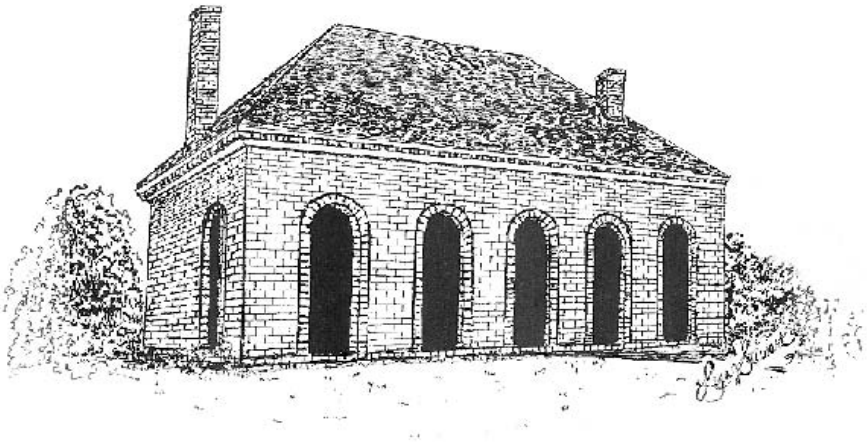
BOARD MEETING PACKET

PREPARED FOR
HANOVER COUNTY COMMUNITY SERVICES BOARD



MEETING DATE	**February 17, 2020**
MEETING TIME	**5:30 p.m.**
LOCATION	**Hanover Community Services Board Conference Room** **12300 Washington Highway** **Ashland, VA 23005**

STATEMENT OF MISSION

We partner with individuals to provide supports and services in the areas of

- Mental Health
- Developmental Disabilities
- Substance Use Disorders

in their efforts to lead satisfying and productive lives in their communities.

AGENDA
HANOVER COUNTY COMMUNITY SERVICES BOARD

February 17, 2020 – 5:30 p.m.
Hanover Community Services Board Conference Room
12300 Washington Highway, Ashland, VA 23005

The Hanover County Community Services Board, an administrative policy body, is comprised of county residents appointed to set policies for the provision of mental health, developmental and substance use disorder services.

Among other duties, the HCCSB reviews and evaluates services and facilities, ensures compliance with the annual performance contract, approves a schedule of fees and advocates on behalf of county residents.

5:30 p.m. – Call to Order and Welcome

Work Session: RAFT House Program Update

6:30 p.m. – General Business

1. **Reconvene**
2. **Donations**
3. **Public Comments**
4. **Approval of Minutes – January 27, 2020 Board Meeting**
5. **2nd Quarter Financial Report**
6. **Executive Director's Report**
   a. **Directors' Updates**
   b. **Other Items**
7. **Chairperson's Report**
   a. **Work Session Planning**
   b. **Other Items**
8. **Board Member Updates & Activities (to include Board Liaison Reports)**
9. **Adjourn**

Next Regularly Scheduled Meeting: March 16, 2020, 5:30 p.m.
Hanover Community Services Board Conference Room
12300 Washington Highway, Ashland, VA 23005

BOARD OF SUPERVISORS

AUBREY M. STANLEY, CHAIRMAN
BEAVERDAM DISTRICT

SEAN M. DAVIS, VICE-CHAIRMAN
HENRY DISTRICT

SUSAN P. DIBBLE
SOUTH ANNA DISTRICT

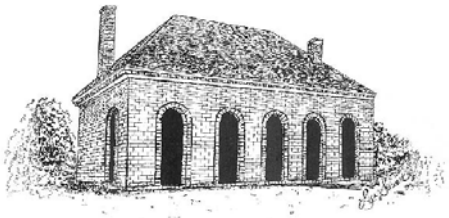
F. MICHAEL HERZBERG IV
COLD HARBOR DISTRICT

ANGELA KELLY-WIECEK
CHICKAHOMINY DISTRICT

W. CANOVA PETERSON
MECHANICSVILLE DISTRICT

FAYE O. PRICHARD
ASHLAND DISTRICT

CECIL R. HARRIS, JR.
COUNTY ADMINISTRATOR



HANOVER COURTHOUSE

HANOVER COUNTY

ESTABLISHED IN 1720

COMMUNITY SERVICES BOARD

IVY T. SAGER, MSW
EXECUTIVE DIRECTOR

12300 WASHINGTON HIGHWAY
ASHLAND, VIRGINIA 23005

PHONE: 804-365-4222
FAX: 804-365-4252

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DRAFT OF MINUTES
January 27, 2020

Members Present	Members Absent	Others
Scott Bateman		Lorrie Ann Booker
Anne Cross		Gabriella Caldwell-Miller
Sean Davis (6:00pm)		Katie Donhauser
Jeanie Edwards		Joelle Inge-Messerschmidt
Amy Gregory		Bernie Jordan
Hamilton Holloway		Courtney Lakin
Jim Hunt		Jim Taylor
Margaret Perkinson		Lisa Adkins
Lori Spain		Susan Richards
Melissa Young		John Schartzer
		Jennifer Edelman

Call to Order

The meeting was called to order by Hamilton Holloway, Chairperson, at 5:35 p.m. at the Hanover Community Services Board conference room, 12300 Washington Highway, Ashland VA 23005.

The following members were present: Scott Bateman, Anne Cross, Sean Davis (6:00pm), Jeanie Edwards, Amy Gregory, Hamilton Holloway, Jim Hunt, Margaret Perkinson, Lori Spain and Melissa Young.

Mr. Holloway acknowledged Ivy Sager's absence, due to a family emergency.

Work Session

Lisa Adkins and Susan Richards from Community Resources gave a presentation on Hanover DASH.

Donations

The following donations were acknowledged by the Board:

- Christmas gifts to specific individuals in need: American Legion Ladies Auxiliary Unit 175, Brown Grove Baptist Church, Forest Grove United Methodist Church, Patricia Lyons and Family, Emily Cochran and Family, Lee Davis Interact Club & Football Team, and the Ashland Home Depot.
- Hunton Baptist Church, Men's Four Sunday School Class donated $25.00 to the RAFT Member Fund.
- Hanover Hawks & Atlee Raiders Swim Team donated food with an approximate value of $25.00 to the CSB Food Pantry.

The following donations were moved for acceptance by Jeanie Edwards, seconded by Scott Bateman and passed unanimously:

- St. Paul's Episcopal Church donated $300.00 to the RAFT Member Fund.
- Ms. Debra Condrey donated $1,000.00 to the RAFT Member Fund.
- Church of the Redeemer donated Walmart and Food Lion gift cards, totaling $1,025.25 that were distributed to individuals served.

Public Comments

Retta Christoph, South Anna District, shared a recent experience with Same Day Access.

Approval of Minutes

The minutes of the December 16, 2019 Board meeting were approved as submitted.

Executive Director's Report

Melissa Young asked about the spike in SDA requests during the month of October. Gabriella Caldwell-Miller responded that an uptick was seen across the region, with no determinable reason behind it.

Mr. Holloway asked about the budget. Bernie Jordan replied that the budget will be presented to the Board of Supervisors in February.

Sean Davis excused himself from the meeting, to attend to Board of Supervisors' business.

Ms. Caldwell-Miller spoke to the new school-based clinician position, funded by STEP VA. Discussion ensued.

Jim Taylor announced the appointments to the CSB Board are in the works and are expected to be made at the February Board of Supervisors meeting. Mr. Holloway mentioned the Board Member to Board Member orientation will be pushed to March or April accordingly.

Mr. Taylor provided an update on statewide SDA numbers, primary care screenings, proposed funding to increase availability of beds in private hospitals and proposed waiver slots, as was reported during the Virginia Association of Local Human Services Officials. Discussion ensued.

Joelle Inge-Messerschmidt added that Ivy Sager will forward to board members the weekly legislative updated from VACSB; please email her with any questions.

Jeanne Edwards reported on the VACSB Legislative Conference, echoing Mr. Taylor's update.
Ms. Edwards gave praise to the Board Member session and gave examples of how other Boards connect with their Board of Supervisor Members and other county officials. She spoke to the common theme of

Boards speaking with one voice.

Bernie Jordan reviewed the Organizational Chart handout and spoke to the update of the website page. Lorrie Ann Booker asked the Board Members to review and correct any inaccurate information found on the circulating copy of the website page.

Mr. Bateman asked questions regarding the public comment. Discussion ensued.

Lori Spain inquired as to the best way to refer citizens with SDA questions to the agency. Mr. Holloway suggested passing the citizen's name and contact information to Ms. Sager.

Chairperson's Report

Mr. Holloway began his report with work session planning. Ms. Caldwell-Miller asked the Board what they wanted shared in upcoming presentations. Discussion ensued and feedback was provided.

Jim Hunt spoke to his concern regarding the high percentages of drug use in the County. Mr. Holloway spoke to the possibility of having a work session on today's drug use and trauma-informed practices and implementation across the agency. Discussion ensued.

Board Member Updates and Activities

Amy Gregory announced the Public Awareness Committee is working on having one voice by polishing their presentation with the possibility of presenting it to the Board at the March meeting.

Ms. Gregory also provided a reminder that HCSS will host the Miss Hanover Abilities pageant on March 28, 2020.

Mr. Holloway announced February 6th is DD Advocacy Day at the General Assembly. He went on to say meeting with the Legislatures, outside of session, offers an opportunity to communicate what we do and what we need.

Action Items

None

The next regularly scheduled Board Meeting will be held on February 17, 2020 at 5:30 p.m. at the Hanover Community Services Board conference room, 12300 Washington Highway, Ashland, VA 23005.

There being no other business, Mr. Holloway adjourned the meeting at 7:40pm.

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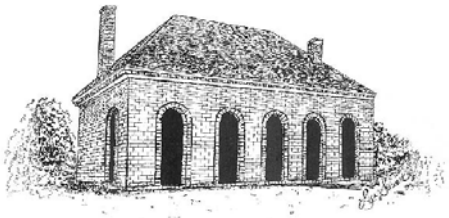

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HANOVER COUNTY

ESTABLISHED IN 1720

February 7, 2020

MEMORANDUM

TO: Community Services Board
Ivy T. Sager, Executive Director

From: Bernie Jordan, Division Director of Business Operations

SUBJECT: Second Quarter FY20 Financial Report

Attached for your review is the CSB financial projection report for the second quarter of fiscal year 2020. This report was prepared with unaudited records and is for management purposes only. The following analysis and commentary provides highlights of the projections.

- Revenue: Staff are currently projecting net overall revenue at $311K above the budgeted amount for local and intergovernmental sources. This is primarily the result of higher than anticipated Federal and State funding of $236K.

- Personnel: Salary expenditures are projected to be within 1% of budget ($58K), primarily due to lower than expected employee turnover. The benefits are running lower than budget by less than 1% as well ($13K).

- Operating: A net $146K projected operating surplus below budget is expected largely due to lower than expected use of restricted funding for Acute Care (Purchase of Services) and Pharmacy Services (Supplies Medical & Lab).

At this time, we are projecting revenue over expenses for FY19 of $216K. This projection is based on trend data from six months of revenues and five months of expenses. We expect to have a firmer projection with the third quarter financial data.

Hanover County Community Services
Statement of Fund Revenues and Expenditures with Forecast
Six months ended December 31, 2019

	Last Fiscal Year - 2nd Qtr FY2019			This Fiscal Year - 2nd Qtr FY2020					
Revenues	**Budget**	**Actual YTD**	**Actual as a % of Budget**	**Budget**	**Actual YTD**	**Actual as a % of Budget**	**Projection**	**Projection as a % of Budget**	**Surplus/ (Deficit)**
Charges for Services	3,025,000	1,677,965	55.5%	3,588,284	1,658,870	46.2%	3,371,156	93.9%	217,128
Recovered Costs	100,000	35,584	35.6%	150,000	31,958	21.3%	84,000	56.0%	66,000
Miscellaneous	16,000	19,250	120.3%	49,846	51,168	102.7%	56,000	112.3%	-6,154
Total revenue from local sources	**3,141,000**	**1,732,799**	55.2%	**3,788,130**	**1,741,996**	46.0%	**3,511,156**	92.7%	**276,974**
Intergovernmental revenue:									
Federal	579,795	280,007	48.3%	594,522	389,082	65.4%	669,699	112.6%	-75,177
State	2,862,626	1,506,161	52.6%	2,772,550	1,674,492	60.4%	3,009,006	108.5%	-236,456
Total intergovernmental revenue	**3,442,421**	**1,786,168**	51.9%	**3,367,072**	**2,063,574**	61.3%	**3,678,705**	109.3%	**-311,633**
Total local sources	3,141,000	1,732,799	55.2%	3,788,130	1,741,996	46.0%	3,511,156	92.7%	276,974
Total intergovernmental	3,442,421	1,786,168	51.9%	3,367,072	2,063,574	61.3%	3,678,705	109.3%	-311,633
Prior Year Balances	173,703	173703	100.0%	278,869	278,869	100.0%	278,869	100.0%	0
General Fund	4,868,373	1,263,172	25.9%	5,002,527	1,317,137	26.3%	4,751,056	95.0%	251,471
Total Reveunes	**11,625,497**	**4,955,842**	42.6%	**12,436,598**	**5,401,576**	43.4%	**12,219,786**	98.3%	**216,812**
Expenditures, Encumbrances, and Reappropriations									
Salaries	7,870,261	3,378,255	42.9%	8,089,771	3,675,211	45.4%	8,031,270	99.3%	58,501
Benefits	2,286,978	1,087,837	47.6%	2,410,644	1,140,079	47.3%	2,397,892	99.5%	12,752
Total Personnel	10,157,239	4,466,093	44.0%	10,500,415	4,815,290	45.9%	10,429,162	99.3%	71,253
Purchase of Services	266,464	112,867	42.4%	365,903	85,402	23.3%	326,892	89.3%	39,011
Maintenance Service Contracts	211	1,505	713.5%	2,095	2,588	123.6%	3,000	143.2%	-905
Professional Services	126,000	31,856	25.3%	100,270	34,833	34.7%	95,787	95.5%	4,483
Telecomm Wireless	72,500	25,335	34.9%	67,180	28,542	42.5%	66,343	98.8%	837
Lease & Rentals Facility	45,900	23,027	50.2%	46,752	23,409	50.1%	46,818	100.1%	-66
Mileage Reimbursement	53,000	20,939	39.5%	57,000	23,516	41.3%	57,974	101.7%	-974
Client Assistance	103,839	12,361	11.9%	111,414	48,282	43.3%	123,663	111.0%	-12,249
Supplies Gas Grease & Oil	46,800	29,192	62.4%	58,220	25,490	43.8%	54,999	94.5%	3,221
Food Purchases Non-Employee	60,447	27,386	45.3%	64,650	30,738	47.5%	69,617	107.7%	-4,967
Supplies Medical & Lab	134,336	17,891	13.3%	241,761	9,278	3.8%	144,621	59.8%	97,140
Other Operating	535,719	187,389	35.0%	775,262	274,207	35.4%	755,234	97.4%	20,028
Total Operating	1,445,216	489,749	33.9%	1,890,507	586,286	31.0%	1,744,948	92.3%	145,559
Capital Outlay	23,042	0	0.0%	45,676	0	0.0%	45,676	100.0%	0
Reserve	0	0		0	0		0		0
Total Expenditures	**11,625,497**	**4,955,842**	42.6%	**12,436,598**	**5,401,576**	43.4%	**12,219,786**	98.3%	**216,812**

Executive Director's Monthly Report
February 2020

A. **Executive Director**

General Updates

- Psychiatric Nurse Practitioner
- VACSB Legislative Activity

The FY20 budget included the addition of a psychiatrist to support a requested reduction of hours for current psychiatric staff. With little interest in the psychiatrist vacancy, agency staff worked with Human Resources to develop the option of hiring a psychiatric nurse practitioner (PNP) in lieu of the psychiatrist. As of April 1, a new PNP will be joining Hanover CSB to support the psychiatric/medical services provided to individuals and ahead of a reduction of hours for current providers.

VACSB legislative activity continues with the General Assembly moving toward "cross-over". Weekly updates will continue to be provided to board members as the focus of VACSBs advocacy work turns to the state budget.

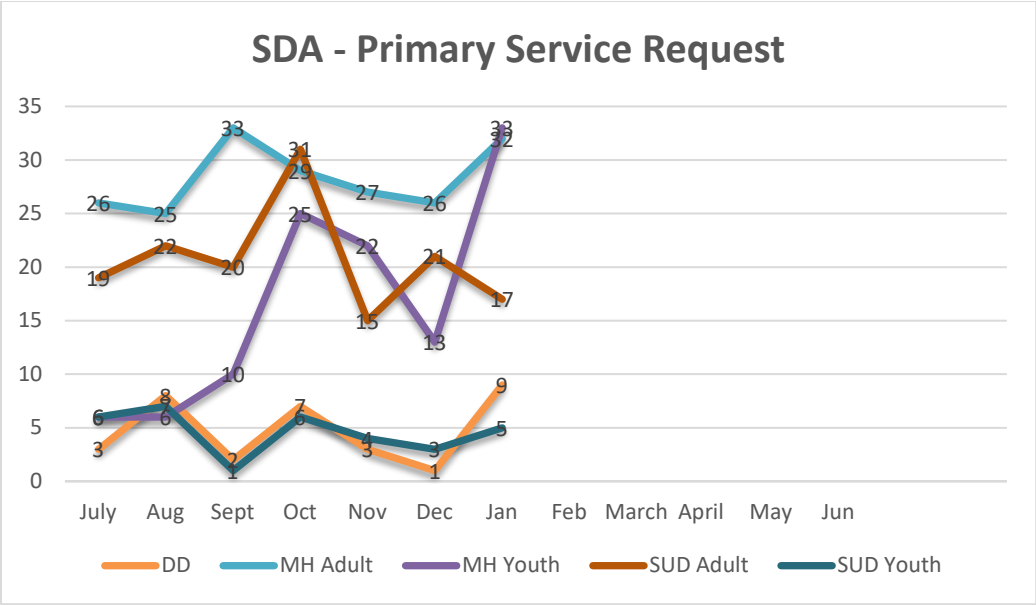
The following are included in this month's packet:

- December 2019 Dashboard
- 3-month Planning Calendar

Access Redesign Project

In January 107 individuals presented at the agency seeking services through SDA (103 non-duplicated individuals). Of the 107 individuals that started the SDA process, 96 individuals proceeded through to the Comprehensive Needs Assessment and were scheduled for an initial appointment with a primary clinician. The remaining 11 did not proceed through the process due to a variety of reasons, including being referred to another service provider (6), being referred to the crisis team for immediate intervention (4), and self-selecting to come back on another day due to time restraints (1).

The chart below provides a visual of the primary service type for those who proceeded through assessment and were scheduled for their first appointment since the beginning of this fiscal year.



Step VA

As part of the Outpatient Services step of STEP VA, Hanover CSB had 4.5 new FTEs approved: 2 Clinicians, 1.5 Case Managers and one Administrative Assistant (reimbursement). At this time, only one position remains in the recruitment stage; all other positions have been offered to a candidate or the position has been filled.

Human Resources

In January, there were three new hires: Support Coordinator, Case Manager, and part time Prevention Specialist. There was one resignation: Administrative Assistant. There was one retirement: Training Specialist. Also, one Administrative Assistant transferred from part time non-benefited to full time.

Donations (*Donations that need action to accept by the Board.)

None.

Community Relations/Community Education

See below for information related to work on the Governor's Challenge to Prevent Suicide among Service Members, Veterans, and Families (SMVF). In addition, see attached information about Wellness courses developed specifically for Hanover County Public Safety Employees. This has developed as a result of strong collaboration and partnership between the Behavioral Health Wellness team and public safety partners.

B. **Business Operations**

- FY 2021 Department Budget
- Logisticare Contract Addendum
- Facility Repairs and Maintenance

FY 2021 Department Budget – The County Administrator's proposed budget for FY 2021 will be presented to the Board of Supervisors on February 12, 2020.

Logisticare Contract Addendum – Logisticare provides Medicaid transportation reimbursement to the CSB for transporting individuals, open to the agency, to programs. After reviewing the current contract, it is apparent that the reimbursement rates needed to be adjusted. Staff is working with Logisticare to obtain an increase of about 40% for ambulatory transportation services and a 35% increase for wheelchair transportation services.

Facility Repairs and Maintenance –
Day Health status:

1. The new awning has been installed; however, the vendor needs to perform some additional modifications before it is complete.
2. The exterior ground grading and seeding will take place in the spring.
3. Quotes have been obtained for additional interior painting of Day Health in the main program area to be scheduled for FY 2021.

Atlee Commons routine maintenance – Quotes have been obtained to replace carpet and perform painting in the main hallways. The install is expected to be completed in March/ April. Funding is being provided by the County's General Services department.

C. **Behavioral Health & Wellness**

- Governor's Challenge to Prevent Suicide Among Service Members, Veterans, and Families (SMVF).
- RAFT – Rally Day & Hanover DASH
- ICT Success Story

Governor's Challenge to Prevent Suicide Among Service Members, Veterans, and Families (SMVF) – Building on the success of the National Mayor's Challenge to Prevent Suicide among SMVF, state-level policy makers are collaborating with federal, state, and local leaders to implement this comprehensive suicide prevention plan. Laura Robertson, Behavioral Health Wellness Specialist, is leading Hanover County team for the Governor's Challenge along with other local partners: the American Legion Post 90 (Beaverdam) and the Department of Social Services.

Approximately 7,427 veterans live in Hanover County, approximately 7% of the population. Of those, 258 veterans (3.5%) live below the poverty line; and, 1,494 (20%) live with a disability.

The Hanover County team will collaborate with VFWs and American Legion Posts to provide mental health related trainings and to connect veterans to community agencies that work with the SMVF population. Additionally, the team will provide Military Cultural Competency training to agencies that regularly interface with veterans.

RAFT – Rally Day & Hanover DASH – Everyone had a wonderful time at Rally Day on Friday, January 24. Rally Day is a time when past and present as well as potential members spend time

at RAFT House to enjoy activities, have a great lunch, and engage in conversation and fun. The attendance for the day was beyond expectations and staff look forward to another Rally Day in February.

Staff is excitedly helping members learn how to use Hanover Dash as a means of transportation for medical appointments, grocery shopping and other errands.

ICT Success Story – Teamwork makes the dream work! With the help of Hanover Social Services and multiple CSB staff, the ICT team helped an individual move into an apartment in January. For years, the individual lived in substandard housing without power or running water. This home was declared unfit for human habitation last fall and condemned. The CSB funded his stay at a local motel during the coldest days of December. The CSB Housing Specialist helped him obtain the housing voucher and apply for apartments. Hanover Community Support Services generously provided funding for the security deposit. Because of awesome teamwork, this individual has a safe place to call home.

D. **Developmental Disability Services**

- Support Coordination
- Supported Employment
- Day Health
- Case Management Data

Support Coordination – The Support Coordination team is excited to welcome a new support coordinator and student intern to the team. The support coordinator joined the team in mid-January and bring years of experience in Employment Services in Virginia Beach. The student intern is a junior in the Bachelors of Social Work program at VCU. Both have been spending time training and shadowing their peers.

The team also addressed a Medicaid Appeal hearing recently. A young man who received a DD Waiver last year lost the waiver in October 2019. He had a mental health crisis shortly after receiving the waiver and was hospitalized. He was unable to get the waiver services started due to admission to a long-term residential facility out of state. Unfortunately, as he was beginning to transition back to Virginia and to a residential facility in state, he was unable to hold onto the waiver slot due to the regulations stating that waiver services must be implemented within 150 days. His family, with assistance from his support coordinator, appealed the decision to take his waiver slot. The appeal hearing was held and the outcome was to uphold the decision to have his waiver taken. He was admitted to a residential facility in January of this year paid through CSA (Children's Services Act). He will be placed back on the waiver wait list with the hope he will receive a waiver when the state releases the 2021 wavier slots.

Lastly, the team supported a 24-year-old woman with a diagnosis of Intellectual Disability, Major Depressive Disorder and Unspecified Psychosis. This young woman transferred to Hanover CSB in 2018 with a Building Independence Waiver. At the time, she was living in an

apartment with her brother and his wife with little supports through the waiver. She was voluntarily hospitalized approximately 12-13 times since her transfer to Hanover. Her brother and his wife moved out and she would often threaten to harm herself resulting in the need for hospitalization, due mostly to what was believed to be loneliness. Her support coordinator requested a reserve waiver slot to move her to the Family and Individual Waiver (FIS), which would provide her with more supports. She was placed on the Reserve Slot List and was finally able to secure a FIS Waiver in April 2019. She moved into a supported apartment with a roommate and since then has begun attending a day program. She and her roommate have become fast friends. She has not been hospitalized since and began employment in December 2019.

Supported Employment – Capital One Crews successfully transitioned from Restaurant Associates to LifeWorks. Both Crews completed the on-boarding training and assisted with the new kitchen set-up. Job development has led to an opportunity with Dollar Tree on Parham Road for an individual to complete a working interview. The manager has been supportive in allowing SE staff to complete situational assessments with individuals in the store. This month the team had an individual complete an interview and was offered a position to begin in February.

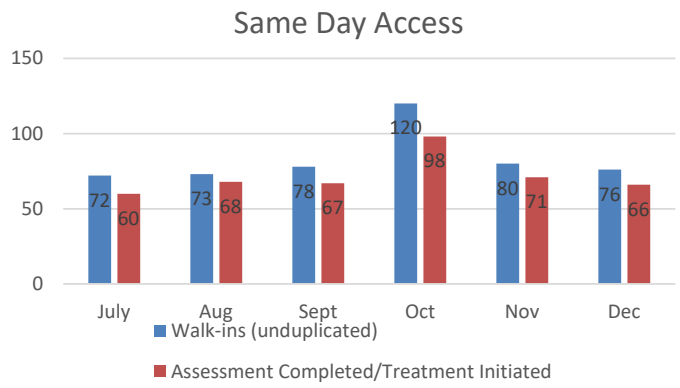
Day Health – On January 24, the program hosted a sock hop! Individuals from the program, along with staff dressed in their best 50's attire, rocked out to music and enjoyed classic carhop food. The event concluded with coke floats and more dancing.

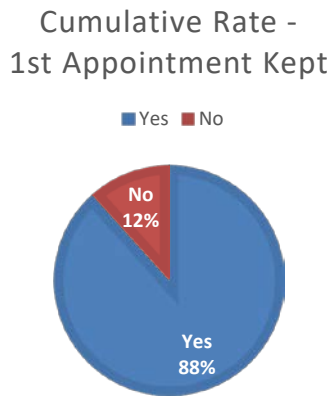
Case Management Data

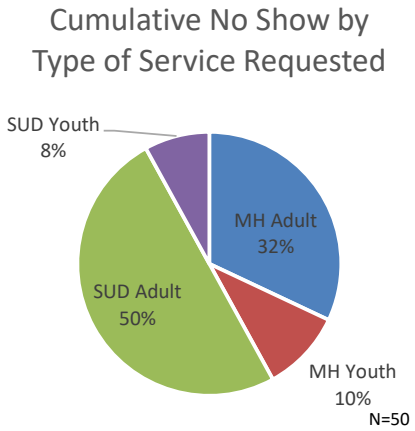
Case Management Numbers						
				Nov. 19	Dec. 19	Jan. 20
Active - SPO only				**7**	**8**	**8**
Active - Waiver						
	Community Living Waiver			150	150	151
	Family & Individual Waiver			44	43	59
	Building Independence Waiver			17	18	17
		Active Waiver Total		**211**	**211**	**227**
Non Active (Follow Along & Tracking)						
		TOTAL		**141**	**144**	**141**
Consumer Monitoring						
		TOTAL		**225**	**220**	**225**
Contracted DD CM Services						
	Community Living Waiver			0	0	0
	Family & Individual Waiver			16	16	16
	Building Independence Waiver			0	0	0
		TOTAL		**16**	**16**	**16**
Total Unduplicated Individuals Served Through Support Coordination/Case Management				**600**	**599**	**617**
Walkins				**3**	**1**	**6**
Transfers				**0**	**1**	**0**
TOTAL Request for Intakes CM Svcs (Active/Non-Acti				**3**	**2**	**6**
Request for Screening DD Waiver Waitlist				**5**	**1**	**4**
				Nov	**Dec**	**Jan**
*Those who meet eligibility and may also receive svcs through Active-SPO OR Non Active OR Consumer Monitoring						
DD Waiver Wait List Numbers						
	Priority 1			133	134	134
	Priority 2			142	139	147
	Priority 3			12	11	11
		TOTAL		**287**	**284**	**292**

Hanover CSB - December 2019

At-a-Glance	Hospitalizations: 21	Number Served: 1235	Prevention: 313	SDA Avg 1st Appt: 6.47	RAFT: 86%
FY20 YTD Avg/Month	26	1196	467	5.8	58 of 61 attended at least 2 days
FY19 Avg/Month	26	1176	409	4.5	

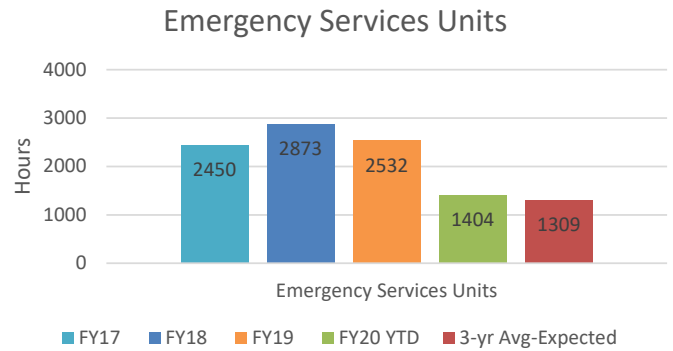


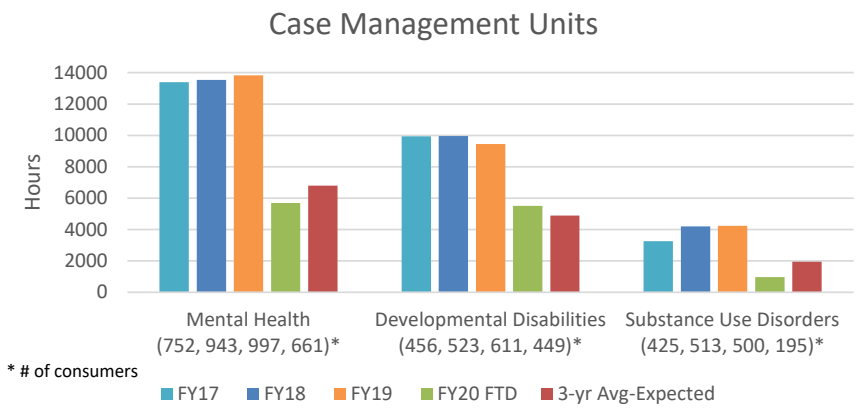




Mental Health Services	FY19 Actual	FY20 Projected	FY20 YTD	YTD Expected	% of Expected	
Acute Psychiatric or Inpatient Services	33	20	7	10	70%	△
Outpatient Services	342	350	510	252	203%	◆
Medical Services	552	540	461	380	121%	●
Case Management Services	997	950	661	738	90%	●
Intensive Community Treatment	70	75	61	66	92%	●
Rehabilitation	83	85	79	72	110%	●
Supported Employment	7	15	6	10	63%	●
Developmental Disability Services						
Medical Services	55	55	51	41	123%	●
Case Management Services	232	225	230	213	108%	●
Rehabilitation	31	35	29	31	93%	●
Supported Employment	94	85	76	73	104%	●
Supportive Residential Services	36	35	34	31	109%	●
Substance Abuse Services						
Outpatient Services	182	200	242	125	194%	◆
Medical Services	85	85	48	48	99%	●
Case Management Services	500	525	195	329	59%	●
Intensive Residential Services	33	25	9	13	72%	●
Emergency Services						
Emergency Services	744	800	451	417	108%	●
Consumer Monitoring - Individuals	379	300	219	190	115%	●
Assessment and Evaluation Services	1051	1100	567	567	100%	●

● 75-150% △ 50-75%; 151%-175% ◆ <50%, >176%





2020 Wellness Courses
for Hanover County Employees in Public Safety

Coordinated by Hanover CSB Behavioral Health & Wellness Team

Please pre-register for these courses at least 48 hours in advance.
This ensures instructors bring enough course materials for everyone. Thank you!

To register contact: Laura Robertson, BHW Specialist
larobertson@hanovercounty.gov or 804-365-6621

Just Sleep On It: Why Everyone Needs Adequate & Restorative Sleep and How to Get It
Facilitated by: The Behavioral Health & Wellness Team, Hanover CSB

Ever hear someone brag about pulling an all-nighter? Or say that sleep is for the weak? After taking this course, you'll understand why there's no glory in being sleep-deprived. Based on the work of Drs. Matthew Walker, Chris Winters, and Nicole Moshfegh learn what your body and brain are doing during sleep to make you stronger and smarter, the purpose of dreaming, and how prioritizing sleep enhances your reproductive and emotional health. Participants will explore natural ways to get adequate restorative sleep, learn to identify the signs of a sleep disorder and who to call if they need help with a sleep problem.

Happy Bellies, Happy Brains: A Practical Guide to Nutrition for People in High-Stress Jobs
Facilitated by: Ashley Mannell, RD, NP, IFMCP of Nourish, LLC

Did you know that your brain and gut communicate with one another? When we experience stress it impacts that communication and can cause us to crave certain foods over others. Additionally, everything we eat impacts our mood and our brain's ability to manage stress.

Ashley Mannell, owner of the functional medicine practice, Nourish, will show us how food and mood are intertwined. She'll share how she assesses, diagnoses and treats clients at her practice and how to advocate for yourself with your own doctor. She'll also teach participants practical mind-body skills to break the stress response so we can regain control of our hormones, our weight, our mood and heal our bodies from trauma naturally.

EMDR-What??? Treatment Options for Chronic Stress, Trauma, Depression & Anxiety
Facilitated by The Behavioral Health & Wellness Team, Hanover CSB

Ever wonder what happens when you visit a therapist? Or how certain treatments like EMDR actually work in the brain to mitigate symptoms that can result from traumatic experiences? How do you find a therapist or other medical professional that is a good fit for your needs? And how do you know if you or a loved one could benefit from therapy? In this class participants will learn about different types of therapies available, how mental health professionals practice those therapies, how to identify when it's time to seek out a professional for assistance and how to access services.

Finding the Calm in the Chaos: Mindfulness, Meditation, and Stress Management
Facilitated by: Checkpoint One

This class will cover the basic physical, mental, and emotional impact of stress and how to manage them. Topics will include: practical mindfulness skills to use on yourself and others, an introduction to various meditation styles and their uses, and stress management on both the micro and macro scale. These skills will be discussed in terms of practical use, both in self-care and client/patient care.

Rise Up: Using Interventions of Positive Psychology to Develop Skills of Achievement, Wellbeing, and Resiliency to Cultivate Authentic Happiness at Work and at Home
Facilitated by: The Behavioral Health & Wellness Team, Hanover CSB

According to positive psychologists, psychology is no longer just about finding what's wrong with us; it can help us develop grit, build mental strength, increase our ability to bounce back from adversity, nurture high talent, have happier lives, better marriages and be more effective parents.

Participants will identify their strengths and learn practical skills to create authentic happiness in their lives by using the techniques of positive psychology to build a buffer against long-term stress and trauma.

Mission: Control vs. Mission: Let It Go
Facilitated by: TBD

In public safety, maintaining control over a scene or situation is paramount to everyone's safety. Those who work in public safety know, more than anyone, the dangers that exist in the world. This combination can lead to well-meaning behaviors that are interpreted as hyper-vigilant or controlling by others and can create conflict in relationships. And because it's necessary for people in public safety to be in control much of the time, it can be difficult to step out of that role or to share control with others, leading to problems that can be exhausting and overwhelming for everyone involved.

Participants will explore the human desire for control and which emotions and situations trigger the need for control. They will learn when controlling behaviors are benign or beneficial and the signs of when they are becoming a problem in a work or personal relationship. Participants will also gain insight into the controlling behaviors and thought processes that can lead to and perpetuate family violence.

What About the Kids? Trauma, Our Jobs and Our Families
Facilitated by: The Hanover CSB Behavioral Health and Wellness Team

While the average citizen may experience five significant traumas in their entire life, those who work in public safety experience thousands. This level of exposure takes a toll on the physical and mental health of both the worker and his/her family. This course will focus on how trauma changes us and how it affects our relationships with the people we love the most. Learn tips for creating a peaceful home environment, ways to strengthen relationships with immediate family members, navigate conflict, and develop a language for explaining what you face on the job to others who may not understand the demands of the job.

Mental Health First Aid for Fire-EMS

CSB Board
Three-Month Planning Calendar

March	April	May
-New member orientation/tour (tentative)	-Budget Public Hearing, Board of Supervisors Date: April 1, 2020, 7:00pm -Board of Supervisors approves annual budget	-3rd Qtr. Financial & Progress Report -CSB Employee Recognition, Date: TBD -VACSB Training & Education Conference, May 6-8, Williamsburg Lodge
Board Planning: 3/9/20 Board Meeting: 3/16/20	Board Planning: 4/13/20 Board Meeting: 4/20/20	Board Planning: 5/11/20 Board Meeting: 5/18/20
Work Session: HCIC 5 Year Review	**Work Session:** Board Member to Board Member Orientation	**Work Session:** Drug Use in Hanover (Tentative)

Upcoming Events & Activities:

- March 28: Miss Hanover Abilities Pageant, Atlee High School

Future Work Session Topics:

- Medication Assisted Treatment – Update on program development and implementation
- Trauma-informed Care/Secondary Trauma
- 3-part Series – Division Director Overview, Scope of Responsibilities, Program Areas