



Individual focus. Community perspective.

NCIA Gazette

The Newsletter of the National Center on Institutions and Alternatives

February 2013

NCIA's Youth In Transition School Farm

INSIDE

NCIA's Youth In Transition School Farm

CDP Supports the Ravens!

YRS Youth in the Community

News from Adult Residential Services

Career Development Center Turns One!

You've Got eMail!

Healthcare — Changes are Coming!

ADP — Did You Know?

NCIA Career Opportunities

Welcome to NCIA

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

Birthdays, Anniversaries

Rumor has it, there's a new greenhouse in town! Well now you can read all about it, just visit www.yitschoolfarm.org to see what we're up to as the Horticulture program expands to a new location, with endless possibilities. We've already setup the new educational building and greenhouse, with another larger (96'x32') greenhouse on the way.

Vision

To become a center of inspiration and education encouraging youth to respect themselves, others and the natural environment, while actively developing a healthy, sustainable food system.

Mission

Our mission at the YIT School Farm is to be a model vocational program to train youth in employability skills and behaviors while growing fresh, organic produce, promoting and educating about an improved diet and food system, and to make available these foods for the NCIA clients and greater community.

This project will provide a therapeutic place for experiential education for our students. Most students can make a connection to the meaning and value of growing food. As the farm develops there

will be more tasks, providing more opportunities for students to

participate in hands on, educational activities. The vision and mission of this project will guide every lesson and greatly enhance each student's learning experience.



Students have been able to enjoy the new location, learning not only how to plant and grow crops but also the work needed in creating your own compost and building a greenhouse. Some produce on the way includes Mizuna (a mustard green), Snow Peas, Arugula, Sunflower Sprouts, Lettuces, Herbs, and MANY vegetables! Food demonstrations will start soon, where students can taste different types of foods made from the produce they help grow and harvest! We hope to have you over for a green snack soon!

*Kristin Antonino
YIT School Farm Coordinator*

CDP Supports the Ravens!

For many, Super Bowl Sunday would not be complete without a party — good food, good company and a great game. Many of us watched the game and helped cheer our Baltimore Ravens onto victory. For CDP, the party didn't stop there as many attended the Ravens' victory parade through downtown Baltimore on Tuesday morning. Decked out in



purple and cheering for the team, vans full of CDP individuals fought traffic and crowds to get a closer look. A few particularly lucky fans, Robert Hoffman, Michael Spoden and Kwanza Walters actually made it into the Stadium. Kwanza reports that she most enjoyed watching Ray Lewis do his last dance on the field. When asked about his experience, Michael simply cheers, "Ravens are number one!" While not everyone was able to go inside, the other individuals

enjoyed seeing the players enter the stadium and listening to the official Raven's marching band. For those not willing to brave the elements, individuals and staff were able to watch the celebration on the TVs throughout CDP. Spontaneous cheering and dancing were common in every room and everyone was showing their Ravens spirit.

*Katlyn J. Allers, M.S.
Psychology Associate
Career Development Program*

YRS Youth in the Community

Over the last few months, Henry Hebron, YRS Assistant Residential Director has been instrumental in taking the lead with the planning of YRS activities. His excitement about the opportunity to do something special for the youth, coupled with his take-charge leadership style, guarantee a fun-filled activity with plenty of food! Whether it's planning for his assigned units or the entire program, he always finds a way to get it done....with a smile. Thanks Henry!



Henry Hebron's staff and youth enjoy an afternoon at the B&O Railroad

*Ava Powell, Program Director
Youth Residential Services*

News from Adult Residential Services

Congratulations to the following house managers on being selected to the new two house structures. These managers were selected because they have demonstrated the ability to manage all aspects of an ALU. With the help of human resources, the clinical team and CBAI directors, this core group will be given ongoing training to further develop their skills to meet the needs of both the individuals and NCIA.

Jonathan Pilgrim
Delores Hammond
Jermaine Epps
Natasha Richardson
Rosalynn Joyner
Tabitha Walker
Garrett Stewart
Roland Tomajong
Darryl Lee
Myrle Sneed
Sylvester Conn
Natalie Thomas
Tamika Williams-Evans
Cheryl Germaine
Michael Fisher
DeWayne Baldwin

*Rodney Norris, Executive Director
Adult Residential Services and
Career Development Center*

Career Development Center Turns One!

Please join me in saying Happy Birthday to the new Career Development Center. It was a year ago last month that we moved into our new facility at 2621 Lord Baltimore Drive and the program continues to provide services to over 165 individuals and growing. The work the staff do on a daily basis is quite an undertaking and always places the individual at the center of everything we do. The Career Development Center continues to be one of the jewels at NCIA. Happy Birthday CDC and keep up the good work.

*Rodney Norris, Executive Director
Adult Residential Services and
Career Development Center*

You've Got eMail!

Why is your NCIA email important?

- Performance evaluations are now being completed electronically and you will receive notices by email.
- You will soon start receiving your training schedule through email. **We will soon discontinue attaching it to your check.**
- Company information you should be aware of will be available there.

If you haven't accessed your NCIA email yet, it's easy to do.

1. Go to Internet Explorer
2. Type in: <http://mail.ncianet.org>
3. That will open up Outlook Web Access.
4. Enter your Domain\User Id which will be: ncianet\jdoe (use your first initial and last name)
5. At password enter Password1 if you have not opened your NCIA email before. You should then personalize your password. I suggest you use the same one for ADP.

You can check your emails from any computer — from the ALU kiosk, your home or even the library. I strongly encourage you to go to your account regularly to see what's there and so you don't forget how to access it.

If you are unable to log in call me at ext. 1338 for assistance.

*Rhonda Pierce
Vice-President, Human Resources*

Healthcare — Changes are Coming!

As you are aware, one of President Obama's initiatives is healthcare reform. This means the Health Care Reform Act is coming soon. This will present expanded options for everyone and NCIA wants to present these options to you as clearly as possible. To help us do that, you will each receive a brief questionnaire that will enable us to present comprehensive options for you and your families. In

exchange for completing the questionnaire, your name will be entered in a drawing to receive one of four \$50 gift cards. Help us help you and maybe win a \$50 gift card for your effort.

ADP — Did You Know?

- You can view your past pay stubs and 2012 W-2 from the Pay & Taxes tab.
- You can get the numbers to all NCIA benefits providers under the Home/Resources tab.
- You can read the Human Resources Policy Manual under the Home/Resources tab.
- You can see past performance evaluations from the Career tab.
- You can see your leave balances under the Benefits tab.
- You can view current position opening and read past issues of the Gazette from the Home page.

And there's more to come.

*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
- ◆ Receptionist
- ◆ Crew Members
- ◆ Lead Crew Member
- ◆ Contract Supervisor

*LaToya Dow
Employment Specialist/Recruiter*

Welcome to NCIA

Please join YRS in welcoming our newest staff member to our team, Mrs. Kimberly McNair, Case Manager. She brings a wealth of experience to the team. She is certified in human service and is currently seeking her BA in Criminal Justice. She has over 14 years in the field and has been employed in multiple residential treatment agencies such as, Mountain Manor, Department of Juvenile Services (DJS) and North America Family Institute. Kimberly can be reached at extension 1372. She has already provided significant contributions to our team and we are excited to have her on our team.

*Ava Powell, Program Director
Youth Residential Services*

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

Congratulations to LaToya Dow, the November 2012 winner of \$25. Keep reading the *Gazette* and you could be a winner too! If you find your name displayed like this: (*Jane Doe*) in the *Gazette*, 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 (*Arthur Forrest*) as possible and ask to reschedule your class.

Happy Birthday to NCIA Staff!

February 2nd

*Risikat McCoy
Rodrick Murray*

February 3rd

*Jerome Bunch
Gregory Lindsey*

February 4th

Lemar Montgomery

February 6th

Michael Johnson

February 8th

Pamela Griffin

February 9th

*James Hack
Teirah Hicks*

Dominic Offord

February 10th

*Edna Amadi
Theresa Odemena*

February 11th

*Fred Ehimen
Monique Harris*

*Kia Johnson
Braxton Roane*

February 12th

*Ronjala Abney
Demitri Gibson-El*

February 13th

*Rodney Gould
Linda Moss*

February 14th

*Learnest Dixon
Khamin Williams*

February 15th

Richard Fajimolu

February 18th

Shanay Horton

February 19th

Michelle Ross

February 21st

*James Mark
Antoinette Stephens*

February 23rd

*Chante Houston
Derwin Clifton*

February 24th

*Keith Lyde
Olaitan Oyebade-Iloh*

February 25th

Hasson Massenburg

February 26th

*Shatier Britton
Diandria Burns*

Antwan Pilson

February 27th

*Corey Parks
Joseph Perry
Kevin Smoot*

February 28th

Tyrone Collins

February 29th

Olufunmilayo Okeadeniyi

March 1st

Harvey Wright

March 3rd

Melissa Henry

March 5th

*Tyrone Dillard
Vincent Hearne*

Dujuan Johnson

March 6th

*Ezekiel Falana
Tammie Johnson*

March 7th

*Keith Bost
Bernadette House*

E.M. Waymon

March 8th

Sara Cole

March 9th

Sandra Fallon

March 10th

*Calvin Dorsey
Antoine Kittrell*

March 11th

Monica Robinson

March 12th

*Jinika Conley
Joseph Oino*

March 13th

Oluwasehu Arowosegbe

Keith Hill

Alexis Lee

March 14th

Delores Williams

March 16th

*Kurt Crosby
Angela Parker*

March 18th

Jayne Gessner

March 19th

*Sylvester Conn
Dominic Sykes*

March 21st

*Juliet Page
March 22nd*

Monette Blakney

Darlene Hines

B Montaque

March 23rd

Okezie Onyeanusi

March 24th

*Dannielle Gould
Shelly Mulazim*

March 25th

Kimya Howard

March 26th

Robert Marion

March 28th

*Vernetta Coles
Aaron Jones*

James Jones

Tapria McDaniel

Eric Vincent

March 29th

Shanee Matthews

March 30th

Neville Dodd

March 31st

*Vescenta Brown
Frank Simpkins*

Kenneth Vennie

Anniversaries

January 2013

35 Years

*Lindsay Hayes
Suicide Prevention*

15 Years

*Kenneth Truitt
Youth Residential Services*

Steven Cager

Career Development Center

10 Years

*Vincent Hearne
Adult Residential Services*

Jinika Conley

Youth Residential Services

February 2013

5 Years

*Pamela Ferrell
Theresa Odemena
Adult Residential Services*

Pamela Myers

Career Development Center

5 Years

*Pamela Myers
Career Development Center*

March 2013

10 Years

*Nathaniel Smith
Youth Residential Services*

5 Years

*Kimberly Williams
Career Development Center*

B Montaque

*Paulyn Ogwuche
Adult Residential Services*