



# P.R.I.D.E. *at* Work

Our motto: Professionalism, Respect, Integrity, Dignity, Excellence



## Our Mission

The Department of Correction shall strive to be a global leader in progressive correctional practices and partnered re-entry initiatives to support responsive evidence-based practices aligned to law-abiding and accountable behaviors. Safety and security shall be a priority component of this responsibility as it pertains to staff, victims, citizens and offenders.

## From the Commissioner



I along with our managers of the agency recently participated in Cultural Competency training conducted by the Affirmative Action Unit. I cannot say enough about the quality of the day-long training held at the academy. Congratulations to Director Holly Darin and her staff for providing such an insightful and thought provoking experience.

This training will be offered again to various groups, with the expectation of eventually having everyone in the agency attend it. The hope is that participants of Cultural Competency training will gain knowledge, ability to empathize, and obtain an understanding of the variety of "worldviews" of other trainees by collectively sharing their personal stories, frustrations, and challenges.

While Cultural Competency training can increase openness and support for change, it is not a one stop cure-all. It is just a step, albeit an important one, in the ongoing process of achieving a diverse workforce; one which respects each other's differences while working collaboratively toward common goals. In short, when it comes to combatting perceived racial disparity or inequality, this agency is committed for the long haul.

It is one thing to talk about the importance of diversity in the workforce, it is another thing to do something about it. That is exactly why, the cultural competency training is just one of several initiatives the department is currently undertaking to address the issue.

One of these initiatives is a change in the interview process. As outlined in an earlier memo, in an effort to support a fair and nondiscriminatory selection process, a member of the Affirmative Action Unit will be present for all interviews for supervisory and manager level positions. In addition, all interview panels, whenever possible, shall be diverse with respect to race and gender of its members. This is not in response to concerns brought forth as a result of the continued good work of our Recruitment Unit - it is an enhancement.

Additionally, we have placed renewed emphasis on participation in the department's Executive as well as Facility Diversity Councils.

There will also be increased communications from the Affirmative Action Unit appearing in this newsletter relating to such topics as Cultural Competency, diversity and inclusion.

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# Black History Month Celebration

In celebration of Black History Month more than 50 Department of Correction employees gathered at the former Webster Correctional Institution to take part in a dialogue about African culture, and to learn about the history of hip hop music.



**Ms. Paula Mann-Agnew leads the dialogue.**

The daylong event was hosted by the Affirmative Action Unit and featured two presenters as well as a special performance by hip hop artist Michael Davis, Jr. (whose stage name is Mike Flowz). Davis is the son of Administrative Assistant Patricia Davis and retired Deputy Warden Michael Davis.

The day started off with a thought provoking presentation entitled, "The Brown Mosaic: African Origin Culture" by Paula Mann-Agnew, the Director of Programs at Catholic Charities Inc., Archdiocese of Hartford. A dynamic lecturer, Ms. Mann-Agnew stressed the importance of engaging in dialogues about cultural differences. She also encouraged everyone to be agents of positive change.

After her presentation, Commissioner Scott Semple thanked Ms. Mann-Agnew and echoed her sentiments regarding the importance of dialogue.

"Until we are comfortable talking about it, we have

accomplished nothing," said Commissioner Semple.

Following lunch, everyone was treated to original hip hop songs of Mike Flowz, who was introduced by his mother, Pat Davis, as she beamed with pride.

The day's final speaker was Dr. Jeffrey Ogbard, a history teacher at UCONN, whose topic was the History of Hip Hop Music. He spoke about how all new music initially, whether it was ragtime, jazz, rock and roll, or hip hop has been demonized and blamed for many of society's ills. Dr. Ogbard also dispelled the myth that listening to hip hop music provoked violent behavior.



**Patricia Davis records her son Mike Flowz as he performs during the Black History Celebration event.**

## A Message of Inclusion

from page 1

These efforts are not just simply about improving employee morale or productivity, quite frankly, it is ethically and morally the right thing to do. Disparate treatment of individuals based solely on cultural differences, whether on an individual or systemic level, will not be tolerated.

I encourage you to get involved with your facility's diversity council, or at the very least examine what you can do to improve your personal level of Cultural Competency. In short, if you care about this agency, and you care about the people you work with, then make an effort - make a difference.

On another note, due to our steadily declining inmate population, the department was able to close the Niantic Annex. Many thanks to the staff (both past and present) of the York Correctional Institution for successfully opening, managing and eventually closing the annex. The decreasing inmate population will allow us to continue to evolve as an agency - becoming more specialized, and further refining our reentry initiatives.

However, one thing that will never change is our primary emphasis on safety and security.

## Enhancing Cultural Knowledge



Newly hired staff receive Cultural Competency Training.

The Affirmative Action Unit has been facilitating Cultural Competency Training for almost two years. The Unit conducted a pilot with Central Office staff, and from there moved forward training new supervisors, parole managers, and have been incorporated into the training academy curriculum for all new staff.

The Cultural Competency Training Program is an all-day interactive foundational training designed to enhance the cultural knowledge and personal awareness of Department of Correction employees. Participants learn to

value differences in others' culture, self-assess personal biases, develop skill sets to communicate effectively with people across cultures and gender, ascertain information on how to avoid stereotypes, and much more. The training format incorporates hands-on activities, video clips, and real life experiences to facilitate candid, thought-provoking, and realistic conversations with participants on a variety of cultural considerations, including but not limited to, race, gender, and sexual orientation.

This training has been incredibly well received and so far in 2016 the Affirmative Action has provided training to Top Managers and Deputy Wardens. The unit will continue to provide such training to new staff as well as Human Resources' staff, Executive Diversity Council members, and facility Diversity Councils. The goal is to enable Department of Correction staff to work together effectively in a multicultural environment which is inclusive and respectful of all backgrounds and beliefs.

## Multiple Donations

In keeping with the spirit of giving, the Enfield Correctional Institution has made a total of six \$500 donations to various charities. The recipients of the donations include: The Make-A-Wish Foundation of CT, The America's Vet Dog Program, The Salvation Army, The Enfield Food Shelf, Habitat for Humanity, and The Children's Cancer Aid and Research Institute. All monies for the donations were raised through the facility's Special Activity Fund.

## Seeking Cost Saving Suggestions



Efficiency is one of the Department of Correction's three primary initiatives. In an effort to find new ways to make the department more efficient, a new email mailbox has been created. If you have a suggestion that has a positive and fiscally responsible department-wide impact, send it to : [doc.efficiency@ct.gov](mailto:doc.efficiency@ct.gov). Cost saving suggestions are welcome from Department of Correction staff as well as from the general public.

Additional information regarding the agency's new initiatives can be found by clicking on the link on the Department of Correction's home page titled "New Agency Initiatives."

## D Strong at Brooklyn CI

Shortly after his family decided to suspend his treatments, eight-year-old terminal-cancer patient Dorian Murray has one wish, "I'm just thinking before I go to heaven to try to be famous as much as I can," Dorian said.



Taking time to make an eight-year-old more famous at the Brooklyn Correctional Institution.

He has been battling a rare form of pediatric cancer since he was four. Dorian specifically wanted to be famous in China, because of the Great Wall. His family posted his wish on Facebook in early January. Not only has he become famous in China, his wish went viral and has spread across the world - to places such as Africa, Australia and even the Brooklyn Correctional Institution. Warden Jonathan Hall and staff members recently gathered in front of the facility underneath a banner that stated: "Dorian you're famous at Brooklyn CI, #Dstrong."

The staff of the Brooklyn Correctional Institution can be proud to know they helped make the wish of a courageous young boy come true.

## Cheshire CI Exceeds Standards

Congratulations to Warden Scott Erfe and staff of the Cheshire Correctional Institution for not only passing their recent Prison Rape Elimination Act (PREA) audit, but also for receiving the first "Exceeds Standards" rating in doing so.

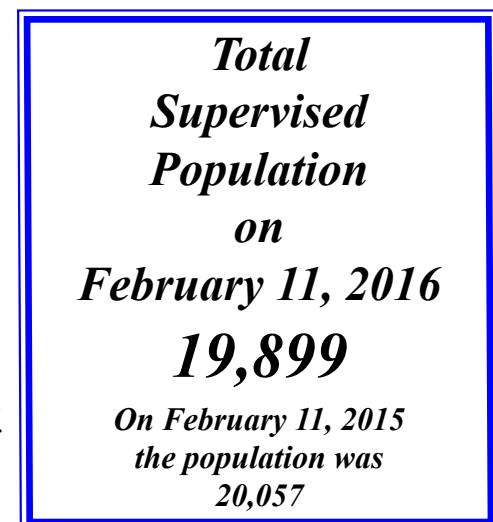
Special acknowledgement goes out to Cheshire CI's facility PREA Coordinator, Lieutenant Rafael Matusczak, who was given the task of ensuring the facility passed the audit - he too, exceeded expectations.

## Around the Cell Block



**MICHIGAN** - The Michigan Department of Corrections has a new motto. The motto, "Committed to Protect, Dedicated to Success," was chosen from 550 employee submitted suggestions. The department has said some corrections officers didn't like the old motto, "help make things right," because it sounded like they were a part of what was wrong.

**ARIZONA** – The state wants to spend an additional \$31.5 million for corrections this year, including \$17.6 million for 1,000 new prison beds. Total spending on prisons and state corrections amounts to \$1 billion annually. A total of 1,000 more beds are scheduled to go online annually for the next three years at the same cost to meet Arizona's projected prison population growth of 900 inmates per year.



# Serious Support for Special Olympics

Many thanks to participating facilities and staff of the Connecticut Department of Corrections who jointly raised \$55,218.09 to benefit the Special Olympics during 2015. The 2016 Special Olympics kick-off was held on January 28, 2016, and the hope is to exceed last year's donation totals through a variety of fundraising events. If you are interested in becoming involved in helping raise money for Special Olympics Connecticut, please contact the Department's Liaison: Deputy Warden Danielle Borges at Danielle.borges@ct.gov.

## Congratulations to the following award recipients:

**Manson Youth Institution:** #8 in the Top Ten Fundraising Departments

**Garner Correctional Institution:** Honorable Mention

**Manson Youth Institution:** Highest Grossing facility in the Department of Correction

# Taking Care of Our Own

Correction Officer Todd Johnson of the Carl Robinson Correctional Institution is presented a check from the Correctional Peace Officers Foundation by Captain Ned McCormick and Warden Kimberly Weir.



Correction Officer Todd Johnson (c) with Captain Ned McCormick and Warden Kimberly Weir.

## Special Olympics Connecticut 2015 Donation Total by Facility

Manson Youth Department of Correction	\$14,540.94
Garner Correctional Institution	\$11,942.80
York Correctional Institution	\$9,797.94
Carl Robinson Correctional Institution	\$3,328.98
Central Office	\$3,177.90
MacDougall-Walker CI	\$2,688.09
New Haven Correctional Center	\$2,292.96
Hartford Correctional Center	\$2,255.11
Cheshire Correctional Institution	\$1,950.00
Enfield CI	\$1,430.00
Bridgeport Correctional Center	\$764.00
MCTSD	\$587.37
BoPP - Norwich District	\$280.00
Northern Correctional Institution	\$140.00
Corrigan-Radgowski CC	\$42.00

Last August Officer Johnson was diagnosed with Stage three brain cancer. In a letter Officer Johnson sent to Warden Weir (and was forwarded to the Correctional Peace Officers Foundation) he wrote that the support he has received from his coworkers and the Correctional Peace Officers Foundation has "helped tremendously." The Correctional Peace Officers Foundation is a national, non-profit charitable organization created in 1984 whose motto is: "*Taking Care of Our Own.*"



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## Recapping DoC's Holiday Season of Giving

### Fostering Care at CRCI



CRCI's staff donations to foster children.

December was foster care adoption services month. With the assistance of Counselor Figueroa, Administrative Assistant Laura Olsen, Captain Gerald Wood, Deputy Warden Paul Ouellette, and Warden Kimberly Weir, for the second year, the Carl Robinson Correctional Institution "family" generously donated enough toys and money to give 30 children under the care and custody of Department of Children and Families a happier holiday.

The recipients of CRCI's staff goodwill ranged in age from infant to 17-years-old. The gifts included age-appropriate children's toys, gift cards, clothing, coats, gloves, books and other educational items.

Department of Children and Families investigator worker Mayra Maldonado is the liaison that CRCI worked with and she ensured that the children received their gifts in time for Christmas.

### Charitable Operations

In what has become an annual tradition, members of the Tactical Operations Unit donated money and time to bring some joy (and lots of presents) to patients at the Connecticut Children's Medical Center in Hartford. Following a training held December 10 of the first and second platoons of the Correctional Emergency Response Team (CERT), an impressive total of more than \$2,000 was collected for the children's hospital toy drive. After purchasing toys with the money, Tactical

Operations Unit members then delivered them (accompanied by Director Dennis Roche) to the Connecticut Children's Medical Center on December 15.

In addition, they sent out care packages to team members currently deployed overseas: Northern CI's Correction Officer Monet and Lt. Brane Blackstock, and MCTSD's Lt. Jamie Stone.



CERT members with their donations to the CT Children's Medical Center.



A CTU Busload of Toys

#### A Busload of Toys

Not to be outdone, the Central Transportation Unit (CTU), conducted a "fill the bus" toy drive. A CTU bus was parked in front of the Manchester Toys R Us for an entire weekend, while CTU staff members collected donations.

Thanks to the generous donations, the bus was filled from floor to ceiling (more than \$10,000 worth of merchandise) and deliveries were made to The Shriner's Childrens Hospital in Springfield, MA, the Connecticut Children's Medical Center, My Sister's Place in Hartford, and a special Christmas day event for homeless families at the Manchester Country Club.

## Recapping DoC's Holiday Season of Giving

### Osborn CI asks: "Y" Not Help Y-US Children

Warden Edward Maldonado of Osborn Correctional Institution is proud to announce that eight of his correction officers donated enough money to purchase holiday gifts for 57 under-privileged children in the Hartford area. The children are a part of an organization called Youth United for Survival (Y-US). Spearheaded by Officer Figueroa, officers Dixon, Flores, Fay, Roncoli, DeJesus, and Batista wanted to support the Y-US program which, according to its vision statement, "...envisioned a safe environment in which children and youth find and develop emotional maturity, family-like relationships, and intellectual curiosity, preparing them for a lifetime of success by learning to respect themselves, other people, and the community..."

When the officers learned that many of the children in the Y-US program suffered short or long-term abuse or trauma, they wanted to do whatever they could to brighten up their holiday season.

"I am very proud of these officers for their kindness and generosity for reaching out to help such a worthy community-based organization such as Y-US and for showing these children that people really do care about them," said Warden Maldonado. "Their actions fall under Commissioner Semple's Efficiency initiative by enhancing collaboration with our community partners."



**Staff members from Osborn CI with gifts for children in the Y-US program.**

## Fulfilling Maddie's Wish at York CI

On December 23, 2015 Captain Michael Diloreto and Counselor Supervisor Damian Doran delivered a large number of toys and approximately \$285 in cash and gift cards that were donated by York CI staff members to the Niantic Fire Department. The toys and money were to help fulfill Maddie's Christmas Wish. Madeline is a brave young girl from East Lyme that has been battling cancer since the age of four. Recently, following a bone marrow transplant from her brother, nine-year-old Maddie learned at her six month check-up that the cancer has returned.



**Counselor Supervisor Damian Doran (L) and Captain Michael Diloreto deliver the goods.**

Although the cancer treatments have ceased, Maddie's courageousness, bravery, strength and compassion for others continues - the impact she has had on those around her is profound. Maddie proposed the idea to provide gifts for children her age at Yale New Haven Hospital. The community rallied behind her and there were so many gifts donated from the community that gifts were delivered to several Connecticut and Rhode Island hospitals. The response from York CI staff members was overwhelming, once again proving that York CI staff are compassionate members of their community.

## Recapping DoC's Holiday Season of Giving

### MPSP Remembers Our Troops



Through the generous monetary contributions received from the Military Peer Support Program (MPSP) team's fundraising efforts, care packages were assembled and sent to our overseas deployed soldiers in honor of Veterans Day. Family members of Department of Correction soldiers also were recognized for their dedication and support and each received a holiday gift. Pictured at right, Commissioner Scott Semple displaying the Hickory Farms Signature Party Planner Gift Box which was sent to family members. Also pictured are: MCTSD Director Lauren Powers, MPSP Co-Coordinator Captain James Watson and Counselor Supervisor Doreen Krupp, and team members

Counselor Supervisor Jackie Jennett, Counselors Adam Mack and Sam Haight, and Captain Charles Fritz.

### A Winter Wonderland of Fiscal Services

Sleigh bells rang, were you listening? Down the hall, cubicles were glistening. It was a beautiful sight, which brought much delight, the first ever Fiscal Services Winter Wonderland.

Fiscal Services held a Winter Wonderland around the world decorating contest in which the Central Office staff of Fiscal Services were encouraged to decorate their areas for the holiday season utilizing a global theme. Staff members created a



Scenes from Fiscal Services first ever Winter Wonderland competition.

Winter Wonderland that ranged from Paris to the Caribbean to Whooville and beyond.

"I am very proud of staff's effort," said Fiscal Services Director Michelle Schott. "They really went all in and it has made this holiday season all the more brighter. We all had fun. I look forward to this being an annual event." Commissioner Scott Semple was this year's judge and Inmate Services was presented with the award for Best Overall Display for the most original display in invoking the spirit of the holiday season while paying homage to their leader (retired Fiscal Administrative Manager Joel Ide) in a heartfelt presentation of Christmas in Paris. Said Mr. Ide of the Parisian streetscape his staff created, "I felt like I was back in Paris. It's been a truly wonderful way to spend my final days here at DOC."

**Winners included: Overall Best Display** - Inmate Services, **Most Unique** – Meg Morrell

**Traditional** – Robyn Lawrence, **Director's Choice** – Kristin Beecher, **Holiday Spirit** – Stephanie Fragola

## Years of Service

### Employees with 20 Years of DOC Service as of August 2015

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Denino, Roger	Correction Officer	Osborn CI	3/31/1995
Galloway-Martin, Annette	Correction Officer	NHCC	8/18/1995
Jubinsky, Stavana	Office Assistant	CRCC	1/6/1995
Stanley, Jose	Correction Officer	York CI	3/31/1995

### Employees with 25 Years of DOC Service as of August 2015

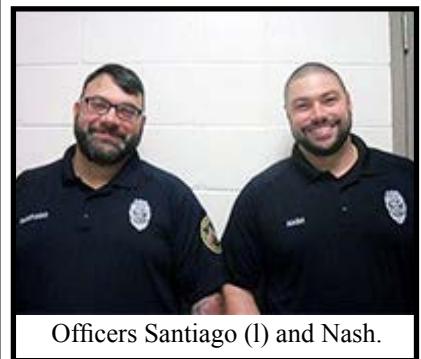
Anderson, John	Correction Officer	Hartford CC	8/24/1990
Gagnon, Joseph	Correction Officer	Osborn CI	8/24/1990
Hannan, Tracey	Corr Rcrd Spec 1	WCCI	6/20/1990
Kozikowski, Nicholas	Correction Office	Manson YI	8/24/1990
Weir, Kimberly	Warden 2	CRCI	8/24/1990
Whidden, Christine	Warden 2	Cntrl Off	7/6/1990

### Employees with 30 Years of DOC Service as of August 2015

Hudson, Morris	Clerk Typist	Cntrl Off	1/4/1985
Ide, Joel	Fscl/Admin Mgr 1	Cntrl Off	8/16/1985

## No-Shave November

In recognition of Men's Health Awareness, the Willard-Cybulski Correctional Institution's Diversity Committee teamed up with Tactical Operations Unit for "No Shave November".



Officers Santiago (l) and Nash.

Participants donated a fee, shaved on October 31 and let their beards grow through the month of November. A total of \$910 was raised and, in turn, donated to the Prostate Cancer Foundation in Santa Monica, California. Willard-Cybulski Lieutenant Brendan McCloud organized the event at the facility.

No-Shave November is a month-long event during which participants forgo shaving in order to raise funds for cancer prevention, research, and education.

Thank you to Deputy Warden Bryan Viger, Director of Tactical Operations Dennis Roach, and Tactical Operations Unit members for their support of this event.

## Years of Service

### Employees with 20 Years of DOC Service as of September 2015

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Guerrera, Brian	Correction Officer	Bridgeport CC	9/5/1995

### Employees with 25 Years of DOC Service as of September 2015

Curran, Steven	Correction Officer	Garner CI	8/24/1990
Cyr, Denise	Office Assistant	CRCC	9/21/1990
Grant, Roland	Correction Officer	Cheshire CI	9/21/1990
Grucci, Susan	Administrative Asst	WCCI	9/7/1990

### Employees with 30 Years of DOC Service as of September 2015

Murphy, Peter	Warden 3	Cntrl Off	9/6/1985
Ouellette, Paul	Deputy Warden	CRCI	9/6/1985
Spanswick, Nancy	Administrative Asst	Osborn CI	9/27/1985

# Manson Scholarship Awarded

With Mrs. Manson looking on during the annual John R. Manson Scholarship Breakfast held January 8, 2016, at Central Office's Café 24, Commissioner Scott Semple was pleased to present Emmalee Hall and Cheyann Kelly as this year's scholarship recipients. The scholarship provides an undergraduate student enrolled at the University of Connecticut, who is a dependent of a Department of Correction employee, with financial assistance. Although the award amount varies from year to year, depending in large part on the number of recipients; this year's recipients each received a \$1,000 scholarship. The John R. Manson Scholarship Fund was established by friends and colleagues of John Manson, the Commissioner of the Department of Correction from 1971-1982, in memory of his many positive contributions to the field of corrections. Recipient selection is based not only on scholastic achievement, but also on community service, clear establishment of goals, and any efforts made by the student to offset tuition through part-time employment. As always, Mrs. Carolyn Manson was on hand to congratulate the scholarship recipients.

First to receive the award was Emmalee Hall, the daughter of Brooklyn Correctional Institution's Warden Jonathan Hall. Her mother Aleshia Hall also worked for the Department of Correction for many years. Ms. Hall is a freshman at UCONN, enrolled in the School of Nursing.

The other scholarship recipient, Cheyann Kelly is currently a senior at UCONN enrolled in the NEAG School of Education's Integrated Bachelor of Arts and Master's Program in which her course of study is Elementary Education with a concentration in English. She is the daughter of Susan Kelly, a Clerk Typist who works in the Manson Youth Institution's school office.

Please join Commissioner Scott Semple in congratulating both Emmalee Hall and Cheyann Kelly on their being named this year's well deserving recipients of the John R. Manson Scholarship.

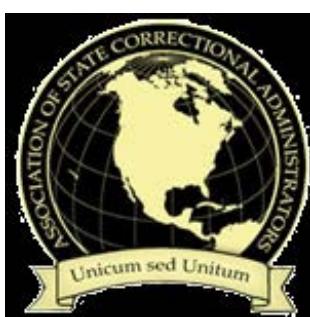


Commissioner Semple  
with Emmalee Hall



Commissioner Semple  
and Cheyann Kelly

# Susan M. Hunter Scholarship



Applications are being accepted for the Susan M. Hunter Scholarship. The applicant must be the child of a current, retired or deceased employee who is or was a full-time employee of a corrections agency that is a member of ASCA. Applicants must be high school seniors entering college, undergraduates, or graduate students and must attend a 2 or 4-year accredited college or university. Students must be enrolled full time as defined by their college or university. Incoming first-time freshman and enrolled full-time college graduate or undergrad students must have a minimum college GPA of 3.3. Graduate students' field of study must be Corrections/Criminal Justice.

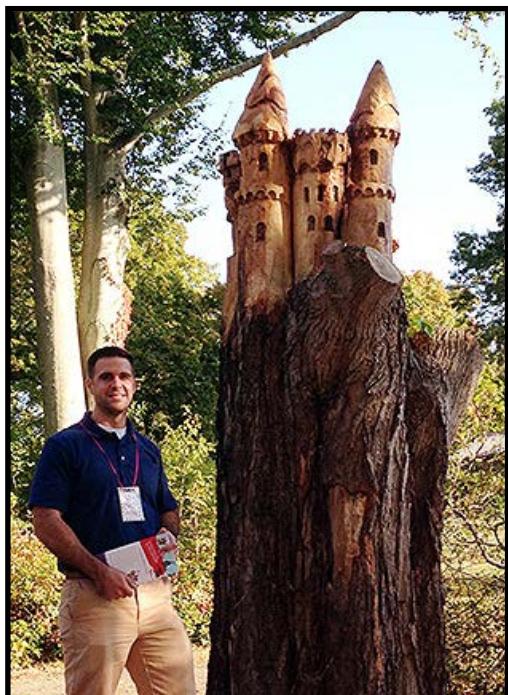
The 2016 application period runs from February 1, 2016, to March 31, 2016.

For more information about how to apply for the scholarship go to: <http://www.asca.net//projects/20>

The scholarship is named in honor of Susan Hunter, former Chief of the Prisons Division at the National Institute of Corrections, as a lasting tribute to her commitment to the field of corrections. Ms. Hunter was 58 when she passed away March 14, 2004.

## Revealing Artwork

A few years back Jared Welcome, a Vocational Instructor at the MacDougall-Walker Correctional



**Vocational Instructor Jared Welcome and his chainsaw sculpted castle.**

Institution, was watching a reality TV show about a competition among chain saw sculptors and he was, in a word, hooked. Though he admits his first attempt was not the best, he did not give up. He kept at it, honing his skills, perfecting his techniques. From old logs and stumps he sculpted various animals from frogs to lions, to his signature creations – bears. Eventually he became so skilled with a chainsaw that he performed demonstrations of his work at home shows and town fairs. People began to request custom carvings and Jarebear Carvings was born. To date, he has created more than two dozen sculptures. Statues are stained or painted, have glass eyes and are coated with marine polyurethane to protect them from the elements. Welcome sells his creations for anywhere from \$40 to as much as \$2,500. He has used his chainsaw for charity, donating works to the Humane Society and an Autism fund. According to Welcome, he is somewhat of an anomaly – one of the few chainsaw artists in Connecticut. They are more common in states like in Maine, New Hampshire, and Vermont. When asked what he likes most about chainsaw carving, “You are taking a piece of wood that somebody might throw out or use for mulch and you

are turning it into a piece of art,” Welcome said. Last spring he was hired to carve his largest sculpture yet, a 12' tall bear for Black Bear Auto in Bristol, CT. The bear, which sports overalls, a mechanic’s cap, and a large wrench took Welcome approximately 50 hours to complete. Later that year he received perhaps his most impressive commission to date, when representatives of the Florence Griswold Museum in Old Lyme, CT, asked him to create a faerie tower out of a 77-year-old maple tree on the Museum’s campus. The tree which had been badly damaged by Hurricane Sandy back in 2012, was slated to be removed early in 2015, but was saved as a “canvas” for Vocational Instructor Welcome’s chainsaw. The carving was his first non-animal carving of the year so he jumped at the chance to do something, “totally different.” Using his chainsaw and sander, Welcome created a fanciful towering castle more than four feet tall from the old tree trunk. The castle was part of the museum’s annual Wee Fairy Village exhibit, a month-long event during which adults and families with children can enjoy a month of fun faerie-themed activities.

“It was a great honor to be asked to create a sculpture for the museum,” said Welcome. “I’m really pleased with how it turned out.”

As for the future, Welcome plans on continuing to perfect his skills and hopes to participate in professional chainsaw carving competitions.



**Jared Welcome’s big bear creation.**