RCJA would like to give a BIG WELCOME to Charlotte Walmon, our new Program Manager. Charlotte is a graduate of Christopher Newport University with a B.S. in Sociology, with a concentration in Criminology. She comes to RCJA with years of experience. Charlotte worked for 19 years as a Probation Officer with Colonial Community Corrections. She loves training, and has been a Trainer for DCJS for years. Charlotte was born in Portsmouth, VA, but lived in Korea from ages 10 to 18. She then returned to Newport News, VA. When not working, Charlotte enjoys reading, scrap-booking, and spending quality time with her son. Welcome to the Team Charlotte!

“Attitude Is Everything”

“The longer I live, the more I realize the impact of Attitude on life. Attitude, to me, is more important than facts. It is more important than the past, than education, than money, than circumstances, than failures, than successes, than what other people think or say or do. It is more important than appearance, giftedness, or skill. It will make or break a company...a church...a home. The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day. We cannot change our past...we cannot change the fact that people will act in a certain way. We cannot change the inevitable. The only thing that we can do is play on the one string we have, and that is our attitude. I am convinced that life is 10% what happens to me and 90% how I react to it. And so it is with you...we are in charge of our attitudes”.

~Charles Swindoll~
More Spotlights: RCJA Welcomes...

RCJA welcomes Laura Tipton, Probation Officer. Laura is from Buena Vista, PA. She served in the United States Army from 1997-2002, and she was discharged as a Sergeant. Laura then attended Shippensburg University of Pennsylvania. She graduated in 2006 with a B.S in Criminal Justice, Magna Cum Laude. Laura comes to us from the North Carolina Department of Public Safety where she was a Parole Officer II. She enjoys traveling, spending time with friends and family, her pets (dogs: Dexter, Bruno, and Louise; cats: Oscar, Stash and Penny) and good food.

RCJA welcomes Amanda Cassella, Probation Officer. Amanda was born and raised in Marlton, New Jersey. She attended James Madison University where she graduated with a B.S in Justice Studies. She is currently working on her Masters of Criminology at University of North Carolina Wilmington. Amanda worked as a Probation and Parole Officer at the North Carolina Department of Public Safety for four and a half years before joining the RCJA team. Amanda enjoys spending time with her two beloved Dachshunds, Turbo and Jet, crafting, target practice at the shooting range, and planning for her upcoming wedding.

Welcome to the team!
Keeping Prince George Clean

RCJA, in conjunction with the Prince George County Commonwealth’s Attorney’s Office and the Courts, PROUDLY presents the Litter Reduction Program. The program is about offenders contributing to the community by performing roadside trash pickup in Prince George County. The Courts have agreed to assign community service to certain offenders instead of jail time. Individuals are assigned a set amount of hours in which they pick up litter throughout the County. The Surry Commonwealth’s Attorney’s Office has also joined the Program. The individual tasked with monitoring the hours and progress of these offenders is Mr. Grant West. Grant works several weekdays and then Saturdays to accommodate the schedules of the people who are employed. Way to be a team player Grant!
Signs Your Agency Has a Healthy Workplace Culture

- Communication is strong
Communication is healthy and constant between members of the team and through different levels of the organization. If there are new changes implemented everyone knows about them and are not left stranded on the day of a presentation or just before a deadline.

- People speak positively of one another
There is nothing more destructive to a healthy culture than malicious gossip. The way team members talk about each other is usually a mirror of the way leaders talk about their employees behind their backs, thus making it a lot easier to quell negative dialogue if you have a mature, kind leader. However, you have the power to change the tone of your team on an individual level by refusing to involve yourself in gossip. Great teams feel completely natural complimenting one another. If there is a dispute between two employees it is dealt with one on one or with the boss, it is not knowledge of the whole team.

- Feedback is provided regularly
Essential to any healthy workplace is regular feedback by management on how individuals are progressing in their role. Feedback should be far more regular than the traditional yearly performance review. Regular feedback is like a ‘pulse check’ assessing the health of the individual components of the team.

- Leadership encourages mobility
A leader who is insecure of their position is likely to sabotage attempts by staff to climb the corporate ladder, creating a stifling, inflexible workplace. If your boss encourages upward movement you are probably working in an enviable workplace.

- Staff spend time together outside the office
If employees genuinely like each other enough to spend time outside of the office then it is a good sign that you have a healthy workplace culture. A good way to encourage friendliness between employees is to have lunch together, plan after work drinks on a Friday and restrict the amount you are allowed to talk about work!

- Humor is encouraged and commonplace
If you know you are going to have a good laugh each time you go into work then you’re probably not dreading Monday morning as much as the next person. Humor and friendly chats between employee should be encouraged, not only does it make the workplace far more enjoyable to be in but also stimulates creativity and allows workers to complete tasks in a fraction of the time. Our minds work most effectively when we are relaxed and enjoying ourselves.

- Everyone feels they have a purpose
Having a purpose is deeply important for each human being. It is vital for an organization that every single person to have a clear goal. If your employee wants to be a leader, provide a path for them and check how they are progressive along it. You will get far better work from them and they will feel more motivated. Everyone in your company should be striving towards the same ultimate goal, but the individual paths of your employees should be understood, acknowledged and encouraged.