



NCIA Gazette

The Newsletter of the National Center on Institutions and Alternatives

December 2016

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*A beautiful sight,
We're happy tonight,
Walking in a winter wonderland*

This year's Winter Wonderland Holiday Party was the best celebration yet! The true essence of a winter wonderland was captured. The gymnasium was transformed into a beautiful room of blue lights, snow covered trees, white and silver décor and a whole lot of holiday cheer. The night was filled with dancing, good food and good people. With 300 tickets given away, the turnout was the largest it has ever been! Music bounced off the walls the entire night, as the DJ lit up the room with her mix of holiday and party music. Flat screen smart TV's, extra vacation time, monetary prizes and wine gift packages were all raffled.

To top the night off, we hosted the second *Herbert J. Hoelter CEO Awards* ceremony where 18 employees were recognized for consistently achieving excellence in the workplace and embodying the company's core values. Each employee received a framed certificate and special gift from Mr. Hoelter. A very special thank you goes out to all award recipients:

Adult Residential Services: Elizabeth Cooper, Jonathan Pilgrim, Justin Johnson, Lisa Randolph, Natasha Richardson, Quentin Wiggins, Ransom Hamlet, Tabatha Walker and Virginia Naklen

Career Development Center: Cynthia Hodge, Henry Hebron, Ronald Clark and Gerard Day

Youth In Transition School: Anthony Allen and Toshia Clark

Administrative: Lauren Hill, Danny Lanier and Kay Glover



Congratulations to each and every one of you for helping to make our organization a success! We truly appreciate all the hard work that you do. We'd also like to give a special thank you to Chef Eric and his crew for preparing the delicious food, as well as the Morale Crew for putting this wonderful event together and making sure the night was one to remember

Happy Holidays Everyone!

Employee Spotlight: Making A Difference in the Community

Do you know anyone who has been diagnosed with cancer? If not, you've probably at least heard of someone who has struggled, fought or even died from the condition. The fact is, everyone has been touched by the story of cancer in one way or another.

Lisa Hill-Price had been touched deeply when her mother passed away from cancer in 2002. In honor of her mother's death, Lisa was propelled to make a difference and started her own nonprofit organization called the E. Valentine Foundation to provide support and motivation to those who are struggling through cancer treatment. Lisa is dedicated to spreading hope, joy and inspiration to those who may need it most. She believes that when there is a will, there is a way and she found one through putting one of her hobbies to use by helping those in need.

Two years ago, Lisa started couponing, and goes on large shopping trips to gather general household items and special trinkets to put beautiful baskets together, to donate to people who are fighting their battle with cancer. Every three months, Lisa, her sisters and members of her church visit the American Cancer Society Hope Lodge in Baltimore, Maryland to prepare large dinners, donate baskets and host a variety of inspiring performances for the cancer patients who are living there residentially while going through treatment. These performances include gospel dancers, inspirational poets, touching speeches from previous cancer survivors and sensational singers. Each event is spectacular and many of the patients at the Hope Lodge are very thankful for the efforts of Lisa, her crew, and the other volunteers and performers. However, the effort doesn't end there, as the E. Valentine Foundation hosts an annual fashion show where they raise an average of almost \$1,000 for the patients at Hope Lodge.



Way to go Lisa! It's great to know we have such a great group of powerful women behind the E. Valentine Foundation that are making a positive difference in the community.

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"Great dancers are not great because of their technique; they are great because of their passion."

There is no doubt, that Claniasha Moorefield and her Anointed Dance Ministry is full of passion for spreading God's word through dance. Claniasha has been the leader of the dance ministry at her church for several years and absolutely loves coaching kids, teen and adult dancers to perform at their greatest potential. With an average of 25 dancers, Claniasha meets and practices with each of her dance groups at least once a week to share their love of music and dance. They not only share their love for dance with each other, but the community as well. Claniasha choreographs special dances and takes her ministry to perform at several senior centers, community centers, churches and schools across Maryland throughout the year.



With such a positive message to spread, her dance ministry never fails to touch the hearts of those they perform for. Recently, Claniasha joined forces with co-worker Lisa Hill-Price, CEO of the E. Valentine Foundation, to develop a dance program with the goal of bringing cheer to people fighting cancer. Whenever Lisa needs performers, Claniasha and her dance ministry will be ready to dance for the residents receiving cancer treatment at the American Cancer Society Hope Lodge in Baltimore. Together, Claniasha and Lisa are a force to be reckoned with and the residents of the Hope Lodge were literally moved to tears of joy and appreciation during the first dance ministry's performance.

Thank you Claniasha for spreading such an inspirational message to lots of people through music and dance. It's great to know that your dance ministry continues to perform and make a positive impact in the community.

Brian Howard Recognized at the Maryland Work's Annual Employment Awards Luncheon

Brian Howard is in our supported employment program and has been employed at McDonald's for 14 consecutive years! That's right, we said **FOURTEEN** years and it's safe to say, he's lovin' it! It's no wonder Brian was recognized at Maryland Work's Annual Employment Awards Luncheon where he was presented with a certificate of recognition to honor all his hard work and dedication. "Brian is an outstanding employee. He is always present when scheduled to work, and helps out at other locations when needed. It has been a pleasure to have Brian be a part of our team for the last 14 years," claimed his General Manager.

At McDonalds, Brian is a master of many trades and especially loves to put his mechanical skills to the test whenever a frying machine, ice machine or grill needs maintenance. With a natural knack for fixing things, he never disappoints and keeps the kitchen equipment running smoothly. Not only that, Brian also helps to clean, stocks the freezer, makes french fries and grills hamburgers! He is a true asset to his team at McDonald's and we are so proud of the accomplishments he's made while on the job! Congratulations Brian.



Employee Advisory Council

NCIA's Employee Advisory Council (EAC) is making things happen! The Employee Advisory Council is made up of seven direct care employees for the sole purpose of discussing issues and concerns within the company to help make NCIA a better place to work. The current members are: Quentin Johnson, Kimberly Williams, Tynisha McCord, Henry Wood, Liz Cooper, Michele Parham and Anthony Allen.

Congratulations to the following members for being selected as EAC officers: Kimberly Williams, Chair; Quentin Johnson, Co-Chair; and Tynisha McCord, Secretary.

If you have suggestions for making improvements to NCIA's workplace, please contact any of the members listed above to make sure your opinion is heard. *Everyone's opinion matters! Any employee can submit suggestions!* You can also email EAC@ncianet.org

Together, we can make NCIA an even better place to work.

And the Winners....

Congratulations to the winners of this year's Holiday door decorating contest! Each winner will have the staff in their office treated to a free lunch!



"O Christmas Tree" CDC



Ginger Bread House! YIT School



"Holiday Party Memories" Administration

Anniversaries

January 2017

10 Years

Chinasa Emeana

Adult Residential Services

Donnie Brown

Adult Residential Services

5 Years

Eugene Spruill

Career Development Center

February 2017

10 Years

Sharon Bullock

Career Development Center

5 Years

Veronica Gibson

Career Development Center

Theodore Williamson

Adult Residential Services

Congratulations!

2017 Holiday Schedule

January 2, 2017

New Year's Day, Observed

January 16, 2017

Dr. Martin Luther King, Jr. Day

May 29, 2017

Memorial Day

July 4, 2017

Fourth of July

September 4, 2017

Labor Day

November 23, 2017

Thanksgiving Day

December 25, 2017

Christmas Day

Win \$\$\$ for Reading Your Email!

Read your emails and you could win \$25, \$50 or maybe more! Starting in November 2016, if you are the lucky NCIA employee that gets an email with the subject line— *A Message from Herbert J. Hoelter, CEO*— you will have until Noon the following day to reply to that email to claim your money.

Remember, it is very important to read your emails on a daily basis. You never know what important news you may be missing!

A Victory for the CJS Team!

NCIA's Criminal Justice Services recently scored another quality assist using their sentencing mitigation expertise. They helped a New York defense attorney present the sentencing court with a polished and persuasive sentencing memorandum, resulting in a just outcome and a clear victory for his client.

The client was a real estate developer in a depressed area of upstate New York, whose business fell on hard times due to the great recession. He made some serious mistakes, and was facing up to 20 years in federal prison for mail fraud. With NCIA's valuable assistance in explaining to the court the value of community service and the positive aspects of the client's character, the defendant received three years of probation and 100 hours of community service. He is able to stay out of prison, provide for his family, and give back to the community in positive ways.

This is just one example of recent successes for Criminal Justice Services, who continue to advance the mission of NCIA to promote alternatives to prisons and other institutions. NCIA's CEO Herb Hoelter is a nationally recognized sentencing and prison expert, and he has trained and leads a team of dedicated and highly skilled criminal justice professionals.

Trainings Are an Important Part of Your Job!

If you have been scheduled for a training, whether it be Med Certification or New Hire Orientation, it is important for you to attend these trainings. Trainings are a great learning tool, are required by our licensing authorities, and will enable staff to better care for the individuals entrusted to our care.

Lunch for NCIA Staff Coming Soon!

In November, GEBS BBQ Restaurant decided that it was no longer feasible to operate from our location, and ceased operations.

With such a beautiful remaining space, we've been rapidly brainstorming ways to continue to provide lunch to all NCIA staff and we are excited to announce that COMING SOON Chef Eric will be providing lunch service! Chef Eric is going through the testing phase now, so be on the lookout for more updates!

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

- House Manger
- Behavioral Technician
- Career Development Specialist
- Activities Coordinator
- Operations Supervisor
- Adult Residential Counselors
- Instructional Assistant
- Program Assistant
- Medical Service Runner/Floater
- Drivers (YIT School & CDP)

Thought for the Day

Become the kind of leader that people would follow voluntarily; even if you had no title or position.