

CAHABA BOARD FOR MENTAL HEALTH 310 PLAN FOR FISCAL YEARS 2024 and 2025

Mission Statement

It is the mission of the Board to provide a comprehensive array of services to the citizens of Dallas, Perry, and Wilcox counties, including, but not limited to the citizens of Selma, Orrville, Valley Grande, Marion, Uniontown, Camden and Pine Hill. These services shall include, but not be limited to, mental illness and developmental disabilities. They shall include prevention and treatment as per Act 310 of Alabama Law.

Population

Cahaba Center for Mental Health serves Dallas, Perry, and Wilcox counties. These counties have an average of 32% of the population living in poverty, compared to the state average of 16%. The average per capita income in these counties is approximately \$17,500. A total of approximately 56,000 people live in this area.

Funding Resources

Cahaba Center receives funding from state and federal funds, private pay, private insurance, the United Way, the Clara Weaver Parrish Charitable Trust, the George Evans Charitable Golf Tournament, local government, and other contributors.

Services Provided

Outpatient counseling and psychiatric services – Selma, Marion, and Camden

Early Intervention Services – covering all three counties; provided in the home or daycare

Day Services for Adults with Developmental Disabilities – Selma and Camden

Group Homes and Apartments for Adults with Developmental Disabilities – Selma

Group Homes and Apartments for Adults with Mental Illness – Selma and Uniontown

Crisis Services – covering all three counties

Adult In-Home services – Dallas and Perry Counties

Child and Adolescent In-Home services – Perry, Wilcox, and Dallas Counties

Child and Adolescent Outpatient – Selma, Marion, and Camden

Juvenile Court Liaison – covering all three counties

Case Management – covering all three counties

Rehabilitative Day Programs – Selma, Marion, and Camden

Planning Process

Planning is an ongoing process with formal plans developed at the end of every odd numbered fiscal year. This allows for the development of two year plans as required by State standards. Key stakeholders include the Board of Directors, Executive Director, employees, consumers, family members, and other related parties. It is the role of these parties to provide input to determine community needs. This input can be in a formal or informal manner such as reports, reviews, surveys, and/or general observations. The data gathered is reported to the Board of Directors to produce a formal planning document. Information was gathered through a survey given to current employees. Other information was gathered through surveys by the Alabama Department of Mental Health targeting consumers and their families. The formal plan is reviewed by the Board of Directors on a biannual basis to evaluate the process and determine if changes need to be made to the plan.

Summary of Needs (Top Six)

- Recruitment and retention of appropriate staff
- There is a continued need for more timely access to care due to volume of consumers versus available therapists and psychiatrists/psychiatric nurse practitioners.
- There is a need for continued collaboration with local law enforcement, probate court, and hospital staff to improve community response to mental health emergencies in an appropriate, efficient way.
- There is limited public transportation in the area, which affects ability to access services for both mental health and physical health needs.
- There is a need for increased opportunities for consumers to learn, work, and live independently. This includes options for housing and recreation.
- Providing a safe, welcoming, effective treatment environment.

Goals and Objectives

Goal One – To assess the needs of the communities served by Cahaba Center for Mental Health and prioritize those needs.

- Continued assessment of needs through surveys
- Continued assessment of needs by analyzing community, staff, and consumer concerns
- Leadership meetings to review information gathered and prioritize needs

Goal Two – To continue to maintain financial stability of the Center.

- Regular reporting of financial status to Board members
- Strict adherence to policies and procedures regarding financial transactions

- Continual efforts to reduce expenses and increase revenue

Goal Three – To continue to improve access to care through walk-in clinics, flexible scheduling, emergency services, and use of telemedicine.

- Regular monitoring of schedules by administrative staff to decrease wait times
- Use of telemedicine to increase access to psychiatric services

Goal Four – To continue the process of Performance Improvement.

- Regular meetings to review PI indicators
- Monitoring of all required indicators by leadership staff

Goal Five – To continue to provide services that meet applicable standards and contract requirements.

- Review of changes and updates to standards, Medicaid requirements, and other requirements
- Monitoring of documentation on a regular basis to check for compliance

Goal Six – To continue to provide a safe, welcoming, effective treatment environment.

- Reviewing concerns as they arise
- Making repairs and improvements as needed

Goal Seven – To continue to recruit and retain appropriate staff.

- Exploring ways to improve staff engagement and satisfaction
- Attending job fairs and community events to educate people about our services and employment opportunities

Goal Eight – To continue to provide transportation as available to improve access to services.

- Maintaining a fleet of safe vehicles for transportation
- Referral to case management and other services when appropriate

Goal Nine – To continue to assist individuals in finding job opportunities, safe and affordable housing, and positive recreational opportunities as appropriate.

- Referral to case management when appropriate
- Referral to peer services when appropriate
- Continued work on building community relationships

Goal Ten – To continue to develop and enhance community partnerships to improve the areas we serve.

- Continued attendance at community meetings
- Participation on boards when appropriate
- Attendance at community events and job fairs