

February 2011
Employee Newsletter



Advocate

Arkansas Department of Correction

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Sydney Moncrief Holds Court at Ouachita River



“Super Sid” Sydney Moncrief addresses ADC Management Teams during his “One Team” Leadership Workshop at ORCU.

Former Razorback and NBA All-Star Sidney Moncrief returned to the court as Coach to 30 representatives of the Arkansas Department of Correction management team this January at the Ouachita River Correctional Unit.

The “One Team” Leadership Workshop offered both professional and personal tips on effective leadership and teamwork with emphasis on tradition, mission, customer and opponent.

As managing partner of Pacific Sports Consulting Group, Sydney has spent the past four years coaching private and public organizations in the art of better management practices.

Having recently returned from a coaching position in the Peoples Republic of China, Sydney was pleased to be back home in Arkansas, reflecting on both his sports career and his own Fortune 500 company.

“Coach” Moncrief wrapped up the seminar by popping a few free-throws and signing autographs for his ADC team, who presented him with an official ADC cap and shirt from the ORCU staff.



Director's Corner



Ray Hobbs
ADC Director

You remember the great master, Leonardo da Vinci. He's the brilliant engineer, sculptor and artist who painted the Mona Lisa and the Last Supper. We all studied his works in school, and most of us can still remember a few of them.

But hardly anybody can recall da Vinci's words, even though much of what he said is still famous today. "Art is never finished, only abandoned." "He who is fixed to a star does not change his mind." "He who wishes to be rich in a day will be hanged in a year."

And here's one that seems appropriate as we face yet another round of winter weather.

"Patience serves as a protection against wrongs as clothes do against cold. For if you put on more clothes as the cold increases, it will have no power to hurt you. So in like manner you must grow in patience when you meet with great wrongs, and they will then be powerless to vex your mind."

The sentences might seem a little fancy and a lot dated, but the advice is timeless. Remember, those words of wisdom were offered way back in the day. Da Vinci lived from 1452 to 1519.

In recent weeks, our normal routines may have been messed up by bad weather. Couldn't get where we wanted to go, stranded, work piling up, poor road conditions – that feeling of safety and security being threatened by Old Man Winter.

Now the National Weather Service says more snow is on the way and the high won't be above

freezing for a couple of days. We have a 90 percent chance of getting somewhere between four inches and four feet of snow. Not really, but it sure feels like it.

So here we go; another opportunity for cabin fever and cold comfort – or not! It's interesting what wrongs will build in your mind and create anxiety if you allow it. That's why da Vinci's idea of growing patience is a good one.

Patience is defined as the ability to endure waiting, delay, or provocation without becoming annoyed or upset, or to persevere calmly when faced with difficulties. Keep that in mind as you wait out a winter storm or any of life's challenges. Arm your body against the cold with more clothes, but arm your mind with motivation and patience.

Someone, but not da Vinci, once said patience is a virtue. I'm not sure if it really is, but I do know patience takes practice. And a wintry day might be the perfect time to start working on it.

Department Briefs



The pictures keep rolling in! Above is a photo sent in by Warden Kay Howell of the Pine Bluff Unit's food drive during the Christmas Holiday!

We appreciate all of the hard work from all of the ADC staff who made

Christmas so very special to so many families this year! Well done!



Why are these people smiling? If you were Dubs Byers (L) and Chaplain Norma Gillom, it's because the vision of theological training at the

Ouachita River Unit has finally been realized! Classes in Bible Analysis, Old Testament Survey, New Testament Survey and Elemental Theology are now being offered to the men at ORCU with the help of the Central Arkansas Baptist Bible Institute. Keynote speaker for the first semester celebration was Dr. Dubs Byers. It was attended by Deputy Warden Fred Campbell, Chaplain Norma J. Gillom, Chaplain Kenneth E. Lowe and the Reverend Paul Carter, President of the Central Arkansas Baptist Bible Institute along with the students and teaching staff at ORCU.

2011 BCOT Class P Graduates

Class 2010-P, Graduated 01/14/2011



Avery Alexander, Darrin Armstrong, Jamie Bragg, Dominique Carroll, Fredrick Coleman, Erika Curry, Randall Curtis, Sharonda Felton, Lee Ford, Billy Freeman, Brent Grantham, Ronald Greene, Blake Hankins, Russell Henderson, Kenneth Hester, P.T. Holder, Andrew Hudson, Matthew Huffman, Devontae James, David Lee, John Lee, Michel May, Ladonna Milligan, Magan Moore, Jasmine Orr, Jimmy Phillips, Benjamin Reeves, John Rodgers, Michael Sanders, Ashley Scott, Christie Simpson, Lovie Smith, Jasmine Smith (Martin), Shanika Stewart, Rashad Urquhart, Leandra Williams, Shantel Williams, Whitney Wilson, Christopher Yates, Anthony Young, Antwan Young and Courtney Yuratich.

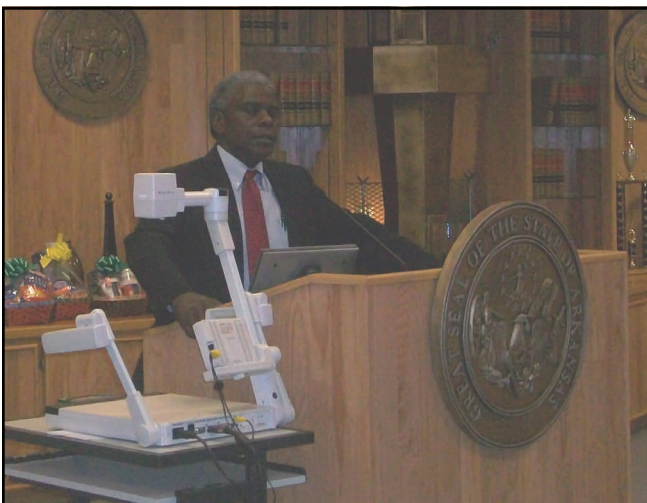
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GO TO WWW.AACET.COM TODAY!

More Department Briefs



ADC Director Ray Hobbs was the guest speaker for the Arkansas Department of Correction Retirement Association's quarterly meeting. Among the topics discussed was the PEW Group and its initiatives on sentence reform.

Mr. Hobbs expressed how fortunate the ADC is to be able to maintain its quality operations despite the tight budget..



HAPPY VALENTINE'S DAY

SNOW!

The first official snowstorm of the year rolled into Arkansas like a white freight train Sunday afternoon, January 9. By Monday morning, the lower two-thirds of the state was blanketed in 2-8 inches of snow!

Many state and federal offices were shut down as residents slid and dug themselves out of the wintery mix. Early preparation and response kept roads clear and electricity on as the storm marched northeast, laying a thick blanket of precipitation over several states along the East Coast.

Many took advantage of the opportunity to capture the event on film!



Valentine's Day-Cupid's Big Joke



Oh Yeah ... Valentine's Day! This is the "make or break" day for many out there. The one day of the year to find redemption in the eyes of a beloved or to set in motion the misery that befalls the one who "forgot"!

Of course, we all know that stores have been promoting the event as

soon as the Christmas decorations came down. Candy, cards, toys, lingerie, flowers, and of course, jewelry. Lots and lots of jewelry. But it wasn't always this complicated.

The celebration began in Europe around 1400 to honor a Catholic bishop named Valentine (who miraculously restored sight to a blind girl before being martyred by Emperor Claudius). But count on the Americans to outdo and outshine all observances of this day of romance!

With florists working 'round the clock arranging pretty bouquets and restaurants offering "dinner for two" specials, Valentine's Day is **BIG** business. And to some hapless romantics, it means the "St. Valentine's Day Massacre" to their wallets! And whether you say it with flowers, candy, or jewelry – for Pete's sake, just say it! C'mon, tiger – be the romantic that really doesn't need one day to show how much you care! Remember the day and save yourself a lot of grief later!



Out With the Old/In With the New

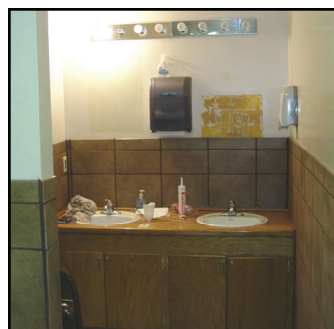


Where bathrooms are concerned, the job is not finished 'til the paperwork is done ...

But if you've been by Central Office these past few weeks, the construction crews can tell you that it takes a lot more than paperwork to redo a couple of bathrooms!

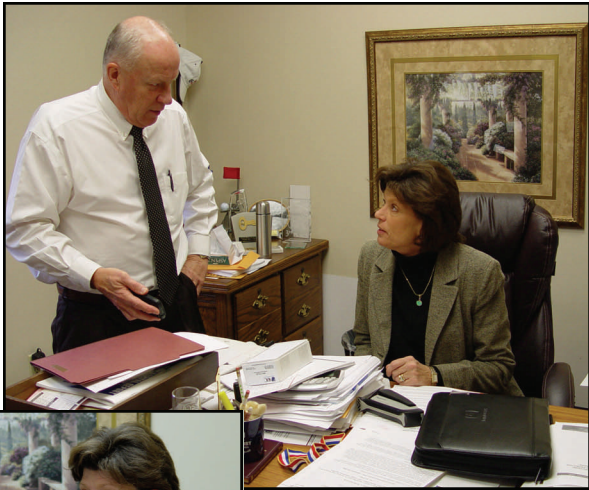


The sound of saws echo through the front halls of Central Office as their bathrooms receive a much-needed facelift. To watch the progress is like viewing a do-it-yourself show; plumbing, dry wall, masonry, and cabinetry.



This is but one of many projects currently underway within the ADC and the *Advocate* will be reporting more of them very soon! So get ready all you DIY'ers– ADC construction crews are going to be pretty busy near you!

Dina Tyler; ADC's Newest Assistant Director a Familiar Face With a Texas Twist



It's rare to find Dina Tyler sitting still. Having been with the ADC for nearly 15 years, she has one of those familiar faces that many recognize, but few really know. This past November, Dina's career with the ADC took another turn with her promotion to assistant director.

Far away from Taft, Texas, where she grew up with her family, Dina has made both Arkansas and the ADC her home. After graduating from Taft High School, she attended Texas A&M where she majored in journalism with a minor in political science. It was being in the public eye that grabbed her attention with her first job at an East Texas television station. Soon, Arkansas would grow to recognize her intense, straight forward style as a reporter for KTHV starting in 1984.

Over the next ten years of covering the news, Dina began to take interest in the local political scene working with former Governor Jim Guy Tucker's campaign committee. Always looking for new challenges, Dina worked at the Department of Community Correction for a year and a half before signing on with ADC as the department's spokesperson in 1996. She's never looked back.

While she describes herself as intense, others might refer to her as involved. When not at the various ADC units, or working in the State Capitol with area legislators, you can find Dina involved in research and planning. She's proud of legislation she has been involved in for employee benefits, as well as protection of information from inmates. When asked what is the most rewarding part of her job, she stated, "When we get it right. It takes each one of us to make this trek successful. When it's done right, we all win." Recent advancements in technology and legislation are challenges she looks forward to meeting. When not at work, Dina enjoys reading, golf, and antiques. What would she do as another profession?

"Treasure hunting ... finding antiques is kinda like that!" Dina's personal philosophy sums it up; "Give it all you've got or none at all."

ACI's Mike Grisham Receives NCI's Sales Rep of the Year Award



Another satisfied customer chats with ACI's Mike Grisham. This year, Mike's hard work made him NCI's Sales Rep of the Year.

Mike Grisham believes in an honest day's work. As a sales rep for Arkansas Correctional Industries, he usually logs between 3,000 and 4,000 miles a month making sales and keeping customers satisfied.

This March, Mike will be making a longer trip to Baltimore, Maryland to accept the National Correctional Industries Sales Rep of the Year award at the NCIA National Training Conference. His biggest concern is making an acceptance speech before the conference members!

While feeling honored, Mike is very modest about the recognition. A true salesman at heart, his greatest reward comes from meeting with his customers and landing that next sale. A self-confirmed workaholic, he provides products and services from ADC industry that serve state tax-supported agencies and non-profit organizations statewide.

When he's not servicing customers like War Memorial Stadium or the Arkansas National Guard, Mike enjoys relaxing in the woods at the deer camp, even during off-season as he enjoys the peace and quiet of nature or indulging his hobby as a woodworker.

Health Matters

ADDICTIONS: Regaining Life and Self-Respect One Day at a Time

Note: the following information was gathered from sources such as the American Medical Association, the National Institute on Drug Abuse and the Department of Human Services.



It may have started from curiosity; that first cigarette, that first drink, the first time you got high with friends. It could be a fear of loss, the need to have more, or the desire to simply feel more in control of your life.

What was thrilling at first, isn't any longer. It used to take just a little of it to make you feel good, but now you need more. And the feeling of control you thought you once had is now gone. You never intended for this to happen. Who does? But it has; you're addicted and you can't stop.

What is addiction? It is the point when you've lost control over a substance or activity. And even though a person who is addicted can ruin their health, destroy their relationships, lose careers and wipe out their savings, they can't stop. An addiction can be physical or psychological with the person often unaware of having a problem until the substance or activity has control over them.



What are common addictions? If you were to ask, most people agree on substances that are most familiar: alcohol, drugs (both illegal and prescription), tobacco products, or even the caffeine from coffee or sodas. However, other addictions may include activities such as eating, gambling, sex, work, exercise or even shopping.



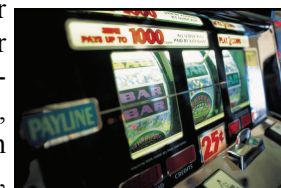
Who can develop addictions? Old or young, male or female, rich or poor—anyone can. No one knows why some people develop addictions and others do not. They may develop fast or over a period of years. Factors may include family history, living situations, personality, or social factors such as friends and family.

How do I know if I have an addiction? Addictions typically follow a pattern. You try a substance or activity at first to see what it is like. Later, you keep using those substances or doing those activities for the rush or buzz you feel—whether it's physical or just in your head. Soon, you're doing it to forget about work, to deal with stress, or other problems. Soon it's all you think about or look forward to as your health, job, and relationships all suffer. You can't seem to stop, even after attempts to stop or cut back.



What are the signs of addiction? Changes in sleeping habits, sudden weight loss or gain, shaking or sick when not using substances. Psychological signs include withdrawal from family or friends, anxiety, anger, depression and mood swings.

What can I do about an addiction? If you're able to recognize and admit you have a problem, you've taken the first step. Talk to someone you trust; you don't need to do this alone. Seek the help of a close friend, doctor, religious leader, or professional counselor. It isn't a sign of weakness to seek help for your problem. Find out which types of treatment are available and work best for you. Whether it's a self-help group, nutrition counseling, drug therapy, or residential treatment, seek some form of professional counseling.



Stay focused on your goal. Once you start any program, try to focus on beating your addiction. Inform friends and family of your decision to quit and seek support. Ask others to be available if you should need help or just to talk. Choose activities that are less likely to encourage abusive behavior. Have a plan in case you are put into a situation that you fear will cause you to slip. Keep phone numbers of reliable sources who are ready to help you.

Be prepared for stumbling blocks as you recover. Don't expect overnight results; your recovery will be a daily victory as you work to free yourself from addiction. Your life may be different than before, but it will be *your life*. Take each day to appreciate your health, loved ones, and every moment of freedom from former addiction.



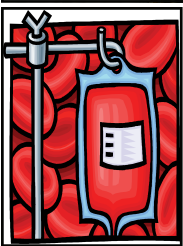
ADC Staff Roll-Up Sleeves For Red Cross Blood Drive at Admin East



Just as the holidays become a faint memory, the warm-hearted ADC staff members step out to help the American Red Cross during the January 19 Blood Drive at Admin East. Employees from several of the ADC units braved the chilly weather to roll up their sleeves and give the “gift of life.”

As part of the Red Cross’ “Rock and Roll Up Your Sleeve” campaign, the sounds of R&B, Soul, and Rock-n-Roll echoed throughout the Bloodmobile parked alongside the HR building. But one doesn’t visit a blood drive to just shoot pictures and leave. Bill Watson of the *Advocate* staff was on the table to donate a pint-o’red for the cause. And it takes only a few minutes to donate!

After answering a few questions, a small sample is taken from the fingertip. Then it’s on to your very own donation station where you feel a small stick, then relax. With each pint drawn, up to three individuals will benefit from your gift. That’s three lives you’ve touched, so the bragging rights are yours for becoming a hero to those in need!



ADC Recipe Corner

Potato and Ham Soup

Bill Watson

INGREDIENTS

- | | |
|-----------------------------|-------------------------|
| 3 cups cubed Potato | Salt |
| 1/2 cup Onion, diced | Pepper |
| 1/2 cup Celery, diced | Chopped Green Onion |
| 1/2 cup Carrot, diced | Shredded Cheddar Cheese |
| 1 cup chopped Ham | Fat-Free Sour Cream |
| 1/3 cup chopped Bacon | |
| 2 tblspn Butter | |
| 2 tblspn Flour | |
| 1 pinch Parsley | |
| 1 can Chicken Broth | |
| 2 cups Milk (whole or skim) | |

In a large pan, melt butter and sauté onion, celery, carrot, ham and bacon until onions become clear. Add flour and stir into vegetables and ham. Add chicken broth and stir well with other ingredients to prevent lumps. Add milk and stir to blend. Add potatoes and bring to low boil. Add parsley, salt and pepper to taste.

Reduce heat, cover, and let simmer until potatoes are tender. Serve hot and garnish with chopped green onion, shredded cheese, and sour cream (optional)

Serves 6-8.



Not Too Late to Get In on Denim Days!



There’s nothing more comfortable than a good pair of jeans! ADC employees can still get in on the Denim Days event to support Arkansas Special Olympics by sending in a donation of \$25 before the February 28th deadline! Then slip on those nice-looking jeans on the last Friday of every month for the rest of the year! Just make sure they stay within ADC requirements and then make it a good day for the blues at your office!



GRRRR...
bout of winter
Carl MAD!
weather.
Want *Advocate*
Patience serves
as a **NO!** solution

**EASY
DOES IT,
CARL!**

Obviously, Carl seems frustrated. But don’t worry, Carl, you can access the latest issue of *The Advocate* online anytime on Spotlight and on the ADC’s website until you get your own personal copy!

ADC Staff Attend Events to Prepare For Possible New Madrid Event



You could say that there was a whole-lotta-shakin'-goin'-on for members of the ADC staff in January! The ADC, along with the Arkansas Department of Emergency Management (ADEM), FEMA, and the Federal Bureau of Prisons took part in a tabletop exercise to gather information and create a situation plan in the event of an earthquake along the New Madrid Fault line in northeast Arkansas.

“Operation Jailhouse Rock” discussed options concerning utilities, fuel, transportation, shelters, rescue, and communication. Randy Shores, ADC Communications Manager impressed the members of ADEM and FEMA with his thorough presentation of the ADC’s plan for maintaining communication during an emergency.

As ADEM and FEMA presented maps and information, the ADC staff was busy working out possible catastrophic scenarios to become better prepared for handling disaster situations such as downed bridges, power disruption, food and water supplies. The event, which was held on the ASU campus focused primarily on the various ADC facilities and their ability to shelter-in-house. Meanwhile, on the other side of the state, another similar exercise was taking place.

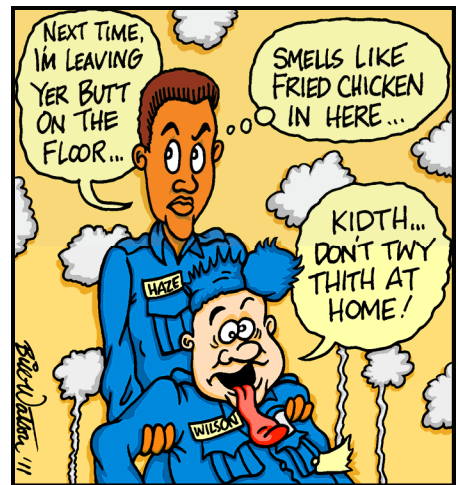
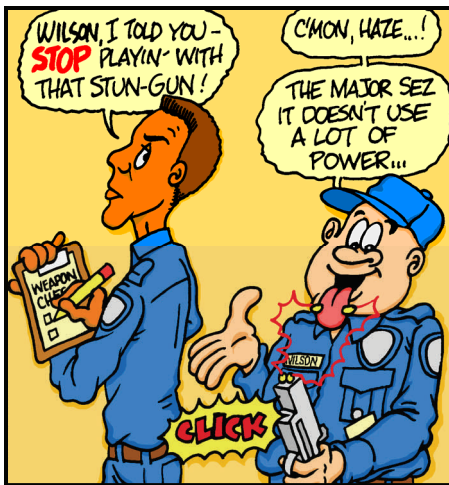
FEMA, in conjunction with ADEM hosted a training seminar for the planning of Joint Information Systems (JIS) and establishing Joint Information Centers (JIC) in case of disaster. Held at the Arkansas Department of Emergency Management building located at Camp Robinson, the class focused on the need for trained communicators to provide and relay information during a catastrophe.

Public Information Officers from various agencies such as the Arkansas National Guard, State Forest Service, and the ADC were on hand to receive valuable training on how their individual offices could interact with the public and with each other in the event of any disaster. The class toured the ADEM situation room to get a first hand look at how Arkansas could monitor a state-wide emergency. These exercises hope to raise public awareness to be prepared for any emergency at any time.



The New Blues

by Bill Watson



Promotions

Date	Name	Position	Unit
01/09/11	DeJarrod Jones	Sergeant	R.L.Williams
01/09/11	Patrick Lewis	Sergeant	R.L.Williams
01/11/11	Robbie Free	Sergeant	Grimes
01/13/11	Shelia Henderson	Fiscal Support Specialist	East Arkansas
01/16/11	Robert Reed	Lieutenant	Hawkins
01/16/11	Lewis Young	Sergeant	Hawkins
01/17/11	Michael Whitman	Sergeant	Grimes
01/17/11	Linda Williams	Administrative Specialist II	Central Office
01/23/11	Michael Cook	Captain	Varner
01/23/11	Jimmy Phillips, Jr.	Sergeant	Varner
01/23/11	Stephen Smith	Sergeant	Varner
01/24/11	Ardella Bearden	Administrative Specialist III	Central Office

New Hires

Date	Name	Position	Unit
01/17/11	Charles Dalsis, Jr	Industrial Supervisor I	Industry
01/17/11	Maurice Haralson	Administrative Specialist I	Randall L. Williams
01/17/11	Beverly Joshua	Advisor	Mental Health/Tucker
01/24/11	Kenneth Nelson	Industry Supervisor I	Industry
01/24/11	Gary Ralls	Chaplain	Varner
01/24/11	Sanci Richardson	Computer Support Technician	Administrative



In-Service Training Protocol

The Training Academy wishes to welcome staff to In-Service Training. The academy strives to promote a professional environment during your learning experience.

Listed below is appropriate attire for In-Service class participation.

Shirt — button up or pull over (please, nothing derogatory, offensive or inappropriate for professional correctional staff, no T-shirts, no sports team shirts).

Shirt and Tie

Slacks— **NO DENIM**, no holes or frayed edges.

Dress/Pantsuit — (please, nothing see through, sleeveless or low cut. Length should be professional and appropriate for professional correctional staff)

Shoes — (no flip flops, sandals, tennis shoes or house slippers).

Uniforms — must meet Department guidelines

Headgear — allowed only outside of building (no derogatory or offensive wording, symbols, etc.).

Sweats/Shorts/Sport Warm-ups — will be considered appropriate only in classes containing physical activities – not during normal In-Service classes.

Smoking is not allowed on Academy property.

Please observe break times and lunch periods.

Cell phones or pagers need to be on vibrate or silent while in the classroom.

Students arriving more than 15 minutes late for the starting time of a class, or more than 15 minutes late from a break/lunch will be dismissed

FEBRUARY TRAINING SCHEDULE

Date	Title	Time	Length	Location
1	Roadmap to Success	8:00	8 hrs	TA
2	Firearms Instructor Orientation	8:00	8 hrs	TA
3	Stress Management	8:00	4 hrs	TA
3	Cultural Awareness (ML II)	8:00	4 hrs	HR
3	Performance Evaluation (ML I)	12:30	4 hrs	HR
7	Administering Discipline (ML I)	8:00	4 hrs	TA
7	PPCT/SKD Instructor Certification	8:00	32 hrs	TA
8	Image Matters	8:00	4 hrs	TA
8	Inmate Grievance Refresher (VS)	1:00	2.5 hrs	HR
8-9	16 hr Security for Non-Security	8:00	16 hrs	TA
9	Structured Interviewing (ML II)	8:00	4 hrs	HR
10	Interpersonal Communication (ML I)	8:00	8 hrs	TA
10	Inmate Grievance Refresher (VS)	1:00	2.5 hrs	HR
10	Fair Labor Standards Act (ML I)	8:00	4 hrs	HR
15-16	Management Effectiveness Training (ML I)	8:00	16 hrs	TA
15-16	Transition to Supervisor	8:00	16 hrs	TA
18	Slips, Trips, & Falls (VS)	8:00	4 hrs	HR
18	Basic eOMIS Training	8:00	4 hrs	HR
18	Security eOMIS Training	12:30	4 hrs	HR
22-23	Intro to Management (ML II)	8:00	16 hrs	TA
23-24	Emergency Preparedness (ML I)	8:00	16 hrs	TA
24	Staff Safety and Self-Defense	12:30	4 hrs	TA
24	Grievance Prevention & Handling (ML I)	8:00	5 hrs	HR
25	Sexual Harassment/Misconduct (ML I)(VS)	8:00	5 hrs	TA
28	Identity Theft	8:00	4 hrs	TA
TBA	Chemical Agent Instructor Certification	8:00	32 hrs	TA

For a complete listing of class schedules, updates, and changes please feel free to look up In-Service Training on the ADC Spotlight!

OPEN ENROLLMENT (year round classes)

- **Internet-Based e-Learning Classes.** (*for managers and supervisors only*)
Classes provided by National Institute of Corrections
Visit www.nicic.org. *You must get approval from your Unit Trainer before taking any e-learning classes.
- **Open enrollment, Inter-Agency classes** are offered to all staff members in Little Rock. They vary in length.
- Classes are also offered through the **Criminal Justice Institute** in Little Rock.

Your unit trainer has more information about Criminal Justice Institute, Inter-Agency, E-learning and other classes.

“If love is blind, then why is lingerie so popular?”

-Anonymous

MARCH TRAINING SCHEDULE

Date	Title	Time	Length	Location
1	Administering Discipline (ML I)	8:00	4 hrs	TA
1	Performance Evaluation (ML I)	12:30	4 hrs	TA
1	Attitude Virus	8:00	4 hrs	TA
2	Fair Labor Standards Act (MLI)	8:00	4 hrs	HR
2	Fish Philosophy	8:00	8 hrs	TA
3	Cultural Awareness (ML II)	8:00	4 hrs	HR
3	Performance Evaluation (ML I)	12:30	4 hrs	HR
3	Interpersonal Communications	8:00	8 hrs	TA
4	Advanced eOMIS for Security	12:30	4 hrs	HR
7-8	Pressure Point Control Tactics Refresher	8:00	16 hrs	TA
8	Leadership Gold	8:00	8 hrs	TA
9-10	Management Effectiveness Training (ML I)	8:00	16 hrs	TA
9	Structured Interviewing (ML II)	8:00	4 hrs	HR
14-18	40 hr Security for Non-Security	8:00	40 hrs	TA
17	Behavior Based Safety Training (VS)	8:00	4 hrs	HR
22	Accident Investigation and Reporting	8:00	4 hrs	HR
22	Sexual Harassment/Misconduct (ML I)(VS)	8:00	5 hrs	TA
25	Basic eOMIS Training	8:00	4 hrs	HR
25	eOmis Training for Security	12:30	4 hrs	HR
28	ADC Back Safety & Ergonomics (VS)	8:00	4 hrs	HR
28-April 1	Firearms Instructor Certification	8:00	40 hrs	TA
30-31	Introduction to Management (ML II)	8:00	16 hrs	TA
TBA	Fire and Safety Certification		40 hrs	

If you are unable to access Spotlight, contact the Unit Trainers. They will have the latest Training Schedules available!

Mississippi County Staff Active in Community



Warden Joe Porchia and the staff of Mississippi County Work Release Center certainly keep busy in their community! During the Christmas season, the Warden and Sgt. Kim Sigman delivered toys and other much needed supplies to Toni Franklin and Paula Driskill of The Haven Abused Women’s Shelter to help women and their children staying over the holidays.

Later, the guys helped out the residents of the Osceola Senior Citizens Center by donating gifts collected by the ADC staff as prizes for the center’s bingo night.

Mississippi County’s staff continues to give back to their community through fund raisers and donations.



**ADC
CALENDAR
OF EVENTS**



FEBRUARY 2011

- 2 Groundhog Day
- 14 Valentine’s Day
- 21 President’s Day
- 24 Flag Day



MARCH 2011

- 13 Daylight Savings Begins
- 17 St. Patrick’s Day
- 20 Spring Begins

- Special Events?**
- Unit Functions?**
- Announcements?**
- Conference Dates?**

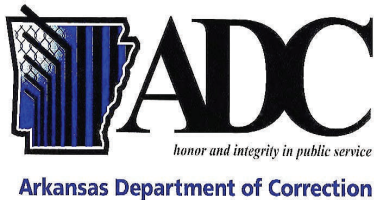


Then just tell it to the guys at The Advocate! We will be glad to post your date for all to see, so just send your information to Bill.Watson@arkansas.gov and let everyone know!

ADC Advocate Employee Newsletter

ADC Mission Statement

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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Visit ADC on the Web:

www.adc.arkansas.gov

Parting Shots



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