



Consolidation Planning Process Continues

There have been a number of planning activities, with more to come, as the Executive Steering Committee prepares the first draft of a plan to consolidate the Cuyahoga County Community Mental Health Board (CCCMHB) and the Alcohol & Drug Addiction Services Board of Cuyahoga County (ADASBCC). Executive Steering Committee members are Kathryn Gambatese, CCCMHB Chair; Russell Johnson, ADASBCC Chair; William M. Denihan, CCCMHB CEO; and Dr. Russell S. Kaye, ADASBCC Executive Director.

Representatives from the Mental Health Advocacy Coalition, the Alliance of Child Caring Service Providers, the Council of Agency Directors (executive directors of mental health provider agencies), and the AOD Directors Association (executive directors of alcohol and other drug prevention and treatment agencies), are scheduled to meet with the Executive Steering Committee on Wednesday, November 14, to discuss the consolidation and offer insights from a service providers' and advocacy perspective.

For members of the community unable to attend the first Agency Stakeholder meeting held on October 22, a second meeting is scheduled for Thursday, November 15, from 5:30 p.m. - 8:00 p.m., on the 2nd floor of the building that houses the CCCMHB's offices at

1400 West 25th Street.

The Executive Steering Committee will also be meeting with county system partners on Monday, November 19.

The input gathered throughout this process, along with the Executive Steering Committee's analysis of each Board's current operations, will be used in preparing the draft consolidation plan that will be presented to the Cuyahoga County Board of County Commissioners (BOCC) on Thursday, December 6, 2007.

Upcoming Consolidation Planning Activity

Wednesday, November 14

Executive Steering Committee meeting with representatives from Mental Health and AOD Associations

Thursday, November 15, 5:30 - 8:00 p.m.

Agency Stakeholders' 2nd Meeting

Monday, November 19

Executive Steering Committee meeting with Systems Partners

Thursday, December 6

Steering Committee presents draft plan to BOCC



Who Moved My Cheese?

The following is an edited excerpt from the book, Who Moved My Cheese?, a simple parable about mice in a maze, by Spencer Johnson, M.D., that reveals profound truths about change:

Whenever Haw started to get discouraged he reminded himself that what he was doing, as uncomfortable as it was at the moment, was in reality much better than staying in the Cheeseless situation. He was taking control, rather than simply letting things happen to him.

Haw looked back on things and realized that his Cheese had not just disappeared overnight. The amount of Cheese had been getting smaller, and what was left had grown old.

Haw now realized that the change probably would not have taken him by surprise if he had been watching what was happening and if he had anticipated change.

He stopped and wrote on the wall of the maze: **Smell The Cheese Often So You Know When It Is Getting Old.**

Haw finally came across a huge Cheese Station which looked promising. When he went inside, however, he was most disappointed to discover that the Cheese station was empty.

"This empty feeling has happened to me too often," he thought. He felt like giving up. Haw was

losing his physical strength. He knew he was lost and was afraid he would not survive. He thought about turning around and heading back, and if his friend Hem was still there, Haw wouldn't be alone. Then he asked himself a question: "What would I do if I weren't afraid?"

He was afraid more often than he liked to admit. He wasn't always sure what he was afraid of, but, he knew now he was simply fearful of going on alone. Haw didn't know it, but he was weighed down by fearful beliefs.

Haw wondered if Hem had moved on, or if he was still paralyzed by his fears. **(More on Back)**

Who Moved My Cheese? *(Continued)*

Then, Haw remembered the times when he had felt his best in the maze. It was when he was moving along.

He wrote on the wall, knowing it was as much a reminder to himself as it was a marking for his buddy Hem: ***Movement In A New Direction Helps You Find Cheese.***

Haw looked down the dark passageway and was aware of his fear. What lay ahead? Was it empty? Or worse, were there dangers lurking? He began to imagine all kinds of frightening things that could happen to him. He was scaring himself to death. Then he laughed at himself. He realized his fears were making things worse. So he did what he would do if he wasn't afraid. He moved in a new direction.

As he started running down the dark corridor he began to smile. Haw didn't realize it yet, but he was discovering what nourished his soul. He was letting go and trusting what lay ahead for him, even though he did not know exactly what it was.

To his surprise, Haw started to enjoy himself. "Why do I feel so good?" he wondered. "I don't have any Cheese and I don't know where I am going."

He stopped to write again on the wall: ***When You Move Beyond Your Fear, You Feel Free.***

Now he felt the cool breeze that was blowing in this part of the maze and it was refreshing. He took in some deep breaths and felt invigorated by the movement. Once he had gotten past his fear, it turned out to be more enjoyable than he once believed it could be.

To make things even better, Haw started to paint a picture in his mind. He saw himself in great realistic detail, sitting in the middle of a pile of all his favorite Cheeses.

The more clearly he saw the image of New Cheese, the more real it became, and the more

he could sense that he was going to find it. He wrote: ***Imagining Myself Enjoying New Cheese Even Before I Find It, Leads Me To It.*** Then he raced through the maze with greater strength and agility. Before long he spotted a Cheese Station and became excited as he notices little pieces of New Cheese near the entrance. They were types of Cheeses he had never seen before, but they looked great. He tried them and found that they were delicious. He ate most of the New Cheese bits that were available and put a few in his pocket to have later and perhaps share with Hem. He began to regain his strength.

He entered the Cheese Station with great excitement. But, to his dismay, he found it was empty. Someone had already been there

and had left only the few bits of New Cheese. He realized that if he had moved sooner, he would very likely have found a good deal of New Cheese.

Haw decided to go back and see if Hem was ready to join him. As he retraced his steps, he stopped and wrote on the wall: ***The Quicker You Let Go Of Old Cheese, The Sooner You Find New Cheese.***

After a while Haw made his way back and found Hem. He offered Hem bits of New Cheese, but was turned down.

Hem appreciated his friend's gesture but said, "I don't think I would like New Cheese. It's not what I'm used to. I want my own Cheese back and I'm not going to change until I get what I want."

Haw just shook his head in disappointment and reluctantly went back out on his own. As he returned to the farthest point he had reached in the maze, he missed his friend, but realized he liked what he was discovering.

He was happy when he wasn't being run by his fear. He liked what he was doing now. Just realizing he was not letting his fear stop him and knowing that he had taken a new

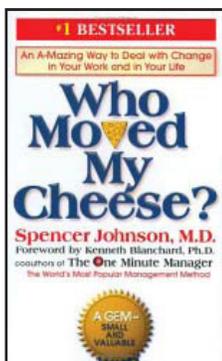
direction, he found what he needed. In fact, he sensed he had already found what he was looking for. He smiled as he realized: ***It Is Safer To Search In The Maze Than Remain In A Cheeseless Situation.***

Haw realized again that what you are afraid of is never as bad as what you imagine. The fear you let build up in your mind is worse than the situation that actually exists. He'd been so afraid of never finding New Cheese that he didn't even want to start looking. But since starting his journey he had found enough Cheese to keep him going. Now he looked forward to finding more. Just looking ahead was becoming exciting.

He used to believe that Cheese should never be moved and that change wasn't right. Now he realized it was natural for change to continually occur, whether you expect it or not. Change could surprise you only if you didn't expect it and weren't looking for it. When he realized he had changed his beliefs, he paused to write on the wall: ***Old Beliefs Do Not Lead You To New Cheese.***

Haw realized that his new beliefs were encouraging new behaviors. He knew when you change what you believe, you change what you do. You can believe that a change will harm you and resist it. Or you can believe that finding New Cheese will help you to embrace the change. It all depends on what you choose to believe.

He wrote on the wall: ***When You See That You Can Find And Enjoy New Cheese, You Change Course.***



Consolidation Update is a joint publication developed and distributed by the communication staff of the Cuyahoga County Community Mental Health Board and the Alcohol and Drug Addiction Services Board of Cuyahoga County to keep the community informed on the consolidation process.

Consolidation Executive Steering Committee

Kathryn E. Gambatese, CCCMHB Chair
Russell E. Johnson, ADASB Chair
William M. Denihan CCCMHB CEO
Russell S. Kaye, Ph.D., ADASB Executive Director

Editors: Scott Osiecki, CCCMHB & Julie Fogel, ADASB