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

Carbon Beta Jail Alternatives
PO Box 1652
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PO Box 1050
Columbus, MT 59019

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"Alternatives to the Corrections System"

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Alternatives, Inc.

Annual Report: 2016

MISSION STATEMENT: We promote public safety and challenge offenders to become responsible productive citizens.

A Passion for Reentry - *David O. Armstrong, CEO*

Reentry for offenders; the process by which they rejoin the community as productive citizens is constantly evolving. Growth in the population of women offenders, the resurgence in meth use, an aging corrections population, special needs offenders, and crowded jails and prison are a few of the conditions that challenge offenders and the staff that work with them in preparing successful reentry plans.

In the past year, Alternatives, Inc. has undertaken initiatives to address reentry challenges with the ultimate intent of reducing recidivism. The following is an explanation of three reentry barriers and a sampling of the initiatives in process to address them.

Housing: The cost of rental prices and home ownership continues to rise. Many landlords are reluctant to rent to offenders.

Initiative #1: Alternatives has begun to purchase a limited number of duplex apartments. This permits "soon to be graduates" the opportunity to experience short term placement in the community in a safe, structured, affordable environment while permanent accommodations are located.

Initiative #2: Alternatives has partnered with the Home Center to provide instruction in landlord/tenant relations. By helping offenders understand both their rights and responsibilities as renters, the goal is to make them desirable tenants. Residents also learn the ABC's of purchasing a home.

Financial Management: Offenders are expected to save money for release in six months or less. Many of them are hampered by poor credit ratings, having no relationship with financial institutions, and the lack of basic knowledge to manage finances.

Initiative #1: The money management skills taught at Alternatives have been revamped to be simpler, direct, and effective. Offenders are given the opportunity to exercise greater discretion with their spending. As a result graduates are better prepared to exercise fiscal restraint and to discern the difference between "needs and wants".

Initiative #2: In partnership with Rocky Mountain Bank, resident discretionary spending is accomplished via restricted credit cards. These cards have a capped spending limit and records are accessible online. With society increasingly dependent on "plastic", residents are given controlled entry into the world of "chips" and electronic record keeping.

Community Support and Mentorship: Offenders are often estranged from families and friends. Alternatively, an offender's peer group may be intact, but consist of persons actively engaged in criminal activity or the abuse of alcohol and drugs. In either event, an important aspect of reentry is the renewal or establishment of a prosocial support network.

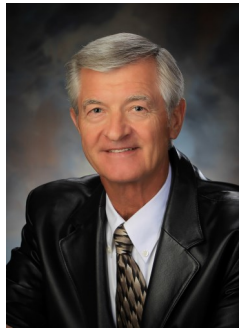
Initiative #1: Project Echo, the telemedicine based psychiatric mentorship program headed by Dr. Arzubi of the Billings Clinic, has facilitated the professional growth of program staff leading to better mental health care for offenders. The "hub" at the Clinic which includes a psychiatrist,



**David O.
Armstrong,
Chief Executive
Officer**

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Board of Directors - Officers



Vice President
Walt Backer
Northwestern Energy,
Retired

"It is my privilege to serve on the Board of Directors for Alternatives, Inc. The more I interact with staff, the more I see how dedicated and truly caring they are in making sure that those individuals transition smoothly back into society. The Board members take their fiduciary responsibilities very seriously."



Vice President
Todd Buchanan
Buchanan Capital, LLC

"Every year I learn about the unique and tangible impact Alternatives has on our entire community. I wish our community could meet each of our staff members individually, this is not easy work and the efforts and dedication of our employees is a reflection of our commitment to making our community a better place. Personally, I could not be more proud to be a member of the great team at Alternatives!"



2nd Vice President
Lisa Skriner
City College at
MSU-Billings

"Since becoming one of the newer members of the Board of Directors, I have been so impressed with the organizations commitment to improving the lives of those they serve. The staff is one of the most compassionate and dedicated I have had the privilege to work with. They all live the organization's mission every day. Their work has a positive impact throughout the community."



Secretary/Treasurer
Susan Stewart
Retired CPA

"It has been a privilege to be associated with Alternatives since the late 1980's and watch the organization's growth and the incredible positive effect on the community, staff and clients. The overall mission of promoting public safety and offering clients the tools to change and better their lives to become productive citizens, has effected and impacted so many, many lives, speaking highly to the success of the organization."

Board of Directors - Members:

- Beverly Bilyeu-Carkeek, Retired Employment Consultant
- Cliff Brophy, Stillwater County Sheriff
- Kathleen Candelaria, Realtor - Century 21
- Duane Demars, Author / Photographer
- Robyn Driscoll, Yellowstone County Commissioner
- Chris Evans, Deputy Chief Probation & Parole
- Tom Hanel, Berkshire Hathaway HomeServices Floberg Real Estate
- Becky Ketterling, CPA - Independent
- Alex Nixon, Carbon County Attorney
- Verne Petermann, Retired Billings Police Dept.
- Kenneth D. Peterson, Attorney
- Charlotte Pollington, Retired Registered Nurse
- Judy Towler, Retired Billings Job Service
- Ryan Van Ballegooyen, Billings Job Service
- Lisa Wallace, Rocky Mountain College
- James "Ziggy" Ziegler, Billings Businessman



Past President
John Felton
RiverStone Health

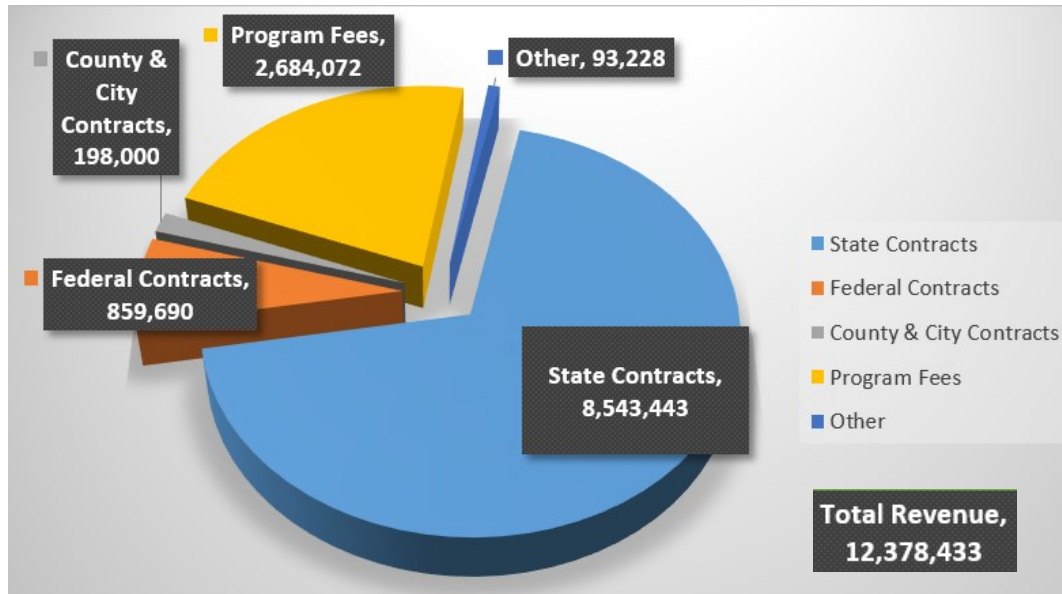
"Our community is made better and safer when everyone is engaged and committed the betterment of all. For more than 35 years Alternatives, Inc. has helped people learn to make better choices, improving their chance of life success. As a Board member, it is my privilege and responsibility to help this agency flourish...Alternatives' success does not simply help the organization, it raises the quality of life for all of us and our entire community."

Advisory Board:

- Dr. Paul Cimmino, Professor
- John Prinkki, Carbon County Commissioner

Revenue Analysis Fiscal Year 2016 - *John Stone, Director of Finance*

Revenues for fiscal 2016 were \$12,378,433 which were up from last year by 2.7%. Alternatives had another financially successful year as revenues exceeded expenses, cash flow was positive, and total assets exceed total liabilities. In September, 2015 we completed the refinancing of Passages building bond, which will greatly reduce our interest expense over the next 10 years. In fiscal 2017, the Accounting Department will be converting to new software. This will be a huge task, but will pay dividends in increased efficiency for accounting employees as well as provide enhanced reporting, budgeting and financial analysis.



John Stone,
Director of Finance

ACCI - *Amanda Green, Beta Jail Alternatives Supervisor*

In April the Beta Alternatives Program took over as the Montana affiliate for the cognitive restructuring life skills curriculum from American Community Corrections Institute (ACCI). This curriculum has allowed Alternatives the ability to replace many of its in-house treatment curriculum, such as CP&R (Cognitive Principles & Restructuring), Shoplifting, Early Intervention, and Minor in Possession, with evidenced-based courses that can be adjusted to address differing levels of criminogenic needs. In addition to a structured classroom approach, ACCI courses may be completed on an individual self-directed basis and online. There are currently 17 adult programs and 15 juvenile programs that range from Substance Abuse and Anger Management to Parenting and Youth Media Awareness with many new options being added in 2017. The self-directed option has allowed Alternatives to offer Courts and probation officers around the state the ability to require completion of these programs by clients without the need to be in Billings. The Beta staff have designed, in conjunction with ACCI, exit interviews that give clients 1:1 interaction with trained staff for feedback and ensure that clients have absorbed the material. Currently, Beta has referrals from the 3 local Billings courts, Glasgow City, Fallon County, Forsyth City, Big Horn County, Stillwater County, Sweetgrass County, Carbon County, Baker City, Colstrip City, State Probation and Parole, Juvenile Probation, and the US Probation Office with expectations to expand across the state of Montana in 2017.



Amanda Green,
Beta Jail
Alternatives
Supervisor



Project ECHO -

*Gina Poor, Licensed Addictions Counselor
and Licensed Clinical Professional
Counselor*

Passages has had the privilege of being involved with Project ECHO for nearly one year now. Project ECHO is a Telemedicine conference between the Department of Corrections, Rimrock Foundation and Billings Clinic. It is the first of its kind in Montana based on the model in New Mexico used to assist in treating the Hepatitis C epidemic. We have been able to utilize weekly telemedicine conferencing to assist residential clients at Alternatives access mental health services. Passages began presenting cases March 1st 2016 and will present its 53rd case in February. Alpha House became involved with the project a few months later and will present its 22nd case in February.

Each case presented pose difficult mental health issues. We present to a group at Billings Clinic known as the HUB. The HUB which includes psychiatrists from Billings Clinic, a pharmacist that specializes in psychiatric medications, and a LCSW/LAC. They provide recommendations and referrals for our population that are struggling with mental health issues. Other correctional sites from around the state are also able to take part to help offer suggestions and feedback. The Department of Corrections has played a tremendous role and is involved in our weekly sessions.

We have seen some real success come from Project ECHO. We have had clients connected with mental health services through the Billings Clinic which may not been the case otherwise. We have been able to have our clients connected to medical services, therapists and have received

**Jan Begger, Chief
Operating Officer &
Passages Director**



Culinary Arts Program - Helena Reception at the Capitol

Attending and serving for the 65th Legislature was the most amazing experience. The beauty of the rotunda itself left me awestruck (I'd never been before) and I felt extremely lucky to be a part of something so important. Initially I was nervous to be serving for so many influential people, but as the night went on that feeling went away. During my time in the capital building, I was able to meet a variety of friendly and supportive people from all over Montana. Many offered kind words, prayers, and some even gave out hugs. I had a blast at this event and am so grateful to have had this experience. - Sally Cebuhar, CAP Manager



CAP student, Liz Matt, describes her dish to Governor Bull-ock at the Helena Reception at the Capitol.

irreplaceable advice regarding treatment and placement options.

Alternatives Inc. is very thankful for the opportunity to be involved with Project ECHO and hopes for continued involvement as the program moves forward.



Alpha Beta Alternatives

A Plan to Motivate - *Georgiann Deckard, Alpha House Screening/Disciplinary Coordinator*

In the spring of 2016, a group of dedicated Alpha House supervisors met to discuss ways to motivate residents to meet standards for room cleanliness. Several residents knew from personal experience the consequences of not meeting the standards, but what about those residents who did a good job in keeping their room and area clean? We understood the importance of positive motivation and wanted to be able to reward and recognize residents for their efforts in this area.

First, we looked at our current room standards. From there we developed a "Quick Reference" of rules and expectations that addressed the general expectations and were easier for the residents to comply without being overwhelmed. This was the cornerstone staff used to assess personal areas. Secondly, we developed a pirate theme "Treasure Box" of prizes as rewards. From there we developed the levels of prizes offenders could earn, high to low, based on the number of positive (green) stickers they earned for the month. This is

where it became fun. Residents could earn a green "smiley face" for a job well done, a yellow "smiley face" for "almost there, but not quite", and a red "frowny face" for not passing muster. When we first started this project, there were a lot of red frowny faces on the boards! Rooms have now improved to a sea of green with some yellow smileys sprinkled here and there.

What we found was that, although we rewarded residents on an individual basis, residents had an opportunity to practice their pro-social problem solving and teamwork skills for a common goal. They learned a "life lesson" whereby there are times when they must work together to get a job done. This project has been successful in other ways as well. We have seen an improvement in the quality of room standards, resident self-esteem has been enhanced, personal cleanliness and hygiene is viewed as a priority, and we have decreased conflict between staff and residents.



John Williams,
Alpha House
Director

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

Did you know that Alternatives, Inc. recognizes and provides employees with 10 paid holidays per year? Did you know that an employee can eat a full meal for \$2.50? Did you know that we recognize each employee's birthday by taking them to lunch? Alternatives, Inc. is committed to being a great place for great people to do great work!

What's new in HR? We are officially PREA (Prison Rape Elimination Act) Certified! We recently had an auditor come on site and ask residents and staff various questions. The preparations took weeks even though the actual audit lasted only 2 days. Rick Dedy, our Emergency Safety Planner/PREA Coordinator was diligent in ensuring staff and residents were well prepared. Kudos to Rick and all our staff for the hard work and effort that went into the PREA audit.

This year we have 20 employees, celebrating 5 or more years of service.



Yolawnda
Henry, Director
of Human
Resources

Recreation as Therapy -

Mick Charvat, Alpha House Recreation Manager

Our brains are hard wired to seek reward in the things we do. For residents struggling with addiction, they seek their “reward” from drug and/or alcohol use. One of the challenges many addicts face when transforming from addiction to recovery is then, “how do I have fun now?” One way to incorporate positive, pro-social “rewarding” experiences is to offer opportunities for change that re-wire the reward centers allowing the brain to cope in new and healthy ways.

As the previous Treatment Supervisor I look at my new role as Recreation Manager as an opportunity to apply the same motivation techniques used in treatment to help chemically dependent people find rewarding experiences during their unstructured time.

The recreation program has been off and on for some time and my first priority will be to instill hope and trust back into the program. Then the real challenge begins. The recreation program historically has depended largely on one recreation person to provide the residents with structured recreational activities. My goal will be to improve our use and access to local resources through community outreach efforts with faith based groups, volunteers and internships. I want to have more resident involvement and plan to create an additional position within our resident government. Working closely with Passages will be a priority to share our ideas and resources.

It can be challenging for chemically dependent people to get out of their “box” and try new things, even rewarding things. Their ways are firmly imbedded in their thinking. Seeing the elation when someone creates something they thought they weren’t capable of, or seeing the excitement when going to the movies for the first time in many years, or giving something they made to a loved one is worth all the time and effort.



**Mick Charvat,
Alpha House
Recreation Manager**

A Passion for Reentry - *Continued from Page 1*

pharmacist, and licensed addiction counselor connects with satellite facilities via video teleconferencing to collaboratively review cases. The result has been improved care for offenders while in the program and the establishment of supportive community resources for aftercare.

Initiative #2: Zonta, a Billings group that works for the betterment of women and girls, has collaborated with Alternatives, Inc. in mentoring offenders enrolled in cognitive behavioral criminal thinking error programs. The offenders they pair with are given the opportunity to observe smart, professional, accomplished role models. As the mentorship relationship develops, mentors become advocates for the clients and invest in their reentry plan in

such aspects as problem solving, dress and style, and community involvement.

These initiatives are truly just a sample of the innovation and change that has gone on at Alternatives in the past year. Other initiatives have involved cell phones, computer literacy, drug and alcohol use detection, swift and sure sanctions, and GPS tracking. While it takes considerable energy to accomplish the routine aspects of most jobs; to innovate takes even more effort and at some point requires the transition from effort to passion. Alternatives employees’ innovations in reentry are a testament to their passion to promote public safety and successful reentry.

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

Alpha / Beta:

July, 2015: Becky Klasna
 August, 2015: Dana Lohn
 September, 2015: Kye Torgerson
 October, 2015: Linda Soelter
 November, 2015: Kyle Werth
 December, 2015: Jen Bauer
 January, 2016: Misty Martinez
 February, 2016: Lesle Wright
 March, 2016: Maci Braisted
 April, 2016: Mike Noyd
 May, 2016: Juanita Harman-Roach
 June, 2016: Eli Sisson
 July, 2016: Art Aue
 August, 2016: Yuki Brien
 September, 2016: Linda Percifield
 October, 2016: Ellen Moore
 November, 2016: Reece Nichols
 December, 2016: Adeia Thompson

Passages / Alternatives:

July, 2015: Mandy Hurr
 August, 2015: Chelsey Duenow
 September, 2015: Kristen Rude
 October, 2015: Hannah Clark
 November, 2015: Tanner Anderson
 December, 2015: Tana Curtiss
 January, 2016: Shannon Deutscher
 February, 2016: Karen Eddy
 March, 2016: Diane Fisher
 April, 2016: Amanda Moats
 May, 2016: Monika Johnson
 June, 2016: Ali Iverson
 July, 2016: Matt Deutscher
 August, 2016: Chandler Aus
 September, 2016: Susy Paddock
 October, 2016: Kelly Debats
 November, 2016: Andy Fulton
 December, 2016: Elaine Yzaguirre

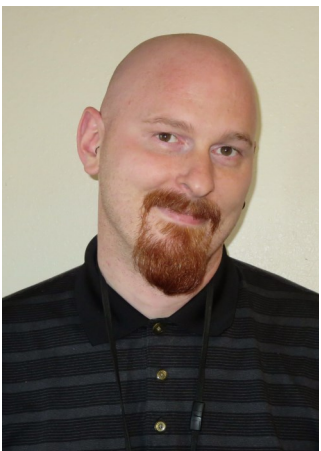


Jen Bauer,
Case Manager

2015 Employees of the Year:

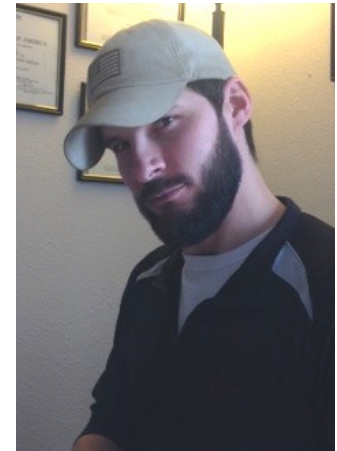


Gina Poor,
LAC / LCPC



Eli Sisson,
Client Advisor V FTO

2016 Employees of the Year:



Matt Deutscher,
Operations Assistant

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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

OFFICERS:

Walt Backer - President
Retired - Northwestern Energy

Todd Buchanan - 1st Vice President
Buchanan Capital LLC

Lisa Skriner
City College at MSU Billings

Susan Stewart - Secretary/Treasurer,
Retired CPA

John Felton - Past President
RiverStone Health

Beverly Bilyeu-Carkeek
Retired - Employment Consultant

Cliff Brophy
Stillwater County Sheriff

Kathleen Candelaria
Realtor

Duane Demars
Food Broker

Robyn Driscoll
Yellowstone County Commissioner

Chris Evans
Deputy Chief, Adult Probation and Parole

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

Charlotte Pollington
Retired - Registered Nurse

Judy Towler
Retired - Billings Job Service

Ryan Van Ballegooyen
Billings Job Service

Lisa Wallace
Rocky Mountain College

J.A. "Ziggy" Ziegler - Past President
Business Owner

ADVISORY BOARD:

Dr. Paul Cimmino
Walla Walla University Professor

John Prinkki
Carbon County Commissioner

Check out our website
www.altinc.net or find
us on Facebook

