



NAVSPIC

National Association of Victim Service Professionals in Corrections
Compassion - Equality - Service - Justice

212 S. Market, Wichita, KS 67202
www.navspic.org

SUMMER 2012

OFFICERS

Lydia Newlin, Chairperson
Minnesota Department of Corrections

Mark Odom,
Vice-Chairperson
Texas Department of Criminal Justice

Anne Seymour, Secretary
Justice Solutions

Camie Borsdorf, Treasurer
Kansas Department of Corrections

MEMBER PROGRAMS

- Alabama
- Alaska
- Arizona
- California
- Colorado
- Dist. of Columbia
- Florida
- Idaho
- Iowa
- Kansas
- Louisiana
- Maine
- Maryland
- Massachusetts
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New York
- North Carolina
- North Dakota
- Ohio
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin



MESSAGE FROM THE 2011 CHAIRPERSON

Dear NAVSPIC Members,

My name is Lydia Newlin. I am the Program Director for the Minnesota Department of Corrections – Victim Assistance and Restorative Justice Program. I am extremely honored to be serving as the new Chair of this AMAZING organization. I remember my very first experience with “Victim Service Providers in Corrections.” That first experience took place in San Antonio, Texas and involved a small group of corrections victim service providers, that although were not yet an “officially organized association,” who were some of the most passionate and incredible individuals and professionals I’d ever met. To this day, I would consider many of them not just my mentors, but my professional support system and my friends. I often smile when I remember that at the time in my career, I was in a “one-year-mobility” position working with victim issues in Corrections and only planning to be with corrections until “I could find a real job.” I recall being so INCREDIBLY energized by that first experience, that I returned to Minnesota determined to do everything I could to improve the way we served Minnesota crime victims “post-conviction.” I’ve been “hooked on serving victims in corrections” ever since...nearly 16 years.

My hope is that for the next several months, I can support and represent you and our work in a way that can continue to empower those that work in this profession. I hope to energize us to explore ways we can serve victims better, assist offenders in taking responsibility and serve as a resource to other criminal justice professionals in collaborating to improve service to those who have been harmed. I am so very honored to have the opportunity to work along-side your Vice-Chair, Mark Odom, Secretary, Anne Seymour and Treasurer, Camie Borsdorf. The four of us realize we have some incredible shoes to fill as our former leadership team has done an amazing job bringing this association to where we are today. Thank you especially to Karin Ho (who has served as our fearless leader from the birth of NAVSPIC) but also to the other board members who have led this organization with a level of unsurpassed professionalism and compassion. We will do our very best to continue to move NAVSPIC forward.

Specifically, NAVSPIC members have identified a desire and need to identify best practices and potential research that could be utilized to support the work many have been doing for decades. It is our goal to recognize some members that might be willing to assist us in moving forward with identifying some best practices as well as the research to support the work we do. If you are interested in serving on a sub-committee and getting involved in that effort, please contact me at Lydia.Newlin@state.mn.us or at 651.361.7249 or 651.295.2589.

Thank you for this incredible opportunity!

-Lydia Newlin

SAVE THE DATE...DECEMBER 3-6, 2012

Libby Keogh

2012 VOD Summit and NAVSPIC Conference

In partnership, Missouri and Kansas are proud to be co-hosting the 2012 Victim Offender Dialogue Summit and the National Association of Victim Service Professionals in Corrections (NAVSPIC) annual conference.

The annual 2012 VOD Summit and NAVSPIC Conference will be held December 3-6, 2012 in Kansas City, Missouri at the Crown Center Westin.

The NAVSPIC conference will focus on Partnering to Meet Victim Needs in Tough Economic Times and will follow the VOD Summit on December 5 and 6. Please watch for additional details on workshop topics and presenters in the coming months.

If you are interested in attending or planning to attend the annual conference, please com-

plete a survey that can be accessed by following this link: <http://www.surveymonkey.com/s/ZVXR68V>.

The Westin at Crown Center is located in the heart of downtown and is connected via an indoor walkway known as the Link to Hallmark's Crown Center and Union Station. Known as a city within a city, Crown Center offers 85 acres of shops, restaurants and entertainment which will be highlighted by Christmas decorations and an outdoor skating rink during the conference. The Kansas City Union Station serves not only the Amtrak depot but also offers its own variety of restaurants, art exhibits and events. The Kansas City Plaza, Nelson-Atkins Art Museum and Power and Lights District are also located within close proximity to allow you to experience the best of Kansas City, Missouri arts, food, shopping, and entertainment.



MEET 2012 NAVSPIC OFFICERS

Lydia Newlin, Chairperson
Minnesota Department of Corrections

Mark Odom, Vice-Chairperson
Texas Department of Criminal Justice

Anne Seymour, Secretary
Justice Solutions

Camie Borsdorf, Treasurer
Kansas Department of Corrections

CONFERENCE SPONSORSHIPS

Lydia Newlin

Ethical Standards for Sponsorship: 2012 VOD Summit and NAVSPIC Conference

It's hard to believe, but the 2012 NAVSPIC Conference will be the SIXTH Conference for our young organization and mark our SEVENTH VOD SUMMIT! One of the issues that NAVSPIC has wrestled with over the years involves the question of how to handle the "role of various sponsors and service providers" during our annual conference. We have been fortunate in the past to have different sponsors and service providers that have contributed in various ways. Some of those contributions have been financial/grant in nature, some have opted to provide "swag" items and/or sponsor a lunch/snack etc. There have been occasions where sponsors and/or service providers have requested to have some time during the conference to share their product/service with participants by either speaking to the group at large or providing a workshop as part of the conference curriculum.

NAVSPIC is committed to maintaining the highest level of ethical standards and practices. Therefore, the board has discussed this issue at length and determined the following course of action.

During the 2012 VOD Summit and NAVSPIC Conference:

- the conference committee can invite service providers to participate by hosting a "resource table" or by bringing items to "market" their product;
- service providers can also sponsor a lunch if that is something that the provider wants to do and the conference committee chooses to incorporate into the conference planning; and
- service providers will NOT have a "time slot" in the conference itself to "present their products" BUT will have the opportunity to have 10 minutes during a lunch (should they sponsor one) to briefly introduce or provide some basic information about their products.

IF A SERVICE PROVIDER sponsors a meal/snack etc., conference participants will be advised and will have the option not to participate in that meal/snack. The conference registration information will provide participants information about a sponsored event so that participants can provide that information to their organization for reimbursement purposes.

Additional Sponsorship Information and Subcommittee Opportunity

**The NAVSPIC BOARD is ADAMANT about ensuring that all potential service providers that are interested in participating be invited. One of the challenges is "identifying" who potential providers might be. The board is only aware of four potential providers at this time. Therefore, NAVSPIC is reaching out and inviting you, the membership, to either invite potential sponsors/product service providers to contact NAVSPIC or provide NAVSPIC the names of providers you believe might be interested in sharing information about their service and or product with conference attendees. All inquiries can be directed to Lydia.Newlin@state.mn.us. Those inquiries will then be forwarded to the NAVSPIC Conference Planning Committee.

The overall goal is that NAVSPIC spend some time over the next year, utilizing a subcommittee, to research and write an organizational policy regarding this issue.

Please contact Lydia Newlin at Lydia.Newlin@state.mn.us, if you are interesting in the subcommittee opportunity.

NAVSPIC Conference & VOD Summit

Janet Koupash
NAVSPIC 2011 Conference

The VOD Summit and NAVSPIC conference held in Niagara Falls, NY in October were both well attended. In attendance were Department of Corrections Victim Services staff, prosecutor victim witness staff, friends and family members of homicide victims, community re-entry task force members and other service providers - who we are always looking to partner with. These partnerships allow us to meet the needs of crime victims both during the offender's incarceration as well as during the offender's re-integration into the community.

Speakers traveled from across the country to share their knowledge and enthusiasm for working collaboratively to meet the needs of victims. As the NAVSPIC conference planning committee chair and site host, I am forever grateful to NAVSPIC committee members Barbara Grissom, Denise Giles and Marie Verzulli for their hard work to coordinate speakers and perform the countless tasks that allowed the conference to be as valuable and informative as it was.

Jon Wilson
Victim Offender Dialog (VOD) Summit - 2011

Thanks to the indefatigable energy, passion, and commitment of Janet Koupash and my Summit co-planners, Karin Ho and Mark Odom, the sixth annual Victim Offender Dialogue Summit in Niagara Falls was one of the best ever. We returned to our former structure, scheduling 1-1/2 days for the Summit, which made it much easier to provide a robust opportunity for exploring and discussing some of the many issues that concern those of us who are involved in providing victim-centered VOD for victims/survivors who request it.

There were many veteran colleagues who were unable to be with us because of budget constraints, and we missed them very much, but there were also many new faces among the attendees, and plenty of deep interest in discussing issues and concerns. It was clear from the attendees there that several more states are very committed to establishing rigorously victim-centered VOD programs, and the discussions and questions that arose during the Summit presentations were exciting and informative, and it

was clear to us that some wonderful national networking connections were made, once again. Among the topics addressed during the first (half) day of the Summit was that of Challenges to VOD Outcomes Research, a discussion led by Karin Ho, which yielded references to ongoing current research, and a renewed commitment to a broad, national initiative. A small committee will be formed to follow up on this idea further. Follow-

continued on page 5



*2011 Participants Enjoying
Some Delicious Buffalo Wings!*

ing this was a panel discussion moderated by Jon Wilson on the issues that arise when involving support persons in VOD preparation and/or dialogue, a discussion in which numerous valuable perspectives were shared by VOD program directors/managers. This was followed by a discussion moderated by Mark Odom on starting and sustaining VOD programs during challenging political and budgetary times. All the discussions were rich and informative, and it was great to have so many in attendance.

On the second (full) day of the Summit, several more attendees joined us, and we embarked on a very busy day. We began with Mark Odom moderating a discussion we had scheduled on developing a consistent approach to the preparation process, using the Texas model as a starting point, and he and Karin reminded all that the VOD policies of many of the states offering VOD can be found on the NAVSPIC web site.

Following this segment, we moved into the first part of Janet Koupash's two-part presentation and discussion on a VOD between a husband and wife, on the one hand, and their son, who had severely wounded his father in a brutal attack in 1993, almost killing him. The parents met together in a VOD with their son before he was released just a couple of years ago, but because the no-contact order remains in effect, Janet had to schedule this presentation quite separate from that of the son, who came for the final afternoon segment. Listening to the parents reflect upon their experiences was profoundly moving for all of us, but they were – as so many survivors are – amazingly strong and, at times, very witty and funny. It was another great example of how powerful the individual human stories are for us, and it was a very instructive and illuminating session for all.

The morning concluded with Jon Wilson and Mark Odom (filling in for New Hampshire's Barbara Bowlus, who was unavoidably called away at the last minute) presenting on working with sex offend-

ers in the VOD preparation and dialogue process. The afternoon began with Karin Ho moderating a discussion on VOD in Parole and Probation cases, and, as there were many attendees who are involved at the community supervision level, this discussion was very much enriched by their presence.

The afternoon continued to its conclusion with the second part of Janet Koupash's presentation, now with the offender – the son – in the case we'd learned about in the morning. Once again, it was an instructive and illuminating session, with the offender sharing his experiences of both the preparation and dialogue process, and the experience of now being released but unable to be in any kind of contact with his parents. The value of having these two components as part of the Summit program, with Janet leading the discussions in both cases with others who, then and now, provide support and/or supervision services, was wonderful. Thank you again, Janet!

As a final component to the Summit's content, Karin, Mark, and Jon wrapped up the Summit by inviting thoughts and feedback from the attendees, as well as ideas and suggestions for the 2012 VOD Summit, which will once again be held in conjunction with the NAVSPIC Conference – this time in Kansas!

Finally, for those who just hadn't had enough, we scheduled an informal video case study session for that evening following dinner, and we had a small but interesting discussion on some of the aspects of the VOD preparation process, using the two cases studies.

As always, on behalf of Karin, Mark and myself, our deepest thanks to all who helped to make the 2011 VOD Summit a great success!



Message from Karin

Karin Ho
Past President, NAVSPIC

I can't believe how far our organization has come! From those first meetings in the 1990's when we were dreaming about one day having a professional network that was nationally recognized and strong enough to host our own annual gatherings to where we are today...a respected nonprofit organization that continues to grow every year! I am truly honored to have been given the opportunity to serve as Chairperson for NAVSPIC over the past four years. This is been a team effort, with many hands involved in every step of our success! I appreciate everyone's passion and dedication throughout the past several years to make our national conferences truly spectacular! We truly are a family!

Oh, the things we've learned from each other! I remember when I first started working in corrections here in Ohio. Coming from the sexual assault field, I had no idea how to even start our brand new program! It didn't take me long to hear about fabulous mentors like Anne Seymour and Trudy Gregorie. The fabulous foundation they set pointed us in the right direction to implement programs based on all the Best Practices programs.

Then, I read something that mentioned the great work that Barbara Grissom was doing in South Carolina...so, I gave her a call. Her willingness to share strategies and talk about challenges she had experienced, set the stage for me professionally. I knew instantly that, although she was miles away in another state, she and I had more in common than the community victim advocates that were right here in Ohio because of our unique work within



Karin Ho (left) and Anne Seymour (right) presenting at a NAVSPIC Conference

corrections. Anne, Trudy and Barbara were just the first of many more that would become (and still are!) my mentors! I have learned so much from everyone through NAVSPIC and strongly feel that our program is as strong as it is because of the many training opportunities and email discussions we've had together!

Looking forward, I'm so excited to see Lydia, Mark, Camie & Anne lead us to new heights! While through the years we have accomplished so much, there are so many other areas that can be developed. I wish them all the best during their tenure and look forward to my new role as Membership Chair. I'm taking over for Kari Filicky maintaining our membership and contact information as well as sending out emails for our many discussions.

Kansas- Submitted by Janet Good

In July of 2011, the Kansas Department of Corrections Office of Victim Services (KDOCS/OVS) received grant funding through the Federal Recovery Act Victims of Crime Act Victim Assistance Grant Program to create the new position of Victim/Offender Program Specialist. This position oversees and coordinates the Restorative Justice Services and programs offered to victims and survivors.

One of the programs enhanced by this grant is the Victim/Offender Dialogue (VOD) Program. From 2004-2008 there were approximately five active VOD facilitators. In September 2011 Kansas contracted with Jon Wilson from JUST Alternatives to provide training for VOD facilitators. In conjunction with a partnership with Offender/Victim Ministries in Newton, eight additional volunteers were trained, resulting in a total of thirteen volunteer facilitators to assist with the VOD program. From the creation of the VOD program in 2004 to July 2011, eight dialogue cases reached completion. As a result of the work invested within the last nine months, eight new cases have been started, two cases have been closed after completion of a VOD “Alternative to Face-to-Face” option and nine cases have been closed for other reasons, including lack of current victim contact information, the offender declining to participation or assessment that the offender was not appropriate for VOD. In a period of nine months, the number of cases on the VOD waiting list have been reduced from 42 to 33.

As a result of our volunteer expansion, quarterly VOD volunteer meetings were initiated to discuss VOD topics and to brainstorm any emerging issues that volunteer facilitators were experiencing. Kansas has also created a written agreement for the volunteers that addresses the confidentiality of cases as well as ethics and conduct inside the Department of Corrections facilities.

The grant funding also allowed for the Victim/Offender Program Specialist to train staff and volunteers to facilitate Victim Impact Classes for incarcerated offenders. Currently, there are two trained KDOCS staff and two trained volunteers for the program that is being piloted in the Hutchinson Correctional Facility. In the spring of 2012, the classes will expand to include more staff and additional volunteers in other prison facilities in Kansas. The class uses a curriculum created by the Office for Victims of Crime; Victim Impact: Listen and Learn, and provides offenders an opportunity to learn how their behaviors have impacted others. This 13 week course helps offenders define who their victims are under the possible impact of nine different crimes and work to comprehend the effects of those crimes on different victims. The curriculum includes a component for victims and survivors to come into the classes and tell their story, relaying the impact that crime had on them, their families and their communities, directly to the offenders. With the initial pilot, there have been seven offenders who successfully completed the Victim Impact Class. Of those seven, one has been released to parole supervision and several others have expressed an interest in being more involved in restorative justice efforts.

This grant project is funded or partially funded by the Federal Victims of Crime Act, awarded by the federal Office for Victims of Crime, Office of Justice Programs of the U.S. Department of Justice as administered by Kansas Governor Sam Brownback. The opinions, findings, conclusions, or recommendations expressed in this publication, program or exhibition are those of the author(s) and do not necessarily reflect the views of the Kansas Governor or the U.S. Department of Justice.

continued on page 8

New Hampshire - Jean Carroll

NH Department of Correction's Sexual Assault Review Team (SART Team) meets monthly under the leadership of our Director of Professional Standards. The Team, established in 2008, includes members from each facility, from each discipline: Investigations, Security, Victim Services, Mental Health, and Medical, and from the community: a local crisis center, the NH Office of the Attorney General and the NH Coalition Against Sexual and Domestic Violence. Our SART Mission Statement is: To support the prevention and response to sexual assault by fostering a collaborative, victim-centered approach that includes: zero tolerance, intimidation-free reporting, the avoidance of re-victimization and offender accountability.

Along with the NH Attorney General's Office, we recently completed a NH Department of Corrections Victim/Survivor Feedback Survey. This study was a collaborative project conducted last year with researchers from the University of New Hampshire. Inmate victims, male and female, were surveyed about their experience with first responders immediately following a sexual assault that occurred during their time of incarceration. Other parts of the surveys included input from inmate victims on their experience after disclosure with all other disciplines at our facilities. It provided information, from the victims' perspective about the nature of the relationship between victim and perpetrator, how the victim was treated by the first responders, types of services provided or offered to the victim, as well as a number of other important areas. Victim Advocate Jean Carroll was responsible for locating inmate victims and DOC's Director of Research distributed the surveys. New Hampshire may be one of the only states in the country to have conducted a feedback survey of inmate victims. The SART team will study the survey results and use them to form future training and policies.

The SART now convenes monthly reviews of sexual assault reports made by inmates at our facilities.

Team members used protocols designed last year by the Case Review Work Group. They provide a system to review both individual cases, as well as system-wide responses. The discussion across disciplines is very helpful and is viewed by attendees as supporting the Department's collaborative, victim-centered approach.

South Carolina - Brett M. Macgargle

We recently built a whole Habitat house in our youth prison and the kids really liked giving back in this restorative project. Click on the following youtube link for more information, including a picture of the house being lifted by crane over the fence (first ever for Habitat International) made the Wall Street Journal of the Day!

<http://www.youtube.com/watch?v=bQcKRewQEwc>

Montana - Sally K. Hilander

Montana lawmakers are scrutinizing restorative justice (RJ) to determine if victim impact panels, family group conferences and similar programs could ease prison overcrowding and the large case loads of 250 juvenile and adult probation officers thinly distributed across 147,000 square miles of Big Sky Country.

In recent months, the Montana Legislature's Law and Justice Interim Committee in Helena has conducted an inventory of RJ programs in Montana with an eye toward recommending state funding for those that show promise to bring about significant change in offender numbers.

Such unprecedented attention from a bipartisan assembly of senators and representatives is exciting stuff for RJ believers who crunch numbers to keep

continued on page 9

juvenile justice programs and adult victim-offender dialogues alive. Many RJ staff and volunteers have shared with the committee first-hand accounts of offenders agreeing to make amends after meeting face-to-face with their victims to hear how their actions have inflicted pain on entire communities. Victims who support RJ programs also shared their stories with the lawmakers.

Much of the committee's attention has focused on youthful offenders because of the potential to steer them away from the adult system. RJ programs for juvenile offenders enjoy modest but growing success in a few of Montana's population centers such as Kalispell, Bozeman, Missoula and Helena.

The Department of Corrections (DOC) testified before the Law and Justice Interim Committee last fall about lives changed through victim-offender dialogues in cases of deliberate homicide, aggravated assault, incest, negligent (drunk driving) homicides, and assaults on children. DOC also reported on its offender accountability letter program, which gives adult offenders an opportunity to apologize if their victims want to hear it.

The program for adult offenders that captured the most attention, however, reaches the most offenders – victim impact panels (VIPs).

VIPs debuted in the Montana corrections system about 15 years ago when a prerelease center and DOC's boot camp simultaneously introduced offenders to new victim impact curricula, culminating in a panel of victims from the community speaking about the effects of crimes ranging from burglaries to sexual assaults and deliberate homicides. Montana's only prison for women added VIPs to its programming early this year, followed closely by a community-based methamphetamine treatment center, also for women.

In late February, the interim committee heard international restorative justice leader Mark Umbreit outline reasons why RJ practices are a wise invest-

ment for states looking to reduce their recidivism rates. Restorative justice, Umbreit says, are at least as effective as other criminal justice programs with a proven record of success backed up by empirical data – and cost much less. Umbreit, a name recognized by most NAVSPIC members, founded the Center for Restorative Justice and Peacemaking at the University of Minnesota and enjoys a distinguished career facilitating discussions around the world between the worst imaginable adversaries.

Umbreit expressed optimism that Montana lawmakers – Democratic and Republican alike – found his presentation persuasive and do not dismiss this important and proven criminal justice alternative as a liberal concept. “Restorative justice gives moral authority back to victims, families, and communities instead of to the State. It is like going back to the future. How is that a liberal idea? It's common sense. It's fiscally responsible.”

The Montana Legislature meets for 90 days in odd years. Interim studies often result in proposed statutory changes from the committees – and sometimes the necessary funding. Restorative justice's big chance will come when legislators return to Helena next January.

Texas - Mark Odom

The Texas Department of Criminal Justice Victim Services Division is pleased to announce that Victim Notification System (VNS) registrants now have the option to receive email notifications. The VNS utilizes a confidential database to provide registrants with over 80 points of possible notification, regarding several phases of an offender's incarceration and the parole review process, if applicable. Those registered on our confidential database can now receive notification electronically by email, letter or both.

In addition, VNS registrants can request to receive an automated call notifying them when an offender is being processed for release.