



FIS In Action



F A M I L Y I N T E R V E N T I O N S P E C I A L I S T S , I N C

M E S S A G E F R O M T H E C E O

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Spring is the time of year when re-birth is the primary focus. It starts with the early blooming of the jonquils, to the dogwoods and roses. Spring bursts forth with a symphony of colors that is in stark contrast to muted colors of winter. With Easter often seen as the pivotal holiday of spring, Hope takes center stage with all the promises of new and bright things. Spring is also the time of the year when we are reminded of how fragile that Hope can be, with April representing National Prevent Child Abuse month and May representing National Children’s Mental Health month.

As clinicians we can and often do, have a direct impact influencing that Hope with the individuals and families that we work with. We have worked with over 10,000 families since we first started providing services which is no small task. Like everyone else, we get tired. Being constantly connected, the increased burdens and timelines placed on each of us and rapidly disappearing private time creates not only physical fatigue but mental fatigue as well.

Remember to take time for yourself and family and enjoy the spring. Also, be cognizant of the fact that your clients are presented with the same stresses we are and look to us to give them a sense of hope that things will get better.

~ The only thing that could spoil a day was people. People were always the limiters of happiness except for the very few that were as good as spring itself. ~
Ernest Hemmingway

-Dr. David F. Anthony, PsyD, FAPA, ACS, LPC

CLINICAL DIRECTOR
BETH PALUMBO

As a Core services agency we are continually adapting to changing regulations of our funding sources and governing bodies, emerging needs of our clients, and shifts in standards of practice. This frequent tweaking provides FIS with amazing opportunities for growth.

Recently, FIS was approved to be a CBAY vendor. Through CBAY, FIS will be able to provide services to a new population of clients in an exciting way. Be on the lookout for new training possibilities for CBAY.

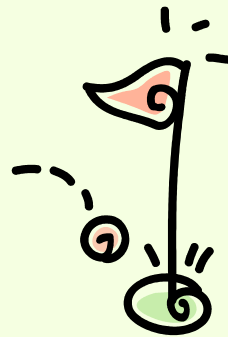
There are also terrific opportunities in our substance abuse services. Previously, it was a requirement to have prior substance abuse experience; however for those individuals interested in gaining this experience, we are opening it up to those who obtain the 30 hours of training. If you are interested in learning more about this and the free trainings available, please contact Priscilla Moore.

As we continue to grow, there are ever expanding opportunities. To those individuals who wish to grow with the agency, develop specialties, and are dedicated to providing top notch services, I encourage you to take advantage of the available trainings and opportunities. As Confucius says, "They must often change, who would be constant in happiness or wisdom."

*"When you are
through with
change, you are
through."*

-Bruce Barton.

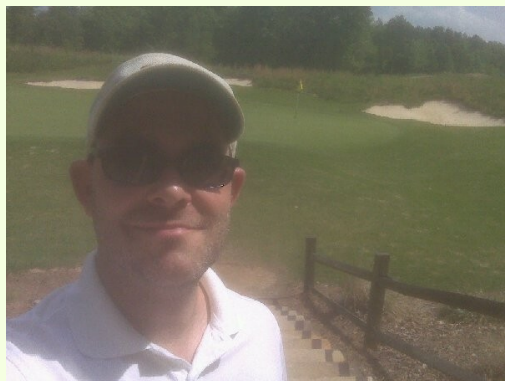
WILL ADAMS



Dear Family & Friends,

My sincerest thanks for all the support, pledges, well wishes, and good thoughts around my recent participation in the Jack & Jill Foundation golf fundraiser. It was a tremendous success with \$31,000 raised. I was thrilled to raise over \$1300 by the day of the event & then to learn that one of my donors additionally sponsored a hole was just too much- Thank you to all of you for helping me feel so good about helping such a wonderful organization (And the golfin' was a lot of fun too!!!). Despite some thunderstorms and lingering soreness I'll definitely keep my involvement going in the years to come and I appreciate any of you who can do the same. Thanks to everyone for tolerating my frequent updating on FB and through email, I'm starting to see some real usefulness for this social media thing in terms of marketing eh? I've included some pics from Monday and a recent one of Ben supporting poor embattled (& really poor judgment having) Jim Tressel. My love and thanks to you all!

-Will Adams



Training is a way to broaden your horizons!

Spring is a season that is the prelude to summer and a time for renewal. It is also a time that FiS is offering some great training opportunities for you to renew your interventions and techniques. Many of you may have recently received the Annual Training which is our most prominent training of the year. This training helps you, the contractors, employees and FiS adhere to compliance guidelines, as well as, broaden our knowledge base.

This year, you will have tools to understand Medicaid; gain more insight into HIV/AIDs; learn additional information about how FiS will be promoting even more Family Centered Practice to effectively serve and foster resiliency with our families in their communities. In addition, the Annual Training will also refresh your memories on topics that include: Ethics, Cultural Diversity, the Juvenile Justice System, HIPAA, and Universal Precautions.

Not only that, we have FiS contractors who have decided to participate and information share their knowledge of expertise with you. Most of our trainings are free; however, as we begin offering CEUs (slated to come out in the Fall) there will be discounted rates for FiS contractors and employees to attend.

As a part of our corrective action plan from our last APS audit, we are asking all paraprofessionals who deliver Community Support Individual to attend the Corrective Action Plan: CSI Training. Your regional supervisors will be giving you more details in your treatment teams.

Finally, if you are a contractor or employee supporting our clients struggling with substance abuse issues, there will be free training opportunities to help you obtain your 30 hours of substance abuse training.

Please see the list of upcoming trainings below and feel free to sign up for any sessions by contacting me at andree.cox@fisinc.org.

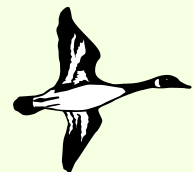
Community Linkage Initiative: IDEA--Special Needs Training, Lissette Garcia

April 26, 2011 6:00 pm to 8:00 pm (Training Room)

Prevention of Sexual Abuse and Exploitation in Children, Cheryl Francis

April 22, 2011 1:00 pm to 3:00 pm (Training Room)

Cost: \$25.00 (CEUs are being offered for this training)



AN INSPIRATIONAL STORY FROM BELINDA NORMAN

In the fall when you see Geese heading south for the winter flying along in the "V" formation, you might be interested in knowing what science has discovered about why they fly that way.

It has been learned that as each bird flaps its wings, it creates uplift for the bird immediately following. By flying in a "V" formation, the whole flock adds at least 71% greater flying range than if each bird flew on its own.

Quite similar to people who are part of a team and share a common direction get where they are going quicker and easier, because they are traveling on the trust of one another and lift each other up along the way.

Whenever a Goose falls out of formation, it suddenly feels the drag and resistance of trying to go through it alone and quickly gets back into formation to take advantage of the power of the flock. If we have as much sense as a Goose, we will stay in formation and share information with those who are headed the same way that we are going.

When the lead Goose gets tired, he rotates back in the wing and another Goose takes over. It pays to share leadership and take turns doing hard jobs.

The Geese honk from behind to encourage those up front to keep their speed. Words of support and inspiration help energize those on the front line, helping them to keep pace in spite of the day-to-day pressures and fatigue. It is important that our honking be encouraging. Otherwise it's just -well honking!

Finally, when a Goose gets sick or is wounded by a gunshot and falls out, two Geese fall out of the formation and follow the injured one down to help and protect him. They stay with him until he is either able to fly or until he is dead, and then they launch out with another formation to catch up with their group. When one of us is down, it's up to the others to stand by us in our time of trouble. If we have the sense of a Goose, we will stand by each other when things get rough. We will stay in formation with those headed where we want to go.

The next time you see a formation of Geese, remember their message that "IT IS INDEED A REWARD, A CHALLENGE AND A PRIVILEGE TO BE A CONTRIBUTING MEMBER OF A TEAM"

**S A V A N N A H
A N D R E A L I V E R M A N**

Some changes have occurred within the Savannah/Hinesville offices. Kari Barrett joined our team on April the 4th as the Clinical Director. The Savannah area will be getting an office opening date TBA. The Hinesville office will be expanding as well date TBA. A new sign has been placed at the Hinesville location so that our clients and referral sources can easily locate FIS. Kari Barrett and Andrea Liverman will be working together to support the Savannah/Hinesville area as well as marketing for more services and increase clientele is both locations. We have several new therapists coming aboard to help with the number of referrals in the Hinesville/Richmond Hill areas. Jennifer Johnson has been trained in Safecare and will soon be starting to help our clients with parenting based on the Safecare model.

**N O T E R E A D E R
J E S S I C A R E A R D O N**

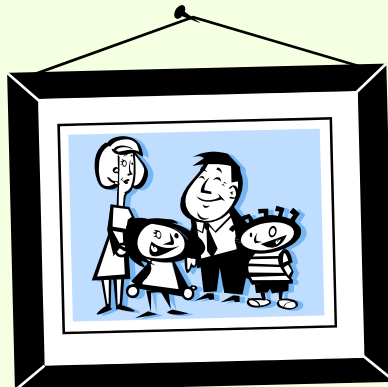
*“One can never
consent to creep
when one feels an
impulse to
soar”
-Helen Kel-*

When billing for *Individual Therapy*, we now need to bill 1 unit despite the time frame. There are 2 different codes in which 2 different time frame options are available. They are as follows:

90806: 45-50 min (1 unit)

90808: 75-80 min (1 unit)

Family Therapy units are to still be billed as they have been in the past. A 45 min family session is a 3 unit note. Please take note that FT is only billable up to 3 units for Wellcare, Amerigroup and Centapico clients. APS and APS FFS Encounter clients can bill up to 4 units for FT. Thank you!!



**UTILIZATION REVIEW MANAGER
JESSIE HICKS**

Happy Spring, I would like to take a moment to let you all know a little of what the UR dept is doing for FiS. The UR dept is responsible for obtaining authorizations from Medicaid for FiS clinicians to provide services to our clients. The UR dept works very hard at advocating for our clients to their insurance companies as to why the clients need our services and they all do an excellent job at this, Thank you to all the ladies in the UR dept for your hard work and dedication to our clients. On another note, I would like to remind all the clinicians that treatment plans last for 6 months, if the client is going to continue services after the first 6 months they will be required to have a new/updated treatment plan. The goals may stay the same on the new/updated treatment plans but the objectives and interventions will need to be revised. The UR dept must use these treatment plans when obtaining authorization for services. And as always, if you ever have any questions about a clients authorization or their denial of services, or if you need help explaining to the clients/guardians, please feel free to contact me via phone or email for explanation or clarification. Thank you all for your hard work and remember lets all be team players to make this business strive and enriching lives.

COMMUNITY OUTREACH COMMITTEE



*“Inaction breeds
doubt and fear. Ac-
tion breeds confidence
and courage.”
- Dale Carnegie*

Join FIS in starting a chain reaction of kindness and compassion by participating in Rachel’s Challenge.

Rachel Joy Scott was the first victim of the Columbine High School shooting tragedy on April 20, 1999. During her short lifetime, she kept several diaries and essays, each keeping to a similar theme that she would change the world. Posthumously, she has. Her family and friends operate Rachel's Challenge, an inspirational outreach program with the goal of starting a chain reaction of kindness.

You can accept Rachel’s Challenge by committing random acts of kindness and documenting it on one of the Rachel’s Challenge chain links. Feel free to include links for acts of kindness spread by your friends and family as well. The links will be collected and combined to create an FIS chain of kindness and compassion that will be displayed throughout the office building. Random acts of kindness, while usually small, can create a huge impact, leaving both you and your kindness recipient in a good mood. In exchange for your act of kindness, ask the recipient to Pay It Forward and keep the chain reaction going. All completed chain links should be turned in to Caitlin Range at the main office. You may also contact her if you need additional chain links at caitlin.range@fisinc.org. Thanks in advance for your compassion and support!

**PROGRAM COORDINATOR
KATHY CARTER**

PRTF: Psychiatric Residential Treatment Facility

Here's a quick refresher on PRTFs. A PRTF cannot be recommended if the client has not previously exhausted all in-home behavioral services. IFI or some other intensive, home-based service must have been attempted and found to have no impact or the PRTF application will not be considered by APS. One other critical piece is that the child must have exhibited **1013-like behavior** within the **past 30 days**; harm to self or others (suicidal or homicidal).

Placing oneself at risk with impulsive behavior or poor decision making will not meet the criteria. Another issue to consider is parental insurance; usually parental insurance will prevent a child from qualifying for PRTF. Here's a checklist of required documents for a PRTF:

- Psychiatric Evaluation with 60 days
- Psychological Evaluation within 2 years
- Updated Assessment & Updated CAFAS within 30 days (*must be signed & dated*)
- IEP
- CBAY Treatment Waiver (*must be signed*)
- Documentation of previous hospitalizations & most recent 1013s

Typically PRTF applications take between 30-45 days to complete. Occasionally, if all the paperwork is in place, one can be completed in a couple of weeks. The record thus far is 8 days from start to finish. APS has 5 business days from the time they accept the PRTF application to reach a final decision. One last important piece is to remind parents of is that PRTFs are NOT long-term residential placements. The majority of placements last between 45 days to 4 months. Eventually, all children will be returned home.

TWO THINGS TO REMEMBER: If client is covered by parental insurance they will NOT be eligible for

**CTTS WEBSITE
BRITTANY BROWN**



Hello everyone! I'd like to announce that the Center for Trauma and Torture Victims has a website! After going to the center and working with Nicole Gilkey, I think I accomplished a good portrayal of CTTS and what makes it so special. It can be reached by going to www.cttsonline.org, or you can follow the corresponding labeled links on the Homepage and Services page of www.fisinc.org. I hope this site meets the need for the center and I hope you all enjoy it.

COMMUNITY OUTREACH COMMITTEE MENTAL HEALTH AWARENESS MONTH



The observance of Mental Health Awareness Month began in 1949 to raise awareness of mental health conditions and mental wellness for all. Did you know that 60 million Americans are diagnosed with a mental health condition in any given year, that's 1 in 4. Good mental health is much more than just the absence of illness – it's about being able to handle life's challenges and even flourish.

A new national report released in conjunction with Mental Health Awareness Month and Children's Mental Health Awareness Day indicates that 8.1 percent of America's adolescents aged 12 to 17 (2 million youth) experienced at least one major depressive episode (MDE) in the past year. The report by the Substance Abuse and Mental Health Services Administration (SAMHSA) also shows that only 34.7 percent of these adolescents suffering from major depressive episodes received treatment during this period. An MDE is defined as a period of two weeks or longer during which there is either depressed mood or loss of interest or pleasure and at least four other symptoms that reflect a change in functioning, including problems with sleep, eating, energy, concentration, and self-image.

"Depression among adolescents is a serious public health problem that is all too often overlooked and the consequences can be devastating," said SAMHSA Administrator, Pamela S. Hyde, J.D. "If depression among young people is identified and treated early we can turn a life around and reduce the impact of mental illness and substance abuse on America's communities."

May is Mental Health Awareness Month and May 3rd is National Children's Mental Health Awareness Day. Awareness Day is part of SAMHSA's strategic initiative on public awareness and support, and is a collaboration of more than 100 national organizations and Federal agencies and programs working to provide greater access to community-based mental health services and supports for children and youth with serious mental health conditions and their families. Across the country, more than 1,000 communities will celebrate this annual observance with local events; social media campaigns; dance, music, and visual activities with children to raise awareness about the importance of children's mental health.

Every Wednesday in the month of May, join us for **"Going Green Wednesdays"** where everyone will be wearing **GREEN** to signify their support of Mental Health Awareness Month. Let's do our part to make a difference!

-LaTiecha Slaughter

SPECIAL ANNOUNCEMENTS

CONGRATULATIONS
PETR AND ZUZANA
CASLAVKA!



Petr and Zuzana are proud new parents of beautiful baby girl, Nicole JoAnn Caslavka . Petr and Zuzana welcomed their little princess on 3/18/11 at Northside Hospital Canton.

WE WOULD LIKE TO WELCOME THE FOLLOWING NEW EMPLOYEES TO OUR TEAM :

- NATE CRAWFORD
(OPERATIONS SUPERVISOR)
- DANIESE ADAMS
(ADMINISTRATIVE ASSISTANT)
- ASHLEY CLONTS
(MEDICAL RECORDS SPECIALIST)

CENTER FOR TORTURE & TRAUMA SURVIVORS



In the world of *The Center for Torture and Trauma Survivors, Inc.* utilizing our creativity is a part of daily life. As the summer approaches we have been using that creative energy to plan a silent auction. The proceeds will go towards *The Center for Torture and Trauma Survivors, Inc.* which provides clothing, food, ESL and mental health services to Georgia's refugees. The auction will take place July 23rd at Young Blood Art Gallery on North Highland in Atlanta. The fun will begin at 6:00pm and end at 9:00pm. The ticket price is \$5.00 at the door. There will be a variety of items auctioned off and the entertainment will consist of a few live auction items and several spoken word poets from the Atlanta area. To list a few of the items up for auction; a signed Dierks Bentley CD, a weekend beach house rental as well as framed art and pottery. There will be something for everyone and we hope to see you all there.

CONTRACTORS & EMPLOYEE OF THE QUARTER

Each will receive a gift certificate for \$25



Therapist: Lauren Kelly, LMFT. Lauren has shown a commitment to families and fearlessness in “diving in deep” with the families she serves. Lauren is extremely timely with her paperwork and consistently sets high standards.

Paraprofessional: Richard Cooper. Richard works at Inner Harbour with adolescent males. Richard is able connect with, motivate, and inspire his clients toward great success.

Assessor: Anne Dorman, LAPC. Anne has a quick response to office requests, is thorough, and a terrific team player. She goes the extra mile to make sure that the clients she assesses are given the services they need.

Employee: Kimberly Adams, Administrative Coordinator at CTTS. Kimberly is flexible, thinks on her feet, is always up to take on new responsibilities and issues. She communicates effectively with people who speak a variety of different languages (none of which are usually English) and she is on time and willing to stay late. She runs the office and helps wherever possible. We do not know what we would do without her.

*Contractors are considered for this quarterly award based on the following criteria: work ethics that includes great quality of work, thoroughness, minimal number of rejected cases, timeliness of paperwork submission, adequate number of completed trainings, and eagerness to best serve their clients. If you would like to nominate a contractor for this award, please contact Beth Palumbo, x135.

“Achievement seems to be connected with action. Successful men and women keep moving. They make mistakes, but they don’t quit.”
-Conrad Hilton

CARES PROGRAM

Deena Davis and Tracy Greer were among the first graduates of the new Certified Addiction and Recovery Empowerment Specialist (CARES) Program. Since graduating from the program they both have made presentations with the Division of Addictive's Diseases in the State to educate agencies on the importance of the program for the Recovery Community





T H E F U N N Y B O N E

Camp teacher: John, how did your nose get so swollen?

John: I bent down to smell a brose.

Camp teacher: John, there isn't a b in rose.

John: There was in this one!

-Felicia., age 11, USA

Teacher: Which animal is the oldest animal in the world?

Student: The zebra is the oldest animal in the world.

Teacher: Why do you say that the zebra is the oldest animal?

Student: Because it is black and white, and in olden days movies used to be black and white.

-Huda, age 8, Oman

Woman: Waiter will my pizza be long?

Waiter: No ma'am, it will be round.

-Alissa , age 9, USA

Patient: Doctor, Doctor, I snore so loud I keep myself awake!

Doctor: Sleep in another room then!

-Jacob, age 13, Russia

The teacher said to Danny: Why are you sitting on the floor?

Danny said: Because you said to do this math problem without tables.

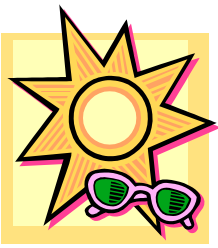
Q

-Alexis, age 12, USA

H U M A N R E S O U R C E S A N N O U N C E M E N T S

FIS is exploring many avenues of services and treatment. Therefore, we are still compiling information on all staff/clinicians. Please let HR know if you have any special training, skills i.e, languages, etc. or interests in a particular population or field.

We are actively recruiting for therapists and paraprofessionals in all metro Atlanta areas and in the following counties: Floyd, Chattooga, Gordon, Bartow, Cherokee, and Gilmer. In addition, we are looking for additional Substance Abuse staff. To meet ORS regulations, anyone interested will need to have previous training/experience in SA. They will need to be regularly drug screened and take 30 hours of SA related training annually. If you or someone you know might be interested in joining our team, please ask them to fax their resume to 678-288-8199



L I S A M I N E R
F A M I L Y S U P P O R T C E N T E R D I R E C T O R

As we head into summer, there are many activities around town to entertain the family and assist our clients with community resources; parks, recreation centers, local movie theaters and public swimming pools are all free or low cost places to spend some quality time with the kids. You may also pack lunches and snacks to save money.

Look for online specials to cut costs and get discount admission coupons on everything from Stone Mountain Park to Six Flags over Georgia. Take advantage of family nights for free or discounted meals for kids at your favorite family restaurants.

I would like to also suggest Atlanta Parent Magazine (www.atlantaparent.com) and Atlanta Kids Directory (www.atlantakidsdirectory.com) They are free monthly publications with great resources for Moms, Dads, and Families. These resources provide families with information on services, products, coupons and activities. The Parent Magazine and Kids Directory are available on-line and in print at local businesses such as childcare centers, restaurants, and Kroger grocery, just to name a few.

Do not allow the condition of the economy have an effect on your family's summer fun. Check out these resources and share them with your clients.

Have a fun and safe summer!

*"Most people make themselves too busy to notice that they are missing out on family time. Don't wait until memories are missed opportunities."
-Wes Fessler*

M A R C H A G A I N S T M E T H



The 5th annual March Against Meth will be on Saturday, June 18. Registration starts at 7:00am and the actual race begins at 8:00am. The starting point for the race will be the Hiram Trailhead stop on the Silver Comet Trail. There will be vendors, awards, and a free family fun fair. All FIS employees and contractors are encouraged to participate in this event.

Any employees interested in participating should contact Kathy Carter at Kathy.Carter@fisinc.org or (770)222-6622 ext. 129 to register.

All contractors interested in participating should go to <http://methpaulding.org/> and fill out the online registration form provided.



NURSE JESSICA TROLLINGER

Summer Skin Protection

May is Skin Cancer Awareness Month and a great time to start some good skin protection habits.

Sunscreen: The sun can damage your skin in as little as 15 minutes of exposure. Apply sunscreen before going out in the sun.

- Use a sunscreen with SPF 15 or higher.
- Choose a sunscreen with both UVA and UVB protection.
- Choose a sunscreen that is water resistant.
- Apply one ounce or 2 tablespoons of sunscreen 30 minutes before going outside.
- Reapply sunscreen at least every two hours.
- Use a facial moisturizer with SPF 15.
- Some cosmetics such as lip balms, liquid make up, and facial cleansers also contain SPF 15.
- The hours of 10am to 4pm are when the sun's UV are most harmful. Take shade or avoid going outside during these times if possible.

Sunglasses: Sunglasses can protect your eyes from the harmful UVA and UVB rays and also help protect the skin around the eyes.

- Sunglasses sold in the United States block UVA and UVB rays, no matter the cost.
- Hats can also help protect the skin of the neck, ears, and face from UV rays.

Clothing: Choosing the appropriate clothing to wear during the summer months can help prevent any damage to the skin from sun exposure.

- Choose clothing that provides UVA protection and SPF 50. These types of clothing can be very helpful for parents that find it difficult to apply and reapply sunscreen properly to their children.
- Another great way to boost the UPF (ultraviolet protection factor) in your clothing is to choose a specialty laundry detergent that provides extra UPF in clothing for up to 20 washes. SunGuard is one brand of the specialty laundry detergents that offer up to 30 UPF protection and guarantee to block up to 96% of UV rays.
- Dark colored clothing and fabrics provide the more protection from UV rays than light colored clothing.

Know Your ABC's: The ABCD and E's of moles and melanoma can help you learn to detect and provide early intervention for skin cancer. Notify your doctor if any of the warning signs apply to you. It is important to see a physician for a yearly skin exam.

- **A: Asymmetry:** Check moles for symmetry or exactness on both sides of the mole. Asymmetry can indicate early melanoma.
- **B: Border:** Borders of melanomas may be uneven or have notched edges. Common moles should have smooth edges.
- **C: Color:** Early melanomas may have different colors of brown, tan, or black. In later stages of melanoma, the moles may appear red or blue in some areas. Common moles should be one color of brown.
- **D: Diameter:** Common moles should be less than the size of a pencil eraser. Melanomas can grow to sizes larger than that of a pencil eraser.
- **E: Evolving:** Melanomas tend to evolve or change over time. The changes that might be seen can include color, size, shape, surface (ex. Bleeding), or symptoms (ex. Tenderness).
- Examine your skin regularly checking for any changes.

GROUPS AT FIS

PART 1



PAULDING COUNTY
 848 Hiram-Acworth Hwy, Hiram, GA 30141

Substance Abuse Level I & II	M, W, F 5:45pm-7:15pm	Deena Davis and Tracy Grier
Nurturing Parenting	Saturday 11:00am	Liz Diaz
	Wednesday 12:00pm	Liz Diaz
A Woman's Recovery	Tuesday 4:00	Nancy Vance
7 Challenges (SA Adol)	Saturdays 10:00	Patricia Wright
Early Intervention, Drug and Alcohol	Thursday 6:00	Quandus Patterson
Anger Management (Adol)	Wednesday 6:00	Trey Carrion
	Wednesday 7:00	Jessica Young
Safe Dates	TBA	Vanessa Patton
Leadership	Wednesday 7:00	Trey Carrion
Men's Substance Abuse Level I & II	M, T, Th 6:30pm	Deborah Alexander
Anger Management (adult)	Saturday 10:00am	Frederica Mclary
Teen Parenting	TBA	
Breaking the Cycle (support for adult victims)	TBA	
Life Skills	TBA	

*Please note that Savannah groups are held in the group homes only currently, and are therefore closed groups not listed here.

**Some groups have closed due to low participation/lack of referrals. These groups may become available again in the near future if referrals increase.

GROUPS AT FIS

PART 2



FULTON COUNTY GROUPS

Fulton County Juvenile Court: 395 Pryor St. SW Atlanta, GA 30312

Anger Management (Adol)	Saturdays 11:30	Maurice Moore
Substance Abuse (Adol)	TBA	
Nurturing Parenting	TBA	
Pre-Conference Groups:		
AM/FV & Parenting	TBA	
Truancy/Ed. Neglect Parenting	TBA	

Life Skills	TBA
Anger Management	TBA
7 Challenges (SA Adol)	TBA

C . T . T . S . GROUPS

3700 B Market St., Clarkston, GA 30021

Bhutanese Family Psycho Ed	Friday 9:30am and 1:30pm	Dhan Rai
Arabic Women’s Psycho Ed	Wednesday 9:30am	Asha Ahmed
Arabic Men’s Psycho Ed	Friday 10:00am	Mohammed Jaber
Women’s Art Therapy Support	Thursdays 1:00pm	Stacey Cohen

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**Some groups have closed due to low participation/lack of referrals. These groups may become available again in the near future if referrals increase.

We would like to remind all Lead Therapists and Paraprofessionals that treatment team meetings are mandatory and held throughout the month. You are expected to attend the treatment team which has been assigned to you. If you cannot make it to your treatment team, you must notify your treatment team supervisor at least 24 hours before and arrange to attend another treatment team.

Wendy Thornton:

Henry — 2nd and 4th Monday at 7:30pm

Clayton/N. Henry — 1st and 3rd Monday at 7:30pm

Deidra Mays:

Gwinnett—1st and 3rd Mondays at 10am, 12pm, 1pm, and 5:30pm

-Held at the Centerville Community Center in Snellville

Burton Maugans:

Hiram—1st and 3rd Monday at 5, 6, and 7pm

Hiram — 2nd and 4th Monday at 7pm

Yolanda Hadley:

FHA—1st and 3rd Mondays at 11am, 12pm

Beth Palumbo:

Hiram—1st Tuesdays at 8am and 1pm online. 3rd Tuesday at 1pm in office. Play therapy specific.

Bereatha Wilkerson:

Savannah —1st and 3rd Wednesday and Thursday at 5:30 pm

Dana Frazier:

Hinesville—1st and 3rd Monday at 5:30pm

Bhavini Solanki-Vasan: Assessor treatment teams (this must be attended monthly in order to receive assessments)

Hiram—4th Tuesday at 12pm

Fulton—4th Thursday at 6pm

Held on basement level at Java Vino's, 579 North Highland Ave, Atlanta, GA 30307

COLLABORATIVE MEETINGS

1. **Paulding LIPT (Local Interagency Planning Team) meetings:**

Description: Observes the staffing of 6-10 IEP, etc. children and adolescent clients in the community. Typically clients and their families attend these meetings as they are being staffed. Other treatment providers, DFCS caseworkers, school officials, CSB, and parole officers in the field are also in attendance. Designated FiS representative is Kathy Carter

Meeting dates and times: Every Monday afternoon from 12pm-1pm (time can vary)

Location: Paulding Juvenile Court, 280 Constitution Pointe, Dallas, GA 30132

2. **Douglas LIPT meetings, See description above.** Designated FiS representative is Heather Myers

Meeting dates and times: Every 2nd and 3rd Friday of each month from 9am-12pm

Location: Douglas Juvenile Court, 8700 Hospital Drive, Douglasville, GA 30134

3. **Kid's Net meetings:**

Description: Provides parent support groups, finances community recourses, etc. to assist children and families. Designated FiS representative is Heather Myers.

Meeting dates and times: Every 4th Tuesday of each month from 9am-12pm

Location: Douglas DFCS, 8473 Duralee Lane, Suite 100, Douglasville, GA 30134.

4. **MDT meetings:**

Description: Reviews all new and pending allegations of abuse or crimes against children in Paulding County. Designated FiS representative is Beth Palumbo

Meeting dates and times: every other Friday at 9am

Location: Paulding Child Advocacy Center

5. **Meth Alliance of Paulding meetings:**

Description: A community organization comprised of representatives from all aspects of Paulding County. We have business people, law enforcement, a mayor, a state representative, lawyers, judges, PTA members, and people just like you who are concerned about what methamphetamine is doing to our county, state, and country. The stated purpose of MAP is to organize, lead, support and coordinate citizens and professionals in an effort to end methamphetamine in Paulding County, Georgia through volunteer, community-based prevention programs, treatment programs, advocacy and increased public awareness and education and legislative efforts. Designated FiS representative is Kathy Carter

Meeting dates and times: 4th Thursday of every month from 12pm-1pm

Location: 210 Oak Street, Hiram, GA 30141

6. **Domestic Violence Task Force meetings:**

Description: The Domestic Violence Task Force is a grass roots task force that is open to the community of Paulding County. It's purpose is to work together to promote public education on the dynamics and problems of Domestic Violence as well as to support our local shelters and FVIP programs and to advocate for victims with local government. Designated FiS representative is Sarah Hough-Scroggins

Meeting dates and times: Meets the third Friday of every month from 12-1pm.

Location: Chamber of Commerce Building



Dr. Dave Anthony

CEO, Ext. 108

MEDICAL STAFF:

Dr. Yassar Kanawati- Psychiatrist, Medical Director

Appts w/ clients Mondays, Wednesdays, Thursdays, and Fridays

Dr. Martin Johnson- Psychiatrist

Appts w/clients every other Thursday.

Dr. Louis Noltimier- Psychiatrist

Appts w/clients Tuesdays and Fridays. The last week of the month Dr. N sees clients Mondays and Fridays

Lesley Brown, Rhonda Ellison, and Jessica Trollinger-

ext. 117 & ext.141

Nurses for MDs, drug screens, D/A and S/A assessments, liaison for clients and MDs.

MANAGEMENT:

Petr Caslavksa ext. 103

Chief Operating Officer—Solves PIMA problems, handles daily office operations

Diane Anthony ext. 104

Compliance Officer- Keeps FIS up-to-date with government guidelines handles all complaints inside and outside FIS.

Amy Anglin ext. 117

Executive Assistant- Assistant to CEO and Compliance Officer, orders supplies.

Stacy Wilson ext..120

Human Resources Manager-Oversee the HR Department which includes managing FMLA/LOA, Workers' Compensation, review process, job descriptions, employee relations, policy updates, training, development, and employee engagement. Expert in State, Federal, and Workers Compensation Laws.

Belinda Norman ext. 105

Human Resources- Maintains employee files, interviews potential future FIS employees

Beth Palumbo ext. 135

Clinical Director and Expressive Therapist- manages clinicians and provides play therapy services for children

Nicole Gilkey, ext. 302

Center Director for CTTS

Jessie Hicks ext. 128

Utilization Review Supervisor - Obtain authorization for FIS services to be implemented to our clients from CMO's such as Amerigroup, Wellcare, Peachstate and Medicaid. Checking to make sure that clients have treatment plans.

Kelly Foster ext. 121

Accountant- manages payroll, collects payments from clients

Kathy Carter ext. 129

Program Manager- Manages programs, rebuilds and maintains FIS service delivery in collaboration with juvenile court in the counties we serve, coordinates PRTF placements.

Bhavini Solanki-Vasan ext. 138

Clinical Director—approves treatment plans, supervises assessors.

FRONT OFFICE ASSISTANTS:

Receptionist/Administrative Assistants

Kelley Decker ext. 101

Front office assistant, schedules appointment for MDs and nurses, orders business cards and ID badges

Carmen Jackson ext. 107

Process all client intakes, update client information, file client financials, backup for front desk receptionist, and distribute faxes

Daniese Adams ext. 141

Client chart auditing, schedule MD and nursing appointments, evening overseer, scanning and uploading documents

Jeri Kelley ext.133

Admin assistant and Case Reviewer: Scheduling of assignments, Utilization review, scanning, front desk, and in house auditing.

Kimberly Adams ext. 300

Admin Coordinator: Center for Torture and Trauma Survivors

Tracy Grier, ext. 122

Administrative Assistant and Addictions Counselor in Training (ACT) — Completes internal audits and notifies contractors of corrections or signatures needed for treatment plans.

Heather Maxwell, ext.142

Administrative Assistant: In-house auditor

SCHEDULING COORDINATORS:

Carol Cobb ext. 125 and **Amy Benson** ext. 102

Manage assignments to over 250+ therapists and social workers within 25 Georgia counties located in both metropolitan Atlanta and Savannah areas.

BILLING:

Jan Hasty ext. 124

Medical Billing Specialist and Human Resources Assistant- submit claims, verify authorization, reconcile payment of claims, correct claims information.

Brittany Sailors ext.106

Medical Billing Specialist: billing claims, reconciliation of claim payments and making corrections to denied claims

MEDICAL RECORDS:

Ashley Clonts ext. 126

Medical Records Specials- Scans all data into PIMA system on computer, complies with HIPPA guidelines in releasing medical records to any third party or the clients themselves.

UTILIZATION REVIEW DEPARTMENT:

Brittany Brown ext. 136, **Caitlin Range** ext. 114, **Donna Sensing** ext. 116,

LaTiecha Slaughter ext. 123, **Tiffany Stone,** ext. 111

Utilization Review Coordinator- Reviews and analyzes progress notes, assessments and evaluations to coordinate Insurance Pre-Authorizations and re-authorizations daily. Communicates with clinical staff daily, Obtain authorizations from CMO's

COORDINATORS:

Andree Cox, ext. 112

Clinical Training Liaison- in charge of facilitating New Hire Orientation, In Service Trainings, and 90 Day New Hire follow-ups.

Priscilla Moore ext. 113

Program Coordinator II- oversees and organizes all programs, keeps programs running smoothly for clients and FIS

Tameka McKoy ext. 130

Program Coordinator I - Coordinate group facilitation and curriculum, Ensure SA clients meet ORS requirements, , Contact person for Independent Living Residence

Lisa Miner ext. 137

Center Director: developing and runs the Resource Center and Peer Support Center.

CERTIFIED PEER SPECIALIST:

Deena Davis, ext. 134,

Mentor to women and men with mental health and substance abuse issues, gives them hope for recovery and to begin and continue to lead productive healthy lives.

If anyone would like to contribute to the newsletter or if you have ideas you would like to share, please contact Tiffany Stone, x111 or email her at tiffany.stone@fisinc.org



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We would like to compile a list of resources that are available in the area you work. Please contact Lisa Miner, 137 with the resources you utilize in your area so that we may share them with other contractors through our website and newsletter.

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Communication

Are you getting emails from the office? If you feel like you may be missing important emails or are not able to view bulletins in PIMA, please contact Belinda Norman, x105. Your emails and bulletins are great ways to keep up-to-date on any changes

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tors:

monthly newsletter is written and edited by
Communications Committee.

-Chair: Tiffany Stone

Volunteers, writers, and Priscilla Moore,

**Carol Cobb, Brittany Brown,
and Carmen Jackson**



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HIRAM, GA 30141

F.I.S is a 501(c)(3) non-profit corporation registered in the State of Georgia. We provide Intensive Family Intervention (IFI) which is an intensive family- and community-based treatment that addresses multiple determinants of serious antisocial behavior in juvenile offenders.

The company was founded in 1998 by David Anthony. In 2003, Family Intervention Specialists, Inc. became approved provider for Georgia Health Partnership (Medicaid).

In June 2004, Family Intervention Specialists, Inc. became certified by Department of Human Resources, Compliance and Certification Unit. September 2006, FIS, Inc. became certified by the Commission on Accreditation of Rehabilitation Facilities.