

**DECEMBER 2012**

# Winter Issue

**Volume 1**

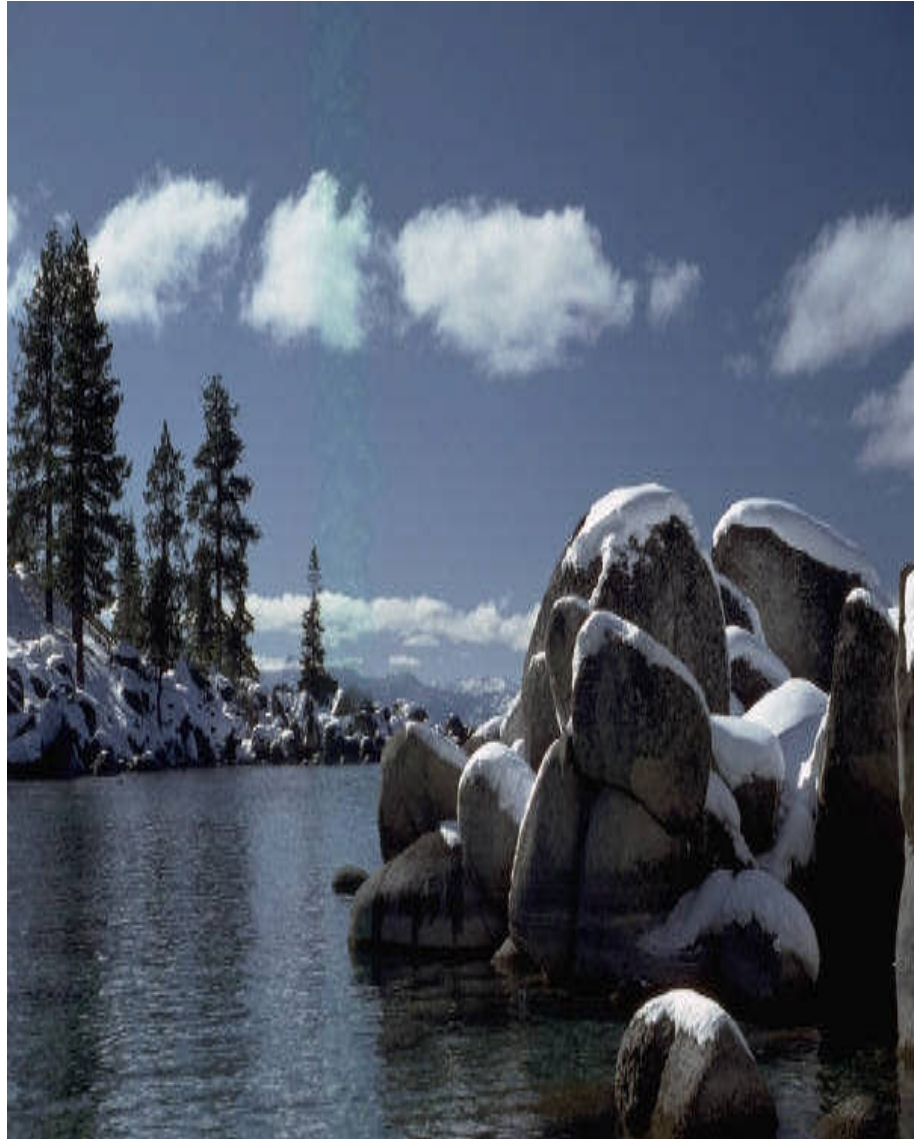
**Issue 4**

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**NC TIDE Committee wishes everyone a safe and happy holiday.**

**2013 is almost here and we look forward to providing educational and training opportunities to you and your staff. Happy New Year!**

## *A Message from the President*

*Jill Queen, 2013 NC TIDE President*



Greetings and Happy Holidays!

As 2012 draws to a close, we end the year with gratitude to the NC TIDE membership and the continued support from LME-MCOs, consumers and families, provider agencies, advocates, state offices including the Division of Mental Health, Developmental Disabilities and Substance Abuse Services, Division of Medical Assistance, and UNC School of Government. NC TIDE is not a success without each of you. As an organization, NC TIDE looks forward to an exciting New Year. 2013 will bring many changes and opportunities to North Carolina including the final phase of waiver expansion, state funding cuts, implementation of the beginning phases of the Affordable Care Act, and a new governor and legislators. All of these changes represent a constantly evolving behavioral health care system. With evolution and change come new challenges, stress, and training needs. NC TIDE desires to be the answer to solving training needs and offering ideas for challenges through education, awareness, and collaboration with providers, LME-MCOs, and stakeholders.

2013 represents a new year for NC TIDE as new officers assume their roles and duties for the organization. As an organization, NC TIDE strives to achieve our mission statement of ***"A Tradition of Excellence in Providing Training and Promoting Professionalism"*** through addressing topics ranging from finance and reimbursement to clinical practices, customer service, cultural and linguistic competence, and community collaboration and outreach along with many more. During 2013, NC TIDE hopes to accomplish the following goals:

- Promote and increase our strengths as a strong organization committed to quality training and education with a focus on consumers, stakeholders, providers, and LME-MCOs;
- Serve the state of North Carolina and the NC TIDE Membership with great leaders and members who are highly motivated, knowledgeable, and experienced;
- Increase membership by tailoring conferences to meet the needs of our members, providers, LME-MCOs, and consumers by offering quality conferences and continuing education units;
- Increase exhibitors at NC TIDE conferences to offer the best resources, networking, and connections to the latest technology and products available for the specialized market of behavioral health care.

The NC TIDE Planning Committee is underway with developing session topics in order to put together a quality Spring conference. The committee strives to ensure all sessions have interest to consumers and families, providers, LME-MCO staff, board members, and advocates. NC TIDE welcomes your input and feedback on session topics and speakers. Without YOUR membership, input, and involvement, our organization cannot be successful. We invite you to join us on our journey in 2013 to provide two excellent conferences; one in the Spring and one in the Fall. These conferences are a perfect opportunity for providers, LME-MCO, stakeholders, and consumers to be trained together and to re-connect or establish new networking relationships.

NC TIDE is extremely excited about the New Year and our upcoming conferences in 2013. We are confident that you will want to be in attendance to take advantage of the many opportunities to learn and to network. More information about the upcoming Spring Conference will be forthcoming in the next few months. Thank you again for all of your support and helping NC TIDE achieve success over the past year. With all the changes and stress, perspective is important especially during the holiday season when so many of us become overwhelmed with commitments. Self-care and wellness are important in order for each of us to effectively and efficiently complete our responsibilities. Please do not forget to make time to relax and enjoy the holiday season. I look forward to serving as the new president and producing a successful and informative Spring Conference.

Jill Queen, President  
NC TIDE

**2012 NC TIDE Steering Committee:**

Interim President: Beth Brown  
 Vice President:  
 Treasurer: Ilene Byrd  
 Secretary: Rhonda Brown  
 Past Presidents:  
     2011 Kim Keehn  
     Spring 2012 Victor Armstrong  
 Finance Chair:  
 Reimbursement Chair: Beth Brown  
 QI Chair: Linda Hawley Isbell  
 Provider Liaison: Gayle Mahl  
 Facility Chair: Cathy Macemore  
 Membership: Debbie Barnett  
 Program/Registration: Marilyn Brothers  
 Eastern LME Rep: Kim Keehn  
 Eastern Provider Rep: English Albertson  
 Western LME Rep: Debbie Hatley  
 Western Provider Rep: Richard Anderson  
 Website Development: Ramon Santiago  
 Division Consultant: Wanda Mitchell  
 Newsletter Coordinator: Alice Matthews  
 PR Committee:  
     Brenda Pittman, Chair  
     Pat Myers  
     Cathy Macemore  
     Vince Wagner  
     Ramon Santiago  
     Art Harris  
 Training Development:  
     Anna North  
     Jill Queen  
     Kathleen Medlin  
     Sherry Phillips  
     Susan Lackey  
     Sharon Stanley  
     Lori Mathes  
     Victor Armstrong

**WELCOME 2013 NC TIDE EXECUTIVE COMMITTEE**

President – Jill Queen  
 Vice President – Anna North  
 Treasurer – Rhonda Brown  
 Secretary – Sherry Phillips

The 2013 Executive Committee along with its many volunteers is excited to begin the planning for the 2013 conferences. The committee welcomes input on topics and speakers from our membership. Mark your calendars now for the upcoming conferences:

2013 Spring Conference - April 28 – May 1, 2013  
 2013 Fall Conference – November 3 – 6, 2013

As they step into other positions on the committee, the NC TIDE committee would like to say **THANK YOU** to the outgoing 2012 Executive Committee Members: Beth Brown, Victor Armstrong, Ilene Byrd along with Debbie Barnett (Membership) and Pat Myers (PR Chairperson) for their outstanding service to NC TIDE.

**CONGRATULATIONS** to Pat Myers on her recent retirement. Your dedication to those who serve and those we serve was noticed and greatly appreciated by so many. The NC TIDE Committee recognizes your motivation, commitment and leadership in promoting our mission to provide quality training to our members. **Thank you** for your many years serving on the NC TIDE Committee.

As most of you are already aware, Wanda Mitchell, NC TIDE’s Division Consultant for many years, has now moved to the Office of State Budget & Management. It will be hard to imagine the world of MHDDSA without the knowledge, servitude and dedication that Wanda brought to her position. The NC TIDE Committee wants to thank Wanda for her dedicated service to NC TIDE and say **BEST WISHES** in her new job.

While both Pat and Wanda’s life journey has taken them down a new road, we hope that it won’t be the last time our paths cross.

Victor Armstrong, Behavioral Medicine Program Manager at Alamance Regional Medical Center, was awarded the Mental Health Provider of the Year at the North Carolina Chapter of the National Alliance for Mental Illness (NC NAMI) awards luncheon during their annual conference held in Raleigh on October 19 and 20, 2012.

***Congratulations, Victor!***

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The NC TIDE family says a sorrowful farewell to a strong civil servant, a trusted colleague, and a dear friend. Tara Larson has been a strong advocate for the mission of NC TIDE since it began (as FARO). She has donated time and shared her knowledge and expertise with all participants. We will miss Tara and wish her much success in future endeavors. ***Thank you Tara.***

Jay Taylor

(The views expressed by Jay Taylor ARE the views expressed by the NC TIDE Committee.)

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The NC TIDE Committee would also like to recognize Michael Watson who will be leaving the state’s Medicaid office, the Division of Medical Assistance (DMA). Michael, who was previously CEO of Sandhills Center for MH/DD/SAS and also Chief Deputy Secretary for DHHS, has many years of experience and leadership in mental health, developmental disabilities and substance abuse at many levels. ***Thank you.***

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***WELCOME!*** Dr. Aldona Wos, a Greensboro physician and former U.S. Ambassador, has been named by Governor-elect Pat McCrory as the new Secretary of DHHS. NC TIDE looks forward to the leadership Dr. Wos will provide on issues relating to mental health, developmental disabilities and substance abuse.

## People with Disabilities Find Success When They Work

*By Chris Pfitzer, MA, Communications Specialist*

*N.C. Division of Mental Health, Developmental Disabilities and Substance Abuse Services*

Obtaining employment can be difficult for anyone in a down economy, but those with disabilities have a much harder time. According to the U.S. Department of Labor, 20 percent of people with disabilities are employed but many more wish to be.

“Assisting people with disabilities of all types find jobs and stay in the workforce results in improved self-esteem, self-determination and recovery rates,” said Jim Jarrard, acting director of the N.C. Department of Health and Human Services’ Division of Mental Health, Developmental Disabilities and Substance Abuse Services (DMH/DD/SAS). “Improved outcomes not only help the individual but reduce costs across the system because people that work utilize fewer services.”

In North Carolina, 377,362 people with mental illness, substance abuse issues, and intellectual and developmental disabilities were served through DMH/DD/SAS and the Division of Vocational Rehabilitation in 2011, yet only about 10 percent received employment services. North Carolina offers an array of individualized employment services and supports to ensure individuals are successful in the competitive job market, including Supported Employment and Long Term Vocational Supports.

Individuals should be supported, encouraged, and provided access to employment services; because without support, people with disabilities are often kept in poverty, dependency and segregation. Research has shown that being employed not only enhances an individual's sense of self-worth and contributes to his or her economic well-being, but also dramatically reduces service costs and establishes essential community connections that allow the individual to function as a contributing, valued member of the community.

“Individuals we serve have the desire and ability to seek employment in their communities and earn the same wages as anyone else,” said Emery Cowan, program manager with DMH/DD/SAS. “Employment should be the expectation for friends and family members with disabilities, not the exception.”

Establishing employment as the first outcome of all disability services will enable the community and businesses to reframe their perspectives about people with disabilities and their potential for gainful and meaningful employment and community inclusion. Most individuals with a disability want to work and contribute to society, and by creating this expectation, communities, employers, individuals and families will be enhanced.

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Despite limited funding, there are success stories to be told across the state:

- Garrett from Siler City works part-time at his local Walgreen's and also attends Central Carolina Community College.
- Dwight from Charlotte utilized a job coach to find his part-time job that he has held for three years. Due to his strong work ethic, Dwight recently was given a raise.
- Elizabeth in Asheville loves working with kids and as a result of help from her job coaches, she now works with a daycare and has completed some courses related to the care of children. Her goal is to complete a daycare certification program at the local community college.
- Robbie in Siler City was named Employee of the Month and continues to be a positive role model for others at the Walgreen's where he works.
- John in Greensboro uses his musical talents to entertain diners at local restaurants and seniors at an assisted living facility.
- Joseph works as a dining room attendant in Vanceboro and lives in his own apartment.
- Lee from Aurora likes to read and loves his job at the library of a community college.
- Robert in Charlotte had a long journey with mental illness but received education classes and for two and a half years has worked as a North Carolina Certified Peer Support Specialist helping others that have gone through similar situations.
- Nathan in New Bern works for Lowe's and credits his manager for helping him learn the best ways to interact with customers and fellow employees.
- Rosalind in Charlotte was hired by Dollar Tree as a stocker but has expanded her duties greatly over the past year and a half due to her proven abilities.
- Michael from Watauga County has worked for 16 years at Cheap Joe's Art Supply Store.
- Carl from Asheville has created success for himself by staying focused on his goals. He currently works at PF Chang's China Bistro.

To find out more about employment services for people with disabilities, contact Emery Cowan at [Emery.Cowan@dhhs.nc.gov](mailto:Emery.Cowan@dhhs.nc.gov) or visit this website for more information [www.ncdhhs.gov/mhddsas/services/employment/](http://www.ncdhhs.gov/mhddsas/services/employment/).

## LIVING IN THE MOMENT: The Impact of MINDFULNESS

*How meditation and awareness can improve mental health, reduce anxieties*

*Submitted by: Karen S. Holst, MSW, LCSW, EdD and Jude Johnson, MA, LMFT, Monarch  
(Reprinted from Monarch's Winter 2012 Reaching Dreams)*

Our lives have become increasingly busy. We always seem to be in a hurry to accomplish task after task, until we're exhausted and frustrated. Our world has forced us to live in the future and we've lost focus of the present: our children's laughter, the changing colors of the leaves, and the clink of the dishes as we place them to dry.

"For many people, life's daily demands make it increasingly difficult to live and enjoy the moment. We're planning the day before we ever get started. You totally missed the enjoyment and relaxation of your shower as you were obsessing over plans for the day. This state of chronic stress can sometimes lead to anxiety and depression and can affect our overall well-being," explained Karen Holst, MSW, LCSW, Ed.D., a day treatment team leader for Monarch in Union County. "Contemplating the next task, anticipating scenarios in our minds, and revisiting past events may result in people living on auto-pilot. Our minds tend to hang out in the past or the future, sacrificing the present moment."

Holst and Jude Johnson, MA, LMFT, are Monarch day treatment therapists. They help students identified in Union County Public School's Exceptional Children's Program with the understanding how "thinking" can impact their ability to remain successful in school and at home. Students are often referred by teachers, social workers or case managers to participate in Monarch's day treatment programs, which are offered in Davidson, Stanly and Union counties.

They have recently led internal and community sessions on Mindfulness Based Stress Reduction (MBSR). Their practice and training have demonstrated that mindfulness can effectively reduce stress and improve overall well-being by reducing negative emotional states like depression and anxiety while also improving physical manifestations such as diabetes or high blood pressure.

Holst explained: "MBSR could assist direct support professionals working with individuals with developmental disabilities perform their responsibilities with greater ease." Holst and Johnson have seen mindfulness de-escalate potentially volatile situations and significantly improve the health and well-being among the middle and high school students in Monarch's Day Treatment Program at South Providence School in Waxhaw.

### **What is Mindfulness?**

Mindfulness is the practice of paying attention on purpose in the present moment, nonjudgmentally. Mindfulness may be practiced through formal meditation or simply bringing full awareness to everyday activities, like walking, talking or chores. MBSR has origins that dates back at least two thousand years and involves meditation, gentle yoga and mindfulness activities that support awareness and reduce stress. Mindfulness is now being examined scientifically and has been found to be a key element in improving happiness and general well-being.

Professor emeritus Jon Kabat-Zinn, founder and former director of the Stress Reduction Clinic at the University of Massachusetts Medical Center, helped to bring the practice of mindfulness meditation into mainstream medicine. Mindfulness doesn't replace Cognitive Behavioral Therapy (CBT) or Dialectical Behavioral Therapy (DBT), but can be a combined treatment for some people.

Holst and Johnson are embracing mindfulness and are leading Monarch's mindfulness program. MBSR has been identified as an evidence-based practice, according to the Substance Abuse and Mental Health Services Administration (SAMSHA) National Registry of Evidence-based Programs and Practices and is designed to address stress and anxiety, mood disturbances, self-esteem and general mental health functioning. The practices are being used in the military, pain clinics, schools, prisons, and corporations such as Google and Apple.

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**Mindfulness is 'for everyone'**

As Johnson prepares students in Monarch's Day Treatment Program at South Providence to begin a guided meditation, he rings a bell that generates a soft tone. The sound prepares students to settle their minds and bodies and focus on their breathing and posture. Johnson gives simple guided meditation instructions in a soft, hushed voice.

"Paying attention to the present moment is not difficult, but the mind has a strong tendency to wander off," Johnson later explained. "Mindfulness is a process of paying attention to your ongoing experience, whatever it may be at the moment. You don't try to make it different. You don't try to hold onto it. You just notice the moment as fully as you can. Being mindful and practicing mindfulness takes practice and skill."

**The impact of Mindfulness**

Holst and Johnson are convinced that guided meditation works and are encouraging others to look at the positive benefits. They shared a story about a student with Asperger's syndrome who was chronically suicidal. As his therapists, the pair tried various treatments, but none seemed effective. After several hospitalizations, Holst and Johnson decided to incorporate daily mindfulness activities into the student's therapy sessions. They noticed a difference in behavior and attitude almost immediately. The student successfully graduated from the program and is continuing to practice mindfulness.

"Initially, our efforts as therapists seemed to have no impact in this case so we decided to try mindfulness with this student," Johnson recalled. "He told us after a couple of weeks he felt more relaxed and calm – and we saw the difference. The change in the student and the response to this treatment influenced our decision to include mindfulness throughout the program."

**"It works"**

More than a year has passed since the pair introduced mindfulness at Monarch. Fellow colleagues at South Providence have received mindfulness training and want to learn more.

"In almost ten years of teaching, that was the best staff professional development I have attended," said teacher Michael Cook. "I am using what I learned in my classroom with students as well as at home with my 5- and 8-year olds."

Some of the students who have been introduced to mindfulness said they are more likely now to stop and think before making certain choices. Holst and Johnson say that is a significant improvement for these students. To date, more than 10 students have completed Monarch's mindfulness program and moved on to be successful.

"That's what we like about mindfulness. The person participates and takes control of his or her life – not the doctor or therapist or anyone else," Holst said. "Mindfulness is real and it works."

For details about Monarch's Mindfulness program, call (704) 290-1580 or email Holst at [karen.holst@monarchnc.org](mailto:karen.holst@monarchnc.org) or Jude Johnson at [jude.johnson@monarchnc.org](mailto:jude.johnson@monarchnc.org).



## How Impatience Undermines CQ

By David Livermore, President, Cultural Intelligence (CQ) Center  
(For more information visit [www.culturalQ.com](http://www.culturalQ.com))

Many tribal cultures don't have a word for "boredom". Sitting under a tree for hours at a time, waiting in line to get water from the well, or walking four days to a nearby village for medical help is just a way of life. But as technological advances penetrate societies all over the globe, impatience is mounting everywhere.

Google slowed down the speed of search results by four tenths of a second to see how it impacted our googling. The result: 8,000,000 fewer searches a day! 1 out of 4 people abandon a webpage that doesn't load within four seconds. An email that doesn't get a response within 24 hours is considered unresponsive. And one USA Today study found that most North Americans won't wait in line for more than 15 minutes.

But "impatience" + "cross-cultural" don't work well together. Cross-cultural relationships and projects inevitably take more time, more effort, and more patience. Slowing down often goes against the grain of what we're trying to accomplish.

A volunteer construction team from the U.S. traveled to Liberia to put a roof on a Monrovia school. The Liberians were extremely grateful for the N. Americans' generosity but the first day into the project, the Liberians expressed concern about whether the new roof would be well-suited to the Monrovia climate and environment. When they voiced their concern, the volunteers replied, "Look. You have to trust us. We've worked on buildings like this all over the world. We're only here for 6 days. So the only way we'll get this done is if we stick with our plan."

Three months later, a monsoon came in off the Atlantic coast and the new roof came crashing down. A couple Liberian students died and several others were injured. Sometimes our "efficient"(impatient!) approach is not so great after all.

Just about everything takes longer when working and relating cross-culturally. Communication, trust-building, and just getting things done requires more effort and perseverance. Whether it's dealing with long queues when traveling, merging different technology systems, or trying to get to the bottom of a conflict, understanding and effectiveness come more slowly when different cultures are involved.

Patience needs to be factored in from the very beginning of any cross-cultural project. Long before the U.S. construction team ever arrived in Liberia, a more thorough process of determining what the need was and how to best meet it would have been valuable. For a fraction of the cost, the volunteers could have sent money to have local builders put on a new roof. Or with a deeper level of analysis, they may have concluded that the roof wasn't really the problem but instead, was a symptom of deeper problems of poverty and conflict that could be better addressed by partnering with development experts.

Full disclosure. I'm terribly impatient. I hate waiting in lines, I calculate which driving lane is moving fastest, and I want things to happen quickly and according to plan. But on the rare occasion when I exercise patience, the end result is almost always better: the partnership is richer, the project gains wider acceptance, and the money invested goes further.

In a world of instant information and feedback, it's counterintuitive to step back and move more slowly. But slow is the new fast when you're working across cultures. Take a deep breath and trust that something far bigger and better can be accomplished when you patiently persevere through the hard work of listening, understanding, and discovering the possibilities that may otherwise go unnoticed when rushing to the finish line.

## First Impressions

By: Patrick Chang, Cultural Competence Practice Manager  
Cardinal Innovations Healthcare Solutions

When meeting someone for the first time, undoubtedly, there is a mutual sizing up and exchange of predilections. The visual review of a person's characteristics isolates those elements that can be easily cataloged for recall and regurgitation. Perchance, if there is an exchange of salutations the salient tidbits are recorded, should they prove useful in future encounters. Visual and auditory characteristics are typically our initial point of recognition and serve to underpin much of our notion about others. They become the basis for most of our biases and stereotyping.

Think for a minute about a particular fruit that you have never tried. One of the first questions you may ask in being introduced to it for the first time is, "What does it taste like?" If you are like me, it is very difficult to convey the taste of, let's say, a mango, why, because there are an infinite variety of mangoes and each with a different taste. If you are Jamaican, there are Bombay's, East Indian's, St Julian's, and the common mango, to name a few. In American supermarkets we know mangoes by the little sticker glued to the skin. Most are from Mexico, Guatemala, Haiti, or Brazil. But I know, in those countries, as in Jamaica, there is a wide variety of mangoes and none named Mexican, Guatemalan, or Brazilian. The mango is native to India and is the most cultivated fruit in the tropics.

Once you are able to visually recognize someone - call her/him by name, it becomes easier to move first impressions to another level. Similarly, after eating a few varieties of mangoes, you may develop a taste for a specific one, mine is the St. Julian, or Julie, for short. (Unfortunately, I have to go to Canada if I want to find one.) The more we communicate the more we can gauge the interpersonal levels of trust. Trust is a generalized expectation that other people can be relied on and builds on these three attributes: *Ability* refers to an assessment of the other's knowledge, skill, or competency. This dimension recognizes that trust requires some sense that the other is able to perform in a manner that meets our expectations. *Integrity* is the degree to which the trustee adheres to principles that are acceptable to the trustor. This dimension leads to trust based on consistency of past actions, credibility of communication, commitment to standards of fairness, and the congruence of the other's word and deed. *Benevolence* is our assessment that the trusted individual is concerned enough about our welfare to either advance our interests, or at least not impede them. The other's perceived intentions or motives of the trustee are most central. Honest and open communication, delegating decisions, and sharing control indicate evidence of one's benevolence.

Communication, therefore, is the common thread through which we move understanding forward and away from first impressions to lasting memories. These attributes are called *uncovered characteristics*. Building on trust, we now share more readily, over time, family histories, religious affiliations, political persuasions, and all manner of personal traits that we otherwise would not. *The greater part of who we are resides in the uncovered*. Our need to be understood, and in turn, to understand others is at the core of social interactions. Our sense of belonging to a family, a club, a department begins with the notion that I understand others and they understand me. This can only happen through communication.

So, how many new faces have you seen and randomly stereotyped? And how many different voices do you now hear and can distinguish on the phone? Do you transfer calls as does "Peggy" on the Discover Card commercials, or do you ask that second or third question to uncover ways to assist another? As we welcome new affiliates, providers, consumers, and colleagues, also welcome new conversations, for in the words of *The Prophet: There are those among you who seek the talkative through fear of being alone. And there are those who talk, and without knowledge or forethought reveal a truth which they themselves do not understand. And there are those who have the truth within them, but they tell it not in words.*

I look forward to those conversations.

## 2013 NC TIDE SPRING CONFERENCE

April 28 – May 1, 2013

Wilmington Hilton Riverside

301 North Water Street

Wilmington, NC 28401

**The committee is currently in the planning stages for the spring conference. We are asking for your input on topics and speakers that you think would be beneficial for attendees of the conference. Please send your suggestions to:**

**Jill Queen, [Jill.Queen@cardinalinnovations.org](mailto:Jill.Queen@cardinalinnovations.org) or  
Marilyn Brothers, [marilynbrothers@earthlink.net](mailto:marilynbrothers@earthlink.net).**

### **HOTEL INFORMATION:**

- A block of 150 rooms have been reserved at the Wilmington Hilton Riverside. The 150 rooms block at the NC TIDE rate is on a first come first reserved basis until the block is full or the March 27, 2013 cut-off date.
- Room rates are \$128.00 exclusive of tax per night. Please state you are with NC TIDE when making reservations. Parking fee rates in effect at the time of the conference will apply. Current Parking Fees are:
  - \$5.00/Day (Daily Parking)
  - \$7.00/Day (Overnight Parking)
  - \$12.00/Day (Valet Parking)
- Reservations can be made by calling 1-910-763-5900 or toll-free at 1-888-324-8170.
- A \$50.00 early departure fee will apply to guests who checks out prior to his or her reserved departure date. To avoid an early departure fee, guests should advise the Hotel at or before check-in of any change in planned length of stay. Failure to cancel your reservation within 72 hours prior to your arrival or failure to show on your day of arrival will result in a charge that is equal to the first night's stay for each room reserved.
- Guest check-in time is 4:00 p.m. Check-out time is 11:00 a.m.
- All reservations must be guaranteed by a first night room deposit or with a major credit card.

*Any hotel and/or conference updates will be posted on NC TIDE website at [www.nctide.org](http://www.nctide.org).*

## **2013 NC TIDE MEMBERSHIP**

Effective in 2013, Debbie Barnett will no longer serve as the Membership Chair for NC TIDE. We offer our deepest appreciation for her many years serving on the NC TIDE committee. Debbie has contributed much to the success of NC TIDE and her devotion to NC TIDE will not be forgotten. Debbie's presence on the committee will be missed. Thanks Debbie!

Effective with the new 2013 membership year, Marilyn Brothers will serve as the Membership Chair. Please be sure to change your new and renewal membership contact information to Marilyn to ensure no delay in getting your membership posted. Be sure to make your membership checks payable to NC TIDE. You may use the membership form below: Marilyn's contact information follows:

Marilyn Brothers  
NC TIDE  
PO Box 2001  
Cary, NC 27512-2001

E-mail: [marilynbrothers@earthlink.net](mailto:marilynbrothers@earthlink.net)  
Phone: 919-740-9435



NC TRAINING, INSTRUCTION, DEVELOPMENT, AND EDUCATION

## **2013 MEMBERSHIP FORM**

NAME: \_\_\_\_\_

TITLE: \_\_\_\_\_

AGENCY NAME: \_\_\_\_\_

AGENCY ADDRESS: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

PHONE: \_\_\_\_\_ EMAIL: \_\_\_\_\_

- \$20 Renewal Membership (LME/Area Program/DHHS staff)
- \$20 New Membership (LME/Area Program/DHHS staff)
- \$20 Renewal Associate Membership (Providers Only)
- \$20 New Associate Membership (Providers Only)

**Note: All Memberships are per individual.**

Make checks payable to: **NC TIDE**

**Mail to: Marilyn Brothers  
NC TIDE  
PO Box 2001  
Cary, NC 27512-2001**



Cornerstone Treatment Facility, Inc.,  
Premier Healthcare Services, Inc. & CTFP  
3620 Legion Road  
Hope Mills, NC 28348

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Go to [www.nctide.org](http://www.nctide.org)  
for sponsorship options

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The NC TIDE Committee would like to say THANK YOU to the contributors of newsletter articles for their valuable insight and information that they provide to our membership. We encourage you to use this venue to connect with your peers.

If you would like to provide an article for the 2013 spring issue of our newsletter, contact Alice Matthews at [abmcms@aol.com](mailto:abmcms@aol.com).