

Newsletter Date:
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The Chronicle

NEWSLETTER OF THE
MARICOPA COUNTY ADULT PROBATION DEPARTMENT

A Force for Positive 
CHANGE.

Chiefly Speaking: Making a Difference



Adult Probation's performance results for FY 2010 demonstrate that we have made tremendous progress on our Crime Reduction goal. Revocations to prison and new felony convictions have dropped significantly, while successful completions of probation have increased. I am proud of our Department's progress and I hope that you find satisfaction and joy in these accomplishments. Court and County management are supportive of the work that you are doing and have received these results favorably.

Let's step away from the business management perspective and reflect on the human impact of our Department's progress. Typically, our performance results are reported as percentages. Intuitively, we know that the percentages come from numbers and the numbers represent people, but when you look at the actual numbers and reflect on the individual lives that are impacted, the results are *extraordinary*.

**MCAPD Crime Reduction Performance Results
FY 2008 to FY 2010**

Performance Measures	FY 2008 Results	FY 2010 Results	Difference in number of people
Successful completion of probation	66%	77%	+3,005
Revoked to Department of Corrections	28%	19%	-1,142
New Felony Sentencing	8.0%	4.7%	-741

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Over **3,000 more people** successfully completed probation last fiscal year than in FY 2008. This is a positive achievement for each individual. Prosocial attitudes and behaviors increased and better choices were made. Restitution was paid and obligations were fulfilled. Typically, lives stabilized – relationships improved, employment/financial status improved, and often, emotional and physical health improved, too.

When compared to FY 2008, more than **1,100 fewer people** were revoked to prison last fiscal year. These are individuals who made positive choices for themselves, their families, and the community. As a result, they were able to avoid all the negative ramifications of serving time in prison. When people go to prison, it impacts how they see themselves and how others regard them. Reintegration in the community is difficult. Incarceration has a negative impact on employability and earnings, and often diminishes the financial progress of the formerly incarcerated individual and his/her children for decades. Family relationships are significantly disrupted by incarceration. Approximately **1,380 fewer children** had a parent revoked to prison last fiscal year (based on our estimates of the number of probationers who have minor children and the average number of children per probationer). Parental incarceration is a significant risk factor for abuse, neglect, behavioral health problems, substance abuse, delinquency, youth criminal justice involvement, and incarceration as an adult.

Over **740 fewer probationers** had a new felony sentencing in FY 2010 compared to the number with a new felony sentencing in FY 2008. These are individuals who rejected continued criminal behavior and adopted positive behavior changes. Their actions were more in line with community standards and they did not create victims and cause harm to the community.

In just one year, thousands of additional lives have been positively impacted. That’s extraordinary!



DIVERSITY NETWORK

By: E. Lamont Leonard

The African American Knowledge Network, a Maricopa County affinity group, celebrated Black History Month with its 6th Annual Forum on February 24, 2011, at the Board of Supervisor’s Auditorium. Maricopa County Public Works Deputy Director Donna Brown captivated our audience as the moderator while keynote speaker Essen Otu, Mountain Park Diversity and Cultural Competency Director, addressed this year’s AAKN theme: “Taking Responsibility for Developing Tomorrow’s Leaders.” Other program participants engaged the attendees through singing and acting. The forum culminated with the recognition of County Manager David Smith and retiring Adult Probation Officer Gloria Washington.



County Manager David Smith and Donna McHenry.



African American Knowledge Network



Retired APO Gloria Washington

Those who came were challenged, inspired, and empowered. For more information about AAKN, please contact Donna McHenry at 602-372-2471 or through Outlook.

Welcome New Probation Officers!!

By: James Sine

Please join Staff Development in welcoming our fifteen new probation officers to the department! On February 3, 2011, they were sworn in by Criminal Presiding Judge Rayes and given their badges and certificates. After completing seven weeks of training they are now ready to jump into their new assignments. The new officers are energetic and very willing to learn. Ralph Penunuri has joined the Intensive Probation division while the rest have been assigned to standard field assignments. There is a lot to learn in this job and our newest class has shown that they are well on their way to becoming excellent probation officers. Congratulations everyone!!



Criminal Presiding Judge Rayes swears in the newest class of Maricopa County Adult Probation Officers



Chief Probation Officer Barbara Broderick addresses the new officers and invited guests



Pictured above: Chief Probation Officer Barbara Broderick, Criminal Presiding Judge Rayes, Adeyemi Akanbi, Ivan Budimirovic, Thomas Dang, Katherine Desio, Alexandros Herouvis, Ines Jankovic, Kylie Knape, Derrick Knott Jr., Roger Moore, William Peckham, Ralph Penunuri, Lynn Richards, Emily Cook, Cheryl White, and Mary Yanez-Palmer.

Mid-Manager's Committee 1st Quarter 2011

By: Co-Chairs Ted Milham and Jodie Rogan

As we enter 2011, the Mid-Manager's Committee (MMC) continues to tackle a variety of projects within the department. Many of the sub-committees are finalizing their 2010 projects and beginning new ones. This is an exciting time for the MMC as the members have the chance to seek projects they feel are important to the advancement of the Department.

Here is a summary from each sub-committee:

- ◆ **Specific Sub-Committee (Co-Chairs Susan Savoy and Paula Krasselt):** The Victim Satisfaction Survey is conducted on an annual basis. Though generally positive, the most recent survey indicated that victims were less satisfied than in the previous survey. Therefore, the Specific Sub-Committee has taken on the tasks of analyzing the results to determine the areas in which victims were feeling less satisfied and developing a plan to address those areas in order to improve victim satisfaction.

In order to effectively evaluate the needs of victims, the Specific Sub-Committee solicited the input of others in the department who have expertise in the area of victim relations. We were fortunate to acquire the input, assistance, and guidance of Stephanie Bradley, Kristi Ward, Julie Christie, Jill Bognar, Jane Parker, and Sean Anspach.

The Committee finalized its recommendations and delivered those recommendations to the EBP Steering Committee on February 23. Also on that date, the Committee presented the results of the Carey Guide Survey and discussed a plan for dissemination.

- ◆ **Mid-Range Sub-Committee (Co-Chairs Manny Barron and Leslie Ebratt):** This group is in a transition phase not only welcoming new co-chairs Leslie Ebratt and Manny Barron, but also determining new projects and the direction in which the group should be headed. Further, the group is welcoming a new member and saying goodbye to a couple of supervisors who served multiple years in the committee.

The Mid-Range Sub-committee's most recently completed project regarding Examples for Behavior Agreements/Reports has been approved by the Executive Team and will be disseminated department-wide within the next couple of months. The committee looks forward to the year ahead.

- ◆ **Global Sub-Committee (Co-Chairs Lolita Rathburn and Dana Shepherd):** This sub-committee is completing the workload reduction/process improvement project and should have a proposal and educational piece to present to the MMC Consultants soon. In addition, the Global Sub-Committee is determining how the educational piece will be disseminated to staff, either an e-mail or a stand-alone Chronicle article summarizing findings and recommendations to the EBP Steering Committee. The committee is also looking ahead for a new project of shorter duration to begin once the committee has finalized the proposal and it has been presented to the EBP steering committee.

- ◆ **Team Forum (Chair Tim Schouten):** Team Forum had a successful Manager's Social on January 20, 2011. There was food, fun, and lots of prizes. The next Manager's Forum is being planned, so stay tuned for more information!

If you are a supervisor or manager and are interested in joining the Mid-Manager's Committee, please contact your Division Director.



Education Mavericks

By: Lindell Rhodes

Once again, the Adult Probation Department Education Program staff have proven to be extraordinary! The creativity, uniqueness, and pride each teacher demonstrates daily in the GED classrooms is evident. The Education Program provides successful individualized programs of study to all adult learners, which in turn enables all to succeed and break the crime cycle!

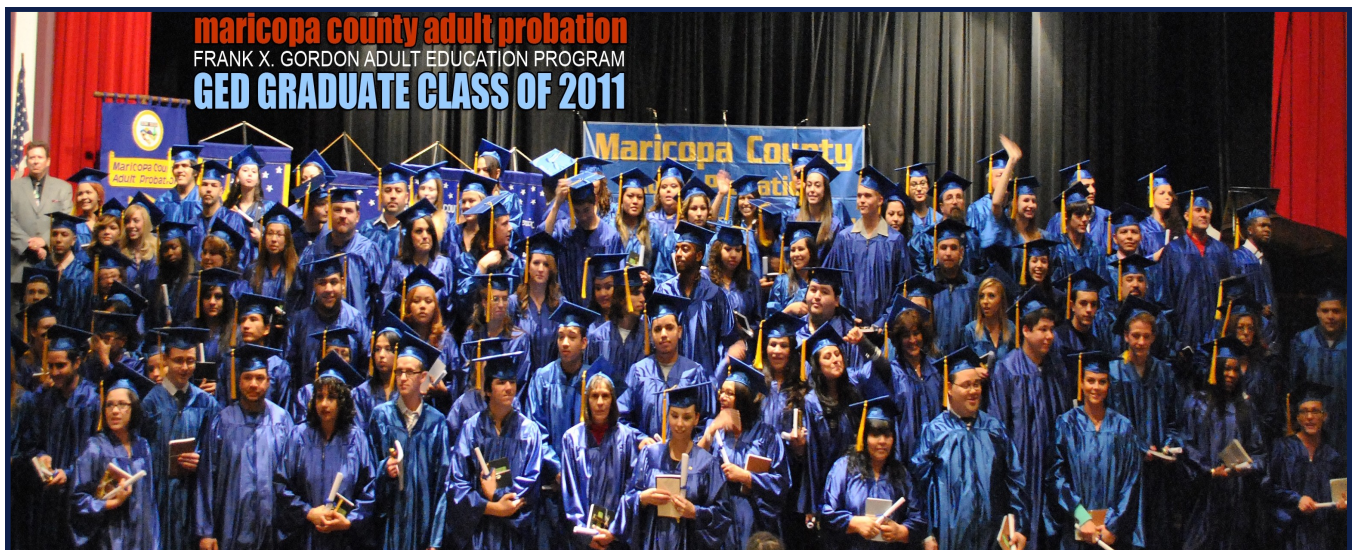
Adult Educators and especially Adult Probation Department Educators are often considered educational mavericks. People wonder what type of a teacher would want to take on the challenges of adults who had been left behind by the traditional education system, and on-top-of that, ended up on probation. Today, APD educators are described across the state as leaders and as innovators. Last year our Department achieved high levels of educational gains within a system that provides valid/reliable data!

APD learners are completing education programs with high rates of success and are moving into employment and post-secondary education programs. Last year's results were built on the staff's passion, dedication and expertise. The Department of Education and end of year data revealed that:

- 98% of our students looking for jobs were successful
- 97.9% of APD students with the goal of getting into post-secondary schooling were accepted into a Community College or Vo-tec program
- Approximately 500 of our students obtained their GED, and
- Over half of the Department's students made documented improvement, equal to two years of progression at a public school

On February 10, 2011, 100 APD students (along with approximately 750 of their family members, court personnel, and honored guests) attended the 23rd APD GED Graduation Ceremony held at the University Public School, Phoenix's auditorium. It was a special night for everyone.

Congratulations!



Safety Matters

By Gary S. Streeter and Cathy Wyse

Dogs are a common sight in the valley, found in nearly every neighborhood and many houses where officers are required to conduct field visits. Given the number of field visits conducted every year, statistically it is a rare occasion when an on-duty officer is threatened or injured by a dog. However, such incidents do occur with some resulting in use of force by the involved officer. It is a topic worthy of discussion so officers are aware of incidents that have occurred in the past, the potential threat dogs can pose to an officer's safety, and to try to minimize or prevent future incidents.



Based on special incident reports, officers report an average of 3 to 4 dog bites per year plus an average of 2 to 3 dog threats per year that do not result in a bite. In the past five years, dog threats and bites resulted in 14 uses of force, with OC spray the type of force used most often. Although the number of dog bites reported by officers is relatively small, last fiscal year, dog bites were the most frequent cause of employee injury (with six dog bite injuries reported). Probation and Surveillance Officers are not the only ones at risk. Police officers have been threatened and bit by dogs while involved in probation-related incidents. Furthermore, during the past four fiscal years, five probationers were bit by dogs while the probationers were performing community restitution.

To raise staff awareness of canine behavior, and to minimize the number of dog attacks and threats, training is available in the form of the Understanding Canine Behavior class available on Pathlore. Following are some tips from that class.



The number one tool for preventing a dog bite is your own awareness. Using your senses of sight, sound and smell can keep you safe from a potential dog attack. In addition to gathering information from the client prior to your visit, taking note of things such as posted "Beware of Dog" signs, chewed dog toys and dog droppings in the yard/area are clues that will alert you that there may potentially be a dog at the residence. If you observe a dog at the residence, DO NOT approach the dog, even though it may seem friendly. Attempt to reach the client by phone and get them to secure the dog before making the contact.

Upon entering the neighborhood of your contact, make observations as to if you can see or hear stray dogs in the area. If so, the best option may be to remain in your vehicle.

If attacked by a dog, do your best to protect your core and other vital areas. Give the dog something other than a body part to bite (e.g. folder, purse, clipboard). If there are no other options, give the dog your non-dominant arm and press toward the dog as opposed to trying to pull away, which may cause more injury. Also, use whatever safety tool that is reasonable and necessary for the situation.



National Stalking Awareness Month

By: Tonya Powell

For many people, stalking is a daily reality. According to The National Center for Victims of Crime, 3.4 million people are victims of stalking each year in the United States. Of those victims, 3 out of 4 are stalked by someone they know. January was National Stalking Awareness Month (NSAM). Established in 2004 by the National Center for Victims of Crime, the idea was to spread awareness of stalking and who it affects. Stalking affects both men and women and can be done by physical presence or even using technology (i.e., GPS, email, text, cameras, etc.) The statistics are staggering. For instance, 30% of victims are stalked by former intimate partners and 10% of victims are stalked by strangers. Three out of four stalkers pursue their victims at least once per week and 78% of stalkers use more than one means of stalking. With that, at least 1 in 5 stalkers use weapons to intimidate, threaten, or harm their intended victims.



These statistics are frightful and astounding. In fact, all 50 states have laws against stalking; however, less than a third consider stalking a felony upon the first offense. Many require a minimum of two instances to be considered a felony and for the imposition of stricter punishments.

Keeping the public aware of the issue and the laws is the driving force for The National Center for Victims of Crime to promote NSAM each January. It is important for the public understand that stalking is a crime and can lead to mental anguish, fear, and even violence or death. If you or someone you know is being stalked, please report the matter to the police. There is a toll-free number that victims can call for more information on stalking: 1-800-FYI-CALL. Preparation and education is half the battle; getting help is the other half. Know your rights; know the law.

Stalking fact sheet. (2009, June). Retrieved January 10, 2011, from The National Center for Victims of Crime website: <http://stalkingawarenessmonth.org/>



Domestic Violence Annual Giving Program

By Sunny Carpenter and Jill Bognar

The Eastside Domestic Violence Unit participated in their annual holiday giving campaign during the month of December. The unit collected food, household items, and toys from both the Scottsdale and Mesa field offices and delivered them to the Autumn House domestic violence shelter operated by a New Leaf.

Autumn House is open to both men and women and their children who have been victims of domestic violence. The annual giving program was designed to collaborate with a community resource to help improve services to victims and their children. A New Leaf offers services throughout the valley and can be found at <http://www.turnanewleaf.org>. The Unit would like to express their gratitude for another successful year.



From left to right: Andrea Teasely, John Cleland, Jason Crouch, Sunny Carpenter, Aaron Porzel, Jill Bognar, Kevin Peters, Kristi Ward, and Autumn House Program Manager Dana Martinez.

Shop With a Cop

By Tricia O'Connor

Saturday, December 18, 2010, was a fabulous day for children throughout our community. Why? They were able to participate in the 8th annual Shop With a Cop event. School resource officers and local police agencies identified families in need, while corporate sponsors (including AZPOA, Hickman's Eggs, Target, Shamrock Farms, Starbucks, and Sunflower Farmer's Market) donated funds to allow children to shop for holiday presents.

The morning began with breakfast served by Boy Scout Troop 17. Next, approximately 250 children were assigned a volunteer who accompanied each child throughout the Target store. A number of probation staff were involved, along with many representatives from ten different law enforcement agencies. It was exciting to watch how the children decided to spend their money, with each child receiving \$150. Some knew exactly what they wanted and made a beeline for the bicycles or electronic devices. Other children chose to shop first for their families. Some even had to be encouraged to buy something for themselves. The goodwill spread further than this as store shoppers stopped to ask what was going on and then thanked participants for taking the time to be involved in this event. Shop With a Cop was a wonderful example of how probation staff and the community can help to make a difference!



Evidence Based Practices – Assessment – Case Plan Refreshers

By: Julie George-Klein

Thanks to the efforts of the Quality Assistance Team, the EBP Master Trainers, and twenty additional departmental trainers, our Department was able to meet AOC mandates by providing EBP, assessment, and case plan training to our employees. More specifically, 985 staff received EBP training, 691 received assessment (OST/FROST) refresher training, and 548 received case plan refresher training.

We continue to move toward the future, addressing AOC mandates and Departmental policy that call for sustained assessment accuracy and effective case planning. In efforts to create a flexible, convenient training session, the QA Team and EBP Master Trainers developed an automated reassessment refresher with the assistance of Staff Development and IT. Staff will be able to log on to the training web site for reassessment training and be prompted to review all sections of the reassessment, score mini-scenarios, and then score an entire scenario, with the goal of being accurate to within 2 points of the predetermined score.

Aside from creating an automated FROST refresher, a training sub-committee is developing an updated classroom version. This will be available for those who could benefit from further instruction in terms of scoring accuracy. It will be similar to the automated version but will offer a personal approach that allows for questions, answers, and clarification. This classroom version will be required for those whose score on the final automated scenario varies more than 2 points from the predetermined score!!

Another training sub-committee is developing an assessment booster that will be available later this year. This class will be more specialized, allowing not only for further discussion on scoring, but examining specific scoring error trends. It will also include scoring scenarios and a question and answer session.

Aside from enhancing scoring accuracy via training, we are also re-visiting case planning. Looking toward sustained effective case planning, another training sub-committee is reviewing case plan refresher classes previously offered. The committee is planning to offer updated case plan training and is entertaining the possibility of automating this training.

Remember, this is where it all starts: Accurately assessing probationers' needs and collaborating to develop a meaningful case plan.

Maricopa County Employee Fitness Center

By: Jeni Wade

Looking for a place to work out, build some muscles, or just shed that holiday weight? How about if I told you there was a Fitness Center that is **FREE** to County Employees?

The Fitness Center is located at 301 W. Jefferson St. at the County Administration Building and is open all day, every day and **FREE** to County Employees! The Fitness Center features free weights, cardio equipment and new state of the art exercise equipment. They also offer locker rooms and shower facilities.

The Fitness Center offers personalized exercise routines and workout plans for the intermediate or advanced participant.

A Fitness Center Access Form needs to be filled out prior to participation; you can [click here](#) to download it. After printing the form, completely fill it out and interoffice or fax to the Employee Benefits Division (make a copy for yourself and keep for your records) at:

Employee Benefits Division
301 S. 4th Avenue, Suite B100
Phoenix, AZ 85003
or fax to: (602) 506-1292

To schedule your fitness center orientation, where you will receive individual instruction on the exercise equipment and learn basic fitness routines, call Jan Hertzfeld, fitness coordinator at 602-372-9297 or email her at: hertzfeldj@mail.maricopa.gov .

It's free, offers a variety of workout options and it is centrally located, what more could you ask for? For general information regarding the Fitness Center send an email to: employee_wellness@mail.maricopa.gov .

Now get out and get fit!!

Why Should I Join the American Probation and Parole Association?

By Rebekah Trexler

You may ask yourself, "Why should I join the American Probation and Parole Association (APPA)?" You probably don't have time to bother with that sort of thing. Our lives are hectic enough already, right? But this is time well spent. Membership dues (\$50.00) are but a drop in the bucket for what you get out of the APPA membership and the dues are tax deductible.

One of the reasons I belong to APPA is the ability to network with my peers. Conferences provide the opportunity to meet others who share a common interest and can even spark the beginning of new friendships. APPA also has on-line information at www.appa-net.org .

Another benefit of joining APPA is the Perspectives publication. This magazine provides relevant policy and program information and updates on activities of the association. Moreover, it provides information touching on all the topics that affect our field.

APPA also keeps members current on the latest companies and products entering our profession.

I have been a member since 1998, have had the opportunity to attend numerous training institutes, and found that the information I have received and the contacts I have made are "priceless."

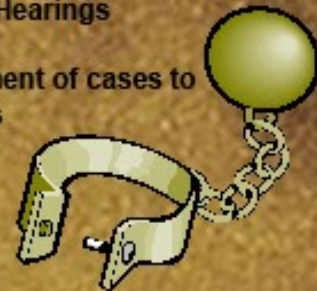
WANTED

The Custody Management Unit (CMU) has revamped, revitalized, and refocused. Now we need to be renamed.

OUR NEW PURPOSE IS TO PREPARE CLIENTS TO TRANSITION TO AND SUCCEED IN THE COMMUNITY.

We aid clients' success by utilizing & providing:

- Carey Guides
- Transition Assessment
- Resource Referrals
- Bus Tickets
- IPS Orientations
- IPS Field Verification
- IPS Exit Interview
- Coordination & facilitation of various in-custody classes
- ALPHA Orientation
- Inter-county Transfer Applications
- Interstate Compact Applications
- Courtesy (non-FROST) Court Report Interviews
- Modifications for Release for ALPHA graduates
- Modifications
- Expirations
- Financial start date letters
- Attendance at ALPHA graduations
- Attendance for Court Hearings
- Courtesy R & A's
- Screening and movement of cases to specialized caseloads



We need your help to develop a name that matches our new focus.



Print Page, Cut here & send to Arlyn Harris at CMU.

REWARD



Your name: _____ Phone #: _____

NEW NAME IS... _____

Entries due by March 15, 2011. The winner will be announced in the March/April Chronicle issue and will receive \$25 gift card.

EBP SPOTLIGHT

From the QA team

We have many useful EBP tools we can use with probationers, such as the documents found on the EBP Web Site and in the Carey Guides. We have many unique populations on probation, and sometimes those tools need to be modified to “work”. For instance, a great tool to assist probationers in thinking about how they use their free time is called “100 + Things To Do.” However, some of these activities were not appropriate for our sex offender (SO) population. To address this issue, a group of dedicated staff developed a specialized document just for sex offenders, which you can find on the EBP Web Site under Section 7 – Tools for Staff, then Probationer Tools.

Below are a few of the suggestions on the 100+ things to do list modified for the Sex Offender Population:



The QA Team would like to recognize Bonnie Arnoldussen, Autumn Freeman, B.J. Geske, Ken Gorr, Teresa Scharneck, Stephanie Spencer, Sean Steill and Carrie Turek for their efforts!



Pictured Above: Teresa Scharneck, Ken Gorr, Stephanie Spencer, Bonnie Arnoldussen, Autumn Freeman and Carrie Turek.
Not Pictured: B.J. Geske and Sean Steill

EBP ESSAY CONTEST WINNER

From the QA Team

As Maricopa County Adult Probation continues to implement strategies for using evidence-based practices, it is important to remember to share what we have learned. Last year, the Quality Assistance Supervisors held an evidence-based practices essay contest. This contest was open to the entire department and the goal was to solicit ideas from staff on ways that they have been successful in using EBP in their every day work experiences. Below is an essay written by Adult Probation Supervisor Tom Weiss. Tom articulates how he used EBP Responsivity Principle in his unit meetings.

Using the Responsivity Principle During Unit Meetings

By: Tom Weiss

Understanding the principles behind adult learning (andragogy) makes for livelier and more enjoyable unit meetings when you want to create a learning opportunity and not simply exchange information.

Adult learning theory suggests some people are okay with just hearing new information. However, for many, the new information washes over them and the participants may never internalize the new information. Consequently, consider kinesthetic teaching techniques to introduce new concepts when possible, thus allowing new information to become internalized, enhancing the desire to know, and importantly, making the unit meeting meaningful since participants become engaged in the learning process.

Here is an example of involving participants who were learning about risk, needs, and responsivity: I divided the unit into two groups and challenged them to a race to “solve” the problem held within two manila envelopes. In each envelope, there were various substances of length (string, rope, pipe cleaner, chain link – thick and thin) and most had several knots in them. The number of knots represented the “Risk Principle,” keeping in mind that our higher-risk “knots” have more issues to address and often present a greater risk to reoffend. The type of knot represented the “Need Principle”; some needs are easier to recognize and take less time to “undo.” Finally, the substance of the material represented the “Responsivity Principle” as you cannot undo the knot in a rope in the same way you would undo a knot in a chain. The team that treated each item individually, considering risk, need, and responsivity issues, ended up being the team who untied all the knots first. It was a great way to look at the EBP concepts utilizing a kinesthetic process.



APO Supervisor Tom Weiss

NATIONAL CRIME VICTIMS' RIGHTS WEEK
APRIL 10-16, 2011



“How wonderful it is that nobody need wait a single moment before starting to improve the world.”

—Anne Frank (1929 – 1945)

Victim Services Commemorative Calendar

January - April 2011

January	February	March	April
<p>Crime Stoppers Month Crime Stoppers International 800-850-7574 www.c-s-i.org</p> <p>...</p> <p>National Mentoring Month 703-224-2200 www.mentoring.org</p> <p>...</p> <p>National Stalking Awareness Month National Center for Victims of Crime Stalking Resource Center 202-467-8700 www.stalkingawarenessmonth.org</p>	<p>National Teen Dating Violence Awareness Week February 7-11, 2011 Texas Advocacy Project Teen Justice Initiative 512-225-9579 www.texasadvocacyproject.org</p>	<p>National Youth Violence Prevention Week March 21-25, 2011 National Association of Students Against Violence Everywhere (SAVE) and Guidance Channel.com 800-999-6884, ext. 3037 www.violencepreventionweek.org</p>	<p>National Child Abuse Prevention Month Prevent Child Abuse America 312-663-3520 www.preventchildabuse.org</p> <p>...</p> <p>National Crime Victims' Rights Week April 10-16, 2011 U.S. Department of Justice, Office for Victims of Crime 800-851-3420 www.ovc.gov/ncvrw</p> <p>...</p> <p>National Sexual Assault Awareness Month National Sexual Violence Resource Center 717-909-0710 www.nsvrc.org</p> <p>...</p> <p>National Youth Service Days April 15-17, 2011 Youth Service America 202-296-2992 www.ysa.org</p>
<p>National Crime Victims' Rights Week is coming the week of April 10-16, 2011. See the next edition of the Chronicle for more information on this national event week!</p>			

Happy Anniversary

5 Years

Margie Boyett	Daisy Lugo
Cameron McGuire	William Pebler
Chandelle Porter	Thea Burress
Christine Ryerson	Michelle Crouch
Delfina Villareal	Karen Lewis
Naara Herrera	Justin Lauridsen
Jocelyn Myers	Veronica Alvarado
Deborah Coleman	Andrea Butler
Raymond Delgado	Andrew Buttafuoco

10 Years

Robert Asay
Lynne Carpenter
Michael Moreno
Darrick Payne
Denise Perez
Patrick Swafford
Lorraine Guier
Joe Lopez
Laura Radcliffe

20 Years

Susan Carden

15 Years

Christopher Hopkins
Natosha Griffith
Tamara Kindell-House
Jill Brown
Michael Holland
Beverlee Padilla
Stephanie Ramirez

25 + Years

Joan Batchelor
Richard Breed
Debra Adamson
James Marshburn
Paddy McDonagh-Konecki
Kit Russell

Thank you for your dedication!

Chronicle Editorial Policy:

- All articles and pictures submitted for publication in *The Chronicle* are subject to acceptance and editing.
- If an article receives significant edits, changes, additions, or deletions it will be returned to the writer for review before publication
- Good quality photos focusing upon the subject of the article may be submitted. All people in photos must be identified.
- All non-employees in pictures and in articles must have a signed Publications-Consent for Release of Information on file. A copy can be obtained from Jeni Wade or Audrey O'Donnell.
- Articles submitted for *The Chronicle* may be reproduced in other publications.

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 Audrey O'Donnell*