



*A Newsletter for NEOCAP Staff, Family and Stakeholders*

# NEO NEWS

## Message from the Director .....



**JAKE E. JONES, SR.  
EXECUTIVE DIRECTOR**

This edition of the NEO NEWS highlights the many NEOCAP sponsored activities that took place during May, National Mental Health Awareness Month. I really enjoyed line dancing, playing volley ball, watching staff interact with the therapy dogs and listening to our presenters during the May 29th Fitness Walk. As you stroll through the newsletter, it may cause you to reminisce about the fun, exciting activities and Mental Health events that you and your co-workers participated in throughout the month. It

may also cause you to ask yourself “why don’t I do these things more often?” Far too often we are just too “busy” so we tell ourselves we will start tomorrow. Thus we procrastinate in engaging in activities that are crucial in maintaining our mental, physical, spiritual, and social well-being. For many of us, we are waiting for the perfect time to start a regimented program to sustain a healthy balanced life.

My message to you is that there is never a perfect time, we must make time. Someone once said “if you wait for every traffic light in town to be green before you leave home, you would never leave home,” and if you wait for the perfect time to start a wellness regiment, you will never start one. I also encourage you not to wait for next May to spend time with family, friends, and co-workers doing fun, exciting, healthy activities.

Sincerely,

*Jake E. Jones, Sr.*

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# MAY—MENTAL HEALTH AWARENESS MONTH

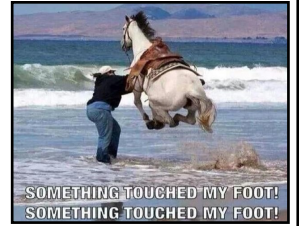
by: Cheryl Moran

## 4MIND4BODY

Last year's theme 4Mind4Body proved tremendously popular so it was expanded in 2019 taking it to the next level. We explored the topics of humor, spirituality and religion, social connections and recreation, work-life balance and animal companionship as ways to boost mental health and general wellness.

### WEEK ONE: HUMOR

Laughter makes us happier and more optimistic; it's a natural stress medicine, it improves our self-esteem, our brain works better when we laugh, and laughter brings people together and develops better social skills. A daily "funny" was sent to all staff members via text message and comics were posted on bulletin boards throughout the facilities.



### WEEK TWO: SPIRITUALITY & RELIGION



Prayer Boxes were made available to all staff members and they were also encouraged to share titles of inspirational books they have enjoyed reading. Prayer has been proven to improve self-control, enhance relationships, improve the ability to cope with stress, turn on disease-fighting genes, combat depression, help control pain, and promote longer life.

### WEEK THREE: SOCIAL CONNECTIONS & RECREATION

Social connection has many benefits: 50% increased chance of longevity, higher self-esteem and empathy, stronger gene expression for immunity, better emotional regulation skills, lower rates of anxiety and depression and a positive feedback loop of social, emotional and physical well being.

Staff participated in social/recreation events including line dancing, painting class, and a golf outing for family and friends. Staff also shared their favorite comfort food with co-workers during "eat your feelings Friday."



Line Dancing



Paint Night



Eat your feelings Friday





## WEEK FOUR: WORK-LIFE BALANCE

The key to managing stress in our lives is balance. While we all need a certain amount of stress to spur us on and help us perform at our best, achieving a healthy work/life balance is key to a more productive happy life. We asked for referrals to local massage therapists that were being used by current staff, and a quiet, relaxing space with aromatherapy and soft music was provided during lunch time for meditation. We also sponsored a coloring contest to alert staff to the benefits of adult coloring: relaxing, ignites mindfulness, improves concentration and attention to detail, stimulates the brain and senses, sparks creativity and reduces stress.

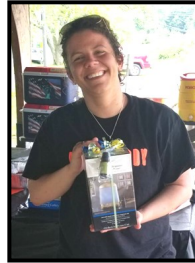


Antonette Washington  
Warren Coloring Contest



Aimee Rich  
Painesville Coloring Contest

**WINNERS**



Mackenzie Goranitis  
Warren Raffle



Katie VanDrei  
Painesville Raffle



**meditation**



## WEEK FIVE: ANIMAL COMPANIONSHIP

"The world would be a nicer place if everyone had the ability to love as unconditionally as a dog." Animals are amazing and touch our lives in many ways beyond unconditional love. They help in many ways: mood improvement, companionship, social interactions, encouraging responsibility, lowering blood pressure, activity scheduling, good listeners, health distractions and sensory stress relief. Staff was encouraged to create a collage with family photos interacting with their animals. Therapy dogs from Elite Canine, were in attendance at the fitness walk to highlight the health advantages of animal interactions with people.

BEN, from Elite Canine,  
posed for a photo with  
staff members



Winner—Painesville  
Rachael Defazio and Skynard

**WINNERS**



Winner —Warren  
Jeff Corson and Libby

FRANK  
Elite Canine Therapy Dog



## FITNESS WALK SPEAKERS: CAPE PROGRAM and MENTAL HEALTH FIRST AID TRAINING

The Warren facility had their fitness walk on Wednesday, 5/29/19 and invited several individuals to come and speak for the purpose of raising staff awareness about some of the benefits and services we offer.



Traci Snyder came to explain the services that are available to employees through CAPE (Comprehensive Assistance Program for Employees), an employee assistance program designed to assist with a variety of human concerns. The program provides assessment, referral and brief problem resolution to staff and their family members.

Lana Hennings and Camella Hill from the Trumbull County Mental Health Recovery Board were also on site to speak regarding mental health awareness. They also provided literature and insight into the Mental Health First Aid Training that will be offered to NEOCAP staff this upcoming September.



Traci Snyder  
CAPE Program



Camilla Hill and Lana Hennings  
Trumbull County  
Mental Health Recovery Board



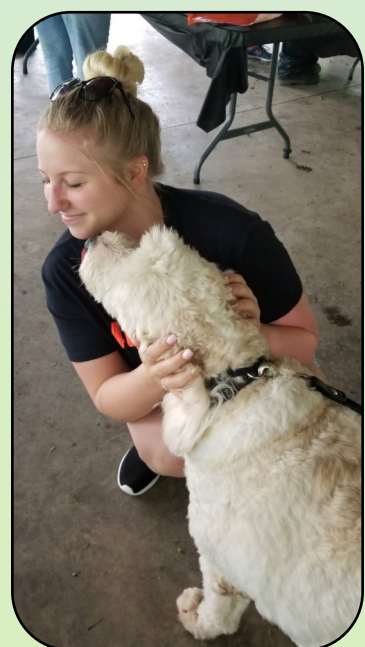
Mental Health Awareness  
Fitness Walk and Picnic  
May 2019



Warren - Perkins Park  
Painesville - Lake Metroparks



2019 Committee



puppy love





## NEOCAP WELCOMES MATT BUTLER

On May 2, 2019, national recording artist Matt Butler performed a free concert for the NEOCAP male residents. Matt is a folk artist, a rock n roller and a storyteller. Matt has been described as the “rock and Americana singer/songwriter from NYC in the style of Bruce Springsteen, Bob Dylan, and Ryan Adams”.

Matt, a soft-spoken talented musician, effectively used songs and storytelling to take the residents on his life journey filled with trials, tribulations, and recovery. During the course of the two-hour event, Matt was able to hold the attention of all who gathered in the “day area” of the facility; he was also successful at getting everyone to join in on sing-alongs when he treated them to some traditional well-known songs.



Matt was in town to perform at the Alliance for Substance Abuse Prevention (ASAP) 2019 Drug Summit being held on May 3, 2019 at the Kent State University – Trumbull Campus. He performs free concerts at jails, prisons, community centers, schools and treatment facilities during his 8 States Country Roads Tour.

Matt’s events are funded through monies he receives from CD’s and other merchandise sales and through grants and donations he receives through his J1 Foundation a 501(c) 3 nonprofit organization whose mission is to “bring music with the message of recovery to communities most in need.”



*A special thanks goes out to NEOCAP Clinical Director Kristina Henik, Lauren Thorp of the Trumbull Mental Health and Recovery Board and Jodie Milhoan of Trumbull County Family Court for the time and effort they spent to make this event a reality. We also want to thank Mario Diurno who serves as Matt Butler personal assistant for all the planning he did to make the event a success. And finally, a special thanks to Matt Butler for his commitment and dedication to serving those most in need.*



Mario Diurno, Kristina Henik, Matt Butler, Lauren Thorp and Jodie Milhoan

## “I BET YOU DIDN’T KNOW” STAFF HIDDEN TALENTS AND INTERESTS

by: Jeigh Maynard

I bet you didn’t know... Erin Moonesawmy is a master gardener! Vegetables and flowers alike, Erin has a green thumb that can make anything grow, from the green beans in her living room, to the house plant named Oscar in her office.

Gardening became a coping strategy for Erin in 2014 following the passing of her beautiful baby girl, and later developed into a passion in and of itself. She loved the idea of planting something and being able to watch it grow. Over the years her passion has grown and saw to the development of “The Urban Gardener & Co.” in 2016. Erin believes in giving individuals the ability to be self-sufficient and developed a concept that would help others do exactly that. Another goal she has for Urban Gardener is to help individuals be healthier and as a result decrease diet related health concerns like diabetes.



Erin Moonesawmy  
Case Manager

Erin enjoys growing everything from seeds and is getting ready to transplant her seedlings into either her garden at home, or her space in the Community Garden in the Lake Metro Parks! Just this year, Erin was selected to have her own space in the Community Garden and is looking forward to expanding her talent!

Not only has gardening been a passion for her, it is also a family affair! Her husband loves cooking with fresh fruits and vegetable and her children are right there to help her in the garden. So, if you ever need help with your “not so green” thumb, Erin is the lady to go to!



Jeigh Maynard  
Program Administrator





## NEOCAP RECEIVES TOP CPC RATING: "VERY HIGH ADHERENCE TO EBP"

Program Auditors from the Department of Rehabilitation & Correction- Bureau of Community Sanctions spent two days last November (14<sup>th</sup> & 15 2018) conducting the Evidence-Based Correctional Program Checklist (CPC). The CPC is a tool developed by the University of Cincinnati Correctional Institute (UCCI), and it is designed to evaluate the extent to which correctional intervention programs adhere to evidence-based practices (EBP) including the principles of effective intervention.

The UCCI has conducted approximately 1000 program evaluations and have developed a large database on correctional intervention programs, and a database on the most effective programs based on the program's content and capacity. The capacity is designed to measure the program's Leadership and Development, Staff Characteristics, and Quality Assurance. The Content area includes the Offender Assessment and Treatment Characteristics domains. The team of five auditors spent two full days, examining open and closed case files, as well as other relevant program materials (i.e. Manuals, assessments, curricula, resident handbooks, etc.), conducting structured staff and residents interviews, and observing treatment groups. On April 23, 2019, after waiting five months for the assessment results, finally the results came and we were very excited to learn that our program received the top rating of **"Very High Adherence to EBP).**" This rating is more impressive when you take into consideration that overall, only 7% of the programs assessed have been classified as having Very High Adherence to EBT. You can review the report in its totality on the NEOCAP web site.

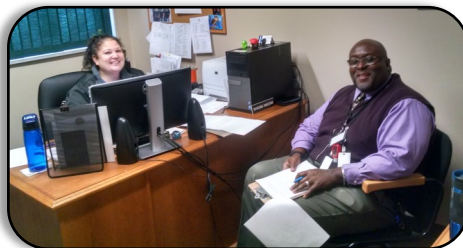


Holley Bossell

*"Based on the CPC your CBCF demonstrated that they are performing with 'Very High Adherence to Evidence Based Practices.'"*

*This is very impressive and a testament to the hard work and dedication put forth by your staff on a daily basis.*

Holley Bossell  
ODRC- BCS  
Grant & Audit Administrator



Shauna Nadzan, CQI Administrator (left) and James Dowdell, Auditor—Bureau of Community Sanctions (right)



Shannon Woehrman, Auditor—Bureau of Community Sanctions (left) and Kristina Henik, Clinical Director (right)

## COMMITMENT MEETS OPPORTUNITY

by: Kristina Henik

During interviews with prospective staff, it is not uncommon for a question to be raised regarding opportunities for advancement within the agency. The answer to the question includes two main points. First and foremost, we are always looking to grow and develop staff's skills, knowledge and abilities and we are happy when we are able to offer internal promotional opportunities. Secondly we encourage all staff to perform their best in their current position as that is the best way to prepare for advancement opportunities.

While Natalie Carr may not have asked that question during her interview for the Case Manager position at NEOCAP over three (3) years ago, she is a great example of both points. Natalie was recently promoted to Program Specialist in the Blue House. Her promotion is a direct result of her commitment to the NEOCAP mission; her dedication to learning and growing in the field of corrections and her daily success in her role of Case Manager while she held the position.

Congratulations to Natalie on her promotion, she is a great example to others, especially those who may be hoping for their own promotional opportunities in the future.



Kristina Henik  
Clinical Director



EMPLOYEE  
Spotlight



Natalie Carr  
Program Specialist

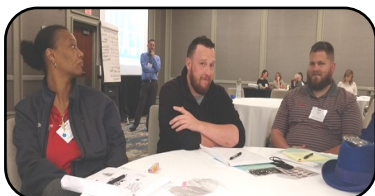
*Congratulations!*



# ALLIANCE FOR SUBSTANCE ABUSE PREVENTION (ASAP)

## 2019 DRUG SUMMIT

Certified Chemical Dependency staff members at the male and female facilities took time out of their busy schedule to attend the Trumbull ASAP 2019 Drug Summit held on May 3, 2019 at the Kent State University – Trumbull Campus. NEOCAP staff along with over 200 area treatment providers and college students attended workshops designed to provide the participants with information on how they could impact the drug epidemic. In addition to the morning general sessions that were provided by members of Operations Street Smarts, the participants had the choice of attending two out of the following five breakout sessions: (1) Marijuana in Ohio: Understanding the Law (2) How to Recover Your Hijacked Brain: Calming Your Triggered Nervous System (3) Treatment & Psychosocial Needs in Maternal Opiate Addiction & Neonatal Abstinence Syndrome (4) Vaping 101 (5) Project DAWN.



## COMMUNITY CORRECTIONS SYMPOSIUM JUNE 11/12, 2019 — COLUMBUS

A group of eleven NEOCAP staff made up of management, shift supervisors, and continuous quality improvement staff spent 1 ½ days attending Community Corrections Symposium that focused on ways to address the many challenge that are associated with the implementation of Evidence-Based Practices, as well as, implementing and operating an effective Behavior Management System (BMS). Other workshop topics included: developing an effective Continuous Quality Improvement process, how to be a Coach and Measuring Success. The Symposium was sponsored by the Ohio Justice Alliance for Community Corrections (OJACC), along with several other Ohio Correctional Associations. Staff from the University of Cincinnati Correctional Institute served as workshops presenters. As a group, the NEOCAP team seemed to embrace the wealth of knowledge and information that was presented.



**Brandi Smith**  
Shift Supervisor

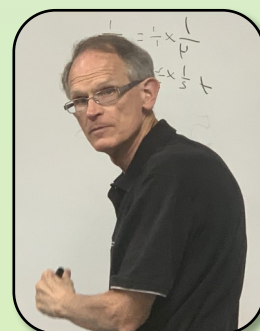
Brandi Smith, a Female Facility Shift Supervisor, summarized her Symposium experience as follows, "First I was intimidated by being in a room with so many people with high levels of education and knowledge, but once I relaxed, I found the information interesting and helpful. I especially found the workshop on *How to be a Coach* helpful."

## SHARING RESOURCES

by: Kristina Henik

We would not be successful in addressing all the residents' program needs if it was not for our community partners. No relationship is more important than our partnership with Aspire Education Program for Adult learning. Aspire, formerly known as Able, provides the GED instructors here at NEOCAP.

Since 2008 (Warren) and 2016 (Painesville) NEOCAP has maintained agreements with Aspire to provide GED instructors for both the male and female residents several days a week. We have worked with several instructors over the years and at this time, we are very pleased to have three (3) of the best – Thomas, Arne and Eddie. Residents not only get a great service while they are in the program working with these instructors, but due to the statewide nature of the Aspire program, they also work with the instructors to be linked with Aspire educational services in their own local areas for continued assistance upon their release. For more information about Aspire, check out their website: <https://www.ohiohighered.org/aspire>.



**Arne Salo**  
GED Instructor



## Water Bottle Challenge

Painesville — 67,978 total ounces

Warren — 61,974.10 total ounces



Winner—Painesville Facility  
**Cincellia Williams— 11,354**



Winner—Warren Facility  
**Adam Ramos — 4,286 oz.**



### Newsletter Committee

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## RESIDENT EXIT SURVEYS

by: Shauna Nadzan



**Shauna Nadzan**  
CQI Administrator

It is our department's duty and responsibility to evaluate our effectiveness as an agency in addressing offenders' treatment and behavioral needs. One tool we use to make this evaluation is the Resident Exit Survey. Prior to release, residents are asked to complete an exit survey and, for the most part, the residents are positive about their experience in the program. The majority of residents also take time to make comments on what they found to be the most helpful features of the program and what aspects they did not find particularly helpful. I want to take this time to highlight some areas that have been consistent over the past year and deserve recognition.

### Survey Questions and Responses:

- **"My property person was helpful in meeting my property needs"** - 86% of residents agreed or strongly agreed with this statement.
- **"My house seemed genuinely concerned with helping me change my life"** - 92% of residents agreed or strongly agreed with this statement. *In addition to the high rating, the Blue house residents consistently commented that the staff in the Blue house was "helpful and caring."*
- **"I helped develop my personal program plan"** - Overall 86% of the residents agreed or strongly agreed with this statement. *It should be noted that 96% of the Orange house residents agreed or strongly agreed with this statement.*
- **"What skill will you definitely use upon your release"** - Residents' top answers were "Saying No," "Using Self-Control," and "Assertive Communication."
- **"I found this group most helpful"** - Top answer was "Cognitive Behavior Interventions for Substance Abuse (UCSA)."

Compiling and examining all Residents Exit Surveys, as a group, is truly beneficial because you get a complete picture of the residents' perception of the helpful features and not so helpful features of the program. I can say without much reservation that residents do appreciate the effort and time that staff put into helping them to make positive changes in their lives. Great work everyone, keep it up!



**Rob Blower**  
Business Director

## Access Control System Brings Relief to Staff

by: Rob Blower

In May of 2018 we contracted with i2c Technologies to upgrade our access control from a manual key lock system to an electronic key fob system. Although the project took longer than expected to complete, the new key fob system has been a welcomed upgrade to our facility.

The feedback we have received has been positive. Staff no longer have the dreaded feeling of keys getting stuck or bent, and no more jiggling a key in the lock only to have it still not work.

We are very thankful for the Capital Improvement funds that we received from the Ohio Department of Rehabilitation and Corrections that made this much needed upgrade possible.



**Andrew Sanders**  
Maintenance Coordinator