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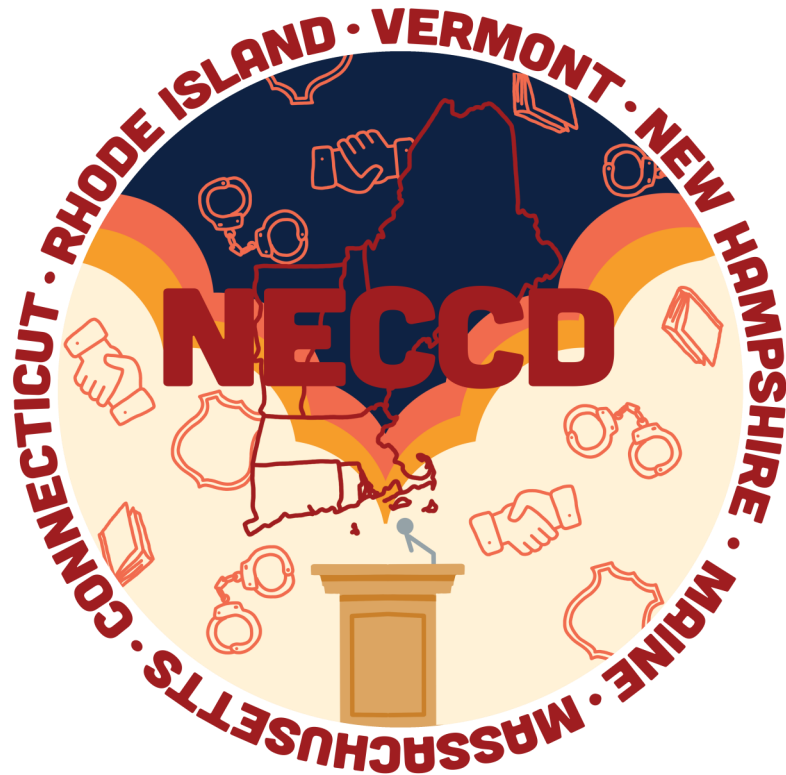
New England Council on  
Crime and Delinquency  
85th Annual Training Institute

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Collaboration and Restoration:  
Pathways to Success

November 3-6, 2024  
Double Tree Hotel  
South Portland, Maine



Greetings,

Welcome to the 85<sup>th</sup> annual New England Council on Crime & Delinquency Training Institute. This institute is intended to provide an opportunity to pause, reflect and reenergize. The Maine Department of Corrections is happy to host the conference in our great State of Maine.

During this event, you will engage with people from all-over New England. We have participants that are new to the workplace, some mid-career and others that have been leading organizations successfully for some time. Please, take time to introduce yourselves, share experiences and acknowledge that the work you do is so important. Networking is a valuable tool in professional growth and your participation with the New England Council on Crime and Delinquency offers local connections. Most new challenges that we face are only new to us. Many others have traveled our journey and making connections can be priceless as you face them.

Our profession can be a challenging one. This year's theme is *Collaboration and Restoration – Pathways to Success*. The schedule includes exciting keynote speakers and presentations focused on topics of Wellness, Human Trafficking, the Maine Model of Corrections, Community Policing and Behavioral Health. The presenter's willingness to share their knowledge and experience makes this training institute possible.

I would like to extend my sincere appreciation to all that have worked tirelessly to ensure the success of this training institute. I am certain, as with previous events, you will greatly enjoy your time.

With gratitude and respect,

Randall A. Liberty  
Commissioner  
ME Department of Corrections





# New England Council on Crime and Delinquency

PO Box 891, North Andover, MA 01845

[www.neccd.net](http://www.neccd.net)

Dear Institute Attendees:

## President

Jodie Johnson  
Maine  
Office: 207-474-7378  
Cell: 207-215-5799  
[jodie.johnson@maine.gov](mailto:jodie.johnson@maine.gov)

Welcome to the 85th Annual Training Institute of the New England Council on Crime and Delinquency being held in South Portland, ME. On behalf of the NECCD Executive Board and the Maine Conference Committee, I hope you enjoy your time in Maine and find the conference educational and the networking opportunities invaluable.

## Vice President

Eric Skillings  
New Hampshire  
603-860-5949  
[eric.j.skillings@dhhs.nh.gov](mailto:eric.j.skillings@dhhs.nh.gov)

The focus of this year's Institute is "Collaboration and Restoration: Pathways to Success". Collaboration and restoration are vital in the corrections field as they foster a rehabilitative environment that prioritizes both public safety and the well-being of those incarcerated. Together, collaboration and restoration create a correctional environment that goes beyond punishment, fostering positive outcomes for individuals and communities.

## Treasurer

Amy Jacobs  
Vermont  
802-527-4347  
[amy.jacobs@vermont.gov](mailto:amy.jacobs@vermont.gov)

The 2024 NECCD program committee has created an inspirational line up of local, regional, and national trainers that will provide trainings and workshops to challenge your creative minds to work together and facilitate change. Along with the workshops, please take time to meet with our Vendors as they provide cutting edge technology and services to support our industry.

## Secretary

Amber Charbonneau  
Vermont  
802-865-1364  
am-  
[ber.charbonneau@vermont.gov](mailto:ber.charbonneau@vermont.gov)  
.gov

Please take the information you acquire over the next few days back to your offices and agencies and share the lessons learned with your co-workers and supervisors.

Sincerely,

*Jodie M. Johnson*

Jodie Johnson, NECCD President 2024  
Regional Correctional Manager  
Adult Probation and Parole  
Maine Department of Corrections

## Executive Director

Julie Bjelko  
Maine  
207-441-8743  
[julie.bjelko@maine.gov](mailto:julie.bjelko@maine.gov)



# New England Council on Crime and Delinquency

PO Box 891, North Andover, MA 01845

Welcome to Maine!

As my term as Executive Director is coming to close this year, I would like to take this opportunity to reflect on the community formed by NECCD and the collaboration that it takes to assemble this Training Institute year after year.

NECCD has worked hard over these past 85 years to bring together colleagues and friends from around New England and across the country. It is no easy feat to foster and maintain these relationships, but we have managed and done it well. Even enduring major pivots through online learning during the pandemic, we now find ourselves back together here in Maine, still working to achieve our mission of delivering the latest in best practices while also providing space to form professional networking opportunities.

Collaboration between our agencies and states is invaluable, and I encourage you to reconnect with your old friends, but please also make time and space for new ones. I speak from experience when I say that the ability to have not only personal contacts, but friends at all levels of organizations around New England has been an invaluable professional resource, but the friendships that have been formed remind us all that we are not alone in the very important, and often difficult and stressful work we do.

Take a moment to look around you... find your friends, recognize the roles of formal and informal mentors in your life and career, maybe become a mentor yourself.

Finally, I would like to welcome and thank our incredible Exhibitors! I hope everyone here takes a moment to introduce themselves to you! These organizations and their representatives are here as a resource and often share research and knowledge far beyond what you might expect. Learn about new cutting-edge technologies, modalities and services that you can bring back and share with your agencies. Add resources to your toolbox so that you may become even more effective in your roles.

I hope you enjoy your experience at our 85<sup>th</sup> Annual NECCD Training Institute. Our committees have worked diligently to provide you with a valuable professional development experience. If you are not already a member of NECCD, please consider joining. Benefits go far beyond this Institute, especially with opportunities for scholarships for you and your family members and cost savings to further your education.

It has been my honor to serve as your Executive Director these past two years, and I send my best wishes to all of NECCD for continued success in furthering the mission of our organization.

Kind regards,

Julie Bjelko

## President

Jodie Johnson  
Maine  
Office: 207-474-7378  
Cell: 207-215-5799  
jodie.johnson@maine.gov

## Vice President

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## Executive Director

Julie Bjelko  
Maine  
207-441-8743  
julie.bjelko@maine.gov

# 2024 NECCD EXECUTIVE OFFICERS

Executive Director: Julie Bjelko - ME

President: Jodie Johnson - ME

Vice President: Eric Skillings - NH

Recording Secretary: Amber Charbonneau - VT

Treasurer: Amy Jacobs - VT

## 2024 NECCD REGIONAL BOARD MEMBERS

### Connecticut:

Rich Sparaco - Chair  
Tara Brooks  
Denelle Saunders  
Karla Dunkley  
Lorraine Rodrigues  
Vacant  
Edwin Lantigua - Alternate  
Trisha Truscello - Alternate  
Kirk Gordon - Alternate

### Rhode Island:

Courtney Jansen - Chair  
Lauren Dyer  
Michele Pouliot-Holland  
Megan Taylor  
May De Gala - Losee  
Jessica Nash  
Lisa Blanchette - Alternate  
Brenda Nagle - Alternate  
Lindsay Bryden - Alternate

### Massachusetts:

Paula Keating - Chair  
Michelle Carter Donahue  
Jack McGrimley  
Jennifer O'Day  
Lynn Clifford  
Vacant  
Vacant - Alternate  
Vacant - Alternate  
Vacant - Alternate

### Maine:

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Adam Silberman  
Robert LaPlante  
Ruth Fethke  
Sonja Morse  
Jerrad Coffin  
Jenn Jaroszuk - Alternate  
Susan Gagnon - Alternate  
Brian Castonguay - Alternate

### New Hampshire:

Ryan Donovan - Chair  
Michele Naismith  
Chris Regan  
Joshua Leonard  
Vacant  
Vacant  
Vacant - Alternate  
Vacant - Alternate  
Vacant - Alternate

### Vermont:

David Nesbitt - Chair  
Kate Aylward  
Chris Granger  
Herb Sinkinson  
Wayne Pittman  
Amber Gibbs  
Brandon Bushey - Alternate  
Vacant - Alternate  
Vacant - Alternate



# **The New England Council on Crime and Delinquency**

## **Opening Ceremony**

Monday, November 4, 2024

8:30am - 10:30am

Ballroom

Presentation of Colors

National Anthem - Pledge of Allegiance

Invocation

Amazing Grace

Moment of Silence

## **Welcome and Remarks**

Randall Liberty - Commissioner, MDOC

Julie Bjelko - NECCD Executive Director

Jodie Johnson - NECCD President

Roberta Whitney - MDOC Chaplain



# The New England Council on Crime and Delinquency

## Special Recognitions

### National Anthem

**Christie Stroud** is a Probation Officer with Maine Adult Community Corrections and has been a member of the MDOC team for more than 10 years. She is a gifted vocalist for her local church, passionately serving as a long-time worship leader for the congregation. Over the years, Christie has provided skillful vocals for a variety of special events, including many weddings and funerals and has enjoyed creative and musical endeavors within the local community as a two-time competitor in the fundraising event, Maine's Got Talent. With honor and zeal, Christie performed the National Anthem for NECCD Opening Ceremonies, hosted by the great

### Presentation of Colors

Maine Department of Corrections Honor Guard

### Amazing Grace and Moment of Silence

Maine State Police Pipe and Drums

**Roberta Whitney** is a Board Certified Clinical Chaplain serving the Maine Department of Corrections as Faith and Wellness Manager.



# Institute Schedule

## Sunday, November 3, 2024

11:00am - 1:00pm	Institute Registration	West Tower Lobby
6:00pm - 7:00pm	Institute Registration	
2:30pm - 5:30pm	Sunset Cruise on Casco Bay Sponsored by Reconnect	
6:00pm - 8:00pm	Welcome Reception ~ Exhibitor Hall Grand Opening Sponsored by the <i>Exhibitors</i>	Lighthouse Ballroom

## Monday, November 4, 2024

7:30am - 8:30am	Institute Registration	West Tower Lobby
7:30am - 8:30am	Continental Breakfast with Exhibitors Sponsored by the <i>Exhibitors</i>	Lighthouse Ballroom
8:30am - 10:30am	<b><u>Welcome and Opening Remarks</u></b> <b>Plenary Session:</b> Lt. Kevin Dillon (Ret) <i>Active De-escalation Strategies for the Workplace Professionals</i>	Lighthouse Ballroom
10:30am - 10:45am	Break/Registration Open	

## **Morning Training Sessions 10:45am - 12:00pm**

Session A	Kevin Dillon: Analysis of Use of Force and Diffusion	Lighthouse Ballroom
Session B	Interstate Compact for Juveniles: Return of Juvenile Runaways	Sebago
Session C	Maine Model of Corrections and Lived Experiences	Cumberland
12:00 pm – 1:15 pm	Lunch with the Exhibitors Sponsored by the <i>Exhibitors</i>	Lighthouse Ballroom
1:30 pm – 2:45 pm	<b><u>Afternoon Training Sessions #1</u></b>	
Session A	Pathways to Success in the Maine Department of Corrections	Lighthouse Ballroom
Session B	Human Trafficking: Tools & Best Practices to Ensure a Trauma Informed Response	Sebago
Session C	Identifying Abuse and Neglect in the Home	Cumberland
2:45pm - 3:00pm	Break/Registration Open	
3:00 pm – 4:15 pm	<b><u>Afternoon Training Sessions #2</u></b>	
Session A	Wellness	Cumberland
Session B	Jude David - I Am Who I Am	Lighthouse Ballroom



# Institute Schedule ~ Continued

4:30pm - 5:00pm	Registration Open	West Tower Lobby
5:00pm – 6:30pm	Vendor Reception Cash Bar, Refreshments, Exhibits, Raffle Prizes Sponsored by Exhibitors	Lighthouse Ballroom
7:00pm – 11:00pm	Monday Night Football <i>Buccaneers @ Chiefs</i>	H Street Lounge

## **Tuesday, November 5, 2024**

7:30am – 8:30am	Institute Registration	West Tower Lobby
7:30am – 8:30am	Continental Breakfast with Exhibitors Sponsored by the <i>Exhibitors</i>	Lighthouse Ballroom
8:30am – 10:00am	<b><u>Morning Plenary</u></b>  Jude David - Hustle and Motivate	Lighthouse Ballroom
10:00am - 10:30am	Coffee Break with Exhibitors/Registration Open	

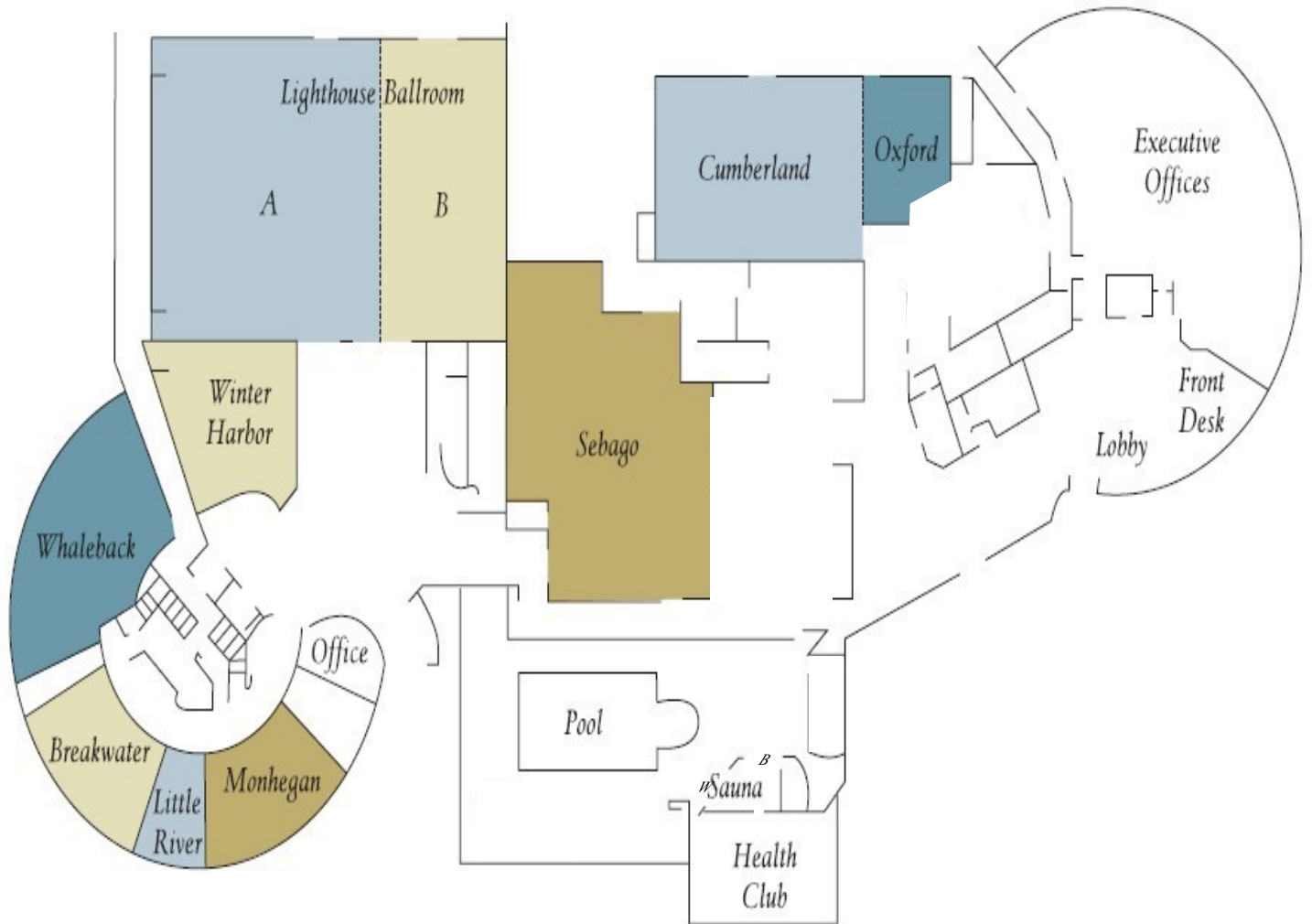
## **Morning Training Sessions 10:30am - 11:45pm #1**

Session A	Use of Force	Whaleback
Session B	Stress, Toxic Stress and Overwhelm When Working In the Criminal Justice Field	Cumberland
Session C	Wellness and Peer Support	Sebago
Session D	Lisa Beecher - How Understanding Individual and Community Transgenerational Trauma can Enhance Wellness	Breakwater
12:00pm - 1:30pm	Awards Luncheon	Lighthouse Ballroom

## **1:30pm - 2:45pm Afternoon Training Sessions**

Session A	Interactive Use of Force	Sebago
Session B	Protective Factors Framework	Breakwater
Session C	Community Policing and Behavioral Health	Cumberland
2:45pm - 3:00pm	Break	
3:00pm - 4:30pm	<b><u>Afternoon Plenary</u></b>  Greg Stube - Lessons Learned from the Battlefield	Lighthouse Ballroom

# Double Tree Floor Plan



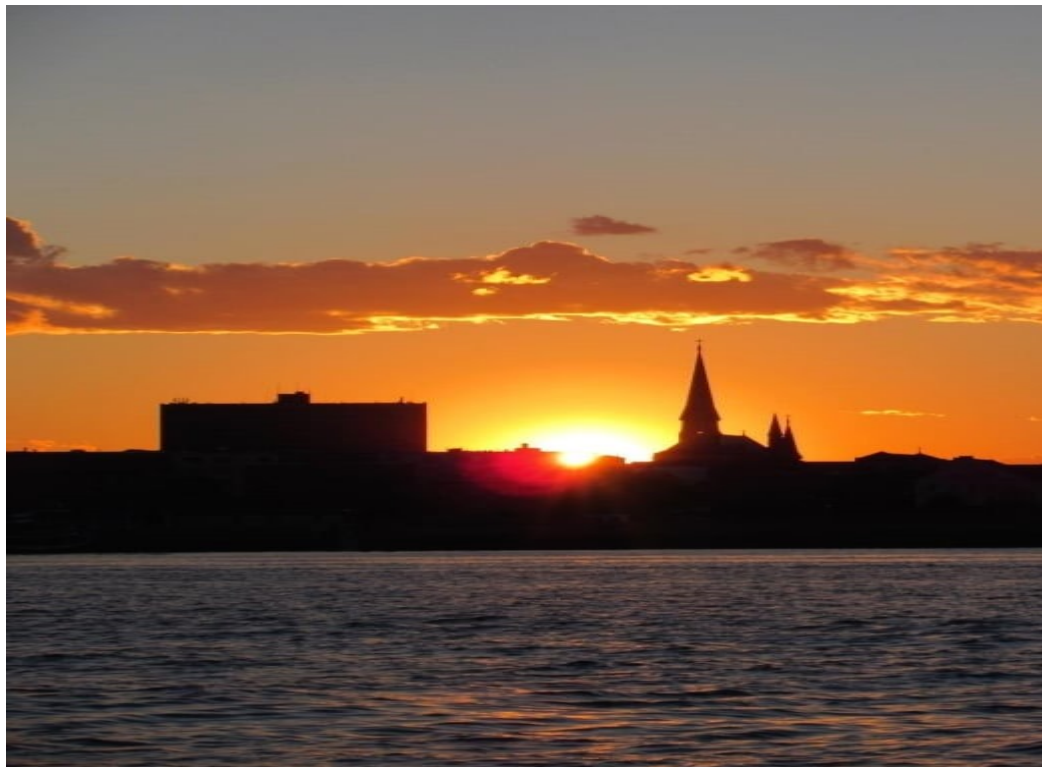
# Institute Schedule ~ Continued

## Tuesday, November 5, 2024 cont'd

5:00pm – 5:30pm	State Caucus Meetings	To be announced
8:00pm – 11:00pm	Closing Reception James Bond: “Shaken, not stirred” Sponsored by <i>Dress as your favorite James Bond Character!</i> <b><u>(No Weapons of any kind please)</u></b>	Lighthouse Ballroom

## Wednesday, November 6, 2024

8:30am – 9:30am	Breakfast Buffet	Sebago
9:30am – 11:00am	NECCD Organizational Meeting <i>Final Drawings for Raffle</i>	Sebago
11:00am	Conference Adjourns <i>To Reconvene in New Hampshire</i>	



# Curriculum Details ~ November 4, 2024

Date: Monday, November 4, 2024  
Time: 9:00am - 10:30am  
Location: Lighthouse Ballroom

**Plenary Session:** *Active De-escalation Strategies for the Workplace Professionals*

Presenter: Lt. Kevin Dillon (Ret.)



## **Description:**

The Active De-escalation Strategies program focuses on how to recognize aggression and how not to stimulate aggression. The program is based on nationally recognized and award winning L.E.A.D.S. Law Enforcement active De-escalation Strategies Program. Attendees will discuss the importance and value of effective communications and de-escalation skills as they apply to all public services ranging from first interactions to continual service. We will also discuss the misrepresentation of de-escalation and how to quantify and measure it. Attendees will discuss Active De-escalation Strategies that can avoid or resolve interactions by employing effective communications skills, tactical de-escalation, relocation methods as well as distraction techniques that promote a successful resolution.

## **Objectives:**

- Understanding the principals of risk management for employee safety
- Identify professional benefits of active diffusion strategies
- Learn methods of effective verbal de-escalation strategies
- Discuss involuntary physiological changes during aggression
- Discuss how cognitive limitations occur during conflict resolution
- Learn anger management techniques for self-control
- Learn interagency strategies for summoning assistance
- Learn methods of quantifying de-escalation and diffusion engagement
- Discuss the importance of documentation when attempting or successfully resolving incidents. You can't testify unless it is written
- Learn methods of distraction to obtain time for employee assistance
- Learn reporting procedures for dealing with conflict

**Lieutenant Dillon** has served as Detective Commander, Patrol Commander and training supervisor. A SWAT team member since 1993, he served for six years as a Team Leader and his last 3 years as Commander of the regional thirty-five member SWAT team. (Capitol Region Emergency Services Team)

Lieutenant Dillon is a National Academy graduate of the F.B.I. session 223, (Fall 2005) and is certified by the Force Science Institute for Analysis of Use of Force Incidents and certified by the Institute of Prevention of In-Custody Deaths for Use of force and Agitated States. Lieutenant Dillon is also a certified Litigation Specialist with A.E.L.E. Americans for Effective Law Enforcement

As an instructor of SWAT, defensive tactics and use of force since 1988, Lieutenant Dillon has developed and teaches his L.O.C.K.U.P. ® (Defensive Tactics) Arrest and Control System. L.O.C.K.U.P. ® is a comprehensive approach, based on gross motor skill concepts, that actually reduces injuries to citizens and police officers. Lieutenant Dillon educates officers about the instinctual physiological and physical responses of the human nervous system during combat. The system is evidence based, court tested, consistent with, and based upon, the legal guidelines governing police use-of-force, and is appropriate as a system for officers, regardless of physical attributes. The system can be retained and deployed with minimal continuation training. Lieutenant Dillon also focuses on the tracking and trending all use of force deployments. To effectively manage use of force you need to effectively measure use of force.

# Curriculum Details ~ November 4, 2024 ~ Continued

Date: Monday, November 4, 2024  
Time: 10:45am - 12:00pm  
Location: Lighthouse Ballroom

**Session A:** **Analysis of Use of Force and Diffusion, “You can’t manage what you don’t measure.”**  
Presenter: Lt. Kevin Dillon (Ret)

## **Description:**

Today every use of force incident is scrutinized frame by frame on a video and judged by untrained individuals creating distrust and false narratives. Use of force analysis, investigation and training is a complex continually evolving issue. This training session is designed for Corrections, Probation and Parole Leaders who may develop policies, review, report, instruct or investigate use of force incidents. The training will examine the most recent and up to date issues that specifically impact command level, training units, front line supervisors and internal investigators concerning use of force incidents. The workshop breaks down multiple issues ranging from daily client contacts, complaints, curriculum design, reporting, tracking and trending or investigation. Instruction uses lectures, demonstrations and case studies. Just one improper technique changed the country!

## **Objectives:**

- To define use of Force
- To define de-escalation
- New challenges from political beliefs and legislation
- Myths vs. facts in use of force assessments
- Three essential steps in use of forces decision making
- Discuss officer behavior and accountability issues
- Discuss de-escalation strategies and how to report it
- Discuss human attention and how it relates to sue of force
- Discuss use of force tracking, trending, reporting and analysis
- To apply force application to report writing
- What information do you want to track and how will it be used

## **Lt. Kevin Dillon (Continued)**

The L.O.C.K.U.P. System is being instructed and used by officers within the states FL, CT, RI, MA, ND, MN, AK, MO, MI, SD, AK, CA, AZ, OR, and AR as well as within the countries of France, Canada, Switzerland, Nigeria and Belgium.

Lieutenant Dillon also developed the L.E.A.D.S. – Law Enforcement Active Diffusion Strategies curriculum in 2007 with the program receiving national recognition. It has been presented to officers in the states of FL, CT, RI, MA, ND, MN, MO, MI, SD, CO, AK, CA, AZ, WY, and NM. The L.E.A.D.S. curriculum has been reviewed and approved by the United States Department of Justice.

The FBI National Academy Associates – 2022 Science and Innovation Award was presented to Lt. Kevin Dillon (ret) internationally recognized law enforcement speaker and trainer. FBI National Academy Associates – Charitable Foundation Award.

# Curriculum Details ~November 4, 2024 ~ Continued

Date: Monday, November 4, 2024  
Time: 10:45am - 12:00pm  
Location: Sebago

**Session B: Interstate Compact for Juveniles: Return of Juveniles/Runaways**  
Presenters: Caitlyn Bickford  
Trissie Casanova, LICSW  
A. Roy Curtis

## **Description:**

This presentation will introduce participants to the Interstate Compact for Juveniles and discuss how the rules apply to juveniles/runaways who are found in a state other than their home state.

## **Objectives:**

1. To gain a better understanding of the Interstate Compact for Juveniles.
2. To understand the rules pertaining to voluntary and non-voluntary return of juveniles/runaways.
3. To understand the different roles involved in the voluntary and non-voluntary return of juveniles/runaways.

## **Caitlyn Bickford-Interstate Programs Administrator, Deputy Compact Administrator ICPC/ICJ**

Caitlyn Bickford is the Commissioner and Deputy Compact Administrator for the State of New Hampshire Division for Children, Youth and Families Interstate Office. Caitlyn began her career with NH DCYF in 2007 as a Child Protective Service Worker (CPSW) in a local district office, working closely with families with a substantiated finding of abuse or neglect to reunify children with their parents, or assisting the parents with maintaining their children in their home. Caitlyn then worked as a Permanency CPSW, focusing on achieving sustainable permanency for children that were legally free for adoption. From there, she was promoted to the position of Permanency Supervisor within that local office, where she supervised a staff of 6-8 workers, along with ensuring a sustained attention on permanency for all of the children within that local office. After 4-years as a Supervisor, Caitlyn then accepted a position within NH DCYF's State Office as the Deputy Compact Administrator for the Interstate Compact for the Placement of Children (ICPC) in 2017. At that time, ICJ was being managed by another position within the State Office. Caitlyn advocated for ICPC and ICJ to be under the same position given the similarities and unique crossover there often is, especially given Child Protection and Juvenile Justice are both within NH DCYF. Caitlyn became the Commissioner and DCA for ICJ in 2018. Her position continued to expand in 2018 with the addition of a specific home study unit responsible for completing all incoming ICPC Home Studies, which she supervises and oversees. Caitlyn's position once again expanded with overseeing the Human Trafficking program in 2020. As the Interstate Programs Administrator of New Hampshire, Caitlyn oversees ICPC, ICJ and the Human Trafficking Program Specialist.

# Curriculum Details ~ November 4, 2024 ~ Continued

## Trissie Casanova, LICSW- Deputy Compact Administrator for ICPC/ICJ & Human Trafficking Consultant

Trissie Casanova, LICSW serves as the ICJ/ICPC Deputy Compact Administrator and Human Trafficking Consultant for the State of Vermont. She has served within these roles for the last 8 years. Ms. Casanova has worked for the Vermont Department for Children and Families Family Services Division for 21 years, in that time she has worked as a child protection worker, juvenile probation officer and child protection investigator. She sits on the Training & Outreach Committee on Human Trafficking, she co-chairs a Human Trafficking Multi-Disciplinary Team in Vermont's largest county and co-chairs DCF's Human Trafficking Work Group. Ms. Casanova obtained her master's in social work at the University of Vermont and her undergraduate degree in Psychology at St. Michael's College.

## A. Roy Curtis, Interstate Compact Deputy Compact Administrator/Commissioner

Roy Curtis has been with the Maine Department of Corrections for 27 years after completing his Bachelor of Arts degree in Criminology from the University of Southern Maine. Roy Currently serves as a Regional Correctional Manager for Juvenile Field Services where he works closely with local Community Corrections Officers and Stakeholders covering 3 Counties. Roy has served on the Executive Committee for the Juvenile Restorative Justice Council, as well as the Department of Corrections Restorative Justice Committee. Roy has been working within the Interstate Commission for Juveniles since 2018 and currently serves as the Deputy Compact Administrator and ICJ Commissioner for the State of Maine. Over the past 5 years, Roy has worked to enhance the ICJ State Council as well as ICJ protocols within the Department of Corrections. For the past two years, Roy has been part of the Technology Committee, most recently serving as Vice-Chair. Previously, Roy served on the Rules Committee as well as the Unity User Acceptance Team.



# Curriculum Details ~ November 4, 2024 ~ Continued

Date: Monday, November 4, 2024  
Time: 10:45am - 12:00pm  
Location: Cumberland

**Session A: Maine Model of Corrections and Lived Experiences**  
Presenters: Kim Carson, Regional Correctional Administrator  
Robert LaPlante, Regional Correctional Administrator  
William Segler, Unit Manager  
Adam Silberman, Regional Correctional Administrator

## **Description:**

Making our Communities Safer by Reducing Harm through Supportive Intervention, Empowering Change, and Restoring Lives. The Maine Department of Corrections is committed to a new model of corrections, one promoting the safety and wellbeing of staff and residents, while also ensuring residents and community clients see fewer barriers as they meaningfully engage with rehabilitative-focused services. This operating philosophy, known as the Maine Model of Corrections, is founded in the principles of normalization and humanization, with emphasis on destigmatization, respect, and modernization of the Department as a whole. The transformation to the Maine Model of Corrections will lead to a stronger, healthier, and more meaningful environment for staff, residents, and clients, without compromising the importance of public safety. Working closely with victim service organizations and community partners, the Maine Department of Corrections will continue to emphasize the importance of sound community transition practices and safe Maine communities.

Part of the presentation will also include a brief in person presentation from individuals with lived experience that were clients of the Maine Department of Corrections. They will discuss their experience while on supervision in Community Corrections. This will be an opportunity to hear from those that had firsthand experience and how that experience affected their lives.

## **Objectives:**

1. Discuss the new MDOC Mission Statement in the context of the Maine Model of Corrections.
2. Introduce certain concepts and characteristics of the Maine Model of Corrections and their application to our work.
3. Review the benefits of MMC to our culture, outcomes, and staff wellness.
4. Empower staff to continue to identify opportunities and make suggestions for continued progress in aligning with MMC.

**Kim Carson** is a graduate of Colorado State University. Kim's probation career began in Colorado in 1992, working for the State and US Probation. In 2015, she relocated to Maine and is currently the Regional Correctional Administrator, Region 1 for one of the Adult Community Corrections Regions in Maine.

**Robert LaPlante** is graduate of the University of Southern Maine. He began his career at the Maine Department of Corrections in 2007, as a Juvenile Community Corrections Officer. He currently is a Regional Correctional Administrator for Adult Community Service in the State of Maine in Region III. He graduated from the APPA Leadership Institute.

**William Segler** began his career as a Correctional Officer, promoted to Sergeant and now a Unit Manager at the Maine Correctional Center. I understand that taking a humane approach with residents is best practice resulting in better outcomes.

**Adam Silberman** began his probation career in Maricopa County in 1997. Working in Vermont and in Maine. He is currently the Regional Correctional Administrator in Region II. He graduated from APPA Leadership Institute.



# Curriculum Details ~ November 4, 2024 ~ Continued

Date: Monday, November 4, 2024  
Time: 1:30pm - 2:4 pm  
Location: Lighthouse Ballroom

**Session A:** **Pathways to Success in the Maine Department of Correction** Presenters: Krista Okerholm

Krista Okerholm, Director of Culinary and Food Sustainability  
Erika Grover, Correctional Education Programs Coordinator  
Mark Spahr, Director of Education Technology  
Hallis Thayer, Assistant Industries Manager

## Description:

The panel discussion will provide a wide range of information pertaining to education, industries, technology and vocational programming in the Maine Department of Corrections. This will be done through an intentional and flexible focus on various industries. We will discuss how this empowers our residents for growth and success and the impacts it has on our communities.

## Objectives:

- Participants will be able to gain a greater understanding of the importance of programming for residents
- Participants will be able to identify how obtaining various skills will aid the residents in a successful transition into the community
- Participants will be able to identify the importance of community collaboration, through various experiences, highlighting resident enrichment.



# Curriculum Details ~ November 4, 2024 ~ Continued

**Erika Grover.** As a dedicated Correctional Education Programs Coordinator for the Maine Department of Corrections, I bring seven years of comprehensive experience in the corrections field. I oversee the development, implementation, and evaluation of academic and vocational programs within the Women's Services facilities, working collaboratively with a diverse team of educators, counselors, and administrators. My role focuses on creating curricula that address the specific needs and interests of incarcerated adults while adhering to departmental standards and policies. I hold a Bachelor of Arts in Social and Behavioral Sciences from the University of Southern Maine and am currently pursuing a Master's degree in Education Equity and Social Justice at Boston University. My academic background and ongoing studies reflect my deep commitment to understanding and addressing the complexities of the criminal justice system and advancing educational opportunities for marginalized populations. My commitment to providing educational opportunities reflects my belief in the transformative power of learning and its role in fostering personal growth and rehabilitation.

My professional mission is to facilitate meaningful educational experiences that support the personal and professional development of individuals within the correctional system. Through innovative program design and a client-centered approach, I strive to positively impact individuals and communities affected by the criminal justice system, helping to pave the way for successful reintegration and future success.

**Mark Spahr** has worked for the Maine Department of Corrections for 22 years. In his current position, he manages all the computers, networking, and firewalls that are used by residents in every facility of the department. Mark previously was the Culinary Arts Instructor at Mountain View Correctional Facility in Charleston, Maine.

**Hal Thayer** has had an impactful career shaped by his strong vocational background and military service. Hal pursued education in construction, aviation metal fabrication, and mechanics, laying a solid foundation for his future endeavors.

In the early stages of his career, Hal served as a U.S. Marine, where he was assigned to a CH-46 helicopter squadron. This experience not only honed his technical skills but also instilled discipline and teamwork that would guide him throughout his life. Following military service, Hal briefly worked for the Virginia Department of Corrections before returning to his roots in Maine. In September of 2000, he began his tenure with the Maine Department of Corrections as a correctional officer. His dedication and expertise quickly became evident, leading to a significant opportunity in 2004. He was tasked with developing a tool control program for the prison industries, a project he successfully completed in 2005. After this accomplishment, Hal returned to his role as a correctional officer until he accepted a permanent position in Maine State Prison (MSP) industries in 2010. Over the years, he has held various leadership roles, including finishing supervisor, tool room supervisor, woodshop supervisor, and machine shop supervisor. Currently, Hal serves as a welding instructor and assistant industries manager at the Maine State Prison in Warren, where he continues to contribute to the development of vocational skills among Residents. Hal Thayer's commitment to service, education, and rehabilitation, demonstrates the profound impact that skilled mentorship can have on individuals and communities. His blend of military discipline, technical expertise, Motivation and teaching ability has positioned him in a positive and rewarding career in the correctional system.

## Curriculum Details ~ November 4, 2024 ~ Continued

**Krista Okerholm** is the Director of Culinary and Food Sustainability for the Maine Department of Corrections. Krista is a Classically Trained Chef and has spent much of her career working in fine dining up and down the east coast. After spending much of this time in major cities, Krista was satiated with urban living and after a weekend trip to Maine she decided to enjoy the Maine way of life. After a rewarding career, while trying to plan the next steps, Krista came to the realization she wanted more. Krista having already earned an associate in baking/pastry arts & culinary arts, went back to college to try her hand at a “normal” accredited college and a few years later successfully walked away with a bachelor’s degree, to this day it is one of her biggest accomplishments. After a few brief temp jobs to see what else was out there other than the world of culinary, she temped at a Neurorehabilitation center and was quickly embraced by the clientele and offered a job as a rehabilitation technician, which quickly morphed into community integration and organized culinary therapy sessions. She worked with folks with a variety of brain injuries, this was very rewarding. Krista tackled recipes at various stages of difficulty and embraced utilization of adaptive tools such as rocker knives, pegged cutting boards, picture recipes and playing on other senses to navigate ingredients and recipes. She did work onsite as well as in group homes. As a chef, Krista always strives to get the best possible ingredients for the best result. Krista continued to navigate group homes and the brain injured community and it was evident that there was an overabundance of prepacked processed food available. Krista was on a mission to introduce fresh foods from scratch, the clients loved this approach and enjoyed the result. The clients started craving fresh foods and more challenging recipes, stating they loved how they felt and were proud of what they had created. Clients loved that they could either grow their own food or source it locally, it unlocked nostalgia and a sense of pride.

With a few life changes, shortly thereafter, Krista applied to the Maine Department of Corrections for a position as the Vocational Arts Instructor for Incarcerated Women. 12 years later, Krista is now the Director of Culinary and Food Sustainability. She has an established program that has evolved and grown in impressive ways to include a fine dining catering program, implementation of ServSafe, a relationship with the Southern Maine Community College and York County Community College – offering Baking 101 and a Culinary Bootcamp. Krista also facilitated a couch to 5K with Farm to Table finish and in 2022 she partnered with colleague Mark McBrine to cofacilitate running the organic farm program at MCC. This was again a great way to get the best quality ingredients to the people she served and see the benefit of a healthy way of living.

# Curriculum Details ~ November 4, 2024 ~ Continued

Date: Monday, November 4, 2024  
Time: 1:30pm - 2:45pm  
Location: Sebago

**Session B: Human Trafficking: Tools & Best Practices to Ensure a Trauma Informed Response**

Presenters: Jennifer Shumway, CSEC Coordinator  
Jen Chon, Juvenile Community Corrections Officer  
Chris Peavey, FBI Senior Supervisory Agent  
Hailey Virusso, LCSW, Director Anti-Trafficking Services

**Description:**

Panelists will provide context and case examples to highlight the core competencies of a victim centered – trauma informed response to human trafficking. Utilizing the framework of a multidisciplinary team (MDT), panelists will highlight best practices for prevention, intervention, and response with minors and adults, to include; indicators to be attuned to, tools for engagement and trust building with clients on supervision/probation, the benefits of the utilization of a child advocacy center (CAC) and the importance of victim centered supports and services.

**Objectives:**

- Panelists will provide an overview of human trafficking concepts, to include labor and commercial sex trafficking.
- Panelists will enhance the attendee’s awareness of key identifiers of grooming/exploitation/trafficking in relation to both minors and adults.
- Panelists will provide a best practices overview of a trauma informed response with regards to response, reporting and referring.
- Panelists will highlight the strengths of a multi-disciplinary team response for victims/survivors of human trafficking.

# Curriculum Details ~ November 4, 2024 ~ Continued

**Jen Shumway** is the CSEC Coordinator at the Cumberland County Children's Advocacy. In this role, Jen collaborates with a multi disciplinary team of providers to triage the needs of youth who are confirmed or at risk of trafficking and/or exploitation. Currently, Jen is the only CSEC coordinator in the state of Maine. She has testified before the Maine legislature to attempt to gain more funding to allow for more CSEC coordinators throughout the state of Maine. Jen is a licensed social worker in the state of Maine. In her free time, Jen enjoys teaching and practicing yoga and cycle and loves spending time with her family and friends.

**Jen Chon** graduated with a double Major in Sociology and Justice Studies from the University of New Hampshire in 2005. After graduation, Jen worked as a crisis response worker for Family Crisis Services serving woman involved in Domestic Violence situations and was a mental health case manager for Sweetser where she specialized as a hi-fidelity wraparound facilitator during re-entry for female adolescents at Long Creek Youth Development Center. In 2012, Jen became a Juvenile Community Corrections Officer for Maine Department of Corrections serving the areas of Portland and South Portland. Jen is a member of CCCAC (Cumberland County Children's Advocacy Center) Advisory Board, CSEC (Commercial Sexual Exploitation of Children) Committee, GPCASTE (Greater Portland Coalition Against Sex Trafficking and Exploitation) Committee, and Preble Street Anti-Trafficking MDT. Jen's caseload includes many cases involving sexual exploitation of minors, a population that Jen is extremely passionate about.

**Chris Peavey** is the FBI Supervisory Senior Special Agent for FBI offices in Maine. Prior to his current position as supervisor, Chris was an FBI Special Agent with the FBI's Southern Maine Gang Task Force (SMGTF), a Safe Streets task force which investigates federal criminal enterprise crimes.

**Hailey Virusso** is a Licensed Clinical Social Worker in Maine, currently serving as the Director of Anti-Trafficking Services at Preble Street. For over ten years, Hailey has worked within the mental health and victim services fields, working to provide innovative solutions to address intersectional issues including human trafficking and youth homelessness. Hailey has built her career around providing supports and services to best meet the needs of vulnerable populations in a variety of situations. Before joining the Anti-Trafficking team, Hailey worked as the Director of Teen Housing and Outreach Services at Preble Street and as the Director of Youth Services at The Opportunity Alliance, managing a recovery oriented, integrated health service focused on improving health outcomes, cost effectiveness, and improved consumer engagement for the population served. Hailey holds a Bachelor of Social Work from the University of Vermont and a Master of Social Work from the University of Southern Maine.

# Curriculum Details ~ November 4, 2024~ Continued

Date: Monday, November 4, 2024  
Time: 1:30pm - 2:45pm  
Location: Cumberland

## **Session C: Identifying Abuse and Neglect in the Home**

Presenters: Andrea Marecaux, LCSW  
Rebecca Hoffman, MA, LMFT  
Diane Morse, Child Protection Investigations Supervisor  
Tyler Ham, SRO, Androscoggin County Sheriff  
Nathan Walsh, Assistant District Attorney

### **Description:**

This is an interactive course/panel discussion with community collaborators that will help criminal justice professionals to identify potential warning signs of childhood abuse and neglect in the course of our duties. A robust discussion with the panel will guide participants in our roles as mandated reporters, what to report and how to make appropriate referrals. Discussion will explore the unique community partners and the importance of collaboration.

### **Objectives:**

- Explain what a mandated reporter is/parameters around confidentiality
- Be able to identify reportable incidents
- Identify what agency they would report potential childhood abuse and neglect to

**Andrea Marecaux** is a clinical social worker, who has worked in an elementary school (preK-8th grade) in Central Maine for the past 7 years. She provides therapy, crisis interventions and assessments, and additional support to students in all grade levels. Andrea also trains staff on the impact of trauma on students in the educational setting, as well as providing training on suicide risk and child abuse and exploitation prevention. In her role she collaborates with families and outside agencies and providers, to ensure students' mental health needs are met. Prior to working as a school social worker, Andrea was the Residential Director for a residential treatment facility serving youth between the ages of 6-18. This role allowed her to provide both individual and family therapy, while overseeing treatment for up to 16 youth at a time. The goal of residential treatment was for children to successfully transition back to their home community and school. Andrea holds a Masters in Social Work from the University of Maine and a Masters in Psychology with a concentration in Applied Behavior Analysis from the University of Southern Maine.

**Rebecca Hoffmann** is the Director of the Maine Health Center for Trauma, Resilience, and Innovation and is an Assistant Clinical Professor of Psychiatry at Tufts University School of Medicine. By training, Rebecca is a family therapist and has worked clinically for 25 years with children, families, and communities. Rebecca's primary work is in the fields of trauma, violence, resilience, and wellbeing. She has overseen large federally-funded behavioral health research and service grants that focus on providing care and treatment for children and families that have been exposed to trauma. These programs focus on prevention of childhood exposure to violence, implementation of evidence-based trauma treatment, and foster professional resiliency. In addition, Rebecca has overseen programs in disaster mental health, and in helping communities heal after trauma. Rebecca has extensive training and practice in the fields of childhood trauma, wellbeing and resilience, community coalition building, and collective healing. She has published numerous articles, book chapters, and other resources in this field.

# Curriculum Details ~ November 4, 2024 ~ Continued

Date: Monday, November 4, 2024  
Time: 1:30pm - 2:45 pm  
Location:

**Diane Morse** is a Child Protection Investigations Supervisor in Kennebec and Franklin Counties. She has been working in Child Protection in the Augusta Office since 2001, beginning as a CPS Investigator and transitioning to supervision in 2009. Diane is a strong supporter and advocate for collaboration between disciplines and agencies to ensure the safety of Maine's children. Diane is currently a Co-Chair of the Children's Advocacy Center's Multi-Disciplinary Team for Kennebec County and participates in trainings for School Resource Officers at Maine Criminal Justice Academy.

**Tyler Ham** is a 16 year veteran of law enforcement. Tyler has spent time as a K9 handler, a task force officer for the Maine Drug Enforcement Agency, as well as a School Resource Officer. Tyler is currently the MSAD 52 (Turner, Leeds, and Greene) District SRO and has been since the reintroduction of the SRO position for MSAD 52 in 2022. Tyler resides locally with his wife Kelley and their daughter Abby.

**Nate Walsh** is an Assistant District Attorney in Prosecutorial District III, which serves Androscoggin, Franklin, and Oxford Counties. He serves as the District's Human Trafficking Prosecutor assigned to handle sex and labor trafficking offenses. He previously served as a juvenile prosecutor for several years. A graduate of the University of Maine School of Law, he started as a prosecutor in Cumberland County before joining the Lewiston District Attorney's Office in 2016. He has presented trainings for law enforcement, non-governmental organizations, and community groups about the legal aspects of human trafficking, and has also been called to testify before the Maine Legislature about anti-trafficking bills under consideration.

# Curriculum Details ~ November 4, 2024



Date: Monday, November 4, 2024  
Time: 3:00pm - 4:15pm  
Location: Cumberland

**Session A: Wellness**  
Presenters: Wally Fraser, PhD.

## **Description:**

This session will explore wellness in public safety and for those who provide care to others. We will explore ways to balance and manage wellness, especially when handling stressful situations. We will also explore when and where to get help.

## **Objectives:**

- Understand and recognize the various types of wellness
- Understand the signs of burnout and vicarious trauma
- Help to understand the necessity of self-care
- Know when and where to reach out for help

**Dr. Fraser** has a Ph.D. in Leadership with a concentration in Organizational Development. His academic research has focused on officer wellness and leadership support of wellness. Additionally, Dr. Fraser has conducted research on retention in public safety.

Clinically, Dr. Fraser has been a counselor for 15 years. His practice primarily focuses on counseling law enforcement and other first responders. Additionally, Dr. Fraser offers training on wellness and other leadership topics to first responders throughout Penobscot County.



# Curriculum Details ~ November 4, 2024 ~ Continued

Date: Monday, November 4, 2024  
Time: 3:00pm - 4:15pm  
Location: Lighthouse Ballroom



**Session B: I Am Who I Am**  
Presenters: Jude David

## Description:

“By understanding personality traits, you increase self-knowledge and self-awareness. Your personality can help or hinder you in your succession. If you do not understand what drives your actions and behaviors, it will be really hard to cultivate positive growth, especially in leadership roles. As you discover what inspires you, you’ll identify what may hold you back. You’ll discover the traits, habits and behaviors that propel you forward and also identify the traits, habits and behaviors that has caused you to mismanage, micromanage or misunderstand coworkers, family and friends.”

## Objectives:

- Identify the characteristics of your individual personality
- Analyze your personality and other personalities in your circle
- Identify how personality traits affect the workplace

**Jude David** is a motivational speaker and trainer that brings authenticity, entertainment and education in every presentation he delivers. Growing from humbled beginnings, he devoted his career to public service and did so in a manner that was true to his culture and his identity. Starting his career as a group home manager for at risk youth, he transitioned to the Department of Youth Services as a unit supervisor. Four years later, he moved to the Sheriff’s Department where he was able to complete his Master’s Degree in Public Administration. In 2018, he became a probation officer and since then has been promoted to his current role of Program Manager.

He is a real estate investor, the president and founder of the Boston Chapter of the National Association of Blacks in Criminal Justice. He is the Chair of the membership committee for the American Probation and Parole Association. He is a self-proclaimed “city kid” that stresses the importance of authenticity and diversity. He is a national speaker who brings popular culture into his speeches with the use of music and entertainment. He is high energy, relatable, edgy and fun to watch.

# Curriculum Details ~ November 5, 2024 ~

Date: Tuesday, November 5, 2024  
Time: 8:30am - 10:00am  
Location: Lighthouse Ballroom

**Plenary:** **Hustle and Motivate**  
Presenter: Jude David

## **Description:**

Workshop Description: This workshop is designed to give pure motivation! For the veterans that lost their edge, for the newer employee that's excited for their new career and for the seasoned manager that feels overlooked or underappreciated; this session is for you. Hustle and Motivate is designed to remind you why you chose to be in public service and why you are influential to your community and your team! You have the power and the strength to face adversity. You are here, in this career, for a reason. Not by fault but by design. You built yourself from the ground up.

**Jude David** is a motivational speaker and trainer that brings authenticity, entertainment and education in every presentation he delivers. Growing from humbled beginnings, he devoted his career to public service and did so in a manner that was true to his culture and his identity. Starting his career as a group home manager for at risk youth, he transitioned to the Department of Youth Services as a unit supervisor. Four years later, he moved to the Sheriff's Department where he was able to complete his Master's Degree in Public Administration. In 2018, he became a probation officer and since then has been promoted to his current role of Program Manager.

He is a real estate investor, the president and founder of the Boston Chapter of the National Association of Blacks in Criminal Justice. He is the Chair of the membership committee for the American Probation and Parole Association. He is a self-proclaimed "city kid" that stresses the importance of authenticity and diversity. He is a national speaker who brings popular culture into his speeches with the use of music and entertainment. He is high energy, relatable, edgy and fun to watch.

# Curriculum Details ~ November 5, 2024 ~ Continued

Date: Tuesday, November 5, 2024  
Time: 10:30am - 11:45am  
Location: Whaleback

**Session A: Use of Force**  
Presenter: Josh Daly, Coordinator, Basic Law Enforcement Training Program

## **Description:**

This class is designed to practically apply prior knowledge pertaining to case law, state law and Maine policies that govern use of force in scenario-based discussions and video dissection. This class will incorporate new concepts surrounding human behavior and physiology under stress and how that translates to overall performance and reaction times.

## **Objectives:**

- Students will be able to extract previously taught elements of Maine state law governing force from use of force videos.
- Students will develop articulable fact patterns that may or may not justify force being observed.
- Students will be able to articulate the scientific components of the “Action v. Reaction” theory.

**Josh Daly** attended Husson University and finished a dual degree program in December of 2014 with a B.S. in Criminal Justice and M.S. in Criminal Justice Administration. Shortly after completing that program, I was hired by the Oxford County Sheriff’s Office as a full-time Deputy in May of 2015 and completed the 29<sup>th</sup> Basic Law Enforcement Training Program. I worked at the Oxford County Sheriff’s Office until December of 2018 and left to work for the Oxford Police Department until August of 2019. From August of 2019 to now, I have been employed full-time at the Maine Criminal Justice Academy as a Training Coordinator.

I am currently the coordinator of the Basic Law Enforcement Training Program and am also the lead defensive tactics instructor for the academy. I coordinate and instruct in firearms, interactive use of force and physical fitness programs. Throughout my career I have obtained multiple instructor level certifications in a variety of private defensive tactics programs, I am currently a member of the Deadly Force Review Committee, am a Force Science Analyst and was certified as an expert in the training and application of force by the Cumberland County Superior Court in 2023.

# Curriculum Details ~ November 5, 2024 ~ Continued

Date: Tuesday, November 5, 2024  
Time: 10:30am - 11:45pm  
Location: Cumberland

## **Session B: Stress, Toxic Stress, and Overwhelm When Working in Criminal Justice**

Presenters: Allegra Hirsh-Wright, MSW, LCSW  
Rebecca Hoffman, MA, LMFT

### **Description:**

Research indicates anywhere from 85% to 97% of incarcerated individuals have experienced trauma in their lifetime. Working with survivors of trauma, especially over an extended time, can impact the way we think, feel, and (react; in fact, many working in the criminal justice field start their careers with enthusiasm, idealism, and excitement yet the toll of the job can soon overshadow and turn these initial motivating feelings into feelings of cynicism, isolation, and anger. Validating the chronic stress of the job, understanding how chronic stress can lead to toxic stress, reducing mental health stigma, and supporting the use of strategies that mitigate and manage chronic/toxic stress reactions are all ways to support those who may be struggling. This workshop will increase awareness and understanding about, and offer specific strategies for, managing and mitigating chronic and toxic stress.

### **Objectives:**

- Gain a greater understanding of toxic stress and overwhelm and how working with trauma-affected people increases our risks of experiencing both
- Be able to identify how toxic stress and overwhelm impacts all areas of functioning
- Walk away with at least one strategy for managing and mitigating stress, toxic stress, and overwhelm

**Allegra Hirsh-Wright**, Clinical and Training Manager for the Maine Health Center for Trauma, Resilience, and Innovation is a licensed clinical social worker with over twenty years' experience working in the field of trauma. Ms. Hirsh-Wright is a nationally recognized expert in trauma-informed care, secondary traumatic stress (STS), and professional resilience and has presented on the topics in both national and local for a. Ms. Hirsh-Wright has expertise in direct clinical practice providing treatment to children and families who have been exposed to trauma and is a nationally certified clinician, supervisor, and consultant in multiple child trauma treatment models. Ms. Hirsh-Wright has extensive experience facilitating organizational, community, and state-wide change efforts related to evidence-based practices and trauma-informed care. Ms. Hirsch-Wright sits on multiple state and national committees and boards that focus on child trauma, trauma-informed care, and resilience, and has authored multiple resources on the topics of STS and resilience. Ms. Hirsh-Wright is an adjunct professor in the University of Maine's School of Social Work, where she has taught undergraduate and graduate level courses for over 10 years.

**Rebecca Hoffmann** is the Director of the Maine Health Center for Trauma, Resilience, and Innovation and is an Assistant Clinical Professor of Psychiatry at Tufts University School of Medicine. By training, Rebecca is a family therapist and has worked clinically for 25 years with children, families, and communities. Rebecca's primary work is in the fields of trauma, violence, resilience, and wellbeing. She has overseen large federally-funded behavioral health research and service grants that focus on providing care and treatment for children and families that have been exposed to trauma. These programs focus on prevention of childhood exposure to violence, implementation of evidence-based trauma treatment, and foster professional resiliency. In addition, Rebecca has overseen programs in disaster mental health, and in helping communities heal after trauma. Rebecca has extensive training and practice in the fields of childhood trauma, wellbeing and resilience, community coalition building, and collective healing. She has published numerous articles, book chapter, and other resources in this field.

# Curriculum Details ~ November 5, 2024 ~ Continued

Date: Tuesday, November 5, 2024  
Time: 10:30am - 11:45am  
Location: Sebago

## **Session C: Wellness and Peer Support**

Presenters: Craig Ladd, Wellness and Peer Support Coordinator  
Lauren King, Client and Services Coordinator, Mission Working Dogs  
Robert Cartier, Wellness Support Specialist  
Robert Omiecinski, Wellness Support Specialist  
Rebecca Swendsen & Baxter, Wellness Support Specialist

### **Description:**

#### **“Cared for people, care for people better”**

According to research the average life expectancy of a corrections or law enforcement officer is 57-59 years old. In comparison, the national average is 74-75. The rate of depression amongst correctional staff is 25% vs. 7% nationally. PTSD is at 27% vs. 4% nationally. We can and should do better. We are good at training our staff to be vigilant and remain tactically safe. But we can do better at taking care of staff during times of stress and preparing them to be proactive about self-care and holistic wellness. This presentation will provide insight into a process for developing a supportive staff environment. From a grass roots Peer Support program, to expanding to include a therapy dog program, and evolving into a comprehensive Wellness and Peer Support Program.

### **Objectives:**

- Understand the various types of stress and trauma which impacts our work force
- Learn some useful tools for managing stress and building resiliency
- Identify practical steps to establish a viable Peer Support Program and Team
- Identify the difference between proactive and reactive approaches to wellness
- Understand some of the key components of a comprehensive Wellness and Peer Support Program for your agency

## Curriculum Details ~ November 5, 2024 ~ Continued

**Craig Ladd** is currently the Wellness and Peer Support Coordinator for the Maine Department of Corrections. He has a Bachelor's degree in Social Work and worked for 12 years with a private non-profit adoption agency before beginning his career with MDOC in 2006 as a Probation Officer. In 2019 he was promoted to a first line supervisor known as a Regional Correctional Manager, then in 2024 assumed the Wellness and Peer Support Coordinator position. Since 2006 he has performed a variety of special assignments such as Field Training Officer, Mechanics of Arrest Restraint and Control Instructor, Interactive Use of Force Instructor, Certified ALICE Instructor, Maine Integrated Risk Reduction Model Instructor, Law Enforcement Active De-Escalation System Instructor, and Peer Support Team Leader. Craig is also served for 12 years with the U.S. Army and is a veteran of Operation Iraqi Freedom.

**Lauren King** is the Client and Services Coordinator at Mission Working Dogs, as well as the treasurer on the board of directors and holds a seat on the Approval Committee. Prior to taking on a full time role with Mission Working Dogs, Lauren taught upper elementary students for 17 years. Giving back to the community in which she lives and works has always been important to her, so being part of this organization is truly a privilege. Lauren lives in western Maine with her son and yellow lab. When not participating in Mission Working Dogs events, she enjoys spending time with her son and dog, being outside and spending time with family and friends.

**Robert Cartier** is presently a Probation and Parole Officer/Wellness Support Specialist for the Maine Department of Corrections. He has an Associate's degree in Science from Unity College and worked for the Waldo County Sheriff's Office before beginning his career with MDOC in 2010 as a Probation Officer. Since 2010 he has performed a variety of special assignments such as Field Training Officer, Mechanics of Arrest Restraint and Control Instructor, Academy Instructor and Peer Support Team Member.

**Robert Omiecinski** is a Wellness Support Specialist for the Maine Department of Corrections. He has been a Probation Officer in the State of Maine since 2006. Throughout his career he has been a Field Training Officer, a Firearms Instructor, an Interactive Use of Force Instructor, a Peer Support Team Member, and a Wellness Instructor at the Maine Probation & Parole Academy. In addition, Robert was a member of the Maine Health Insurance Commission representing the Maine State Law Enforcement Association union where he was the chair of the Wellness Committee. Robert has a Bachelor's Degree in Justice and Law Administration.

**Rebecca Swendsen** is newly appointed as a wellness support specialist at the Maine Correctional Center. She has worked in corrections for 23 years as a floor officer, intake officer, and property officer. Rebecca has been a member of the Peer Support Team for over a decade and is trained in Critical Incident Stress Management. She and Baxter became the first certified therapy dog team for the Maine Department of Corrections on April 27, 2024. Prior to working in corrections Rebecca served 8 years in the United States Navy. She currently facilitates a Veterans Group for the residents at the correctional center.

# Curriculum Details ~ November 5, 2024 ~ Continued

Date: Tuesday, November 5, 2024  
Time: 10:30 am - 11:45 am  
Location: Breakwater



**Session D: How Understanding Individual and Community Transgenerational Trauma Can Enhance Wellness**  
Presenter: Lisa Beecher

## **Description:**

Trauma can be passed down, often subconsciously, to the next generation where people show symptoms of injury without having directly experienced the trauma firsthand. Understanding the psychological and physiological consequences of transgenerational trauma allows for interventions that may break patterns of trauma-based behavior, helping to protect ourselves and our communities from harm.

## **Objectives:**

- Define transgenerational trauma and describe the mechanisms of transmission,
- Discuss the impacts of transgenerational trauma in terms of behavior and functioning,
- Identify strategies to lessen its effects.

**LISA BEECHER** is the author of a bestselling memoir, *Living with Mr. Fahrenheit: A First Responder Family's Fight for a Future After a Mental Health Crisis*. She is an advocate and speaker in support of prioritizing mental health care for people in the many first responder professions.

Lisa is a former chief of police with thirty-three years in law enforcement. Before signing on for twelve years as chief of the University of Southern Maine police department, she was a career detective with the Portland, Maine police department, specializing in relationship violence and hate crimes.

Throughout her career, Lisa was heavily involved in improving community safety, serving on the Rape Crisis Board of Directors, Portland Task Force on Bias Crime, and the Cumberland County Violence Intervention Partnership. While chief at USM, she was a member of the institution's Behavioral Intervention Team, Relationship and Sexual Violence Task Force, and Suicide Intervention Task Force.

Lisa was appointed to the Coordinating Council on Juvenile Justice and Delinquency Prevention in Washington, DC, served as president of the Maine College and University Security Directors Association, and was an adjunct faculty member at Southern Maine Technical Institute. She received the inaugural Police Services Award bestowed by the Family Crisis Shelter, and was recognized with a Breaking the Glass Ceiling Award by the National Center for Women and Policing.

Lisa holds an associate degree in law enforcement technology, a bachelor's in psychology, and is a graduate of the Maine Criminal Justice Academy. She is a life member of the Maine Chiefs of Police Association.

When not working on her next book, she can be found reading fiction novels, enjoying nature, and cooking fabulous meals for family including her sumptuous mashed potatoes.

She lives and writes in Maine.

# Curriculum Details ~ November 5, 2024 ~ Continued

Date: Tuesday, November 5, 2024  
Time: 1:30 pm - 2:45pm  
Location: Sebago

**Session A: Interactive Use of Force**  
Presenters: Craig Ladd  
David Cyr  
Christopher Donahue  
Forester Sprague

## **Description:**

To make sound use of force decisions while under stress, requires confidence. That confidence comes from training: realistic, stress-inoculated, training. They say “the body won’t go where the mind hasn’t been.” Therefore, it is paramount our training is as realistic as possible so when what we have practiced becomes real, it isn’t the first time we’ve experienced it under stress. This presentation will offer the participants an overview of the key components of a safe, realistic, and comprehensive scenario-based training program which includes scenario development in a variety of use of force situations, as well as situations which don’t involve use of force such as de-escalation.

## **Objectives:**

- Be familiar with the necessary equipment to conduct Interactive use of force (simunitions) training
- Understand and be able to implement necessary safety protocols and procedures
- Develop a sound risk mitigation plan
- Develop scenarios based on training objectives
- Incorporate de-escalation and non-use of force scenarios
- Incorporate other considerations i.e., the legal perspective, trauma informed training development

**Craig Ladd** is currently the Wellness and Peer Support Coordinator for the Maine Department of Corrections. He has a Bachelor’s degree in Social Work and worked for 12 years with a private non-profit adoption agency before beginning his career with MDOC in 2006 as a Probation Officer. In 2019 he was promoted to a first line supervisor known as a Regional Correctional Manager, then in 2024 assumed the Wellness and Peer Support Coordinator position. Since 2006 he has performed a variety of special assignments such as Field Training Officer, Mechanics of Arrest Restraint and Control Instructor, Interactive Use of Force Instructor, Certified ALICE Instructor, Maine Integrated Risk Reduction Model Instructor, Law Enforcement Active De-escalation System Instructor, and Peer Support Team Leader. Craig is also served for 12 years with the U.S. Army and is a veteran of Operation Iraqi Freedom.

**David Cyr** has been a Probation Officer in the State of Maine for approximately 20 years and has supervised a variety of Specialty Caseloads to include Domestic Violence Offenders, Problem Sexual Behavior, Supervised Community Confinement, and Treatment Court. In addition to his normal duties as a Probation Officer, he serves as a Field Training Officer, Firearms Instructor, Mechanics of Arrest Restraint and Control (MARC) Instructor and Interactive Use of Force Instructor. He holds a Master of Criminal Justice Administration as well as a Master of Business Administration.



# Curriculum Details ~ November 5, 2024 ~ Continued

**Christopher Donahue** has been a law enforcement officer since 1997 starting with the Calais Maine Police Department. Attended the Municipal County Basic Police School, Maine State Police Patrol and Drug Detection Canine Programs. Mr. Donahue was the lead Field Training Officer for the Calais Police Department and the Washington County Sheriff's Office. He is currently a certified armorer for the Smith & Wesson M&P and AR-15 platforms, a firearms, urban rifle, and interactive use of force instructor through the Maine Criminal Justice Academy. Christopher started working for the State of Maine as a Probation Officer in April of 2016 and is now the lead firearms instructor for Region 3.

**Forester Sprague** is a Probation Officer working in Somerset County, Maine. He has been with Maine Department of Corrections since 2016 and has served in a variety of roles including Correctional Acuity Specialist in the State Prison's IMHU (Intensive Mental Health Unit) and as a Correctional Sergeant. He has served as a trainer for the MDOC CR-2 (Creating Regulation and Resilience) program, as a trainer for the MDOC

# Curriculum Details ~ November 5, 2024 ~ Continued

Date: Tuesday, November 5, 2024  
Time: 1:30pm– 2:45pm  
Location: Breakwater

**Session B: Protective Factors**  
Presenters: Kristen Plummer, Community Coordinator KVCAP  
Jenny Freundlich, ED.M., Community Educator

## **Description:**

The Protective Factors Framework is a strength-based approach developed by the Center for the Study of Social Policy. Protective factors are conditions that, when present in families and communities, promote the wellbeing of children and families, and reduce the impact of stressful life events. KVCAP's Family Enrichment Council provides training to caregivers, family-serving professionals, and organizations so that families, professionals, and communities can share a common language and approach to strengthening child and family well-being.

## **Objectives:**

- Explore and express what a strengths-based perspective means
- Describe & give examples of each of the five protective factors
- Move from theory to action by identifying ways to use the protective factors at work and in everyday life

**Kristen Plummer** serves as the Community Coordinator for KVCAP and the Child Abuse and Neglect Council in Somerset County. In this role, she is charged with implementing preventive programming to support families and children and reduce the incidence of child abuse and neglect. Kristen comes to this role with over 20 years of experience in working with families and children in prevention work as well as implementing grassroots community efforts. She holds a BA Degree in History.

**Jenny Freundlich**, Ed.M.(she/her), Community Educator, earned her master's in education in 2004, and an M.S. in Mental Health Counseling, 2012. Jenny has worked with youth and their caregivers in a variety of educational and therapeutic settings, including classrooms, homes, and communities. Her academic background includes the study of individual and family development, risk and prevention, trauma-informed care, and group facilitation. She shares her home in Central Maine with a small band of eccentric farm animals and believes in resilience.

# Curriculum Details ~ November 5, 2024 ~ Continued

Date: Tuesday, November 5, 2024  
Time: 1:30pm - 2:45pm  
Location: Cumberland

**Session C: Community Policing and Behavioral Health**  
Presenters: Bridgit Sliwak, LCSW  
Officer Jesse Dana, Portland Police Department

## **Description:**

Communities nationwide are embracing the integration of behavioral health practices into law enforcement response methods. The Portland Police Department has been a Law Enforcement-Mental Health Learning Site for the Council on State Governments since 2010. This presentation explores the advantages of utilizing both co-response and alternative response teams in assisting police officers with calls for service related to mental illness and substance use. This workshop highlights the value in creating community partnership, fostering collaboration, and utilizing grant funding opportunities at the intersection of social work and law enforcement.

## **Objectives:**

- Identify the value in creating community partnership
- Fostering collaboration
- Utilizing grant funding opportunities at the intersection of social work and law enforcement.

**Bridgit Sliwak**, LCSW is the Behavioral Health Coordinator for the Portland Maine Police Department. She received her undergraduate degree in sociology from George Mason University and her master's in social work from the University of Southern Maine. Bridgit has worked with vulnerable populations in the community, as well as the criminal justice system for the past decade. Prior to her current role with the Portland PD, she spent four years working in Maine's correctional system; first as a clinician and later as the unit manager for Maine's only medium/close custody correctional facility for women. Bridgit has extensive experience with people experiencing severe and persistent mental illness, substance use disorder, and trauma. She believes strongly in the value of building relationships and enhancing community partnerships.

**Officer Jesse Dana** has worked at the Portland Police Department since 2018 with a majority of that time being assigned to the Community Policing Unit. It is within that unit that he has been able to work proactively with community partners, business owners and residents alike in hopes to improve relationships and quality of life in the neighborhood. When not at work he enjoys tabletop strategy games and taking his dog on hikes.

# Curriculum Details ~ November 5, 2024 ~

Date: Tuesday, November 5, 2024  
Time: 3:00pm - 4:30pm  
Location: Lighthouse Ballroom



**Plenary:** **Lessons Learned from the Battlefield**  
**Presenters:** Sfc(ret) Gregory Stube, US Army Special Forces, Green Beret

## **Description:**

**LEADERSHIP:** The way one influences others to accomplish objectives changes necessarily, based on many factors. What can be learned about posture and ethos to influence others, even in overcoming fears? Become the kind that others want to follow. This is how.

**TEAMBUILDING:** What does it take to build and maintain your own A-TEAM? The stuff in legendary movies and missions can be harnessed by all of us, as it is not military...but human! Whether your A-TEAM is your family, your business team or your personal group on the weekend, this will help your vision and future dynamics.

**RESILIENCE:** When we are tested, we find out how much we believe in something each time. What does it take to stay the course? This will help to overcome the obstacles of life, work and commitment. Resist victimhood, sympathy and a wounded mentality. Be a warrior, postured for future challenges...

## **Objectives:**

- Leadership - lessons-learned from the battlefield\
- Team Dynamics - overcoming individual barriers to team concepts
- Resilience - staying the course through time and adversity

Greg Stube – Special Forces Warrior, Author, Speaker

Greg Allen Stube was born in Long Beach, CA in 1969. The son of a career Navy man, Greg Stube enlisted to serve in the US Army in 1988 as an infantryman. Greg was later selected to be part of an elite team of Green Berets in 1992, and trained as a Special Forces Medical Sergeant, 18D. Greg’s training was extensive and included:

Training in surgery, anesthesia, trauma management, pharmacology, minor dentistry, veterinary subjects and more. These skills were used to help his “A-Team” function where there is no doctor.

Skills training as a Dive Medical Technician at the Special Forces Underwater Operations Facility in Key West, FL

Greg is also SERE (Survival, Evasion, Resistance and Escape) qualified, and as a career parachutist, Greg earned the qualification of Jumpmaster earning the Master Parachutist Badge award.

Russian defense language training.

During his years of service, Greg participated in the initial development of the Special Forces Advanced Urban Combat training doctrine and the 10th SFG(A) SFAUC course, where his weapons capabilities and shooting abilities remained at the core of Special Forces proficiency and competency throughout a career on the teams. Greg spent the 1990s, with the Special Forces, stationed in hostile fire zones.

# Curriculum Details ~ November 5, 2024 ~ Continued

Date: Tuesday, November 5, 2024  
Time: 3:00pm - 4:30pm  
Location: Lighthouse Ballroom

**Plenary:** **Lessons Learned from the Battlefield**  
**Presenters:** Sfc(ret) Gregory Stube, US Army Special Forces, Green Beret

While serving in Combat Operations in the Global War on Terror, Stube was wounded in Afghanistan during Operation Medusa. Stube's A-Team encountered overwhelming numbers of Taliban fighters in The Battle of Sperwan Ghar, which lasted over a week. Stube's wounds from a remotely detonated IED and enemy fire seemed fatal, but instead he survived to endure months of hospitalization and surgeries. Huge wounds to his abdomen, hip and pelvis eventually closed, his nearly severed leg was restored, and extensive full-thickness burns were grafted. On the path to a "miracle" recovery, Greg endured 17 surgeries and an 18 month hospital stay. Greg retired in 2011 after 23 years of dedicated service.

After returning home, Greg went on to host his own television show on NBC Sports titled Coming Home with Greg Stube. Because of Greg's inspiring story of strength and perseverance, and his heartfelt communication style, he's become a sought after speaker where he often leaves people thinking how they're going to achieve their highest possible goals in both their professional and private lives. Greg has take this same inspiring message and authored a book titled Conquer Anything, available in bookstores May 1, 2018. Greg is also a consultant and serves as a leadership presenter for the FBI and the FBI National Academy, in DC and Quantico. During his free time, Greg volunteers for various charity work.

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