



May 2021

NCIA GAZETTE

ncianet.org



Update From CEO, Herb Hoelter

Dear Fellow Staff:

I am excited that our Communications team is reviving our NCIA newsletter and will be published on a monthly basis to keep all of our staff and supporters up-to-date on our agency and its accomplishments. We continue to accomplish so many great things, and all NCIA employees should be proud of getting through the pandemic and starting a “new normal”. Please continue to stay safe, wear your masks and, if you have not already, consider getting vaccinated! It makes you and those around you safer.

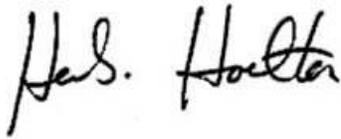
As most of you know, during the pandemic I wrote a weekly update that I intended to be informative, uplifting and at times inspirational. It was a “labor of love” for over ten months, and I hope it served a purpose. Our programs and staff were simply awesome during this dark chapter in our country’s history, and the teamwork demonstrated by our leadership team was amazing. It’s said that a crisis doesn’t build character-it defines it. And that was certainly true at NCIA.

We will now be returning to our “growth” mentality, looking for new and expanded ways to improve our programs and opportunities to expand our services. It will be an exciting time over the next few years, so stay tuned!

This June we celebrate our 44th Anniversary. As I reflect on what has carried us over the past four decades, I am regularly reminded of a quote from one my favorite television characters, the late Mister Rogers. He once said:

“There are three ways to ultimate success. The first way is to be kind. The second way is to be kind. The third way is to be kind.”

Please consider this as you move forward in your lives and your careers.
Take care and keep staying safe.

A handwritten signature in black ink that reads "Herb Hoelter". The signature is written in a cursive, slightly slanted style.

Herb Hoelter

Dr. Jerome G. Miller Scholarships Awarded!

NCIA is pleased to announce that our scholarship committee has awarded two scholarships to this year's applicants. The formal announcements and awardees will be made Monday, May 17th!

The Dr. Jerome G. Miller Scholarship Fund was established in December 1997 to honor the life and work of Dr. Jerome Miller (1931-2015), Co-Founder of NCIA. Dr. Miller dedicated his career to creating a society that values all persons, especially those most in need.

Consistent with Dr. Miller's keen intellect and social activism, the scholarship fund will be used to help students who have shown a commitment to their communities as well as a hunger for knowledge.

Up to \$5,000 in scholarships will be awarded annually to assist students with college tuition and expenses. NCIA hopes that this fund will be an inspiration to those who receive awards and a lasting tribute to one of the most insightful and compassionate individuals of American social theory.

Residential Services



NCIA's Adult Residential Services Department has been awarded a grant from the Maryland Affordable Housing Trust.

This grant will assist with the renovations of six of our homes. The renovations will improve the quality of care we provide in the homes, provide added comfort for our individuals, and improve the quality of life for our individuals who live in these homes.

Business Services



NCIA's I-95 contract led by supervisor George Smith has continued to reach its goals and accomplishments during the past difficult year. We would like to recognize the staff who maintained perfect attendance over the past year. Because of their hard work and dedication, NCIA received 100% ratings during state monthly inspections.

Thank you for your dedication: Max Vincent, Margaret Vincent, Rosalva Fuerte, Yazmin Villanueva, James Russell, Chester Bare, and Oluwafemi Satayo.

HJH Vocational Training Centers



In April, the HJH Vocational Training Center celebrated the grand opening of two additional centers in Philadelphia and Raleigh!

The Raleigh VTC launched with 13 students participating in Drone classes and the Philadelphia VTC launched with 35 students participating in HVAC and culinary classes.

Both the Baltimore and Charlotte VTCs have completion ceremonies coming up in May. The Charlotte VTC will complete 45 students and the Baltimore VTC will complete 70 students.

All centers are continuing to develop new employer partnerships and Charlotte has recently seen success getting students employed with local car dealerships and Carvana.

Youth In Transition School



YIT had the privilege of supporting one of our students in his desire to play college football. The student had truly overcome some behavioral challenges and asked for extra help with his work this semester in order to ensure that he made the required GPA for eligibility.

The student has been at YIT for 3 years and this is his senior year. He had played at a local high school where he was seen by college scouts and recruited to play. This is the first student ever in YIT history to receive a scholarship to play a college sport!

Corporate Quality and Compliance



The Corporate Compliance & Quality Department has been busy reviewing updated guidance from State Governors and the CDC so that we can begin to safely relax some of the Safe In All Settings protocols while still maintaining health standards. Part of this process is to support the future reopening of the Career Development Program and the return of all students to the Youth In Transition School.

The department has also been monitoring a comprehensive, professional cybersecurity audit of the entire company. In this age of increasing cyberattacks and “ransomware” it is vital that we continue to be on guard to protect everyone’s information.

Human Resources

LEADERSHIP TRAINING

HR is revamping the Leadership Series to accommodate virtual training!

Topics for managers include:

- Supervising Remote Employees
- Managing Legal Issues – FMLA, ADA, Drug/Alcohol Protocols, etc.
- Interviewing – Virtual and In-Person
- Documenting Performance Using Paycom
- Ethics in the Time of COVID

Have a story?

NCIA is always looking for news about the growth of the company and the positive impact we make in the community! If you know of an employee, program, individual, or event that exemplifies the mission of NCIA, either in our work or volunteering in our community, we want to hear from you.

To submit a story please contact Stephen Cooke.

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