



Rehabilitation Programs Division Quarterly Newsletter

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Mission Statement

A team of professionals skilled in developing and providing rehabilitation and reentry programs that facilitate positive change in the lives of offenders.



www.tdcj.state.tx.us

Success Corner

The following article was written in response to an interview with a successful Faith-Based Dorm alumnus. I felt inspired to interview an ex-offender who encountered faith and hope during his incarceration within the TDCJ. More than that, though, discovering how Carlton's life has led him to demonstrate his renewed faith in God is a testimony to positive change.

Carlton Lee by Rhonda Slater

Carlton Lee, a former Faith-Based Dorm offender who was incarcerated for five (5) years for aggravated robbery, testifies to the positive impact of the Faith-Based Dorm program on the offenders at the Terrell Unit. He credits the program in helping him become a productive member of society. Upon completion of the Faith-Based Dorm program in 2010, he was released from prison and has set high artistic, religious, and educational goals for himself. Upon release, he returned to his family home with a renewed faith in God and a mission to spread his newfound faith by creating Christian-based metal sculptures which were recently on display at a church in Huntsville, Texas.

Carlton began his quest to develop a solid foundation by working in his father's metal sculpture shop and going to college full-time. Now out of prison for over nine months, Carlton is excelling in his classes, has developed a great relationship with his family, and has made a name for himself as a Christian-based sculpting artist. When he first went to prison, he intended to learn a new "trade" and become a "better criminal" when he was paroled. But a fellow offender introduced him to the Faith-Based Dorm, and from there, his entire perspective changed. He stated that his dorm-mates were "happy," which was a change from his previous environment. He started reading the bible and attending bible study. He had an

opportunity to practice what he learned in the Faith-Based Dorm when he was made a trustee, and had to move to a different part of the unit. When he was around non-Faith-Based Dorm offenders, they sensed a change in him. He didn't curse like they did, and this made them want to improve themselves, as well. After he accepted God into his life, he prayed that he could share his new-found faith with his family by praying together. One day, he was visiting with his family, and a voice told him to encourage his family to pray, but he didn't say anything. Instead, his father asked everyone to do so. It was an emotional moment for him and his family, and it became a tradition at the end of each one of their visits.

Carlton maintains his motivation through his new-found relationship with his family and making friends who support his love for God. He stated during his interview that he has learned to "listen and take advice" from his family and his parole officer. He feels that going to prison was not what God intended for him, and as long as he follows God's will, he will be successful. While in prison, he learned to play the guitar and started to play the trumpet again. He states that fear keeps him on a positive path in life. The fear of going back to jail and failing drives him to succeed. When he is afraid, he leans on God. He attends Alcoholic Anonymous (AA) meetings at his parole officer's urging. He uses what he learns in AA to help

Success Corner, cont'd.

fellow members by lending them his ear when one of them feels compelled to drink. He states stress helps him want to succeed; he feels his busy school and work schedules drive him. He feels most successful when he can make people happy with demonstrating his art. He wants people to think and learn from the pieces he shows. He also feels proud of his active role in his family. He has a desire to learn, a trait his college professors have noticed. The dorm environment helped teach him to take responsibility for his actions, and as he stated so eloquently, "Prison doesn't rehabilitate you; it takes the person to have the desire to rehabilitate himself or herself to do so." This statement truly summarizes the achievements that Carlton has shown, and with God guiding his course, he will succeed!!

The Faith-Based Dorm Program is on 27 units with a total of 2,671 beds. It is open to all faiths, and includes offenders of no faith. To be eligible, an offender must be G1, G2, G3, or J1 or J2 (minimum custody level), and within 18 to 24 months of his or her parole eligibility. Selected units, however, do accommodate long sentence offenders. An applicant cannot be a confirmed gang member, a sex offender, nor have medical restrictions. An offender can participate in the program for up to two (2) years, and while he or

she is in the program, he or she will continue to work in education/vocation assignments. The program assists selected offenders who desire to incorporate religious faith and practice with rehabilitation needs in order to effect improved institutional adjustment or successful reentry into the local community. Faith-Based Dorm curriculum can deepen an offender's desire to make a positive change. Volunteers who wish to work with the program or offenders who wish to participate should contact Richard Lopez, Director of Chaplaincy Support, at the address or telephone number below:

TDCJ - Rehabilitation Programs Division
1060 State Hwy. 190 East
Huntsville, TX 77340
(936) 437-4973



Career Spotlight

Substance Abuse Counselor

By: Rhonda Slater

Deciding on a career path can be difficult for most people. Even more difficult is determining the degree of studies that will garner the skills and credentials to get started. A career as a Substance Abuse Counselor is rewarding as well as challenging and time-consuming. In order to be hired by the Texas Department of Criminal Justice as a Substance Abuse Counselor, one must meet certain licensing criteria. The article below is dedicated to those whose calling is to facilitate positive growth in offenders by providing substance abuse counseling.

In the late 1980's, the requirements to be certified as a Substance Abuse Counselor (SAC) were simple: enroll and complete a one (1) year substance abuse treatment course through the University of Houston. At that time, there were only 50 students from the Texas Department of Criminal Justice (TDCJ) who were certified through the course. (They worked on the TDCJ units through Health Services.) In 1991, former Governor Ann Richards reformed the Texas prison system by mandating substance abuse treatment. The growth of employment of SACs within the TDCJ jumped from 50 to between 300 to 400 counselors during Richards's 4-year term. With the increase in funding and employed state counselors, the need for guidelines governing the licensure

process and oversight of supervision for those coming into the field became more evident.

Under the 72nd Legislature, the licensure to become a Certified Alcohol and Drug Abuse Counselor (CADAC) changed with the advent of requirements to become a Licensed Chemical Dependency Counselor (LCDC). The LCDC program was passed into law, and the Texas Government developed and passed the Texas Occupations Code in 1999. Texas Occupations Codes 503 and 504 provide a guideline for LCDCs to remain in licensure compliance with Texas law. Texas Administrative Code, Section 25, Chapter 140, Subchapter I, provides information regarding requirements for LCDC licensure. The Texas Commission on Alcohol and Drug Abuse (TCADA) provided the examinations and licensure, as well as the oversight of all SACs in the State of Texas. On September 1, 2004, TCADA became part of the Department of State Health Services (DSHS) Mental Health and Substance Abuse Division (MHSA). (SACs on the units now work as part of the Rehabilitation Programs Division of the TDCJ.) Scores of applicants submit their applications to the RPD Human Resources to be hired as a SAC. Some applicants, however, may not have the correct licensure to be able to work for the TDCJ, so there is an effort underway to inform the public of the steps to attain the necessary licensure to be considered for the SAC position. I recently met with Elaine Minton, Program Supervisor III in charge of the Clinical Training Program that oversees the practicum and supervised work experience for SACs for the TDCJ. Below are guideli-

Career Spotlight, cont'd.

nes that can provide an applicant with the correct tools to get his or her LCDC license, or the Certified Criminal Justice Addictions Professional (CCJP) certificate:

I. In order to obtain the LCDC license, an applicant must:

a. Have a high school diploma or General Educational Development (GED);

b. Enroll in an accredited college and complete 270 education hours towards the required hours for LCDC licensure. 135 hours or nine (9) semester hours of the education hours must be specific to substance abuse disorders and their treatment. The remaining 135 hours may be specific or related to chemical dependency counseling. Per Ms. Minton, and as per the DSHS 140.418 (g) (2), one (1) semester hour of college credit is equivalent to 15 continuing education hours;

c. After completing the required 270 hours, enroll in the Practicum through a Clinical Training Institution (CTI) to meet the required 300 Practicum hours; and,

d. Apply to volunteer at the TDCJ CTI at the LeBlanc Unit, Johnston Unit, or the Hamilton Unit through the Volunteer Services Program. The RPD Volunteer Services Program personnel review the CTI volunteer applications, conduct a criminal history/background check, and, if eligible, notify the applicant of the training he or she will need.

e. Applicants can click the following link: <http://tdcj.state.tx.us/pgm&svcs/pgms&svcs-vlntrcoorcom.htm> for more information regarding the Volunteer Services Program.

f. Ms. Minton registers the volunteers with the CTI program and monitors the supervised work hours. The college keeps track of the student's hours and receives reports from the Quality Assurance Monitor to determine whether or not the volunteer has met the requirements to complete the 300 Practicum hours, and may now apply to be an LCDC intern. The volunteer will receive an original copy of the documentation/transcript from the college, which should be submitted with his or her intern application to the DSHS. **The applicant may also submit an application to the TDCJ for a SAC I position. The following are the current requirements to be eligible for a SAC position with the TDCJ:**

- Graduation from an accredited senior high school or equivalent or GED;
- Must have a letter of registration as a counselor intern from the DSHS or current certification as a Certified Criminal Justice Professional Applicant Status (CCJP-A) as approved by the Texas Certification Board of Addiction Professionals (TCBAP);

- Selected applicants must obtain the LCDC license or the CCJP certification within five (5) years from the date of their registration as a counselor intern or CCJP-A;

- Selected applicants must sign a Credential Contingency Agreement, which will remain in effect only until the initially established expiration date. Failure to comply with this contingency statement will result in separation from employment. Credential Contingency Agreements will not be extended or renewed as a result of an employee's separation from employment or acceptance of another position; and,

- Must maintain valid counselor intern status or CCJP-A certification for continued employment in position.

II. Applicants who are ex-offenders must also meet the following criteria to be considered for employment as a SAC for the TDCJ, in accordance with PD-75, "Applicants with Pending Criminal Charges or Prior Criminal Convictions":

a. For misdemeanor convictions, the applicant shall:

- Not have been convicted of a Class A misdemeanor, or its equivalent, within the last 12 months;
- Not have been convicted of a Class B misdemeanor within the last six (6) months; and,
- Have completed any sentence, including community supervision, resulting from a misdemeanor conviction.

b. For felony convictions, the applicant shall:

- Not have been sentenced to community supervision or released to parole or mandatory supervision within the previous five (5) years.

c. For applicants with supervision violations:

- If the applicant is currently on community supervision, parole or mandatory supervision resulting from a conviction for a felony offense, the applicant shall not have committed any violation while under such supervision. Prior to selecting the applicant, the Selection Reviewer or designee shall obtain hiring approval and confirmation that the applicant has not committed any supervision violation from the Parole Division Director or Community Supervision Corrections Department (CSCD) Director.

d. The applicant who is offered an entry-level SAC position must do the following:

- If the applicant was convicted of a felony and it has been less than 15 years since the termination of the sentence and the applicant does not have two (2) years service in substance abuse treatment with the TDCJ or a program-specific vendor, the only position for which the applicant may be

Career Spotlight, cont'd.

hired is an entry-level SAC. Such an applicant shall sign a Substance Abuse Entry-Level Counselor Agreement, thereby agreeing to the following as conditions for continued employment;

- The applicant shall agree to work under the direct supervision of a Qualified Credentialed Counselor (QCC) for a minimum of two (2) years; and
- The applicant shall agree not to apply for any other TDCJ positions for which the applicant does not meet the stated eligibility requirements.

III. Requirements for LCDC Licensure:

- a. Complete the application;
- b. Meet the requirements to be a counselor intern;
- c. Hold an Associate's degree or more advanced degree with a course of study in human behavior/development and service delivery, with the exception of those applicants who were registered as a counselor intern based upon an application submitted to the DSHS before September 2, 2004; and,
- d. Submit the intern application to the DSHS, along with the correct documentation. The DSHS will issue a LCDC-I license to the intern. If the intern applies for and is hired as an entry-level SAC by the TDCJ or vendor, he or she will start working towards completing the 4,000 supervised work experience hours (approximately two (2) years) required by the DSHS for his or her LCDC license. (Applicants holding at least a Bachelor's degree in chemical dependency counseling, sociology, psychology or any other degree approved by the department are exempt from the 270 hours of education and the 300 hour practicum.) A QCC will supervise the intern during the supervised work experience hours and will report the intern's progress to the Quality Assurance Monitor. The Quality Assurance Monitor will send progress reports to Ms. Minton. Ms. Minton also performs audits regarding the supervision of the interns, to include interviewing counselor interns to ensure they are acquiring the appropriate knowledge, skills, attitudes, and professional development. Not only does the intern need to complete the required 4,000 supervised work experience hours, but he or she should be studying for the test to become an LCDC. Reading assignments should be completed to prepare for the test. According to Ms. Minton, the LCDC license contains "global criteria." The TDCJ is not the only employer who hires SACs; free world employers, such as hospitals, private practices, and treatment centers also employ counselors. Different treatment environments utilize a variety of strategies and approaches; therefore, one should be familiar with a variety of treatment strategies and modalities.
- e. The LCDC exam contains questions that will test the intern's knowledge of treatment strategies related to a variety of differ-

ent treatment settings. The test is based on the Knowledge, Skills, and Attitudes of Professional Practice (KSA's). For more information regarding the KSA's, click on the following link: <http://kap.samhsa.gov/products/manuals/taps/21b.htm>.

- f. Once the intern has completed the required 4,000 supervised work experience hours, he or she may take the test, which the TCBAP issues. There is an exam-based test, as well as oral test. If he or she passes, the DSHS will issue an LCDC license to the intern, which is good for two (2) years. A licensee with a Bachelor's or Associate's degree must complete 40 hours of Continuing Education within two (2) years to maintain his or her licensure; a licensee with a Master's or Doctoral degree will have to complete 24 hours of Continuing Education within two (2) years to maintain his or her licensure. Within the TDCJ, once the SAC I has received his or her LCDC license, he or she is eligible to promote within the career ladder to a SAC II. A SAC III is eligible to be a Clinical Supervisor, or a QCC, meaning that within the required Continuing Education courses, he or she must complete three (3) hours in Clinical Supervision. For information regarding LCDC licensure, click on the following link: <http://www.dshs.state.tx.us/lcdc/default.shtm>.

IV. Those who wish to pursue the CCJP certificate and a position as a SAC for the TDCJ must do the following:

- Complete 270 education hours and 300 hours in Practicum if they have a GED;
 - Complete 200 education hours and 150 hours in Practicum if they have an Associate's degree;
 - Complete 150 education hours and 100 hours in Practicum if they have a Bachelor's degree;
 - Complete 100 education hours and 60 hours in Practicum if they have a Master's degree; or,
 - Complete 60 education hours and no Practicum if they have a Doctoral degree.
- a. For the Practicum, TDCJ employees seeking the CCJP certificate may volunteer on the units that have a CTI. The volunteer must apply through Ms. Minton, and will be monitored by the QCC and the Quality Assurance Monitor. The QCC will observe and critique the volunteer, and report progress to the Quality Assurance Monitor;
 - b. After the employee completes the required Practicum hours, he or she may apply for CCJP-A through the TCBAP, and he or she is also eligible to apply for a SAC position with the TDCJ. If he or she is hired as a SAC, the employee must then complete the required 6,000 supervised work experience hours (approximately three (3) years) with GED/HS diploma; 5,000 supervised work experience hours with an Associate's degree; 4,000 supervised work experience hours with a Bachelor's

Career Spotlight, cont'd.

degree or LCDC; 2,000 supervised work experience hours with a Master's degree; and 1,000 supervised work experience hours with a Doctoral degree to be eligible to apply for the CCJP certificate.

- c. Once the employee has completed the required supervised work hours, he or she may take the International Certification and Reciprocity Consortium (IC&RC) written exam, which is issued by the TCBAP.
- d. For more information regarding testing for the LCDC license and CCJP certification, visit the TCBAP website at <http://www.tcbap.org/displaycommon.cfm?an=1&subarticlenbr=3>.
- e. If the employee receives a passing score on the exam, he or she may apply with the TCBAP for the CCJP certification, which is good for two (2) years. In order to maintain certification, the employee must take 40 hours of Continuing Education hours in the eight (8) performance domains: Dynamics of Addiction and Criminal Behavior; Legal, Ethical and Professional Responsibility; Criminal Justice System and Processes; Clinical

Evaluation: Screening and Assessment; Treatment Planning; Case Management, Monitoring and Participant Supervision; Counseling; and Documentation.

- f. For more information regarding re-certification, please visit the TCBAP website at <http://www.tcbap.org/displaycommon.cfm?an=1&subarticlenbr=2>.

Note: The CCJP certificate is only recognized by the TDCJ. A TDCJ employee may not use the CCJP certificate in the free world as a SAC, and the employee may not promote to a SAC III position.

With all of the information that has been provided to a potential SAC kept in mind, Wanda Minton has stated: "The field of chemical dependency counseling is a rewarding and challenging career path. One can be assured that their work will be challenging simply by the dynamics of addiction and recovery, but also by variables that each individual presents as to choices and individual history. The potential for positive impact, to the betterment of a person's life is incredible. Few other fields offer such opportunity for professional and personal growth."

Program Spotlight

Focus on the Positive: Volunteer On-line Training

by: Rhonda Slater

The TDCJ Volunteer Services Program, part of the Rehabilitation Programs Division, encourages volunteers and volunteer organizations to provide services and activities for offenders incarcerated, those transitioning between confinement and society, and those on supervision, to reduce incidence of recidivism. Such activities include: literacy and educational programs, life skills training, job skills training, parent-training, medical issues and prevention training, arts and crafts programs, drug and alcohol rehabilitation programs, support groups, faith-based programming, victim awareness training, and other programs aimed at reducing recidivism. The following is a list of TDCJ Divisions that provide volunteer services:

- Rehabilitation Programs Division (Chaplaincy Department, Substance Abuse Treatment Programs and Sex Offender Programs)
- Correctional Institutions Division
- Private Facility Contract Monitoring/Oversight Division
- Parole Division
- Victim Services Division
- Windham School District

As of August 31, 2010, there are 21,060 volunteers approved by the TDCJ to provide services to offenders. The Rehabilitation Pro-

grams Division programs utilize the greatest number of volunteers in their programs:

- Chaplaincy Department – 18,837
- Substance Abuse Treatment Programs – 1,900
- Sex Offender Rehabilitation Programs - 2

The role of the volunteer within the TDCJ is to provide guidance in specific activities and programs, promote personal growth and development, provide support and assistance to victims and offenders, and help facilitate reentry into the community.

Once a potential volunteer's application has been processed, cleared, and they are approved, the volunteer must attend an on-site volunteer training session. New volunteers must attend the on-site training session for their initial training. Every two (2) years, volunteers are required to attend a refresher course. As of October 1, 2010, a new online training course for volunteers has been developed through coordination between the Information Technology Division, Correctional Institutional Division, and Rehabilitation Programs Division to make training more accessible to volunteers. We extend kudos and gratitude to the Chief Information Officer of the Information Technology Division, Mike Bell, and Program Analyst, Tina Clark, for working with us on this project. Many man-hours went into developing the course by Ms. Clark, who also tested the program to ensure user-friendliness. At this time, 109 volunteers

Program Spotlight, cont'd.

have taken the on-line course and have reported positive feedback from using the on-line training tool.

The on-line refresher course is available on the TDCJ website by clicking the Volunteer Services Program link under the Quick Links. In the subsection Volunteer Retraining of the Volunteer Services Program page, users may click on the link Volunteer Retraining to begin the on-line course. The first page asks for the volunteer's name, date of birth, driver's license number, and home address. The on-line refresher course is available to volunteers who attended their initial volunteer training two (2) years past, and they are responsible for keeping up with their deadline for completing the on-line refresher course. The on-line refresher course contains eleven (11) learning modules, and a Post-Test. Once the volunteer has completed and passed the Post-Test, they will complete the Ac-

knowledgement of Training/Orientation in Module 13, which will be sent to Volunteer Services as an electronic notification that the volunteer completed on-line training. Volunteer Services will then update their status. Module 13 also has link for the *Handbook for Volunteers* that volunteers may print for reference purposes. If a volunteer needs assistance to determine when to take the on-line refresher course, they may contact Volunteer Services at 936-437-4961. The unit chaplains will also help remind the volunteers when their two-year deadline is approaching. If the volunteer does not take the on-line refresher course within the deadline, there is a grace period of up to six (6) months to complete the course. If the volunteer is unable to complete the training within the timeframe, their name will be dropped from approved volunteer status. Each two (2) year refresher training will alternate between on-line and onsite. For example, the 109 approved

volunteers who have completed the on-line refresher course will be required to take the next refresher course at an onsite facility when their next two (2) year service date arrives.

If you are interested in becoming an approved volunteer within the TDCJ, please click on the link below (found on the Volunteer Services webpage) and print the Volunteer Application, complete all information, indicate your area of interest, and mail to:

[Volunteer Application](#) (PDF)

Volunteer Services/TDCJ
TDCJ
P.O. Box 99
Huntsville, Texas 77342-0099
or,

TDCJ/Windham School District
P.O. Box 40
Huntsville, Texas 77342-0040

Feature Story



Hospitality House: A Place with a Loving Touch

by: Rhonda Slater

Recently, I visited the Hospitality House for the first time. Having lived in Huntsville, Texas off and on for about 15 years, I must have driven past this unassuming structure in downtown, and never even noticed it! Now that I have toured the house and interviewed the director, Debra McCammon, I feel inspired to return to volunteer in the near future. The warmth and closeness to God inspires anyone who visits to help those who are in need of a listening ear for them to talk about their incarcerated loved ones, or provide warm clothes or food to those who have none.

On Monday morning, October 18th, my co-worker Janice Ulmer and I arrived in the parking lot at the Hospitality House. We entered the apartment complex-like structure, and we encountered a large, warm, and inviting living room. The volunteer welcomed us at the front desk, and ushered us in to sit on plush couches. I was so excited I could barely stay seated while we waited for Debra. The brown leather sofas were not the centerpieces in this space: above the sofa and against the wall was a large painting of a Native American woman who was painted in vivid red clothing and holding a very grand-looking pottery bowl as she knelt on the desert floor.

Feature Story, cont'd.

Later, we were informed that two inmates painted this immense art piece, and anywhere we looked in this living area, your eyes were always drawn to the pensive-looking woman who would forever hold this bowl. When you turn around to face the doorway to enter the Hospitality House, you face a large fireplace which is graced by two more sofas. I thought to myself, 'What a way to spend a cold night, sitting by a fire while you talk about your loved ones!' I also was amazed at the table, which is adorned by a large, unfinished puzzle. In the corner, there are two toys for children. The carved wooden horse near the fireplace window waited for a child to sit astride to gallop with encouraged glee. Another piece, which was also carved and donated by TDCJ offenders, was a Harley Davidson motorcycle, and I was endeared by the thoughtful creativity. This entire living area is very family-centered. As you turn back toward the painting of the Native American woman, there is a playroom to the left. Painted octopuses and monkeys climb the walls, and donated building blocks and other toys, reminiscent of my childhood, lay on the floor. The living area also has a library of books that have been donated or left by guests. If you go around the corner past the playroom, there is a hallway which leads to one set of rooms where families can stay comfortably while they wait to visit their incarcerated loved ones, or to say their final goodbyes before execution. Soft, peaceful music plays in the background, and there is a sense of serenity, a necessary feature for the visitors to have to keep their spirits high, even if their hopes may be low.

Debra McCammon has a very sweet nature and even temperament. Her strong leadership skills are apparent, and so is her faith in God, which is what led her to be the director of the Hospitality House. She has a great deal of knowledge about this welcoming environment, as she first learned about it when she was volunteering for her husband's church, Cooks Springs Baptist Church, to help collect toys, office supplies, and school supplies for the Hospitality House. Her husband was a preacher for 25 years, and Debra is a certified chaplain, the third director of the Hospitality House, and the first female to serve as the director. The first director served for 18 years, the second for 6 years, and she has been the director for 1 year. In 2001, she was asked to serve on the board of the Hospitality House, and then she was asked to become director 8 years later. Her husband is a teacher for the Trinity Independent School District, working with all levels of students who have emotional problems, and brings the support needed to help the young adults whose parents are incarcerated, and who may have issues maintaining their composure while staying at the Hospitality House.

The Director of the Hospitality House has a very complex role: coordinator of the visiting families staying at the house, guide to the families regarding the visitation process rules between the family members and the offenders, comforting presence to grieving family members, overseer of the daily routines, as well as a cook during the busiest times of visitation. Debra explains to the family mem-

bers how the process works regarding communication between themselves and the offender. During the execution process, the Hospitality House is the only place that the TDCJ will allow offenders to call to talk to their loved ones. It is also the only place where executed offenders' personal effects can be delivered to the family. Family members may be angry when they arrive, yet when they come into the house, they encounter a peaceful environment: low music playing, soft lighting, and a prayer room. The setting helps to diffuse the anger or anxiety family members may be feeling. She and the chaplains who attend to family members during the execution process are not intrusive; instead, they allow them time to comfort one another. She maintains her own composure and helps the chaplains by remaining calm, even while she may have to hug a crying family member during their darkest moments. She provides not only physical comfort, but also spiritual comfort. She prays to ask God to give her the words to help talk to the grieving members.

The Hospitality House has 16 rooms, and can house 52 people. Each room can accommodate at least 2-3 guests, and the family rooms can house up to 4-5 family members. There are no communal rooms, meaning that different families are not sleeping in the same room. Fridays and Saturdays are the busiest times, even though they are open 7 days a week. Staying at the house is completely free and available to family members for several purposes: general population visitation, death row visitation, inmate releases, funerals of offenders, marriage seminars for offenders' wives, and during the execution process. Donations from families are welcomed, but are not required. At the front desk, Debra showed us the forms that visitors have to sign when they stay at the Hospitality House. She told us that she tells the families to make their reservations once they are approved for their visitation. Walk-ins are not discouraged, but the house can fill up quickly. Check-in is at 3:00 p.m. and check-out is at 8:00 a.m., as the routine in the daytime hours includes preparing for the family members' arrivals. Debra lives on-site, so guests can take advantage of late arrival options.

Volunteers provide their services in a variety of ways, such as cooking meals and doing the laundry. Food is available for the families, whether already prepared, or, if the family members wish to cook for themselves, there is a pantry available to them. They are also encouraged to take groceries donated by different churches with them on their way home. The kitchen has an open, welcome feeling and 2 to 3 families can dine at a very large table. The laundry room is in the hallway behind the kitchen, and volunteers wash bed sheets, towels, even guest clothes. The back door opens out to the Prayer Garden, which is maintained by college students and church groups. The Hospitality House is also starting a garden to grow fruits and vegetables.

Past the kitchen entrance, we were introduced to a hidden stairwell in the living area. Debra opened the door to a narrow stairwell, which led up to the second story of guest rooms. The second floor

Feature Story, cont'd.

held the same amount of enchantment as the first floor, but one room stood out to me: the "Double D Room." This room reminds you of a horse stable; the bunk beds are named after horses, like the famous Roy Rogers' Trigger! Debra explained that family members/guests are never assigned the same room on a subsequent stay. According to Debra, families that stay at the Hospitality House take good care of their lodgings, as it seems that they truly appreciate having a place to stay.

The Hospitality House works with other charities, such as the Good Shepherd Mission. If they have a surplus of baby diapers, for example, they will readily give the supplies to the charities. Volunteers from Sam Houston State University, other colleges, and different churches come to spend time with family members and perform household duties. Art pieces hang on the walls, which were painted by offenders or their family members who have stayed at the Hospitality House. Supplies, such as towels, are donated by churches and provided to the guests during their stay. Various churches and other organizations, such as the San Jacinto Girl Scouts, Troop 7173, also have donated beds to rooms that they have adopted to decorate in individual themes. The rooms can accommodate different types of visitors, such as new moms and elderly individuals who need rooms that will keep them safe and comfortable. The theme-based bathrooms are also decorated by various organizations, and they are designated as female or male. Bathroom toiletries are provided, and may include razors, toilet paper, even blow dryers for guests of the house. Amongst the rooms, there is a prayer chapel, where guests can meditate and pray. There is a conference room, where the chaplains meet with the family members/witnesses to brief them regarding the execution of the offenders. Huntsville's Church of Christ and First United Methodist Church decorated and donated the furniture for the conference room.

The Hospitality House is the first of its kind. Before it was built, families would sleep in their cars. Local preachers noticed the visiting family members sleeping in their cars, so 24 years ago, they donated money to the 270 church volunteers who built the 7,000 square foot house in 24 hours. It is the model for four (4) other houses in Texas (Beaumont/Port Arthur, Palestine, Big Spring, and Abilene), as well as across the nation. The Hospitality House Board established the following criteria for visitors to be allowed to stay: if they live more than two (2) hours (125 miles) away, they can stay one (1) night; if they live over 300 miles away, they can stay two (2) nights; and out of state and international visitors can stay three (3) nights. Some family members stay at the Hospitality House every weekend, as they have devoted themselves to seeing their loved ones during their incarceration. One lady has been visiting her brother every weekend for 23 years!

If you need a place to stay during offender visitation, please contact the Hospitality House at (936) 291-6196. For more information regarding donations or volunteering at the Hospitality House, feel free

to visit their website: <http://www.thehospitalityhouse.org/>. Information for other Hospitality Houses:

Shepherd's Inn Hospitality Beaumont/Port Arthur (409) 736-3980	My Father's House Palestine (903) 731-4579
Big Spring Hospitality House Big Spring (915) 263-5752	Eunice Chambless Hospitality House Abilene (325) 548-2180

Additional hospitality houses, though not staffed, are located in:

PACT Hospitality House Ft. Worth (817) 924-7776	Regional Family Resource Center Jacksboro (940) 567-5155
Samaritan House Colorado City (325) 728-2399	East Texas Hospitality House Tennessee Colony (903) 928-0116 or (903) 586-5156
Elim Outreach Ministry Spur (806) 271-4580	

Please let your program offenders know these exist to allow their families opportunities to visit, as we all know the importance of maintaining family ties during incarceration and the positive impact it can have on both, particularly as the offender prepares for reentry.



Current Issues

Louisiana's Promising Program to Begin in Texas by: Wanda Redding

Angola - one word that can stir up so many emotions – anger, remorse, fear, anxiety, pity, fury, despair, ambivalence, dread, and hope. Yes, hope. Even in Louisiana's toughest prison, America's largest maximum-security facility, hope can be found. Known in the 1950's as "the bloodiest in the country," a program came to salvage the hearts of the men locked away inside this notorious prison. You see, in Angola, almost everyone who ends up there, dies there. Some remain long after death, buried in the cemetery on prison grounds, having outlived or been long forgotten by any surviving family. In Louisiana, a "life sentence" means just that – life without the possibility of parole. According to their statistical data, 73.6 percent of the population is serving a life sentence.¹ The Texas equivalent, life without the possibility of parole, a sentencing option as of September 1, 2005, has a population of 203 offenders, which is about .001 percent of the total TDCJ population.² Other statistics that may help you to compare Angola to TDCJ: the average sentence is 92.40 years (Texas, 19.3 years); roughly 18 percent of Angola's population is aged 55 and over (prison males aged 50 and over represent about 15.9 percent of the total TDCJ prison male population).³

In 1995, the New Orleans Baptist Theological Seminary (NOBTS) began operating a satellite campus in the heart of the Louisiana State Prison, or Angola, offering a 4-year Bachelor of Arts degree in Seminary. It was the first of such programs in the nation. Since its inception, 150 men have earned their B.A. from NOBTS, and another 100 offender are enrolled, well on their way to graduation. Its success is in the numbers, much like many other programs – in 1995 there were 779 inmate on inmate assaults and 192 staff assaults. In 2004, nearly a decade later, there were 78 inmate on inmate assaults and 19 staff assaults.⁴ Graduates, who will hold an accredited degree (diplomats must complete 126 semester hours), must agree to serve as missionaries to the eight satellite prisons in Louisiana. This seems to be reaping rewards. According to Warden Burl Cain, when he "first started sending missionaries out to other prisons, the culture began changing there, too." Inmate violence dropped at Dixon Correctional Facility, in Jackson, La., by 43 percent within the first six months after the missionaries arrived.⁵ Mississippi (Mississippi State Penitentiary) and Georgia (Phillips State Prison) now have a NOBTS seminary in their prisons, modeled after Angola.

Now, it is Texas' turn. Inspired by the literal "miracle" that has become Angola, Grove Norwood, founder of The Heart of Texas Foundation, Inc., and Angola's Warden Cain, met with the Southwestern Baptist Theological Seminary's (SWBTS) president, Dr. Paige Patterson, in early April of this year, and within just a matter of months were able to propose a plan of action for the TDCJ. With that, the SWBTS will have an extension campus at the Darrington

Unit in Rosharon, with classes beginning in the fall of 2011. Offenders must meet the selection criteria of both the TDCJ and the SWBTS and have the recommendation of the Unit Chaplain and recommendation of the SWBTS Director of the Bible College, whose office will be located within the Darrington Unit.

In late October, TDCJ Executives, along with our Division Director Madeline Ortiz, Deputy Director Becky Price, and Director of Chaplaincy Operations Bill Pierce, visited Angola to see the seminary and other programs in action. Of their visit, Ms. Price noted, "It was interesting to learn about the operations and activities of the Angola Prison during our stay, particularly the seminary that began there in 1995. Angola has about 5,000 offenders, the majority of whom are serving life with no opportunity for parole. The seminary college strives to provide these offenders with a goal and purpose, even though they may never be released. The concept stressed at Angola is 'moral rehabilitation,' a transformation that benefits all offenders." The TDCJ's seminary will be modeled after the Louisiana State Prison, though there are notable differences. While both seminaries offer an accredited degree, Louisiana's seminary will provide the graduate with a Bachelor of Arts degree after he or she completes the required 126 hours. Texas' offenders enrolled in the SWBTS will pursue a Bachelor of Science degree in Biblical Studies by completing the required 124 semester hours, accredited by the Southern Association of Colleges and Schools, and acceptable at any graduate level college in the United States. This is an important distinction to make because Texas' graduates can expect to release from prison. The enrollment criteria currently requires an offender to have at least ten (10) years left on his sentence before parole eligibility, so that he can commit to six (6) years of ministering, mentoring and counseling other offenders upon completing the 4-year degree program. Graduates may also be transferred to other units to assist Unit Chaplains and encourage the moral rehabilitation of fellow offenders. Warden Cain, a man known for his convictions, said, "Rehabilitation happens first in the heart. If you don't change inside in your heart, you're not going to be rehabilitated. I can educate you ... but until you change morally in your heart, I haven't changed you."⁶ I could teach them to read and write and help them learn skills and a trade, but without moral rehabilitation I would only be creating a smarter criminal."⁷ The belief that those who have "been there and done that" can have a credible, positive influence is not a new concept to the Rehabilitation Programs Division. What will be different, perhaps most difficult, is managing that influence without interfering with the hoped-for outcomes.

During these next several months, Texas prison offenders will be making application to become part of the first graduates, "the graduating class of 2015," in what will be a long, promising collaboration

Current Issues, cont'd.

between the TDCJ and SWBTS. Summing up the expectations for the seminary college, Becky Price said, "Although the offender population and sentencing dynamics in Texas are different than the Louisiana structure, we would still expect a very positive impact on the offender population and are looking forward to seeing the results."

¹Louisiana State Penitentiary Annual Report FY 2009/2010.

²TDCJ Statistical Report FY 2009, On-Hand Population: Prisoners.

³The TDCJ Statistical Reports count age groups in increments. Ages 50-59 are one group; ages 60 and over are another group. For this comparison, all male on-hand prisoners in the 50-59 group and 60 and over group were counted.

⁴Paul Harris, "America's Hell-Hole Jail Finds God - and Redemption," *The Guardian (U.K.)*, reprinted in *The Observer*, 29 Aug. 2004.

⁵Unknown, "Inmates Gain Respect in Prison Seminary Program," *The Associated Press*, 13 Jun. 2009.

⁶Allan Johnson, Jr., "Burl Cain's Bet - The Angola Warden Believes Some of His Inmates Should Be Set Free - Or At Least Get a Hearing," *Gambit-Best of New Orleans.Com*, 13 Mar. 2001.

⁷Dennis Shere, "Warden Saw Only One Answer for Troubled La. Prison: Christ," *Baptist Press*, 3 Jan. 2008.

Reentry and Integration Division - Update

By Dee Wilson, Director,
Reentry and Integration Division (RID)

I wish I had a dollar for each time I heard someone in state government use the phrase "seamless system of care." If I had, I would be wealthy enough to hire someone else to write this article. Though my wish for dollars will never come true, the wish for a seamless system of care for the Texas Department of Criminal Justice (TDCJ) is perhaps closer to becoming a reality.

In August 2009, Mr. Livingston, TDCJ's Executive Director, requested and received approval from the Texas Board of Criminal Justice (TBCJ) to create a new division to improve the Agency's system of coordination for offenders under our supervision. The Reentry and Integration Division (RID) was established to enhance the overall reentry practices of the Agency, beginning with probation and continuing through incarceration and release from custody. Not only is the goal to successfully integrate the offender into society, but also to have a more integrated system of supervision, treatment, and assessment practices across the Agency.

In addition to consolidating the Texas Correctional Office on Offenders with Medical or Mental Impairments (TCOOMMI), Reentry, and Project RIO functions under the RID umbrella last year, the Agency requested and received a reentry technical assistance grant from the National Institute of Corrections (NIC). This grant provides two (2) nationally recognized experts to work with the Agency and key stakeholders on enhancing the internal and external reentry practices at the local and state levels of government. Within the Agency, internal workgroups have been developed to identify barriers to reentry practices and recommendations to address the prob-

lems.

External reentry issues are being addressed by a twenty-three member Task Force established by Mr. Livingston in January 2010. The task force is comprised of local and state criminal justice and health and human services agencies, local elected officials and criminal justice professionals, special interest groups, and family and faith-based representatives. An overview of the agencies' and task force's accomplishments during the past year was submitted to the State's Leadership on September 1, 2010. The entire report is available for review on the TDCJ website.

An excellent example of the Agency's and task force's progress on reentry practices involves the identification verification and issuance of documents process for offenders being released from TDCJ facilities. One of the major obstacles to an offender's successful transition to the community is the lack of identification documents. Routine daily living requires an identification card to cash a check, rent or buy a home, obtain employment, attend school, or receive any type of public assistance or services. With the stricter federal rules and laws pertaining to identification verification, the provision of documents has become even more challenging during the past several years.

In April 2010, the Agency entered into a contract with the Department of State Health Services - Bureau of Vital Statistics to purchase birth certificates for all offenders scheduled to release within twelve (12) months. In addition, replacement social security cards are being ordered from the Social Security Administration to provide at least two (2) of the

primary identification documents required by Texas Department of Public Safety (DPS.)

Recently, the TDCJ and the DPS have been negotiating an agreement that would provide a state-issued identification card to all offenders at time of release. The proposed plan calls for the TDCJ to electronically transfer an offender's fingerprints, signature, photograph, birth certificate, and social security number verification to DPS, and DPS will issue a state identification card prior to the offender's release or discharge. Once this activity is in place, a major obstacle to an offender's reentry will be successfully addressed.

During the past twelve (12) months of the Division's existence, one thing has become abundantly clear. Creating a seamless system of care within the TDCJ is not the sole role or responsibility of one division. It takes the cooperation of the entire Agency and numerous external partners to make it happen.

If the past year's experience is any indicator, the TDCJ and its numerous reentry partners are well on the way towards actually creating a system of care, and not just talking about it!



Employee Spotlight

By: Rhonda Slater

Wanda Redding Rehabilitation Programs Division Program Supervisor III – Programs Coordination



Wanda Redding, a 21-year veteran, started her career with the Texas Department of Criminal Justice (TDCJ) on January 30, 1989. She left the small town of Calvert, Texas after graduating valedictorian from high school to attend college at Texas A&M University (TAMU). Quickly realizing her mistake in selecting such a large campus, she dropped out and went to work as a Secretary in the Agriculture and Agriculture Economics Departments.

After working at TAMU for a year, Wanda was accepted at the University of Mary Hardin Baylor (UMHB) in Belton, Texas. Wanda then transferred from UMHB to Sam Houston State University (SHSU), where she attended school from 1983 to 1984, while working part-time at several Huntsville businesses, including Kentucky Fried Chicken, Little Italy, and Walgreens. In 1989, she started her career with the TDCJ in Social Services as an admission summary typist at the Medical Arts Annex. The Social Services Department moved to the BOT Warehouse and Wanda promoted to work for the Program Manager for Social Services (Bonnie Swain) and the Branch Manager for Classification (Debbie Roberts). These two women were incredibly influential and encouraged Wanda to finish her education, so she returned to SHSU in 1992 while working full-time for the TDCJ. In 1993, the

TDCJ created a new division named the Office of the Deputy Executive Director, and many of the former Social Services Department and Classification Division staff promoted or transferred into the new division. The Office of the Deputy Executive Director has operated under many names, and is currently under the moniker familiar to most readers as the Rehabilitation Programs Division. It was while the division was operating as the Programs and Services Division that Wanda completed her Bachelor of Science degree in Psychology in 1997, and shortly after that, she promoted to the newly created position of Information Coordinator for the Substance Abuse Treatment Program Administration, working directly for Madeline Ortiz, who at that time, was the Assistant Director for Substance Abuse Treatment Program Administration. During all of this reorganization, Wanda was responsible for the original Substance Abuse Treatment Operations Manual (SATOM) and preparing the contracts and Request for Proposals (RFPs) for the new Substance Abuse Felony Punishment Facility (SAFPF) units.

From its inception until the present, Wanda Redding has been a great support to the Rehabilitation and Reentry Programs Division, which in 2009 became the Rehabilitation Programs Division. She was promoted, once again, to the Program Supervisor III position, in charge of the Programs Coordination branch of the Rehabilitation Programs Division. She spearheaded the Babies and Mothers Bonding Initiative (BAMBI) Program, which officially started in 2008, and the Giving Offenders' Kids Incentive and Direction to Succeed (GO KIDS) Program, which is in its sixth successful year. Her current Texas Board of Criminal Justice (TBCJ) project is the development of a Speaker's Bureau for Chairman Oliver Bell. She continues to champion the placement of female offenders in the BAMBI Program by interviewing eligible candidates at the Carole Young Medical Facility in Dickinson and the UTMB Hospital in Galveston, and coordinating the transfers of both mother and baby to the Santa Maria House through communications with the Technical Assistance Team, and in some instances, the offenders' families. She is the voice of en-

couragement to the mothers who reside at the Santa Maria House, and the BAMBI Program operates efficiently because of her active involvement. The ribbon-cutting at the Santa Maria House took place on August 9th, and Wanda has expressed that the BAMBI program has been "a learning experience for all of us, including security, administration, and classification."



Announcements

Rehabilitation Programs Division would like to welcome the following staff to our team:

New:

Santos R. Jones III, Chaplain I — McConnell Unit
Kenneth Horton, Chaplain II — Rudd Unit
Calvin Page, Chaplain I — Wynne Unit
Samuel Arcipreste, Chaplain I — Michael Unit
Jeremy T. Raymond, Case Manager II — SORP at Hightower Unit
Michael D. Kelly, Substance Abuse Counselor I — SATP at Hamilton Unit
Pamela Kmiecik, Substance Abuse Counselor I — SATP at Hamilton Unit
Kimberly Welch, Substance Abuse Counselor I — SATP at LeBlanc Unit
Elon Coleman, Substance Abuse Counselor I — SATP at LeBlanc Unit
Matheidas, Jr., John, Substance Abuse Counselor I — SATP at LeBlanc Unit
Robby J. Sandley, Chaplain I — Roach Unit
Gary Redwine, Chaplain I — Faith-Based Parole Program / Midland, Texas
Tim Hunter, Chaplain II — Crain Unit

Transfers/Lateral:

Todd Harris, Senior Warden — Clemens Unit
Charles M. Bell, Senior Warden — Eastham Unit
Paul Sloan, Senior Warden — Travis County State Jail

Promotions:

Kellie Hutchison promoted to Program Supervisor II — Rehabilitation Programs Division
Loren Roberts promoted to Administrative Assistant III — Rehabilitation Programs Division
Linda Cummins promoted to Program Specialist II — Substance Abuse Treatment Program
Dora Tolbert promoted to Program Supervisor I — Youthful Of-

fender Program

Latrease Marshall promoted to Substance Abuse Counselor III — Senior Counselor at Hamilton Unit
Aimee C. Clark voluntarily demoted to Case Manager III — Transitional Case Manager at Estelle Unit
Ashley N. Koonce promoted into our dept to Administrative Assistant IV - Special Projects
Larry O. Gardner promoted to Chaplain II — Faith-Based Parole Program / Dallas, Texas



Staff Development

By: Rhonda Slater



New classes have been added to the Training Schedule, and they can be viewed on the TDCJ website. Under Quick Links, click on Rehabilitation Programs Division (RPD), and on the RPD page, scroll down to the Staff Development section, and click on the RPD Training Schedule link to view upcoming classes. The Training Schedule is also available on the Mainframe. Press the <Pause/Break> button until you are at a clear screen, and then type "TRCL" and press <Enter>. To view the RPD Training Schedule, place your cursor in the "Course" field, and type *RPD* and press <Enter>. This will display all available classes in the Rehabilitation Programs Division. Press the <F8> button to scroll to the next page, press <F7> to scroll to previous page, and press <F9> to print the currently displayed screen. If you want to set date parameters for classes you wish to take during a certain time period, place your cursor in the FROM DTE field to enter the start date (MM/DD/YYYY format), press <TAB> and enter the end date in the TO DTE field (MM/DD/YYYY format), and press <ENTER>. If you wish to attend a class, please contact your Human Resources representative.

CSPAY602/PAY602		TEXAS DEPARTMENT OF CRIMINAL JUSTICE		12-27-2010	
RSL7755 /8128		TRAINING CLASS LIST - TRNCLB		16:09:57	
COURSE	TITLE	START DTE	COMPL DTE	TOTAL	REMAI
HOURS	LOC ROOM	OWNER	STAT	REASON	
RPD0003	COGNITIVE SELF CHANGE - BASIC	12-08-2009	12-10-2009	25	4
24:00	BAI VISITATION	RPD	C		
RPD0002	IMMERSION TRAINING	01-25-2011	01-27-2011	40	40
22:00	E1I CLUBHOUSE	RPD	S		
RPD0002	IMMERSION TRAINING	01-11-2011	01-13-2011	40	40
22:00	E1I CLUBHOUSE	RPD	S		
RPD0002	IMMERSION TRAINING	11-16-2010	11-18-2010	40	3
22:00	E1I CLUBHOUSE	RPD	C		
RPD0002	IMMERSION TRAINING	10-26-2010	10-28-2010	40	4
22:00	CJC BATES	RPD	C		
RPD0002	IMMERSION TRAINING	10-19-2010	10-21-2010	40	2
22:00	E1I CLUBHOUSE	RPD	C		
RPD0002	IMMERSION TRAINING	08-31-2010	09-02-2010	30	4
22:00	GBR CONFERENCE	RPD	C		

COURSE: *RPD* OWNER: _____ FROM DTE: _____ TO DTE: _____ SORT: C
STATUS: _____ LOC: _____ ROOM: _____
I F8 FOR MORE RECORDS
F1=HELP F7=SCROLL UP F8=SCROLL DOWN F9=PRINT F12=EXIT

The Rehabilitation Programs Division Newsletter is published quarterly. Readers are encouraged to submit articles, events or other newsworthy items for publication consideration.

All submissions should be forwarded to:

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Program Specialist II—Information Coordinator

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rhonda.slater@tdcj.state.tx.us

rsl7755

Please Note: Texas law requires that readers not employed by TDCJ to notify us annually, in writing, that they wish to continue to receive the Rehabilitation Programs Division Quarterly Newsletter.



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- Youthful Offender Program (females)

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- Baby and Mother Bonding Initiative (BAMBI)
- GO KIDS (Giving Offenders' Kids Incentive and Direction to Succeed)
- RPD Manuals
- RPD Policies
- Special Projects

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- Deoxyribonucleic Acid (DNA)
- Special Programs and Projects
- Chaplaincy
- Volunteer Services
- Serious Violent Offenders Reentry Initiative (SVORI)
- Gang Renunciation and Disassociation (GRAD)

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- Analyze incoming program proposals
- Oversee facilitation of special programs and projects with community-based organizations
- Track volunteer-facilitated programs

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- Faith-based Dorms
- InnerChange Freedom Initiative (IFI)

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- Serious and Violent Offender Reentry Initiative (SVORI)