



# The Condition of Probation

## The Condition of Probation

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## Marin Turning Around Youth Graduation

By Elizabeth Carranza

Marin Turning Around Youth (MTAY) has been up and running within the Adult Division since October 2014. MTAY is a specialized caseload for offenders on supervised probation and aged between 18 and 25. The goal of the program is to identify transitional aged youth on adult probation who are interested in making changes in their lives and providing them with both the support and the structure necessary to accomplish that.

MTAY clients have a Deputy Probation Officer who has a reduced caseload, access to a Case Manager who works with them to identify and remove obstacles to change as well as access to a recovery coach and employment counselors. On Thursday, November 10, 2016, MTAY hosted a graduation ceremony to celebrate six clients who had successfully com-



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## Chief's Corner

By Michael Daly

A very special award was recently given to a very special deputy probation officer, Melissa Davis, Marin County Probation Department. Inmates who are part of the Guiding Rage Into Power (GRIP) program inside San Quentin Prison voted to award Deputy Probation Officer Davis with "The Victory Robe." The Victory Robe was an actual robe worn by the greatest of all time, Muhammed Ali. The robe is awarded annually to recipients who have shown commitment and dedication to affecting change in our communities. Deputy Probation Officer Melissa Davis was presented with this gift earlier this year for the volunteer work she does educating men inside San Quentin prison. Not only is this Deputy Probation Officer con-

sidered our subject matter expert in domestic violence, she has been a leader in all of our domestic violence annual events and works tirelessly in our community to educate Marin residents about our leading violent crime. All of this effort has earned her the prestigious honor of being given "The Victory Robe".

GRIP <http://insight-out.org/index.php/programs/grip-program>, may be the only program in the United States that has inmates who are certified batterer's intervention facilitators. Most of these men are sentenced to a lifetime of imprisonment with an opportunity of parole. DPO Davis has do-

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## 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.*

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

nated countless hours of volunteer time on weekends conducting workshops on domestic violence with GRIP to meet the standards to certify men to be domestic violence facilitators. Some of the men she has worked with and certified have actually been paroled and are forever grateful for Deputy Probation Officer Davis to believe in them so they can now give back to their community.

The award is based on the six principles of the Ali Center.

### SIX CORE PRINCIPLES

**Confidence:** Belief in oneself, one's abilities, and one's future.

**Conviction:** A firm belief that gives one the courage to stand behind that

belief, despite pressure to do otherwise.

**Dedication:** The act of devoting all of one's energy, effort, and abilities to a certain task.

**Giving:** To present voluntarily without expecting something in return.

**Respect:** Esteem for, or a sense of the worth or excellence of, oneself and others.

**Spirituality:** A sense of awe, reverence, and inner peace inspired by a connection to all of creation and/or that which is greater than oneself.

We are all so proud of Deputy Probation Officer Davis and her true commitment to public safety. She is a hero and the "greatest of all time"!



## Thanksgiving Turkey Delivery

By Kevin Lynch

In what has become an annual tradition, staff from the Juvenile Services Division of our Department delivered 31 turkeys, plus two gift cards of \$25 each, to needy families last week. Angela Arenas, a Juvenile Division Mental Health Practitioner, has been the primary organizer of this event since she initiated it nearly 6 years ago. This year, she was able to solicit donations totaling \$655 from staff of the Probation Department (people from all three Divisions contributed) and from Health and Human Services. Deputy Probation Officers and Mental Health Practitioner staff then developed a list of families which who could use the support to be able to celebrate the Thanksgiving Holiday without creating a financial burden for them. On the Tuesday before Thanksgiving holiday, Angela and her team went out across Marin County and cheerfully delivered the food to the thankful families. Members of the team included:

Three youth volunteers from "Girls Stepping Up for Change"

Juan Colonia from Canal Welcome Center

Jeannine Curley and two volunteers from "Opening the World"

Selina Johnson, Leo Ceja, Lindsey MacQuarrie, Angela Arenas from the Probation Department

Ricardo Monroy (Angela's husband)

Daniel Johnson (Selina's son)

Angela's efforts to organize this tradition, staff's generosity to contribute money to support it, and the team's willingness to travel across Marin to deliver the gifts, all reflect our Department's compassion and commitment to the families we serve.



## American Heart Association Heart Walk 2016

By Liv Lauchenauer

On September 30, 2016, the American Heart Association (AHA) held its annual Marin County Heart Walk, an event held at Marin County's very own Lagoon Park. The community came together to raise money and awareness for the number one and number five killers – heart disease and stroke. The County of Marin had over 300 participants in this year's Heart Walk with the Probation Department's team, Believers in Change, taking the gold medal in 'Most Walkers' with over 30! This special event not only raised money and awareness of the AHA organization, but promoted physical activity, heart healthy living, and crucial information about these diseases that hit so close to home for many of us, within the County of Marin.



## Juvenile Division Update

By Kevin Lynch

The primary driver of the Juvenile Division workload right now is the impending "Continuing Care Reform" legislation, which will go into effect on January 1, 2017. Fortunately, our Juvenile Division only has about 20 youth in foster care, but the scope of these changes is so large that it will still have a significant impact on us. The Placement Unit and I are working furiously to get ready for it, but we are challenged in part by the lack of clarity around some of the changes envisioned by this landmark legislation. Below are three of the most important changes the New Year will bring with this law.

- The law will limit the use of "congregant care," or group homes, and replace with what is called "home-based foster care." This will be challenging for most California probation departments, as we have relied on group home facilities for the vast majority of our foster care youth. The law requires that "group homes" be replaced by "short-term residential

treatment programs (STRTP)" and it will require an improved level of care, oversight and services in those facilities. It also placed limits on how long a child can remain in such a program. For child welfare, the limit is expected to be six months, but probation youth will have to re-assessed after 12 months at an STRTP, and their continued placement in such a program must be approved by the Chief Probation Officer.

- The term "foster family" will be replaced by "resource family," and the expectation will be that there will be more services and support to these homes so that a child does not have to experience a change in placement to get a different level of care.
- All families with youth in care will have an opportunity to take part in a "Child and Family Team (CFT)," which will have a greater voice in placement and service decisions

Despite the daunting nature of some of these challenges, I am confident our Department will be able to implement CCR well. Our greatest asset has been our partnership with Seneca, which helped us to open Marin Youth (MY) Home in August of 2015. This program is the ideal that CCR wants to see occur with probation placements, and we are poised to open a second home using the same model very soon. We will then have four beds for youth who are appropriate for a home based foster care setting.

My sense is that in the short term, CCR will have its fair share of challenges and frustrations, as most landmark reforms do when first implemented. In the long term, however, I believe that the law will be successful in its overarching intent, which is to improve outcomes for youth and families in the foster care system. It is truly exciting to be at the forefront of such a big shift in how we work with these families.



## New Hire Within the Probation Department

Johnathan Grant was born on Fort Bliss, TX to a pair of military police officers, but early in life relocated to Sebastopol, CA, where he spent the majority of his youth. He grew up playing football and wrestling, and upon graduation from high school joined the US Army where he tried out for and was assigned to the Army's 2nd Ranger Battalion, where he served with distinction.

Upon leaving the Army, Johnathan worked as a strength-and-conditioning coach while attending college. In 2013, he graduated with a B.A. in Spanish from San Francisco State University and made the move from being a coach to managing a local gym for a major fitness chain. In 2015, Johnathan began looking to transition to a field where he could have a larger impact on the community. After learning about the mission of probation overall, and specifically how Marin County Probation has set itself apart from other departments, Johnathan knew what team he wanted to be a part of. In August of 2016, Johnathan was hired to work reception at adult probation as well as act as a floater for accounting, and he is excited at the prospect of growing within the Department.

When he is not busy learning the ins and outs of the criminal justice system, Johnathan enjoys spending time with his wife and daughter, enjoys going to the shooting range, and exploring the outdoors with his two dogs.



## Probation Information Technology Managers Association (PITMA) : Employee of the Year

By Michael Daly

Every year, the Chief Probation Officers of California (CPOC) meet in December. At that meeting, our annual awards are issued to recipients throughout the state. Last year, Elizabeth Carranza won the Bay Region Employee of the Year award for her great work with Marin's Transitional Age Youth Program. The year before, Samantha Klein won the Probation Business Manager's Association (PBMA) of the Year award selected by her peers across the state.

This year, I was notified by CPOC that the Probation Information Technology Managers Association (PITMA) had selected Samantha Klein for their employee of the year. This is a huge honor as she was once again selected by her peers statewide to be this year's recipient. I believe this marks the first time in the history of CPOC that a person has won a statewide award for two out of our four major affiliate groups. Samantha does an incredible amount of work for CPOC and her efforts have been rec-

ognized across the state by her peers. All of the Chief Probation Officers are very familiar with Samantha as well. Congratulations to Samantha!



## Adult Division Update: Adult Offender Work Program (AOWP)

By Maria Teresa Cozzi

The Adult Offender Work Program (AOWP) coordinates the exchange of a court ordered jail sanction of up to 29 days, for 8 hours for each day of work in the community. The main purpose of this jail alternative program is to reduce the costs of housing an inmate in the Marin County Jail, as well as contributing with free labor to non-profit agencies throughout the County of Marin and beyond.

The AOWP Program has become a popular program processing several hundred applications each year. The Court has relied on AOWP staff to evaluate each eligible defendant's jail order. The AOWP Program has built strong relationships with Marin County Superior Court and the Marin County Sheriff's Office that has resulted in an excellent program.

The philosophy behind the AOWP Program is to provide an opportunity to low risk defendants to serve their jail obligation in a variety of worksites throughout our Marin County departments and local non-profit agencies. The program has been described as "an employment agency with a twist," the twist being the fact that the work is to satisfy a court order, the AOWP staff, evaluates each participant's skill, education background, experience, and uniqueness of each defendant, in order to match them to the most beneficial assignment for both, the defendant and the worksite.

The Adult Offender Work Program assigns participants to a variety of work environments, from general labor and landscaping jobs to work tasks that

require more specific skills. The mutual collaboration between the AOWP Program and the agencies ensure a meaningful experience to our participants and gives added value to the department or agency receiving the work. Our workers have earned praise, job recommendations, and in many instances permanent employment as a result of their participation in AOWP. [Click to view Video.](#)

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The AOWP Program fee collection for work from our department as follows:

Fiscal Year 2014-2015 \$ 46,313.01  
(3,008 Days – 24,064 Work Hours)

Fiscal Year 2015-2016 \$ 50,834.50  
(2,861 Days – 22,888 Work Hours)

At a meager \$11 an hour, these not for profits have gained well over a half million dollars of free labor!

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Testimonials:

Community Action Marin: "It has been a great deal of help to have AOWP workers assisting in our busy office. Thank you AOWP!" Carol Hamel, Office Manager.

Goodwill, Novato: "I would like to say that the AOWP program is a great help to the Novato Store. Recently we were short staffed and had a hard time getting everything done in the store that needed to be done. People from the AOWP program helped us to still run the store efficiently. I can honestly say that because of the AOWP program, our sales are doing great and our store is clean and organized." Monica Mitch-

ell, Store Manager.

Law Library: "I appreciate the people you send me; they have all been hard workers with pleasant dispositions. For instance, when you sent me the gentleman with the financial background, I had him create some sophisticated spreadsheets for us in Excel." Laurie Vaala Olsen, Law Library Director.

Marin Municipal Water District: "The Marin Municipal Water District (MMWD) has a long and successful working relationship with the County of Marin Adult Offender Work Program (AOWP). AOWP work crews have completed important labor-oriented natural resource projects on the Mt. Tamalpais Watershed." Carl Sanders, Watershed Maintenance Supervisor.

Marin Performing Stars: "My organization has been involved with the AWOP program for several years, but in the last three years, I expressed to Maria Teresa Cozzi very specific needs and skills that we need in order to raise the level of professionalism. Maria carefully selects people with certain expertise, such as computer engineers to help with data presentation or our new website which is awesome and both areas we are able to generate more funding for our non-profit. Even when the AWOP worker is complete with their project, many of them have continued to volunteer with Performing Stars! She is a true match-maker!" Felecia Gaston, Executive Director.

## Juvenile Hall Update

By: Matt Perry

The Marin County Juvenile Hall remains one of the smaller institutions in the Bay Area. This puts us in a fortunate position of being familiar with the majority of youth that enter the facility. Also it gives us an opportunity for staff to develop relationships with them. We survey all youth that leave the facility (approximately 320 in Fiscal Year 2015/2016). The overwhelming majority felt safe (99%) during their detention and feel they were treated with respect by Juvenile Hall staff, medical staff, mental health staff, service providers, and education staff (96%). I am proud to work alongside such professional, committed and caring staff.

In terms of programming that takes place at the facility, we have added theater training with the Marin Theater Company and also a Mindfulness program that includes a meditation component for the youth. This compliments our current busy programming schedule which consists of daily schoolroom learning, a writing program with The Beat Within, Alcoholics Anonymous, Narcotics Anonymous, Family visitation two days a week, church program, and a movie night.

## CPOC Judge of the Year

By Michael Daly

A few years ago, I nominated Judge Beverly Wood for the CPOC Judicial Officer of the Year, but she was not given the award. This year, I nominated her again after being so impressed with her continued commitment to serve our community and she won. Judge Beverly Wood is the 2016 CPOC Judicial Officer of the year!

I nominated Judge Wood for this award because of her tireless work with the “underserved” of Marin County. Judge Wood volunteers her time to hold court at St. Vincent’s Dining Hall for low level offenses such as traffic/parking tickets, infractions and other low level quality of life city ordinance issues. Serving a population that does not have the wherewithal or means to get to the Civic Center to access justice is noble. Judge Wood does all of this without bailiffs or attorneys present. She meets with these folks in an environment that is comfortable for them and the case dispositions often match the person’s needs, i.e., obtaining an identification card, proof of signing up for Medi-Cal, community service etc. I am proud to have a Marin County Judge serving our community with such a commitment for all. That is why she is being recognized as CPOC’s 2016 Judicial Officer of the Year.

## Wall of Change Celebration

**The Marin County Probation Department  
invites you to join us to celebrate the  
success of our Probationers**

**Friday, December 16<sup>th</sup>**

**3:00 PM**

**BOS Chamber – Civic Center Room #330**

To watch the Wall of Change video go to <https://www.youtube.com/watch?v=WoSQMJFdfzY>

## The Halloween Compliance Operation

By Heather Donoho

In the interest of kids and families having a safe trick-or-treating experience on Halloween, the Marin County Probation Department conducted a compliance check on 16 registered sex offenders in the early hours of October 28. Fifteen were found to be in full compliance of the conditions of their probation, and one arrest was made.

The probationers were directed to have outdoor and porch lights turned off during the hours when trick-or-treaters might be canvassing neighborhoods. It is the Probation Department's objective to play a role in keeping the community safe, especially during Halloween, which is a high-risk time for sex offenders.

Multiple teams of Probation officers, Marin County Sheriff's deputies and

Novato Police Department detectives conducted the unannounced searches in San Anselmo, San Rafael and Novato. The offenders were contacted and their residences were searched for items that constitute violations of court-ordered probation terms.

While the law enforcement representatives checked home computers, phones and other electronic devices of probationers, one arrest was made for failing to disclose and register the address in which the offender was residing. County Probation officers and Novato detectives located the offender at an undisclosed address and he was arrested on a new violation of a California Penal Code.

The Probation Department will continue to make it a priority to focus resources on, and provide the highest level of su-

pervision, to those offenders with the highest likelihood of reoffending. Additionally, the department continues to support and collaborate with treatment programs and services designed to effectively assist in the rehabilitation of the registered sex offenders.



## Adult Division Update: Chronic Alcohol with Justice Involvement (CAJI)

By: Megan Gness

The Probation Department is proud to announce our first success story from our CAJI (Chronic Alcohol with Justice Involvement) program. This new pilot program targets those individuals within our community that endure homelessness coupled with substance abuse issues. The individuals within our new CAJI program are provided with stable housing, alcohol and drug services, along with the assistance and support from multiple community agencies to help guide them. Most participants in the program were previously on conditional sentences, but for program purposes, their sentences are converted to supervised probation. It is hoped that within a year, sometimes more or less, the participants will be able to successfully complete time within the CAJI house and then transition to more stable housing. The participants will continue to be supervised after they leave the house to ensure

compliance and that they are transitioning safely. It is anticipated that the end result for most if not all of them will be that their probation is terminated altogether as successful.

Our first success story is someone who successfully completed the CAJI/Transitions Program and recently attained permanent housing. This was a person who has been in and out of homelessness for close to fifteen years. He has had small stints of stable housing but was unable to maintain this and soon found himself back on the streets. He was admitted into the program on April 20, 2016. During this time, he was given a multitude of services that best suited his needs. He learned the tools necessary to lead a life of sobriety, and was provided with case management and medical support throughout his participation. This individual took it upon himself to attend AA/NA meetings regularly as well as attend outpatient services. He was an active partici-

pant in the CAJI program for approximately 6.5 months. He transitioned out of the house on November 7, 2016 and into his own apartment. He will be receiving a housing subsidy through the Ritter Center's Housing First Program and will continue to receive assistance and support from our program partners. They all have been helpful in this man's successful transition.

We are pleased to provide such wonderful news and look forward to our continued partnership with all community agencies involved in this program. The program would not be what it is without the compassion and collaboration of so many organizations. Our success has continued and two more CAJI participants have transitioned out of the house as of the end of November.



## Marin Turning Around Youth Graduation (from pg. 1)...

pleted probation while on the specialized caseload. All the graduates had successfully completed probation within the last 6 months and had been on the caseload since its inception. An estimated 50 attendees made up of Judges, Board of Supervisors, therapists, recovery coaches, and probation officers joined in the celebration.

The Honorable Judge Beverly Wood and Marin County Criminal Justice Analyst, David Escobar shared a few words of wisdom with the graduates as the key note speakers for this special event. In addition, Chief Michael Daly reinforced the importance of the graduate's achievements and presented each graduate with a certificate of completion and a Target gift card. Graduate Michelle Pitcher stated, "It makes me

feel good knowing there are so many people rooting [for me] on my team and support me."

The MTAY graduation celebration was a huge success and it echoed to the graduates Probation's key role to be an agent of change. Thank you to all the probation staff members who took time out of their busy day to help make this graduation possible!



### Holiday Recipe: Brussel Sprouts with Bacon

#### Ingredients

- 3 slices bacon, chopped
- 1 tablespoon extra-virgin olive oil, 1 turn of the pan
- 1 shallot, chopped
- 1 1/2 pounds Brussels sprouts, trimmed, small sprouts left whole, larger sprouts halved
- Salt and pepper, to your taste
- 1 cup chicken broth

#### Directions:

Brown bacon in a medium skillet over medium high heat. Remove bacon to a paper towel lined plate. Add extra-

virgin olive oil to the pan, 1 turn. Add shallots to the pan and sauté 1 to 2 minutes. Add Brussels sprouts and coat in oil. Season with salt and pepper. Cook Brussels sprouts 2 to 3 minutes to begin to soften, then add broth. Bring broth to a bubble, cover and reduce heat to medium low. Cook 10 minutes, until tender. Transfer sprouts to a serving dish with a slotted spoon and top with cooked bacon bits.

Serve with a drizzle of olive oil.

Yield:

4 servings





## **Today's Draw: Lee Lancaster**

**By My Tran**

Lee Lancaster has been an employee with the Marin County Probation Department for 13 years and has been a full time Juvenile Correctional Officer for the past ten years. Lee was born and raised in Norfolk, Virginia. He completed his AA paralegal studies at Merritt College and eventually received a Bachelor's in Arts in Political Science from California State Hayward East Bay.

Lee loves to work out, run, and play sports. Staying fit and living a healthy lifestyle is very important to Lee. Lee has a real passion to help others by being a mentor and serving the community. Lee is actively involved in many community organizations. He is currently a Code Enforcement and Appeals Board Commissioner in the City of Vallejo appointed by the city council. He was also a Vallejo City Commissioner for over four years. Lee is President for his Homeowner's Association and was a former charter school board member. Lee continues to serve

the community by speaking annually at the Kipp Charter School in Oakland and San Francisco.

Within the work place, Lee has dedicated time to join several committees and programs offered by the Marin County Probation Department and the County of Marin. Lee participated in Organization Development Day, helped create the Disproportionate Minority Contact (DMC) group, participated in the County Five Year Steering Committee, and he is currently the union representative for the juvenile division. He has served on the contract negotiation team for the past 3 contracts. Lee was part of the first class to go through County Dominican College Leadership Course. He is also a field trainer for the Probation Department.

Lee has an aspiration to become a classroom teacher or run for City Council in his future endeavors. Lee recalls his former, and now retired, Supervisor Sylvester Tracy for encouraging him to be active in his career and



within his department. Lee is thankful to Sylvester for his motivation and encouragement. Lee has great public speaking skills where his voice draws the entire audience when he speaks. He is passionate, loves serving the community, and is a very well respected employee. Our Department is blessed to have him serving the County of Marin.

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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, Liv Lauchenauer and Alisha Krupinsky