

# inside&out

## New Adventures for Carol

Carol Bemister has been well-known to K-PEP employees, friends and clients as the warm, friendly voice on the telephone and at the front desk, where she spent the last seven and a half years. Carol retired from her job at K-PEP on December 15, and was joined in retirement by her husband Jim, just one week later. Director Bill DeBoer notes "Carol was the 'voice' of K-PEP. Her pleasant demeanor and cheery phone personality set the tone for the organization."

Through her previous job at Gateway Services, Carol became acquainted with both Ann Webb and Bill DeBoer. When an opening in administration came along at K-PEP, she applied for the position and says that she has "never been sorry for the move. These have been a great bunch of people to work for."

When asked to describe her job, Carol uses adjectives like challenging, rewarding and adventurous. The challenge and adventure are in dealing with the many different personalities of people that come through K-PEP's various programs. She adds that while it was often difficult for her to contend with the anger and negativity of some of the clients, the positive attitudes of the K-PEP staff always made her job worthwhile and rewarding. Carol believes that the most important thing that she has learned through her experience at K-PEP is "how to deal with a negative or very stressful situation and not get all fired up myself and want to attack back." She credits the "intelligent, excellent" staff of K-PEP with helping her learn how to de-escalate confrontational situations.

Her high praise and enormous respect for the K-PEP staff makes Carol think that they are the reason for the success of the program. "They are always open for change and improvement. In the seven years that I've worked here I've seen quite a change in programs. That can be a big undertaking, but it seems to be working." Her co-workers sing her praises as well. As Assistant Director Beth Frantz comments, "Carol has the unique ability to make every person she comes in contact with feel special. She was a terrific ambassador for our organization and she definitely left us with some very special memories."

The Bemister's retirement plans include lots of time at their homes in Punta Gorda, Florida and South Haven, boating, fishing and spending time with friends and family—just what a retirement should be.



*Carol finishes up some work during her last week at K-PEP.*

### INSIDE:

- *Employees of the Year honored by K-PEP*
- *Staff members "On the Move"*

# Staff Members Honored

**W**e believe that employees who have demonstrated outstanding job performance deserve recognition for their efforts. Each fall, employees nominate three of their peers for Staff Member of the Year. This year we added a fourth employee as a surprise during the 25th Anniversary Celebration. For the year 2005, Jordan Becklin, Mike Mayberry, Janet Alatalo and Grey Wilcox were selected as employees who performed well beyond what the job description requires.

Hired a little over a year ago, Jordan Becklin, is a full-time Resident Coordinator at our Park Street Facility. Jordan is characterized as having a great attitude and one who takes pride in what he does. With his great attitude, he shows respect and understanding to the residents and truly believes in helping others. Jordan is very professional and takes on extra tasks. In their nomination of Jordan, his peers noted that he is fair and consistent – “the complete package.”

Mike Mayberry is a full-time Resident Coordinator Supervisor at the Berrien Facility. Mike began working for K-PEP in June, 2004 and his calm and quiet demeanor have had a positive effect on his co-workers. Mike is someone who cares about his performance by being loyal, conscientious and ethical. The peers who nominated him say that when you give Mike a job to do, you know it is going to be done right and on time. The residents call him the “K-PEP poster child!”

As a Case Manager for the Olmstead Facility since October 2002, Janet Alatalo has gone above and beyond in working on the ACA accreditation process. She helps out in many programs and has done a great job in whatever jobs she has tackled. Janet is characterized as being very helpful to others and a pleasure to work with.

Grey Wilcox was the surprised fourth recipient. He is a Resident Coordinator for the Olmstead Facility and has worked for K-PEP since April, 2003. Grey is really committed to K-PEP and it shows with the tremendous respect he receives from the residents and staff. His peers noted that he sees problems and deals with them, which may cause him to come in early or stay late to get the job done. In spite of his gruff exterior he really cares about the residents and is very helpful to everyone, staff and residents alike.

Congratulations Jordan, Mike, Janet and Grey on your outstanding job performance! Your commitment to our organization is greatly appreciated.



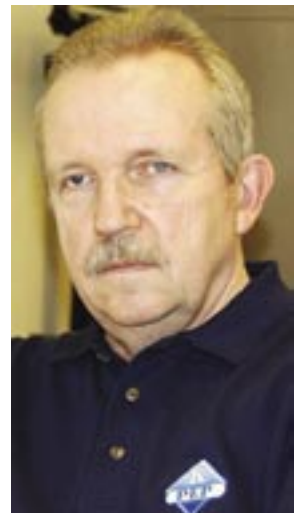
*Janet Alatalo*



*Jordan Becklin*



*Mike Mayberry*



*Grey Wilcox*

*by Beth Frantz, Assistant Director*

# On the Move

October 1, 2005 through December 31, 2005

## Hired:

Jamie Earl            Part-Time Resident Coordinator  
Peter Slack           Part-Time Resident Coordinator  
Morgan Boss        Part-Time Resident Coordinator  
Sherry Salingue     Full-Time Resident Coordinator  
Montrell Baker      Part-Time Resident Coordinator

Patsy Hamilton      Part-Time Cook  
Wendy Martin        Administrative Assistant  
Jason Jackson       Part-Time Resident Coordinator  
David VanderLaan   Part-Time Resident Coordinator  
Christopher Brightwell Part-Time Resident Coordinator  
David Malotke        Part-Time Resident Coordinator

## Promoted:



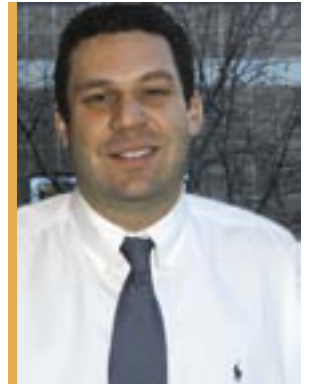
Jason Bradley,  
*Full-Time Resident Coordinator,  
Kalamazoo Park Street Facility*



Sara Green,  
*Group Facilitator,  
Kalamazoo Park Street Facility*



Michael Mayberry,  
*Resident Coordinator Supervisor,  
Berrien County Facility*



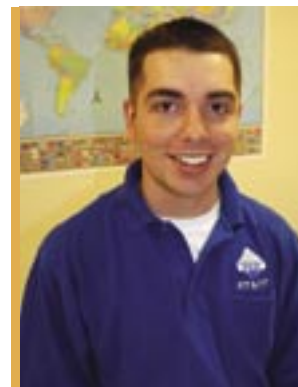
Jason McCune,  
*Operations Manager,  
Kalamazoo Park Street Facility*



Jeb Miller,  
*Resident Case Manager,  
Kalamazoo Park Street Facility*



Erin Powell,  
*Resident Coordinator Supervisor,  
Kalamazoo Olmstead Rd. Facility*



Peter Slack,  
*Full-Time Resident Coordinator,  
Kalamazoo Park Street Facility*



John Shorey,  
*Full-Time Resident Coordinator,  
Kalamazoo Park Street Facility*

# Need a hand? Just ask!

K-PEP provides volunteer assistance to local nonprofits, senior citizens and handicapped persons. We can provide volunteers to perform a variety of community service tasks—whatever the need, just ask us.

**In Kalamazoo County** call: Jordan Becklin at 269-383-0444 or Cynthia Tall at 269-383-1386

**In Berrien County** call: Charles Adams at 269-926-1284

**In Calhoun County** call: Andy Jerue at 269-963-2085

**In Muskegon County** call: Jeff Lucht or Lisa Romero at 231-726-2733



## Results

### 1st quarter:

October 1, 2005 through December 31, 2005

Average Daily Count	220.5
Admissions	423
Successful Graduates	230
Jobs Obtained	219
GED Tests	78
GED Certificates	9
Substance Abuse Graduates	
Residents	244
Weekend Intervention	13
Resident Income	\$375,087.19
Rent Paid	\$135,574.05
Court Costs/Child Support Paid	\$37,730.98

## Lawn & Yard Care

- *spring and fall clean-up*
- *mowing*
- *light landscaping*
- *snow removal*

## K-PEP Lawn Service

Free Estimates - Call Jason McCune at 269-383-0444

responsibility in all areas of their lives.

Our program provides the opportunity and structure for men and women to take personal is to provide a cost-effective and community-based productive alternative to incarceration. K-PEP is a private, nonprofit probation residential center for adult offenders. Our mission

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KALAMAZOO, MI  
PERMIT NO. 307

Kalamazoo Probation Enhancement Program, Inc.  
519 South Park St. • Kalamazoo, MI 49007

