



Middle Atlantic States Correctional Association

Building Bridges: Advancing Justice and Community

**Training Institute & Conference
September 11th - September 13th, 2023**



Middle Atlantic States Correctional Association

MASCA MEMBERSHIP

MASCA is a non-profit organization comprised of members from CT, DE, MD, NJ, PA, NY, and DC. It is a professional organization for those involved in court administration, juvenile justice, probation and parole, institutional and community corrections as well as for citizens with a vital interest in the juvenile and criminal justice fields.

Our membership dues help support MASCA's educational efforts to deliver high-quality training to hard working professionals in probation, parole, juvenile justice, and corrections. MASCA is pleased to provide the following membership options:

Individual (General) Membership - \$20.00

- Voting privileges in our bi-annual election of officers
- Free or reduced training sessions (virtually and in-person)
- Discounts for the annual MASCA training conference and institute
- Advance information about MASCA training opportunities

Student Membership - \$10.00

- Free admission to MASCA student-specific functions
- Eligibility to apply for MASCA Scholarships
- Free or reduced training sessions (virtually and in-person)
- Discounts for the annual MASCA training conference and institute
- Advance information about MASCA training opportunities

Agency Membership - \$200 (Agencies with 500 employees or less) or \$300 (Agencies with 500 or more employees)

- Voting privileges in our bi-annual election of officers for 10 (Agencies with 500 or less employees) or 15 (Agencies with 500 or more employees) Agency Affiliate Members
- Free or reduced training sessions (virtually and in-person) for all agency members
- Discounts for the annual MASCA training conference and institute for all agency members
- One free annual conference registration per agency
- Agencies will receive recognition on the MASCA website
- Advance information about MASCA training opportunities

VISIT US ONLINE AT: WWW.MASCA.US

FOLLOW MASCA ON SOCIAL MEDIA!



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An online copy of
your program is
available here:



SCAN ME

FIND YOUR HARBOR IN VIBRANT BALTIMORE.



ACCOMMODATIONS

10 floors • 490 guest rooms • 225 kings,
265 double/doubles • 34 suites

GUEST SERVICES

Covered parking • Zipcar availability • 24-hour fitness center • UPS services on-site • Marketplace • Fresh Bites, handmade, locally sourced food without the fuss that can be delivered to your room or picked up to go • Concierge level • Electrical vehicle charging stations • In-room movies and Marriott Plug-in Panel

RESTAURANTS & LOUNGES

The Yard, classic American cuisine using seasonal ingredients • Illy® coffee bar • BricknFire Pizza Co, pop-up pizza shop offering simplistic pizza, sandwiches and salads

MEETINGS & EVENTS

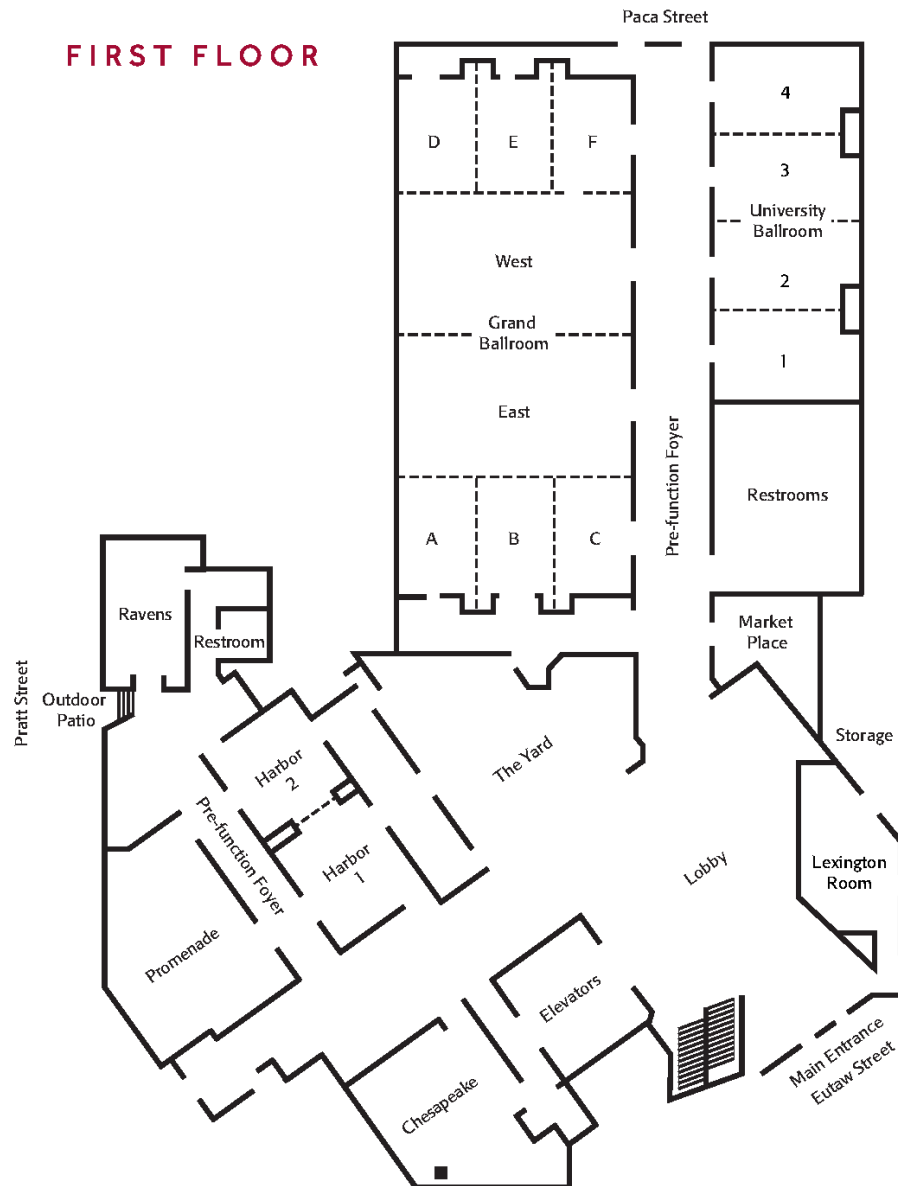
18,500 square feet of flexible meeting space and foyers • 25 meeting rooms • Grand Ballroom with maximum 6,264 square feet of space • Catering • In-house audiovisual services

ATTRACTIONS

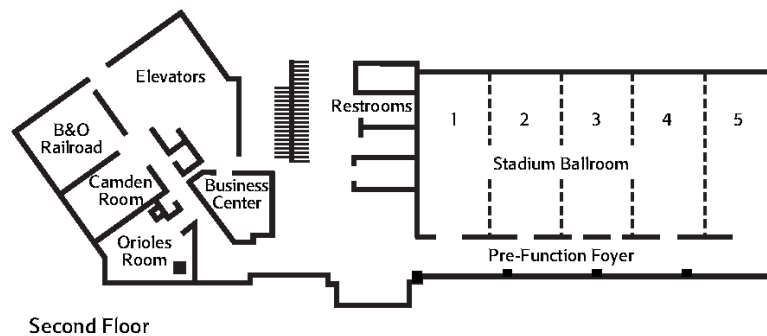
Oriole Park at Camden Yards (1 block) • Baltimore Convention Center (1 block) • Historic Hippodrome (1 block) • University of Maryland School of Medicine (3 blocks) • Inner Harbor shopping and dining (4 blocks) • Baltimore National Aquarium (5 blocks) • B&O Railroad Museum (6 blocks) • Ravens/M&T Bank Stadium (7 blocks)



**MARRIOTT
BALTIMORE
INNER HARBOR**



SECOND FLOOR



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Kyra C. M. Wooden, JD

Court Services and Offender Supervision

Emeritus Board Members

Sean Ryan

Bucks County Adult Probation Department



Department of Public Safety and Correctional Services

Office of the Secretary

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ASSISTANT SECRETARY
PROGRAMS, TREATMENT & RE-
ENTRY SERVICES


The Maryland Department of Public Safety and Correctional Services is proud to be a participant in the MASCA conference in Baltimore City - Maryland's Charm City. As Secretary of the Department, I am delighted to welcome you to Baltimore City, my hometown.

Corrections, Detention, Juvenile Services and Community Supervision agencies are integral aspects of Public Safety, that do not always receive the professional respect warranted by the critical missions they carry out. Our staff are the foundation of public safety and they work tirelessly to ensure that the supervision, risk assessments, transitional needs and appropriate programming and services are available to our clients. We understand that what we do is the catalyst for positive change, rebuilding communities and supporting the family structure as we work to "leave no one behind." Our staff posture themselves with respect, integrity and accountability.

It is our pleasure to serve as your host city this year and my DPSCS family looks forward to networking with esteemed colleagues from the Mid-Atlantic States as we showcase Maryland and learn best practices and phenomenal ideas from colleagues in other states.

Let us continue to work together and come together to be innovative to affect change and improve how we detain, incarcerate and supervise individuals.

Have a great conference and I hope you get a chance to explore some of the wonderful culture Maryland has to offer.


Carolyn J. Scruggs
Secretary



President's Welcome Letter

Dear Friends and Colleagues,

On behalf of MASCA's Officers and Board of Trustees, it is with great pleasure that I welcome you to *"Building Bridges: Advancing Justice and Community"*, MASCA's Annual Conference and Training Institute. We are so happy to be back in the beautiful state of Maryland! Each year MASCA's conference travels to a different state within the middle Atlantic region so that we can look at innovative practices in other jurisdictions, and share best practices across state boundaries. But MASCA is more than just a training conference. It is a network of people who speak the same language; a forum to share ideas; a safe space to examine difficult topics; and a support system for practitioners. MASCA is a community.

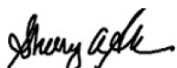
Exciting things are happening in our industry! Our collective livelihood is constantly changing and evolving. Years of research have informed decision making about how to house and provide treatment to justice involved women and special needs populations. Advances in technology have changed the way that we approach community supervision. Our officers and line staff are safer as a result of the exceptional instruction that is occurring within our training academies. Agencies share information and communicate better with each other, and with our reentry partners. Officer and staff wellness have become a priority. Even the fundamentals of leadership have changed and evolved over time. These are just a few of the important topics that will be examined during this conference.

We are honored to have several distinguished leaders join us for the opening session, including Erek Barron, U.S. Attorney for the District of Maryland, Secretary Carolyn J. Scruggs of the Maryland Department of Public Safety and Correctional Services, and The Honorable Nicole Pastore, District Court of Maryland. Several outstanding presenters will be conducting workshops throughout the next two days. Please take time to engage in discussions with our speakers and panel members. Visit with our sponsors and vendors to see the latest in technology, state of the art equipment, and the newest treatment modalities. Learn about MASCA's cutting-edge Emerging Leaders Program. Talk with MASCA's Member Engagement Committee to find out about opportunities to get more involved with MASCA.

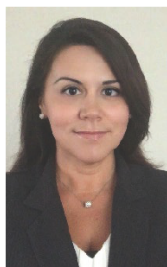
Since 1938, MASCA has provided an educational forum for networking, problem solving, and leadership development throughout the middle Atlantic region. We are grateful to have you join us as we continue our historic journey. Planning a professional conference is a group effort. We couldn't do this without our sponsors, presenters, and our members. Thank you to all for your participation and collaboration! A special thanks goes out to the members of our Maryland Conference Committee who have worked very hard not only to provide you with the training excellence that is the hallmark of MASCA's conferences, but also to make it a truly entertaining and memorable event that will help you to feel relaxed and refreshed when you return to work.

Prepare yourself for an informative, meaningful, and enjoyable experience. Go Orioles!

With much gratitude,



Sherry A. Sandler, MASCA President



President-Elect's Welcome Letter

Dear Friends and Fellow Professionals,

Welcome to the 2023 MASCA Annual Training Institute & Conference in Baltimore, Maryland! Thank you for choosing to join us!

With our 85-year history, we remain committed to leading the way in offering outstanding and informative professional networking and development opportunities. There's something truly special about convening in one location to collaborate and network, driving progress in our industry together.

Since its inception, MASCA has been dedicated to providing current education and information to professionals, as well as nurturing the leaders of tomorrow. We achieve this through our annual conferences, the Emerging Leaders Program, and scholarships that support recipients in furthering their education within our field.

We're truly excited that you're here, and as the conference unfolds, our aim is for you is to not only learn about relevant topics, but also take the time to engage with our exhibitors and sponsors -their support is crucial to events like this. For an added element of excitement, consider taking part in our raffle for a chance to win one of our carefully crafted baskets. The proceeds from this raffle will directly benefit the Boys & Girls Club of Maryland.

After a day filled with enriching workshops, we hope you join us at our "Night at the Ballpark." This evening promises not only baseball and fun, but also an excellent opportunity for networking with colleagues from various states and districts.

Lastly, it is not easy putting together an event such as this! A special note of gratitude goes to the Maryland conference committee for their commitment and efforts in planning this conference. Their collaboration with our fellow Board Members, Officers, and Operations Manager has played a pivotal role in ensuring the success of this event.

Once again, welcome to Baltimore, and thank you for supporting the MASCA mission. My sincere respect and gratitude are directed towards all of you who are dedicated to this honorable field of work.

Warm Regards,

A handwritten signature in dark ink that reads "Helena Tomé".

Helena Tomé
MASCA President-Elect

MASCA's 2023 Annual Conference

BASEBALL

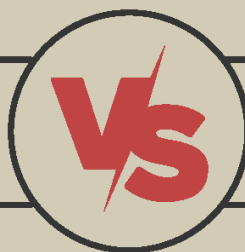
Night



TUESDAY
12
SEPTEMBER

**ALL THOSE WHO ELECTED
TO PARTICIPATE IN THIS
EVENT RECEIVED A
SPECIAL BADGE THAT
WILL GET YOU A TICKET**

**BALTIMORE
ORIOLES**



**ST. LOUIS
CARDINALS**

ORIOLE PARK AT CAMDEN YARDS

THE BULLPEN PICNIC BEGINS AT 5PM EARLY ACCESS THROUGH GATE G.

**THOSE ARRIVING AT 5:30 OR LATER WILL HAVE TO ENTER THROUGH OTHER GATES
WITH GAMEDAY TICKET HOLDERS...AND THEY MAY MISS OUT ON SOME GREAT FOOD!**

THE PICNIC ENDS AT 6:30PM.

The following clear bag policy will be in effect for the 2023 baseball season at Oriole Park at Camden Yards. One (1) approved bag is allowed per person.

Clear plastic bag no larger than 12" x 6" x 12".

1-gallon plastic freezer bag

Fanny pack or clutch purse no larger than 5" x 7"

Medically necessary items including a diaper bag

All bags are subject to search. Medically necessary items including diaper bags must go through a designated search lane.

The Orioles have also partnered with Binbox Lockers to provide lockers for fans to rent using a keyless locking system app. Lockers will be located at the north end of the Warehouse by Gate H near the Main Box Office and outside of Gate A & C. Binbox's free app is available in iOS or Android and can be found in the App Store and on Google Play. The app allows fans to quickly locate available locker units, pay with a credit card, and secure their belongings with Bluetooth technology.

The ballpark is also cashless



ALL-INCLUSIVE PICNIC EXPRESS

PEANUTS

POPCORN

Butter and Salt

GARDEN VEGETABLE PASTA SALAD

Grilled Local Vegetables, Burnt Orange Vinaigrette

HOFFMAN'S CLASSIC CAMDEN FRANK

All-Beef Frank, Traditional Accoutrements

PULLED BARBECUE CHICKEN

Pepsi-Cola Barbecue Sauce, Southern Slaw, Potato Bun

UNCLE CHARLEY'S ITALIAN SAUSAGE

Peppers and Onions, Soft Bun

VEGETARIAN BAKED BEANS

Chef's Super-Secret Seasoning

FRESH CUT FRUIT

Local Fresh Cut Melons and Berries

ASSORTED COOKIES

Chocolate Chip, Oatmeal Raisin, Sugar

DOMESTIC BEER, PEPSI SOFT DRINKS AND BOTTLED WATER

Rain or Shine

**BOYS & GIRLS CLUBS
OF MARYLAND**

Boys & Girls Clubs of Maryland

Boys & Girls Clubs of Maryland (BGCMD) consists of nine independent Boys & Girls Clubs organizations statewide each governed by a local board of directors. Local Clubs across Maryland, as well as Clubs on U.S. Military Installations in Maryland play a critical role in meeting the unique needs of families in their communities. We know we are stronger when we work together to connect our communities and BGCMD is poised to strengthen Clubs across Maryland. We are committed to collaboration that will ultimately strengthen our shared brands, secure large-scale financial support, and identify ways to serve more young people in Maryland.

MISSION

BGCMD is a relentless champion for children across the entire state, doing whatever it takes to enable all young people, especially those who need us most, reach their full potential as productive, caring, responsible citizens.

WE PROVIDE

SAFER CHILDHOODS
LIFE-ENHANCING PROGRAMS
CARING MENTORS

***MASCA is Proud to Announce that
The Boys and Girls Club of Maryland will Receive
all Proceeds from the 2023 Conference Raffle***

MASCA extends its genuine appreciation to our
sponsors & partners who continuously lend their support

Gold Sponsor

The Kintock Group

Silver Sponsor

**Keefe Group
Wexford Health**

Bronze Sponsors

**Allied Universal Electronic Monitoring
Centurion Health
Gaudenzia, Inc.
GEO Reentry Services
Indivior Inc.
YesCare**

Conference Schedule at a Glance

MONDAY SEPT 11TH 6:00 PM – 8:00 PM PRESIDENT'S RECEPTION & Emerging Leaders Program Meet & Greet University Ballroom	TUESDAY, SEPTEMBER 12 8:30 AM – WELCOME & OPENING SESSION Grand Ballroom Keynote Speaker – The Honorable Nicole Pastore, District Court of Maryland 12:00 PM – LUNCH 1:00 PM – TOUR - Maryland Police & Correctional Training Center 5:00 PM – MASCA NIGHT at Oriole Park at Camden Yards			WEDNESDAY, SEPTEMBER 13 7:30 AM BREAKFAST 8:30 AM – TOUR – Youth Detention Center 12:00 PM – LUNCH & Recognition of Emerging Leaders Program – Grand Ballroom 1:00 PM – TOUR – Vehicles for Change 3:00 PM – CLOSING SESSION – Grand Ballroom Keynote Speaker – Denise Schonwald, Licensed Mental Health Counselor & Author Awards & Scholarships Presentation		
	TUESDAY	TUESDAY	TUESDAY	WEDNESDAY	WEDNESDAY	WEDNESDAY
	09/12/23	09/12/23	09/12/23	09/13/23	09/13/23	09/13/23
	10:15 am to 11:45 am	1:15 pm to 2:45 pm	3:00 pm to 4:30 pm	8:30 am to 10:00 am	10:15 am to 11:45 am	1:15 pm to 2:45 pm
University 2,3,4	Violence Prevention	US Courts Reentry Panel	Raising Awareness and Overall Advancement for Incarcerated Women Panel Discussion Grand Ballroom	Voices of Influence Leadership Panel	Leadership Styles According to the Lion King	The History of North Branch: An Overview of Maryland's Only Max II Correctional Facility
Stadium 1	MasterURpiece: Activate Your Signature Power for Success	Self-Care for Anxiety, Stress & PTSD in Correctional Work		Motivational Interviewing in Action: Questions	Motivational Interviewing in Action: Reflections	Effective Employee Engagement
Stadium 3	Communicating from Afar – Building Family Connections	Mastering Your Emotions		Planning Your Transition from Corrections	Xylazine Awareness	Enhancing Evidence- Based Practice in Sex Offender Treatment
Stadium 5	More than Half: Brain Injury in Justice Involved Populations	Success Focused Leadership		FEAR-LESS: Managerial Courage	Use of Force	Coping, Life skills and Professional Development

2023 MASCA Awards Program

Carl Robinson Award

This award is presented to an individual who has demonstrated extraordinary leadership and made significant contributions to the correctional field. It is named for Warden Carl Robinson of the State of Connecticut, who served on the MASCA Board of Trustees and was the posthumous recipient of the E.R. Cass Award, the highest professional honor bestowed by the American Correctional Association.

This year's recipient of the Carl Robinson Award is:

Carolyn J. Scruggs, Secretary

Maryland Department of Public Safety and Correctional Services

MASCA Founder's Award

This award is presented to an individual who has demonstrated exceptional efforts to promote professionalism in probation, parole, juvenile justice and/or corrections. It honors the legacy of commitment of the founding members of MASCA, who organized a regional professional organization in 1938.

This year's recipient of the MASCA Founder's Award is:

Henry Alexander

Maryland Division of Parole and Probation (Ret.)

Sal Russoniello Service Award

This award is presented to an individual who has demonstrated extraordinary devotion to advancing the educational mission of the Middle Atlantic States Correctional Association. It is named for Sal Russoniello, a parole professional from the State of New Jersey who was the first person to serve two terms as MASCA president.

This year's recipient of the Sal Russoniello Service Award is:

The Maryland Police and Correctional Training Commissions

Harold Miller Community Service Award

This award is named in honor of Harold Miller of Pennsylvania, MASCA's first President Emeritus whose career included a strong personal commitment to give back to the community. The Harold Miller Community Service Award honors a criminal justice professional who exemplifies the spirit and example of Harold Miller by making a significant contribution to the betterment of the community at large.

This year's recipient of the Harold Miller Community Service Award is:

The Maryland Division of Parole and Probation



Carl Robinson Award

Secretary Carolyn J. Scruggs Maryland Department of Public Safety and Correctional Services

Secretary Carolyn J. Scruggs has always been instrumental in being a true innovative leader in the field of corrections. Citing her vast experience in multiple divisions of DPSCS, Governor Wes Moore named Ms. Scruggs Secretary of the Maryland Department of Public Safety and Correctional Services, on January 13, 2023.

In becoming the new Secretary, Ms. Scruggs made history: she's the first African-American female ever to be named DPSCS Secretary.

Ms. Scruggs is a 27-year veteran of DPSCS who has played critical roles in pre-trial corrections and the DOC, including oversight of CJIS and programs, treatment, and services.

She played vital roles in developing both the statewide fingerprint and case management systems, as well as the award-winning Crisis De-Escalation Training.

Starting as a correctional officer at Central Booking in 1995, Ms. Scruggs eventually became the facility's warden, along the way working on the development of critical public safety components including OCMS and MAFIS.

In 2019, she assumed oversight of the department's COVID19 Response Operations, guiding the Department's efforts during a once-in-a-lifetime pandemic.

A graduate from Baltimore's Western High School, she also holds a bachelor's degree in political science from Towson State University and a master's degree in criminal justice administration from Coppin State University.

Most recently, Ms. Scruggs was Assistant Secretary for Programs, Treatment, and Reentry, before being named Acting Secretary by outgoing Governor Larry Hogan.

DPSCS salutes the many accomplishments of Ms. Scruggs and congratulates her on this historic appointment.



MASCA Founder's Award

Henry Alexander
Maryland Division of Parole and Probation (Ret.)

Henry Alexander is the recipient of the Founders Award.

Henry is retired after a 40-year career with the Maryland Division of Parole and Probation and is a long-standing MASCA Board member. He became MASCA Board President in 2007 and is the only person to hold the office of MASCA President for three (3) terms. He was named the MASCA President Emeritus in 2013. He has also served as a MASCA Conference Program Committee Chair, MASCA Historian, and is currently the MASCA Scholarship Committee Chair.

Henry was previously awarded the Sal Russoniello Award at the 69th MASCA conference. Henry has been very instrumental in putting together this year's MASCA conference and he continues to ensure that an emphasis is placed on education in the field of corrections.

Sal Russoniello Service Award

The Maryland Police and Correctional Training Commissions

The Maryland Police and Correctional Training Commissions ensures accountability and professionalism in the field of corrections by providing evidence-based certified training and certification for police and correctional professionals, to ensure that all individuals are treated respectfully and fairly and within the legal and policy guidelines when performing job duties and as private citizens.

The Police Training and Standards Commission is the body established by the Maryland Legislature to govern police certification and training in the State. The original Police Training Commission was established in April 1966. The Commission was abolished September 30, 2016 by the State legislature and the newly created Police Training and Standards Commission was established October 1, 2016. The Correctional Training Commission was established in 1971 by the Maryland Legislature. It is the membership of these Commissions that establishes the training objectives for entrance-level correctional and police officers, annual in-service, First Line Supervisors, and First Line Administrators.

Each Commission is comprised of representatives from Maryland public safety organizations, individuals from the community and university representatives. The agency that supports the Commissions and operates the Public Safety Educational Training Center (PSETC), is the Maryland Police and Correctional Training Commissions (PCTC) located in Sykesville (Carroll County), Maryland. The staff that support the Commissions are located at PSETC. Information about PCTC and PSETC may be found at <https://mdle.net/>

Professional training and support services are offered at the PSETC for state, county, and municipal agencies. In addition to the staff that support the Commissions, the PSETC also provides training and administrative space for resident partners including the Maryland State Police, the Department of Natural Resources, and the Department of Juvenile Services. Information about each of the training and support units may be found at <https://mdle.net/>

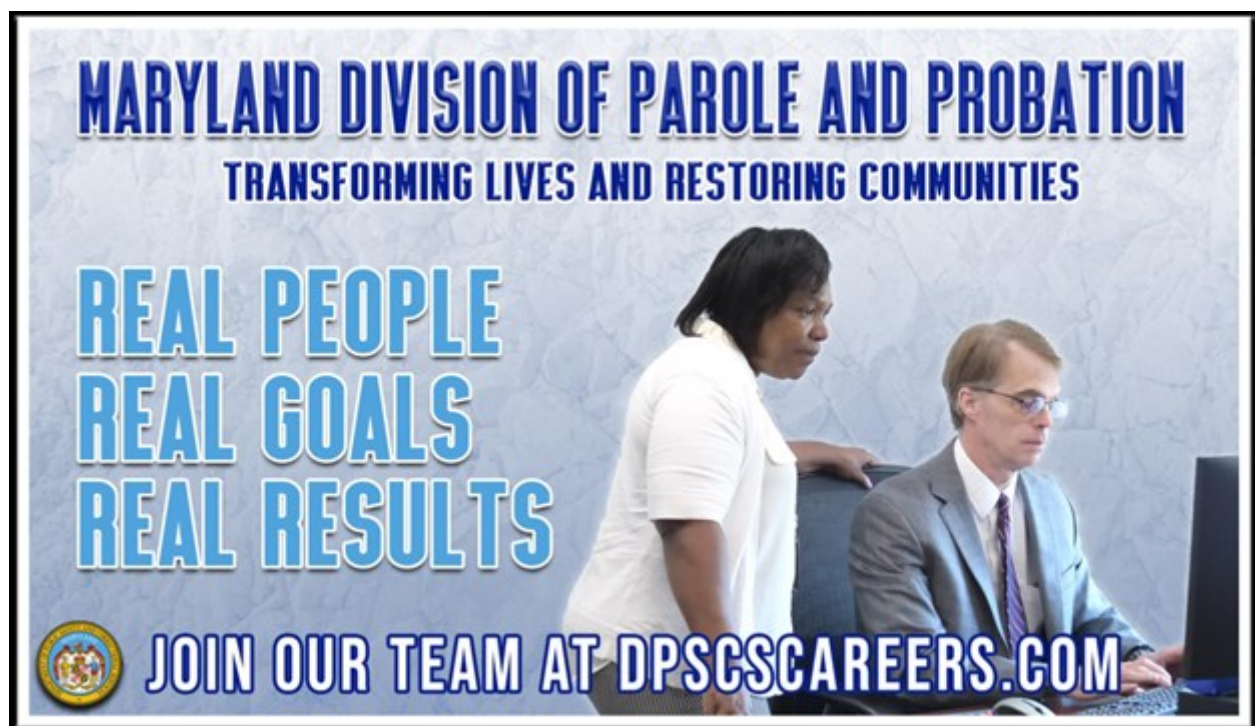
Harold Miller Community Service Award

The Maryland Division of Parole and Probation

The Maryland Division of Parole and Probation is the recipient of this award.

This state agency has 36 field offices, and each office contributes to the well-being of the clients, families and the communities. The Maryland Division of Parole and Probation (DPP) contributes through promoting functions such as clothing closets, shoe drives, giving away bicycles, prom dress give aways, mittens and hats, sponsoring families at Thanksgiving and Christmas, Monthly Mobile Food Bank, school drives and drives for DV shelters to name a few. Not only does DPP conduct charity drives, DPP always participates in community engagement, including Job Fairs, Juneteenth, National Night Out, Faith and Blue, Walk for Life and presenting at schools to share with students what the Division is all about.

In addition many team members of the Division are foster parents, coaches, pastors, Sunday school teachers, music teachers, foster fury parents, as well as volunteer firefighters and paramedics.



2023 Dennis R. Martin Memorial Scholarships

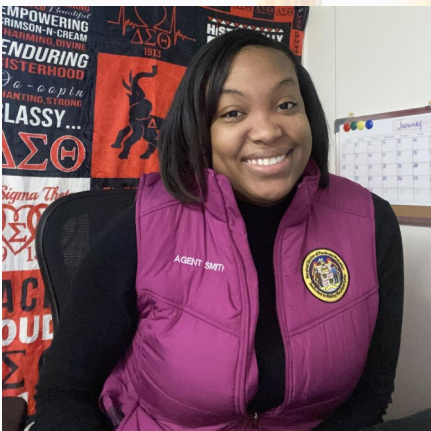


Dennis R. Martin was a visionary. His vision of criminal justice reflected his personal values: professionalism, inclusiveness and integrity.



Each year MASCA awards academic scholarships to individuals pursuing a degree beyond secondary education in the criminal justice field. MASCA presents annual scholarships in memory of those members who dedicated their lives to the improvement of the justice system and consistently advocated the need for the exchange of ideas for growth and change among member states. The scholarships are named in honor and memory of Mr. Dennis R. Martin. Dennis was a long standing MASCA Board member dedicated to the MASCA mission, especially to continuing the tradition of awarding scholarships to assist those advancing in their corrections careers. He held many MASCA offices, including President of the MASCA Board of Trustees, MASCA Scholarship Committee Chair, and was serving as MASCA Board Vice-president at the time of his death in 2010.

Damaris Slawik
Wilmington University



Ja'Tyra Smith
Liberty University

2023 Henry Alexander Scholarship

Henry Alexander is retired after a 40-year career with the Maryland Division of Parole and Probation and is a long-standing MASCA Board member. He is the only person to hold the office of MASCA President for three (3) terms. He was named the MASCA President Emeritus in 2013. He has also served as a MASCA Conference Program Committee Chair, MASCA Historian, and is currently the MASCA Scholarship Committee Chair.



Samantha Holmburg
Neumann University



**Providing treatment and services for
justice-involved individuals with substance use
and co-occurring disorders.**

- ✓ Withdrawal Management
- ✓ Residential Treatment Programs
- ✓ Outpatient Treatment Programs
- ✓ Medication-Assisted Treatment
- ✓ Recovery Support Services



**For admissions, please call our Treatment & Referral HelpLine
833.976.HELP (4357) or visit [Gaudenzia.org](https://www.Gaudenzia.org)**



The MASCA's Emerging Leaders' Program tailored for the corrections and community corrections field is a specialized and forward-looking initiative aimed at honing the leadership potential of professionals dedicated to this vital sector. This program offers a unique platform for participants to interact with industry thought leaders, exchange perspectives, and acquire a comprehensive grasp of modern leadership paradigms within the context of corrections and community corrections. Through immersive workshops, collaborative discussions, and networking engagements, attendees will acquire the knowledge, tools, and self-assurance needed to navigate the complexities of leadership in this evolving landscape. By emphasizing collaboration, innovation, and personal development, this program stands as an essential resource for individuals aspiring to drive positive change within their correctional communities and beyond.

Emerging Leaders Program Participants

Phillip Colbert II, Agent Senior
Kaeshawn Stewart (Young) MS, VASII Agent Senior
Jamal Cox, MSCJ, Agent Senior
Tavril Prout, Parole & Probation Agent I
Nicole Griffin, Supervising Juvenile Detention Officer
Ja'Tyra Smith, Parole & Probation Agent

Nakia Van Zandt, Agent
Crystal Finlay, Agent Senior
Mia Clark, Agent Senior
Alma Fisher, Office Supervisor
Matthew George, Agent I

Opening Session & Welcome

September 12, 2023
8:30 AM

Erek L. Barron
United States Attorney for the District of Baltimore

Secretary Carolyn J. Scruggs
Maryland Department of Public Safety
and Correctional Services

The Honorable Nicole Pastore
District Court of Maryland, District 1, Baltimore City

Opening Session

Keynote Speaker

September 12, 2023
8:30 AM

The Honorable Nicole Pastore



NICOLE PASTORE, Associate Judge, District Court of Maryland, District 1, Baltimore City, since September 10, 2013. Founder, Baltimore City District Court Re-Entry Project, 2016.

Administrative Law Judge, Office of Administrative Hearings, 2007-13.

Member, Mayor's Inner Harbor Advisory Council, Baltimore City, 2004; Strategic Planning Committee, University of Baltimore School of Law, 2005-07.

Born in Maryland. Tulane University, B.A. (political science, communications), magna cum laude, 1995 (ashton helps award for overall excellence in communication field; newcomb oak wreath award for academic achievement & university leadership; alpha lambda delta national academic honor society); University of Baltimore School of Law, J.D., summa cum laude, 2000 (heuisler academic honor society; member, University of Maryland Law Review). Law clerk to Judge John C. Eldridge, Court of Appeals, 2000-01. Admitted to Maryland Bar, 2000. Attorney, Saul Ewing LLP, 2001-07. Member, American, Maryland State, and Baltimore City Bar Associations, 2001-07. Consultant, Pastore's, Inc., 2000-13. Member, Eastern Baltimore Chamber of Commerce, 1997-99; Baltimore City Chamber of Commerce, 1999-2000. Founder and President, Key Highway Community Association, Inc., 2000-07; Key Highway Beautification Project, Inc., 2002-. Board of Directors, Historic Federal Hill "Main Street" Association, 2002-05. Member, Association of Ski Defense Attorneys of America, 2002-07. Volunteer of the Year Award, Baltimore City, 2004. Presidential Award, Baltimore City Bar Association, 2004. Strategic Partner of the Year, Getintegrated, Inc., 2005. Maryland's Top 100 Women, Daily Record, 2005, 2015, 2017 (Circle of Excellence). 25 Women to Watch in 2018, Baltimore Sun, 2018. Leadership in Law Award, Daily Record, 2019.

Closing Session

Keynote Speaker

September 13, 2023
3:00 PM

Denise Schonwald
Connecting Physical and Mental Health



As a nationally licensed mental health counselor with over 30 years of experience as a registered nurse, Denise is dedicated to providing high-quality, spiritually based counseling services. Her practice serves children aged 4 and up, couples, families, and adults, and offers early morning and evening appointments to accommodate urgent needs.

With expertise in treating a wide range of mental health disorders, including anxiety, depression, panic, grief, trauma, and behavioral issues, she specializes in working with individuals and families to address marital and family issues. Her comfortable, quiet environment provides a safe space for patients to explore their emotions and find healing.

In addition to in-office sessions, Denise offers the flexibility of traveling to meet patients at their home, workplace, hospital, or another location.

She offers video conference therapy sessions via Zoom to patients throughout the United States and internationally.

[Licensed Mental Health Counselor & Therapist Sarasota FL - Virtual Counseling Services Near Me \(deniseschonwald.com\)](https://deniseschonwald.com)



Middle Atlantic States Correctional Association

2023 MASCA Conference Agenda

Monday, September 11, 2023

4:00 pm – 6:00 pm	Registration – Outside of Grand Ballroom/University Ballroom
5:00 pm – 8:00 pm	Exhibitor Set Up – Grand Ballroom
6:00 pm – 8:00 pm	President's Reception – University Ballroom
	Emerging Leaders Program Meet & Greet – University Ballroom

Tuesday, September 12, 2023

7:00 am – 8:00 am	Exhibitor Set Up – Grand Ballroom
7:30 am – 4:40 pm	Registration – Outside of Grand Ballroom/University Ballroom
8:30 am – 10:00 am	Opening Session, Welcome Remarks – Grand Ballroom <ul style="list-style-type: none"> • <i>Welcome by US Attorney for the District of Baltimore Erik L. Barron</i> • <i>Welcome by Secretary Carolyn J. Scruggs - MA Department of Public Safety and Correctional Services</i> • <i>Welcome by MASCA President - Sherry Sandler</i> • <i>Introduction of the Emerging Leaders Program Participants - Sherry Sandler</i> • <i>Keynote Speaker - The Honorable Nicole Pastore, District Court of Maryland</i>
9:15 am – 10:00 am	Emerging Leaders Participant Meeting – University 1
10:15 am – 11:45 am	Breakout Sessions
12:00 pm – 1:00 pm	Lunch
1:00 pm – 4:30 pm	TOUR – Maryland Police and Correctional Training Center <ul style="list-style-type: none"> - <i>Transportation @ Paca Street Hotel Entrance (Bus leaves at 1pm)</i>
1:15 pm – 2:45 pm	Breakout Sessions

3:00 pm – 4:30 pm Afternoon Closing Session – Grand Ballroom

- ***Raising Awareness and Overall Advancement for Incarcerated Women***
 - *Victoria L. Kuhn, Esq., Commissioner, New Jersey Department of Corrections*
 - *Annie O. Harvey, Deputy Secretary, Operations, Maryland Department of Public Safety and Correctional Services*
 - *Dr. Laurel R. Harry, Secretary, Pennsylvania Department of Corrections*
 - *Dr. Erin B. Shaffer, Director of Patuxent Institution, Maryland*
 - *Gregory Holloway, Regional Operations Chief, Western Region, Virginia Department of Corrections*

- ***Presentation of donation to Project Pneuma***

MASCA NIGHT at Oriole Park at Camden Yards

5:00 pm – 6:30 pm Bullpen Picnic

6:35 pm Orioles vs. Cardinals



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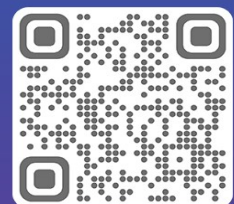


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MASCA 2023 Conference.



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MASCA is pleased to make our annual \$300 charity donation to Project Pneuma



Who We Are

Project Pneuma is a 501(c)(3) non-profit organization based in the heart of downtown Baltimore, MD. Here at Project Pneuma our mission is to Breathe New Life holistically into the young men we serve by challenging them intellectually, strengthening them physically, nurturing them emotionally and uplifting them spiritually. We strive to teach our young men the art of forgiveness, self-control and discipline while giving them exposure to a new world of endless possibilities.

#BREATHINGNEWLIFE

We strive to teach our young men the art of forgiveness, self-control and discipline while giving them exposure to a new world of endless possibilities.

Learn More at: Projectpneuma.org



Wednesday, September 13, 2023

- | | |
|----------------------------|----------------------------------------------------------------------------------------------------------------------|
| 7:30 am – 12:00 pm | Registration |
| 7:30 am – 8:30 am | Breakfast – Grand Ballroom |
| 8:30 am – 11:45 am | TOUR – Youth Detention Center
<i>- Transportation @ Paca Street Hotel Entrance (Bus leaves at 8:30 am)</i> |
| 8:30 am – 10:00 am | Breakout Sessions |
| 10:15 am – 11:45 am | Breakout Sessions |
| 12:00 pm – 1:00 pm | Lunch – Grand Ballroom |
| 12:30 pm – 12:50 pm | Recognition of Emerging Leaders Program – Grand Ballroom |
| 1:00 pm – 3:30 pm | TOUR – Vehicles for Change
<i>- Transportation @ Paca Street Hotel Entrance (Bus leaves at 1:00 pm)</i> |
| 1:15 pm – 2:45 pm | Breakout Sessions |
| 3:00 pm – 4:30 pm | Closing Session – Grand Ballroom |
- **Connecting Physical and Mental Health**
 - **Keynote Speaker - Denise Schonwald, Licensed Mental Health Counselor and author**
 - **Awards & Scholarships Presentation**
 - **Raffle Prize Drawings - Benefits Boys and Girls Clubs of Maryland**
 - **Retiring the Colors - Maryland DOC Honor Guard**

WE HOPE TO SEE YOU AT THE 2024 CONFERENCE IN HERSHEY!!

Conference Tours

September 12, 2023 – 1PM to 4:30 PM

Maryland Police and Correctional Training Commissions

Visit the facility that trains correctional officers and law enforcement officers in the state of Maryland.

Correctional professionals in Maryland are governed by the Correctional Training Act, Correctional Services Article. Police professionals in Maryland are governed by the Police Training Act, Public Safety Article. Information about each of these statutes is available at:

[Correctional Training Act, Correctional Services Article](#)
[Police Training Act, Public Safety Article](#)

The Police Training and Standards Commission is the body established by the Maryland Legislature to govern police certification and training in the State. The original Police Training Commission was established in April 1966. The Commission was abolished September 30, 2016 by the State legislature and the newly created Police Training and Standards Commission was established October 1, 2016. The Correctional Training Commission was established in 1971 by the Maryland Legislature. It is the membership of these Commissions that establishes the training objectives for entrance-level correctional and police officers, annual in-service, First Line Supervisors, and First Line Administrators.

The training facility has an administrative building - classroom, gym with an inground pool, shooting range and driving range.

Come tour this state-of-the-art training facility located in Skyesville, Maryland

September 13, 2023 – 8:30 AM to 11:45 AM

Youth Detention Center

The Youth Detention Center is a state-of-the-art detention facility that holds up to sixty juveniles, who are charged as adults. Within the building is a cafeteria, areas for dental care and rooms for medical treatment and suicide observation -- all monitored by nurses

The facility provides all the programs required to adequately support the staff and youth, which includes a fully functional school - the Eager Street Academy, a 35,000-square-foot education facility, serving high school aged detained individuals. By providing a school within the facility individuals have the ability to earn a high school diploma from their home school

The facility includes family and attorney visitation areas, security screening, central control, intake and release, physical and behavioral health areas, offices, and dining. The center features five housing units designed for 12-14 juveniles in single rooms within a direct supervision setting that are organized around a central staircase that quickly and conveniently connects the different areas.

September 13, 2023 – 1:00 PM to 3:00 PM

Vehicles for Change

Vehicles for a Change Partners with the Maryland Department of Public Safety and Correctional Services, by providing auto mechanics training and jobs for incarcerated individuals - Cars are donated to Vehicles for a Change - which are then inspected and repaired as needed. Once the car passes an inspection it is sold to individuals who normally cannot afford a car.

Why Vehicles for a Change? Because this non-profit organization makes a positive difference in the lives of justice involved individuals and lower income individuals. It is the nation's largest affordable car ownership program in the country. Come see first hand how amazing Vehicles for a Change truly is.

<https://www.vehiclesforchange.org/why-vfc/>

Tuesday September 12, 2023 – 10:15am-11:45am**Workshop Title:** [Violence Prevention](#)**Workshop Location:** University 2,3,4

Workshop Description: This workshop will review, discuss, and share ideas on what has been done in both juvenile and adult probation in the past, what is being done now, and what we need to focus on in the future to reduce/prevent violence. We will identify the causes of violence to include risk. Decrease/prevent incidents of violence (Is that realistic?). Identify/expand on the support services within the Criminal Justice System, and the communities: Who are our partners? What really works?

Presenter: Robin Player, Field Supervisor 1**Agency:** Maryland Division of Parole and Probation

Bio: **Robin Player's** career began with Parole and Probation on June 9, 1985 in a small office located in Caroline County, Maryland. Approximately nine months later Robin transferred to Baltimore City where she has worked ever since. Robin received her Bachelor of Science Degree from the great University of Baltimore and ultimately received her Master of Science Degree from the same University. From her time as an Agent to a Field Supervisor 1, her motto has remained the same, "If I can Help Somebody.... My Living Will Not Be In vain". Robin continues to strive to make a positive difference in the lives of others.

Workshop Title: [MasterURpiece: Activate Your Signature Power for Success](#)**Workshop Location:** Stadium 1

Workshop Description: Do you want to achieve your career goals and ensure your potential is not overlooked, then It's time to MasterURpiece. Branding your power can positively affect how people perceive you professionally, opening up more career opportunities. Learn how your uniqueness and essential strengths, personally and professionally, make up your Brand and can be leveraged to achieve your career goals. Participants will gain an awareness of personal branding and how it impacts their leadership opportunities, identify who they are as a leader and individuals and how both can inform their Brand, gain an awareness of the personal power valued by leaders, discover two types of personal powers influential leaders' leverage, identify their masterpieces (personal and professional power) and gain knowledge of effective ways to use their influence for success.

Presenter: Dr. Yolanda Bethea, Deputy Associate Director**Agency:** Court Services and Offender Supervision Agency, Washington DC

Bio: **Dr. Yolanda Bethea** is an accomplished senior leader with a successful track record of directing the work of organizational unit programs, operations, and administration for public safety entities. She serves as the senior staff and principal management support and advisor to the Associate Director of the Office of Community Supervision and Intervention Services (OCSIS), responsible for supervising approximately 14,000 offenders sentenced to probation or released to parole or supervised release. Dr. Bethea directs the Operational Support Division's work and oversees the work of branch leaders. She serves as the resident subject matter expert for operational matters for OCSIS and ensure execution of goals through project management, policy development, training, programmatic implementation, data analysis, and performance

Tuesday September 12, 2023 – 10:15am-11:45am

management of agency strategic performance measures. Dr. Bethea is also responsible for strategic planning and communications for OCSIS, serving as the liaison with internal and external stakeholders on behalf of the agency on significant initiatives. She provides direct oversight of seven correctional program areas, managing the operational budget, including supportive contracts and procurement processes. Dr. Bethea serves as the emergency preparedness and Continuity of Operation Program (COOP) safety manager for OCSIS and develop and conduct emergency preparedness training sessions for senior leadership on agency safety initiatives.

Workshop Title: [Communicating from Afar – Building Family Connections](#)

Workshop Location: Stadium 3

Workshop Description: This workshop will begin with questions relating to the issues children with an incarcerated loved one face. A brief interactive presentation on ACEs (Adverse Childhood Experiences) will be offered. Following discussion, the presenters will briefly share our organization's history and present practices, including how we interact with caregivers, children and the person in jail. The workshop will offer in-depth sharing of strategies used at our local detention center/drug rehabilitation site. These will include 'Sharing Fairs' held at the jail during visitations, 'Parenting From Afar', a home grown course taught to both men and women, the 'Bear Project' for parents in jail; the 'Book Nook Take A Book' resource, the Getting Ready For Parole classes, and more. Testimonials and data on the success of programs will be shared, as will books purchased specifically that participants choose and we mail to their children. Time will be given for participants to explore multiple resources and create their own plan for next steps. Workshop leaders will share the benefits of such programs for the person in jail, their children and the staff. Time will be allotted for questions and answers. All participants will receive a list of books used in the program and a handout with specifics about the 'Parenting From Afar' program.

Presenter: Shari Ostrow Scher, Executive Director

Agency: Children of Incarcerated Parents Partnership

Bio: Shari Ostrow Scher is the founder of Children of Incarcerated Parents Partnership (COIPP). Twenty years ago, Ms. Scher's dream of mitigating the impact on a child whose parent was incarcerated came to fruition. Her own father had been sent to prison when she was a teenager. She would take the train to visit him at Sing Sing prison, and vividly remembers watching younger children get into trouble because there was nothing for them to do while waiting. She knew that children suffered trauma and negative effects when a parent went to jail, often leaving with no warning or explanation. As a result, she and a small group of volunteers in Frederick began to create Care Bags that contained a snuggly teddy bear, books on emotions, stationery and stamps for children to write to their loved one, art supplies, a picture frame, a disposable camera and a gift card for processing the pictures, and more. From this humble but heartfelt beginning, Shari branded the unique organization to fulfill her long-ago dream that is now known as Children of Incarcerated Parents Partnership (COIPP). We later learned that no one else in the U.S. was doing exactly this combination of work for this population with an all volunteer group. COIPP's ongoing successes include creating a child-friendly book nook at the detention center, developing curricula for parenting classes, awarding scholarships to colleges, and conducting workshops at national & international conferences.

Tuesday September 12, 2023 – 10:15am-11:45am

Workshop Title: [More Than Half: Brain Injury in Justice Involved Populations](#)

Workshop Location: Stadium 5

Workshop Description: This workshop will provide an overview of brain injury including its definition, impact on cognition and behavior, and intersection with justice-involved populations. We will discuss how brain injury can affect both risk and responsivity to treatment. Suggestions will be provided as to how to best work with individuals with brain injury and what resources exist for both information and resources for care. At the end of this workshop, participants will be able to: Identify at least three problems with behavior and cognition that often follow brain injury; Discuss their possible impact on risk and responsivity to treatment; Discuss the prevalence of brain injury among justice-involved populations; Identify at least three resources for additional information or services.

Presenter: MJ Schmidt, Training and Outreach Coordinator

Agency: Brain Injury Association of Pennsylvania

Bio: [MJ Schmidt](#) is the Training and Outreach Coordinator for the Brain Injury Association of Pennsylvania. She has been working in brain injury rehabilitation for more than 30 years. She is a Certified Brain Injury Specialist Trainer and divides her time between training, research, and recruitment. She is a graduate of the University of Richmond with a Bachelor's degree in Psychology and Women Studies and of Southern Illinois University, with a Master's degree in Rehabilitation Administration and Services. MJ's research interests include brain injury in justice-involved populations, brain injury in older adults, and the early career development of brain injury professionals.



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Tuesday September 12, 2023 – 1:15pm-2:45pm

Workshop Title: US Courts Reentry - Panel

Workshop Location: University 2,3,4

Workshop Description: In a general context, panelists can share the following: Operations of federal reentry court programs and information about federal-level reentry initiatives; Research supporting reentry court programming efficiency and reentry initiatives; Hurdles encountered in setting up a reentry court program with various stakeholders (USAO, court, federal defenders, probation, CJA, and service providers); Lessons learned; Programmatic successes; Any insight that may be helpful for state courts when setting up a similar program.

Panelists: Nomi Berenson, Gladian Rivera, Tholyn Twyman, Kimberlynn Reeves, Ed.D., Mia Lamb

Bio: Nomi Berenson - Nomi Berenson serves as an Assistant U.S. Attorney in the U.S. Attorney's Office for the Eastern District of New York (EDNY), where she has been a prosecutor since 2015. She also serves at the Office's Reentry Coordinator, in which capacity she has worked with the Office's Reentry Committee to develop and launch various reentry initiatives including developing and proposing EDNY's Reentry Court program, which is launching this fall, outreach to a federal Residential Reentry Center (RRC) or halfway house and running reentry simulations for a variety of participants.

Gladian Rivera is the Victim-Witness Specialist (VWS) assigned to the International Narcotics and Money Laundering Section, where she supports and coordinates services for federal-level crime victims and assists federal law enforcement partners with prevention efforts to mitigate the proliferation of fentanyl. In addition to her work as a specialist, Gladian is an active member of the Office's Reentry Committee and has played a crucial role in developing the RAISE Reentry Court Program. She also coordinates federal-level reentry initiatives for the Eastern District of New York. Gladian's passion for reentry work stems from her belief that every person deserves a second chance. Her dedication and hard work have earned her the respect of her colleagues and the wider community, and she continues to be a driving force in the fight for fair and effective reentry policies.

Tholyn Twyman serves as the Reentry and Community Outreach Specialist for the United States Attorney's Office for the District of Maryland. Ms. Twyman is the coordinator and subject expert in matters regarding returning to society from incarceration and detention, barriers that justice-involved persons face, and youth violence reduction and community engagement. She also advises several organizations and government agencies on strategies for effective ways to help returning citizens and their families, organizes community-based reentry resource fairs, and maintains the only state-wide reentry resource guide, published on the Office's site. During her tenure as a community outreach specialist, Ms. Twyman has served as the Office's Coordinator as well as the Chair of the Maryland Statewide Alliance for Returning Citizens. Prior to joining the Office, Ms. Twyman was a Deputy Director in a District Government agency under the Deputy Mayor of Public Safety and Justice. She also spent several years as the first Youth and Reentry Program Administrator for the Baltimore (City) Police Department and has received several awards for her work with reentry, youth, violence reduction, and a Maryland Governor's Citation for her community-based work in violence prevention.

Dr. Kimberlynn Reeves is the official spokesperson for the U.S. Attorney's Office. Dr. Reeves provides counsel to the U.S. Attorney on law enforcement, community relations, and media affairs. Prior to joining the U.S. Attorney's Office, Dr. Reeves served as an advisor providing guidance for a newly implemented state court victim offender mediation program. Her leadership yielded restorative justice, providing victims and offenders a structured secured environment for face-to-face meetings. As a pioneer in her field, Dr. Reeves devises customized strategies and programs that advance the District's crime prevention goals. Dr. Reeves partners

Tuesday September 12, 2023 – 1:15pm-2:45pm

across different layers of law enforcement, government entities, educational institutions, faith-based agencies, and non-governmental organizations garnering their participation and support required for successful implementation. Dr. Reeves' innovative approaches enhance enforcement initiatives, promote offender re-entry, and foster communal healing. Her ability to effectively leverage and disseminate collective knowledge has been instrumental in crime suppression and enforcement efforts. As a passionate proponent of justice, Dr. Reeves frequently serves on panels, working groups and committees affecting policy and programs on civic engagement.

Mia Lamb is a Reentry Specialist with the U.S. Department of Justice United States Attorney's Office, EDPA. Ms. Lamb oversees the districts three federal problem-solving courts, STAR (Supervision to Aid Reentry/Reentry Court), STRIDES (Strategies That Result in Developing Emotional Stability/Mental Health Court), and RPC (Relapse Prevention Court/Drug Court). She provides resources and support for individuals transitioning home from federal prison. Additionally, she is part of the USAO Office of Public Affairs and External Engagement and assists in establishing partnerships in the community, developing, and coordinating new programs. Prior to joining USAO EDPA, Ms. Lamb served as a Reentry Case Manager for the Delaware Department of Corrections, where she conducted discharge planning at Level IV and Level V facilities across the state providing wraparound services to individuals as they transitioned from incarceration back into the community. Ms. Lamb holds her Master of Science Criminal Justice -Concentration Behavior Management from Saint Joseph's University, and her Bachelor of Science Criminal Justice from West Chester University.

Workshop Title: [Self Care for Anxiety, Stress & PTSD in Correctional Work](#)

Workshop Location: Stadium 1

Workshop Description: This workshop is designed to present a variety of simple do-it-yourself techniques that have been proven to help reduce anxiety, stress, and depression. Correctional and Law Enforcement personnel, including COs, counseling & service employees, and even management staff, can experience a full range of mental and emotional health concerns, including anxiety, stress, and PTSD, the same as everyone else. However, in addition to being subjected to similar risk factors, stressors, and life situations as other adults, correctional and LEO staff are often exposed to many more intensely stressful situations than the average individual. As a result, they may be more prone to find themselves in an anxious state than people working in other professions, and may even develop significant, persistent anxiety and stress-related conditions, including major depressive disorders, post-traumatic stress disorder, and others. Learning about and regularly practicing some of these simple evidence-based stress reduction methods have been scientifically proven to help alleviate these mental & emotional problems. In addition to some basic information on how daily anxiety and stress can lead to serious ongoing mental and physical health conditions, through a PowerPoint, printed handouts, and the opportunity to ask questions and discuss the presentation content, participants will learn about a number of simple, hands-on, evidence-based techniques proven to reduce and even eliminate anxiety, stress, and depression, whether job-related or not. Several simple exercises will be demonstrated during the workshop, along with a number of other methods that will be described in detail, allowing participants to try them out on their own whenever and wherever they may choose.

Presenter: Dr. Gene Katz

Agency: Colorado Technical University, Colorado Mental Health Professionals Association, Academy of Criminal Justice Sciences

Tuesday September 12, 2023 – 1:15pm-2:45pm

Bio: Dr. Gene I Katz is a practicing psychotherapist and founding member of the Colorado Mental Health Professionals Association, a senior member of the Academy of Criminal Justice Sciences, and an Associate Professor in the College of Criminal Justice and Health Services at Colorado Technical University, where he teaches a wide variety of course in Psychology, Criminal Justice and Human Services. His earlier work as a Mental Health Advocate in a statewide program with the NY Office of Mental Health/Resource Center earned citations from both the US Congress and the NY State Legislature for his accomplishments in Community Mental Health. In recent years, Dr. Katz has offered presentations and workshops on Self-Care for Anxiety Stress & PTSD for numerous organizations, including the National Coalition for Mental Health Recovery, the Colorado Counselors Association, the Illinois Assn of Chiefs of Police, Midwest Security and Policing Expo, the Academy of Criminal Justice Sciences, and others.

Workshop Title: [Mastering Your Emotions](#)

Workshop Location: Stadium 3

Workshop Description: The body follows the mind and the mind is very powerful. If the mind is disciplined, it is possible to live a peaceful and meaningful life. An undisciplined mind will cause the body to become physically ill. Today, we will learn about the energy of emotions and how to live a happier life. Participants will learn how powerful emotions are and how the way we think will ultimately affect our overall health and wellbeing, will gain understanding of how emotions carry vibrational frequencies which can be shifted easily if we recognize them and will learn how to process events and situations in a healthier way, increasing their emotional intelligence.

Presenter: Denise Schonwald, Licensed Mental Health Counselor & Author

Agency: Denise Schonwald, LLC - Nationally Licensed Spiritually Based Mental Health Counselor & Intuitive

Bio: Denise Schonwald, LMHC, is a licensed mental health counselor, mental intuitive, and public speaker specializing in holistic well-being. With 30 years of experience as an ICU nurse, she witnessed the impact of stress, anxiety, and fear on patients and families. Denise integrates mental and physical health, providing comprehensive support for anxiety, depression, trauma, and more. Her approach combines therapy, meditation, and aromatherapy. Denise, along with her therapy dog Henry, helps clients achieve optimal health. As a sought-after public speaker, Denise educates and inspires audiences on mental health topics. Contact her for counseling or speaking engagements. Denise is a published Author of two books: *Healing Your Body by Mastering Your Mind* and her newest book *Insightful Self-Therapy*.

Workshop Title: [Success Focused Leadership](#)

Workshop Location: Stadium 5

Workshop Description: Do you find yourself typically running out of time while your subordinates are typically running out of work? Do you ask the question, Why do I have so much work and if you really step back and think about it, you realize that it's not really yours? Are you the type of Manager who feels that it's your job to solve all of your staff problems? Do you find yourself taking on so much of the staff/team/unit responsibilities that you find yourself answering to them more than the reverse?

Tuesday September 12, 2023 – 1:15pm-2:45pm

There is a way out! Encouraging staff to take more initiative does not make you appear less strong, more vulnerable or less useful. When you encourage staff to handle their own situations they acquire new skills - and you liberate time to do your own job. This workshop exposes those next steps and gives you information and insight on how to regain and grow your discretionary time. This allows you more time to focus on leading your team/unit/area of responsibility. If you are in a Management/Leadership position and find yourself overwhelmed at times, you will find this workshop most useful in strengthening your leadership skills and developing those of your staff, while expanding your toolbox.

Presenter: William Asche

Agency: Leadership Training, Development and Consultation

Bio: William T. Asche has given 36+ years of service to the corrections field (7 years in the Institution and 29 in Community Corrections). He started as a Correctional Officer and retired as a Community Supervision Branch Chief with the Court Services and Offender Supervision Agency, Washington, DC (CSOSA). He received a Bachelor of Science degree in Business Administration from Fayetteville State University, NC and a Master's in Public Administration from American University, DC. He served as an Adjunct Instructor for the VA Department of Corrections and CSOSA training departments. He has developed training curriculums and presented training in areas that addressed effective supervision of clients, motivational interviewing, change management and successful management and leadership. He is the CEO and Principal for DOTEL, LLC, Developing Others Through Effective Leadership which is a leadership development, training and consulting business. Bill has conducted leadership training to various audiences and leadership levels across the country. In addition to serving as a Regional Representative for the American Probation and Parole Association (APPA), Bill also served a number of years as a member of APPA's Executive Committee. He has also volunteered with the Boys and Girls Club, teaching and engaging teenagers in life skills, money management, leadership principles and decision making.



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The opioid crisis is a national public health emergency, and the criminal justice system is also feeling the impact of the epidemic. People using opioids have a 52-77% chance of becoming involved in the criminal justice system. Opioid use disorder can be treated effectively with medication, and such medication is not only effective, but can save lives.¹



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Footnote:
1. Substance Abuse and Mental Health Services Administration (SAMHSA). Use of Medication-Assisted Treatment for Opioid Use Disorder in Criminal Justice Settings. U.S. Department of Health and Human Services, 2019. PEP19-WATUSECS. Accessed February 2023.



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Tuesday September 12, 2023 – 3:00pm-4:30pm

Workshop Title: [Raising Awareness and Overall Advancement for Incarcerate Women - Panel](#)

Workshop Location: Grand Ballroom

Workshop Description: The journey of a woman transitioning from prison back into our communities is fraught with numerous challenges. It is our responsibility to create a supportive environment that fosters healing, empowerment, and successful reintegration recognizing that the experiences of incarcerated women differ significantly from those of men. Women often face unique and complex circumstances, including histories of trauma, abuse, and limited access to resources and opportunities. To effectively elevate the rehabilitative idea for incarcerated women, we must acknowledge these distinct challenges and tailor our approach accordingly.

In this workshop, correctional leaders from different States will come together to exchange ideas on successful approaches to reimagining rehabilitation and reentry programs for women. This workshop aims to foster an environment where corrections professionals can learn from each other's experiences and work towards a more effective and compassionate approach to rehabilitation and reentry for justice-involved women.

Panelists:

Victoria Kuhn, Commissioner, New Jersey Department of Corrections

Dr. Laurel R. Harry, Secretary, Pennsylvania Department of Corrections

Annie D. Harvey, Deputy Secretary, Maryland Department of Public Safety & Correctional Services

Dr. Erin B. Shaffer, Director, Patuxent Institution, Maryland Department of Public Safety & Correctional Services

Gregory Holloway, Regional Operations Chief, Western Region, Virginia Department of Corrections

Bio: Victoria L. Kuhn, Esq. is the Commissioner of the New Jersey Department of Corrections with more than 24 years of experience as an attorney with the State of New Jersey, including criminal justice, corrections, anti-discrimination, labor law, and public policy. Her career started as an Assistant Prosecutor, before transitioning to the Office of the Attorney General – Division of Law, where she addressed law enforcement and corrections matters, including federal and state court litigation, excessive force, Megan's Law, conditions of confinement and assisted in the development of the protocol regarding the sexually violent predator and CSL/PSL laws. Before she was appointed Commissioner for the NJDOC, Kuhn served as the Department's Chief of Staff, and previously as the Deputy Chief of Staff, spearheading a number of initiatives. Prior to those roles, Kuhn led the Department's Equal Employment Division, which is charged with ensuring a discrimination and harassment-free work environment. She also oversaw the Office of Employee Relations, responsible for union labor relations, hearing employee grievances, reviewing misconduct, and imposing related discipline.

As Commissioner of the State's second-largest Department, Kuhn is responsible for a budget of \$1 billion, approximately 7,000 employees, and the oversight of approximately 12,000 state-sentenced people housed across 9 correctional facilities, county jails, and community halfway houses. Ensuring the Department realizes its mission of operating safe and humane correctional facilities is the Department's core focus, along with the holistic rehabilitation of people who are incarcerated through behavioral therapy, addiction treatment, vocational and educational training, and staff well-being through training and issuance of holistic health resources.

Tuesday September 12, 2023 – 3:00pm-4:30pm

Dr. Laurel R. Harry was named Acting Secretary of the Pennsylvania Department of Corrections (DOC) by Governor Josh Shapiro in January 2023 and was unanimously confirmed by the Pennsylvania Senate on June 22, 2023. A 24-year veteran of the DOC, Dr. Harry began her career in 1999 as a Drug and Alcohol Treatment Specialist II at SCI Waynesburg. She worked her way through the ranks as a Drug and Alcohol Treatment Specialist Supervisor, Unit Manager, Corrections Classification and Program Manager, Staff Assistant to the Central Region Deputy Secretary, Deputy Superintendent, and Superintendent of SCI Camp Hill for ten years. Most recently, she served as Acting Western Region Deputy Secretary.

In addition to serving at six state correctional institutions across the Commonwealth of Pennsylvania, Dr. Harry was a member of the Western Region Hostage Negotiation Team for six years and graduated from the Criminal Justice Executive Leadership Program in 2008 and the Leadership Development Institute in 2010. She was also recognized by the PA Prison Wardens Association as the 2019 Warden of the Year. Dr. Harry earned her doctorate in criminal justice at California University of Pennsylvania, and her master's degree in counseling and bachelor's degree in psychology at West Virginia University.

Ms. Annie D. Harvey has been employed with the Department of Public Safety & Correctional Services since February 1, 2020. She started with the agency as a Deputy Commissioner then became the acting Commissioner the following year. On October 14, 2021, Governor Hogan appointed her permanently as the Commissioner for the Division of Correction. She worked diligently while in both positions showing that she was a team player and up for multiple challenges as she faced working through the COVID-19 pandemic as well as learning how Maryland Correctional system operates. On April 6, 2023, Ms. Harvey was appointed to the Executive Leadership level of Deputy Secretary of Operations (DSO) for the State of Maryland. In this new role, DSO Harvey oversees the Department of Pretrial & Detention Services, Patuxent Institution and the Division of Correction.

Ms. Harvey successfully completed over 30 years of service for the North Carolina Department of Public Safety, Prisons & Juvenile Division before she retired on February 1, 2020. During her extensive career, she served as the Deputy Director for the Division of Prisons Operations, providing oversight of the operations of 55 different security levels of prisons. Prior to that position she held the positions of Regional Headquarter Director, Female Command Manager, Warden, Associate Warden, Unit Manager and all of the custody ranks in uniform. Ms. Harvey has served as the national President and national Vice-President of the Association of Women Executives in Correction; and has served as a National Institute of Correction consultant and technical advisor since 2007. Ms. Harvey graduated Magna Cum Laude from Shaw University with a Bachelor's degree in Public Administration.

Erin B. Shaffer, Psy.D., has more than 26 years of experience in the field of public safety and corrections. Since 2021, she has served as Director of Patuxent Institution, a treatment-oriented correctional facility for adults that is within Maryland's Department of Public Safety and Correctional Services. Dr. Shaffer first joined the staff of Patuxent Institution in 1997 as a provider of direct clinical services to incarcerated men and women, and her life's work has been dedicated to the remediation of Maryland's incarcerated population ever since. During her tenure, Dr. Shaffer has been one of the correctional facility's key leaders in such roles as Program Manager and Associate Director for Behavioral Sciences. She is committed to ensuring that all incarcerated individuals receive evidence-based assessment and treatment services in a safe and secure environment. To that end, Dr. Shaffer believes that close collaboration between custody and civilian staff is of critical importance, and her leadership style fosters the need for all employees to work together as a cohesive team.

In addition to her work behind the prison walls, Dr. Shaffer remains focused on educating those outside of the Department of Public Safety and Correctional Services about the therapeutic opportunities at Patuxent. She

Tuesday September 12, 2023 – 3:00pm-4:30pm

actively communicates with the judiciary, attorneys, and community-based agencies about the Institution's mission of providing specialized treatment services to incarcerated men and women in order to enhance public safety in Maryland. Dr. Shaffer holds a Bachelor of Science degree in psychology from Towson State University. She earned both a Master of Science degree in psychology and a Doctor of Psychology degree in clinical psychology from Nova Southeastern University. She is a licensed psychologist in the state of Maryland.

Greg Holloway began his career as a Correctional Officer at Southampton Youthful Offender Center in October 1986. In October 1989, he was promoted to Corrections Sergeant at Southampton Correctional Center where he subsequently held the positions of Corrections Lieutenant and Corrections Captain. In January 1996, Mr. Holloway was promoted to Unit Manager at Greenville Correctional Center, and in August 1998 he was promoted to the position of Assistant Warden at Greenville Correctional Center. He transferred to Sussex I State Prison and later to St. Brides Correctional Center as Assistant Warden. In November 2010, he was promoted to the position of Warden Sr. at Greenville Correctional Center, where he served in that role until his transfer to Wallens Ridge State Prison as Warden in October 2011. In November 2014, Mr. Holloway was promoted to the position of Regional Administrator overseeing institutions in the Eastern Region. Currently, Mr. Holloway is the Western Region Operations Chief. Mr. Holloway is a graduate of Bowie State University, the Army Command and General Staff Officer Course, and the Virginia Department of Corrections LEAD program. In April 2011, Mr. Holloway retired as a Lieutenant Colonel from the Virginia Army National Guard.



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Workshop Title: [Voices of Influence - MASCA's Women in Corrections & Community Supervision Series - Panel](#)

Workshop Location: University 2,3,4

Workshop Description: Gender diversity is vital to any workplace, including corrections, probation, and parole agencies. Diverse teams collaborate more effectively, make better decisions, and have access to a greater range of talent.

The Voices of Influences workshop will feature several accomplished female leaders in corrections, community supervision, and treatment as they examine different strategies to create a diverse, equitable, and inclusive workforce. They will discuss strategic leadership skills such as delegation, openness to suggestions, innovation, diplomacy, transparency, and self-reflection. Participants will have the opportunity to engage with the presenters and ask for advice on real life scenarios.

Join us for a lively discussion with several key leaders in corrections and community supervision as they reflect on the challenges and triumphs of working in today's correctional environment.

Moderator: Dr. Patricia McKernan, DSW, LSW, Chief of Staff, Gaudenzia, Inc.

Panelists:

Dr. Yolanda Bethea, Deputy Associate Director, Court Services and Offender Supervision Agency

Dr. Lavonya Douglas, CEO Lion Heart International Consulting, MASCA Past President, Community Supervision Professional

Sandy Hassan, Acting Associate Administrator, NJ Department of Corrections, MASCA Secretary

Michelle Rivera, Philadelphia District Director, Department of Corrections/Parole Field Services

Bio: [Dr. Patricia McKernan](#), started working at Gaudenzia in 2019 and is responsible for overseeing all program operations of Gaudenzia as well as compliance and quality improvement.

Prior to joining Gaudenzia, she was Chief Operating Officer at a nationwide human services agency, where she spent 23 years providing services to disadvantaged individuals, including the homeless population, people with developmental disabilities, veterans dealing with substance use disorders or mental illness, and individuals transitioning from the criminal justice system to community life.

Dr. McKernan has worked as a social worker since 1990. She was president of the New Jersey Reentry Coalition where she served in leadership positions for over 15 years. In 2014, she was appointed to the New Jersey Board of Social Work Examiners.

Dr. McKernan received her B.A. from Trenton State College. In addition, she earned her Master of Social Work and Doctor of Social Work from Rutgers University.

[Dr. Yolanda Bethea](#) is an accomplished senior leader with a successful track record of directing the work of organizational unit programs, operations, and administration for public safety entities. She serves as the senior staff and principal management support and advisor to the Associate Director of the

Office of Community Supervision and Intervention Services (OCSIS), responsible for supervising

approximately 14,000 offenders sentenced to probation or released to parole or supervised release. Dr. Bethea directs the Operational Support Division's work and oversees the work of branch leaders. She serves as the resident subject matter expert for operational matters for OCSIS and ensure execution of goals through project management, policy development, training, programmatic implementation, data analysis, and performance management of agency strategic performance measures. Dr. Bethea is also responsible for strategic planning and communications for OCSIS, serving as the liaison with internal and external stakeholders on behalf of the agency on significant initiatives. She provides direct oversight of seven correctional program areas, managing the operational budget, including supportive contracts and procurement processes. Dr. Bethea serves as the emergency preparedness and Continuity of Operation Program (COOP) safety manager for OCSIS and develop and conduct emergency preparedness training sessions for senior leadership on agency safety initiatives.

Dr. Lavonya Douglas is a leader, mentor, energy producer and a mother! She is a leader of leaders who leverages individual strength. She's a coach and mentor to her clients, colleagues and team. She helps transform lives, create a sense of purpose and instill a passion for excellence in individuals and organizations. Her work with people from all walks of life has shown her the impact that an unhealthy home or work environment can have on your health and happiness. She believes that every person is made unique and for a purpose. Her ultimate goal is to help people embrace their uniqueness and find their passions in life in order to make a positive impact on the world.

In addition to her outstanding leadership ability, she personifies passion, integrity, and commitment. She has committed herself to the field, not for personal gain, but because the field provides the arena for affecting positive change in the lives of others. She is a tireless advocate for humanity, and she is devoted to enhancing the quality of life for individuals with whom she comes in contact. She is a vehement supporter of the principles of law enforcement and community supervision at the Federal level. The achievements that she has earned stretch far beyond money and awards; they are deep-rooted in the community and the clients that she serves.

Lavonya has held leadership positions for over 15 years. She was the Past President and Past Vice President of the Middle Atlantic States Correctional Association, and she was the Lead Coordinator for the American Probation and Parole Association Leadership Institute. Lavonya has spent the past 20 years in community supervision, and she truly enjoys motivating people to become the best version of themselves; yet she also realizes that life's challenges sometimes distract us from getting there. She had the opportunity to be featured on Comcast Newsmakers to represent her Agency and talk about returning citizens finding gainful employment. As a leader she creates an atmosphere of compassion, service, and excellence. Lavonya also holds a Masters in Clinical Mental Health Counseling and she is currently a Doctoral Candidate for Organizational Leadership Psychology with a concentration in African and Caribbean mental health graduating May 2023.

Sandy Hassan, Acting Associate Administrator, NJ Department of Corrections

Sandy Hassan is the Assistant Superintendent of Prison Operations for the New Jersey Department of Corrections, and has fifteen years' experience in the profession. Sandy began her career in 2008 as a correctional officer. She moved up through the custodial ranks to Sergeant in 2016 and then achieved the rank of Lieutenant in 2019. Sandy became a member of MASCA in 2022, and assumed her duties as MASCA Secretary on July 1, 2023.

Michelle Rivera, Philadelphia District Director, PA Department of Corrections/Parole Field Services

Michelle Rivera has always enveloped a passion to serve. In April 1993 she started this journey as a counselor with the Youth Development Center in Bensalem, Pennsylvania. She eagerly evolved into a career with the Commonwealth of Pennsylvania in June 1996. This career, which would lead to a long-accomplished journey, originated with the Department of Public Welfare. It was September 1998 when District Director Rivera transitioned into what would begin her 25-year investment with State Parole as a Institutional Parole Agent. In September 1999 she became a field Parole Agent and three short years later in November 2002, she was promoted to Parole Field Supervisor.

After five years in that capacity, she was again promoted to Deputy District Director in May 2007. Michelle met the challenges of this position, served on committees, broadened her knowledge of the position, department policies, procedures and protocols. Her straightforward tenacity, level of professionalism, and drive to carry out the vision of the department while serving the public led to an auspicious elevation. On July 8, 2017, Michelle Rivera became the first female Director when she was appointed the Chester District Director. Michelle Rivera continued to make history when on April 22, 2023 she became the first female Philadelphia District Director. She serves in this capacity as she has done her entire career, with passion. She is fair, firm and courageous. Michelle is a proud member of the Sharon Baptist Church since 1997, and a member for over 35 years of the distinguished Delta Sigma Theta Sorority, Inc. She holds a B.A. in Criminal Justice-Pre-Law from Indiana University of Pa.

Workshop Title: [Motivational Interviewing in Action: Questions](#)

Workshop Location: Stadium 1

Workshop Description: Motivational Interviewing is a style of communication that evokes a person's own reasons and strategies to make pro-social choices. It is often said that MI is easy to learn but hard to master. Many corrections professionals attend a two-day workshop, but leave not knowing how to incorporate what they learned into their daily work. This workshop focuses on just one key skill that we use every day: QUESTIONS. We will go beyond the basics and consider how our questions can help or hurt our engagement with justice-involved persons, and either heighten or dampen their motivation to make healthy decisions. Participants will have opportunities to practice this skill, and will be equipped to immediately improve the quality of questions in their interactions.

Presenter: Karen Gautney, Rehabilitation and Reentry Services Trainer, Member of Motivational Interviewing Network of Trainers (MINT)

Agency: Karen Gautney Consulting, LLC

Bio: **Ms. Karen Gautney** is a member of the Motivational Interviewing Network of Trainers (MINT). She has over 30 years' experience in criminal justice, counseling, and non-profit management. That includes providing front-line risk reduction services to justice-involved persons in prison and under community supervision in Vermont--both individual CBT interventions and facilitation of manualized curricula. She has trained officers, staff and DOC-contracted agency personnel across the country in principles of effective intervention, core correctional practices, and other evidence-based models. Ms. Gautney has master's degrees in counseling and in criminal justice. She is currently a semi-retired consultant focused on helping corrections professionals integrate Motivational Interviewing into their ongoing work.

Workshop Title: [Planning Your Professional Transition from Corrections](#)**Workshop Location:** Stadium 3

Workshop Description: Inform and discuss with attendees the importance of developing a plan when they leave the field. Given the comparatively low retirement age of correctional professionals, combined with the real possibility of a necessary/unforeseen early retirement (injury, etc.), it is imperative that agencies assist staff in being prepared for the next chapter of their life.

Dr. Lawrie was hired by the Connecticut DOC in October of 1993, spent three months being trained in the academy, nine more months on a working test period and then 19 years doing the job. He retired on 11/01/13 and the next day it was a completely new life with no assistance to help in the transition. He believes that agencies need to develop robust programs to work with staff, throughout their careers, to help them prepare for that transition. These issues will be discussed in detail.

One example that will be addressed is the need for more correctional professionals pursuing advanced/terminal degrees for academic, consulting and research-based goals. While Dr. Lawrie does not feel higher education is for everyone, and multiple types of careers will be discussed, this is an example of a professional need that would be relevant to the audience.

Presenter: Dr. John Lawrie, Associate Professor/Chair of Criminal Justice Dept.

Agency: Albertus Magnus College

Bio: Dr. Jay Lawrie retired from the Connecticut Department of Correction in 2013, spending his entire 20-year career at the MacDougall/Walker Correctional Institution in Suffield, Connecticut. In 2014, Jay joined the faculty at Albertus Magnus College in New Haven, Ct., where he currently serves as an Associate Professor of Criminal Justice and Chair of the Department of Criminal Justice and Sociology. Prior to assuming this position, he was a criminal justice adjunct faculty member for 13 years at various Massachusetts colleges. He received his Bachelor's Degree in Political Science in 1989 and Master's Degree in Criminal Justice in 2000 from Westfield State College, as well as his Doctorate in Education from American International College in 2014.

Workshop Title: [FEAR-LESS: Managerial Courage](#)**Workshop Location:** Stadium 5

Workshop Description: Courage is not the absence of fear, it is what you do in the face of fear. Coaching and teaching how to be a manager in today's world involves many concepts. One of which is the development of Managerial Courage. When you take on a leadership responsibility, there will be challenges. The people you are charged with leading will look to you for guidance and direction in the face of those challenges. The ability to lead encompasses making an objective decision and doing what is right under such challenging circumstances despite your decision being unpopular to those you lead. People embrace the leader who shows courage in the midst of opposition and conflict. Too many leaders give up and throw in the towel in the face of criticism or disapproval and cave in to their fears. The best way to avoid any manner of criticism is to do nothing.

Wednesday September 13, 2023 – 8:30am-10:00am

This workshop will examine Managerial Courage through discussion, reflection and engagement. The targeted audiences are those currently in leadership positions, those aspiring to leadership positions and those persons not in leadership positions but in positions of leadership. In other words, this workshop is for YOU!!

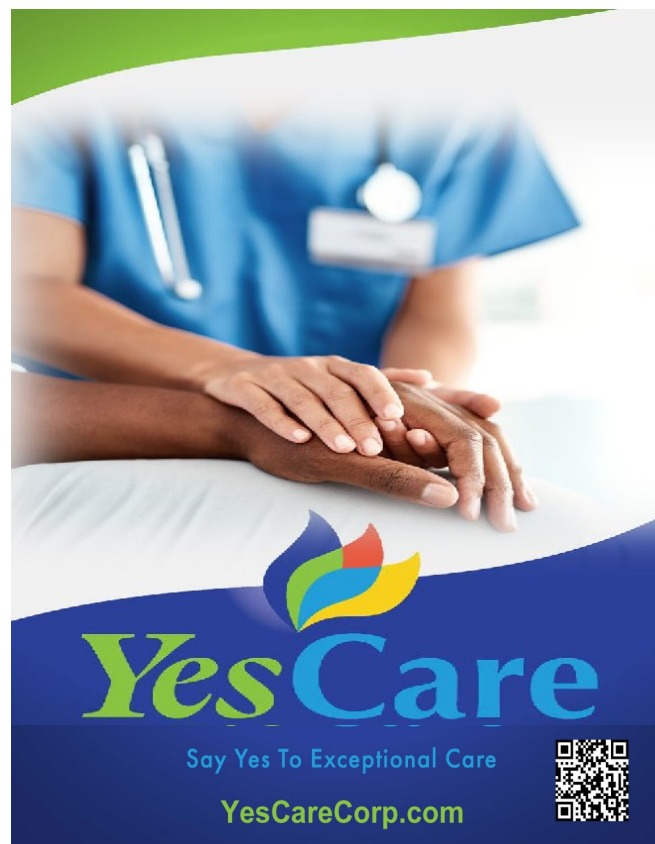
Presenter: William Ashe

Agency: Leadership Training, Development, and Consultation

Bio: William T. Ashe has given 36+ years of service to the corrections field (7 years in the Institution and 29 in Community Corrections). He started as a Correctional Officer and retired as a Community Supervision Branch Chief with the Court Services and Offender Supervision Agency, Washington, DC (CSOSA).

He received a Bachelor of Science degree in Business Administration from Fayetteville State University, NC and a Master's in Public Administration from American University, DC. He served as an Adjunct Instructor for the VA Department of Corrections and CSOSA training departments. He has developed training curriculums and presented training in areas that addressed effective supervision of clients, motivational interviewing, change management and successful management and leadership. He is the CEO and Principal for DOTEL, LLC, Developing Others Through Effective Leadership; which is a leadership development, training and consulting business. Bill has conducted leadership training to various audiences and leadership levels across the country.

In addition to serving as a Regional Representative for the American Probation and Parole Association (APPA), Bill also served a number of years as a member of APPA's Executive Committee. He has also volunteered with the Boys and Girls Club, teaching and engaging teenagers in life skills, money management, leadership principles and decision making.



Wednesday September 13, 2023 – 10:15am-11:45am**Workshop Title:** [Leadership Styles According to The Lion King](#)**Workshop Location:** University 2,3,4

Workshop Description: This workshop explores different leadership styles through the lens of The Lion King, a classic animated movie. Drawing on various characters and their behaviors in the film, participants will gain insights into the different approaches to leadership and their impact on individuals and groups. The workshop will cover a range of leadership styles, including authoritative, servant, laissez-faire, transformational, charismatic, autocratic, transactional, and collaborative leadership. Participants will learn about the strengths and weaknesses of each style and how to apply them in different situations.

The training will be interactive, featuring group discussions, case studies, role-playing exercises, and self-reflection activities. Participants will have the opportunity to practice different leadership styles and receive feedback from their peers and facilitator. By the end of the workshop, participants will have a deeper understanding of different leadership styles and how they can be applied to enhance their leadership skills and effectiveness. They will also gain practical tools and techniques for adapting their leadership style to different situations and contexts.

Presenters: Dr. Lavonya Douglas, MASCA Past President, CEO/Founder Lion Heart International Counseling

Maritza Acevedo, Owner/CEO - Becoming YOU LLC Leadership

Tosha Crawford, Supervisory Community Supervision Officer, Court Services and Offender Supervision Agency

Bio: Dr. Lavonya Douglas is a leader, mentor, energy producer and a mother! She is a leader of leaders who leverages individual strength. She's a coach and mentor to her clients, colleagues and team. She helps transform lives, create a sense of purpose and instill a passion for excellence in individuals and organizations. Her work with people from all walks of life has shown her the impact that an unhealthy home or work environment can have on your health and happiness. She believes that every person is made unique and for a purpose. Her ultimate goal is to help people embrace their uniqueness and find their passions in life in order to make a positive impact on the world. *You can read Dr. Douglas' full bio under the Voices of Influence Workshop Description.*

Workshop Title: [Motivational Interviewing in Action: Reflections](#)**Workshop Location:** Stadium 1

Workshop Description: Motivational Interviewing is widely taught in corrections as a way to engage justice-involved people and increase their intrinsic motivation to make pro-social changes. While mastery of MI takes considerable training and coaching, we can learn key MI skills and put them into action immediately. This workshop focuses on reviewing and practicing the core skill of REFLECTIONS. Skillful reflections help establish collaborative communication and guide others to voice their own reasons and strategies to change their behaviors. This workshop will highlight various types of complex reflection and provide opportunities for practice.

Presenter: Karen Gautney, Rehabilitation and Reentry Services Trainer, Member of Motivational Interviewing Network of Trainers (MINT)

Agency: Karen Gautney Consulting, LLC

Wednesday September 13, 2023 – 10:15am-11:45am

Bio: Karen Gautney is a member of the Motivational Interviewing Network of Trainers (MINT). She has over 30 years experience in criminal justice, counseling, and non-profit management. *You can read Ms. Gautney's full bio under the Motivational Interviewing in Action: Questions, Workshop Description.*

Workshop Title: Xylazine Awareness

Workshop Location: Stadium 3

Workshop Description: The New Jersey Department of Corrections (NJDOC) - Special Investigations Division has recently heightened its awareness of the potential dangers associated with Xylazine and its impact on the prison system. As a result, the division is actively investigating the use and effects of this substance within correctional facilities. Discovered in 1962 as an antihypertensive agent, Xylazine is often referred to as “Tranq” or “Trank.” Xylazine comes in a liquid form that can be easily converted to powder. Xylazine is considered illicit for private ownership due to its classification as a non-DEA scheduled drug. In the United States, its acquisition requires a valid license in veterinary medicine, as it is primarily intended for use as a sedative in large animals. Although it is an affordable sedative option, its restricted nature ensures proper control and responsible use within the veterinary industry. Consequently, federal authorities have noted a significant increase in drug distribution originating from Puerto Rico, owing to the prevalence of equestrians who have convenient access to the substance.

Presenters: Senior Investigator Paul Fiore, Principal Investigator Quiana Whitmore, Senior Investigator Kevin Bray, Senior Investigator Dominick Puzio, Principal Investigator Erick Rodriguez

Agency: New Jersey Department of Corrections, Special Investigations Division

Bio: Senior Investigator Paul Fiore is a thirteen-year veteran of the New Jersey Department of Corrections (NJDOC). Paul started his career in 2010, at Mountain Youth Correctional Facility (MYCF) as a Correction Officer Recruit. In 2015, Paul was selected by the Correctional Staff Training Academy (CSTA) as an adjunct Academy Instructor. In 2016, Paul was selected as a Full –Time Instructor at the CSTA. In 2017, Paul was promoted with the Special Investigations Division (SID/Internal Affairs Unit) and graduated from The Division of Criminal Justice Academy. In 2021, Paul was selected to the Professional Standards Unit, which is a specialized unit in SID that handles a variety of investigations. Those investigations primarily focused on staff corruption and high-level internal investigations. In 2023, Paul was selected to the SID Training & Recruiting Unit (TRU), which is responsible for SID In – Service Training as well as the hiring process for new investigators. Paul attended Saint Peter’s University and graduated with a Bachelor of Arts Degree. Paul furthered his education and attended Seton Hall University, graduating with a Master’s Degree.

Principle Investigator Quiana Whitmore began her employment with the New Jersey Department of Corrections (NJDOC) as a Correction Officer at the Central Reception and Assignment Facility (CRAF) more than two decades ago. In 2009, she became an adjunct instructor at the Correctional Staff Training Academy (CSTA) and has taught various instructional units from the NJDOC - CSTA curriculum. She was promoted to Correction Sergeant in 2010 at CRAF, where she supervised a shift of Correction Officers and ensured safety and security of the facility. Quiana returned to the CSTA as an adjunct Sergeant/Instructor until she was selected as the full-time Custody Recruitment Unit (CRU) Sergeant. In 2014, she was promoted to Senior Investigator within the Special Investigations Division (SID/Internal Affairs Unit) and graduated from The Division of Criminal Justice Academy. In 2016, she was deputized by the U.S. Department of Justice Federal Bureau of Investigation and the United

States Marshals – Safe Street Task Force for her undercover role in a high-profile case. In 2017, Quiana worked as a Senior Investigator at CRAF. In 2020, Quiana was appointed as the SID Training Coordinator and was selected as an Investigator within the Professional Standards Unit. In 2021, she was elevated to Principal Investigator at Mid-State Correctional Facility, responsible for supervising Investigators and Senior Investigators. In 2022, Quiana played a major role in the creation of SID's Training & Recruiting Unit (TRU), and in 2023, she was selected as the supervisor of TRU. The unit is responsible for SID In – Service Training as well as the SID Hiring Process for new Investigators. Quiana has a Bachelor of Arts degree in Individualized Studies and currently working on her Master's in Public Administration.

Senior Investigator Kevin Bray is a fifteen-year veteran of the New Jersey Department of Corrections (NJDOC). Kevin stated his career in 2008, at Garden State Correctional Facility (GSCF) as a Correction Officer Recruit. In 2011, Kevin was selected to be a member of the Special Operations Group - Corrections Emergency Response Team (CERT). In 2015, Kevin was selected by the Correctional Staff Training Academy (CSTA) as an adjunct Academy Instructor. As an Academy Instructor at the CSTA, Kevin was responsible for teaching Correction Officer Recruits multiple aspects of training including Firearms, defensive tactics, physical training, baton, and multiple classes regarding academy curriculum. In 2017, Kevin was promoted to the Special Investigations Division (SID/Internal Affairs Unit) and graduated from the New Jersey Division of Criminal of Criminal Justice Academy. In 2022, Kevin was selected to the Technical Services Unit / Drug Interdiction Unit. Kevin successfully completed the New Jersey State Police 118th Crime Scene Investigations Course. Furthermore, Kevin has completed the Mobile Device Forensic Fundamentals 118 course as provided by Cellebrite. Kevin is also a certified operator for the Smiths Detection IONSCAN 600 explosives and narcotics trace detector which is a highly sensitive, non-radioactive, lightweight, portable desktop system that detects and identifies trace amounts of explosives and narcotics. Kevin attended Stockton University and graduated with a Bachelor's Degree in Criminal Justice.

Senior Investigator Dominick Puzio has over two decades of experience with the New Jersey Department of Corrections (NJDOC). Dominick started his career in 2001, at New Jersey State Prison, Trenton (NJSP) as a Correction Officer Recruit. During his time at NJSP, Dominick was a member of the Threat Supersession Team (TST), which was responsible for gang identification and confidential searches. In 2007, Dominick was selected by the Correctional Staff Training Academy (CSTA) as an adjunct Academy Instructor. In 2008, Dominick was selected as a Full –Time Instructor at the CSTA. In 2011 Dominick became a Mentor/Lead Instructor at the CSTA, training future academy instructors. In 2015, Dominick was promoted with the Special Investigations Division (SID/Internal Affairs Unit) and graduated from The Division of Criminal Justice Academy. Dominick held the position of Senior Investigator at South Woods State Prison (SWSP), New Jersey State Prison (NJSP) and Garden State Youth Correctional Facility (GSYCF). Dominick is also a peer leader and assists in in-service training molding the future state Investigators for the NJDOC.

Principal Investigator Erick Rodriguez is a twenty-two-year veteran of the New Jersey Department of Corrections (NJDOC). Erick started his career in 2001, at East Jersey State Prison (EJSP) as a Correction Officer Recruit. In 2011, Erick was hired by the Correctional Staff Training Academy (CSTA) as an instructor. As an Academy Instructor at the CSTA, Erick taught a variety of blocks of instruction ranging from defensive tactics, physical training, baton, and any other classes pertaining to the academy curriculum. Erick also mentored incoming correction officer recruits to invoke a successful transition from the academy to their assigned institution. In addition, Erick became a member of the Correctional Emergency Response Team/Special Operations Group, where he provided NJDOC facilities with the tactical and technical support that is required during a crisis.

Wednesday September 13, 2023 – 10:15am-11:45am

In 2015, Erick was promoted to Sergeant (Sgt.) at Edna Mahan Correctional Facility (EMCF). Furthermore, in 2015, Erick was once again promoted with the Special Investigations Division (SID/Internal Affairs Unit) and graduated from The Division of Criminal Justice Academy. Erick held the position of Senior Investigator at the New Jersey State Prison (NJSP). In 2022, Erick was promoted to Principal Investigator at South Woods State Prison (SWSP) where he supervises seven Investigators with their daily task. Erick has a Bachelor's Degree in Criminal Justice and serves in the New Jersey Army National Guard as a twenty-six-year veteran and holds a rank of Sergeant First Class (SFC). Erick deployed to Afghanistan in 2006 and is still currently serving in the Army National Guard.

Workshop Title: [Use of Force](#)

Workshop Location: Stadium 5

Workshop Description: Use of force for survival is about any encounter that you may have inside a prison setting. This class will discuss the Use of Force continuum. We will discuss appropriate Use of Force along with the mind set to survive any encounter during your tour of duty. Attendees will be able to explain the meaning of Use of Force, differentiate between the types of force, apply the "four part test" to a scenario as it relates to force justification, compare and contrast levels of resistance vs levels of control within the use of force continuum and list four confrontation avoidance strategies

Presenter: Richard Beard, Captain

Agency: Maryland Department of Public Safety & Correctional Services

Bio: Captain Richard T. Beard began employment with the Department of Public Safety and Correctional Services as a Correctional Officer on 10/24/2006, assigned to the Central Maryland Correctional Center. In 2007, he joined the Maryland's Department of Public Safety and Correctional Service's Special Operations Group. In 2008, he completed the Maryland State Police S.W.A.T. School and became a full member of the DPSCS Special Operations Group and receiving a Commissioner's Citation for his great initiative, hard work, and dedication to duty. While assigned S.O.G. He obtained numerous certifications including his General Instructor, Firearms Instructor, and Defensive Tactics Instructor certifications. With these certifications, in 2009, while still an Operator for the Special Operation Group, He became an Academy instructor for the Correctional Entry Level Training Program located In Sykesville, MD. In 2012, because of their mentorship, the Maryland police and Correctional Training Commission presented him with Instructor of the year. In 2016, Lt. Richard Beard became the Academy Supervisor overseeing the everyday operations of the Correctional Entry Level Training Program. He has taught Emergency Response classes in Mexico, High Risk Transportation classes in Haiti, and leadership and development classes in Uruguay. Since 2021 Captain Richard Beard has been the Director of Emergency Preparedness for the Department of Public Safety and Correctional Services where he continues to learn and grow as a Correctional Professional.

Wednesday September 13, 2023 – 1:15pm-2:45pm

Workshop Title: [History of North Branch: An Overview of Maryland's Only Maximum II Correctional Facility](#)

Workshop Location: University 2,3,4

Workshop Description: Presentation on the design and function of one of the top 15 most secure facilities in the world. The presentation includes PowerPoint and talking points.

Presenters: Jeff Nines, Warden; J. Philip Morgan, Maryland Commissioner of Correction; Frank B. Bishop Jr., Maryland Assistant Commissioner of Correction for the Western Region

Bio: **Jeff Nines**, Warden North Branch Correctional Institution- Serving in my 29th year of state service. Mr. Nines began his career as a Correctional Officer in Hagerstown, MD at MCI-H. Transferring into Case Management at WCI, located in Cumberland, MD, Sept. 1997. He served as WCI's Litigation and Inmate Grievance Coordinator until promoted to Case Management Supervisor in 2007. In 2015 Mr. Nines was appointed Assistant Warden at NBCI in charge of Program Services, Food Service and Medical Departments. In 2020 appointed to his current position as Warden, NBCI.

J. Philip Morgan began his career in 1977 as a Correctional Officer at the Maryland Correctional Institution-Hagerstown (MCI-H). He was promoted to Captain in 1990. He also served as a member of the institutional and regional tactical unit, including as MCI-H's Tactical Commander from 1990 to 1992. Due to his extensive experience in Emergency Preparedness, Tactical Operations, and Security Audits, Mr. Morgan was appointed Director of Emergency Preparedness and Tactical Operations at Division of Correction Headquarters in 2000. In 2002, Mr. Morgan briefly served as the Security Chief at North Branch Correctional Institution before returning to Division of Correction Headquarters as Assistant Director of Security Operations. He later became the Director of Security Operations. Mr. Morgan's career continued to advance, with appointments as Assistant Warden at MCI-H in 2007, Warden of Western Correctional Institution in 2009, and Warden of Maryland Correctional Training Center in 2011. In December 2019, he transitioned to the Jessup region, where he served as Warden at Maryland Correctional Institution-Jessup until December 2019. In December 2019, Mr. Morgan was appointed Assistant Commissioner of the Eastern Region of the Division of Correction, and in January 2021, he became the Deputy Commissioner of the DOC. On April 5, 2023, he was appointed as the Commissioner of Corrections (DOC), a position he currently holds.

Frank B. Bishop, Jr., began his career as a Correctional Officer at the Maryland Correctional Training Center (MCTC) in Hagerstown, Maryland in June of 1983. He transferred to the Western Correctional Institution (WCI) in February of 1996. He rose through the ranks becoming Sergeant in 1996 and instituted the Adjustment Process for WCI. He was promoted to Lieutenant in 2000 and appointed as Housing Unit Manager in 2002 and on to the rank of Captain (Asst. Shift Commander) in 2004. Mr. Bishop was appointed to Chief of Security at WCI in August 2006. In 2009, he was transferred to NBCI as Chief of Security to assist North Branch in its many obstacles and to help assist in stabilizing a violent and troublesome institution. In November 2011, Mr. Bishop was promoted to Warden and transferred back to WCI. In February 2014, Mr. Bishop was again appointed to NBCI as Warden to usher in a new era for the facility. December 8, 2014, he was appointed as Acting Assistant Commissioner of the North Region while the department underwent reorganizational changes and structure. April 1, 2015, Mr. Bishop returned to NBCI to continue his appointment as Warden. In December 2019, Mr. Bishop was appointed Assistant Commissioner of the Western Region of the Division of Correction.

Wednesday September 13, 2023 – 1:15pm-2:45pm**Workshop Title:** [Effective Employee Engagement](#)**Workshop Location:** Stadium 1

Workshop Description: This workshop will benefit leaders at every level, in addition to those that aspire to fill leadership roles in the future. Criminal justice professionals find themselves immersed in a fast-paced, ever-changing, short-staffed, highly-visible world. We are forced to rely on those around us, the resources available, and the time permitted. What happens when “those around us” are untrained, misdirected, overworked, or unseen? Why is it important to target those employees that seem disengaged or doing just enough to get by? How can you properly invest in your people in order to “slow things down” while increasing the productivity, employee buy-in, and workplace atmosphere? It’s all about Effective Engagement...

Presenter: Michael Carrington, Statewide Veterans Coordinator**Agency:** Pennsylvania Department of Corrections

Bio: Michael Carrington currently serves as the PA Department of Corrections Statewide Veterans Coordinator. He was appointed to this position in December of 2020. Michael began his employment with the Commonwealth of Pennsylvania as a Corrections Officer in 2007, following an honorable discharge from the United States Marine Corps as a Sergeant in 2006. Also in 2006, he graduated Magna Cum Laude from Park University with a B.S. Degree in Criminal Justice, minor in Management.

In September of 2008, he obtained a position with the PA Board of Probation and Parole as an Institutional Parole Agent. He was then promoted to Institutional Parole Supervisor in January of 2011, where he remained until his recent appointment. He is currently active as the Operations Manager for the Middle Atlantic States Correctional Association (MASCA), Vice President for the Community Corrections Association of Pennsylvania (CCAPA), Chair for the PA Governor’s Advisory Council for Veteran Services Judiciary Committee, and a certified “Trauma Informed Care” trainer through the SAMHSA’S GAINS Center.

Workshop Title: [Enhancing Evidence-Based Practice in Sex Offender Treatment](#)**Workshop Location:** Stadium 3

Workshop Description: Evidence-Based Practice (EBP) is the standard of care in therapeutic mental and behavioral health treatment. However, there are significant lapses in the treatment protocols mandated within the correctional system for people who have been convicted of sexually based offenses, primarily due to a lack of individualization and appropriate, effective methodologies. This presentation is based on an extensive study that details those lapses within the correctional mental and behavioral treatment setting and describes how more effective EBP therapeutic approaches could be incorporated to improve the sought-after outcomes in sex offender management and treatment. This presentation should be of interest to those who manage sex offender treatment programs as well as those who conduct counseling and therapeutic programs for this population.

Presenter: Dr. Gene Katz**Agency:** Colorado Technical University, Colorado Mental Health Professionals Association, Academy of Criminal Justice Sciences

Wednesday September 13, 2023 – 1:15pm-2:45pm

Bio: Dr. Gene I Katz is a Subject Matter Expert on sexually based offenses, as well as on evidence-based therapeutic interventions for sex offenders, and has been invited to speak as such on numerous occasions before Colorado's State Legislature, as well as the Dept of Corrections, and Sex Offender Mgmt Board. A psychotherapist and founding member of the Colorado Mental Health Professionals Association, a senior member of the Academy of Criminal Justice Sciences, and an Associate Professor in the College of Criminal Justice and Health Services at Colorado Technical University, he also developed the course Sex Crimes: Behavior & Consequences, one of the first such classes in the US.

Dr. Katz' professional expertise in the Criminal Justice field includes providing counseling for incarcerated populations in municipal, county, and state prisons, youth-at-risk in group homes, patients confined to forensic psychiatric facilities, and individuals accused of sexually based offenses. His numerous professional certifications include Assessment & Treatment of Adult & Juvenile Sex Offenders, Treatment of Survivors of Human Trafficking, and ABS board certification in Sex Therapy. He has also earned citations of recognition from both the US Congress and the NY State Legislature for his achievements in Community Mental Health.

Workshop Title: [Coping, Life skills and Professional Development](#)

Workshop Location: Stadium 5

Workshop Description: The Maryland Department of Public Safety & Correctional Services permits representatives from Emerging Adults Program Partner, Listening is Key (LIK) LLC to interact with and counsel selected inmates remotely and in person when deemed to provide counseling, mentoring, and problem-solving skills to assist the inmates as they transition to life after release. The Emerging Adults Program is comprised of young men and women between the ages of 18 and 26 identified as Emerging Adults. Juveniles charged as adults whose cases the court did not transfer to Juvenile Court are also included in the program. The goal of the LIK program is to train, mentor and equip youth with the knowledge and skills necessary to live in and/or return to their community and improve their overall well-being as well as their community's. This important work will ultimately lead to a reduction in recidivism. Listening Is Key LLC, is offering the LIFE PRINT BOOK 7 Chapters and a series of customized unique videos to guide at-risk youth, young adults, adults, and second chance offenders with life transformation through effective listening delivered by CEO Jason Tisdale. Participants will learn The Tisdale's Ten Techniques, Coping Skills, Life Skills, Professional Development and Life Transitions.

Presenter: Jason Tisdale, CEO

Agency: Listening is Key, LLC

Bio: Jason Tisdale is a results-driven, visionary leader with a solid history of developing a strategic curriculum designed to support Second Chance Offenders. Jason has leveraged his 20 plus years as a motivational speaker, personal and professional development coach, and executive leader to implement successful training programs. As a Certified Crisis Intervention Counselor, with an undergraduate degree in Sociology and Minor in Criminal Justice. Jason has utilized real-time experiences and strategies to create the Tisdale's 10 Techniques. This journey that we call life is a constant fight that we are faced with every day. The Tisdale's Ten Techniques to Listening are the key tools to help Second Chance Offenders stay in the fight of their life. Developing these Ten Techniques will support your decision making in those critical moments.



MASCA MEMBERSHIP

MASCA is a non-profit organization comprised of members from CT, DE, MD, NJ, PA, NY, and DC. It is a professional organization for those involved in court administration, juvenile justice, probation and parole, institutional and community corrections as well as for citizens with a vital interest in the juvenile and criminal justice fields.

Our membership dues help support MASCA's educational efforts to deliver high-quality training to hard working professionals in probation, parole, juvenile justice, and corrections. MASCA is pleased to provide the following membership options:

Individual (General) Membership - \$20.00

- Voting privileges in our bi-annual election of officers
- Free or reduced training sessions (virtually and in-person)
- Discounts for the annual MASCA training conference and institute
- Advance information about MASCA training opportunities

Student Membership - \$10.00

- Free admission to MASCA student-specific functions
- Eligibility to apply for MASCA Scholarships
- Free or reduced training sessions (virtually and in-person)
- Discounts for the annual MASCA training conference and institute
- Advance information about MASCA training opportunities

Agency Membership - \$200 (Agencies with 500 employees or less) or \$300 (Agencies with 500 or more employees)

- Voting privileges in our bi-annual election of officers for 10 (Agencies with 500 or less employees) or 15 (Agencies with 500 or more employees) Agency Affiliate Members
- Free or reduced training sessions (virtually and in-person) for all agency members
- Discounts for the annual MASCA training conference and institute for all agency members
- One free annual conference registration per agency
- Agencies will receive recognition on the MASCA website
- Advance information about MASCA training opportunities

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A Leader in Reentry, Mental Health and Substance Use Disorder Treatment

Reentry Programs that Enhance Public Safety and Reduce Recidivism



The Kintock Group is a non-profit organization that provides cost effective alternatives to incarceration and re-entry services in Pennsylvania and New Jersey for individuals transitioning from the criminal justice system to the community. Kintock's residential and nonresidential services include:

- Employment Education and Placement
- Licensed Mental Health and Substance Use Disorder Treatment
- Cognitive Behavioral Therapy
- Adult Basic Education and GED preparation
- Life Skills Education
- Housing Assistance
- Health & Wellness Support
- Family Reunification



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*MASCA's Annual Conference
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THROUGH
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2024

