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From the Director

SWVMHI's All Hands of Leadership IN ACTION

The SWVMHI Food Services Team takes a big **STEP FORWARD** toward becoming an employer of choice!
Excellence is their main ingredient . . .



Bucket Fillers



In recognition of National Healthcare Food Service Week (Oct. 7-13) Food Services Supervisor, Jennifer Armstrong, led the Food Services team on a “bucket filling,” teambuilding adventure. Jennifer and colleagues, Tiffany Hayton and Stephanie Butler, volunteered their time to create a “bucket” for each member of the Food Service Department and encouraged team members to “fill one another’s buckets with “drops” - saying or *doing nice things to show their appreciation for one another*. The adventure was so well received that Jennifer has reprinted the “drops” several times just to keep up with the outpouring of gratitude, kindness, and appreciation! The Food Services team recently decided to continue bucket filling throughout the year! ***Drop*** by to see the Food Services celebration and thank a colleague today!



Jennifer participated in the August 30 STEP FORWARD Leadership Training for SWVMHI supervisors and managers in which Dr. Chris Carusi made a presentation about the positive effects of bucket filling! From there, Jennifer took the initiative to make bucket filling a part of her department’s daily activi-

ties. Leadership and values in action. Way to go Jennifer!



(See more of “bucket filling” on page 2)

Hidden

There are **turkeys** hidden on every page in this edition, just like the one pictured here.

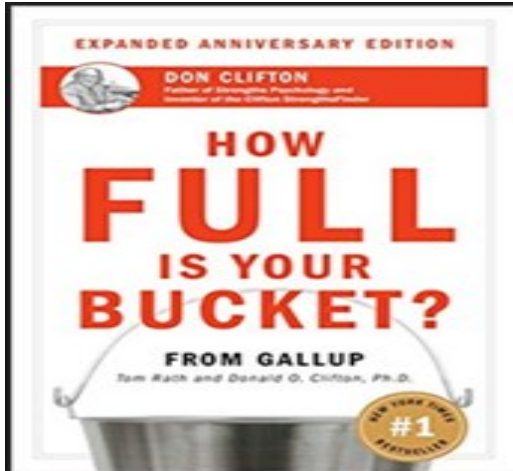
Can you find all of them?



From the Director, *continued*



HOW FULL IS YOUR BUCKET?



The BUCKET concept is a simple, but powerful one! As Tom Rath explains in his book, *How Full is Your Bucket?*, we all have invisible buckets and dipper. When our bucket is empty, we feel awful. Our buckets are constantly being emptied or filled, depending on what other people say or do to us. When we use the dipper to fill other people's buckets - by *saying or doing things to increase their positive emotions* - we also fill our own bucket! The opposite is equally true. By saying or doing things that decrease the positive emotions of others, we diminish ourselves as well and dip from our own bucket.

The US Department of Labor reports that the number one reason people leave their jobs is "They don't feel appreciated." Bucket filling is a way for supervisors and co-workers alike to show that they appreciate, value, and support one another. Bucket filling is an appreciative leadership strategy and a low-cost/no cost practice for raising the morale of our organization. Have you filled someone's bucket today?

How full is your bucket?

- Clues to empty buckets
 - Low production/performance
 - Can't get along with others
 - Low initiative
 - Body language signals
- Active disengagement spreads rapidly.
- It takes up to five positive comments to make up for one negative comment.
- We experience about 20,000 individual moments every day. There are no neutral interactions.



Shine a light on what is right

- Don't just tell people what is wrong; tell them what's right.
- Every time you put a drop in the bucket you are setting something positive in motion.
- What we recognize in others helps them shape their identity and their future accomplishments.
- Put people in touch with the consequences of their actions. Do it for positive outcomes of the good work that is going on!
- Don't just tell people what they did wrong. Tell them what the right thing to do is so they can learn what is expected of them.

~Submitted by Merle Obregon,
Director of Staff Development



More Things to Do

*Nursing staff can be POSITIVE, can you?
Oh the wonderful words staff have SAID
In filling the buckets
From the JN Retreat Task . . .
The comments have to be TRUE
SWMHJ Head Nurses have LED
The nursing teams to a positive CREW!*



Wards A/B



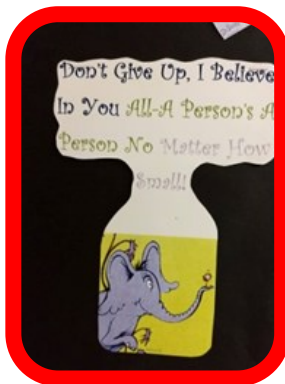
Wards C/D

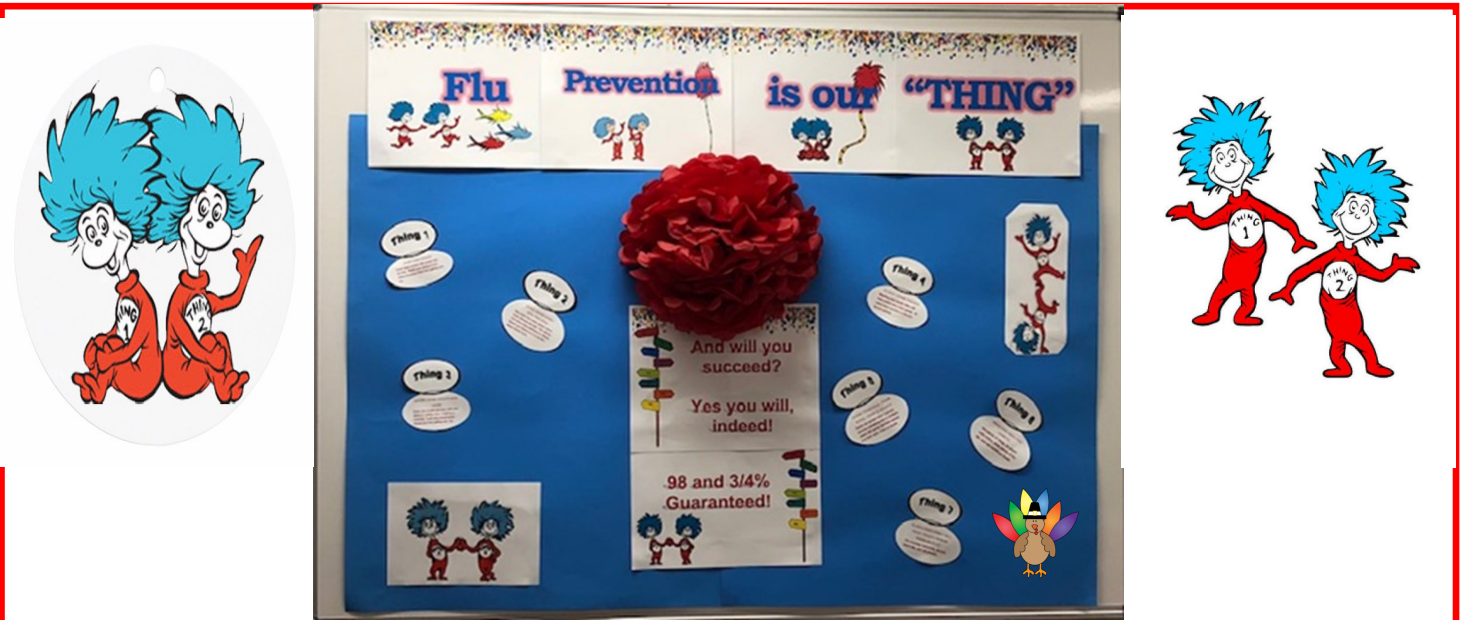


Geriatrics



ERS





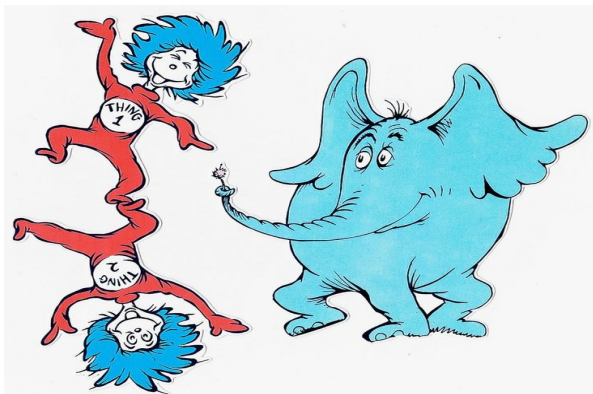
Preventing the Flu is our “Thing”

Flu prevention season is officially underway. The influenza virus causes a respiratory illness that is contagious to those around it. It can cause a mild illness or sometimes a more severe illness, even leading up to death. One of the best ways to prevent the flu is with an annual flu vaccine. The influenza vaccine is available for all SWVMHI employees. Clinics will be available on all shifts, and on many different days. Watch your email for announcements.

Employees (P-3 and Q32) who receive their influenza vaccine on or before November 5, 2018 will receive one hour comp time. P-14 employees will receive a gift card for McDonalds. Employees will then be entered in a drawing for eight additional hours of comp time (P-3 & Q32) or \$100 (P-14’s).

Other ways to prevent the flu is to practice hand hygiene frequently. Cover your mouth when coughing or sneezing, and avoid touching the T Zone (eyes, nose, or mouth) These are ways to help keep you from contracting the flu and other viruses. Also, avoiding others when you are sick or when others are sick will help prevent the flu from spreading.

Our goal for influenza vaccine compliance is 95percent. So get your flu vaccine and help keep SWVMHI a heathy place to be.



Unannounced Survey of the IPT Certified Beds Outcome

On Monday, October 15, 2018, two Virginia Department of Health Surveyors arrived to conduct a complaint-driven, unannounced survey of the SWVMHI Medicare Intensive Psychiatric Treatment Certified Beds (IPT, Wards A, B, C, D, and F). We believe that this survey was triggered by a complaint about the care of an individual who was receiving services here.

The surveyors reviewed many documents, including health information records, quality improvement plans, staffing plans, actual staffing, facility event reports, SWVMHI policies and forms, and Departmental Instructions. They toured the units several times, interviewed dozens of staff, and reviewed personnel, competency, and credentialing files.

The surveyors reported out at 3:30 pm on Thursday, October 18, 2018. We have now received the official report and their sole finding was one relatively minor documentation issue.

I would like to commend the staff at SWVMHI for their work above and beyond their normal duties during this intense four days, particularly Mike Jones, Acting Clinical Director; Cynthia Harvey, RN; Sarah Smith, RN; Julie

Stoots, Assistant Nurse Executive; Alicia Alvarado, CNE; Dr. Gordon, Medical Director; Phil Jones, Quality/Risk Management; Leiann Smith, LCSW; and Cheryl Veselik, Administrative Assistant to the Director.

We will begin a corrective action plan and will monitor this ongoing.

I forwarded the results of this very positive survey to Daniel Herr, Deputy Commissioner, and he stated, "I simply wanted to reiterate Dr. McClaskey's commendations and recognize each of you for your astute and skillful work with the surveyors during a very stressful time. Most importantly, I want to convey Central Office's appreciation for the excellent care you provide. This event highlights the many, many competing demands and concurrent high risk events you manage on a daily basis. Thank you for all that you do each and every day."

Thank you again for all your hard work you do on a daily basis!

~Cynthia McClaskey, Ph.D., Director



DSP Career Pathway Bonus Amounts Have Increased

GREAT NEWS! The bonus amounts for the DSP Career Pathway have increased.

- ◆ Level I bonus amount will increase from \$680 to \$915
- ◆ Level II bonus amount will increase from \$890 to \$1,200
- ◆ Level III bonus amount will increase from \$1,090 to \$1,465

Please note that the bonus amounts were increased by approximately 25percent and then an additional amount was added to help offset FICA taxes.

If you have submitted a DSP portfolio for the December 2018, bonus, you will receive an email confirmation from Lee Osborne, HR Analyst II, by the end of November regarding the approval for the payment. Feel free to contact me (x145) if you have any questions.



November Lunar Phases



Nov. 7 — New Moon

Nov. 15 — First Quarter Moon

Nov. 23 — Full Moon

Nov. 29 — Last Quarter Moon



VRS/ICMA-RC Representative Schedule

Reminder: Erinn Briele, who is with the state tax-deferred savings program will be at SWVMHI in the 2nd Floor Conference Room on the dates listed below .

November 26, 2018 1000 - 1600 hours (rescheduled from Nov. 12)
December 10, 2018 0900 - 1600 hours

You can make an appointment with Erinn at 1-800-338-5804 or emailing her at ebriele@icmarc.org



REHAB DEPARTMENT - A GLANCE OF OCTOBER, 2018

Fall has officially arrived, although it's cool, crisp weather conditions took a bit longer to reach us. The Rehab Department was excited for the change of scenery, and the individuals we serve are enthusiastic of the approaching holiday season. Be assured that staff will make the most out of nature's transition process by relating it to recovery in a creative and imaginative way!

The month began the Cultural and Linguistic Competency Committee's first month in its final Wellness Initiative dimension - *Spiritual Wellness*. From October through December we will be showcasing ways we can all expand a sense of purpose and meaning in our lives and the lives of those we touch. The Rehab Department is excited to incorporate this theme into our groups, events, and everyday activities and interactions. We hope everyone will join us and grow in overall wellbeing.

Lastly, the department hosted one of its monthly special events, titled "Autumn Harvest," on Thursday, October 18, in the auditorium gym. We all enjoyed pumpkin pie and apple cider after partaking in painting pumpkins, playing slopes, and fall crafts.

~Submitted by Emily Lockhart, Rehab. Dept.

Influenza Season - A Few "THINGS" To Know

As you have probably heard, cases of influenza (flu) have been diagnosed in our area. We have given the first 340 doses of the flu vaccine that were received. We are expecting more, and are trying to get more vaccines as soon as possible. We will give them out as soon as we get them. If you choose to get the vaccine at your physician, or a pharmacy, please remember to send documentation to Infection Control.

In the meantime, there are other "THINGS"  we can do to help prevent transmission of the flu!

- Avoid close contact with those who are sick. Keep your distance from others to protect them from getting sick too.
- Stay home when you are sick. Avoid work, school, and errands when you are sick. Stay home for at least 24 hours after the fever is gone without the use of a fever-reducing medicine (ibuprofen or acetaminophen). Report your illness to Infection Control on the Employee Infection Form.
- Cover your mouth and nose with your elbow or a tissue when coughing or sneezing. Throw the tissue in the trash after use. Perform hand hygiene after coughing or sneezing.
- Wash your hands or use alcohol-based hand sanitizer frequently. Additional hand sanitizer for patients will help prevent the transmission from patient to patient.
- Avoid touching your eyes, nose, or mouth. This is the way flu germs are spread and get into our bodies.
- Clean and disinfect high touch surfaces (door handles, hand rails, tables, phones, keyboards, counter tops) and other patient care items frequently. Be mindful of the contact time of the product you are using. The flu virus can "live" on some surfaces for up to 48 hours.
- Frequent assessment of patients for signs and symptoms are necessary. Patients should be placed on Respiratory/Droplet Precautions immediately with any sign or symptom of influenza until a confirmative diagnosis is made by a medical professional.
- Visitors should be asked to refrain from visiting if they have any signs or symptoms of the flu.

Symptoms of influenza include fever, headache, body aches, runny nose, malaise, cough, and possibly nausea and vomiting. The flu virus spreads mainly by droplets made when people with the flu cough, sneeze, or talk. If you have any questions or concerns, please contact Dr. Mone x 226 or Cindy Jones x231.



- Cover your cough.**
- If you're sick, avoid public gatherings.**
- Wash your hands.**
- Avoid touching your eyes, nose or mouth.**

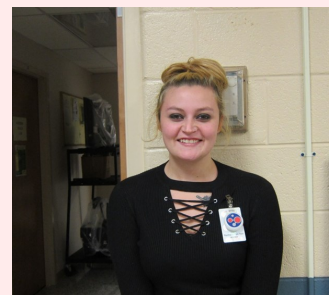
~Submitted by Cindy Jones, RN, CIC, Infection Control



meet our NEW HIRES

Please welcome the newest additions to the SWVMHI Team!

New Hires for 10/10/18



Front Row: Ignacia Ortiz, PCT, Ward E/F, 2nd shift; Hannah Caywood, PCT, Ward E/F, 1st shift; Christy Thomas, Env. Svs.

Back Row: Debra Hanshew, P-14, Lab Tech.; Elizabeth Dotson, PCT, Ward E/F, 1st shift; Leslee Barfield, P-14, RN1, Ward A/B, 2nd shift; Patricia Cantrell, PCT, Ward E/F, 1st shift; Christy Thomas, Env. Svs.

Mandy Terry, P-14, Food Svs.

Brooke Ward, PCT, Ward E, 3rd shift

November 2018						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1 NDC 6-6:30pm Chapel 6:30-8pm	2 NDC Only 6-7:30pm	3
4	5 NDC 6-6:30pm Movie Night 6:30-8pm (The Way [part of Spiritual Wellness Initiative])	6 NDC 6-6:30pm Movie Night 6:30-8pm (The Way [part of Spiritual Wellness Initiative])	7 NDC 6-6:30pm Gamerroom 6:30-8pm	8 Veterans' Day Event NDC 6-6:30pm Chapel 6:30-8pm	9 NDC 6-6:30pm Gamerroom 6:30-8pm	10
11	12 No CRS Groups No NDC/ Gamerroom VETERANS DAY	13 NDC 6-6:30pm Movie Night 6:30-8pm (The Longest Yard)	14 NDC 6-6:30pm Movie Night 6:30-8pm (The Longest Yard)	15 NDC 6-6:30pm Chapel 6:30-8pm	16 NDC 6-6:30pm Gamerroom 6:30-8pm	17
18	19 NDC 6-6:30pm Movie Night 6:30-8pm (Shanghai Noon)	20 NDC 6-6:30pm Movie Night 6:30-8pm (Shanghai Noon)	21 No PM Groups No NDC/ Gamerroom	22 No CRS Groups No NDC/ Gamerroom <i>Happy Thanksgiving!</i>	23 No CRS Groups No NDC/ Gamerroom	24
25	26 NDC 6-6:30pm Movie Night 6:30-8pm (Wild Hogs)	27 NDC 6-6:30pm Movie Night 6:30-8pm (Wild Hogs)	28 No NDC Birthday Party 6:30-8pm	29 NDC 6-6:30pm Chapel 6:30-8pm	30 NDC 6-6:30pm Gamerroom 6:30-8pm	



Being Healthy is our “THING”

SWVMHI held its biennial Employee Health Fair on September 27, 2018. Twenty-one businesses and community members were on hand to offer health screenings, vaccines, and educational opportunities to promote healthy and safe habits for our employees and their families. Over 225 employees participated. The CommonHealth program and many of our state benefit groups were on hand to provide education for our employees. Door prizes and fun activities added to the excitement of the day.

Many thanks to the staff and our community for their participation in this event!

~Submitted by Cindy Jones, RN, Infection Control



November Days to Celebrate

“Off the cuff” November holidays to celebrate:

Nov. 1 - National Men Make Dinner Day

Nov. 5 - Play Monopoly Day

Nov. 10 - Sesame Street Day

Nov. 13 - World Kindness Day

Nov. 16 - National Button Day

Nov. 18 - Mother Goose Day

Nov. 21 - National Jukebox Day





Everyone has inside them a piece of good news. The good news is you don't know how great you can be! How much you can love! What you can accomplish! And what your potential is." - Anne Frank

Word Search

Just for fun, how many of the following words can you find related to the month of November?

F	E	L	E	R	T	Y	U	I	F	I	K	L	K	J	H	G	F
D	S	E	A	Z	C	D	D	V	A	B	T	N	M	K	S	O	P
E	R	A	G	B	N	A	P	P	L	E	S	J	I	L	C	O	P
N	O	V	E	M	B	E	R	J	L	H	E	G	R	D	A	S	A
M	N	E	B	V	C	D	A	X	Z	A	V	Q	G	Y	R	F	I
F	S	S	E	E	G	H	K	B	V	C	R	M	N	H	E	R	G
O	N	T	B	E	R	V	E	T	E	R	A	N	S	A	C	J	U
O	Q	U	C	V	B	N	M	N	K	J	H	O	S	O	R	E	C
T	B	N	M	U	T	U	A	E	I	D	L	T	P	O	O	M	A
B	S	A	P	Z	X	C	V	Y	E	K	R	U	T	B	W	N	I
A	D	P	I	L	G	R	I	M	S	F	P	G	H	J	K	L	P
L	S	A	E	Q	W	E	R	R	T	Y	Y	M	U	I	O	P	O
L	C	I	D	E	R	S	D	F	G	H	J	K	U	L	P	O	C
Z	X	C	E	V	T	Y	L	I	M	A	F	Y	U	P	K	L	U
S	D	F	G	R	H	J	K	L	O	I	U	Y	T	R	E	E	N
X	C	T	H	A	N	K	S	G	I	V	I	N	G	V	B	N	R
Q	W	E	R	C	T	Y	U	I	O	P	L	K	J	H	G	F	O
E	R	T	I	L	P	O	K	Y	T	F	G	V	B	B	N	M	C

APPLES

AUTUMN

CARVE

CIDER

CORNUCOPIA

FALL

FAMILY

FEAST

FOOTBALL

HARVEST

LEAVES

NOVEMBER

PIE

PILGRIMS

PUMPKIN

RAKE

SCARECROW

THANKSGIVING

TURKEY

VETERANS

Staff Development



Take advantage of Upcoming Training Opportunities

CAI Reminder for November:

All Staff: All 2018 CAI's should be completed with the exception of "every 2 years CAI's" that are listed below:

**Alcohol & Drug Awareness CAI - All Staff
Alcohol & Drug Awareness for Supervisors CAI - DI 502 - SUPERVISORS ONLY**



MVP - FOR ALL SUPERVISORS

MVP Curriculum (SWVMHI MVP Curriculum) Start within 60 days of hire into supervisory role; complete within 24 months

- **Nov. 1** CPR Renewal/TOVA Recert 1430 - 2300 hours (2nd shift Nursing)
Blood Drive - 1000 - 1600 hours
- **Nov. 6** Facility Tour - 1300 - Meet in Bagley Bldg. Lobby for tour
- **Nov. 7** CPR Renewal/TOVA Recert (0630 - 1500 hours (1st shift Nursing) & 2230 - 0700 hours (3rd shift Nursing)
- **Nov. 13** Dementia Experience 1000 - 1600 hours - L Hallway/Courtroom
- **Nov. 16** Healthcare Provider CPR 0830 - 1700 hours
- Team Building Class 1330 - 1530 hours
- **Nov. 20** Intro to Mental Illness 0830 - 1200 hours
Intro to Substance Use Disorder - 1300 - 1400 hours
REVIVE! Opioid Education/Naloxone Administration Class - 1415 - 1530 hours
- **Nov. 21** Recover & Wellness (RAFT) - 0830 - 1430 hours
- **Nov. 27** TOVA, Part 1 0830 - 1700 hours
- **Nov. 28** TOVA, Part 2 0830 - 1430 hours
- **Nov. 29** Dr. Gillette Presentation - 1330 - 1500 hours
- **Dec. 14** STEP FORWARD Training for Supervisors and Managers - 0815 - 1700 hours at the Academy West (This is a repeat of the August 30 training)



**Sign up in advance with Patricia Evans.
Call ext. 854 or send an email!**

Log onto the new Virginia Learning Center (VLC) by going to: <https://covlc.virginia.gov>. Use your Employee ID (minus the leading zeros) and your Knowledge Center password.

Remember to access the VLC only through Internet Explorer and not Chrome.



Virginia is for GIVERS!

SWVMHI officially opened its Commonwealth of Virginia (CVC) campaign of charitable giving on October 31! Becky Sparger and Ginny Moorer-Shields, co-coordinators, launched the giving season at SWVMHI with a Halloween Candy Sale and prize drawing in the Bagley Lobby from 0600 - 1800 hours. This was the first of two main CVC events at SWVMHI.

(Pictured: Ginny Moorer-Shields & Becky Sparger)



The next big CVC event is the now famous and **WILDLY POPULAR** . . . SWVMHI Themed Basket Silent Auction. Bidding starts November 28 at 1500 hours and concludes on December 6 at 1500 hours with basket pickup on December 7. All proceeds go to local CVC Charities. Contact Ginny at ext. 168 or Becky at ext. 169 to sign up to enter your team's basket.

Here's how to create and enter your themed basket for the Silent Auction:

1. Choose a theme for your basket (ex: car wash, "Night at the Movies," "Sweet Treats," lotions and scents, Christmas decorations, etc.)
2. You and your group bring in items that match the theme (or collect money and designate one person to buy the items for the basket)
3. Put all collected or bought items into any type of basket (or other container like a bucket, etc.) . . . baskets may be as big or small and as extravagant or simple as you like.
4. Label the basket so we know who created the basket.
5. Let Ginny or Becky know you will be participating as soon as possible and bring your basket to Ward G on November 28 by 1300 hours.

Becky Sparger (x168) and Ginny Moorer-Shields (x169) are available to assist staff with payroll deduction pledge sheets and/or one-time cash donations through December 7.

DON'T WAIT!

GIVE TODAY!



Hope, Empowerment, Education, and Fun!



On October 23 at the Wytheville Meeting Center, SWVMHI Rehab Department, Mt. Rogers Community Services Board and Virginia Organization for Consumers Asserting Leadership (VOCAL) proudly presented:

2nd Annual Recovery & Resiliency Conference

Coming together for

HOPE, EMPOWERMENT, EDUCATION, ENTERTAINMENT, and FUN!

This was a great opportunity for the individuals we serve to experience a community outing while learning more about Recovery and being inspired by listening to other survivors' recovery stories. Everyone enjoyed themselves and were able to meet many community partners and learn about many resources available in our communities.

Matt Moorer, our Vocational Rehab Supervisor, was the professional with the ideas and initiative to get this event developed last year. He serves on the Recovery and Resiliency Committee and we are proud of his hard work and dedication to help others.

A special thanks to all the staff who helped with assisting several individuals to attend this successful event.

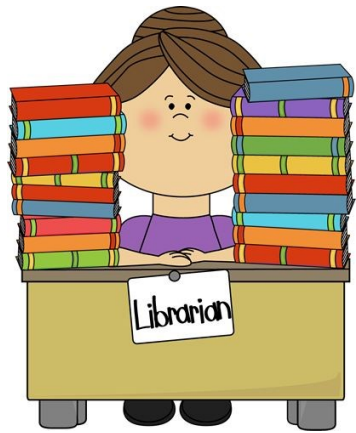


SWMHI Hope, Healing, and Health painting by **Emily Lockhart**



Matt Moorer, Vocational Rehab Supervisor and **Brittany Phipps**, Centralized Rehab Services Supervisor

~Submitted by Heather Trail, Director of Rehab Programs



Notes from our Librarian

November is National Inspirational Role Models Month. Each one of us has had role models in our lives that we can look back to and thank for inspiring us to live a life that means something important to us. Some people just live in such a positive way that others want to emulate them.

How many times have we read an article about someone who is very disabled, but who has still accomplished great things? Helen Keller was blind and deaf, but still earned a college degree, wrote books, and worked as a political activist. Steven Hawking had ALS, but he was one of the most admired physicist with many books and awards under his belt. Franklin Delano Roosevelt and Frida Kahlo had polio and John Hockenberry is an award winning journalist, despite having a spinal injury. Who could forget Nick Vujicic, who was born without arms or legs, but who swims, plays football, and does most everything other people do? After writing an inspirational memoir, he now tours as a motivational speaker and founded a non-profit organization.

It's not just physical disabilities that can hinder a person's ability to succeed in life. Mental illness can have the same effect, but can be overcome as well. Abraham Lincoln, Winston Churchill, and Edgar Allen Poe are just a few of the many historical and famous figures who were diagnosed with depression. Jane Pauley was diagnosed with bipolar disorder. Nicola Tesla, Leonardo di Caprio, and Charles Darwin showed signs of obsessive-compulsive disorder. Jack Kerouac and Veronica Lake were diagnosed with schizophrenia, and John Nash was a Nobel prize winning mathematician who was featured in the book and movie, *A Beautiful Mind*. Also, many famous people spent time in mental hospitals including Sylvia Plath, James Taylor, David Foster Wallace, Carrie Fisher, Demi Lovato, Sinead O'Connor, Mariah Carey, Ashley Judd, Marilyn Monroe, Catherine Zeta Jones, Yoko Ono, Britney Spears, Susan Boyle, and Ezra Pound. All of these are excellent role models for our individuals here and for everyone else in the world, too. They show what can be accomplished, despite mental illness. Here in the library we have numerous biographies to inspire everyone as well as issues of Bipolar Magazine and Schizophrenia Magazine, Guideposts Magazine has many inspirational stories, too.

New Books - These are some exciting new books that have just been donated. Thank you again to everyone who gave us these great new books!

Reviving Ophelia: Saving the Selves of Adolescent Girls, by Mary Bray Pipher
The Prince of Darkness: 50 Years Reporting in Washington, by Robert D. Novak
I Never Played the Game, by Howard Cosell
Dear County Agent Guy, by Jerry Nelson
Klan-Destine Relationships: A Black Man's Odyssey in the KKK, by Daryl Davis
The Politics of Medicare, by Theodore R. Marmor
Breaking Down Silos, by Brandi Braud Kelly
Caring for Patients from Different Cultures, by Geri-Ann Galanti
The Games Do Count, by Brian Kilmeade
The Beach Street Knitting Society and Yarn Club, By Gil McNeil
The Homespun Wisdom of Myrtle T. Cribb, by Sheri Reynolds

~Submitted by Christina Quillen
 (also see "Thank-you for the book donations" on page 13)



The Committee of 100

On October 18 and 19, one hundred DBHDS staff members, including seven from SWVMHI and the Human Rights Advocate, joined faculty and staff from Virginia Tech’s School of Public and International Affairs to participate in the *Committee of 100 Conference* held at the OMNI Hotel in Richmond. The purpose of the *Committee of 100* was, in the words of Commissioner Melton, “to lend expertise and insight to DBHDS’ strategic planning process.” The primary task of the *Committee of 100* was to develop strategic goals and mission-aligned metrics for each of the five priority focus areas of the DBHDS. (The DBHDS top priorities are: Women and Children’s Health, Medicaid Expansion, Financial Realignment, STEP-VA, and Substance Use Disorders.) The *Committee of 100’s* goals, in combination with the work of other DBHDS groups, will be presented to the Commissioner in mid-November in preparation for the DBHDS five-year strategic planning session.

The one hundred members, selected by Central Office from a pool of leadership program participants such as VPSL and SystemLead, represented organizational levels and expertise from all disciplines and work areas of DBHDS. The work of the *Committee of 100* will help define the four strategic goals, activities and measurements of the DBHDS Five Year Strategic Plan for 2019 - 2024. Members of the *Committee of 100* will be expected to facilitate strategic planning at their locations and assist with implementation of the final goals and activities of the five-year plan.



Attending from SWVMHI are from left to right: Ginny Moorer-Shields, Josie Wade, Merle Obregon, Brian Cowart, Mark Morin, Chris Carusi, and Sean Carrigan. Not pictured is Brandon Rotenberry.

thank
you

Thank you for the Book Donations

The library would like to thank the following people for donating items:

Don Bonham	Ashley Privett	Becky Sparger
Caroline Norris	Catherine Phillips	Phyllis Miller
Jan Barrom	Russ McGrady	Sheila Thomas
Melanie Smith	Lesu Cole	

I would also like to thank everyone for the many anonymous cards, magazines, and books. I apologize if I accidentally left anyone off the list.

~Submitted by Christina Quillen, Librarian



Southwestern Virginia Mental Health Institute

Address: 340 Bagley Circle
Marion, Virginia 24354
Phone: 276-783-1200
Fax: 276-783-9712

Comments, Suggestions or Ideas?

SHARE THEM!

Please send any comments, suggestions, or ideas you have regarding the newsletter to the Office of the Director.



This Month's Word Search Answer Key



	L						F													
	E						A		T									S		
	A				A	P	P	L	E	S								C		
N	O	V	E	M	B	E	R	L	E									A		
	E						A			V								R	F	
F	S						K			R								E		
O						V	E	T	E	R	A	N	S	A	C					
O								N		H		S		R						
T	N	M	U	T	U	A		I		T				O				A		
B		P						Y	E	K	R	U	T	W				I		
A	P	I	L	G	R	I	M	S		P								P		
L		E										M						O		
L	C	I	D	E	R								U					C		
						V	Y	L	I	M	A	F		P				U		
						R												N		
						T	H	A	N	K	S	G	I	V	I	N	G		R	
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Please submit articles for the next newsletter to Teri Townsend by Nov. 26, 2018.