

A Newsletter for NEOCAP Staff, Family and Stakeholders



NEO NEWS

GONE BUT NOT FORGOTTEN: JAMES “CORF” CORFMAN

by: Jake Jones, Executive Director

James “Corf” Corfman, 74, passed away in Deerfield, Ohio on September 11, 2021. From its inception Corf served as NEOCAP’s Executive Director, starting on May 1, 1995, until he retired on October 1, 2014. He was a pioneer in Ohio’s Community Corrections for 45 years. Corf enjoyed sharing interesting, entertaining, and educational stories of his early days working at the Boy’s Industrial School, to working as a Parole Officer in the early 1970’s where his duties included conducting investigation activities into suspects for their role in the infamous 1970 Kent State shooting. I was fortunate to have been hired by Jim. He was willing to share his knowledge and expertise with me daily for seventeen years. He provided me the opportunity to grow and develop into an administrator and leader in Community Corrections. Those in the NEOCAP family that got a chance to work with Corf are genuinely grief-stricken. My prayers and thoughts go out to his wife Darlene and his granddaughter Hunter whom he loved spending time with, and on occasion, would bring to the facility, which was always a welcome joyful occasion here at NEOCAP.

 IN MEMORY OF



JAMES PHILLIP CORFMAN

September 7, 1947—September 11, 2021



Members of the original NEOCAP Management Team

(front row left to right) Allan Seifert, Lori Carson, Tony Noday, Kim Massary, Jim Corfman
(back row left to right) Jake Jones, Kay Matz, Eric Thomas



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SPECIAL TO MY MENTOR AND FRIEND

by: *Kim Massary, Deputy Director*

In 1997, I came to work at NEOCAP with absolutely no idea of how to work in a correctional facility or with offenders. Jim Corfman spent the next 18 years teaching me everything he knew about Community Corrections. Some of my lessons were forged in fire and brimstone, others were delivered by a caring teacher who encouraged me to be the best, and never let me settle for being average. He frequently told Judges and other professionals a story about how I didn't know what a journal entry was when he hired me. He would laugh, nearly to tears delivering the punch line "she told me it was a memo." I like to think that he told this story because he liked to brag about how much I had grown.

He made fun of my baseball skills, coached me on my golf game (which was unbelievably terrible), and taught me how to play bocce. Some of my best memories with him were just hanging out on a patio somewhere, having a drink, maybe smoking a cigar, talking about business, football, and politics. Jim was my mentor and eventually became my friend, people joked that I was his "work daughter." He holds a special place in my heart and I will miss him.



Jim Corfman & Kim Massary
at the OJACC Golf Outing



Jim Corfman
NEOCAP Facility

YOUR SAGACITY WAS WELL RECEIVED AND APPRECIATED

by: *Kristina Henik, Clinical Director*

Sloberglopicious - I know; it is not a word. Unless you had the pleasure of hearing Corf say it when you prepared something that tasted "sloberglopsciuous" (adj.) meaning, delicious!

I will always appreciate the time spent with Corf during our daily management lunch meetings as I expanded my vocabulary (not all words were fictitious) and learned about the history of NEOCAP, why we do what we do and why we do it with passion.

CORF ENJOYED A GOOD DEBATE

by: *Rob Blower, Business Director*

When I was asked to become the Business Director at NEOCAP, learning to work with Corf's demanding personality was like taking a drink from a firehose. Corf was always focused on achieving what he wanted and would never back down from an argument. When I disagreed with him and stated my opinion, it almost seemed as if he got a twinkle in his eyes and was eager for the debate to start. Sometimes in the middle of a brainstorming conversation, he would get himself so worked up that he started yelling and everyone else in the room would just be looking at each other like "what the hell just happened?" Laughable now ...

Even though Corf was a stubborn and no-nonsense director, nothing lit his eyes up and turned him into the biggest teddy bear than when his granddaughter "Hunter" came to visit him at work. He absolutely loved her unconditionally and the change in his personality and demeanor showed. When Hunter was there, everyone could breathe a sigh of relief that he was going to be in a good mood. We definitely appreciated Hunter for this reprieve.



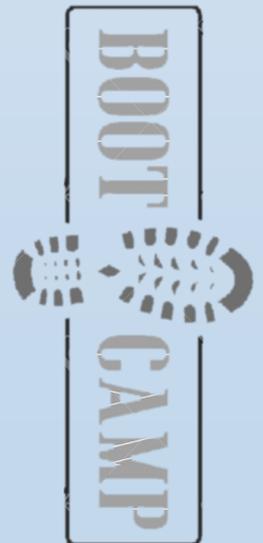
Jim & Darlene Corfman
with Granddaughter Hunter

2021 NEOCAP BOOT CAMP

With the cancellation of Boot Camp last year, due to COVID-19, many staff had to wait an additional year to get the “dreaded” boot camp experience. This year’s training took place on October 20th & 22nd at the Trumbull County Metropolitan Housing Authority’s training facility in Warren, Ohio. The 2021 class followed the typical path as past boot camp classes. Everyone is nervous and anxious during the first few hours and wishes that “it gets over fast.” However, as the first day progresses and everyone gets caught up in all the fun, thought-provoking information and activities, the nervousness and anxiousness dissipate and are replaced by relaxed and excited staff from Warren and Painesville facilities talking, laughing and having a good time together. This training would not have been possible without Kim Masary, Kristina Henik, Lisa Rowe, and Jennifer Melvin. They spent the two-day training covering topics that included Treatment Philosophy, Treatment Foundation, Staff Responsibility, Behavior Management System, Critical Role Modeling Skills,



Front left to right: Kristin Helle, Tim Bongiorno, Veronica Milhous, Myranda Zaboroski, Yvette Martin, Kristy Bradley
Back left to right: Amber Baxter, Steven Scudier, Zach Neuhofs, Mike Pilipovich, Jacob Clepper, Evan Emerine



Puzzle Activity Winners

10TH ANNIVERSARY OF EMPLOYMENT MILESTONE JEIGH MAYNARD AND JEFF CORSON



Jeigh Maynard
June 28, 2011—June 28 2021

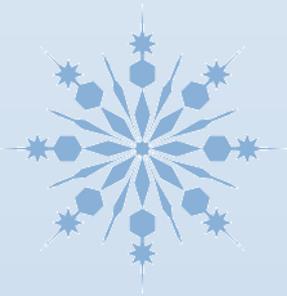
Jeigh joined the NEOCAP team as a Resident Supervisor on June 28, 2011. One month before joining the team, she graduated with a Bachelor of Psychology and Criminal Justice from Kent State University. If it isn't impressive enough that she earned two degrees simultaneously, she accomplished this feat at the young age of twenty years old, when most would be in their second year of college. In December 2014, she obtained her Masters of Science in Education degree from Youngstown State University. She is also a Licensed Chemical Dependency Counselor III and a Licensed Professional Counselor.

Jeigh's motivation goes beyond her academic endeavors; those of you who know her are aware of her love and passion for dancing, fitness, and singing. Over the past ten years, she earned three promotions – case management, Female Facility Program Specialist, and her current position of Female Facility Program Administrator.

Some might not know that Jeigh seriously thought about leaving NEOCAP for another career opportunity two years ago. At that time, she expressed that she loved her job, but she felt "left out" and "underutilized" and thought it might be time for a change.

Her desire to be more involved should not have come as a surprise. We needed to pay more attention to her Values Assessment that she completed a decade earlier during the pre-employment process. Her profile included *"improving the world or contributing to society in a meaningful way; being perceived as the company's specialist; being impressive and prestigious."*

It is evident that her commitment to changing the lives of the women we serve kept her here, and we are grateful that we get to celebrate her 10th Anniversary of Employment.



Jeff Corson
August 29, 2011—August 29, 2021

Jeff was hired as a Resident Supervisor on August 29, 2011. Before joining the NEOCAP team, Jeff worked seven years at Masco Cabinetry in Middlefield, Ohio. SO YOU MIGHT BE THINKING, *"why in the world would NEOCAP hire a cabinet maker."* Let me tell you, Jeff was more than a cabinet maker.

His resume included an Associate of Applied Science, Criminal Justice degree from ITT Technical Institution. His GPA of 3.86 earned him the status of Highest Honors. Jeff also came highly recommended by ITT academic representatives.

Jeff's most impressive quality is his work attendance record - he never missed one day of work for the seven years he was at Masco Cabinetry. Knowing that your best ability is your availability in this field, his hiring was a "NO-BRAINER."

Jeff's Values Assessment identified that he values most: security/stability, with a pension and mortgage. During the last decade, Jeff earned a promotion to Shift Supervisor, which increased his workload and responsibility; it has also enhanced his income and pension. A few years ago, Jeff found his wife and stability at NEOCAP. I would say that things have worked out for him and NEOCAP.

LAKE COUNTY JAIL TREATMENT PROGRAM VISITS THE FEMALE FACILITY

by: Kristina Henik, Clinical Director

On November 30th, three staff members from Crossroads Health, who are responsible for facilitating the Lake County Jail Treatment Program, paid a visit to the Painesville facility.

Ms. Graesyn Engler, Jail Treatment Program Supervisor, Ms. Kim Whiteman, Men's IOP Counselor and Ms. Staci Newring, Women's IOP Counselor spent an hour with Jennifer Melvin and I touring the female facility and exchanging information.

The visit was productive for both parties as we serve many residents from Lake County and most of them complete the Jail Treatment Program just prior to entering NEOCAP. We found it especially helpful to spend time clarifying information and answering questions the JTP staff members had regarding myths and misinformation they received about NEOCAP over time.



Marna Drum

MARNA'S RETIREMENT AND NEW LIFE JOURNEY

Marna Drum has served on the FGB for the past 11 years. She recently retired from Kent State University Ashtabula and her and her husband have moved to Utica, a Bay Island of Honduras. We wish her the best in her retirement and on her new exciting journey on her fantasy island.

Happy Retirement

OJACC 34TH ANNUAL CONFERENCE

Several management level staff members spent September 30th and October 1, 2021 at the Crowne Plaza North Hotel Conference Center in Columbus, Ohio attending the Ohio Justice Alliance for Community Corrections (OJACC) 34th Annual Conference. This year's conference theme was entitled "Navigating the Intersection of EBT, Implicit Bias and Trauma in Community Corrections." Last year's conference was cancelled due to the pandemic.

According to Executive Director Jake Jones the topics covered this year namely implicit bias and trauma, were timely and relevant. Jones explained that "a high percentage of our female and a significant percent of male residents suffer from trauma, thus it is important that we become as trauma informed as we possibly can." Operations Administrator, Rachel Defazio expressed that one thing she took away from this two-day training was "Don't judge, get to know individuals first – easy to read the client status report and form opinions before residents enter the facility."



(left to right) Rachel DeFazio, Kim Massary, Jennifer Melvin, Jeigh Maynard, Jake Jones



(right to left) Heather Reichard, Lisa Rowe, Brenda Waters, James Csenar, Kristina Henik, John Sargent, Ben DeGennaro, Eric Anderson



"You are a correctional facility, but your emphasis on programming is impressive, to see how programming works with all components of a correctional facility's operations."

Auditor, James Csenar

ACA AUDIT RECERTIFICATION

On September 15-17, 2021, NEOCAP underwent its American Corrections Association (ACA) three-year re-certification audit. The assigned audit team of Mr. John Sargent and Mr. James Csenar have audited, between the two of them, over 150 community and institutional correctional facilities. Both auditors were impressed with the programming and operations at the Warren and Painesville facilities. The Agency received an overall 100% perfect rating. Below are just a few of the auditors' comments:

"The fact that you received a 100% on the mandatory standards and a 100% on the non-mandatory during these unprecedented times speaks volumes for your facility."

"We met with at least 50 residents, and overall they were very positive and comfortable in participating in the program."

"Across the board, everybody that I talked to was professional, very knowledgeable, and everybody was very much empowered with the goals, mission, and philosophy of the facility."

"The resident supervising staff know what they were doing, even the newest ones. I talked with many of the RS, and they like working at the facility."

Mr. Sargent and Mr. Csenar expressed their special thanks to the "fab four." The team of Ben DeGennaro, Eric Anderson, Brenda Waters, and Heather Reichard spent both days of the audit providing tours of the facilities, transporting them around, answering their questions, and primarily making themselves totally available throughout the audit process.



NEW SUBSTANCE USE DISORDER LIAISON TOURS FEMALE FACILITY

by: Jennifer Melvin



Jahnae Matlock (left) and Jennifer Melvin (right)

On September 20, 2021, Ms. Jahnae Matlock from Lake Geauga Recovery Centers toured the Female Facility. Ms. Matlock is their new Substance Use Disorder Liaison, and they have site locations in Painesville, Mentor, and Chardon. Lake Geauga Recovery Centers offers substance use services, IOP, aftercare, and individual counseling. As part of reintegration planning, NEOCAP can refer Lake and Geauga Counties residents to Lake Geauga Recovery Centers for aftercare services upon release. During the tour, Ms. Matlock stated that she is looking forward to working with NEOCAP and providing assessment services for the residents.



Painesville Holiday Planning Committee (left to right): Cincellia Williams, Jean Lynch, Tim Bongiorno, Jennifer Melvin, Victoria Milhous



Female Facility



NEOCAP Staff Holiday Luncheons - Food, Fun, Fellowship



Warren Holiday Planning Committee
 (front row left to right): Sarah Sarnecchia, Heather Reichard, Brenda Waters, Ben DeGennaro (back row left to right): Samantha Works, Cheryl Moran, Eric Anderson, Kristina Henik, Kim Massary (absent)



Trim-a-Tree Contest

Charlie Brown

1st Place

3rd Place

2nd Place



Male Facility



Items donated by staff for the 910th Airlift Wing Security Forces Holiday Care Packages (top) and Christmas Gifts for two local families in need (bottom).



Goodbye 2021 - Hello 2022

2022 HOLIDAY SCHEDULE UPDATE

- 12/31/21 NEW YEAR'S DAY
- 01/17/22 MARTIN LUTHER KING JR DAY
- 02/21/22 PRESIDENT'S DAY
- 05/30/22 MEMORIAL DAY
- 06/20/22 JUNETEENTH DAY
- 07/04/22 INDEPENDENCE DAY
- 09/05/22 LABOR DAY
- 10/10/22 COLUMBUS DAY
- 11/11/22 VETERAN'S DAY
- 11/24/22 THANKSGIVING DAY
- 12/26/22 CHRISTMAS DAY OBSERVED

Newsletter Committee

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WISHING YOU
Happy Holidays
AND A WONDERFUL NEW YEAR

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.



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