

NADD CEO Report to the Membership

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Having now completed six months as the NADD CEO, I am filled with immense gratitude for the privilege of leading this remarkable organization and for being a member of the NADD community.

I am fortunate to work with and greatly appreciate the talent and dedication of our amazing staff; the generous support, knowledge, and encouragement from our board; the contributions of the many NADD community volunteers who are the backbone of this organization; and of course, NADD founder and former CEO Dr. Robert Fletcher's wise counsel and guidance as I have grown into this position over the last six months.

For the first three months of my tenure at NADD, I worked closely with Dr. Fletcher. He supported and mentored me in learning the many details of the wide scope and breadth of what NADD offers. In March, he transitioned into a consultant for NADD, where he continues to be a great support for me and a very popular trainer and consultant throughout the country.

Having spent decades of my professional life working with people who experience the challenges of living with a dual diagnosis, I am acutely aware of the importance of effective, person-centered, appropriate interventions and support. I have seen firsthand the life changing impact of excellent, informed, and nuanced treatment. As a family member, I am also sadly aware of what happens when effective services are not available in a community. As NADD's CEO, I am proud to be in a position to collaborate with others to realize our mission of providing leadership in the expansion of knowledge, training, policy, and advocacy for mental health practices that promote a quality life for individuals with dual diagnosis (IDD/MI) in their communities.

Although we are in transition, we have been very, very busy. Here are some of the highlights of the work NADD has been doing this year.

Highlights of NADD's Work This Year

We continue to provide training and consultations across the country. Dr. Fletcher will continue to be an integral contributor for NADD and has provided numerous trainings since January, including the following:

- *The Role of Interdisciplinary Team in Mental Health Assessments* at the ANCOR conference in New Orleans
- *An Introduction to Dual Diagnosis (IDD/MI)* for the Mental Health Association of Orange County in New York
- *Behavioral Health Issues in Persons with Intellectual/Developmental Disability* for the Department of Behavioral Health & Developmental Services in Virginia
- *From the DSM to the DM-ID* for the American Psychiatric Association in New York
- *Behavioral Health Issues in Persons with Intellectual/Developmental Disability* for the Behavioral Health Center of Nueces County in Texas
- *The Components of a Mental Health Assessment: The Roles of the Service Coordinator and the Mental Health Clinician* at the AAIDD conference Missouri

The number of individuals achieving NADD Clinical, Specialist and Direct Support Professional Certifications is growing steadily and we are excited to be building our national community of dual diagnosis experts.

We cohosted a webinar series with the American Network of Community Options and Resources (ANCOR) and also recently completed one of our two NADD webinar series for this year.

We have been invited to be a partner in four significant grant projects. Two of them relate to different organizations competing for the same National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR) grant concerning health care in people with Intellectual/Developmental Disabilities and Mental Health needs (IDD/MI). The other two are upcoming and will be submitted by University Centers for Excellence in Developmental Disabilities Education, Research, and Service organizations and will involve the use of NADD training materials. We are proud and delighted to be recognized by these partners as the dual diagnosis expert in the field.

We completed an exciting project in collaboration with the Missouri Coalition for Community Behavioral Healthcare. We provided a comprehensive nine-day training for IDD/MH providers in the state of Missouri designed to expand the professional capacity of providers

and lead to improved treatment outcomes for individuals in that state who have intellectual/developmental disabilities and a mental health condition (IDD/MI). Dr. Fletcher oversaw the development of the curriculum for the training series. NADD then assembled a team of industry experts, including Dr. Fletcher, to deliver the training. Team members were: Tim Barksdale, PsyD, NADD-CC, Susan Morris, MSW, NADD-DDS, RSW, Melissa Cheplic, MPH, NADD-DDS, and Michael Schroeder, NADD-DDS.

I am currently working with the Utah Mental Health, IDD, and DD Council stakeholders and a foundation in Virginia to develop trainings to be delivered in 2019.

North Carolina's Department of Mental Health, Developmental Disabilities and Substance Abuse Services chose to engage NADD as a key resource in addressing their Children with Complex Needs Settlement agreement. As a result of this, we are providing four and a half days of training, several webinars, consultation, and will be certifying individuals in many organizations throughout North Carolina.

I am in discussions with the CEO of the US-based Specialisterne Foundation about how NADD may contribute dual diagnosis material to their training curricula. Specialisterne is an international, award winning social enterprise that works with stakeholders around the world to bring about a vision of a world where people with disabilities are given equal opportunities in the labor market. Work in and of itself is a mental health intervention.

I am representing NADD on numerous boards of directors including: the College of Direct Supports Advisory Board; Mental Health IDD Person Centered Outcomes Research Institute Advisory board; National Alliance for Direct Support Professionals as vice chair; and the Healthcare Subcommittee of the New York State Developmental Disabilities Advisory Council for the Office of Persons with Developmental Disabilities.

I am in current discussions with the National Alliance for Direct Support Professionals (NADSP) to consider doing joint webinars in the fall and other ways in which we may collaborate. In addition to that partnership, NADD has been invited to present at their fall 2018 conference.

Joe Macbeth, the executive director of NADSP, has been introducing me to numerous industry colleagues throughout the state of New York, where I am growing NADD's presence.

I provided consultation to the Oregon Stabilization and Crisis Unit on a challenging case requiring additional resources.

I hosted a conversation on Brainstorming Strategies to Address How Bias Impacts People Experiencing Disabilities at the Opportunity Collaboration – US in Florida. The Opportunity Collaboration is a global network of leaders dedicated to building sustainable solutions to poverty and injustice.

I have been invited to and will be presenting at the Idaho Partnerships Conference on Human Services on The Meaning, Importance, Methodologies and Application of Trauma Informed Care.

I have been working with staff from Substance Abuse and Mental Health Services Administration (SAMHSA) to develop content for a training NADD will deliver later in the year and have been invited to serve as a dual diagnosis expert on a panel meeting on how to assist people with ID/DD who have co-occurring mental health diagnosis. Multiple NADD board members are also participating on this panel.

Looking Forward

While our good work sets the foundation for future engagements, I want to acknowledge that a great part of our success comes from our board of directors and all of you who participate as NADD members and volunteers. So many individual threads of connection form the incredible tapestry of NADD, and I sincerely thank all of you for supporting us and sharing our work with your colleagues. Together, we are making a huge difference in people's lives.

NADD is entering a new era. We will continue to build upon the outstanding work of the past 35 years and carefully respond to the new demands of our industry and to the needs of our membership. I say carefully, because the leadership transition from a founder and long-term CEO to a new leader is a tender and culturally complex time for any organization. Because the NADD community is spread out across North America, I believe it is critical that change be deeply considered, additive, and minimally disruptive. I also believe that communication will become more important as we evolve as an organization. In July, our website will have a new feature describing our major activities. Beginning in late September, I will post monthly video reflections on our website and social media, sharing my thoughts on the industry and the highlights of our work at NADD.

I have been working together with NADD board members and staff to identify opportunities to enhance our operational infrastructure and expand NADD's reach and impact. We have updated our strategic plan to provide an operational roadmap to move us forward. The plan will focus on four key areas: optimal organizational systems & business practices; excellence & innovation in products and services; thriving financial health; and expansion of inter-organizational advocacy & impact.

Access to *The NADD Bulletin* is one of the many benefits of NADD membership.

To read the rest of this article covering NADD's Strategic Plan in *The NADD Bulletin*, become a NADD member today at <http://thenadd.org/membership/join-renew/>