

DECEMBER 2025

D B H D I D

NEWSLETTER

Notes from the Commissioner



In reflecting on a theme for this past year, I continually return to the observation that have lived in alignment with our values. Especially in these times of uncertainty and change, grounding in what we collectively believe is most important and being clear about our vision has served us well.

- **Collaboration.** We've deepened our collaboration with numerous partners across the Commonwealth as well as within our own department.
- **Choice.** We've been a strong voice for choice by empowering individuals, families, and communities to make informed decisions, respecting their preferences, autonomy, and lived experience.
- **Respect.** Policy has been shaped with a focus on respect - honoring each person's dignity, rights, and lived experience in every interaction with empathy, fairness, and professionalism.
- **Equity.** We have not backed down on our commitment to equity, though threatened. Instead, we've deepened and refined our language and processes to support services that are person-centered, inclusive, and tailored to the diverse needs of our community.
- **Advocacy.** We've supported advocacy by empowering individuals and communities to voice their hopes and needs and by championing policies that promote behavioral health and well-being.
- **Trauma-Informed and Resilience Oriented.** We've deepened our reach of programs and services that recognize the impact that trauma may have, reduce risk for re-traumatization, and respond to trauma-related needs and we've promoted resilience for individuals, families and communities by providing opportunities for emotional growth, and well-being through healthy relationships, safe and nurturing environments, and equitable access and engagement.
- **Excellence.** Our commitment to facilitating innovation, this year especially, has been remarkable.

We've co-created a year of growth, a year of honest reflection, and yet another year closer to our vision that all Kentuckians have access to quality services and supports to live full and healthy lives. We face challenges ahead, some as we always do and some unprecedented. Undoubtedly though, living in alignment with our values will support us as individuals and collectively as a team.

I hope each of you find rest and peace during this holiday season.

Trauma & Resilience

**Trauma & Resilience Team Update:
Finding Work-Life Harmony (and
freeing ourselves from the illusion of
work-life balance!)**

By DBHDID Trauma & Resilience Team

The last months have been incredibly busy - words like exhausted, frantic, stressed, and overwhelmed seem to be a part of every conversation.

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Equity Hub:

Equity Team

By Dr. Brittney Allen

**Building a Culture of Feedback: The
Power of a Simple Compliment**

I'll start with a small personal admission: receiving compliments has never been easy for me. Like many people, my first instinct is to deflect, minimize, and move on as quickly as possible.

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Kentucky Gallery of Youth Voices: Sharing Lived Experience through Art

By: *Vanessa Brewer*

The Kentucky Gallery of Youth Voices is a powerful public awareness initiative that empowers children and youth living with mental health and/or substance use challenges to share their journeys of well-being through creative expression.

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Trauma & Resilience Team Update: Finding Work-Life Harmony (and freeing ourselves from the illusion of work-life balance!)

And, just as you hit send on those last reports, contracts or applications, you're expected to engage with your family in a joyful, pleasant, fun-loving way!

We used to talk about the aspiration of "work-life balance". That implied we could somehow get to a 50-50 distribution of time, effort, responsibility and enjoyment in our work and non-work life. Sometimes we even tried to get to that balance in our daily or weekly distributions – which leaves little or no time for all the other things that might be important (like sleep!). To be honest, balance was always an elusive goal, an impossible dream.

Luckily, the concept of work-life balance has been gradually replaced by the idea of work-life harmony. Headlines like "Work-Life Balance Is Over: Let's Talk About Work-Life Harmony" cropped up and there's even a "Work + Life Harmony" Podcast.

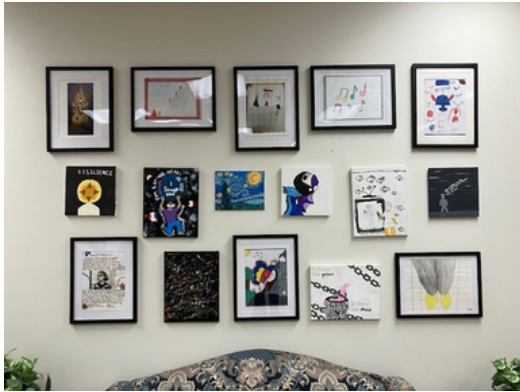
So, what exactly is Work-Life Harmony? Work-life harmony moves away from thinking about the relationship between work and not-work in quantitative terms to thinking about the idea that both work and non-work parts of our life bring us happiness, and that they are inevitably integrated and both part of who we are as humans. And, work-life harmony recognizes that the interaction between work and non-work – the time, effort, responsibility and enjoyment -- fluctuates based on demands, interest, energy and availability in the moment. That means that sometimes we may put more time and effort and responsibility into the work side of the equation, while at other times we put more into the family and non-work part of our life. We all know from experience that this is closer to our reality – there are times when we can really lean in to work and there are times where we have to step back and just do what's necessary. And, we know that the levels of happiness we get from work varies also – sometimes it brings us great joy, and is the spark that makes life interesting and fun, while at other times, work is just what we need to do to keep our life going.

So, what helps us to achieve a healthy work-life harmony? In the past when we've tried to achieve work-life balance we've talked a lot about boundaries and limits, setting routines, creating dedicated space and time for work. But, most of us find that doesn't really help – especially when either work demands are high or family needs require more of us. In contrast, getting to work-life harmony asks us to consider both how we are attending to work and how much work is giving back to us – how much contentment, happiness or compassion satisfaction we are getting from our work. Here are some tips for moving towards work-life harmony:

- **Be present:** When you are working, try to be as engaged and connected to what you are doing as possible. That can also make it easier to be fully present with non-work at other times. Being present also means knowing how to take a break – a literal break to get up, walk around, have a conversation, adjust your eyes, even check in on the rest of your life. Being present doesn't mean adopting a Severance-like approach to work – it just means being focused and present in the moment.
- **Set and know your priorities, goals and intentions:** It's hard to keep going with something when you don't have the sense it's getting you somewhere. Having goals – a to-do list for the day, or a product for a project – can help us feel motivated and engaged and allows for a sense of accomplishment when we get there. When you are working on a particularly difficult project try breaking it down into smaller goals that can give you a sense of progress along the way.
- **Look for the enjoyment in what you do:** Remember your "why", your purpose and your inspiration for your work. Often our work "why" is pretty connected to the larger values and inspiration for other parts of our work. And, we know that working in the public sector, and working in human services, tends to attract people with strong values around helping others, contributing to the greater good, and promoting positive change for individuals and communities. It can be hard to remember those lofty goals when we are wrestling with a budget or report, but doing so can help get us through even the most challenging tasks. Put something in your office space that reminds you of your why – a saying, a quote, a photo or object.
- **Find your team:** One of the reasons non-work life is so fulfilling is that it connects us to people we like, with whom we share things, and with whom we can laugh and find joy, and also count on for comfort and support. Work should have some of the same abilities to provide you with connection, albeit in a different way.

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Kentucky Gallery of Youth Voices: Sharing Lived Experience through Art



Sponsored by the Kentucky Department for Behavioral Health, Developmental and Intellectual Disabilities—with support from the Regional Interagency Councils (RIACs)—this initiative amplifies the voices of young people across the Commonwealth.

In 2025, 18 participants ranging from elementary-aged children to young adults submitted original artwork to their local RIACs. Of those, 16 pieces were selected for display at the 2025 Children's Behavioral Health Acceptance Day, an event dedicated to raising awareness, promoting early

intervention, and reducing stigma surrounding behavioral health conditions in youth. These selected works now have a permanent home at the Department's office in Frankfort, serving as a lasting tribute to the creativity, courage, and resilience of Kentucky's young artists.

Looking Ahead

Submissions for the 2026 Kentucky Gallery of Youth Voices are open through January 28, 2026. Young artists are encouraged to share their stories and help inspire change—one brushstroke, sketch, or photograph at a time. For more information please visit [2026 Art Through the Heart flyer](#).

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Trauma & Resilience Team Update: Finding Work-Life Harmony (and freeing ourselves from the illusion of work-life balance!)

But, just as we rarely navigate the challenges of life alone, and the high points are better when we share them with others, work life is better in community. Find the colleagues you like to work with, find the work buddy you can vent to or count on to prop you up, find the mentor you look up to and ask for advice. And, be that person to others at work. We all need a work community the same way we need our non-work family and friends.

So, as we enter 2026, make it a point to look for ways to enhance your work-life harmony.

For more information about the DBHDID Trauma & Resilience Team, please contact your branch or division liaison:

- Division of Administration and Finance Management: Katrice Maddox
- Division of Developmental & Intellectual Disabilities: Melissa Hall, Tina Kennedy, Jillian Scott, Carolyn Wheeler
- Division of Mental Health: Brittany Barber, Angela Rowe, Courtney Welsh
- Division of Program Integrity: Ijeoma Eneje, Dr. Greta Jones, Karla Thompson
- Division of Substance Use Disorder: Margaret Corneilson, Melissa Hopkins, Michelle Lane, McKenna Revel
- Commissioner's Office: Tal Curry, Miriam Silman

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Equity Hub: Equitable Services



But there have been moments where a post-it note, a thoughtful email, a quick text of appreciation, helped me feel valued and appreciated in a way that lasted far beyond the moment itself.

Those experiences serve as an important reminder that compliments don't have to be big to be meaningful.

As we reflect on the complexity of the past year and look ahead to the next, one of the simplest and most powerful practices we can lean into is uplifting one another through recognizing contributions in thoughtful, meaningful ways. Can it feel a bit awkward? Certainly. Nearly 70% of people associate some level of discomfort or embarrassment with giving or receiving praise. Yet thoughtful compliments play a vital role in building trust, connection, and strong working relationships.

Creating a culture of feedback isn't just about performance improvement, it's about ensuring people feel included, that they belong, and that their contributions matter.

When offering a compliment, consider this Compliment Checklist:

- **Be authentic:** Say it because you mean it
- **Be specific:** Name the action, behavior, or strength you appreciated
- **Acknowledge the process:** Effort and approach matter, not just outcomes
- **Share the impact:** Let someone know how their work made a difference

Just as important as giving compliments is learning to receive them. Allowing ourselves to accept appreciation, without brushing it aside, helps reinforce a culture where recognition is valued and normalized.

Using compliments this way strengthens psychological safety and creates a culture where feedback, both positive and constructive, becomes a natural part of how we grow together.

As we head into the new year, let's commit to making human, authentic appreciation a habit. A note, an email, a quiet thank-you, or a public acknowledgment, can go a long way. That small act can uplift someone's day, and it often holds more power than we know.

Real Lives, Real Change: Assisted Outpatient Treatment (AOT) Brings Stability to a Kentucky Family

A Father's Determination Helps Launch a New AOT Program

By: Tara Brewer

Earlier this year, a father reached out seeking help for his adult daughter living with a serious mental illness. Their county didn't yet have an AOT program, but his call sparked action. Judges were trained, partners mobilized, and a new AOT program was launched in their community.

After his daughter's discharge from a Kentucky psychiatric hospital, she entered the newly established AOT program. Three months later, he reached back out—this time sharing relief, gratitude, and hope. His daughter was stable, engaging in treatment, and their home life had transformed. This family's experience demonstrates the real impact of AOT: when a community comes together, lives are transformed, and families find direction, stability, and a renewed sense of hope.

Commissioner's Breakfast Celebration

By: Greta Jones

Another year of celebrating employees and our amazing work done throughout the year!

The Commissioner's Breakfast was held Dec. 2nd in the Commissioners suite in Frankfort. Department employees gathered and enjoyed a variety of goodies including some homemade treats, as we swapped warm stories and talked of another successful year of BDID programs and services to the KY communities!

Wishing everyone a wonderful, holiday season and a Happy, healthy New Year!



From Bridge to Permanence: Collaboration Secures Long-Term Housing for Four Olmstead Housing Initiative Clients

By: Angela R. Rowe, MA, BA

A remarkable example of teamwork and persistence recently unfolded through the partnership between the Olmstead Housing Initiative (OHI), New Beginnings Bluegrass (NBBG), and the Lexington Housing Authority (LHA). When a limited number of Mainstream Housing Choice Vouchers became available, New Beginnings acted swiftly to help four OHI participants move from temporary supports to long-term stability.

These specialty vouchers, administered through LHA, are designed for individuals with disabilities who are at risk of, or experiencing homelessness, or transitioning from, or at risk of, institutional settings. The four OHI participants—each of whom had previously experienced housing instability—had maintained stable housing and made significant strides toward recovery and independence. Three of the individuals had entered housing directly from Central Kentucky Recovery Center, and all had been active OHI participants for more than a year.

Initially, each referral was denied because the individuals were already housed and were not considered currently at risk of homelessness. Recognizing that this decision did not fully capture the intent or context of the program, New Beginnings' case managers immediately began advocating for their clients—documenting histories of housing instability, vulnerability, and the progress each participant made toward recovery and self-sufficiency through independent housing. Additionally, New Beginnings' Executive Director reached out to the LHA program manager to provide additional information on the OHI program, highlighting its nature as a transitional bridge subsidy.

Through these collaborative efforts, the decision was overturned, and each client was awarded a housing voucher. Our clients are thrilled to be able to permanently remain in the places they've made home and are currently completing the necessary paperwork and inspections to fully transition off the OHI program. This outcome reflects both the participants' determination and the coordinated support of housing partners, case managers, and program staff.

This success demonstrates what's possible when case managers, housing coordinators, landlords, and agency partners work together toward a shared goal of community integration. Community Mental Health Centers (CMHC) across Kentucky are encouraged to develop similar partnerships with local housing authorities, property owners, and nonprofit partners—using the Olmstead Housing Initiative as a bridge when needed, but prioritizing long-term housing pathways wherever possible. The Olmstead Housing Initiative (OHI) and New Beginnings Bluegrass extend heartfelt appreciation to the landlords who open their doors to Kentuckians transitioning into independent community living. Together, we can strengthen Kentucky's continuum of care and expand permanent housing opportunities for individuals seeking independence and belonging in their communities.

OHI Program Eligibility & Referral Information

To qualify for the Olmstead Housing Initiative (OHI), individuals must have a serious mental illness (SMI) and meet the "Olmstead" definition defined by at least one of the following:

- Residing in a Personal Care Home (PCH)
- Hospitalized in a State Psychiatric Hospital (or other institution) for over 90 days
- History of frequent hospitalizations and limited success living in the community or
- At risk of institutionalization

For more information on the Olmstead program and referral materials, please visit:

[Olmstead - Cabinet for Health and Family Services.](#)

DDID Staff Participate in CHFS Leadership Program

By: Blair Close



I, alongside a few other DBHDID employees, have had the opportunity to participate in this year's CHFS Impact Leadership Program. The CHFS Impact Leadership Program is a year-long initiative to help prepare staff for leadership roles across the Cabinet. Throughout the first two sessions, we have learned about leadership attributes that we possess, as well as types of unintentional biases of which to be mindful. We have also had the chance to volunteer as part of the program. Last month, I had the chance to volunteer with a group from the CHFS Impact Program, alongside other volunteers, at God's Pantry in Lexington. While there, I was able to see one of the services in action that the Division of Developmental and Intellectual Disabilities oversees as the operating agency of the Supports for Community Living (SCL)

Waiver. Community Access is an SCL waiver service that is designed to support individuals to participate in meaningful routines, events, and activities through various community organizations, while developing natural supports in the community. An individual at God's Pantry was there with his Community Access worker. He volunteers at God's Pantry weekly and had developed a strong relationship with the workers and volunteers. His participation in Community Access has given him a valued role, and he is a respected volunteer who is making connections in the community while doing work that is important to him. It was a wonderful chance to see a service DDID oversees in use and having an impact."

Kentucky Assisted Outpatient Treatment (AOT) Gains National Recognition Through University of Kentucky Publication

New Research Strengthens Outcomes, Credibility, and Cost Savings

By: Tara Brewer

The University of Kentucky College of Social Work—led by evaluators Dr. Aubrey Jones and Dr. Aaron Brown—recently published an AOT-focused manuscript in the Journal of Evidence-Based Social Work. This research highlights significant reductions in Medicaid spending for individuals after entering AOT, showing that coordinated outpatient care results in fewer crises, greater stability, and lower costs. A brief overview of the manuscript can be found [here](#), or reach out to Tara Brewer at Tara.Brewer@ky.gov for a copy of the full manuscript.

This publication highlights Kentucky's AOT efforts on a national stage and emphasizes the important roles of the UK evaluation team and all partners in guiding the program's growth and long-term success.

Implementation Practice Takes Root at DBHDID

By: Kelly Dorman

The Team for Implementation Practice and Science (TIPS) 2.0 is expanding opportunities for DBHDID staff to engage in implementation practice. Building on the department's multi-tiered Professional Development Plan ([multi-tiered professional development plan](#)), this work includes learning events, coaching, and peer collaboration that highlight staff expertise and strengthens programs.

Recent efforts include a well-received Lunchable featuring the KY-Moms Maternal Assistance Towards Recovery (MATR) program and how implementation tools, such as practice drivers, are supporting outcomes. TIPS 2.0 is also providing intensive coaching to selected programs and supporting elements of the 2026–2027 Strategic Plan. In 2026, staff can look forward to Implementation 101 training and the launch of Communities of Practice (COP) to support ongoing learning and application.

We welcome feedback as this work continues to grow across the department.

Implementation 101 Training

A three-session introductory training covering core implementation principles and practical tools. Open to all DBHDID staff and eligible for continuing education credits.

- Dates and Time: January 12, 14, and 15, 2026, 10:00 a.m. – 12:30 p.m. ([register here](#)).
- Additional sessions will be offered in March and July 2026.

Lunchables

Bi-monthly, open learning sessions highlighting how DBHDID teams apply implementation practice in their work.

- Next session: January 21, 2026 – featuring the Peer Support Program. Registration: <https://rtiorg.zoom.us/meeting/register/clfUljCAR4yn4nAxaCICww>

Communities of Practice (COPs)

In partnership with RTI, DBHDID will host COPs to support peer learning around focused implementation topics. The first topic will be Teaming.

Schedule:

- Meeting 1: January 30, 2026 (10:00–11:30)
- Meeting 2: February 13, 2026 (10:00–11:30)
- Meeting 3: February 27, 2026 (10:00–11:30)

Participants are expected to attend all sessions and complete brief practice-based work between meetings. Registration: <https://forms.gle/rjwhNcgmCQW5LHbf7>

Resource Repository

A [Resource Library](#) on Teams is in development to house implementation science articles, videos, and learning materials. The library will expand over time to include resources created by and for DBHDID staff. Current materials include National Implementation Research Network [learning modules](#) developed for DBHDID in 2023.

Glasgow State Nursing Facility Celebrates the Holidays with a Christmas Parade!



Welcome, Dr. John Broadus!

By: Paula Brown



The Division of Substance Use Disorder (DSUD), Substance Use Prevention and Promotion Branch, is excited to welcome Dr. John Broadus back to our team as a program administrator, where he will focus on planning and implementing evidence-based prevention strategies and harm reduction.

Dr. Broadus brings a wealth of knowledge and experience to this position. He served as a therapeutic support specialist and a court-designated specialist before moving into the substance use prevention field as a youth empowerment specialist in 2019. Following that, he served as the director of the Newburg Strong Coalition in Louisville and led their Partnerships for Success Grant.

He joined DBHDID as the liaison to the regional prevention centers in 2022 before becoming the program administrator for the Strategic Prevention Framework in 2023. For the past year, he was the statewide overdose prevention liaison for the Department of Public Health and worked to expand harm reduction efforts across the state.

Dr. Broadus, a certified prevention specialist, is a proud graduate of Ashford University, Eastern Kentucky University, and the University of Louisville. He received his PhD in Applied Sociology from U of L in May of 2025. He is a Lexington native and lives there with his wife and two sons.

Please join us in welcoming Dr. Broadus!

DSUD Halloween Costume Contest

By: Tracy Desimone

The Division of Substance Use Disorder (DSUD) celebrated the October spooky season with the DSUD Halloween Costume Contest. Prizes were awarded to winners for individual and group costumes.

- Best Overall Costume: Levi House as Colonel Sanders
- Best Budget Costume: Tracy DeSimone as a scarecrow
- Most Creative Costume: Heath Dolen as Matt Foley from SNL
- Master of Minimal Effort: Tara Rueckert as a cowgirl
- Best Group Costume: KORE as Snow White and the Seven Implementation Specialists



Program Integrity PRIME Award Recipients



The PRIME Award (Program Integrity Recognizing Impact, Merit, and Excellence) celebrates outstanding employees within the Division of Program Integrity who exemplify dedication, innovation, and excellence in their work. This award honors individuals who make a significant impact on their branch and the division through their work and leadership.

For PI employees to be nominated as a deserving individual, the PRIME Award Nomination Form must be completed by providing the following details:

- Name and contact information
- The nominee's name and branch
- A description of the nominee's achievements and contributions

Three (3) awards will be given, one from each Branch per quarter, and during quarterly PI Staff Meetings. Congratulations to the 2025 Q4 PRIME Award recipients:



Megan Kissel
BHDID Program Administrator



Jessica Beaubien
BHDID Program Administrator

Upcoming Risk Management Training



The DBHDID Risk Management Team will be offering the following classes in January:

Certified Investigator
Mortality/RCA
Advanced Investigations

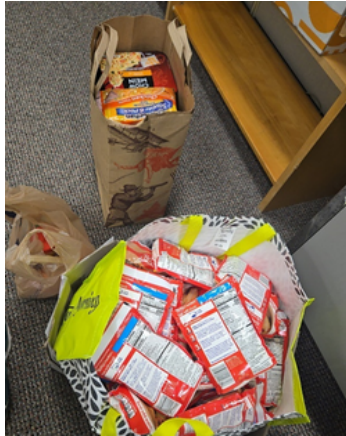
January 5th – 9th, with exam given on Monday, January 12th.
January 13th – 15th
January 27th – 29th

Please email Deedee Lancaster at Deedee.Lancaster@ky.gov if you have staff who would like to attend. As always, these classes are online. The Advanced and Mortality/RCA classes are offered to those staff for which it has been approximately 1 year since they had the Certified Investigator course. They need to have several investigations under their belt before they tackle these courses. If you have staff who would like to attend, please reach out with names and e-mail addresses. Thank you!

DSUD Holiday Food Drive Competition

By: Tracy Desimone

The Division of Substance Use Disorder (DSUD), through some good-spirited competition, collected over 200 non-perishable food items for the Team Kentucky Good Drive in November. Through the DSUD Holiday Food Drive Competition, branches, program areas, and the Director's Office competed for bragging rights and the championship title, while helping brighten the holidays for fellow Kentuckians. Congratulations to the Substance Use Prevention and Promotion Branch for winning the title of 2025 Holiday Food Drive Champion with 90 non-perishable food items!



2025 Governor's Ambassador Award Commemorative Brick Ceremony

By: Tracy Desimone

On November 7th, the Kentucky Historical Society unveiled the commemorative bricks in honor of Kentucky's 2025 Governor's Ambassador Award Winners. DBHID Program Administrator Mary Mosley and DBHID Program Administrator Katie Stratton each received a brick during the ceremony, representing their lasting contributions and commitment to Kentucky's citizens. Congratulations, Mary and Katie!



Staff Spotlight



Crystal Buck has 25 years of healthcare experience and a strong clinical foundation as a Registered Respiratory Therapist. She brings extensive expertise in survey readiness, regulatory compliance, and quality assurance. Her background includes active participation in state and federal surveys, mock audits, tracer activities, policy and procedure development, environment-of-care reviews, chart audits, and corrective action planning. She has supported teams through Joint Commission, CMS, BHSO, and internal quality inspections, ensuring documentation accuracy, adherence to standards, and continuous readiness across multiple service areas. In addition to her clinical skills in acute care, critical care, emergency response, and ventilator management, she has a strong understanding of regulatory expectations, and the ability to guide departments in maintaining survey compliance. She is committed to improving patient outcomes, strengthening organizational processes, and supporting the department's mission through excellence, integrity, and high-quality care. We are grateful to have her as a part of the Program Integrity team!



Marty Purdy has over 30 years of experience in community mental health and substance use disorder treatment. Marty has specialized in the leadership of crisis programming for children and families and SUD program leadership and development. Marty is driven by trauma informed, person centered care in all areas of service delivery. The Program Integrity Division staff welcomes Marty to the team!



Linnea Howard, is a graduate of Morehead State University where she obtained a Bachelor's Degree in Social Work and minored in Chemical Dependency Counseling. She continued her education and obtained a Master's Degree in Social Work from Campbellsville University. Linnea worked in community mental health, while providing in home juvenile trauma therapy, school based, and family support. She later went to work for the Kentucky Department of Corrections as a Clinician with the Addiction Services Division and the University of Kentucky as a Targeted Assessor. Linnea has a broad experience in mental health and addiction services. Linnea also works part time as a member of Local 1076, Millwrights. She spends her free time with her three grandsons and continues to serve her Magoffin County community as a volunteer with Fire, EMS, and Rescue where she has 18 years of service. The Program Integrity Division staff welcomes Linnea to the team!



Maggie Daniels is a registered nurse who most recently served as a community public health nurse. She is excited to transition into a new role as a SUD human services surveyor. She currently lives in Waverly, KY with her husband, Colton who is a coalminer and their two young boys, Bentley (7) & Jaxon (3). She spent many of her formative years in Arizona and in 2015 she relocated back to her home state of Kentucky. She has always been passionate about Kentucky and about the substance abuse treatment population. She is looking forward to working with both populations as a member of the SUD Team. The Program Integrity Division staff welcomes Maggie to the team!

BHDID/CHFS Celebrate with Staff Returning to the Building

The DBHDID Commissioner's Office celebrated with staff who returned to the building with an ice cream social. While CHFS celebrated with Cookies and Connections.



The DBHDID Update is published quarterly for employees and friends of the Department of Behavioral Health, Developmental & Intellectual Disabilities. News items are welcome and should be submitted to Dr. Greta Jones and Laura Cunningham.

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Commissioner Dr. Katie Marks

Our mission is to promote health, well-being, and resilience for all, facilitate recovery for people affected by mental illness and substance use, and support people with intellectual or other developmental disabilities.