For correctional agencies seeking flexible solutions that hold individuals accountable, enhance public safety and contain costs, GEO Care is the leader in technology, programming, and innovation. GEO Care delivers comprehensive approaches to manage, rehabilitate and treat adults and youth in community corrections and immigration proceedings.

Proud Sponsor of the Forum on Criminal Justice
8:00 AM–12:00 PM
NCJA Advisory Council Meeting
Regency CD

9:00 AM–3:00 PM
Pre-Conference Session: NCJA Grants Management Training Day
Washington A
(Please Note: This Session Requires a Separate Registration Fee)

The National Criminal Justice Association (NCJA) will once again host this annual training. Topics include: US DOJ grants financial management and progress reporting requirements; the role of the state administering agency in the administration of Byrne JAG funds; electronic grants management; and opportunities to ask the experts. View the Agenda.

Grants Management Training Day is sponsored by Agate Software

9:00 AM–1:00 PM
Pre-Conference Session: The Future of Leadership in Community Corrections & Reentry Services: Leadership Development
Tidewater 2
(Please Note: This Session Requires a Separate Registration Fee)

The first session is forward looking with a goal of offering current and emerging leaders a framework through which to understand and differentiate technical problems to be solved in their organizations and communities versus the larger adaptive challenges that cannot be solved by individual leaders alone and therefore require a larger rethinking and reimagining of purpose and priorities.

Facilitators:
Brad Bogue, MA, Founder & President, Justice Systems Assessment and Training (JSAT)
Steve Woolworth, Ph.D., Vice President of Behavioral Health & Transition Services, Pioneer Human Services

1:00 PM–3:30 PM
Pre-Conference Session: The Future of Leadership in Community Corrections & Reentry Services: Learning From Leaders
Tidewater 2
(Please Note: This Session Requires a Separate Registration Fee)

The second session will feature a dynamic and interactive panel of four leaders who have been active in both responding to and shaping the trajectory of the field of community corrections and reentry services over the past three decades or more. The session will spotlight each leader’s career accomplishments, developmental experiences, mistakes and regrets, and thoughts on the current and future state of the field. Specifically, this facilitated session will feature three mini-sessions. The first will highlight each leader individually. The second will feature the leaders in dialogue and discussion with one another while the third will engage participants in a larger conversation with workshop attendees to include a revisiting and application of the leadership frameworks introduce in Session I

Featured Leaders:
Cleveland Bell, President & CEO, Riverside House
John Larivee, President & CEO, Community Resources for Justice
Denise M. Robinson, President & CEO, Alvis, Inc.
Ray Weis, President & CEO, Dismas Charities, Inc.

1:30 PM–3:00 PM
NCJA Board of Directors Meeting
Capitol View Suite Room 1834
**Sunday, September 15, 2019**

**3:00 PM–7:00 PM**
**Registration Desk Open**
Independence Foyer

**4:00 PM–6:00 PM**
**Opening Ceremony**
Regency CDEF
Presentation of Colors: VA State Police Honor Guard
National Anthem and O Canada: Rhea Walker

**Welcoming Remarks:**
Christian Kervick, NCJA President and Executive Director, DE Criminal Justice Council
Steve Woolworth, Incoming ICCA President and Vice President of Behavioral Health & Transition Services, Pioneer Human Services
Katherine T. Sullivan, Principal Deputy Assistant Attorney General

**The Local Criminal Justice Reform Experience**

This panel of leaders from Virginia, Maryland and the District of Columbia will focus on reform efforts in the local region. Each jurisdiction is tackling issues of primary importance to their communities and also working together as a region on prevention, law enforcement, community corrections, and reentry policies.

**Moderator:**
Shannon Dion, Director, VA Department of Criminal Justice Services

**Panelists:**
Harold Clarke, Director, VA Department of Corrections
Kevin Donahue, Deputy Mayor for Public Safety and Justice, Washington, DC
Robert Green, Secretary, MD Department of Public Safety and Correctional Services
Brian Moran, Secretary of Public Safety and Homeland Security, Virginia

**5:00 PM–7:00 PM**
**Exhibit Hall Open**
Regency Foyer/AB

**6:00 PM–7:00 PM**
**Welcome Reception**
Regency Foyer/AB

Welcome Reception is sponsored by Addiction Policy Forum
### 2019 FORUM ON CRIMINAL JUSTICE

**Monday, September 16, 2019**

**Hyatt Regency Crystal City**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00 AM–5:00 PM</td>
<td>Registration Desk Open&lt;br&gt;Independence Foyer</td>
</tr>
<tr>
<td>7:00 AM–5:00 PM</td>
<td>Exhibit Hall Open&lt;br&gt;Regency Foyer/AB</td>
</tr>
<tr>
<td>7:00 AM–7:30 AM</td>
<td>Continental Breakfast&lt;br&gt;Regency Foyer/AB</td>
</tr>
<tr>
<td>7:30 AM–9:00 AM</td>
<td>Welcome and Morning Plenary: Exploring Issues of Race in the Justice System&lt;br&gt;Regency CDEF</td>
</tr>
<tr>
<td>9:00 AM–9:15 AM</td>
<td>Break&lt;br&gt;Regency Foyer/AB</td>
</tr>
<tr>
<td>9:15 AM–10:00 AM</td>
<td>Morning Keynote: The Megargee Lecture&lt;br&gt;Regency CDEF</td>
</tr>
<tr>
<td>10:00 AM–10:15 AM</td>
<td>Break&lt;br&gt;Regency Foyer/AB</td>
</tr>
</tbody>
</table>

**Moderator:**  
Karhlton Moore, Executive Director, OH Office of Criminal Justice Services

**Panelists:**  
Dr. Stanley Andrisse, The Johns Hopkins University School of Medicine, Howard University College of Medicine, Director and Co-Founder, Prison to Professionals  
Pastor Edward Palmer, The Sign of the Dove Church International  
John Valverde, CEO, YouthBuild

---

We know the facts. The United States has the highest incarceration rate and the largest number of people living under correctional control than any other nation. People of color are incarcerated in numbers disproportionate to their representation in the population as a whole, and this disproportionality weaves throughout the justice system. Criminal justice professionals and allies seeking a fairer, more effective, and more cost-effective justice system need to better understand issues of race in the justice system in order to advance strategies that work to reduce incarceration and recidivism. This plenary panel will trace the history of race in the American justice system and discuss the important ways states, localities and community-based service providers are meeting this challenge.

In this keynote Dr. Jennifer Skeem will discuss race, risk assessment and recidivism

**Presenter:**  
Jennifer Skeem, Associate Dean of Research & Mack Distinguished Professor, School of Social Welfare; Associate Professor of Social Welfare and Public Policy, University of California, Berkeley  
This session sponsored by the International Association for Correctional and Forensic Psychology
10:15 AM–11:30 AM
Morning Plenary: Artificial Intelligence and Race in the Justice System
Regency CDEF

Use of artificial Intelligence in criminal justice policymaking and bias.

Increasingly, data and data driven initiatives are going to influence criminal justice policies. Given what we know about the current race-based inequalities in the US criminal justice system, those inequities are integrated into the data collected and how it is analyzed. Increasingly, Artificial Intelligence is being leveraged to drive criminal justice policy. This session will examine how to prevent the current inequities from being integrated into the algorithms and analyses being utilized in AI.

Moderator:
Mannone Butler, Executive Director, DC Criminal Justice Coordinating Council

Presenters:
Sean Conlin, Principal, Deloitte
Nola Joyce, Deputy Commissioner (Ret) and Chief Administrative Officer, Philadelphia Police Department

This session sponsored by Deloitte

11:30 AM–12:00 PM
Break
Regency Foyer/AB

12:00 PM–1:30 PM
NCJA/ICCA Awards Luncheon
Regency CDEF

Join the National Criminal Justice Association and the International Community Corrections Association as they honor outstanding program and individuals.

Special Welcome by Virginia Governor Ralph Northam

This lunch is sponsored by the ICCA Membership

1:30 PM–1:45 PM
Break
Regency Foyer

1:45 PM–2:45 PM
Workshops

The following icons represent the six workshop tracks

- Policing Violent Crime and Serving Victims
- Information Sharing and Technology
- Administration and Management
- Emerging International Reforms in Criminal Justice
- Systems Integration and Managing Special Populations
- Behavioral Health and Community-Based Services

Restorative Justice
Potomac 1/2

What are the core elements to ensure that restorative justice programs are survivor-centered, evidence-based, trauma-informed? This session will examine the principles of restorative justice, best practices, and a newly developed victim/survivor program pre-test and post-test and satisfaction survey. As a result of attending this session, participants will be able to:

- Describe the core principles of survivor-centered restorative justice.
- Identify the types of restorative justice programs that incorporate safety and security, voluntary participation of the victim, support, accompaniment and debriefing, etc.
- Review a new victim/survivor needs assessment instrument designed specifically for restorative justice programs that features a program pre-test and post-test to measure survivors’ changes in perceptions of participating in restorative justice programming.

Presenters:
Jessica Barfield, Assistant Director, TN Office of Criminal Justice Programs
Anne Seymour, National Victim Advocate
**Why Does Performance Need to Be Measured**

**Potomac 3/4**

This workshop uses real-world examples to explore performance measures’ role throughout a project’s lifecycle. We will address:

- The benefits of establishing effective performance measures at the beginning of every project;
- The link between performance measurement and other efficiency-improvement models such as evidence-based practices; and
- Performance measurements’ effect on project sustainability.

Key workshop takeaways for participants include an enhanced understanding of how performance measures improve project implementation, advocacy, and long-term growth.

**Presenters:**
Kimberly J. Dalferes, Senior Associate, Booz Allen Hamilton
Jordan Nichols, Senior Research Associate, Booz Allen Hamilton

**Serving Individuals with Co-Occurring Disorders**

**Washington A**

Many individuals incarcerated for substance use related crimes also suffer from a mental health disorder, and many of those are undiagnosed at the time of incarceration. Supporting inmates with co-occurring disorders (CODis) is a challenging endeavor for any Residential Substance Abuse Treatment (RSAT) program. Furthermore, individuals with CODis are more likely to face challenges post-incarceration, such as homelessness, relapse and recidivism. Recognizing these challenges can help program staff better support and treat their clients, so the clients are better prepared for re-entry.

**Presenters:**
Roberta Churchill, Advocates for Human Potential and RSAT TTA Provider
Jeremy Ratcliff, Director of Court Treatment, Talbert House
Lisa Talbot-Lundrigan, AdCare Criminal Justice Services

**The Changing Landscape: How Strategic Partnerships With Health Care Systems Transform How the Justice-Involved Access Services**

**Potomac 5/6**

The United States spends more of its GDP on health care and incarcerates more people than any comparable nation in the world, yet life expectancy is down and recidivism rates remains high. People in the justice system experience significantly poorer health outcomes than the general population, are more likely to come from medically underserved communities, and are more likely to be impacted by the social determinants of health including unstable housing, employment, and public safety. Come to this panel to learn about both the opportunities and risks associated with the design, development and execution of cross sector partnerships and funding models to transform how health, justice, and social service providers work together to improve outcomes for high need individuals.

**Moderator:**
Joe Thome, Director, Division of Criminal Justice, CO Department of Public Safety

**Presenters:**
Carrie Coleman, Principal, Coleman Applied Health Consulting
Steve Woolworth, Vice President of Behavioral Health & Transition Services, Pioneer Human Services

**Special Coordination for Reintegration of the Elderly and Disabled Offenders in Japan**

**Roosevelt Room, Third Floor**

In Japan, probation officers and volunteer probation officers engage in the ‘Coordination of Social Circumstances,’ which includes (1) helping the offender ascertain and secure a residence in which to live upon release, (2) arranging social circumstances, and (3) efforts to create an environment suited to the offender’s reformation and rehabilitation.

‘Special Coordination’ is a part of the Coordination of Social Circumstances. For the purpose of the smoother reformation of inmates who have particular difficulty becoming self-reliant due to old age or disability, the director of the probation office conducts ‘Special Coordination’ for inmates. The probation officer cooperates with the officer of the correctional institute.
and ‘Community Life Stabilizing Support Centers’ established by the prefectural government as a project of the Ministry of Health, Labour and Welfare. The inmates are given help so that they will be able to receive welfare services implemented by the local government or social welfare juridical persons, etc. after release.

Furthermore, if the inmate is unable to receive assistance through welfare benefits immediately after being released from a correctional institution, offender rehabilitation facilities designated for this coordination by Ministry of Justice will temporarily accept them. These facilities employ specialized welfare staff, coordinate welfare benefits and give guidance on increasing social adaptability.

This presentation will provide an overview of ‘Special Coordination’, explain the outcomes and current challenges faced, and demonstrate how ‘Special Coordination’ can be utilized as a community-based service for offenders.

Presenters:
Koich Hayashi, Officer, Ministry of Justice
Mika Kitagawa, Professor, UNAFEI: United Nations Asia and Far East Institute for the Prevention of Crime and the Treatment of Offenders

Using Analytics to Drive Strategic Operations for the Chicago Police Department Washington B

This workshop session will focus on using data and intelligence to drive strategic and tactical operations to improve outcomes. While many departments are focused on improving analytical capacity, it can be challenging to actually use analytics to effectuate the crime fight. Chicago’s district-level real-time crime centers, called Strategic Decision Support Centers, have integrated crime analysts and analytics into their daily operations. Through this workshop, representatives from the Chicago police department and their research partner will show how they are making this work.

Moderator:
Kristen Mahoney, Deputy Director, Bureau of Justice Assistance

Presenters:
John Hollywood, Senior Operations Researcher, RAND
Jonathan Lewin, Chief, Technical Services Division, Chicago Police Department

Toward the Transformation of Workplace Cultures in Criminal Justice and Correctional Organizations
Kennedy Room, Third Floor

This session will showcase a program designed to transform the workplace culture for criminal justice and correctional agency staff. The Phoenix Association is a Connecticut-based nonprofit with the mission to change the organizational culture of criminal justice and correctional systems.

Starting with CT prisons, Phoenix enables culture change through a process of facilitated conversations and dialogues between and among correctional staff and formerly incarcerated persons (FIP). The immediate outcome is twofold: (1) correctional staff learn directly from FIPs what factors facilitate or inhibit success; and (2) through the process of shared life experiences, participants’ capacity for empathy, understanding and compassion is quickly enhanced and misconceptions and false attributions and judgments altered.

The mid- and long-term outcomes are safer and more humane, restorative and rehabilitative prisons; and greater success upon release.

The Phoenix program is a unique process of culture change. No other culture change program incorporates formerly incarcerated persons. The essential catalyst for change is the sharing of lived experiences of participants in a group format that is accepting, respectful, and non-confrontational. Evidence-based practices (EBP) and evidence-informed programs (EIP) are more effective and positive results more sustainable if delivered in a restorative context and through compassionate respectful relationships.

Presenters:
LaReese Harvey, Senior and Founding Member, The Phoenix Association
A Steven Lanza, Phoenix Association
Scott Semple, Former Commissioner, CT Department of Corrections

2:45 PM–3:15 PM
Break
Regency Foyer/AB

This break is sponsored by Core Civic
3:15 PM–4:45 PM
Workshops

There is More to Evidence-Based Practice than Curricula and CBT
Potomac 1/2

As community corrections continues to move toward evidence-based practices, we must take stock in what we know and what the future holds. We understand the risk, needs, and responsivity principles. We understand that assessment is important. We understand that we must train staff and ensure fidelity to the training, but we have often missed a critical piece of implementing evidence-based practices: the context and culture. Organizational and management structure is a key component, and often overlooked, in successfully adopting evidence-based practices. This presentation will provide participants with a clear understanding of what characteristics must be present within the organization and strategies to effectively implement any evidence-based practice. Specifically, participants will be challenged to consider a new identity for community corrections—one of coach. For too long, our system has been built on a mastery model, expecting both staff and client to be perfect at what they do or else be considered a failure. This new model suggests that as we implement EBP we need to consider the agency infrastructure, review supervision practices, and grow staff much like a coach instead of a referee.

Participants will:
- Examine inconsistencies between policies and practice and overall mission and discuss strategies to make them more congruent.
- Learn how to determine if their agency and staff operate from more of a coach or referee model.
- Develop interventions to help shift their agency/staff if appropriate.

Presenters:
Kevin Kuehmeier, Senior Associate, Justice System Partners
Dr. Brian Lovins, Principal, Justice System Partners

Technology to Assist in Successful Reentry
Potomac 3/4

Identifying ways to utilize integrated tablet technology can assist with treatment programming. For corrections staff, utilizing technology can motivate and engage incarcerated individuals to become an active participant in their release and reentry planning. This will lead to ways in which the gap in services between incarceration and community supervision can be minimized. Various smartphone apps are a useful method of directing recovery efforts, and the U.S. Food and Drug Administration recently approved the first prescription for treating opioid disorders.

Presenters:
Artie Finn, Chief Business Development Officer, American Prison Data Systems
Audrey Kern, Global Medical Director, SUD/OUD, Pear Therapeutics
Louise Wasilewski, CEO and President, Acivilate, Inc

The VOCA and Byrne JAG Programs as Sparks for Cross-System Change
Potomac 5/6

In FY2015, Congress increased the amount of funding available from the Victims of Crime Act (VOCA) funding by over three-fold. In June 2016, Congress added a statewide strategic planning requirement to the Byrne Justice Assistance Grant (Byrne JAG) program. With these changes, states and local governments have the opportunity to leverage federal grant programs to create high impact change across the justice system, by breaking down silos, integrating programs, and improving information sharing. The results will improve fairness in the justice system, provide more effective support to victims and, better address the needs of underserved populations.

Moderator:
Reilly Webb, Executive Director, Criminal Justice Division, TX Office of the Governor

Presenters:
Daisy Pagan, Executive Director, National Association of VOCA Assistance Administrators
Kathrina Peterson, Acting Deputy Director, Office for Victims of Crime
Tracey Trautman, Deputy Director, Bureau of Justice Assistance
**Human Trafficking: Overcoming the Myths and Using Data to Guide your Efforts**  
*Washington A*

This workshop will provide an overview of the elements of key criminal provisions of the Trafficking Victims Protection Act (TVPA) and its reauthorizations. It will contrast these statutory definitions against myths and misconceptions that can complicate a community’s ability to identify potential human trafficking situations. The presentation will outline different models of sex trafficking beyond the more commonly found pimp-controlled model that are seen throughout the United States including case examples. The session will continue with commonly found categories of labor trafficking victims and industries where labor trafficking is often found. The presentation will also focus on identifying vulnerable populations, strengthening strategic partnerships, and utilizing available data and intelligence sources to conduct a regional threat assessment. The session will conclude with a discussion of one state’s efforts to identify both gaps in resources and in data to combat this issue.

**Moderator:**  
Alissa Huntoon, Policy Advisor, Bureau of Justice Assistance

**Presenters:**  
Leanne McCallum, Task Force Coordinator, Greater New Orleans Human Trafficking Task Force  
Sean Tepfer, National Program Manager, Human Trafficking Prosecution Unit (HTPU), Criminal Section, Civil Rights Division, US Department of Justice

**Meeting the Needs of Specialized Populations**  
*Washington B*

In this workshop, we look at the needs of some of the most specialized segments of the justice involved population: individuals over age 50 (considered seniors by the US Dept. of Justice) and individuals with intellectual/developmental disabilities. Presenters will share their approach and experience in effectively addressing these highly specialized needs.

**Presenters:**  
Matt LeFrancois, Reentry Contract, Manager, Community Resources for Justice  
Denise Robinson, President & CEO, Alvis

**Funding Quality Work: How You Can Go Beyond Your Contract Requirements for True and Lasting Behavior Change**  
*Kennedy Room, Third Floor*

This workshop will discuss the difference between adhering to contract and accreditation standards and implementing quality work with fidelity to evidence-based models. Presenters will discuss both ways to implement innovative quality work, and ways to fund it through targeted outreach, community partnerships, and grant applications.

**Presenters:**  
Julie Finn, Policy Implementation Specialist, Community Resources for Justice  
Valerie Meade, Policy Specialist, Crime and Justice Institute at Community Resources for Justice; Continuous Quality Improvement Consultant  
Gabriella Priest, Director of Innovation, Implementation and Development, Community Resources for Justice

**Data Indicated Trends in Specialty Courts**  
*Roosevelt Room, Third Floor*

This workshop will examine the expanding trends in Specialty Courts as well as the current efforts to examine and evaluate their success and how to maintain fidelity to the drug court model.

**Presenters:**  
Jonathan Monsalve, Project Director, Brooklyn Justice Initiatives, Center for Court Innovation  
Tia Pooler, Deputy Director of Data Analytics and Applied Research, Center for Court Innovation

**5:00 PM–6:00 PM**  
Emerging Leaders and New Forum Attendee Reception  
*Chesapeake View*
2019 FORUM ON CRIMINAL JUSTICE

Tuesday, September 17, 2019
Hyatt Regency Crystal City

7:00 AM–5:00 PM
Registration Desk Open
Independence Foyer

7:00 AM–5:00 PM
Exhibit Hall Open
Regency Foyer/AB

7:30 AM–8:45 AM
BOP Contractors Meeting
Arlington Room

7:30 AM–9:00 AM
Regional Networking Breakfast
Regency CDEF

Forum participants are invited to have breakfast with colleagues, engage in open discussion and network with criminal justice policy makers and practitioners from their region.

9:00 AM–9:15 AM
Break
Regency Foyer/AB

9:15 AM–10:15 AM
Workshops

+ Reach Out: The Yavapai Model to Reducing The Number of People With Mental Health and Substance Use Disorders in the Justice System
Potomac 1/2

Mental health and co-occurring substance use disorders are prevalent in detention facilities nationwide. Individuals suffering from a mental illness or co-occurring disorders are arrested and jailed at alarming rates and have trouble accessing treatment upon release, leading often to re-arrest and re-incarceration. Yavapai County, Arizona is transforming its justice system through a multi-pronged effort that includes screening upon booking, pre-release planning starting at admission, and around the clock coordination of services. The Yavapai County Sheriff’s Office and Yavapai Justice and Mental Health Coalition work together to coordinate resources and systems of care.

This presentation will demonstrate ways in which the Yavapai “Reach Out” model can be replicated in other jurisdictions to include: local justice and mental health agency coordination; Sequential Intercept Mapping to evaluate improving cross-system; development of a cross-system recidivism tracking database; elements of a strong pre-arrest diversion system; coordination and facilitation of treatment options for each inmate; and coordination of care after incarceration. The presenters will also discuss barriers encountered during program implementation and program outcomes.

Moderator:
Andrew LeFevre, Executive Director, AZ Criminal Justice Commission

Presenters:
Beya Thayer, Executive Director, Yavapai Justice and Mental Health Coalition
Chief Deputy David Rhodes, Yavapai County Sheriff’s Office

9:15 AM–12:00 PM
Off-Site Tour: CSOSA Community Corrections Center
Meet in Hotel Lobby
Intergenerational Offending: Impacts From Drug-Abusing Parents

Potomac 3/4

Singapore Prison Service embarked on a study to understand the transmission of intergenerational offending from drug-abusing parents. The study utilized both quantitative and qualitative approaches to understand the extent of transmission of offending and provide insights on the underlying mechanism for transmission. It was found that having a drug-abusing mother significantly increases the risk of second-generation offending. In addition, the crucial age period for intervention was identified to be between 11-14, and beefing up protective factors are crucial in buffering the risk for second-generation offending. Lastly, recommendations on how the government system and criminal justice community can support these families and children will be shared.

Presenter:
Eng Hao Loh, Research Psychologist, Singapore Prison Service

How to Ensure Compliance with PREA and SORNA Standards for States

Potomac 5/6

Each year, states, tribes, territories and the District of Columbia are required to comply with Prison Rape Elimination Act (PREA) and Sex Offender Registration and Notification (SORNA) requirements. Under the PREA program, these entities are required to submit to the Department of Justice (DOJ) either a certification that all confinement facilities under their operational control are in full compliance with the National Standards to Prevent, Detect, and Respond to Prison Rape (Standards), or to issue an assurance that they will use not less than 5 percent of certain DOJ grant funds to come into full compliance with the Standards in the future. Under the SORNA program, these entities are required to demonstrate their status. For those states, territories and DC that have not substantially implemented SORNA, or failed to maintain their implementation status, 10% of their Byrne JAG funding will be withheld for the following year and distributed among implemented states and territories. During this session, DOJ staff will provide an overview of the processes related to these compliance requirements.

Moderator:
Ruby Qazilbash, Associate Deputy Director, Bureau of Justice Assistance

Innovative Policy, Legislation and Research for Juvenile and Young Adult Offenders in the District of Columbia

Roosevelt Room, Third Floor

The D.C. Council recently enacted legislation to help further pursue the fair administration of justice for juvenile and young adult offenders (18–24 year-olds) in the District of Columbia. The legislation is in keeping with research on youth brain development and the harmful effects that deeper penetration into the justice system can have on youthful offenders, particularly low-level offenders. Specifically, the Youth Rehabilitation Amendment Act (YRA) authorized sentencing alternatives for persons convicted of an offense while under the age of 22 (and recently amended to include persons up to age 24), as well as the opportunity to have their convictions set aside upon the successful completion of their sentence. The Comprehensive Youth Justice Amendment Act of 2016 (CYJAA) also made a number of changes, including strengthening the presumption against pre-disposition detention of children; banning the secure detention of status offenders; transferring the custody of juveniles prosecuted as adults from the adult correctional agency to the juvenile justice agency; and establishing a restorative justice program at the Office of the Attorney General. In addition, the Incarceration Reduction Amendment Act (IRAA) created a process for individuals who committed offenses before age 18 and have served 20 years in prison to petition the Court to have their sentences reviewed. This session will include a discussion of the key provisions of these transformative pieces of legislation, as well as a presentation of a study conducted by the Criminal Justice Coordinating Council for the District of Columbia (CJCC) on the implementation of the YRA (see https://cjcc.dc.gov/node/1274851). This study assessed the number of times YRA-eligible persons were sentenced under the Act and had their convictions set aside, as well as a comparison of recidivism of eligible persons who were and were not sentenced under the Act and who did and did not have their sentences set aside.
**2019 FORUM ON CRIMINAL JUSTICE**

**Tuesday, September 17, 2019**

**Hyatt Regency Crystal City**

**Presenters:**
Kristy Love, Deputy Executive Director of the Criminal Justice Coordinating Council of the District of Columbia (CJCC).

Dr. Ellen McCann, Statistical Analysis Center (SAC), Criminal Justice Coordinating Council of the District of Columbia

Kate Mitchell, Committee Director, D.C. Council’s Committee on the Judiciary and Public Safety

**The GAO Sexual Assault Kit Initiative Analysis and Examples of Success**

**Kennedy Room, Third Floor**

This workshop will look at the Government Accountability Office's analysis of the Sexual Assault Kit Initiative (SAKI) and highlight one state's experience and lessons learned through the SAKI program.

**Presenters:**
Gretta Goodwin, Director, Homeland Security and Justice, Government Accountability Office

Scott McLaren, Deputy Director, DE Criminal Justice Council

**Inter-Organizational Partnerships: A Research-Based Framework for Criminal Justice Organizations**

**Washington A**

The past several decades have witnessed the necessity for inter-organizational partnerships among criminal justice agencies and a range of educational, service, behavioral and medical health providers. This is true whether formal contracts for services or informal referral agreements are involved. This workshop will build on research examining the elements of interorganizational relations (IORs) for re-entry program planning. The concrete steps criminal justice organizations can take to develop strong IORs for a range of programs will be presented. These will include steps in learning about potential partner organizations, planning for organizational change, connecting agency elements such as shared tracking and reporting systems, planning for assessment, developing and integrating partners into outcomes-based performance agreements, and program fidelity. Examples from the presenters’ re-entry and behavioral health-focused diversion program research will be provided.

**Utilizing Technology Platforms to Improve Public Safety**

**Washington B**

States have used the Technology Innovation for Public Safety (TIPS) grant from the Bureau of Justice Assistance to apply innovative technology to combat a precipitous increase in crime in their jurisdiction. This workshop will showcase examples from Virginia and Arizona.

**Presenters:**
Lauren Cummings, Executive Director, Northern Shenandoah Valley Substance Abuse Coalition

Tom Fitzpatrick Division Director, VA Department of Criminal Justice Services

Tony Vidale, Deputy Director, AZ Criminal Justice Commission

---

**10:15 AM–10:30 AM**

**Break**

**Regency Foyer/AB**

**10:30 AM–12:00 PM**

**Workshops**

**Administering "Race-Neutral" Justice: What Works?**

**Potomac 1/2**

This presentation/discussion will focus on common approaches that have been employed at the state and local levels to address racial and ethnic disparities in the criminal and juvenile justice systems. Typical approaches to addressing such disparities can be divided into two types: individual and systemic. Individual approaches attempt to reduce or ameliorate personal biases that, coupled with discretion in
decision-making, can adversely affect minorities. The two common individual approaches that will be addressed in this session are the use of risk assessment instruments (to reduce discretion) and implicit bias training (to raise awareness of bias and change behavior). Systemic approaches look at ways to change systems to address racial disparities. The approach to be examined here is the use of racial impact statements, analyses that assess differential impacts related to race and ethnicity of proposed legislation or policies.

For each of the three approaches identified above, an expert will present an overview of the approach and what the most recent research evidence suggests regarding its effectiveness. These presentations will be followed by two discussants who will provide practitioner perspectives: an SAA director and a probation and parole chief or state-level community corrections supervisor.

Moderator
Dr. Stan Orchowsky, Cambiare Consulting

Presenters:
Lori Fridell, Professor, University of South Florida
Dr. Megan Thorne Stevenson, George Mason University

Discussants:
Judge Sheila D.J. Calloway, Juvenile Court of Metropolitan Nashville and Davidson County
Michael Schmidt, Director, OR Criminal Justice Commission

Innovative Solutions to the Nation’s Drug Epidemic
Potomac 3/4

This session will discuss innovative solutions used by states to connect individuals to treatment services and reduce the number of individuals entering the criminal justice system due to untreated substance use. Panelists from West Virginia and New Jersey will provide an overview of programs being implemented to deliver services and link individuals to treatment through telehealth in rural West Virginia and statewide law enforcement diversion in New Jersey. Panelists will also discuss how the evolving drug epidemic is presenting challenges in funding and service delivery. Representatives from the Bureau of Justice Assistance and the National Governors Association will address federal responses to the evolving nature of the nation’s drug epidemic and highlight resources that are available to states and communities to combat substance use.

Moderator
Jennie M. Simpson, PhD, Senior Policy Advisor (IPA), Bureau of Justice Assistance

Presenters:
Katie Greene, Program Director, National Governors Association
Marty Hatfield, Senior Criminal Justice Specialist, Justice and Community Services Section, WV Division of Administrative Services
Kalyn Hill, Senior Policy Analyst, National Governors Association
Kelly Levy, Deputy Attorney General, NJ Office of the Attorney General

Moving the Needle: Addressing Opioid Addiction and Homelessness through Criminal Justice Diversion
Potomac 5/6

This session will feature a report out on the first 15 months of a 44-bed residential pilot program designed to engage and divert homeless men and women with opioid use disorder away from jail and emergency room involvement into behavioral health treatment and stable housing. Included in the session will be a presentation of the multi-sector collaborations that facilitated program design and development, a description of program operations and services, a preliminary analysis of outcomes, and a discussion of the potential implications for criminal justice policy and practice.

Presenters:
Becca Judy, Assistant Vice President of Residential Services and PREA Coordinator at Pioneer Human Services
Steve Woolworth, Vice President of Behavioral Health & Transition Services, Pioneer Human Services

Discussant:
Cleveland Bell, CEO, Riverside House
How to Survive a Federal Compliance Audit
Roosevelt Room, Third Floor

The federal government issues over $700 Billion in Federal awards and is responsible for conducting compliance audits of award recipients. During this session, you will hear from agencies that have experienced a recent audit about what you can expect and steps you can take to minimize the stress and prepare for a visit from the Office of Chief Financial Officer or Office of Inspector General.

Presenters:
Jennifer Brinkman, Director, TN Office of Criminal Justice Programs
Mark Fero, Grants Compliance Supervisor, VA Department of Criminal Justice Services

Virginia Center for School and Campus Safety – Threat Assessment Program for Educational Institutions
Kennedy Room, Third Floor

In 2013, Virginia became the first state in the nation to mandate threat assessment teams to serve K12 public schools. Adding to the 2008 mandate for all public institutions of higher education to have threat assessment teams, Virginia is still the only state in the nation requiring such teams covering students from Kindergarten through college graduation.

With this auspicious designation, Virginia has worked with national subject matter experts and leaders in this field to provide resources, curricula, training, data collection tools, and technical assistance and consultation services to support team members from a variety of disciplines. Challenges, regarding information sharing and other ancillary issues that come with being the “first” in this field, have provided opportunities for other states to learn from Virginia’s efforts.

While threat assessment is still a very misunderstood and sometimes convoluted process that intimidates school personnel, when implemented properly and purposefully, schools can become even safer places for academic engagement and success.

Presenters:
Donna Michaelis, Director, DCJS’ Virginia Center for School and Campus Safety
Sherri Johnson, Analyst, Criminal Justice Research Center, VA Department of Criminal Justice Services

More Community Less Confinement: Identifying the Drivers of Probation Violations to Translate Aspiration into Reality
Washington A

Incarceration is an expensive and ineffective sanction for reducing crime. Community supervision offers a more cost-effective and promising strategy. Supervision rooted in evidence-based practices protects public safety by providing interventions that help change behavior and reduce recidivism while keeping clients in the community.

However, community supervision can act as a “gateway” for incarceration if a client is unsuccessful and not in compliance with their terms and conditions of supervision. When a client is in violation—either due to new criminal activity or a technical violation—the supervising officer files a probation violation with the court (or other designated authority). The court reviews the allegation and prescribes a sanction or consequence.

Ramsey County [MNL] is the second most populous county in the state, the most racially diverse, and the most economically challenged. The county’s community corrections department provides supervision and services to over 12,000 adults annually. While the department is committed to the goal of more community less confinement, Ramsey County has one of the highest rates of revocation to prison in the state. Over half of admissions to the county’s local adult correctional facility are the result of a probation violation.

In order to reduce its utilization of incarceration, Ramsey County Community Corrections partnered with the Robina Institute of Criminal Law and Criminal Justice at the University of Minnesota Law School to identify trends in probation violations and develop solutions that address them. This is a multi-phased collaboration. Phase one consists of developing a comprehensive understanding of probation violation practices by analyzing both community corrections and court level data. The second phase entails applying the findings from phase one to identify and implement policy and practice changes to reduce violations and keep clients in the community.

This presentation will highlight key research questions and findings from the first phase of this project. Why do clients have their probation violated? What factors increase or reduce the probability of a violation? To what extent are similarly situated violations processed consistently and equitably by both community corrections and the court? Do court decisions align with department recommendations?
Based on these findings, what interventions and strategies should be implemented as alternatives to a violation and/or incarceration?

The presentation will also highlight preliminary policy and practice implications, along with recommendations for improvements. While the research findings will be jurisdictional specific, the approach to analyzing violations and identifying strategies to target the drivers of probation violations will have relevance for other jurisdictions experiencing similar challenges.

**Moderator:**
Amy Solomon, Vice President of Criminal Justice, Arnold Ventures

**Presenters:**
- Leah Bower, Supervisor of the Research and Evaluation Unit, Ramsey County Community Corrections
- Reagan Daly, Research Director, CUNY Institute for State and Local Governance
- Dr. Erin Harbinson, Research Fellow, Robina Institute of Criminal Law and Criminal Justice, University of Minnesota Law School
- Edward Hauck, Planning and Evaluation Analyst, Ramsey County Community Corrections
- Kelly Mitchell, Executive Director, Robina Institute of Criminal Law and Criminal Justice, University of Minnesota Law School

**Integrated MAT Programming**

**Washington B**

Over the last decade, hundreds of jails and prisons across the country have incorporated medication-assisted treatment for individuals with opioid use disorders. While offering forms of Medication Assisted Treatment (MAT) have become more prominent, many departments of correction have taken it a step further and implemented integrated MAT programming. This workshop will highlight pioneering integrated programs around the country.

**Presenters:**
- Peter Koutoujian, Sheriff, Middlesex County (MA) Sheriff’s Department
- Kevin Pangburn, Former Director of Substance Abuse, KY Department of Corrections
- Steven Seitchik, MAT Statewide Coordinator, PA Department of Corrections

---

**12:00 PM–12:15 PM**

**Break**

Regency Foyer/AB

**12:15 PM–1:45 PM**

**Meade Award Luncheon**

Regency CDEF

ICCA will present the Meade Award followed by remarks from U.S. Rep. David Trone (MD-6) who will discuss employment, education and treatment and how as a successful businessman it is important to give people second chances.

Special Welcome by Jon Adler, Director, Bureau of Justice Assistance

This lunch is sponsored by SecurManage

**1:45 PM–2:00 PM**

**Break**

Regency Foyer/AB

**2:00 PM–3:30 PM**

**Workshops**

**Naloxone for Successful Reentry**

Potomac 1/2

This workshop will describe the importance of naloxone education and distribution programs to address the nationwide opioid crisis. Reentry from incarceration is one of the most, if not the most, vulnerable times for an opioid user. Many departments of correction across the country have begun offering education to its inmates, in addition to distributing naloxone upon release. Some extend these services to friends and families as well.

**Presenters:**
- Elaine Humphrey, Grants Manager, NY Department of Corrections and Community Supervision
- Alexandria Robinson, REVIVE! Coordinator, Office of Adult Community Behavioral Health Services, VA Department of Behavioral Health & Developmental Services
Decriminalizing Poverty and Interrupting the Revolving Door to Jail
Potomac 3/4
Six out of 10 people in U.S. jails are awaiting trial. Most are in jail because they cannot afford bail. In fact, people who have not been found guilty of the charges against them account for 95 percent of all jail population growth between 2000-2014. Further, once involved in the justice system, fines and fees can overwhelm many families. Even a simple parking ticket can cascade into crippling debt and jail. This has led many to conclude that poverty has become criminalized in America. What can policymakers, practitioners and researchers do to interrupt this cycle? Are fees, fines and cash bail useful tools for incentivizing good behavior or a sign of poor fiscal management, and how can communities find the right balance?

Moderator: Julie James, Director of Criminal Justice, Arnold Ventures

Presenters:
Matthew Menendez, Counsel, Justice Program, Brennan Center for Justice
Priya Sarathy-Jones, National Campaign Director, Fees and Fines Justice Center
Anne Stuhldreher, Director, San Francisco, The Financial Justice Project, San Francisco Office of the Treasurer & Tax Collector

Evidence-Based Decision Making in State and Local Jurisdictions: A Framework for Criminal Justice Reform
Potomac 5/6
In June 2008, the National Institute of Corrections (NIC) launched the Evidence-Based Decision Making in Local Criminal Justice Systems initiative. The EBDM Initiative aims to build a systemwide framework (from arrest through final disposition and discharge) that will achieve measurable reductions in pretrial misconduct and post-conviction offending. It conceptualizes a criminal justice system guided by goals defined and shared by policymakers; decisions informed by research evidence; a system guided by collaborative policy development; and a commitment to ongoing data collection and analysis to determine whether the goals of the system are effectively achieved. While first developed for local-level implementation, the Initiative has since been expanded and adapted to state-level decision making and is now known as the Evidence-Based Decision Making in State and Local Criminal Justice Systems initiative. Since the release of the EBDM Framework in 2010, the Framework has been applied at the state level in three states and across 28 local jurisdictions in six states.

This workshop will:
- Introduce the EBDM Framework, which defines a set of essential principles and practices that serve as a guide to decision making at both the state and local level;
- Illustrate the Framework in two EBDM states (Indiana and Wisconsin), with particular emphasis on the unique state-local partnership aspect of the EBDM work;
- Discuss the intersection of EBDM and strategic planning for State Administering Agencies and similar statewide planning efforts, and the alignment of local, state, and federal funding and programs;
- Describe the strategic impact of EBDM on important areas of work such as statewide standards, data definitions, and performance measurement; and

Share the efforts currently underway in Indiana and Wisconsin to bring this work to scale and sustain EBDM as the business model for advancing state and local policy and improving public safety outcomes.

Moderator: Lori Eville, Correctional Program Specialist, National Institute of Corrections

Presenters:
Constance Kostelac, PhD, Assistant Professor, Institute for Health & Equity, Division of Epidemiology, Medical College of Wisconsin
Matt Raymer, Justice Programs Supervisor, WI Department of Justice
Denise Symdon, Senior Manager, Center for Effective Public Policy

Workforce Readiness
Washington A
This session will look at three workforce readiness initiatives in use across the country. Including the Momentum Urban Employment Initiative, a program run by Urban Alliance, Inc., which addresses workforce development in urban neighborhoods. The Choice is Yours a Diversion program of
the Philadelphia District Attorney’s Office and RTP a social enterprise subsidiary of the Safer Foundation which provides training in the construction field and transforms neglected neighborhoods.

Presenters:
Ken Bobo, Director, Kalamazoo County Office of Community Corrections
Nigel Bowe, Program Director, The Choice is Yours
Mark Yates, Vice President, Safer Foundation

From Police to Parole: Developing Systems of Alternatives to Incarceration in the Community

Justice-involved individuals have disproportionate rates of substance use disorder (SUD) and other complex needs. As arrest and incarceration increase one’s likelihood of future justice involvement, many with SUD repeatedly cycle through public systems at great cost to the individuals and the justice system. Several models for Alternatives to Incarceration (ATI) offer a solution to this problem by creating mechanisms to connect people to crucial SUD treatment and social services instead of incarcerating them.

This innovative and engaging workshop will begin with a 30-minute presentation including an overview of the systems involved with alternatives to incarceration including the justice, treatment, and social service systems and introduce the TASC Specialized Case Management model, which has shown to be effective at improving treatment engagement and reducing recidivism. It will also explore emerging national practices for creating systems of diversion interventions at the crossroads of behavioral health and the criminal justice system.

Then the group will participate in a facilitated discussion about engaging systems partners to create or expand ATI programs in their communities. This will allow individuals to brainstorm steps they can take towards systems integration to respond to SUD needs in their communities. Participants will leave with an understanding of the building blocks of creating alternatives to incarceration across the justice system, from law enforcement to police to parole and all points in-between.

Presenter:
Jac Charlier, TASC’s Center for Health and Justice

Project Safe Neighborhood: SAAs Role in Coordination, Leveraging Resources, and Encouraging Innovation

Roosevelt Room, Third Floor

This workshop session will highlight the U.S. Department of Justice’s Project Safe Neighborhoods (PSN) program, which us a grant program designed to create and foster safer neighborhoods through a sustained reduction in violent crime, but not limited to, addressing criminal gangs and the felonious possession and use of firearms. The program’s effectiveness depends upon the ongoing coordination, cooperation, and partnership of local, state, and federal partners, including State Administering Agencies (SAAs), which in many states serve as the fiduciary agent for PSN funds. This session will specifically highlight what role SAAs have played in the coordination and execution of PSN funding within their states and how innovative programming has been implemented as a result of PSN funds.

Moderator:
Tracey Trautman, Deputy Director, Bureau of Justice Assistance

Presenters:
Mark Fero, Grants Compliance Supervisor, VA Department of Criminal Justice Services
Ronald Williams, Assistant Director, QA, TN Office of Criminal Justice Programs

3:30 PM–4:00 PM
Break
Regency Foyer/AB
4:00 PM–5:00 PM

**Inside the Beltway**
Regency CDEF

NCJA staff will offer their annual look at Congressional and Administration activities that affect state, local and tribal criminal justice policymakers and practitioners. This discussion will include appropriations for federal justice assistance programs and upcoming federal legislation.

**Presenter:**
Elizabeth Pyke, Director of Government Affairs, National Criminal Justice Association

This session is sponsored by Correct Tech

---

5:00 PM–5:15 PM

**Door Prize Drawing**
Regency CDEF

Forum participants can receive door prize tickets by visiting the sponsors and exhibitors in the exhibit hall. The drawing for the prizes will take place immediately at the conclusion of the Inside the Beltway session.

You Must Be Present to Win
Wednesday, September 18, 2019

Hyatt Regency Crystal City

7:00 AM–12:00 PM
Registration Desk Open
Independence Foyer

7:00 AM–10:15 AM
Exhibit Hall Open
Regency Foyer/AB

7:30 AM–8:30 AM
Breakfast
Regency CDEF

8:30 AM–10:10 AM
Workshops

Understanding Areas of Risk & Need Among Female Offenders: Translating Research to Practice
Potomac 1/2

The percentage of females involved with the criminal justice system has increased over the past decade. Identifying the needs of criminal justice system-involved women is paramount to achieving the goals of community safety, reduced recidivism, and improving quality of life. This session will focus on the risk/need responsivity model and the role that specific risk areas (i.e., substance abuse) play in women’s involvement in criminal behavior.

The overview of current research regarding women in the criminal justice system will include a discussion of trends, as well as explanations for the observed increase over time. Despite these trends, the unique needs of women have been largely ignored within the extant literature and programming developed to date. Much of what we know about criminality and what works is based on the experiences of men, thus resulting in the implementation of programs that do not adequately meet the needs of women. This presentation seeks to address this gap in knowledge by introducing the Risk and Needs Responsivity (RNR) model and providing strategies for integrating this model into supervision and treatment plans. Lastly, data and outcomes from the ReEntry Systems for Effective Treatment (RESET) program, a re-entry program for women with co-occurring disorders, will be presented. This program utilizes the RNR model and has achieved great success with a high-risk/need target population.

The overarching goal of this presentation is to educate attendees regarding what works with female offenders and thus improve the quality of supervision and treatment. This goal will be achieved through the presentation of current research regarding criminal justice system-involved women, as well as the principles and application of the RNR model.

Presenters:
Dr. Kristen DeVall, professor of Sociology and Criminology, University of North Carolina Wilmington
Dr. Christina Lanier, professor of Sociology and Criminology, University of North Carolina Wilmington

Benefits, Challenges and a Path Forward for Program Fidelity in the Correctional Environment
Potomac 3/4

Currently, the U.S. criminal justice system is experiencing a gradual return to the rehabilitative approach to incarceration and, in effect, a departure from the more punitive methods of the last few decades. This shift can be linked to numerous factors including growing public awareness of correctional injustices, sharp increases in the prison population, and the expansion/adoption of evidence-based programs (EBPs) emphasizing the role of offender reentry, behavior, and cognition with regard to recidivism. While this is a welcome development in corrections, this approach also comes with its own set of challenges; one such challenge is the issue of program fidelity. Fidelity can be defined as the extent to which delivery of an intervention adheres to the protocol or program model originally developed (Mowbray, Holter, Teague, & Bybee, 2003). Attaining and maintaining program fidelity can prove incredibly challenging to correctional agencies where qualified trainers may be in short supply, curriculums are poorly defined or the environment is ill-suited to learning. Moreover, the absence of continuous, robust fidelity measurement can undermine the effectiveness of a program; how else can providers identify vital program elements,
monitor progress over time, compare programs to norms, or document the relationship between model adherence and outcome? (Bond, Evans, Salyers, Williams, & Kim, 2000). The purpose of this proposal submission is two-fold: to discuss the role, benefits, and challenges of fidelity in corrections, and to outline a path forward in establishing an innovative, comprehensive fidelity process in the Virginia Department of Corrections (VADOC).

Presenters:
Shakita Bland, Fidelity and Program Quality Assurance Unit, VA Department of Corrections
Carla Ford, Senior Research Analyst, Research Fidelity and Quality Assurance Unit, VA Department of Corrections
Ibrahim Keita, Senior Research Analyst, VA Department of Corrections
John E. Turner, Manager, Program Quality Assurance Unit, VA Department of Corrections
David Wiskman, Senior Research Analyst, VA Department of Corrections

Influence of Individual and Case Characteristics on the Use of Incentives and Sanctions by Probation and Parole Officers: A Factorial Survey Approach

Present research on the efficacy of reinforcements (i.e., incentives) and punishments (i.e., sanctions) suggests that when used in combination both can have an impact on offender outcomes. As a result, policies and procedures designed to guide the use of sanctions and incentives are being developed by community supervision agencies across the U.S. However, little is known about the case characteristics that influence officer decision-making in the use of incentives and sanctions. Using a representative sample of state probation and parole officers and a factorial survey approach, this study examines the case attributes that increase or decrease the likelihood of whether an officer will choose to administer an incentive or sanction. The decision-making of officers is assessed for specific case scenarios while controlling for a range officer and offender characteristics. The findings hold potential for improving officer training as well as specifying the conditions under which the use of incentives and sanctions are most likely to be used. Implications for supervision policies, procedures, and training in community supervision are discussed.

Presenters:
Wendy Goodman, Administrator of Case Management and Program Infrastructure, VA Department of Corrections
Stephen M. Haas, Ph.D., Director, Research & Evaluation, ICF International

10:00 AM–10:15 AM
Break
Regency Foyer/AB

10:15 AM–11:45 AM
Closing Keynote
Regency Ballroom CDEF

11:45 AM–12:00 PM
Closing Remarks
Regency Ballroom CDEF

NON- FORUM EVENTS

7:30 AM*–12:00 PM
RSAT Administrators Meeting
President’s Quarters

Please Note: This Meeting Requires a Separate Registration
* Breakfast from 7:30-8:30 AM, Meeting begins at 8:30 AM

7:30 AM*–5:00 PM
Leading State Corrections and Criminal Justice Reform Summit
Tidewater 2

Please Note: This Meeting is by Invitation Only
* Breakfast from 7:30-8:30 AM, Meeting begins at 8:30 AM