

Northeast Wisconsin Veterans Treatment Court

'Leave No Veteran Behind'

Mentor Handbook

Established 2011 Revision 6/2013

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I: Mission Statement

The mission of the Northeast Wisconsin Veterans Treatment Court Mentor Program is to make certain to the best of our abilities that no veteran is left behind. We will find them, offer them assistance, assess their needs, and help them solve their problems. We will support veterans through their readjustment to civilian life, assisting participant as they navigate through the court system, and act as a mentor or advocate.

II: Introduction

As the veteran population in the United States continues to rise, so does the need for a greater understanding of the impact of military service on the men and woman who serve. Military service can impact the lives of veterans and their families in countless ways. Many returning veterans and their families cope with serious issues such as: alcohol and substance abuse, mental illness, homelessness, unemployment, and strained relationships. Oftentimes, these serious issues go unaddressed, and many of these veterans end up in our criminal justice system. With the increase of veterans with serious needs in our criminal justice system, comes the need for the system to develop innovative ways of working to address these issues and needs. This is why Brown County has developed the Northeast Wisconsin Veterans Treatment Court. The Northeast Wisconsin Veterans Treatment Court (NEWVTC) will allow veterans to go through the court process with other people, who are similarly situated and have common past experiences and needs. This type of court, with the help of volunteer veteran mentors, link veterans with service providers who can help treat the veteran's needs that have risen from their service. The goal of the mentor program is to provide the veteran with a positive role model who can help guide the veteran through the Veterans Treatment Court Program.

III: Goals and Objectives of Mentor Program

The goal of the Veterans' Mentoring Program is to provide peer-to-peer support and assistance to veterans involved in the Northeast Wisconsin Veterans Treatment Court (NEWVTC). The mentors will help veterans: navigate the court system, connect with treatment and services, readjust to civilian life, and act as a mentor or advocate.

This peer mentor relationship promotes and fosters, through caring encouragement, a "can do" attitude in the veteran that they can turn to mentors who have had experience in the military; veterans can be inspired to accomplish their treatment goals.

IV: Key Components of the Northeast Wisconsin Veterans Treatment Court <u>Program</u>

- 1. The NEWVVTC integrates alcohol and other drug treatment services with justice system case processing.
- 2. Using a non-adversarial approach, prosecution and defense counsel promote public safety while protecting each participant's due process rights.
- 3. Eligible participants are identified early and are promptly placed in the NEWVTC program.
- 4. The NEWVTC provides access to a continuum of alcohol, drug, mental health, and other related treatment and rehabilitation services through the VA and local providers.
- 5. Abstinence can be monitored by frequent alcohol and other drug testing.
- 6. A coordinated strategy governs the NEWVTC responses to participants' compliance.
- 7. Ongoing judicial interaction with each NEWVTC participant is essential.
- 8. Monitoring and evaluation measure the achievement of program goals and gauge effectiveness.
- 9. Continuing interdisciplinary education promotes effective NEWVTC planning, implementation, and operations.
- 10. Forging partnerships among the NEWVTC, public agencies, community-based organizations, and the VA generates local support and enhances the NEWVTC program effectiveness.

V: Facilitators and Emergency Contacts

Mentor Co-Coordinators:

- Michael Sheedy
 - o (920) 606-0092 michael.sheedy53@gmail.com
- Tom Hinz
 - o (920) 606-2012 psycshrf@netnet.net

Brown County Veterans Service Officer:

- Joe Aulik
 - (920) 448-4450

Brown County Crisis Center

• (920) 436-8888

Community Resources

- Dial 211 (for general information)
- NEW Community Shelter
 - 0 (920) 437-3766
- Crisis Center
 - 0 (920) 436-8888
- Pauls Pantry
 - 0 (920) 433-0343
- St. Vincent DePaul
 - 0 (920) 435-4040
- Salvation Army
 - o (920) 497-7053 (Union Court)
 - o (920) 884-2950 (thrift store)
- Golden House (domestic abuse shelter)
 - 0 (920) 435-0100

Substance Abuse and Mental Health Services Admin. (SAMHSA)

• 1-800-729-6686

Emergency:

- National Veterans Suicide Hotline
 - o 800-273-TALK (8255)
- All other emergencies

Call 911

Suicide Prevention Hot Line

1-800-273-8255

Veterans Crisis Line

• 1-800-273-8255 Press '1'

VI: Roles and Responsibilities of Mentor Program

Mentor Coordinator:

Duties and Responsibilities:

- Recruit and train volunteer mentors
- Match mentors with veterans
- Supervise mentors
- Assist in the retention of volunteer mentors
- Coordinate the mentorship program with the NEWVTC Judge and Team members
- Assist in the development of specialized training projects for the mentor program
- Perform all other duties as assigned by the NEWVTC

Volunteer Veteran Mentor:

Desired qualities:

- Willing, active listener
- Encouraging and supportive
- Tolerant and respectful of individual differences
- Knowledge of community resources and services
- Available to make weekly contact with their mentee

Requirements:

- Be a veteran of one of the branches of the United States Military, including the Reserve or Guard branches
- Complete all of the appropriate application forms
- Pass the mentor screening process, written application, personal interview, and background check
- Complete the mentor training program seminar
- Be in good standing with the law
- Commit to at least 18 months of mentoring
- Commit to at least twelve hours a month of mentoring

Duties and responsibilities:

- Participate in and lead mentoring sessions as assigned
- Attend court sessions with veteran as scheduled
- Assist veteran in accessing veteran's benefits
- Be supportive and understanding of the difficulties veterans face
- Help the veterans to clear up any concerns about the court proceedings
- Be supportive and helpful to the other mentors within the program
- Participate in additional trainings throughout time of service
- Adhere to the NEWVTC mentor Program Handbook and Mentor Training Manual
- Sign confidentiality agreement
- Record times and activities with mentee

Compensation: Being a NEWVTC Mentor is a volunteer unpaid position

VII: Rules for Mentors

The mentor's primary obligation is to offer support to the veteran. In all relationships, the mentor will protect the veteran's welfare and will diligently seek to assist the veteran in reaching his/her goals.

- Act on the veteran's interest unless to do so would endanger him or herself or others
- Act professionally when representing the program and the sponsoring agencies in the community
- Refer the veteran to other agencies/organizations only after obtaining approval from the mentor program coordinator
- Work with the mentor coordinator to resolve conflicts
- Confine your role to the limits of your training and competency
- Maintain objective and professional standards in relationships with the veteran
- Refrain from pushing your values, lifestyle or beliefs on the veteran
- Do not promise outcomes
- Do not exploit the veteran or the relationship for agency or personal advantage
- Do not become involved in any monetary business arrangements or commitments beyond those required for delivery of services or any other type of solicitation
- Sexual relations or harassment of any kind will not be tolerated. Any reports of inappropriate behavior will be investigated and legal action may be initiated
- Verbal abuse, physical abuse, or violence will not be tolerated. Violence or abuse must be reported to mentor coordinator immediately
- Treat all information concerning the veteran as confidential. Only give personal information regarding the veteran to people the veteran has identified on a signed release form
- Encourage the veteran to report knowledge of crimes or planned crimes to the appropriate law enforcement authorities
- Inform the veteran that you are obligated to report illegal or destructive behavior to the mentor coordinator or probation officer

• In emergency situations, contact the police and then the mentor of whether to take action, consult with the mentor coordinator or the disclose information relevant to the situation.	
I HAVE READ AND UNDERSTAND WHAT IS EXPECTED OF	ME:
VETERAN MENTOR SIGNATURE	DATE
MENTOR COORDINATOR SIGNATURE	DATE

VIII: Northeast Wisconsin Veterans Treatment Court Mentor Agreement Form

I	(please print your name)	agree to the following to
be a r	mentor in the Northeast Wisconsin Veterans Treatment Court	•
-	I am a veteran of one of the branches of the United States Armedermy, Marine Corps, Navy, Air Force, Coast Guard, or their confound branches.	
-	Adhere to all of the Northeast Wisconsin Veterans Treatment Co and procedures, including the Mentor Training Manual and Men	1 0 1
-	Commit to participation for a minimum of (1) year or until my p the NWVTC.	participant graduates from
-	Complete the required initial training as specified by the Court putthe Northeast Wisconsin Veterans Treatment Court.	prior to participation in
-	Participate in any required additional training as required by the Veterans Treatment Court.	Northeast Wisconsin
-	Visit with the Northeast Wisconsin Veterans Treatment Court pa hour each week and attend court session with mentee as their pre-	*
-	Do not engage in any drug use, alcohol use, sexual activities, or activities with the Northeast Wisconsin Veterans Treatment Cou	
-	Notify the Northeast Wisconsin Veterans Treatment Court Ment Coordinator if the participant becomes suicidal, wants to harm of unlawful activities.	
 Signat	ture:	Date:

Witness:

XI: Code of Confidentiality

I will respect the veteran's right to privacy. I will not discuss his/her name, address, background, family relationships or the nature of his/her problems with anyone side the NEWVTC program unless a release of information is completed. I understand that confidentiality continues even if I cease to be a volunteer.

MENTOR SIGNATURE	DATE
MENTOR COORDINATOR SIGNATURE	DATE

Objective:	Program orientation, identification of needs and goals, stabilization and treatment
Duration:	Approximately three (3) to four (4) months
Pro-Social Behavior Requirements	 Maintain total abstinence Avoid individuals who use or possess drugs and/or abuse alcohol Do not enter establishments where alcohol is primarily sold and avoid any premises where alcohol is sold for consumption on the premises(taverns, bars, beer tents/stands, casinos) unless prior team approval is obtained Comply with all conditions of the NEWVTC program plan Abide by individualized time management plan Attend and be on time for all required appointments and appearances Follow the rules and conditions set forth in the Participant Contract Follow the rules set forth by the probation/parole agent and/or case manager
Supervision Requirements	 Make weekly, or as ordered, appearances before the Veteran's Court Judge Office and home visits as directed by your probation rules/agent or case manager Electronic monitoring as needed and as ordered by the Veteran's Court
Drug & Alcohol Testing Requirements	 Drug and/or alcohol testing/monitoring as ordered by the NEWVTC Probation and Parole: drug and/or alcohol test/monitoring as directed by agent Treatment providers: drug and/or alcohol testing as requested by provider(s)
Treatment & Other Services Requirements	 Participate in all recommended treatment programming, as determined by the NEWVTC Team Participate in required educational components, such as job training or life skills
Support Requirements	 Obtain a sponsor and/or mentor and maintain contact at least once a week Participate in support groups, as directed by the NEWVTC Team
Requirements to Advance to the Next Phase	 Develop a NEWVTC program plan (identifying areas of need and goals) Obtain stable housing Obtain sponsor and/or mentor Complete the employment/educational planning sheet Complete the budget summary sheet Meet with the CVSO (County Veterans Service Officer) to explore determine benefit eligibility Complete all other conditions, as determined by the NEWVTC Team Complete application for advancement to Phase II

PHASE II		
Objective:	Continued stabilization and treatment, utilizing coping skills, implementing plans for change and life skills development	
Duration:	Approximately four (4) to five (5) months	
Pro-Social Behavior Requirements	 Maintain total abstinence Avoid individuals who use or possess drugs and/or abuse alcohol Do not enter establishments where alcohol is primarily sold and avoid any premises where alcohol is sold for consumption on the premises(taverns, bars, beer tents/stands, casinos) unless prior team approval is obtained Comply with all conditions of the NEWVTC program plan Abide by individualized time management plan Attend and be on time for all required appointments and appearances Follow the rules and conditions set forth in the Participant Contract Follow the rules set forth by the probation/parole agent and/or case manager 	
Supervision Requirements	 Make biweekly, or as ordered, appearances before the Veteran's Court Judge Office and home visits as directed by your probation rules/agent or case manager Electronic monitoring as needed and as ordered by the Veteran's Court 	
Drug & Alcohol Testing Requirements	 Drug and/or alcohol testing/monitoring as ordered by the NEWVTC Probation and Parole: drug and/or alcohol test/monitoring as directed by agent Treatment providers: drug and/or alcohol testing as requested by provider(s) 	
Treatment & Other Services Requirements	 Participate in all recommended treatment programming, as determined by the NEWVTC Team Participate in required educational components, such as job training or life skills 	
Support Requirements	 Obtain a sponsor and/or mentor and maintain contact at least once a week Participate in support groups, as directed by the NEWVTC Team 	
Requirements to Advance to the Next Phase	 Develop a plan for time management Implement employment/educational plan Obtain budget counseling/maintain a realistic budget Identify healthy social and support networks Complete the leisure planning sheet Develop a payment plan for restitution, fines and court costs Follow the NEWVTC program plan Maintain stable housing Maintain sponsor and/or mentor contacts Complete all other conditions, as determined by the NEWVTC Team Complete application for advancement to Phase III 	

	PHASE III
Objective:	Continued treatment, mastering of coping skills, maintain plans for change and implementation of life skills
Duration:	Approximately five (5) to six (6) months
Pro-Social Behavior Requirements	 Maintain total abstinence Avoid individuals who use or possess drugs and/or abuse alcohol Do not enter establishments where alcohol is primarily sold and avoid any premises where alcohol is sold for consumption on the premises(taverns, bars, beer tents/stands, casinos) unless prior team approval is obtained Comply with all conditions of the NEWVTC program plan Abide by individualized time management plan Attend and be on time for all required appointments and appearances Follow the rules and conditions set forth in the Participant Contract Follow the rules set forth by the probation/parole agent and/or case manager
Supervision Requirements Drug & Alcohol	 Appear before the Veteran's Court Judge every three weeks, or as directed Office and home visits as directed by your probation rules/agent or case manager Electronic monitoring as needed and as ordered by the Veteran's Court Drug and/or alcohol testing/monitoring as ordered by the NEWVTC
Testing Requirements	 Probation and Parole: drug and/or alcohol test/monitoring as directed by agent Treatment providers: drug and/or alcohol testing as requested by provider(s)
Treatment & Other Services Requirements	 Participate in all recommended treatment programming, as determined by the NEWVTC Team Participate in required educational components, such as job training or life skills
Support Requirements	 Obtain a sponsor and/or mentor and maintain contact at least once a week Participate in support groups, as directed by the NEWVTC Team
Requirements to Advance to the Next Phase	 Follow the NEWVTC program plan, including the time management plan and leisure plan Continue in employment, education program and/or service work Maintain a realistic budget Follow payment plan for restitution, fines and court costs Maintain stable housing Maintain sponsor and/or mentor contacts Complete all other conditions, as determined by the NEWVTC Team Complete application for advancement to Phase IV

Objective:	Maintenance of positive changes and graduation planning
Duration:	Approximately six (6) to seven(7) months
Pro-Social Behavior Requirements	 Maintain total abstinence Avoid individuals who use or possess drugs and/or abuse alcohol Do not enter establishments where alcohol is primarily sold and avoid any premises where alcohol is sold for consumption on the premises(taverns, bars, beer tents/stands, casinos) unless prior team approval is obtained Comply with all conditions of the NEWVTC program plan Abide by individualized time management plan Attend and be on time for all required appointments and appearances Follow the rules and conditions set forth in the Participant Contract Follow the rules set forth by the probation/parole agent and/or case manager
Supervision Requirements Drug & Alcohol	 Appear before the Veteran's Court Judge every four weeks, or as directed Office and home visits as directed by your probation rules/agent or case manager Electronic monitoring as needed and as ordered by the Veteran's Court Drug and/or alcohol testing/monitoring as ordered by the NEWVTC
Testing Requirements	 Probation and Parole: drug and/or alcohol test/monitoring as directed by agent Treatment providers: drug and/or alcohol testing as requested by provider(s)
Treatment & Other Services Requirements	 Participate in all recommended treatment programming, as determined by the NEWVTC Team Participate in required educational components, such as job training or life skills
Support Requirements	 Obtain a sponsor and/or mentor and maintain contact at least once a week Participate in support groups, as directed by the NEWVTC Team
Requirements to Graduate	 Develop approved aftercare and relapse prevention plan (including ongoing treatment for mental and physical health, financial stability, support system, and leisure structure) Follow the NEWVTC program plan, including the time management plan and leisure plan Continue in employment, education program and/or service work Maintain a realistic budget Fully paid restitution, fines and court costs Maintain stable housing Maintain sponsor and/or mentor contacts Complete all other conditions, as determined by the NEWVTC Team Complete application for graduation

THE NEWVTC TEAM & ROLES

The Northeast Wisconsin Veteran's Treatment Court consists of individuals from a variety of disciplines. The team comes together to handle cases involving criminally involved veterans through an intensive, judicially-monitored program of drug and alcohol treatment, rehabilitation service and mental health services. The following is a list of the Northeast Wisconsin Veteran's Treatment Court Team members and a summary of each individual's role:

Circuit Court Judge:

- Supervise NEWVTC administration
- Explain legal rights, options, and program requirements at orientation and confirm them with each participant as they enter the program
- Attend team meetings and veteran's court sessions
- Ensure compliance within NEWVTC program rules by participants
- Provide the final outcome decision of participant's progress or termination

- Preside over courtroom proceedings
- Review treatment progress and address it directly with the participant in court, considering the recommendations of the treatment provider and treatment court team
- Work with the treatment court team
- Impose appropriate incentives and sanctions
- Preside over termination proceedings

Veterans Treatment Court Coordinator:

- Assist with coordination of NEWVTC referrals
- Attend team meetings and veteran's court sessions
- Maintain a confidential NEWVTC court file for each participant
- Provider interim case management services for non-probation participants

Probation and Parole Agent:

- Case management and community supervision of each participant
- Referral to community resources
- Drug and alcohol testing
- Imposition of sanctions and rewards, as directed by the NEWVTC Judge
- Home, school, employment visits
- Collateral contacts
- Monitor and encourage participant's compliance with program rules
- Attend team meetings and veteran's court sessions

- Maintain ongoing communication and sharing of information with Coordinator
- Gather data for the evaluator
- Setting up the evaluation process what and how information will be collected and maintained, how analyzed, etc...
- Identify potential participants for alternatives to revocation
- Coordinate with law enforcement
- Maintain a confidential NEWVTC file for each participant

District Attorney Representative:

- Review potential participants for eligibility
- Negotiate and complete plea agreements on behalf of the state
- Assure compliance with state law
- Recommend appropriate sanctions and incentives
- Community advocate for effectiveness of program

- Make referrals to NEWVTC
- Maintain a non-adversarial role during NEWVTC proceedings
- Attend team meetings and veteran's court sessions
- Educate peer professionals on effectiveness of program and changes in state law that effect the program
- Make recommendations for charging and or sentencing after revocation if the participant is terminated from the program

Public Defender's Office/Defense Attorney:

- Discuss pros and cons with potential participants before entering the NEWVTC program
- Discuss resolution of case with district attorney before entering the NEWVTC program
- Remain accessible to participant
- Provide representation for the participant in termination proceedings if eligible
- Review cases for potential legal issues

- Responsible for completing and returning Defense Packet into DA office
- Attend team meetings and veteran's court sessions
- Advocate for fair process
- Be prepared to practice a different kind of law in non-adversarial manner
- •

Veteran's Treatment Court Evaluator:

- Evaluate process and outcomes
- Give information to help improve the NEWVTC program and make it more successful
- Help facilitate team understanding of areas needing improvement

Law Enforcement Representative(s):

- Partner with community agencies to achieve NEWVTC goals
- Provide possible referrals for NEWVTC program
- Permit participants who are in the Work Release Center to attend treatment, supervision sessions, other approved meetings and NEWVTC hearings
- Comply with grant/state regulations
- Notify the NEWVTC team of violations committed by the participants
- Attend team meetings and veteran's court sessions

- Assist probation and parole in home visits and checks on participants, as required
- Provide representation for advisory board and attend meetings as needed
- Make participants who are in the Work Release Center available for random UA testing
- Provide treatment in jail, if available
- Educate officers of the goals and mission within the Veteran's Treatment Court

Veterans' Justice Outreach Coordinator (VJO):

- Provide outreach services to veterans in contact with the justice system
- Provide veteran treatment history and summary of treatment needs
- Advocate for the special needs of the veteran population
- Facilitate VA linkages for services, coordinate reports from VA entities, check and assist with determining eligibility for services, and assist with case management for VA services and referrals for
- Provide consultations
- Provide VHA treatment updates to the NEWVTC

- Conduct a clinical review or assessment of veteran's needs advise on treatment recommendations
- Work in conjunction with law enforcement, correctional facilities and the courts
- Assist with determining eligibility for Veterans Health Administration(VHA) VHA services
- Serves as a liaison between the veteran participant, veteran's treatment court program and the VA Medical Center or Clinic
- Attend team meetings

County Veterans Service Officer (CVSO):

- Screen eligibility questionnaires to determine veterans' status for health care and state and federal VA benefits
- Provide input to court team on veteran treatment court applicant based upon case file on record
- Provide information and assistance to veterans to apply for state and federal VA benefit programs and services
- Attend team meetings and veteran's court sessions

Mentor Coordinator:

- Recruit and train veteran volunteer court mentors
- Assist in the retention of volunteer mentors
- Coordinate the mentorship program with the NEWVTC Judge and staff
- Perform all other duties as assigned by the NEWVTC
- Match mentors with veterans
- Supervise and monitor mentors for accountability
- Assist in the development of specialized training projects for the mentor program
- Attend team meetings and veteran's court sessions

Treatment Personnel:

- Assessment and referral, as needed
- Update related parties (Coordinator, Probation/Parole Agent) on progress of participant in a timely fashion
- Maintain confidentiality
- Provide group and individual sessions for participants
- Use strength-based methodology and evidence based practice
- Ensure signing of all confidential releases required for communication with NEWVTC team
- Establish rapport with participant
- Coordinate/advocate for pro-social activities

Appendixes: A - E

Appendix A: pg. 20

NEWVTC Mentor Program Goal Contract Form

Appendix B: pg. 23

NEWVTC Mentor Program Progress Report Form

Appendix C: pg. 24

NEWVTC Mentor Program In-Kind Donation of Personal Time Log

Appendix D: pg. 25

NEWVTC Mentor Program Release of Information

APPENDIX A Veterans Treatment Court Mentor Program Goal Contract

Veteran's Name:
Mentor Name:
Date:
What are the court order goals?
1.
2.
3.
4.
5.
What are the deadlines to achieve each goal?
1.
2.
3.
4.

5.

what are the barriers to achieving these goals?
1.
2.
3.
4.
5.
What strengths do you have that you can use to overcome these barriers?
1.
2.
3.
4.
5.
What help do you need to achieve these goals?
1.
2.
3.
4.
5.

Northeast Wisconsin Veterans Treatment Court Mentors Program Goal Contract

"Leave no Veteran Behind!"

Date
Date

APPENDIX B Veterans Treatment Court Mentor Program Progress Report Form

Veteran's Name:	
Mentor Name:	
Date:	
Time: Length of Visit:	
Meeting Type: Phone Contact In person – Location:	
What goals did you work on?	
Do you have any problems or concerns? Please explain.	
Do you have any concerns regarding your relationship with the veteran?	
Do you feel safe while with the veteran? Do you feel the veteran is safe? If not, please exp	lain.
Mentor signature	 Date

Mentee Initials		

APPENDIX C

Northeast Wisconsin Veterans Treatment Court Mentor Program In-Kind Donation of Personal Time Log

Date	Mentee	Place	Time (From – To)	Duration

	Total Hours:		
Mentor Signature		Date:	
For Office Use Only			
Mentor Coordinator Signature		Date:	
Amount to be reimbursed:			

APPENDIX D

Northeast Wisconsin Veterans Treatment Court Mentor Program Release of Information

Ι	(print name) grant permission to
share personal information with other	from NEWVTC Mentor Program, to obtain or agencies.
Other agencies may include but are no	ot limited to: Veterans Assistance Foundations, County
Veterans Service Officers, Departmen	nt of Corrections, Community Service Organizations, etc.
Print Name	
Last four digits of social security num	ber
Date of Birth	
Signature	
Date	
Witnesses printed name	
Witnesses' signature	