



## From the President In Our Profession...

**In our profession, you have the opportunity to meet many people from all over the world.** They may come from a similar background as you but more likely their life experiences before they got involved in the world of parole were quite different than yours. No one's first job is as a member of a parole board and many non-board members started in other jobs, a different state, a national agency, or an unrelated profession entirely. However, we are all thrown together in our field by circumstances beyond our control. We can be selected, appointed, or hired at a point in our career because the timing was right or someone put in a kind word. I am writing all of this to set the stage for something that affected me and caused great introspection on my part.

During our new board member training one of the presenters texted me that a former chairman of a U.S. state parole board had passed away suddenly, only briefly after retirement. He had left his position quickly and none of his fellow colleagues had a chance to say good-bye, good luck, or inquire about his future plans. Now he has left us.

Many people come and go in one's lifetime. Professional acquaintances can become friends but the nature of our occupation does not allow for either job security or necessarily being retained for one's skills or competency. It is the sad, unfortunate nature of the beast. This is one of the truisms about political appointees at the executive level. Nothing brought home that point more than the realization that in a very short period this man lost his job and then his life.

All of us should make a point to establish relationships with other fellow members of APAI and if possible and desired, continue that interaction after you or that other individual leaves our group or our profession. We can learn so much from listening and talking with others through phone calls, annual conference attendance, and training programs. Keep those friendships going which are near and dear to your heart. You may regret not keeping in touch. I know I did.

*David R. Blumberg*

**David Blumberg**  
APAI President

### INSIDE THIS ISSUE

MEMBER SPOTLIGHT	2
NIC PAROLE ORIENTATION	3
OCTOBER IS...	4
2020 TRAINING CONFERENCE	5

### TO-DO IN 2019/2020

- RENEW APAI MEMBERSHIP
- SERVE ON APAI COMMITTEE
- URGE FELLOWS TO JOIN APAI
- MAKE PLANS TO ATTEND THE 2020 ANNUAL TRAINING CONFERENCE IN NASHVILLE APRIL 4 - APRIL 8, 2020

### MEMBERSHIP FEES\*

<b>INDIVIDUAL</b>	\$65
<b>ORGANIZATIONAL</b>	
(UP TO 8 MEMBERS)	\$375
(9 TO 13 MEMBERS)	\$475
(14 TO 20 MEMBERS)	\$575
<b>ALUMNI</b>	\$40
<b>ASSOCIATE</b>	\$40
<b>STUDENT</b>	\$15

\*Fees are on a per year basis.



# Member Spotlight

Alistair Spierling, New Zealand Parole Board

by: Ashley Koonce, Executive Director, APAI



**A valuable member of the Association has taken on quite a new role** within his board and APAI is excited to announce that the New Zealand Parole Board's founding manager, Alistair Spierling, has himself been appointed as a Board Member.

Alistair is one of six new appointees to join the membership of the Board, after two decades managing the administrative side. Alistair's public service career spans 50 years, working predominantly in social welfare, courts, and probation. "I now want to give back to the country in a different way," said Alistair, who formally begins his new role in December. Russell Underwood will join the Board as acting manager, while Sir Ron Young continues as chairperson.

Alistair's career has been incredible and his role, involvement, and passion with APAI have been greatly appreciated. Alistair currently serves as the International Vice President for

the Oceania World Region. As a valued member of the association's executive committee, Alistair has been invaluable in helping the association focus its efforts on international membership and engagement. He has been an active recruiter of those not only in his region, but other international regions as well. He's been an integral part of the Professional Development Committee for the 2020 Conference, bringing forth points of view, suggested speakers, and unique thoughts as the agenda was prepared.

Alistair is such a joy to talk with; always knowledgeable, honest, and of course, cheery. Having Alistair on the executive committee has been an incredible honor. We know he will be missed in his current role as Manager of the New Zealand Parole Board, but that he will exceed all expectations as a Board Member.

**Congratulations, Alistair!**

# National Institute of Corrections

## Orientation for Parole Board Members

by: Tim Flanagan, Michigan Parole Board

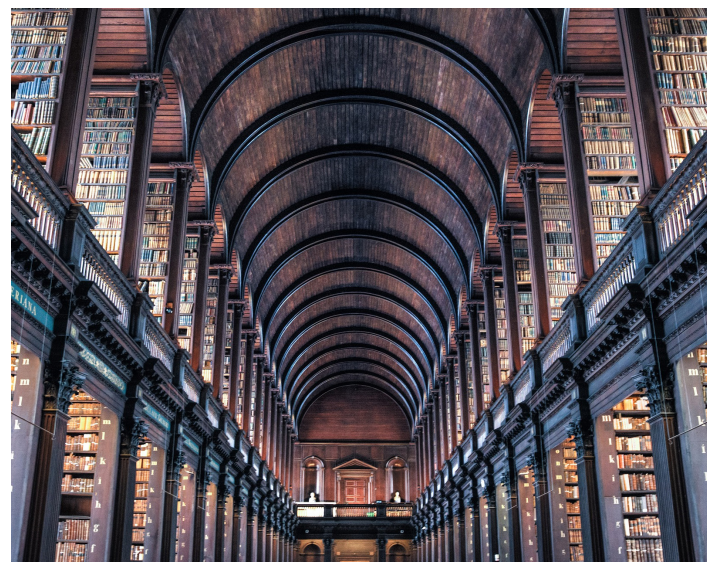
**In January of this year**, I was appointed to the Michigan Parole Board. As a newly appointed member, I immediately recognized the importance of my role as a key decision-maker in the criminal justice system. The gravity of the work is something that is difficult to prepare for. While I received the requisite training on the relevant statutory framework, departmental policies, and observed many parole hearings – I felt that it was still important to get more overall training about parole as a profession, as well as a sense of the issues and challenges shared within the profession. That is why I was so thrilled to learn about the National Institute of Corrections (NIC) Orientation for Parole Board Members Training, which I had the privilege of attending in September, at the NIC training center in Aurora, Colorado.

The NIC training is a very well-rounded and comprehensive program that allowed me to become oriented to my new role from a broader perspective than the state-specific training I had already received. It challenges you to examine your personal belief system and the impact it can have on the individual release decisions you make. The learning modules cover everything from the principles of evidence-based practice, to motivational interviewing, to how to manage the vicarious trauma associated with the difficult work we do – and much more material relevant to our daily tasks. There is also an introduction to the wealth of resources available on effective and contemporary correctional practices, literature, websites, organizations, etc., that I have found to be very helpful.

In addition to the substantive information, there is also the unique opportunity to interact, collaborate, and brainstorm with board member peers from across the country. My cohort included more than 20 board members and staff representing ten different states, as well as the U.S. Army. It was an incredible opportunity to share ideas and establish collegiality with fellow board members from various jurisdictions. Moreover, the course instructors are high-level practitioners within the field, so they have both a theoretical and practical understanding of the concepts.

Perhaps my favorite aspect of the program was that we were challenged to take some of the principles we learned about evidence-based correctional practices and advocate for change within our respective Boards and/or Departments. Change and innovation are my passions and I have fully embraced the opportunity to approach my leadership with ideas that were sparked by information I learned at the training. I am very confident that some impactful changes will ultimately be made.

I am fully committed to effectively developing and improving myself as a parole professional. As a newer member of a state paroling authority, I fully understand I have a duty to equip myself with as much expertise as possible in order to meet my obligation to promote public safety through informed parole decisions. Organizations like the APAI and the NIC provide vital assistance in that undertaking. The NIC's Orientation for Parole Board Member Training is an extraordinary resource for state board members. I can definitively say that I left with a roadmap for how to approach effective decision-making, with more confidence that I have the knowledge to render informed parole decisions, and with a new professional network of mentors. I am genuinely grateful I had the opportunity to attend.



# 2020 Annual Training Conference:

April 5–8, 2020 in Nashville, Tennessee

by: Ashley Koonce, Executive Director, APAI

**Our 2020 Annual Training Conference** will be here before we know it! If you have never been, be sure to make plans to attend and if you have been before, we certainly expect to see you again! Attendance at the association's annual conference not only provides each participant with incredible educational opportunities, but it provides people within your positions to come together and talk openly, honestly, and candidly about critical issues. The opportunities for growth and development, along with an almost guaranteed great time with wonderful colleagues from all across the globe make it something you do not want to miss! As we prepared the agenda for the 2020 Annual Training Conference, we were careful to include all the feedback that was received on the evaluations from our speaker and session in 2019. The Professional Development Committee worked hard to ensure that topics that were specifically requested were solicited and that speakers suggested were sought out. The conference took on a new format a few years ago, which added four hours of educational sessions on Wednesday, in order to maximize the training hours available to those in attendance. With this format, our attendees can plan to stay for our excellent closing session speakers through the morning and then head out to the facility tours, or catch a late afternoon flight to be back in the office on Thursday!

As always, our conference kicks off on Sunday evening, with a Welcome Reception. This is a great opportunity to eat delicious local bites, catch up with old friends, and meet new ones. Monday and Tuesday, we have an incredible mix of General Sessions and Breakout Workshops that should appeal to all. Tuesday, we host the Annual Awards Ceremony, in conjunction with our Annual Business Meeting. Wednesday concludes with powerhouse General Sessions, and unique opportunities to see a local correctional facility. Our incredible Host Committee will be announcing the tour opportunities soon, and they certainly will not disappoint.

The APAI Annual Training Conference is truly an event that should not be missed. We work closely with our Host Committee to make each conference feel like home, but also bring the excitement of travel and exploration to our attendees. Make plans now to join us, hear amazing speakers cover critical topics, connect with old and new friends and colleagues, and have an experience you surely will not forget. The information presented and the valuable connections formed each year become more and more important in a field like yours. We hope to see you all there!



**2020 ANNUAL TRAINING CONFERENCE / APRIL 5 – 8, 2020**

# October:

## National Domestic Violence Awareness Month

by: Monica Morris, Former Executive Director, APAI

*This article was originally published in the October 2017 Issue of the APAI Newsletter.*

As the Executive Director of APAI, I have some very interesting items come to my attention on a regular basis. For example, The Tennessee Board of Parole, publishes a very informative newsletter, "The Vision and Voice for Victim Services". As I was reading the newsletter, produced by Tina Fox, Director of Victim Services, I was reminded that October was National Domestic Violence Awareness Month. In honoring the victims of domestic violence in their State, Board Chairman Richard Montgomery, approved October 4th as "Purple with a Purpose Day". All staff were encouraged to wear purple in observance of domestic violence victims in their state. How cool is that? To top it all off, Tina Fox, was awarded, "Outstanding State Government Official" by the National Coalition Against Domestic Violence.

I decided to do some homework on the subject, so I went to the National Coalition Against Domestic Violence (NCADV) website, [www.ncadv.org](http://www.ncadv.org), to get some facts. In the United States, an average of 20 people are physically abused by intimate partners every minute. Doing the math, that means there are 10 million abuse victims annually. Now that should get your attention! According to their website, "Domestic violence is prevalent in every community, and affects all people regardless of age, socio-economic status, sexual orientation, gender, race, religion, or nationality. Physical violence is often accompanied by emotional abusive and controlling behavior as part of a much larger, systematic pattern of dominance and control. Domestic violence can result in physical injury, psychological trauma, and even death. The devastating consequences of domestic violence can cross generations and last a lifetime."

Domestic violence can even have an economic effect on our society. NCADV states that the victims of abuse lose a total of 8,000,000 million days of paid work each year and that intimate partner violence is estimated to cost the US economy between \$5.8 billion and \$12.6 billion annually. They estimate that 21-60% of victims lost their jobs due to reasons caused from the abuse. I know that all of you working in the criminal justice systems around the world may not be surprised by these facts, but this is a real problem that deserves our attention. As APAI members, let us follow the lead of Tennessee and commit ourselves and our agencies to bringing attention to this very serious matter. I look forward to working with all of you on your future projects, as we honor and remember the victims of domestic violence.



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