

NJAMHAA NEWS

Winter 2019-20

your voice in behavioral health since 1951

This Issue
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Free Training and Assistance Available on Many Prevention and Treatment Topics



Pictured left to right: Kristen Gilmore Powell, PhD, LSW; Michael Chaple, PhD; and Ann A. Murphy, PhD, CPRP

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NJAMHAA members are strongly encouraged to pursue training and technical assistance opportunities that are available on a variety of topics at no cost from Northeast and Caribbean Technology Transfer Centers (NeC-TTCs), which are funded by the Substance Abuse and Mental Health Services Administration (SAMHSA).

The NeC-TTCs – Addictions (NeC-ATTC), Mental Health (NeC-MHTTC) and Prevention (NeC-PTTC) – provide foundational training for skill development through workshops both in person and online and then provide intensive

technical assistance on strategies to enhance implementation at provider organizations. NeC-TTC specialists discuss goals and needs with each provider and tailor capacity building activities accordingly. The NeC-TTCs in the Health and Human Services/SAMHSA Region 2 and in other regions across the country will collaborate as necessary to meet specifically identified needs. To further foster collaboration, SAMHSA has established a national coordinating center for each TTC network (ATTC, MHTTC and PTTC). SAMHSA has also funded national focus area centers to serve as national subject matter experts and key authorities on resources for the adoption of culturally appropriate services for American Indian/Alaskan Native and Hispanic/Latino populations.

“Our goal is to strengthen the primary health, mental health and substance use treatment workforce,” said Michael Chaple, PhD, Director of the NeC-ATTC and Research Scientist, Division on Substance Use Disorders, New York State Psychiatric Institute, Department of Psychiatry, Columbia University Medical Center, during a webinar that

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From the Desk of Debra L. Wentz, PhD, President and CEO

As I was downsizing files recently, I found binders and binders of compliments that NJAMHAA received from members over the years. These comments are meaningful testimonials about NJAMHAA's ongoing efforts to change and grow. We stay ahead of our members so they remain vital and, therefore, NJAMHAA is too.

Here are a few examples of the positive feedback we have received:

"It was great being [at the rally] with so many consumers and staff fighting for the same thing. Great job to NJAMHAA and everyone associated with the rally." – June 14, 2004, Greg Speed, MSW, LCSW, then-President & CEO, Cape Counseling Services and currently Chief Integration Officer, Acenda Integrated Health.

"I don't think there is ONE STONE UNTURNED...I think you are providing the exact leadership – including excellent marketing, legal letters, meetings, etc. – that will propel progress in the areas that your membership needs so desperately." – June 7, 2010, Robert L. Parker, MPA, Chief Executive Officer, NewBridge Services, who has sent numerous additional compliments over the years

"The whole NJAMHAA team does a remarkable job. We are so happy to have you and to be a member of your marvelous organization." – April 13, 2015, Richard Rodgers, MSW, LCSW, then-Executive Director, UCPC Behavioral Health Care

"You know how highly I think of the NJAMHAA staff and the amazing job you have done that has benefitted me, the agencies I have worked for and the staff and consumers we serve. It has been a definite honor to have worked and interacted with you these many years." – March 1, 2018, Richard McDonnell, LCSW, then-Executive Director, Family Guidance Center of Warren County (now retired)

"NJAMHAA has done and continues to do such important things." – September 25, 2018, Ericka Deglau, PhD, LSW, Director, Intensive Weekend Program & Professor of Teaching, Rutgers University School of Social Work

Recent testimonials are shared, along with highlights of our current member satisfaction survey, on page 10.

As winter begins and we turn to the New Year, we hope people will take the time to think about how much they have contributed to improving lives and changing the field. We will be thinking of and helping those who would otherwise not be enjoying the holidays.

Relax, recharge and come back with New Year's resolutions you can really keep, such as looking ahead, not back, and being innovative.



Debra L. Wentz, PhD
President & CEO



"Relax, recharge and come back with New Year's resolutions you can really keep, such as looking ahead and not back, and being innovative."

Debra L. Wentz, PhD, President
and CEO, NJAMHAA



Free Training and Assistance Available on Many

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launched a regional coalition to identify workforce development needs and develop strategies for capacity building.

At the NeC-ATTC, which was established in 1993, Dr. Chaple and his team are developing a peer advocacy program and they will be working to assist in the expansion of opioid courts in New York State to increase the immediacy of access to medication for opioid use disorders. In addition, they plan to provide training on cultural and linguistically appropriate services to enhance the quality of services to various racial and ethnic groups, as well as the lesbian, gay, bisexual, transgender and questioning (LGBTQ) population. Other topics include buprenorphine induction in primary care settings and the screening, brief intervention and referral to treatment (SBIRT) process to improve identification of substance use disorders.

The NeC Mental Health and Prevention Technology Transfer Centers (MHTTC and PTTC) were recently created to provide a broader array of services either alone or in collaboration with each other and/or the NeC-ATTC.

The NeC-MHTTC, which started in August 2018, is focusing on treatment for individuals with serious mental illnesses. This group is currently providing technical assistance on motivational interviewing not only for frontline staff and supervisors, but also for clinical directors and executives; training on evidence- and recovery-based practices, including illness management and recovery, supportive housing and supported employment; and instruction on promising and emerging practices, such as supported education and peer support. Some of this training will be available online and continuing education units will be available for many of the courses. The NeC-MHTTC is also developing training

on self-care and prevention of burnout, which will be available in late December or early January, according to Ann A. Murphy, PhD, CPRP, Co-Director of the NeC-MHTTC and Associate Professor, Department of Psychiatric Rehabilitation and Counseling Professions, Rutgers, the State University of New Jersey.

"We are also developing training on mental health recovery in the Hispanic/Latino community. We will be starting with focus groups with people from this community who have mental illnesses and their families about what treatment and recovery mean to them and how services can support them," Dr. Murphy said. In addition, the NeC-MHTTC is developing an online course on the role of faith and spirituality in mental health recovery, which will describe how the faith-based community and mental healthcare providers can



"The Technology Transfer Centers provide foundational training for skill development and intensive technical assistance on implementation of strategies at no charge to provider organizations."

Prevention and Treatment Topics

collaborate. Also in the works is a training series on vocational rehabilitation to help providers of this service to better serve individuals with mental illnesses and address the new requirement to serve people transitioning from high school to the workforce. The NeC-MHTTC recently received supplemental funding from SAMHSA to help teachers and school counselors better support students with mental health issues.

The NeC-PTTC is the newest center, which launched in September 2018. "We are focusing on changing the environment to encourage people to make healthy choices," said Kristen

Gilmore Powell, PhD, LSW, Director of the NeC-PTTC and Assistant Research Professor and Associate Director, Center for Prevention Science, Rutgers University School of Social Work.

The NeC-PTTC's mission is to foster empowerment within the prevention community by strengthening capacity and deploying effective strategies that can change the conditions that contribute to substance misuse.

In its first year, the NeC-PTTC offered multiple foundational prevention trainings on topics that included implementing the Strategic Prevention Framework;

conducting community needs assessments; ensuring fidelity to improve prevention outcomes; understanding the role of policy in preventing substance misuse; and evaluating prevention programs. The NeC-PTTC also offered a self-paced Prevention 101 course and specialized training and technical assistance on the focus of environmental strategies, including development of policy changes. The NeC-PTTC recently launched the Geospatial Academy for Prevention Professionals, which is a three-part web-based series that aims to provide the skills needed to implement geospatial analyses of community data in prevention settings.

Contact the *Technology Transfer Centers* to Develop Strategies for Achieving your Goals!

Addictions Technology Transfer Center

Patricia Chaple, Coordinator
patricia.chaple@nyspi.columbia.edu

Prevention Technology Transfer Center

Clare Neary, PTTC Project Coordinator
848-932-8665
cneary@ssw.rutgers.edu

Mental Health Technology Transfer Center

Katty Rivera, Project Coordinator
908-889-2552
northeastcaribbean@mhttcnetwork.org

MEET NEW LEADERS OF LONG-STANDING

After moving their way up through the ranks in the field for many years – and in some cases, in the same organizations – Tara Augustine, LCSW, MSW, Bernadette Griswold, MA and Cynthia Heller, LCSW, are now at the helm of each of their agencies. *NJAMHAA News* caught up with these new, busy executives to get to know them better and gain their insights into their new roles.

Tara Augustine, President, Youth Consultation Service



When Tara Augustine took over the helm of Youth Consultation Service (YCS) this past June, one of the first places she visited was a YCS Psychiatric Children's Home for teenage boys in Sicklerville. There, she met a youth who had recently been admitted into the program. When she asked him how he was doing, he honestly replied, "I'm not good...I suffer every day." At that moment, Augustine, a licensed clinical social worker, knew she was returning to her professional roots.

"I believe I am now at YCS for a purpose," she said. According to Augustine, she knows that

YCS has a stellar reputation for providing services for children with the most acute needs, and she looks forward to the challenge of working with staff to help these children heal and expeditiously return home to their families, if possible.

In her current role, she aims to make sure that YCS is on the forefront of evidence-based practices and the newest innovations to make the most impact on the children and families they serve. Augustine is encouraged by the preventive services being provided by the YCS Institute for Infant & Preschool Mental Health, the YCS Nurse Family Partnership, and other community programs under the Institute's umbrella.

Augustine believes early intervention services are very important and that the Institute is doing an amazing job reaching out to at-risk families. "There is often-times a stigma about receiving help. Families need to know that there's no shame in asking for and receiving help," Augustine said, emphasizing that as the Institute reaches more families, YCS will be poised to have a greater impact. While residential services have been the largest portion of YCS' business, Augustine aims to expand community-based services so when children are ready to go back home, they have links to services and they can continue to be successful in their homes. It's a holistic approach, she explained, underscoring the full continuum of care to ensure transitions are successful.

Connectedness is also Augustine's focus in the context of the opioid crisis and with younger children experiencing suicidality. "Kids are, at times, being raised with a heavy reliance on devices leading to our loss of connections," she stressed. "We want YCS to help the community forge those crucial connections to combat any adverse childhood experiences."

Bernadette Griswold, Executive Director, Community Access Unlimited



Bernadette Griswold has been with Community Access Unlimited (CAU) since November 2003 and held various roles of increasing responsibility until being promoted to Executive Director in February 2019.

"I fell into working with people with disabilities, but I always wanted to help people. I earned dual degrees in Human Environmental Science/Family and Community Services and in Elementary Education from East Carolina University. When I came to CAU as the Independent Living Skills Coordinator, I was educated on how important advocacy is.



MEMBER ORGANIZATIONS

Working with CAU members every day, I grew a bigger passion to dedicate resources to support CAU and our members," Griswold said.

"CAU is a large agency with many moving parts. That is both challenging and rewarding, because we have a variety of services and programs that serve people's needs. We are always looking for opportunities to create a more accessible world, and the well-being of our members is my top priority," she stated.

Despite CAU's substantial size and broad range of services, Griswold aims to "adhere to the agency's mission and harness it to continue to grow."

"We are enhancing our outreach and intake processes, as well as growing employment services. We want everyone who is able to and wants to work to have that opportunity to earn a paycheck and support themselves," Griswold said, and the agency is well on its way in achieving this mission. This year, CAU was selected to be part of a new statewide initiative in partnership with the New Jersey Division of Vocational and Rehabilitation Services and placed high school students with disabilities in paid summer internships. "This has been a great boost in connecting with the local workforce needs," Griswold said.

In addition, CAU received federal funding to expand its Transitional Living Program to serve homeless and runaway male youth in Union County. The program is already serving females between 16

and 22 years of age. CAU is also continuing employment readiness programs at schools for high school students and adults with disabilities. These initiatives are funded by the Kessler Foundation.

Cynthia Heller, LCSW, Chief Executive Officer, Circle of Care for Families & Children of Passaic County, Inc.



Cynthia Heller wanted to be a social worker while growing up and launched her career more than 25 years ago after earning Bachelor's and Master's degrees in Social Work from New York University (NYU). In addition, she pursued an Advanced Certificate in Clinical Social Work, also from NYU.

"I always felt I wanted to do what I could to make other people's lives better," Heller said. She moved to New Jersey about 17 years ago and stayed in the field she was familiar with, which was serving adults with mental illnesses. Then, she became Circle of Care's Operations Director in 2008.

"There's no other system like the Children's System of Care (CSOC). The fact that the Department of Children and Families (DCF) is supportive of the wraparound

philosophy and Nurtured Heart Approach makes working for a CMO [Care Management Organization] more meaningful to me as we support and celebrate the strengths of the youth and families we serve. Working in a CMO has been so inspiring and makes me feel I'm doing what I was meant to do," Heller stated.

Working for Circle of Care for more than 10 years has helped make the transition to the position of CEO a smoother one for Heller. "We are still backfilling positions which I hope to have completed by January 2020. Then we will be looking straight ahead towards new ways to support our staff and focus on community resource gaps that impact our youth and families," Heller said.

Circle of Care is committed to youth and families so that they can build upon their strengths, identify their needs and develop the strategies to meet those needs and to achieve their family vision through the Child Family Team process. We want to impact the community by letting them know that we exist and can support them and there are resources in their community that are available to them," Heller stated. "My vision is to be an agency where staff are supported so that they will do their best work possible on behalf of the youth and families we serve."

CONGRATULATIONS TO THIS YEAR'S FALL

During NJAMHAA's Annual Fall Behavioral Healthcare Conference, *Winning Innovations in Health Care*, President and CEO Debra L. Wentz, PhD, presented the following awards to honor individuals in the membership and the State Legislature for their unique and profound contributions to increasing access to services and enhancing quality of life for all New Jersey residents.

Leadership in Advocacy to Eliminate Stigma Award, Cynthia Chazen, Mental Health Advocate and Blogger

"What started as concern for a family member and wanting to advocate on an individual basis led to Cynthia Chazen's discovery of how pervasive stigma is. That revelation blossomed into a much farther reaching role that

transformed her into one of the most compelling and impactful advocates in the field," Dr. Wentz said. As part of the Paramus Stigma Free Zone, Chazen spoke to the State Health and Human Services Committee, advocating for the passage of AR236 to designate every New Jersey town as a Stigma Free Zone. She also publishes the *Stigma Free Zone News* to broaden the educational reach throughout the state and across the country, including to state and federal legislators, and she created a blog and runs Twitter's most popular mental health newsfeed. Chazen also volunteered time and energy to NJAMHAA's advocacy video campaigns about fee-for-service in 2017 and earlier this year. "She certainly is a leader in New Jersey and beyond," Dr. Wentz stated.

Exemplary Leadership in a Crisis Award, Angela Nikolovski, MS, LPC, LCADC, Executive Director, Straight & Narrow

Angela Nikolovski did not lose her composure for a second when Straight & Narrow's facility at 410 Straight Street in Paterson was destroyed by a fire. Fortunately, none of the clients or staff members were harmed and the agency's other facility nearby was not affected. "Using her exceptional leadership, management and organizational abilities. Angela succeeded in placing people, setting up collections, managing media and providing continuity of services and other supports," Dr. Wentz said. "While we all study crisis management and try to prepare for such events, there is always an element of surprise and a feeling



Pictured left to right holding their respective awards with NJAMHAA President and CEO Debra L. Wentz, PhD: Cynthia Chazen, Mental Health Advocate and Blogger; Angela Nikolovski, MS, LPC, LCADC, Executive Director, Straight & Narrow and State Assemblyman Ronald Dancer (R-12th District)

CONFERENCE AWARD RECIPIENTS

that the rug is pulled out from under your feet when disaster strikes. Angela's leadership, composure, compassion and successful handling of the August 24th fire truly deserves recognition."

State Leadership in Mental Health and Substance Use Treatment Award, Assemblyman Ronald Dancer (R-12th District)

"Assemblyman Dancer has been very supportive of several NJAMHAA legislative priorities, including signing on as a co-sponsor of both the fee-for-service supplemental funding bill that would support programs operating under deficits in the fee-for-service system, and New Jersey's parity bill, which was signed into law earlier this year. He is the primary sponsor of several other bills that serve to improve behavioral health service delivery and he has shown an openness to receiving and considering input from NJAMHAA on these and other issues. Assemblyman Dancer, with his first-hand knowledge of barriers to quality, timely treatment, is on a mission to make a difference," Dr. Wentz said.

KEYNOTE SPEAKER JOSHUA M. SHARFSTEIN SERVED AS THE FIRST MAIN HIGHLIGHT OF THE FALL CONFERENCE



*Pictured left to right at the Fall Conference are Robert J. Budsock, MS, LCADC, President and CEO of Integrity House and NJAMHAA Board Chair; Debra L. Wentz, PhD, President and CEO of NJAMHAA; and Joshua M. Sharfstein, Associate Dean for Public Health Practice and Training, and Professor of the Practice in Health Policy and Management at the Johns Hopkins Bloomberg School of Public Health, who delivered the keynote presentation, *The Opioid Epidemic from a Public Health Perspective*.*

A graphic for the 2020 NJAMHAA Annual Conference. The background is a light orange and white geometric pattern. On the left, the word "RE" is written in large, bold, red letters, with "imagining" in smaller red text below it. Below "RE" is the word "HEALTHCARE" in large, bold, red letters. Underneath "HEALTHCARE" is the date "APRIL 23-24, 2020" and the location "DELTA HOTELS MARRIOTT WOODBRIDGE ISELIN, NJ". In the center, there are several icons: a house, a globe with a plant, a graduation cap, a bus, and a stethoscope. On the right side, there is a large, stylized graphic of a human figure composed of many small orange dots connected by lines, resembling a network or a molecular structure.

MEMBERS HIGHLY VALUE NJAMHAA'S ADVOCACY,



NJAMHAA is grateful to members who responded to the recent membership satisfaction survey, which demonstrated high value perceived in the advocacy, training and information that NJAMHAA provides.

A large majority of respondents ranked NJAMHAA's membership, practice group and council meetings, advocacy and the quarterly *NJAMHAA News* as extremely or very valuable.

Advocacy alerts, the tri-weekly *Newswire* and conferences, workshops and webinars were also ranked as extremely or very valuable by a majority of respondents.

Service	% Ranking as Extremely Valuable	% Ranking as Very Valuable
Membership, Practice Group and Council Meetings	51.35	27.03
Advocacy	45.95	29.73
Conferences, workshops and webinars	31.43	40.0
Quarterly <i>NJAMHAA News</i>	29.73	45.95
Tri-weekly <i>Newswire</i>	28.57	42.86

TRAINING AND COMMUNICATIONS

Members' Testimonials Reinforce these High Ratings



"I have personally and professionally benefited from NJAMHAA's advocacy and professional development services and my agency has greatly benefited from their legislative support. NJAMHAA's commitment to its members is without parallel!"

– Galindo "Glenn" King, MHS, LCADC, Executive Director, Freedom House, Inc.



"NJAMHAA brings the meat and potatoes to the table. They get right to the heart of the matter – no fluff – and they follow through on what they say they are going to do. NJAMHAA is ahead of its time. Collectively, we come together in a uniform fashion."

– Dean LaBollita, MSM, LCADC, CSW, CCS, Executive Director of Seashore Family Services of NJ



"I learn so much from the presentations and discussions during Practice Group meetings."

– Michelle Carlamere, LCSW, Director, Outpatient and Community Services, Oaks Integrated Care



"NJAMHAA looks at trends and issues on the state and national levels. We need this information to prepare for what's coming down the pike and to be able to continue to provide services. All staff need to be educated about what's going on and know what they're working for, and the information NJAMHAA provides makes this easier. Having NJAMHAA lead the charge has been super helpful as we adjust to fee-for-service and other changes."

– Sue Devlin, MA, LPC, Executive Director, Comprehensive Behavioral Healthcare

COUNCIL MEMBERS HELP STRENGTHEN

NJAMHAA has established relationships with diverse companies that offer products and services that help member providers strengthen their businesses and maximize effectiveness of their services. Following is information from newer members of the Integrated Healthcare and Information Technology Councils. NJAMHAA also has a Life Sciences and Innovation Council, which consists of representatives from the biotechnology and pharmaceutical industries, and looks forward to highlighting these and other Council members in future issues of *NJAMHAA News*.

Integrated Healthcare Council Members



Acutis Diagnostics

At Acutis Diagnostics, scientists continually engage in research to address the new challenges that mental healthcare and substance use treatment providers contend with: “The presence of dangerous synthetic substances, such as new street forms of fentanyl and cannabinoids, are the fastest growing source of overdose deaths and cannot be detected by traditional tests. To further complicate mat-

ters, synthetic drugs that are introduced in the market are continuously changing,” according to Jibreel Sarij, CEO. “What’s more, the profession is also dealing with familiar drugs, which in the past weren’t abused, but are now ingredients in increasingly toxic drug cocktails.”

Acutis offers an extensive menu of tests for synthetic cannabinoids that is based on local trends of substance abuse. The company recently released an elaborate menu of tests for synthetic fentanyl that captures what is too often missed, according to Sarij. Acutis invests in automation, robotics, quality control software and rigorous protocols, including monitoring and auditing, to ensure accuracy.

In addition, Acutis offers much more beyond high-quality clinical testing. For example, their scientists share knowledge. “We do this with a toxicology hotline through which clients can have immediate access to subject matter experts and we provide continuous learning materials and opportunities,” Sarij said.

Acutis is also helping treatment providers conform to the payor driven mandates for value and outcome driven care. “The substance use challenges go hand-in-hand with a shared responsibility to manage test-related costs while maximizing its impact. Payor demands for facilities to show cost-effective outcomes will increase as New Jersey continues its move towards value-based care. We believe that population surveillance reports should be an essential part of any testing program,” Sarij ex-

plained. “Addiction treatment programs can garner profound value from analyses that show the macro performance of the programs over time and identify key risks, such as patterns of abuse across a practice. Acutis is developing population surveillance reports that are simple to review and enable management decision making.”



LTC Contracting

The LTC Contracting staff guides providers through licensure and business setup procedures and ensures compliance with all regulations, whether the providers are opening new organizations or adding new service lines to their existing businesses.

“We have helped many providers set up their businesses. They often come back to us when they want to add other service lines,” said Steve Shain, COO.

“The integrated license is very exciting. We don’t often see licensing reform in health care,” Shain said, referring to single licensure that will soon be available for providers to offer mental healthcare, substance use treatment and primary healthcare services. “We anticipate it will be a smoother process for providers: a streamlined process with

PROVIDERS' BUSINESSES

everything managed under one roof." He noted that LTC is already working with its clients to prepare for the integrated license.

LTC's services also include getting providers credentialed and on the Managed Care Organizations' (MCOs') networks, which is especially important now that the MCOs are covering substance use services for special populations (Managed Long-Term Services and Supports clients, individuals served by the Division of Developmental Disabilities and people who are Fully Integrated Dual Eligible for Special Needs Plans [FIDE-SNP]) and additional populations will inevitably be covered by MCOs.

"Providers who have worked with commercial MCOs out of network are realizing that the market is shifting to in network, so they're trying to get into networks as soon as possible," Shain stated. "Some are playing it by ear. By waiting, they're losing their leverage with MCOs and not helping to create adequate networks."

"Providers need to constantly verify and re-verify their clients' eligibility, not just at admission," Shain advised. He explained that if providers are not aware when their clients switch MCOs, they could experience problems in reimbursement and disruptions to delivery of care.

For those providers already participating with MCOs' Medicaid plans, LTC helps with "anything on the financial end," Shain said. "LTC partners with a company that does the billing and utilization review for LTCs' client facilities, and LTC looks

at this from a financial approach to ensure accuracy."

Information Technology Council Members



NextStep Solutions

NextStep Solutions' electronic health record (EHR) system offers valuable features for mental healthcare and substance use disorder (SUD) treatment providers. These features include an automated billing engine, which makes it easy to work with different billing scenarios; streamlined clinical tools and compliance functions including signoffs, and payer and accreditation requirements; state and reporting interfaces; dashboards for business operations, financials, clinical outcomes, and management of staff and caseloads; and tools to ensure compliance with payers' rules, as well as accreditors' and states' requirements.

"NextStep is designed for adaptability so our clients don't have to shoehorn everything into one shoebox. We examine how people do things differently and we're able to accommodate those differences," stated Darrin Hanna, PhD, Chief

Technologist and General Manager, Behavioral Health Division. Examples include the ability to have the forms use auto fill or not and a treatment wizard, which provides templates for different programs. Providers decide which templates to use based on their treatment models and outcome goals.

The adaptability extends beyond individual preferences and needs. For example, Dr. Hanna noted that providers may adopt different clinical models or hire new clinical directors with different philosophies, such as a greater focus on particular programs rather than comprehensive services or measurement of basic or very detailed outcomes.

"Also, there are different state and local requirements, even among counties. We're the most adaptable platform in behavioral health," according to Dr. Hanna.

Adaptability is also incorporated into the software's scheduling functionality. For example, technology needs are different between hospitals, which have more inpatient programs and address both SUDs and mental illnesses, and other SUD treatment providers, which have more outpatient services.

In addition, NextStep has a component that augments SUD treatment: a fully integrated methadone and Suboxone dispensing module.

"That, coupled with form routing and treatment planning tools, give our customers a complete package – a one stop shop – to run their treatment programs," Dr. Hanna stated.

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COUNCIL MEMBERS HELP STRENGTHEN PROVIDERS' BUSINESSES

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Zoobook Systems LLC



The Zoobook Systems EHR and practice management software, designed by New Jersey substance use treatment provider Journey to Wellness, Inc., has been quickly developing over the past several months.

Recently, Zoobook became 100% certified for Meaningful Use Stage 3, meeting all criteria for the state's Substance Use Disorder Provider

Interoperability Program. This means that Zoobook customers are eligible for the interoperability funding, and secure interfaces and data exchanges can be built with the state's health information exchanges.

Zoobook has partnered with Netaalytics to provide methadone dosing and administration tools through Methasoft at no extra cost to its customers. "Our customers will benefit from both Methasoft, which was designed by an expert on dispensing, and Zoobook, which was designed by experts on mental health and addiction treatment, facilities operations, billing, payroll and human resources," said Anna Komissarenko, President and CEO.

Zoobook's comprehensive and efficient billing system was updated with an automated Medicaid billing component. "Zoobook can now upload 837 files en masse to Medicaid's billing system and receive 835 files for reconciliation within an agency and client file ledger," according to Earl Liphardt, Business Development Director. "Because of the intelligent billing module at our treatment facility, we were able to eliminate data omissions and discover multiple billable services that were previously overlooked, which resulted in an additional \$25K-30K in revenue per year," Komissarenko said.

These new enhancements complement Zoobook's already robust toolset. The most valuable feature is considered to be the proprietary

extraction capability with the New Jersey Substance Abuse Monitoring System (NJSAMS). Until NJSAMS allows for true interoperability, Zoobook is the only EHR that can extract all of the clinical data put into NJSAMS, far beyond the 10 field limit other providers use, Komissarenko explained. Agencies save 40 minutes on every intake and every discharge, and they maintain records of all updates, including level of care indices and clients' income eligibility, within NJSAMS.

Many providers also value the automated compliance business intelligent tools. "Billing and compliance are important for staying in business and Zoobook System ensures these needs are met," Komissarenko said. For example, when a client chart is opened, the system gives reminders when treatment plan updates are needed. Zoobook has also collaborated with treatment providers to develop a wide range of new features to maintain and monitor compliance. "We have built widgets to report weekly service delivery in real time; to consolidate everything a supervisor needs to sign off on; and to collaborate the entire clinical team in approving treatment plans," Komissarenko said. "Our customers are our best partners and innovators. Their ideas inspire us to constantly evolve."

What Makes NJAMHAA Membership So **BENEFICIAL?**



NJAMHAA provides important resources for enhancing organizational capacity and development of staff through informative and professional training opportunities. The dollars spent on membership offer an excellent return on investment!

Elsa Candelario, MSW, LCSW
Executive Director
Hispanic Family Center of Southern NJ, Inc.

Refer a new organizational member and receive a free registration to the Annual Fall Conference following activation of the membership!

Other training discounts are offered for individual member referrals.

For details, contact Cindy Aviles, Coordinator of Advocacy and Member Services, at 609.838.5488 ext. 225 or caviles@njamhaa.org

NJAMHAA'S IT PROJECT, PARTNERS OFFER GREAT

While it is clear that electronic health records (EHRs) are essential for improving the coordination and quality of healthcare services, the prohibitive cost has prevented many NJAMHAA members from making this critical investment. Now, a vital opportunity is available for substance use disorder (SUD) treatment providers through the statewide SUD Promoting Interoperability Program (PIP).

This initiative is being funded and overseen by the New Jersey Department of Health and Department of Human Services. NJAMHAA's Information Technology (IT) Project and the New Jersey Innovation Institute are partnering to get SUD treatment providers on board with this critical program.

State Funding and Collaboratives Create a Deal Providers Cannot Afford to Miss

"This is a much-needed financial boost to assist SUD treatment providers with adopting and implementing EHR systems. Providers need to take advantage of this tremendous opportunity right away," stressed June Noto, NJAMHAA's Vice President of Information Technology, Human Resources and Administrative Services.

The IT Project has been establishing collaboratives with EHR vendors to make implementation affordable for SUD treatment providers. Through a collaborative, multiple provider organizations contract with the same EHR provider so that they share the cost of implementation.

"The providers also benefit by using the same structures for data and reports and by gaining an instant support group. They don't have to wait for the vendor for assistance," according to Noto.

The EHR platforms need to interface with the New Jersey Substance Abuse Monitoring System and subscribe to the New Jersey Health Information Network (NJHIN).

The SUD PIP will facilitate coordination of care by connecting healthcare providers through the NJHIN. "Such data sharing is essential for ensuring that individuals receive the highest quality services not only for substance use disorders, but also mental illnesses and physical health conditions," Noto said. "This funding is greatly needed and will enable the state's behavioral health system to make significant strides in combating the opioid crisis, as well as other drug addictions and mental illnesses that are also highly prevalent in our state and nation," she added.

There Are Still Openings! Don't Miss Out! Save Thousands of Dollars on EHRs!

With one vendor, each participating agency will save \$16,000 on implementation, which includes training, Noto said.



"Providers need to take advantage of this tremendous opportunity right away."

June Noto, NJAMHAA's Vice President of Information Technology, Human Resources and Administrative Services.

DEAL ON EHRS FOR SUD TREATMENT PROVIDERS

Once providers select EHR vendors, they should **not** contract directly with the vendors. Instead, they should reach out to June Noto to become part of a collaborative. That will result in vast savings. Noto can be reached at 609-838-5488, ext. 202, or jnoto@njamhaa.org.

Once an EHR vendor is selected, contact Noto to become part of a collaborative **before** signing a contract.

NJAMHAA Advocates for EHR Funding for both Mental Healthcare and SUD Treatment Providers

Federal funding for healthcare providers' EHR systems initially did not include any mental healthcare or SUD treatment providers. In 2014, funding did become available for psychiatrists and psychiatric advanced practice nurses through the Health Information Technology for Economic and Clinical Health Act. While a significant number of behavioral healthcare providers have since invested in EHR systems, of necessity, they have had to do so without the benefit of state or federal funding, which is why NJAMHAA has been advocating for some time for providers of both mental health and SUD treatment services to receive funding to install or upgrade EHR systems.

In the past two years, some state funding for EHRs became available, but only for providers of SUD treatment. Concurrently, in October 2018, a new law, the federal SUPPORT for Patients and Communities Act, included a provision to test incentives for behavioral healthcare providers to adopt EHR technology. At the state level, NJAMHAA continues to advocate for ongoing EHR funding for SUD treatment providers, as well as push to extend the same opportunities to mental healthcare providers, while also working toward more robust federal support.



NJAMHAA's 2020 IT Project Conference:
No Fooling
- IT Is Critical!
April 1, 2020
Pines Manor, Edison, NJ

CREATING A CULTURE OF

LISA A. BELLIS, ARM, CSM, CIC, CRIS

DIRECTOR OF RISK MANAGEMENT & LOSS CONTROL SERVICES, BROWN & BROWN OF LEHIGH VALLEY, LP



Culture. Selection. Training. Accountability. Buy-In. If any one of these are missing from an organization, maintaining a successful safety program becomes impossible. Yet, too often, organizations become so caught up in the development of programs or services that safety becomes nothing more than an after-thought. These critical characteristics are viewed as insignificant in the hierarchy of organizational goals. Employees are our most vital resource. Without them, productivity halts and profitability is zero! So, why would we not do everything possible to create a culture that supports a safer environment for them to flourish? You can! It's accomplished through *Culture, Employee Selection, Training and Accountability*.

Culture: At this point, you might be thinking, "Our organization already has a safety program in force." Most organizations typically develop some form of written policies and procedures. However, those policies and procedures are only words on paper. They are ineffective and meaningless without the support and resources dedicated by upper management. Safety "programs" are a great start, but creating a safety "culture" takes time. It's an investment with a rewarding payout over the long run. Merriam-Webster defines "culture" as "beliefs; ways

of life; a way of thinking, behaving, or working that exists in a place or organization." This kind of shift has to start from management down. Only then will safety become organically engrained into the everyday work processes and mindset. Without management commitment to this shift, it is certain to fail!

Employee Selection: Does your organization take the "warm body" approach or do you appropriately match each candidate to the position? Many times, organizations are so eager to fill a position, they overlook potential red flags during the selection process. Carefully screen your candidates to make sure they fit your organization's culture. Don't get me wrong: Having the right skills is essential! I get it! But, selecting a candidate who doesn't share your company's mission, ethics or culture can turn out to be a huge FAILURE! Instead, try asking them about the atmospheres of previous workplaces and what they liked or did not like. Be creative with your interview questions and make it a team interview process.

Training: Proper training begins on the first day for new employees and should continue throughout their careers. Training encompasses not only how to perform a job, but also how to perform a job safely. Provide employees with a list of people

SAFETY

(e.g., safety committee members, management, human resources) they can speak to about safety-related questions and concerns. Consider improving communication through the development of an e-mail inbox specifically for safety issues.

Accountability: Accountability is often equated with punishment, but it doesn't need to be. If we take a positive approach to accountability, we can view it as promoting success. In this type of environment, management leads by example through promoting safe work practices, providing the resources necessary for employees to safely perform their jobs and offering feedback and training.

Buy-In: It's possible to have a well-developed safety "program" that has ZERO buy-in from employees. Without buy-in from your employees, a safety culture is impossible to develop. Engage your employees in the process by forming a safety committee, involving them in the development of safety procedures and asking them for ideas to improve the safety culture. Positive reinforcement

rewards employees for their efforts and commitment to safety. A simple verbal praise or acknowledgement at a staff meeting goes a long way!

With this complete approach to building a culture of safety, an organization can expect improvements in overall productivity, profitability, performance and employee morale. Eventually, safety simply becomes a way of being!



"With a culture of safety, an organization can expect improvements in overall productivity, profitability, performance and employee morale."



Many Thanks to our 2019 Partners in Advocacy

D i s t	Counties (click here for municipalities)	Legislators (Click here for contact information)	Partners	Partner Organization
1	Atlantic, Cape May, Cumberland	Sen. Andrzejczak Asm. Land / Asm. Milam	Greg Speed	Acenda Integrated Health
2	Atlantic	Sen. Brown Asm. Armato / Asm. Mazzeo	Cindy Herdman Ivins Frank Blee Julie Drew Laura Rodgers	Center for Family Services AtlantiCare Behavioral Health AtlantiCare Behavioral Health JFS of Atlantic & Cape May Counties
3	Cumberland, Gloucester, Salem	Sen. Sweeney Asm. Burzichelli Asm. Taliaferro	Anthony DiFabio Elizabeth Verdi	Acenda Integrated Health Acenda Integrated Health
5	Camden	Sen. Cruz-Perez Asw. Egan Jones Asm. Spearman	Judyann McCarthy	Center for Family Services
8	Burlington, Camden	Sen. Addiego Asm. Howart / Asm. Peters	Amanda Rodriguez Derry Holland	Legacy Treatment Services Oaks Integrated Care
9	Atlantic, Burlington, Ocean	Sen. Connors Asw. Gove / Asm. Rumpf	Jim Cooney Cindy Herdman Ivins	Ocean Mental Health Services Center for Family Services
10	Ocean	Sen. Holzapfel Asm. McGuckin / Asm. Wolfe	Mary Jo Buchanan Jim Cooney	Ocean Partnership for Children Ocean Mental Health Services
12	Burlington, Middlesex, Monmouth, Ocean	Sen. Thompson Asm. Clifton / Asm. Dancer	James Marhold	Declarations Inc.
15	Hunterdon, Mercer	Sen. Turner Asw. Reynolds-Jackson Asm. Verrelli	Barrett Young	Rescue Mission of Trenton
16	Hunterdon, Mercer, Middlesex, Somerset	Sen. Bateman Asm. Freiman / Asm. Zwicker	David Harkness Barbara Schlichting	Hunterdon Medical Center Somerset Treatment Services
17	Middlesex, Somerset	Sen. Smith Asm. Danielsens / Asm. Egan	Suzanne Silverio Kreie	Coordinated Family Care
18	Middlesex	Sen. Diegnan, Jr. Asm. Karabinchak / Asw. Pinkin	Jacob Caplan	Easter Seals New Jersey
20	Union	Sen. Cryan Asm. Holley / Asw. Quijano	Marlyse Benson	Trinitas Regional Medical Center
25	Morris, Somerset	Sen. Bucco / Asm. Carroll	Jim Curtin	Daytop New Jersey, Inc.
26	Essex, Morris, Passaic	Sen. Pennacchio Asw. DeCroce / Asm. Webber	Bob Parker Lou Schwarcz	NewBridge Services, Inc. The Bridge
30	Monmouth, Ocean	Sen. Singer Asm. Kean / Asm. Thomson	Mary Pat Angelini Jim Cooney	Preferred Behavioral Health Group Ocean Mental Health Services
34	Essex, Passaic	Sen. Gill, Esq. Asm. Giblin / Asw. Timberlake	Robert Davison	Mental Health Association of Essex & Morris
38	Bergen, Passaic	Sen. Lagana Asw. Swain / Asm. Tully	Joe Masciandaro	CarePlus NJ, Inc.
40	Bergen, Essex, Morris, Passaic	Sen. Corrado Asm. DePhillips / Asm. Rooney	Karen Acker	West Bergen Mental Healthcare

Join NJAMHAA's **Partners in Advocacy** Program

Help us have our voices heard in Trenton!

NJAMHAA's Partners in Advocacy group is comprised of representatives from member agencies that have built, or are willing to build, relationships with their state representatives at their local offices, and occasionally join NJAMHAA staff at meetings either in Trenton or locally.

NJAMHAA provides its Partners (and all members) with advocacy resources that include an annual advocacy campaign document, policy papers, priority legislative and budgetary issues, advocacy training, data from survey results and more!

Your advocacy at the local level supplements the advocacy NJAMHAA does directly with legislators each year, and serves to better educate legislators about the work our members do in their districts, as well as the importance of our member organizations to the communities the legislators represent.

Building these relationships at the local level opens the door to stronger commitments by a greater number of legislators – not just those who are already connected to our issues through their committee appointments or past experience, both personal and professional – and to greater advocacy success!

THE DISTRICTS IN THE CHART BELOW DO NOT YET HAVE DESIGNATED PARTNERS IN ADVOCACY!

Contact *Cindy Aviles*, Coordinator of Advocacy and Member Services, at 609.838.5488, ext. 225 or caviles@njamhaa.org or *Mary Abrams*, Senior Health Policy Analyst, at 609-838-5488, ext. 221 or mabrams@njamhaa.org to become a Partner in Advocacy!

Dist.	Counties	Legislators
	Municipalities	(Click here for contact information)
4	Camden, Gloucester	Sen. Madden, Jr. / Asm. Moriarty / Asw. Mosquera
	Chesilhurst, Clementon, Gloucester Township, Laurel Springs, Lindenwold, Monroe (Gloucester), Pitman, Washington (Gloucester), Winslow	
6	Burlington, Camden	Sen. Beach / Asm. Greenwald / Asw. Lampitt
	Berlin Township, Cherry Hill, Collingswood, Gibbsboro, Haddon, Haddonfield, Hi-Nella, Maple Shade, Merchantville, Oaklyn, Pennsauken, Somerdale, Stratford, Tavistock, Voorhees	
7	Burlington	Sen. Singleton / Asm. Conaway, Jr. / Asw. Murphy
	Beverly, Bordentown, Bordentown Township, Burlington, Burlington Township, Cinnaminson, Delanco, Delran, Edgewater Park, Fieldsboro, Florence, Moorestown, Mount Laurel, Palmyra, Riverside, Riverton, Willingboro	
11	Monmouth	Sen. Gopal / Asw. Downey / Asm. Houghtaling
	Allenhurst, Asbury Park, Colts Neck, Deal, Eatontown, Freehold Borough, Freehold Township, Interlaken, Loch Arbour, Long Branch, Neptune, Neptune Township, Ocean Township (Monmouth), Red Bank, Shrewsbury Borough, Shrewsbury Township, Tinton Falls, West Long Branch	
13	Monmouth	Sen. O'Scanlon / Asw. DiMaso / Asw. Handlin
	Aberdeen, Atlantic Highlands, Fair Haven, Hazlet, Highlands, Holmdel, Keansburg, Keyport, Little Silver, Marlboro, Middletown, Monmouth Beach, Oceanport, Rumson, Sea Bright, Union Beach	

14	Mercer, Middlesex	Sen. Greenstein / Asm. Benson / Asm. DeAngelo
	Cranbury, East Windsor, Hamilton (Mercer), Hightstown, Jamesburg, Monroe (Middlesex), Plainsboro, Robbinsville, Spotswood	
19	Middlesex	Sen. Vitale / Asm. Coughlin / Asw. Lopez
	Carteret, Perth Amboy, Sayreville, South Amboy, Woodbridge	
21	Morris, Somerset, Union	Sen. Kean, Jr. / Asm. Bramnick / Asw. Munoz
	Berkeley Heights, Bernards, Chatham Borough, Cranford, Far Hills, Garwood, Kenilworth, Long Hill, Mountainside, New Providence, Roselle Park, Springfield (Union), Summit, Warren, Watchung, Westfield	
22	Middlesex, Somerset, Union	Sen. Scutari / Asw. Carter / Asm. Kennedy
	Clark, Dunellen, Fanwood, Green Brook, Linden, Middlesex, North Plainfield, Plainfield, Rahway, Scotch Plains, Winfield	
23	Hunterdon, Somerset, Warren	Sen. Doherty / Asm. DiMaio / Asm. Peterson
	Alexandria, Alpha, Bedminster, Bethlehem, Bloomsbury, Bound Brook, Bridgewater, Califon, Clinton, Clinton Township, Franklin (Hunterdon), Franklin (Warren), Frenchtown, Glen Gardner, Greenwich (Warren), Hackettstown, Hampton (Hunterdon), Harmony, High Bridge, Holland, Kingwood, Lebanon Borough, Lebanon Twnp, Lopatcong, Mansfield (Warren), Milford, Peapack-Gladstone, Phillipsburg, Pohatcong, Raritan (Somerset), South Bound Brook, Tewksbury, Union (Hunterdon), Washington Borough (Warren), Washington Twnp	
24	Morris, Sussex, Warren	Sen. Oroho / Asm. Space / Asm. Wirths
	Allamuchy, Andover Borough, Andover Township, Belvidere, Blairstown, Branchville, Byram, Frankford, Franklin (Sussex), Fredon, Frelinghuysen, Green, Hamburg, Hampton (Sussex), Hardwick, Hardyston, Hopatcong, Hope, Independence, Knowlton, Lafayette, Liberty, Montague, Mount Olive, Newton, Ogdensburg, Oxford, Sandyston, Sparta, Stanhope, Stillwater, Sussex, Vernon, Walpack, Wantage, White	
27	Essex, Morris	Sen. Codey / Asw. Jasey / Asm. McKeon
	Caldwell, Chatham Township, East Hanover, Essex Fells, Florham Park, Hanover, Harding, Livingston, Madison, Maplewood, Millburn, Roseland, South Orange, West Orange	
28	Essex	Sen. Rice / Asm. Caputo / Asw. Tucker
	Bloomfield, Glen Ridge, Irvington, Newark, Nutley	
29	Essex	Sen. Ruiz / Asw. Pintor Marin / Asw. Speight
	Belleville, Newark	
31	Hudson	Sen. Cunningham / Asm. Chiaravalloti / Asw. McKnight
	Bayonne, Jersey City	
32	Bergen, Hudson	Sen. Sacco / Asw. Jimenez / Asm. Mejia
	East Newark, Edgewater, Fairview, Guttenberg, Harrison (Hudson), Kearny, North Bergen, Secaucus, West New York	
33	Hudson	Sen. Stack / Asw. Chaparro / Asm. Mukherji
	Hoboken, Jersey City, Union City, Weehawken	
35	Bergen, Passaic	Sen. Pou / Asw. Sumter / Asm. Wimberly
	Elmwood Park, Garfield, Haledon, North Haledon, Paterson, Prospect Park	
36	Bergen, Passaic	Sen. Sarlo / Asm. Calabrese / Asm. Schaer
	Carlstadt, Cliffside Park, East Rutherford, Little Ferry, Lyndhurst, Moonachie, North Arlington, Passaic, Ridgefield, Ridgefield Park, Rutherford, South Hackensack, Teterboro, Wallington, Wood-Ridge	
37	Bergen	Sen. Weinberg / Asm. Johnson / Asw. Vainieri Huttle
	Alpine, Bogota, Cresskill, Englewood, Englewood Cliffs, Fort Lee, Hackensack, Leonia, Northvale, Palisades Park, Rockleigh, Teaneck, Tenafly	
39	Bergen, Passaic	Sen. Cardinale / Asm. Auth / Asw. Schepisi
	Bloomingdale, Closter, Demarest, Dumont, Emerson, Harrington Park, Haworth, Hillsdale, Mahwah, Montvale, Norwood, Oakland, Old Tappan, Park Ridge, Ramsey, Ringwood, River Vale, Saddle River, Upper Saddle River, Wanaque, Washington (Bergen), Westwood, Woodcliff Lake	

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Make the Most of your Membership by Participating in Membership Meetings and Practice Groups!

Share your insights to inform our advocacy on your behalf!
Network with and learn from other providers!

Unless otherwise indicated, all meetings will be held at NJAMHAA, 3635 Quakerbridge Road, Suite 35, Mercerville, NJ 08619.

Membership Meeting

Share your ideas and concerns with NJAMHAA Board, other members and the NJAMHAA staff!

- February 12, 2020 – from 10:30 a.m. to 12:30 p.m. at Jefferson Cherry Hill Hospital, 2201 Chapel Ave., Cherry Hill, NJ
- April 15, 2020 – Time and location TBD
- June 17, 2020 – Time and location TBD

Information Technology (IT) Groups

Future meetings are scheduled when these groups meet.

- Billing Supervisors Practice Group
- IT Professional Advisory Committee
- Compliance and Performance Improvement Committee
- Human Resources

Chief Financial Officers Practice Group

March 9 and June 8, 2020 –
both from 1:00 to 3:00 p.m. at NJAMHAA

Population-Focused Practice Groups:

Addictions, Adult Mental Health, Children's

- Focus on policy issues, not clinical issues.
- Provide updates on budgets, legislation and regulations.
- Can establish ad hoc subgroups.
- Are encouraged to raise issues to the Board during the Board meetings that are open to all members.

Upcoming Meetings:

Addictions

12:30 p.m. to 2:30 p.m.

- January 9, 2020
- March 12, 2020
- May 14, 2020

Adult Mental Health

1:00 p.m. to 3:00 p.m.

- January 21, 2020
- March 24, 2020
- May 12, 2020

Children's

10:00 a.m. to Noon

- January 14, 2020
- March 17, 2020
- May 19, 2020

For more details and to join any groups, contact Shauna Moses, Vice President, Public Affairs and Member Services, at 609-838-5488, ext. 204 or smoses@njamhaa.org.

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IT Project Services

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- Vendor User Group promotion and facilitation
- Grants facilitation and access to philanthropic donations; resources reported regularly via newswire and E-Blast.
- Partnerships with state and local government entities, e-learning companies, benchmarking firms, and leading technology vendors provide access to an array of products and services.
- Annual Technology Conference presents the latest information on popular trends and emerging technologies; first-hand information about non-profit policy and funding issues and regulatory mandates; opportunity to network with top technology companies.
- *Bits & Bytes* newsletter highlights **IT Project** activities, product evaluations, industry surveys, vendor news, case studies, technology tips and techniques, grant information, and much more.
- Consultation services for EHR implementations
- Expert technical support and network engineering services below industry market rates
- LAN/WAN/VPN, VoIP, Disk to Disk backups, Internet Monitoring solutions
- Managed Services for all your circuits, servers and desktops
- Technology plan development
- Assistance in purchasing technology solutions
- Compliance assistance (federal and state, as related to privacy and security)
- Grant and product donation information
- Training, workshops and conferences
- Website development and maintenance at below market rates

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(\$84.03/hour)

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- On-site business process analysis for optimal technology implementation and utilization
- Assistance with technology evaluation, selection, and implementation
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- Assistance with development of technology policies and procedures
- Help desk support; remote and on-site system administration and troubleshooting
- Configuration, administration, and maintenance of LAN and WAN networks
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Join NJAMHAA

What Makes NJAMHAA Membership So **IMPACTFUL?**



As a member of NJAMHAA, we have an opportunity to collectively make an impact on issues that present barriers to providing the best services possible.

Robert J. Budsock, MS, LCADC
President & Chief Executive Officer
Integrity House

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NJAMHAA's IT Project can help you move your premise based e-mail and file storage to Microsoft's cloud solution. Microsoft offers a very generous feature set for **free to 501(c)(3) organizations.**

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For details, contact Ron Gordon, Director, IT Project at 609-838-5488, ext. 215, or rgordon@njamhaa.org.



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NJAMHAA's Mission

To promote the value of its members as the highest quality behavioral healthcare providers for the residents of New Jersey through advocacy and professional development

Follow NJAMHAA on Social Media!

We keep you informed on mental health care and substance use policy, services and supports and NJAMHAA's advocacy. We provide updates on trainings, events and resources available.



[linkedin.com/company/njamhaa](https://www.linkedin.com/company/njamhaa)

NJAMHAA News Journal

Continuously Promoting the Highest Quality Care for the People of New Jersey



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