



Individual focus. Community perspective.

# NCIA Gazette

The Newsletter of the National Center on Institutions and Alternatives

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## INSIDE

*NCIA in the News and the Community*

*Congratulations to Kenny Brown and Vanessa Harrison*

*You've Got eMail*

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

*News from the Youth In Transition School*

*What's Cooking at the YIT School*

*Anniversaries*

*News from HR*

*NCIA Career Opportunities*

*Paperless Paystubs*

*Missed Training Fee Charges are in Place*

## NCIA in the News and the Community

Following the death of Freddie Gray, Baltimore went into a crisis after peaceful protests turned into riots on April 27, 2015. Local businesses were damaged, causing many people to lose their jobs. In an effort to help strengthen and rebuild the community, NCIA decided to make a difference by visiting the area most affected by the damage.

On May 12, 2015, from Noon to 2:00 p.m, a group of NCIA staff led by Gary Antonino parked a food truck on the corner of Pennsylvania Avenue and Cumberland Street. Our intention was to highlight our commitment to the Baltimore community, and to offer employment opportunities to those who want to work with the individuals we serve. We accepted over 200 job applications, and, through our partnership with our soon-to-be opened barbeque restaurant, *GEBS at NCIA*, cooked and distributed over 500 hamburgers, 500 hotdogs, and bottles of water for all. Students and staff from our Youth In Transition School helped serve.



There was a great turnout and a lot of wonderful people from the area came out. A representative from WMAR ABC2 News filmed a news segment about the event, which aired at 5:00 p.m. that same day!

A special thanks goes out to Gary Antonino and Benny Gordon, chef at *GEBS Restaurant at NCIA*, and to all the staff that were involved in making this event a success! NCIA looks forward to continuing to provide new opportunities to the residents of Baltimore City.

As always, thanks to all of you for your continued commitment to NCIA and the individuals we serve.

*Herbert J. Hoelter  
Co-Founder and Chief Executive Officer*

## Congratulations to Kenny Brown and Vanessa Harrison

Because of their dedication and leadership to NCIA and the individuals we serve, in April 2015, NCIA nominated Kenny Brown and Vanessa Harrison for awards at the Maryland Association of Community Services (MACS) conference on Direct Support and Supervision in Ocean City, Maryland.

### About Kenny Brown

For over 12 years, Kenny Brown has been working for NCIA as a Job Coach for intellectually disabled adults. However, he is much more than just an ordinary “job coach”. Kenny wears several different hats and exceeds at every task that is asked of him. Not only does he help his work crew succeed at their jobs in the community, but he also mentors them throughout their lives and continues to encourage them to live their lives to the fullest.

Currently, Kenny coaches four individuals named James, Roberto, Sean and Tony. Each of these individuals look up to Kenny and admit that he’s more “like a dad” since he cares so much about each of them. When we asked what was so special about working with Kenny, they all had something wonderful to say. James stated, “We’ve been with Kenny for a long time. He’s a nice job coach and I am happy that he gets a chance to go to Ocean City and be nominated for an award.” Roberto stated, “Kenny’s more than just a job coach. He’s like a father. He bends his back for me and always steers me on the right path. He is the best thing that has ever happened to me at this company, and I wouldn’t be where I am today if it wasn’t for him.”

Kenny’s passion for making a difference in the lives of others shines. With his help, each member of his work crew is independent, successful and efficient in all the work that they do.

It is because of Kenny’s dedication, that he never fails to exceed job expectations. He is such a great employee, and NCIA is very proud to have such a passionate person at our company.

### About Vanessa Harrison

Vanessa Harrison has been with NCIA for four years and within that time, her strong leadership abilities have impacted the company in many positive ways. With 17 years of experience as a Major for the Maryland Department of Public

She has a great ability to take control and responsibility in difficult situations. Her biggest responsibility includes finding employment for individuals with physical and intellectual disabilities. She has accomplished this by providing employment for over 100 individuals in our program through various contracts. These contracts include the Maryland Transit Administration, Maryland Light Rail Association, Martin State Airport, the State Highway Administration and many more. She continues to give our individuals a voice by ensuring them job opportunities with employers and community organizations of their interests. It is because of Vanessa’s success that 100% of our employable individuals are employed.

Vanessa’s positive attitude, enthusiasm and work ethic are exemplary. She has a unique ability to connect with each of our individuals in our Career Development Program. It is an honor to have such a strong supervisor who is enabling our individuals to become successful in their communities.

*India Gordon  
Program Development Assistant*



Safety and Correctional Services (DPSCS), Vanessa was able to bring great structure and discipline into her work at NCIA.

Vanessa started out as an Employment Specialist and continued to work her way through the ranks. In 2014, she was promoted to Director of Operations of the Career Development Center.

## You've Got eMail!

Remember – check your NCIA email for NCIA announcements and communications. Also, training schedules are being sent to your email accounts. **You must check your emails regularly for any training updates.**

*Jayne Gessner  
Human Resources*

## 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 10:00 a.m. on Thursday, May 21, 2015, to claim your \$25!



## News from the Youth In Transition School

The time is near...as we embark towards the 2014-2015 graduation ceremony of our seniors! The most exciting arena we are currently venturing is helping our juniors and seniors transition into the “real world” of working adults and continued education.

Recently a group of our scholars attended a job Fair at the Convention Center supported by Elijah Cummings. Our very own NCIA Career Development Program presented in the Job Fair as well!

From college tours, state college fairs, to trips to the museum, as the weather gets warmer we are taking full advantage in exploring job opportunities, redesigning our interior infrastructure, and orchestrating future field trips for our youths. Our number one goal, as we tap into the creative minds of our scholars, is to have 100 percent engagement followed by a beacon of smiles.

Congratulations, to the following students who successful completed the High School Assessments: Jamal Brownlee, Aaron Jordan, and Matthew Sachs. Stay tuned to our next bulletin as we walk you towards the life highlights of our upcoming seniors.



*Elijah Cummings speaking at the Job Fair*

We want to take a moment and recognize Gary Antonino and Earl El-Amin, along with all the supportive staff who assisted with the feeding of the families in the Baltimore City neighborhoods, as well as offering job opportunities to those who are in need! I would like to especially recognize three of our very own students who personally took pride in serving the people in the City free food and water without complaint (Chinara Tobechi, Matthew Sachs, and Daniel Kinzer).



## What's Cooking at the YIT School?

We've got some new and exciting plans for our culinary program this year that involves revamping our YIT Farm, opening a farm-to-table restaurant and welcoming celebrity chef, Benny Gordon to our team!

With the help of Edrich Premiere Foods, a major farming company that provides corn to Wegmans and Mars, we will be transforming our YIT Farm to support the optimum production of crops to be used in the culinary kitchen.

Benny Gordon, our celebrity chef, has previously cooked for Oprah Winfrey, Martha Stewart, Will & Jada Pinkett Smith, Patti Labelle and Tina Turner! He will be teaching our students hospitality skills to be successful in the restaurant industry.



*Doug Wolinski and Benny Gordon*

Together, Edrich Premiere Foods, Benny and NCIA will be opening an onsite, farm-to-table restaurant named *GEBS at NCIA*, which will provide quality food to the general public. By the end of the program students will understand the full process of growing, nurturing, and harvesting crops to be properly prepared, cooked and served to customers.



## Anniversaries

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### January 2015

#### 10 Years

**Dave Nowlin**

*Maintenance*

**Earl El-Amin**

*Program Development*

**Robert Marion**

**Juliet Page**

*Youth In Transition School*

#### 5 Years

**Robert Conley**

*Adult Residential Services*

**Tyrone Collins**

*Career Development Center*

### February 2015

#### 10 Years

**Alvin Simmons**

*Adult Residential Services*

#### 5 Years

**Vescenta Brown**

*Adult Residential Services*

### March 2015

#### 10 Years

**Shanda Dutton-Murray**

*Adult Residential Services*

### April 2015

#### 10 Years

**Wanda Hardy**

*Fiscal*

#### 5 Years

**Quinton Bell-King**

**Lorren Nelson**

*Adult Residential Services*

*(Nathaniel Smith)*

### May 2015

#### 20 Years

**Cynthia Hodge**

*Adult Residential Services*

#### 10 Years

**Antonio Brown**

**Stacie Brown**

*Adult Residential Services*

**Kevin Smoot**

*Youth In Transition School*

**Kirk Larter**

*Fiscal*

### June 2015

#### 15 Years

**Doris Myers**

**Carmen Ayres**

*Career Development Center*

#### 10 Years

**Michelle Parham**

*Adult Residential Services*

**Katherine Gbanie**

*Career Development Center*

## News from HR

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We are excited to announce two new programs coming out of HR in July 2015. One is our new partnership with Mercy Medical Services for Worker's Compensation injuries and the other is Computer Based Training (CBT).

### Worker's Compensation

NCIA is partnering with Mercy Medical Services to provide more comprehensive and timelier medical services for those who sustain work-related injuries. Mercy Medical is able to provide us with a one stop shop for medical services in the event of an injury. Triage, medical attention, medications, X-rays, and specialists are all under one large roof. They will also be part of our return to work and modified work program. Check your emails for mandatory training on this new program during the month of June. We will be going live with this new process July 1, 2015.

### Training

We have also partnered with a vendor that provides computer-based training to approximately 45% of the DDA agencies in the state. This vendor has collaborated directly with the trainers of DDA to insure that the training is accurate, up-to-date and in compliance with COMAR. This will alter how we provide training to new hires and incumbents alike. Of course, not all training will be computer-based. Parts of some classes will be CBT while another part of the same class will be presented classroom style. Watch for more to come on this endeavor as we roll it out around July 1st.

*Jayne Gessner  
HR Manager*

## NCIA Career Opportunities

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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](http://www.ncianet.org)

### Positions Available

- Director of Human Resources
- CQI Director
- Job Coach/Driver
- Residential Counselors

## Paperless Paystubs

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

## 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.