

A Newsletter for NEOCAP Staff, Family and Stakeholders



NEO NEWS



The Management Team would like to wish all the best to you and yours this holiday season. May the holiday season end the present year on a cheerful note and make way for a fresh and bright New Year.



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



Left to right: Kristina Henik-Clinical Director, Lisa Rowe-Operations Director, Jennifer Melvin-Female Facility Director, Kim Massary-Deputy Director, Jake Jones-Executive Director, Rob Blower-Business Director



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Congratulations
ON YOUR
JOB PROMOTION



MARY SCHULER
DAY TURN
SHIFT SUPERVISOR

Promotional Announcement

MARY SCHULER

Over Mary's 5+ years of service, she has demonstrated a commitment to the goals and objectives of NEOCAP. In 2016, she was chosen to serve on the Transition Team to move our female program from Warren to Painesville. Mary worked as a female facility shift supervisor for one year before returning to the male facility. Since her return, she has served in the capacity of the day turn Go-To. In this role, she continued taking on additional assignments such as becoming a member of the property team, providing leadership in the dining hall, and managing the day turn shift when necessary.



JUAN DELANEY
AFTERNOON TURN
SHIFT SUPERVISOR

JUAN DELANEY

Juan joined the NEOCAP team in 2016, and since that time, he has grown with the challenges presented to him. Juan learned to manage all the posts effectively. He has taken on additional assignments, including joining the property team, dispensing prescription medications, and becoming the afternoon Go-To. In this Go-To role, he has learned to handle crises and manage resident issues. Juan states, "the only thing I have noticed about NEOCAP is growth and I'd like to continue to help us grow."



ANNMARIE ARMSTRONG
RS AFTERNOON "GO TO"

ANNMARIE ARMSTRONG

Over the past 2.5 years, Annmarie has excelled as a Resident Supervisor and demonstrated her commitment to learning the NEOCAP "playbook." She has taken on additional assignments including being on the property team, receiving training in ORAS and the Moving On curriculum, and facilitating resident treatment groups. We are confident that Annmarie will continue to grow with us in her new role as the afternoon "Go-To."

Please congratulate them when you see them!

Milestones

20th Anniversary

The year was 2000 (Y2K), it was the first year of the current millennium. It was also the year that many had predicted that all major computer systems would malfunction, chaos would ensue, and the world would end. Everyone had prepared for the worst, which included storing up on food, water, supplies, guns and ammunition, and withdrawing money from the bank.

Fortunately, all predictions were wrong; the world did not end, which meant NEOCAP remained open, and we got the pleasure of recruiting two individuals that year who would turn out to be significant contributors to NEOCAP's success over the past two decades. We salute Shauna and James for their 20 years of dedication and service to NEOCAP.

Congratulations on this milestone and thank you for your service.



James Jenkins & Shauna Nadzan
showcasing their
20th Anniversary NEOCAP Briefcases



SHAUNA NADZAN
APRIL 10, 2000



JAMES JENKINS
SEPTEMBER 5, 2000

Theresa Says Goodbye to Pursue Federal Government Opportunity



Theresa's Farwell Luncheon
Friday, November 13, 2020

Theresa joined the NEOCAP team on July 27, 2010 as an Information & Technology Specialist.

After 10 years of dedicated service, Theresa says goodbye to pursue a position as an Information Technology Operations Specialist for the United States District Court in Youngstown, Ohio.

Theresa will be remembered for her positive, open, can do attitude. All staff relied on her, not only for her computer expertise, but also for her many other talents — scrapbooking, event planning, notarizing, marketing, designing, and many more. It is an understatement to say that Theresa's personality, smile, creativity, and talents will be greatly missed.



THERESA DAY
JULY 27, 2010 THROUGH
NOVEMBER 16, 2020

FAREWELL TO A LONG TIME CORRECTIONAL PARTNER!!!

BY: JAKE E. JONES SR.

BEST WISHES
ON YOUR
Retirement

Eugene Gallo is one of the first Community Based Correction Facility professionals I met over 30 years ago as a "young" probation officer for the Trumbull County Adult Probation Department. Over the past 30 years, I have worked with Gene in many capacities. We established a great working relationship in the late '80s when I frequently transported probation violators to the Eastern Ohio Correction Center (EOCC), the CBCF he directs. Gene was very supportive and instrumental in my onboarding to community residential treatment. Gene will be retiring by the end of the year, which will bring an end to a 40+ year career in Community Corrections. Below are parting thoughts written by Gene to the NEOCAP family:

Eugene Gallo October 23, 2020:

I spent a large part of my career at EOCC, bringing a voice to CBCFs. Jim Corfman, myself, and several other Directors from across the state started Corjus Inc. A professional organization that represents publically operated CBCFs. We worked very hard to represent the residents, staff, and courts' interests to make our agencies a safe and effective tool that made our communities a better place to live.

I need to say to the NEOCAP family that I appreciate the long association I have had personally and professionally with your agency.

Gene has been a significant contributor to the Ohio Community Corrections System's growth and development over the past three decades. He has now passed the torch, and we will miss him. NEOCAP wishes Gene well as he embarks on the next chapter of his life!!!



Gene (seated on chair) surrounded by other Ohio Community Based Directors



CONGRATULATIONS HANK!

Henry T. "Hank" Gibson was appointed Chief of the Portage County Adult Probation Department on August 28, 2020. Prior to becoming the Chief, Hank served as Assistant Chief for 7 years under Cathy Poling and he also served multiple years as Director of the Intensive Supervision Program (CCA funded program). Hank has over 30 years in the public sector with 24 of those years in community corrections.

Hank earned a Bachelor of Science degree in Political Science/ Criminal Justice from the University of Akron. Hank and his wife of 32 years, Andrea, raised 2 children in Ravenna Township in Portage County, Ohio. Although his occupation is Probation Officer, he is also involved in his community as a township trustee.

Hank enjoys watching all Cleveland sports teams and Caribbean vacations.

According to Executive Director, Jake Jones, "Hank is an 'old school' professional that our staff has come to rely heavily on when handling just about anything concerning Portage County residents. We look forward to continuing to partner with Hank in his new role for years to come."



Hank Gibson

NEWEST MEMBER OF THE FACILITY GOVERNING BOARD

Mr. Joe Beckwith was recently appointed to the Facility Governing Board (FGB) to fill the vacant Portage County seat previously held by Cathy Poling.

Joe is a 2007 graduate of Theodore Roosevelt High School, Kent, Ohio. In 2011 Joe graduated from Kent State University with a BA in Criminal Justice Studies; he graduated with Magna Cum Laude honors. Joe currently works for the Portage County Probation Department as the Associate Assistant to the Chief. Prior to joining the probation department, Joe worked as an Investigator with the Portage County Prosecutor's Office from 2015 to October 2020. His work history also includes two years serving as Portage County Municipal Court Judge Barbara Oswick's Bailiff and two years working at the Portage-Geauga County Juvenile Detention Center as a Detention Officer.

Joe is married to his wife of 3 years, Becky, and they have a 9 month old daughter Jolene. He also has 2 dogs, Cash and Waylon, and enjoys hunting, camping and farming.



JOE BECKWITH
PORTAGE COUNTY
JUDICIAL APPOINTMENT
THREE YEAR TERM
EXPIRING NOVEMBER 2023



JUDGE GARY L. YOST SET FOR RETIREMENT!

A long and successful judicial career nears its completion. Judge Gary L. Yost of the Ashtabula County Court of Common Pleas will be retiring at the end of December 2020. In a recent email exchange with Judge Yost (as seen below), he explained his decision to retire and shared some very heartfelt thoughts on his career, his involvement with NEOCAP, and future plans.

What led to your decision to retire?

The Ohio Constitution prevents me from seeking another elected term because of my age, although honestly, it is probably time for me to go.

How long have you served on the Bench?

At the end of my current term, I will have thirty years on the Common Pleas bench. Prior to my election to the Common Pleas Court, I was Judge of the Ashtabula Eastern County Court for eight years for a total of thirty-eight years on the bench.

How would you describe your involvement or experience with NEOCAP?

I was here from the inception of NEOCAP. Initially, it was considered a last chance option for offenders who would otherwise be sentenced to prison. It has evolved into an important treatment alternative for high risk offenders. When I took over the Drug Court program in Ashtabula County, NEOCAP became an invaluable resource for assuring offender accountability without interrupting or sacrificing their need for intensive treatment. Almost no one ever wanted to be sent to NEOCAP, but later, a significant number of Drug Court graduates would say "NEOCAP saved my life!"

How do you want to be remembered?

"Yost gives the most." Early in my tenure on the Common Pleas Court, some defense lawyers told me that their clients said this about me in the jail. I don't really think I was that tough, but I also don't think it is a bad way for a judge to be remembered.

What will you miss?

Mainly, I will miss working with my staff. They have been with me a long time. They are very competent, highly motivated, and dedicated to the mission of the court. When it comes to court operations, they have made my job easier so that I have always enjoyed coming to work.

What are your future plans?

My wife and I would like to travel a bit more. Hopefully, the pandemic will be subsiding so that we will be able to. Also, music is my avocation. In retirement, I will have more time to enjoy that.

Concluding comments:

It's been a great ride, as they say.



Honorable Gary L. Yost
Ashtabula County
Court of Common Pleas

"When I took over the Drug Court program in Ashtabula County, NEOCAP became an invaluable resource for assuring offender accountability without interrupting or sacrificing their need for intensive treatment."

HIGH SCHOOL SPORTS ARE "ESSENTIAL!"

BY: JAKE E. JONES SR.



Jake E. Jones, Sr.
Executive Director

I have coached football "off and on" in the Warren City School District for over three decades. In late February 2020, just before the COVID-19 outbreak, I accepted a Football Assistant Coach position at Warren G. Harding High School. During the shutdown of schools and non-essential businesses, and other activities earlier this year, it was very unclear if we would have a 2020 high school football season. In late May 2020, just before going stir crazy and losing my mind from having nothing to do but work, watch TV, and fall asleep in my recliner, the Governor's office gave the green light for high school football to resume.

These past months of coaching and bonding with the team's young men have been nothing short of inspirational. The players' mental, physical, social, and behavioral maturation has been amazing.

I will forever remember how most of our football players' eating habits, sleeping habits, and educational studies were all out of balance during the shutdown of in-person schooling, sports, and extracurricular activities. However, because of the decision made by the Governor's office and other officials, players such as, Chester Adams, DeAveion "Nutty" Burgess, Elijah Taylor, Emari "Mar Mar" Burgess, and Jabari Felton will now have an excellent opportunity to receive a college football scholarship for their performance on the gridiron.

As we continue to experience the spread of the coronavirus, decisions will inevitably have to be made again on what's essential and non-essential. I can only hope that the decision-makers continue to see the critical function that sports play in our student athletes' growth and development.

NEOCAP PLAYS SANTA TO LOCAL WARREN PK-8TH GRADE KIDS

This year we utilized funds generated by the staff fundraisers to buy Christmas gifts for several boys and girls attending Warren City's PK-8th grade schools. Holiday Committee members Shauna Nadzan and Sarah Scarnecchia went on a shopping spree to purchase the gifts on the children's Christmas Wish Lists. The toys will be distributed to the two schools, along with wrapping paper, tape and tags, so that their family can wrap them up and place them under the tree.



Shauna Nadzan, Sarah Scarnecchia and Cheryl Moran
Shopping Spree - November 7, 2020

We also had a "Giving Tree" where staff could take a tag from the tree and purchase additional smaller items. These items, along with a grocery gift card, will be distributed to the families of the children along with the toys.

The Holiday Committee would like to extend a thank you to all the NEOCAP staff that participated in the jeans fundraisers and the "Giving Tree" this year. Your contributions made it possible for NEOCAP to gift all of these things to children in our community.



The Giving Tree

INSULATION/METAL SIDING PROJECT COMPLETED!!!

Thanks to capital improvement funds received from the Ohio Department of Rehabilitation and Correction (ODRC), the residents' dorm rooms at the male facility will feel much cozier in the upcoming winter months. Sylvester Construction started the insulation/metal siding project on September 21, 2020, and completed it on October 27, 2020. According to

Darren Sylvester, the Owner and Operator of Sylvester Construction, "this insulation will last 45 years. It will be an energy saver; a temperature controller that will greatly improve the heating, cooling, and sound in the dorm rooms."



"this insulation will last 45 years. It will be an energy saver; a temperature controller that will greatly improve the heating, cooling, and sound in the dorm rooms."

DRUG FREE WORKPLACE TRAINING

On October 27, 2020, Murphy Lewis of Murphy's Consultants Inc., conducted the annual Drug-Free Workplace training for NEOCAP's line staff and supervisors. This mandatory one-hour training aims to educate new team members on the Drug Free Workplace policies and laws that they are bound by as an employee of NEOCAP and serves to refresh and update the veteran employees.



UPCOMING EVENTS - HOLIDAY ACTIVITIES:

NEOCAP's 2020 Christmas activities have been adjusted due to COVID-19. We will not let this pandemic rob us of the holiday spirit.

Although we will not have our traditional large Christmas luncheon, we will provide each staff member a Chick-fil-A boxed lunch, purchased from fundraising dollars. Staff at both facilities are encouraged to pick up a box lunch at noon on December 18, 2020.

On that date, we will also have a small celebration (social distancing will be enforced) for staff members that hit their 20 year anniversary milestone.



10 Year Anniversary
2019 Honorees



20 Year Anniversary
2019 Honorees



Newsletter Committee

Editor: Jake Jones
 Writers: Jake Jones
 Shauna Nadzan
 Proofreaders: Natalie Carr
 Kristina Henik
 Jennifer Melvin
 Shauna Nadzan
 Samantha Works
 Layout: Cheryl Moran

GOODBYE 2020



C	Y	Z	N	S	Z	T	M	Y	O	S	D	O	V	Q
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X	J	H	P	L	V	Q	H	L	S	A	V	N	U	Z
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- BIRDS
- CASES
- CHINA
- CORONA
- COVID
- DISEASE
- ILLNESS
- MAP
- PANDEMIC
- PREVENTION
- PROTEST
- RISK
- SYMPTOMS
- VACCINES
- VIRUS