

Mission Statement

The Agency provides education, training, and treatment designed to encourage positive changes and meet the rehabilitative needs of offenders. We are committed to enhancing public safety through the utilization of evidence-based practices to reduce the rate of recidivism while promoting efficiency and economy in the delivery of correctional services. We are dedicated to improving quality of life and public safety by being professional and non-judgmental with respect to individual needs; being proactive through accountability, empathy and encouragement to support offenders; and creating awareness to empower individuals to make positive changes resulting in an alternative lifestyle to live productively and lawfully.

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Spotlight: Nicole Carr

RCJA Administrative Support Specialist



We would like to extend a warm WELCOME to the newest member of our team, Nicole Carr. Nicole started with us in December 2019 as our Administrative Support Specialist. Nicole is a mother of three children as well as her fur baby, Floyd. Nicole is passionate about the criminal justice system, and is currently working toward her degree. Nicole also recently started a blog where she shares her delicious and budget friendly recipes. Welcome to our team Nicole!



Perception Versus Reality

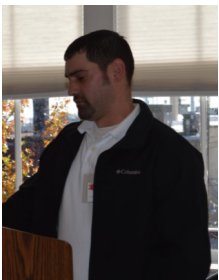
Perception is directly related to individual's attitudes, beliefs and knowledge whereas reality exists by itself. However, it should be noted that not all perceptions are wrong. Sometimes, our perception may reflect the reality itself. Also, it is our perception that shows how we understand the reality. Perceptions are formed by a combination of observations that others make. They often include the opinions of a varied set of people -- who may have varying levels of information about the situation or person. Although it's comforting to believe that perceptions aren't as important as the work you do, it's a hard reality that perceptions do matter. While no one can prevent people from having opinions that lead to perceptions, it's savvy to manage our workplace image to ensure that reality and perception are as closely linked as possible. Managing your image at work can help you create a perception that closely matches the reality. Try these strategies: Choose your words carefully. It's essential to choose words and phrases that are empowering for those around you; it also helps to have the right mix of wit, humor, clarity and confidence to effectively engage with others. Stick to commitments and deadlines. A single delayed deliverable can form the image of a tardy and irresponsible person. Dress for the job you want -- it's always better to overdress than underdress. Finally, treat others with respect. Humans are a sensitive species. Treat someone well and they will go the extra mile. But if a person feels he's being undermined and disrespected, he will not forgive easily, and this could lead to spoiling your working relationship forever. Managers, peers and your team will not take you seriously if you don't practice what you preach. Colleagues are smart enough to sense hypocritical behavior and don't take to it very kindly. So getting the basics right is important -- honesty, fairness, treating others with respect are basics that make the difference.

The CCJB 9th Community Appreciation Breakfast

The RCCJB held its Annual Legislative Breakfast on November 8, 2019, at the Beacon Theatre in Hopewell, VA. The event was moderated by Mrs. Susan Fierro, CCJB Chairman. There were several guest speakers at this year's breakfast to present information on the priorities and initiatives of the Riverside CCJB, the Hopewell, Prince George, Surry Drug Court, and local Behavioral Health Services. Guest speakers included: Candace Roney (D19), Erik Herrmann (John Randolph), Charles Dane (Assistant City Manager of Hopewell), and Mary Kay Martin (Defense Attorney). Also in



attendance were Daniel Cosman and Brandon Sill, participants of the Hopewell, Prince George and Surry Drug Court. Mr. Sill and Mr. Cosman spoke at the breakfast last year about their experiences in Drug Court and the road to recovery. They returned this year to provide members of the CCJB an update. Their success represents the power of multiple agencies working together toward a common goal. Both Mr. Sill and Mr. Cosman will officially graduate from Drug Court in February.



The Riverside CCJB also hosted the Sixth Annual CIT Awards Ceremony. Nominations were accepted from the months of September through October in 2019. Two awards were presented: CIT First Responder of the Year and CIT Dispatcher of the Year. The award for CIT First Responder of the Year was presented to Officer Richard Buleza of the Hopewell Police Department. The award for CIT Dispatcher of the Year was presented to Officer Dana Newmeyer of the Prince George County Animal Control.



The Second Annual RCJA Staff Awards were given at this event as well. Nominations were accepted by constituents with whom staff work. Members of the local judiciary, law enforcement agencies, treatment providers, clerks of court, etc. could all nominate staff. One award was presented by the Riverside CCJB. This award was presented to Angel Walston, Pretrial Officer at RCJA. Angel demonstrates extraordinary service to the community by supporting the communities of Prince George, Hopewell, and Surry in ways that exceed expectations that result in unexpected positive outcomes that support the mission. She demonstrates innovation and proactive leadership utilizing highly effective practices to inspire and lead others to contribute constructively to the mission; proactively identifies and resolves challenges that interfere with department, divisional, unit activities to further the mission; develops and utilizes strong, constructive and productive relationships that enable the goals to be met in support of the mission; and improves department, division, unit morale through actions not related to job expectations. Angel supports practices, procedures and policies; brings about significant positive change in support of the mission; and eliminates obstacles to achieving the mission.



CONGRATULATIONS

Richard, Dana, and Angel!

THANK YOU for your outstanding contributions to Prince George, Hopewell, and Surry!

Prince George, Hopewell and Surry Commonwealth Attorneys Appreciation Breakfast

In December, RCJA hosted an Appreciation Breakfast for each of our Commonwealth's Attorney's Offices with whom we work. Staff wanted to show them how much we appreciate the professional and collaborative relationships we share. While the criminal justice field is most exciting, it can also be very draining on an individual. Prosecutors and their staff often come under fire and are not always respected for the hard decisions they must make on a daily basis.



Hopewell Commonwealth's Attorney's Office

While there are no pictures available from our breakfast with the Surry Commonwealth's Attorney's Office, it is always a treat to visit with Derek and his staff. Derek has a great spirit and has an office of spirited women to help him in his duties as Commonwealth's Attorney. He is quick minded, quick witted, and a joy with whom to work!



Prince George Commonwealth Attorney's Office



Surry Commonwealth's Attorney



6 Steps to Creating Your Own Measures of Success

New year, new me... right? It's that time of year again where we feel encouraged and inspired to make changes in our lives. We make resolutions to lose weight, exercise more, buy a house or a new car, get organized, spend less, save more.. These are all great goals to work toward, but should we strictly use our achievements to measure our worth? How do we respond when we don't achieve the things we set out to achieve, especially when where we are does not line up with society's opinion of where we should be? This year, in addition to making your resolutions, challenge yourself to redefine how you measure your own success and in turn take control of your own happiness.

Here are 6 ways you can define your own version of success:

1. **Create your own standards.** Quit judging yourself according to other people's definitions of success. Decide what is most important in your life — happy relationships, a successful career, health and fitness. Find a way to measure your progress that is meaningful to you.
2. **Choose the path of fulfillment.** You can have all the money in the world, the nicest house on the block, or the most impressive job title. None of this means anything if you aren't living the life you are meant to live. Find your calling in life. Listen to your heart. Aim for inner fulfillment and not external symbols of success.
3. **Focus on doing one percent more.** It's important to set goals, but once you know where you are heading it's important to turn your focus toward each step in your journey. If you can commit yourself to doing and giving just a little bit more than you did yesterday, you will bring yourself closer to your goals every day.
4. **Set intrinsic versus ego goals.** Decide what character muscles you want to build. What do you want to become? By creating success measures that are intrinsically rooted, rather than ego based, you will be able to create real change and sustain your motivation during challenging times.
5. **Gift it forward.** Knowing that you have done your part to make the world a better place can bring the greatest sense of fulfillment of all. When you measure your success, ask yourself: have I made a difference in someone's life? Do my efforts help improve the world around me?
6. **Develop resilience.** The road to success is not perfectly paved. You will eventually run into road blocks. You will make mistakes. You can't control what happens, but you can control how you react. The difference between success and failure is whether you persevere through setbacks and keep going, or simply give up..