

**Special points of interest:**

- How ABHS has Changed
- Training News
- Designer's Challenge & Top Model Event

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## News from the Chief Executive Officer

### *Happy New Year! And Farewell....*

I'm hoping all of you celebrated the entrance of 2014! It is going to be an exciting year, with many changes, starting with a new leader of ABHS. O.J. Booker will bring a different set of skills to the agency than I possessed. I selfishly hope that you will miss me, but, I also feel very secure that you have the right talent and leadership in your new CEO. After an excellent year in 2013, ABHS is primed to move forward on several fronts. Change is challenging, but, it also produces growth. Please help O.J. in any ways that you can to take our agency to its next level of excellence!

It has truly been a privilege to serve as your CEO for the past 6.5 years. My earliest year, as a service provider, and, my middle years as a middle manager and then Clinical Director were filled with meaning; cer-

tain client faces and names still pop into memory, as do former employees. Hopefully I helped our agency develop its services and treatment approaches during that time. The era in which I was CEO was the most difficult economically that community mental health has ever endured. But I am proud of what we accomplished together!

My admiration for the work done by our service providers: drivers, house parents, client service workers, peer specialists, employment specialists, therapists, nurses, psychiatrists is immense. You work with individuals who are frequently very ill or impaired with a spirit of encouragement and humanity. Our administrative staff has learned to do more with less. I sincerely appreciate your abilities at keeping this huge, diverse agency functioning and your dedication to keep services going despite major changes and setbacks. You have my re-

spect and gratitude.

You are fortunate to have a strong CSB Board, and a dedicated Friends of Advantage Board to lead the agency and to aid the agency respectively. Working with these Boards has taught me many lessons, and enriched my experience at ABHS. We have a strong group of middle managers, supervisors, and management team members. I am humbled at your strength and fortitude; to endure tremendous pressures during the last few years and to make the sacrifices required takes tenacity and dedication to a cause. Our agency is better because you served.

All of you are public *servants* in the best sense of the phrase. My hopes for you are that the agency will prosper, so that you can; that vitality and peace will operate in unison within your spirit, and that you will always know that what you do matters. I'll miss you.

### *Georgia Breeze Benefits*

Due to a technical glitch during annual enrollment on GaBreeze, the MetLife EOI / Statement of Health form required to enroll or increase **spouse life** was not processing correctly. After the employee completes the preregistration on GaBreeze for their spouse, the spouse should then receive an email from MetLife with the link to complete the necessary form. For any employee that experienced difficulty please send the

following information to Denise Brooks, Payroll and Benefits Coordinator, [dbrooks@advantagebhs.org](mailto:dbrooks@advantagebhs.org) to be forwarded to GaBreeze. **\*Employee's name \*spouse's name and email address spouse** and information will be re-sent by GaBreeze. We do apologize for the inconvenience.

#### Inside this issue:

How ABHS has Changed	2
Chief Financial Officer	3
New Employees	3
Training News & Calendar	4
Designer's Challenge & Top Model Event	5

Please allow me the privilege of summarizing the changes I witnessed at Advantage during my tenure!

We experienced tremendous changes in 2007-2009 that saw our budget increase rapidly with sizable demands attached, to its plummeting, with those demands still largely in place. It has been a struggle to come back to par, but, we have! And everyone in the agency had a part and is congratulated!

**Financial**

	<b>1998</b>	<b>2007</b>	<b>2013</b>
<b>Budget</b>	\$20 million budget	\$28 million budget	\$22.5 million budget
<b>Profit/Loss</b>	3% profit margin	over 1 million in the red	3% profit margin

*Where our funding came from has changed dramatically:*

<b>State</b>	71%	49%
<b>Medicaid</b>	18%	38%
<b>Contracts &amp; Grants</b>	1.3%	7%

This diversity of funding streams helps us to weather financial storms. Continuing to build additional streams will be a challenge in the coming years, too.

● *Where our funding is designated for use by the State, particularly has changed as well. We have been able to counter this effect to a degree through our other funding sources. For example, we no longer receive any funding specifically for C&A Services from the State.*

● <b>Adult MH</b>	57% of funding	36%	47% of funding
● <b>AD</b>	9% of funding	12%	16%
● <b>DD</b>	23% of funding	34%	31%
● <b>C&amp;A</b>	11%	17%	6%

**Facilities**

In 1998, we had at least one facility in all counties except for Oglethorpe. We later opened a clinic there. As a cost saving measure, we closed several Behavioral Health facilities. Currently we have at least one facility in all counties except for Oglethorpe, Oconee and Morgan.

We have purchased our first ABHS-owned facility, which houses both Behavioral Health and DD Services, in Elbert County. Through grants in conjunction with county governments, we have built facilities in Barrow, Greene, Jackson, Madison, and Walton in the past 15 years.

**Clients**

The total number of clients we serve has steadily increased; from '98 to '13, we experienced ~60% increase, but, the increase differed significantly by population:

	<b>1998</b>	<b>2007</b>	<b>2013</b>
<b>Total Served</b>	8, 500	9,200	12,700
<b>AMH</b>	4,500 53%	5,500 60%	7,400 72%
<b>AD</b>	1,900 22%	1,400 15%	1,300 12%
<b>DD</b>	590 7%	330 4%	380 3%
<b>C&amp;A</b>	1,500 18%	2,000 21%	1,400 13%

*Continued on next page*

These changes occur for different reasons. For Adults with Mental Illness, fewer and fewer private practices have been willing or able to serve them; so, the population has increased dramatically. The dip in addictive services likely has to do with changes in programmatic definitions, limiting the continuum of services we can provide. This is changing in a positive direction somewhat, so, perhaps these numbers will rise. In DD, regulations inhibited funding of waivers. The clients didn't disappear; their funding was simply held. The increase in 2013 is due to these slots being opened again. C&A services surged, but, we, like every CSB in the state, had to cut back, due to funding decreases.

The largest increases in clients were experienced by Walton (700), Barrow (600), and Jackson (500).

### Employees and Contractors

During the same period in which we experienced a reduction in funding and a significant increase in clients, we were compelled to reduce the numbers working with ABHS. The reductions have been made across the board....no department has as many employees as it had in earlier years. We have learned to work harder and more efficiently, and continue to provide excellent services.

	1998	2007	2013
# Workers	481	432	332

### Steve Barber, MBA, CPA, FHFMA Named Chief Financial Officer

Effective January 6th, J. Steven Barber, MBA, CPA, FHFMA, will be Advantage's new Chief Financial Officer. A resident of Hartwell, Steve was most recently the Vice President of Finance for Ty Cobb Healthcare System in Royston. Steve held that position for 12 years after having been the Chief Executive Officer for Dorminy Medical Center in Fitzgerald for almost 9 years. He earned his MBA from Valdosta State and became a CPA in 1992. In 2010 Steve achieved Board Certification as a Fellow in the Healthcare Financial Management Association.

Steve has a long history of award and achievement in the healthcare industry in Georgia. Among many honors, he was named Hometown Health CFO of the Year, received Hometown Health's Hospital of the Year award, CEO of the year by the GHA Council on Auxiliaries and has received the HFMA Follmer Award. He has served on the Georgia State Office of Rural Health Advisory Board since 2004 and has been its Chairman since 2008.



Married 39 years, Steve has two children and is an active member and leader in the local congregation of the Church of Christ in Franklin County, having served as Treasurer since 2003.

I hope all of you will welcome Steve into our Advantage family.

At the same time Mr. Barber takes his position, Art Davis will assume the very important Senior Accountant role. Art has admirably served Advantage for almost 16 years, and will continue to play a vital part on the financial team.

### Welcome to the following employees who joined our ABHS Team in December 2013!

NAME	DEPARTMENT	TITLE
Katie Grace Alewine	Homeless Day Service Center	Case Manager
Jackquiline Bagley	Walton Developmental Disabilities	CSST
Margaret Davis	Women's Services	CSST
Keila Hamilton	Residential Services	Employment Specialist
Kelly Hamilton	Crisis Stabilization Unit	Medical Assistant
Brittany Loggins	Clarke County Clinic	Behavioral Health Provider
Joyce Swint	Greene Developmental Disabilities	CSST

A tremendous ***THANK YOU*** to the entire ABHS staff for your participation in the 2013 live trainings. Because of your suggestions, we look forward to making 2014 even better by reformatting and adding trainings for all staff, beginning with Day-1 at NEO for new hires, to the outstanding career development courses for current employees.

**Things You Should Know About Training in 2014:**

- **NBCC Approval (March 2014 goal)** – Obtaining NBCC Approval will allow the Agency to provide numerous CEU workshops for our staff (particularly licensed clinicians) for up to a 5 year period. For clinicians that are not NCC credentialed, up to 15 hours may account for “related” or “core” hours (30 hours total). Please be sure to check with your individual licensing board or the board rules for further clarification at <http://rules.sos.state.ga.us/docs/135/9/01.pdf>.



**Licensed Clinicians / Psychologists** – remember that Relias has online CEU courses approved through NBCC, APA, and NASW. On the Course list, click “All Certificates” and choose your desired approval board.

- **Supervision/Leadership & Customer Service Trainings.** We’re looking to develop a series of trainings focused on leadership skills and providing excellent internal and external customer service to begin March 2014.
- **DBT Skills for the DBT Practitioner w/ Iain Halstead, LCSW** - Being one of many coordinated by the Clinical department, this training series beginning January 10 are for those staff who currently practice or desire to practice DBT. Please view dates and training location in Relias.
- **CPR / Safety-care** - Beginning in 2014, all staff will be enrolled in mandatory annual or biannual trainings at least 60 days prior to their renewal date. This will ultimately help us to improve training compliance rates for all staff, as well as to reduce the number of trainings that have to be scheduled within a year. **PLEASE** check your certificates and certification cards – your awareness of your own due dates is extremely significant as we attempt to complete this year’s trainings.
- **RELIAS** – Allow the Relias system to be your new *Trapper Keeper*. Please check it at least twice per month for any news updates, messages, and dates for mandatory enrolled trainings.
- **Attendance!** Because we’ve got these guidelines... your timely attendance at all required trainings is imperative to the Agency’s quality improvement as well as for your individual growth and development.

Look out for notices and updates about upcoming training opportunities. If you have any questions and/or concerns regarding developmental opportunities/CEUs or training requirement, please contact Dwight Willis at [dwillis@advantagebhs.org](mailto:dwillis@advantagebhs.org).

# January 2014

Sun	Mon	Tue	Wed	Thu	Fri	Sat
29	30	31	1	2	3	4
5	6 <b>NEO—Trng Rm</b>	7 <b>NEO Day 2</b>	8	9	10 <b>NEO Day 3</b>	11
12	13 <b>CPR/First Aid</b>	14	15 <b>NEO—Trng Rm</b>	16 <b>NEO Day 2</b>	17 <b>Grand Rounds</b>	18
19	20 <b>MLK DAY</b>	21 <b>NEO Day 3</b>	22 <b>Safety-Care Renewal</b>	23	24 DBT Interventions	25
26	27	28 <b>CSB Meeting</b>	29	30 <b>WRAP Training</b>	31 <b>CPR/First Aid</b>	



to register for classes and events  
[abhs.training.essentiallearning.com](http://abhs.training.essentiallearning.com)

# CELEBRATE ADVANTAGE

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### January Birthdays

<b>5th</b>	Alicia Bryson
<b>6th</b>	Gwendolyn Jones
<b>8th</b>	Meon Burch Harriett Hodges
<b>9th</b>	Helen Wright-Smith
<b>10th</b>	Cindy Darden
<b>12th</b>	William Duck
<b>15th</b>	Laurie Wilburn Bailey Chasity Cain

### January Anniversaries

#### January 1

Frances Torres - 11 yrs.

#### January 2

Janice Callaway - 11 ½ yrs.  
Alicia Woods - 11 yrs.  
Lorraine Terrell - 5 yrs.  
Renee Oviedo - 1 yr.

#### January 3

Rosalind Parks - 30 yrs.  
Rachel Hollis - 2 yrs.  
Janice Cobb - 1 yr.  
Brent Temple - 1 yr.

#### January 4

Sarah Hill - 4 yrs.

#### January 5

Viranda West - 10 yrs.  
Randy Cleveland - 2 yrs.

#### January 12

Bree Hicks - 5 yrs.

Building a Stronger  
Community One  
Person at a Time

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## 2014 adDRESS a Need Designer's Challenge & Top Model Event

Friends of Advantage has partnered with Athens Technical College for the 2014 Designer's Challenge & Top Model event which will be held on Thursday, February 6, 2014 at 7pm in the their Athens Campus Auditorium. The Meet & Greet for this event is scheduled for January 9, 2014 to match our designers with models who will then select an outdated dress to redesign for the runway! The teams will have right at four weeks to complete their projects and present their creations on the runway before live judges. Homecoming Queens throughout our ten county service area are being asked to model a "Sneak Preview" of the beautiful donated dresses that will be available for the

sale. If you have not yet been able to attend the Designer's Challenge & Top Model Event, you may want to plan to come join us for the fun this year, as it is something to see! Tickets will go on sale in January for \$25 each. They are limited, so plan to get yours early.

Formal and semi-formal dresses and accessories for children and adults are currently being collected for our adDRESS a Need SALE slated for March 2014. If people bring dresses to your programs to donate, please let me know and we can arrange for pick up or drop off. Friends of Advantage does offer Charitable Contribution Forms for donations in which can be used for a tax write off.

If you are interested in

volunteering for this event, please contact Tammy Dalton @ 706-296-8086 or [tdalton@advantagebhs.org](mailto:tdalton@advantagebhs.org), as we welcome you to join our team this year!

### **SPECIAL DATE January 2014**

Community Service Board  
Meeting  
January 28, 2014  
4pm  
Training Room