

*A Newsletter for NEOCAP Staff, Family and Stakeholders*



# NEO NEWS

*The NEO NEWS was established in December 2016 as a quarterly newsletter highlighting current events at NEOCAP and throughout the NEOCAP region.*

## Message from the Director:

As we transition from 2024 to 2025, the Management Team wishes to thank our staff, judges, probation departments, commissioners, and all stakeholders for the past year’s journey together. We sincerely appreciate your support and assistance in helping NEOCAP serve the felony offender population in Trumbull, Lake, Geauga, Portage, and Ashtabula.



NEOCAP Warren, Aerial View



**Kim Massary** Deputy Dir.   
 **Jennifer Melvin** Female Fac. Dir.   
 **Kristina Henik** Clinical Dir.   
 **Jake Jones** Executive Dir.   
 **Lisa Rowe** Operations Dir.   
 **Rob Blower** Business Dir.



NEOCAP Painesville, Street View

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Judge Patrick Condon of Lake County and NEOCAP Deputy Director Kim Massary at the Dec. 3rd reception.



## Common Pleas Judges and CorJus, Inc. Reception

On December 3, 2024, NEOCAP was represented by Executive Director Jake Jones and Deputy Director Kim Massary at a reception organized by CorJus, Inc. This event, held at the Embassy Suites in Dublin, Ohio, allowed CBCF directors to network and interact with judges from the Court of Common Pleas across various Ohio CBCF regions.



L to R Judge Brian Driscoll of Clark County, West Central Executive Director Craig Shumaker at the Dec. 3rd reception.



Judge Christin Finley of Lawrence County and Star Executive Director Matt McClellan at the Dec. 3rd reception



## Judge Natasha Natale of the Warren Municipal Court initiated the Steering Clear Program

The *Steering Clear* program, hosted by Warren Municipal Court Judge Natasha Natale, provided free support to individuals facing driver's license suspensions. Held at the Packard Shelter House, the event drew over 70 participants, each receiving one-on-one assistance from a license restoration specialist to explore their eligibility for relief from suspensions.

“This program is about more than just getting licenses back—it’s about giving people a second chance and the tools they need to succeed,” said Judge Natasha Natale. “Seeing so many people take advantage of this opportunity and get the help they need is truly inspiring.”

Deputy Director Kim Massary volunteered her time at the event, which took place on Saturday, October 26, 2024. While there, she reconnected with Christina Marquez, a former NEOCAP staff member. Ms. Marquez was enlisted to assist due to her extensive experience with the *Steering Clear* program in Mahoning County, sponsored by Judge DiSalvo. Her background proved instrumental in ensuring the smooth and successful execution of the event.



Kim Massary, Judge Natasha Natale, Christina Marquez





**First Session:**

Thursday, November 7, 2024

10 am to 12 pm

Topics: The Necessary Ingredients for Change and key characteristics of Offenders in the correctional setting as it pertains to the behavioral change process. Presenters: Jake Jones & Kristina Henik, NEOCAP

**Second Session:**

Thursday, November 7, 2024

1 pm to 4:30 pm

Topic: Navigating traps and building productive relationships & Influencing a Change of Thought. Presenters: Kelly Pitocco, University of Cincinnati

**Third Session:**

Friday, November 8, 2024  
9 am to 10:30 am

Topics: Ethical Guidelines and Strategies for Effective Offender interaction. Key concepts of ethics (Professional Boundaries, Coning the Con, Transference & Countertransference, Reverse Shaping) Presenters: Jake Jones & Kristina Henik, NEOCAP

**Fourth Session:**

Friday, November 8, 2024,  
10:30 am to 12 pm

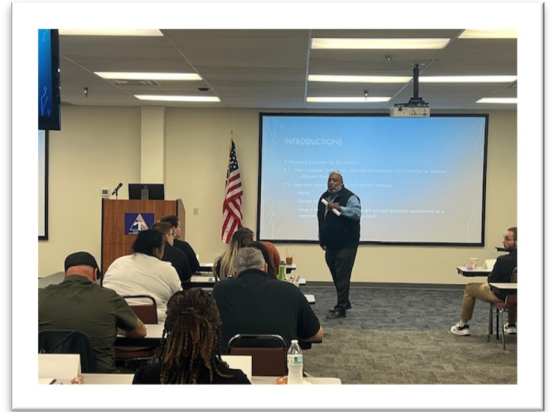
Topics: The key characteristics of staff working in the correctional setting as it pertains to the behavioral change process. Presenters: Jake Jones & Kristina Henik, NEOCAP

**Neocap Host Statewide Training!**

On November 7 and 8, 2024, NEOCAP trained 30 "frontline" correctional staff members. Alongside six NEOCAP staff participating in the statewide training, 24 individuals from seven different Ohio Community-Based Correctional Facilities (CBCFs) attended the sessions held at the Trumbull County Educational Service Center. Cor-Jus Inc., an organization representing Ohio's eleven public non-profit CBCFs, sponsored the training.



NEOCAP's Clinical Director Kristina Henik facilitating training on November 8, 2024.



NEOCAP's Executive Director Jake Jones facilitating training on November 8, 2024.



University of Cincinnati, Kelly Pitocco facilitating training on November 7, 2024.



Training participants engaging in group activity on November 7, 2024.



University of Cincinnati, Kelly Pitocco facilitating training on November 7, 2024.



Training participants engaging in small group activity On November 7, 2024.

# Milestones

## 20<sup>th</sup> Anniversary 2004 TO 2024

Kristina joined as a Case Manager on September 20, 2004. Over the past two decades, her growth and development have been exceptional. Her responsibilities for treatment and supervision have continuously expanded. Before assuming her current role as Clinical Director, she held the positions of Associate Program Director and Program Director. As Clinical Director, Kristina oversees all programming and treatment aspects at male and female facilities and is a member of the agency's Management Team. In 2012, she was recognized as one of Mahoning Valley's 40 Under 40 Professionals for her professional accomplishments and community service. Kristina has also become a certified trainer in the Thinking for a Change and Moving On curricula. Highly respected in her field, CBCFs and probation departments often seek Kristina to train their staff. In addition to her numerous professional certifications, she is pursuing a master's degree in social work at the Mandel School of Applied Science at Case Western Reserve University. Congratulations to Kristina on this significant career milestone.



Kristina Henik

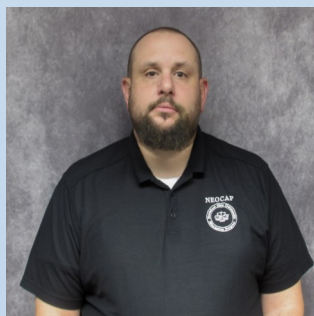
*Congratulations*

## 10TH ANNIVERSARY OF EMPLOYMENT MILESTONE

On August 18, 2014, Tina Davenport started her role as a midnight shift Resident Supervisor at the male facility. Having provided care to the elderly and disabled for nearly 20 years, she chose to pursue a career change. Upon learning about job openings at NEOCAP, Tina decided to "try her hand" at working with the criminal offender population. She quickly adapted to her new role, realizing that the care and empathy she applied to the elderly and disabled also resonated with offenders after navigating aspects of argumentation and manipulation. Tina has proven her skills and abilities in working with offenders and genuinely enjoys her position in the correctional environment. On December 31, 2023, her strong work ethic earned her a promotion to Commissary Compliance Manager. Congratulations to Tina for her ten years of dedication and commitment!



Tina Davenport



Josh Morgan

On September 2, 2014, Josh became a Resident Supervisor at the Warren facility. Previously, he owned a pizza restaurant, which helped him cultivate essential skills in patience and respect that he now effectively utilizes in his role. Over the past ten years, his colleagues have consistently attested to the respect and patience he exhibits daily. His calm and thoughtful demeanor earned him a promotion to Shift Supervisor one month into his tenure. Since that time, he has continued to progress within the NEOCAP team. Most recently, on January 31, 2023, he was promoted to Operations Administrator, where he assumed new responsibilities, such as participating in the hiring committee, overseeing all security and operations staff, and managing the transportation officers and their schedules. Congratulations to Josh on this remarkable achievement! We look forward to his continued growth and development in the coming decade.



Welcome



Brenda Royer

### Welcome Aboard – Brenda Royer!

Brenda Royer joined the NEOCAP team as a case manager at the Warren facility on October 21, 2024. She earned her Bachelor of Arts in Sociology from Thiel College in 1992 and has dedicated decades to the social services field, taking on various roles in direct care and management. Her background includes 13 years with the Nugent Group in Sharon, PA; seven years at Mercer County Head Start in Farrell, PA; three years at the Buhl Child Development Center in Sharon, PA; and most recently, a year and a half at the Bair Foundation in New Wilmington, PA. With her extensive experience in case management, crisis intervention, and mental health counseling, coupled with her strong interpersonal skills, Brenda is exceptionally equipped to support the adult offender population.

Welcome



Michael Boltz

### JAB Appoints Michael Boltz to FGB.

In November 2024, during its annual meeting, Mr. Boltz was appointed to the Facility Governing Board (FGB) by NEOCAP’s Judicial Advisory Board (JAB). He took over the Portage County seat, which became available following Joseph Beckwith’s resignation. Judge Pittman nominated Michael Boltz to fill the term starting November 9, 2024, and ending on November 9, 2026. Michael Boltz is a felony unit supervisor for the Portage County Adult Probation Department, overseeing the department’s budget. After completing his first year of legal studies at the University of Akron School of Law in June 2021, Mr. Boltz began his role as bailiff for the Honorable Laurie J. Pittman at the Portage County Common Pleas Court. He maintained this bailiff position until he transitioned to his current role in the Adult Probation Department.

*"During my tenure with the Courts and Adult Probation, I seized every chance to understand the complexities of our justice system. NEOCAP is vital to this framework. I am eager to learn more about your facility and the services you provide to offenders during their stay. My fascination with the legal system has always been strong, and it seems destined that my career will involve the legal field in some way." Michael Boltz*

### Probation Officer Gets Immersion In NEOCAP Programming

On November 14, 2024, Hector Picasso, a social work student at Kent State University's Ashtabula Campus and a probation officer for the Ashtabula Adult Probation Department, devoted his day to NEOCAP. He took part in group sessions and interacted with multiple NEOCAP treatment staff members. Clinical Director Kristina Henik organized a thorough immersion experience for him within the NEOCAP treatment program. This opportunity enabled Mr. Picasso to deepen his understanding of the treatment curriculum pertinent to many offenders in his caseload while fulfilling an academic requirement. He expressed his gratitude for the support and dedication provided by Mrs. Henik and the NEOCAP team.



Hector Picasso and Kristina Henik

## CHRISTMAS LUNCHEONS, FOOD, FUN, AND EXCITEMENT!

The Christmas luncheon at the Warren facility occurred on December 13, 2024, followed by the one in Painesville on December 21, 2024. Both events featured a range of tasty foods and fun games. Notable dishes included Mocha House Oreo Cheesecake, Uncle Nick's Greek fried chicken, and Eric Anderson's award-winning Cheezy Potatoes. Activities like the ugly sweater contest, human slot machine, reindeer hoof game, pin the button on the snowman, Jeopardy, and Family Feud provided plenty of enjoyment and laughter. The holiday planning committee, consisting of NEOCAP staff members, deserves recognition for the impressive turnout and success of the luncheons: Eric Anderson, Rachel DeFazio, Ben DeGennaro, Samantha Neiheisel, Lisa Ginn, Jean Lynch, Cecelia Green, Katie Sprague, Jake Jones, Brenda Waters, Kim Massary, Amanda Thomas, Lauren Morrow, Heather Kovac, Amber Mitcham, Rachel D'Antuono, Jennifer Melvin, and Kristina Henik.





## The Joy of Giving!



The NEOCAP team worked alongside the O.N.E. Foundation, a non-profit that organizes a Christmas program for families in the Warren community. This three-hour celebration features a light brunch, photos with Santa and the Grinch, a toy giveaway, and a food giveaway, among other activities. During the first two weeks of December 2024, the agency conducted a food drive, amassing sufficient items to provide Christmas meals for 30 families. Donations included all holiday essentials such as turkeys, hams, cranberry sauce, gravy, mac & cheese, stuffing, cornbread, and veggies, which were packed and distributed to families at the O.N.E. Foundation's Christmas program on December 21, 2024.



Several NEOCAP staff members volunteered at the event that Saturday. Executive Director Jake Jones remarked, "Each year, our staff comes together to assist less fortunate children and families during the holiday season. I am endlessly grateful for their compassion toward others."

### Community Service Project—November 14th & 17th, 2024

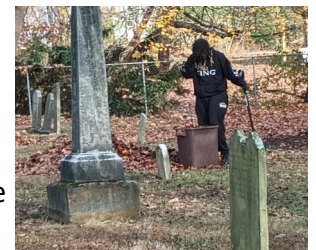
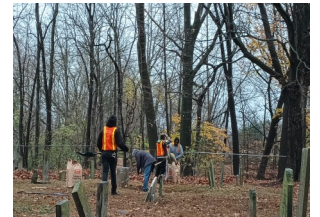
### Community Service Project at Historical Cemetery

by Jake Jones

When a representative from the Trumbull County Historical Society (TCHS) reached out about community service volunteers to help clear leaves from Mahoning Avenue Pioneer Cemetery in Warren, memories of my childhood in the 1970s flooded back. I played youth baseball and football at Perkins Park, which is next to the cemetery. As a kid, I would cut through the graveyard to the fields. The headstones seemed ancient and eerie, and that was 50 years ago; the situation



has only deteriorated since then. I felt compelled to assist with leaf removal and delve into the cemetery's history. According to one source, "The Mahoning Avenue Pioneer Cemetery is considered one of the oldest designated cemeteries in the region, tracing back to the 1800s (Truly Trumbull.com)." According to TCHS's website, the cemetery was "established in 1804 as the first public burial ground in Trumbull County, containing the remains of John Stark Edwards and other pioneers who were instrumental in shaping the Connecticut Western Reserve. The last burial occurred in 1897." I'm pleased I chose to get involved in this community service initiative. It proved to be a genuinely fulfilling experience. I appreciate the NEOCAP residents and the Warren G. Harding football players who joined me over two chilly November days, raking leaves and enhancing the beauty of this historical treasure.



### Honorable Andrew Logan is Set to Retire! By Jake Jones

It was a pleasure to spend time with Judge Andrew Logan during the Common Pleas Judges Winter Conference at the Embassy Suites in Dublin, Ohio. Judge Logan will retire at the end of December 2024. I have known him for over 30 years, collaborating with him since he began his tenure on the Trumbull County Court of Common Pleas while I was a probation officer with the Trumbull County Adult Probation Department. Having reached the mandatory retirement age of 70, Judge Logan will undoubtedly be missed. He is a "class act" and leaves behind a remarkable legacy. We honor Judge Logan and wish him all the best in his retirement.



Jake Jones and Judge Logan takes a photo on Dec. 3, 2024 at Common Pleas Judges Conference reception.



L to R Judges: W. Wyatt McKay, Ronald J. Rice, Peter J. Kontos, Andrew D. Logan, and NEOCAP Executive Director Jake Jones (photo taken June 26, 2018)

## From The Business Office

### **New Staff Recognition:**

About two years ago, a unique NEOCAP vest was given to all employees who had been with the agency for at least five years. Moving forward, every employee will receive a vest on their fifth anniversary. Additionally, vests will be retroactively issued to anyone who has reached their five-year milestone but did not receive one.

**Uniform Update:** From this point forward, all NEOCAP work shirts, vests, and jackets will display the NEOCAP emblem.



### **Newsletter Committee**

**Editor:** Jake Jones  
**Writers:** Jake Jones  
Kim Massary  
Rob Blower  
Kristina Henik  
Jennifer Melvin  
Ben DeGennaro  
**Proofreaders:** Kristina Henik  
Jennifer Melvin  
**Layout:** Jake Jones



We are excited to share that the Capital Project to renovate resident restrooms is making excellent progress and is on track. This critical initiative temporarily closes key restroom and shower facilities in a residential area. The project team has significantly reduced disruptions for residents who still need to access these facilities.

To support residents during this time, NEOCAP has secured a mobile shower unit from Dear John Rentals, offering additional shower options while the main restrooms are being renovated.

### **\*\*Scope of Work & Key Upgrades\*\***

Every restroom renovation involves a complete overhaul, which includes removing current fixtures to the block walls and installing a waterproofing system, new ceramic tiles, toilets, urinals, partitions, solid-surface countertops, and upgraded ventilation and heating units in the ceiling. A notable improvement is transforming the gang shower into eight individual, wall-mounted shower units with partitions, providing residents with enhanced privacy and comfort.

### **\*\*Project Timeline & Milestones\*\***

As of January 23, renovations have been completed for two large restrooms in Unit 2, and work on the lower-level restroom is currently in progress. The renovation of the remaining restroom in Unit 1 is scheduled to start in late February. We aim to wrap up the project by replacing the outdated plastic wall covering in the dining hall with modern, durable ceramic tiles.

### **\*\*Acknowledgments\*\***

We want to express our sincere gratitude to Biviano Carpet One Floor & Home and their dedicated subcontractors, who have been essential to the project's success. Their partnership with NEOCAP's team has ensured that restroom facilities remain functional throughout the renovation. We especially thank Creative Touch Flooring (for tile work), Farmer's Plumbing (for plumbing), and W.B. Becherer, Inc. (for partitions) for their exceptional contributions.

### **\*\*Future Projects\*\***

Our upcoming initiatives will include replacing the Fire Suppression Control Panel and the Backup Generator, ensuring comprehensive coverage for our entire facility. We will keep everyone updated as the project progresses.