

**Minutes of the Alcohol, Drug Addiction and Mental Health Services (ADAMHS)  
Board of Cuyahoga County - with Provisional Authority  
CCCMHB Offices – Ohio Conference Room  
Thursday, February 19, 2009**

**ADAMHS Board Members in Attendance:**

Kathryn Gambatese, Co-Chair  
Mary McElrath, Co-Chair  
Eugenia Cash  
J. Robert Fowler, Ph.D.  
Rev. Benjamin F. Gohlstin, Sr.  
Janet C. Hnanicek  
Rick A. Kemm, MNO  
Amy L. Leopard  
Harvey A. Snider  
Rev. Charlotte Still Noble  
Lisa Thomas, Ph.D.  
Ericka Thoms  
Mary R. Warr  
Angela Williams

**Director:**

William M. Denihan, ADAMHS Board

**ADAMHS Board Members Absent:**

Felipe Amunategui, Ph.D.  
Reginald C. Blue, Ph.D.  
Cynthia Miller

**Consultants:**

Elsie Day, Esq.  
Marlene Stoiber, Ph.D.

**ADASBCC Board Staff Present:** Chris Paternoster / **Absent:** Russell S. Kaye, Ph.D.

**CCCMHB Board Staff Present:** William M. Denihan, Christina M. Delos Reyes, M.D.,  
Cassandra Richardson, Rose Fini, John Garrity, Scott Osiecki, Tami Fischer, Terri Oldham,  
Carol Krajewski

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**1. Call to Order & Audience Input**

At 6:00 p.m., Co-Chair Mary McElrath called to order the meeting of the Alcohol, Drug Addiction and Mental Health Services (ADAMHS) Board of Cuyahoga County with Provisional Authority. Ms. McElrath thanked those present for coming to the meeting despite the cold weather and noted that a quorum had been reached. Due to the lack of a quorum on January 15, 2009, there are no minutes for approval; however, the agenda packet includes discussion notes.

**Audience Input on Agenda Items:** None

**2. Leadership**

• **Board Officers**

Ms. Cash, ADAMHS Nominating Committee Co-Chair, reported that committee members—Amy Leopard, Co-Chair, Luis Felipe Amunategui, Rick Kemm, Rev. Charlotte Still Noble and Harvey Snider—met several times to consider the issue of Board leadership. When it was known that Rev. Charlotte Still Noble and Harvey Snider were interested in serving as Board Officers, they were excused from the committee's deliberation and decision. The Nominating Committee's recommended slate of Board Officers for the ADAMHS Board is as follows:

- Chair – Kathryn Gambatese
- Vice Chair – Mary McElrath
- Second Vice Chair – Rev. Charlotte Still Noble

There being no further discussion, the vote was taken.

**Motion to approve the recommended slate of officers for the ADAMHS Board.**

MOTION: E. Cash / SECOND: A. Leopard / AYES: E. Cash, B. Fowler, J. Hnanicek, R. Kemm, A. Leopard, M. McElrath, H. Snider, C. Still Noble, L. Thomas, E. Thoms, M. Warr  
NAYS: B. Gohlstin / ABSTAIN: None / **Motion carried.**

Discussion followed on the time period/term for Board Officers. Board members concurred that elected officers would begin serving immediately on the ADAMHS Board with Provisional Authority and would be considered for ratification before 7/1/09. Ms. Leopard referenced draft ADAMHS Board By-Laws which stipulate that "Board Officers shall serve for a term of one year but not more than two consecutive terms."

Rev. Gohlstin stated his concern and objection to the composition of leadership that is exclusively female for both Board Officers and all committees. He felt a bias in this arrangement and was uncomfortable with it. Ms. Gambatese acknowledged Rev. Gholstin's valid observation and noted that his input will be considered as the ADAMHS Board approaches June 30<sup>th</sup>.

Previously, Co-Chairs Gambatese and McElrath agreed that the Nominating Committee should remain engaged in order to assist in recruiting a prospective Board member for the vacant "psychiatrist" appointment slot mandated by the Ohio Revised Code. Co-Chairs of the Nominating Committee were encouraged to contact ADAMHS Board members to invite them to submit names of potential candidates for this appointment vacancy.

**3. Advocacy Action Agenda**

Mr. Denihan explained that the Advocacy Action Agenda's purpose is to guide the Board's advocacy efforts for 2009 to promote personal recovery from mental illness and dependency on alcohol and other drugs on local, state-wide and national levels.

Mr. Osiecki noted that the CCCMHB's Governmental & Community Affairs Committee has created annually an Advocacy Action Agenda. The 2009 agenda document under consideration incorporates issues involving both alcohol and drug addiction and mental health. He noted that the items do not appear in any particular order of preference or hierarchy and elaborated on each item listed. (A hard copy of the Advocacy Action Agenda is attached to the original minutes stored in the Executive Unit.) Board members provided feedback; see input below:

- Amend Federal Medicaid IMD Rule - needs more research to add clarity to statement
- County Funding item – recommend transposing verbiage to say "increase and/or maintain county funding"
- Consider format concept of separating items into categories: Funding/Program/Education
- Long range goal – concentrate on need for state general revenue funds in FY2013

**Motion to approve the Advocacy Action Agenda noting recommendations.**

MOTION: B. Gohlstin / SECOND: L. Thomas / AYES: E. Cash, B. Fowler, B. Gohlstin, J. Hnanicek, R. Kemm, A. Leopard, M. McElrath, H. Snider, C. Still Noble, L. Thomas, E. Thoms, M. Warr / NAYS: None / ABSTAIN: None / **Motion carried.**

#### **4. Fiscal**

Mr. Denihan reported that if the state of Ohio did not receive funds from the Stimulus Bill, we would be facing further cuts. Governor Strickland, in his State of the State address, placed funding for both mental health and alcohol and other drugs in the budget directly related to the Stimulus Package. The Stimulus Bill passed; however, due to negotiations in the Legislature and Senate, a portion of the funds to the states was reduced. There may also be a stipulation that funds are awarded through grants.

Consequently, we still have a crisis and need to address with the Governor and the General Assembly the importance of replacing the 505 community line and/or establishing a similar line. Additionally, whatever funds are realized from the Stimulus Bill will be available for only two years. Mr. Denihan noted that in his communications through radio spots, etc., he has identified that this is the wrong time to remove the safety net for our society.

[Ms. Williams arrived.]

#### **5. Consolidation Process**

- **Site/Location:**

Twenty proposals were received in answer to the Board's Request for Proposals; thirteen met the criteria. Site Committee members will visit the 13 sites on February 23 and 24, and then convene to review each financial package as well as the architectural fit.

- **Co-Chairs:**

Mr. Denihan thanked facilitators, Marlene Stoiber, Ph.D., and Elsie Day for helping us through the consolidation process and for producing the Consolidation Blueprint document distributed. He noted that this tool provides a flexible document that charts the consolidation tasks and activities.

In answer to a question regarding the status of the table of organization, Mr. Denihan noted that he is currently working on it and has discovered that both agencies are not the same in terms of personnel. He stated that it appears that the ADASBCC number of personnel was very disproportionate in terms of total budget dollars, and this represents a significant challenge in the development of the table of organization. He acknowledged his former statement a year ago that the consolidation process would not involve any layoffs and that decision has an immense impact on the budget and addressed the state-wide average for the ratio of personnel in relation to Board budgets.

Mr. Denihan noted that the allocation ratio of ADASBCC personnel to Board budget dollars was not evident to him until recently; consequently, he needs to take time to make very thoughtful deliberations. Board members suggested, for Mr. Denihan's consideration and analysis, the concepts of discretionary and non-discretionary positions as well as significant structure differences between the two existing Boards. Mr. Denihan noted Board members input and stated that he will bring his recommendations back soon to the ADAMHS Board for their decision on this issue. It was noted that the Blueprint workplan lists March as the target date for completing the table of organization.

- **Orientation & Communications Committee:**

Ms. Warr noted that the committee has been working diligently on three areas: Key Messages, a Tag Line and a Board Manual.

**1) Key Message:** Ms. Day referenced the memo regarding Consolidation Key Messages and Proof Points which are concepts to be used in communicating the importance and meaning of the consolidation. Discussion followed on potential wording changes. Ms. Warr and Ms. Day explained that the concepts presented were not meant to be used verbatim but are presented as guiding principles for Board members when communicating with others. (Key Message document is attached to the minutes stored in the Executive Unit.)

**Motion to approve Key Messages as presented.** MOTION: M. Warr / SECOND: B. Fowler  
AYES: E. Cash, B. Fowler, B. Gohlstin, J. Hnanicek, R. Kemm, A. Leopard, M. McElrath,  
H. Snider, C. Still Noble, L. Thomas, E. Thoms, M. Warr, A. Williams / NAYS: None  
ABSTAIN: None **Motion carried.**

**2) Tag Line:**

The Orientation & Communications Committee recommends that a tag line be adopted for use with the formal name of the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County (ADAMHS). The tag line will help to influence the design of the Board's logo, appear on letterhead, in advertising and on the Web site. The tag line should represent keywords that emphasize the purpose and benefits of both alcohol and other drug and mental health services.

A survey was taken around the initial recommended tag line, "Supporting Recovery and Independence" which resulted in the receipt of 48 responses. A Focus Group Results Summary provided feedback and included other suggestions for tag lines. After reviewing the survey input, the committee suggested a different tag line, "*Changing Lives: Supporting Wellness, Recovery and Independence*". However, the committee recently realized that the tag line for the Mental Health Advocacy Coalition (MHAC) is "Changing Minds—Changing Lives."

Based upon the importance of timeliness in determining a tag line, Board members concurred provisionally on the tag line "**Changing Lives through Wellness, Recovery and Independence**" provided it is acceptable to the MHAC.

**Motion to approve the Tag Line, "Changing Lives through Wellness, Recovery and Independence" with the stipulation that it is acceptable by the Mental Health Advocacy Coalition.** MOTION: M. Warr / SECOND: A. Leopard / AYES: E. Cash, B. Fowler,  
B. Gohlstin, J. Hnanicek, R. Kemm, A. Leopard, M. McElrath, H. Snider, C. Still Noble,  
L. Thomas, E. Thoms, M. Warr, A. Williams / NAYS: None / ABSTAIN: None  
**Motion carried.**

### **3. Board Manual**

The purpose of the Board Manual is to prepare the new Board to: (a) take on its responsibilities in an informed, consistent, and professional manner (b) enhance the knowledge of the new Board in alcohol, drug addiction and mental health needs and services, and (c) strengthen the working relationships amongst the members of the new Board.

A draft Table of Contents for the ADAMHS Board Manual was presented. It was noted that the committee will revise the table of contents based on Board member input and then move to draft the full document for full Board approval. As no further input was received, a motion for approval was entertained.

**Motion to approve the Board Manual Table of Contents as presented.** MOTION: M. Warr  
SECOND: E. Thoms / AYES: E. Cash, B. Fowler, B. Gohlstin, J. Hnanicek, R. Kemm, A.  
Leopard, M. McElrath, H. Snider, C. Still Noble, L. Thomas, E. Thoms, M. Warr. A. Williams  
NAYS: None / ABSTAIN: None / **Motion carried.**

- **Blueprint Work Plan Update**

Ms. Day noted that previously all Board members received a Consolidation Blueprint binder. The document entitled Blueprint Phase II is a method to guide and track the work of the Consolidation. Dr. Stoiber added that one of the benefits of the document is that providers and stakeholders can see what the organizations and staff are doing. It is also a way to help implement the Blueprint and keep track and record activities of the Consolidation process.

**Motion to accept the Blueprint Phase II Workplan as submitted.**

MOTION: B. Gohlstin / SECOND: L. Thomas / AYES: E. Cash, B. Fowler, B. Gohlstin,  
J. Hnanicek, R. Kemm, A. Leopard, M. McElrath, H. Snider, C. Still Noble, L. Thomas,  
E. Thoms, M. Warr, A. Williams / NAYS: None / ABSTAIN: None / **Motion carried.**

### **6. C.E.O. Selection Committee**

Committee Chair, Lisa Thomas, noted that the committee met two weeks ago to work on performance goals and assessments as the goal is to have a contract in place with the Executive Director by 7/1/09. Dr. Thomas referred committee members to the two documents included in the agenda packet for their review; approval is scheduled in March.

The intent is to have a formal evaluation process once the Executive Director is in place. A committee of the ADAMHS Board will work with the Executive Director to set up a process for the review, etc. Ms. Gambatese thanked committee members and Human Resource staff from both organizations for compiling all of the information from various sources/documents. Ms. Gambatese noted that there may be a need to enter into Executive Session and agreed with the suggestion made to conduct other agenda items first before considering an Executive Session.

### **7. Old Business**

Ms. McElrath noted that a Quality Improvement presentation was made by CCCMHB staff several months earlier; consequently, she would like to recommend that the ADASBCC staff present a Quality Improvement presentation at the next ADAMHS Board Meeting. Mr. Denihan commented that the presentation referenced was one delivered within the CCCMHB orientation session to the ADASBCC. Mr. Denihan asked whether it would be more advantageous to deal with this issue jointly between both organizations. Ms. McElrath concurred with this suggestion.

**8. New Business**

Rev. Gohlstin suggested that the orientation for the ADAMHS Board be scheduled during the month of May, instead of June, in case some adjustments need to be made. Given this suggestion, Ms. Gambatese asked the Orientation & Communications Committee to consider moving the orientation session during the month of May.

**9. Audience Input - None**

**10. Executive Session**

The Chair entertained a motion to enter into an Executive Session for the purpose of discussing the Executive Director's Memorandum of Understanding and Performance Goals.

**A motion was entertained at 7:15 p.m. to enter into Executive Session for the purpose of discussing the Executive Director's Memorandum of Understanding and Performance Goals.** MOTION: L. Thomas / SECOND: M. McElrath / A roll call vote was taken.

AYES: F. Amunategui, R. Blue, E. Cash, B. Fowler, K. Gambatese, B. Gohlstin, J. Hnanicek, R. Kemm, A. Leopard, M. McElrath, C. Still Noble, L. Thomas, E. Thoms, M. Warr, A. Williams / NAYS: None / Motion carried.

**A motion was made to exit the Executive Session and resume the order of business of the ADAMHS Board.** MOTION: L. Thomas / SECOND: E. Thoms / A roll call vote was taken.

SECOND: R. Blue / A roll call vote was taken. AYES: F. Amunategui, R. Blue, E. Cash, B. Fowler, K. Gambatese, B. Gohlstin, J. Hnanicek, A. Leopard, M. McElrath, C. Still Noble, L. Thomas, E. Thoms, M. Warr, A. Williams / NAYS: None / **Motion carried.**

*There being no further business, Ms. Gambatese adjourned the meeting at 8:20 p.m.*

*Carol Krajewski, Executive Specialist to the Board of Governors  
Recording Secretary*