



OHIO CIT NEWS

FALL 2018



From the Ohio CIT Coordinator



By Mike Woody

In a new role as the first past president of CIT International (due to term limits), I was honored to attend the International Conference in Kansas City this summer along with more than 1200 other attendees from around the world to pay tribute and honor to the life and immense contributions of Dr. Fredrick Frese III.

Dr. Frese, Ph.D. was also a member of the Board at CIT International until his death this year. His contributions to that organization were immense, as were his contributions to Ohio, our Nation, and the world. He taught me about mental illness - the ups and downs, the successes, trials and tribulations of the illness. In my mind, there will never be another Fred Frese. If you knew him, I am certain you feel the same.

At this year's CIT International Conference Dr. Frese was remembered and honored.

A Tribute to Dr. Fred Frese



CIT International is saddened by the loss of one of its prominent board members, Dr. Fred Frese. The CIT International Board joins the world in mourning the death of Dr. Fred Frese. A friend and colleague, Dr. Frese had served on our Board of Directors since 2011. Among his many advocacy efforts was the promotion of CIT programs, which he did with his well-known engaging and poignant style that combined humor and intellect.

Lorain County Adult Probation CIT Outreach Team

Facilitating Wellness, Building Rapport

By Bridget Byam Novak, CIT Coordinator – Lorain County Adult Probation

To fully understand the Lorain County Adult Probation (LCAP) CIT Outreach Team, one must understand how the role of Probation Officers has evolved over the years. Today, Probation Officers not only monitor compliance and enforce consequences, they are the agents of change for their defendants. The goal is for change to occur in unsupervised situations, sustained across environment and time. Of course, we expect compliance while on supervision, however, the bigger picture is to facilitate life-long changes in our clients. The model for correctional practices involves effectively using authority, reinforcement, and disapproval. Additionally, Probation Officers now incorporate relationship skills, structured skill building, effective modeling, cognitive restructuring and assistance with problem solving.

LCAP Officers use Motivational Interviewing techniques to help defendants affect change in their own lives. Although compliance is expected, compliance does not equal change. Change for the sake of completing probation is weak and short lived. People change when a new action or behavior is more of a pay-off than old behaviors had been. Internally motivated change is a process that is, unequivocally, far better than having change thrust upon you.

The quality of interactions between the Probation Officer and defendant can influence positive behavioral change, or these interactions may create resistance to change. Helping people to decide for themselves that there is a benefit to change or a cost to staying the same is what will eventually move them toward change. We look for ways to access internal motivation rather than using exclusively external pressure. The progressive Probation Officer supports self-efficacy in their defendants. Individuals who struggle with severe mental health issues often are the most disenfranchised and least able to change old behaviors without intervention and support. This is where the CIT-trained Officer can make a difference.

Probationers with mental illness often have had adversarial relationships with law enforcement due to past interactions. It is not uncommon for individuals who have stopped taking their medications to fall into the desperate condition of crisis. In those moments, well-meaning family, friends and neighbors often must resort to calling local law enforcement agencies for assistance. Through no fault of their own, these individuals while in crisis fall victim to their illness, manifesting itself in behaviors that can at best scare others and at worst possibly hurt themselves or others.

Traditionally, law enforcement saw mental illness as a problem better addressed by social workers and medical professionals. Most officers were unprepared for interactions with mentally ill individuals. Officers were ill-equipped to manage a person during a mental health crisis. As such, interactions became difficult – with both sides suffering from the fall-out of a negative interaction. The result: individuals with mental illness end up un-medicated, incarcerated and unwell. Once released, if still un-medicated and not linked with mental health professionals, these individuals cycle in and out of local jails. This cycle takes a huge toll on the individual, first-responders and law enforcement, healthcare professionals, and taxpayers (housing people with mental illness in a local correctional facility is much costlier compared to other inmates.)

More than 2 million people with serious mental illness (approximately 75% with co-existing substance use disorders) are booked into local jails annually. As such, local jails have become de facto mental hospitals for many people we serve on probation. In November 2016, LCAP joined The Stepping Up Initiative - a national movement aimed toward reducing the number of persons with mental illness in our local jails. In Lorain County, in Ohio and across the United States, the Stepping Up Initiative supports local communities in developing effective systems of care that bridge criminal justice and mental health services. Opportunities and

resources are identified which divert from traditional measures and link people to treatment instead of to jail. Ours is a successful systems integration model that involves a core group of diverse stakeholders and community leaders who are dedicated to changing the way Lorain County reacts to and responds to individuals who become engaged in criminal activity because of their mental illness. In short, the criminal justice system and the behavioral health systems collaborate – something that was unheard of in the past.

In 2017, The Lorain County CIT Outreach Team was created with the following goal in mind: to facilitate wellness and build rapport with those defendants with severe mental illness – the most marginalized of all our clients. For example, a common barrier to court interaction and compliance with supervision/probation is transportation. The LCAP CIT Outreach Team conducts visits to our defendants in their own surroundings. To offer support and encouragement, the Lorain County CIT Outreach Team takes the proactive approach to go out to them, rather than wait for them to re-offend and/or violate the terms of their probation. Since many of our clients do not drive and it can be difficult to navigate public transportation, we bridge that gap. What has occurred is successful engagement by local law enforcement and probation – a team effort to change the way we do business. We offer support and create new interactions that end positively, rather than negatively.

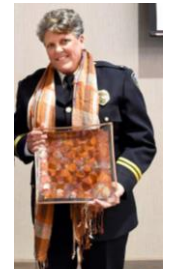
“During this program, officers visit with individuals on probation who have been diagnosed with a mental illness/disability. For successfully participating in mental health counseling programs and making positive strides toward completing probation, these individuals are congratulated in person, encouraged to continue their progress and even awarded gas cards or food cards. It’s such a great program and a positive way to build bridges, not only with other law enforcement agencies, but also with those whom we serve.” - CIT Trained Officer Jacob Morris/ Lorain Police Department



Officer Jacob Morris

These collaborative efforts strengthen our team, and other agencies as well. The Lorain County CIT Outreach Team has developed working relationships with several local law enforcement agencies, and the LCAP CIT Outreach Team has indeed become a multi-team, integrated approach.

“The Elyria Police Department is grateful to be partnered with the Lorain County Adult Probation in CIT Outreach. This partnership increases agency information sharing, which in-turn promotes Officer safety and provides improved services to the clients/citizens of Elyria.” - CIT Trained Lt. Deena Baker/ Elyria Police Dept.



Lt. Deena Baker

Recently, the Lorain County CIT Outreach Team visited a defendant at the local Board of Mental Health. The defendant was relaxing outside on what was a beautiful summer day. He was sitting among friends and was approached by the LCAP CIT Outreach Team and Officer Jacob Morris from the Lorain Police Department. Supervisors from the agency came out and were worried to see Officers at their location, talking to their clients. Typically, when law enforcement is on the scene, there is a problem of some sort. When they found out that we were there to connect with and support defendants with mental illness, they were quite relieved and pleased. This is the sum and substance of the outreach initiative – to create trust, build rapport and engage in new positive encounters – facilitating a support team for the clients and keeping law enforcement safer by building relationships. It is our hope that when an unpleasant incident occurs, our clients will see us as helpers and not be entirely threatened and/or scared by our presence.

“The Board of Mental Health appreciates the proactive and compassionate approach taken by the LCAP CIT Outreach initiative. The work of these Probation Officers changes community perceptions and allows for clients and probation officers to establish positive relationships that contribute to client wellness.” - Dr. Kathleen Kern, Executive Director/ Lorain County Board of Mental Health

“The lack of mental health crisis services across the U.S. has resulted in law enforcement officers serving as first responders to most crises. The Lorain County Adult Probation Crisis Intervention Team (CIT) outreach program is an innovative, community-based approach to improve the outcomes of these encounters. In over 2,700 communities nationwide, CIT programs create connections between law enforcement, mental health providers, hospital emergency services and individuals with mental illness and their families. Through

collaborative community partnerships and intensive training, CIT improves communication, identifies mental health resources for those in crisis and ensures officer and community safety. Not only can CIT outreach programs bring community leaders together, they can also help keep people with mental illness out of jail and *in* treatment, on the road to recovery. That's because diversion programs like the Lorain County CIT Outreach reduce arrests of people with mental illness while simultaneously increasing the likelihood that individuals will receive mental health services. CIT outreach programs also: 1) Give police officers more tools to do their job safely and effectively; 2) Keep law enforcement's focus on crime; and 3) Produce cost savings as mental health treatment is substantially less expensive than incarceration.

The Lorain County Adult Probation Department currently has trained 7 CIT Outreach Team Officers: Officer Sean Burnette, Officer JT Feldkamp, Officer Bridget Byam Novak, Officer Jennifer Parker, Officer Susan Smink, Officer Cassandra Spears and Officer/Supervisor Abbey Spooner. The Judges of the Lorain County Court of Common Pleas strongly support the Lorain County Adult Probation CIT Outreach program." - Judge D. Chris Cook/ Lorain County Court of Common Pleas



Lorain County Adult Probation CIT Outreach Team

*Left Side Top to Bottom: PO Abbey Spooner, PO Susan Smink, PO Cassandra Spears, PO Jennifer Parker
Right Side Top to Bottom: PO JT Feldkamp, PO Bridget Byam Novak, PO Sean Burnette*

Moving forward, the Lorain County CIT Outreach Team intends to strengthen its unit and continue to be innovative in its endeavors. We are happy to share our model with other departments.

For more information about the Lorain County Adult Probation's CIT Outreach Team, please contact Officer Bridget Byam Novak at 440-326-4715 or bnovak@loraincounty.us

Editor's Note: Officers Cassie Spears and Bridget Byam Novak were awarded the 2018 Ohio Chief Probation Officer's Association Line Officers of the Year Award because of their work on the CIT Outreach Program. Officer Bridget Byam Novak also won the 2018 CIT Officer of the Year award presented by the Lorain County Board of Mental Health and the 2018 CIT Officer of the Year award presented by Lorain County NAMI.



Montgomery County First Dispatcher/Call-Taker CIT Course



Matthew Feltner – Englewood PD; Amanda Felts, Roxanne Howard – Kettering PD; Michael Hayes, Erin Rieder – Montgomery County Sheriff's Office; Michael Hutchison, Sarah-Lydia Keihl Steward, Stephanie Kelley, Phil Wood – Moraine PD; Ashley Larson – City of Dayton Airport Police; Melinda Snodgrass, Tnya Wetzel – Vandalia PD.

Congratulations to Montgomery County for taking the initiative to conduct their very first CIT Dispatcher/Call-taker course on August 30th. There were 12 participants.

The next class is scheduled for November 15 and is filling quickly. Three of those persons pictured above want to facilitate/help train future classes!

Save-the-Date: Ohio CIT Coordinator Semi-Annual Meeting

When: Friday, November 2, 2018

Where: Improving Enterprises

1 Easton Oval

Suite 175

Columbus, Ohio 43219

Please save-the-date and pass word along to your local CIT Coordinators.



From NAMI Ohio

CIT Pins, Quick Reference Guides, and Hearing Voices Kits are available upon request.



CIT Mini Grants – Fiscal Year 2019

All mini grant requests should be made to Dustin McKee at NAMI Ohio: dustin@namiohio.org.

CIT Mini Grants for Training Expenses

Mini grants in the amount of \$1000 are now available for local CIT programs to offset the expense of holding a training. To request a mini grant, please send an e-mail with:

1. Date of the training
2. A sentence about how you plan to use the funds such as printing, room rental, speaker fees, etc. (these funds cannot be used for food or travel)
3. A list of the members of your CIT Steering Committee
4. Name of the entity that the check should be made out
5. Address to send the check
6. Acknowledgement that you will forward a completed roster of all CIT graduates to Mike Woody upon the completion of your training. His e-mail address is dutifulmind@gmail.com.

CIT Mini Grants for Law Enforcement Agencies

Mini grants in the amount of \$1000 are available for law enforcement agencies that are sending a full-time Patrol Division assigned officer(s) to CIT training for the first time. If you are requesting a grant for a part-time officer, please send a brief written rationale as to why you want to train a part-time officer rather than a full-time officer (e.g. we are a small agency that needs to train part-timers to ensure an ample number of CIT officers in our force).

A limited number of mini grants will also be provided for law enforcement agencies that have not sent a full-time Patrol Division assigned officer to training for at least two years due to a lack of resources and have indicated that with financial assistance they would send an officer. To request a grant, please send an email from the CIT Coordinator that includes all of the following:

1. Date of the training
2. Name of the full-time officer(s) to attend
3. A sentence stating the law enforcement agency is only able participate if financial assistance is provided
4. Name of a CIT Coordinator or contact person for the law enforcement agency
5. Name of the law enforcement agency that the check should be made out
6. Address to send the check (please let the appropriate party at the law enforcement agency know to expect the check)

CIT Mini Grants for Advanced Training

A limited number of mini grants in the amount of \$500 are available for those communities wishing to offer CIT officers advanced training. To request a mini grant, please send an e-mail that includes:

1. Topic of the training
2. Date of the training
3. Number of hours of the training
4. A sentence about how you plan to use the funds such as printing, room rental, speaker fees, etc. (these funds cannot be used for food or travel)
5. Name of the entity that the check should be made out
6. Address to send the check to

CIT Mini Grants for CIT Program Officer Recognition Activities

A limited number of mini grants in the amount of \$250 are available for those communities wishing to initiate CIT officer and program recognition activities to further the adoption of CIT core elements. This is limited to new recognition activities only. To request a mini grant, please send an e-mail that includes:

1. Date and nature of the event and award(s)
2. A description of how you plan to use the funds (cannot be used for food)
3. Name of person who will report on the activity after completion
4. Name of the entity the check should be made out to
5. Address to send the check to

CIT Mini Grants for Data Collection and Cross-System Collaboration

A limited number of mini grants in the amount of \$1000 are available for those communities wishing to initiate or expand CIT data collection and reporting activities. Mini grants are not to include officer roster updating or maintenance. To request a mini grant, please send an e-mail that includes:

1. Description of planned data collection – what data will be collected, by what jurisdiction(s) it will be collection, how the data will be analyzed and reported, and the purpose of the data
2. Date of implementation of data collection
3. Anticipated timeline for reporting on the data and name of person who will provide report to NAMI and CCoE
4. Name of the entity the check should be made out to
5. Address to send the check to

CIT Mini Grants for Program Policies and Procedures Development

A limited number of mini grants in the amount of \$500 are available for those communities wishing to develop/draft new CIT policies. Policies can be program level, county-wide, or complimentary mental health and law enforcement policies. To request a mini grant, please send an e-mail that includes:

1. Description of scope of policies being planned and jurisdictions/entities to be covered by policies
2. Date range for policy development work, with anticipated date of completion
3. Name of person who will submit final policy to CCoE and NAMI
4. Name of entity the check should be made to
5. Address to send the check to

CIT Mini Grants for CIT Dispatcher/Call-Taker Training Implementation

A limited number of mini grants in the amount of \$500 are available to offset the costs of sponsoring CIT companion training for dispatchers. Preference will be given to communities that are sponsoring their first dispatcher training. To request a mini grant, please send an e-mail that includes:

1. Date of the training and target number of dispatchers to complete training
2. Names and jurisdictions of the dispatchers to attend (names can be submitted after training if not available in advance)
3. Name of entity sponsoring training
4. Training agenda (curriculum outline)
5. Name of entity the check should be made out to
6. Address to send the check

Dustin McKee – NAMI Ohio CIT Coordinator dustin@namiohio.org

The Value of Peer Reviews

Many Ohio Counties have gone through the Peer Review process over the years and gained valuable insight and information on improving not only their CIT Course but also their CIT Program. A three-member team is sent to your community to meet with your Steering Committee to mutually finalize the team's findings after the community provides the team with materials and evaluations from your course and program. Of special interest, your community will receive **\$1,000** from NAMI Ohio just for going through the process. Make sure you are striving to incorporate the Core Elements of what makes a CIT Program so successful as developed by CIT Ohio and CIT International.

The CCoE is offering Peer Review for two programs prior to June 30, 2019. For more information or to set up a review of your CIT program please contact Mike Woody at dutifulmind@gmail.com.

To view past reports, visit the [CJ CCoE website](#).



Upcoming Ohio CIT Courses

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| <ul style="list-style-type: none"> • Gallia, Jackson and Meigs Counties • Cuyahoga County • Hamilton County – Sharonville Police • Clark, Greene and Madison Counties • Summit County • Franklin County • Trumbull County • Hancock County • Montgomery County • Stark County | <p>September 11, 13, 18, 20, 25, 2018</p> <p>September 17-21, 2018</p> <p>September 17-21, 2018</p> <p>September 24-28, 2018</p> <p>September 24-28, 2018</p> <p>October 1-5, 2018</p> <p>October 3-5 and 11-12, 2018</p> <p>October 15-19, 2018</p> <p>October 15-19, 2018</p> <p>October 15-19, 2018</p> |
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- Ottawa County 2018 October 16, 23, 30, November 6, 13,
- Allen, Auglaize and Hardin Counties October 22-26, 2018
- Defiance, Fulton, Henry and Williams Counties October 22-26, 2018
- Delaware and Morrow Counties October 22-26, 2018
- Lake County October 22-26, 2018
- Lucas County October 22-26, 2018
- Montgomery County S.O. October 22-26, 2018
- Muskingum, Coshocton, Noble, Perry, Guernsey and Morgan Counties October 22-26, 2018
- Mahoning County October 29-November 1, 2018
- Medina County October 29-November 1, 2018
- Wood County October 29-November 1, 2018
- Wayne and Holmes Counties October 29-November 2, 2018
- Crawford and Marion Counties November 5-9, 2018
- Fairfield County November 5-9, 2018
- Franklin County November 5-9, 2018
- Portage County November 5-9, 2018
- Athens, Hocking and Vinton Counties November 12-16, 2018
- Hamilton County – Springfield Township November 12-16, 2018

Please advise Haley Farver at hdurig@neomed.edu of your planned CIT Courses for 2018-2019!



Ohio CIT Program Coordinator Information

Note: information is subject to change

Allen/Auglaize/Hardin Rick Skilliter rskilliter@pvff.org Ed Monfort jamesmonfort@gmail.com
Athens/Hocking/Vinton David Malawista dmalawista@ci.athens.oh.us
Belmont/Harrison/Monroe Jayn Devney Jaynd@bhmboard.org
Champaign/Logan Jan Rhoades JRhoades@ccibhp.com
Clark/Greene/Madison Tracey Stute Tracey@mhrb.org
Clermont Lee Ann Watson lwatson@ccmhrb.org Chad Lutson clutson@union-township.oh.us
Columbiana Marcy Patton mpatton@ccmhrs.org Richard Whitfield rwhitfield@columbianaohio.gov
Crawford/Marion Mark Light mLight001@columbus.rr.com
Cuyahoga Carole Ballard ballard@adamhsc.org
Defiance/Fulton/Henry/Williams Drena Teague drena@fourcountyvadamhs.com
Delaware/Morrow Denise Williams dwilliams@ohiopps.org
Erie/Ottawa Laura Miller millerla@firelands.com
Fairfield Maureen Muth Keller mmuthkeller@ohiopps.org Toni Ashton tashon@ohiopps.org
Franklin Irina Yakhnitskiy iyakhnitskiy@adamhfranklin.org Lt. Dennis Jeffry djeffrey@columbuspolice.org

Gallia/Jackson/Meigs Trisha Gibson Trisha.Gibson@hopewellhealth.org Scott Trussell Scott.trussell@meigssheriff.org
Geauga Brian Ayer AyerB@Ravenwoodmhc.org
Hamilton Paul Hartinger phartinger@mhankyswoh.org
Hancock Sgt. Dan Harmon dharmon@findlayohio.com
Lake Julie Kalina-Hammond jhammond@beaconhealth.us
Licking/Knox Tara Schultz tschultz@mhrk.org
Lorain Holly Cundiff hcundiff@lcmhb.org
Lucas Robert Kasprzak rkasprzak@lcmhrs.org
Mahoning Aimee Schweers aschweers@mahoningcountyoh.gov Toni Notaro tnotaro@mahoningcountyoh.gov
Medina Gail Houk ghouk@alternativepaths.org
Mercer/Paulding/Van Wert Gery Thobe Gery.thobe@mercercountysheriff.org
Miami/Darke/Shelby (Tri-County) Kim McGuirk mccguirk@tcbmds.org Brad Reed reedb@tcbmds.org
Montgomery Jodi Long JLong@mcadamhs.org Det. Patty Tackett Patricia.tackett@daytonohio.gov
Muskingum/Coshocton/Noble/Perry/Guernsey/Morgan Ken Sheffield ksheffield@allwell.org Misty Cromwell mistyc@mhrs.org
ODRC Don Morgan Donald.Morgan@odrc.state.oh.us

Portage Joel Mowrey Joelm@mental-health-recovery.org
Preble Amy Raynes Amy.raynes@pcmhrb.org
Richland Mary Kay Pierce families@namirc.org
Ross/Pike/Fayette/Highland/Pickaway (Paint Valley) Melanie Swisher mswisher@pvadamh.org
Scioto/Lawrence/Adams Cyndy Bell c.bell@shawneemhc.org
Seneca/Sandusky/Wyandot Melanie White mawhite@namissw.org Angie Snell Asnell29@yahoo.com
Stark Erin Ivers Erin.ivers@starkmhar.org Major CJ Stantz 146@starksheriff.org
Summit Doug Smith DougSmith@admboard.org Mike Woody dutifulmind@gmail.com
Trumbull John Myers jmyers@trumbullmhrb.org Lana Hennings lhennings@trumbullmhrb.org
Tuscarawas/Carroll Natalie Bolon natalie@adamhtc.org Cheri Creager creagerc@co.tuscarawas.oh.us
Union Matt Henry MHenry@co.union.oh.us
Warren/Clinton Colleen Chamberlain cchamberlain@mhrswcc.org
Washington Karen Binkley karenebinkley@gmail.com
Wayne/Holmes Helen Walkery hwalkery@namiwayneholmes.org
Wood Jessica Schmitt Jessica@namiwoodcounty.org

National News and Updates

CIT International Presented the First *Dr. Fred Frese Consumer of the Year Award* to Ohio Consumer



Dr. Penny Frese presenting the CIT International Dr. Fred Frese Consumer of the Year Award to Elzie McIntyre Jr.

Elzie McIntyre Jr. from Montgomery County was awarded the 2018 CIT International Dr. Fred Frese Consumer of the Year Award at CIT International in Kansas City, Missouri.

Elzie supports his local CIT training by speaking with Law Enforcement on his journey with mental illness and his path to recovery. Over the past year-and-a-half, he has presented his story to over 75 officers!

