



NEO NEWS

MESSAGE FROM THE DIRECTOR

Incentivizing treatment - you get what you Reward, Expect, and Accept!

Many years ago I had a conversation with a county jail warden that went something like this: *"I can save you guys a lot of time and trouble dealing with some of the knuckle heads that are coming into your program. I can tell you who is going to, or not going to, make it before they ever get into your program."* I responded *"you would be totally surprised how these same guys, who acted like knuckle heads in jail, act totally different when they get to NEOCAP."*

What the warden was not taking into consideration was the importance of environment influence on human behavior. The environmental influence such as what behaviors are expected, rewarded, and accepted. After informing the warden that I respectfully disagreed with him, I explained to him that the *"offender quickly learns if they want to move through our program and receive special incentives, privileges, and most important their release from the program, they must not only obtain the goals and objectives on their treatment plan, but they must also consistently display pro social responsible, appropriate behavior."*

Furthermore, the warden was not taking into consideration the jail's behavioral influences, in other words, what are the rewards or sanctions the offender receives for acting like a knuckle head, and is the incentive and sanction significant enough to affect the offenders' behavior, obviously not.

If my memory serves me right, the warden and I agreed to disagree on his ability to predict residents' future behavior and their success or failure.

Maintaining such a culture has been everything but easy. It requires evidence based behavioral management systems and the commitment of **all staff**.

The residents must know that his/her behavior and progress are being observed and evaluated 24/7 by staff and that all staff are trained and empowered to provide feedback to the residents in the form of positive rewards and negative sanctions.

All this adds up to residents' behavior being incentivized 24/7 by both the security and treatment staff members who rate the residents' behavior and performance throughout all components of the program and from these behavioral/performance ratings, privilege levels, rewards, and ultimately release from the program is obtained.

Although this conversation took place nearly twenty years ago and the warden is long gone, I can say with the utmost confidence that NEOCAP has successfully developed and maintained a behavioral management culture that is very effective at converting "jailhouse knuckle heads" into pro social individuals that constructively work toward achieving their treatment goals and objectives before being released back into the community.

In this edition of the NEO NEWS letter we highlight some of the summer events that are part of the incentive program that residents enjoy, and work diligently to obtain, as well as, highlight statistics from FY 2018.

Sincerely,

Jake E. Jones, Sr.



Jake E. Jones, Sr. - Executive Director

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The Therapeutic Benefits of Fun, Food, Fellowship and Friendly Competition Summer Fest 2018

Summer months of July and August were filled with residents and staff involved in team-oriented fun activities at both Hillside and Warren facilities. According to Executive Director Jake Jones, “the overall goal was for staff to model for residents how they can engage in healthy sober activities” and to help enhance the therapeutic staff/resident relationship. He stated that several sub-committees were developed to plan various activities during the months of July and August. Committees were made up of both treatment and security staff. According to Deputy Director Kim Massary, all of the events were a huge success and the time staff was able to spend with the residents interacting in a less authoritarian manner seemed to help improve our staff and resident working relationship.

I just want to extend a big THANK YOU to the Treatment and Operations staff who displayed creativity and awesome team work to help make the Female Facility Summer Fest enjoyable and meaningful events for everyone.

The residents were so appreciative and they repeatedly said “thank you” and shared how good it made them feel to be able to participate in all of the fun games and activities with staff. Great job to everyone, and thank you again; your efforts and dedication made our Summer Fest an awesome experience.

Jennifer Melvin, Female Facility Director



Summer Fest Committee:

(front row) Annmarie Armstrong, Traci Grimes, Cincellia Williams, (back row) Elizabeth Neff, Missy Sanko, Erin Mooneesawmy, Katie VanDrei, Brittnee Skrutsky, Deena Nawrocki



CORNHOLE TOURNAMENT

WINNERS

Congratulations!
Nick DeChurch & Annmarie Armstrong

...you to all of you for your help in making our Summerfest events successful. ...one pulled together and pitched in exactly where they were needed, when they were needed. ...that I feel a strong sense of pride and satisfaction to be working with a great group of people who are willing to pull together and get the job done. ...residents have given so much great feedback regarding the event as well ... just THANKS again for all your help. ...you enjoyed spending time with the residents and each other assisting them in their activities. ...I know that we teach and work hard to reinforce every day – just in a different setting ...I know I did.

Kristina Henik, Clinical Director



Summer Fest Male Facility Treatment Committee:
 (front row) Jessica Dell, Shauna Nadzan, Heather Kovac, (back row) Ben DeGennaro, Gary Davis, Khaled Amireh, Amy Logan, Erika Atkinson, Kristina Henik, Samantha Works, James Cox



Communication is Key Winners
 Ben DeGennaro and Ben DeGennaro



GREAT FOOD



**VOLLEYBALL
 TOURNAMENT
 WINNERS:**
**LAWRENCE CUNNINGHAM
 LORENZO CARBONE
 PHIL STOKES
 MIKE JOHNSON
 MARVEL JONES**



Summer Fest Male Facility Operations
 (front row) Tina Davenport, Mary ... (back row) Mike Morris, Lisa Rowe



FOOTBALL

CORNHOLE TOURNAMENT

WINNERS



...anders & Eric Anderson



Jeffrey Farrar & William Ballack



Jeff Corson & Mike Morris



Ryan Todd and Mike Corrao

Jus Hosted Judicial Meeting on Community Based Correctional Facilities

June 26, judges from across Ohio met inburg, OH to share ideas on how to improve local courts and how their respective Community Based Correctional Facilities (CBCF) are addressing challenges, such as the opioid epidemic. CBCF directors from CorJus were in attendance.

The agenda included regional collaboration, community advocacy, innovation, better dialogues and information sharing.

CorJus Incorporated is a professional corporation consisting of eleven publically operated community based correctional facilities. During its long history, CorJus has worked to improve community corrections by making it more efficient and accountable to the communities they serve.



Left to Right: Trumbull County Judges: Matt McKay, Ronald J. Rice, Peter J. Kontos, Andrew D. Logan, and NEOCAP Executive Director Jake Jones

State Reps Visit Female Facility – July 18, 2018



Left to Right: Rep Kent Smith, Rep John Rogers, Kim Massary, Jen Melvin

Prior to touring the facility, Female Facility Director, Jen Melvin, Executive Director Jake Jones and Deputy Director Kim Massary, spent time educating the Reps on Community Based Correctional Facilities (CBCF's) and NEOCAP programming and operations.

Female Facility Welcomes ODRC Director Gary Mohr

Ohio Department of Rehabilitation and Corrections Director Gary Mohr and staff visited the facility. This marked the first time Director Mohr visited the facility since the 2016 renovations were completed, changing it from a jail to a female treatment program. Director Mohr spent time touring and talking with several residents. He expressed his appreciation for the structure and programming he observed.



FORMER NEOCAP EMPLOYEE STARS ON THE "YOUNG AND THE RESTLESS"!!!

The Warren Tribune Chronicle ran an article on July 3, 2018 highlighting a 36-year-old Warren native who recently signed a three-year contract to join the cast of the long running CBS Soap Opera "The Young and the Restless." The Warren native plays the role of Dr. Nathan Hastings. What the article did not mention is that this young up and coming star, who now goes by the name of Brooks Darnell, is a former employee of NEOCAP. He was known as Darnell Rodgers when he held the position of Driver in 2002, at the tender age of 20 years old. We are very excited for Brooks and his family and we will continue to follow his career as he continues to ascend in the entertainment business.

FORMER RESIDENTS SEND LETTERS OF THANKS AND GRATITUDE!!

I wanted to take the time to say thank you to everyone who played a role in my treatment. The sincerity amongst the individuals involved in this program is a true privilege. The strength of the links in your chain of people here is a great asset to anyone who wants a better life.



Matthew Lustritz

You all were and are the safety net that caught me before it was too late to save myself. The opportunities you all grant us are not an appraisable service. You grant the chances of living a better life. Children their parents back. The chance for us to watch, guide and enjoy our families as we grow.

You all are fighting a much more challenging problem/disease than any other in the world. One there isn't a scripted fix for and no two individual's treatment is the exact same. Your sincerity and enthusiasm shows and is very bold throughout the program. I've been to multiple facilities, none in which offers the help and strengths this program has. You are a coordinated team.

We learned from a music book arranged by Bruce Springsteen in band class growing up, it was entitled "The Standard of Excellence." That title resurfaced in my mind thinking about how this program operates and really works.

You are all an irreplaceable family and thank you for everyone who is a part of it. There is no dollar figure anyone could put on the cost or value of being able to remain sober and living the new way of life you all teach.

If I could one day when my son is grown enough to understand. I'd show him a picture of all the people involved in helping me here and say "these are the people that saved Daddy's life and why we still have and know each other today" and it would be nothing but truth.

Thank you all for accepting me back.

Hello I'm great! I just cele clean on July 10. I am at Turni
It has been such an exper
thank you for helping me learr
techniques, without them I co
come here and faced my dem
you more than words could eve



Kristi Ross

I'm leaving here within the week to go home ar my life to its fullest potential! I'm so confident in m I'm using my skills everyday here and I am minding i one day at a time. Drug Court is awesome I'm doing Yost has high expectations of me...he expects me to role model. Right now I'm cool with that.

I've been given another chance at life for that I' Thank God I'm still role playing for practice!! I also waiting for me and my license is re-instated in 2 we Thank you all for everything.

NARCAN TRAINING



Kathy Parilla
Trumbull County Department of Health

Kathy Parilla of the Trumbull County Department of Health provided Narcan training for a group of NEOCAP staff. In addition to providing step- by- step instruction on how to administer Narcan, which is used to reverse an opioid overdose, Ms. Parilla provided those staff who wanted one, a take home Narcan Kit, free of charge.

Much Needed Capital Improvements Projects Continue!!!

On August 10th 2018 Walter Paving completed a week long repaving parking lot project at the Warren NEOCAP facility. This repaving project is one of several improvement projects that were made possible by capital funds obtained from the Ohio Department of Rehabilitation and Correction (ODRC). These improvements were overdue and very welcomed. The original roof, that was 25 years old, was replaced in August 2017. The flooding and sewage back up issues were alleviated with the recent installation of sewer pumps and a new drainage system. The new electronic access control key system is currently being installed which will replace the antiquated original manual key system.



Wall Art brings Class and Elegance to Female Facility's Dining Hall



Thomas Michael Entertainment of Hubbard Ohio was contracted to customize a wall mural of historical landmarks in Lake County, Ohio, the county that the NEOCAP Female Facility is located. According to Executive Director Jake Jones, he was looking for something that “would transform the boring yellow walls of the facility’s dining hall into a room with class and elegance that the residents would enjoy eating and congregating in for years to come.” The mission was accomplished on August 13, 2018 with the installation of a wall mural that covers a 22-foot-long and 9-foot-high wall in the dining hall. This breath taking mural is comprised of a large beautiful picture of the Lake County Courthouse (Painesville), surrounded by eight small historical landmarks that include (1) Boulevard of 500 Flags (Eastlake) (2) Classic Park (Eastlake) (3) Fairport Harbor Lighthouse (4) America Remembers Memorial (Eastlake) (5) Squire’s Castle (Willoughby Hills) (6) Holden Arboretum (Kirtland) (7) James A. Garfield National Historic Site (Mentor) (8) Kirtland Hills Village.

Day Reporting Center Introduces New Incentive Swag

By: Antonette Washington



Antonette Washington
TCDRC Administrator

Participants of the TCDRC can proudly display their token of appreciation and other items that they can earn from having perfect attendance, actively participating, and completing the Day Reporting Program. A few months ago TCDRC purchased various program items and keepsakes that would be used to encourage and effort they put forth in their treatment program. As part of the new incentive program, participants can earn folders, ink pens, flashlight keychains, bracelets, notebooks, water mugs, and backpacks. Since the implementation of the program, many participants have earned various swag for their attendance and participation.



Trumbull County Day Reporting Center A Year-in-Review

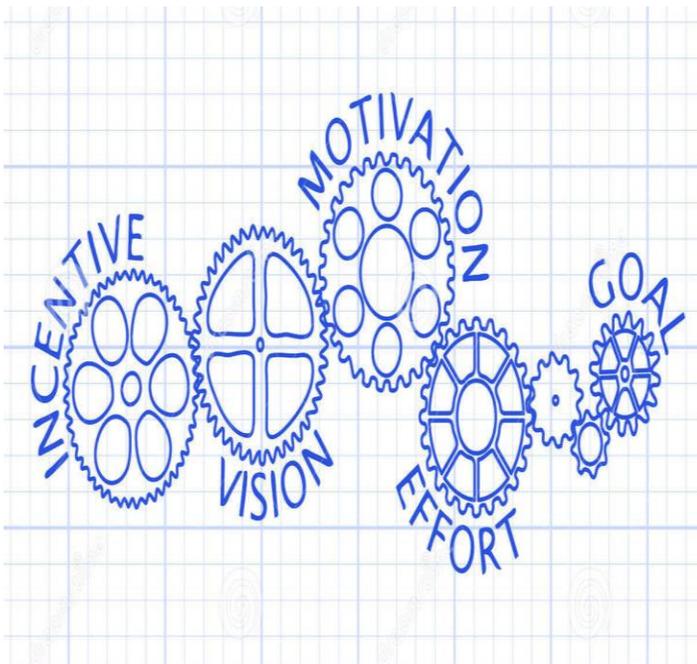
Trumbull County Day Reporting Center (TCDRC) Program Assistant Shelby Brown recently collected participant follow-up data that covered a 15-month period from April 2017 to July 2018. The purpose for collecting this follow-up information was to ascertain the effectiveness of the TCDRC's programming in addressing the high risk participants criminogenic risk and needs that place them at risk for having their community supervised probation revoked.



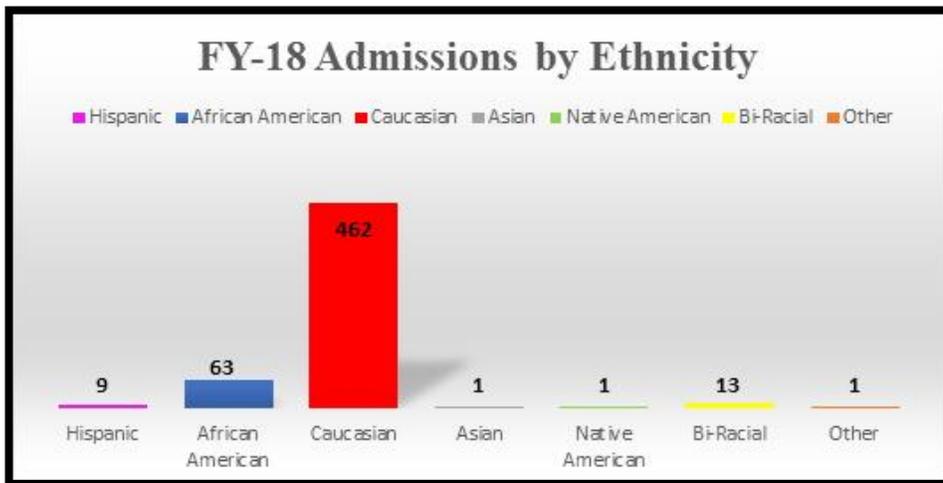
Shelby Brown
TCDRC Program Assistant

The data revealed that out of the 156 participants served during the evaluation period, 76% or 120 remained under community supervised probation, 5% or 4 participants had successfully completed their probation, and 19% or 32 had their probation revoked.

According to NEOCAP Executive Director Jake Jones these numbers are very encouraging because they show that over ¾ of the probationers going through the Day Reporting Program are receiving services that are helping them address their high risk factors thus allowing them to remain in the community and on supervision. We are hopeful that as we continue to fine tune the TCDRC program we will see a decrease in the 19% of probation revocations, according to Jones.



2017-2018 YEAR IN REVIEW

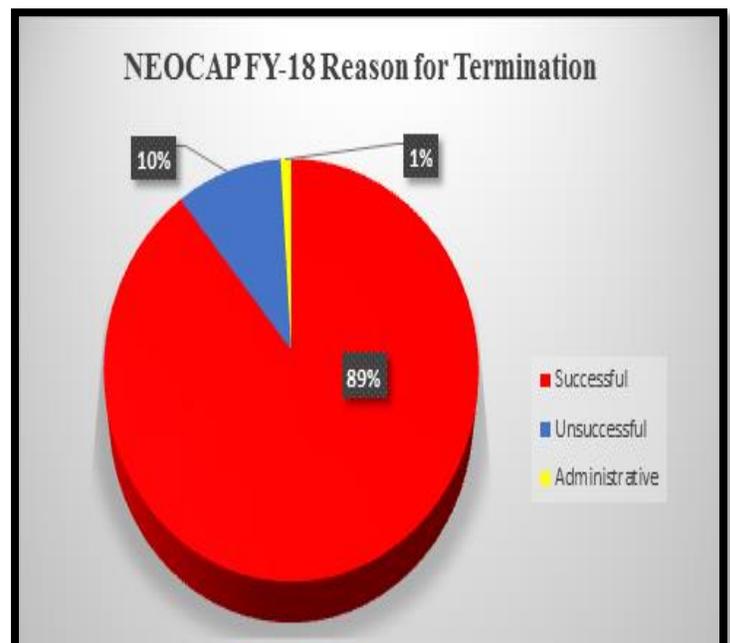
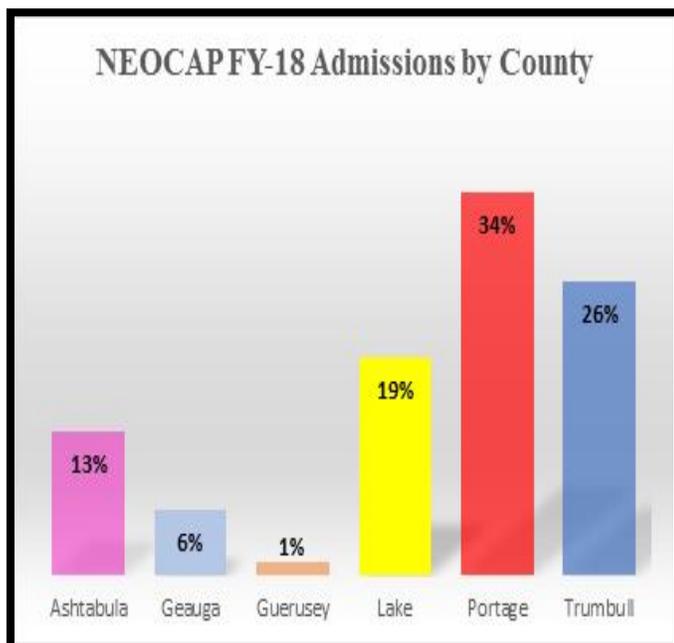
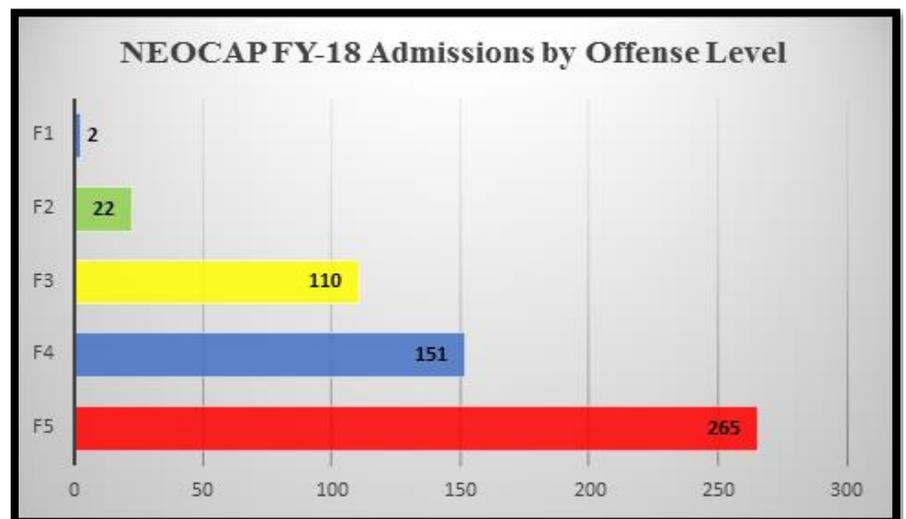


Demographic Information

- 70% Male; 30% Female
- Average Age – 31.1 Years
- Average number of years of education – 11.6
- Breakdown By Race
 - 84% Caucasian
 - 11% African American
 - 5% Other

Admissions By Offense Level

- Felony 1 = 1%
- Felony 2 = 4%
- Felony 3 = 20%
- Felony 4 = 27%
- Felony 5 = 48%



Comic Relief



July 30/31, 2018 and August 2/3, 2018

24 staff participated in Cognitive Behavior Therapy (CBT) training in late July and early August where they were reintroduced to the main tenants of CBT. During our time together we explored CBT tools including Thinking reports, Cost Benefit Analyses and Functional Analyses.

Additionally, staff participated in social skills practice through role-play activities. Ice breakers and moral dilemmas were sprinkled throughout the training to provide additional opportunities to practice active listening, understanding the feelings of others, and good old fashioned getting along with others. I believe it is fair to say that everyone learned something and most everyone even enjoyed it. ☺



- BOOT CAMP -



Preparing for the upcoming September 24th-26th ACA Audit.

www.goodrx.com

GOOD RX – online tool to help consumers find the lowest cost on their medication.

NEOCAP is introducing this website as a wonderful online resource for our employees to utilize. This website is free to use and may help you find the lowest cost on your medication. You can type in the name of your medication and it will bring up pharmacies in your area with the lowest cost, you can also adjust your search by dosage and quantity. You can print off online coupons that could potentially save you money. While the medical plan offered by NEOCAP has a rich RX benefit, some employees may find this website useful. For those of you on inexpensive generic medication you may really see a benefit. We encourage you to browse this online resource and shop around for the best deal on your medications!

Mr. Coleman and his team at MCC are the benefit advisors for the NEOCAP medical, dental and life insurance plans. Some of you may be familiar with Jason and talked with him in the past. We wanted to include all of his contact info so the staff knows of this resource. If you have any questions or concerns on your medical, dental or life insurance plans offered by NEOCAP, please do not hesitate to contact MCC. Thank you.

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