



Individual focus. Community perspective.

NCIA Gazette

The Newsletter of the National Center on Institutions and Alternatives

May 2014

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Birthdays, Anniversaries

This past month we have been honored to have Baltimore County Councilman Kenneth N. Oliver and State Senator Delores G. Kelley (District 10, Baltimore County) visit NCIA and tour our Adult Career Development Center as well as the Youth In Transition (YIT) School. They both continue to support and share the positive work we do at NCIA.

Councilman Oliver has been present for many of our monumental moments such as the ground breaking event of our new building for the Career Development Center, our School Farm Grand Opening and the School's largest graduating class celebration in March. Every time we are lucky enough to have him attend one of our events, we feel honored to have his support for our growing programs, mission and ambitions. Through the years, he has connected NCIA to many prominent leaders in the community and in the county government. Thank you Councilman Kenneth N. Oliver!



Herbert Hoelter, CEO, NCIA, with Councilman Oliver and Earl El-Amin



State Senator Kelley with Herbert Hoelter, Earl El-Amin and Dr. Larry Norris

We also were fortunate enough to have another special visitor, Senator Delores G. Kelley (District 10, Baltimore County).

Senator Kelley, an educator by training and former college professor, consistently shows her dedication to education. As a former educator, she has been a true supporter of NCIA, especially of Youth In Transition School.

We were honored to give Senator Kelley a tour and show her the vocational programs we offer. We were thankful for the opportunity to show her how the Youth In Transition School and NCIA as a whole are helping youth and families alike. Thank you Senator Delores G. Kelley!

NCIA is very grateful to be surrounded by those who support and aid our successes. We hope they continue to spread the word about our wonderful programs here at NCIA!

Kristin Antonino

Spotlight on Eric Rufus

In support of NCIA's mission to offer individuals alternatives to incarceration and hospitalization, many people come to us following legal trouble and court involvement. These individuals represent a special group of people with specific needs. Many times, they have lived independently and are not always willing to accept help. When Eric Rufus was court-ordered into vocational services in 2003, instead of being angry at the situation, he embraced the opportunity for change. Eric came to the Career Development Program hoping to work in carpentry, maintenance or landscaping. He wanted a job that would allow him to work with his hands and earn a viable income.

In 2005, he found his place working with NCIA's resident painter Quentin Johnson. For the next several years, Eric honed his skills and learned from Quentin. Working side-by-side, the duo repaired and painted walls, hiding any evidence that damage had been done, and keeping NCIA looking like a professional business. In May 2013, Eric was officially given the title of Painter's Helper. A few months later, this position would become a full-time, paid position within NCIA. With the promotion, Eric became an employee of the company, with the same benefits afforded to job coaches, administration, and management. This past holiday season, Eric attended his first employee holiday party. It has been said that he was never without a smile that night, and that he was the happiest and proudest guest at the party.

Please join CDP in congratulating and thanking Eric Rufus and Quentin Johnson for all of their hard work.

*Katlyn Allers
Psychology Associate
Career Development Program*



NCIA Career Opportunities

Interested in trying something new or applying your talents in a different position? You can check out all open positions on NCIA's website at www.ncianet.org

Positions Available

- ◆ Residential Counselors for Adult Residential Services
- ◆ Residential Counselors for Youth Residential Services
- ◆ Drivers

*LaToya Dow
Employment Specialist/Recruiter*

Check Out YIT School's New Website

While the Youth In Transition School may be getting a new look physically, we are also proud to announce the Youth In Transition School's new look, electronically! Click on over to the NEW Youth In Transition School website; www.youthintransitionschool.org

Kristin Antonino

Paperless Paystubs

Remember that your pay history is always a click away in ADP. From any computer you can access your paystubs through portal.adp.com. From the ADP homepage open the Pay & Taxes tab. Click on the date of the paystub you want to see to open your paystub. (*Tapria McDaniel*) Stubs can be printed from any computer with a printer.

*Rhonda Pierce
Vice-President, Human Resources*

On the Move

Congratulations to the following employees on their promotions:

Natasha Richardson
*Promoted from
ARS House Manager II
to ARS House Manager III
on Will Smith's team*

Rosalynn Joyner
*Promoted from
ARS House Manager II
to ARS House Manager III
on Richard Tringali's team*

Vanessa Harrison
*Promoted from Employment Specialist,
Career Development Program to
Director of Operations,
Adult Residential Services*

A Success Story!

Thomas Robinson was admitted to the NCIA Youth Residential Services program in July 2013 after an extensive stay in a Residential Treatment Center in Pennsylvania. Thomas has been in the care of the Maryland Department of Juvenile Services since the age of 13. Prior to his acceptance and admission to our program, no other community-based group home was willing to give Thomas a chance. Thomas earned his high school diploma and accrued a few college credits before being admitted to our program. He converted to Islam six years ago and has been a devoted Moslem. He believes his beliefs and faith was



instrumental in assisting him become the young man he is today. Thomas' career plan is to become an Islamic Scholar.

Since his admission to our program, Thomas has not presented any behavioral problems and/or concerns; he has been compliant and very cooperative with program rules. He was enrolled at the Islamic Society of Baltimore attending Arabic classes. He attended driving school and obtained his Learner's Permit in March 2014. Thomas is currently working two jobs (7-11 and MTA, through NCIA). He has also enrolled in Coppin State University and is scheduled to begin classes in the fall. Thomas will be aging out (turning 21) on June 28, 2014.

With the collaboration of DJS, Thomas will be transitioning to Belvedere Homes in May. He will have his own room and will eventually transition to live on campus at Coppin State University. Despite his many young years within the juvenile justice system, Thomas is looking forward to beginning a new chapter in his life. He has decided to remain in the Baltimore area. During his tenure in the program, Thomas developed relationships and a rapport with the Islamic community and people in the Baltimore area. Thomas is a very self-sufficient young man with exceptional good social skills and the ability to appropriately advocate for himself.

It was indeed a pleasure to work with Thomas. He was one of the first youths at our Brigadoon House (semi-independent), and he most certainly lived beyond any of our expectations. We can all be very proud to shake this young man's hand – he's the message that he brings!

*Mark Johnson, Case Manager
NCIA Youth Residential Services*

Adult Residential Services is Expanding

NCIA adult programs are on the move. As most of you know we have operated homes in Laurel, Maryland for years. Now we are expanding our operation in Laurel by adding new homes and a satellite Career Development Program. NCIA has always been a leader in providing services to those most in need and we are excited to be taking our services to the southern region.

With growth comes opportunity and we will keep you posted on new job openings as they become available.

*Rodney Norris, MHS
Executive Director, Adult Services*

You've Got eMail!



Remember – check your NCIA email for NCIA-wide communication. Also, training schedules are being mailed to your email accounts. *You must check your emails regularly for any training updates.*

Herb Hoelter, NCIA CEO, Talks to WBAL's Keith Mills

Herb Hoelter, NCIA's CEO and the country's leading sentencing consultant, was a guest on WBAL 1090 Radio with Keith Mills, *Ravens Saturday Huddle*, to talk about Ravens running back Ray Rice and the trouble he is facing.

Mr. Hoelter told the listening viewers that *"Society is better off, better served by having first offenders work off their sentence in the community, rather than spend six months in jail, at the taxpayers expense."*

Mr. Hoelter has been asked back to WBAL to discuss what lies ahead for Ray Rice.

Celebrating NCIA Nurses!

Supported by the American Nurses Association, National Nurses Week celebrates nurses and their role in society.

The week also helps to raise awareness about nursing as a possible career choice and also to educate the public about the kind of work nurses are involved in.

NCIA is proud to honor some of the best nurses in the business. Thank you to the NCIA nurses for *Making A Difference* in the lives of our Individuals!

- ◆ Lavon Magruder, RN
- ◆ May Nnakenyi, RN
- ◆ Dianne Turner, RN
- ◆ Shaneeta Scott, RN
- ◆ Tramia Squire, RN
- ◆ Ricky Young, LPN

NURSES WEEK 2014



MAY 6-MAY 12



May 1st

Damon Garris
Quentin Wiggins

May 2nd

Leah Hughes

May 3rd

Pamela Ferrell
Genise Lassiter

May 4th

Gina Basey
Andre Brown
Tyrone Burnett
Earl Williams

May 5th

Karen Smith
Crystal Vila

May 8th

Dwayne Canty
Michael Hawkins
Russell Jones

May 9th

Tonya Jefferson

May 10th

Folakemi Fadugbagbe

May 11th

Keisha Kent
Michele Lawson
Keith Solomon

May 12th

Reginald Green
Martine Jean Baptiste

May 13th

Tera Johnson
Sylvester Moran
Paulyn Ogwuche

May 14th

Dwayne Clark
Andrea Langlet
Myrle Sneed
Tavar Witherspoon

May 15th

Teekco Williams

May 16th

Elizabeth Cooper

May 17th

Esther Dailey

Jason Hack
Brandon Johnson
Chardae Payne

May 18th

Derrick Davis
Kashif Guillium
Robert Taylor

May 19th

Chukwudinma Nnadi
Olutoyin Ogunmuyiwa
Janet Smith

May 20th

Bernard Alinapo
Tonia Curry

May 21st

Adetola Akinsete
Corey Coates
Michael McNair
Derrick Thompson

May 22nd

Dwain Cherry
Cheryl Germaine

May 24th

Sade Beads

May 25th

Anthonia Adebowale
Shawnta Jones

May 26th

LaQuisha Rogers

May 27th

Jeliessa Jackson

May 28th

Fhenezzer-Ropo Qyewole
Lashell Thompson

May 29th

Andre Dowdy
Lamar Jackson

May 30th

Tylshina Allen

May 31st

LaToya Dow
Hasina Finch

Anniversaries

November-December 2013

15 Years

Mark Johnson
Youth Residential Services
Gerald Day
Adult Residential Services

10 Years

Gary Bushrod
Finance

5 Years

Tracy Barnes
Karen Watkins
Career Development Center
Mable McCord
Youth In Transition School

January-May 2014

10 Years

Virginia Naklen
Ezekiel Falana
Uche Nnorom
Adult Residential Services
Diana Quarles
Career Development Center

5 Years

Charles Williams
Jay Thompson
Vernetta Coles
Career Development Center
Rosalynn Joyner
Victoria Thomas
Oluwaseun Olaniyan
Ondrai Evans
Bryant Carraway
Adult Residential Services
Corey Witherspoon
Youth In Transition School

Missed Training Fee Charges are in Place

If you haven't heard, staff who miss scheduled trainings are now being charged a \$20 "No Show" fee. Please don't end up on this list.

If you can't make a scheduled class, *just inform your director* as far in advance as possible and ask to reschedule your class.

Win \$\$\$ for Reading the NCIA Gazette!

Read the NCIA Gazette and you could win \$25! If you find your name displayed like this: (Jane Doe) in the Gazette, contact Jayne Gessner, HR (443.780.1313) by 12:00 Noon on Wednesday, May 14, 2014, to claim your \$25!