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## Correctional Education Association - Wisconsin

### SCCC Opens New Addition



Since 1991, St. Croix Correctional Center (SCCC) has been home to the Challenge Incarceration Program (CIP). On May 27 of this year, SCCC opened a new two-story addition to the housing and education space to better serve the needs of inmates and employees.

SCCC Superintendent JoAnn Skalski and DOC Secretary Ed Wall cut the ribbon to the new space during a ceremony on Tuesday, May 27 that brings approximately 16,000 square feet of more space to the center.

Skalski pointed out three key elements to those in attendance:

- Education space: each teacher will have their own classroom
- Basement: a safe place to go when a storm is coming
- Holding cells: a safe place for staff and inmates to diffuse/deescalate a situation

"This addition means we will better be able to provide adult basic education/GED/HSED testing in a safer environment for all Challenge Incarceration Program inmates," said Skalski.

The ground floor of the addition includes dormitory housing, restroom/shower space, offices, holding cells and officer control space. The second floor consists of classrooms, group rooms and a library. The basement will be used for storage and will also serve as an emergency center.

"This is certainly a great day," Secretary Wall told the crowd of DOC staff and two local legislators in attendance at the ceremony. "The space is (continued on page 7)

# GBCI Wood Tech Program Delivers Desk to Neville Public Museum

The Neville Public Museum, located in the downtown district of Green Bay, received a new reception desk last week made by the inmates at Green Bay Correctional Institution.

Jessica Day, guest services coordinator for the museum, wanted to address the outdated image of the reception desk/center at the museum, but wasn't sure how to get it done on her limited budget. Day stated that she needed to address the realistic need of a better functioning front desk with the installation their new Point of Service system.

Day thought back to her past experience in collaborating with inmates on a work release program and believed the cooperation between the Department of Corrections and the museum could work again. She knew about GBCI having several different vocational programs, including a Woodworking and Cabinetry course that would be perfect for this project.

Day reached out to the GBCI and Mike Schneider, Education Director, and Korey Heimke, Wood Tech instructor. She explained the project and asked if GBCI would be able to assist. She was excited GBCI would have the opportunity to help out the museum, and wanted everyone to see that the prison and inmates can have a positive impact on the community.

The desk is an "L" shaped workstation which will accommodate two people and has plenty of space; including a large 30 slot mail box.

The new desk was designed to be shipped in sections and has been delivered and installed. The front desk staff are excited to have the desk in its new location with the Packer Hall of Fame as its backdrop. Day was amazed at the craftsmanship, and the Guest Services staff were excited to have a modern workstation which would allow them to assist guests at the Museum.

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<b>Executive Officers</b>		<p>The CEA-W News Review is published by the members of the Correctional Education Association-Wisconsin Chapter. The opinions herein are entirely those of the authors and do not necessarily reflect those of the executive officers, the Department of Corrections, or the body as a whole.</p> <p>It is our hope that this newsletter will be used to communicate information concerning activities, special events, new directions and policies of CEA-Wisconsin and the Wisconsin Department of Corrections.</p> <p>Articles for publication may be submitted to the CEA-W News Review Editor Jerry Bednarowski at: <a href="mailto:jerrybednarowski@new.rr.com">jerrybednarowski@new.rr.com</a></p>
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# CEA-Wisconsin Teacher Training Day Receives High Marks

Once again the CEA-Wisconsin Teacher Training Day held on May 5 at the Osthoff Resort in Elkhart Lake provided a great opportunity for correctional educators to network. Members representing a variety of locations including county jails, state prisons, federal facilities, detention centers, technical colleges and literacy councils attended.

With over 60% of participants completing surveys, the 2014 CEA-Wisconsin Teacher Training Day again received high evaluations. Here are some of the survey results compiled by CEA-Wisconsin Board Member Chuck Brendel:

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion
The training facilities met my expectations	57.1%	41.4%	1.4%	0.0%	0.0%
The selection of training presentations met my needs	30.4%	58.0%	11.6%	0.0%	0.0%
The presenters met my expectations	40.6%	53.6%	5.8%	0.0%	0.0%
There were an adequate number of sessions in my area of interest	23.9%	53.7%	16.4%	1.5%	4.5%
Having vendors in attendance was helpful	37.1%	45.7%	4.3%	0.0%	12.9%
There was sufficient time to network with my colleagues	24.6%	55.1%	17.4%	1.4%	1.4%
I would like to have Round Table discussions added to the Training Day	14.7%	23.5%	19.1%	0.0%	42.6%

No matter what session members attended, there was one common thread – each person walked away with a new idea they would be able to apply in their workplace. During lunch there was plenty of time to visit with friends as well as celebrating the accomplishments of Wisconsin Teacher of the Year, Joyce Caldwell from Racine Correctional Institution. As in years past, the ever-popular Silent Auction was full of a wide variety of items for people to bid on. A big thank you goes out to everyone who donated an item for the auction and all the winning bidders.

The CEA-Wisconsin Board is always looking for ways to improve the CEA-Wisconsin Teacher Training Day. If you have any suggestions, please contact any board member with your input. We can't wait to see you next year!

## KMCI Builds “Little Free Libraries”

Kettle Moraine Correctional Institution recently built 20 “Little Free Library” boxes that were donated to the Plymouth Woman’s Club. KMCI Carpenter Gene Prosek and his inmate workers, along with some cabinet shop workers, built the 20 boxes.

“The Woman’s Club and the city of Plymouth are very excited about this project and the effect it will have on the community,” said Janice Curtis, president of the Plymouth Woman’s Club. After the libraries were built, they were returned to Plymouth where businesses and individuals were able to sponsor a library and decorate it. Deputy Warden Sue Hamersma attended the Woman’s Club 100th Anniversary celebration where they auctioned off the little libraries.

The Little Free Library organization places “libraries” filled with books out in neighborhoods and communities. People can take a book and return a book. It promotes reading and literacy by having books available in convenient locations, open all hours of the day.

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# DJC Launches Grow Academy

The Division of Juvenile Corrections (DJC) officially opened the Grow Academy during a ribbon cutting ceremony on June 5 in Oregon, Wisconsin. The Grow Academy is an agricultural science-based curriculum and an experiential education approach that will support delinquent male youth in achieving important educational, developmental, and restorative justice goals.

The academy's garden is 100 feet. x 200 feet and has produce ranging from broccoli, beans, lettuce, onions, carrots, peppers and various types of flowers to a fruit tree orchard made up of apple, plum and pear trees.

"This is going to be something we talk about for years and years to come," said Secretary Wall as he addressed the crowd and thanked all those that helped make the academy possible.

Department of Corrections employees, county workers, service providers and community members attended the ceremony. Deputy Secretary Deirdre Morgan provided closing remarks.

Wisconsin Council on Children and Families Deputy Director and Wisconsin's Governor's Juvenile Justice Commission Chair Jim Moeser delivered the keynote speech which reflected on the historical and current practices within the juvenile justice system.

In discussing the changes in juvenile corrections over the years, Moeser said, "We go into the fourth wave with more knowledge and a belief that we can do three things at the same time – make our communities safer, hold youth accountable, and provide youth with the skills and opportunities to become successful members of our community. It will be up to those of you in this next generation of professionals to shape that future."

The Grow Academy is a new DJC program designed to meet the expanding need for community programming for delinquent, high school credit deficient male youth between the ages of 14 and 18.

Utilizing an evidence-based correctional program consisting of an agriculturally-based educational curriculum, cognitive-behavioral treatment and community partnerships, the Grow Academy will help DJC accomplish its mission of ensuring community protection, high-quality care, youth accountability and competency building and reducing recidivism.

The Grow Academy will help participants work towards high school or HSED completion, incorporate pro-social attitudes into relationships and the community, learn skills that have meaning for future academic and career pursuits along with healthy independent living and give back to the community by providing tangible resources for people in need.

"As juvenile justice continues to utilize evidence based practices and innovative approaches to reduce the risk of future criminal behavior by youth, the Division of Juvenile Corrections believes smaller facilities like the Grow Academy can be an effective intervention to long term correctional placements for low to medium risk youth," said Kate Elvidge, DJC Northwest Regional Chief.

Many of the start plants for the program are provided by the Oakhill Correctional Institution Horticulture Program. According to DJC Administrator Cari Taylor, produce harvested at the academy will be consumed by youth in the program and some will be shared with Oakhill Correctional Institution as well as being donated to local food pantries.

Contact DJC Northwest Regional Chief Kate Elvidge at [Kate.Elvidge@wisconsin.gov](mailto:Kate.Elvidge@wisconsin.gov) or Social Worker Teresa Taylor at [Teresa.Taylor@wisconsin.gov](mailto:Teresa.Taylor@wisconsin.gov) for more information about The Grow Academy.

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# FLCI Inmates Help Nonprofit Build Duck Houses

Inmates in Fox Lake Correctional Institution's Cabinet Making/Millwork Vocational Education program are helping construct duck houses for Project Go, a nonprofit aimed at facilitating outdoor recreational activities to help children develop healthy lifestyles that foster environmental stewardship.

The duck houses are being constructed out of donated lumber from the Wisconsin Waterfowl Association and funded from a grant through the Izaak Walton League (IKES) of America's Wil-Dilg chapter.

The first delivery of 20 duck houses were placed in the field this spring by Project Go youth chapter members with assistance from the Izaak Walton League Wil-Dilg chapter leaders. These group "activity" days allowed both Project Go youngsters and IKES members to immerse themselves in a hands-on natural resource project while safely enjoying the wonderful sights, sounds, and experiences of the beautiful Mississippi river basin.

The Izaak Walton League of America Endowment Board recently provided Project Go with an \$800 grant for the construction and placement of 80 wood duck houses along the Upper Mississippi River backwaters by four Project Go chapters from Wisconsin and Minnesota. To involve as many youth members as possible and get the most out of the project, Project Go partnered with the Wil-Dilg chapter of IKES, FLCI and the Wisconsin Waterfowl Association.

Currently the Izaak Walton grant has allowed the purchase of more lumber which is presently being used by the FLCI Cabinet/Millwork program to successfully pre-cut, pre-drill, and custom fabricate the 80 wood duck houses. The work of the program members has allowed Project Go youth to assemble/build the individual wood duck houses. FLCI's Cabinet Making/Millwork Instructor Daniel Zanon said his vocational students are really excited to help out the Project Go youngsters. Zanon states "My students readily admit their learning experiences preparing houses are more meaningful because they know the kids get to make something of their own, be physically involved, and then finally see the results of their work when the ducklings hatch. They thought this was going to be pretty cool for those young people."

Project Go volunteer and Youth Leader of the Wil-Dilg IKES chapter Jacob Zanon, a Natural Resource Specialist at Saint Mary's University in Minnesota and son of Fox Lake Instructor Dan Zanon stated "Going out with the kids, putting up houses, seeing the outdoors, and sharing the knowledge and excitement that I have for this state's wonderful natural resources is always a humbling experience. These little people just bubble over with questions and comments about everything they see, it's always a blast."

The younger Zanon added that it is imperative society strives to actively bring both nature and conservation into the hearts and lives of those destined to eventually preserve it. Project Go and IKES sincerely thank everyone who is assisting to make this project a success, and they look forward to working with these partners again as they continue their efforts towards a limitless future in outdoor recreation and exploration for younger generations.

The Cabinet Making/Millwork Vocational Education program is one of 13 vocational programs certified at Fox Lake by Moraine Park Technical College. To earn a MPTC Vocational Diploma, students must successfully complete 800 hours of instruction or complete all required tasks. Students must also complete related courses taught by FLCI academic teachers in Student Success, Work Place Success Strategies, Communications, and Occupational Math.

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# Job Training Program Launched by DOC and DWD

Lt. Governor Rebecca Kleefisch launched a new vocational training program at a ribbon cutting ceremony for the Department of Corrections Computer Numerical Controlled (CNC) Mobile Lab at the Racine Correctional Institution on Tuesday, May 13.

The mobile lab is a 44-foot trailer equipped with state-of-the-art Computer Numerical Control equipment, which will provide technical hands-on CNC training opportunities to incarcerated offenders at various DOC institutions throughout Wisconsin.

DOC Secretary Ed Wall and Department of Workforce Development Secretary Reggie Newson hosted the event and spoke of the benefits of the program and the partnership that made it all possible.

“We are pleased to be a partner in this effort to help individuals who are incarcerated gain the necessary skills to find jobs following their return from prison, which not only supports our economy, but also helps to reduce recidivism as a good-paying job is an important success factor to reentry,” said Secretary Newson. “The mobile lab project is a win for the individual, a win for employers looking for skilled workers and, in the long run, a win for community safety.”

The DOC and DWD teamed up with the Wisconsin Technical College System to develop a curriculum in an effort to expand educational and vocational opportunities for incarcerated offenders and to better prepare them for reentry into society.

The CNC mobile lab curriculum is designed to take place in an accelerated format during the course of 14 weeks. It will include skills training to perform operation of machine tools, computer operations, entry-level CNC programming, CNC set up, CNC operation, mold and die print reading, and occupational math, among others.

CNC machinists and operators are in high demand and this lab will provide participants with the skills and knowledge to fill some of these vacant positions in machine shops, metal fabrication, tool and die shops, plastic manufacturing, furniture and wood manufacturing around Wisconsin.

“My department is committed to expanding opportunities for inmates to develop vocational skills in high demand fields where there are jobs that pay a living wage to support them and their families upon release,” said DOC Secretary Wall.

The DOC will enroll between six and ten offenders per class and plans to offer roughly three cycles of instruction each year. Participants who complete the curriculum will earn 16 Technical College Credits and a CNC Operator Certification.

“More than 95 percent of offenders in DOC custody will return to their communities,” said DOC Secretary Ed Wall. “The public is best served if offenders are not only held accountable for their actions, but also have the opportunity to become law abiding and successful members of society. We hope that the CNC mobile lab will provide offenders with that opportunity. Our ultimate goal is crime reduction, fewer victims, reduced state and local criminal justice costs, and most importantly, safer families and communities.”

Secretary Newson noted that in the three counties of Milwaukee, Racine and Kenosha, the starting wage for CNC operators ranges from \$17 to \$22 an hour. DWD labor market economists have projected strong demand for CNC operators, with statewide job growth of 24% over the decade ending in 2020, which equals approximately 230 jobs per year on average.

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## **RYOCF Sweeps Stock Market Awards**

The Financial Literacy class taught by James McInnis at Racine Youthful Offender Correctional Facility (RYOCF) celebrated a clean sweep in the Stock Market Simulation competition administered by Economics Wisconsin. RYOCF entered four teams in the school year competition, taking 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> place.

The top team was first overall statewide, beating out over 300 teams with an annualized return of over 21%. Participation in the program for RYOF is sponsored by Educator's Credit Union through its community education office.

Enrique Bacalao, President of Economics Wisconsin, presented certificates to the winning teams. John Geary, Vice-President of Investment Services for Educator's Credit Union, also attended the presentation ceremony to congratulate the students on their success.

James McInnis' class of 18 students is divided into teams between four and six members that spend one hour each day learning about stocks, strategizing about investments and agonizing over decisions. They would be Warren Buffetts start out understanding little about investments and finish the 12-week course throwing out terms like "forward looking price to earnings ratio" and "beta factor" without blinking twice.

During the class, students also complete Wisconsin DOC's re-entry module for Financial Literacy. The module is patterned after the Fed's MoneySmart program and covers topics on borrowing, saving, home owning/renting, insuring and managing personal finances.

The clearest advantage to administering a Stock Market Simulation is the motivational factor. Greed to make more money and the competitive desire to be in first place combine to encourage a remarkable level of participation from most of the students.

## **SCCC Opens New Addition**

(continued from page 1)

truly amazing and state-of-the-art for the Department and the Challenge Incarceration Program in particular."

Secretary Wall continued, "Congratulations to the staff at SCCC for all the work you have done and for pushing this vision through to the end. It's going to be a great addition."

The mission of the Challenge Incarceration Program is to provide inmates the opportunity to gain the personal resources needed to return to the community, to successfully complete parole/extended supervision, and to remain crime and chemical free. These changes are accomplished through participation in rigorous physical activity, military drill and ceremony, manual labor, intensive AODA treatment; individualized educational programming, in-depth group interaction addressing rational thinking and responsible behavior, and release preparation. Program components are structured around discipline and rehabilitative programming. Inmates are given an opportunity to develop life skills needed for the successful return to the community and to remain crime and chemical free. CIP also provides an additional alternative to revocation option for the Division of Community Corrections.

The program began in January 1991 with 20 male beds and through expansions in November 1991, 1995 and 1996 reached today's capacity of 120 male beds. In February 2003, the center expanded its operations to include a 12 bed female program in the Athena building.

The Challenge Incarceration Program is voluntary; however, all program elements are mandatory. Program participants waive Department of Corrections Administrative Rules governing procedural



matters for general population inmates, so that behaviors and consequences can be dealt with in a manner consistent with the mission of the program.

The program is designed for the inmates to complete all program components in a minimum of 180 days. Upon successful completion of the program, the inmate is granted parole for New Law convictions and extended supervision for Truth-in-Sentencing convictions. The inmate must further be involved in a high-risk supervision program after release. All CIP graduates who are released on parole shall have aftercare components as part of their case planning, to the extent possible, based on community availability of treatment.



DOC Secretary Ed Wall and SCCC Superintendent JoAnn Skalski cut the ribbon to officially open new education and housing space during a ceremony on Tuesday, May 27

To enroll in the Challenge Incarceration Program, inmates must volunteer and sign the Memo of Agreement; be under the age of 40; have an identified substance abuse treatment need; be free of physical, medical and psychological limitations; not be currently convicted of crimes against life or bodily security, crimes involving physical or sexual assault to a child; and must be deemed appropriate for placement in a minimum security facility. Inmates who have poor institution adjustment will need to demonstrate appropriate behavior prior to approval for participation in the CIP.

The Challenge Incarceration Program's fundamental principles which are reinforced throughout all program activities and apply equally to staff and inmates include:

- Every individual is entitled to be treated with respect and dignity
- Every individual is responsible for his or her thoughts, feelings and actions
- Every individual is capable of positive change
- Every individual needs to identify with a positive reinforcing group
- Every individual makes good and poor choices
- Positive change occurs in an environment that promotes honesty and risk taking
- Role modeling, self-discipline, and self-respect are all components of positive change and responsible behavior

All Challenge Incarceration Program inmates participate in education. St. Croix has four ABE teachers. In 2014, 36 HSED's and 12 GED's were earned by SCCC students.

### Program Components:

- **Military Bearing:** Military bearing includes intensive instruction in courtesy, drills and physical exercise. The inmates are oriented to this activity by Drill Instructors; however, all staff reinforce concepts that support military bearing.
- **Group:** Both individual and group counseling approaches are an integral part of the program. Group/individual counseling focuses on criminal thinking and rational behavior therapy. At the end

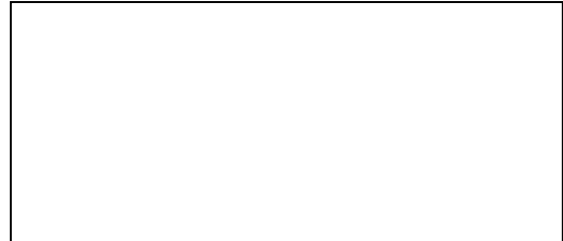


of each day, all inmates are required to complete a structured entry in their journals. The social workers are the primary case planners; however, treatment activities are facilitated by both treatment and security staff. Inmates who have completed the majority of their treatment needs and are in their final phase of CIP are utilized in the peer treatment groups established for inmates in the early phases of CIP.

- **Education:** A structured education program is part of every inmate's program. Emphasis is on ABE and HSED skill development. Those inmates who are already at or above these levels have individualized educational programs. The education planning is done by the education staff, with supportive services provided by program and security staff. Each squad is held back two and a half days each week for educational and group counseling. There is also time set aside on the weekend for study time.
- **Alcohol or Drug Addiction (AODA):** AODA programming is provided for inmates with an identified chemical or alcohol program need. A chemical abuse assessment is completed. Programming is abstinence based and provided by contracted certified AODA staff. Additional one-to-one and assignment work is completed outside of the group setting.
- **Work:** Every inmate involved in CIP must also be involved in meaningful work on a daily basis. This work is coordinated by a supervisor and supervised by a correctional sergeant. It is important for inmates to accept their role as a working member of a community. Such work also enhances their sense of self-worth and group identity and provides an opportunity to "pay back" the community in some limited fashion for the expenses the community has incurred for their past criminal behavior. Work tasks include manual unskilled labor for non-profit organizations.
- **Evaluation:** Inmates are closely supervised and rated daily by both security and program staff. The results of the evaluations are tabulated on a weekly basis so patterns of behavior can be monitored. Regular staff meetings and individual interviews are conducted to review the inmate's progress in meeting program goals. Disciplinary violations, general negative behavioral trends, or refusal to cooperate to the inmate's fullest capabilities in CIP may result in the termination of a participant's enrollment. Prior to the end of the 180-day program, a staffing committee makes a recommendation as to the appropriateness of release. Each inmate successfully completing the program receives a certification of completion and participates in a formal graduation ceremony.
- **Level System:** All inmates entering CIP move through a level or step system composed of specific activities are designed for each phase. Failure to complete a phase may result in removal from CIP. As inmates move through the phases, performance expectations placed on them are increased in terms of their military bearing/drill expertise, education/AODA/treatment goals, and their ability to be leaders for earlier phase inmates.
- **Squad Basics:** Inmates are admitted in groups called squads. Inmates remain with their squad for all CIP activities: treatment, education, recreation, etc. The squad becomes the basis for the inmates' reference group. It is within this setting that the positive peer activities take place.
- **Treatment Teams:** Each treatment team consisting of a supervisor, teacher, alcohol/drug counselor, social worker and security staff is assigned two inmate squads. Teams develop individual inmate case plans that are reviewed at regular team meetings and individual interviews.
- **Psychological Services:** Psychological services are available at CIP on a limited basis. The reports of the clinician are considered in staffing decisions.
- **Medical:** Significant medical needs are met on an as needed basis. Sick call is held five times a week.
- **Release Planning:** All inmates are involved with their release plans from the onset of the program. Upon release, probation and parole agents conduct sessions to orient the inmate to release obligations and expectations. Each inmate will be subject to high-risk supervision for a minimum of six months. Probation and parole agents provide critical transitional services between the Challenge Incarceration Program and the Division Community Corrections supervision.

**To join CEA go to: [www.ceanational.org](http://www.ceanational.org)**

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## President's Message

Wow – what a jam-packed issue. There are so many stories of win-win partnerships! I congratulate everyone involved in these projects for following Anne Frank's advice and not waiting.

*“How wonderful it is that nobody need wait a single moment before starting to improve the world.” – Anne Frank*

CEA-Wisconsin is proud of the quality training day we recently conducted. Even though we have just published the results of the participants' feedback in this issue, the planning for next year's training is already underway. We are serious in wanting to hear any suggestions you have and now is the time to contact any board member with your ideas. Mark your calendars for May 4 & 5 to be at The Madison Concourse Hotel. The Training Day will be expanding into two days as we are hosting it as a CEA Region III & IV Conference. Don't wait – start thinking about what successful program you and your colleagues could present. Stay tuned for more details.

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