

The Condition of Probation

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Consejo Gets Off the Ground

By Kevin Lynch

Several years ago, a group of volunteers connected to the Canal community of San Rafael expressed concern over the disproportionate number of Latino youth in the juvenile justice system. The group spent time learning about juvenile justice, then considered different ways to address it, and eventually came up with the idea of employing restorative justice to act as an alternative to traditional responses to delinquency. After nearly two years of planning and developing ideas, the community-based restorative justice program called "Consejo" conducted its first intervention in June of this year. Consejo is the product of a collaboration between the Marin County Probation Department, the Juvenile Justice Delinquency Prevention Commission, and the community residents organized through the Canal Welcome Center, a community-based organization that operates in Marin County to advocate for immigrant families.

The Juvenile Division of the Probation Department has utilized its own restorative justice known as VORP (Victim Offender Reconciliation Program) as an intervention for youth for 20 years. Consejo, however, has the innovative and unique benefit of utilizing members of the Latino community that are impacted by juvenile delinquency, and are trained in restorative practices, to facilitate the meetings. The group of volunteers who had participated in the planning process

Continued on pg. 3

Chief's Corner

By Michael Daly

The Human Resources Department recently released the results from its bi-annual survey of all County employees. This is the third such survey and has really helped identify countywide areas where we do very well and others areas that continue to need attention. All departments are asked to analyze the survey results within their organizations and develop a "plan of action" to address areas identified as needing attention. The Probation Department has actively addressed issues of concern after the last two surveys with a plan of action and the results show. We always want to build ourselves to be better. I am also a big believer in celebrating

your successes.

I have said some things throughout my career in leadership positions that I will repeat. One and probably the most common is, "I will hire the best, give them the best equipment and the best training and in return I expect the best. That's the deal." The other two I like to say is that "the public is our customer and we are public servants. That is why we subscribe to *Servant Leadership*." Lastly, "we believe in continuous improvement." I would like to point out a few areas in the recent county survey as it

relates to our Department. We scored very high in these categories.

- My Department cares about its customers/clients
- I understand my department's mission and values
- My department cares about employee safety
- My department provides high quality products/services
- My work unit provides great customer service
- I get the training I need to do a good job

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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.

Vacation Photos

Dave Cole in front of Rochester Castle, and to the left Dave in front of "Big Ben." The tower itself stands 316 feet. Dave went to Europe to watch the Le Mans Race!



Kevin Lynch at the Acropolis in Athens, Greece

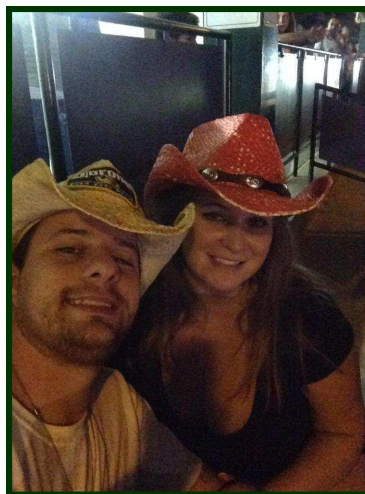
Linda Smith and her husband on a hiking trip in the Alps this summer. That's the REAL Matterhorn behind them, not Disneyland!



Michele Boyer and Angela Arenas in front of the Statue of Liberty. They were on an Opening the World Trip.



Matt Perry and his family went on a camping adventure. The Silver Lake clouds and his daughter enjoying the smell at Bumass Sulfur Pit in Lassen.



Heather Donoho and her husband during "Country in the Park."



Cynthia Fix and her son visited the beautiful city of Chicago on went on a river architecture tour.

Consejo Gets Off the Ground (from pg. 1)...

mentioned above underwent training in restorative justice practices from Zach Whelan, who was with Restorative Resources in Santa Rosa. The group prepared for their first case by role-playing, and they also researched the various support services available in Marin for youth, parents and families. Their preparation was important to the success of their first event, as they handled a referral for a boy who had been cited for a misdemeanor offense. During the session, the boy and his mother talked openly and emotionally about what led up to his act of delinquency, and the event ended with an agreement for the young man to have the matter resolved. The Consejo panelists were very satisfied with the process and the outcome of their first case and they

look forward to more referrals from the Probation Department.

The long-term hope for the program is that it can become an alternative forum for conflict resolution for more than just cases involving juvenile justice referrals. Some ideas include possible referrals from apartment managers involving disputes with tenants, conflicts at school sites, or disputes between neighbors who do not have a place to resolve ongoing disagreements. The power of having community residents applying restorative justice practices to conflict resolution is intriguing. One of the many arguments supporting the notion of a restorative process is that it involves repairing

and healing harm, and that it avoids the blaming and punishment often associated with the traditional juvenile justice system. The Consejo program will directly provide the conflict resolution skills to people who are from the community affected by an act of delinquency. Rather than the more traditional process of delivering a service to a community, Consejo seeks to provide the means for community members themselves to address and resolve conflict. The Probation Department looks forward to maintaining this important connection to one of the communities most impacted by delinquency through this exciting and groundbreaking program.

Another Successful Event at "Summer of Peace"

By Kevin Lynch

This past June, Probation Department staff, in collaboration with the City of San Rafael and Department of Health and Human Services, hosted another successful "Summer of Peace" event in the Canal neighborhood of San Rafael. After years of collaborating with our partners, the Probation Department has our end of this gig down pat. We arrive a little before 10 AM to get a barbecue set up. We serve hamburgers, veggie burgers and hot dogs, as a way to get families to come out to the event. Right next door to our food is a series of tables offering information on services for families for the summer (mostly access to low cost summer camps for youth, but also programs of support for substance abuse and domestic violence).

What could be better than this? Beautiful day, happy people, eating burgers and chatting with folks. Big thanks to all those who came out to support the effort:

Matt Murphy and his daughter Maddie, Giuliana Ferrer and her son Juan, Jeana

Reynolds, Elizabeth Carranza, Mike Tito, Melissa Davis, Tony Raitano, Yuliana Valenzuela, John Dury, Lourdes Duran, Jeff White, Mike Daly, Juan Colonia (Canal Welcome Center), Luis Luciano and Dan Daniels (Youth a Working for Change), Angela Arenas (YES/Community Mental Health).



Angela Arenas and John Dury



Juan, Giuliana, Elizabeth and Lourdes getting the food ready.



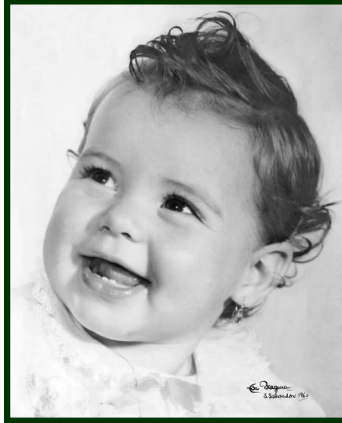
Mike Tito and Matt Murphy manning the BBQ

Oh, Baby

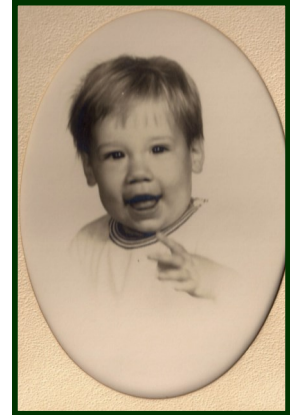
By Alisha Krupinsky

Here are baby pictures of some of our staff...aren't we cute? Can you match the baby picture to your co-worker? The answers can be found on page 5, but do not cheat!

1.



2.



3.



4.



5.



6.



7.



8.



Continued on page 5

Oh, Baby (from pg. 4)...

9.



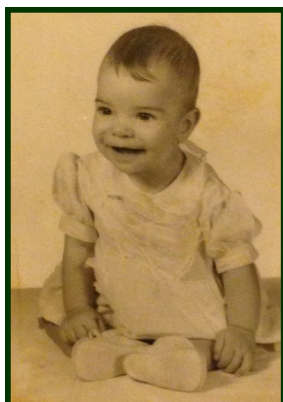
10.



11.



12.



13.



Answers:

1. Selina Johnson 2. Kevin Lynch
3. Carmen Vance 4. Cindy Vazquez
5. Donna Aggio 6. Lindsey Mac-
Quarrie 7. Mike Daly 8. Susana
Ceniceros 9. Nancy Hillman 10.
Samantha Klein 11. Tori Lemos
12. Teresa Torrence-Tillman 13. Liv
Lauchenauser

Chief's Corner (from pg. 1)...

- My department cares about quality improvement
- I am proud to tell people I work for the County of Marin

If you examine these statements where our Department scored very well, you can connect the dots and say that these folks at Probation know what they are doing and why they are doing it, feel good about the tools and training given to do the job and are eager to learn to be more effective for our customers. They are also proud to work here.

On the other hand, we identified areas where we wish to improve. Most areas

in need of improvement focus on communication across the Department and from management to line staff. I have asked my Directors to address these issues and anything else that may arise at Division meetings and ask a simple question, "what does 'great' look like to you?" I asked that a conversation take place with everyone on how to get that done. What are the steps? What are the resources needed? What steps do we need for proper implementation? What measures will be set up to know that we are successful? What sort of accountability measurements will be built in?

One last thing. You know you have an engaged Department when in 2012 we had a 100% participation rate and this year we had 98% (and that was because a couple people were out on leave!). Thank you to Liv Lauchenauser, Victoria Lau and Nancy Hillman, the "survey ambassadors" who carried this initiative in our Department, who were pivotal in assisting us in achieving this outstanding response rate. This is a hungry bunch!

Today's Draw: Victoria Lau

By My Tran

Victoria Lau has been an Office Assistant III for the Juvenile Division for the past 15 months. Victoria was born and raised in San Francisco. She is the second eldest of four girls in her family. Growing up in San Francisco was a lot of fun, filled with many memories, especially with three sisters. After graduating high school, Victoria studied computer science. Shortly thereafter, she switched her major to veterinary medicine because of her love of animals and especially dogs. However, she switched majors again to criminal justice and feels that this is where she wants to dedicate her career because she loves to help others.

Through her studies, Victoria went to two community colleges, worked two part-time jobs, graduated from the San Francisco Police Department Citizen's Police Academy and obtained two Associates of Art Degrees in Liberal Arts and Administration of Justice. She

studied at Portland State University to work on completing her Bachelor's Degree in Criminal Justice but decided to venture back to the Bay Area and is now completing her courses through online programs. Victoria's motivation, dedication and hard work to complete her studies are amazing.

Victoria has worked in the San Bruno county jail as a police clerk and a medical assistant but her overall goal is to become a Deputy Probation Officer for Marin County. She is currently attending two schools to complete her Bachelor's Degree.

Victoria loves to be active. She has completed seven marathon races and loves going to the beach, spending time with her niece, nephew and family. She and her fiancé are in the process of planning their wedding. She has a love for dogs and is the "mother" of three dogs.



Victoria is a very fun, outgoing, organized and dedicated person who has been a wonderful addition to the Probation Department.

Recipe of the Quarter: **Roasted Tomato and Basil Soup**

By: Selina Johnson

Ingredients:

- 4 pounds plum tomatoes, halved
- 2 medium yellow onions, diced
- 3 garlic cloves, smashed and peeled
- 1/4 cup extra-virgin olive oil, plus more for drizzling
- Coarse salt and ground pepper
- 4 cups low-sodium chicken broth, plus more for thinning
- 2 tablespoons fresh chopped basil

Directions:

Preheat oven to 450 degrees. Toss together tomatoes, onions, garlic and oil; season with salt and pepper. Arrange

vegetables in a single layer on a rimmed baking sheet and bake until tomatoes are deep brown in spots and onions are soft, 45 minutes.

Transfer vegetables and all juices to a large Dutch oven or heavy pot. Add chicken broth and bring to a rapid simmer. Cook until slightly reduced, about 25 minutes.

Transfer soup to a large bowl. Blend with an immersion blender or in batches, fill blender halfway with soup, puree until smooth, transferring to pot as you work (use caution when blending hot liquids). Stir in basil and season with salt and pepper. If necessary

thin with additional chicken broth.

Serve with a drizzle of olive oil.



Juvenile Services Renovation

By Kevin Lynch

As discussed in a previous *Condition of Probation* article, the Juvenile Services Center building was long-overdue for a renovation. Two months ago, in June of 2014, the construction work on the building began. Most of the work involves modernizing the reception area of the site, making it both more secure and up to date. The contractor will also replace flooring and do upgrades to the heating and cooling system throughout the building. The project will be done in two phases, with one side of the building being occupied by a portion of staff, and the other being under construction. Sometime in the fall of 2014, staff will vacate the side they are in now and move to the newly renovated section and the project will run its last four months. The expected completion date of the project is early 2015.

While greatly appreciated and overdue,

the renovation project has had significant impact on Juvenile Division operations. Approximately half of the staff remain stationed in the occupied side of the building during construction, while the County found a temporary office location for the other half at the recently acquired Los Gatos office building known as Marin Commons. It has been challenging to manage the operation while having the staff split in two locations. In addition, staff no longer can use the Juvenile Services building for meeting with youth, families and staff from partner agencies, so they find themselves on the road even more than before. The luxury of working in such a beautiful setting has been modified a bit by the periodic sounds of jack hammers and hammers banging. However, despite the short-term and periodic interruptions, the entire Juvenile Division staff are willing to



put up with it given the promise of a renovated and improved facility. Once the project is completed, the Probation Department will organize some sort of open house event to celebrate the new site.

Wellness Challenge

By: Janene Conner

When it comes to our health, we often need some motivation to change a behavior such as increasing exercise, eliminating bad habits such as smoking, or eating healthier food. Some of us need a challenge, a setback, or some light competition to get us started. *Thrive Across America* is a good example of how people are more motivated to participate in activities designed to increase better health and wellness when some level of competition is thrown into the mix. Long term diet or exercise challenges can be self-defeating for many of us, particularly when they are adopted in a vacuum or without some level of support. But what about a short term challenge with individual goals, and a smattering of community to keep us attached and engaged with our goal?

For the month of September, we are inviting staff to join us in choosing a

wellness goal and making a commitment to enhance or incorporate a healthy habit into your lifestyle for that 30 day period. When the month is up, those of us who have joined will all convene in early October to discuss our experiences; the good, the bad and the ugly. In terms of what does it take to participate, the requirements are only two fold; you must have a habit or goal you want to dedicate yourself to for 30 days and you would have to be willing to share the goal and how you did overall with other members of the program. In the event that you are one of those people described above who needs extra motivation, there will be prizes for those who stayed committed.

Small goals are to be built upon and this could be the beginning of a beautiful thing. If it goes well, we could keep the group active as a continued

motivator and expand on the concept. Some ideas might be to eat out less, eat more fresh foods, particularly vegetables, exercise more, drink less alcohol or coffee, meditate, or begin an exercise regimen. We all have something we can do to improve our well-being. A month challenge is not too long or too short to feel some sense of success or accomplishment. Aside from this serving us as individuals towards good health, it is a reminder how change is challenging for all of us. This can only help create more empathy as we work with individuals who struggle with behavior change daily.

If interested in this wellness challenge, please contact me via email at jconner@marincounty.org or Kevin Lynch at Klynch@marincounty.org and we will create a roster and set a results celebration in October.

Department Appreciation Picnic

By Alisha Krupinsky

Every year our Department holds a picnic and BBQ to show our appreciation of all of our employees. We also honor those who have hit the year of service milestones of 10, 15 and 20 years. This year's picnic was held at McNears Beach Park and staff were encouraged to bring their families to share in the fun! There was great food, games, prizes and lots of laughs.



Heather Damato and Neva Smith



Susana Cenicerros was honored for 10 years of service.



Fredri Bloom, Teresa Torrence-Tillman and Kenyetta Wilson



Mike Daly did not win the hula hoop contest!



Elizabeth Carranza and Selina Johnson participating in the egg toss challenge.



Eric Olson preparing to catch the flying egg!



Billy Olson, Jeff White and Matt Murphy



Selina Johnson, Michele Boyer and Tori Lemos



Mariano Zamudio and Eva Wihardja



Liz Cole, David Cole, Lucie Brown and Giuliana Ferrer

Department Appreciation Picnic (from pg. 8)...



Violators Softball Update

By David Cole

The Violators' softball season has come and gone. The team started off the season strong, winning their first four games against some truly superb teams. The middle of the season was rough, with several team members being away on vacations and at other functions. At some games, we struggled to even fill the line-up but, all in all, the team continued to play head's up ball and gave it their best effort. Towards the end of the season, the team was reunited and once again started winning games. The Violators won their first playoff game against the Assessors' team, which was a battle to the end and then some. This game went into extra innings, with the Violators being victorious in the ninth inning. The team moved on to the second round of the playoffs, facing the Sheriffs' team. Once again, vacations and previous engagements limited the players for the game. The team tried their best but, in the end, the Sheriffs' team got the best of the

Violators. The Sheriffs hit the ball hard and played tremendously in the field. Unfortunately, the Violators' season was over. The Sheriffs' team went on to the championship game, where they were victorious over the Parks' team, and took home the hardware. In the end, the Violators finished the season in a respectable fourth place. As a member of this team, I must say that this season was one of the most fun and spirited seasons to date. The team had several games that were decided by only one run, some of these games went into extra innings. The Violators would like to thank all the teams in the league for a great competitive and entertaining season. All teams played with respect and sportsmanship, something that this player has seen missing in past years. The Violators would like to thank all the team members for coming out and braving some cold, windy nights and some ridiculously

hot ones as well. It was great to have returning players and new players alike in the field together. With the hiring of several new employees to the Marin County Probation Department, we are hoping to see even more new faces in the field next year. We would also like to thank those individuals that came out to support the team from the bleachers! The Violators are already looking forward to next season and hope to see you all in or at the field. If you have not played in the past and are interested in playing, be on the lookout for an email in the spring asking for team members. If you have any questions about the team, feel free to contact David Cole at dgcole@marincounty.org. The softball team is a great way to meet new people throughout different departments in the County and an even better way to get to know your co-workers outside of the office. Go Violators!!! Until next time...

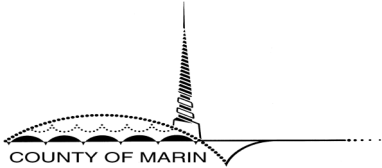
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The Condition of Probation

***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 Ali-sha Krupinsky

Goodbye to Abby Dennett

By: Cynthia Fix

On July 20, 2014, with a mixture of happiness and sadness, the Probation Department said their goodbyes to Abby Dennett. Abby has been with the Marin County Probation Department since 2008 where she began as an extra-hire DPO in the Juvenile Services Division. She remained at Juvenile Services where she became a full-time hire, assigned to the Intake Unit. In 2011, Abby transferred to the Adult Division where she was assigned to the Domestic Violence Unit. In 2012, Abby returned to Juvenile Services and was assigned a supervision caseload. Most recently, Abby returned to the Adult Division where she was placed in the AB109 Unit. Abby assisted in designing a new database, Odyssey, for Juvenile Services and contributed her time to working on the Marin County Newsletter, *Frankly Speaking*.

Abby is planning on following some of her long held dreams. For starters, she plans to travel and work on her photography. Since her resignation, she has traveled to Alaska and will be visiting her beloved city, Washington D.C. Happy travels Abby. We will miss you!



Farewell to Marsha Leonard

By: Jeana Reynolds



Marsha leaves the Probation Department after having worked for the County of Marin for 13 years. She initially started as an extra-hire with Community Mental Health on the Child and Family Team where she worked with youth ages 5-18 and their families in the clinic, in schools and in their homes. She then began working at Juvenile Hall in 2007 as part of the PORTAL program to complete her tenure with the County. Marsha has played a very important part of the team by providing assessment, case management, group and counseling support. Her positive attitude and creative nature have allowed her to engage with our Juvenile Hall youth.

Marsha leaves us to move closer to her family in the lovely northwest state of Oregon where her daughter, son in-law and two grandchildren live: Levi, 3 years, and Ellie Jane, 4 months.

We will miss you Marsha and appreciate all the service you have brought to the county!