



PROBATION ASSOCIATION OF NEW JERSEY

INSIGHT

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ANNUAL PANJ-EF GOLF OUTING

BY: SUSAN STOTT

PRESIDENT, PANJ-EF

It is that time of year again for our annual PANJ-EF Golf Outing. Our golf outing is our biggest fundraiser that raises money for our Scholarship Fund. In the last several years we have been able to provide \$20,000.00 in scholarships per year to PANJ members and their families. This event would not be possible without the hard work of our committee members, our local's, and our supporters and sponsors.

Our outing includes lunch, golf, dinner, and raffles. If you know someone who owns a business and would like to donate a basket/gift card to our raffle prizes please contact sscott@panj.org. We appreciate all the support we can get. All sponsors will be recognized at the outing and in our program at the PANJ Conference in November.

We look forward to another successful outing!



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MESSAGE FROM EDITOR

BY NICOLE DORR

Dear Brothers' and Sisters,

As the winter chill fades away and the vibrant colors of spring emerge, it's time to welcome you to the latest edition of our PANJ Insight.

In Solidarity,
Nicole Dorr



PRESIDENT'S MESSAGE

BY DWIGHT COVALESKIE
PANJ PRESIDENT



Welcome Members!

As we embrace the rejuvenating spirit of spring, I extend a warm welcome to each of you. Just as nature undergoes its renewal, so too does our commitment to serving our communities.

This season marks a time of growth, opportunity, and fresh beginnings. Let us approach our duties with renewed vigor, embracing the chance to make a positive impact on the lives of those we interact with.

As we navigate the challenges and triumphs that lie ahead, let us remain steadfast in our dedication to upholding the integrity of our profession. Together, we are stronger.

I invite you to embrace the spirit of spring as we embark on this journey together, supporting one another every step of the way. Here's to a season filled with progress, collaboration, and dedication to our profession.

In Solidarity,
Dwight Covaleskie

PANJ EF CONFERENCE MARKS 80TH MILESTONE WITH INSPIRING INSIGHTS AND RECOGNITIONS

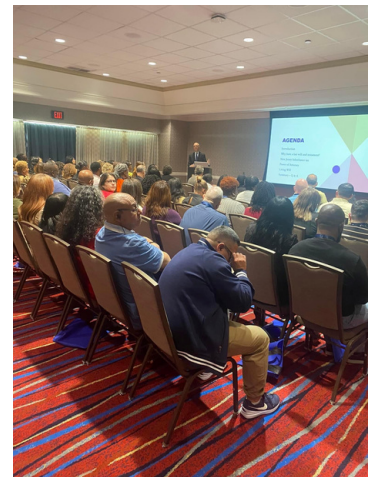
BY: NICOLE DORR

PANJ-EF CONFERENCE CHAIR, SOUTHERN REGIONAL VP SUPERVISORS UNIT

Celebrating eight decades of excellence in the field of probation, the PANJ EF Conference marked its 80th year with a resounding success. Held recently at the Hard Rock Casino in Atlantic City, the conference brought together professionals from across New Jersey to delve into the latest advancements, challenges, and strategies in the realm of criminal justice. This year's theme, "Inspiring, Innovating, Integrating," encapsulated the spirit of progress and collaboration that defines the conference.

A highlight of this year's event was the enlightening session delivered by Ellen Cribbin, titled "The Roadmap to Your Workplace." Cribbin, a seasoned union expert, addressed pertinent issues that professionals might encounter in their work environments, providing valuable insights and practical advice.

In addition to the enriching sessions, the conference also served as a platform to honor outstanding individuals whose contributions have made a significant impact in the field. The prestigious 2023 John Augustus award was bestowed upon Lynne Taylor from Somerset County, recognizing her exemplary dedication. Furthermore, the conference recognized excellence among probation with the presentation of the Probation Officer of the Year award to Lucreasia Simmons from Burlington County. Monique Griffith from Monmouth County was honored as the Supervisor of the Year, acknowledging her exceptional leadership and mentorship within the profession. Moreover, PANJ EF demonstrated its commitment to nurturing future talent by awarding scholarships to ten deserving individuals. These scholarships recognize academic achievement. The recipients of the scholarships, are listed below.



CONTINUED....PANJ EF CONFERENCE MARKS 80TH MILESTONE

The PANJ EF Conference, in its 80th edition, continues to serve as a vital forum for knowledge exchange, networking, and recognition within the criminal justice community. As we reflect on our rich history and look towards the future, we remain committed to fostering innovation, collaboration, and excellence in probation and parole practices. Congratulations to all the award winners and scholarship recipients for their remarkable achievements and contributions. Here's to another 80 years of advancing justice and rehabilitation in New Jersey and beyond.

PANJ Scholarships



The Dwight Watson Leadership Scholarship Award

This is available to a candidate enrolled in a two- or four-year college in pursuit of a career in criminal justice. Dwight Watson was the First Vice President of the State and was instrumental in leading PANJ through its most difficult years involving the state takeover of the courts and personnel.

Scholarship Winner: Andrea Canlla

The Ethan Janowitz Training Educational Scholarship Award

This is available to a candidate enrolled in a two- or four-year college or post-secondary vocational/technical school. Ethan Janowitz worked in Essex County as a training officer. Ethan helped PANJ restart the annual training conference in 1991. He was also a professor at Seton Hall University.

Scholarship Winner: Curtis Battle III

The Kimberly Cuozzo Continuing Education Scholarship

This is available to a candidate continuing their education in a two- or four-year college or a post-secondary vocational/technical school. This scholarship was created to honor the memory of Kimberly Cuozzo, daughter of prior Conference Chairperson, Susan Ormsby-Cuozzo, and prior recipient of the Ethan Janowitz Training Scholarship Award.

Scholarship Winner: Amari Mentor

Additional 2023 PANJ-EF Scholarship Winners:

Cassidy Garcia
Makayla Lumpkin
Evan Ojeda
Kamryn Super

Nicole Vives Molina
Craig Shipps
Cierra Davis

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Jen H., earns for hockey

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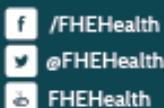
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CANCER AWARENESS DAY 2024

BY: CHASTITY ROBINSON, SRBPO/PANJ LOCAL 108 SECRETARY

Over the years, I've found that after working alongside co-workers, you begin to share memories. They become like family and strong friendship bonds can be formed to get through tough times. There is one co-worker I saw day-to-day that despite what was happening at home, she came to work determined to get through the day. Her name is Allison Kucks, Senior Probation Officer. She has been employed by the judiciary for almost 26 years, all within the Family Division. On Cancer Awareness Day held at the Gloucester County Justice Complex on February 27, 2024, and hosted by Senior Probation Officer Bilingual, Chastity Robinson. Mrs. Kucks shared a story as a proud wife about her amazing husband and former Marine who battled brain cancer for fourteen years, till the day he went home to heaven. Allison Kucks brought awareness to brain cancer and stated that cancer affects everyone differently and everyone has their own story to tell. She bravely shared her story how cancer affected her life to overcome fear and honor loyalty. We honored Corporal Robert M. Kucks, USMC and had a moment of silence to also remember others we have lost to cancer. A co-worker may never know what their fellow colleague is going through or coming home to each day. So please, take a moment to ask them, "How are you doing today?" and genuinely listen to their response, because sometimes that is all they need.



Mrs. Kucks' co-workers stand alongside Allison Kucks with support and love.

People in the photo from left to right- CSSII, Shari Herrera; Judiciary Clerk 3, Kathleen Rossiter; Judiciary Clerk 3, Patricia Summers; Senior Probation Officer, Linval Lewis; Senior Probation Officer, Allison Kucks; Probation Officer, Felicia Woodward; Investigator, Lakisha Boston, Senior Probation Officer, Eileen Bramble; Senior Probation Officer, Jeffrey Burdsall; Senior Probation Officer Bilingual, Chastity Robinson; Investigator, Jomaira Cruz

DE-ESCALATION OF CONFLICTS

BY, GLENN GUARINO, HEALTH & SAFETY REPRESENTATIVE

The profession we chose is one where we deal with people. We have interactions with court users everyday whether it is online, telephonically or in-person. Unfortunately, some of those interactions can feel hostile! . Sometimes our court users are just frustrated and need to vent. However, that does not mean we shouldn't be aware of our safety in the process. Our court users may have a history of abuse, violence, or drug use. They may have financial or social stressors. There are many individual triggers that can cause a person to become escalated.

We need to learn how to de-escalate and reduce the level of conflict. If we can do this, we increase the level of our safety. Remember to de-escalate yourself first! This means, relax your body, have a neutral facial expression, maintain eye contact. Use positive talk and gestures and keep your voice to a calming tone. When situations can not be resolved by reasonable efforts, please contact your immediate supervisor to handle the situation. If at any point you feel unsafe or threatened, call a member of your security team. The goal is to help others throughout our day, but the goal is also to be able to go home safely when our day is complete!



GLOUCESTER COUNTY LOCAL 108 HOLIDAY LUNCHEON

**BY: CHASTITY ROBINSON,
SRBPO/PANJ LOCAL 108 SECRETARY**

We once again gathered together for our 10th Annual PANJ Gloucester County Local 108 Holiday Luncheon on December 13, 2023. This time we had decided to change our location to the Gloucester County Probation Department. Over the years, Probation Officers in the Probation Division had been coming to the Gloucester County Justice Complex, but this year we brought lunch to their building. It was a great turn-out and we shared a wonderful catered lunch. We had a Massage Therapist on-site who offered a Free 5-minute massage to alleviate tension that stress can cause and provide a self-care option to our members. President, Linval Lewis spoke to our members about current contract negotiations, and we listened to their concerns. Our giveaways this year were umbrellas with our Local 108 logo on them. We collected donations for the Birthday Box Project, which is an organization that assists families with birthday party supplies to make a child's birthday celebration special. We ended the lunch by reminding our members we have their best interest at heart, the work they are doing is valued, and we are proud of them for working through challenges over the past year.



**VICE PRESIDENT, RAY ROSE, SECRETARY, CHASTITY ROBINSON, PARLIAMENTARIAN,
YADIRA REXACH, AND PRESIDENT, LINVAL LEWIS**

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**Probation Association of NJ
Education Foundation
29th Annual Golf Outing**

Date: May 13, 2024

Place: Mercer Oaks Golf Course

725 Village Drive West, West Windsor, New Jersey

Time: 1:00 PM Shotgun start, lunch served at 11:30

**Cost: \$150. (Includes lunch, range balls, golf, cart, open bar w/beer
and
wine, dinner, prizes and souvenir gift)**

No Refunds

Rain date TBA

All are welcome!

All proceeds will go to the PANJ Education Foundation

Any questions call PANJ at (732) 223 – 1799

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