

GEO[®] World

2nd QUARTER 2020

A GEO Publication for Employees and their Families.



Moshannon Valley Correctional Facility



Moshannon Valley Correctional Facility



Graceville Correctional & Rehabilitation Facility



Graceville Correctional & Rehabilitation Facility



Eagle Pass Correctional Facility

GEO's Frontline Employees Deliver Quality Care Amid COVID-19 Global Pandemic





Chairman's Letter

George C. Zoley, Chairman, CEO and Founder

We are incredibly proud of all our employees whose daily commitment and dedication has allowed our company to meet the COVID-19 crisis head on.

To the GEO Family,

As our country and the world face an unprecedented health and economic crisis, GEO employees and facilities throughout the United States and internationally have also been impacted by the spread of the COVID-19 virus. Ensuring the health and safety of all those in our care and our employees has always been our number one priority.

As a longstanding provider of essential government services, we have experience with the implementation of best practices for the prevention, assessment, and management of infectious diseases. From the outset of this global pandemic, our corporate, regional and field staff have implemented comprehensive steps to address and mitigate the risks of COVID-19 to all those in our care and our employees. These steps are detailed on our website at [geogroup.com/COVID19](https://www.geogroup.com/COVID19).

Despite the unprecedented challenges of the COVID-19 global pandemic, our company's services and business remain resilient, and we continue to enjoy opportunities to grow our partnerships with government agencies

in the United States and internationally. During the first quarter of 2020, we achieved several important operational milestones. In California, we began the intake process at the government-owned, 512-bed El Centro Detention Facility under a new nine-year contract with the U.S. Marshals Service.

We also completed the intake process and achieved normalized operations at our company-owned, 1,800-bed North Lake Correctional Facility in Michigan, and in Texas, we completed the intake process and achieved normalized operations at the county-owned, 1,800-bed Reeves County Detention Center I & II and 1,376-bed Reeves County Detention Center III. These three facilities were activated under new 10-year contracts with the Federal Bureau of Prisons.

Finally, in Australia, we made significant progress towards completing several expansion projects in New South Wales and Victoria, which are expected to add approximately 1,000 beds at three facilities that are managed by our GEO Australia subsidiary.

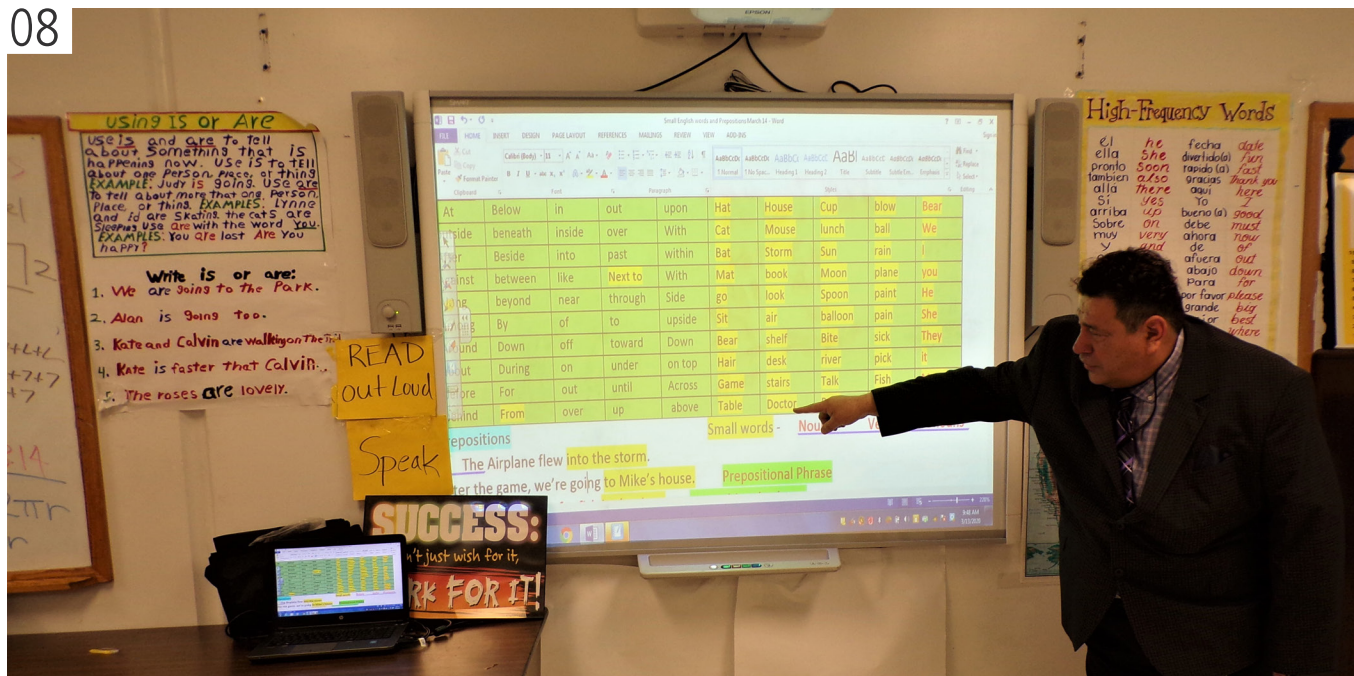
Our company's continued success is underpinned by the dedication and professionalism of our employees around the world. At times of unprecedented uncertainty, we often see the best in our people and their abilities come to the forefront.

We are incredibly proud of all our employees whose daily commitment and dedication has allowed our company to meet the COVID-19 crisis head on. Every day, more than 23,000 GEO employees report to work at over 200 GEO facilities, program and office locations. Our frontline employees make daily sacrifices to care for all those in our facilities and programs. They are security officers, social workers, case managers, teachers, maintenance staff, doctors, and nurses, but more importantly, they are members of diverse communities whose families have been impacted like everyone else.

Please join me in expressing our deepest gratitude and appreciation to all of our frontline GEO employees for their daily dedication and sacrifice, which is truly an inspiration for all of us.

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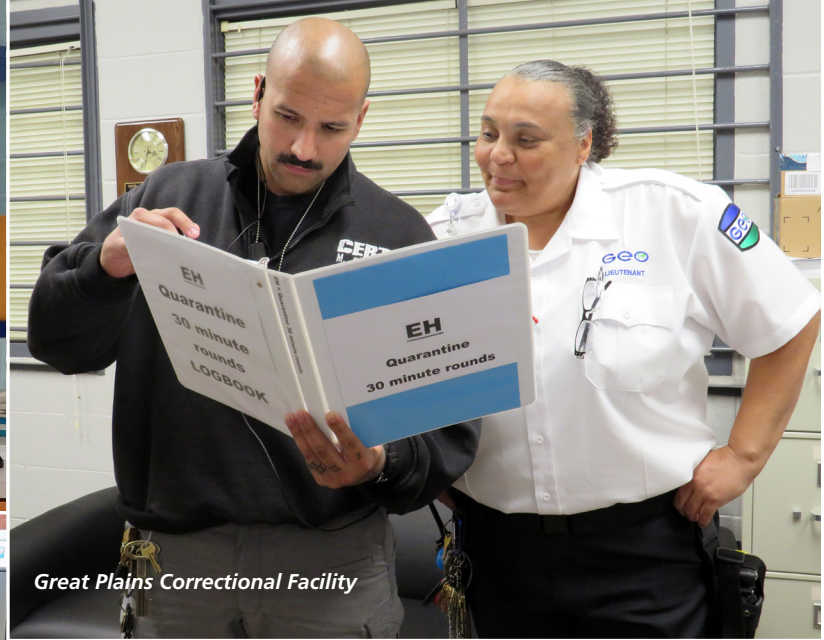
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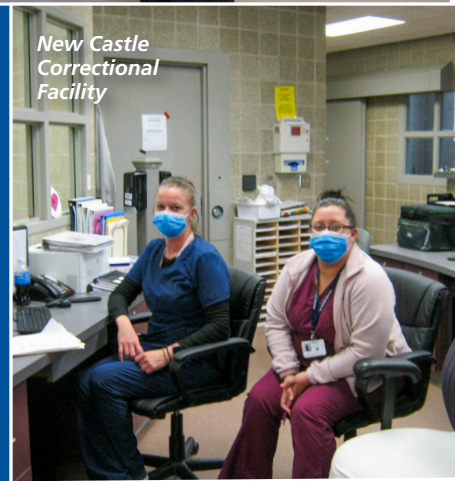
Karnes County Family Residential Center



Eagle Pass Correctional Facility

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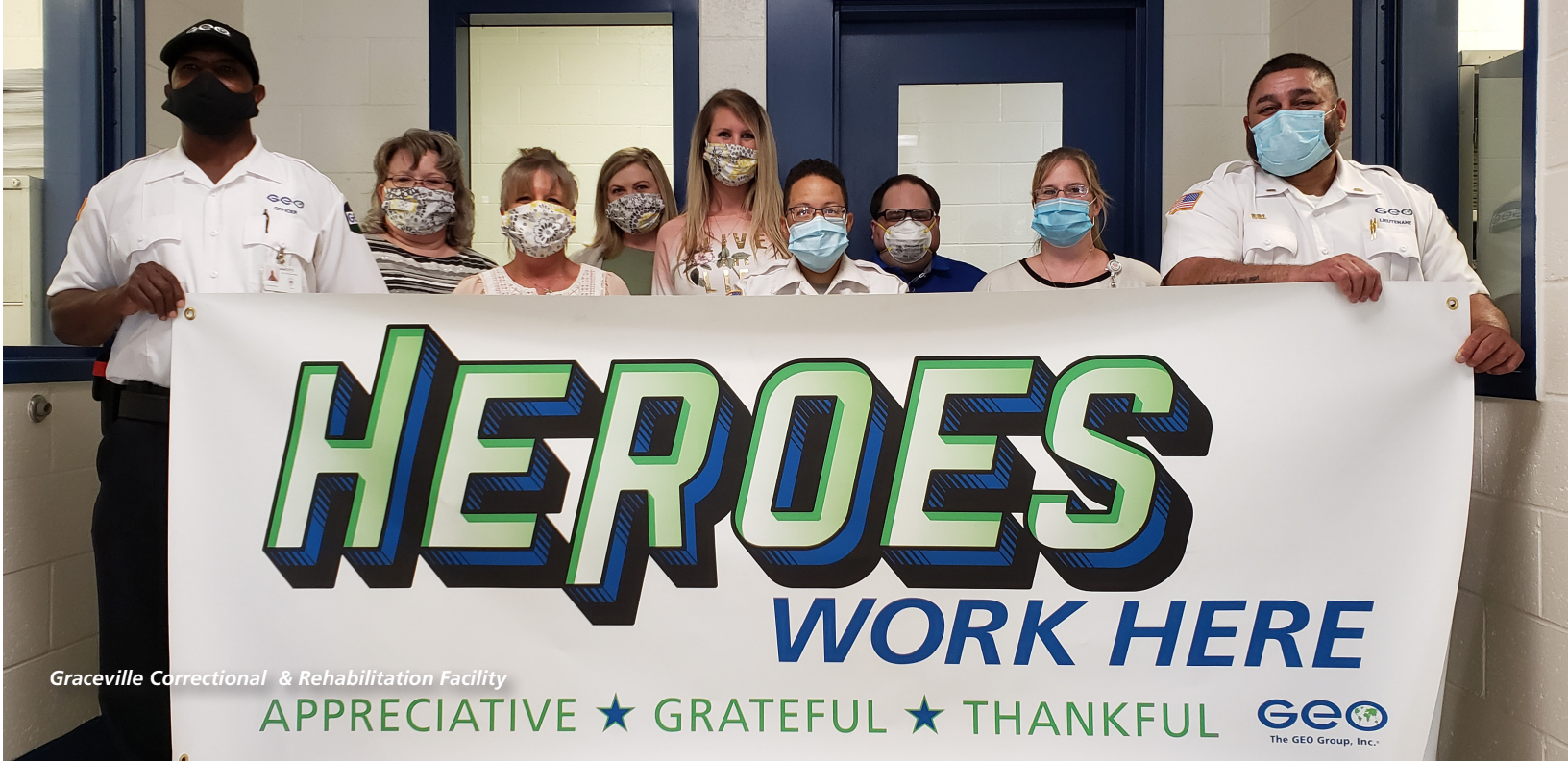
George C. Zoley, Chairman, CEO and Founder



New Castle Correctional Facility



Karnes County Family Residential Center



Graceville Correctional & Rehabilitation Facility

APPRECIATIVE ★ GRATEFUL ★ THANKFUL



Great Plains Correctional Facility



Kingman Correctional & Rehabilitation Facility



Graceville Correctional & Rehabilitation Facility



Karnes County Family Residential Center



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Spanish River Church Ride 4 Orphans

Written By **Chris Ferreira**, *Corporate*

On an annual basis, The GEO Group Foundation supports the Ride 4 Orphans event hosted by Spanish River Church in Boca Raton. The mission of Ride 4 Orphans is to bring light and hope to orphans all over the world. Whether an individual is a cycling aficionado or just a casual rider, they have the opportunity to make a difference in the lives of orphans and children in foster care around the world and right here in our local Boca Raton community.

Event Director, Craig Kindell, had the following to say about this year's Ride 4 Orphans event, "It is a privilege to be able to support Pothawira Village", Malawi, a wonderful ministry founded by Pastor Peter Maseko (SRC church planter) and his daughter, Dr. Anne Alaniz. Dr. Alaniz is a gynecological oncologist who recently spoke at the

Mobilizing Medical Missions conference in Houston, TX on the problems faced by women and children in Malawi. Dr. Alaniz praised the organization in saying, "Thank you Craig Kindell and Ride 4 Orphans for everything you have done to support the work we do. The women and girls at Pothawira Academy are now getting an education in classrooms that are lit up with solar power from your generosity and the sewing program is thriving to ensure them a better and brighter future."

This year's Ride 4 Orphans initiative included organizing a solar power installation at Pothawira Academy a new secondary school for the children of Pothawira Village and surrounding community.

The GEO Group Foundation is proud to support Ride 4 Orphans, and we look forward to sponsoring future initiatives.



Estate Planning: Beneficiary Forms are Not Enough!

Written By Susan Napolitano,
Corporate HR

Everyone loves their family. You go to work to provide for them and would do anything to protect them while you are here. But what about after you are gone? What will happen to your home, property and money? Who will make decisions and pay bills on your behalf if you are alive but incapacitated? If your answer is “I don’t know”, then estate planning should be an immediate priority for you. Without it, the state in which you reside decides how to distribute your assets—not you, your family, or a designated beneficiary.

What is an estate? An estate is all the money and property you own. Estates are not just for the wealthy. To be clear, everyone has an estate—and it includes anything in your name—bank accounts, 401k, life insurance, and property (home, car, motorcycle, boat, etc.). Simply put, estate planning is preparing how your money, property, and medical care is handled upon your death or medical incapacitation.

These are the documents that are essential to estate planning:

Will:

A will coordinates the distribution of your assets after death and can appoint guardians for minor children. More than 50% of the adult population polled say they do not have a will.

Trust:

If the beneficiary on your life insurance is a child under the age of 18, they will not receive the money directly if a trust is not set up. Your family will have to go through a long, probate process in

court. You must have a trust set up to ensure your family will have an easier time passing assets in the trust to your beneficiaries, especially young children.

Power of Attorney:

If you’re alive but incapacitated, the only way a trusted person can act on your behalf and access any financial accounts in your name is through a durable financial power of attorney. For example, if you want your adult children to talk to your credit card company or bank and their names are not specifically listed on these accounts, the companies won’t speak to them without a durable financial power of attorney.

Living Will/Advance Directive:

Advance directives are legal documents that allow you to spell out your decisions about end-of-life care ahead of time. They give you a way to tell your wishes to family, friends, and health care professionals and to avoid confusion later. A living will states what medical treatments you want if you are dying or permanently unconscious.

Now that you know what you need, it’s time to get started! It’s easier than ever to do estate planning. And it’s not complicated or expensive with the free resources available to you as a GEO employee.

Through GEO’s life and disability carrier, Mutual of Omaha, you have access to free online Will preparation services provided by Epoq. This is available to all GEO employees, even if you’re not enrolled in life or disability coverage. Epoq offers a secure site allowing you to prepare wills and other documents at no cost to you:

- **Last Will and Testament**
- **Power of Attorney**
- **Healthcare Directive**
- **Living Trust**

Log on to www.willprepservices.com and use the code **MUTUALWILLS** to register and answer the questions. Custom documents will be created, which you can download, print and share.

Don’t forget! In order to make the document legally binding, you may need witnesses to your signature on any of these documents, and perhaps a notary. Check with your state for legal requirements.

Want something a little more comprehensive? GEO employees can enroll in Legal Club for as little as \$14 a month. As a member, you receive a free simple will and federal and state tax return preparation. You also get discounted rates on divorces, traffic ticket defense, bankruptcy, real estate closings and other transactions. Call 800-305-6816 for more information.

Check Your Documents:

Check your current beneficiaries!

A staggering 5,388 GEO 401(k) accounts do not list a beneficiary!

Go online now at www.Retiresmart.com to add or update your beneficiary or call MassMutual today at 800-743-5274.

Many GEO employees have blended families—2nd families, ex-spouses, step-kids. Do you remember who you designated as a beneficiary on your life insurance policies or retirement accounts? Make sure they are up to date and save a copy with your estate documents. Keep in mind—current spouses are the automatic, mandated beneficiary of any 401(k) accounts—unless waived in writing by your spouse.

Estate planning is a simple step that will honor your legacy now and in the future. Designating beneficiaries is a start but don’t stop there. Give your loved one’s peace of mind and protect your finances by creating these documents now!



GEO Risk Management Hosts Successful Safety Session

Written By **Risk Management**, *Corporate Headquarters*

During the week of November 4th, GEO Corporate Risk Management hosted its third successful session of the GEO Fire Safety Managers University. The course is an intensive 30-hour session in which students are educated in 22 safety and risk management topics including employee safety, physical plant maintenance, sanitation, food safety, compliance and emergency response planning.

The class was comprised of 37 students from all areas of the country, including five representatives from the GEO Care Division. The week was filled with 8 hours per day of class time mixed with valuable networking and knowledge sharing. The week ended with a course review and exam, as well as, a presentation of certificates to the students. Each student also earned a 30-Hour OSHA 1910 General Industry credential.

Our curriculum was supported by several corporate, regional and facility subject matter experts; guest trainers included our three Regional Safety Managers from Secure Services, Mike Clay (Eastern), Rosalio Estrada (Central), Elijah Kimble (Western), Cathryn Price (ACA), Trina Maso de Moya (Contract Compliance), Nathan North (FSM Heritage Trail) and Nathan Baker (FSM D. Ray James). Thank you to all for sharing your valuable time and knowledge.

One More Flight at Heritage Trail

Written By **Angela Reaves**, *Heritage Trail Correctional Facility*

Heritage Trail Correctional Facility (HTCF) had the privilege of being part of an event benefiting Indy Honor Flight. For those who are unfamiliar, Indy Honor Flight takes wartime veterans to Washington D.C. to visit the memorials built in their honor. It is an entire day of thanks and honor for the men and women who served our country during WWII, Korea and Vietnam. It is a once-in-a-lifetime trip for our heroes and it is provided at no cost to the Veteran.

Selina Lewis, HTCF Public Information Officer and Compliance Administrator, is an active member of the Plainfield Rotary Club. Through her service in Rotary, she found herself playing an active role on a committee responsible for planning and hosting a fundraising event called Salute to Our Veterans.

Over the last two years she has volunteered many hours serving on the committee comprised of Rotarians from four different clubs from the local area with "One More Flight" as their goal.

The inaugural event in 2019 was successful in raising enough funds to secure a flight and on October 2019, Flight 32 headed to Washington with 86 veterans from WWII, Vietnam, and Korea. "Attending the welcome home for these heroes was humbling" Ms. Lewis said. "I walked out of that homecoming knowing I would do what I could to make this happen all over again."

That is exactly what she did. For the last year, Ms. Lewis has worked diligently with the Multi-Rotary committee, and on February 29, 2020, Salute To Our Veterans held its second annual Salute To Our Veterans Event, raising over \$80,000.

Heritage Trail Correctional Facility supported the event with a \$4,000 donation from The GEO Group Foundation and provided hand crafted hope chests built in the building trades department for the auction. HTCF's sister Facility, New Castle Correctional Facility, spent several months crafting items for the auction, including a vintage style hutch, porch swings and book cases.

The Indiana Department of Correction (IDOC) volunteered their support of the event as well, through an additional \$3,000 sponsorship and other items crafted at various correctional facilities across the state such as bird houses, Americana quilts, paintings, and other crafts.

Tina Stansbury, Committee Chair, stated Ms. Lewis's efforts, through her partners in corrections, were "directly responsible for at least \$14,000 of the funds raised."

IDOC Executive Director and Retired Brigadier General Michael Osburn was the event speaker and the IDOC Honor Guard performed the presentation of colors.

Facility Administrator Angela Reaves and several HTCF executive team members attended the event. HTCF Correctional Officer, and active military service member, Grace McCarthy performed a beautiful rendition of our national anthem. Other special guests in attendance included IDOC Deputy Commissioner James Basinger and several IDOC staff, as well as, approximately 220 local community business leaders and members of the community.

Ms. Lewis said, "I was really proud to see my corrections family play such a positive role in my Rotary family's service to our community. One of HTCF's volunteers spent several weeks crafting a beautiful cutting board as a contribution for the auction. At the end of the day, together, we put one more Honor Flight in the air!"

Pictured Left to Right : Angela Reaves, Facility Administrator; Grace McCarthy, Correctional Officer; Tina Stansbury, Committee Chair.



Information Technology, Computer Software, and Active Learning Methods as Classroom Resources for Adult English Learners

Written By **H. Garciasalas**, *Golden State MCCF*

Golden State's English as a Second Language (ESL) classroom uses curriculum and instructional methods to gradually advance English learners from introductory concepts to concrete results by means of student-made language and math posters. Both information technology and the ESL classroom's resources engage English learners to actively learn to speak, spell, read, and write English words.

Golden State's ESL curriculum is both printed and software based. The California Department of Corrections and Rehabilitation approves supplemental workbooks, and provides lessons in order to increase the students' English language skills and math problem-solving skills. The instructional methods include active learning activities that guide ESL students in writing journals, reading and word problem solving projects. The projects teach students to write English sentences on posters, word puzzles, and math graphing boards. The projects engage the students in reading and constructing a product of applied concepts of English grammar and basic mathematics.

The resource center of the ESL classroom provides these learning tools to initially guide students to learn to read three letter English words and basic sentences. The instructor uses sentence-building puzzles and Spanish-English dictionaries to guide students in writing English sentences. The poster boards motivate adult English learners to speak, read, and write in English together through learning

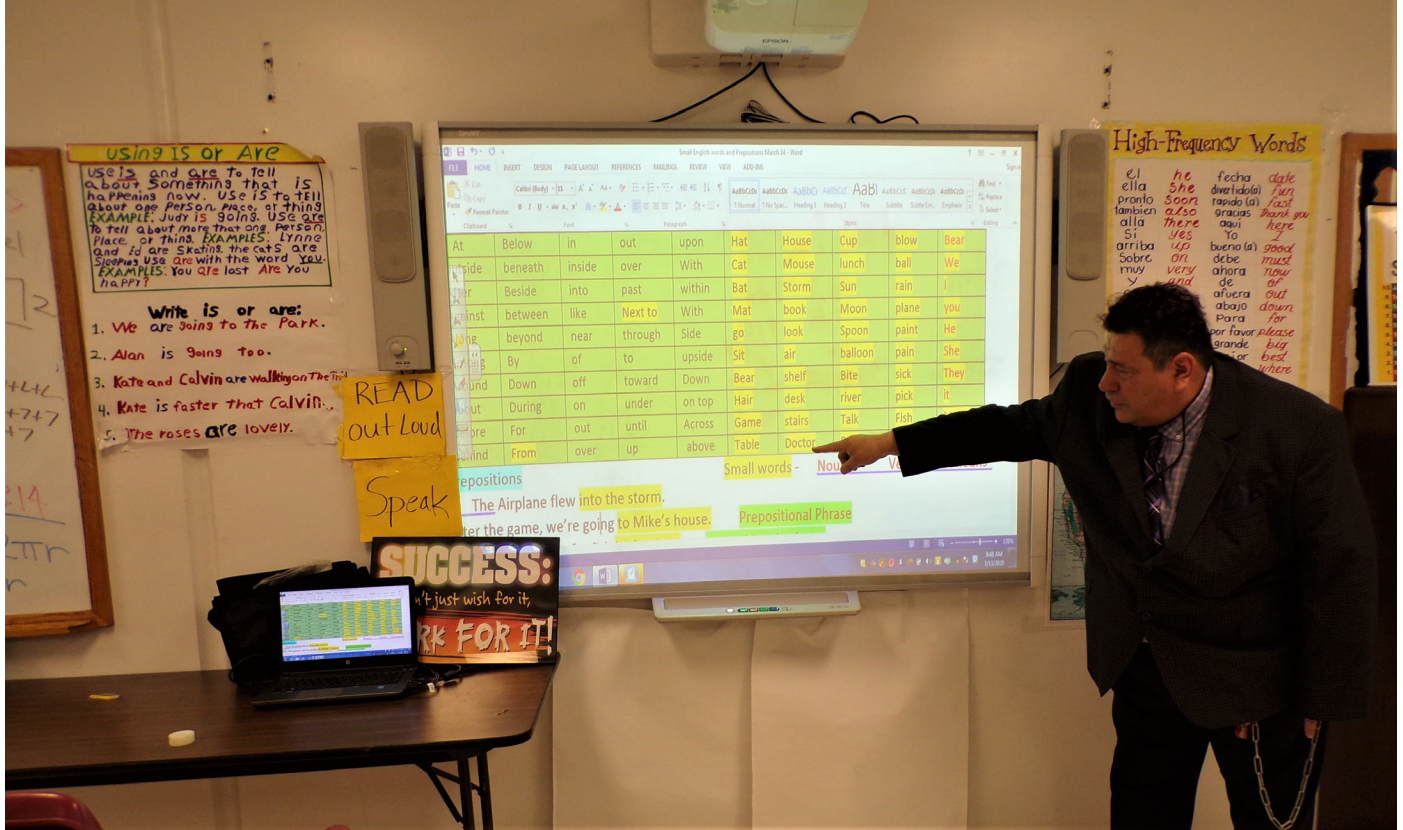
group activities. In active-learning activities, the instructor uses learning materials and Information Technology tools to provide visual learning models for speaking lessons in English phonics training. The ESL instructor directly engages ESL students in speaking and pronouncing aloud the sounds of English words, so students can develop their English language skills. The teacher uses a Smart Board to help students develop their English language skills.

The instructor uses the Smart Board to help ESL students visualize and decode words for meaning and structure. For instance, the Smart Board displays

three letter words on the projector screen. Next, the instructor points to the words on the Smart Board. Below, on the projector, the students see the vocabulary models of the small words applied to sentences. The instructor uses colors to highlight the words in sentences, so the students can observe the grammatically correct pattern of the words in sentences.

Technology Students produce the poster boards as their own visual learning tools. These students' visual presentations of "opposite" words act as a lesson to engage them to physically construct the meaning of English words in their own writing. The students place the words in pairs





on the poster board to demonstrate their understanding of their opposite meanings. For instance, the students write "hot" paired with "cold", because they have "opposite" meanings.

On the poster boards, the students use colored markers to create a table that contains applied English grammar and words in sentences. As a result, they begin to write grammatically correct sentences.

In math problem-solving instruction, the poster boards are used for group activities in order to provide each student tasks. In the math projects, students are guided in drawing lines with numbers on a poster board, and as a result, they use the board to solve arithmetic problems.

The Resource Center's computers teach visual models to the students. The students read and see the operations of addition and subtraction according to the number line. As a result, the ESL students make English words and math skills concrete by actively drawing images of concepts.

The walls of posters of English grammar and math word problems represent the student's appreciation of

these academic concepts. As a result of making these posters, the students increase their performances from low scores to higher scores on computer modules and exams.

Golden State's Adult Basic Education program requires ESL students to take the Test of Adult Basic Education (TABE) after 90 days of instruction in

the ESL classroom. During the course, these students move from first grade to fourth grade proficiency. If these students score an average of 4.0 or higher on the TABE, then they advance to the ABE II classroom.

Pictured Above: Mr. Garciasalas teaching students how to use English words and

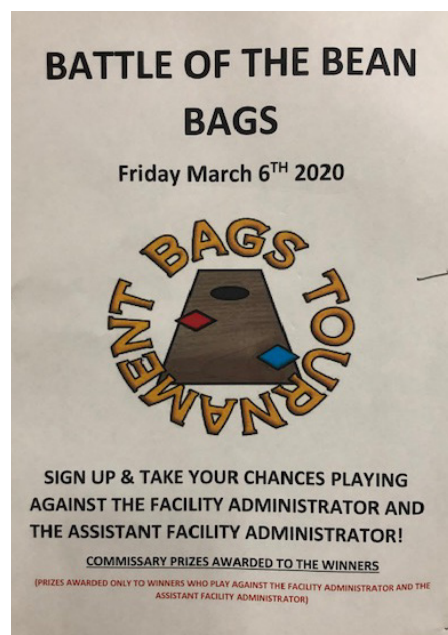


Western Region Detention Facility Corn-Hole Tournament

Written By **Tiffany Hartley**,
Western Region Detention Facility

Who said you can't bring a classic California beach game to a correctional facility? Well, here at the WRDF we decided to 'throw down the towels' and create our own fun with our very own corn-hole tournament! Inmates were afforded an entire week of practice tournaments amongst themselves in preparation for the big day: a chance to play against seasoned players; FA Noonan and AFA Carney.

Once the game was on, FA Noonan and AFA Carney put their talented skills of the game to the test in a match-up against several inmates. There were four games played throughout the day. Each game got



increasingly better, well at least for the inmates. FA Noonan and AFA Carney maintained a consistent winning streak which only proved their superiority of the game.

The recreation area was filled with happy bantering, from both inmates and staff. Although there may have been somewhat of a close call or two, the facility administrators ultimately won all games, thereby proving their incredible talent. There were no 'losers' of the game however; all participants received the prize of a mixed bag of commissary goods. There were no sad faces!

This was a first of its kind recreational activity. The idea was FA Noonan's and

proved to be a huge hit! We strive to create fun and original activities for the inmates to lessen the stress of the environment and to keep moods jovial. We will continue to be inventive!



Blackwater River Correctional And Rehabilitation Facility Celebrates Black History Month

Written By **Charles Maiorana**, *Blackwater River Correctional And Rehabilitation Facility*

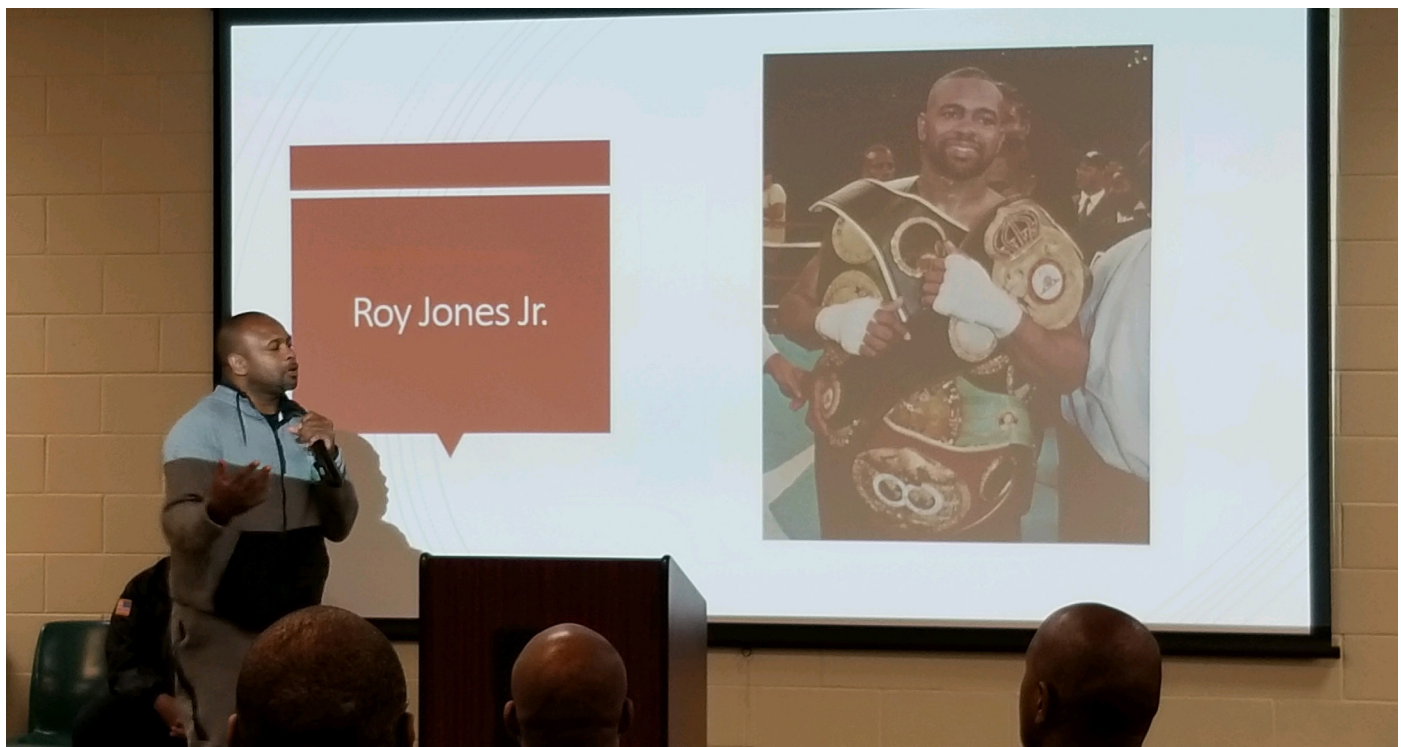
On Tuesday February 18th, 2020, Blackwater River Correctional and Rehabilitation Facility held its annual Black History Program. Officer Yul Tunstall and Recreation Specialist Dominique Muhammad organized the program this year. Mr. Tunstall is from the Pensacola area and assists with many outreach programs to help local youth. He strives to give children positive avenues for support and donates time to bring awareness to street violence. Through his resources, BRCRF was able to have Roy Levesta Jones Jr. as our guest speaker.

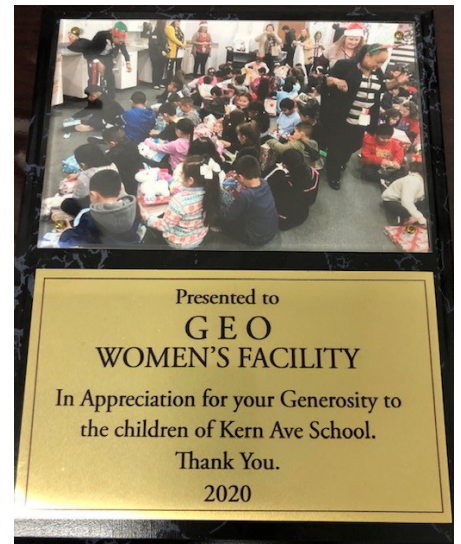
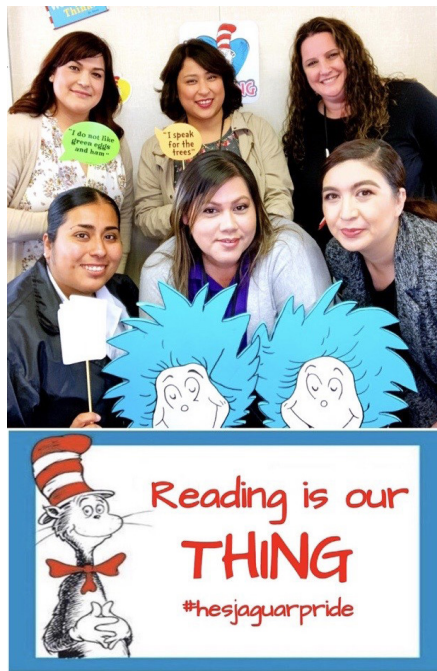
Roy Jones Jr. is a world famous boxer, actor, and musician who was born and raised in Pensacola, FL. He was an Olympic Silver medalist and held multiple world championships in four different weight classes. In addition, Mr. Jones was named "Fighter of the Decade" in the 1990's. Mr. Jones donates a lot of time to motivational speaking



and trying to make a difference in his community. After just a few minutes with him, you can tell he is passionate about helping others.

Mr. Jones spoke to the population for almost an hour. He primarily spoke about how he was not born an excellent athlete and had to work hard to overcome many obstacles. He talked about how he lost the Gold Medal match in the Olympics, even though he had overwhelmingly landed more punches in the match. Many people would have used this as a crutch or an excuse, but Mr. Jones used it as motivation to work harder and build his character. He closed out by allowing the population to ask questions, and left them with one thought, stating, "Champions are not built in the ring, just recognized there."





McFarland Reads Across America

Written By **Claire Calvo**,
McFarland Female Community Reentry Facility

On February 28, and March 6, 2020 several staff from the McFarland Female Community Reentry Facility

participated in the annual, "Read Across America," event, celebrating the birthday of Dr. Seuss, March 2, 1904.

Staff read books to students at Horizon Elementary School and Kern Avenue Elementary School and helped make "Cat in the Hat" hats for the lower grade levels. The staff had an opportunity to interact and speak with the students and were treated to snacks and photo booth pictures celebrating the day. McFarland staff also recognized one of Dr. Seuss'

classic stories, "Fox in Socks," with a donation of 80 pairs of wacky socks for the students. At the end of the March 6th event, Kern Avenue Elementary presented the Facility with a plaque in appreciation for their continued support of the students.

The staff were honored to be included in this event and enjoyed engaging with the youth of the community.

City Of Adelanto Planning Commission Meeting

Written By **Jovanna Maddux**, *Adelanto ICE Processing Center*

In January, over 100 staff, friends and family members from the Adelanto ICE Processing Center and Desert View MCCF attended a City of Adelanto Planning Commission Meeting in support of allowing the annexation of the Desert View MCCF to the Adelanto ICE Processing Center. Facility participants spoke in support of jobs; GEO's values in respecting dignity and human rights in a safe and secure environment, the facility's contributions to the city and involvement in community projects and local businesses.

Pictured: The Bonilla family speaking at the City Of Adelanto Planning Commission Meeting



GEO Transport Inc. SAFETY FIRST

Written By **Ed Stubbs**, *EVP Transportation*

GTI Transportation Officers once again, closed out the calendar year with an astonishing Safety Record.

GTI Management consistently prioritizes safety while reinforcing the importance of conducting all transport operations in accordance with Federal Laws, State Laws, and Policies & Procedures.

GEO Transport Inc. (GTI) is a fully licensed, Department of Transportation (DOT) regulated motor carrier. All of us have seen the roadside inspection stations along our interstates across the country. As a fully licensed regulated motor carrier traveling the roadways and highways across our great nation, GTI is subject to those same random inspections conducted by US DOT inspectors for safety compliance.

GTI vehicles across the country were inspected in 2018 and 2019 numerous times. The national average for vehicles being placed out of service when inspected on roadside inspections is nearly 21%. GTI is proud to report that

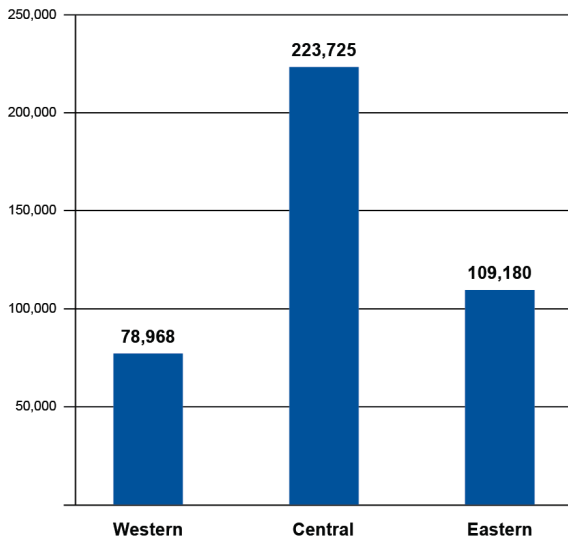
we did not have a vehicle or driver placed out of service. Additionally, 16 GTI Transport Officers were subject to proper driver qualification verification inspections in 2019. These level 1 inspections consist of a review of all licenses, certifications, insurances and required documentation to be on their person and/or in their vehicle. The national average of Transport Officers/Drivers being placed out of service during these inspections is 5.51%. Once again, not one GTI Officer was placed out of service.

These statistics speak volumes about GTI's drivers' and managers' "Commitment to Excellence." GTI undergoes a company-wide USDOT audit every two years and has consistently (since inception in 2007) been rated as "Satisfactory." The rating of "Satisfactory" is the highest attainable rating that can be achieved under DOT's scoring system.

In summary, the amount of safe and efficient transportation conducted on an annual basis continues to grow each year. In 2019, GTI drove approximately 6 million miles while successfully completing 92,726 transport missions and transporting 411,873 individuals. These transport missions were completed safely and without an escape, serious accident or serious incident.

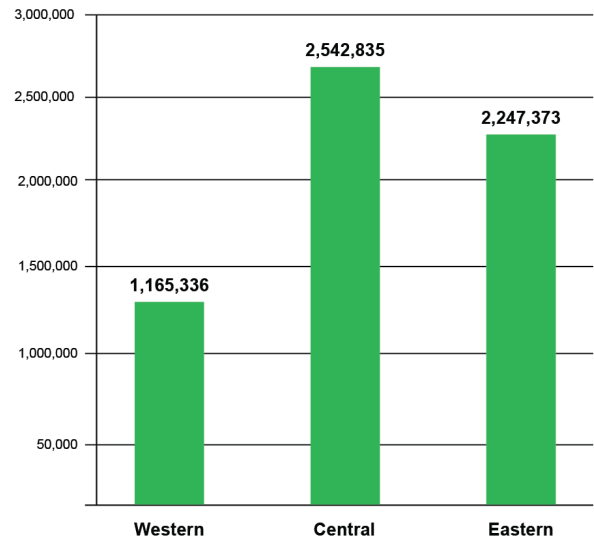
GTI Movements/Miles Driven 2019

Movements



Total US Movements: 411,873

Mileage



Total US Mileage: 5,955,544

Honoring Kenneth Gurgandus

Written By **Michael Clay & Lindsey Vercher, Lasalle and Alexandria ICE Facilities**

Kenneth Gurgandus, Fire/Safety Manager has been a part of the GEO family since September of 2007. Known by colleagues and close friends as "Layne," he is frequently asked by the Corporate office to participate in facility start-ups in multiple regions, to conduct Corporate Annual audits throughout the Eastern Region, and to assist training other Fire/Safety Managers throughout the company.

Layne has worked at the LaSalle ICE Processing Center (LIPC) since 2007 in a variety of positions such as: Transportation Officer, Armory Sergeant, Lieutenant, PREA

Compliance Manager, and Fire/Safety Manager. He also manages the Fire/Safety operations for LIPC's satellite facility the Alexandria Staging Facility (ASF). Not only does he excel in his Fire/Safety position, he also is a trained OPR Investigator, a trained PREA Investigator, certified and recently re-certified as an ACA Certified Corrections Manager, and is a facility resource trainer for new hires.

Managing two facilities comes with many challenges. Layne has tremendous community support for his parish-wide annual emergency drills in LaSalle and Rapides Parish. This is a direct result of his ability to maintain close ties with local agencies, hospitals, law enforcement, and fire departments in Central and Northeast Louisiana.

Staff have been able to rely on Layne for his knowledge and guidance whenever they needed it. He is always willing to help wherever needed and always does an outstanding job. He is a great asset to not only the Eastern Region, but to GEO Nationwide.



We are very thankful for having Layne be a part of the Eastern Region team and look forward to so many more years not only working with Layne, but learning from him as well. Thank you Layne for all that you do. We appreciate all your hard work more than you will ever know.

Pictured Above: Kenneth "Layne" Gurgandus, Fire/Safety Manager, Lasalle IPC



What's Cooking at Heritage Trail

Written By **Angela Reaves, Heritage Trail Correctional Facility (HTCF)**

Nothing says "I appreciate you" more than a home-cooked meal. So, the Heritage Trail Executive Team conspired with OCU, Culinary Arts and together cooked brunch for all HTCF Staff.

Pictured: Top Left -OCU Dennis Brady, FA Angela Reaves, and Chief of Security Shad Rice serving HTCF staff, Bottom Left - Facility Administrator Angela Reaves and OCU Manager Dennis Brady, Right - MIS Manager Mario Pronzato, and AFA Dan LeFLore





New Castle Correctional Facility Donates to Victory Lane Camp

Written By **Myra Strobel**, *New Castle Correctional Facility*

Victory Lane Camp's motto is "Connect. Camp. Community." Victory Lane Camp provides opportunities for fellowship and fun by holding

summer camps that partner community members with families of children with special needs. These camp sessions provide events such as games, swimming, and educational activities and offers individuals who are trained on the unique challenges and struggles faced by these families. This organization is local to New Castle Correctional Facility (NCCF) and is near and dear to the heart of several staff members. It is reported that everyone involved builds such a strong bond that they call themselves a community and meet for programs, cookouts, and other events throughout the year.

Recently, NCCF was honored to be able to donate \$12,000 to Victory Lane Camp. All the funds donated by NCCF are providing an excellent

camp experience for all the families attending. Victory Lane staff report that "the generosity of the NCCF has allowed Victory Lane to remain in operation and serving families of children with special needs."

Facility Administrator Mark Sevier adds that "NCCF is thrilled to be able to aid such a wonderful organization. Once I heard about what they do at Victory Lane I knew this facility would want to be involved."

Proceeds from NCCF's Annual Golf Outing in May were also be donated to Victory Lane Camp.

Pictured: VLC Founder Brett Fischer and NCCF Facility Administrator Mark Sevier



Golden State Continuum of Care *Dignity, Respect, Communication, Choices, Consequences*

Written By **E. Madarang**, *Golden State MCCF*

The CoC program at Golden State MCCF in McFarland, California started in the year 2015. Since then, a number of inmates who were assigned to the CoC program have attended CoC classes, learned the curriculum and completed the program. The subject matter they covered in class gave them new tools to utilize when they are released. These tools cover many life skills necessary for life in the community.

There are 4 groups in the CoC program. All the groups have two classes on the days they meet, one in the morning and one in the afternoon. The Substance Abuse Disorder Treatment (SUDT) class runs Monday through Friday, the Criminal Thinking group meets on Monday and Wednesday, the Anger Management group meets Tuesdays and Thursdays, and the Family Relations classes are held on Fridays. Since 2016, CoC has graduated 866 participants who successfully completed the program. Of this total, 293 were SUDT graduates, 243 from Criminal Thinking, 273 from Anger

Management, and 57 from Family Relations. The CoC staff consists of a supervising counselor, Ms. Madarang, a CoC Clerk, a Prop 67 Clerk, four counselors who teach classes, and two transitional case Managers who help the inmates being released set up after care such as housing, clothing, job search information, and the necessary contact information for their parole and/or probation departments. The staff are assisted by four mentors in each classroom and by a mentor clerk who provides assistance for the entire staff. These mentors and the clerk are inmates who have gone through and completed the program.

All of the personnel play a part in contributing to the success of the program. They all witness the participants come into classes; sometimes with a bad attitude, often times reluctantly. The staff are able to witness the turnaround in those attitudes as the participants assimilate the knowledge given to them. Speeches given by the graduating participants demonstrate their gratitude for the program and their desire to use their knowledge to build a useful, productive life after their release.

This program truly demonstrates the saying, "Today you are a participant in my class, tomorrow you could be my neighbor."

Pictured: Mrs. Bullock giving an encouraging speech during CoC Graduation.

Corrections Staff Celebrated in Australia

Written By Philip Goslin, *Junee Correctional Centre*



Correctional staff throughout Australia have been celebrated for their hard work and commitment to keeping communities safe.

The theme for National Corrections Day 2020 was 'We Are Family' with a focus on staff camaraderie among the 25,000 frontline personnel who work in corrections.

A 'Corrections Day' was first established by Corrective Services NSW in 2017 to acknowledge staff and give the community a better understanding of the work undertaken by corrections officers. The event was adopted nationally in 2018.

"It's a day that recognises the incredible job our staff do in protecting the community, rehabilitating inmates and working to reduce reoffending," said The GEO Group Australia's Managing Director, Pieter Bezuidenhout.

"This year's theme was most appropriate for GEO as our 'family' stretches far and

wide, supporting not only those who are employed directly with us, but also the local communities that our Centres and staff connect with.

"The role of correctional officers is difficult and sometimes dangerous. Camaraderie and trust is paramount — working together and looking after each other like family."

GEO Centres throughout the country celebrated National Corrections Day with senior management ensuring staff were acknowledged and involved in celebratory activities. Barbecue breakfasts or lunches prepared by senior management were on the agenda at most Centres.

At Fulham Correctional Centre, senior management took time away from their normal tasks to work alongside staff in operational areas.

Corrections Victoria Assistant commissioner of Custodial Operations Ivan Calder joined the celebrations.

His day included visits to several units, the health centre and industries area. A highlight was seeing pouches and wraps made by inmates in the Wellington unit for wildlife affected by bushfires.

The efforts of staff at Junee Correctional Centre won praise from local member of parliament Steph Cooke, who said the day was a great opportunity to thank correctional staff for the role they play rehabilitating inmates and keeping the community safe.

"Corrections staff should be commended for their bravery, dedication and commitment to their work, which largely goes unnoticed because it happens behind the walls," she said.

*Pictured Left to Right:
Top: Corrections Victoria Assistant Commissioner of Custodial Operations Ivan Calder with Fulham Correctional Centre Correctional Officer Helen Dolan and General Manager Natalie Greenfield. Helen is holding a 'joey pouch' made by inmates to support young kangaroos orphaned or injured as a result of bushfires.*

Below: Corrections Victoria Assistant Commissioner of Custodial Operations Ivan Calder gets involved in the metalwork area at Fulham Correctional Centre.





New Car Restoration Project

Written By Philip Goslin, *Junee Correctional Centre*

Junee Correctional Centre is set to continue its strong support for local charities by embarking on its fourth car restoration project in six years. The Centre has purchased a dilapidated early 1970s Toyota Turbo Diesel HJ45 Land Cruiser and inmates enrolled in automotive courses through TAFE NSW will start work on the vehicle soon. The centre will soon invite local charitable organisations to submit an expression of interest to be associated with the project.

Junee Correctional Centre has a proud history of supporting the local community through fundraising partnerships based around automotive restoration projects. In 2015, inmates restored a classic 1973 Holden HQ Monaro GTS sedan. The car was auctioned for \$34,000 which was shared between two Police Citizens Youth Clubs. Two years later, the centre restored a 1980s WB Holden Utility, raising more than \$78,000 for cancer charity Can Assist Junee.

Last December, the centre delivered a beautifully restored 1987 VL Holden Commodore to the winner of a raffle that raised in excess of \$63,000 for local charity Country Hope. The car was restored over a 12-month period by a group of 10 inmates.

The automotive restoration projects are undertaken with support from the Centre's Industries Staff and Trade Instructors from TAFE NSW. The projects provide inmates with an opportunity to apply the technical skills they are learning — such as spray painting, automotive restoration, panel beating and mechanical engineering. These are employable skills they can take back into the community with them upon release. They also contribute to personal development as inmates learn to work together, develop pride in their work and the fact that they are helping members of the community who need support.

The Centre's employees also become heavily involved, not only supporting inmates working on the project, but working with the charity to maximise fundraising.

Pellet Drums a Hit at Kinder

Written By Philip Goslin, *Junee Correctional Centre*

Inmates at Junee Correctional Centre have celebrated the Chinese New Year by making traditional Asian Pellet Drums and Origami figures for kindergarten students at Junee Public School.

The 'Bolang Gu' or pellet drum is double-sided, affixed to a stick and has two pellets connected to the sides by a cord. It is played by twisting the stick between the hands in a rubbing motion so the pellets swing back and forth hitting the two drum heads.

In their origami endeavours, inmates focused on making paper rats to celebrate the 'Year of the Rat.'

The drums and origami figures were donated to the school to boost its Cultural Learning Program.



Junee Correctional Centre's Learning Resources Centre Cultural Officer Mistie Disbrey (left) and Junee Public School Deputy Principal Alex Sheridan with happy kindergarten students holding their pellet drums and origami figures.

NJ Alumni & Delaney Hall Staff Are Celebrity Readers

Written By **Karen Collins, GEO Care Strategic Marketing**

A group of volunteers from GEO Reentry Services' New Jersey Alumni Services and staff from Delaney Hall in Newark took part in "Celebrity Read," sponsored by the United Way of Newark on February 28. The GEO Reentry team members joined the community service event with members of Newark's Fire Department, in conjunction with the Newark Arts and Festival Committee. The GEO team were celebrity readers at the Newark Educators Community Charter School.

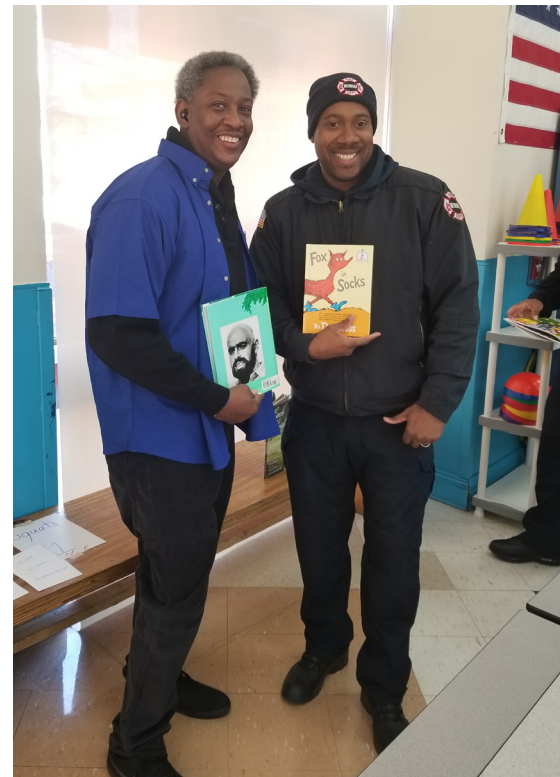
United Way's "Celebrity Read," aims to gather volunteers for a morning of sharing books and reading to Pre-K through 4th grade elementary students in the community. Taking place during

the month of February, this year's theme was "A Community that Reads Together Succeeds Together." Groups of volunteers go to a selected school each year and join students for a morning of reading.

"We're already in the business of helping change lives," said Roy Becker-Rowley, Facility Director of Delaney Hall. "This opportunity was extra rewarding because it gave our staff the opportunity to impact the lives of the youngest members of the community through the joy of reading."

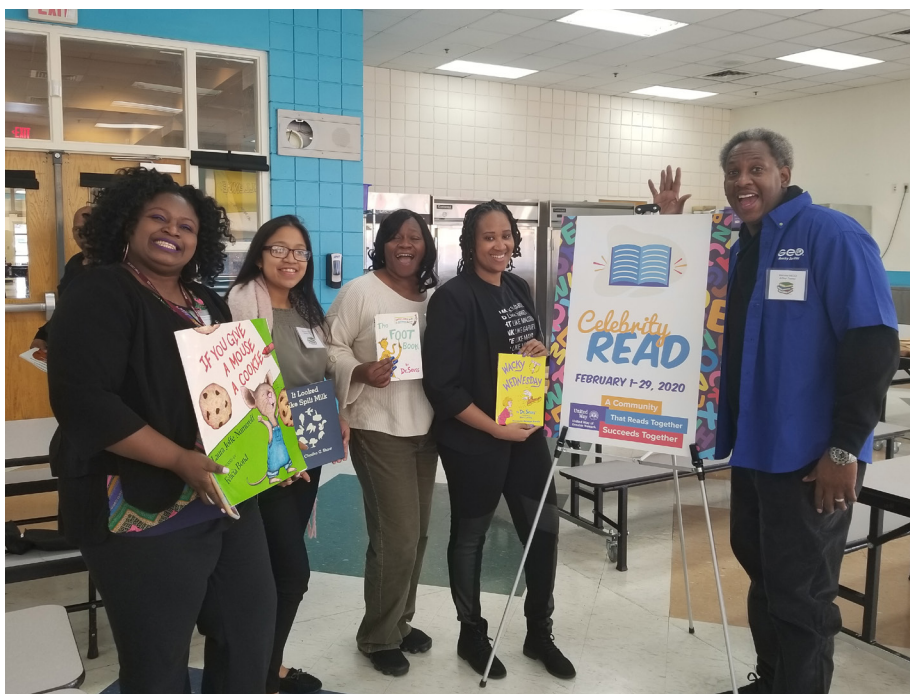
"This was a great day of community service," said Arthur Townes, New Jersey Manager of Alumni Services. "The GEO group recognizes the importance of contributing to children's lives by emphasizing the value of reading. We enjoyed bringing a positive message."

The GEO Reentry team enjoyed an uplifting opportunity to share the importance of reading with the elementary school students. A rewarding experience for both Alumni Services and Delaney Hall staff, it was a chance to uphold the mission of helping others and carrying the message of hope.



Pictured: Above - Arthur Townes, NJ Alumni Manager and Tyrone Blanchard, Newark Fireman

*Bottom Left - The GEO team at Newark Educators Community Charter School
Bottom Right - GEO volunteers reading to students*





Central Region Team Recognized for Program Success

Written By **Karen Collins, GEO Care Strategic Marketing**

Congratulations to the staff of GEO Reentry's Central Region Non-Residential division, for their achievements in several intermediate outcomes in 2019! At a recent dinner in Chicago, staff received a number of awards that focused on both participant outcomes and leadership goals determined by the company. The goals were selected to reflect accomplishments and excellence with participant outcomes, meeting and exceeding contractual obligations, maintaining fidelity of GEO programming and facility leadership.

Program Managers for several of the Reentry Service Centers across the Midwest were acknowledged by Regional Area Manager, Andrew Young at a dinner that took place at the end of the year.

"It was a great event to recognize this hard-working team," said Andrew Young. "The Program Managers and

all staff have remained consistently focused on participant success by ensuring evidenced-based services, and in turn supported their communities by helping participants to change their lives for the better," he added.

Kentucky's Louisville Day Reporting Center, headed by Program Manager William "Chris" West, led the pack with two awards earned, related to reducing participant risk levels and excelling in contract compliance. Ken Johnson, Program Manager at the East St. Louis Illinois Reentry Services Center, was recognized for his leadership in participant employment gains. Rockford Reentry Services Center Program Manager Sherry Pearson was recognized for

excelling in staff retention, and the Chatham Reentry Services Center and Program Manager Janet Szydelko was recognized for her focus on participant service delivery.

The leadership recognition dinner was a great success and a true opportunity to share a multitude of 2019 accomplishments and recognize the outstanding leadership and teamwork in the region. Several Program Managers commented that the meeting was, "one of the best regional meetings we have had in a long time!" The evening served as a reminder of the value of team work, community partnerships and of GEO's mission of helping others change their behaviors and improve their lives.





Self-Disclosure: Do's and Don'ts

Written By **Kasia Kijanczuk, Wendy Dressler and Beth Ellefson**,
Corporate, Continuum of Care, Research and Training Department

The Research team has recently collaborated with GEO field experts on a document of "Self-Disclosure Guidelines for Staff." The objective behind this resource is to assist staff members in establishing positive and healthy boundaries while interacting with all participants. This brief article provides general topics along with DO's and DON'Ts regarding self-disclosure.

Skills and Qualifications

Example: Participant says to you "Who are you to talk to me about substance abuse use? You know nothing about what I am going through."

Re-direct

- If it helps you, consider that I have had some experience in [professional experience]"
- List the trainings you have attained and continue by re-directing the participant to his/her program goals.
- My qualifications and skills set can help you to be a successful citizen of the community in the following way [providing the participant with the best tips to find employment, a pro-social network, etc.].

Follow-up by connecting this item to the participant's treatment plan.

- Don't get confrontational with a participant.
- Don't provide a list of all your degrees, skills, and qualifications.

Non-verbal Cues

- Speak to your supervisor and request GEO appropriate marketing materials to create a positive and motivational environment for the participant.
- Keep your desk clean and put away all participant documents (lock documents in the file cabinet if you are working in a cubicle area). Failure to do so can violate the confidentiality of the participant's privacy.
- Lock your computer screen when you walk away from your desk to keep all company, customer, and participant data confidential.
- Be trauma-informed and be aware of the lighting in your office, radio news/music.
- You can highlight participant's art or other items gifted to the staff on a shared wall in the facility (with the permission of a supervisor and the participant).
- Report all gifts from the participants.
- Don't put up in your office personal pictures of family and friends.
- Don't accept any personal drawings, etc.
- Don't shame the participant or former participant for attempting to give you a gift. However, respectfully inform them that no gifts can be accepted.

Self-Disclosure in the Community

- Safety is a top priority in any encounter with a participant.
- Report any participant or former participant encounter (include the nature of the incident) and follow your facility's policy for all other applicable details.
- Leave the environment (if applicable).
- Respect the participant's privacy by waiting for the participant to acknowledge that the participant knows you.
- Be aware of any triggers to the participant if you are in a public space, i.e., alcohol.
- Don't engage in personal conversations, but courteously state that you will talk with the participant at another time if the participant is still in the program. If you see an ex-participant in the community and the person acknowledges you then be courteous, but remove yourself from the encounter as soon as possible.
- Don't keep the encounter to yourself.

Cupid's Arrow Targets Tully House Reentry Services

Written By **Samantha Brooks**, Tully House Education Manager and **Karen Collins**, GEO Care Strategic Marketing

On February 7th and 10th, love and creativity filled the air at Tully House Residential Reentry Center in Newark, New Jersey, as residents attended Valentine's Day Workshops.

The workshops provided an opportunity for residents to hand make personalized valentine's cards for their children, that were then distributed to families on Family Night or mailed to their children.

The workshops are deemed as an exercise for both Family Services and Education, which are key components in the evidence-based programming provided by GEO Reentry Services. Tully House's services include work release, vocational, and college referral services.

The Education Department has created supplemental activities for the residents to participate in throughout the year during their down time to promote teambuilding skills, critical thinking, creativity and socialization.



The residents always arrive at the workshop saying, 'I am not that artistic nor creative,' but they leave with a beautiful masterpiece," said Samantha Brooks, Education Manager.

"This workshop was created to encourage the residents' continuous growth in building their relationships with their children, and to illustrate and express their love through written language."

It is the third year the facility has held Valentine's Day workshops, which allow residents to create these expressions of love and family through personalized handmade keepsakes.



Delaney Hall presents: "Put Down Your Gun and Pick Up a Book"

Written By **Karen Collins**, *GEO Care Strategic Marketing*

Residents of Delaney Hall in Newark experienced a lesson in reentry programming brought to them in the form of a play entitled "Put Down Your Gun and Pick Up a Book." Delaney Hall Case Manager, Eugene Nazareth, wrote and directed the play, with four residents from the Essex County unit as actors.

The play tells the story of lead character Rayshawn, who served time for drug and gun possession, and his transition to a positive outlook for his life. His efforts focus on convincing his friends and family to make similar decisions, and put down a gun and

pick up a book to learn a trade. During his journey, Rayshawn learns that only he is responsible for his own life, freedom and future.

"We were pleased to present this play to the residents as a means to encourage change in their lives and the motivation to maintain their freedom upon release," said Kristin San Filippo, Assistant Director of Programs for Delaney Hall. "As illegal guns are involved in an alarming number of crimes and many American households are unsafe as a result of their possession, the play addresses a segment of this problem and a solution."



Residents in the audience were engaged, singing and clapping. Response was very positive, including praise from a challenging resident who thanked Mr. Nazareth for the positive message.

The powerful message hit home for many. The important message of being responsible for one's own life and how change also impacts others was well delivered. The play was performed to an audience of 30 residents and all the program staff. Venues that express the message through theater, film, music, and art have proved meaningful to residents, and are a strong support for the reentry message.



Montford Point Marines President Shares at SWICC for Black History Month

Written By **Lori Moore**, *SWICC and Karen Collins*, *GEO Care Strategic Marketing*

Black History Month was celebrated in a unique way at the Southwestern Illinois Correctional Center (SWICC), in East St. Louis on February 20th. GEO Reentry Services, in collaboration with Chaplain Jason Hoffman, hosted the unique event for inmates to learn about a special military group in history, the Montford Point Marines, who were the first group of African American Marines.

Attendees were treated to an in-person visit from Mr. Chestang,

President of the Montford Point Marine Association, who came to SWICC and gave an overview of the history of the Montford Point Marines, the Montford Point Marines Association, and the Montford Point Marines Monument located in Jacksonville, South Carolina.

The Montford Point Marines played a special role in history. The U.S. Marines were the last branch of the military to enlist African Americans. In 1942, President Roosevelt issued an Executive Order giving African Americans an opportunity to be recruited. They were not sent to traditional boot camps, but instead were segregated to Montford Point for basic training. They were eager to serve, but experienced racism and segregation. These brave individuals pressed on, in spite of many difficulties they faced.

"Participants had the privilege of witnessing history right before their eyes, said Lori Moore, GEO Reentry

Services Program Director at SWICC. "President Chestang gave a compelling presentation about the Montford Point Marines. It was thrilling for many of us to learn about a little-known chapter in Black History. We are grateful for his visit here."

It was a very special message for all, about perseverance in the face of challenges. The Montford Point Marines organization now supports veterans, educational assistance, and community services. In June 2012, a Congressional Gold Medal was awarded collectively to the Montford Point Marines in recognition of their personal sacrifice and service to their country during World War II.

The event was attended by approximately 130 inmates as well as staff from GEO Reentry Services, Illinois Department of Corrections staff, and other SWICC vendors.



Services Regional Area Manager, is proud of the staff and graduates at Covington DRC and has this message for many of her grads: "Success is not given to anyone, it's acquired through preparation, hard work, and dedication. Success is not obtained without making mistakes, but achieved by the individual who keeps trying even when they feel like giving up."

The graduation was well attended by family members, staff, and special guest Mike Phelps, Covington Probation and Parole Reentry Program Manager, who delivered an inspiring and memorable message as the keynote speaker. He reminded all in attendance that no matter how troubled life may become you can always recover if you put in the work and effort.



Covington DRC Louisiana Heralds All Grads on College or Employment Path

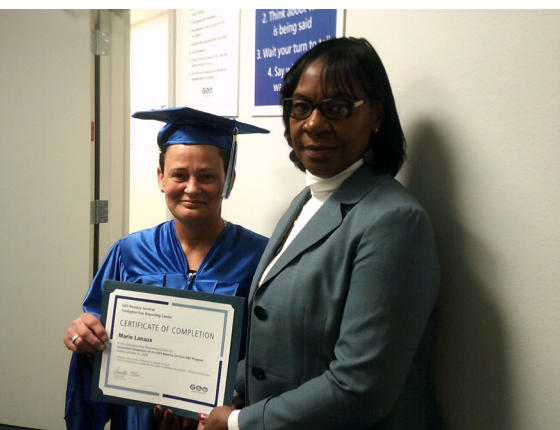
Written By **Karen Collins**, *GEO Care Strategic Marketing*

Louisiana's Covington Day Reporting Center (DRC) held a Winter 2020 graduation on January 31st, that celebrated the completion of the GEO Reentry Services programming provided at the center. The graduation theme took its name from a quote by actress Audrey Hepburn, "Nothing is impossible, the word itself says 'I'm possible,'" a very fitting theme for this successful group of graduates. The participants were referred from Louisiana's Department of Public Safety and Corrections, Probation and Parole Covington, St. Tammany's Parish. Ms. Timithia Hall, GEO Reentry

"I have witnessed participants enter this program at a low point, and over the course of the program, change to being enrolled in college, maintaining full time jobs, and experiencing increased hope for the future," said Annette Ellis, Program Manager at Covington DRC.

The inspiration was well heeded, as each graduate in the group is now either enrolled in college or working at full time jobs since entering the GEO Reentry program. Staff work hard to provide evidence-based programming that delivers services including Thinking for a Change (T4C), Living in Balance (LIB), substance abuse class, parenting class, Educational and HiSet® instructors to assist in achieving high school equivalency, anger management, Moral Reconation Therapy® (MRT), and an employment counselor who assists with job searches.

Ms. Hall and Ms. Ellis are proud to see participants embrace the programming, knowing that those who take full advantage of the GEO Reentry program will benefit and make the Covington DRC a new starting place for what is possible.



Orange County DRC Introduces Reentry Through the Arts Program

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

The Orange County DRC and its satellite office, West Orange DRC initiated a new partnership with the Muckenthaler Cultural Center to bring a new Reentry Through the Arts Program to DRC participants for the year 2019-2020. This partnership was made possible through a grant by The California Arts Council, which selected 24 grantees as an investment in statewide arts programming.

Reentry Through the Arts supports arts and culture programs for adults who have served time in correctional institutions. Projects utilize arts and

culture as part of a holistic approach to support adults who have been incarcerated to re-integrate into and contribute to their communities. The Muckenthaler is providing Storytelling & Visual Arts programs at the two DRCs in partnership with GEO Reentry Services and Orange County Probation. Staff from the Muckenthaler and DRCs met to design an arts program that would complement DRC programming and incorporate what participants are learning in Moral Reconciliation Therapy (MRT) groups. Students are also learning how to constructively express themselves through visual arts while building their confidence, discipline, and esteem.

During the first session, seven participants completed the Storytelling class. The class has had a positive impact on participants. "The facilitator is very passionate about what she does. When it comes to storytelling, she can really engage with me and get me moving on my movie-writing," said a class participant. Reentry Through the Arts has also proven to be a creative way to help participants understand the concepts of MRT. "The Art Class teaches you the value of life.

It helps you write a story about what kind of person you want to be in life. It is the same as the MRT book, so the teacher helps you to understand life. It helps you to be a better person."

Five more individuals participated in the second session, Visual Arts class. For eight weeks, participants learned about the different tools and techniques they could use to express themselves visually through art. The results of this course have been impressive, and we displayed participants' final pieces in an exhibit at the DRC.

At GEO Reentry Services, we recognize the value a creative learning opportunity adds to the reentry experience of our participants. Prosocial activities like these allow the DRC to create a safe and fun environment where participants, their guests and the DRC staff can build strong social and working relationships. We hope to offer more creative opportunities for participants through our partnership with the Muckenthaler Cultural Center and have submitted an application to continue providing Reentry Through the Arts in the 2020-2021 year.



Reality House Team Honored by Texas State Senator Lucio for “Red Shirt Fridays”

Written By Karen Collins, *GEO Care Strategic Marketing*

The GEO Reentry staff at Reality House were recently honored for their commitment to “Red Shirt Fridays,” during a visit from Texas State Senator Eddie Lucio Jr., on November 22, 2019. Senator Lucio acknowledged the devoted team by presenting each of the five staff veterans at Reality House with a Texas flag in honor and appreciation of the service they provided to our country.

“Red Shirt Fridays,” (R.E.D., signifying “Remember Everyone Deployed”) is based on a national trend that was developed for the civilian population to acknowledge those currently in military service. Several staff members at Reality House are current or former military personnel. Every Friday, all Reality House staff brandish their bright red uniforms throughout the facility and community to honor and appreciate the hard work, dedication, and sacrifice our active soldiers and veterans have done for our country.

“We are very honored to have our veterans be acknowledged by Senator Lucio for their service to our country,” said Tencha Mancha, Director of Reality House.



“We began ‘Red Shirt Friday,’ at Reality House several years ago, as a way to honor all active duty soldiers who are currently deployed overseas, as well as, our veterans who play a major role in shaping our community.”

It was an exciting day at Reality House. All staff were dressed in their red shirts as the visit and ceremony took place. The team takes much pride in wearing red on Fridays, recognizing the importance of honoring those who have served. An upbeat atmosphere permeated the Facility during the Senator’s visit, with all holding their heads high and enjoying a day of pride and appreciation.

Reality House is a residential reentry facility in Brownsville, Texas, that provides housing, monitoring, and transitional reentry services to participants referred from the Federal Bureau of Prisons, U.S. Probation Office.



Kern County DRC Celebrates 24 Graduates

Written By **Karen Collins**, *GEO Care Strategic Marketing*

An inspiring graduation ceremony was held by the Kern County Day Reporting Center (DRC) in Bakersfield, California, on February 19th. The DRC graduated 24 male and female participants from the GEO Reentry Services program that is provided to those referred from the Kern County Probation Department.

In attendance was T.R. Merickel, Kern County Chief Probation Officer, and Christian Nakanishi, Deputy Probation Officer III, Probation Supervisor.

Officers Merickel and Nakanishi delivered encouraging words to the grads and acknowledged the challenges of the program. They complimented all 24 for finishing the program, which lasts nine months to a year. Family and friends were also in attendance at the graduation ceremony, which was held at Hodel's Country Dining, a local restaurant.

This group of grads completed their reentry programming, producing twelve "All-Star" participants. The DRC awards "All-Star" honors to those who go above and beyond in their responsibilities, including good attendance, arriving on time, and excelling at general participation. Half the grads were "All-Star," making the staff proud.

"We are so proud to see so many participants really engaging in the program and committed to making

change through our programming," said Cindy Cuevas, Education Coordinator at Kern County DRC.

A moving tribute took place to honor a participant who passed away shortly before the graduation due to a medical condition. A moment of silence was held and his certificate of completion was accepted by his wife.

The DRC provides a full program of reentry services including Moral Reconciliation Therapy®, substance abuse treatment, parenting programming, and life skills training amongst others. The grads are looking forward to a new start, and were grateful to the staff of the Kern County DRC, and Kern County for the programming they received.

Nevada In-Prison Program Hosts Graduations & Toy Drives

Written By **Karen Collins**, *GEO Care Strategic Marketing*

Congrats to the Clark County Detention Center (CCDC) staff and inmates, who celebrated graduations in November and January in addition to taking part in two toy drives in December. The GEO Reentry Services program at CCDC in Las Vegas is a unique program that combines in-prison and community-based reentry services to offenders from Clark County and the Las Vegas Metro Police Department in Nevada.

The November graduation acknowledged 22 participants who

completed the GEO Reentry program, and another nine in January of 2020. Both celebrations were a success, with captains and sergeants from the CCDC in attendance, as well as, GEO Reentry staff.

"Our staff are committed to providing reentry programming that will assist inmates with a successful search for employment after release," said Lorin Fishman, GEO Reentry Program

Director at CCDC. "For many, this graduation is a first accomplishment for them, the first opportunity to create a resume, and a first chance at knowing where to get community help on a variety of issues."

As each graduate shared some words when receiving their graduation certificate, many acknowledged the program as "life-changing," and thanked the staff for their support, claiming how important it was to them and how much they accomplished by being a participant in the program.



In December, GEO Reentry staff helped out with two toy drives, one in conjunction with the CCDC, and the second with local radio station KLUC 98.5 in Las Vegas. The GEO Reentry staff collected a large number of toys that would be distributed to the many charity organizations of southern Nevada. Working in conjunction with the Nevada Department of Corrections, the staff was proud to donate an array of toys and be a partner in helping children in need for the holidays.



New Jersey CRC's Receive Highest CARF Accreditation

Written By **Karen Collins**, *GEO Care Strategic Marketing*

Congratulations to all five New Jersey Community Resource Centers (CRC), for achieving the highest accreditation possible from the Commission on Accreditation for Rehabilitative Facilities (CARF). The accreditation survey took place in January, and resulted in reaccreditation of the Atlantic City CRC, Elizabeth CRC, Neptune City CRC, Perth Amboy CRC and Vineland CRC. The sites were awarded a three-year reaccreditation, the highest that can be achieved. The sites had their first accreditation in 2017, which also resulted in the highest possible accreditation. All non-residential facilities in New Jersey are contractually required to be CARF accredited.

"We are extremely proud and grateful to be awarded this honor for the New Jersey CRC's," said Matt Wirtner, GEO Reentry's Area Manager for New Jersey. "I appreciate the hard work of our staff, who continue to provide evidence-based GEO Reentry Services programming on a daily basis."

The accreditation report serves as a testament to providing quality service and adherence to standards. Many aspects of the community treatment centers were examined, including business systems, adherence to industry standards, professionalism of personnel and recidivism risk scores. The GEO CRC's did extremely well on all standards and were also acknowledged for the positive atmospheres at each location. The CARF report contains many notable remarks by the surveyors who visited each facility:

"GEO Group demonstrated substantial conformance to the standards. GEO is a strong and well-respected organization that delivers quality community resource services to clients under contract with the New Jersey State Parole Board."

Source: New Jersey Community Resource Centers CARF report.

"GEO has strong and long-term leadership at both the corporate and local levels. The management team is knowledgeable and competent in the field and motivated to provide excellent services. Capable and enthusiastic support staff is available throughout the local organization. The staff members work as a team with the goal to make positive changes in the lives of the clients."

Source: New Jersey Community Resource Centers CARF report.

Other positive comments were given regarding tracking systems, implementation of evidence-based practices, access to resources, and staff guidance.

New Jersey CRC Managers met with Area Manager Wirtner, and members of the New Jersey State Parole Board (NJSPB) in Trenton at the monthly meeting in February. The CRC's were recognized and congratulated during the meeting by the NJSPB for their CARF accreditation. Congratulations New Jersey CRC's!

17 Residents Awarded InsideOut® Dads Graduation at the Harbor

Written By Karen Collins, *GEO Care Strategic Marketing*

Graduations are always a time for celebration, and all enjoyed the celebration that acknowledged 17 dads who completed the InsideOut® Dads program, provided by GEO Reentry's Family Services Program at the Harbor Residential Reentry Center in Newark, New Jersey, on February 11th.

An evidence-based six-week course for incarcerated fathers, InsideOut® Dads is a parenting program that addresses issues related to incarceration. The comprehensive course is designed to strengthen family reunification and stresses the importance of being present, positive communication and healing past history.

Frank Gonzalez, National Manager of GEO Reentry Family Services, was in attendance to address the graduates. He reminded the residents of the importance of their achievement, and that GEO Family Services will provide continued care by distributing information that advises on future treatment recommendations, including education materials, and possible resources in the community.

"Now comes the hard part, where you put into action what you learned in the program and work with your children," said Frank Gonzalez. "It is so important to



be there for them. You want your children to be proud of you."

The Harbor program is coordinated by Jacqueline Boleware, Family Services Coordinator and two co-facilitators.

"It is very encouraging to see so many residents eager to participate," said Ms. Boleware. "We are seeing the program grow and succeed. Residents are very receptive and willing to learn, and we have a waiting list to sign up."

Ms. Jean-Simon, a Family Services intern and co-coordinator says she is learning from the residents. She credits the program as a tool for recognizing the impact their paternal relationships had on them, and how they can become a better father to their children.

"Residents are learning about their own mistakes by hearing others



share their stories, which results in being able to reflect and grow," said Ms. Jean-Simon.

The grads had a chance to share comments as they were awarded their certificates of completion, saying how good the program was for them, how they are enjoying a better relationship with their children, how the program increased their confidence and thanking their peers for sharing their stories and support.



Reentry Services Hosts First Annual Leadership Academy

Written By **Tamara Coon**, *GEO Continuum of Care*

In 2019, GEO Care Reentry Services held their first annual Leadership Academy. The Leadership Academy is a program designed to develop the leadership and management skills of GEO Reentry Services employees who demonstrate a potential to assume higher levels of responsibility.

The Leadership Academy combined classroom training, team building, personal study, assigned reading and mentoring. Participants worked on topics such as leadership, culture building, creating positive change, effective communication, time management, and presentation skills. All participants were required to complete a group project and assigned work during the year-long program. Additionally, mentors were assigned to work with participants during the academy sessions, as

well as monthly meetings (conducted remotely) throughout the year. The goal of the program is to develop leaders and build a culture of collaboration, innovation, and growth.

17 staff were selected from non-residential, residential, in-prison and Continuum of Care to attend the year-long training through a rigorous application process. Five mentors were also selected to attend the training sessions with the participants and mentor them throughout the year.



The kick-off session in April 2019 was held in Boca Raton, where participants got to know each other and heard from senior leadership. The trainings and projects assigned were based on the principles in the book, *The Leadership Challenge: How to Make Extraordinary Things Happen in Organizations* by Kouzes and Posner. Before leaving the first academy session, participants were placed into five groups consisting of three to four members, each representing the various business lines (i.e., Residential, Non-Residential, In-Prison Treatment Services, and Continuum of Care) and a mentor. They were tasked to work both independently and together to creatively develop proposed projects, picking a problem, process, or another aspect related to their work locations or business lines that they wanted to streamline or improve.



The second academy session was in July 2019 at GEO Care's Abraxas Youth Facility in Pennsylvania where all participants participated in a team building ropes course run by staff and youth from the facility. The training focus of this session was on Servant Leadership and project presentations.

The third academy session was held in October 2019 via WebEx and was focused on Transformational Leadership and project updates.

The final academy session was held at Florida Atlantic University and was focused on Emotional Intelligence. Final project presentations were given, and the session culminated with a fabulous graduation with many participants sharing stories of how the Leadership Academy positively impacted their professional growth and leadership skills.

Overall, the GEO Reentry Services Leadership Academy was a great success. Everyone involved, including the Leadership Team and Mentors learned so much throughout this last year, and we look forward to our next academy.





In Memorium: James "Jim" Buck

Written By **Monica Hook**, *GEO Care Strategic Marketing*

Not everyone knew Jim Buck, Sr. Product Manager at BI Inc., however all employees have experienced his legacy due to his product contributions, knowledge and customer support he provided for 37 years. Jim was hired on June 1st, 1983, and was involved in all aspects of BI technology, from idea conception to the development and deployment of our hardware, firmware and software solutions. He was listed as lead or co-inventor on 14 BI patents related to tampers, beacons, pursuit mode and more.

Jim passed away at his home in Colorado on November 13th, 2019. He had become ill over the last year and took an early retirement to spend more time with family and friends.

Jim once said he was originally hired as a softball ringer for the co-rec company team. After he joined the company though, he quickly made a name for himself and held multiple positions throughout his nearly four-decade tenure at BI. Jim's most notable roles were in customer service, technical support and most recently in product management. Jim was always in search of new technologies to advance BI's products.



If you had the opportunity to work with Jim, you recognized him as a spirited and opinionated individual who was often as cheerful as he was sarcastic. Jim was fiercely loyal to the company and the colleagues who knew him best. He took time to recognize others for their contributions and genuinely appreciated the team members with whom he worked. In the office early every day, with a "his Daily Camera" in hand, Jim saved everything – every trip report, memo, brochure, and every news article. Many recognized him as a historian within the organization.

Jim is survived by his longtime partner Ronda, their daughter Alicia, and three grandchildren. We will always remember Jim's contributions and enjoy fond memories of his humor and his kindness – celebrating a life well-lived. Thank you for everything you accomplished and brought to the organization, Jim.



ADAPPT Joins SAFE Berks in Support of Victim Advocacy

Written By **Karen Collins**, *GEO Care Strategic Marketing*

GEO Reentry Services' Residential Reentry Center in Reading, Pennsylvania, ADAPPT, held an event to honor Victim Advocacy, in conjunction with one of their community partners, SAFE Berks. A dinner was held on March 4th, which included a \$200 donation from GEO Reentry, in support of victims of domestic violence and sexual assault. The dinner was prepared and served by ADAPPT's female reentrants. Mike Critchosin, ADAPPT Director and Dawn Martin, ADAPPT Clinical Supervisor, worked with SAFE Berks to set up the event. Safe Berks provides ongoing support of counseling services that includes victim advocacy for domestic violence and sexual assault.

"We are proud to have SAFE Berks as a community partner, and be able to assist with the important services they give to the community," said Director Critchosin. "I am grateful to Ms. Martin who did a fantastic job making this event a success, and to our reentrants for being willing to support the efforts of this important organization."

"The female reentrants from ADAPPT were excited and honored for the chance to give back," said Ms. Martin. "It touched a special place in our hearts, thereby making it a humbling experience for all. For one reentrant, it really hit home, as she shared her personal experience of loss and domestic violence, and the pain it caused in her life. She shared how this experience is giving her more motivation to make a positive change in her life for her and her daughter."

ADAPPT reentrants regularly contribute hundreds of hours of community service monthly, placing a value on the importance of giving back to others as a way to embrace positive change. Reentrants regularly participate in many volunteer opportunities, and are always willing to help when asked by the City of Reading to join into community service opportunities.

Napa County Center Hosts Reentry Roundtable

Written By **Karen Collins**, *GEO Care Strategic Marketing*

The Napa County Community Corrections Service Center (CCSC), a GEO Reentry Services Day Reporting Center in California, held a successful Reentry Roundtable on January 23rd, that brought together community partners united in their mission to serve the Napa Community. The region prides itself on strong community relations, holding meetings every two or three months to exchange news and ideas, acting as a group to help serve the community.

In attendance was guest speaker, Lt. Brian Campagna, of the Napa County Police Department. Also attending were Eddie Flores, Drug Court Case Manager for Napa County, representatives from Child Support Services, VOICES (a youth and LGBTQ support group), Workforce Napa, NEWS (Napa Emergency Women's Services for victims of domestic violence), Alcohol & Drug Services of Napa County, Napa County Health & Human Services, Alternatives for Better Living of Napa County, a Probation Liaison from Napa Valley College, library staff, and additional community partners.

"Attending a roundtable is an important resource and a great way to exchange ideas and determine community needs," said Eddie Flores, Drug Court Case Manager for

Napa County. "I know how everyone contributes to the community. We've become a hub of social services, with an ability to streamline our services and agree on how best to help those in need. The GEO Napa County Center is really a great community partner!"

The CCSC provides services to participants referred by Napa County Probation, and delivers Cognitive Behavioral Treatment (CBT) through the use of evidence-based principles with an emphasis on Social Learning Theory. In addition to the delivery of services, a focus of the facility is to uphold their commitment to the Eight Evidence-Based Practices (EBP); principles designed for effective recidivism reduction-a guideline included in the Northern California fundamentals. By practicing Community Involvement, the center fulfills principle number six: "Engage Ongoing Support in Natural Communities."

Karen Graff, Program Manager at the Napa County Center, created a letter and went door to door handing it out to other community partners as an invitation to the roundtable. "Our program is not an island," said Ms. Graff. "We need the help of community partners to be successful in assisting our participants with establishing a positive lifestyle. We are pleased to participate in community involvement by hosting the roundtable and be engaged in ongoing support on a local level."

The Napa County Center was proud to act as host for this successful roundtable and appreciates the partnership with other organizations, who share the mutual goal of making the county a better community.

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