



# NEW BEGINNINGS RESIDENTIAL TREATMENT CENTER

July – September 2019

## NBRTC'S QUARTERLY NEWSLETTER!!!!!!

*New Beginnings is a youth residential center, empowering children and families to make healthy changes.*

*Today is a new day,  
a New Beginning!*

It is better to be yourself and have no FRIENDS than to be like your friends and have no SELF!



### FROM WHERE I SIT:

#### “We are the Village”

**Josette Landis, Administrator**

Buddha says, “One moment can change a day, one day can change a life and one life can change the world”. Looking ahead – Change is sometimes difficult but also necessary. Residential is one of the toughest jobs to have. There are continuous ups and downs, but working together, helping each other, and doing the right thing will make this job easier and more rewarding. I appreciate each and every one of you! Thank you for everything you do.



### A CLINICAL VIEW:

Clinical programming for juvenile sex offenders typically includes a combination of individual, group, and family therapies. The following have been found by many providers to be important in the effective treatment of juvenile sex offenders:

- The establishment of **positive self-esteem** and pride in one’s cultural heritage
- The teaching and clarification of **values** as they relate to a respect for self and others, and a commitment to stop interpersonal violence. Maximally effective programming may include promoting a sense of healthy masculine identity, egalitarian male-female relationships, and a respect for cultural diversity.
- The provision of **sex-education** and an understanding of healthy human sexuality, and the correction of distorted beliefs about appropriate sexual behavior.
- The enhancement of **social skills** to promote greater self-confidence and social competency
- The teaching of the **impulse control** and **coping skills** needed to successfully manage sexual and aggressive impulses
- The teaching of **assertiveness skills** and **conflict resolution** to manage anger and resolve interpersonal disputes.
- The provision of programming designed to **enhance empathy** and promote a greater appreciation for the negative impact of sexual abuse on victims and their families
- The teaching of **relapse prevention**. This includes teaching offenders to understand the cycle of thoughts, feelings, and events that can trigger sexual acting-out, identify environmental circumstances and thinking patterns that should be avoided because they increase the risk of re-offending, and identify and practice coping and self-control skills necessary for successful behavior management.

## A LOOK INTO COMPLIANCE:

with Janine Martindale, Corporate Compliance Officer

Greetings Everyone,



Have you ever wondered if you could be a Compliance Officer? If the answer is yes, the truth is you participate in compliance every day that you work at NBRTC. You daily make sure the residents are safe according to ODJFS, their daily routine is according to ODJFS standards, and necessary areas are cleaned, according to ODJFS.

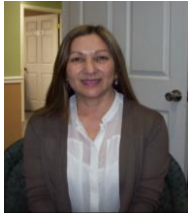
This past summer we had ODJFS visit our site to renew our 2-year certification. Without ODJFS we would not be licensed to service our population of kids, or have this facility. Their purpose as the governing authority, is to ensure that we offer a quality care that transfers throughout the organization down to the residents. Thank you for resonating an excellent quality during ODJFS' visit. The Licensing Specialists, were very impressed with the changes that were made, and the improvements demonstrated in the staff. I tell each training class you make my job easy when you are compliant with ODJFS' policies.

Now that we are beyond the recertification, continue the same tenacity that you offered during the recertification. It is imperative that all areas are cleaned daily, the Cafeteria is compliant daily, and that all areas are mopped daily. By doing this, you not only are compliant with NBRTC rules, and ODJFS rules, but you are assisting to build character and tenacity in the young minds we are over daily. Thank you for all that you do to help keep us compliant!

## Human Resources/Payroll Article

Laura Dragovich, Human Resource Generalist

August was renewal time for BOST Supplemental Benefits which means if you wanted to make changes or add or delete any benefits this was the month to do so. Supplemental Benefits are Vision, Dental, Life Insurance, Accidental Insurance, Short Term Disability Insurance. Anyone working here more than 90 days is eligible for these benefits at employee's cost. For more information contact Michael Yost from BOST at 877.283.7600 ext. 147 or email him at [myost@bostbenefits.com](mailto:myost@bostbenefits.com).



Our health insurance is with Anthem and after 60 days all employees receive information in their mailbox about their Health Insurance benefits.

After 1-year employees are eligible for 401K benefits. New Beginnings RTC has recently switched from The Newport Group to Paychex to take care of our 401K needs so anyone who is currently in our 401k should have received a letter about this transition. Important notices on insurance and 401K eligibility are put into employee's mailboxes so please check your mailboxes daily/weekly and respond by their due dates. Timesheets that need signed and your sealed direct deposits are also placed in your mailboxes. **New Beginnings RTC is not responsible for anything placed in your mailbox.**

Please update your address, phone numbers and emergency information or you may not receive important information.

If you need to meet with me for Human Resource or Payroll information, please call and schedule an appointment with me at ext. 130  
Thanks and Have a great Autumn!

## COMMUNITY RELATIONS AND ALL THAT MATTERS:

Chappie Bair, Community Relations Coordinator



Much of my time this year has been spent interviewing and hiring Behavior Care Staff Specialists. It seems everybody in town is clamoring to get into New Beginnings to help our kids. Please welcome our new team members and assist them whenever needed.

County contracts is another area that I take care of. Almost all county contracts have been reviewed and signed for this year.

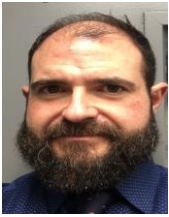
Lastly, I have attended several conferences this year and have learned many trends that are occurring at youth residential centers like ours that I would like to share with you:

1. Reduce and/or eliminate restraints.
2. Eliminate level systems
3. Uniforms for kids. No more hats, hoodies, do-rags, yoga pants, shirts unbuttoned or not worn at all, pants worn below the butt, improper blouses and sweaters are just some of things that would be eliminated with uniforms. Or, how about New Beginnings t-shirts for every resident!
4. Social media effects children's minds.

I will share more trends with you in future newsletters. Always remember: To always do what is in the best interest of the child and New Beginnings!

## LUMIN ACADEMY:

**John Sorvillo, Director**



Greetings and salutations! As summer draws to a close, we at Lumin Academy are busy prepping for another successful year of instruction. We had a great time with our extended learning opportunity program this summer. We developed lessons around the core content areas of Math and Literacy. In Math, Ms. A had the kids jump into the stock market. They learned how to read and understand the financial language used on Wall Street. They also researched companies and made fictional purchases that they then tracked and calculated their net gains or losses.

We got an unintentional lesson in current events when, on August 2<sup>nd</sup>, the President announced new tariffs on products from China and every student's stock plummeted. It was a great real-world lesson on how unpredictable the financial world can be.

Sensei had the students read and discuss "Fahrenheit 451". Though this sci-fi classic was published in 1953, there are many prescient topics that relate to our lives in 2019. Ideas such as media bias, fake news, and a general apathy in society are present in this book. The students did a great job covering this book and really seemed to enjoy it, and they had some great discussions.

Overall, it was a great summer and we can't wait to get the 2019-2020 (2020! Crazy, right?) school year going! Please stop by and hang out with us!

## BEHAVIOR CARE STAFF



**Donna Jamison, Girl's Residential Manager**

Greetings! It brings me great joy to have been given the opportunity to be the Residential Manager over the girl's unit. I plan on hosting several groups over the next few months with the girls to help them with the different obstacles they may be facing. It is my desire to empower our young ladies with instructive knowledge so they may make informed and positive choices as they navigate their adolescent years. My hope is to help our young ladies begin to understand and value their worth and the greatness that lies within them. Therefore, I with the help of our Behavior Care Staff, would like to explore programs that will not only demonstrate our commitment to our residents but will also help us develop a stronger team. In so saying, let us all embrace this challenge and we all will reap the rewards of successful behaviors and discharges with our female residents.



## WELCOME NEW STAFF PERSONNEL

Welcome New Hires!

NAME	TITLE	DATE OF HIRE
Kayla Mehle	Intern	5/30/19
Kayla Sheridan	Intern	5/30/19
Joshuannie Flores	Behavior Care Staff	6/17/19
Aaron Woodberry	Behavior Care Staff	6/17/19
Rico Cruz	Case Manager	7/1/19
Brennye Davis	Behavior Care Staff	7/23/19
Cajian Little	Behavior Care Staff	7/23/19
Tracy Mitchell	Behavior Care Staff	7/23/19
Nabat Amun-Rayay	Behavior Care Staff	7/23/19
Ananda Wright	Behavior Care Staff	7/23/19
Sophie Marino	Therapist	7/29/19
Todd Bonar	Behavior Care Technician	8/20/19
Nadiya Chatman	Behavior Care Staff	8/20/19
Brittney Isaac	Behavior Care Staff	8/20/19
Tyrone Withers	Behavior Care Staff	8/20/19
Kimberly Thomas	Behavior Care Technician	8/20/19



## It's Your Anniversary...

June		July		August	
LeTaya McKinley	1 Year	Jennifer Arbogast-McClellan	1Year	Robet Echols	2 Years
Melissa Rein	2 Years			Ashley Jamison	1 Year
				Lara Jones	1 Year



July	August	September
Chappie Bair Laura Dragovich LeTaya McKinley Kayla Sheridan	Denice Davis Brittney Isaac Tracy Mitchell Olivia Ondecker Kimberly Thomas	Keionna Jenkins Janine Martindale Jasmine Robinson Karen Sanders



### EMPLOYEE SPOTLIGHT:

**Jessica Crute, Behavior Care Staff – 3<sup>rd</sup> -Quarterly Employee**

Jessica currently resides in Girard, Ohio. She is a graduate of Southern Local Schools located in Salineville, Ohio. Jessica is working towards a Social Work Degree at Youngstown State University. Upon finishing her degree in Social Work her desire is to work in the academic setting, preferably with high school students. While at NBRTC she hopes to help the residents, she works with understand that everything is temporary and that their situation is not permanent. Jessica has been with NBRTC since October 15, 2018. Jessica lives by the following Scripture: Philippians 3:13-14 “Brothers and sisters, I do not consider myself yet to have taken hold of it. But one thing I do; forgetting what is behind and pressing toward what is ahead; I press on toward the goal to win the prize for which God has called me heavenward in Christ.



### AUTUMN DATES TO REMEMBER:

- October 14 - Columbus Day
- October 16 - National Bosses Day
- October 31 - Halloween



- November 5 – Election Date
- November 11 – Veterans Day
- November 28 - Thanksgiving



- December 25 - Christmas
- December 26 - Kwanzaa Begins

#### *A CELEBRATION OF FAMILY AND LIFE*

##### **A Prayer of Thanksgiving for Our Children**

For the joy and laughter of our children  
And for the very breath they breathe.  
We thank you.

For the food on their tables  
And the many souls we feed.  
We thank you.

For the roof over their heads and  
The clothing on their backs.  
We give you thanks.

For their health and strength and the  
Ability to help them make wise choices.  
We thank you.

For this opportunity to express  
Our gratefulness to our family and friends  
We thank you.

For the freedom to pray these words  
No matter the language or the faith.  
We thank you