



# NEO NEWS



## MESSAGE FROM THE DIRECTOR

Maybe you know, or maybe you did not know, that the month of May is designated as Mental Health Awareness Month. Researching the foundation, I discovered that it is also known as “Mental Health Month” and has been observed in May in the United States since 1949. Mental health is defined as a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community (myloubipolarwhisper). As change agents in the field of criminal justice, I truly believe that we must remain cognizant of maintaining mental wellness daily. We work with non-voluntary clients, in highly structured environments, on variable shifts, which all adds up to stressful,

and at times, overwhelming experiences we must learn to cope with on the job and in our personal lives. Each year the Mental Health America organization develops a



theme and the 2017 theme is “Risky Business.” The focus of this year is to educate people about habits and behaviors that increase the risk of developing or exacerbating mental illnesses.

Evaluating the risk in our habits and

behaviors yearly, if not more often, can help prevent or lower one’s risk for developing mental illness and/or other problematic issues. In this edition of the NEO NEWS we have a special feature that highlighted three NEOCAP staff members’ unique activities they find rewarding and helps them maintain balance in their lives. I want to thank Heather Kovac, Jeigh Maynard, and Brittnee Skrutsky for agreeing to share their talents and interests and I am sure you will be able to recognize the mental benefit these activities bring to each of them. I encourage you to learn about Mental Health by visiting the Mental Health America website.

Sincerely,

*Jake E. Jones, Sr.,*

Jake Jones  
Executive Director

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## Are You The Total Package?

By: Kim Massary

No matter which facility you enter, male or female, you will be greeted by colorful posters that are designed to remind us of the levels of professionalism and responsibilities that come with working here at NEOCAP.

The information on each of these posters was developed recently at the 4-day intensive staff training "Boot Camp."

During several brainstorming activities, the groups identified the qualities of a good role model as well as the characteristics of a bad example. Staff also determined what good relationship



skills look like and conversely what are the characteristics of poor relationship skills.

The exercises also covered "what the residents need from staff daily if they are to change their anti-social behavior and address their criminogenic needs."

By the end of the 4-day training each employee seemed to grasp the remarkable responsibility on their shoulders to display the total package of relationship and role

modeling skills if they are to play a role in helping to break the cycle of anti-social and criminal behaviors of those we serve.



## The Check-In for the Ages

By: Gary Davis

Former residents calling the facility to "check in" have become standard practices over the past several years. However, a recent telephone call I received was a little outside the norm. On March 6, 2017, I received a phone call from former resident Timothy Greathouse. It became apparent that this "check-in" was going to be different.

Tim was on a mission to upgrade the treatment services that are being delivered at the Half-Way House in Ashland Kentucky where he is currently living. No, this is not a miss type, why is this resident at the Half-Way House seeking my help in upgrading their treatment program?

Tim explained that "I told these people about the things that you guys taught me and they were

very interested in what I learned, they are kind of slow down here." He went on to state "They are going over some cognitive stuff, but they really aren't organized." Tim requested that I send him: Thinking Reports, Functional Analysis, Behavior Chains, Feeling Charts, Skill Cards, and a Criminal Thinking book. I informed him that I would have Clinical Director, Kristina Henik, follow up with the representative of his Half-Way House. As they say, imitation is the sincerest form of flattery, and I must admit, it was very uplifting to talk with Tim and hear his genuine appreciation for the treatment he received from our staff and our program.

***"Imitation is the sincerest form of flattery."***

## Trading Places

By: Natalie Carr

Not many people can say that they personally know their doppelganger, even fewer can say that they are related to them. I am one of those few.

My sister Lisa and I have been confused for one another since childhood, even our own family mistakes us for each other. We are four years apart in age, but look like we could be twins.

Lisa began working at NEOCAP in January 2005 as a Case Manager. Over the years, she would tell me that I would be a great fit with NEOCAP and would send me job postings.

A Case Manager position became available and I was fortunate to be offered the case manager position in January of 2016. A week later, I found out my sister had submitted her resignation, and I would be taking her

place. I knew people would be confused when they saw me.

During my first month of employment, many staff commented

on how much Lisa and I sound and look alike. I also saw curious/confused glances from



residents. I could tell they wanted to say something, but knew they couldn't.

Lisa checks in at least once a week to see what's happening, "at the Cap."

I am trying to convince her to return, so I can work with my double, but sadly she is content with working from home.☀



## In the Spotlight

### Spotlighting Day Reporting Center Participant – Kaitlyn Davis



By: Yvonne Townsend



Kaitlyn Davis

Kaitlyn Davis, 25, came to Day Reporting as a referral from Drug Court, after her release from NEOCAP. Kaitlyn initially struggled with her transition to Day Reporting. Kaitlyn identifies being “conceited and uninterested” as her biggest challenges when

she first came to Day Reporting.

Kaitlyn now sees herself as a new person. She contributes her success to a change in her attitude; stating “I am now optimistic, self-oriented, and self-sufficient.” She believes Day Reporting contributed to her success by helping her with discipline and that it was necessary for her recovery.

Regarding Day Reporting, she states “it reinforced the skills I learned at NEOCAP and

allows me to use them in the community. When you are in NEOCAP you have to use them in the building, but might not use them later. “As much as I hated doing the skills over again; I wouldn’t change the fact that I came here.” Since completing Day Reporting, Kaitlyn has been able to get a job and for the first time move into her own apartment.

Kaitlyn identifies self-respect, interacting with others, controlling anger, taking suggestions and accepting constructive

criticism from her support group as what she learned from Day Reporting. She acknowledges that without Day Reporting and living in a sober house, she would be the same Kaitlyn she was 19 months ago.

She has been clean for 19 months and recently completed Drug Court. She will be starting an Accounting program at DeVry University and hopes to move to Cleveland and become an Accountant.

## Moving On...Empowering Female Offenders to Embrace a Healthy Life

By

Jennifer Melvin & Antonette Washington

In April 2017, 14 staff from NEOCAP, the Trumbull County Day Reporting Center, and Trumbull County Adult Probation completed 32 hours of training in Warren, Ohio, to become facilitators for the *Moving On* curriculum. The training was coordinated and hosted by NEOCAP, and Ms. Melissa Spooner was our trainer.



To bring everyone up to speed, *Moving On* is a gender-responsive group curriculum for at-risk women. The curriculum

consists of six modules focusing on the unique needs of the female offender, such as building healthy relationships, expressing emotions in a healthy way, assertiveness training, self-efficacy and confidence building, and establishing positive support. That is only a mere snapshot of what the women can gain from participating in the group.

Staff members who participated were required to facilitate a lesson and then receive feedback from their peers and the trainer at the end of their lesson teach back. We worked hard during the week to support each other and keep an open mind, as this curriculum was definitely different than what most of us are used to facilitating, and despite the fast pace of the training, each staff member brought their “facilitation A-game.”



One part of the training that seemed to be a favorite amongst us was the notecards that each facilitator received from their peers. The cards included positive affirmations and were completed in an anonymous fashion. On these cards, we passed along positive feedback to our teammates regarding their strengths to serve as a reminder for us on days when maybe things are not going exactly as we planned.

Despite the pressure of learning a new curriculum, and each of us desire to facilitate it flawlessly when it was our time to shine at the training, the last day ended on a positive note with an awards presentation of sorts, where each facilitator received their training certificate and were given more positive affirmations from their peers. Now that all of us are trained, we will be “moving on” with our ongoing challenge of helping at-risk women and encouraging them while they work to change their lives.

## What a Difference a Year Makes



By: Kim "KJ" Johnson

It was just a little over a year ago; I was working for Warren City Schools as an Educational Aide Intervention Specialist and coach. I heard about plans being made to start a community-based correctional treatment program. I immediately became interested in the program because it was being built on a therapeutic treatment model, which I'm a believer in. Having worked inside of two prisons over a 13-year period, I fully understood that there were far too many offenders who were being locked up that could be more effectively treated in the community.

I made the decision to explore obtaining employment with this program. Fortunately, I got an interview and in my humble opinion "knocked it out

the park." I was honored to be selected as one of eight individuals who would make up the team that would be running the day-to-day operations of the much-needed Trumbull County Day Reporting Center (TCDRC).

As a member of the newly created "Dream Team", we spent the first several weeks being trained in Cognitive Behavioral Therapy and working in collaboration with NEOCAP staff. This was followed by an Open House where a who's who in the local law, criminal justice, and social service systems came by to get a view of who we were, and the TCDRC was officially open for business.

On April 4, 2016, we started accepting clients. In one year's time, we have touched so many offenders' lives that so desperately need our treatment services. 331 offenders participate in the program, and I look for this number to significantly increase as we move into our second year of operations. We have provided 2064 rides for participants to get back and forth to the Center, which totaled 24,484 miles driven by our transportation officers.

"CONTINUED ON PAGE 6"

## Department of Correction, Bureau of Community Sanctions, Audit for FY-16

DRC Auditors Greg Michael and James Dowdell spent March 7<sup>th</sup> & 8<sup>th</sup> 2017 at the Warren facility and March 9<sup>th</sup> at the Painesville facility. The audit consisted of touring both facilities, reviewing the "hot box" of documentation prepared ahead of time, and interviewing several staff and residents at both facilities.

The Audit covers 46 standards. 44 out of the 46 standards were determined to be Applicable, with 2 being Non-Applicable. We were found compliant with 43 standards and Non-Compliant with 1, for a 99% score. The Non-Compliance was the result of failing to have all staff receive the 24 hours of Changing Offenders Training. We also had a successful termination rate for FY-16 of 92% which is much higher than the average rate for CBCF's statewide which is 81.4%.

**Note: The PREA Audit is scheduled for July 11<sup>th</sup> & 12<sup>th</sup> 2017.**

## More Than Just A Paycheck (The Human Touch)



By: Virginia Campbell

As everyone may have heard or seen, 2017 has not been the greatest year for me. On January 5, 2017 I was officially diagnosed with breast cancer. Two surgeries later, I am currently on the last round of Chemo and will officially be done with treatment on July 12, 2017. From the beginning of this journey, I have been open with everyone at work on what was going on with me.

I am an NEOCAP'er, and I'm very humbled by everyone's support through this journey. From administration to my co-workers stepping up and covering for me, to simple words of support, well wishes and prayers all have made dealing with my health crisis much easier.

I don't know what I would have done without our health benefits, however I believe the most significant support I have received is that of the human touch. From the top of this Organization to the bottom I have felt nothing but support, caring, and concern.

Working for NEOCAP is more than a paycheck; there is a



Human Touch that not many get to see. My eyes have been opened to how easy it was for everyone to help guide me through the fears of

FMLA, sick time, coming back part time and then walking around this facility with no hair and then coming back full time while still in treatment.

I want to take this time to say thanks from the bottom of my heart and I look forward to a

full recovery and working with all my NEOCAP'ers for years to come.

**"Shift Supervisor Virginia Campbell sent the following letter to the Newsletter Committee and asked that it be printed in this edition of the NEO NEWS."**

## “ I bet you didn’t know” – Staff Hidden Talents and Interests:

### Journey Back In Time



*By: Heather Kovac*

It was about five years ago, when one evening my 93-year-old Grandfather started sharing photos and stories with me about his experience in World War II. He had flown as a waist gunner and a bombardier, in a B-17 bomber plane in WW II, for a total of 52 missions over part of Italy and Germany. He received air cover from the legendary Tuskegee Airmen, the first black military airmen who were nicknamed the Red Tails. His stories were so moving and motivational that it lit a fire in my husband and I and that is when my newest hobby began. Over the past five years, my husband and I have taken a journey back 75 years when WWII was in full swing. While on this journey we have participated in

WWII re-enactments and special events, including USO type dances, fundraisers and air shows. As part of my journey I have volunteered numerous times with the Yankee Air Museum near Ypsilanti, Michigan (outside of Detroit).

This museum is also home of The Willow Run Bomber Plant, built in 1941, and produced over 8,600 B-24 Liberator

bombers during WWII. Willow Run was where Rose Will Monroe, the “original WWII Rosie the Riveter” of newsreel fame, worked. I often will put on my coveralls with my red bandana with the white polka dots, as a tribute to Rosie.

Also as part of this journey, my husband, my

Grandfather and I have had the privilege to be honored guests in Detroit for last year’s 75<sup>th</sup> Anniversary of the Tuskegee Airmen dinner (Detroit Chapter) in which we spent the evening with one of the few remaining Tuskegee Airmen, highly decorated, Lt. Col. Alexander Jefferson, who was a POW during the war. He was featured in an interview at

the end of the movie Red Tails.

We have also traveled to Reading, PA, for one of the largest WWII re-enactments and the awesome and local, D-Day invasion re-enactment in Conneaut, Ohio as well. So you may notice a little twist in my hair or what was known as a victory roll every now and then to capture what I like to consider my old spirit, or you may hear some old swing time music playing,



like Glen Miller, Billie Holiday, or the Andrews Sisters, and that is my way to keep history alive and to honor those who are no longer with us as I go on a journey back in time.

What makes this journey so special is I get to take it with a real war hero,

my grandfather, who will turn 98 years old this year.



**Note: Heather Kovac is a treatment supervisor at the male facility. She has been employed at NEOCAP for 18 years.**

### Music



*By: Jeigh Maynard*

Music has always been a large part of my life. My father played guitar for my entire life and I had the same appreciation for music. When I was around 8 my "by the book police officer" father decided, he had enough of being straight

laced and started what would become a classic rock band. He started with one other officer who played base and would let me join occasionally as I was taking piano lessons at the time.

Over time new people started to come over and they no longer fit in the back room of the house. They moved to the basement and became a band. At that time, my father retired and now had a ponytail and a motorcycle. As people came in and out there were instruments that needed to be covered. Through this process, I learned to play base guitar and drums. After some time went by they found some more permanent members and changed their



name. They were playing shows frequently and I attended every chance I had. Music is something that was not only part of the family but who I consider myself to be as a person, evidenced by the tattoos I have on my left arm that includes the actual notes to one of my favorite guitar licks. Earlier this year I

unfortunately lost my father who was still active in the band. They had a show planned in March that they were not going to be able to do. After some brainstorming with the band, they asked me to sing with them in place of my father and have a memorial show for him. It is little known information that I sing, but this seemed like such an amazing idea I couldn't refuse.

On March 11th of this year I sang with my father's band in his memory and once again discovered that music heals the soul.

**Note: Jeigh Maynard is a supervisor over the treatment program at the female facility.**

## “ I bet you didn’t know” – Staff Hidden Talents and Interests cont’d Archery



By: Brittnee Skrutsky

I am excited to share with my NEOCAP family my exceptional love for archery. I started shooting and competing about a year and a half ago. My fiancé has been an avid hunter and competitor for years and I decided to give it a try. Believe it or not I was three months pregnant at that time. I fell in love with the sport the

first time I held my bow, and offer only practicing a few months I started entering into shoots and ended up coming in second place in the Ohio 3D Group, all of nine months pregnant.

I have been very lucky to now have numerous sponsors – Kinder Spirits Outdoors, Black Eagle Arrows, and Sports Junction just to name a few. For anyone who doesn’t know what competitive 3D archery is, here is a short rundown: It starts with a bow, an arrow, and a target. There are many different sights you can use; I like the single pin that allows me to adjust my yardage depending on how far my

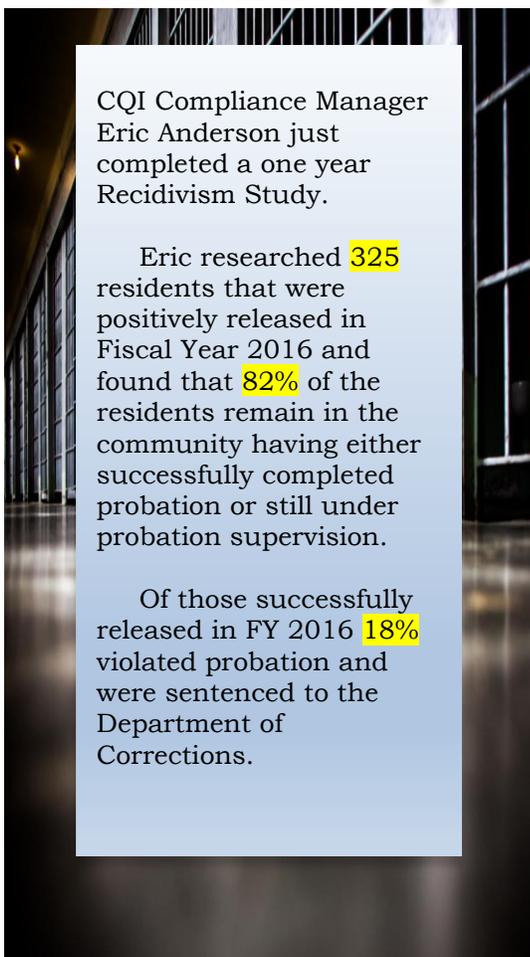


target is. The objects you are shooting at range from bag targets, to 3D animal

targets which may include squirrels, bears and I have even seen dinosaurs and hanging bats. Each target you shoot will have a scoring ring on it which ranges from 5, 8, 10, 11 12, and 14 depending on the federation -the higher the score the better. Most shoots competitions have 50 to 200 shooters in them depending on the location. So far, I have won three trophies and I am hoping to earn a lot more.

**Note: Brittnee Skrutsky is a resident supervisor at the female facility.**

## Recidivism Study



CQI Compliance Manager Eric Anderson just completed a one year Recidivism Study.

Eric researched 325 residents that were positively released in Fiscal Year 2016 and found that 82% of the residents remain in the community having either successfully completed probation or still under probation supervision.

Of those successfully released in FY 2016 18% violated probation and were sentenced to the Department of Corrections.

### SEE “WHAT A DIFFERENCE A YEAR MAKES “ PAGE 4

One of many highlights of our first year took place in August when the team attended the Forty-First Annual American Probation and Parole Association (APPA) Convention that was held in Cleveland, Ohio. It was an excellent week of gaining knowledge and collaborating with peers in the field. But most important it was a great team building experience for our newly formed agency.

As the landscape continues to change in the correctional field, I’m proud to say that I am a part of an organization that is making a difference, as we continue to forge ahead.



Note: Kim “KJ” Johnson holds the position of Participant Supervisor. In his position, he is responsible for providing direct supervision, observation and monitoring of the participants at the Center. Mr. Johnson also works in conjunction with drivers developing a pickup and drop off locations for the participants.

## Contest Winners

We would like to thank everyone who participated in our recent “Suggest A Resident Incentive Contest.” We had co-winners Kenya Garner and Shauna Nadzan. Congratulations to Kenya and Shauna.



*Kenya Garner and Shauna Nadzan*

## Comic Relief



## Happy Exhaustion

In a hospital emergency room, a team of surgeons was urgently called. Four passengers in a car accident had just arrived by ambulance, and their injuries were life threatening. Running on adrenalin and focused on their demanding task, the doctors worked around the clock, mobilizing others around them to give all they had to save the lives of these four people. Afterward, the doctors shared embraces of relief and joy, worn out but elated that their patients would survive.

Former British Prime Minister Margaret Thatcher said, "Look at a day when you are supremely satisfied at the end. It's not a day when you lounge around doing nothing. It's when you've had everything to do, and you've done it."<sup>1</sup>

Work that seems beyond our capacity is often a blessing and brings us a happy exhaustion. It obviously doesn't need to be performing life-saving surgery on

accident victims to fit this description. Hikers atop a mountain after a strenuous climb, athletes who willed their way to a difficult win, or parents who collapse on the couch after a day full of sacrifices of time and energy for their children—they all know what it feels like to be spent but smiling. In such moments, we discover what we're made of, and we find that we are capable of much more than we thought. We might be physically tired, but we are emotionally renewed.

It's a myth that the key to a satisfying day is to relax, put your feet up, and sip cold lemonade. The real way to feel joy at the end of the day is to have achieved your goals, to have pushed yourself to accomplish your tasks. When our day is filled with unexpected challenges, instead of seeing them as obstacles that interfere with an easy schedule, perhaps we can reframe that outlook and see them as opportunities for fulfillment and satisfaction—the unexpected rewards for a job well done.

**1. In David K. Hatch, comp. *Everyday Greatness: Inspiration for a Meaningful Life* (2006), 241.**

# Raspberry Icebox Cake

By: Amy Logan

## Ingredients

24 graham crackers, crushed  
1/3 cup butter  
¼ cup packed brown sugar  
1 (6 ounce) package raspberry flavored Jell-O mix  
1 cup boiling water  
15 ounces frozen raspberries  
20 large marshmallows  
1/3 cup milk  
1 cup heavy whipping cream



## Directions

Preheat oven to 350 degrees.

- Mix graham cracker crumbs, butter and brown sugar until well combined. Set aside 1/4 cup of this mixture for a topping and press the remainder into one 9x13 inch pan.
- Bake at 350 degrees for 10 minutes. Set aside to cool.
- Dissolve raspberry gelatin in the boiling water and add the frozen raspberries, stirring until melted. Chill until partially set and spread on wafer base.
- Melt marshmallows with the milk. When cool, fold in whipped cream and spread on top of raspberry mixture. Sprinkle with remaining crumbs. Chill for 3-4 hours before serving.

## Newsletter Committee

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