



# NEO NEWS

## Message from the Director . . . . .

### "NEVER SAY NEVER"

We have been in operation for over twenty years and I have been here for the whole journey. I have come to realize that just when you think that you have seen it all, you will be proven wrong.

In early January 2020, we experienced for the first time, numerous residents attempting to organize into a "prison like gang." Over the years we have had residents from the same county attempt to hang out together, but we have never had such a large multi-county group of residents attempt to organize and unite for the purpose of operating as a "prison gang."

If I would have been asked prior to January 2020, if it was possible for the residents to organize and operate as a gang here at NEOCAP, I would have laughed in the person's face who asked such a foolish question. I would have told them that **"it could never happen,"** because our security staff are trained to move about the facility in a proactive fashion recognizing anti-social, criminal, and gang related activities and behavior. Our treatment staff are trained professionals in human behavior, and both security and treatment staff would intervene and get others involved to get the behavior stopped.

Well, we all have heard the saying, *"never say never."* From this point forward, I will stop saying *what will never happen*. This is not because I have lost faith and confidence in our staff; it is because the population that we serve will continue to present new challenges and we must remain diligent and continue to evolve as those we serve will continue to evolve.

We must never get complacent because we have a history of being a very good program. I am reminded of the words of Andy Grove, Co-Founder of Intel "Success breeds complacency and complacency breeds failure." We must fight against becoming satisfied with our achievements and we must remain vigilant as we continue to carry out our daily functions.

I would be remised if I didn't thank the Portage and Lake County Court of Common Pleas Judges, the Probation staff from Portage and Lake County Adult Probation Departments, and the Trumbull County Sheriff Department for quickly responding to the January 2020 "gang" incident. It was definitely their support and response that facilitated removing any threat of gang activity here at NEOCAP.

Sincerely,

*Jake E. Jones, Sr.*



**Jake E. Jones, Sr.**  
**Executive Director**

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# Hot Cocoa & Canvas



Kelly Vogt

On February 24, 2020, local artist Kelly Vogt made the trip from Warren to Painesville to spend an entertaining, relaxing, and mind-stimulating afternoon with the residents and staff painting and enjoying a cup of hot cocoa on a cold winter afternoon. Nineteen residents earned their invitation to this event by their exemplary performance in their treatment groups and overall behavior. Numerous staff joined the residents as they enjoyed being treated to a day of relaxation, learning, and clean sober fun. Ms. Vogt, the owner and operator of *Creations from the Heart*, is a local artist and designer that offers many services that include: face painting, pet portraits, custom jewelry and sip and paint events.



## WELLNESS OUTING FEBRUARY 28, 2020



On Friday, February 28, 2020, NEOCAP staff and twenty two male residents took a few hours out of their busy treatment day to engage in healthy, competitive, sober recreational activities. Robert Burke, the Park and Recreation Director for the City of Niles, Ohio opened the doors of the Niles Wellness Center to make this event possible. The residents expressed their appreciation for the time and effort put in to make this event a reality. They also expressed how they really enjoyed competing with and against staff in a fun, relaxed, friendly competition.



Robert Burke  
Park & Recreation Director





## ANGELA L. DAUGHERTY BECOMES THE NEWEST MEMBER OF THE FACILITY GOVERNING BOARD

Ms. Angela L. Daugherty became the newest member of NEOCAP's FGB after being appointed by the Judicial Advisory Board (JAB) to fill the vacant Ashtabula County seat previously held by Tiffany Reid. Ms. Daugherty's three-year term runs from November 2019 through November 2022.

Ms. Daugherty is the Executive Director of Family Pride of Northeast Ohio, Inc., a community-based mental health agency that strives to support children and their families throughout Geauga, Lake, Ashtabula, and Cuyahoga counties. Angela is an experienced clinician who has specialized in children, youth and families since 1998. Born to be a Buckeye, Angela earned her Bachelor's degree in Social Work at The Ohio State University in 2000. She continued her education in Cleveland the following year and earned her Master's degree in Social Work at Case Western Reserve University in 2001. Angela has extensive experience in domestic violence shelters, the educational system, prevention services, and administration. In addition, Angela maintains a long collaboration with Case Western Reserve University and Cleveland State University as a Field Instructor for master's level graduate students.

As a strong supporter of prevention services for Geauga County children and families, Angela currently serves on the Geauga Children's Alliance Board of Trustees. In addition, she is a member of the Red Key Network, the Geauga County Women's Leadership Council, and Leadership Geauga Class of 2014.

Through her personal motto of "Family, Faith, and Friends," Angela strives to find a healthy balance between her professional and personal life. She enjoys spending her free time with her husband of 19 years and their three children outdoors, on goofy road trips, and being together with friends. She is a book worm and volunteers at the children's school and church activities.



Angela L. Daugherty  
Ashtabula County  
Judicial Advisory Board  
Appointment  
Term Expires: November 2022



Marna Drum—Chair  
Ashtabula County  
Commissioner Appointment  
Term Expires: November 2022



Aaron Heavner  
Portage County  
Commissioner Appointment  
Term Expires: November 2021



Craig Berry  
Lake County  
Judicial Advisory Board Appointment  
Term Expires: November 2022



Susan Doudican  
Gauga County  
Judicial Advisory Board Appointment  
Term Expires: November 2020



Donald Emerson—Vice Chair  
Trumbull County  
Judicial Advisory Board Appointment  
Term Expires: November 2021



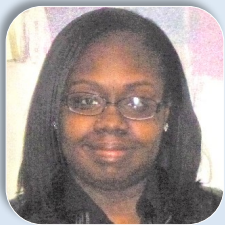
Cathy Poling  
Ashtabula County  
Judicial Advisory Board Appointment  
Term Expires: November 2020

## Facilities Governing Board

## MEET THE NEW NEOCAP STAFF . . . . .



Kristin Helle  
Treatment Specialist



Amber Baxter  
Treatment Specialist



Bethany Woodin  
Treatment Specialist



Gary Montagna  
Maintenance Technician

Kristin joined the NEOCAP team on March 2, 2020 as a Treatment Specialist for the Male Facility. Kristin has earned her Bachelor's and Master's degrees, both from Youngstown State University's Criminal Justice Department. A portion of her education includes interning with the Adult Parole Authority in Youngstown. She worked with Parole Officers and the Mahoning County Drug Court. In addition to the valuable experience of working with the offender population during her internship, Kristin brings with her four years of experience working in the challenging high pace airport setting as a Transportation Security Officer.

Amber joined the NEOCAP team on February 26, 2020 as a Treatment Specialist for the Male Facility. Amber is a 2019 graduate of Youngstown State University where she received her Bachelor of Arts degree in General Studies. She is currently pursuing a Master's degree also at Youngstown State University. Amber's work experience includes working as an Office and Lab Assistant at YSU, working as a Teacher's Assistant at the Brightside Academy, Akron, Ohio and serving as a Youth Director in Orlando, FL. Amber brings a strong desire to help people change and has experience teaching in a group setting.

Bethany Woodin was hired on March 9, 2020 as a Treatment Specialist for the Female Facility. Bethany is a recent graduate with a Bachelor's degree in Applied Science in Criminal Justice Forensic Science from Youngstown State University. While pursuing her degree, she interned at the Ashtabula Adult Probation Department. During her internship, Bethany's days consisted of interacting with probationers, attending court hearings and maintaining case files. Before Bethany joins her Female Facility co-workers, she will spend her first 30 days receiving group facilitation training with Clinical Director, Kristina Henik, and other veteran facilitators, at the Warren Male Facility.

To fill the void left by Adam Ramos' departure, Gary Montagna was hired as the new Maintenance Technician. Gary is a lifelong Warren resident. He attended Youngstown State University where he earned a Bachelor's degree in Electrical Engineering Technology. Gary has 20 years of experience in the maintenance field and has performed service work on shopping malls, apartment buildings, industrial facilities such as Delphi Packard, and even in the medical industry repairing equipment. Gary's knowledge and experience are a valuable asset to have on our team.



Adam Ramos



### ADAM RAMOS DEPARTS AFTER 13+ YEARS OF SERVICE!

For over a decade, Adam had been counted on and responsible for the maintenance and upkeep of NEOCAP. Recently Adam accepted a new career challenge. He has moved on to become a prison corrections officer for the State of Ohio. Adam has our best wishes as he undertakes new challenges. He will always be a part of NEOCAP's history and family.



## GRATITUDE EXPRESSED IN A POEM

When walking into the female facility's dorm A or B, your attention is immediately drawn to a staircase that leads up to a flat open area with security railing around the perimeter to prevent anyone from falling seven (7) feet back onto the dorm room floor. Upon climbing the stairs, you will be struck by contemporary colorful chairs and sofa, big stuffed comfortable bean bags, a wall mounted television, and a large beautiful scenic wall mural. You will also notice that the area is only designed to allow eight (8) to ten (10) residents to enjoy this quiet comfortable mezzanine space. In this edition of the NEO NEWS, we feature poems from residents on what it means to them to have earned the privilege of spending their days and evening reading, doing group homework assignments or just relaxing in this quiet comfortable environment.



Juno Ferrebee—Dorm A  
Desiree Shannon—Dorm B

*Juno and Desiree's poems were selected to be featured in the NEO NEWS out of several entries that were submitted from those who enjoy this special place daily.*

*You come in with ego, shame, and arrogance; You need some guidance to get some sense.*

*You're thinking life's not fair; the green tags hang out upstairs, with their act together and attitude in check, It makes you wanna fix your life, cause it's been a wreck.*

*Then you start working hard, and none of it's luck, you had to be broken down, then built back up; We're not kids in a club house—hiding from our problems, we're adults in a sanctuary —learning to solve 'em.*

*Being on the upper level is a privilege we earn, and the next group of residents will get their turn; It's an environment that welcomes growth and progress and it's a place to really sit down and try our best.*

*Submitted By: Juno Ferrebee, Dorm A*



**Dorm A**

*When I'm up on the mezzanine it helps me feel serene. Away from anti-social peers, gives the vibe a better feel;*

*The bean bags help me relax and keep my thoughts intact; It helps me solve my problems and lets me see, it's a better place to be.*

*I like the outside view, it helps you truly look into you; Remember why you're here and that you don't have to live in fear, Of the woman you use to be, soon you won't just be free;*

*Because NEOCAP has helped us be better women then we could have ever dreamt to be, discovering all along she was deep within me.*

*Submitted by: Desiree Shannon, Dorm B*



**Dorm B**



Mike Cosmo  
YMCA



Bianca Matthews  
(dressed in all black)  
Gordon's American Martial Arts



Bri Moon  
Lake County Re-Entry Coalition

During the cold, snowy winter evenings, male residents often spent leisure time engaging in board games such as Chess, Monopoly, and Scrabble.

However, the more artistic residents enjoyed drawing and displaying their natural creative skills.

## BRINGING LIFE SKILLS TO THE FEMALE FACILITY—BY: JENNIFER MELVIN

We are always looking for ways to enhance the program for NEOCAP residents through ways of modeling prosocial behavior. Deciding what to do with their leisure time is a predicament that most of our residents face. With that in mind, in November 2019 we started a Life Skills series at the Female Facility.

We kicked off the series with a presentation by Mike Cosmo from the local YMCA. For his presentation, Mike talked with the residents about health and wellness. He covered healthy life-style habits such as nutrition, grocery shopping, and developing and maintaining healthy eating and exercise habits, just to name a few.

In December 2019 Bianca Matthews from Gordon's American Martial Arts educated the women on the importance of situational awareness and how to maintain personal safety at home and in public. Bianca also taught the ladies a few basic unarmed self-defense skills that they got to practice during the session.

Bri Moon from the Lake County Re-Entry Coalition spent an evening at the facility in January 2020 talking with the residents who were preparing for release about re-entry resources available in their communities and how to navigate them, specifically focusing on housing, employment, and utility resources.

Most recently in February 2020 Heather Kovac, a NEOCAP veteran staff, made the trek to Painesville from Warren on a Saturday morning to teach a fitness class where the women learned cardio and toning exercises they could do without having to go to a gym.

Below are comments from some of the residents who have participated:

- \* *"I really enjoyed the class we had learning self-defense strategies, it made me feel more confident and aware."*
- \* *"Now when I go home I know what resources I'm looking for so I won't have to struggle."*
- \* *"Who knew working out could be fun."*
- \* *"I'm going to get involved in this when I get home, and my son would enjoy it too."*



Jennifer Melvin  
Female Facility Director

## Resident Artwork



DOMINIC LUTHER



JAMES COFFEE



BRAD HODY



## LAKE COUNTY PUBLIC DEFENDER'S OFFICE LETTER OF APPRECIATION

Thank you for taking time recently to meet with my attorneys to overview your program. All said they found your information very helpful in understanding what NEOCAP provides.

We also appreciate the tour of your female facility. It brought to life what we advocate for daily in the courtrooms of this county.

We are grateful our clients have your program to turn to as an alternative to prison. It is an important foundation for them as they endeavor to become lawful and productive members of their communities.

Thank you again for the opportunity to learn more about NEOCAP. Please do not hesitate to contact me if there is any way I can ever be of assistance to you or your program.

Vanessa Clapp  
Lake County Public Defender



*Vanessa Clapp, the Director of the LCPDO, expressed her gratitude and appreciation for the hospitality extended to Attorneys of her office during their November 15, 2019 visit to the Female Facility.*

## MENTAL HEALTH AWARENESS

# MAY

The time to start planning for mental health awareness month in May is right around the corner. The theme for 2020 is "Tools 2 Thrive." Our first committee meeting will be held in mid March and new ideas are always welcome. If you would be interested in serving on the planning committee, for either facility location, please email Cheryl Moran at [c.moran@neocap.org](mailto:c.moran@neocap.org).

# 2020



## COMMON PLEAS JUDGES AND CORJUS, INC. 4TH COLLABORATIVE MEETING DECEMBER 3, 2019

NEOCAP was represented at the CORJUS Collaborative meeting by: (left to right) Judge W. Wyatt McKay, Trumbull County; Judge Carolyn Paschke, Geauga County; and Jake E. Jones, NEOCAP Executive Director.



**CORJUS**<sup>Inc.</sup>  
Community Based Correctional Facilities

## IMPORTANT STAFF NOTICE FROM THE BUSINESS DEPARTMENT:

The Facility Governing Board has approved expanding NEOCAP's official holidays. In addition to the six major holidays that the agency currently observes, effective July 1, 2020, Veteran's Day, Martin Luther King Jr Day, President's Day, and Columbus Day, will be observed as official holidays. With the addition of these four holidays, the Board voted to eliminate the two personal days that employees currently receive annually, effective July 1, 2020.

An updated copy of the Personnel Policy can be found on Lotus Notes under Staff Information/HR/Personnel Policy. If you have any questions, please contact Rob Blower in the business office.

The 10 holidays observed are: NEW YEAR'S DAY, MARTIN LUTHER KING JR. DAY, PRESIDENT'S DAY, MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, COLUMBUS DAY, VETERAN'S DAY, THANKSGIVING DAY, AND CHRISTMAS DAY.

## CORONAVIRUS (COVID 19) - WHAT ACTIONS HAS NEOCAP TAKEN?

1. All resident visitation is cancelled until further notice.
2. Enhanced cleaning and sanitizing of all communal and frequently touched surfaces – doorknobs, railing, tables, chairs, etc.
3. All resident non-essential community movement is suspended until further notice.
4. Hand sanitizer dispensers have been placed throughout the facilities.
5. Posters and TV monitors placed throughout the facilities to educate staff and residents on the importance of hand washing, as well as other protocols necessary to stop the spread of germs and viruses.
6. Encourage staff to stay home when sick.
7. Access to NEOCAP facilities are restricted to staff and essential vendors and visitors, i.e. vendors performing essential repairs or bringing necessary supplies.
8. Transport staff wipe down door handles, seat belts, etc. and disinfect vehicles immediately after return to the facilities.

These procedures will be reviewed weekly, but will remain in effect until further notice.

## PUBLIC AWARENESS ANNOUNCEMENT - OHIO OFFICE OF CRIMINAL JUSTICE SERVICES

Ohio Governor Mike DeWine addressed Ohioans on the need for increased public health awareness around communicable diseases such as influenza, the common cold, and 2019 novel coronavirus (COVID-19).

Preventative measures recommended for avoiding getting sick and staying healthy during this flu season, and also applicable to COVID-19, include:

- Washing your hands often with soap and water or use alcohol-based sanitizer when you are unable to wash.
- Cough or sneeze into your elbow, or cover your mouth with a tissue, then throw the tissue in the trash.
- Trying not to touch your eyes, nose, or mouth. Germs are often spread this way.
- Getting plenty of rest. Sleep is shown to help your body fight off illness.
- If you get sick, stay home to prevent spreading it to others.



This is an evolving situation and we continue working with our partners in making sure we are keeping our staff safe and appreciate your cooperation during this time.

FOR MORE INFORMATION, VISIT:  
CENTER FOR DISEASE  
CONTROL AND PREVENTION  
[WWW.CDC.GOV](http://WWW.CDC.GOV)



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