



# Newslink



A Monthly Publication of CSOSA

Volume 1, Issue 6

September 20, 2001

### Special Points of Interest:

- A preview of events scheduled for National Domestic Violence Awareness Month
- Be a part of CSOSA's Fall Festival
- Help name our new Case Management System...you could win a prize!
- OGC answers some of your most commonly asked questions
- Learn how you can donate school supplies to children in need

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## Voice of the Interim Director

On Tuesday, September 11, 2001 we were reminded how very quickly our lives can be forever altered. Our thoughts immediately shifted from work to knowing where every member of our family was and being able to reach out and hold our children, to knowing where friends were at a critical moment. Our hearts and prayers are with the victims and their families and with everyone working on the rescue and recovery efforts. As we begin to rebuild what was destroyed, I encourage you to remain focused on the values that are important to us as individuals, as members of a community and as citizens of this wonderful country. Keep your faith.

In the midst of the tragedy that surrounded us, I thank all of you for keeping the business of the Agency on track. The telephone rang persistently the afternoon of September 11th; people under our supervision were calling to find out if they must report for drug tests or meetings with their Community Supervision Officers. I was heartened to find so many of our employees at work Wednesday morning, trying their best to conduct business as usual and return to a sense of normalcy. What we do is important and influences the lives of so many people.

On the business side, Fiscal Year (FY) 2001 is rapidly coming to an end and we are poised to begin FY 2002. As the federal budgeting process requires agencies to plan for initiatives and activities well in

advance, we submitted our FY 2003 budget request on September 10<sup>th</sup>. Priority areas noted in the FY 03 submission include requests for additional supervision staff; additional drug testing units; an increase in learning lab and treatment staff; a new field unit; additional office space near CSOSA headquarters; and staff to facilitate operations at a sanctions center. We are hopeful that Congress will provide these necessary resources. In the meantime, your continued support of the Agency and its mission is greatly appreciated.



*Jasper Ormond*

## CSOSA's Mission Statement

The mission of the Court Services and Offender Supervision Agency for the District of Columbia is to increase public safety, prevent crime, reduce recidivism, and support the fair administration of justice in close collaboration with the community. The Agency will enhance decision-making and provide effective community supervision, thereby ensuring public confidence in the criminal justice system.

# CSOSA Events

## September 2001 *Newslink* Calendar



National Hispanic Heritage Month (9/15-10/15)

**Hispanic Heritage Month** evolved from a Congressional declaration of Hispanic Heritage week in 1968. It was to be celebrated during the week of September 15th and 16th, covering a wide number of Independence Days for Latin American countries. On September 15th, Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua celebrate their independence. On September 16th, Mexico celebrates its independence. In 1988, the celebration of Hispanic heritage was officially extended to 31 days. Now it includes the independence of Chile on September 18th, and Día de la Raza (Columbus Day) on October 12th which recognizes the first immigration of Hispanic ancestors from the Eastern Hemisphere (Europe/Africa/Asia) to the Americas. Enjoy this month-long celebration of one of the many wonderful cultures that make up the United States and recognize its continuing influence on the entire world!

The Greater Washington Urban League, Inc.  
Parent Center  
Presents the 6th Annual  
**Parent Expo**  
"Celebrating Youth"  
Tentatively 9/29/01  
12pm-5pm @ the DC Armory  
Child Safety, Health Education,  
Parenting Info, Children's  
Activities and much more!  
For more information contact:  
Ms. Merryweather or Ms. Wilson  
@ 202-265-8200

Tentatively, Friday, September 28th, CSOSA and the Mayor's Office for Public Safety and Justice will hold a **Re-Entry Forum**. The event is a follow-up to the past July's Re-Entry Symposium. The forum serves to enable organizations that have successful track records working with offenders in the community to discuss how their resources can contribute to a stronger re-entry system in the District. The forum is open to the public and to CSOSA employees. *An agency-wide e-mail announcing location and time is forthcoming.*

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3  LABOR DAY	4	5	6	7	8
9	10  Grandparent's Day	11	12	13	14  National Day of Remembrance for victims of terrorist attacks	15
16	17	18	19	20	21	22  1st Day of Autumn
23	24	25	26	27	28  Re-Entry Forum	29  Parent Expo
30						

## America Mourns

- Words from the Acting Editor



Catastrophic images seen around the world: North and South Towers of the World Trade Center attacked by hijacked passenger jets in Lower Manhattan. The buildings withstood impact but could not withstand the inferno of fire. The historic twin towers were inevitably destroyed and thousands of lives lost.



View from above the Pentagon, where an estimated 190 people killed (including the 64 people on board the airliner) after terrorists strike the nation's defense building.

On Tuesday, September 11, 2001, the fabric of our nation was permanently stained by despicable acts of terrorism. The gruesome reality of this sudden and unexpected disaster has seeped into our offices, our homes, and into our hearts as all of us have been affected on various levels and degrees. As we strive to restore some sense of normalcy following days of trauma and chaos, the tragedy lingers on.

For many of us, one of the most upsetting reactions was, and probably still is, the feeling that we are unable to exert any influence on the unfolding events. We work in an industry where we are charged with a distinct duty to support the fair administration of justice and to protect and build up our communities. We accept that responsibility and it has become a major part of our lives. Ironically, this incomparable act of destruction has abruptly interrupted our expectations of "justice" and "security". Witnessing such total disregard for human life and abandonment of compassion for mankind has forced us to swallow a brick that contradicts everything we work so hard for within this Agency.

However, the CSOSA family thrives on idea sharing and interpersonal communication. Thus, I implore you to talk to one another about what has happened. Share your fears and concerns with your co-workers who undoubtedly have some of the same thoughts. The capacity to reach out and confide in others, individually or through support groups, serves as a potent coping skill during this time. Recognize the stress-arousing factors associated with this critical incident and try to overcome them. More importantly, search for a deeper lesson about life. Be kind to your neighbors; remind your precious loved ones of how important they are; and above all, take time to give thanks that you can rise above tribulation with peace of mind. We will never forget these days in our history. We MUST NOT forget.



*In memory of those lost*

*September 11, 2001*





**“It Could Happen to You;  
It’s Happening to Someone You May  
Know”**

**SUBMITTED BY  
THE DOMESTIC VIOLENCE AWARENESS  
MONTH COORDINATING COMMITTEE**

October is National Domestic Violence Awareness Month and the DVAM coordinating committee has finalized its calendar of events. This year’s activities will include a “Brown Bag” series, workshops and other related events within the community. Throughout the month, beginning October 1st, there will be several opportunities for staff to obtain additional knowledge and insight pertaining to domestic violence in our society. Activities are open to all those interested and we look forward to your participation and support. Here is a preview of activities planned for the month:

**Monday, October 1, 2001**

Domestic Violence Month opening ceremonies  
401 New York Ave.  
1pm-2pm

*\*Domestic violence ribbons will be distributed to each field location.  
Please wear your domestic violence ribbon in recognition of victims  
with and without a voice.*

**Wednesday, October 3, 2001**

Brown Bag Series (Persons attending should bring their lunch)  
Taylor Street (NW) Field Unit  
12pm-2pm

**Wednesday, October 10, 2001**

Brown Bag Series (Persons attending should bring their lunch)  
South Capitol Field Unit  
12pm-2pm

**Wednesday, October 17, 2001**

Brown Bag Series (Persons attending should bring their lunch)  
Anocostia Field Unit  
12pm-2pm

**Wednesday, October 24, 2001**

Brown Bag Series (Persons attending should bring their lunch)  
Kalorama Road Field Unit  
12pm-2pm

**Wednesday, October 31, 2001**

Brown Bag Series (Persons attending should bring their lunch)  
Domestic Violence Closing Ceremonies  
Building B, Room 212  
12pm-2pm

**The following workshops will be held at the Institute of Policy  
Studies, located at 733 15th Street, NW, Suite 1020**

**For exact times, please call (202) 234-9382**

**Thursday, October 4, 2001**

“Teens and Dating Violence”  
Rus Funk, Consultant & Donna Rowe, House of Ruth

**Thursday, October 11, 2001**

“The Economic Literacy and Financial Empowerment of Battered  
Women: A Train the Trainer Workshop”  
Naomi Mann & Allison Randall, NCADV

**Thursday, October 18, 2001**

“Violence Against Women and Direct Action to Prevent It”  
Susanne Marcus, My Sister’s Place & Katy Otto, Empower Program

**Community events scheduled:**

**Saturday, October 13, 2001**

Domestic Violence Awareness Month Vigil at Greater Southeast Hos-  
pital

**Saturday, October 27, 2001**

Domestic Violence Awareness Month Latino Vigil in Mt. Pleasant

**From 10/14 to 10-20/01** The Clothesline Project Display held at  
YWCA of the National Capital Area, located at 624 9th Street, NW

For further information, please contact committee members:

Jeri Price-Parker (202) 508-1764	Rodney Carter (202) 508-1611	Peggy Sandifer (202) 675-9186
Gail Francois (202) 220-5320	LaJaun Woodland (202) 585-7466	Bonnie Andrews (202) 585-7360
Michael Johnson (202) 508-1922	Richard Beckwith (202) 508-7367	Connie Carrell (202) 585-7604

**CSOSA’s FALL FESTIVAL**



Plans for this year’s Fall Festival are underway and we’re very excited! The Fall Festival is a great opportunity for both CSOSA and PSA employees to come together for a stress-free day filled with food, fun and fellowship. The upcoming festival will take place in October and we’re planning to offer activities for both children and adults. Currently, we are interested in hearing suggestions from staff on ways to make this year’s fest a blast! If you have any ideas, please contact Knikkia Pitts at (202) 585-7413.

Also, if anyone is able to assist with the following committees, please contact the chairpersons listed below:

Food Committee - Maurice Sutton & Catherine Terry-Crusor  
Set-up Committee - Knikkia Pitts  
Clean-up Committee - Harriett Collins  
Ticket Sales Committee - Chanea Cary



Publicity (Advertisement) Committee - Danielle Epps  
Activity Committee - (Children) Art James,  
(Adults) Damila Adams



More details forthcoming; stay tuned to the NEWSLINK!

## Office Updates



### CJP Joins In On One Huge Party: 18th Annual National Neighborhood Night Out

BY UYEN PHAM, PROGRAM ANALYST I  
COMMUNITY JUSTICE PROGRAMS (CJP)

August 7th, 2001, residents throughout D.C. locked their doors, turned on their porch lights, and spent the evening outside celebrating Neighborhood Night Out (NNO) with neighbors and police. Many D.C. neighborhoods hosted a variety of special events such as block parties, cookouts, parades, visits from police officers, flashlight walks, contests, youth activities and anti-crime rallies.

CJP's Community Relations Specialists Alice Harper and Greg Thomas celebrated with residents in the 6<sup>th</sup> and 7<sup>th</sup> Districts by attending a handful of NNOs. Caught up in the communal atmosphere, Alice and Greg also paid some of the set up cost out of their own pockets. Greg was extremely proud of the event's success and good turnout. He said, "On August 7th, CSOSA played a very important part in strengthening our community partnerships." Alice commented, "Greg and I are looking forward to long term and more meaningful events like this one."

National Night Out is designed to: (1) Heighten crime and drug prevention awareness; (2) Generate support for, and participation in, local anti-crime efforts; (3) Strengthen neighborhood spirit and police community partnerships; and (4) Send a message to criminals letting them know neighborhoods are organized and fighting back.

This year, at one NNO hosted by the Wheeler Creek Estates Neighborhood Watch, there was a patrol "parade", followed by entertainment from local talent, popular radio personalities, and lots and lots of food and fun.

D.C. neighborhoods were not alone in their celebration. They were joining forces with over 9,400 other communities nationwide and throughout the world. Last year, 32 million people participated!

If you would like to organize a Neighborhood Night Out next year with your local police department, visit the event's national sponsor - National Association of Town Watch (NATW) at [www.nationaltownwatch.org](http://www.nationaltownwatch.org). It is mandated that all eighty-three police service areas in D.C. organize an NNO. Thus, you can also go to D.C.'s NNO co-sponsor, Metropolitan Police Department's website at [www.mpdc.org](http://www.mpdc.org) and click onto the National Night Out icon to find more information on events throughout the District.

### IT Security Initiatives

BY KAREN WALLACE, INFORMATION TECHNOLOGY SECURITY OFFICER | OFFICE OF THE CHIEF INFORMATION TECHNOLOGY OFFICER, IT SERVICES



The office of the Chief Technology Officer is preparing to deploy a number of robust security initiatives that will enhance the CSOSA/PSA information technology security program. The Computer Security Act of 1987 and the Office of Management and Budget (OMB) Circular A-130 require all federal agencies to plan for the security of all sensitive IT systems throughout their life cycle. The OMB circular also establishes controls mandated for federal IT security programs. These programs must include the implementation of policies, standards, and procedures, which are consistent with government-wide laws and regulations so as to ensure an adequate level of protection for IT systems maintained commercially or in-house. The circular directs agencies to assure: (1) that IT systems operate effectively and accurately; (2) that there are appropriate technical, personnel, administrative, physical, environmental, and telecommunications safeguards in IT systems; and (3) that the continuity of the operations of IT systems that support critical agency functions is preserved.

At the core of these new initiatives are newly developed and or edited existing mission critical policies, currently under review. The IT Standards Profile will standardize our desktop applications and configurations, and ensure compliance with licensing authorities; the IT Equipment Loaner Policy establishes lending protocols for portable computers and peripherals; the IT Account Management Policy establishes formal processes for access to our automated information systems as well as to local criminal justice information systems; the IT Standards Profile provides guidance to

ensure that systems utilized throughout CSOSA have the required functionality and exhibit interoperability features that permit the exchange of information; and the Management Instruction--Computer System Disk Drive Wiping Policy will enforce the requirement to remove all unnecessary data from hard disk drives.

The aforementioned policies are applicable to all CSOSA/PSA resources at all levels of sensitivity. These policies are mandatory for all organizational units, employees, contractors, and others having access to and or using the IT resources of this Department. These policies will apply to all automated technology currently in existence and to any new automated technology acquired after the effective date of policy publication. The Internet/E-mail Policy published earlier this summer establishes rules of behavior and an employee user agreement, which establishes protocols for use as a business tool.

CSOSA also announces its participation in the new JUSTIS application; a web based intranet, which provides local, federal and municipal criminal justice agencies with a view into participating agencies data. JUSTIS provides a view to information as well as mug shots. This innovative tool will eliminate repetitive data entry across agencies, ensure proper identification of defendants/offenders, and provide agencies with the opportunity for data cleansing. JUSTIS is easy to use, especially if you know how to use the Internet! JUSTIS needs users, so see your managers for an application and sign up!



**The Office of the Chief Technology Officer announces the development of a new Case Management application to replace OASIS. We will be running a contest to name this new application. The winner will receive a grand prize, not yet determined. Several consolation prizes will be awarded as well. So join the fun, you may be a winner! Send your suggestions to Executive Assistant, Jim Morris by 10/24/01**

## TIPS' Incentives

BY JACINDA HENDERSON,  
COMMUNITY SUPERVISION OFFICER | TIPS UNIT



Just as chicken soup is said to be good for the soul, management experts report that individual praise and recognition are essential to promoting good employee performance. Based on this premise and the suggestion of Community Supervision

Officer Arthur James, the Transitional Intervention for Parole Supervision (TIPS) Unit developed an incentive system called the "Spirit Award." This system awards its recipients with a small trophy, which the winner displays at his/her workstation for 30 days or until the next selection. Nominations are based on individual performances and conduct in teamwork, team spirit, attitude, and creativity.

During the monthly business meeting, the employees conduct the selection process monitored by the supervisors. The process involves three steps. First, each team member nominates a candidate by writing the name on a ballot. Second, each ballot is placed in a basket. A supervisor reads the names aloud and keeps a tally for each one. Third, the candidate with the most nominations wins the honor of displaying the spirit award for 30 days. The key focus of this system is public praise and recognition. Full participation is encouraged by all staff. There are no real winners or losers. All participants reap maximum reward either by nominating a person or actually winning!

Past winners include: Community Supervision Assistant Julette Terrell, Community Supervision Officers Thomas Bateman and Michael Hilliard.

## CSOSA SUCCESS STORY

**Sex Offenders Supervision,  
Team 13:  
Blueprint for Success**  
BY PAULA LAWSON, COMMUNITY  
SUPERVISION OFFICER



I would like to commend the Sex Offender CSO's on my team who have successfully assisted many offenders in re-directing their lives by using what is known as the "containment approach". The containment approach is a method of sex offender case management which rests on the dual premise that sex offenders are 100% responsible for the damage they inflict on others and that they must constantly and consistently be held accountable for their inappropriate thoughts and feelings as well as for their illegal actions. We closely monitor our offender's progress in therapy by working as a team with treatment providers. They, in turn, reinforce our policies and procedures regarding community supervision. The result is testing, treatment and monitoring with a primary focus on community protection. Through our combined efforts, the offenders are given an opportunity to become sober, insightful and productive citizens. I have several offenders who committed offenses against young children. After applying the containment approach, the offenders were able to come to terms with substance abuse issues, entered and complete at least one year of sex offender treatment, and most importantly re-direct their lives. These men and women are not cured, but under control. They remain substance free and possess the tools necessary to avoid re-offending. Keep up the good work team!

## Answers to Your Most Commonly-Asked Questions

BY LISA TERRY, ASSISTANT GENERAL COUNSEL | OGC



The Office of the General Counsel ("OGC") handles a variety of issues on any given day. However, some questions arise more frequently than others. We take this opportunity to answer some of your most commonly-asked questions.

- ?** *May I collect money for Girl Scout cookies, Christmas wrapping paper, my church, or other charitable purposes on CSOSA property?* No. Soliciting money on CSOSA property is strictly prohibited, except for activities related to the Combined Federal Campaign. You may, however, collect non-monetary items such as clothing provided that there is no *individual* solicitation and contributions are placed in a central location. Please obtain OGC's approval prior to collecting items for charitable purposes.
- ?** *What do I do if an offender gives me a gift?* It is against CSOSA policy to accept gifts from an offender OR to give gifts to offenders. This includes former offenders and members of his/her family. If an offender gives you a gift, you must return it. If it is impractical to return the item because it is perishable, the item may be donated to charity or shared among staff, with the approval of the Agency's ethics official.
- ?** *May I get a job outside CSOSA?* Yes, however, some jobs may present a conflict of interest with CSOSA's goals and missions. For that reason, we ask that you complete an outside employment request form and obtain approval prior to accepting outside employment. The forms are available from OGC. In 95% of the cases, the outside employment will not pose a problem.
- ?** *May I work as an off-duty security guard?* Yes, as long as the position does not require you to carry a weapon.
- ?** *Will the Agency cover damages to my vehicle if I have an accident while on duty?* Yes, as long as you were not negligent, had approval to use your vehicle and were within the scope of your employment at the time of the accident. In addition, the Agency will only cover that amount up to your deductible.
- ?** *What do I do if I am served a subpoena or other legal document involving the Agency?* If you are served a subpoena, lawsuit or other legal document and you are a CSOSA employee, you must send it immediately to OGC. If you are a PSA employee, the document must be sent to the Deputy

## Employee Focus



**Jim Williams**  
Associate Director, Management & Administration

### *Taking Time to Care*

Often the demands of our work and personal lives do not allow us enough time to reflect and care about what's going on in the world outside of our hectic schedules. But sometimes the urge to pause and attend to the needs of others touches us in a way we can not ignore, and we are forever changed. After meeting with Jim Williams, it was clear that he had been fortunate enough to experience such a revelation.

A few years ago, Jim Williams volunteered to assist teachers at his son's school with their annual Christmas party for children at a Sisters Charity Mission in Anacostia. He drove one of the vans to pick up approximately 40 children and escort them to the party. He was especially struck by the children's basic need to love and be loved, by their need for time and attention. Particularly, he noticed that the children were really lacking in male companionship and found comfort in simply having him there for support. It was then that he realized that everyone has something to offer the less fortunate. It became clear to him that one does not need to have lots of money or tremendous skills to offer their time, a smile, or just a hand to hold. Understanding this, Jim thought seriously about what he could do to devote his time to providing children with what he felt they desperately needed. Being someone who enjoys the outdoors, he decided that he would chaperone a group of kids from the D.C. area on a camping and hiking trip.

Jim took his idea to Kweku Toure, CSOSA Community Relations Specialist, who would later assist him in selecting a group of children that could benefit from such an experience. Mr. Toure became quite interested in the process and decided that he wanted to participate as well. Kweku had a contact in the community who ran an after school center for children living near Turner Elementary, CSOSA's adopted school. Plans were finalized and Jim, Kweku and four neighborhood kids went on their first trip last year along the Appalachian Trail. Jim remembers how the hiking began as quite a challenge for the kids, but once they reached their destination it was a real thrill for them and they had a blast!

Over the Labor Day week-end this year, Jim and Kweku were able to make another camping and hiking trip with the kids. They took 7 boys (11 and 12 years of age) and revisited the Appalachian Trail. They built camp fires and told scary tales. Jim and two of the boys even dared to sleep outside their tents underneath the stars. This year they also added an entire day of tubing down the Antietam Creek with a guide who gave them some Civil War history along the way. They parted with hugs and promises to repeat the experience next year.

When asked what he hoped to accomplish in the time he devotes to the camping trips, Jim replied, "One message in particular that Kweku and I stress to the boys is that as difficult as something may seem, you can conquer it. You may be afraid of trying something new; you may want to give up the hard effort; but if you keep working at it, you will succeed and feel a great sense of accomplishment. Also, I just want them to have the outdoor wilderness experience. It's a positive experience that I think will stay with them the rest of their lives. I hope that it sparks a fire in their hearts, a desire to see and do more outside their immediate surroundings. We want the boys to know how big this world is and to let them know they do have options".

*CSOSA commends Jim Williams for his exemplary efforts!*

## CONGRATULATIONS TO ALL!



### New Employees for the Month of August

*Office of the Director*

Latiffany N. Washington

*Office of Information Technology*

Beverly Hamilton



### One Year Anniversary with CSOSA as of 08/31/01

Yolanda Datcher

Kathy Glover

Jamie Henson

Albersynia Quarles

Philip Whatley

Deborah Young

### Five Years of Federal Service

Joyce McGinnis

Jeri L. Price-Parker

### Ten Years of Federal Service

Sharon K. Mays-Jacks

### Fifteen Years of Federal Service

Deandro Baker

Ronda M. Carter

Marcia Murray

Sterline W. Suggs

Catherine Terry-Crusor

### Twenty Years of Federal Service

Karen L. Powell

Michael E. Richardson

### Twenty-Five Years of Federal Service

Willie R. Hasson

Jacqueline Gill-Harvey

Dara Mills

### Thirty Years of Federal Service

James A. Morris

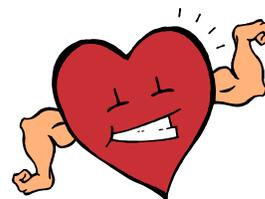
## HEALTH & FITNESS

### Strategies Eating Healthfully

(Adapted from “Eat, Drink, and be Healthy: The Harvard Medical School Guide to Healthy Eating,” by Walter C. Willett, M.D.)

Over the past 10 years, studies involving hundreds of thousands of people have illuminated the makings of a healthy diet. In order to help people make better-informed choices about the foods they eat, researchers at the Harvard School of Public Health and Harvard Medical School have developed what they call a “Healthy Eating Pyramid”. The evidence supporting it is complicated, but the advice is simple. It’s an eating strategy aimed at improving your health, not just helping you shed pounds, so deprivation is not the focus. Here are some suggestions they give to make your meals and snacks tastier while making a big difference in your health.

- Whether you’re sautéing an onion or baking a batch of cookies, try using olive or canola oil instead of butter. The types of fat in these oils can improve the levels cholesterol and other lipids in your blood and combat the narrowing of arteries that often occurs with age.
- Instead of relying on red meat for protein, try fish, poultry or legumes. When you do eat red meat, select lean meats such as extra-lean ground beef. It packs less artery-clogging saturated fat than pork loin or low-grade hamburger.
- Switch from flour tortillas to whole grain (corn or wheat) tortillas, and snack on whole-grain crackers.
- Substitute skim milk for whole milk in sauces and baked goods. When a recipe calls for sour cream, try using non-fat plain yogurt instead.
- Instead of smothering your pizza or salad with cheese use a small amount of some high-flavored cheese, such as parmesan, blue cheese, feta or extra sharp cheddar.
- Make your salads with dark green leafy greens such as spinach rather than sticking to iceberg lettuce.
- Try fresh berries for dessert.
- Finally, go nuts! Contrary to popular opinion, nuts are not junk food. They’re a great source of protein and other nutrition. People who eat them regularly are less likely to suffer from heart disease than those who rarely eat them.



### The Power of Touch

BY LISA WILLIS, TREATMENT SPECIALIST | CENTRAL INTERVENTION TEAM 34

Remember when you ate too much as a child and developed a stomach ache? Or when you fell down on your knees while roller-skating? Back then, you would rub that sore area to make it feel better. Well, that natural technique of healing is still effective today: **massage.**



With the power of touch, massage promotes health through relaxation of the human body. “It really makes you feel good,” says, Jennifer Millar Roberts, a sports massage therapist and owner of Partner in Therapy and Health in Burtonsville, Maryland. “Massage increases the circulation of the blood flow to the muscle to remove lactic acid and metabolic waste.”

Massage has been around for many years. It is known to cause a relaxing effect on the muscles and nerves. Today, more than ever, people are receiving massages as a part of their overall health care regimen.

Gentle massage has a soothing action on the sensory nerves. More vigorous massage quickens the circulation and aids the muscles in disposing of accumulated waste products. Some methods of massage cause the muscles to contract and thus exercise them when movement of the entire body is not possible or desirable, as in illness or paralysis.

For athletes, Roberts says that receiving a massage before a competition, helps to increase the circulation and flexibility, leaving the body better prepared to reduce the threat of injury. Post-competition massage, helps to remove toxins and metabolic by products of exercise to relieve fatigue.

During a single treatment session, a massage therapist may incorporate centuries-old techniques that will best meet your needs. Here are some different types of massage techniques to help determine which is best for you.

**Swedish Massage**- the most common type of massage involves pressure, slow strokes, vibration and kneading. One of the benefits of Swedish massage is the increased circulation created by pushing the blood through the muscle tissues to relieve pain and tension.

**Neuromuscular** – this technique is used for various injuries and dysfunction. It helps to release trigger points that refer to other parts of the body. For example, relieving a sensitive trigger point in your back could help reduce a headache.

**Shiatsu/Acupressure** – this is a Japanese style that is based on the ancient Chinese art of Acupuncture and the understanding of energy channels in the body called meridians. It is done with the direct finger pressure to clear meridians and balance of the body.

To find a qualified massage therapist near you, contact the American Massage Therapy Association (AMTA) at 708-864-0123.

## VARIETY PAGES

### Ten Steps to a Drug-Free Future America

SUBMITTED BY TERSA GROSSHANS, DRUG FREE WORKPLACE COORDINATOR | OFFICE OF SECURITY

1. **NURTURE** children's pride in themselves and remind them of their worth. **Think** of children as "winners." **Remember** that young people see themselves the way others see them.
2. **REINFORCE** what children already know - the dangerous and tragic consequences of alcohol and other drug use. **Talk** to children early in grade school about resisting involvement with alcohol and other drugs.
3. **PRAISE** the courage, strength, and determination of children not to use or be involved in drugs. **Remind** children that contrary to the daily headlines and TV new reports, the majority of their friends and peers are not using alcohol and other drugs.
4. **TALK** to children about daily media images of drugs and violence in communities. **Discuss** how you both feel about negative TV and newspaper images of youth.
5. **ENCOURAGE** children to tell you about their hopes and dreams. **Listen** to what they have to say. You can help transform their dreams into reality.
6. **GIVE** children your time and attention. **Assure** them that they aren't alone-you'll be there for help, guidance and love. Making a difference in even one child's life can make the difference in all of our lives.
7. **SET** a good example. What we do influences what our children do. Children will respond to our strength.
8. **TELL** children about friends and neighbors - regular folks, just like you - the unsung heroes who are out in the community doing good things every day. **Volunteer** your time and talents to helping youth in your community.
9. **STRENGTHEN** the children's sense of being a part of something great.
10. **GET INVOLVED** with school and after school activities. Volunteer at churches, recreation centers, school athletic programs, law enforcement agency programs, and parent groups.

For more information, you can visit the U.S. Department of Health & Human Services at [www.hhs.gov](http://www.hhs.gov).



### Happiness Explained

(Excerpts from US NEWS. Article by Holly J. Morris)

SUBMITTED BY CHERYL MERRIFIELD, SCSO BRANCH V, TEAM 24

Taking the mystery out of happiness and the search for the good life, positive psychology focuses on humanity's strengths, rather than its weaknesses, and seeks to help people move up in the continuum of happiness and fulfillment. Researchers are finding that happiness can be learned and cultivated.



Strong marriages, family ties, and friendships predict happiness, as do spirituality, and self-esteem. Hope is crucial, as is the feeling that life has meaning.

Happiness can be learned. Sonja Lyubomirsky, a psychologist at the University of California Riverside, says "you have to commit yourself everyday to doing things to make you happy." One way is to find the right goals and pursue them. Research suggests that goals reflecting your interests and values can help you attain and maintain new levels of happiness. By setting and achieving a progression of goals, you can boost your well being.

Another path to greater happiness is cultivating positive emotions. They're good for more than "warm fuzzies". Good feelings broaden thinking and banish negative emotions, says Barbara Frederickson, a psychologist at the University of Michigan. Negative emotions narrow thought, by necessity. Positive emotions and broadened thinking are mutually building on one another, making people even more creative problem solvers over time.

Part of seeking positive emotions is being open to them in everyday life. Some emotions simply are not that hard to feel, if you take the time. Take gratitude. People who wrote down five things for which they were grateful in weekly or daily journals were not only more joyful, they were healthier, less stressed, more optimistic, and more likely to help others. You don't have to write them down to be grateful for them, of course, though it helps to make them more concrete.

Nurturing optimism is a keyway to help hope and happiness flourish. Optimism predisposes a person towards positive emotions, whereas pessimism is a petri dish for depression.

It is important to understand that lives of happiness and meaning involve some work. Will people work to learn happiness? Positive psychologist think that if they can tease out the best in people, happiness will follow. Happiness is "the emotion that arises when we do something that stems from our strengths and virtues". And those anyone can cultivate. Happiness is the sum of what's best in people.

Try this tasty recipe and enjoy  
National Hispanic Heritage  
Month !!

### Mexican Style Stuffed Peppers



Rice and tasty, tender vegetables make the centerpiece of these savory stuffed peppers. Seasoned with Garden Salsa and finished with a 4-cheese Mexican blend this corn-flecked rice filling makes these peppers *delicioso!*

Est. preparation time: 15 mins.  
Est. cooking time: 30 mins.

#### Ingredients:

8 medium green bell peppers, halved and seeded  
3 cups cooked long-grain white rice  
1 (10-oz.) package frozen peas and carrots  
1 cup whole kernel corn 1/2 cup chopped green onions  
1 3/4 cups **ORTEGA® Garden Style Salsa**  
1 1/2 cups 4 cheese Mexican blend, divided

#### Directions:

PREHEAT oven to 375°F.

PLACE bell peppers in microwave-safe dish with 3 table-  
spoons water. Cover with plastic wrap. Microwave on HIGH  
(100%) power for 4 to 5 minutes or until slightly tender.  
Drain.

COMBINE rice, peas and carrots, corn, green onions, 3/4 cup  
salsa and 1 cup cheese in large bowl. Fill each pepper with  
about 1/2 cup rice mixture. Place peppers in ungreased  
13x9x2-inch baking dish; top with remaining salsa and cheese.

BAKE, uncovered, for 20 to 25 minutes. Uncover; bake for  
additional 5 minutes or until heated through and cheese is  
melted.

Makes 8 servings.

Source: *VeryBestMeals.com*

### ATTENTION! ATTENTION! ATTENTION!



The District's children are "back to school" and preparing for their academic year. Ketcham Elementary School, located in Patrol Service Area 704 at 15th and Good Hope Road, is in dire need of school supplies for its children. Supplies such as notebooks, folders, book bags, paper, pencils, etc. are needed for first grade through sixth grade students. Please look around your homes for new or used items that may be donated to this worthy cause.

Currently, a drop box has been provided in the TIPS Office located at 300 Indiana Ave, NW, Room 2010 for school supplies donations. We are working toward placing other drop boxes in various field units where staff can bring supplies. Staff will be notified via e-mail once those locations have been established.

Thank you in advance for your help.

Also, special thanks to SCSO Williette Copeland and Senior Program Analyst Wil Parker for their assistance in coordinating efforts to have new computers donated to Ketcham Elementary in April 2001. Through the "PC's for School Program" sponsored by the General Services Administration, staff from the Transitional Intervention for Parole Supervision Unit were able to acquire 10 computers that were distributed by school administrators throughout the classrooms for the children's use.

Submitted by **Arthur James**,  
COMMUNITY SUPERVISION OFFICER | TIPS

### Newslink Quote of the Month



"The ultimate measure of a man is not where he stands in moments of comfort, but where he stands at times of challenge and controversy."

- Rev. Martin Luther King Jr.

Do you have an interesting quote you want to share? Contact the Editor and the Newslink will spread the word!

### CSOSA: The Journey – Part III, *The Marriage*

BY MARGUERITE CHISLEY, ADMINISTRATIVE ASSISTANT I  
OFFICE OF THE ASSOCIATE DIRECTOR, CSS



Although set to be a three-part series, CSOSA: The Journey, was primarily written to inform new staff members about the formation of CSOSA and the merger of parole and probation into one entity, Community Supervision Services (CSS). Whereas we cannot detail the entire saga, I felt that staff who had not received formal training (as did CSOs) would be interested in the founding of CSOSA. Having received gracious assistance and support from contributors to the articles (namely: Brenda Mosley, Elias Kibler,

Erika Evans, Fran Hagan, Aida Hasaballa & James Morris) I am inspired to continue with related articles in future Newslink issues. You may continue to look for CSOSA: The Journey, as we highlight new leadership and new direction.

In July, Part II, CSOSA: The Journey Continues, Brenda Mosley recollected the events as they transpired for probation.

We left off with . . . *The D. C. Board of Parole continued to function as such from 1997 to 1999 with Margaret Quick serving as its Chairperson. Mr. Elias Kibler, now Deputy Associate Director, CSS served in the capacity of Director for Parole Supervision Services during this period of transition.*

*And now, his thoughts:*

The National Capital Revitalization and Self-Government Improvement Act of 1997 established CSOSA, with John (Jay) Carver as appointed Trustee. There was much speculation about what was going to happen to the Board of Parole. The Board was going to be abolished and staff would have to re-apply for their jobs. Staff became anxious and had many questions and concerns that needed to be addressed.

After the appointments of Monty Wilkinson as the Deputy Director, CSOSA and Jasper Ormond as the Associate Director of Community Justice Programs, a series of meetings were held and numerous focus groups were developed from the ranks of staff members.

Jay Carver hosted brown-bag forums in order to provide staff with an opportunity to express their concerns and issues. These forums helped to answer many of our questions. Through it all, staff (Parole Supervision Services) remained committed and continued to be supportive of the vision that was being unfolded.

We began to hire and train new Community Supervision Officers (CSOs) in efforts to address high caseloads. New programs and community resources were being developed as well as an Agency mission statement.

As Interim Associate Director of Community Supervision from October 1999 until March 2000, I was charged with the awesome task of developing an organizational structure, which would merge parole and probation into one entity. With the support of James Morris, Valerie Collins, Jeffery Covell, Robert Manuel, Bryan Young, McKinley Rush, John Milam, Jody Tracy, Tanya Ray, Wilbur Jackson, and many other dedicated managers and staff, we were able to begin the development of a marriage between parole and probation. We accomplished a great deal but much more was needed.

CSOSA is close to “turning the corner” under the strong leadership of Interim Director Jasper Ormond and Associate Director of CSS Thomas H. Williams, whom I believe to be two of the greatest minds in the field of community supervision. Together, along with knowledgeable, creative, and committed staff, CSOSA will become, if not already, the premier Agency throughout the States in the field of community supervision. How do I know? My 36 years in the field of correctional services and community supervision tell me so.

- Elias E. Kibler  
Deputy Associate Director, CSS

#### *Note from the Acting Editor:*

**WHEW!** This concludes another edition of the CSOSA NEWSLINK. In light of everything that has taken place over these last weeks, there were times when I feared this month's publication would never be completed. I am so thankful for your patience and as always, I am proud of the efforts CSOSA Staff have made in support of the agency's newsletter. Thanks to all those who submitted articles and offered their wonderful ideas, remember you ARE the NEWSLINK! I look forward to hearing from more staff members in the future as we continue to make our agency's newsletter a great source for interoffice communication. If you are interested in submitting an article or have suggestions for the October edition, please contact me. In the meantime, be safe and be kind.

Erika N. Evans  
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