



Individual focus. Community perspective.

November 2012

NCIA Gazette

The Newsletter of the National Center on Institutions and Alternatives

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Herbert J. Hoelter is Winner of the 2012 CEO Circle of Excellence Award

On October 11, 2012, Herbert J. Hoelter, NCIA's Co-Founder and Chief Executive Officer, was the 2012 Circle of Excellence SmartCEO award winner for Distinguished Leadership.

Many adages and cliches are based around the fact that being shown how to do something is superior to being told what to do. Few better real-life examples of this philosophy exist than the National Center on Institutions and Alternatives (NCIA), an organization cofounded by Herbert Hoelter in response to what he felt was a gross overuse of criminal institutions.

Fueled by the belief that many juveniles and adults would be better served through education and life skills training than a few years locked away, Mr. Hoelter has spent nearly 40 years creating programs that can put misguided individuals back on the right path.

Mr. Hoelter's years of result-getting service to the D.C. and Maryland areas have made him a national expert in providing alternatives to institutions. His community-based program models have since been used in more than 20 states to kickoff similar initiatives.

In accepting the award, Mr. Hoelter quoted John Quincy Adams —

If your actions inspire others to dream more, learn more, do more and become more, you are a leader.

Congratulations to Herb Hoelter, who continues to lead and inspire the NCIA staff.



NCIA would like to wish everyone a very Happy Thanksgiving



Save the Date!

NCIA's "The Gift of Giving" Holiday Party

Hurricane Sandy has devastated many organizations, some of them similar to NCIA. The Covenant House in New Jersey was one of these. Covenant House is the nation's largest organization that provides services to homeless, runaway and at-risk adolescents. Their homes for many of the residents have been destroyed and their belongings lost forever. Jeanette Scrozzo from the Covenant House reported that because of Hurricane Sandy, the number of displaced adolescents needing services is greater than ever before. Covenant House is in desperate need of donations such as personal hygiene products, hair clips, hair and tooth brushes, socks, gloves, scarfs, etc.

In response, NCIA has created the "Gift of Giving" program during the holiday season. This program has been designed to collect and deliver needed items to the residents of the Covenant House. This is an opportunity for our NCIA family to celebrate our festive holiday spirit and to demonstrate our commitment to at-risk adolescents and our teamwork. Let us demonstrate our compassion by having all of us fill shoe boxes with items such as personal hygiene products, hair clips, hair and tooth brushes, socks, gloves, scarfs, and any other items a displaced youth might need.

Each NCIA department is setting a minimum goal of four shoe boxes of gifts. The following staff will

have the shoe boxes and will be coordinating the donations for their department:

- ◆ Robert "BJ" Johnson, Youth Residential Services
- ◆ Denise Barnett, Youth In Transition School
- ◆ Nekia Blue, Career Development Center
- ◆ Felicia Waymon-Dukes, Adult Residential Services
- ◆ Robin Hall, Administrative

Gift cards are also welcomed. McDonalds and Dunkin Donuts are yummy treats for anyone. The Covenant House is especially grateful for Home Depot gift cards. Any amount that you feel suitable would be welcomed and appreciated.

These shoe boxes will be displayed during the NCIA Holiday Party on December 14th. After the party, these gift boxes will be delivered to the Covenant House and distributed to the residents.

Thank you for your generosity and sharing NCIA's vision to "Create a society in which all persons who come into contact with human service are provided with the care necessary to live their lives to the best of their abilities."

*Michelle Shaneyfelt, R.N.
NCIA Youth Residential Services*



NCIA's Annual Holiday Party

Friday • December 14, 2012
8:00 p.m. to 11:30 p.m.
YIT School Gymnasium

Tickets available Monday • November 19, 2012
Watch for flyers with all the details

CDC Individuals on the Move

Individuals are on the move at the National Center on Institutions and Alternatives Career Development Center.

NCIA has partnered with the following organizations:

- ◆ L&M International Inc. – Catering
- ◆ Navy Surface Warfare Center – Cleaning Light Lenses/ Fixtures
- ◆ Oriole Pizza – Door Hangers
- ◆ American Red Cross – Volunteer Opportunities
- ◆ Meals on Wheels of Central Maryland – Volunteer Opportunities
- ◆ Retired Senior Volunteer Program (RSVP) – Volunteer Opportunities
- ◆ Baltimore County Department of Aging, The Home Team Program – Volunteer Opportunities

Thanks to Ketrick Duncan for the acquisition of the Door Hanger contract with Oriole Pizza. Individuals working with the Door Hanger are Shaun Mack, Terry Grandy, William Dredden, Joseph Toms, Kevin Clarke, Michael Adams, Anthony Ross, Louis Smith and Naquita Knox.

Congratulations to Aric Moore, Robert Lewis and Shaun Mack who are working at Pikesville Beth Tfiow through L&M.

Congratulations to Shadeena Morgan, Sharon Oneal, Bridgette Paige, Julia Owens, Angela Parker and Kwanza Walters who are volunteering at the American Red Cross.

And finally, congratulations to Yolanda Jones, Jonte Yates, Sean Thomas, Maurice Hight and Henry Colbert for completing **ONE YEAR** of employment with the State Highway Administration.

*Vernetta Coles and Vanessa Harrison,
Employment Specialists
NCIA Career Development Center*

HR Team

Please join me in welcoming Kay Glover to NCIA as Benefits Specialist. Kay will be your point of contact for everything benefits related. She joins us with eight years of benefits (health and retirement plans) administration experience. Kay earned her Bachelor's degree in business and her Senior Professional in Human Resources (SPHR) certification. When you are in the building, stop by with an NCIA welcome. She can be reached at 443.780.1332.

ADP-The Next Phase

Now that everyone is using ADP to track time, we are rolling out the next phase in our transition to the paperless world. Electronic performance evaluations have just been introduced to YIT. CDP will be next to go paperless with the residential programs and administrative offices soon to follow.

As a reminder, knowing your email log on and password information is important and will be necessary to receive your performance evaluation. If you have forgotten how to log into email, check the September issue of the *Gazette* available on our ADP homepage under News and Announcements. Step-by-step instructions are listed on page 3.

*Rhonda Pierce
Vice-President, Human Resources*

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 and Youth Residential Services
- ◆ Job Coaches
- ◆ Building Maintenance Special Education Instructor

*LaToya Dow
Employment Specialist/Recruiter*

Five Minutes of Fame

Pick up a profile questionnaire from the Human Resources office. We want to share that 'something special' about you that few may know about. Tell us about that unlikely hobby, unusual place you've visited, surprising adventure you've had or skill/talent that you may not use at work. Everyone has a story to tell and we'd like to share yours with 650 of your closest NCIA friends. Just complete the questionnaire and send it (fold it, staple it and send it with the office mail) back to HR. For your effort, your name will be entered into a drawing for a VISA gift card. Five minutes of fame and a chance to win a gift card, what could be better than that?

*Rhonda Pierce
Vice-President, Human Resources*

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

Hassan Massenburg did not read the September 2012 *Gazette* and did not win \$25. Read the *Gazette* and find out what's happening at NCIA. You could also be a winner of \$25! If you find your name displayed like this: (*Jane Doe*) in the *Gazette*, (*LaToya Dow*) you will then have until the following Monday by 12:00 Noon to call Jayne Gessner, HR, 443.780.1313 to claim your \$25!

Missed Training Fee Charges are in Place

If you haven't heard, staff who miss scheduled trainings are now being charged the \$20 "No Show" fees. 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.

Happy Birthday to NCIA Staff!

November 1st

Wasiu Lawal
Alonzo Robinson

November 2nd

Stacie Brown
Michael Fisher
Precious Smith
Bryan Vuorela

November 3rd

Gregory Briscoe

November 5th

Penelope Mceachin
Dante Ray Morris

November 6th

William Woodberry

November 7th

Herman Bell
Mary Green

November 10th

Dewayne Baldwin
Arthur Forrest

November 11th

Bridgette Paige

November 12th

Meredith Patti Malarkey

November 13th

Herbert Johnson

November 14th

William Francis
William Priest

November 15th

Regina Garner

November 16th

Thea Beamesderfer

Kay Glover

Andre Smothers

November 17th

Keith Jones

Tynisha McCord

November 18th

Timothy Ferguson

Mary Hyson

James Jones

Jennifer Sauers

November 19th

Kenneth Brown

November 20th

Sammie Clowney

Clara Olabisi

Tandy Thornton

November 21st

Jerome Towson

Nikko Washington

November 22nd

Boyd Chriscoe

November 23rd

Darryl Burrell

November 24th

Reineshia Jones

William Jones
Raymond Martin
November 25th
Kevin Randolph
Clint Robinson
November 26th
Kenneth Truitt

November 27th
Shermise Degrafenried

William Dredden
Tinika Frazier

November 28th

John Lightner
Richard Tringali

November 29th

Delores Hammond

James Jefferson

Kevin Molock

November 30th

Robert Coleman

Eugene Spruill

Gary Steele

December 1st

Rosalynn Joyner

Pamela Myers

Anjanette Paul

December 2nd

Tracy Barnes

December 3rd

Al-Rahman Allen

Kevin Darling

Kelley Harcum

Charlotte Johnson

Roderick Milligan

December 4th

Adetola Afolabi

December 7th

Anthony Allen

Rodney Coates

December 8th

Michael Alston

Maurice Blue

Jerome Gourdine

Jerome Miller

Wanda West

December 9th

Mark Johnson

December 10th

Corey Witherspoon

December 11th

Joan Miller

December 12th

Shalelah Cook

Tawana Speight

December 13th

Felton Brown

Jason Whye

December 14th

Domonic Johnson

Natarsha Thomas

December 16th

Ryan Umstead

December 18th

Darryl Harris

December 19th

William Short

December 20th

Johnetta Dawson

December 22nd

James Mitchell

Abdul Omidia

December 23rd

Kevin Clarke

December 24th

Robert Lindsay

December 25th

Kwanza Walters

December 26th

Carl Cannon

Charles Holloway

Natalie Thomas

Alyshia Williams

December 27th

Shakia Quickley

Marlo Saunders

Tobina Spears

December 28th

James Richardson

December 29th

Hakeem Hester-El

Sheila Horsey

Anthony Ross

December 30th

Kevin Barnes

Robin Warren-Dorsey

Anniversaries

November 2012

10 Years

Sheriff Badru

Career Development Center

5 Years

Melvin Herbert

Adult Residential Services

Mia Titus

Henry Wood

Career Development Center

Brandon Jones

Youth In Transition School

December 2012

10 Years

Joan Miller

Human Resources

Myrle Sneed

Adult Residential Services

5 Years

Alyshia Williams

Youth In Transition School

Roberta Purvis

Youth Residential Services