

# FY'19 Annual Report

## NORTH CENTRAL CORRECTIONAL FACILITY



KIM REYNOLDS, GOVERNOR  
ADAM GREGG, LT. GOVERNOR

DEPARTMENT OF CORRECTIONS  
BETH A. SKINNER, PhD, DIRECTOR

Beth A. Skinner, PhD, Director  
Iowa Department of Corrections  
Des Moines, IA 50319

RE: NCCF Annual Report for Fiscal Year 2019

I am pleased to present to you the annual report for the North Central Correctional Facility (NCCF). This facility continues to thrive given the continual challenges of the population we serve. NCCF promotes high expectations in meeting those challenges while remaining true to our mission of creating opportunities for safer communities; both inside and outside of our institution. Our staff present the high work ethic that we have come to expect and continue to operate NCCF in a safe and secure manner.

NCCF provides evidence-based programming proven effective in the efforts to elicit change in our population. Interventions offered during FY'19 include ACTV: Achieving Change through Value-Based Behavior, Moral Reconciliation Therapy (MRT), Thinking for a Change, Healthy Relationships, and Seeking Safety. We also offer education programs through Iowa Central Community College including HiSET, literacy and Life skills, as well as college courses up to an AA degree. NCCF is fortunate to have an Iowa Workforce Associate assigned to our facility to assist with POETS: Providing Opportunities for Ex-Offenders to Succeed, NCRC: National Career Readiness Certificate testing, apprenticeship programs and certificate programs. IWD also helps with job searching at the time of release; resume building, and interviewing skills.

Our facility continues to add work opportunities to increase soft and hard skills of employment for our population. Those in our work program gain vocational skills as well as general employment skills (going to work and getting there on time, getting along with peers and supervisors, staying on task, respect in the work place, etc.) that can help gain and maintain employment upon release. Iowa Prison Industries (IPI), three private sector companies and various communities offer work opportunities for our population. NCCF moved forward in offering training in federal apprenticeship areas as we went from the original four apprenticeship areas to currently offering 24 (up from 19 last fiscal year) different apprenticeship opportunities.

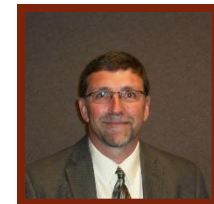
Collaborative efforts are required to ensure successful reentry. Iowa should be proud of the efforts made with various state agencies and communities working together in successful release of the incarcerated individuals here. NCCF works with local communities and provides work crews as needed. Along with that, we collaborate with Iowa Central Community College for vocational training opportunities; Iowa Workforce Development to helping with employment connections upon release; and Iowa Department of Human Services to provide insurance and mental health funding for our population.

NCCF is looking forward to future challenges the Iowa Department of Corrections (IDOC) will face. We are committed to assisting with public safety and elimination of future victimization. The mission of the Iowa Department of Corrections is Creating Opportunities for Safer Communities. North Central Correctional Facility is committed to having a safer Iowa for all people in every community. Our staff take great satisfaction in providing a safe and secure work environment for staff and incarcerated individuals alike and we practice core correctional practices to assist our population in the changes we know they can make.

Sincerely,



Warden Robert A. Johnson



The mission of the Iowa Department of Corrections is:  
**Providing Opportunities for Safer Communities**

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# Vision

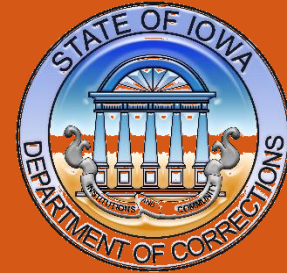
*An Iowa with no more victims.*

# Mission

*Creating Opportunities for Safer Communities*

# Values

- *We believe people can change.*
- *We believe staff are agents of change.*
- *We believe in continuous quality improvement*
- *We believe in applying data-driven decisions.*
- *We believe in maximizing resources.*



Iowa Department  
of Corrections

# Vision

# Mission

# Values

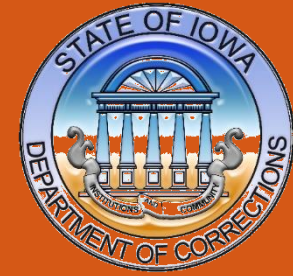
# Guiding Principles

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*Guiding principles are those principles and core beliefs that guide IDOC and CBC in the achievement of its mission.*

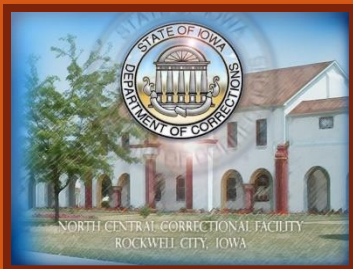
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- *Safety*
- *Victim Reparation*
- *Reentry*
- *Collaboration*
- *Evidence-Based Practices*
- *Transparency*
- *Respect for Others*
- *Staff Recruitment and Development*
- *Fiscal Responsibility*



Iowa Department  
of Corrections

## Guiding Principles



## North Central Correctional Facility

- Mission
- Guiding Principles
- Goals and Accomplishments

## NCCF Mission

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**Creating Opportunities for Safer Communities by operating a safe and secure minimum secure institution, which provides opportunities for a successful transition into society.**

## NCCF Guiding Principles

- ∞ NCCF shall provide public safety through proper classification, observation and professional judgment.
- ∞ NCCF shall provide meaningful work opportunities for all incarcerated individuals so that they may develop and enhance their employment skills.
- ∞ NCCF shall provide interventions that are evidence based addressing all criminogenic needs that affect incarcerated individual thinking.
- ∞ NCCF shall provide incarcerated individuals labor to serve local and surrounding communities.
- ∞ NCCF shall provide staff development for personal and professional growth.
- ∞ NCCF shall provide technology to enhance safety, security, and operational efficiency.

# NCCF Goals and Accomplishments

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Research opportunities in the community and private sector to employ additional incarcerated individuals in meaningful job opportunities.

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Employment is often a huge hurdle for people leaving the institution. Lack of experience, training, support, transportation and the limited number of meaningful job opportunities for this population can be daunting. NCCF attempts to increase the chances for successful reentry with realistic employment opportunities at the institution. We strive to reflect the community work day when possible and provide various opportunities to select from.



During FY'19, NCCF provided work outside the institutional fence with surrounding communities and government agencies including the Department of Natural Resources (Ames Tree Nursery, Brushy Creek State Park, DNR Seed program), Iowa State University, Calhoun County Expo, City of Humboldt and many other communities. These job opportunities give people a chance to experience working in an area they may not be familiar with and to gain soft skills of employment such as problem solving, teamwork, communication skills, time management and self-confidence.

In addition, NCCF offers private sector employment opportunities through coordination with Iowa Prison Industries. Men at NCCF continued to be employed by Rose Acres Farms and Graphic Edge companies. NCCF was able to add additional private sector company opportunities including JetCo, Landus (Rockwell City and Farnhamville), Scranton



Industries, and NCCF Industries (IPI Balloon Factory - day and night shifts). Landus Company added additional work sites at Lytton and Newell during FY'20. Private Sector opportunities assist in not only the hard and soft skills of employment but also in paying off restitution, child support and other obligations that hinder success.

NCCF continues to collaborate with Iowa Workforce Development in the initiative for incarcerated individuals to reenter the workforce. Through this collaboration, men at NCCF are able to complete the National Career Readiness Certificate testing while incarcerated; giving potential employers a baseline of abilities. IWD Associate Brian Pibal offers the men Work Opportunity Tax Credit information and Federal Bonding information to further increase the opportunity for hire. Through the IWD, NCCF offers over 24 apprenticeship programs. Testing and on-the-job training opportunities are available at NCCF and Mr. Pibal enters that information into the federal apprenticeship database. Although the average length of state at NCCF is less than one year, men are able to start in an apprenticeship area they qualify for and continue it upon release.



NCCF purchased a welding simulator and hired a current incarcerated individual to train men on welding skills. This increased the number of men qualifying for the welding-specific positions available. ICCF further offers various educational opportunities to learn skills in welding, supply chain management, forklift training, and much more.

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### Ensure that all of our staff are trained in Evidence Based Practices.

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NCCF continues to move forward with Core Correctional Practices (CCP). Training for all existing staff in this area was completed during FY'19. As new staff are hired, this information is presented during NET (New Employee Training). NCCF was also able to add two more CCP Facilitators in June, 2019. During FY'20, NCCF staff will be required to complete eLearning modules on specific information and techniques involved in CCP, as well as the opportunity to document qualify CCP interactions in the Iowa Corrections Offender Network (ICON) in generic notes. NCCF continues to move forward in the CCP Coaching process to further implement this important strategy.



***"This is not a one time thing, this is our entire future."***

**Greta Thunberg**

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Ensure that all interventions offered are evidence based and address criminogenic needs.

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During FY'19, NCCF offered only those interventions that address a criminogenic need and follow the standards of evidence proven intervention strategies. NCCF started the fiscal year offering Thinking for a Change, ACTV: Achieving Change through Value Based Behavior (targets domestic violence), REST and Seeking Safety (targets dual diagnosis clients). During the year, NCCF added Moral Reconciliation Therapy (MRT) and Healthy Relationships. NCCF employs six case managers that offer these programs, strictly following the curriculum provided.

**Thinking for a Change:** Is an NCIC developed curriculum that targets the DRAOR identified needs of Gang Association, Attitude toward Authority, Anger/Hostility, Impulse Control Problem Solving, and Sense of Entitlement. This curriculum is 12 weeks long and meets twice per week.



**ACTV: Achieving Change through Value Based Behavior:** Is a 12-week class meeting twice each week and addressing the DRAOR identified needs of Gang Association, Attitude toward Authority, Anger/Hostility, Impulse Control Problem Solving, Sense of Entitlement and attachment with others. This program targets specifically those incarcerated individuals court ordered for a domestic violence program or serving time for a crime that involved domestic violence.



**Moral Reconciliation Therapy (MRT):** An intervention brought in to help those individuals who struggle on release, are high risk and have multiple incarcerations. This group is the only open-ended intervention currently offered and participants work at their own pace, completing 12 modules with guidance from a trained facilitator. DRAOR needs addressed in this intervention include of Gang Association, Attitude toward Authority, Anger/Hostility, Impulse Control Problem Solving, and Sense of Entitlement

**Seeking Safety:** Although not currently considered evidence based, it is promising and approved by the department to be facilitated by staff. This intervention was developed to address those clients with a history of trauma and substance abuse. It addresses DRAOR identified need areas of substance abuse, problem solving and trauma.

**REST (Relaxation Exercises and Sleep Techniques):** This group is not facilitated by DOC staff and was created by an incarcerated individual with assistance from Dr. Theresa Clemmons and Psychologist Kathy Khommanyvong. The class is designed to improve the quality of sleep without medication. The class is 6-weeks long and includes good sleep hygiene, improving the sleep environment, relaxation training, sleep restriction, and stimulus control therapy.

Another area of concern that NCCF used evidence to address was the minor report matrix. During FY'19, a team of NCCF staff members from a variety of departments met to discuss the minor report sanctions and some of the issues that surrounded them such as lack of consistence, definition, etc.



This team developed a sanctioning matrix that defined the severity of the infraction and attached the appropriate sanction, based on several factors including number of times violated, length of time between violations, severity of the infraction, etc. The sanctioning matrix helps the staff know what the appropriate range of sanction is and helps with consistency across all shifts and departments. It also gives the Captains guidance when hearing appeals on minor reports. Evidence tells us that swift sanctioning, appropriate to the level of infraction, is the most beneficial in addressing undesirable behavior issues. The menu of choices is designed to align with the CCP skill of Appropriate Use of Disapproval.

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Increase our use of technology to ensure proper maintenance of safety and security.

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NCCF continues to use the ICON PDA (personal digital assistant) to better document count, rounds, and searches. This good security practice helps everyone, staff and incarcerated individuals continue to be safe inside and outside of the institution. During FY'19, NCCF deployed additional PDA's that are smaller and easier to maneuver.

“Security is not a product, but a process”

-Bruce Schneier



NCCF deployed additional cameras, bringing our total to 17. NCCF plans to add 4 more during FY'20. NCCF purchased a new network switch to ensure the stability of the network. The switches will be installed in FY'20.

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### Develop new leaders for the future of NCCF and the Iowa Department of Corrections.

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During FY'19, the DOC worked to develop trainings in the area of core leadership competencies. All managers/supervisors attended the three leadership development modules of “Making the Transition to Supervising Others”, “Emotional Intelligence” and “Coaching” during FY'19. NCCF began offering this opportunity to direct line staff and have since had classes on “Making the Transition to Supervising Others” and “Emotional Intelligence”. FY'20 will bring the opportunity to complete the “Coaching” module. NCCF leaders attended a “Leadership Summit” at Central Office this fiscal year as well.

NCCF had one staff person complete the Leadership Institute. This is a yearlong commitment to a program that increases knowledge base and prepares the participant to take on higher levels of duties in the Department of Corrections. This program includes meeting in the classroom three times during a year for instruction, working within Leadership Circles, reading four books connected to leadership and attending two webinars between sessions.



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*“Leadership is hard to define and good leadership even harder. But, if you can get people to follow you to the ends of the earth, you are a great leader”*

*Indra Nooyi*

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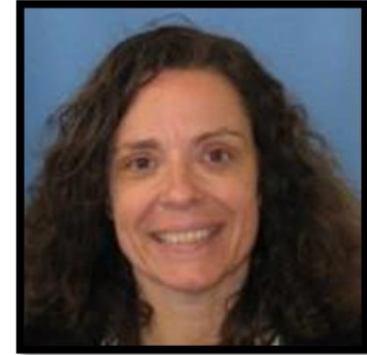
## NCCF Leadership FY'19



*Warden  
Robert Johnson*



*Deputy Warden  
Adam Yetmar*



*Nursing Services Director  
Linda Bellinghausen*



*Food Services Director  
Tim Motl*



*Treatment Services Director:  
Security  
Troy Hammen*



*Treatment Services Director:  
Treatment  
Karin Kruse*

*"A sign of a good leader is not how many followers you have, but how many leaders you create."*

*~ Mahatma Gandhi*

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## Physical Plant Changes

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The North Central Correctional Facility (NCCF) is one of nine (9) correctional facilities operated under the Iowa Department of Corrections (IDOC). NCCF is a minimum-secure facility with a single razor-wire fence surrounding the institution proper. The current design capacity for NCCF is 245 and the average population during FY'19 was 468.46. NCCF has a capacity to hold up to 494 offenders and includes almost 220 acres of grounds with 13 acres located within the secure perimeter. Iowa Prison Industries (IPI) manages the farmland surrounding the institution.

NCCF was constructed from 1916 – 1918 with labor provided by incarcerated individuals. Originally utilized as the women's prison, there was not a fence. In 1982, the facility converted to a men's medium security prison and a 12-foot fence was constructed. Through the years, additional razor ribbon and a fence alarm system were added. In 1982, the women from NCCF relocated to the current women's prison in Iowa, the Iowa Correctional Institution for Women (ICIW), in Mitchellville, Iowa. Many updates and improvements have been made to NCCF since 1982, when the facility held approximately 100 offenders.

In 1993, the facility added living unit D (including D-North, D-South and D-Segregation), the Visitor Center, Multi-Purpose Center and the Kitchen. Originally, each room in D-North and D-South was constructed to hold four (4) men.

### North Central Correctional Facility

#### History of "The Rock"



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*"The road to success is  
always under construction."*

~ Lily Tomlin

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**NCCF Kitchen, constructed in 2012**

NCCF completed a new kitchen in 2012 and had 12 cameras located around the institution at that time. The previous kitchen space was re-purposed into a Chapel area in 2013, creating two volunteer group rooms and increasing safety and security for volunteer groups. In FY'18, this space began to be used to process work crews out which is especially helpful during the cold winter months. NCCF completed the health services area-remodeling project in FY'15. As part of this project, NCCF added a waiting room, moved the pharmacy and barbershop, and expanded the dentist office area.

Since the original construction, six (6) more beds have been added to each room bringing the capacity for each side of the D-building to 160 offenders. Currently, over half the institutional population reside in the two sides of Living Unit D.

Between FY'14 – FY'16, under-bed lockers were installed in all of the general population housing units. This change helped decrease the amount of theft in the units and organize the rooms.



**Unit D, constructed in 1993**

NCCF completed repairing the stucco on the older buildings during FY'16. In addition, NCCF reduced barriers and created a safer environment by cutting down several trees that had rotted and by trimming trees across the camp.

The fire alarm system was replaced in FY'17 with the system installation completed in FY'18. Major Maintenance projects executed in FY'19 were planned during FY'18.

Major maintenance projects completed during FY'19 including many needed changes to help maintain our older buildings. The MPC, constructed in 1993, was insulated, resided and re-roofed. Windows were replaced in the older cottage buildings from 1918, including Unit A, B, C and the Administration Building. The R/D

building, the original NCCF chapel and built in 1918, benefited from the installed waterproofing system to help reduce basement flooding. Flooring was replaced in Unit A. NCCF began the shower room waterproofing and repair in the general population housing units with completion in FY'20. Showers in all units except Unit B were updated to improve line of sight.



Previously, there were no dividers in the D-unit showers and the dividers were added in FY'19.

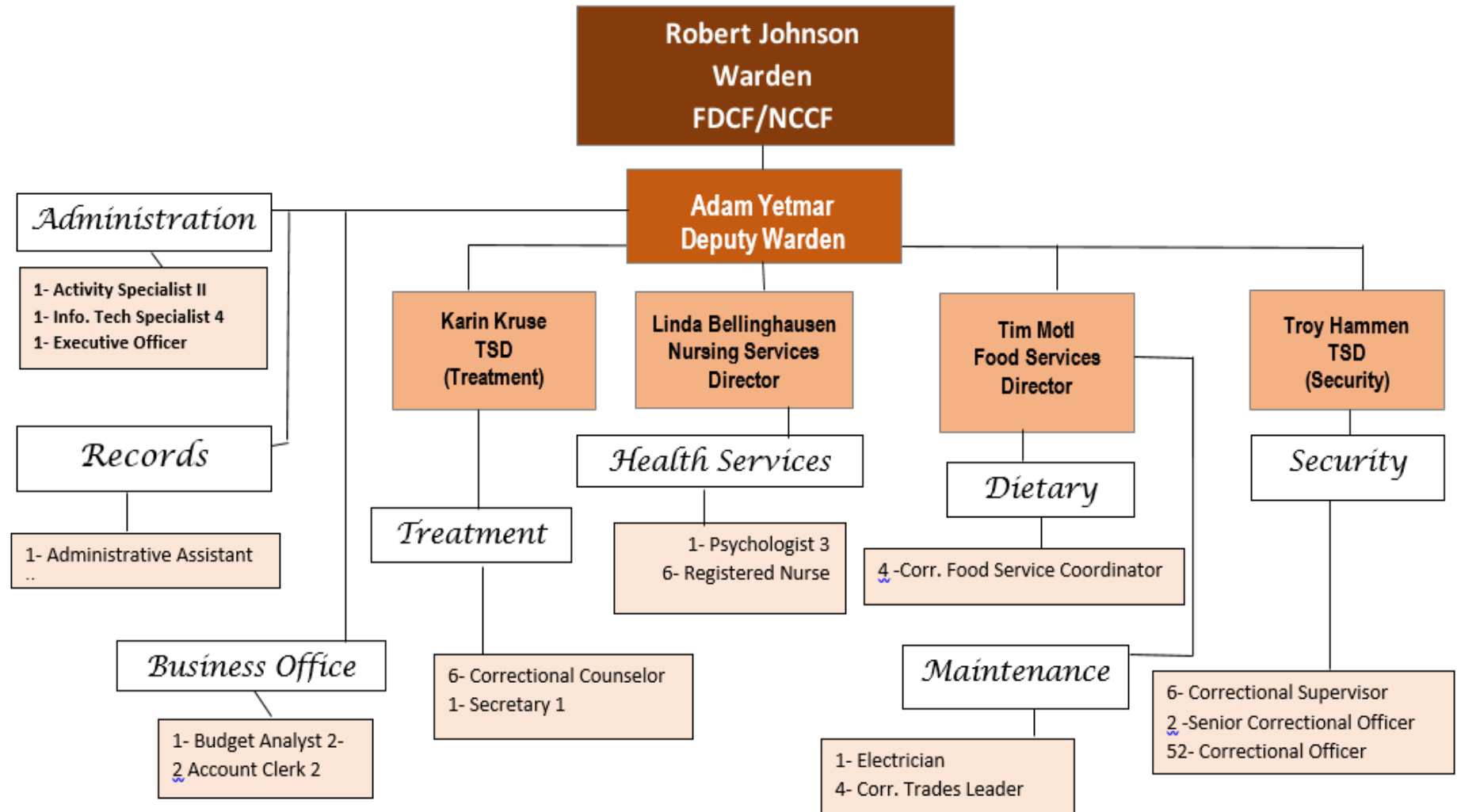
The dental office located in health services received much needed equipment upgrades during FY'19. Although the dental chair was updated in FY'18, the x-ray machine, cabinetry, and additional equipment was brought up to date in FY'19.



**Original Housing Unit "Cottage" constructed in 1916-1918.**

**Current picture of one of the original buildings, initially used as a Chapel.**

# North Central Correctional Facility Organizational Chart



## 2018 CERT CHALLENGE WINNERS

### NCCF/FDCF Cert Team

One of the NCCF/FDCF combined CERT teams took first place in the 2018 CERT Challenge held annually for Iowa CERT teams.

Shown Below:

Wade Hammen, CTL (FDCF)

Nathan Lucht, Captain (NCCF)

Chris Sturenburg, Sergeant (FDCF)



*"At the end of the day, the goals are simple: safety and security."*

Jodi Reil

## NCCF Security Department

NCCF typically houses men assessed to be lower risk and close to release; however, the Security Department is essential in establishing and maintaining the safety and security of incarcerated individuals, staff and guests. The increase in mental illness among incarcerated individuals, as well as gang participation, creates situations that can be unsafe if handled inappropriately. Although NCCF had not maintained a CERT (Correctional Emergency Response Team) Team for a number of years, approximately two years ago staff were given an opportunity to be on a team that would include members from both Fort Dodge Correctional Facility (FDCF) and North Central Correctional Facility. NCCF also combines with FDCF to form an HNT (Hostage Negotiation Team) Team. The combined teams train once per month for eight hours and compete across the state during the year. They also attend statewide trainings with other institutional CERT and HNT teams.

*NCCF/FDCF combined HNT (Hostage Negotiation Team) competes in various team challenges throughout the year. Staff enjoy the opportunity to be involved. Shown here: Jeremy Pullen, Team Leader, Leonard Peterson, Benton Birchard, Assistant Team Leader, Devin West, Hannah Glaser, Ashly Edwards, Katie Lara, and Robert Happel.*



# NCCF Treatment Department

The NCCF treatment department is tasked with providing direct evidence based service to the population we serve. Through interventions that are evidence based to interactions that utilize core correctional practices, the NCCF counselors strive to create the atmosphere of change necessary to make the most impact with our incarcerated individuals.

Lead by Treatment Services Director Karin Kruse, the counseling staff is kept very busy with case plans, classification and preparations for incarcerated individual release.

FY'19 Intervention Completion Statistics							
Intervention	Successful	%	Unsuccessful	%	Admin.	%	Total
ACTV: Achieving Change through Value-Based Behavior (IDAP)	93	92.1%	5	5%	3	3%	101
Health Relationships	37	94.9%	0	0	2	5.1%	39
MRT: Moral Reconciliation Therapy	2	50%	2	50%	0	0	4
REST: (Relaxation Exercises and Sleep Technique)	12	92.3%	0	0	1	7.7%	13
Seeking Safety	39	92.9%	0	0	3	7.1%	42
Thinking for a Change	99	90.8%	4	3.7%	6	5.5%	109

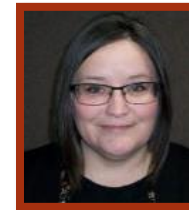
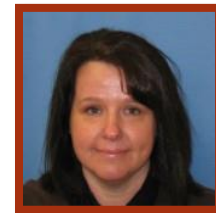
During FY'19, NCCF experienced a 50% turnover in the counseling staff.

Three counselors retired and three counselors transferred in from Fort Dodge Correctional Facility.

NCCF wished the best of retirements to Dean Lindeman, Beth Pepples and Teresa O'Tool as they went on to more relaxing activities.

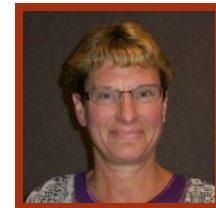
NCCF welcomed the following Counselors to NCCF:

Julie Govern



Layla Rysavy

Sheri Andersen



# Iowa Central Community College (ICCC)

*“Education is the most powerful weapon which you can use to change the world.”*

*Nelson Mandela*

North Central Correctional Facility (NCCF) continues the successful partnership with nearby Iowa Central Community College to help expand the knowledge and skills of the incarcerated individuals at this facility. The treatment department works very closely with ICCC through a contract, which provides much-needed educational opportunities for the incarcerated individuals at NCCF.

Over the years, ICCC has been a driving force in offering many vocational programs at no cost to help in the successful transition back to communities this year is no different with over 500 men completing one of the many options offered.

Intervention	People Served	Successful Completions
Literacy	36	27
HiSet (High School Equivalency)	151	36
Associates of Arts Degree	19	0
LifeSkills	256	238
Culinary Arts Class	35	31
ServeSafe/Culinary	30	30
Industrial Safety	60	55
Welding	7	6
Welding 2	7	7
Vocational Industrial Machinist	18	16
Vocational Welding	10	9



Photos of HiSet (NCCF's high school equivalency program) graduates during FY'19.

On April 2, 2019, Brian Pibal welcomed Mr. Randy Van Dyke, CEO for Iowa Lakes Regional Water, Spencer, Iowa, to NCCF. Randy spoke about various positions they offer and men were able to ask questions about the type of work. This company also has connections in that area for housing and transportation, which is a huge barrier to reentry for this population.



## Iowa Workforce Development (IWD)

Another collaboration, working closely with the NCCF Treatment Department and offering much-needed services, is with Iowa Workforce Development. NCCF is thankful to have Mr. Brian Pibal, Iowa Workforce Advisor, on grounds at the institution to help incarcerated individuals prepare to re-enter the workforce.



Mr. Pibal works diligently to give men what they need to smooth the transition and increase the chances of a positive hire. Offering NCRC testing, POETS (Providing Opportunities for Ex-Offenders to Succeed) class, tax incentive/credit information, resume building, hosting job fairs, managing the apprenticeship program, and much more, Brian Pibal's days are quite full.

According to Brian, NCCF had 86 men enrolled in an apprenticeship field during FY'19. 42 were still active at the end of the fiscal year with 44 released, completed, or were dropped from the program. IWD is also working to add "certification" opportunities including ServSafe, AWS Welding certified, and a possible future opportunity for pesticide applicators or custodial certification. All of this gives men leaving one more reason for employers to select them.

Intervention	People Served	Successful Completions
POETS (Providing Opportunities for Ex-Offenders to Succeed)	<b>62</b>	<b>61</b>
National Career Readiness Certificate (NCRC)	<b>227</b>	<b>225</b>
Apprenticeship – Cabinet Maker	<b>1</b>	<b>0</b>
Apprenticeship – Computer Operator	<b>1</b>	<b>1</b>
Apprenticeship – Cook (Any Industry)	<b>6</b>	<b>2</b>
Apprenticeship – Electrician	<b>3</b>	<b>0</b>
Apprenticeship – Houskeeper, Comm, Res, Ind.	<b>6</b>	<b>1</b>
Apprenticeship – Landscape Management	<b>5</b>	<b>1</b>
Apprenticeship – Maintenance Repair, Build	<b>4</b>	<b>1</b>
Apprenticeship – Material Coordinator	<b>2</b>	<b>2</b>
Apprenticeship – Office Manager	<b>1</b>	<b>0</b>
Apprenticeship – Painter	<b>2</b>	<b>1</b>
Apprenticeship – Plummer	<b>2</b>	<b>0</b>
Apprenticeship – Screen Printer	<b>1</b>	<b>1</b>
Apprenticeship – Upholsterer	<b>1</b>	<b>1</b>
Apprenticeship – Welding	<b>9</b>	<b>0</b>

**“Chose a job you love and you will never have to work a day in your life”**



**Confucius**

# NCCF Volunteer Program



Even with contracts and collaboration, much more is accomplished through volunteer efforts. NCCF has several groups that come in to the facility regularly to provide services and assist in the learning and growth of the incarcerated individuals. NCCF offers several religious opportunities, as well as pet care and training, recreation and leisure activities, and Veteran's assistance and guidance. Throughout the year, the listed groups below have provided some type of volunteer assistance to NCCF.

<i>Abundant Life Ministries</i>	<i>Alcoholics Anonymous</i>	<i>Animal Rescue League</i>
<i>Baron Warren Guest Speaker</i>	<i>Brothers in Blue</i>	<i>Calhoun County Animal Shelter</i>
<i>Catholic Mass</i>	<i>Celebrate Recovery</i>	<i>Church of the Damascus Road – and – Damascus Storytellers</i>
<i>Harvest Baptist Church</i>	<i>Healthy Relationships Class</i>	<i>Incarcerated Veteran's</i>
<i>Iowa Lakes Regional Water Job Fair</i>	<i>Islamic Consultant Taha Tawill</i>	<i>Jehovah's Witnesses</i>
<i>Native American Consultant Judy Morrison</i>	<i>Paws and Effect</i>	<i>Prestige Foods Job Fair</i>
<i>Toastmasters Jim Sayers</i>	<i>Transco Railway Job Fair</i>	<i>United Way of Central Iowa Bob Brown</i>

*"Alone, we can do so little, together we can do so much"*

Helen Keller

# NCCF Civic/Community Organizations

As the DOC moves forward with the DRAOR assessment, attempts continue to be made to increase the protective factors that help desist from criminal behavior. NCCF assists in these efforts through opportunities for pro-social community involvement. These opportunities can positively influence the prosocial identity, social supports and social control of an incarcerated individual.

NCCF offers several civic and religious organizations that are led by other incarcerated individuals and attempt to give back to communities through charitable donations either to the religious organization or to various fundraising events and charitable causes. These groups give generously throughout the year to a variety of causes.

In addition to the amounts listed below specific to an organization, incarcerated individuals held two general fundraising events that included a shoe sale raising \$1,318.65 for **Relay for Life** and a shirt sale that raised \$888.00 for **Paws and Effect**.

Organization	Amount Given in FY'19
Annex	\$1,500.00
Incarcerated Veteran's Group	\$2,025.83
Lifer Organization	\$1,350.00
Image Group	\$200.00
Insiders Organization	\$350.00
Xbox Rental Fund	\$500.00
<b>Total funds donated</b>	<b>\$8,132.48</b>

## CIVIC ORGANIZATION

*A nonprofit organization or corporation that is operated exclusively for the promotion of social welfare.*

### ***Charitable giving Recipients in FY'19:***

- ∞ **Paws & Effect**
- ∞ **Adopt-a-Family (Calhoun Co. Fam. Development)**
- ∞ **Visiting Center Christmas Gifts (children of incarcerated individuals)**
- ∞ **Walt Fiegel Foundation**
- ∞ **Girl Scouts**
- ∞ **Arbor Day Foundation**
- ∞ **Memorial Park Fund**
- ∞ **Veteran's Council**
- ∞ **Relay for Life**

# NCCF Community Service



In addition to the charitable giving from the incarcerated individuals, men at NCCF are given the opportunity to give back in a “restorative justice” process. Although specific victims are not part of this program, many nearby communities benefit from the work done.

*“At the end of the day it’s not about what you have or even what you’ve accomplished...it’s about who you’ve lifted up, who you’ve made better. It’s about what you’ve given back.”*

*Denzel Washington*

## RESTORATIVE JUSTICE

*“A system of criminal justice which focuses on the rehabilitation of offenders through reconciliation with victims and the community at large.”*

## ***Communities and Organizations Served in FY’19***

### **State agencies and Organizations**

- ∞ Ames State Tree Nursery
- ∞ Animal Rescue League
- ∞ Brushy Creek Park
- ∞ Calhoun County Exposition
- ∞ Department of Natural Resources
- ∞ Iowa State University
- ∞ Paws & Effect Puppy Program
- ∞ Pound Dog Program

### **Cities**

- ∞ Carroll
- ∞ Dayton
- ∞ Glidden
- ∞ Gowrie
- ∞ Humboldt
- ∞ Manson
- ∞ Rockwell City
- ∞ Rolfe

# Financial Status Information

While at NCCF, men are paid for the work assignment they are hired into, even if it is for a community service project. Minimum wage at NCCF is \$.27/hour and goes up to receiving premium pay for private sector work. From these earnings, men are required to place a certain percentage into savings so they leave with a small amount of money. They are also required to pay ordered restitution, child support and victim compensation. Many men are able to pay off a great deal of these amounts through the private sector program, giving them a better financial start upon release.

## EARNINGS INFORMATION

Wages from Institutional allowances	\$245,838.00
Wages from Private Sector Allowances (gross)	\$1,879,695.00
<b>Total wages paid in FY'19</b>	<b>\$2,125,533.00</b>

## PAYMENT INFORMATION

Restitution Paid	\$489,065.00
Child Support Paid	\$89,802.00
Victim Compensation Paid	\$93,975.00
<b>Total amount paid back in FY'19</b>	<b>\$672,842.00</b>

# Statistical Information

The Iowa DOC strives to release incarcerated individuals from the lowest custody institution possible to increase the chances of successful reentry. As one of two institutions in Iowa classified as minimum-secure, NCCF serves as one of the primary releasing institutions for the state. NCCF continues to have one of the lowest cost per incarcerated individual across the state. FY'19 cost was higher due to reduced population during the major maintenance project in the housing units.

Average Length of Stay	7.5 months
Average Population	468.46
Annual Cost per Incarcerated Individual	\$3,466.65
<b>Average Daily Cost per Incarcerated Individual</b>	<b>\$64.29</b>
Average daily cost per incarcerated Individual for the state	\$90.11

## North Central Correctional Facility

Supervision Status	Active at Start	New Admits	Closures	Active at End	Offenders Served
Prison	490	738	739	490	1,228
Prison Compact	1		1		1
<b>Supervision Status Totals</b>	<b>491</b>	<b>738</b>	<b>740</b>	<b>490</b>	<b>1,229</b>

## Release Statistics

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NCCF is one of the smaller institutions, housing up to 502 men at any given time. NCCF maintains an average population of 468.46 yet released 610 men during FY'19. This resulted in a turnover of 130% of the average daily population during FY'19.

Closure Reason	Prison	%	Prison Compact	%	Total	% of total
Discharged – Expiration of Sentence	69	11.3%			69	11.3%
Paroled to Detainer – Iowa	5	0.8%			5	0.8%
Paroled w/ Immediate Discharge	24	3.9%			24	3.9%
Parole Granted	272	44.7%			272	44.6%
Probation Granted – Reconsideration of Sentence	6	1.0%			6	1.0%
Released to OWI Continuum	4	0.7%			4	0.7%
Released to Special Sentence	4	0.7%			4	0.7%
Returned to Sending Jurisdiction			1	100%	1	0.2%
Work Release Granted	224	36.8%			224	36.7%
Work Unit – Prison to Stayed Under Appeal	1	0.2%			1	0.2%
Closure Type Totals	609	99.8%	1	.02%	<b>610</b>	100.0%

# Employee Information

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NCCF continues to share a Warden with FDCF and funds 95 FTE's. During FY'19, one position was upgraded from Nurse Supervisor to Nursing Services Director. NCCF also received approval to convert a past Administrative Assistance II position to a Correctional Sergeant position, increase the number of Sergeants on staff to two.

Type In	Number
New Hires	6
Transfers In	3
Reinstatement	0
Promotion	6
<b>TOTAL IN</b>	<b>15</b>

Type Out	Number
Resignation	3
Transfer Out	0
Retirement	3
Termination	3
<b>TOTAL OUT</b>	<b>9</b>



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“Real Integrity is doing the right thing, knowing that nobody’s going to know whether you did it or not.”

Oprah Winfrey

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### NCCF Employee's hired during FY'19



**C.O. Nicole Widen,**  
hired 8/17/2018



**RN Darcey Myers,**  
hired 9/24/2018



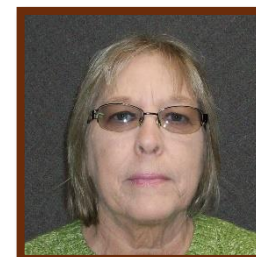
**CO Jordan Schleisman,**  
hired 12/10/2018



**CO Steven Fisher,**  
hired 12/10/2018



**CO Sean McFarland,**  
hired 12/10/2018



**RN Kimberly Clark,**  
hired 2/25/2019

### NCCF Retiree's during FY'19



Corr. Counselor  
Teresa O'Tool,  
retired 11/29/2018



Corr. Counselor  
Dean Lindeman,  
Retired  
2/15/2019



Sergeant  
Dennis Godwin,  
Retired 4/11/2019

# NORTH CENTRAL CORRECTIONAL FACILITY

## Contact Information

Institutional Phone (712) 297-7521  
Institutional Fax (712) 297-7875

Position	Name	Extension
Warden	Robert Johnson	203
Deputy Warden	Adam Yetmar	211
Nursing Services Director	Linda Bellinghausen	285
TSD-Security	Troy Hammen	324
TSD-Treatment	Karin Kruse	257
Food Services Director	Tim Motl	219
Human Services Associate	Nancy Strait	227
Budget Analyst	Kim Kelly	208
Shift Supervisor	As assigned	205/206

*"With great power comes great responsibility"*

Voltaire