



# NEO NEWS

## MESSAGE FROM THE DIRECTOR .....

### OPPORTUNITY SOMETIMES COMES DISGUISED!



JAKE E. JONES, SR.  
EXECUTIVE DIRECTOR

This edition of the NEO NEWS begins Volume 3 and represents the third year we have been highlighting our dedicated staff and all the incredible services and programs we deliver to the residents of our facility.

Although the first issue of the year was set to be out the first week of March 2019, it was delayed by a month due to our yearly boot camp training, held recently and featured in this edition.

As we venture further into the year, I'd like to leave you with a quote from America's greatest inventor, Thomas Edison. Edison once said "opportunity is missed by most people because it is dressed in overalls and looks like work."

My message to you is - *don't miss out on the various opportunities to grow, professionally or personally, that are presented here at NEOCAP.* Throughout the year we need staff to get involved in special projects, serve on committees, and take on special assignments such as property team and behavioral management team.

As Edison so eloquently pointed out, opportunity sometimes comes disguised, so be sure to recognize and embrace those opportunities to continue to grow and develop.

Sincerely,  
*Jake E. Jones, Sr.*

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I have not failed. I've just found 10,000 ways that won't work. -Thomas A. Edison



# TRUMBULL COUNTY DAY REPORTING CENTER

## TCDRC welcomes new staff member!

By: Jake Jones

# Welcome



Candace Jones  
Treatment Specialist

**Candace Jones** - a Warren G. Harding High School graduate and a 2016 graduate of Youngstown State University with her Bachelor's of Science in Applied Science degree with a major in Forensic Science.

Prior to joining the TCDRC staff, Ms. Jones worked as a case manager for the Community Corrections Association (CCA) which is a Community Based Correctional Facility (CBCF) located in Youngstown, Ohio.

While in college, she completed an internship with the Youngstown Police Department, where she was able to gain experience working with the Crime Scene Unit, Family Services, Patrol, and Vice-Detectives.

From her previous case management experience, Ms. Jones brings with her the capability of working with the adult offender population. She is certified in the ORAS and has obtained her CDCA. Ms. Jones has experience in facilitating Cognitive Behavioral Treatment groups and conducting individual case management sessions.

Welcome Aboard — Candace!!!



### EMPLOYEE Spotlight

## Meet the new NEOCAP Program Staff .....



Jasmine Beacham  
Treatment Specialist

**Jasmine Beacham** – Our newest treatment team member joined the Orange House as Treatment Specialist in March of this year. After participating in an internship with the Trumbull County Probation Department, where she was exposed to the work we do here, she set her sights on NEOCAP as a career opportunity that would fulfill her desire to help others. She graduated Magna Cum Laude from Youngstown State University with a bachelor's degree in Social Work and a minor in Corrections. In addition to her education and her internship experience, Jasmine brings with her case management and group facilitation skills that she honed during her time with Valley Counseling Inc., both of which have been very useful as she settles into her new role working directly with high risk offenders.



Britney Draa  
Case Manager

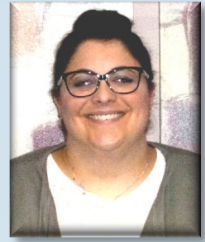
**Britney Draa** – Joined the NEOCAP team in January as a Case Manager. In addition to her bachelor's degree in Criminal Justice that she earned at ITT, Youngstown, Ohio, she brings with her several years of experience working with criminal offenders in various capacities as well as her certifications in ORAS, Thinking for a Change, and PREA victim's support. Her background includes service in the prison system, outpatient treatment and residential correctional programming. She expressed that she had desired to work at NEOCAP for several years before she joined the team and she is very excited to be here.



Mackenzie Goranitis  
Treatment Specialist

**Mackenzie Goranitis** – Joined the White House treatment team as Treatment Specialist in January of this year. After graduating from high school in Champion, Kenzie left home to pursue her bachelor's degree in Education at Gallaudet University, Maryland. After graduating in May 2018, she remained in Maryland where she started her career in Criminal Justice working with high risk criminal offenders who had recently been released from prison. She provided group sessions to address their thinking errors and increase their motivation for behavior change.

**Melissa Guterba** – Since graduating from Ohio University in 2006 with her degree in Psychology, Melissa has spent several years helping others. Whether it was working with troubled juveniles at Belmont Pines in Youngstown, the developmentally disabled population in Erie, PA, children and adolescents for both school and in home therapy in Lisbon, OH, or family members, she has done it all. In September 2018, she took on a new challenge when she began her career at NEOCAP in her role as Case Manager in the Orange house. She has been tasked with adjusting her skill sets to successfully meet the needs of the high risk criminal offender.



Melissa Guterba  
Case Manager

**Sarah Scarnecchia** – Sarah was hired as a Case Manager to join the White House in November 2018. In addition to her education from Youngstown State University where she earned her bachelor's degree in Psychology, she brings with her strong interpersonal skills, experience in conflict resolution, solid problem solving and crisis management skills, and an overall professional demeanor. Her years spent working in retail prior to joining the NEOCAP team, coupled with her sincere determination to be successful here, have proven to have assisted her in making a successful adjustment to working with the offender population in this residential setting.



Sarah Scarnecchia  
Case Manager

**Christina Xenakis** – An Ursuline High School, Youngstown, OH graduate, Christina left the area to pursue higher education. After graduating from Bowling Green University in three (3) years, Summa Cum Laude with her bachelor's degree in Criminal Justice, Christina began her career in criminal justice at the Northwest Community Corrections Center (CBCF), Bowling Green, OH. She worked there as a Resident Supervisor for nine (9) months and then relocated back to the area. In January 2019, she was hired and started here as a Case Manager in the Orange House. The observation and feedback skills she learned and developed as a Resident Supervisor have assisted her in successfully adjusting to her new position in our program and her mature, professional demeanor has served her well in building positive, working relationships with both residents and staff.



Christina Xenakis  
Case Manager

**Melinda Barraza** - Hired on August 20, 2018 at the female facility as a Resident Supervisor and promoted on January 14, 2019 to Case Manager. Melinda started her college studies at the University of Nevada Las Vegas majoring in Business Finance. However, she decided to relocate back to Ohio where she attended Kent State University. In May 2018 she earned her Bachelor's of Art Degree in Criminology and Justice Studies. Melinda formerly worked in the criminal justice system as a dispatcher with the Ashtabula County Sheriff's Department.



Melinda Barraza  
Case Manager

**Garrett Vaught** - Hired on May 21, 2018 at the female facility as a Resident Supervisor. On November 26, 2018 he was promoted to the position of Treatment Specialist. Garrett has the esteem honor of being the first and only male treatment specialist at our Painesville Female Facility. Garrett's easy going, laid back teaching style makes him a perfect fit when delivering cognitive behavioral curriculums to the female resident population. Garrett earned his bachelor's degree in May 2018, graduating from Kent State University majoring in Justice Studies.

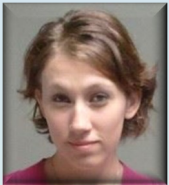


Garrett Vaught  
Treatment Specialist

# CONTEST WINNERS

By: Jake Jones

And the Winner is...



Jeigh Maynard  
Program Administrator



Mike Morris  
Shift Supervisor

I would like to thank everyone who submitted a suggestion entry in our “Improve Services to the Residents and Staff” contest. We had over 30 suggestions submitted. A committee made up of all six (6) director level staff reviewed the entries and cast their votes on which suggestions they felt would be the most beneficial to both the residents and staff. To be selected the entry had to receive 6 out of 6 votes.

We had two winners: The first winner was submitted by Jeigh Maynard, the Program Administrator at the Female Facility. Jeigh’s suggestion was to develop a “life skills” program that would be added to the female program schedule. This group would cover topics such as proper diet and nutrition, budgeting, grocery shopping, etc. Jeigh explained that by adopting this type of program “the residents would be able to learn things that they may not have been taught; staff would be able to build rapport with the residents and residents would be able to add that to their success resume.”

The second winning entry was submitted by Mike Morris, Shift Supervisor at the male facility. Mike’s suggestion of implementing “weekly board game tournaments for residents who have earned enough weekly incentive points to make the daily privilege list.” Mike pointed out that “this will help residents relax a little from the stress of treatment and it will distract them from doing other things that lead to trouble when they get bored.”

Congratulations Jeigh and Mike, and as the contest winners, they will be receiving a \$20 gift certificate from an area restaurant or shopping center.

## STEPPING UP TO THE CHALLENGE!

By: Jake Jones

To successfully operate a correctional residential facility, you need quality leadership and supervision. The Shift Supervisors (SS) are tasked with providing the security/operational staff with the necessary supervision and leadership required to provide a safe, secure, and overall quality environment to the residents and staff here at NEOCAP.

The SS cannot do it alone; they rely on the “Go To” Resident Supervisors (RS) to assist them in meeting the challenges of operating the facility 24 hours a day, 365 days a year.

In the absence of a SS, the “Go To” becomes the SS. They are also responsible for taking on additional duties and responsibilities throughout the week. We have recently promoted two new members to the “Go To” position.



Juan Delaney

Juan Delaney – On February 24, 2019 he was promoted to the male facility afternoon shift “Go To” position.

Candida Jenkins – On March 10, 2019 she was promoted the female facility afternoon shift “Go To” position.



Candida Jenkins

**Congratulations to Juan and Candida for stepping up and taking on the challenge!!!**

# BOOT CAMP

NEOCAP's recently hired staff spent four days during the month of March 2019 receiving training from Executive Director Jake Jones and Deputy Director Kim Massary. According to Mr. Jones, "it is important to educate our newer staff on our mission, goals & objectives, treatment philosophy, and on the thinking and behavior of the adult population we serve."

During the 24-hour intensive training, the staff was put through several learning activities designed to raise their self-awareness as it pertains to working with the offender population. According to Ms. Massary, "it's very difficult to maintain the needed staffing and treatment delivery when you are taking 10 to 12 staff at a time away from their jobs for training; however, it becomes just a minor inconvenience when you observe the growth and development of staff during and after the training."



—CLASS OF—  
**2019**

**WARREN—March 11-14, 2019**

**Warren (back row):**

- Gilbert Porter
- Andrew Gibbs
- Britney Draa
- Sarah Scarnecchia
- Tony Vasquez
- Robert Stiner
- Jacob Rosa
- Mike Stassin

**Warren (front row):**

- Christina Xenakis
- Mackenzie Goranitis
- Melissa Guterba
- Nathan Purnell

**PAINESVILLE— March 25-28, 2019**

**Painesville (back row):**

- Jennifer Melvin
- Melinda Barraza
- Garrett Vaught
- Candida Jenkins
- Maria Williams
- Steven Jones (Warren RS)

**Painesville (front row):**

- Rae Benedict
- Cincellia Williams
- Anmarie Armstrong
- Aimee Rich

## Painesville

## Warren



## MEETING THE REQUIRED TRAINING HOURS!

By: Shauna Nadzan



Shauna Nadzan  
CQI Administrator

The CQI Department has been working on developing a system to ensure that all operations, treatment, and support staff obtain the mandated training hours required by our auditing and accreditation organizations. For example, the Ohio Department of Rehabilitation and Corrections (ODRC) require 24 hours of training each year on topics that focus on “changing offenders’ behavior,” American Corrections Association (ACA) requires 40 hours of training yearly, and Prison Rape Elimination Act (PREA) has special training topics that must be taken.

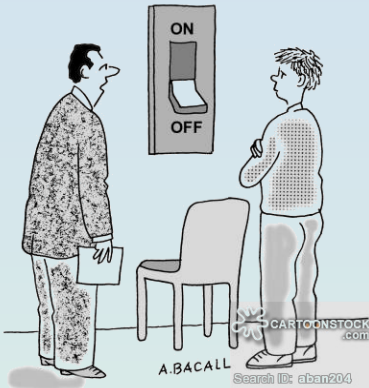
With all the training hours required, coupled with all of your duties and responsibilities, we know that it could become a hassle to stop your busy workday to complete the trainings.

In an attempt to ease the burden of scrambling to complete 20 to 30 hours of training at the last minute to beat the audit deadline, the CQI Department is actively working on identifying monthly trainings, most taking place on the computer, that meet the various training requirements as it relates to your position here at NEOCAP.

Since implementation of the monthly training topics, staff have greatly improved on keeping up with the mandated training. I am hopeful that everyone will remain actively involved. If you have any questions or concerns on training, don’t hesitate to contact me.



### Comic Relief



"This is where you'll be working. Don't worry if it's a little confusing at first. We'll have a few training sessions."

## SHAHAUN WILLIAMS REJOINS THE NEOCAP TEAM!

By: Jake Jones

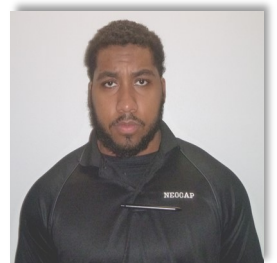
Shahaun splits his time between his two teams. When he is not sacking quarterbacks, he is supervising residents as they carry out their program activities here at NEOCAP.

Let me explain, Shahaun joined NEOCAP’s Resident Supervisor Corps in 2018 for what was just going to be a part time, temporary three-month summer job before he reported to football Camp to start his junior year at Notre Dame College, Cleveland, Ohio.

Shahaun completed his summer obligation here at NEOCAP, reported on time to football camp, had an outstanding football season, and earned first team NCAA Division II All American honors. On his way to All American honors, he recorded 20 sacks and finished the year with 68 tackles (49 solo). His sack total was second most in a single season in NCAA Division II history.

Shahaun returned to the NEOCAP team on March 28, 2019; this time as a full-time temporary Resident Supervisor with increased supervisory and operational duties. Shahaun who has already received his bachelor’s degree in Sports Management from Notre Dame College, will be working throughout the spring and summer months before returning to college to play his senior year of football.

We are honored to have Shahaun on our team and we look forward to watching him continue to grow and develop as a Resident Supervisor and an All American defensive end.



Shahaun Williams  
Resident Supervisor





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 2nd Collaborative Meeting December 4, 2018

A group of 38 justice professionals made up of Common Pleas Judges and Community Based Correctional Facility's (CBCF's) directors gathered at the Embassy Suites in Dublin, Ohio.

The goal of the meetings is to foster continued collaboration between CorJus CBCFs and the Common Pleas Courts they serve and to identify opportunities to strengthen the public safety of communities.

Current CorJus efforts have been focused on obtaining additional funding to retain highly qualified and trained staff and advocating for CBCF-specific mental health funding to increase ability to accept and retain clients with a wide range of MH issues.

## NEWCOMERS TO THE BENCH

By: Jake Jones

January 2019 marked the "changing of the guard" when two of the longest serving Common Pleas Court judges from NEOCAP's five county region retired and were officially replaced on the bench. There are a total of five counties that make up the NEOCAP region and a total of 15 judges that sentence felony offenders to the facility. David Ondrey of Geauga County and Pat Condon of Lake County are our two newcomers.



Judge David M. Ondrey  
Gauga County  
Common Pleas Court

**David Ondrey** replaced retired Judge Forrest Burt on the bench of the Geauga County Common Pleas Court. Judge Ondrey has been a practicing attorney for over 35 years and as he explained, "at this point in my career I felt that by becoming a judge, I could serve the community with my litigation background and my love for the law."



Judge Ondrey visits NEOCAP 3/15/19 touring the facility with Kristina Henik, Clinical Director and Lisa Rowe, Operations Director

**Pat Condon** replaced retired Judge Richard Collins of the Lake County Common Pleas Court. Judge Condon spent the first three years of his career working as a Portage County municipal court prosecutor and for the past 14 years has worked as an Assistant Lake County Prosecutor, prosecuting felony cases in Lake County. When asked why he wanted to become a judge, Judge Condon explained "I want to serve the public more, as a prosecutor I served the public and as a judge I can have a wider public influence."



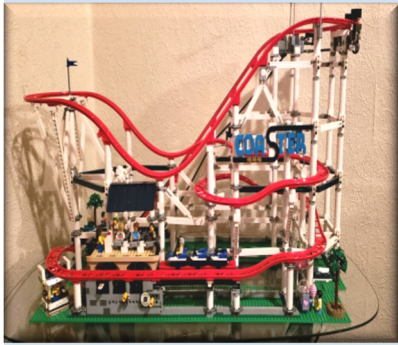
Judge Patrick J. Condon  
Lake County  
Common Pleas Court

***We welcome and wish both Judges well as they embark on their next journey!!!***



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

By: Cincellia Williams



It is not uncommon for parents to purchase Legos for their children. There are countless awesome Lego building sets, not just the traditional sets, but unique activities that take Legos beyond what you can imagine. My hobby for building Legos started about 5 years ago while sitting with my son Marquis (15). Building random things got to be a little boring, so we joined the Booster Bricks Club. This is a club for Lego builders that sends out unique challenges every month. Past challenges included the premier challenge, mini-figure challenge, micro build, and blindfold challenge.

Over the past five years, Marquis and I have put together three train sets that included a cargo train, passenger train, and a Christmas train. We have also built an amusement park that included a motorized carousel. Our largest build yet was a 4,125-piece roller coaster that we started on Christmas and took one week to build. It is over 3 feet high, 2 feet wide and 16 inches deep. Our next challenge was a Ferris wheel that is 7,541-pieces with an LED light kit that includes a ticket kiosk and ice cream shop with 10 mini-figures.



Cincellia Williams  
Resident Data Specialist



Cincellia & Marquis



## MAY 2019—MENTAL HEALTH MONTH

By: Cheryl Moran



In recognition of May as Mental Health Awareness Month, T-shirts will be available for purchase to wear to the fitness walk (you can purchase a shirt even if you do not plan to walk). The cost for the black and neon green t-shirt as shown below, is \$10 - \$12 for size 2XL and above. Watch for new information coming weekly throughout the month of May.

### Newsletter Committee

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 Jennifer Melvin  
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**Fitness Walk—5/25/18**

