

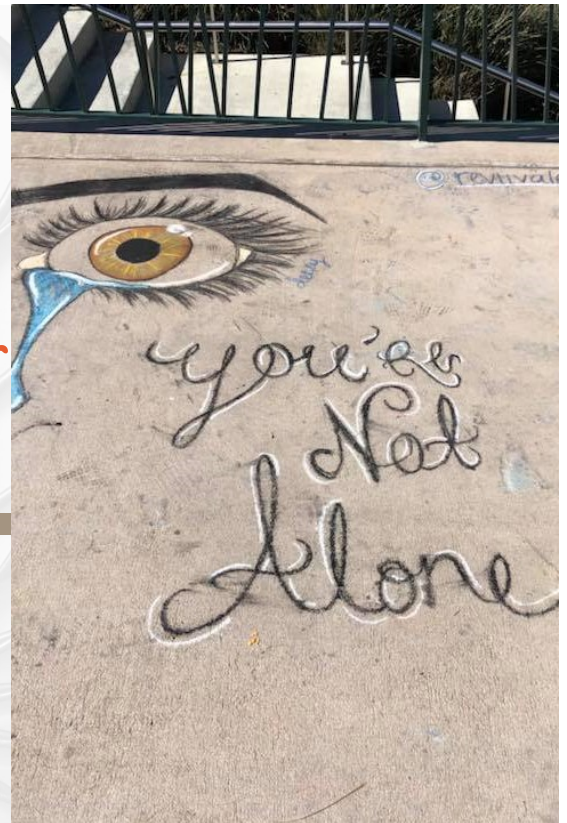


Tri-County
horizon...

November Newsletter
2018

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Positive thinking
combined with
positive action
equals success...



Employee Spotlight



A Word From Our Executive Director

Winning

I have been thinking a lot about Jack Welch's book *Winning* lately. Jack Welch, the former Chief Executive Officer of General Electric, wrote this book in 2005 to discuss how he led General Electric successfully for over 40 years. In short, Mr. Welch spoke in the book about implementing the ideas of embracing managerial innovation, making strategic decisions about the acquisition of profitable business lines, and selling troubled divisions of GE so that employees have the opportunity to have 'wins' in their day to day jobs. In Mr. Welch's view, winning drives innovation in a positive way that builds upon itself.

While Mr. Welch's book is clearly written with the for-profit world in mind, I have been thinking a lot about how we create an organization where staff feel like they have 'wins' each day in their job. Certainly, at an organization like Tri-County, wins are not going to be driven by 'profit' alone as only four of our programs ended fiscal year 2018 with more revenue than expense and two of those were just better than break-even. But profit, or margin as we call it in the non-profit sector, isn't why most of us chose to work in this field anyway. We chose to work in this field because we believe in making a difference the lives of the persons we serve by linking them with what they need, teaching them about their illness, or otherwise helping them to have resilient and productive lives.

As I think about how we 'win' every day, certainly we cannot avoid the need to create viable and exciting programs that meet needs in our community and have the potential to add resources to our center. In addition, I think it is important that the Management Team and I watch for programs which are not having the impact we need them to have and which negatively impact the bottom line. However, while it certainly matters that we have programs that are viable and financial responsible, 'profit' is not, and probably should not be, our primary objective.

A couple of weeks ago I pulled into the Best Buy parking lot. As I got out my car, I sneezed suddenly and louder than I would have liked. From at least halfway across the parking lot, I heard someone say 'bless you'. As corny as it might seem, I was actually touched by the fact that this man would take the time to say something nice to me after my sneeze. This simple act of kindness really reinforced what I was already thinking about how we have 'wins.'

It won't be a surprise to anyone reading this article that people entering our doors aren't always having their best day. Whether folks are seeking help with mental illness, a substance use disorder or an intellectual disability, it is likely that coming in for assistance is stressful and perhaps even scary. Certainly, in my time at the Psychiatric Emergency Treatment Center these last few months, I have seen many persons who are not having their best day and many have given up on, or are scared of, the future.

I've always been impressed by some of our receptionist staff around the agency and how they show kindness each day to hundreds of persons seeking our assistance in person or on the phone. I have seen many of them, time after time; explain the same things, many times to the same person, patiently and with kindness.

Each day, in every interaction we have with the persons we serve or the persons we serve with, we have a choice to make eye contact and say kind words, to choose patience over frustration, to connect with those around us in a way that makes a difference. I believe we actually create a 'win-win' when we take the time to be positive and help someone else to be more hopeful about their day. I challenge you to join me in making eye contact and saying 'hi' in the hallways, being kind to each other, making time to really connect with those around you.

How can you 'win' by making someone else's life better today?

Thank you for all you do..

Evan

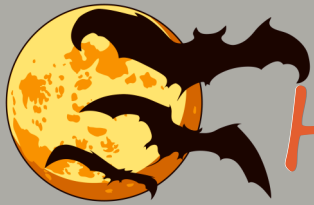
EXXON Days of Caring



Exxon was at Tri-County on Friday, November 9th and gave us a beautiful park like space out by the pond with picnic tables and a walking space for staff and consumers to enjoy.

Additionally, Exxon donated new coats, linens, and towels to our From the Heart program; gently used toys to our children's playroom and our new Autism program; and helped organize and pack bags for From the Heart.

Exxon will also donate \$8,000—\$10,000 to Tri-County's Consumer Foundation!



Halloween Pictures



One final picture of our Hurricane Harvey Team. The program ended October 31, 2018

CISM Team Supporting The Community

Three licensed staff attended the Dayton vs. Sante Fe High School football game on October 2nd to assist the Sante Fe band and football team. This request was made by the school due to a re-traumatization from fireworks at their previous out of town game.





Christmas Card Contest

This year, we received nearly 60 wonderful entries for our annual Consumer Christmas Card Contest. We have displayed our 1st, 2nd and 3rd place entries, as well as our Honorable Mention entry below. The winners have been notified and their prizes will be awarded at the Board Meeting on November 29th. There is so much talent amongst our consumers at Tri-County and we appreciate all of the entries.

Here are the Winners...



1st Place: Mary Catherine

All cards displayed are available for purchase. All proceeds go to the Consumer Emergency Fund.

A box of 24 cards is \$7.00. All orders must be received ASAP. Please email lilaj@tcbhc.org if you are interested in ordering.



2nd Place:

Jimmy



3rd Place:

Rocky



Honorable Mention:

Adrienne

Employee Spotlight

Ashely Ward

Coordinator of Field Based OP MH Services
Conroe

What made you decide to work in Mental Health?

I decided to work in the mental health field when I was 18 years old because I knew that planting seeds with people could have a greater impact on their lives. I enjoy helping and being a witness to their growth as they accomplish goals.

What is your favorite part of what you do?

My favorite part of what I do is to help others and this includes colleagues and clients. I believe that when one person succeeds we all succeed so I am always happy to be a part of that process for people.

What is the most challenging part of your job?

The most challenging part of my job is figuring out how to eat healthy snacks in an office based job. Seriously, I am my worst critic so those most challenging part of the job is making sure that I remain positive about my own skill sets and ability to complete the task and expectations of the position.

Tell me a little about yourself outside of work.

I am pursuing my doctoral degree in Higher Education. I plan to graduate in 2019. I love to shop, trying new restaurants, spending time with friends and family, and my lovely dog.

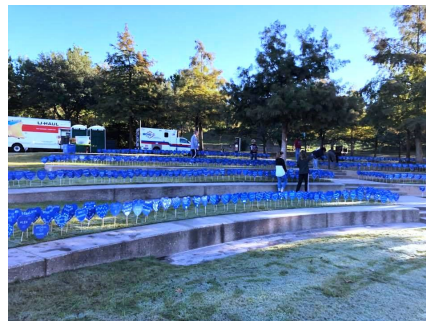


Out of the DARKNESSSM

COMMUNITY WALKS
American Foundation for Suicide Prevention



Ten staff attended the Out of the Darkness Walk in the Woodlands to increase suicide awareness. We had 4 licensed clinicians in attendance to monitor the crowds and assist individuals and families that became emotionally overwhelmed. There were reportedly over 1300 people at the walk.



Family Fun Night and Golf Ball Drop

Tri-County's Consumer Foundation held their Family Fun Night and Golf Ball Drop on October 27, 2018.

There were games, costumes, snow cones, popcorn and a trick-or-treat parade right before the golf balls were dropped by the fire department to reveal the winners. The evening was a huge success!

The Foundation was able to raise over \$16,000 with \$10,000 being generously donated by the Patrick Reed Foundation.

A HUGE thank you to everyone that purchased tickets and/or participated in any way!



Judie Hunter—Winner of the Grand Prize Rockets Tickets donated by Buckalew Chevrolet.



Longevity Presentations

October 19th Board Meeting

Employee Name	# of Year's
Light, Matthew	3
Washington, Khadijah	3
Erickson, Steffani	3
Argabright, Heather	3
Hunter, Christine	3
Gillam, Sharon	3
Adams, Rachel	3
Cropper, Tayara	3
Hallock, Anita	3
Sanders, Sarah	3
McGinnis, Cayla	3
Hubert, Wendell	3
Franklin, Tammy	5
Carroll, Amanda	5
Dunning, Peggy	5
Harrison, Tjuanwa	5
Schaper, Eric	5
Welsh, Nicole	5
Newlon, Danielle	10
O'Bryant, Ashia	10
Clifton, Jennifer	10
Chasnoff, Suzanne	15



Danielle Newlon



Matthew Light



Khadijah Washington



Steffani Erickson

Longevity Presentations Continued...



Heather Argabright



Tayara Cropper



Sharon Gillam



Tijuanwa Harrison



Eric Schaper



Nicole Welsh

New Faces at Tri-County

Montgomery County

Conroe 936-521-6100
MTS 936-521-6162
PETC 936-538-1102

Liberty County

Cleveland Med Clinic 281-432-3000
Cleveland Life Skills 281-432-3076
Liberty Med Clinic 936-334-3299
Liberty Life Skills 936-334-3268

Walker County

Huntsville Med Clinic 936-291-5800
Huntsville Life Skills 936-291-5826

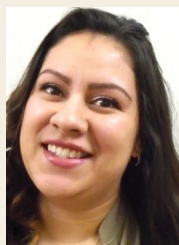


Jaynelle Pierce Rose

Position: Psych. Rehab Specialist

Location: Conroe Facility

Enjoys: Hiking, bike riding, swimming, animal lover, love to watch movies and hang out with friends and family.

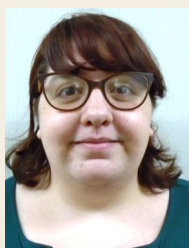


Yesenia Ponce

Position: Psychiatric Nursing Assistant EOU

Location: PETC

Enjoys: Traveling with my family and spending time with my cat Bella!



Megan Erwin

Position: Rehab Specialist Peer Provider

Location: Conroe Facility

Enjoys: Reading, writing, cooking, arts/crafts, recovery.



Ashley Rossi

Position: C&Y Rehab Specialist

Location: Conroe Facility

Enjoys: Spending time with family, being outdoors, going to the beach, and walking my dogs.



Kyung "Bob" Lee

Position: RN PRN

Location: PETC

Enjoys: Running, gardening, fishing, dogs, and technology.



Diane Van Lier

Position: Crisis Service Program Director

Location: PETC

Enjoys: Reading, learning about essential oils, vegetating in front of the TV.



Shantinique Harris

Position: C&Y Rehab Specialist

Location: Conroe Facility

Enjoys: Reading, spending time with my daughter, watching Disney movies, catching up on Netflix, and cleaning



Kaelin Dryer

Position: QMHP—EMC

Location: Porter

Enjoys: Swimming, training my dog, working out, crafting, and tumbling.

New Faces at Tri-County Continued...



Gladys Ronoh

Position: LVN—EMC

Location: Porter

Enjoys: Traveling, reading, running, spending time with family, and obsessed with eating healthy.



Lisa Slater

Position: Direct Care Provider

Location: Conroe Facility

Enjoys: Spending time with daughter doing whatever keeps her entertained.



Juana Taylor

Position: LVN—EMC

Location: Porter

Enjoys: Camping, crafts, reading, spending time with my kids, and gardening.



Christy Stoneberger

Position: Direct Care Provider

Location: Cleveland

Enjoys: Fishing, hunting and spending time outdoors.

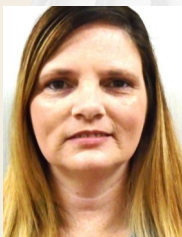


Jessica Sutton

Position: LVN PRN

Location: PETC

Enjoys: I love making quilts and anything vinyl. Especially habanero jelly!



Jennifer Crabtree

Position: Direct Care Provider

Location: Cleveland

Enjoys: Hunting, fishing, mudding, couponing for women's shelter, zip lining, and sky diving.

December Birthdays

Employee Name	DOB	Location
Ta'Ja Pittman	12/1	Cleveland
Jasmine Washington	12/1	Conroe
Laura Espinoza	12/2	Cleveland
Kelly Frosch	12/3	Conroe
Juanita Bartlett	12/5	Huntsville
Ronda Williams	12/5	Conroe
Aja Reynolds	12/6	PETC
Britney Colquitt	12/7	PETC
Suzanne Chasnoff	12/7	Conroe
Kelly Myer	12/8	Cleveland
Jame Mckirahan	12/8	PETC
Yvonne Thomas	12/8	PETC
Janice Prestwood	12/10	PETC
Lillian Sullivan	12/11	Conroe
Miranda DiBendetto	12/13	Conroe
Alma Dealing	12/14	PETC
MaryAlice Heinlein	12/15	Conroe
Shauna Tanton	12/15	Liberty
Nicole Welsh	12/18	PETC
Andrea Scott	12/19	Conroe
Maria Colbert	12/19	Conroe
Dr. Robert Bogan	12/19	Conroe
Mark Piosca	12/21	PETC
Alishia Bryant	12/21	PETC
Miguel Sanchez	12/21	Conroe
Brandi McCrary	12/21	Conroe
Maria Moreno	12/25	PETC
Kelly Imboden	12/26	Conroe
Lesly Munoz	12/26	Conroe
Leigh Ann Lintelman	12/28	Conroe
Catherine Prestigiovanni	12/29	Conroe
Coby Bonner	12/29	PETC
Sharon Gillam	12/29	Conroe
Mark Hunt	12/30	Huntsville
Verenice Pineda	12/30	Conroe
Beth Dalman	12/31	PETC

December Anniversaries

Employee Name	Hire Date	Location	# of Year's
Jane McKirahan	12/1/2014	PETC	4
Stephanie Payne	12/2/2013	Conroe	5
Stacy Blake	12/4/2017	Conroe	1
Rhita Benton	12/4/2017	Conroe	1
Rhonda Darby	12/4/2017	Conroe	1
Johanna Coreas	12/4/2017	Conroe	1
Amy Anderson	12/4/2000	Huntsville	18
Alexia Florentin	12/5/2016	Conroe	2
John Bragg	12/5/2005	Conroe	13
Claire Lariviere	12/5/2016	PETC	2
Ymari Ramos	12/5/2016	Conroe	2
Kenneth Barfield	12/6/1999	Conroe	19
Laura Espinoza	12/7/2015	Cleveland	3
Michelle Baker	12/10/2012	Conroe	6
Brian Bogolea	12/12/2016	PETC	2
Laura Smith	12/12/2016	Conroe	2
Richard Thomas	12/12/2016	Conroe	2
Kyrie Licon	12/12/2016	Conroe	2
Andres Barajas	12/14/2009	PETC	9
Karen Artigue	12/15/2014	Conroe	4
Jessica Frazier	12/18/2017	Liberty	1
Rachel Ashcraft	12/18/2017	PETC	1
Oscar Lopez	12/18/2017	Conroe	1
Jennifer Perry	12/18/2017	Conroe	1
Haily Wells	12/18/2017	PETC	1
Adrian Akerson	12/19/2011	Cleveland	7

December 2018

Sun	Mon	Tue	Wed	Thu	Fri	Sat
25	26 Contractor and Mileage Due A/P Check Requests Due	27 Client Trust Check Requests Due	28	29	30 <i>Pay Day >>></i> Client Trust Paid A/P Checks Distributed	1
2	3 HR-NEO A/P Check Requests Due	4 Client Trust Check Requests Due	5 Timesheets Due Travel, Consultants and Contractors Paid CCP Mileage Due Respite Due	6	7 Client Trust Paid A/P Checks Distributed	8
9	10 A/P Check Requests Due CCP Mileage Paid Respite Paid	11 Client Trust Check Requests Due	12	13	14 <i>Pay Day >>></i> Client Trust Paid A/P Checks Distributed	15
16	17 HR-NEO A/P Check Requests Due	18 Client Trust Check Requests Due	19 Timesheets Due	20	21 A/P Check Requests Due Client Trust Check Requests Due Client Trust Paid A/P Checks Distributed	22
23	24 Tri-County Holiday	25 Tri-County Holiday	26 Contractor and Mileage Due	27	28 Client Trust Paid A/P Checks Distributed	29
30	31 <i>Pay Day >>></i> A/P Check Requests Due Client Trust Check Requests Due	1 Tri-County Holiday				

December Training

Sun Mon Tue Wed Thu Fri Sat

1

Please self-enroll at <http://tricity.training.reliaslearning.com>
 NEO: New Employee Orientation CBT: computer Based Training

2	3	4 SAMA Sections 1-2 8am -5pm	5 SAMA Sections 3-4 8:00am-11:00am CPR/FA 1:00p-5:00p	6	7	8
9	10	11 SAMA Refresher (no new hires)	12 CPR/FA 8:00a-12:00p	13 CPR/Medical 8:00a-11:00a	14	15
16	17	18 SAMA Sections 1-2 8am -5pm	19 SAMA Sections 3-4 8:00am-11:00am CPR/FA 1:00p-5:00p	20	21	22
23	24 Tri-County Holiday	25 Tri-County Holiday	26 CPR/FA 8:00a-12:00p	27 SAMA Refresher (no new hires)	28	29

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Chris Carni: Clinical Trainer
 Phone: 936.521.6370
 Email: christopherc@tcbhc.org
 Laura Parks: Anasazi Software Specialist
 Phone: 936.521.6129
 Email: laurap@tcbhc.org