

Alpha House  
3109 1st Avenue North  
Billings, MT 59101  
406-259-9695

Passages  
1001 South 27th Street  
Billings, MT 59101  
406-294-9609

Misdemeanor Probation /  
Beta Jail Alternatives  
17 North 31st Street  
Billings, MT 59101  
406-256-3501

Carbon Beta Jail Alternatives  
PO Box 1652  
Red Lodge, MT 59068

Stillwater Beta Jail Alternatives  
PO Box 1050  
Columbus, MT 59019

info@altinc.net



*"Alternatives to the Corrections System"*

### Inside this issue:

Alternatives, Inc. 35th Anniversary	1
Board of Directors	2
Revenue Analysis	3
Mental Health Contract at Passages	3
Passages 6th Annual Alumni Celebration	4
Culinary Arts Helena Reception at the Capitol	4
New Approach to Offender Use Violations	5
HR Corner Snapshot	5
MORRA	6
Employee of Month/Year	6
Anniversaries	7

# Alternatives, Inc.

## Annual Report: 2014-2015

### 2014 - 2015 Annual Report

**MISSION STATEMENT:** We promote public safety and challenge offenders to become responsible productive citizens through firm, fair, consistent supervision, treatment, and education.

## Alternatives, Inc. 35th Anniversary

The 2014/2015 fiscal year, which marked the 35th anniversary of Alternatives, Inc., has been an eventful one. The Alpha House pre-release center adopted a new strategy of in-program sanctions aimed at supporting the Department of Corrections' re-entry initiatives (see article on page 5). Passages contracted with the DOC to provide mental health stabilization/care for women offenders who would not otherwise be eligible for community placement (see article on page 3). The Beta Jail Alternatives program made a substantial investment in Remote Breath units (essentially a cell phone with facial recognition and alcohol breath testing capabilities). Overall residential occupancy numbers were up with the largest increase being Federal Bureau of Prison referrals.

Mother nature presented a challenge resulting in insurance claims for the roof at Passages, Beta, the Honors Program, and the flashing at Alpha House. Repairs are mostly complete and several programs have a new roof over their heads as a result.

The personnel picture remained strong with the addition of mental health professionals at Passages and the creation of a training position for information technology, occupied by Shannon Wetherelt. Despite an unemployment rate hovering near 3% in Yellowstone County the Human Resource Department, headed by Director Yolawnda Henry, was able to successfully recruit personnel for all position openings. Seth Allen joined the staff of Alpha House as

Operations Supervisor, Tammi Reimer was promoted to Deputy Director of Alpha House, and Amanda Green took over the helm at Beta.

Alternatives, Inc. had a strong year financially and finished in the black for the year. The surplus of revenue over expenses allowed the agency to replace equipment, catch up somewhat with deferred maintenance, and provide staff members a 3% cost of living raise. The Legislature appropriated a 2% increase for each year of the biennium so prospects are good for continued financial stability.

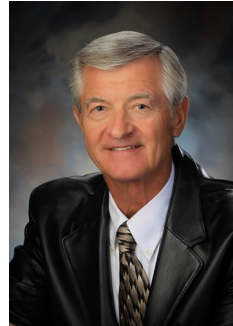


## Board of Directors - Officers



*President*  
**John Felton**  
RiverStone Health

"It is a privilege to serve our community, particularly as a member of the Alternatives, Inc. Board of Directors. The goal of service - a better, safer, more livable community - is accomplished through improving the lives of each member of the community, especially those facing challenges to full engagement. The clients of Alternatives, Inc. seek to better their lives and as a Board member, I seek to make that journey more successful."



*Vice President*  
**Walt Backer**  
Northwestern Energy,  
Retired

"I am very privileged to be serving on the Board for Alternatives, Inc. I have served on boards of various organizations, but find Alternatives to be the best non-profit organization because of how rewarding it has been. Board members come from diverse backgrounds, but we all work in concert with one another."



*2nd Vice President*  
**Todd Buchanan**  
Buchanan Capital, LLC

"Being a recent appointee to the Board I continue to learn about the incredible impact our programs and services have on the individuals within our care, as well as their families and this community. I am incredibly proud of the dedicated services our staff provides, it is clear that our employees care very much about the role Alternatives plays and work hard to ensure that our community is a safer and more vibrant place everyday."



*Secretary/Treasurer*  
**Susan Riplett**  
First Interstate Bank

"I have served on the Alternatives Board for over 25 years and feel that our mission to help clients become responsible and productive citizens is an important service to them and to the community."



*Past President*  
**Ziggy Ziegler**  
Business Owner

"As a local businessman, it is rewarding to be able to hire and work with those individuals seeking reentry into our society. I have learned so much as a Board Member and what is involved in working with the clients at pre-release facilities. The management and staff are to be commended for their dedication. I feel it an honor and privilege to be of service to this organization."

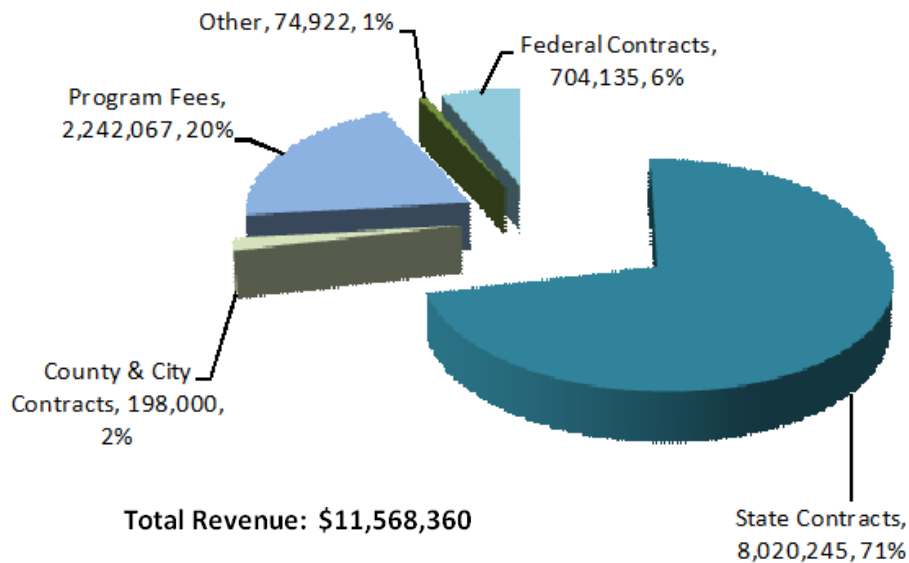
### Advisory

- John Prinkki, Carbon County Commissioner

### Board of Directors - Members:

- Deborah Bakken, Mae Counseling Services
- Beverly Bilyeu-Carkeek, Retired Employment Consultant
- Cliff Brophy, Stillwater County Sheriff
- Kathleen Candelaria, Realtor
- Dr. Paul Cimmino, Walla Walla University Professor
- Duane Demars, Food Broker
- Tom Hanel, Berkshire Hathaway HomServices Floberg Real Estate
- Becky Ketterling, Business & Training Consultant
- Alex Nixon, Carbon County Attorney
- Verne Petermann, Retired Billings Police Dept.
- Kenneth D. Peterson, Attorney
- Jim Reno, Yellowstone County Commissioner
- Susan Stewart, Retired CPA
- Judy Towler, Billings Job Service
- Jason Valdez, Yellowstone Cty Det Facility
- Lisa Wallace, Rocky Mountain College

## Revenue Analysis 2013-2014



**John Stone,**  
Director of Finance

Revenues during the June 30, 2014 fiscal year grew by \$512,824 or 4.6%, while expenses increased by a slightly higher rate of 4.8%. Mental Health Treatment was added to the Passages State program in the 4th quarter, which also required some additional support personnel. Alpha House achieved 99% of contract maximum and Passages was at 101%. Alternatives ended the year in a very favorable financial position with an excess of revenue over expenses, a positive cash flow after bond and other debt payments, and total assets exceeding liabilities.

## Mental Health Contract at Passages - *Mindy Brookshire, LCPC*

Passages was awarded a new contract from the Department of Corrections in 2014 for 5 Mental Health beds on the Pre-release Unit. This contract allows Passages to accept offenders who may not otherwise be accepted to a traditional pre-release due to having a severe and disabling mental illness. The contract allows offenders with a mental illness to be identified while in the other Passages programs- ASRC and ADT- so that there is a smooth transition to pre-release centers around the state. With the new contract in place, Passages was also able to hire two new positions- a Specialized Mental Health Therapist/Case Manager and a Mental Health Treatment Assistant. Both of these positions focus primarily on providing case management, therapy, supportive counseling, crisis management and individual and group treatment to the mental health population on PRC.



**Mindy Brookshire,**  
LCPC



## Passages' 6th Annual Alumni Celebration -

*Kelcey Deutscher, Administrative Assistant*

The Passages 6<sup>th</sup> Annual Alumni Celebration Luncheon was held March 27<sup>th</sup> at the Valley Federal Credit Union building in downtown Billings.

There was a record turnout, with eighty attendees consisting of twenty-seven graduates and their guests; Passages staff members, Probation and Parole officers, Department of Corrections Contract Manager Rick Deady, employers, and members of the Alternatives, Inc. Board of Directors.

This year's celebration was held in a more formal setting with lunch served; there was a moving keynote address by Brooke Beaverhead-Kuuguq, and an awards ceremony that recognized the accomplishments of graduates.

The following graduates were introduced and awarded for their success:

Shelly Fisher – "Community Spirit Award" for community involvement

Nicole Hale – "Makin the Bacon Award" for employment longevity

Krystan Knodel – "Keep on Trucking Award" for effort

Cassie Morgret – "Jumping the Hurdles Award" for overcoming obstacles

Also new this year, graduates were encouraged to write an essay on the key to their success, with the chance to win a car generously donated by Alternatives, Inc. Board member Jim Reno.

There were 9 essays submitted for the chance to win the donated car. The winning essay was written by Secret Johnston, a graduate of Passages in 2014.

This year's Alumni Celebration proved to be the biggest and best so far. It is the hope that this event can continue to grow every year and that Passages can recognize more graduates for their success in the community.

## Culinary Arts Program - Helena Reception at the Capitol

Devouring Devine Decadence,  
Drizzled with Culinary Excellence.

Tastes of Appeal Upon Platters Galore,  
With the Systems' Elite Begging For More.

Sushi, Risotto, A Small Slider with a Big Bite...  
Reformed Felons Keeping Up the Good Fight.

As an Epic Battle of Spices Dance Upon Your Pal-  
ette...  
We Waltz Through This Crowd Not so Quick To  
Forget.

Of What Brought Us To This Place In Our Lives,  
Of How We Stand Here Today...  
Is Because We Beat All The Odds And Showed  
Society That We Found a Better Way.

**Jean Scharf, CAP Student**



**Jan Begger, Passages Director**





# Alpha Beta Alternatives

## New Approach to Offender Use Violations - *Georgiann Deckard, Alpha House Screening/ Disciplinary Coordinator*

Due to overcrowding at the Yellowstone County Detention Facility in Billings, Alpha House has been faced with several challenges regarding resident violations as it pertains to drug and alcohol use and placement in the detention facility. A meeting was held in February with the Billings Probation Parole Office and Alternatives, Inc. The objective of that meeting was to agree how drug and alcohol violations can best be addressed and still meet the offender's treatment needs – all while maintaining the safety and security of staff, the community, the integrity of Alternative's operation, and reinforce the zero tolerance policy.

It was the consensus of the group that when a use violation occurs while the offender is a resident, the offender is placed in jail. However, if there is no room at the county jail – an Alpha House sanction room is utilized to hold the offender on disciplinary status until such time a Disciplinary Hearing can be held. During this "holding" period, an Alpha House Licensed Addiction Counselor will meet with the offender and update a current evaluation if one is available from the past 6

**Betty Ann Roan,**  
Deputy  
Administrator



months. If there is not a current evaluation, a new one will be completed and recommendations will be prepared which may include placement at an inpatient facility; otherwise, the Hearing Officer will expect documentation from the LAC as to the recommended in-house treatment response. If an offender remains at Alpha House after a "use" violation, a typical sanction can include up to a 20 day stay in a sanction room. During the sanctioning phase of the hearing process, it was agreed that if an offender was able to maintain verifiable employment, he can continue to work while on sanction room status. This will allow the offender to maintain his ability to meet his financial obligations, along with his obligations to the Courts and victims. If the offender lost their job during the disciplinary phase, he will remain in sanction for the full 20 days and not be allowed to job search.

Taking this creative approach is an effort that Probation Parole and Alternatives hope will make a difference when hurdles such as the current lack of jail space continue to come our way.

## HR Corner Snapshot - *Yolawnda Henry, Director of Human Resources*

Alternatives, Inc. is a great place for great people to do great work! We offer 401K! Free Dental! Free Short and Long Term Disability! Excellent benefits! Although the current unemployment rate is 3% in Yellowstone County, this year alone we had over 150 applications.

What's new in HR? We have a new training page on SharePoint, where employees can find out which trainings are scheduled. In addition to the Director of HR (Yolawnda Henry), 2 HR Generalist (Tonya Rose and Mandy Hurr) a Training Coordinator (Craig Botnen) we added a new Information Technology Trainer (Shannon Wetherelt). We also instituted an employee referral program mid year and have hired 10 new staff members using this system.

This year we will celebrate anniversaries for 13 employees, with 5 to 35 years of service!



**Yolawnda Henry**

## Montana Offender Reentry & Risk Assessment - *Tammi Reimer, Alpha House Deputy Director*

The MORRA (Montana Offender Reentry & Risk Assessment) is coming to Alpha! This new assessment instrument is adapted from the Ohio Risk Assessment System and was brought to Montana to help assess the needs of our offender population. The assessment consists of 35 items across seven domains, criminal history, education, employment and financial situation, family and social support, neighborhood problems, substance use, peer associations, and criminal attitudes and behavior problems. Each resident will be assessed with the MORRA to determine what their level of needs is in each of the above domains. If a resident scores high in criminal behavior, we know to place him in the appropriate groups to address this issue. If he scores low in criminal behavior, but high in another domain, the focus will be on the domain he scored high in, such as substance use and/or another domain. Each of our case managers has completed DOC training in Motivational Interviewing and MORRA and are now qualified to implement this new tool.



**Tammi Reimer,**  
**Alpha House**  
**Assistant Director**

## Employee of the Month / Year - Gwen Bryant, Executive Assistant

### Alpha / Beta:

January, 2014: Chris Girardot  
February, 2014: Linnette Petersen  
March, 2014: Julie Novelsel  
April, 2014: Jimmy Casas  
May, 2014: David Ridgway  
June, 2014: Lamar Clark  
July, 2014: Karen Kellogg  
August, 2014: Moyra Anthony  
September, 2014: Linda Percifield  
October, 2014: Juanita Harman-Roach  
November, 2014: Christie Begger  
December, 2014: Jen Bauer  
January, 2015: Kelly Crismore  
February, 2015: Terry Padilla  
March, 2015: Nathan Fisk  
April, 2015: Kyle Palmer  
May, 2015: Adeia Thompson  
June, 2015: Eric Peterson

### Passages / Alternatives:

January, 2014: Joanna Mong  
February, 2014: Norma Sitton  
March, 2014: Jeffrey Birkholz-Wilkerson  
April, 2014: Zach Birkholz-Wilkerson  
May, 2014: Lorena Nealis  
June, 2014: Kelcey Deutscher  
July, 2014: Mal Tift  
August, 2014: Vickie Coonfare  
September, 2014: Annie McCoy  
October, 2014: Amanda Moats  
November, 2014: Jen Porter  
December, 2014: Tonya Rose  
January, 2015: Randy Gran  
February, 2015: Doug Dewitz  
March, 2015: Megan Jessee  
April, 2015: Lacey Stovall  
May, 2015: Gina Poor  
June, 2015: April Padilla



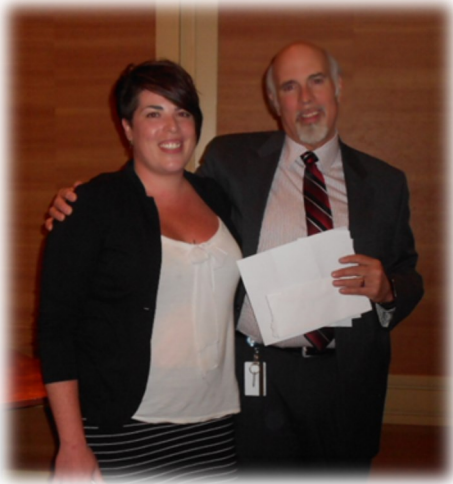
**Jimmy Casas,**  
**Client Advisor**

## 2014 Employees of the Year:

**Kelcey Deutscher,**  
**Administrative Assistant**



## Anniversaries - Gwen Bryant, Executive Assistant



*Along with the agency,  
**Dave Armstrong** celebrated  
35 years of service*



***Jan Begger** - Passages Director (left)  
celebrated 25 years  
**Gwen Bryant** - Executive Assistant  
(right) celebrated 15 years*



***Brice Brogan** -  
Licensed Addiction  
Counselor cele-  
brated 10 years*



***Mandy Hurr** -  
Human Resource  
Generalist celebrated  
10 years*

### **Celebrating 5 year anniversaries in 2014:**

**Craig Botnen** - Training & Development Coordinator; **Sherry Britton** - Client Advisor IV; **Bridget Girard** - Screening/Disciplinary Coordinator; **Richard Farnsworth** - Client Advisor III; **Shannon Wetherelt** - Information Technology Trainer; **Justin Miller** - Operations Assistant; **Tammi Reimer** - Alpha House Assistant Director; **Terri Sisson** - UA Lab Manager; **Barbara Hardes** - Resident Accounting Supervisor; **Chris Evans** - Client Advisor; **Karli Henry** - Licensed Addiction Counselor; **Maria Martin** - PRC Case Manager

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## Board of Directors

If you prefer to receive our publication via email, please contact  
Gwen Bryant at 406-294-9609 ext. 203 or [gbryant@altinc.net](mailto:gbryant@altinc.net)

### OFFICERS:

**John Felton** - President  
RiverStone Health

**Walt Backer** - 1st Vice President  
Northwestern Energy, Retired

**Todd Buchanan** - 2nd Vice President  
Buchanan Capital LLC

**Susan Riplett** - Secretary/Treasurer,  
Vice Pres., First Interstate Bank

**James "Ziggy" Ziegler** - Past President  
Business Owner

**Deborah Bakken**  
Mae Counseling Services

**Beverly Bilyeu-Carkeek**  
Retired - Employment Consultant

**Cliff Brophy**  
Stillwater County Sheriff

**Kathleen Candelaria**  
Realtor

**Dr. Paul Cimmino**  
Walla Walla University Professor

**Duane Demars**  
Food Broker

**Tom Hanel**  
Berkshire Hathaway HomeServices

**Becky Ketterling**  
Business & Training Consultant

**Alex Nixon**  
Carbon County Attorney

**Verne Petermann**  
Retired - Billings Police Department

**Kenneth D. Peterson**  
Attorney

**Jim Reno**  
Yellowstone County Commissioner

**Susan L. Stewart** - President  
Retired CPA

**Judy Towlerton**  
Retired - Billings Job Service

**Jason Valdez**  
Sergeant, Yellowstone County Detention Facility

**Lisa Wallace**  
Rocky Mountain College

### ADVISORY BOARD:

**John Prinkki**  
Carbon County Commissioner

Check out our "new"  
website: [www.altinc.net](http://www.altinc.net)