



INTENT TO RUN FOR ELECTED OFFICE SEPTEMBER 2025 POPAI ELECTION

Position Desired: Indicate the office for which you wish to run. All offices are 2-year terms.

VICE-PRESIDENT	
TREASURER	
DISTRICT ONE	Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke counties
DISTRICT THREE	Carroll, Cass, Clinton, Elkhart, Fulton, Howard, Kosciusko, Marshall, Miami, St. Joseph, Tipton, and Wabash counties
DISTRICT FIVE	Boone, Hancock, Hamilton, Hendricks, Johnson, Marion, Morgan, and Shelby counties
DISTRICT SIX	Benton, Clay, Fountain, Greene, Montgomery, Owen, Parke, Putnam, Sullivan, Tippecanoe, Vermillion, Vigo, Warren, and White
DISTRICT SEVEN	Bartholomew, Brown, Clark, Crawford, Dearborn, Decatur, Floyd, Harrison, Jackson, Jefferson, Jennings, Lawrence, Monroe, Ohio, Orange, Ripley, Scott, Switzerland, and Washington counties
AT-LARGE #1	

Probation Officer Name: Stephanie Cole
Present Position (title): Supervisor, Probation Officer

Probation Department: Howard County
Work Address (with zip): 104 N Buckeye St, Room 12, Kokomo, IN 46901
Email Address: stephanie.cole@howardcountyin.gov
Work Phone: 765-457-4302

Years working as Indiana Probation Officer: 8 years

Education – List institutions, dates attended, and degrees awarded.

Ball State University: January 2015-December 2016 Bachelor of Science Degree (Psychology)

Indiana University of Kokomo: August 2018-August 2020 Master of Arts in Mental Health Counseling

Professional/Community Activities – List memberships/organizations, offices held, and awards received.

Member of National Association of Drug Court Participants

Past member of American Counseling Association

Current board member of POPAI

Why do you wish to hold this position? What do you hope to accomplish as a POPAI Board Member?

I am seeking this position to deepen my knowledge and understanding of the probation profession and its vital role within the criminal justice system. Serving on the POPAI Board would allow me to better communicate the Board's goals to fellow probation officers in my department and foster stronger alignment with statewide initiatives.

This opportunity would also enable me to connect with other professionals in the field, learning from their experiences and best practices to enhance both my department and the broader probation community.

As a POPAI Board Member, I am particularly interested in expanding my knowledge of evidence-based practices, which are essential to supporting meaningful change in the lives of those we serve. I also hope to collaborate with colleagues to further develop and implement these practices, with the shared goal of reducing risk and recidivism across our communities.

Discuss the issues you view as most important to probation in Indiana.

I feel strongly about recognizing the essential work that probation officers perform daily. The demands of our profession—including high caseloads and emotional burnout—can significantly impact work-life balance. As a fellow officer, I understand these challenges firsthand. If selected as a POPAI Board Member, I would prioritize efforts to support probation officers by exploring best practices that help alleviate workload stress and foster recognition on both department and individual levels. Whether through new initiatives, support systems, or recognition programs, I believe we can uplift and empower the professionals who are the backbone of our departments.

I am eager to contribute to POPAI's mission and collaborate with others who share a commitment to meaningful change in our field.

I am also passionate about working collaboratively with POPAI to develop a standardized training program or guide that could be implemented across all counties to support the onboarding and continued education of probation officers. Such a resource could help ensure consistency in professional development while giving departments the tools needed to effectively train their staff, regardless of size or location.

POPAI BOARD MEMBER COMMITMENTS AND OBLIGATIONS

The list below describes the minimum level of commitment that Board members are asked to make to this professional organization. Before running for office, POPAI Members should be aware of the obligations and be able to make a commitment to fulfill these obligations.

MEETING ATTENDANCE:

Attendance at POPAI Board meetings is vitally important to the organization. Board members are expected to attend the scheduled meetings (typically) in person with minimal absences. The Board usually meets the second Wednesday of each month, 10:30 AM – 1:30 PM. We alternated between Hamilton County Probation in Noblesville and Johnson County Probation in Franklin. We have been able to offer Zoom connection at most meetings.

Possible exceptions:

- Board meeting is held at the POPAI Management Institute usually in February, March, or April
- Board meeting is held during the Justice Services Conference usually in April or May
- Board meeting is held on Friday of POPAI Fall training in French Lick after the conference ends. It is important that you stay for this meeting as it would be your first Board meeting upon your election.
- Some POPAI Board meetings may be held via video conference due to weather or other reasons.

COMMITTEE WORK

Board members must work on at least one POPAI Committee. Standing committees: Election; Awards and Recognition; Technology; Education; Legislation; Membership.

POPAI CONFERENCES/TRAININGS ATTENDANCE

POPAI sponsors two training conferences per year: POPAI Management Institute/Chief PO Summit and Annual Fall Conference. Board members are expected to make every effort to participate in these conferences/trainings. Board members are asked to assist at the registration table for the Fall Conference (when possible). [Note: Board members that have a financial need may request waiver of tuition for POPAI conferences.]

CHIEF PROBATION OFFICER APPROVAL

If you are not the Chief Probation Officer of your department, you must include as an attachment an email or memo from the Chief PO approving your attendance at in-person monthly POPAI Board meetings; your participation in at least one POPAI standing committee; and verifying your ability to attend POPAI trainings/conferences during your elective term.

THANK YOU FOR YOUR INTEREST IN SERVING PROBATION IN THE STATE OF INDIANA.

All forms must be emailed by July 21, 2025 at or before noon Eastern Time to

Jenny Lampert, Elections Chair

Email: elections@gopopai.org