

## Police Pick Post Avenue: Substation Opened on Battle Creek's East Side

By: Trace Christenson

Reprinted with permission from *The Battle Creek Enquirer*

Police officers are going to the people, opening a substation in the Post neighborhood.

In conjunction with Neighborhoods Inc., the Battle Creek Police Department opened a substation at the end of last year in a renovated home at 75 Post Ave. "The idea is to decentralize operations and put officers right in the neighborhood," said Lt. Phil Reed. "We would like to have officers working out of there 24 hours a day, seven days a week, to increase our presence."

Reed said the officers will have computers and other equipment in the house and can use it for interviews and report writing and be in the neighborhood when needed.

"We hope to increase the interaction between officers and the people in the neighborhoods," he said. "We want to increase our presence and also deal with code compliance and quality of life issues." The vacant house at Post Avenue and Jericho Road is owned by Neighborhoods Inc., which is refurbishing it at a cost of about \$45,000. The agency received some free labor when several college students worked in the house part of a week during spring break. Battle Creek

police are using a \$39,000 state grant for equipment and other costs.

Neighborhoods Inc., spokesperson Connie Morse said the house will be leased to the police for \$1.00, but eventually will be sold as a single family home. She expects the substation to be located in the house for at least six months to a year.

"Our mission is helping neighborhoods and this is good for the neighborhood," she said. "With police officers there, it will do nothing but good." Morse said the agency talked with neighbors about the plan and they liked it. "They thought it was a good idea, so did the police and so did we," she said.

Some nearby residents said they don't object to the police substation, but don't believe the crime rate warrants it. "I really don't think it's necessary," said Michele Dickinson, 27, who lives within sight of the house. "But we will feel a lot safer. It's a good idea. Why not?"

But Allen Hall, 21, said he be-



lieves another police station is a waste of money. "They don't need it in my neighborhood," he said. "There's not enough crime over here. There are a lot of cars riding around and kids heaving bottles, but there are not a lot of guns being shot or cars being stolen. Nothing major."

The department has maintained substations on Truth Drive and in the downtown business district. It also had a substation on Capital Avenue, Northeast, but the location is closing because the Youth for Christ Organization, which provided space, is moving.

Prior to the move some people had spray-painted obscene images and gang signs on the building. "They know we are coming," Reed said. ■



A joint project of the Michigan State University School of Criminal Justice, School of Labor and Industrial Relations, Urban Affairs Program and the Department of Psychology in partnership with:

- Michigan Association of Chiefs of Police
- Michigan Commission on Law Enforcement Standards
- Michigan Sheriffs Association
- Michigan State Police
- Neighborhood Associations of Michigan

And the following police agencies and their partner communities:

- Albion
- Battle Creek
- Bay City
- Canton
- East Lansing
- Gerrish Township
- Grand Haven
- Grand Traverse Band of Ottawa & Chippewa Indians
- Grand Traverse County
- Harbor Springs
- Harper Woods
- Ingham County
- Jackson
- Kalkaska County
- Kalkaska
- Kentwood
- Lansing
- Leelanau County
- Marquette County
- Meridian Township
- Monroe County
- Monroe
- Mt. Pleasant
- Muskegon
- Novi
- Saginaw-Chippewa Indian Tribal Police
- St. Johns
- Traverse
- Warren
- Washtenaw County
- Ypsilanti

## RCPI Awards 1999-2000 Mini Grants

By Priscilla Holmes, Community Specialist

On May 12, 2000, the Michigan Regional Community Policing Institute (RCPI) at Michigan State University announced its mini grant awards to four community groups. The grant program is supported through a cooperative agreement awarded to the RCPI by the Office of Community Oriented Police Services, US Department of Justice. In this grant year, eligibility to apply for grants was dependent on community and neighborhood group representatives participating in the *Neighborhood Leadership Academy Certificate Program*. The overall purpose of the mini grant program is to support projects and activities, which would enhance a community's ability to become a full working partner with its police department, thus enhancing the quality of life for residents.

Applicants were required to provide sufficient information to show how proposed projects would enhance problem solving, create partnerships, address quality of life issues, and build the capacity of neighborhood groups. Additionally, this year's process encouraged development of youth activities.

Four grants were awarded, totaling \$3,722.00. The following is a brief summary of each grant that was awarded.

- ◆ Fabulous Acres Neighborhood Organization in Lansing has a long term commitment to work with the high-risk youth in their neighborhood. The grant will be used for a trip to Chicago by train and will expose disadvantaged youth to cultural and educational opportunities. Mini grant funds will be used for train fare and hotel.
- ◆ Kids Creek Neighborhood Association in Traverse City will be using mini grant funds to support three new youth activities. Youth will participate in cleaning a creek that runs through the neighborhood, a bike safety/courtesy program, and finger printing for children identification. Funds will be used to purchase T-shirts with the neighborhood logo to be given out to participants in the three events.
- ◆ Old Towne Neighborhood in Traverse City will celebrate its second year with a street party and neighborhood yard sale. To promote neighborhood awareness in a high traffic area, they will use funds to develop a neighborhood logo, purchase temporary neighborhood signs and T-shirts to be used at special events.
- ◆ Moores Park Neighborhood Organization in Lansing is an established neighborhood group, but continually works on better communication with the 900 households within their boundaries. Mini grant funds will be used to mail newsletters this summer, and to purchase supplies to paint the house of a senior citizen. ■

## Lansing Police Department: Juvenile Division Program

By *Officer Jennifer Kielas, Lansing Police Department*

The number of status offenses has been on the rise in Ingham County since 1993. This increase in crime was partly the result of youths not being held responsible for their actions. To combat this trend, all Ingham County law enforcement agencies led by the Lansing Police Department teamed up with the Juvenile Court to create a Juvenile Diversion Program. This program, which is funded by a grant through the Family Independence Agency, offers a day-long intervention consisting of positive skill-building activities and community service to those juveniles that have been ticketed for status offenses such as truancy, curfew violations and tobacco or alcohol possession/use. The goals of the Juvenile Diversion Program are to hold youths responsible for their actions, to provide meaningful consequences for the offenses they commit and reduce recidivism on the part of first time offenders.

The juveniles are screened at four different levels for the diversion program: the police agency, the family court, the diversion program coordinator and by a telephone conversation with the parent or legal guardian. The ideal diversion participant is a non-violent status offender who is likely to benefit from community service instead of going through the Juvenile Court process. Those juveniles that pass the screening test are selected for the Juvenile Diversion Program. Successful completion of the diversion program lets the juvenile avoid starting a

court record. If the juvenile does not pass the screening test, their case is forwarded to Family Court.

During the pilot phase of the program, which ran from September 9, 1999–November 20, 1999, diversion was offered to first time and repeat offenders who did not have serious offense histories and who were not formally involved in the court system. A total of 77 youth were selected for the pilot program out of 319 tickets processed by the Lansing Policing Department. This pilot phase indicated that 24% of ticketed youth were appropriate for the Juvenile Diversion Program. Of the 77 juveniles who participated in the program, 82% successfully completed the diversion program. Of the 82%, only 27% re-offended compared to the 50% re-offending rate of juveniles who were not accepted

to the Juvenile Diversion Program.

Programs similar to the Juvenile Diversion Program have proven to be successful in other major cities. Partnerships that were developed between law enforcement, courts and community are able to hold juveniles responsible for their actions, and providing meaningful consequences for the offenses they commit, will inevitably reduce the number of non-violent juvenile crimes in Ingham County. Not only do the juveniles benefit from the program by being diverted from the system; community, courts and police do also. Juveniles assigned to community service help various community organizations on projects; police and courts benefit from a reduced juvenile recidivism rate. This partnership has proven to be a positive program for all agencies involved. ■



# Leadership Think Tank: Facilitating Organizational Change

By J. Kevin Ford, Ph.D., Jerome G. Boles, III, Cori A. Davis & Kevin E. Plamondon

## Purpose

Police departments across the country are moving to a community oriented policing strategy. For many departments, this move is a total transformation from “traditional” policing to a customer-oriented approach to the delivery of police services. To better prepare leaders for the challenges associated with a transformational change effort, the Michigan Regional Community Policing Institute (RCPI) has embarked on a leadership training initiative.

In Fall 2000, the Michigan RCPI will offer its first five-day executive training seminar covering the skills needed of a transformational change agent. The program is based on the Michigan RCPI model of change, developed in 1999 with funding from the National Institute of Justice, Office of Community Oriented Police Services (COPS). The model outlines six key steps to the successful development and implementation of community policing: (a) *Exploration*: requiring that organizational leaders actively investigate alternative approaches to the current system; (b) *Commitment*: in which leaders dedicate resources to a change effort; (c) *Planning*: where the organization articulates the goals of the change effort and develops a strategy for achieving those objectives; (d) *Implementation*: in which plans are put into action; (e) *Monitoring and revision*: a systematic evaluation and revision of the change effort; and (f) *Institutionalization*: where new policies and procedures

formally replace the old methods of performing.

In planning the leadership seminar, the RCPI felt that it was important to involve transformational leaders in designing and developing the curriculum. These individuals could act as subject matter experts in shaping the objectives and content of the five-day seminar. With this goal in mind, the Michigan RCPI hosted a leadership “think tank.” The think tank was designed as a round table discussion among transformational leaders from government and private industry. The goal was to develop a list of critical tasks that leaders are likely to perform in a change process and to identify the knowledge and skills needed to perform those tasks.

## Think Tank

The think tank involved a diverse group of participants from Michigan police organizations, private businesses, and universities. They gathered for two half-day sessions to discuss transformational change and the successes and challenges they experienced at each stage of the process.

In addition to discussing topics directly drawn from the Michigan RCPI model, participants were



asked about general issues surrounding a transformational change effort. Discussions focused on defining change, identifying indicators of progress, analyzing tasks performed by transformational leaders, and developing lists of the knowledge and skills needed of transformational leaders.

## Conclusion

The information summarized from this session will be used in developing the content for the change management institute. The information and suggestions gathered are useful for not only designing the institute’s curriculum, but for determining how to allocate efforts during the seminar. Training will focus on actionable objectives that leaders can apply immediately to their organizations. The plan for subsequent years is to expand the seminar to management teams and to invite seminar alumni back to discuss their experiences in applying what they learned from the seminar. ■



## A Critical Incident Planning Partnership

*J. Robert Johnson, Emergency Services Manager City of Sterling Heights*

In July 1999, Michigan's Legislature passed a law, often referred to as "Public Act 102." Among other things, PA 102 requires each school board, county prosecutor, and local law enforcement agency to "...meet and confer as appropriate on the implementation of the statewide school safety information policy..." Twenty-two reportable incidents were outlined in that policy (*Multi-Hazard Response Guide*) developed by the Michigan State Police, the Michigan Attorney General and the Michigan Department of Education.

The Macomb County Intermediate School District (MISD) was one of the first districts in the state to comply with the above "meet and confer" mandate. Macomb County, Clinton Township, Fraser, Sterling Heights and Warren emergency managers first met with the Macomb County Intermediate School District to review and discuss the new law and address the 22 reportable incidents. The prosecutor's office, police and emergency managers were involved in those early meetings.

A letter was sent from the MISD to all school districts in the county. Each jurisdiction's police agency signed an agreement to accept the sharing of information on the reportable incidents.

At the same time a committee consisting of representatives from each school district and emergency management office met and continues to meet to develop a generic all hazards emergency plan for the entire county. The state police *Emergency Site Plan* book and the *Multi-Hazard Response Guide* will be incorporated within Macomb's generic document. A generic reporting form has also been approved for reporting incidents between school and police.

With these generic documents to use as guides, each school in partnership with its law enforcement agency will address hazards and develop plans at the local level. Guides will be distributed to every school and every location where a person answers the telephone. The 22 reportable incidents, along with the hazards, will be addressed. Maps and key telephone numbers will also be included. The two items will be completed for final draft adoption before school starts in the fall 2000.

Reporting is occurring presently with districts between agencies. The prosecutor's office has assigned

a person to attend each court case through the entire process to make it known to the judges how important this effort is. There has been prosecution on subjects in the county for bomb threat activity. There are also special educational efforts in place for those who have been released from school activity.

Macomb plans on using its county wide "summit" to address the finished product, discuss future training for staff, and implementing the plan. Police, fire and EMS efforts will be addressed in more depth upon completion of the two planning documents. Often times emergency management is a forgotten partner as schools, police, and prosecution address the safe schools issue. Macomb has demonstrated that emergency management has a key role to play, and provided the model for others interested.

For more information, contact Bob Johnson at the City of Sterling Heights, 810-446-2991 or via email [oemjohnson@home.com](mailto:oemjohnson@home.com). ■



VanBuren County stakeholders at their Summit.

(pictured left to right in above photo:)

**Kim Conner**, (teacher) Lawton Community Schools

**Lt. Rick Cain**, Allegan County Sheriff Department

**Jim Pavelka**, (Superintendent) Allegan Intermediate School District

**Lt. Charlene Reinsch**, 5<sup>th</sup> District MSP Energy Management Coordinator

**Pat Butler**, (Deputy Fire Chief) Kalamazoo Township



Ten summits in various counties across the state have already been conducted. These meetings have resulted in post-summit planning sessions that have included police, school and emergency responders. Don't miss the summit for your county.

## First Annual Neighborhood Leadership Academy

By *Priscilla Holmes*,  
Community Specialist

Michigan RCPI hosted the First Annual Neighborhood Leadership Academy awards luncheon on April 29, 2000 in East Lansing. Fourteen neighborhood leaders from RCPI partner communities received certificates for completion of the Neighborhood Leadership Academy.

Dr. Merry Morash, Director of Michigan State University's School of Criminal Justice and the Michigan RCPI gave a warm welcome and congratulations speech to the group. San Singh, Mayor pro tem of East Lansing and Director of the Michigan Non-Profit Association spoke to the critical role of volunteers and the qualities, which define leadership.

Dr. Morash, along with Priscilla Holmes and Diane Casey, Community Specialists with the Michigan RCPI presented the certificates. ■



### Leadership Academy Graduates

*Jackie Braman*, Battle Creek, *Cynthia Craig*, East Lansing  
*Susan Dougherty*, Lansing, *Amy D. Hunnicutt*, Traverse City  
*Kimberly Lawrence*, Battle Creek, *Leela Madhava Rau*, Lansing  
*Barbara Rishel*, Traverse City

## Upcoming Training

For more information call 1-800-892-9051 or visit our website at:  
[www.cj.msu.edu/~outreach/rcpi](http://www.cj.msu.edu/~outreach/rcpi)

### July

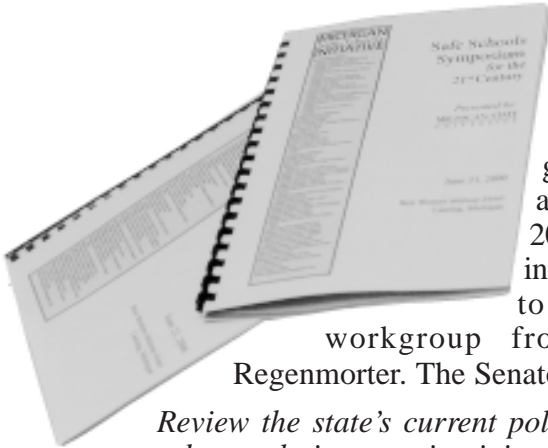
24-28 – Community Policing Train the Trainer, East Lansing

### August

- 8– Safe Schools Summit, Gratiot County, Contact: Dale Prive (517) 875-5280
- 9– Safe Schools Summit, St. Clair County, Contact: Jeff Friedland (810) 989-6965
- 11– Safe Schools Summit, Lapeer County, Contact: Mary Stikeleate (810) 676-8233
- 15– Safe Schools Summit, Ingham (Lansing Schools), Contact: Mike Perez (517) 676-8223
- 16– Safe Schools Summit, Ingham (Out-County Schools) Contact: Mike Perez (517) 676-8223
- 22– Safe Schools Summit, Eaton County, Contact Sergeant Steve Jackson(517) 543-3512 ext. 393
- 24– Crime and Data Analysis Training, East Lansing

### September

- 12– Safe Schools Summit, Gogebic & Ontonagon, Contact: Dick Bolin (906) 663-4687
- 13– Safe Schools Summit, Houghton & Keweenaw, Contact: John Dueweke (906) 337-2041
- 14– Safe Schools Summit, Marquette & Alger, Contact: Lt. Mike Zorza (906) 346-4045
- 15– Safe Schools Summit, Mackinac & Luce, Contact: Ben Thompson (906) 643-7306
- 19– Safe Schools Summit, Delta, Schoolcraft & Menominee, Contact: Capt. A.I O'Dell (906) 786-5911
- 26– Safe Schools Summit, Macomb, Contact: Bob Johnson (610) 446-2991



## Safe Schools Symposium

Approximately 60 representatives from various agencies, organizations, and companies from around the state, met on June 23, 2000, at the Best Western Midway in Lansing, in response to a request to the *Safe Schools Initiative* workgroup from Senator William Van Regenmorter. The Senator asked the group to:

*Review the state's current policies, statutes, regulations and procedures relative to maintaining a safe learning environment for Michigan's children. It is my hope that Michigan State University can be a leader in identifying what factors place a youth at risk for violent behavior; what are the early warning signs and potential risk factors; an examination of some of the best practices and strategies that schools, states, and communities can adopt to address this crisis; and finally, some areas where we can accomplish positive change. I would be interested in recommendations for reform that will help provide a comprehensive approach to school safety.*



*Carolie MiKulcik, Michigan Department of Education was the Scribe for her group.*



*Senator William Van Regenmorter discusses "next steps" with Merry Morash, Director, School of Criminal Justice.*

It is anticipated that a draft report on results from the meeting will be completed before the July 4th holiday and forwarded to each of the participants for feedback.

Using result from the 23rd and feedback from participants, as well as research done prior to the meeting, a final report with recommendations will be completed and forwarded to the Senator by the end of July. ■



*Candace Curtis, Associate Director, D.A.R.E. Michigan, talks with Larry Johnson, Director of Public Safety, Grand Rapids Public Schools.*

### SUBMISSIONS:

All articles and photographs will be considered for publication. *Community Policing Partnerships* seeks articles on successful community policing stories, community partnerships, problem-solving strategies and other topics that are helpful to communities and law enforcement agencies. Please send articles and photographs (black and white glossy preferred) to: Michigan Regional Community Policing Institute, Community Policing Partnerships.

Attn: Christina Wilkerson,  
1407 S. Harrison Road,  
321 Nisbet Building,  
East Lansing, MI 48823,  
or e-mail – [christina.wilkerson@ssc.msu.edu](mailto:christina.wilkerson@ssc.msu.edu).



*Shannon Barton, Professor, Ferris State University Rad Jones, School of Criminal Justice, and Larry Nicholson, Director, Center for Civil Force Protection, Sandic National Lab, listen to the discussion.*



# Neighborhood Associations of Michigan Annual Conference:

## *Discovering and Accessing Opportunities for Neighborhood Development*

September 8-9, 2000

Holiday Inn West, Lansing Michigan

A block of rooms is reserved until August 8. YOU MUST CALL AND RESERVE YOUR SLEEPING ROOM Before August 8 to insure the conference rate (517) 627-3211. Rooms \$75/night single or double.

*Four Tracks will be available:*

- ◆ Overcoming Community and Citizen Apathy
- ◆ Community Policing Problem Solving
- ◆ Identifying and Accessing Resources
- ◆ Partnering with Traditional Leaders and Organizations

Community Teams are encouraged to attend.  
\$45 registration fee

*Please visit our website at:  
[www.msu.edu/~namich](http://www.msu.edu/~namich)  
or call 800-892-9051  
for information*

*Community Policing Partnerships Newsletter is supported by Cooperative Agreement 97-ck-wx-0010 awarded by the Office of Community Oriented Policing Services, U.S. Department of Justice. Points of view or opinions contained within this document are those of the author and do not necessarily represent the official position or policies of the U.S. Department of Justice.*

**Regional Community Policing Institute**  
**School of Criminal Justice**  
**MICHIGAN STATE UNIVERSITY**  
**1407 S. Harrison Road**  
**Nisbet Building - Room 324**  
**East Lansing, MI 48823**

Nonprofit Org.  
U.S. Postage  
PAID  
East Lansing, MI  
Permit No. 21

*Forward and Address Correction*