Spotlight: Clarence Harris

For the “spotlight” in this edition of the newsletter, we wanted someone that makes a strong statement and contribution to this field. We didn’t have to look far. We immediately thought of Clarence! Clarence Harris facilitates a variety of substance abuse and anger management groups provided to our offenders and defendants at our Agency. These programs take place each night, Monday through Thursday. He is employed by the Center For Therapeutic Justice and has been so for the past two years. Clarence has been working in this field for eight years, and is both well respected and well liked. Clarence has an amazing view on life that carries through both professionally and personally. When asked why he loves what he does, he explained, “I have personal experience with addiction, so I feel like I have a greater sense of empathy. I like to work with others who need help, and to build positive relationships”. Mr. Harris was born and raised in Richmond. He talks with great pride about how he recently completed his eighth marathon in the last 5 years. He has a continued goal of completing one full marathon every year, for as long as his body lets him. Clarence is currently training for a marathon that will take place in Miami, Florida in January of next year.

Mr. Harris brings a great attitude and personality to our Agency and to the groups he facilitates. He has an upbeat, cheerful approach in helping our clients deal with their alcohol/drug addictions and anger issues; Clarence is encouraging and constructive when dealing with our staff as well! One of the many extraordinary things that can be observed in Clarence’s groups is the meditation and stretching exercises that take place the first five minutes of each class. All participants enjoy this simple moment, and it is truly fascinating to observe. Keep up the good work Clarence!

What does a Probation Officer talk about?

What on earth does a probation officer talk to a client about for 30 minutes, 45 minutes, an hour? At RCJA, we not only talk to our clients about the conditions set forth by the court, but also about their progress and struggles. Probation Officers are addressing the criminogenic needs that have been identified through a risk assessment and developing case plans. We are identifying and determining the needs of clients that put them at risk for returning to the criminal justice system later. The top criminogenic needs that have been identified for our medium and high risk clients are vocational/financial, drug use, and family social. While there are other factors as well, these have been consistently the highest. Staff are addressing these issues with the clients through the development of a case plan while monitoring the court ordered requirements. While some clients have shown little interest, many clients have expressed sincere gratitude to the staff for the interest they have taken in their lives. Clients complete our in-house surveys when they come in, and each month, staff are averaging a 98% satisfaction rate!
On November 7, 2014, the Riverside CCJB held its Fourth Annual Legislative Breakfast on Fort Lee. There were over 60 people in attendance, representative of nine jurisdictions. CCJB Members provided updates to participants on the CIT Program and its efforts in the community, and on the development of two local crisis drop-off centers. The CCJB is proud of the accomplishments made in the area of mental health over the past few years and the role they have played.

This has been the primary focus of the Board’s activities in recent years. In addition, Senator Frank Ruff addressed members regarding the current state of financial matters for Virginia. He also spoke on mental health and related issues while sincerely thanking the localities for the work being done at the local levels in the absence of state funding. Senator Ruff fielded questions from the audience related to jail reimbursements and other activities of the General Assembly, and ended the morning with positive thoughts in his gentle, charismatic manner.

November 7th at our Fourth Annual Legislative Breakfast, those individuals were recognized for their outstanding achievements working with the CIT Program as well as in the mental health field. Sheriff Bucky Allin, presented the following awards:

- **Dispatcher of the Year:** Adrienne Gaines
- **First Responder of the Year:** Jason Weihe
- **Intervention of the Year:** Ryan Fitzsimons

There were many individuals that have donated their time, energy, and commitment to CIT. Thus, the fourth award for Advocate of the Year was given to five individuals that have works so closely and tirelessly with one another to ensure the continuation of the CIT Program after the conclusion of the four-year grant. Congratulations to all of the recipients! And, thank you to everyone that has worked with the CIT Program.

Highly respected people don’t chase after the spotlight. They do the work because they believe in it. They add value to others and contribute to the world even if their efforts go unnoticed. Intrinsic value is found in doing the work. They can smile and be at peace when they lay their heads down at night. Do what you do because you believe in it, not for fifteen minutes of fame.
Texting Neck: How Hunching Over Your Smartphone Stresses Your Neck

Bending your head to text or browse puts lots of extra stress on your cervical spine, but there are ways to be a smarter user of your smart device.

An adult head weighs 10-12 pounds in a neutral position, but by tilting it forward, the forces it exerts on the neck can surge—up to 60 pounds when the head is tilted by 60 degrees. That may lead to “early wear, tear, degeneration, and possibly surgeries.

Here are tips for avoiding neck pain when using your smartphone:

- You don’t have to necessarily bring your device up to eye level. Your eyes have a range of motion, which allows you to look down at your phone without tilting your head.
- To keep the joints in your neck limber, move your head from left to right several times and touch your ear to your shoulder on both sides.
- Another simple exercise is to place your hands on your head to provide some resistance as you push your head forward, and do the same as you push your head back. This strengthens the ligaments and muscles that support your neck.
- Finally, when standing in a door-

Camp Hanover 2014

On October 17th, RCJA Staff headed to Camp Hanover for its annual teambuilding event. With several new staff members this year, the fellowship, camaraderie, and the building of trust with your co-workers is always exciting. The weather was perfect. With mother nature on our side for the day, the facilitated events that staff participated in, while frustrating and challenging at times, were a great learning experience. We started out the morning with what seemed like such a simple exercise. Boy were we wrong. After many stressful moments, our facilitator had to change the rules; this brought some relief to us. The exercise was finally completed, and we then went on to more team building activities that tested our mental toughness, leadership abilities, and communication skills.

As an agency, we excelled, most of the time, working as a team and learning more about ourselves as well as others. After completing the obstacles, we had lunch under the beautiful sunshine, concluding the day with a staff meeting where we reflected on the day’s events. We can’t wait until next year!

"Camp Hanover is a day that everyone looks forward to."

-Charles Ware

RCJA Staff Dress as “Selfies”

RCJA Staff Members, Lauren Bingham, Justin Gigli, and Rachel Turner participated in the 2014 Halloween Festivities, sponsored by Prince George County Administration. This is always a fun day that includes a parade throughout the County Complex, refreshments in the afternoon, and a variety of prizes for costumes. With the ever-rising popularity of self-taken portraits, the trio dressed as “selfies”. They ended the day by bringing home the pail of candy for winning “Most Original” in the County Costume Contest.
Above their norm. And do it willingly! It is the process of directing the behavior of others toward the accomplishment of some common objectives. As an element in social interaction, leadership is a complex activity involving a process of influence and the commitment of individuals to goals, the enhancement of group cohesion, and the reinforcement of change of organizational culture. Leaders help each of their followers to develop into an effective self-leader by providing them with the behavioral and cognitive skills necessary to exercise self-leadership. Leaders establish values, model, encourage, reward, and in many other ways foster self-leadership in individuals, teams, and wider organizational cultures.

The strength of a leader is measured by the ability to facilitate the self-leadership of others. The first critical step towards this goal is to master self-leadership. If leaders want to lead somebody, they must first lead themselves. Leaders want to be known for their extraordinary performance, with the goal of achieving extraordinary results. These results then serve as an inspiration to others to perform at equally exceptional levels.

Have you ever asked yourself if you are a leader? Do you have what it takes to be successful? Have you enjoyed helping others succeed? Have you made decisions when they need to be made? Do you let “institution” dampen the “inspiration”?

Leaders know how to make people function in a collaborative fashion, and how to motivate them to excel in their performance. Leaders also know how to balance the individual team member’s quest with the goal of producing synergy – the creation of a whole that is greater than the simple sum of its parts; it is an outcome that exceeds the sum of individual inputs. To create synergy, leaders must require that their team members forego the quest for personal best in concert with the team effort. In order to do this, leaders must create an inspiring culture within their organization. They must supply a shared vision, and inspire people to achieve more than they may ever have dreamed possible. They must be able to articulate a shared vision in a way that inspires others to act. Great leaders lead by example. People do what they have to do for a manager. Inspired and energized people do their best for an inspirational leader.

Leadership is influencing people to get things done to a standard and quality above their norm. And do it willingly! It is the process of directing the behavior of others toward the accomplishment of some common objectives. As an element in social interaction, leadership is a complex activity involving a process of influence and the commitment of individuals to goals, the enhancement of group cohesion, and the reinforcement of change of organizational culture. Leaders help each of their followers to develop into an effective self-leader by providing them with the behavioral and cognitive skills necessary to exercise self-leadership. Leaders establish values, model, encourage, reward, and in many other ways foster self-leadership in individuals, teams, and wider organizational cultures.

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Points to Ponder... Something to Take Away

Mother Teresa’s Thoughts on Life

Life is an opportunity, benefit from it.
Life is beauty, admire it.
Life is bliss, taste it.
Life is a dream, realize it.
Life is a challenge, meet it.
Life is a duty, complete it.
Life is a game, play it.
Life is a promise, fulfill it.
Life is sorrow, overcome it.
Life is a song, sing it.
Life is a struggle, accept it.
Life is a tragedy, confront it.
Life is an adventure, dare it.
Life is luck, make it.
Life is too precious, do not destroy it.
Life is life, fight for it.”

Quotes

Never let the odds keep you from doing what you know in your heart you were meant to do.

Life isn’t about finding yourself. Life is about creating yourself.

When life gives you a hundred reasons to cry, show life that you have a thousand reasons to smile.

Everything will be okay in the end. If it’s not okay, it’s not the end.

We make a living by what we get. We make a life by what we give.

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Phone: (804)733-2760

Correction Connection

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