

The Chronicle

DECEMBER 2002

NEWSLETTER OF THE
MARICOPA COUNTY ADULT PROBATION DEPARTMENT

VOLUME VII, ISSUE 6

In this issue:

Chiefly Speaking.....	1
Giving to those Without	1
Safety Expo	2
Spanish Speaking Interns	3
Safety Training	4
Christmas an Issue..	5
Farewell Doug	5
Focus on Marilynn ...	6
Coconut Christmas..	7
What the Holidays Mean to MCAPD.....	7
Avoid Holiday Stress	9
Slava Holiday	10
What Christmas Means to Me.....	11
Navidad	11
Christmas Spirit at WRC.....	12
Spreading Goodwill through Books	12
Adios Ray Reyes...	13
Seniority Salute	13
Father of Community Service- Henry.....	14
War Between JIS and MCAPD	15
Contributors.....	16

Happy Holidays

The Chronicle

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Chiefly Speaking



The budget crisis has consumed my thoughts and activities for the past months and suddenly I have found that the holidays are here. With the potential loss of personnel our agency is facing and the impact this loss can have on our operations and public safety, I have found it difficult to enjoy the positive aspects of the season- the holiday parties, the carols, the lights and festivities.

(Continued on page 2)

Giving to those Without

One of the Holiday traditions at MCAPD has been the work of the Food Basket committee. This group has been helping probationers' families for 11 years. By orchestrating various events such as bake sales, art auctions and donation raffles, committee members raise funds to purchase food in bulk. MCAPD employees identify probationers' families who are in need and then by volunteering their time, create individualized baskets for the families. Through partnerships with other agencies MCAPD employees are often able to include new toys for the children in the baskets. It is expected this year that 175 children and 75 families will receive gifts and food through the food basket project. ☺
by Staff Writer

Laura John, an IPS probationer received a food basket this year. Laura cares for eight children including the children of her incarcerated daughter. Laura's family are gypsies who travel around the country reading palms and telling fortunes. Many members of Laura's family are incarcerated and she has little family support. Laura works hard to care for the children but there is little left for extras in their lives. The eight children requested clothes and shoes as well as some modest requests for CD players, books, Barbie dolls and Bob the Builder Toys. Through MCAPD's Food Basket Project, many of the children's requests were fulfilled. ☺

by Katie Tomaiko



MCAPD staff helped bring smiles to Laura John and her daughter Maryann.

To Alexandra Figueroa,
Support Staff in the Western
Field, the holidays mean:
"...Sharing and giving to those
without."

Chiefly...

(Continued from page 1)

After I read the stories submitted by our staff in this edition I was reminded once again of some of the other important parts of our lives- our families, our children, our communities and the relationships we have formed with our co-workers. Despite these difficult times I see how staff in the Western Regional Center are celebrating the season and how employees donated their time and energy to helping those less fortunate. I saw first hand how employees raised money for stray animals. I can see the camaraderie between employees who attend paintball wars in the desert and the fond way our employees write about each other when we depart for retirement or new careers. The articles in this edition reaffirmed that our agency contains employees who care a great deal about many things and want to make a difference in the world.

My Holiday present came early this year when the Board of Supervisors approved using fees to secure the remaining 36 positions we had at risk this fiscal year.

My message this holiday season is fairly simple: However you choose to celebrate the season, enjoy the present and the time you have with your families and friends. ☪

Did You Know?



Stan Bednarek, Western Field probation officer is the coach and "defensive co-coordinator" for a group of 7th and 8th grade students at Ss. Simon and Jude School. He has also been involved as an assistant coach for the Irish Baseball Club (Babe Ruth League) for the past 2 years.

Mystery Person

Jeri Modesti correctly guessed last edition's mystery person was Lynda Fowler. Jeri won two Harkins Movie passes.

Look for the next Mystery Person Contest in our next edition.

MCAPD Participates in Safety Expo

On November 23, 2002, the Mesa Police Department and Albertson's Grocery Stores held their annual Safety Expo at Fiesta Mall in Mesa. There was local law enforcement, fire departments, and many other civic agencies, as well as several private companies represented at this event. MCAPD Officers Mike Lysfjord and Gerrick Hyde manned a booth for our agency and provided information about what



APOs Gerrick Hyde and Mike Lysfjord

our agency does to the public. The event was well organized and successful and those that attended reported that it was an informative and enjoyable experience. Albertson's grocery store provided free food and drinks. Several groups including a SWAT Team, canine unit, police motorcycle unit and fire department provided demonstrations. ☪

by Gerrick Hyde, APO

Spanish Speaking Interns & Restorative Justice Projects

Maricopa County college students can get an early start with their Justice Studies careers by working for Adult Probation as a Spanish Speaking Intern supervising probationers completing community service.

To initiate the internship program MCAPD staff established a working relationship with the twelve (12) separate Career Councils of the community colleges. We asked and received help in recruiting qualified Spanish speaking students who were interested in justice studies. With the Councils' assistance, many qualified applicants completed job applications. After completing an intensive background investigation on the applicants we selected an initial class of seven Interns for the program.

How It Works. As of November 1, 2002, the seven Interns have been hired and assigned to a Community Work Service Project Coordinator. The Interns will assist the Coordinator in supervising community work service projects. The Interns are also assigned to an experienced probation officer who act as their mentor.

Chief Barbara Broderick has welcomed each Intern to the department and encouraged them to ask questions of staff and their assigned mentors about their new career in the criminal justice field. Chief Broderick emphasized, "This on the job work/study experience you gain here supervising probationers will give you an advantage when you complete college and apply for full-time employment with the Adult Probation Department." An Intern Orientation has been scheduled and the general field training for mentors has also started. Each Intern is encouraged to do ride-alongs with officers in the field, attend court, and observe jail and treatment center visits. The mentoring experience should give the Intern a general overview of the probation officer's job responsibilities. The program is designed to help prepare students for regular probation positions. Chief Broderick thanked Maricopa County Board Supervisor Mary Rose Wilcox for her dedication, continued support and personal interest in the success of the program.

Feedback Is Critical. Effective Intern programs must have a good mission statement with a good record keeping system to document the growth and learning of each Intern. The Adult Probation program has both essential elements and established weekly, monthly and semester feedback assessment tools to monitor and document the Interns progress. These tools help determine the Interns readiness for moving to the next career level.

School Credit & Career Opportunities. Maricopa Community Colleges will provide three (3)

hours of college credit when the Intern completes the two-semester program. Once they complete their internship the Interns will have several career options available to them within our department. An Intern can continue to work in community service if positions are available or apply for a Surveillance Officer position (after accumulating 64 college credits) or Probation Officer position (after obtaining a bachelors degree).



Back Row: **Jim White, Ricardo Castaneda, and Robert Villasenor**

Middle Row: **Kristine Kondilis, Amy Azpeitia, Maria Chamberlain, and Ericka Felix**

Front Row: **Sandra Perez, Maricopa County Board Supervisor (Dist 5), Mary Rose Wilcox, Elisa Rodriguez, Elizabeth Pulido, and Jeny Ramirez**

Community Involvement. Adult Probation has established a vital network with the major community colleges and universities in Maricopa County through this program. This network will continue to grow and expand as we continue to explore ways to improve our recruitment efforts.

In addition, our Interns will be required to initiate and develop new community work service projects in the Spanish speaking communities. Our Interns are able to communicate and explore new projects with Spanish speaking members of our communities.

Department-Wide Support. The Spanish Speaking Internship program has been widely supported by management, the Community Work Service Program staff and our Spanish speaking probation officers. We are extremely grateful for the willingness of these staff, to add to their heavy workload by sharing their experience and time with Interns. Without staff participation as Mentors, the Internship experience would not be as meaningful to the participants. If this program is to survive and thrive, we will need the continued support of both management and our field staff. Thank you all, for your generous support and encouragement. ☺

by Tony Lopez, Recruiter

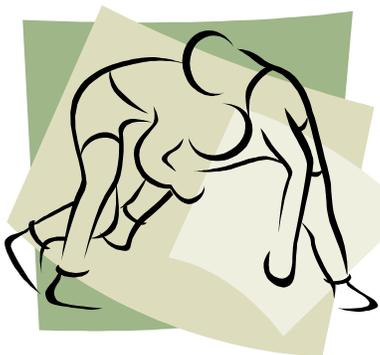
Safety Training is Not Offensive

Part of the statewide comprehensive officer safety program that will be implemented in 2003 is safety training for new and existing probation officers. I hope to shed some light on more specifics of this training in this article and answer some questions that staff has asked over the last year regarding what will be required.

The first exposure new officers will have with safety training will be at orientation. New officers are required by A.O.C. to complete eight hours of safety training during their orientation. The training will include brief instruction on topics such as the role of the officer setting up a safe office, field safety, introduction to the use of force and conducting safe arrests. Within the first year of employment, officers must complete the certification academy which will include 20 hours of officer safety training. This training will include more in depth instruction in the continuum of control, verbal skills, search and seizure, weapon familiarization and safety issues.

All probation and surveillance officers in the department will be required to complete a 40-hour defensive tactics course regardless of assignment. This training is physical in nature and will teach officers:

- parrying techniques
- control holds
- pressure points
- OC spray
- impact weapons
- handcuffing and searching
- break falls and prone self-defense techniques
- weapon retention
- and escape holds.



Officers will also be required to don the Red Man suits and get physical with other officers. AOC also requires safety refresher courses every two years for all officers. All of this training is aimed at giving officers the skills and knowledge to help make them safe should they be placed in a situation where they need more



than verbal skills. The skills learned are for defensive purposes only and these skills will not be used for arrests or searches that we would not normally complete per policy. As an example, because an officer has been trained and now carries handcuffs, they will

not be handcuffing their probationers during an office arrest unless police ask for assistance. We will still depend upon police officers to make the arrest. What will change is the skills and equipment available to officers. Officers will be required to carry OC spray during fieldwork and must have handcuffs accessible. During high-risk field contacts and all planned arrests and searches, officer will be required to wear their vests and have their batons accessible as well.

The department is committed to providing staff with effective training and equipment to make our work as safe as possible. Please take some time to become equally committed by volunteering to become an instructor, giving feedback on policy drafts and supporting efforts to make all our staff safe. ☞

by Zach Dal Pra, Deputy Chief

Currently, the Administrative Office of the Court (AOC) has certified 14 instructors from our department to teach the approved defensive tactics curriculum.

If you are interested in becoming either a Defensive Tactics Instructor or a Firearms Instructor, please see the requirements below and contact **Robert Villasenor** at (602) 619-3139.

1. Completion of AOC's 24 hour Faculty Skill Development Program or AZ POST's 40 hour General Instructor Program or its equivalent.
2. Completion of CPR/First Aid training.
3. Pass a standardized fitness evaluation.
4. Completion of AOC's 64 hour Defensive Tactics Train the Trainer Course.

Firearms instructors would need to complete 1 and 2 above and the soon to be approved Firearms Instructors Train the Trainers Course.

Is Christmas an Issue for the Courts?

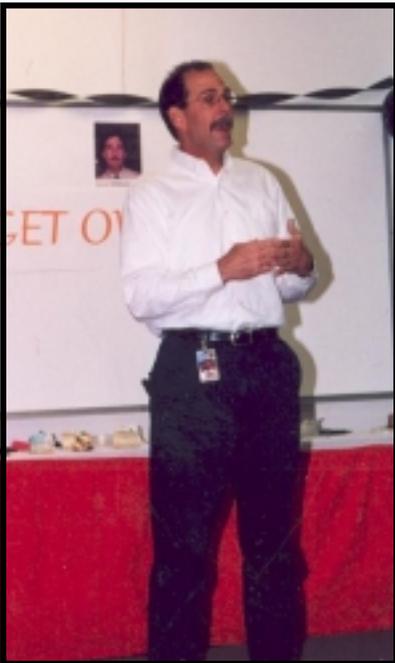


Surprisingly the answer is YES. A Cincinnati lawyer— Richard Ganulin, brought Christmas before the Supreme Court after two lower courts ruled against him. Ganulin argued that the federal government's observance of Christmas as a legal public holiday violated the Constitution. He filed suit in 1998 arguing that Congress violated the separation of church and state by embracing the Christian holiday more than a century ago. The government's lawyers and attorneys for three federal employees, who intervened in the case, argued that the federal Christmas holiday is constitutional because celebrating it is not mandatory. In April 2001, the U.S. Supreme Court refused to hear Ganulin's case, upholding the decision of the lower court. Thanks to the decision, Christmas remains a federal holiday. ☞

by An Associated Press Article

In 1870, Congress established Christmas, New Year's Day and a day of thanksgiving as holidays in the District of Columbia.

A Fond Farewell To Doug Pilcher



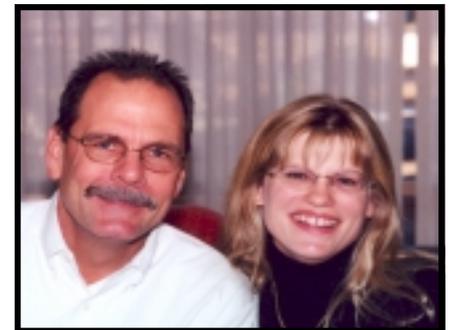
On November 25, 2002, **Doug** started on a new career path as the Court Administrator for the City of Phoenix Municipal Court. As a final send-off, the Supervisors of the Northern Field Division hosted a reception in Doug's honor. During the reception, the Chief presented Doug with a plaque commemorating the contributions he has made to the agency during his 23 years of service. Staff took time to share stories about their experience working with Doug. The most memorable were the stories shared by Marty Soto about the "good old days" working in the field with Doug. We realized that time hadn't changed any of us all that much!

Doug will be remembered most for his leadership, innovative spirit and "never say never" approach. He was an inspiration to staff and fellow managers alike. He made an indelible impression

on programs like FARE, Warrants, Indirect Services, Community Service and most importantly, on the everyday business of achieving our mission of behavioral change and community safety.

Doug, like many of us, grew up in this agency and now he's left the "nest." While we will miss his wit and wisdom, we wish him well in his new adventure. And though he's gone, we don't want to forget him. His new e-mail address is doug.pilcher@phoenix.gov, so keep in touch. ☞

by Mary Walensa, Deputy Chief



Doug and Kim Gionta

After working for Doug for two and a half years Kim describes Doug as "absolutely amazing." Kim says: "Doug is really concerned about employees' best interests. He encourages you to grow and be creative and he gives you the self-confidence to take risks. Doug is the most energetic person I have ever met in my entire life."

Focus on Marilynn Windust



Marilynn Windust, IPS Supervisor at Southport was recently recognized by a community newspaper for her strong community involvement. Well known for her involvement in MCAPD's book drives, book give-aways and Marketing Committee, Marilynn is also committed to being involved in the Central and South Phoenix communities where she lives and works.

Marilynn and officers in her unit have made a positive impact on the South Mountain Village community. In addition to hosting numerous community service projects, Marilynn and the officers in her unit attend various community

meetings, provide information and referral services, attend local events and support the community in as many ways as possible. Marilynn and the officers in her unit include probationers in all of these activities. Marilynn believes that by involving probationers that probationers are able to re-connect with their community. Instead of being outsiders to the community, probationers become a valued part of the community and begin to view law enforcement, themselves and the community as a whole. She believes "community involvement is a very powerful thing."

Marilynn not only encourages positive working relationships between her officers, probationers and the people of the community, she leads by example. Marilynn is serving on the following community organizations:

- Board of the South Mountain Village Chamber of Commerce
- South Mountain Chamber of Commerce's Clean and Beautiful Board
- South Mountain Village Jazz Festival Planning Committee
- Getting Arizona Involved in Neighborhoods Planning Committee
- South Mountain Neighborhood Block Watch Coalition

She also participates in the South Mountain Block Watch, the Sun Country Block Watch and the Hermosa Park Fight Back Committee.

Marilynn emphasizes that most of the officers in her unit are active in one or more of these groups as well, and that they are on a first name basis with the area's police lieutenants and councilmen, community action officers, neighborhood activists and local business leaders.

Marilynn is well known by community members for not only being involved in planning boards and committees but for rolling up her sleeves and picking up the trash alongside the community service workers and other volunteers. She has been called a "wonderful person" by community members who have recognized her commitment to improving their neighborhoods.

With all that she does, Marilynn still finds time to volunteer herself in another community agency. She has volunteered for the past 10 years with the Center for Developing Older Adult Resources and takes seniors and the homebound grocery shopping. She was recently recognized by this agency for her years of efforts.

Another of Marilynn's admirable qualities is her modesty. She doesn't like the spotlight and wants the focus to be upon the work that is achieved through group efforts rather than on her individual contributions.

Marilynn is a good example of an employee who not only believes in our Mission but also lives it in both her personal and professional life. ☺

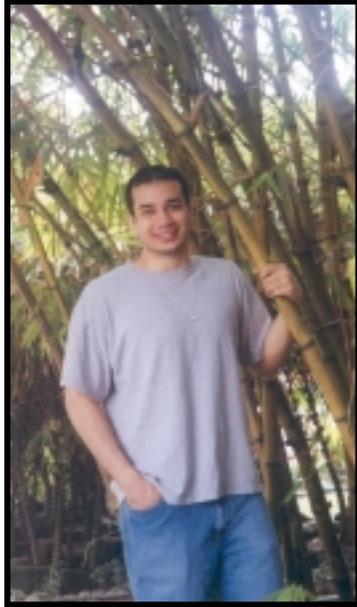


According to Tammy Hardy, a long-time member of Marilynn's unit- "Marilynn has an ability to get people excited about community projects. Her enthusiasm and positive attitude is contagious and makes it easy for unit members to become part of these projects."

by Staff Writer

A Coconut Christmas

A majority of my life, I spent Christmas on an island that is only 3 hours from Japan. This beautiful island only 30 miles long and 9 miles wide is the U.S. Territory of Guam. Discovered and claimed by Ferdinand Magellan in 1521 for Queen Isabella of Spain, the Hispanic influence on customs and traditions are still prevalent today.



Life on Guam revolves around family. The people always look forward to celebrations, whether it be Christmas, Thanksgiving, Weddings, or no occasion at all, there is always time for family, friends and celebration. Christmas seems to be the best and most memorable of holidays.

Our Christmas tradition starts a couple of weeks before, when my family creates a miniature version of Bethlehem, known as a Belen. Much care is put into the handmade manger complete with a roof woven from coconut palm fronds. A statue of the Christ Child, that's been in my family for more than fifty years is placed in the manger atop moss picked from the jungle. The Belen is decorated with tiny white lights representing stars in the sky and figurines of the 3 Kings, and all the animals in the manger are surrounded by miniature palms and fragrant island flowers. Novenas are said for nine days culminating on Christmas Eve and everyone sings Christmas Carols in our native language. (My favorite being Fan Mato Man-Hengge or Oh Come All Ye Faithful). Each night special desserts are served including Bonelos Dago (white yam doughnuts cooked then dipped in warm anibat tuba (a sweet coconut syrup), coconut candy made fresh the night before, and ahu (a sweet coconut porridge.) These seasonal treats are something I look forward to during the Holiday Season.

Some families celebrate with dinner complete with a roasted pig, rice, yams, bar-b-qued chicken, ribs, fried fish, steamed crab and lobster, fresh vegetables, fresh fruits like star apples, pineapples, watermelon, guyyiya (a hard cookie coated with coconut and melted sugar), and latiya a dessert from sponge cake topped with vanilla custard sprinkled with cinnamon. Other desserts include calamai (coconut pudding.) I have made this for my co-workers at PSC so they can try a bit of what I miss from my island home. This is a bit of our culture that my family celebrates on Guam and now here in Arizona. ☺

by Brandon D. Smith, Court Information Processor, PSC



What the Holidays Mean to MCAPD Employees:

"Togetherness, a feeling of unity, and going the extra mile for one another. I love presents! There is a feeling in the air. People have a kick in their step. I like what the Department does to help out the community. I don't think the Department is recognized enough for this."

-Michelle Mayer, APO II, Western Regional Center

"I am going to San Francisco to be with my grandfather who is 99 years old this Christmas. I am going to be his caretaker for a week."

-Andrea Stiles, APO II, Western Regional Center

"Time to think about others and to be thankful for what we have relative to what others don't have- within the context of Christ's birth."

-Kirk Margosian, APO I, Western Regional Center

(Continued on page 8)

What the Holidays Mean...

(Continued from page 7)

"I have a big family. It is a great time for all the family to get together. We have a traditional celebration at my parents' home who are in their eighties. We eat lots of cookies, play with the kids. This will be my first year with a grandchild."

-B.J. Geske, APO III, IPS West

"I love Thanksgiving." I like that it is such an American Holiday and the whole point of Thanksgiving is getting together with friends and family. The hardest decision about Thanksgiving is what time to eat and that all depends upon what time you want to get up and put the turkey in the oven."

-Julie Begona, Eastern Field Division Director



"The holidays mean to me...friends and family, sharing and caring, and tons of great food and treats!!!! We are all so busy year-round, the holidays remind me to slow down and be thankful for what I have!!"

-Kim Gionta, Support Staff, Probation Service Center

"Growing up in the Midwest on a farm, Christmas was always quite traditional for the Finch Family. Christmas eve was always at my folks house with Oyster soup and Chili for dinner, with my Grandma Anna there and then opening gifts. Then Christmas day, being on the farm, chores always had to be done first then off to Grandma's house with the rest of the family for a big Turkey dinner and then gifts after that. Since I've been in Arizona and no family here, Christmas is just a day to visit friends or just relax. Presents are always done on Christmas Eve for me."

-Brad Finch, MCAPD Human Resources

"It is time to be with my family and reflect on all of the happy events throughout the year. We celebrate Chanukah and it is time to give thanks for all of the miracles that have happened."

-Sue Stodola, APO Supervisor, SMI Unit

"I may pick a day out of the ritual to celebrate Kwanza, which is a celebration of the harvest. I take time off to make the holidays special for our children. I want them to have a positive memory of Christmas and its true meaning. I put a lot into the children."

-Edith Sneed, APO Supervisor, Western Regional Center

"Christmas is something to be avoided. We try to get away for vacation. This year we are going to a cabin in Flagstaff. We order a dozen tamales and eat them for three days."

-Ron Mitchell, APO Supervisor, Western Regional Center

"Celebrating in the comforts of my own home, relaxing. My family gets together the day after Christmas and eats lots of seafood, ham, tamales, and other traditional Mexican food."

-Marisella Rodriguez, APO II, Western Regional Center



How to Avoid Holiday Stress

Remember the Reason for the Season-

What do the holidays mean to you? Decide how you can celebrate the holidays in a way that is meaningful to you, giving yourself the freedom and flexibility to celebrate the holidays in your own style. During the holidays, spend a few moments in silent contemplation of what is really important to you.

Decide on Priorities-

Instead of being frazzled by too many things to do, focus on the most important things first. Be willing to let go of the things that are really not that important to you. After all, you can't do everything. Do not place so many demands or expectations upon yourself this holiday season.



Plan Ahead-

Once you have decided on your priorities, go ahead and plan when and how you will get things done. Avoid the stress of doing things at the last minute.

Stay on a Budget-

Are the holidays really all about getting into debt? Decide on how much you can comfortably spend on the holidays and stick to it. Limit yourself to paying for items using cash on hand. Remember- the best things in life are free.

Stay Healthy-

Amidst all of the hustle and bustle, remember to take care of yourself with rest, relaxation, a good diet, and exercise. Absorb yourself in an activity that is enjoyable to you without thinking about what you need to do next.

Have Fun-

Take time to appreciate the simple pleasures of the holidays such the smell of pine or the savory taste of a cookie. Have fun participating in a holiday oriented activity like ice skating on Tempe Town Lake, going to see the Radio City Christmas Spectacular, or freebies like driving around looking at lights.

Give-

It is truly a special person who is willing to give time and resources to others that are less fortunate. Spread the holiday spirit! ☺

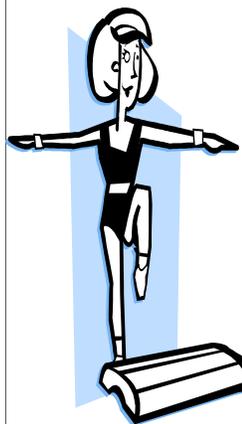
by Staff Writer

Sobering Holiday Facts

At least 50 percent of all holiday traffic fatalities involve alcohol.



Americans will send about 2.1 billion Christmas greetings this year, according to Hallmark Cards.



Just how fattening is the average holiday dinner? Try 1,350 calories and 130 grams of fat. The average 150-pound person will need to walk 12 hours, bike for 9 hours or do 4 hours of aerobics to work off such a binge. Cooking burns about 150 calories an hour while washing dishes burns 141.

Americans spent an average of \$700 in 1997, \$800 in 1998, and \$1,000 on gift buying during the 1999 holidays. About 38% of Americans anticipate paying off holiday credit card bills within the first month, however industry data shows it usually takes four months.



The Slava Holiday

When the Serbian people accepted Christianity, and their families were baptized, they put themselves under the protection of a saint whose baptism date was closest to theirs. Slava is a day of honoring the family's patron saint. It is always on the same day every year and is celebrated regardless of what is happening in the home, country, or world. Slava is an observance practiced only by the Serbian people and is considered a bond from the past to the present. Slava is passed down from father to son- generation after generation. My Slava is on December 19, our Patron Saint is Svetog Nikola (St. Nicholas) but no relation to Santa Claus!

The Slava day is started with the lighting of a candle used on the Slava day and only lit by the male head of the home. The candle represents the light of God, and is a symbol that without His light we would live in darkness. Later that day the family attends a special church service. They bring along with them a decorated bread (Slavski Kolach). During the service the priest will bless the bread and cut a cross into the bottom of it. The bread is a symbol of Christ as the bread of life. Red wine is poured into certain places of the bread. The wine represents God's blood and the washing away of our sins. The priest and the family now form a circle around the bread and rotate it 3 times, all the while singing blessings and prayers. When the family returns home, guests are welcomed to join in and a generous meal is prepared. Slava is an all day celebration and guests are not required to come or go at certain times. When the guests first arrive in the home they are offered a spoon of Zhito. Zhito is boiled wheat with grated walnuts and other ingredients. It is an offering to God for all of the blessings he has given to us. It is also to commemorate our ancestors who lived and died in the Orthodox faith, and those who observed the same Saint. The evening ends with the Slava candle being extinguished by the male head of the household dipping a piece of bread and slowly squeezing it over the flame. ❧



Klara Smith's grandfather Michael Bradash lights the candle used on Slava Day.

by Klara Smith, Court Information Processor, WCB3



All I Needed to Know About Life I Learned from Santa

- Encourage people to believe in you.
- Always remember who's naughty and who's nice.
- Some days it's ok to feel a little chubby.
- Always ask for a little bit more than what you really want. Bright red can make anyone look good.
- Wear a wide belt and no-one will notice how many pounds you've gained.
- If you only show up once a year, everyone will think you're very important.
- It's as much fun to give as it is to receive.
- Don't pout.
- Make your presents known.
- Whenever you're at a loss for words, say: "HO, HO, HO!" ❧



by Unknown Author, Internet Source



What Christmas Means to Me

Growing up in a large Italian family, Christmas was always a crazy, fun time of year. I'll never forget spending Christmas Day at my grandparents' small bungalow home in Detroit, Michigan. Along with 5 Aunts & Uncles and 22 cousins. My grandmother would make each one of us a popcorn Christmas tree with red-hots as ornaments. Food & drink would be plentiful. All my Uncles would be playing poker, the women doing the cooking and serving. Us kids would play cards too, a game called Gizmo (31). My grandmother taught us and took great pleasure in playing with us. We didn't worry much about presents we would receive, we were just happy to be together.

Most of my family is still in Michigan, but Christmas to me means coming together as a family and being thankful for the good things that we have in our lives. ❧

by Nicole Davis, APD Grant Project Assistant



A decorated door at WRC.

The Holidays mean: "Being with kids and going to church on Christmas Eve."
 -Anne Griffin, APO III, Western Regional Center

Navidad

Christmas Eve (*Noche Buena*) is the most special time for us to gather with family and friends. It is an evening filled with laughter, gifts, and music--just to name a few. We all enjoy supper with traditional dishes such as tamales and posole. On top of that maybe a smoked turkey, ham and shrimp cocktail. Every year we try a new main dish. Last year it was a smoked leg of lamb. Oh and we don't leave out the vegetarians, we have plenty of greens for them too.

This year, Christmas is extra special because we get to celebrate it with our daughter, Isabella. For the past four years we've hosted Christmas Eve (*Noche Buena*) for our families (In-Laws too.) Plenty of gifts for the children fill our 12 foot Christmas tree (although this year with Isabella it may shrink down to 3 feet.) We all gather around our 50 plus year old piano and sing Christmas carols. Soon after, Santa usually arrives. Oh yes, he forgives those that have been a 'lil naughty. Christmas 2002 will mark our 5th Holiday Party with family and friends. ❧

by Gwendolyn Ruiz, Victim Services



Santa at the Ruiz Family Christmas Party.

*"May you have the gladness of Christmas which is hope;
 The spirit of Christmas which is peace;
 The heart of Christmas which is love."*
 --Ada V. Hendricks

Christmas Spirit at the Western Regional Center



Support staff's tree at WRC.

What do the holidays mean to the staff at the Western Regional Center (WRC)? Well, if you were to walk the halls you would see doors decorated, wreaths being hung, window decals put up, trees decorated, cards posted on door jams, and Christmas sweaters being worn by many.

But this alone does not constitute holiday spirit. Staff are bombarded with emails soliciting donations to help those less fortunate in the community, many are our clients. Morale is being boosted by way of the Fish Philosophy "Game" in which units compete against other units in the building to complete team building activities for points. Secret Pals are exchanging gifts of joy and cheer; the Fun Police host the Annual Holiday Potluck complete with door prizes and a white elephant gift exchange.

This is the time of year to put aside differences and come together in the spirit of good will toward fellow man. Those at WRC wish all a happy holiday season and a safe and prosperous New Year. ❧

by Angie Meckfessel, Adm. Assistant



The Winning Door in the Door Decorating Contest at WRC.

Spreading Goodwill through Books

Last week, with a little help from the marketing Committee and Santa Claus, APD staff were able to support "Literacy Day" at Rose Linda School in the South Mountain Village. Thanks to probation staff 200 underprivileged kids were able to take home a free book just in time for Christmas. ❧

by Staff Writer

"On behalf of the children and families of Rose Linda School, I want to thank you for bringing all of those wonderful books! As you could see by all those happy faces, they really enjoyed them. Please extend our appreciation to the Adult Probation Department and Happy Holidays to all." - Lori Clarke, Librarian.



SO Lara Laubie enjoys the books with a student at Rose Linda School.



IPS Supervisor Marilyn Windust tries to get Santa to lend her his sleigh and reindeer to deliver more books for Christmas.

Adios Amigo

Ray Reyes retired in late November after 14 years with our Department. He initially came to Arizona after taking an early retirement package from Continental Airlines, where he had worked as a reservation specialist for 20 years or so. Why this “crazy” Texan ever came to Arizona is inexplicable because he is a native Tejano through and through. Ray had many parties at his home that obviously involved carefully planned guest lists, food and decorations. Interestingly, he always managed to work in a lot of things that had to do with Texas – flags, Dallas



Ray Reyes dressed up for Halloween.

stars, ice cubes in the shape of Texas, and variations of the red, white and blue colors that are found in most Texas memorabilia. He once threw an elaborate birthday party for me that involved most of the Tanner building. It took over an hour to feed everyone while Ray amused them by recognizing whatever he thought I had done, or should have done, or should do.

Ray was not one to be tied to a desk. He changed jobs every 18 months or so and has served in many support areas of the Department. He retired from the Information Center at SEF and previously worked in the Information Center at WCB, Indirect Services and Warrants. Ray worked in the EDC when it first started.

With his retirement, a little of Ray will remain behind, but he takes a lot of sunshine with him. Ray’s delightful sense of humor and personality will be sadly missed. ☺

by Richard Rodgers, Warrants APO

Seniority Salute



25 Year Anniversary with the department

Ken Groom 01-28-03

Retirements

Ray Reyes 11-29-02

Henry Anderson 12-24-02

Reindeer Facts

Reindeer and caribou are the only deer (Cervidae) where males, females, and calves produce antlers.

Reindeer are very gregarious and like to live in herds.

Reindeer prefer snow over water.

Reindeer milk is extremely high in protein and fat.

Reindeer are known to eat rodents, eggs, placenta and chew on antler to attain limited nutrients.

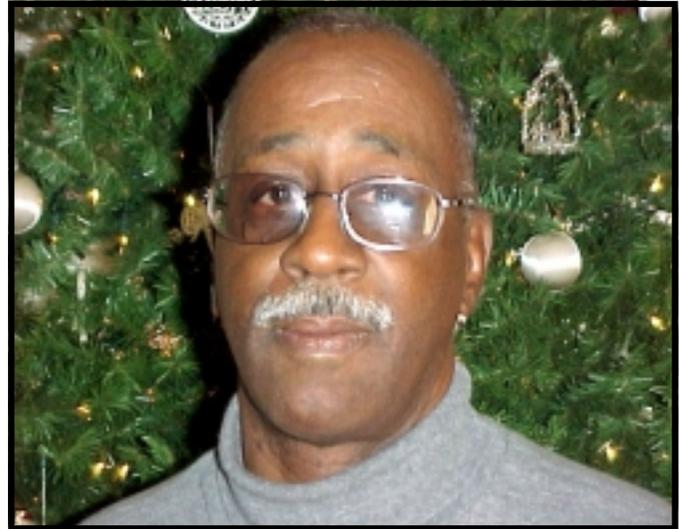


Father of Community Service

When you hear the words "Community Service" more than likely you associate them with **Henry Anderson**. Henry is about to retire from MCAPD after working for our agency for 25 years. His retirement is his Christmas present to himself and to his family.

No one deserves a happy retirement more than Henry. His life has been spent following the rules, being responsible, and providing for his family. If you ever look up the words "consummate gentleman" you will find Henry. This quiet, soft-spoken, modest, unassuming and hardworking man has a wealth of life experiences he shares very rarely with people. Here is a small glimpse of what he has done:

While Henry was stationed overseas with the Air Force working radar, he met his wife to be, Erna, in a town called Ulm-Donough. In 1972 they married and began a family. During part of his time in the service the Autobahn was a restricted road. Henry was responsible for military motorcade access on this road which was quite a feat considering the circumstances. Henry and his wife left Germany after his tour was complete and continued raising their children in the USA. Attaining the rank of sergeant, he served in many places, including Japan and Germany. He brought his work ethic, personal dignity, and the discipline taught by his grandparents with him to each of his assignments. After raising his children, Henry legally adopted 4 of his grandchildren in recent years. Throughout his life he has been a devoted father and husband and now grand-father. Henry holds a B.A in Social Psychology and a Masters in Education.



Henry began his career with MCAPD in August of 1977 as the assistant to the Personnel and Administration Director. Three years later he transferred to the Work Order Program. The department was small then and Henry was a one man team. His first "file" was nothing more than a recipe box with index cards holding information on clients and agencies. The Work Order Program developed into the "Community Work Service Program" as we currently know it. Henry has seen a great deal of change in the department including the department's decentralization and countless moves into new buildings and facilities. He saw the Work Order Program grow from a program with hundreds of community service hours completed annually into a program with over 900,000 hours completed in FY 2002. Twenty-two years after he first started tracking community service hours, Henry is retiring from a program whose essential function of tracking community service hours remains very much the same. In addition to staying busy developing new community service agencies, tracking hours, placing clients and resolving problems, Henry spent many years teaching English as a Second Language and English classes in the evenings.

Henry is an extraordinary human being and is respected department wide, in his neighborhood and throughout the communities in which he has served for many years. Henry, we wish you the very best of luck, health and happiness in your retirement.

You will be missed by many, and not soon forgotten. ☺

by Sonja Ruschak, Community Work Service Program Facilities Supervisor

The Holidays Mean:

"Being with family, friends, and food. Celebrating all the blessings I have in my life. Thinking of new resolutions like getting healthy and trying to hold onto them."

-Susan Sherer, APO I, Western Regional Center

War Breaks Out Between JIS and MCAPD Staff

Despite exhaustive negotiations and the spirit of the holidays, paintball war between JIS (Judicial Information Services) staff and MCAPD administrative staff could not be averted. The ‘desert storm’ took place on Saturday, November 16, 2002, in a remote desert location northeast of Fountain Hills. The combined forces on both sides numbered well over thirty troops. “GI Joe” Poeppe commanded the allied APD forces and his brother Steve Poeppe commanded the rebel JIS forces. JIS hit the ground running, winning the first three battles before APD rallied back to win the next two. But alas, there was no happy Hollywood ending, JIS won the war (4-2), and took home the prestigious ammunition box trophy. Though the physical scars from the battle may only last a few days, the emotional scars of the paintball defeat heal much more slowly...especially since JIS has a few big mouth trash talkers. Consequently, a rematch is expected some time in January. ☺

by Scott Allen, Budget and Finance

Note from the APD legal staff: The proceeding paintball war was neither financially sponsored nor politically endorsed by MCAPD. All participants were responsible for obtaining their own paintball weapons, transportation, and if necessary, medical care. Though paintballs often leave a nasty bruise when shot at close range, paintballs are extremely biodegradable.



Back Row: **Andrew Amavisca, Nate Hendershot, Dominick Dal Pra, Mark Hendershot, Scott Allen, Zach Dal Pra, Joe Poeppe, Steve Poeppe, Vernon Holmes, Craig Gildersleeve, Doug Swearingen, Joe Barrett, Joe Collins, Charles Dairman, John King, Martin Dominguez, and Ron Ferriegel**

Middle Row: **David Eisenhower, Janet Baca, Tom McNabb, Chris Holly, Jason Wasserberg, and Mary Collins**

Front Row: **Hillary Richards, Francis Dairman-Poepppe, Jesse McNabb, Scott Farrer, Sam Dahle, Joe Dahle, Dean Dahle, and John Barrett** MIA: **Bob Amavisca, Bob Wilmarth, John Wilmarth, Tam Nguyen, Rita Okoli, and Tom Russell.**



JIS staff hold their trophy high.



John “Nintendo Super Mario” Barrett



Hillary “Laura Croft- Tomb Raider” Richards

Thanks to Our Writers

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Your Stories Wanted!



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Success Stories Welcome!

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On the Maricopa County Intranet go to:
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As of June 1, 2002, the editorial policy of the Chronicle is as follows:

1. All articles and pictures submitted for publication in the Chronicle are subject to acceptance and editing.
2. If an article receives significant edits, changes, additions, or deletions it will be returned to the writer for review before publication.
3. Good quality photos focusing upon the subject of the article may be submitted. All people in photos must be identified.
4. All non-employees in pictures must have a signed "Publications-Consent for Release of Information" on file. A copy can be obtained from Merci Hernandez.
5. All probationers identified in articles must have a signed "Publications-Consent for Release of Information" on file. A copy can be obtained from Merci Hernandez.
6. Articles submitted for the Chronicle may be reproduced in other publications.