

From: [Maribeth Leonard](#)
To: [lwteams](#)
Cc: [Karen Cascaddan](#)
Subject: CEO Weekly Communique
Date: Friday, March 27, 2020 3:37:53 PM
Attachments: [All Staff Meeting 3.24.20.pptx](#)

CEO Communique

Social Isolation

I am really concerned about the short and long-term impact of social isolation on those we serve. Those that we serve often already feel isolated and lonely and the current executive order to “stay at home” is going to be very difficult on those we serve. Those of us who work directly with our consumers need to ensure that services are continuing, that we are identifying current needs and challenges and finding ways to support them. NAMI released this great resource to help clinicians and those we serve. Now more than ever, we need to be sure clients are keeping appointments and that we are working with them to ensure they have crisis plans and addressing coping skills to help them navigate the “unknown” that we are all experiencing.

<https://www.nami.org/getattachment/About-NAMI/NAMI-News/2020/NAMI-Updates-on-the-Coronavirus/COVID-19-Updated-Guide-1.pdf>

Self-Care

I know that as mental health workers you put the care and safety of those we serve before yourselves every day. There are not adequate words to express my admiration and gratitude for your extraordinary sacrifice. Hearing constant reports about the illness and death caused by coronavirus can be hard to take. This pandemic can and will cause great stress for all of us, so it is important that we do not forget about self-care for ourselves and our mental health. The following are some self-care positive coping strategies recommended by the World Health Organization you can use:

- Eat Healthy foods
- Stay physically active
- Get regular sleep and rest
- Create a sense of structure and routine in daily life
- Connect social with friends and family, while maintain physical distance
- Limit time reading and watching the news

The following are some of the negative coping strategies we should avoid:

- Use of alcohol, illicit drugs, or excessive amounts of prescription drugs
- Making sudden big life changes
- Negatively assessing work contributions
- Keeping too busy
- Viewing helpings others as more important than self-care
- Not wanting to talk about current stress with others (keeping it inside)

We need to make sure we are taking care of our own mental health so we can be there for **each other** and for **those we serve**.

Current COVID-19

The following data as of 3:15 pm today, reflects the local spread of COVID-19 in both Jackson and Hillsdale counties:

Jackson County

- **16** Confirmed cases, 10 of them are in the hospital at HFAH , the other 6 treated at home
- **31** Under investigation but are currently **in** the hospital at HFAH due to COVID-19 symptoms needing treatment. Waiting for test results

Hillsdale County

- **6** Confirmed cases

Michigan

- **3,657** Confirmed cases, **92** deaths

From the bottom of my heart, thank you for everything you're doing in this unprecedented time

Maribeth

Maribeth Leonard, MBA LBSW

Chief Executive Officer

LifeWays Community Mental Health

Proudly Serving Jackson & Hillsdale Counties

Phone: 517.789.1208 | Fax: 517.796-9426



LifeWays Community Mental Health, in partnership with our community and provider network, inspires hope and equips individuals on their journey toward recovery and wellness.

Maribeth Leonard, MBA LBSW

Chief Executive Officer

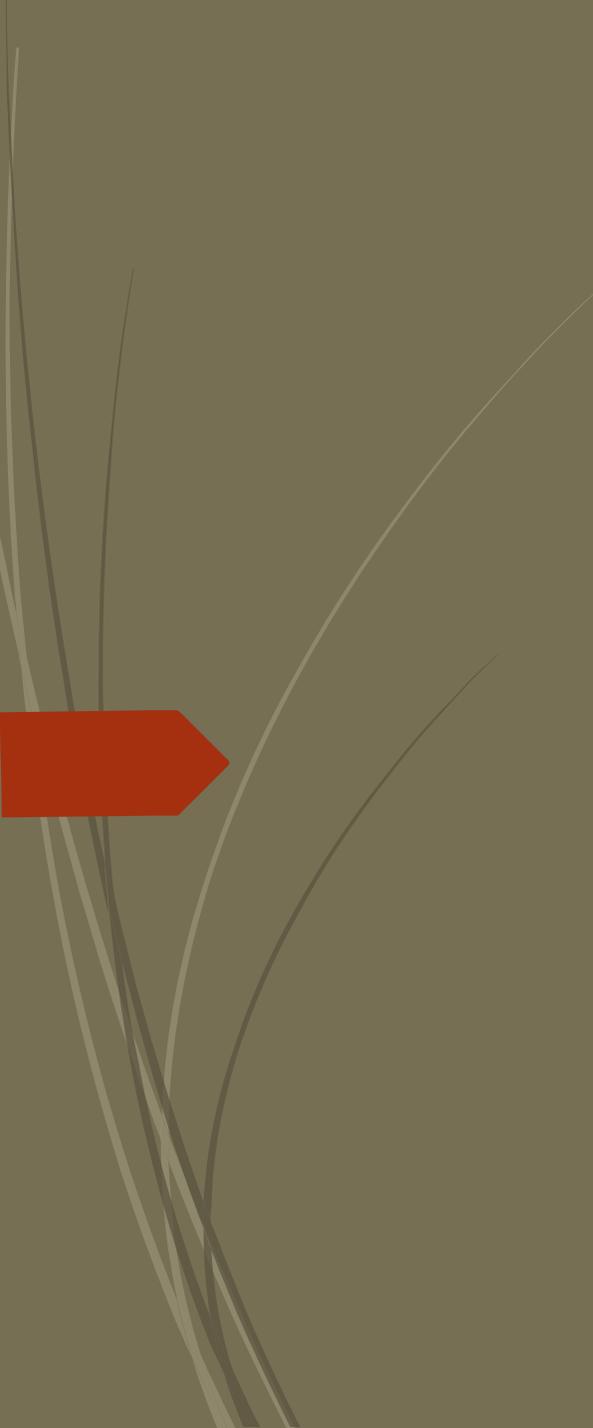
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All Staff Meeting

3/24/20



Agenda

COVID-19

Building Remodel

FY 20 Millage Planning

Strategic Planning



COVID-19

- ▶ Reality: this is moving very fast.
- ▶ At the early stages of an emerging infectious disease outbreak, which we are in, there is a lot of uncertainty.
- ▶ This can lead to emotional distress.
- ▶ Important to stay informed, but also to limit media overexposure.
- ▶ Know proper precautions.
- ▶ Implement coping skills and for everyone that will look different.
- ▶ Take care of yourself and your loved ones.
- ▶ Get plenty of rest, drink water and eat properly.
- ▶ Utilize LifeWays health care benefits if needed.



COVID-19 Community Impact

Jackson County

- ▶ 6 confirmed cases
 - ▶ 4 quarantined at home
 - ▶ 2 at Henry Ford Allegiance Health (HFAH)
- ▶ 14 persons under investigation. These are patients who may have COVID-19 and are placed on a single unit to prevent exposure to other hospitalized patients.

Hillsdale County

- ▶ 1 confirmed case

Michigan

LifeWays' response to date

- Development of a 4-tiered pandemic response
- Implementation of 80 hours of pandemic PTO
- Implemented safety measures across the agency with cleaning protocols and deep cleaning support by Jackson County
- Canceled face-to-face meetings
- Worked to provide resources, technology and technical assistance to support telework for staff
- Identified Essential Services as Tier 3 and Tier 4 response
- Provide ongoing communication to staff, providers, board and community
- Developed and deployed telehealth services to continue delivery of critical mental health services

Individual Responsibility

- ▶ Although we have had some employees out sick with symptoms consistent with COVID-19, there have been no confirmed cases.
- ▶ In light of this and the growing number of COVID-19 cases in Michigan, we want to assure you that the health and safety of our employees and patients continues to be our main priority.
- ▶ We are augmenting our facility sanitation procedures in order to provide more frequent and thorough cleaning and sanitation of the building and workplaces.
- ▶ We ask that you also increase your sanitation vigilance and that you continue to abide by strict and rigorous hand-washing procedures, workstation sanitation, and proper cough and sneeze protocols.



Building Remodel

- On schedule with a completion date of Phase 1 end of July.













Jackson
Mental
Health
Millage
2020
Service
Budget

Service	Budgeted
Mental Health Jail Services	\$ 160,000
Clublife Social Enrichment Services	\$ 332,400
Mental Health Services Supports Schools	\$ 140,000
Trauma Services in the Schools	\$ 50,000
Guardian Services	\$ 50,000
MH Services Uninsured/Underinsured	\$ 240,000
Department on Aging	\$ 12,000
Crisis Services	\$ 898,476
County Appropriations	\$ 810,000
Crisis Intervention Team (CIT) Training	\$ 21,600
Total	\$2,714,476



Hillsdale Mental Health Millage 2020 Budget

Service	Budgeted
Mental Health Jail Services	\$ 80,000
Social Enrichment Supports	\$100,000
Emergency Room Supports	\$100,000
Mental Health Services – Uninsured/Underinsured	\$ 56,000
Telepsychiatry – Jail	\$ 25,000
Medications	\$ 6,000
Mental Health School Supports	\$109,500
Integrated Health/Crisis Services	\$402,786
Emergency Behavioral Health transport	\$ 70,000
Crisis Intervention Training	\$5,000
Hillsdale Suicide Coalition	\$15,000
Total	\$969,286



Strategic Plan Activity- Highlights

- Building Remodel – Underway (Go Gray!)
- Certified Community Behavioral Health Clinic (SAMHSA) – Grant Submitted
- Mental Health Block Grant to expand ICSS services -- **Awarded**
- Michigan Health Endowment Fund – Grant submitted
- Michigan Health Endowment Fund - Concept Paper submitted
- Genoa partnership for onsite pharmacy assistance – Integrated Health
- Local law enforcement partnership for Crisis Intervention Training and developing a CIT program
- Salary Structure aligned with market – updated
- PTO structure for staff retention and recruitment – revised
- Practice Transformation participant for piloting value-based contracting with an ACT provider
- 2-1-1 Expansion – adding Monroe County



LIFE IS LIKE A CAMERA

FOCUS

ON WHAT'S IMPORTANT

CAPTURE

THE GOOD TIMES

DEVELOP

FROM THE NEGATIVES

AND IF THINGS DON'T WORK OUT

Take another shot