



The Condition of Probation

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Marin County Family Violence Consortium Earns Team of the Quarter Recognition

By Melissa Davis

In early 2013, The Marin County Family Violence Consortium, a broad-based collaboration of county agencies community members and community-based organizations working together to prevent and address domestic violence and its impact on individuals, families and communities, was created to coordinate a unified approach to addressing family violence in Marin. The idea of the Family Violence Summit was discussed at the consortium and a shared vision was developed. The Family Violence Summit Team was formed to expand on this vision incorporating prevention, primary prevention and full stream thinking to address family violence in our communities.

On October 1, 2014, after months of planning, collaboration, and coordination we held the first Marin County Family Violence Summit. Over 150 people were in attendance, including County agencies, community based partners, law enforcement and community members. The summit's theme, "Partners in Prevention" resonated throughout the day with victims of domestic abuse sharing their personal stories, perpetrators of domestic violence discussing their violence, break-out sessions including cultural considerations, prevention strategies for law enforcement, positive relationship attachments for children and ensuring success by looking at primary prevention

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Chief's Corner

By Michael Daly

Welcome to 2015! I had a very eventful 2014 being the President of the Chief Probation Officers of California (CPOC). It was a rewarding experience. I enjoyed being directly involved in statewide policy decisions, help guide legislation, meeting the Governor, discussing our ongoing needs in the field of probation with him and leading all the statewide meetings with the other Chief Probation Officers. It was a great experience and I believe our Department is better for it. I am glad it is over though as it was quite a bit of work!

CPOC's advocacy efforts, as well as a rebounding economy, have also led to

the Governor's January budget being favorable to the field of probation. We finally have stability with the Realignment dollars coming to Marin so we can scale up existing programs and our past success with the SB 678 fund is well documented. Marin has done particularly well earning a "high performing" status with SB 678 for several years. The new challenge will be to adopt a new SB 678 allocation formula that keeps up with the changes in the field of Corrections. As you remember, SB 678 was adopted in 2009. At that time, Realignment did not exist, a recently passed Proposition 47 wasn't part of the equation and neither was mandatory split

sentencing guidelines that are effective January 1st of this year. The world changes fast and the Chief Probation Officers of California will be involved in influencing the new allocation formula.

Around the office things are moving just as fast. As you can see with some of our other articles, we are starting new programs, honoring retirees, promoting people and hiring right behind them. We are off to another exciting year, and again, I want to say how fortunate I am to have the team around me.

Mission Statement

The mission of the Marin County Probation Department is to further justice and community safety, and to hold offenders accountable while promoting their rehabilitation.

Probation Department Management Team Attends CAPSA Conference

By Kevin Lynch

Our Department sent a contingent of managers to the 2015 California Association of Probation Service Administrators (CAPSA) conference the last week of January. This is an annual event that draws between 120 and 150 probation managers from across California to meet in a beautiful setting at the Cliffs Resort in Pismo Beach. Each year there is a specific theme and the events and speakers usually connect with that issue or topic. This year's emphasis was on "*What's in your toolbox?*" and the speakers included the following:

- Bill Chiat, a leadership trainer who talked about the value of incorporating storytelling in a manager's "toolkit" to use to persuade people.
- A panel of staff from San Diego and Los Angeles County Probation Departments, discussing their respective experiences in officer involved shootings.
- Placer County Sheriff Edward Bonner presented on the importance of managing ethics and well-being in an organization. He discussed a recent tragedy that occurred in Placer County where

two deputies were murdered and he used this incident as a vehicle to discuss the importance of well-being within an organization.

- Probation Chiefs Mark Varela (Ventura County) and Phil Kader (Contra Costa County) presented on the Chief Probation Officers of California (CPOC) and its role in the development of legislation that impacts criminal and juvenile justice.
- Motivational speaker Derek Clark closed the conference by sharing his powerful story of being raised in foster care and his will to overcome multiple barriers.

The theme of "*What is in your toolbox?*" is a particularly compelling one for the community corrections field right now. It is vital that probation staff have a variety of tools to bring to bear against the challenges we are facing. The disparate demands on staff working in probation continue to grow exponentially, and realignment is only the clearest example of that. Other illustrations of how probation departments need to be prepared to address a wide range of complex issues



include:

- AB12 implementation
- Changing laws in truancy and school discipline issues
- Proposition 47
- Arming
- Changes to Title IV-E funding streams and requirements
- Increased attention and demands regarding outcomes

With such a rapidly changing world, the opportunity to meet with one another at the CAPSA Conference is invaluable. The informal and impromptu discussions among managers from different departments that occur between the speakers' presentations are critical, as they provide the forum for a diffusion of knowledge and experiences with common issues. Our Department sends management staff to this event every year in order to obtain this expertise and bring it back to our jurisdiction, and we expect to continue to do so.

Things for Teens and Toys for Kids

By Michele Boyer

The Central Marin Police Department with Patty Monge at the helm held their 14th annual "Things for Teens and Toys for Kids" and it was a great success!!!! This year resulted in the largest number of toys, clothing and miscellaneous items collected thus far. This can be attributed to the collaborative efforts by public agencies, businesses and community groups.

Gifts were delivered to 158 children/

teenagers within the Central Marin area. Through our collective efforts, enough gifts were collected for 200 children/teenagers for Child and Family Services, and gifts for 150 youth thru Adopt a Family Marin.

Along with Central Marin Police, the Larkspur and Corte Madera Fire Departments and the Marin County Probation Department were involved with the program. From the Probation De-

partment, Matt Perry, Michele Boyer and Lindsey MacQuarrie assisted at the Village and The Marin Country Mart with collecting toys and monetary donations.

The Marin Country Mart and The Village Concierge served as collection points. Larkspur and Corte Madera Fire Departments along with Marin County Probation were involved with

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New Hires Within the Probation Department



The Probation Department would like to welcome Henry Anderson to the Department. Henry has been hired as a Juvenile Correctional Officer assigned to our Juvenile Hall and had been working as an extra-hire at Juvenile Hall since February 2014. He has become known as a solid, dependable and always available employee. Henry's enthusiasm to learn as much as possible has made him quite the asset to our full-time staff.

Henry was raised in Oakland and attended Oregon State University where he shined as a defensive lineman. He was so good that after his junior year, he left school and was signed by the New York Giants. Henry spent two years playing in the NFL. His playing career then took him to the Canadian Football league where he spent another two years playing for the Hamilton Tiger Cats. In 2011, Henry went back to Oregon State to finish his degree in Behavior Science.

Henry is very pleased to be joining the best Probation Department in the State. He really enjoys working with the people he has met and is looking forward to making a career out of helping our youth in their time of need.

Congratulations Henry and welcome to the team!

Laura Flores graduated from San Francisco State University in 2008 with a B.A. degree in Criminal Justice. While in college, Laura interned at Huckleberry CARC in San Francisco assisting the youth who were on probation by providing additional support for the Case Managers. Laura began her career as a Client Service Specialist with BI Inc. in the County of Sonoma. After a couple months, she was promoted to a Behavior Change Manager. She began working more one on one with AB109 clients that were referred by Sonoma County Probation by using the evidence-based practices and targeting the criminogenic needs of her clients. After a while, she then transferred to the electronic monitoring department and did that until she came to Marin County. Laura is very happy and excited to have joined the Marin County Probation family and looks forward to furthering her career within the Department with many years of service.

Laura's present assignment is with Medium Supervision in the Adult Division.



Anthony Nunez was born and raised in the small town of Auburn located in Placer County, California. He spent his high school days playing baseball. After graduating high school, Anthony attended Cosumnes River Junior College, where he continued his baseball career. After two years in junior college, he was fortunate enough to earn a scholarship to play baseball for California State University, Sacramento. Once Anthony earned his degree in Criminal Justice, he knew he wanted to choose a career path where he could help change people's lives. Anthony now fills his leisure time with family, friends, and outdoor activities. Anthony was first introduced to the field of probation in Placer County, where he was a volunteer Probation Aide. He then got the opportunity to be an Extra-Hire Juvenile Corrections Officer for Marin County Juvenile Hall. That opportunity introduced him to all the amazing people that work within the Marin County Probation Department and the community. He is very excited for this new opportunity and is excited to work for the best Probation Department in the state!

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Southern Marin Toy Drive Brings Out the Smiles

By Jennifer Saldana

Marin City-based Performing Stars held its 17th annual holiday toy drive. More than fifty joyful children waited as Santa arrived on a sea-plane. The toy drive was a huge success due to a large collaboration of community organizations, public agencies and individuals, such as Marin City Community Services District, Sausalito Rotary Club, Sausalito Parks and Recreation, Southern Marin Fire Department, Mill Valley Fire Department, Marin County Probation Department, Denni Brusseau, Marin City Gateway Shopping Center, Outback Restaurant, CVS, Panda Express, Ross Dress for Less and Subway. It takes a “village.”

Approximately 300 children were given the opportunity to have a fun experience and celebrate holiday cheer that otherwise would not likely be possible. Gifts were provided to children from infancy to 10 years old. Each child had the opportunity to choose four gifts, along with a book and a stuffed animal of their choice. There were also 100 older children as well, ages 11-17, who received two \$10 gift cards.

As volunteers, Probation staff Freddie Bloom, Josh Davis, Lucie Brown and I, let our organization skills go into full swing. We had a great time building relationships and spending time doing

something positive. The toy drive also provides children of Southern Marin with a sense of community. Over the years, the toy drive has grown. The vision and dream of Felecia Gaston, Executive Director of Performing Stars, is to create not only an opportunity for children to receive gifts but also a warm, positive holiday experience. Felecia is hopeful that next year

she can add cookie decorating, stringing popcorn, making gingerbread houses, as well as a winter wonderland experience.

Please join us next time and help make the holidays truly memorable. It really does take a “village” to create such a successful event.



Fredi Bloom, Josh Davis, Jennifer Saldana and Lucie Brown surrounded by 100's of toys!

The Carousel of Change Continues

STAFF	WENT FROM	WENT TO
Heather Donoho	Adult Medium Risk DPO	Adult High Risk
Lucy Brown	Adult High Risk	Adult Investigations
Lulu Duran	Adult Medium Risk DPO	Adult High Risk

Today's Draw: Linda Smith

By My Tran

In this edition, Linda Smith, *Accounting Technician* for the Marin County Probation Department is the lucky person to be featured in this article. Linda was born in New York City and has two sisters. Shortly after her birth, her family relocated to Pennsylvania. Due to her father's position at Bechtel Corporation, her family moved to many different places such as California, Michigan, Minnesota, New Jersey, northern Ontario, Western Québec, Montréal and southern France. Linda's family finally returned back to California during her mid-sophomore year of high school. Linda graduated from Redwood High School, received an Associate Degree in Computer Science from College of Marin and a Bachelors in Psychology from Sonoma State University. Linda resides in Marin County with her husband Bob.

Just like Linda, moving to different parts of the country/world, she also has had a taste of various types of jobs. She has sold everything from

Birkenstocks to fine art, employed at a bank, a nonprofit camp/retreat management company, and the Marin County Sheriff's Office until she landed as the Accounting Technician for the Probation Department. Linda was a part of the Marin County Search and Rescue Team for two years. She recalls her experience as an incredible one. An experience that she will never forget is when they rescued a young family in Muir Woods who were stranded in the dark.

Linda has a love for travel. She has traveled through Europe, India, Sri Lanka, Nepal and all over the United States. When she is off vacationing, she is usually involved in some adventurous activity. Linda has climbed to the top of Pico De Orizaba in Mexico which is 18,500 feet high, biked through Europe for six weeks, canoed the Boundary Waters in Minnesota, raft the Grand Canyon. Her greatest love is backpacking. She has backpacked in the Sierras alone. Her long-



est backpacking trip was solo for 40 days when she completed the John Muir trail. Linda is looking forward to her upcoming hiking vacation in Italy this summer.

Besides traveling, Linda loves to cook, bake, read, garden, spend time with her husband, Bob, at their log cabin in the mountains and is looking forward to woodworking in the near future.

Although Linda is adventurous outside of work, she is a very quiet, focused, and hardworking employee for the County of Marin.

Marin County Family Violence Consortium Earns Team of the Quarter Recognition (from pg. 1)...

strategies in our communities. The key note address was delivered by Dr. Jeffrey Edleson, Dean and Professor of the School of Social Welfare at the University of California at Berkeley. Dr. Edleson discussed "full stream thinking," recognizing primary prevention, stopping the violence before it begins, prevention and intervention as a part of the reality of family violence.

The Marin County Family Violence Consortium has committed to present our second family violence summit on October 1, 2015, incorporating the theme "Full Stream Ahead!"

On December 9, 2014, the Marin County Family Violence Summit team was honored by the Board of Supervisors and was recognized as Outstanding Team of the Quarter.

Jeana Reynolds, Liv Lauchenauer, David Brown, Linda Smith, Samantha Klein, Chief Bishop, Melissa Davis, Cio Hernandez, Giuliana Ferrer, Felice McClenon



David Brown, Felice McClenon, Chief Bishop, Samantha Klein, Liv Lauchenauer, Melissa Davis, Jeana Reynolds, Linda Smith and Cio Hernandez as they stand before the Board of Supervisors accepting their recognition.

New Hires Within the Probation Department (from pg. 3)...

Lindsey MacQuarrie was born and raised in beautiful Marin County, California. After high school, Lindsey graduated from College of Marin with two Associate's Degrees in Psychology and Liberal Arts with an emphasis in Social and Behavioral Science. She then transferred to Sonoma State University and graduated with a Bachelor of Arts in Psychology. Lindsey spent the majority of her college career volunteering for a local diversion program that works with at-risk youth who commit their first misdemeanor offense. Lindsey spends her leisure time surrounded by family, walking her two dogs and hiking the beautiful hills of Marin and Sonoma Counties. Lindsey is eager to work for such a wonderful Department and to give back to the community in which she grew up



Ericka Espinoza began her career with the Probation Department in 2013 as an Extra-Hire Group Counselor at Juvenile Hall. She was recently promoted to a full-time position as a Juvenile Corrections Officer II in December of 2014. Over that period of time, many things have changed for Ericka. Most noticeably, she got married and is now Mrs. Ericka Filippetti. Congratulations to Ericka and her husband of six months, Andrew. Ericka was born in Oakland, raised in Petaluma and graduated from Sonoma State University in 2012 with a degree in psychology. In her spare time, Ericka enjoys shopping, traveling and being a newlywed. The County of Marin is lucky to call Ericka family and Juvenile Hall is even luckier to call her "ours."

The Probation Department would like to welcome Angela Arenas to the PORTAL program in the Juvenile Services Division. Angela is a Licensed Mental Health Practitioner, Bilingual, who has been employed with the County of Marin since August 1999. During her tenure, she worked for Health and Human Services in the Mental Health and Substance Use Services division for fifteen and a half years serving youth involved with Juvenile Probation. Angela's work focused on providing individual and family therapy, as well case management support for youth and their families. Additionally, she has worked with many community agencies and schools to ensure that youth receive appropriate support, referrals and education in Marin County.

Angela began her employment with the Probation Department on February 2, 2015 and is currently co-located at Juvenile Hall where she will be in charge of assessments, support and coordination of services for youth in detention. Angela will also work closely with the placement probation officers to facilitate the reentry process for youth completing placement and returning to the community.

Angela's biggest aspiration is to continue supporting the youth and families served by the Marin County Probation Department.



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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

Things for Teens and Toys for Kids (from pg. 2)...

the program: fire personnel and probation staff assisted at The Village with soliciting, plus they sorted toys and delivered gifts. There were many more who participated by donating money and gifts.

This program has grown significantly over the past 14 years and is a good reminder how working together can result in such a fantastic outcome. Come join us next December!!!!!!!!!!!!

Warm Wishes

By Nancy Hillman

Warm Wishes is a special local non-profit organization that is near and dear to my heart. Founded by friends Nina and Bill Hamm, it was twenty-one years ago that Nina and Bill were walking along San Francisco's Union Square when Bill noticed a shivering man sitting on the ground leaning against a cold building. Bill stopped and by the time Nina realized he was no longer walking next to her, she stopped and turned only to see Bill taking off his leather gloves and handing them to the shivering man. This is how Warm Wishes began.

The 2014 "Distribution Day" on December 6th had hundreds of volunteers

stuffing over 5,000 backpacks with brand new gloves, wool socks, rain ponchos, knit caps, scarves and hand-made holiday cards. All of this occurred in a 2 hour period and looked and felt like organized chaos with an enormous positive energy filling the room. Over the past several years, I have picked up packs on Distribution Day to give to our Juvenile and Adult Probationers. Everyone who receives these backpacks is very appreciative. If you would like to learn more about Warm Wishes, volunteering or making a donation, please visit their website at www.warmwishes.org

