

TRI-COUNTY HORIZON

JUNE 2016

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Merging

Many of us are spending a good bit of time working on our plans to merge 8 buildings in Conroe into one new facility on Sgt. Ed Holcomb Blvd. in Conroe. In all, our current count has 230+ staff moving into that facility, hopefully before January 1, 2017.

In addition to teams working on the items related to construction or the necessary infrastructure for the facility (new phone lines, internet connections, furniture, etc.), we've had a series of teams working on operational challenges (scheduling, clinical workflow, phone answering mechanisms, etc.) with merging so many services under one roof.

Recently, I was reading Behavioral Healthcare Magazine (Spring 2016) article entitled *11 Strategies for a Successful Merger* and I began to ponder the similarities between what we are trying to accomplish and a successful merger of two separate organizations.

Obviously, not all of the merger strategies apply, but I thought the following strategies would provide some insights to our move:

- **Engaging everyone in the process**-I have been saying to everyone I speak with that each of us is going to have to change to make this move successful-everyone. These changes may include anything from hallowed practices from years gone by to the location of mail boxes. Each of us has a choice to make about whether we are going to choose to change. As time has gone by, our separate buildings, even those with the same service, have developed day-to-day procedures which are not consistent and cannot all exist in a consolidated facility. According to the Behavioral Healthcare article, we "must understand the value proposition of the merger: making services more available and efficient, and improving outcomes" for the people we serve.
- **We are together in this**-It is incumbent upon all of us to sincerely and honestly work through the issues that arise in this process. We must remain unified in this process and "when conflicts and disagreements occur about company direction-and they will-have honest conversations about that early on" and commit to work through the problems that exist.
- **Bend a little**-From my job down, each of us will need to be willing to bend to meet the greater needs of the organization. I don't think we can yet predict how much each job will change-less than 50% probably, but each will change in a way that each of us finds significant. We all know that flexibility is a key component of working in this business. It seems like every week, something is changing and we have to adjust our processes to get things done. Early in my Community Center career, I wasn't very good at this. I remember the frustration I would feel when my processes were working great just as someone changed the rules. Over time, I began to see each change as a challenge to my ability to adapt and still be successful. I think we will need this type of attitude going forward.
- **Grieve and let live**-"Enter into this merger with humility and remember you're going to a place where no one has been before. Change is hard... [but] it can be the most difficult yet rewarding work you've ever done."

I think it is important that we reflect on why we are making this move. The Loop building is full and we continue to have problems with water on the first floor as we have for years. The William E. Hall facility is full and is really too small for what we are trying to accomplish there. Riverpoint is the most inefficient set of buildings we own with needs for separate staffing, technology and supervision for each of the 5 buildings there-of course, they are also full. And finally, we are just hoping the foundation movement at Admin holds off until we can move into the new facility. In short, a move was a necessity, not a luxury. It is time.

We began Transition Talk Tuesdays on the first Tuesday of each month, starting in January of 2016. The purpose of these meetings was to discuss what we know about the building and to prepare people for change. My personality style does best when I get the opportunity to process change and prepare for the future. I encourage each of those affected by this move to begin attending these meetings. Each month, we are learning more and have more answers to the questions that staff have.

Thanks for all you do.

Evan



**Judge Edie Connelly
Mark Norwine
Patti Atkins**

A special thank you to everyone who helped make our "Walking Man" Event at the Historic Crighton Theatre in downtown Conroe on June 9, 2016 a huge success.

For all the many hours it took to plan and prepare for this Event....if it saves one life, if it gives one person courage to ask for help, it was worth it!

We have only begun to make a difference in our community to be a part of the solution to end bullying and suicide.



**Judge Wayne Mack
Judge Edie Connelly**



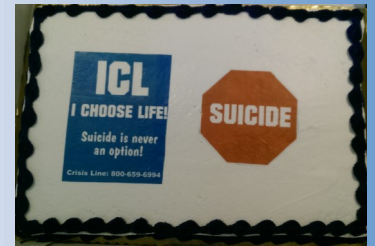
**Joyce Freeman
Mark Norwine, The Walking**



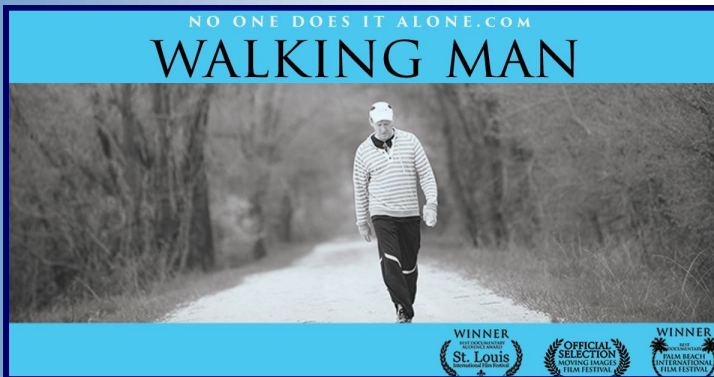
**Sean McElroy
Callie Hanson**



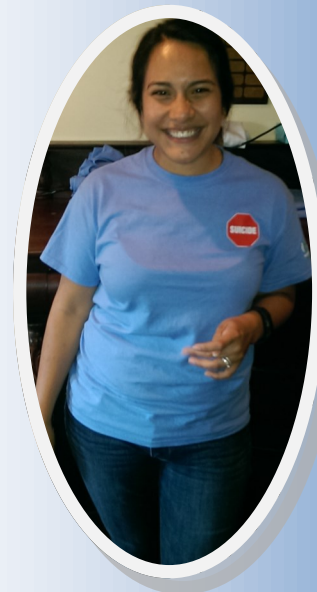
**Master of Ceremonies,
Catherine Prestigiovanni**



**Eydie Medvgy
Chloe Bartlett**



**Mark Norwine's story shows that it is never too late
to receive help to manage mental illness!**



Veronica Davidson



The Woodlands Church Job Fair
 May 26, 2016
 Kelly Greggerson, Michelle Foster
 & Toshia Jackson



Congratulations,
 Deanna Myers and Brandee Cuffee
 3 Years of Service



Congratulations, Catherine Prestigiovanni
 One of Conroe's Lions' Club newest members as of
 April 27, 2016



Congratulations, James Edwards
 10 Years of Service

Happy
**Fathers
 Day!** ★

SAVE THE DATE!

Tri-County's Annual Christmas Party

December 3, 2016

LaTorretta Lake Resort and Spa

Conroe, Texas

**If you are interested in staying the night at the resort,
 please contact Joyce Freeman for the link to make your
 reservations to get Tri-County's special rate!**

★ **HAPPY** ★
BIRTHDAY!



Has it already been 8 years, Rachel Coleman?!
 Happy 8th Birthday, Coleman Triplets!

Timothy, Bobbie and Jacob

Also pictured with them is their present, a new puppy!

June 1st marks the beginning of
Hurricane Season!



HURRICANE SEASON: June 1 - November 30

Keep your eye on the storm

PREPARE

- Learn about hurricane hazards.
- Create an evacuation plan.
- Register with 2-1-1 Special Assistance Registry for transportation needs.
- Organize important, personal documents.
- Generate a list of medications with directives.

BEFORE

- Listen to the tv or radio for storm alerts.
- Communicate your evacuation plans.
- Know your evacuation route.
- Contact 2-1-1 or local authorities for official shelters and transportation.
- Combine all important, personal documents into plastic, Ziploc bags.
- Don't forget about your pet!
- Fill your gas tank, charge your cell phone and have extra cash on hand.
- Leave town with time to spare.

DURING

- Stay calm and try to be patient.
- Identify yourself to shelter staff as a person who needs support and explain the support you need.
- Take responsibility for yourself.

AFTER

- Wait until it is safe to return.
- Contact family and friends (*cell phone texting may be available instead of regular phone use*).
- Check to see if service providers are available in the area.



Tri-County Behavioral Healthcare
Disaster Information: 1-866-916-0177
www.tcbhc.org
Crisis Services: 1-800-659-6994

Montgomery County Community
Assistance Recovery Efforts & Services
www.mc-cares.org



Spotlight of the Month

Jay Conley

Jail Services Liaison

On any given workday, you will find Jay Conley in his office sitting next to the red panic button on the wall at the Montgomery County Jail. Jay is Tri-County's Jail Services Liaison.

Jay graduated from Conroe High School. He received his Bachelor of Science degree from Sam Houston State University, where he also achieved a Master's Degree in Counselor Education. He became a Licensed Professional Counselor (LPC) in 1997.

Jay worked for 12 years for MHMRA of Harris County. He was hired as Director of Case Coordination for Tri-County in 2005. Six months later, he was promoted to Administrator of Medical Services. In September of 2014, Jay became Tri-County's Jail Service Liaison at the Montgomery County Jail. After less than two weeks, he found himself asking, "What has Evan gotten me in to!"

Needless to say, he has since adjusted and loves it. The only down side is he feels somewhat isolated from the rest of his Tri-County family.

Jay performs diagnostic assessments as well as crisis screenings on both male and female bookings. He helps with the coordination of the psychiatric medication services in the Jail Infirmary. The Montgomery County Jail can house up to 1,800 inmates. In FY '15 Jay saw a total of 3,318 referrals cross his desk. There is a committee currently working on establishing a Mental Health Court which would provide services to our incarcerated clients.

When Jay is not busy performing his Jail Liaison duties, you can find him playing Texas Hold'em Poker to relax!

If anyone is interested in a group tour, Jay can make it happen. Just contact him via e-mail JayC@tcbhc.org





Tri-County Behavioral Healthcare
June 2016 Progress
Conroe New Building

With all the rain, it has been a challenge but progress is being made daily! Robert Bizel, Construction Superintendent for Axiom Construction LLC, is quoted as saying “A big surprise is in the works for next month!”





NEW FACES AT TRI-COUNTY



Ashley White
C&A Rehab Spec
RP1
Ashley enjoys traveling, shopping, and volunteering.



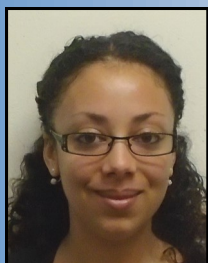
Jaclyn Foster
RN
PETC
Jaclyn enjoys crafting and woodworking.



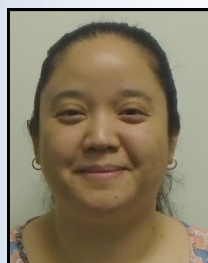
Kelly Greggerson
C&A Coordinator
RP2
Kelly enjoys running, swimming and her baby.



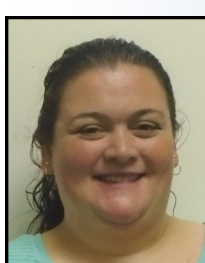
Lindsey Jones
IDD Svc Coordinator II
Loop
Lindsey enjoys dancing, working out and church.



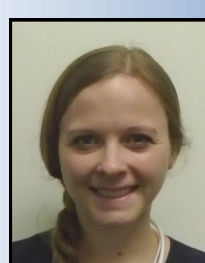
Bridgett Boxley
C&A Rehab Spec
RP1
Bridgett enjoys working out and machine learning.



Regina Martinez
RN
PETC
Regina enjoys emergency care and children ministry.



Rocio Hopper
Transition Case Mgr
RP5
Rocio enjoys travel, sci-fi movies and family.



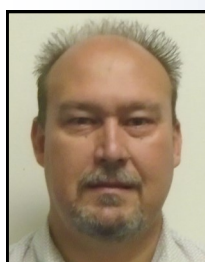
Ashley Bai
Prevention Program Spec
RP3
Ashley enjoys reading, hiking, traveling and family.



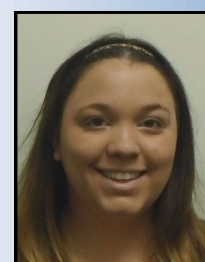
Nicole Lamberth
C&A Wraparound Case Mgr
RP2
Nicole enjoys the outdoors, family and friends.



Kimberly Keefe
PNA
PETC
Kimberly enjoys water sports, camping and sporting events.



Derwin Youngblood
IDD Svc Coordinator II
Loop
Derwin enjoys crafts and floral design.



Aubrey Lucas
PNA
PETC
Aubrey enjoys cooking and being an animal shelter volunteer.

Happy Fathers Day



JULY ANNIVERSARIES

Name	Anniversary	Number of Years	Location
Gayle Allsen	07/01	14	RP3
Rafel Henry	07/01	1	WEH
Sheila Vivola	07/05	11	WEH
Larry Freeman	07/06	1	PETC
Michelle Lee	07/06	7	RP5
Samantha Hurlbut	07/06	1	WEH
Christopher Carni	07/06	1	WEH
Adanna Oladejo	07/06	1	WEH
Christopher Stiverson	07/06	1	WEH
Tawaina Jarmon	07/07	2	Cleveland
Kimberly Milo	07/07	2	RP2
Catherine Prestigiovanni	07/08	3	Admin
Amy Foerster	07/08	3	Admin
Matthew LaVoie	07/09	4	PETC
Tanya Bryant	07/15	14	RP4
Steven Dublin	07/15	6	PETC
Stephanie Ward	07/15	4	PETC
Laura Parks	07/16	15	Admin
Craig Ireland	07/16	15	RP5
Juan Flores	07/17	10	MTS
Marijulia Martinez-Rubio	07/20	1	Loop
Kelly Imboden	07/20	1	WEH
Brandi Buendel	07/20	1	WEH
Diana Sanchez	07/20	1	WEH
Lois Schmidt	07/21	17	Loop
Evan Roberson	07/21	13	Admin
Carlene Babb	07/21	8	WEH
Janet Munson	07/22	3	Loop
Silvana Minuta	07/22	2	RP2
Gwen Ellis	07/22	3	Huntsville
Sonya Arthur-Thomas	07/22	3	Huntsville
Bryan Baysa	07/22	3	PETC
Dr. Michael Hambrick	07/28	2	WEH
Sonya Shedd	07/29	20	Cleveland

Liberty County	
Cleveland Med Clinic	281-432-3000
Cleveland Life Skills	281-432-3076
Liberty Med Clinic	936-334-3299
Liberty Life Skills	936-336-8741
Walker County	
Huntsville Med Clinic	936-291-5800
Huntsville Life Skills	936-291-5826

Montgomery County	
Admin	936-521-6100
MTS	936-521-6161
Loop	936-521-6200
PETC	936-538-1102
WEH	936-521-6300
RP1-Child	936-521-6301
RP3-Adult	936-521-6400

JULY BIRTHDAYS

Name	Birthday	Location
Jessica Littleford	07/01	PETC
Amanda Davis	07/02	WEH
Angela Green	07/03	Loop
Ri'Ana White	07/036	WEH
Nicole Lamberth	07/03	RP2
Melanie Leach	07/05	Admin
Dr. Ashok Vachhani	07/05	WEH
Brandee Cuffee	07/05	Loop
Tim Macor	07/05	Admin
Corynthia Reece	07/07	RP4
Danny Wallace	07/10	Loop
Anita Hallock	07/10	Huntsville
Vanessa Villarreal	07/12	Loop
Laura Lee	07/12	RP1
Carlene Babb	07/15	WEH
Marie Axley	07/15	PETC
Darynshiae Punch	07/15	WEH
Ana Ramirez	07/15	RP2
Virginia Falck	07/15	WEH
Tammy Franklin	07/16	Cleveland
Rose West	07/16	Huntsville
Robyn Gould	07/17	Admin
Chelby Williams	07/17	PETC
Annemarie Frost	07/18	WEH
Angela Duff	07/19	Liberty
Carmen Girard	07/20	Cleveland
Steven Balagtas	07/20	Admin
Regina Martinez	07/20	PETC
Tamara Tucker	07/21	RP5
Andres Barajas	07/22	PETC
Danielle Swan	07/22	PETC
Yevonne Farrar	07/23	Liberty
Spencer Washington	07/23	PETC
Pei-Fen Santistevan	07/25	RP2
Amber Haws	07/25	PETC
Sean McElroy	07/27	Huntsville
Ashby Simons	07/27	RP3
Anthea Driver	07/30	PETC
Yolanda Gude	07/31	



Robyn Gould, Training Coordinator

936-521-6103

robyng@tcbhc.org

Laura Parks, Anasazi Software Specialist

936-521-6129

laurap@tcbhc.org

July 2016

Monday	Tuesday	Wednesday	Thursday	Friday
				1
4 Tri-County Holiday 	5	6 SAMA sections 1-2 8:00am-5:00pm	7 SAMA sections 3-4 8:00am-11:00am	8 CPR/FA 12:00pm-5:00pm
11	12 SAMA Refresher (no new hires)	13 CPR/Medical 8:00am-12:00pm	14 CPR/FA 8:00am-1:00pm	15
18	19 SAMA sections 1-2 8:00am-5:00pm	20 SAMA sections 3-4 8:00am-11:00am CPR/FA 12:00pm-5:00pm	21	22
25	26 SAMA Refresher (no new hires)	27	28	29

Please self-enroll at <http://tricity.training.reliaslearning.com>

NEO-New Employee Orientation

CBT-Computer Based Training

July 2016



L=Long Run
 NEO=New Employee
 Orientation
 Long Run Each Friday

	Monday	Tuesday	Wednesday	Thursday	Friday	
					1 Client Trust Paid A/P Checks Distributed A/P Check Requests Due L	2
3	4 Office Closed Happy July 4th	5 Timesheets Due In Payroll "Shred with Red Pick up" Travel, Consultants and Contractors Request Paid Client Trust Check	6	7	8 Client Trust Paid A/P Checks Distributed A/P Check Requests Due L	9
10	11 Management Team Meeting 1 PM	12 Client Trust Check Requests Due	13	14	15 PAY DAY Client Trust Paid A/P Checks Distributed A/P Check Requests Due L	16
17	18 HR-NEO Management Team Meeting 1 PM	19 Timesheets Due in Payroll Client Trust Check Requests Due	20	21	22 Client Trust Paid A/P Checks Distributed A/P Check Requests Due L	23
24	25 Management Team Meeting 1 PM	26 Client Trust Check Requests Due Travel, Consultants and Contractors Request Due	27	28 Board Meeting 10 AM	29 PAY DAY Client Trust Paid A/P Checks Distributed A/P Check Requests Due L	30
31	1 HR-NEO Management Team Meeting 1 PM	2 "Shred with Red Pick up" Client Trust Check Requests Due	3 Timesheets Due in Payroll	4	5 Travel, Consultants and Contractors Request Paid Client Trust Paid A/P Checks Distributed A/P Check Requests Due L	6