



April 2011



Jerry Encourages Staff Input for Strategic Planning

Since my last note, our world has change drastically. A major earthquake in Asia has claimed tens of thousands of lives with the ongoing threat of nuclear radiation having the potential to claim tens of thousands more. We have entered into another armed conflict, which to me sounds a lot like a war though that it not what it is being called. While our world can be a scary place, part of our job is to help our consumers develop coping skills to successfully deal with the rapid changes that occur in our world.

Closer to home Mr. Tom Forslund has assumed duties as the Director of the Wyoming Department of Health; Korin Schmidt, Administrator, Mental Health & Substance Abuse Services Division has accepted a position as the Deputy Director of the Department of Family Services. Jim Wade, FCS Board of Directors has resigned his position due to work commitments that will prevent him from continuing to serve.

At Fremont Counseling Service we have completed a CARF survey but have not received the results and have Substance Abuse Site Certification visit has been scheduled for April 5th (in Lander) and April 6th (Riverton). During the last week of March, Fremont Counseling Service will enter into a contract to purchase an integrated medical record from Anasazi Software with our first implementation meetings to take place the last week of April. (Editor's Note: FCS was awarded a three-year accreditation by CARF.)

What I see with Fremont Counseling Services is that on a daily basis each of you continues to provide timely and quality mental health and substance abuse treatment services and other assistance to members of our community. Currently, both programs are exceeding the minimum standards required by our State Contract.

I also want to point out a future change that will occur on July 1, 2011, based on our current negotiations with the State. **On July 1, 2011 WYPOMS will no longer be required.** A couple of different questions will become part of the WCIS system. While I understand how disappointed that this will likely make you, I hope you can support this decision.

In the coming weeks we will be encouraging every member or the FCS team to provide input into our Strategic Planning Process. The goal is to prepare a 3-5 year plan that shapes the future of FCS. I cannot think of anyone better equipped to provide valuable input to this process than you are. Each of you has a specific perception of where we need to go and I hope each of you will provide this input. More information will be provided in the next few weeks.

Thank You for Your Contribution to the Continued Success of Fremont Counseling Service!!

Jerry McAdams

Dyeing Easter Eggs...the Organic Way

Tea or Coffee - Gives a brown or yellowish tan hue.

Onion Skin - Yellow or purple hue, or reddish pick with red onions.

Beets - Dark purple color.

Red Cabbage -Purple hue or bluish.

Turmeric or Saffron - Yellow color.

Grape Juice or Dark Concord Grapes - Lavender color.

Blueberries - Blue color.

Spinach - Green color.

Dandelions - Yellowish color.

Orange peels - Lemon Peels - Yellow hues.

Shredded Carrots - Yellow Orangish hues.

Black Walnuts - Tannish stain hues.

Chili Powder - Brownish Orange hues

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- Offices closed on Friday April 22nd
- Easter Holiday is April 24th



Bonnie Reports the Importance of Data and Records to FCS

Data and Records are a very important part of Fremont Counseling Service and it is crucial that information be entered correctly, efficiently and in a timely manner in order that information is reported to the State of Wyoming correctly. The State of Wyoming Division of Mental Health and Substance Abuse uses data submitted by individual agencies to track agency performance and determine whether or not requirements for the State Mental Health and Substance Abuse contracts are met. Data tracked includes MIS (client demographic information and treatment information.), ESR (Event Service Record – Services provided) and WYPOMS (Wyoming Performance Outcome Measures).

Data is entered in to Fremont Counseling Service's electronic medical records system throughout each month by the Intake Specialist and clinical staff. Once the data is entered it is validated for accuracy and completeness using the State's Data Completeness Rules which have been built into the electronic medical record systems. Once the data is initially validated in the electronic medical record system, the data is exported to a file which is then uploaded to the State WCIS system where it goes through another validation process. Records that meet all the requirements are accepted in WCIS, those that do not are listed and errors are noted. Validation errors are forwarded to the clinical managers to have corrected by clinical staff and the process begins again. This process is completed on a weekly basis and all records have to be submitted to WCIS by the 15th of the following month. Validation of records is not an exciting way to spend the day, but it is a necessary part of the funding process for Fremont Counseling Service.

Administrative Staff:

The administrative staff has really pulled together as a team. With staff out sick or on annual leave they have willingly helped cover vacancies where needed. The billing clerk filling in for the intake specialist, the assistant bookkeeper filling in for the receptionists, Lander staff going to Riverton to fill in and the intake specialist filling in where needed. These ladies all have their own jobs to do but willingly assisted and continue to assist as needed. My thanks to all of them as they have made my job easier and helped Fremont Counseling Service operate smoothly when short staffed. To all the others who helped cover for the administrative staff, I thank you too. Bonnie

*"Sometimes
one creates a
dynamic
impression by
saying
something,
and
sometimes
one creates as
significant an
impression by
remaining
silent."*

-Dalai Lama

April Showers Bring May Flowers

April showers bring May flowers,
That is what they say.

But if all the showers turned to flowers,
We'd have quite a colourful day!

There'd be bluebells and cockleshells,
Tulips red and green,
Daffodils and Chinese squill,
The brightest you've ever seen.

You'd see tiger lilies and water lilies,
Carnations pink and blue,
Forget-me-not and small sundrop
Glistening with the dew.

We'd have fireweed and milkweed
And many more different flowers.
Mexican star and shooting star,
Falling in the showers.

And if all the showers turned to flowers
On that rainy April day,
Would all the flowers turn to showers
In the sunny month of May?

Employee of the Month– Kevin Garrett

Congratulations to Kevin for March Employee of the Month!!

Kevin was nominated by Roxanne Salazar: "Kevin is a great co-worker and he is great with clients and everyone he works with. He is very compassionate and always does the best he can to take care of his clients and to check on his fellow staff members. Kevin is always willing to go the extra mile and help out anyone any way he can. He is someone that can always make you smile and feel comfortable. He is definitely a great team member and makes the Riverton office whole."

Chris Parr was also nominated for employee of the month by Tonya Pepper. Tonya's nomination included; "I appreciate how Chris goes all over the place for our young clients and is generally willing to arrange her schedule and session locations to whatever works most easily for families. I especially like that she will work with some of my clients at Headstarts on the reservation during school hours! Otherwise, some of those kiddos would not be able to receive her services. And most of all, I like how much of Chris' heart is involved in her work."

**Remember to nominate your fellow staff member(s)
for Employee of the Month!**

Submit your nomination by the 25th of each month!

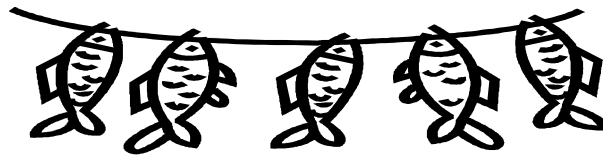
Staff Spotlight-Kelly Rees



Kelly Rees is the Prevention Specialist in the Riverton office and has worked at FCS for five and a half years. Kelly began her employment at FCS as an individual rehabilitation service worker and then moved to the prevention position after her office-mate left and after finishing her BA degree in Psychology through the University of Wyoming. Kelly's favorite part of her job is doing different groups with the Fremont County schools. One of the groups Kelly facilitates is TEG (Tobacco Education Group) for students who have been caught on school grounds with tobacco and the TEG group is an alternative to expulsion. Kelly also works with the National Guard facilitating their Stay on Track program for 6-8th graders and focuses not only on substance abuse prevention but goal setting and communication also. Kelly is also busy providing TiPS trainings in the area. This is a server training for local bars and liquor retailers to prevent selling to minors and the over-service of adults. Kelly has lived on her family's ranch all her life raising cows and kids here in the Riverton area. Her husband David works for WyDot and she has two sons Peyton, 10, and Paxton, 7. During the last two months Kelly has been busy with her boys who are on the USA wrestling team and soon after wrestling it's on to 4-H fair time and baseball.

Staff Spotlight-John Scarince

John has been working at Fremont Counseling Service for 13 years. He originally started as a job coach, and is now a Certified Case Manager with a caseload consisting mostly of SIP clients. He is also a Certified Mental Health Worker with the State of Wyoming, and has been running the Violence Intervention groups at FCS for the past 10 years. John was Employee of the Year in 2003. He has three sons, Kent, Garret, and Collin. Kent swims with the Lander Valley swim team which just won the state championship. With all three boys attending UW this fall, John says, "Maybe I can get my truck back now and do more fishing and skiing!"



Happy Birthday!!



Happy Anniversary!!

Brenda Hixson is celebrating her birthday on **April 19th!!**
Happy Birthday Brenda!

Also, on **April 9th**,
Kayse Snyder will be celebrating her birthday!
Happy Birthday Kayse!

Theresa Harmati will be celebrating her 5th anniversary here at FCS on April 10th!

Amber Groves will be celebrating her 2nd anniversary here at FCS on April 13th!

Bobbi Conner will be celebrating her 1st anniversary here at FCS on April 19th!

Happy Anniversary to all three of you ladies and thank you so much for your dedication and service to our team!