



NEO NEWS

MESSAGE FROM THE DIRECTOR

“Getting the Right Steak Every Time”

At times we drift from following various facility policies and procedures when carrying out our daily duties and responsibilities. That is why, if you ask six different staff what a certain procedure is, you might get six different answers.

Often times these procedural drifts lead to mishandling of situations, breakdowns, and frustrating residents, their families, and other stakeholders.

It is my hope that this message will cause everyone to realize the awesome responsibility they have in learning and correctly carrying out NEOCAP’s system of policies and procedures.

I would like to start with an illustration of a system of procedures that I’m sure we all can relate to:

A father takes his son to Ponderosa Steakhouse Restaurant. They order their food and proceed to the dining room and take their seat. Shortly after, the waitress approaches the table and writes down a number that is assigned to the table, and proceeds back into the kitchen where she hands the cook the receipt with the food order and the table number on it. The son asked the father, why did she do that? The father explained that “it is part of the procedure to make sure that we get what we ordered.” The son, looking puzzled, expressed “We are the only ones in the restaurant? They shouldn’t have any problems getting us our food.” The father calmly explained – “Son, sometimes the restaurant is full of people and it would be very easy to mix up food orders if they did not have procedures to be able to connect the food order with the correct table.” The father went on to explain that “all waitresses practice doing it the same every time, so they never forget, and the consumer always gets what they have paid for.”



Just as Ponderosa Steakhouse Restaurants have a system of procedures to help guarantee high-quality service for their customers, we must do the same for our residents.

We have highly effective policies and procedures and when carried out consistently and properly, we are able to achieve our mission of providing high-quality services to the residents that we serve daily.

No matter if it is visitation, transportation, medical, laundry, sanctions, incentives, or case management, all procedures must be carried out appropriately. I will end by asking this question:

How would you feel if getting the steak you ordered was dependent on getting lucky enough to have a waitress that follows procedures?

Residents should not have to hope that they are lucky enough to get a staff member who follows policies and procedures.

Finally, I would like to give a special thanks to Marna Drum, Chair of the Facility Governing Board (FGB) and all of the FGB members for agreeing to allow the NEO NEWS to present a special feature on them in this edition.

Sincerely,

Jake E. Jones, Sr.

Jake E. Jones, Sr.,
Executive Director

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What is NEOCAP's FGB (Facility Governing Board) and What Does It Do?

By: Marna Drum, FGB Chair

According to Ohio statute 2301.51, two or more adjoining or neighboring counties that have a population of 200,000+ are eligible to create a community-based correctional facility. Each facility must have a judicial advisory board (JAB) made up of judges of the court of common pleas in the counties the facility serves and a facility governing board (FGB) made up of individuals living within the counties the facility serves. 2/3 of the FGB are appointed by the judges on the JAB and 1/3 are appointed by the boards of county commissioners (of the counties served). Each member of the FGB serves a 3

year term and there is NO compensation for being on the board. Our members are truly public officials!

The FGB has 9 basic duties: 1) to appoint a director; 2) to enter into contracts for the management of the facility; 3) to fix the compensation of the director and support staff; 4) to adopt rules for admission and operation of the facility; 5) to purchase liability insurance; 6) to contract for legal services; 7) to contract with a fiscal agent; 8) to apply for financial assistance from

the state; and 9) to attend orientation training and ethics training.

I however, like to think we do much more! Your FGB represents you and NEOCAP's interests in our communities. Since all members of the FGB come from different walks of life, we have a diverse audience and network of people we interact with daily. For example, in my role as a college professor, I educate students and future professionals about what CBCFs are, what they do, who their residents are, where they are located, how they are funded, and what rehabilitation means.

In this issue of the newsletter, you will get to know your FGB members a little better and put a face to the names you may have seen or heard about.

From the Facility Governing Board, I would like to thank you for your hard work and dedication to making NEOCAP one of the best CBCFs in the state. Keep up the great work!

Meet The FGB Members



Susan Doudican

Who is FGB Member Susan Doudican?

Well, she is one of the board's longest serving members whose (Judicial/Geauga County) appointment dates back to 2006.

Susan (Rosenberger) Doudican - A.K.A. "Rose" because of her maiden name, graduated from Ohio University with a degree in Social Work and later married her husband Michael. Susan and Michael have 2 children.

Susan began her social work career in Lake County at the Willoughby

Police Department working with first time juvenile offenders. After she had children she went to work for Geauga County, first at Juvenile Court and then at WomenSafe (battered women's shelter). When her children no longer needed her at home quite as much, she answered Judge Burt's offer of becoming the Director of the Intensive Supervision Probation program in Geauga County. She worked there for nearly 17 years before retiring. Even though Susan is technically "retired", she works (part-time) for the Lake County Probation Department as facilitator of the Thinking for a Change program.

Both Susan and her husband are busy retirees. They volunteer in their community, love to travel, care for a sister with dementia, and have an active social life. Susan feels blessed to have experienced so much in her life and has numerous stories (some not appropriate for this newsletter ©), but her ultimate priority and joy are her grandchildren!

Who is FGB member Craig Berry?

Craig was NEOCAP's first FGB member, that's who. His (Judicial/Lake County) appointment dates back to 2006. He holds the office of the Secretary of the FGB.

Craig attended West Virginia University (go Mountaineers!) and graduated with a BA in Sociology in 1992. He is also a graduate of Sam Houston University's Executive Orientation Program.

Craig has been working at the Lake County Adult Probation Department for over 20 years. He is currently the Chief Probation officer there. He also serves as Chairman of the Lake County Community Corrections Planning



Craig Berry

Board and is a board member of the Ohio Criminal Justice Data Repository.

Craig enjoys living in Lake County. His hobbies include boating and fishing. Since he lives near the lake, it makes it all that much better! Craig also loves spending time with his wife and daughter, who is very active in sports. It must run in his family, since Craig has been officiating basketball since 1999.

Meet The FGB Members (cont'd)



Amy Michael

Who is FGB member Amy Michael?

Amy is a judicial appointment from Portage County and has been on the board since 2014. She currently works for Summit County Jobs and Family

Services in the Comprehensive Case Management and Employment Program, but loves and lives in Portage County. She graduated from Maplewood Career Center/Ravenna High School in 1990, is married, and has 2 children who keep her VERY busy.

Amy's love of her hometown has driven her to serve her city. In 2006, Amy co-founded the SMART

Community Development Group, a non-profit agency that is concerned with the environment, parks, and playgrounds. This led to her appointment to the Ravenna Parks Recreation Board in 2007. She remained on the Parks Board for 7 years. While there, Amy put her skills to use by helping found and build a community playground (known as Castle Park) in Ravenna. It is listed as the 3rd best playground in ALL of Ohio. GO AMY! (You should check out their Facebook page!)

Seeing a big project come to fruition only encouraged Amy to do more!

In 2009, she ran for and won a seat on the City of Ravenna's city council. She is in her 2nd term currently. Her latest project began in 2013, when she co-founded the Ms. Liberty House for Homeless Female Veterans in Portage County, a non-profit agency that empowers female Veterans and their dependent children by providing housing

and services focused on intensive home-based case management and family/individual development. It will be interesting to see what Amy does next!

As you can imagine, she has limited spare time. When that happens, she enjoys walking her two dogs Lily and Louis, baking, and watching sports with her family.



Tiffany Reid

Who is FGB member Tiffany Reid?

She is the board's newest addition! Tiffany is an Ashtabula County judicial appointment and joined the board in 2016. She attended The Andrews School for Girls in Willoughby and attended Mercyhurst College in Erie, Pa, where she earned the first EVER degree in Forensic Science! After graduating, she took her talents to New Jersey for several years but has finally come to call Ashtabula home. She is currently working on her Master's

degree in Social Administration at Case Western Reserve and is scheduled to graduate in May 2019.

Tiffany currently serves as a Program Services Coordinator with Ashtabula County Community Action Agency. In her work role she administers the New Hope program, advocating on behalf of homeless individuals throughout the county; oversees the 2-1-1 Information & Referral department; and works with members of the My Neighborhood Ashtabula community group to help restore Ashtabula to its former beauty and glory.

Tiffany is an author (*Color Blind ~ A Mixed Girl's Perspective on Biracial Life*), a radio show host, and a community educator.

One of her passions is engaging multiracial and multicultural communities in discussions about concepts of race (is it a social or a biological construct). She has been a Diversity Trainer, a Vocational Coach, and has a Mediation certificate from the U.S. Department of Justice.

In her down time, she likes to veg out to Netflix, find projects on Pinterest that she never quite completes, and sip exotic wines. Go Tiffany!

Who is FGB member Marna Drum?

Marna is a county commissioner appointment to the board. Her appointment dates back to 2010 and she is the current board Chair. She is also the Program Coordinator of Criminology & Justice Studies at Kent State University at Ashtabula and has been teaching college since 1993. Marna did her undergraduate and graduate work at The University of Akron and has degrees in both Sociology and Gerontology.

Marna has moved over 20 times in her life! Most of those moves were around Northeast Ohio. She has lived in Trumbull County, Portage County, and now Ashtabula County, which is where she has spent the last 10 years.

In addition to her teaching, she does a lot of community service work around Ashtabula and beyond. For example, after Hurricane Katrina, Marna went with Kent State students and faculty to Louisiana and Mississippi to help with clean-up efforts. She went back four additional times to help build and repair houses for those



Marna Drum

impacted by the storm. She also helped build a house in Jamaica for a family she has adopted. She has received numerous awards for her teaching and community service. She just considers herself very fortunate to be able to help others!

Marna is a constant learner. She enjoys reading, writing, and meeting new people from all over the world. Speaking of world, she is a world traveler! She loves to travel with her husband to exotic locations off the beaten path. Some of her favorite places are India, Scotland, Belize, Costa Rica, Jamaica, and Honduras. She is constantly looking for the 3 S's...sun, sand, and snorkeling. She also stays active by playing softball, volleyball and lately, golf (which isn't as easy as it looks on tv...).

FGB (cont'd)



Don Emerson

Who is FGB member Don Emerson?

Don is the Vice Chair of the board! He is a judicial appointee from Trumbull County and joined the board in 2012. In his daily life, Don is the Executive Director of the Trumbull Metropolitan Housing Authority. He is a VERY PROUD graduate of Warren G. Harding High School, a graduate of Miami University in Oxford, Ohio, and received his law degree from the University of Akron in 1992.

Don is definitely service minded! He has served on and chaired several boards in Trumbull County. The list is HUGE! Some of which you may be familiar with include the Trumbull County NAACP, the American Red Cross, Salvation Army, Trumbull YMCA, Warren Football Association, Trumbull Memorial Hospital Foundation, the United Way of

Trumbull County, the Warren Kiwanis Club, the Warren G. Harding Rebounders Club, the Warren-Trumbull County Public Library Board, and SCOPE Senior Center.

All of his service and work in the community has led him to be the past recipient of the Ohio Martin Luther King Holiday Commission Economic Opportunity Award, the A. Philip Randolph Institute Community Service Award, Omega Psi Phi Public Servant of the year, the Leadership Mahoning Valley Distinguished Service Award, an inductee of the Trumbull County African American Achievers Hall of Fame and the Warren Schools Distinguished Alumni Hall of Fame.

Don is a 33'd degree Mason and a loyal member of Friendship Baptist Church in Warren. And if all of that wasn't enough...he is a "rabid" Cleveland sports fan, a big Ohio State football fan, and an avid supporter of Warren G. Harding sports. Oh...by the way...Don loves to travel in the winter to places much warmer than Warren!

Staff Appreciation Luncheon



*By Natalie Carr
Case Manager*

Summer time always means BBQ and friends to me! This year, it also meant BBQ for NEOCAP with the start of Staff Appreciation Luncheons sponsored by the Management Team.

Rob manned the grill to provide juicy burgers and hot dogs that were

enjoyed by all. Kristina came through with her delectable chili and pasta salad. Tricia provided amazing baked beans which were an immediate hit. Jessica ran the dessert table with her moist and yummy cupcakes. Brenda provided her homemade potato salad which instantly became a special request. Many others also provided drinks and chips which were gobbled up in short order.

It was a welcome break on Fridays to socialize and catch up with co-workers over delicious food.



A large THANK YOU goes out to the Management Team and all who contributed to the wonderful Friday lunches this summer!

FACILITY UPDATES

Storm Sewer Project



*By Rob Blower
Business Director*

Over the last few months our parking lot has been a mess due to construction.

But this inconvenience is a welcomed sight to anyone who has worked at NEOCAP during the rainy seasons and especially to the veterans who remember the flood of 2006 where NEOCAP had to evacuate all staff and residents to the county jail for over a week!

The construction work will result in a new rain water pump and a high pressure sewage pump station being installed. In laymen's terms, no more flood warnings, running out in the torrential rain to close a gate valve, and then have the dreaded port-a-johns delivered.

Once completed on or about October 1st, the heavy rains will no longer cripple or disrupt our daily operations.



FACILITY UPDATES (Cont'd) – Lighting Incentive Program

We are always looking for ways to be fiscally responsible. One of our largest expenses of running a 24/7 facility is utilities. Our goal over the last couple years was to reduce our electric consumption. We replaced the majority of light switches within the facility to motion sensors. Our next step is to convert all of the inefficient florescent and incandescent bulbs over to high efficient LED bulbs in our Warren facility and possibly in our Painesville facility in the near future.

Converting all the bulbs is a costly expenditure because our Warren facility has approximately 1,080 bulbs and to purchase this many bulbs, it would cost over \$14,000! However, thanks to our Maintenance Coordinator, Andrew Sanders, thoroughly researching pricing, he stumbled upon a "Lighting Incentive Program" sponsored by our energy supplier First Energy. Through this program we will be able to convert to this new efficient lighting system at NO COST!

In addition to the bulbs being free, we will see a savings on our electric bill through a reduced rate and lower energy consumption. The only downside to this program is that over the next couple months you will notice Andrew and Adam spending a lot of time replacing all the light bulbs throughout the facility.



*Andrew Sanders
Maintenance Coordinator*

NEOCAP Received 100% Compliance on Prison Rape Elimination Act (PREA) Audit

On July 18th and 19th 2017, we underwent our second PREA audit. Our auditor was Pam Sonner, who also conducted our first PREA audit in 2014. In addition to receiving a 100% compliance, Ms. Sonner made the following observations in her final audit report received August 8, 2017.

"When I arrived for the onsite audit, I met with administrative staff. I then toured the facility. I walked through every area. I spoke with several residents asking PREA related questions. I spoke to many staff and reviewed logs and resident files, and I noted all camera locations. I noticed that the facility had followed my recommendations on installing motion lights in offices and adding windows to all the doors. The facility was clean and quiet. The staff were very engaging and friendly. The facility head should be very proud of the excellent well-trained staff. I interviewed 16 residents from both facilities. All residents understood PREA very well and were

aware of the process of reporting and receiving services if needed. The residents were very comfortable with staff. I interviewed 19 staff from both facilities, and they were all well-trained and answered all questions asked. I reviewed resident files, training files, and staff files. All documentation was present and confirmed by interviews. All residents and staff interviewed were selected by random with the exception of the resident supervisors because I wanted to interview as many as available.

I interviewed the PREA coordinator, screening staff, investigators, supervisors and the facility head. The PREA coordinator has worked very hard to insure compliance and has done an excellent job."

Ms. Sonner made a special note about her observation at the new Painesville female facility:

"...The female facility is newly remodeled and has an excellent floor plan. There are a lot of windows and it is spotless..."



*Eric Anderson, Angela
Obradovich and Ms. Sonner*

What a Difference 6 Months Can Make

By Jennifer Melvin

For this edition of our newsletter I had the privilege of interviewing Elizabeth Neff, and for those of you who don't know Liz, she works at NEOCAP's Female Facility. In fact, in just 6 months' time, she went from being a Resident Supervisor to being promoted to Shift Supervisor for 2nd shift at the facility. I spent some time talking with Liz about her transition from RS to SS and she had quite a bit to say.

Liz shared with me that when the announcement came out that we were looking to fill an open SS position, she was interested in it, but what really made her apply for it was the encouragement she received from her teammates to go for it. She said she was interested in the added responsibility and she felt ready for the challenge. Liz told me that while she has been able to transfer everything from RS training to her SS role, the biggest adjustment so far has been learning to coach and supervise staff.

She also shared that during her first official shift as the SS on duty, she felt excited, but she was definitely nervous at the same time. From her perspective, being the one who staff goes to for support and guidance has



Elizabeth Neff

been the most rewarding part so far. She feels that good communication skills and good time management skills are necessary for being an effective shift supervisor, and her "words of wisdom" to pass along to other staff is that it's all about how you approach situations with others and communicate.

In the short amount of time that I have been working with Liz, what stands out to me is how she is always calm, cool, and collected, and she also has a genuine concern for her teammates and our residents. I am certainly looking forward to Liz's progress as she continues to grow in her SS role, and I'm excited for her future at NEOCAP.

From Then to Now - A True Public Servant



By Antonette Washington
Day Reporting Center Administrator

In this edition of the NEO NEWS, we decided to catch up with and profile a former NEOCAP employee who has gone on to make his mark in community corrections as a State of Ohio Parole Officer and who is currently working for U.S. Representative Tim Ryan from Ohio's 13th congressional district.

On August 10, 2017, I sat down with Vincent Peterson II who is known as Vinny, or little Vinny here at NEOCAP. This distinction is helpful in separating him from his dad, Vincent Peterson I, who is also well known around this neck of the woods.

Following a great high school football career, he earned a football scholarship to Villanova University where he was on the Wildcats 2009 National Championship team. In May of 2012 he graduated with a Bachelor's degree in Criminal Justice, and five months later he accepted his first "real" job – working as a Resident Supervisor here at NEOCAP.

I asked Vinny what lessons he learned during his NEOCAP employment. He explained, with enthusiasm, "I learned how to interact and talk to others respectfully and appropriately whether it is to other staff, residents, or my supervisor. What you say and how you say it does matter and reflects upon you."

He also pointed out that the critical communication skills he learned at NEOCAP played a very important role in helping him transition into his position as a Parole Officer, the job he moved on to after working as a resident supervisor for one year. According to Vinny "my experience here helped me learn how to talk to the parolees as well as understand them." The transferrable skills he obtained also helped him become a Motivational Interviewing Instructor, a member of the Special Response Team (SRT), Special Technical and Response Team (STAR) and Food and Drug Administrative Taskforce, during the four years of employment with the state.



Tim Ryan & Vincent Peterson II

Vinny vividly recalled sitting in on a Thinking for a Change group being facilitated by Treatment Specialist Gary Davis. The lesson was on Problem Solving, and according to him, he has never forgotten that lesson and uses it for everything in his life, even dieting. He also pointed out that role playing helps him realize that anything can happen at any moment and role playing is a great way to empathize with others and put yourself in their shoes.

When asked why he decided to leave his parole officer's job and get into politics, he explained that he learned how to debate as a child growing up watching his father and uncles verbally spar on all kinds of issues and topics. He explained that he has always been fascinated with the art of debating and he took several college courses in political science and was able to watch the political process at work during the 2008 and 2012 Barack Obama presidential campaigns.

He considers himself a student of politics; he has studied the election process and what it takes

to get elected. He thinks it's very important that he stay up on political issues, politicians, and political candidates.

He explained that he has always thought highly of Congressman Tim Ryan. "Congressman Ryan has always been consistent in his views and legislative record, a community guy who always stuck up for the Mahoning Valley" according to Vinny. After meeting and getting to know Mr. Ryan, his respect grew deeper, "he was the same consistent person no matter the setting or who was present in the room."

Early this year, he was offered the position of Field Representative/Constituent Liaison for the Warren office of Congressman Ryan and accepted the new challenge and the new career path. This position has put him on the front line working to address the Opioid epidemic. He pointed out that his challenge is "how to educate, combat and reach viable solutions to address this terrible outbreak in our community."

He is working toward obtaining his Master's degree, and his plans include a possible run for state senate or a representative seat for his congressional district. Vinny's motto is "if you do right, opportunities will happen." Little Vinny has done NEOCAP proud, and we look forward to watching him continue to grow and serve.

"I bet you didn't know" – Staff Hidden Talents and Interests:

Red on Right...



By Jennifer Melvin
Female Facility Director

The title may sound weird, but I'll get to that in a minute. A lot of people ask me how I got into riding horses, and the answer is really quite simple:

I was on the back of a horse before I could even walk. My mom would sit me on the saddle in front of her when she was riding her horse, and for my 4th birthday my parents bought me a horse of my own. I was in 4-H, I grew up on a farm, I've worked for trainers and horse boarding facilities, and I still live on a horse farm.

Riding horses is something I've stuck with throughout my life, and I've been fortunate enough to have some really great opportunities as a result of horses.

They have taught me hard work, determination, patience, and humility. I have ridden many disciplines, I've eaten a lot of dirt, and I've had several concussions as a result of some nasty crashes. Not only do I ride, but I compete. I compete all year round, and I'm crazy enough about it that when I left for a horse show at 7:00am on a Saturday morning in January this year, it was 3 degrees. You read that correctly – it was 3 degrees and I was going to a horse show because I was leading my division in points for season-end awards and I wasn't willing to miss a single



show and jeopardize my chances of winning. In fact, in 2014, 2015, 2016 and 2017, I have been the season-end high point champion at the winter jumper series for the division that I compete in.

For the last several years I have competed in Dressage, Jumpers, and Eventing.

"CONTINUED ON PAGE 8"

Study Reaffirms Treatment Program Effectiveness

By Jake Jones

A study conducted by researchers from Kent State University on NEOCAP's program impact on changing residents' criminogenic thinking reveals that residents who complete NEOCAP's Cognitive Behavioral Treatment Program displayed less criminogenic thinking upon completion.

Data was collected on 1,264 residents during a five-year period that ran from September 2011 to September 2016. Utilizing the How I Think Questionnaire (HIT), an assessment instrument design to measure cognitive distortion in offenders' attitudes, thoughts, and beliefs, the researchers collected pre and post HIT's completed by the residents at the beginning and end of their treatment.

The researchers were able to compare the pre and post questionnaire responses and measure the change in the residents' thinking.

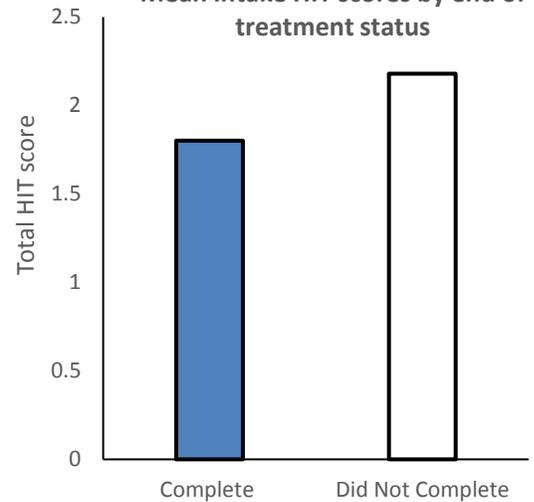
The decrease in criminogenic thinking after completing the

treatment program seem to indicate that the facility's cognitive behavioral treatment programming is effective at reducing those criminal thinking patterns that lead to criminal and other antisocial behaviors.

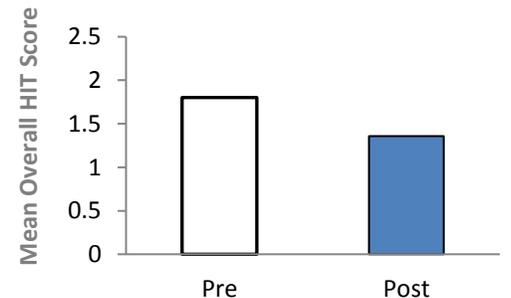
The study also found that residents who did not complete the treatment program due to early termination were higher in their initial HIT score compared to those who completed the full program. Future studies will compare rate of recidivism to HIT scores and determine clinical thresholds for adult criminalistic thinking.

Note: This project was a collaborative undertaking between NEOCAP and Kent State University – Ashtabula. The project was titled "Assessing Changes in Criminogenic Thinking After Completion of a Cognitive Behavioral Therapy Rehabilitation Program" and was conducted by Marna Drum from the Department of Sociology and Bryan A. Jones from the Department of Psychological Sciences at Kent State University at Ashtabula along with Kristina Henik and Jake Jones of NEOCAP.

Mean Intake HIT scores by end of treatment status



HIT Questionnaire Pre versus Post



Project Play



On August 16, 2017 Executive Director Jake Jones presented Sandy Kellar, Property Manager of Highland Terrace, a \$600 donation check toward Project Play. The six hundred dollars was raised as part of a staff "wear jeans to work" fundraiser that took place during the month of June 2017.

Project Play is a Highland Terrace and Surrounding Neighborhoods Revitalization Initiative. The Project consists of restoring the basketball courts, baseball field, and lighting. It also includes building a new playground and picnic pavilion all in the Highland Terrace apartment complex located on the southwest side of Warren OH. Project Play is in its final stage, scheduled to be completed by the end of September 2017.

Cheddar Chicken Bacon Ranch Pasta

By Jennifer Melvin

Ingredients

8 ounces penne pasta
1 Tbsp butter
1 Tbsp flour
2 Tbsp dry ranch dressing seasoning mix
2 cups milk
1 cup shredded cheddar cheese
1/3 cup cooked, chopped bacon
2 cups cooked chopped chicken



Directions

In a large pot, cook pasta according to package directions. Drain and set aside.

In same pot melt butter. Add flour and stir. Cook flour for 1 minute. Slowly whisk in milk. Continue cooking until sauce thickens. Stir in ranch dressing mix and cheese. Stir until Cheese melts. Add chicken, bacon and pasta. Stir to coat.

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

SEE “I bet you didn’t know” -
“Red and Right” PAGE 6

Red on Right... (cont'd)

Jumpers is by far my favorite; it’s very objective and based on what the clock says – fastest time with fewest faults wins the round. Riders who compete in Jumpers and Eventing are familiar with the phrase “red on right;” as it refers to the flags that are used to mark which direction you approach and jump the fence from – the red flag will be on the right side of the jump standard and there will be a white flag on the left side of the standard. A map of the course is always provided, and sometimes they’re even nice enough to number the fences for us.

My goal for 2018 is to go to the All American Quarter Horse Congress to compete in the Amateur Jumpers classes. But, we shall see...



By Theresa Day
IT Specialist

The great gift of creativity has been in my family for years. When I graduated from college, my mother opened her own Ceramic & Craft business selling ceramic pieces she had molded and painted. As a teenager and young adult, I was taught by family members how to sew, knit, crochet and paint. As a mother, I assist my children, and family members, with all school projects that consisted of unique originality.

With my creative mind and love for photography, I developed a strong passion for scrapbooking. I have always been a person who has loved snapping pictures and being photographed. In my early twenties, I was a model who loved photography. So therefore, I have always taken a ton of photos.

For the Love of Scrapbooking

When my son started playing pee wee football, I wanted to capture every moment he was on the football field. I switched from videography to strictly snapping a ton of pictures. There were about six football moms from the football team who introduced me to scrapbooking. I attended one party and now sixteen years later, I have enough scrapbooking supplies to open my own business.

Some people may find scrapbooking to be very tedious and boring, but I use it as a way of stress relief. I have also been making greeting cards and poster board picture collages for graduation parties.

Once a month I meet with my scrapbooking buddies to fellowship and have parties which consist of ordering food, listening to music, bringing books, pictures and a ton of supplies.

We basically scrapbook from 6:00 pm – midnight. I have also attended yearly scrapbook weekend retreats. This is where twenty (20) ladies spend the weekend scrapbooking in a hotel suite. Scrapbooking is a creative and expressive family hobby. Each photo that’s taken tells a significant story.

The main thing to remember is CREATIVITY!

So, the next time you take a photo, think about the story you are capturing. Every picture could mean a thousand words.



Electronic Time Clocks

By Rob Blower

NEOCAP is in the process of moving away from the paper timesheets and implementing an electronic time keeping system.

With the new KRONOS system, staff will log in at the start of the shift and log out at the end of the shift from a time clock or computer. This will eliminate the manual time sheet or the need to come to the facility on off days to turn in a time sheet because you forgot to do so.

We are currently in the test phase of the new system and hope to go live in mid-September.



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