

A Newsletter for NEOCAP Staff, Family and Stakeholders



NEO NEWS



Kristina Henik, Jake Jones, Kim Massary, Jennifer Melvin, and Lisa Rowe



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Jake E. Jones, Sr.
Executive Director

During the holiday season, our thoughts turn to those who have brought joy, enthusiasm, a spirit of team and family into our lives, and have made work pleasurable and NEOCAP’s success possible.

It is in this spirit that I say thank you and best wishes for the holidays and New Year.





Donald Emerson
FGB Vice Chair

“For the past 6 years, I have served on the FGB and have always been impressed with the commitment, professionalism and dedication of the Management Team and all NEOCAP staff members.”

MILESTONE

NEOCAP RECEIVES AWARD FOR EXCELLENCE IN OFFENDER PROGRAMMING!

On October 10, 2019, Donald Emerson Vice Chair of the Facility Governing Board (FGB), and a host of NEOCAP staff, made the two and a half hour trip down Rt. 71 South to Columbus, Ohio to be presented with the 2019 Cliff Skeen Award.

The Ohio Department of Rehabilitation and Corrections and the Bureau of Community Sanctions honor residential and non-residential programs for their commitment and excellence in delivering offender programming. According to Executive Director Jake Jones, “this recognition is a direct reflection of the outstanding work staff does daily with the offender population we serve.”

NEOCAP was chosen from the group of 18 Ohio Community Based Correctional Facilities, and this marks the second time winning this award in the past three years (2017 winner). Mr. Emerson, who gave the acceptance speech for the Facility, gave special recognition to the NEOCAP staff in attendance and the staff received a round of applause from the ceremony participants.

This award is named after the late Ohio representative, Clifford Skeen, who sponsored the Community Corrections Act passed by the Ohio Legislature in July of 1979. The purpose of this act was to reduce the number of non-dangerous offenders being sent to State prison.



THE NEOCAP TEAM CLIFF SKEEN AWARD PRESENTATION OCTOBER 10, 2019

Congratulations



STAFF

NEOCAP STAFF
CLIFF SKEEN
AWARD PRESENTATION
LUNCHEON
COLUMBUS, OHIO
OCTOBER 10, 2019



KAREN VADINO—TRAINING WITH NEOCAP STAFF



Karen Vadino

Staff was treated to a very unique presentation conducted by Karen Vadino who utilizes her humorous nature to discuss and teach serious subjects.

Ms. Vadino’s presentation focused on how life’s imprints have a direct effect on one’s attitudes and behaviors and how to effectively manage stress and anger to “become the best you that you can become.” She kept all staff’s attention throughout her three-hour presentation. The laughter, smiles and the undivided attention that filled the room was a sure indicator that Ms. Vadino’s presentation was a hit.

**Ms. Vadino is a motivational speaker, humorist, trainer and consultant. In her thirty-plus years as a human service professional, she has worked in the chemical dependency field, both as a licensed clinician and as a certified prevention specialist.*



September 23, 2019
Staff Training



YSU PROFESSOR PROVIDES STAFF CULTURAL DIVERSITY



Jaietta Jackson

During Ms. Jackson’s presentation, that she titles Diversity and Inclusion in the Workplace: Bridging the Gap, she stressed the importance of Cultural Competence which includes learning the cultural norms, values and beliefs of the NEOCAP resident population. She also stressed that the knowledge and understanding gained from knowing the cultural background information could possibly help decrease some of the stress and burnout related to working in the correctional field. All staff in attendance received a special certificate for completing the two-hour diversity training.

**Jaietta Jackson, is the owner and trainer for her company One2One Communication Consulting. She is “a communication specialist who specializes in the area of interpersonal communication, intercultural communication, and multiculturalism.” She has taught at Youngstown State University for the past 14 years.*



September 16, 2019
Staff Training



A Mother Expresses A Word of Appreciation and Encouragement

I just want to thank everybody who has been a part of my daughter’s progress in her recovery. She has come so far — just in speaking with her; there’s such a difference from just 6 months ago when she was in jail — she’s grown so much, in every way. Thank You!!

Please tell my daughter that I love her and I’m so so proud of her. Always and Forever.

Sincerely, Natalie Cass



Spotlight

Milestones

10 Years of Service



SAMANTHA WORKS

SAMANTHA WORKS

Sam joined the NEOCAP team on December 7, 2009 as a Resident Supervisor. She graduated from Kent State University in May of 2009 with her Bachelor's Degree in Criminal Justice Studies. Sam graduated with a 4.0 GPA and Summa Cum Laude honors which is the highest academic honor and praise one can receive. It did not take long before we recognized Sam's brilliance, and before she reached her 30th day of employment, she was promoted to Case Manager where she worked for a few years before being promoted to her current position of Program Specialist.

JANET CARRAHER (AMSTUTZ)

Jan joined the NEOCAP team on November 30, 2009 as a Case Worker with the special assignment of serving our most northern counties of Ashtabula, Lake and Geauga. Prior to joining the NEOCAP team, Jan spent 29 years working for the State of Ohio Adult Parole Authority (APA). After retiring from APA, she decided that she was too young to sit around the house, so she decided to start a new career here at the "CAP." Not often do you get to hire someone with three decades of experience and who needs no training. That is what we got in Jan and we have been so fortunate to have her on our team.



**JANET CARRAHER
(AMSTUTZ)**

ERIC ANDERSON

Eric joined the NEOCAP team on September 14, 2009 as a Resident Supervisor. Prior to NEOCAP, Eric was determined to pursue a career in law enforcement. In 2008 he graduated from Youngstown State University Basic Peace Office Training Academy which included taking and passing the OPOTA state certification test for peace officers. He worked two years as a Loss Prevention Detective for Sears and he did some work as a Reserve Deputy for the Mahoning County Sheriff's Department. However, as fate would have it, he accepted employment here at the CAP and the rest is history. Fortunately, his investigative skills and instincts served him well as a RS and SS, and continue to be an asset now as a Compliance Manager and PREA Coordinator.



ERIC ANDERSON

20 Years of Service

It's been 20 years that I have known each of you, how time flies. You are the original NEOCAP'ers who've been through all the changes and growth of the facility. You all can remember working here when we didn't have female programming and were only a 60-bed male facility. You can remember when residents' meals were "all you can eat" buffet style with a soup and salad bar and staff could eat for \$1. Each of you played a major role in shaping NEOCAP into the successful program that it is today. Congratulations on this milestone and thank you for your service.

— Jake Jones



BEN DEGENNARO
FEBRUARY 1, 1999



TOM WADE
MAY 4, 1999



HEATHER KOVAC
OCTOBER 4, 1999

CHANGING OFFENDER’S BEHAVIOR TRAINING—“BOOT CAMP” STYLE

By: Kristina Henik

When I hear “boot camp” I can’t help but think back to the basics. In other words, taking the time to reteach, relearn, and refresh our knowledge and skills in the area of core correctional practices that are key in changing offender’s behavior and making us an effective program and team.

As the Clinical Director, I always look forward to facilitating our annual “boot camp” training and this year was extra special with the addition of Jennifer Melvin joining me in the role of facilitator. The training was also made special and very enlightening by assembling staff from the male and female facilities together in the training and having them interact in small and large groups to develop strategies to improve areas of our Behavior Management System and develop a list of the most important characteristics needed to be an effective staff member here at NEOCAP.

Throughout the training I was able to observe staff compassion, competitiveness, and commitment to the Program and the residents we serve as they argued, debated, and worked together in their small and large groups.

I was impressed and proud to see all staff actively participating in all group activities and I look forward to next year’s training.



Kristina Henik
September 17, 2019
“Boot Camp”

I hope the staff members that attended are able to say, that by attending and participating in training, they felt a sense of refreshment, reinforcement, enlightenment and encouragement. Consistent practice and application of what we revisited in training will only make us better as a whole and we owe it to the residents we serve to bring our best every day.

- Kristina Henik



Jennifer Melvin
September 24, 2019
“Boot Camp”



RESIDENTS PARTICIPATE IN THE ASAP RECOVERY RALLY!

For the past years several NEOCAP staff members have supported and participated in the Annual Trumbull County Alliance for Substance Abuse Prevention (ASAP) Rally for Recovery. This year marked the first time NEOCAP residents have been included in the recovery event. Nine (9) residents along with Kim Massary, Lisa Rowe, Samantha Works, Kristina Henik, and Jake Jones represented Team NEOCAP at the 2019 Rally that took place on September 7, 2019, from 10:00 am to 2:00 pm, at the Eastwood Field, Niles, Ohio. According to the article that appeared in the Warren Tribune Chronicle, “more than 40 vendors were at the rally, as well as around 600 health and addiction specialists, people in recovery, families, and community supporters.” Each resident expressed their gratitude for the opportunity to get some time away from the facility and enjoy a day of fun sober activities and fellowship.



DEFENSE ATTORNEYS RECEIVE TRAINING ON THE “NUTS AND BOLTS” OF NEOCAP!

Deputy Director Kim Massary and Female Facility Director Jennifer Melvin served as workshop presenters at the Eighth Annual Lake County Criminal Defense Lawyer’s Association 2019 Trial Advocacy Seminar. The seminar took place on October 25, 2019 at the Environmental Learning Center in Concord, Ohio.

Ms. Massary’s and Ms. Melvin’s presentation focused on the “Nuts and Bolts” of NEOCAP. A room full of Lake County defense attorneys, many of whom have first hand experience of representing offenders who received a NEOCAP placement. Topics discussed ranged from agency eligibility requirements, intake procedures, and program treatment curriculums, to reasons for negative terminations.

The presentation was followed by a short question and answer period. According to Ms. Massary, “the attorneys were totally engaged and seemed very interested in learning about the eligibility requirements and intake procedures.”



Kim Massary
Deputy Director

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SERVING AS SPECIAL GUEST FOR THE TRUMBULL COUNTY DEMOCRATIC WOMEN’S CLUB!

By: Kristina Henik

I was honored to serve as the guest speaker for the Trumbull County Democratic Women’s Club monthly meeting. The meeting was held at Perkins Restaurant on RT 46 in Niles, Ohio on October 7, 2019 at 6 pm. This group of women meets monthly and invites various community agencies to come and educate the club members on the services provided by the agency. I enjoyed spending time with this group of approximately 20 women, sharing with them an overview of our facility and answering their questions about special challenges of working with the offender population. This group of ladies was very upbeat, outspoken, and just a great group to spend the evening with.

KENT STATE UNIVERSITY TRUMBULL CAMPUS CORRECTIONS CLASS VISITS NEOCAP!

On October 28, 2019, Trumbull instructor Anthony Hentosh and 12 students of his criminal justice Corrections class paid a visit to the Warren facility to learn about offender’s treatment programming in a community residential facility. NEOCAP is just one of many correctional institutions that Mr. Hentosh’s class will visit throughout the semester. On this same date, the class was scheduled to tour the Trumbull County Jail upon completion of the NEOCAP visit.

Those who are interested in touring and learning more about NEOCAP’s programming and operations at the Warren or Painesville location should contact Mrs. Henik or Deputy Director Kim Massary to schedule a visit.



MEMBERS OF ORIANA HOUSE (SUMMIT COUNTY) PAY A VISIT TO NEOCAP



Michael Randle, the Vice President of Correctional Programs Summit County for Oriana House, Inc. and four (4) recently promoted Administrative Staff of Oriana House Community Base Correctional Facility (CBCF), visited the Warren Facility on the morning of October 28, 2019. They spent several hours meeting with Clinical Director Kristina Henik, Operations Director Lisa Rowe, and Executive Director Jake Jones.

Oriana House is in the planning stage of making changes to the structure of its daily activities schedule and enhancing its system of incentives and sanctions. According to Mr. Randle, he was informed by Program Auditors from the Bureau of Community Sanctions, that NEOCAP’s program is very well structured and he felt it was important to make arrangements to have his staff get a first hand look at the program.



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The 2019 holiday luncheons are planned for Friday, December 13th at the Warren facility and Friday, December 20th at the Painesville facility.

Staff will gather to celebrate the holiday season and to share food, fun and fellowship.

HIGHLIGHTS FROM THE 2018 CHRISTMAS LUNCHEON

Staff had an awesome time at the luncheon last year. We had gift raffles, games, delicious food and great fellowship. Pin the nose on Rudolph was a bit challenging for some, "Secret Santa" was a hit for Painesville Staff, and the left/right game confirmed that most Warren staff do not know their left from their right. Good Times!



2020
HAPPY NEW YEAR

HEALTH INSURANCE

Open Enrollment

January 1, 2020 is the renewal of NEOCAP's health insurance program and open enrollment will begin on December 1, 2019 and run throughout the end of the month.

If you need to add or subtract a family member, you must do so at this time.

JUDGE O'DONNELL JOINS NEOCAP'S JUDICIAL ADVISORY BOARD (JAB)

On November 8, 2019, during the annual Board meeting, Judge W. Wyatt McKay and the other members welcomed Judge John O'Donnell of the Lake County Court of Common Pleas to the Board. Judge O'Donnell occupies the seat vacated by recently retired Lake County Judge Richard Collins Jr. Judge O'Donnell is the latest addition to the seven member board that is made of Common Pleas Judges from the five NEOCAP counties.



Judge W. Wyatt McKay, Chair

CURRENT BOARD MEMBERS



Judge Laurie J. Pittman, Vice Chair
Portage County



Judge Eugene A. Lucci, Secretary
Lake County



Judge Ronald J. Rice
Trumbull County



Judge Marianne Sezon
Ashtabula County



Judge Carolyn Paschke
Geauga County



Judge John O'Donnell
Lake County

Newsletter Committee

- Editor: Jake Jones
- Contributors: Jake Jones
Kim Massary
Kristina Henik
Jennifer Melvin
- Proofreaders: Natalie Carr
Jennifer Melvin
Shauna Nadzan
- Layout: Cheryl Moran

