



Investing in employees is critical to an organization's success and to the success of the employee. This month's email focuses on how dedicating a little bit of funding can go a long way in building a team of probation executives who are ready to lead.



Invest in Your Team

As executives working in a public service field where budgets are tight, professional development for employees is often overlooked, cut, and/or criticized. Unfortunately, not investing in employees has a direct, negative impact on employee engagement, retention, and overall productivity.

Below are a few ways probation executives can invest in their employees:

- Regularly assess and address pay and benefits
 - Conduct market comparability analyses to ensure you remain competitive
 - Request personnel increases annually to avoid being in a position where the amount of funds needed to be fair and competitive are too high/costly for policy makers to approve
 - Create policies that provide an option for incentives, whether financial or administrative leave
 - Benefits, from health care to life insurance to retirement options, should frequently be reviewed to be sure employees' wellness and financial needs are met now and in the future
- Observe workspaces and identify designs that improve morale, comfort, and productivity
- Consider remote and/or hybrid work options
- Get to know employees through organized meetings and organic interactions
- Provide ongoing training and support professional development opportunities
- Encourage participation in associations that build their skills and their network
 - Build association related-fees into the budget because it enables employees to participate without having to worry about paying for these costs from their personal budget.

According to the [University of North Georgia](#), “employees today no longer view training as a perk but an expectation.” The article also cites statistics from several studies focused on the return of investing in employees. One example is a 2018 Workforce Learning Report by LinkedIn that found 94% of employees would stay with an employer longer if the organization invested in their careers. Five years later, [LinkedIn's 2023 Workforce Learning Report](#) had similar findings, including, “the number one way organizations are working to improve retention is by ‘providing learning opportunities.’”



Deb Minardi, Probation Administrator

Nebraska Probation Administration

"Whether you are an experienced leader or an aspiring leader, employees are impacted most in their performance by what you model. These character traits can invariably be found in every great leader: The ability to form Meaningful Relationships, Authenticity, Integrity, Gratitude, Empowerment, and Courage. Be a TOP MODEL!" - Deb Minardi



Now through October 31, 2023, we are offering a **2-for-1 membership special** making our current \$50 membership fee only \$25 when signing up with another person. Options include:

- Two current members pay \$25 each for an annual membership when renewing together.
- One current member signs up with a new member—each pays \$25.
- Two new members sign up together—each pays \$25.

Now is a great time to renew or extend your membership and invite others to join. It's also a good time to build NAPE membership costs into your agency's annual budget.

Renew today: [nape membership](#)

Constitution

The votes are in and the membership approved the new [NAPE Constitution](#). The Board is very appreciative of Les Shultz, Director of Brown County Probation, MN (ret.) who

worked closely with the NAPE Board to update the Constitution.



CONSTITUTION

ARTICLE I: OFFICIAL TITLE AND ORGANIZATIONAL STATUS

Section 1: The official name of this organization shall be the NATIONAL ASSOCIATION OF PROBATION EXECUTIVES and shall be referred to hereinafter as "NAPE."

Section 2: This organization shall reflect all executive areas in the field of probation, parole and pretrial services hereinafter referred to as Community Corrections.

Section 3: NAPE shall be incorporated as a non-profit organization under state and federal laws.

Section 4: The duration of NAPE shall be perpetual.

New Members

A warm welcome to our newest NAPE members who joined this past quarter!

Region	Member Name	Title	Agency
Central	Melanie Golumbeck	Chief Probation Officer	Porter County Adult Probation, IN
Central	Brian Lovins	Principal	Justice System Partners, OH
Central	Angela Morris	Director/Chief Probation Officer	Johnson County Court Services, IN
Central	Natasha Pointer	Chief Probation Officer	Owen County Court Services, IN
Central	Katty Smith	Assistant Chief Probation Officer	Porter County Adult Probation, IN
Central	Becca Streit	Deputy Chief Probation Officer	Monroe Circuit Court Probation, IN
Mid-Atlantic	Mona Berry-Cauthen	Deputy Commissioner	Westchester County Probation Department, NY
Mid-Atlantic	Jim Duque	Chief Administrator	Westchester County Probation Department, NY
Mid-Atlantic	Katrina Mosley	Deputy Commissioner	Westchester County Probation Department, NY
Southern	Francesco Coppola	Deputy Director	Galveston County CSCD, TX

Southern	Yoon Kim	Director	Collin County CSCD, TX
Southern	Alyson A. Martinez	Director	Webb & Zapata County CSCD, TX
Southern	Jameson Pennington	Director	Williamson County CSCD, TX
Southern	Shanta Porter	Director, External Affairs	Georgia Department of Community Supervision
Western	Shanda Breed	Division Director - APSD	AZ Supreme Court
Western	Shauna Conner	Deputy Chief	Alameda County Probation Department, CA
Western	Krista Forster	Program Service Manager III - Adult Probation	AZ Supreme Court
Western	Kristie Wooley	Central Services Manager III - Adult Probation	AZ Supreme Court

We invite members to share information about NAPE with other community supervision executives to help expand our network and strengthen our opportunities, data, and expertise. Affordable annual NAPE membership options are available and can be purchased/renewed at napehome.org

- Individual (recurring discount available)
- Retired
- Organizational
- Corporate

NAPE is dedicated to enhancing the professionalism and effectiveness in the field of community corrections by creating a national network for executives, bringing about positive change in the field, and making available a pool of experts in community corrections management, program development, training, and research.

Learn more: napehome.org

Contact NAPE

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