

The Condition of Probation

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| Opening the World for Youth | 1 | Opening the World for Youth is a local travel and community service |
| Steve Blair's Retirement Party | 2 | program founded by Jeannine Curley, MFT, that offers an opportunity for |
| Outdoor Learning and Leadership Pilot at the Canal Welcome Center | 3 | young adults to experience and explore the world. In April 2013, a |
| New Hires | 4 | group of five Marin County professionals, including two County employees, David Fahy of the Juvenile |
| Vacation Photos | 5 | Probation Department and Angela Arenas of Mental Health and |
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Opening the World for Youth

By Angela Arenas



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Chief's Corner

By Michael Daly

Approximately three years ago, the Management Team began a discussion about 360 evaluations. There are several reasons why this conversation took place but not the least is being open to feedback from the staff that we supervise and our willingness to take information in, both positive and negative, and move forward. All nineteen people on the management team unanimously supported this idea. We contracted with an agency called SkillScope and we were all evaluated. Suzie Cohen, a criminal justice career professional and facilitator of our yearly Organization Development seminars, helped facilitate and transfer the information given during the feedback process and helped each person devise a plan. It was a very positive experience for line staff to give

input and our Department is better for it.

Fast forward three years and we are starting the process all over. The entire Management Team once again fully endorsed going through another 360 evaluation but this time we offered it to line staff as well. Last month, the entire management team was evaluated and discussed the results with Suzie Cohen. Each person devised a plan going forward and shared that plan with their staff and Supervisor.

What makes this year special is line staff can now join in and be evaluated by their peers and over 25 of our staff have signed up for this process. Our commitment to line staff during this first year was that it was completely voluntary the results did not have to be shared with the

Supervisor if they didn't want to and Suzie Cohen would help decipher all of the data and formulate an individual plan.

We have many leadership initiatives going on in this Department simultaneously and I really applaud those who signed up to be evaluated by their peers. We are always trying to collectively better ourselves and the Department. At the end of the day, we will be giving even better service to the people we serve. That is Servant Leadership.

Mission Statement

The mission of the Marin County Probation Department is to reduce the impact of crime in the community by providing accurate and comprehensive information to the courts, by providing community based sanctions and treatment for offenders, and by working cooperatively with law enforcement agencies and community organizations with similar objectives.

Steve Blair's Retirement Party Photos



Abby Dennett, Hugo Araica, David Cole, Melissa Davis and Carmen Vance



Michele Boyer, Anthony Raitano and his wife, Grady Livingston and his wife.



**Back Row: Grady Livingston, George Perkins, David Cole, Tim Farrell
Front Row: Michael Daly, Cleveland Cutler, Steve Blair, Alisha Krupinsky and Jeff White**



Steve Blair enjoying a conversation with his father.



Michael Beird and his father Dolan Beird

OUTDOOR LEARNING AND LEADERSHIP PILOT AT THE CANAL WELCOME CENTER

By Lisa Canin, PhD, Project Coordinator



This summer was about a *good* kind of risk-taking for a group of a dozen young men from Probation...and also for the agencies focused on helping young folks develop and make some changes in where they've been headed. Together, we experimented with some new partnerships, and in new territory - getting outside to learn and explore together. The Canal Welcome Center, in collaboration with the Probation Department, Health and Human Services and MCOE, hosted a pilot Outdoor Learning & Leadership, a 10 week summer program of outdoor, experiential and adventure-based learning designed to expose young folks to new environments, experiences, and connections and to help build responsibility, leadership skills, engagement and self-direction.

Marin has a wealth of gifted naturalists, educators, wilderness guides and organ-

izations committed to connecting individuals with the natural world, but many Probation youth have not had the opportunity for regular access to the wilderness that makes this place so unique - or the familiarity, interest and motivation to get outside and enjoy the benefits of nature.

We packed a lot of exploration and adventure into a short summer: meeting with the sailing staff and exploring their tight living quarters in the hull of the *Call of the Sea* sailing schooner in Sausalito; exploring the Marin headlands; kayaking in Tomales Bay; hiking Mt. Tam and Bald Hill; completing community service project hours with local non-profits; river rafting and overnight camping (no tents!) on the south fork of the American River; interacting with horses to learn firsthand about the calmness, confidence and respect they need in order to do what you want them to do; team building and doing the high ropes challenge course at Ft. Miley (above Suto Bath in S.F.); and playing in the creek at Samuel P. Taylor State Park, enjoying not only the summer breezes, but a sense of community and belonging, built over the course of a series of new experiences and challenges.

Many thanks are well deserved. Agencies stepped up to provide funding and assistance - the Canal Welcome Center, MCOE, Probation, Health & Human Services, and Seneca. As importantly, individuals from these agencies - Douglas Mundo (E.D. at the Canal Welcome Center) Kevin Lynch, Lisa Schwartz, Brian Robinson -- encouraged and supported innovation. Volunteers from local organizations - Sierra Club Inner City Outings, Environmental Traveling Companions - and vendors gave generously of their time. And, mostly, kudos and thanks to our intrepid pilot program staff who modeled a spirit of adventure, collaboration and good humor while enjoying the power of moving the work we do into the beautiful and great outdoors: Cesar Lagleva, Rene Miranda, Juan Colonia, Douglas Mundo and Lisa Canin.

Next steps? Many of the participants are interested in continuing with the project in the coming school year. In our estimation, their enthusiasm is the greatest marker of our collaborative success! Keep tuned: We're in the process of designing a year-round youth development and youth council program, where this summer's participants learn to become the leaders and mentors for next summer's program, helping plan and guide activities.



Newly Hired Staff

By Alisha Krupinsky

Marisa Mack was born in Southern California and raised in Marin since she was 10 years old. She graduated from San Rafael High School and San Francisco State University with degree in Psychology. Marisa is married to Jeff and they have their 20th anniversary coming up! She and Jeff have three boys who enjoy swimming on the swimming team and playing water polo. Marisa and her family have a dog, Malia, who is 4yrs old (her birthday is on Valentine's Day). While raising her kids, Marisa worked as a substitute teacher in various Marin County schools. During her leisure time, Marisa enjoys spending time with her family, going to the beach time and being a beach bum (in the water and out of the water), oil painting, gardening, exploring Marin (there is much beauty in our county) and baking for staff. Marisa is excited to work for the Department and to explore career opportunities. She has enjoyed meeting new people and working with a supportive staff.



Victoria Lau was born and raised in San Francisco. She graduated from College of San Mateo with an AA degree in Liberal Arts and Administration of Justice. She moved to Portland, OR to attend Portland State University and is currently finishing up her Bachelor's degree in Criminal Justice. Before joining the Marin County Probation Department, she worked at the San Francisco County Jail, San Bruno Police Department and in the medical field. She is very excited to pursue a career in either Probation or detective work. In her spare time, Victoria competes in marathons, practices Bikram yoga, hikes, spends time with her family, goes to the beach with her dogs, travels to Boston to see her niece, and goes rock climbing with her boyfriend.

Chris Tom was born and raised in San Francisco. He graduated from George Washington High School and attended San Jose State University where he earned a degree in Business Management. Upon graduating, Chris worked as a Senior Personal Banker before pursuing his passion to work in the public service sector. He earned his EMT certification in 2007 and acquired his Firefighter 1 certification in 2009. Also in 2009, Chris was hired on as an extra help employee with the San Mateo Probation Department while participating in a work experience internship with the San Francisco Fire Department. After getting hired on permanently as a Group Supervisor II with San Mateo County Probation, Chris had the pleasure of working at Camp Glenwood (boy's camp) and the therapeutic unit at Juvenile Hall. In his spare time, Chris enjoys traveling, attending sporting events and spending time with his family and friends. He is looking forward to his new role as a Deputy Probation Officer and is excited about joining a department that prides itself in integrity and professionalism.



Vacation Photos



Matt Perry took his family and his dog on an adventure on the Smith River, here in Northern California



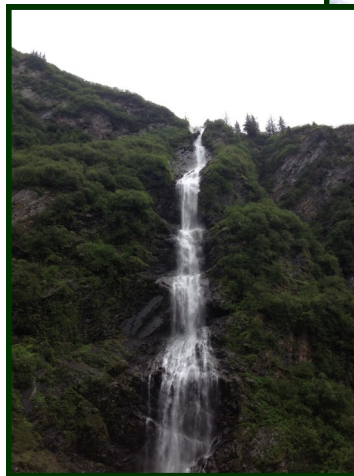
Nancy Hillman went on an amazing trip to Cabo San Lucas!



Dave Cole on a trip to Boston did some lobstering



Jay Everidge enjoyed snorkeling and time on the golf course on a recent trip to Kauai



Michele Boyer and her daughter went to Anchorage Alaska and visited a waterfall near Valdez as well.



Opening the World for Youth (from pg. 1)...

Substance Use Services, traveled to Nepal on their own time with a group of seven young adults that have experienced significant challenges in their lives. During the trip, volunteer work was done at Manang Nepali Children's Organization, an orphanage in Kathmandu and at Wolfgang Linke Kindergarten in Meghauli where a fence was painted and each child received an outfit, some toys and shoes. A total of fifteen pieces of luggage filled with donated items were delivered throughout the trip to the organizations and the Sherpa's that helped during the trek in the Annapurna trail. Six goats were purchased through Clinic Nepal

to help six families achieve an annual income of \$200 US by selling the goat's offspring's, their cheese and milk. The group trekked in the Himalayas, visited religious and cultural sites and experienced first-hand how others live in this beautiful country. In 2014, Opening the World for Youth is traveling across the United States on a bus with fifteen young adults to volunteer in different communities for three weeks. As of today, the group has identified twelve young people which are already involved in meetings, fundraisers and the planning process as \$40,000 US will be needed to cover all travel expenses including lodging, transportation and food. We have

many fundraisers scheduled for this year which include car washes, a garage sale, Halloween dance party and a silent auction/dinner party where you can learn more about next year's trip and where you can meet the new group. Please visit our website for further information and to get the dates of the upcoming events.

www.openingtheworldthroughtravel.org

Please note that a percentage of the money raised during the events will be given to Youth on the Move, an after school enrichment program for Davidson Middle School students, as one of the group's goal is to support the local community as well as those abroad.



Third day of the trek, on the way to Ghandruk



Manang Nepalu Children Organization. Orphanage, Kathmandu, Nepal



Trekking Annapurna Trail, Nepal



Angela Arenas with Mental Health and Substance Use Services, Jeannine Curley the founder of Opening World and David Fahy with the Marin County Probation Department on Poon Hill. Highest point of our trek. Elevation 10,531 feet.

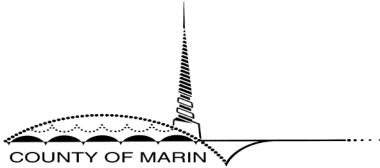
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***Marin County Probation Department Newsletter
Editorial Policy***

The Condition of Probation is published quarterly by the Marin County Probation Department. The purpose of this newsletter is to provide a forum for communication and the sharing of information. *The Condition of Probation* publishes articles and information related to Mission and Departmental operations & activity. Articles submitted may be edited for content, clarity, or length.

Editorial Board Members

Michael Daly, Kevin Lynch, Matt Perry, Nancy Hillman, and
Alisha Krupinsky

Today's Draw: Melissa Davis

By My Tran

Melissa Davis was born in Santa Maria, California, and has experienced living all over California and in Okinawa, Japan. She studied at University of California Santa Cruz and has always had the heart to help people. Melissa has been a Deputy Probation Officer for the County of Marin for almost ten years and is currently assigned in the High Risk Field Supervision Unit where she is also the Probation liaison for the Family Violence Court and Adult Drug Court.

Melissa's expertise with working with cases involving domestic violence helps her to be an asset to the team that include the Court, District Attorney, Public Defender, and representatives from Alcohol, Drug & Tobacco. She also provides training on Domestic Violence and is the Chair for the Northern California Domestic Violence Roundtable that includes thirteen surrounding Bay Area Probation Departments that meet regularly to discuss topics on domestic violence. Within her time with the Probation Department, Melissa has experience working in the Juvenile Probation Intake Unit and she has become a facilitator for an evidence based practice "Thinking for Change" where she has facilitated groups in-custody and out-of-custody of her own Probationers through a 24 week course to help the defendants think differently before reacting in a

situation. She is also a Defense Tactics instructor, impact weapons instructor, advance ground fighting instructor, a CPR instructor, and was a part of the "Fun Committee" which came up with events for the Department to gather co-workers to share in fun activities. Melissa always has a heart to make everyone feel welcome and have fun.

Melissa came to the Probation Department with a wealth of knowledge that she gained from being a Director of Social Services, a case manager for the Marin County Housing Authority, a residential technician in a group home for the developmentally and physically disabled, an activity director, a volunteer coordinator at a skilled nursing facility, and a community outreach specialist for a national school reform program.

Melissa loves being around family and friends and enjoys having company over at her house. She stated, "Nothing is better than listening to the hum of a room filled with people laughing, enjoying each other's company, and good food." She is a proud mother of three boys and a very large Italian Mastiff dog named, "Takota". In her spare time, she enjoys boating, camping, cooking, hiking, snowboarding, and reading.



Melissa is very passionate about her work as a Deputy Probation Officer and strongly feels that everyone deserves a chance to change; however, the community's safety always comes first. She is an awesome and dedicated employee that will lend a hand whenever needed and we are proud to acknowledge her in this newsletter. Thank you for your commitment Deputy Probation Officer Davis!