



ALTERNATIVES



2022-2023

ANNUAL REPORT

INNOVATION
PROGRESS

CORRECTIONS TO COMMUNITY



ALTERNATIVES



*People Working
Together to
Mend Lives and
Strengthen
Communities*

PASSAGES ADDICTION RECOVERY CENTER (PARC)



PARC was established in September 2022 to serve as a 6-month, inpatient treatment program for 4th and subsequent women DUI offenders. As a state approved program, licensed as a 3.5 substance use disorder treatment program, PARC offers clinically managed, high intensity, and evidence-based residential treatment to female DUI offenders. The program can support up to 15 offenders at a time. The goal of PARC is to promote abstinence from substance use as well as other addictive and anti-social behaviors to assist the offender in learning healthy ways to live and cope with life stressors. Our team is dedicated to helping our women obtain the treatment and support they require to move forward with skills they need to live their best lives. Pre-screening is available, and we are actively taking referrals. For more information on a referral, please contact Gina Poor at gpoor@altinc.net.

CLIENT SUCCEEDS EVEN FACING PRISON



Paul was first referred to Beta in August 2020. His programming ended due to non-compliance shortly after, and he was then incarcerated at Yellowstone County Detention Center due to the violations. While Paul was incarcerated he found himself in a 23-hour lockdown more often than not. He was struggling with being incarcerated, sober, and having to learn how to love his daughter at a distance. Paul was in YCDF until April of 2021, when his adopted Mother posted his bond. Upon Paul's release he re-enrolled into programming and moved into sober living. While residing at Joy Heavens Paul contacted DPHHS and started his treatment plan completing requirements. On November 23rd, 2021 while expecting a 10-year DOC sentence at the Men's Prison, the Judge listened to over 20 individuals spoke in Paul's support system about the changes he had made. 12 months later, Paul is still sober and working his program while working, taking care of his daughter, and contributing to society.



FROM THE CEO

Never has the need for Substance Abuse treatment been greater. The lethality and pervasiveness of methamphetamine and fentanyl literally make use a life-or-death decision. Alternatives, Inc. is committed to being part of our community’s solution for substance abuse crime through the Compass outpatient treatment program, the PARC 6-month inpatient program for 4th and subsequent DUI offenders and our residential facilities for offenders.



David O. Armstrong, CEO
Alternatives, Inc.

FROM THE BOARD PRESIDENT

As a career law enforcement officer, I was discouraged by recidivism, and the cycle of abuse, chemical dependency, crime, and violence. For the past 11 years, as a board member for Alternatives, I have been encouraged by the successes in reversing that cycle.



As current board president, I am a vocal advocate for the important function that Alternatives provides. While focusing on public safety, it offers opportunity with accountability for offenders to become productive citizens. Working with law enforcement, corrections, and the courts, Alternatives has become one of the leading transitional programs in the country. A rigid screening process reviews the suitability of all applicants to the program and the community, reviewing clients’ education, health, employment, housing needs, as well as criminal and treatment histories. I am proud of the professionalism and dedication of the staff, which ensures the best chance for each client to succeed in changing their lives and circumstances.

Verne Petermann, President
Alternatives, Inc. Board

TABLE OF CONTENTS



- Community Impact By-the-Numbers.....4**
- Timeline and Key Milestones.....4**
- Alternatives, Inc.....5**
- Alpha House.....6**
- Passages.....8**
- Residents in the Community 10**
- Compass11**
- Beta Alternatives.....12**
- A Board Member's Perspective 13**
- Framework/United Way.....13**
- Recidivism.....14**
- Client Voices.....15**
- Staff Recognition16**
- Scholarship and Leadership 17**
- Community Partners.....18**

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COMMUNITY IMPACT BY-THE-NUMBERS



\$3,295,353



\$862,231



\$2,005,678



\$63,926



\$993,604



849,938

COMMUNITY EMPLOYERS

172

HOURS WORKED BY CLIENTS

618,086

REFERRALS TO TREATMENT & EDUCATION PROGRAMS

2,300+

HISTORY & TIMELINE

1978	1980	1984	1988	1990	1993	1996
Alternatives Incorporated.	Alpha House opens with 5 men released from Montana State Prison.	Beta Jail Alternatives opens providing restitution collection and community service.	Treatment services expand at Alpha House to provide Anger Management and Chemical Dependency services.	Satellite offices for jail alternatives expand to surrounding counties and Alternatives begins to use electronic monitoring—the first to do so in the state.	Alternatives begins taking female offenders in Women's LifeSkills Center housed at Alpha House.	Evidence-based program begins with Moral Reconation Therapy used to address criminal thinking.

ALTERNATIVES

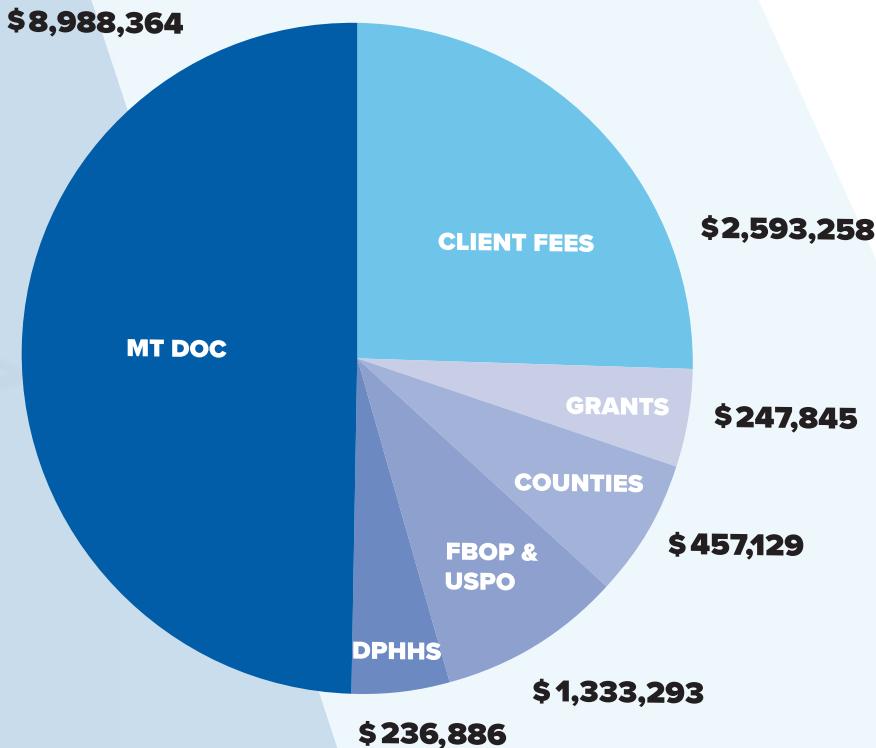
ALTERNATIVES, INC.

LEADING COMMUNITY CORRECTIONS AND OFFENDER RE-ENTRY STRATEGIES SINCE 1980



FY 2022 REVENUE SOURCES

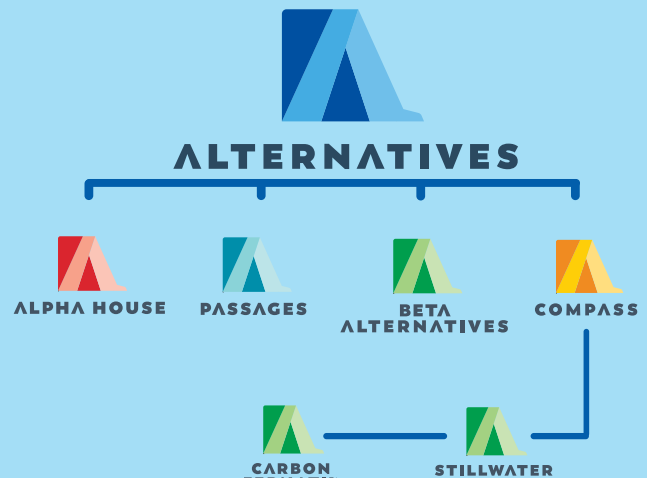
\$14,217,591



TIRELESS DEDICATION

Alternatives is a large company with over 150 employees in 3 buildings in Billings and 2 satellite offices in Red Lodge and Columbus. Despite all our staff working tirelessly in Case Management, Treatment, Security, and Monitoring every day, we could not complete our work without the dedicated administrative and support staff including three administrative departments, accounting staff, maintenance, housekeeping, and kitchen staff who serve three meals a day, 365 days per year to our inpatient residents. All well-oiled machines have behind the scenes workers and we are grateful for their efforts and support of keeping us on track, safe, fed, and clean!

PROGRAMS



2000

Beta begins to provide misdemeanor probation to Yellowstone County and Billings municipal courts.

2007

Passages opens, creating a 60-day inpatient Drug and Alcohol Treatment Unit, and a secure Assessment, Sanction, and Revocation Unit for all female Department of Correction offenders statewide.

2010

CAP [Culinary Arts Program] Started.

2017

Alternatives is recognized by Montana as a certified Substance Use Disorder and Mental Health Treatment Provider. Can now bill Medicaid and other major insurances for these services.

2019

Correctional Program Checklist Adopted, Peace Officer Standardized Training Basic Course offered.

2020

Move to new ABC Building [Administration, Beta, Compass]. Compass Offers Substance Abuse Disorder and Mental Health Treatment.

2022

PARC DUI women's program opens with capacity of 15 beds.



ALPHA HOUSE

SOBRSAFE

SOBRsafe, providers of industry-leading alcohol screening solutions, began working with Alpha House in September 2022. This technology is a preventative solution in historically reactive industries, it is being deployed for commercial fleets, workplaces, alcohol rehabilitation and probation management; other intended applications include airlines and young drivers. This patent-pending alcohol detection solution helps identify an offender by immediately flagging potential use, and a staff member is then empowered to take the appropriate corrective actions. This creates a culture of prevention and support for staff.

SOBRcheck's innovative technology creates significant efficiencies, freeing up invaluable time to empower client recovery. "The technology is much faster and more sanitary than breathalyzers, and with its biometric identity verification it lets our employees always know 'who is who' - even with a constantly changing clientele. We also face other challenges to breath testing, as many clients suffer from limited lung capacity while others try to 'game' the system by altering their breathing. The touch-based SOBRcheck solves both problems."



EMPLOYMENT

We are aware that offenders nationwide struggle to find employment with sustainable wages as they attempt to reenter society. As our offenders enter pre-release, one of the first goals they will achieve is to obtain employment that will include a full time 40-hour week. Our

employment placement specialists will work with them to assist in employment. Not only will this fulfill their requirement to work full time, but it will also help them develop skill sets and relationships with employers that turn into mentorships, positive social relationships with co-

workers, self-esteem, and the ability to save their earnings so when they move forward in the community, they are in a financial situation of getting themselves set up for success. It is proven, that success in the workplace reduces recidivism.



It taught me how to be more responsible with my money and how to set better boundaries for myself. I thought for the most part, the staff did as much as they could to work with me.”

—Kyle, Alpha Resident



ALPHA HOUSE AND PUBLIC SAFETY

Security and public safety are of paramount importance. Candidates for placement in Alpha House undergo a rigorous vetting process before acceptance:

- Candidates are screened by law enforcement representatives, Probation and Parole, a community member, and in many cases, treatment providers.
- Each resident is assigned a case manager who, as part of a team, monitors their participation in the program and holds them accountable.
- Security is paramount. This involves multiple daily headcounts, phone and on-site checks in the community, random urinalysis testing, regular random personal and living area searches, and frequent breathalyzer testing. Alpha House has a zero-tolerance policy for drug and alcohol use.
- The Job Development Program works with residents to enhance job searching abilities, interview skills, and client awareness of appropriate standards for dress and demeanor.
- The program offers 14 different treatment services & educational curricula.
- Alpha House has a treatment-oriented recreation program for residents that includes outings in the community, participation in sporting events, art and music projects.

89%

OF RESIDENTS COMPLETE WHAT THEY SET OUT TO ACCOMPLISH WHILE AT ALPHA HOUSE¹

1,488

RESIDENTIAL ENROLLMENTS

856

RESIDENTS IN 2020

213,598

TOTAL RESIDENTIAL DAYS

\$12 MILLION

TAXPAYER SAVINGS IN HOUSING FEES AT MONTANA STATE PRISON²



PASSAGES

COMMUNITY-BASED CORRECTIONS FOR WOMEN

Frontier Psychiatry

In January of 2022 we were able to partner with Frontier Psychiatry to help meet the psychiatric needs of our residents at the Passages and Alpha House Programs. Frontier Psychiatry works with the women in our Assessment, Sanction, and Revocation Center (ASRC), Alcohol and Drug Treatment Program (ADT), and Passages Addiction Recovery Center (PARC) which are all located within the Passages Programs. Frontier provides two eight-hour clinics per week to serve this population.

Frontier also has one four-hour clinic per month for both our Alpha House Inmate Workers, Passages Inmate Workers, and Culinary Arts Program residents. Once we have a resident that goes to Pre-Release

the resident often continues to work with Frontier Psychiatry as it provides a wonderful continuum of care if they have already been working with Frontier throughout other programs.

Our Ability to partner with Frontier Psychiatry comes at an opportune time as we continue to see a rise in mental health needs among our population. Frontier Psychiatry provides top of the line psychiatric services to our men and women. As an agency we are grateful for this partnership and look forward to continued work with Frontier Psychiatry.



FRONTIER
Psychiatry



CORRECTIONAL PROGRAM CHECKLIST (CPC)



The Correctional Program Checklist is an extensive audit to ensure that the program is adhering evidence-based practices in: program leadership and development, Staff Characteristics, Offender Assessment, and Treatment Characteristics. Through the intensive 2-day audit, the Alcohol and Drug Treatment (3rd floor- ADT) received a final score of 65%, which constitutes a High Adherence to the CPC checklist. Only 17% of programs audited nationwide have met this standard.



"The Passages Program was a blessing. I could not have done it on my own."

-Andrea, Passages Resident

CAP CULINARY ARTS PROGRAM

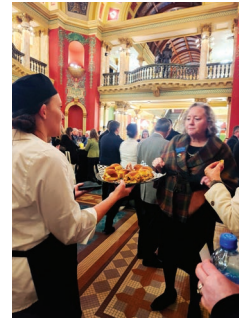


Photo Above: In January 2023, the CAP students prepared and served food at a reception for legislators in the rotunda of the State capitol. This event has become a favorite with Montana Representatives and Senators.

In September of 2010 Passages was awarded the Pre-Apprenticeship certification from the Montana Department of Labor and thus the Culinary Arts Program (CAP) was born. CAP provides food service training & employment support for up to 15 residents referred from the Montana Women's Prison or the Assessment, Sanction, and Revocation Center (ASRC).

Classroom instruction, in-house food service experience, work release in the community, and job placement assistance are all parts of the 18-month program. In the last 6 months the resident will complete a pre-release program.

To date, 73 residents have successfully completed CAP.

HI-SET/GED PROGRAM

In 2018, Passages and School District 2 launched the Hi-Set/GED Program which enables Passages clients the opportunity to earn their Hi-Set (High School equivalent) through coursework and testing. Billings School District 2 Adult Basic Education staff work with Julie Draeger, Case Manager, to complete 16 hours of coursework each week.

Significant achievement:

More than 50 residents have obtained their Hi-Set diploma while at Passages.





OFF-SITE APPROACH

In pursuit of evidence-based practices; that is, behavioral approaches proven to reduce recidivism among offenders, the first principle is to engage ongoing support in the community. This support includes attendance at self-help groups, establishing proactive peer groups, restoring relationships with families, performing public service, and importantly, developing interests in healthy leisure time activities.

This past year, residents have participated in:

- The Festival of the Trees (both Alpha and Passages)
- NA/AA Groups off-site and in-house
- Volunteer Activities
- Church Attendance
- Recreation
- Visitation and community passes
- Art classes



ART AS AN ALTERNATIVE



“What are your expectations of our time together,” I ask a group of men donned in matching green outfits. Their eyes grow large. “What do you mean?” One asks.

“What do you want out of this time? We are

here for recreation and hobbies. What are your hobbies?”

“Most of my hobbies aren’t allowed here,” a tall burley man laughs. “You’re right,” I respond. “And are those hobbies necessarily healthy for your recovery?” He smiles sheepishly.

“Our time together is about you, and what you enjoy. Part of your recovery is understanding a sober life may feel like you’re not doing anything which can lead to relapse; but if you utilize this time to try activities out of your comfort zone, maybe you’ll find something you’ll want to continue.”

“I can’t paint!” One exclaims. “Neither can I, but it’s still one of my favorite past-times. We don’t need to be good at something to enjoy the activity. Let’s try it together.”

Two weeks later, the group comes into the classroom. “It’s Bob-Ross day! What are we painting?” “Good afternoon, gentlemen. Today we are painting...

At the end of six weeks, their hands overflow with canvas and paper, the brushstrokes become more deliberate and strategic rather than annoyed and chaotic. Their eyes scan their work. “I think next time I’ll change this.” He points, “and maybe add to... I’ve already talked to my family. They have paint waiting for me!”

“What are your expectations when you leave?” I ask one last time. “I’m going to paint.”



COMPASS



In 2020, Alternatives applied and was awarded funding to implement TRUST and Contingency Management as part of their level 1 outpatient treatment services. The program is part of Gov. Greg Gianforte's Healing and Ending Addiction through Recovery and Treatment (HEART) Initiative

TRUST is a multi-component program that is designed for an initial 12-week intensive intervention, followed by up to nine months of assistance to support continued recovery and stabilization. The program uses behavioral health strategies with evidence of efficacy in assisting individuals to reduce and/or discontinue their stimulant use. As part of the grant pilot, we were one of six sites who received



Danielle Dunn
Compass Clinical Supervisor

intensive training and ongoing technical assistance from national expert Dr. Richard Rawson of the UCLA Department of Psychiatry and Research Professor at the Vermont Behavior and Health.

Contingency management is a behavioral treatment based on operant conditioning principles. Most commonly, the treatment provides something of monetary value to patients to incentivize them to not use drugs. Studies funded by the National Institute on Drug Abuse (NIDA) demonstrating the effectiveness of contingency management have used incentives averaging \$400-\$500 per patient or more over the course of treatment.

To date, 18 clients have been served by the program with a projection of an additional 30 over the course of the remainder statewide.

Overall Program Growth

Compass' overall referrals in Yellowstone County were up 53% in FY 2022. Prime For Life referrals increased by 42% and Partner Family Member Assault by 70%. Overall referrals from Yellowstone County in FY 2022 are over 2300, compared to around 1400 the year before. Success and compliance rates are at 89.6% this year, up two percent from last year.

TARGETED CASE MANAGEMENT

Another new program initiated this year at the request of the MT Health Care Foundation was Targeted Case Management which provides direct need services to high-risk offenders leaving a secured facility and entering parole in Billings. This program bridges supervision, treatment, re-entry services, and care coordination with one staff.

COMPASS RECEIVED A
4.74
OUT OF
5.0
CLIENT SATISFACTION RATING

MORE THAN
221,000
COMMUNITY TREATMENT DAYS WERE COMPLETED IN 2022.

SERVICES INCLUDE:

- Prime for Life
- Moral Reconciliation Therapy
- Cognitive Restructuring/Criminal Thinking Errors
- Partner Family Member Assault
- Short Term Residential Treatment
- Level 1 Substance Use Disorder Outpatient
- Level 2.1 Substance Use Disorder Intensive Outpatient
- Level .5 Early Education
- Aftercare
- United States Probation Office Level 3.5 Residential Inpatient
- Shoplifting
- Minor in Possession
- Tobacco Cessation for Minors
- Substance Use Disorder Evaluation
- Dangerousness and Violence Risk Assessment
- Mental Health Assessments
- More than 30 Self-Directed Education Programs

Compass counselors are located in the ABC Building and community-based clients participate in groups hosted in the ABC facility.



BETA ALTERNATIVES



JAIL BASED PILOT PROGRAM (JBPP)

Yellowstone county applied for and was awarded nearly \$1.4 million to implement comprehensive services for inmates of Yellowstone County Detention Facility for 24 months starting July 2022. This program combines treatment, medication, supervision, re-entry services, and monitoring. To implement the services a partnership was formed among the Sheriff's Department, Rimrock, Alternatives, TurnKey Health Clinics, and Stonerock Business Solutions to implement the first ever comprehensive program for opioid users in Montana.

Alternatives is providing the following services for this program:

- **Care Coordination:** Coordinators will coordinate discharge planning for individuals to ensure continuity of care and continue to provide follow-up services to individuals for up to six months after their release to ensure they have continued support
- **Re-entry Services:** assisting with housing, phone access, transportation costs, and emergency basic need items
- **Monitoring:** SCRAM, Remote Breath, GPS, Drug Patch, and UA testing are all components of pre-trial monitoring and post-conviction supervision practices.
- **Supervision:** Pre-Trial Supervision and Misdemeanor Probation as required by court sentencing or release conditions

The goal of the JBPP is pilot comprehensive services in hopes of impacting the revolving door of the Yellowstone County Detention Facility (YCDF) which is averaging a population above 600 inmates in a facility built for approximately 400. The program will impact nearly 1,250 individuals over the course of the grant.

INNOVATIVE PROGRAMMING: SOTAXA

Alternatives is known for implementing best practices in technology for their jail diversion programs. In 2022, Alternatives implemented 2 new technologies, SoTaxa (portable drug use detection) and an agency developed offender cell phone app. The use of this technology allows Beta to connect with offenders and monitor compliance for pre-trial release or to track compliance with sentencing conditions.



BETA STATS 2022

57 programs to over 5,000 enrollments with a successful completion rate of 74%

Program	Yellowstone	Carbon	Stillwater	Total
Monitored Days	209,109	10,445	8,201	227,836
Supervision Days	101,978	401	369	102,748
Community Service Hours	4,008.75	314.50	1,321.50	5,644.75
Treatment Days	201,396	11,596	8,600	221,592
Grand Total	516,572.75	22,756.50	18,491.50	557,820.75



A BOARD MEMBER'S PERSPECTIVE:

Screening Residents for Residential Placement (Alpha & Passages)

By Kathleen Candelaria, Board Member



A few years ago, I was asked to participate in the Screening Committee for the Alpha House Pre-release Center. I agreed, but didn't really know what that would entail. We meet weekly for 1-2 hours. In the beginning I really felt I was out of my depth. I had no experience with corrections. Mostly I would sit quietly, ask questions

periodically and felt I didn't contribute much. The first reality check for me was learning that these offenders were everywhere in my everyday life. Before Screening Committee, I'd never really given it any thought - at the car wash, at a restaurant, home construction sites (relevant as I am a realtor), everywhere. My eyes were opened.

Next came the benefit of learning of some of the offender's crimes, their stories. Who were they? How did they get where they are? For me, getting a chance

to know who these offenders are - their backgrounds, and sometimes more about the crimes is important. I do understand that we can offer them help, but it is up to them to accept the help, use it, internalize it, make the change.

The friendships I've made in the Screening Committee have been a gift. Getting to know that police officers and probation officers are real people, not just uniforms, is a change for me. Before, my only experience with police would be driving my car and seeing a police car on the road and panicking about my driving. At a time when the news is full of stories about police, I know, through the friendships I've made, that those stories do not reflect the men and women who protect our community. We are so fortunate to live in Billings, MT. And I'm grateful to Alternatives for the services they provide our community. Without them, how many offenders would be released to the streets only to reoffend because they'd not been given any tools, tools they'd probably never been taught growing up because of the lives they were born to? Sometimes when I tell people where I volunteer, you can see the looks on their faces. Looks of discomfort. It's so much easier to get behind volunteering for children or animals, but just like me, when I first came to the Screening Committee and thought I didn't have much to offer, learning about what Alternatives provides is eye opening. We should all be more grateful for what Alternatives does for our community. I know I am.

FRAMEWORKS

Beta team members Annette, Nisha, Eric, and Joey seen here participated in a recent Frameworks discussion. Frameworks is a program held at the Lincoln Center for youth who have been suspended from school for attendance reasons or trouble in school. Our current ORAS risk assessment asks "have you ever been suspended or expelled from school," and as Beta knows, entrance into the Criminal Justice System can be linked back to a young age.



UNITED WAY DAY OF CARING 2022



Alternatives, Inc. employees help with the United Way Campaign monetarily and through community service.



RECIDIVISM IS DEFINED AS THE RETURN TO PRISON WITHIN 3 YEARS OF RELEASE

Nearly 1,200 offenders release from prison each year according to the Montana Department of Corrections. Pre-release Centers (PRCs) are a step-down approach with the primary purpose to prepare offenders for successful re-entry. Services and activities focus on behavior modification using evidence-based approaches that address

offender individual risks and needs. Each offender must apply to be accepted in community placement (PRCs). A Screening Committee at each facility meets weekly to review applications while assessing the risk to community, level of supervision and treatment needed, and appropriateness

ALTERNATIVES' RECIDIVISM RATES ARE LESS THAN HALF OF THE NATIONAL AVERAGE AT 21.8% OVER 3 YEARS¹

of community placement. Of the applications received at Alpha House in 2020, only 49% were accepted. At Passages, only 65% were accepted.

As the main focus of PRC is setting up offenders to be substance-free, crime-free, and productive members of society after incarceration, it is imperative to evaluate the effectiveness on recidivism. Recidivism is defined as a return to prison within 3 years, and according to the Bureau of Justice Statistics on a 2018 study reviewing nationwide data from

MONTANA RECIDIVISM RATES FOR OFFENDERS RELEASED IN 2017 WERE
32.2% FEMALE
39.5% MALE AND
38.6% COMBINED²

2005-2014, the return to prison rate was 68% rate after 3 years. Since 2014, Alternatives Pre-release residents recidivate less in the first 3 years after release compared to the national average by 40%. Alternatives Pre-release offenders coming directly from a prison setting recidivism rates are 9.9% after 1 year, 21.6% after 2 years, and 27.6% after 3 years.

ALTERNATIVES, INC. RECIDIVISM STATISTICS

(Rate of return to prison within 3 years for clients graduating in 2014-2017)

	AFTER 1 YEAR	AFTER 2 YEARS	AFTER 3 YEARS
Female	5.9%	12.7%	17.3%
Male	10.2%	18.0%	24.8%
Combined	8.5%	15.9%	21.8%

CURBING JAIL OVERCROWDING IN STILLWATER COUNTY

In September 2020, after more than a year of planning and approvals, Stillwater County began its Sheriff's Labor Detail program. The program is spearheaded by Under Sheriff Randy Smith and is based loosely on a program in Yellowstone County. Defendants work one 8-hour day for each 2 days of jail/detention sentenced. The workers are supervised by Deputy Ren Crain with the Stillwater Sheriff's Department and are tasked with performing such tasks as road cleanup, yardwork, washing vehicles and anything else that might be needed depending on the site. Judges Lee Cornell and Matthew Wald have utilized the program, citing that it

gives back to the community where a crime has been committed. It has been a good tool for the courts to utilize with jail overcrowding and detention not being available due to COVID-19. It also provides seniors in the area assistance where it might be otherwise cost prohibitive for them. The Stillwater Alternatives office has partnered with the sheriff's department, handling all the necessary paperwork and documenting hours for the courts. Since inception, a total of 262 hours have been worked in Stillwater County through March 31, 2021, with 168 hours performed in the 3rd quarter alone.

1. 2018 Update on Prisoner Recidivism <https://www.bjs.gov/content/pub/pdf/18upr9yfup0514.pdf>
 2. MT DOC 2021 Biennial Report <https://cor.mt.gov/Portals/104/Legislative%20Agency%20Materials/All%20Agency%20Materials/Biennial%20Report%202021.pdf?ver=2020-12-16-142148-960>



CLIENT VOICES

"It provides a lot of opportunities. For example, I have to plan a budget a month ahead. The case managers are nice, they actually want us to be successful. They don't put too much pressure on those who have enough pressure. They know who is working a program."

"I am grateful that I came to Billings and was able to work with the staff. Good people."

"At first being in a room with a stranger felt uncomfortable, but by the end, the group members became close, and I began to enjoy myself."

"I am ready to go start my new life and have set a great foundation while at the Alpha House."

"My LAC is amazing and has helped me in ways I did not think"

"My Case Manager always answered my questions."

"I liked it when we had lectures with Jen Porter. I felt like I learned a lot from her."

"I learned coping skills that will help me with my recovery long term."



DEDICATION DESERVES RECOGNITION

The positive impacts made in people’s lives and in the community through Alternatives, Inc. would not be possible without the hard work and dedication of our employees. We are grateful to all 168 staff members who exemplify professionalism in their service and commitment.

We recognize the following individuals who celebrated anniversaries in 2022 for their longstanding commitment:

IN 2022 30
STAFF MEMBERS
RECEIVED PROMOTIONS AND
65 NEW EMPLOYEES
JOINED THE
ALTERNATIVES TEAM

5 YEARS

Angela Fulton
 Justina Goldhahn
 Michael Anderson
 Tanisha Rodriguez
 Amanda Roos



5 Year Anniversary: Angela Fulton and Tanisha Rodriguez

10 YEARS

Amanda Stonerock
 Karen Eddy
 Michael Noyd



Michael Noyd 10 year anniversary, left and Amanda Roos five year anniversary, right.

15 YEARS

Doug Dewitz
 Jennifer Bauer
 Julie Draeger
 Lacey Stovall
 Misty Reed
 Sarah Fuller



15 Year Anniversary: Supervisor, Gwen Albrecht, left, presents Misty Reed, right, a plaque.

30 YEARS

Steve Peek



Employee of the Year, Michele Grayson, left. Gina Poor, Passages Director, right



Susan Espindola



Karli Morris



Eli Sisson



Bobbi Walla

SCHOLARSHIP AND LEADERSHIP: KEY INGREDIENTS FOR ALTERNATIVES' FUTURE SUCCESS

Alternatives, Inc. initiated two projects this past year, meant to support the professional development of its staff and to expand the leadership potential within the agency.

It was gratifying to see so many members of the staff actively participating in self-improvement to hone their skills and prepare themselves for advancement.

Nine staff members were awarded scholarships, ranging from \$1,250 to \$5,000 to further their educational pursuits. It was gratifying to see so many members of the staff actively participating in self improvement to hone their skills and prepare themselves for advancement.

Awards were made to those working on advanced degrees, certification as LAC's, undergraduate work, and human resource credentials. The early reports indicate some impressive grade point averages, and commitment to the dual requirement of work and school.

The second initiative resulted in the hire or promotion of four persons for leadership development roles.

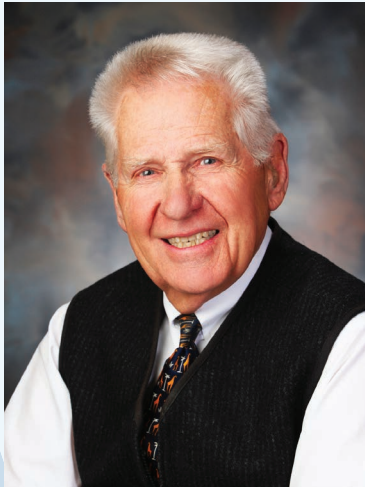
These talented individuals have

initially accepted assignments in areas that will benefit from consistent, steady performance. The first task at hand is to learn an area such as security, treatment, or case management from the ground up. It is anticipated that over time "leadership" staff will be exposed to most areas of program operations and eventually assume management roles that fit their interests, aptitude, and agency need.



IN MEMORIAM

JAMES A "ZIGGY" ZIEGLER
SEPTEMBER 14, 1933-JANUARY 19, 2023



James A. "Ziggy" Ziegler, 89, of Billings, Montana, passed away peacefully at home on January 19, 2023, on his 66th wedding anniversary, after a courageous fight with cancer.

Ziggy served two stints as a board member of Alternatives, Inc.; first in the 1980's when Alpha House had just opened and again from 2007 to 2023. A dedicated board member, as he was with all his undertakings, Ziggy served as President and more recently as Secretary/Treasurer.

Ziggy was a member and leader in Montana Prison Ministries for nearly 40 years, and a longtime member of the

Cursillo program at Deer Lodge Prison, from which he received the Walk to Emmaus Appreciation Award.

Ziggy worked diligently for years to end the death penalty in Montana. He worked with Centurion Ministries and others to free Barry Beach after Barry spent 28 years in prison.

As a "true" and dear friend, I was impressed by his level of energy, optimism, commitment and certainly his loyalty. We often discussed his priorities of faith, family, and fellowship. To me Ziggy was a gifted mentor.

*— Tom Hanel
 Board Member*

BOARD OF DIRECTORS

OFFICERS

Verne Petermann, President
 Retired – Billings Police Department

Blade Stiller, 1st Vice President
 Commercial Lender – First Federal Bank and Trust

Josh Billstein, 2nd Vice President
 Consulting Director at SG2

Meri Mcglone, Secretary/Treasurer
 Loan Officer – First Interstate Bank

Lisa Skriner, Past President
 Retired – City College at MSU-Billings

MEMBERS

Beverly Bilyeu-Carkeek Retired – Employment Consultant
Bill Bullock Carbon County Commissioner
Dianne Parker MTN News
Don Jones Yellowstone County Commissioner
Jay Thompson Western Security Bank
Jenn Phalen Billings Job Service
Judy Towleron Retired – Employment Consultant
Kathleen Candelaria Realtor – Meridian Real Estate
Katie Michunovich Western Security Bank

Katie Weston Probation and Parole
Lisa Wallace Rocky Mountain College
Melanie Schwarz Corridor Management Group
Pam Purinton Billings City Council
Tom Hanel Berkshire Hathaway Home Services
Tyrel Hamilton Stillwater County Commissioner
Sam Bofto Undersheriff – Yellowstone County
Stella Ziegler Retired Business Owner



ALTERNATIVES

CORRECTIONS TO COMMUNITY

OUR MISSION

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

OUR VISION

We will be at the forefront of community based correction programs by proactively addressing the challenges of diverse clientele, new treatment methodologies, and developing laws. We will support our programs and staff by strengthening our infrastructure, improving efficiency, and continuing development.



ALTERNATIVES

CORRECTIONS TO COMMUNITY

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