



NEO NEWS

MESSAGE FROM THE DIRECTOR "LOOK FOR THE KEYS"

Prior to entering the criminal justice field, I worked at a local community center. This was the place that several area social service agencies brought their clients for recreation activities.

One such group that regularly made the trip to the center was a local mental health agency. During the group's activities, the community center would be closed to the general public. Also during this time, I was free to sit back and observe these adult clients, who all suffered from mental illness and were being treated with psychotropic medication, participate in various activities.

From time to time different staff from the mental health agency would chaperone the group. Week after week of observing this group, something started to happen. I noticed that it was becoming more and more difficult to distinguish the staff from the clientele. From the way everyone dressed to their mannerism, there was no significant identifiable difference.

One day while making small talk with one of the mental health staff, it was like she read my mind when she jokingly stated **"if you are trying to figure out the staff from the patients, always look for the person with the keys, they are the staff."**

This brings me to today's message. The phenomena that I witnessed as a young gent at the community center, I have come to discover, takes place in many fields including our field of corrections. It is well recognized in the research and well established (Albert Bandura's Social Learning Theory) that people will take on the habits and traits of the people they surround themselves with.

In our line of work, we spend eight hours a day, forty hours a week, and 2080 hours a year interacting with high risk, anti-social, self-centered, non-voluntary clients. For many of us, we spend more time interacting with offenders than we do with our family and friends. Unfortunately, for many correctional workers there are "side effects" to this extreme exposure with high-risk individuals.

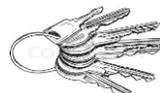
One major "side effect" is that some workers will start to display the self-centered, anti-social traits of an offender and the only way to distinguish them from the offender is to look for their keys.

My message today is that we all must guard against taking on the unhealthy traits and mannerisms of the client and we must conduct ourselves in such a professional distinguished way that it is obvious which person is the staff and which is the offender, without having to look for the keys.

This edition of the NEO NEWS is dedicated to the importance of maintaining good mental and physical health for each and every one who works in this demanding stressful field.

Sincerely,

Jake E. Jones, Sr.



Jake E. Jones, Sr. - Executive Director

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MAY – Mental Health Awareness Month

Do You Focus on Fitness#4Mind4Body?

Mental health is essential to everyone's overall health and well-being, and mental illnesses are common and treatable. So much of what we do physically impacts us mentally-it's important to pay attention to both your physical health and your mental health, which can help you achieve overall wellness and set you on a path to recovery.

With May being Mental Health Month, NEOCAP conducted several events and activities to raise awareness about the connection between physical health and mental health, through the theme Fitness #4Mind4Body. This was done to educate and inform staff about how eating healthy foods, gut health, managing stress, exercising, and getting enough sleep can go a long way in making you healthy all around.

For More information, visit www.mentalhealthamerica.net/may.

Week Three dealt with the “**gut-brain connection**.” Your gut is sensitive to emotions like anger, anxiety, sadness, and joy can react to signs from your stomach. Having anxiety and depression can cause changes in the gut because of what happens in the body when it has a stress response.



Eating a balanced and nutritious diet is important for both your gut and brain.

Bananas were made

available for snacking along with a flyer stating the health benefits bananas provide.



Week Five centered around “**diet and nutrition**” and how the quality of the food you eat can impact your overall physical and mental health. Diet is linked to a key area of the brain involved in learning, memory and mental health. People with healthy diets have more volume in this area than those with unhealthy diets.



Staff was provided with a water bottle and challenged to drink a minimum of 64 ounces of water per day throughout the month.

The female facility staff challenged one another to see who could drink the most water. Cincellia Williams came in 1st place with 8,730 ounces of water consumed during the month of May. Melissa Sanko took 2nd place with 7,920 ounces of water consumed and 3rd place went to Elizabeth Neff with 6,275 ounces of water consumed.

Female Facility Water Challenge



Cincellia Williams

WEEKLY HIGHLIGHTS

Week Two focused on “**stress**.” We can't focus on just one thing when discussing good health; you have to see the whole person and make use of the tools and resources available to benefit mind and body together. Stress week highlighted the benefits and services provided by the employee assistance program (CAPE). Counselors provide counseling dealing with a range of issues including, but not limited to, stress management. Learning how to manage your stress can be a small change with a positive impact on your physical and mental health.



Blood pressure screenings and glucose testing were offered to employees the afternoon of Friday 5/11/18.

Samantha Works takes Natalie Carr's blood pressure.

Fitness Walk – Friday 5/25/18

Planning Committee – Cheryl Moran, Samantha Works, Theresa Day, Shauna Nadzan, and Jake Jones (not pictured)



Raffle and Trivia Winners: Tina Davenport, Melinda McDaniels, Antonette Washington, Brenda Waters and Ben DeGennaro



Kickball

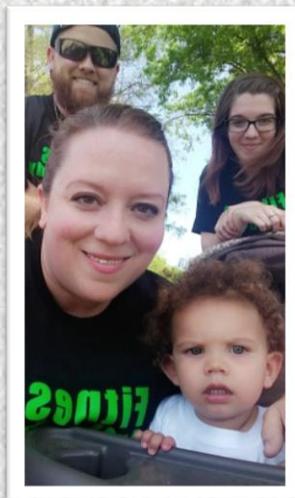
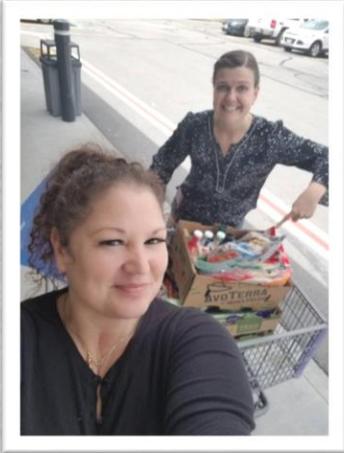


Fitness Walk



Volleyball





Staff enjoyed a healthy lunch of sandwich wraps, salad, fruit and water; lots and lots of water to meet the water challenge.



CQI Spotlight

By: Angela Obradovich



Treatment: It's no secret that the entire country is facing an opiate epidemic and many of the residents we work with are part of that epidemic. At NEOCAP, we are starting to see a change in that trend. In Fiscal Year 2017, over 60% of our residents reported that opiates, most specifically heroin, were their drug of choice. So far this Fiscal Year, we have seen that number decrease to 49%. With our continued commitment to treatment, we will work toward seeing that number continue to decline.

Operations: Some say that it is what you do when nobody is watching that really counts. While you may not be aware of this, compliance has been watching. With that being said, we are happy to report that procedures are being completed correctly on a very consistent basis and staff are executing their responsibilities with confidence and competence. Procedural drifts and errors are at an all-time low and this can be attributed to the great teamwork and communication amongst staff. Keep up the good work and continue to take pride in the great job you do.

Medical: Prescription medication audits are completed on a monthly basis. Over the past year, special attention has been paid to the errors being made. At the beginning of the year, 87 mistakes per quarter-almost one per day-were being made. We are happy to report that this most recent quarter we saw a very large decrease to only 20 errors. Since training was held this past March with the Shift Supervisors in Warren, that number has dropped even lower. With staff being more conscious when dispensing medications, we look forward to an error free audit in the near future.



CQI Team Members: Angela Obradovich, Eric Anderson and Brenda Waters

NEOCAP's Community Service Program Providing Much Needed Service:

Residents giving back to the community is a big part of NEOCAP's treatment program. All residents, except those with physical or program restrictions, are expected to participate in the facility's community service program.

Throughout the residents stay, they participate in internal and external community service projects in the facility and the community.

As we prepare for the hot days of summer, we must also prepare to transport crews of residents to various non-profit organizations, schools, and government departments to provide much needed volunteer labor for different events and activities.

Non-profit agencies and organizations have come to rely on NEOCAP residents labor to help set-up, tear down, and clean up after festivals and other events.



Community Service



During the past eleven Months of FY 2018, 449 residents have completed over 22,000 hours of community service.

Most recently projects Included: providing labor at the Earth Day Free Recycling event in Trumbull County and conducting set-up and clean-up activities for the African American Achiever Festival held in Warren's court house square.



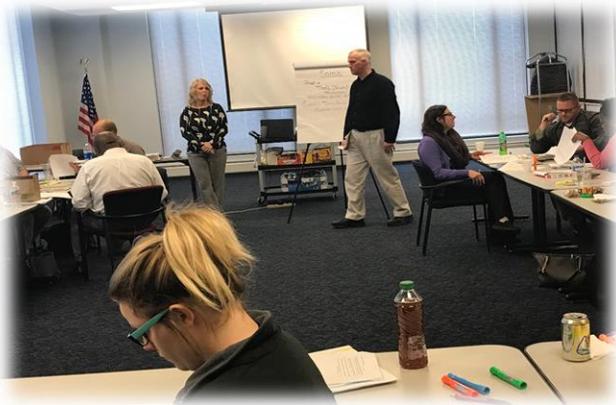
ORAS TRAINING

Deputy Director Kim Massary conducted an ORAS training for twenty correctional workers that came from various probation departments and community based correctional facilities throughout the state.

Ms. Massary is one of just a handful of Trainer of Trainers for the Ohio Risk Assessment System (ORAS).

The ORAS, developed by the University of Cincinnati for the Ohio Department of Rehabilitation and Corrections, is a criminal justice assessment tool designed to determine risk level and needs of an offender. This assessment tool is being used in Ohio prisons and community correctional agencies and departments.

Ms. Massary conducts several full two-day ORAS training certification classes and booster sessions throughout the year for correctional workers in the NEOCAP region and the State of Ohio.



Lead trainer Kim Massary and co-trainer John Rayle of the ODRC, lead the class in a small group activity during the April 4th and 5th 2018 ORAS Training held at Trumbull County Metropolitan Housing Authority, 4076 Youngstown Rd. SE, Warren, OH.

Escapes Apprehended – Lessons Learned



Tyler Bianca



Joshua Keenan

Tyler Bianca and Joshua Keenan, the two residents who jumped Unit 1's fence on April 15, 2018 have both been apprehended and now face escape charges in addition to probation violation charges.

Since the April 15, 2018 incident, members of the Management Team have spent considerable time evaluating and critically analyzing the events leading up to the residents jumping the fence as well as meeting with the Trumbull County Sheriff Paul Monroe and his staff on improving the timeliness of notifying law enforcement when these incidents occur.

For the purpose of improving timeliness, the procedure for notifying law enforcement agencies has been modified. On-duty staff will immediately notify 911 of the absconding before notifying the ISP Unit or NEOCAP management. This will allow a faster response time by local law enforcement. Additionally, Unit 1's security fence will be replaced with a more secure structure.

Furthermore, all Unit 1 residents will be assessed upon entering the facility for absconding risk. Residents identified as high risk will have their movement restricted to inside the secure perimeter of the facility (thus no outside privileges) until they are cleared by the clinical or deputy directors to participate in outside breaks.

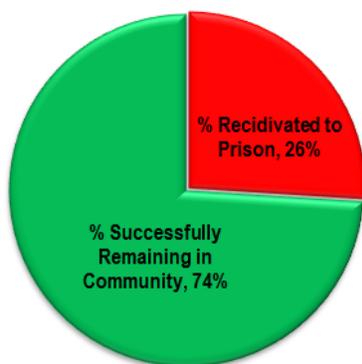


Kim Massary, Deputy Director and Lisa Rowe, Operations Director, speak to an interested candidate at the Eastwood Mall Job Fair.

On Thursday April 19, 2018 NEOCAP, along with 93 other local and regional employers, participated in a job fair held at the Eastwood Mall, Niles, Ohio. According to Ms. Massary 40 to 50 employment seekers visited the NEOCAP station to pick up a job application during the five-hour job fair. Several potential job seekers left resumes and completed application for employment consideration.

Numerous individuals expressed interest in the Resident Supervisor position as well as the Transportation Officer and Case Manager positions. Executive Director Jake Jones explained that "if we are able to get one new hire from the job fair it was well worth the time and effort."

NEOCAP RECIDIVISM STUDY
 JULY 2016 – JUNE 2017
 NUMBER IN STUDY = 420



BREAKDOWN BY COUNTY

County	# of Residents	Revoke=Prison	Remain Successful
Trumbull	N=100	25 or 25%	75 or 75%
Ashtabula	N=78	10 or 13%	68 or 87%
Geauga	N=21	7 or 33%	14 or 67%
Lake	N=97	37 or 38%	60 or 62%
Portage	N=124	32 or 26%	92 or 74%



Cheryl Moran
 Administrative Secretary

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

Labor of Love
 By: Cheryl Moran



We were sitting in the freezing rain at our first spring track meet when I knew we needed a warm blanket, not one of those skimpy stadium blankets, something really warm and rugged. Thus became my first hand tied fleece blanket. I purchased our school colors of red and blue and made our family blanket. It never left the back of the SUV, unless it was being washed, and traveled from one end of the state to the other to endless track and cross county meets as well as football games. It was amazing through the wind, rain, snow and mud.

I have since made too many blankets to count. They range from local high school colors, to favorite baseball, basketball and football teams, and even for dog beds. We took the idea to the local day care and taught the kids how to make them for their families for the holidays. My mother had the idea that it could become a mission for the ladies of the church and the “blanket fund” was created. The congregation could designate a portion of their giving to go into the fund to purchase fabric to be used to make blankets for those in need for whatever reason: baptisms, births, deaths, illnesses, or just as an act of kindness when it was needed most.

I can’t remember all of the blankets that we’ve made and given away, but I can remember the ones that meant the most. They were for two women that I had the pleasure of working with that were diagnosed with breast cancer. We purchased the pink ribbon fleece to make the blankets and were told by both women that they carried them to treatment because it kept them warm and brought them comfort. It truly is a labor of love.



*Kristina Henik
 and
 Gabriel James Krystof*

3/12/18
 9 lbs 2 oz – 21” long



*Jessica Dell
 and
 Blake Carter*

3/20/18
 7 lbs 11 oz – 21.5” long



*Jim Cox
 and
 Brooklynn Olivia*

3/23/2018
 7 lbs 9 oz – 18.5” long

FREE OF CHARGE TO ALL NEOCAP EMPLOYEES

What kind of issues can the program help with?

Virtually all human concerns are appropriate to bring to CAPE.

These include:

- Personal problems
- Relationship problems
- Marital conflict
- Parent-child conflict
- Legal problems
- Alcohol & drug problems
- Elderly concerns
- Divorce adjustment
- Financial problems
- Child & adolescent problems

Community Solutions Association
320 High Street
Warren, OH 44481

CAPE contact information:

Warren Area: (330) 394-9090 or (800) 495-1055

Painesville Area: (216) 839-2273

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"I do weights for muscle health, cardio for heart health and chocolate for mental health."

Recipe – Salty-Sweet Treat

Chocolate Bacon Bark – *By: Natalie Carr*

Ingredients:

- 24 unsalted saltine crackers
- 6 Tbsp. unsalted butter
- ¾ cup packed light brown sugar
- 8 oz. semisweet chocolate chips
- 8 slices bacon, cooked, broken into small pieces
- Flaky sea salt for sprinkling

Directions:

- Heat oven to 350 degrees. Line large rimmed baking sheet (9"x13") with nonstick foil. Arrange crackers on top.
- In saucepan, melt butter and sugar on low. Increase heat to medium and bring to a boil. Remove from heat and pour sugar mixture evenly over crackers, spreading if necessary. Bake until deep golden brown, 12 to 15 minutes.
- Immediately scatter chocolate chips on top and let sit 3 minutes and then spread chocolate over caramel.
- While chocolate is still warm, scatter bacon and salt over top and let set.
- Break into pieces to serve.

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