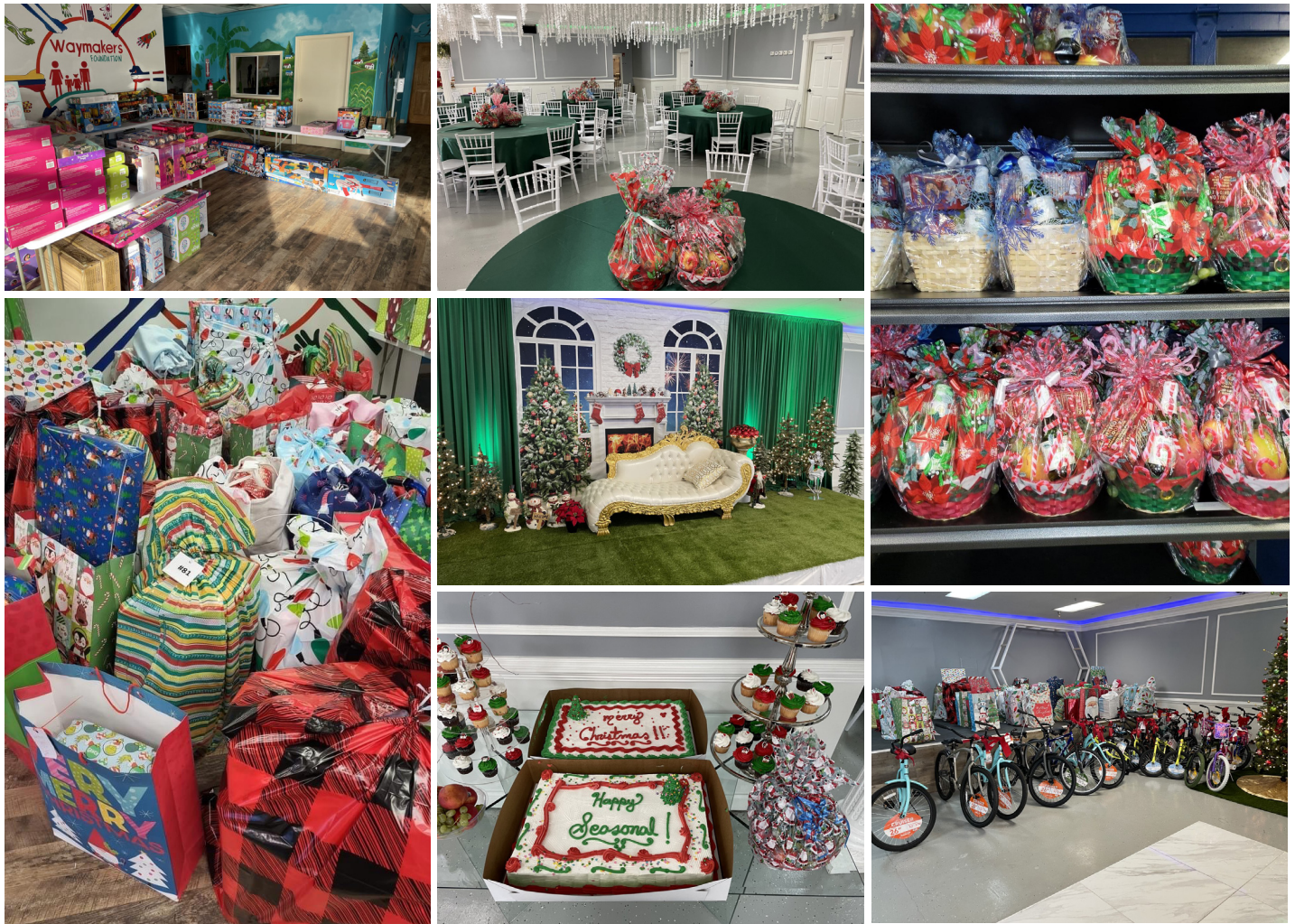


"I want to thank GEO for putting together this Christmas experience for the kids and families. My kids had a blast and we enjoyed our time together as a family. It was good to have that feeling again. Events like this help to motivate me to keep doing right by my kids, my family, and self."

"My kids still talk about how much fun they had and look forward to any other events to come."

~Philp Rodriguez

(Left to right Catherine, Jeremiah, Philip, and Damian Rodriguez)



Richmond ISAP Collaborates with Local Non-Profit to Assist Those in Need During the Holidays

Written By **Ryan Nicholson, Richmond, VA ISAP**

Local Richmond Non-Profit, Waymakers Foundation, brought the concept to the Richmond ISAP office to hold a holiday event for participants struggling financially and who may not have otherwise received any gifts this holiday season. Richmond's ISAP Case Specialists and Administrative Assistants worked with participants and families to develop individualized holiday wish lists and every child received at least \$50 worth of presents, with the most popular gift being bicycles. All donations were collected by Waymakers Foundation, with the total value of the gift exceeding more than \$9,000.

There were a total of 87 families, including 161 children, who were able to receive these gifts as a result of Richmond ISAP's generous donation.

Gifts were distributed at a local event hall that donated their space, as well as decorations and supplies. Families came at scheduled intervals to assure social distancing guidelines, while children were able to enjoy a live Spanish DJ, entertainment, children cartoon characters in costumes, sing-alongs, popcorn, cotton candy, face painting, and warm meals provided by three local restaurants. Each family was given a holiday fruit basket that contained fruits, meats, and drinks to celebrate at home. A professional photography team took family portraits and pictures with Santa Claus.

The Waymakers Foundation and Richmond ISAP staff did an incredible job in creating a night to remember for these ISAP families!



Halloween Pumpkin Patch

Written By **Tisha McAfee, Long Beach**

On October 28, 2021 our MCRP held their annual Halloween party for our participants and their families. The facility turned the yard into a pumpkin patch. Candies and goodies were donated by GEO Reentry Family Services, and children in attendance received one goodie and plenty of candy. Participants were excited to help set up and also excited to see their families. Joy could be seen on all in attendance as they joined in games, crafts, family bonding, and pumpkin picking, and as they all watched a Halloween movie together for the first time for years. Most of all, children and their fathers were grateful for the opportunity to celebrate Halloween together.



Lewiston CIS Bids Farewell to a Participant

Written By **Mickey Kelton, Lewiston CIS**

April Cook became a participant at the Lewiston CIS in July 2021. Since then, Ms. Cook has participated in numerous groups and individual Cognitive Behavioral Treatment (CBT) sessions in order to better herself. She has shown resourcefulness and dedication to the program and was always a day brightener when she arrived at the CIS.

"She has always been a joy to have in classes, but for a while there, it was scary to have her in groups as she battled her addiction," said Assistant Case Manager Zola Morris. "We could see the light in her eyes diminish over time."

As well as she was doing in the program, Ms. Cook was still struggling with addiction. She knew it wasn't good and knew she had to break the cycle but was not able to do so on her own.

"Ms. Cook spoke to me about her goals and knew that her addiction was preventing her from achieving them," Education and Employment Coordinator Roger Virgin said.

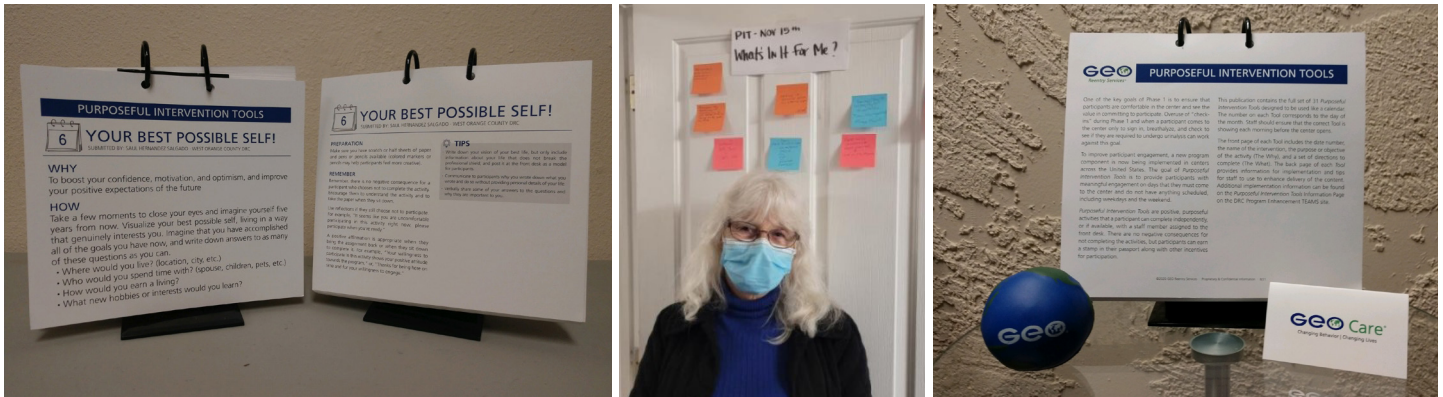
"She would come in looking terrible and sick, which was sad because she was so intelligent and bright. She had so much potential but was being held back by her addiction," stated Assistant Case Manager Carrie Maynard.



That's where the inpatient treatment model played a significant role in helping Ms. Cook reverse course. She had several barriers to overcome, such as insurance, employment, and boarding her cats. However, she continued to work with the CIS to overcome each of those barriers. In collaboration with Idaho Department of Correction staff, funding was secured for Ms. Cook's treatment. Ms. Cook successfully screened and was accepted into the inpatient treatment program. Staff at the Lewiston CIS were filled with a mix of emotions and were sad to see her depart but overjoyed that she was given the opportunity she needed to get help.

"I've seen a lot of individuals faced with barriers, but few pushed through to overcome them," Program Manager, Katie Morris said. "I really can't wait for her to get back so we can see her grow into her full potential," she added.

In December 2021, staff at the Lewiston CIS bid farewell to Ms. Cook. Since then, she reports that she has maintained her sobriety and is receiving the tools and information she needs to be successful.



Shasta County DRC is PURPOSEFUL!

Written By **Amanda Lightfoote** and **Danielle Gehrung**, Shasta County Day Reporting Center

In November 2021, the Shasta County Day Reporting Center (DRC) implemented Purposeful Intervention Tools (PIT). PITs were created to improve participant engagement, and this tool has been added to all non-residential programs in California and Idaho. Purposeful Intervention Tools aim to ensure that Phase 1 participants have a meaningful engagement on days that they come to the DRC but don't have any regular programming scheduled. PITs are positive and purposeful activities that a participant can complete independently, or if available, with a member of the DRC staff.

PITs were created in collaboration with California Area Managers, Amanda Lightfoote, Humberto Sanchez, and Sara Gayton; Dr. Natalie Pearl Ilarraza; and many other CA staff who submitted intervention ideas. These were compiled into a tabletop flip charts designed to be used like a calendar and include an activity on one side, along with staff directions on the back page.

The Shasta County DRC was one of the first California DRCs to roll out this enhanced tool out and hit the ground running with it!

The Shasta County DRC would like to recognize Ms. Tami Parks, Client Service Specialist (CSS), in particular. She shares her engagements with participants and any valuable insights from them with the entire team, allowing all staff to benefit from the tool. With her own professional goal of continuing to improve her motivational interviewing (MI) skills, Ms. Parks is using this opportunity to practice the tools of MI. These tools help enhance intrinsic motivation towards behavior change and build self-efficacy. Being purposeful in engaging those we serve is essential to assisting participants in changing their behavior. Thank you, Ms. Parks, for seeing the value and opportunity in this new engagement tool and delivering these tools to participants with genuine excitement and empowerment!



ACA Accreditation Success!

Written By **Terri Yeats**, **Albert "Bo" Robinson Assessment & Treatment Center**

GEO Care's Albert "Bo" Robinson Assessment & Treatment Center scored 100% on their recent American Correctional Association (ACA) audit. This would not have been possible without the effort and dedication of the Center's staff. As a way of saying "Thank you," staff were treated to a delicious Italian luncheon. Pictured here are members of the administrative staff serving up lunch to show their gratitude. Our thanks to everyone who made this possible, and a special thank you to Lorie Mixson for organizing this wonderful lunch.



CSG Justice Center's "Fair Chance Licensing Project" Explores Licensed Job Access for Individuals With Criminal Histories

Written By **Ryan Nicholson, Richmond, VA ISAP**

Nearly one in four U.S. jobs require a government-issued license, but for individuals with a criminal record, state regulations are often designed to discourage them from seeking jobs in licensed fields or prevent them from obtaining such licenses altogether.

"Fair Chance Licensing Project: States Expand Access to In-Demand Jobs," a recent research project sponsored by the Council of State Governments Justice Center, studies the difficulty that this population faces when it comes to securing jobs that require a government-issued license. Unfortunately, these jobs tend to be critical occupations that provide a diverse range of essential services to the community, from barbering and landscaping to realty and insurance sales to roles throughout the health care industry.

The good news is, in some states, a reduction to these barriers is in the works, as certain legislatures vote to advance fair chance licensing policies. The CSG's "Fair Chance Licensing Project" found that, in 2021, state legislatures in Arizona, Georgia, Illinois, New Jersey, New Mexico, Ohio, Tennessee, Virginia, Washington and D.C. adopted laws that promote best practices to expand licensing opportunities for people with criminal histories, and so far, across the country, at least 44 states have adopted fair chance licensing legislation to reduce barriers to licensure.

To illustrate the current state of legislation across the country, project researchers created 14 state-by-state licensing maps with information showing the strategies states are adopting to advance fair chance licensing. The project also features a testimonial from Ohio State Representative, Kyle Koehle, who championed the state's Fresh Start Act in 2021, one of most robust fair chance licensing laws in the country, along with

firsthand accounts from two individuals, Nick Aponte and Lester Young, who describe being prevented from obtaining occupational licenses due to their records.

Implementing legislative changes and reforming existing regulations surrounding barriers to government licensure can allow states to grow their workforce, while allowing criminal record-holders to contribute to their communities in a positive way. Obtaining an occupational license can also lead these individuals to higher-paying jobs and reduce their chance of recidivism.

GEO Reentry Services' evidence-based reentry programs across the country serve to further such broad employment-related goals by providing local adult probationers, parolees, and pretrial defendants with a range of job development, placement, and retention services. These reentry programs also guide program participants to local resources to help them obtain critical documents.

Specific employment services at GEO Reentry programs include on-site employment readiness group sessions, access to computer-based career skills programming, and job and resource fairs, accompanied by access to educational and vocational services including high school equivalency preparation, education for various industries and trades, assistance with applications for colleges, grants and trade/technical schools, and more.

In addition, GEO Reentry centers regularly host presentations by local organizations designed to facilitate participant development. At these "Community Connections" events, representatives from local groups and businesses inform participants about employment-related, social service, and other resources available in the community.



Erie Outpatient Celebrates National Recovery Month

Written By **Annette Garcia, Erie Outpatient Treatment Center (Philadelphia)**

National Recovery Month is observed every September to educate Americans that substance use and mental health treatment can enable those struggling with these disorders to live healthy and rewarding lives. There are millions of Americans whose lives have been transformed through recovery. Even though most of the time these successes go unnoticed by the broader population, National Recovery Month provides a vehicle for everyone to celebrate these accomplishments. The Erie Outpatient Treatment Center provides substance use disorder treatment for a large number of its residents, and as such, the Center celebrated its residents who are on the road to recovery.

This year, the Center hosted five events in honor of National Recovery Month. The theme for this year's National Recovery Month was "Recovery is for Everyone" – individuals, families, and their communities. To kick off the celebration, in conjunction with Philadelphia's Department of Behavioral Health and Intellectual Disability Services (DBHIDS), two staff members from the Center attended a community wellness screening event where they were able to discuss the services we provide at the Center. The event turned out to be a very rewarding and successful experience.

The next event was 'International Overdose Awareness Day' to remember and honor those who suffered from substance use disorder and loss their lives as a result. All the staff and residents were given purple lanyards with the name of a loved one who passed away as a result of an overdose and were asked to wear the lanyard for the day. Each participant was also given the opportunity to discuss their loved one if they chose too.

On September 17, 2021, the Center hosted a 'GEO's Got Talent Show.' All participants were able to share their talent. Some of the talents they showcased included music, dancing, spoken word, poetry, and singing. Refreshments were also served, while practicing social distancing.

Next, on September 18, 2021, staff, participants, and their families participated in the 2021 Recovery walk. Due to the increase of COVID cases, it was decided to hold this event virtually. Usually, there are over 30,000 people in attendance.

Bringing this wonderful month of recovery recognition to a close was 'National Addiction Professionals Day,' which was held on September 20, 2021. On that day, staff at the Center were recognized for all of their dedication, courage, and hard work.

