

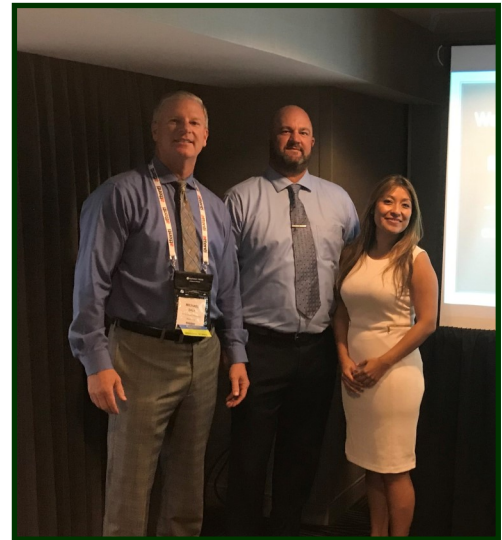
The Condition of Probation

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American Probation and Parole Association

By Dave Cole

The American Probation and Parole Association (APPA) just held their 44th Annual Training Institute in San Francisco from August 18th through 21st. The APPA is an organization with members throughout the United States and Canada, as well as other countries actively involved in strengthening community corrections work. The purpose of the organization is to reduce recidivism and keep communities safe. The APPA's commitment is to provide national representation for the community corrections industry. The organization focuses on instilling confidence in the community corrections industry by serving and engaging with more than 90,000 community corrections professionals in America. The APPA Training Institute is a safe place dialogue and resolution of the many issues facing the community corrections workforce and this conference delivered the latest and best technologies. The sessions that took place



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Chief's Corner - A Factual Upgrade

By Michael Daly

In this ever-changing world of criminal justice practices and policies, not to mention some pretty far our legislative bills, the Chief Probation Officers of California (CPOC) have recently launched it's first ever research institute dedicated to analyzing California probation practices, reforms and approaches. We have appropriately named it California Probation Resource Institute (CaPRI) (<https://www.caprinsitute.org/>).

The national discussion on reforming the criminal justice system has now taken a focus on probation and parole practices. We actually agree that there is plenty of

room for correction, however, it is important to differentiate California from some of the practices that occur in many states. The unfortunate part of this is that discussions get lumped all together and it is difficult for the general public and sometimes even California legislators to sift through what is factually occurring in California. By creating our very own research institute, we seek to educate the public and policy makers about best practices, what has worked, what will work moving forward and having the data analyzed by outside experts to back up our findings and claims. CPOC is excited to be in partnership with UC Davis' Ryken

Grattet (<https://sociology.ucdavis.edu/people/ryken>) and UC Berkeley's Mia Bird (<https://gspp.berkeley.edu/directories/faculty/mia-bird> to launch our first projects).

As we enter another year of reform, CPOC hopes to lead the change with factual data on what we do, what we have done and what we need to do going forward.

I hope you will find CPOC's efforts useful moving forward

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.

New Governing Rules for Domestic Violence Court

By Johnathan Grant

Over the past several months, the Domestic Violence Court (DVC) has seen some major changes. Effective January 2019, there was a change in judicial officers from the Honorable Judge Andrew Sweet to the Honorable Judge Geoffrey Howard. That was preceded by a change from DDA Leon Kousharian to DDA Namita Patel for the District Attorney's office. PD Deborah Lewis continues to work this assignment on behalf of the Public Defender's office and is the longest standing member of the court team. With new members to the team and the support of PD Lewis, I felt it an opportune time to propose some changes to the way the court is conducted. My goal was to regiment the evaluation of each client prior to each court appearance for better case planning and to make the court sessions more informative to the judicial officer and more valuable to our clients.

The first change was to standardize the report-out to the DVC team and Court. The week prior to court, Probation sends a status of each client and a virtual staffing is conducted in order attempt to reach a consensus among the DVC Team (PD, ADA, DPO) on how to handle each situation of noncompliance or violation and input is also given into the case management of these clients. In order to standardize this bi-weekly report, I changed from providing a summary of changes to a doing a complete case review for each client for each appearance. This change allowed for a rigorous review of each client's progress at each update. Date of last contact, BTP attendance/status, other treatment programs, drug test results, housing status, employment status, restitution status, community service status, fines and fees and most recent payment, start date in DVC and current tier and current recommendation from Probation are the fields that now comprise the bi-weekly reports that are sent out to the DVC team. This inclusive report has made it easier to make case management decisions and case plan on Probation's part and open the door for more relevant suggestions from the PD, DA and judicial officer.

From this standardized reporting, we as a team, realized that the information from the batterer's treatment program (BTP) was very limited. To change this, Probation took on the task of communicating with the BTP providers on a much more frequent basis to not only obtain attendance status but also each client's progress in dealing with their

anger. We vowed to make the BTP provider's feedback the focus of Probation's report to the Court and have begun using it to steer decision making in court around contact orders and whether to remand someone or not. We also came to the realization that there is no clear path for completion of the Court's terms. This was problematic for two reasons. One, as the court continued to grow, the docket itself was becoming very long and it constituted more clients that one officer could adequately supervise at the High Risk level of supervision. Two, it gave the clients no clear path to completing the court. The team speculated that giving this clear path to completion would aid in motivating offenders to maintain compliance and move forward in completing the terms and conditions of their probation, thereby improving overall compliance and success with the court.

So, in March of this year, Probation's DVC Committee met to create an outline for the proposed changes. I would like to take this time to thank the entire committee—Heather Damato, Alicia Anderson, Hugo Moreano, Lily Ramirez, Adam Ponce, Kristi Grant, Antonio Vergara, Tim Farrell and Laura Flores — for your contributions. Together, this Committee came up with a three-tier system that clients could promote through, completing DVC with successful completion of the final tier. We were careful not to call this a graduation but rather a completion. This effort was made because each of these clients has a victim in our community and we were not comfortable with "graduating" someone from their violent act or acts. We still wanted to have a milestone that would mark this accomplishment, so the term "completed" was agreed upon as most appropriate.

After the committee created this tier system, I took it to DDA Patel, PD Lewis and Judge Howard. After gaining consensus on the changes we all wanted to see, Judge Howard forwarded them to the Steering Committee. In the meeting with the Steering Committee, which included Chief Daly, Director Krupinsky, Public Defender Jose Varela, DPA Dori Ahana and the DVC Team, as well as a representative from Center for Domestic Peace, we finalized the terms and added a number of elements. The finalized terms are highlighted here:

- All clients are now categorized into Tiers I, II or III. Clients can promote or demote through the tiers based on completion of terms and conditions, or noncompliance. The terms for completion of each tier are well defined but also leave room for discretion of the DVC team and judicial officer. Clients who complete the court will be placed on regular supervised probation.
- There is a cap of thirty clients, ensuring Probation's ability to appropriately supervise these offenders at the High Risk supervision level.
- Admission of new offenders to the court is restricted to those that score high on the risk assessments. This change was made with the caveat that the judicial officer may still sentence someone to DVC if they feel it is appropriate.
- We identified the need to diversify the court and incorporate an assessment tool that is validated for the female population.
- The report from the Batterer's Treatment Program would be the most emphasized element in Probation's report to the Court and would be used to steer decisions.
- Victim input would be solicited prior to completing a client and terminating the DVC reporting requirement.

On July 2, 2019, the changes were officially adopted as the new governing rules for the Domestic Violence Court and, on July 16, 2019, we began implementing them. It is our hope that this tier system will motivate offenders in successfully completing their probation by showing a clear way out of the court and free this significant resource up for those offenders who need the additional supervision and structure the court provides.

American Probation and Parole Association (continued)

throughout the APPA Training assisted with the growth and professional development of community corrections and supervision professionals, while also providing several “mixers” to encourage networking opportunities.

There were many sessions held throughout the APPA with varying topics, programs and information. Cindy Ayala and I were tasked with leading a session on Tuesday, August 21, 2019, discussing the Department’s “Wall of Change” and “Restorative Justice” programs. Approximately 70 community corrections and supervision professionals were in attendance for this session. Cindy and I were asked many questions throughout the session, showing a large interest in these two highly effective programs. At the conclusion of the session, it was learned that a County in the state of Indiana implemented their own “Wall of Change” program and the supervisor of the program expressed how grateful she is that Marin County Probation was so willing and generous in sharing information and with giving

ideas and thoughts on how to get their program up and running. The Marin County Probation Department also learned that Pima County, Arizona, started their own version of the program but changed the name to “Pathways to Success.”

In the end, several individuals who share in our chosen profession came to speak with Cindy, Chief Daly and I. Business cards were handed out and several requested a copy of the power point presentation that was used throughout the session. It became clear that several counties in California and from around the nation are interested and excited to get these programs implemented. The word is spreading about the “Wall of Change” and “Restorative Justice” and we can not be any prouder to be at the forefront of these programs. A huge thank you to Chief Daly, Alisha Krupinsky, Frank Peterson, Laura Flores and Kristi Grant for attending the training session and showing support to your fellow co-workers!



2019 Continuum of Care Reform Conference

by Sandra Mancilla

On June 20-21, 2019, the Placement Unit, Director Olson, and Chief Daly went to the 3rd Annual Continuum of Care Reform (CCR) Conference in San Diego.

The conference had a lineup full of interesting topics, making it difficult to choose which break out session to attend. The team found itself split up a lot of the time in order to gather as much information on practices on which agencies are finding success. Varying agencies presented on the innovative work they have done when they coupled data analysis, evidence-based practices, community-specific practices and a collaborative framework. The following are some of the sessions we were able to attend:

- Strengthening Families and Preventing Placement via Intensive Home-Based Services

- Reducing Racial and Ethnic Disparities (RED) in Foster Care

- Taking Wraparound to the Next Level

- Promising Strategies to Recruit Resource Families

- Maximizing Child, Family Team Meetings to Achieve Goals

- Achieving Better Outcome via the Georgetown Crossover Youth Practice Model

As with a lot of the work we all do in Juvenile Probation, the Placement Unit has tons to consider while, at the same time, keeping community safety at the forefront.

The conference had two very dynamic and engaging guest speakers. Derek “Rapping Dad” Clark and Kevin Berthia told their incredible stories of

resilience in overcoming their challenges. It was not easy, but they persevered with some help along the way. They were clear reminders of the importance of the work we do. Both highlighted the significance of having humanity, such as patience, a listening ear and interpersonal skills which were far-reaching and powerful. The audience was captivated.

The Marin County team returned from the conference amped up, full of energy and with ideas to continue improving our practices around preventing out-of-home care while, at the same time, improving processes and outcomes for those who are placed in care. It is truly work that spans the entire juvenile division as each unit, every officer and staff, holds a piece of the picture. While work remains to be done, there is leadership and dedication to take this on.

Restorative Responses to Adversity and Trauma

by Cindy Ayala

The International Institute for Restorative Practices (IIRP), a graduate school dedicated to restorative practices, is a hub for restorative ideas designed to help professionals all over the world. It offers continuing education, research, conferences, trainings and many skill-specific workshops.

Recently, I had the pleasure of attending an advanced training on using restorative practices to effectively respond to serious incidents and trauma.

Trauma

Trauma occurs when a person perceives an event or set of circumstances as extremely frightening, harmful, or threatening — either emotionally, physically or both.

The number of trainings on trauma and trauma-informed practices available to criminal justice professionals has increased in recent years. The Marin County Probation Department has made these types of trainings available to probation officers for several years now. When it comes to the criminal justice system, we often forget that the people that are punished are also individuals who have experienced harm themselves and who are still dealing with trauma. Interestingly, the IIRP training did not focus on recognizing or identifying trauma, but rather on learning how to respond to trauma in order to help our clients without causing further harm which can happen when not done aptly.

We took a deeper look at the emotional dynamics and healing potential of restorative practices and explored different techniques when working with highly traumatized populations who have experienced significant emotional distress. We explored techniques, such as asking restorative questions and using compassionate witnessing.

Adversity

Another important concept discussed was adversity. We learned how adversity (a state or instance of serious or continued difficulty) can be as debilitating as extreme trauma.

There are individuals who live in poverty, in families with broken relationships, some facing language barriers or facing other challenges on a continuous basis. This chronic, repetitive or ongoing exposure to adversity can have tremendous cumulative impacts on a person's affects, feelings, emotions and behaviors. Trauma is one possible outcome of exposure to adversity and, over time, trauma can contribute to criminal behavior.

Responding in a restorative way

Understanding trauma and adversity and how they can be interconnected can be the greatest gift we give our clients and ourselves as professionals. One of the take-aways for me was that responding to trauma through relationship is key. We explored key themes around trauma, meaning and witnessing, including concepts

such as 're-humanizing practices', compassionate witnessing and witnessing as ethical involvement. People who feel heard and feel understood are more likely to engage and make progress as they begin to work towards positive goals and outcomes. I found this training to be especially useful for people engaged in work-related to trauma, violence and social action projects and restorative justice processes.

Among the many topics covered through this two-day training, was the importance of self-care. When working with traumatized clients in a high-stress environment, self-care becomes vital. We were invited to reflect on how our organization can ensure the health and well-being of their staff and to examine if its policies were trauma-informed or at-risk of creating more harm.

IIRP did a great job in making sure participants learned how to:

Better help individuals heal in the wake of personal harm.

Foster trusting and supportive relationships with clients.

Develop methods for their own self-care and avoid burnout.

Adopt a fresh new perspective on how to approach their work in a more restorative way.

Aggression Replacement Training

by Alexis Beebe

PORTAL Mental Health Practitioner

This summer, Juvenile Hall saw a re-emergence of the facilitation of Aggression Replacement Training (ART) groups for the youth. These ART groups are provided twice a week by Mental Health Practitioners, Angela Arenas, MFT and Alexis Beebe, AMFT. This evidenced based rehabilitative approach is a cognitive behavioral intervention used to help adolescents improve social skills competence, moral reasoning, anger management and reduce aggressive behavior. ART is set to target the very common and complex characteristics of aggression.

Historically, aggression has been viewed only as an instinctive human behavior but, in fact, research indicates that aggression is primarily a learned behavior manifested through observation, imitation, direct experience and rehearsal. ART is a multi-modal, structured program, that targets complex aggressive behaviors utilizing three modules: Skillstreaming, Anger Control, and Moral Reasoning. In the past few months, the youth in Juvenile Hall have resoundingly embraced the reintegration of this group process that provides a venue for learning new ways of thinking

about issues, while simultaneously hearing perspectives from peers. The overall hope is that the skills and techniques learned will be integrated into the youth's lives while at Juvenile Hall and, subsequently, when re-entering into the community. The long-term goal of the Juvenile Division is to provide ART groups in the community and to provide an additional therapeutic resource for youth involved in the juvenile justice system.

School Works Initiative Update

By Eric Olson

As noted in our last newsletter, the School Works Initiative (SWI), which aims to provide needed opportunities and services to Marin's youth prior to their involvement with the juvenile justice system, was in process with identifying the provider for School Works and with the assignment of a DPO to this program. We are happy to report that the review team selected Seneca Family of Agencies to be the provider for the SWI. Seneca has a long history of working as a partner to probation and has experience in the school systems both in Marin and in surrounding Bay Area counties. Their experience in developing and operating a similar truancy program in Sonoma County will assist the SWI team in rolling this program out in Marin County.

Also, we are happy to report that Sandra

Mancilla has been selected to be the DPO assigned to this new and innovative approach to addressing the overrepresentation of minority youth in the justice system. Her experience working with foster youth as a placement officer and her experience as a Motivational Interviewing instructor makes her a great fit for working with youth on a voluntary basis within the school system.

Also, very exciting for the Department is the news that we are recipients of the Board of State and Community Corrections (BSCC) Youth Reinvestment Grant (YRG) in the amount of \$935,317. In addition to expanding the range of options available to diversion eligible youth in Marin County, the YRG will enable us to expand the

School Works Initiative pilot program beyond 18 months to 3½ years. We have recently approached both Bayside MLK in Marin City and the Novato Unified School District about how we can work together to provide services and opportunities to youth in their respective jurisdictions. We will keep you informed of any developments in those districts.

At present, we are in process with both Seneca and San Rafael City Schools to further define roles and responsibilities of case manager, Deputy Probation Officer and parent partner, determine each site's needs and how they will utilize services, and determine the roll out of the SWI to all staff at identified school sites. The intent is to be on-site and collaborating with each school during the first week beginning August 22, 2019.

Comings and Goings

By Alisha Krupinsky



STAFF	FROM	TO
Josh Davis	Specialty Court (STAR)	Investigations
Heather Donoho	Juvenile Investigations	Medium Risk
Yalile Cintron	Solo	High Risk
Jan Syvilay	Investigations	High Risk
Tony Raitano	DUI Caseload	Specialty Court (STAR)
Gerard McCarthy	Medium	DUI Caseload
Elizabeth Carranza	Medium Risk	Parole
Laura Flores	High Risk	Pre-Trial Program
Kristi Grant	Restitution	Solo
Andre Anderson	Floater Clerical Support	Pre-Trial Program Support

Unveiling the Mystery of Long Term Care

By Samantha Klein

As the daughter of a former county retirement administrator, I grew up frequently hearing about the advantages of a County job. It may have been my father's proudest moment when I accepted a job with the County of Marin. To him, it meant he could stop worrying about my future because a steady paycheck, benefits and, best of all, a pension would be my reward for a life of civil service. As he has gotten older, he has developed favorite "stories" that he loves to tell me when I visit. The financial stability that the County has provided to him and will provide to me is one of his main acts.

As my father has grown older, I have been able to watch as the County benefits he long extolled begin to show their worth. It has been fifteen years since my father retired and his monthly pension has increased 27%, due to the retiree cost of living adjustments (COLA). This is important to him because he was forced into retirement earlier than expected and suffered from the anxiety of letting down my mother by not providing her with a widow's pension that should have been 10% higher. He now realizes that she is going to be ok, even though he had to "throw in the towel too early."

My father's stories have grown repetitive over the years since he has retired but they still guide and influence me. Another one of his favorite show-and-tells, is when I visit is his annual statement of benefits from Kaiser. The Kaiser statement shows all services he has had for the year, the billed cost and then his actual out-of-pocket cost. With a \$5.00 co-pay for most services, my father has spent less than \$200 out-of-pocket for annual ser-

vices that were billed at over \$10,000 annually. It's a story that makes me feel better every time I look at my paycheck stub and see the cost of our benefit plan.

We can debate the high cost of our health insurance but it's often hard to understand the real benefit until you need it. When we are younger, we tend to take our good health for granted and let our health benefits act as a long-term insurance plan – such as home owner's insurance. You buy home insurance to protect in case of the "what if" and then hope the "what if" doesn't occur. But if "what if" doesn't come then, was the monthly payment a waste of money? Well, thankfully, for us our healthcare benefit can help cover the cost of things, such as the birth of a beautiful baby – and it is there for us "if and when" the "what if occurs."

There is a third benefit – long term care coverage – which occupies my father's stories. I have only recently come to understand fully over the last year as my father's needs for assistance have become more acute. He first started mentioning long-term care coverage (LTC) after the passing of my grandfather when we were trying to figure out where and how my grandmother would continue to live without her stabilizing 'other half.'

Although my grandfather, a former state employee, had left behind a pension and health benefit for my grandmother, it was not enough to pay for both her daily living expenses and the cost of bringing in caregivers to make sure she remained safe in her home. My father was upset because this could have been avoided had my grandfather bought into an LTC plan

that had been offered by the County to employees and their qualifying relatives. My father constantly and proudly, assured me that he had purchased the plan for both he and my mother.

At the time, I understood the fragility of my grandmother's situation but didn't understand how LTC played into it and I didn't think much about it. I had a stable paycheck, health benefits and the promise of a pension – LTC isn't a standard benefit offered by the County and I didn't think it was something that I needed to think about for at least another five years at least, or so I thought.

The topic of long-term care came back to the forefront over the last year as my father's physical state deteriorated. With a need for two shoulder replacements and chronic sciatica issues, his ability to manage the physicality of daily life diminished. This has come with a natural decrease in his memory and made him prone to anxiety. His need for constant care and assistance began to take a toll on my mother both emotionally and physically. Bringing in a caregiver several days a week has been the solution to helping my mother find balance in caring for and loving her ailing husband while also caring for herself.

With the LTC plan my father bought through CalPERS, we have someone in the house 16 hours a week, with no out-of-pocket cost. His needs are minimal at this point, but the four days that Elizabeth joins him to watch Judge Judy and rub medication on his shoulders makes a huge difference to my mother, who now has time to be out of the house and socializing, reenergizing her. It is solely my father's investment in LTC that has made this possible.

My father learned about long-term care from a presentation he went to at the County many decades ago. The provider is CalPERS, the state pension provider for most state agencies. While not a CalPERS agency, the LTC plans were made available to all government employees in California. Unlike our health plan and pension, the County does not provide



Continued on Page 8

Department Picnic 2019

by Michael Daly

The annual Probation Department Picnic was spectacular! Our event committee made it a “sports” theme and we had everyone flying their favorite team colors. But what really made this day awesome was we had over 60 kids with us. We had newborns to full on teenagers in the Jumpy House, three-legged racing, egg tossing and eating as much as they could. Everyone I spoke with said this year’s picnic was the best ever.



Long Term Care (continued from page 6)

any cost share and does not get involved in the administration – which unfortunately means many of us don't even know about it. After going through the process of accessing my father's LTC benefits, I now realize that long-term care is another one of those long-term prudent investments that we should all be considering sooner rather than later.

Disclaimer: *I provide this information to be informative only and it is not a recommendation or endorsement. CalPERS is one of many providers of LTC and interested persons should investigate if CalPERS and LTC are the right fit for their situation. Benefits, plans and coverage vary by situation and this article is not intended to confirm, promise or guarantee any benefit.*

So, what is long term care? LTC helps pay for the cost of care when a person needs assistance performing essential functions like eating and bathing as well as for cognitive impairment. This differs from your medical benefits which cover the cost of medical services, such as hospital visits, tests and medications.

Isn't that what Long-Term Disability is for? Long-term disability provides partial wage replacement only for injuries that make you unable to work. For most people, long-term disability helps to keep the lights on while they are off work but does not create the financial support needed for increased care.

Doesn't medi-cal cover long term care costs? Medi-cal provides very limited LTC support and can only kick in once other assets have been depleted. So, in the case of my Grandmother, she could apply for LTC benefits but that would require the sale and consumption of profits from her house first. We have been able to rent out the property for a return that has kept her in family homes and has kept her house intact as a future inheritance for her

children.

Why should I care about this now?

While LTC often has people thinking about late-in-life nursing home support, the services can be accessed any time that you may need assistance with daily activities for an extended period of time. This can be due to illness or accident and does not have to be a permanent situation. Anytime you have a need for qualifying assistance beyond 90 days your coverage will kick in. You stop paying premiums when you are accessing the benefit but once you are recovered you begin paying premiums again, which allows future access to the benefits as needed.

Spreading the Love: As a County employee you have made your entire family eligible to purchase LTC through CalPERS. So, if you are starting to face the issue of your parents' future care, this could be an option for them to begin considering as well.

What is the cost and benefit level? LTC is a defined benefit plan, allowing you to purchase a coverage level that meets your desired coverage level needs. Coverage decisions include selecting a daily up to coverage amount, a duration for benefits to be paid and optional add-ons like inflation protection. The monthly cost varies based on your coverage selection and age at time of purchase. The earlier you purchase the smaller your monthly premium, but you have more time to access and utilize the benefit if needed. At age 45, my monthly cost is \$190 for a base plan that provides up to \$200/daily care costs for up to 10 years. This means over the next 30 years, I would contribute a total of \$68,400 to earn access to \$730,000 in care coverage. I am trying to do better to take care of myself but I feel pretty confident that 30 years from now, at the age of 75, I will need as much care as my father currently does – even if it's only to give my loved

ones a break from me!

Program Eligibility

CalPERS Long-Term Care coverage is available to current and former California public employees, retirees, their spouses, parents, parents-in-law, children, siblings (including stepbrothers and stepsisters), grandparents, grandchildren, nieces, nephews, aunts, uncles, sons-in-law, daughters-in-law, brothers-in-law, and sisters-in-law between the ages of 18 and 79 when they apply.

Eligible family members may apply to CalPERS Long-Term Care even if the public employee or retiree who makes them eligible does not apply or is not approved for coverage. Applicants must pass underwriting in order to be approved for coverage. Employers are not required to contract in any way with CalPERS to provide information about or facilitate the application process for CalPERS.

Long-Term Care coverage Administration

CalPERS Long-Term Care is voluntary and not-for-profit. Completely funded by participant premiums and investment returns, it is not an employer-paid benefit. CalPERS Long-Term Care is offered by and subject to the control of the CalPERS Board of Administration and is administered by the CalPERS Long-Term Care third-party administrator, LTCG.

For information about CalPERS Long-Term Care:

www.CalPERSLongTermCare.com
CalPERSLTC@ltcg.com
(800) 908-9119,
Monday – Friday, 8:00 am – 5:00 pm PT
(952) 918-5089 fax

CalPERS Long-Term Care
P.O. Box 64902
St. Paul, MN 55164-0902

Pro-Social Summer Activities

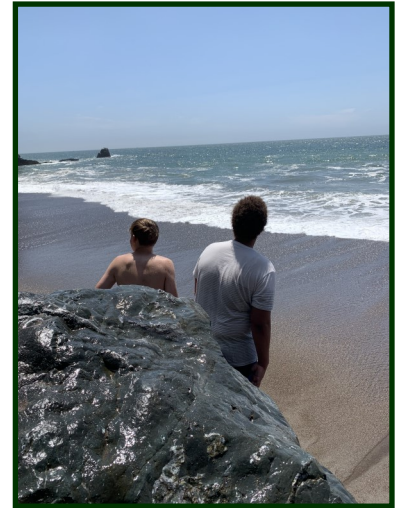
By Jennifer Saldana

The Probation Department's goal is to hold probationers accountable, while directing treatment and services and providing opportunity. This summer, in the spirit of opportunity, Juvenile Services invited probation youth to participate in pro-social activities arranged by probation officers. This was an opportunity to engage youth with less structured time, exposing them to something they have not experienced.

Several Juvenile Probation Officers went on the outings and had the opportunity to build positive and supportive relationships with a variety of youth on probation. These outings were voluntary and were offered to many youth in good standing with the Court and Probation Department.

We took the youth on hikes to the beach, kayaking on the bay, we played football, frisbee, card games, enjoyed lunch and had great conversations. During the outings, youths said, "I never do outdoors

things like this," "I haven't been to the beach since I was eight," and "when is the next outing planned? I want to go." It was awesome to observe the level of engagement and interest from the youth and the impact was evident when they had the opportunity to run, play and just enjoy being kids.



PROBATION DEPARTMENT 2019 PICNIC WINNING BAKEOFF RECIPE!**S'mores Muddy Buddies****by Savannah Stafford**

1 box of Golden Grahams Cereal
1 box Chex Cereal
1 bag of mini marshmallows
1 bag chocolate chips
1 jar of peanut butter
1 cup of powdered sugar
1 zip lock bag

What to do:

1. In one bowl add 4 cups of Golden Grahams cereal and 3 cups of Chex cereal into a bowl. Mix.
2. In a separate bowl combine ½ cup of peanut butter and 1 cup of chocolate chips. Microwave for 30 seconds. Stir. Microwave for another 30 seconds.
3. Pour chocolate/peanut butter mixture over cereal mixture. Gently mix cereal and chocolate/peanut butter mixture together until cereal is completely coated.
4. Add combined mixture to a large zip lock bag with 1 cup of powdered sugar. Close the bag and shake until the mixture is completely coated in powdered sugar.
5. Place Muddy Buddies in clean bowl, add ½ cup of chocolate chips, add ½ cup of marshmallows, and ½ cup of Golden Grahams. Mix.
6. Enjoy!

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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, Alisha Krupinsky, Lindsey MacQuarrie, Nancy Hillman, Sandra Mancilla, Johnathan Grant and Liv Lauchenauer

