



## Pennsylvania Community Providers Association

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## February 1999

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**"We spend too much time  
fighting [even] when our  
interests are the same."**

*– Governor Tom Ridge  
Inaugural address, January 19, 1999*

## Welcome New Members

**Children's Home of York**  
*Richard Harris, Executive Director York, PA*

**H.E.A.R., Inc. t/a THE GATE HOUSE**  
*Bruce Caldwell, CEO  
Lititz, PA*

**Northeast Treatment Centers**  
*Terence McSherry, President  
Philadelphia, PA*

**Southwestern Human Services**

*Suzanne J. Schollaert  
Executive Director  
Pittsburgh, PA*



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## **Clinton Unveils \$2 Billion Package for Persons with Disabilities**

President Clinton has proposed \$2 billion in programs aimed at encouraging and assisting persons with disabilities to return to work. The five-year package includes health coverage, tax credits, and rehabilitation services, and is co-sponsored by Senators James Jeffords (R-VT) and Edward Kennedy (D-MA).

The largest part of the proposal (\$1.2 billion) is aimed at assuring health coverage for persons returning to work by encouraging states to continue to provide Medicaid coverage, or to allow disabled persons to buy into Medicaid even if their income is too high under present limits. The plan would allow persons with disabilities to continue on Medicare, regardless of their state's policy. The plan will also let individuals choose their rehabilitation centers and will provide bonuses to centers that successfully place people in jobs. Two other major features are included in the package: a \$750 million plan to give \$1,000 tax credits to persons with disabilities who go back to work, and an initiative to double the amount of money spent on developing assisted technology.

According to an Associated Press article, "...less than half of 1% of the 10 million Americans receiving disability benefits ever return to work." Advocates point out that the current system often punishes those who return to work by forcing them to choose between health coverage and a job. The Clinton administration hopes to eliminate these barriers.

## **SAMHSA and NIH Receive Major Increases**

The federal Substance Abuse and Mental Health Services Administration (SAMHSA) and the National Institutes of Health (NIH) received major funding increases in the federal government's FY 1999 budget. President Clinton signed a bill that would increase SAMHSA by 15% to \$2.488 billion. NIH also received a 15% boost to \$15.622 billion, which includes a 15% increase for the National Institute of Mental Health (\$861.208 million total).

## **PA Partnerships for Children Receives**

## \$1 Million for CHIP Outreach

Pennsylvania Partnerships for Children (PPC) has received a \$1 million grant from the Robert Wood Johnson Foundation to mount an outreach and enrollment program for the Children's Health Insurance Program (CHIP) in Pennsylvania. The Commonwealth was one of 20 states that divided \$17 million in grant money for similar projects.

According to a January 14 Associated Press story, "283,000 children, or one in 11, in Pennsylvania lack insurance coverage...The grant...will help the state to identify and enroll approximately 198,000 children who are either eligible for the state's Medicaid program or the federally approved state Children's Health Insurance Program." CHIP currently covers 70,277 children in Pennsylvania.

Joan Benso, Executive Director of PPC, explained that the organization would begin pilot outreach and enrollment efforts in February in southeastern Pennsylvania and in Allegheny, York, Washington, Greene, and Fayette counties.

## Referrals Requested for National Bipolar Disorder Registry

Stanley Center for the Innovative Treatment of Bipolar Disorder has created a registry of persons who are diagnosed with bipolar I, bipolar II, bipolar NOS, cyclothymia, and schizoaffective disorder (bipolar type). This registry is a confidential database of adults with a form of bipolar disorder who live within a 130-mile radius of Pittsburgh and have completed a confidential questionnaire about their illness. The Stanley Center is building the Registry to study the course and outcome of bipolar disorder to be better able to design innovative clinical trials and educate the public. The Stanley Center is requesting referrals from providers so they will be able to gather enough information to ensure statistically sound data. For more information or to refer consumers, please call 412-624-2476 or 800-424-7657.

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PCPA  
*news*

## Gavin Named to Head CCBHO

*"Jim Gavin is  
a valued  
friend and colleague,*

James Gavin, executive director of Scranton Counseling Center and chairman of the board of Community Behavioral HealthCare Network of

***and we are pleased  
that he will continue  
to be both  
in his new position.  
If anyone has the vision,  
commitment, and ability  
to make this effort work,  
it is Jim Gavin.”***

*—Ray Webb, Jr.  
PCPA Executive Director*

Pennsylvania (CBHNP), has accepted the position of chief executive officer of Community Care Behavioral Health Organization (CCBHO) in Pittsburgh. Gavin, who has been an active member of PCPA and a keystone in the development of CBHNP, will head the behavioral health organization formed by the University of Pittsburgh Medical Center, CBHNP, and St. Francis Medical Center. CCBHO won the contract to manage behavioral health services for HealthChoices in Allegheny County, which will be under mandatory managed care by July 1999.

## COA Recognizes Lourdesmont Good Shepherd

The Council on Accreditation of Services for Families and Children (COA) has announced that Lourdesmont Good Shepherd, Clark Summit, PA, has received a Certificate of Accreditation. Accreditation attests that the organization has met nationally established requirements which help ensure quality services, provides assurance that the organization is performing services which the community needs, conducts its operations safely and manages funds wisely. Congratulations to John Antognoli, Executive Director, and the staff of Lourdesmont Good Shepherd!

### The Pennsylvania Community Providers Training Center

proudly presents

**1999 Spring Training**

**Join the Team**

**Harrisburg Hilton & Towers  
June 15 – 16**

This day-and-a-half session will be jam-packed with the latest information and hands-on training covering accreditation & outcomes, dual diagnosis, and forensics. Participants will hear from several renowned speakers and participate in break out sessions to work directly on their specific area of interest. Attendees will relax at the end of the day and take in a baseball game at Riverside Stadium, just across the river from the Hilton, to watch the Harrisburg Senators (AA level farm team for the Montreal Expos). Don't miss out on this exciting opportunity to learn and share ideas with others in the field. Learn the skills it takes to be on the winning team! For more information, please contact Rebecca Heidenheim at the Association.

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## PCPA Member Strikes Back at NIMBY

Community Services Group (Lancaster) and the Disabilities Law Project have filed suit in U.S. District Court on behalf of three mentally retarded women who want to live in the Schuylkill County community of Branch. Community Services Group, an active member of the PCPA family, was prepared to manage the women's community living site, but the township of Branch denied the home zoning on the basis that it is a business, not a residence. Robert W. Meek, an attorney with the Disabilities Law Project, believes that the zoning denial is an example of NIMBY (not in my backyard), the effort by some communities to exclude persons with disabilities. "We believe that they [the township supervisors and the Zoning Board of Adjustment] are intentionally discriminating." Township officials deny the allegations.

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DIRECTOR'S  
*viewpoint*

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## I Have a Dream...

Many of you know the great respect that I bear for Dr. Martin Luther King, Jr. On Dr. King's birthday I sat down and read again his moving **I Have a Dream** speech. It resonates as much today as it did 26 years ago, and I was struck by how eloquently it spoke to the current condition of persons with mental illness, mental retardation and substance abuse problems. It seems ironic that Dr. King gave his speech about fighting for freedom in 1963, the very year that President John F. Kennedy signed one of the first major pieces of legislation that was aimed at freeing persons from the shackles of institutionalization. I share Dr. King's belief that "1963 is not an end, but a beginning."

Dr. King notes that "When the architects of our republic wrote the magnificent words of the Constitution and the Declaration of Independence, they were signing a promissory note to which every American was to fall heir. This note was a promise that all men would be guaranteed the inalienable rights of life, liberty, and the pursuit of happiness." Can we honestly say that we have done that for our fellow citizens who face mental, emotional, or addiction challenges?

Dr. King also cautioned against excesses committed in the name of one's cause: "In the process of gaining our rightful place we must not be guilty of wrongful deeds. Let us not... [drink] from the cup of bitterness and hatred. We must forever conduct our struggle on the high plane of dignity and discipline...We cannot walk alone."

I was saddened to witness just such destructive actions during the recent campaign for mental health insurance coverage. Ugly cracks weakened the façade of the mental health coalition, and good advocates forgot that

we are all fighting for the same victory. Like those who fight for human rights everywhere, we cannot squander our precious resources by fighting each other.

With great reverence for Dr. King's words, vision, and commitment to the rights of all people, I would like to paraphrase his immortal speech:

**I have a dream** that we will all live to see the day when persons are valued for their abilities, not chained to their disabilities.

**I have a dream** that all advocates—consumers, clients, families, elected officials, providers, government employees—can join hands in joy at the opportunities that are before us. We need not march on the same pathways, but must travel in the same direction.

**I have a dream** that we will stop making jails and prisons the treatment site for so many persons whose only crime is an illness.

**I have a dream** that we—employers, government, and individuals—can find it in our hearts to accommodate persons with special needs, to allow them the dignity and pride of contributing to this society to the greatest extent that they can.

**I have a dream** that we all can work together for a day when community supports and services are adequately funded, and the business of human service agencies will be serving people, not scrambling for money.

**I have a dream** that, as Dr. King predicted, “When we let freedom ring, when we let it ring from every village and every hamlet, from every state and every city, we will be able to speed that day when all of God's children, black men and white men, Jews and Gentiles, Protestants and Catholics, will be able to join hands and sing the words of the old Negro spiritual, “Free at last! Free at last! Thank God Almighty, we are free at last!”

Please take a few minutes today to read Dr. King's tribute to the hope and commitment that is woven into the human spirit. I hope that the speech renews you as it does me. You can access the speech at <http://members.tripod.com/~roseroy3/dream.html>

Raymond R. Webb, Jr., LSW  
Executive Director

*This article represents my opinion, not necessarily the opinion of the Association.*

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**COMMITTEE**  
*reports*

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The **Annual Conference Committee** met on January 14 to begin planning the 1999 event. The group is chaired by Melissa Jones, Community Services Group, and has representation from all areas of service provided by the membership, including drug & alcohol, mental health, mental retardation, and children's services. The committee formalized their 1999 goals, and discussed extending the conference by one-half day, beginning on Tuesday, October 5 at noon rather than 6:00 p.m.

The **Children's Committee** met on January 19. Sherry Harbaugh, Office of Mental Health and Substance Abuse Services, and Sharon Wilkes, Office of Medical Assistance Programs, provided an update on the draft EPSDT Bulletin (see related article in Children's Corner). Four work groups addressed issues of residential treatment facilities, children in HealthChoices, Act 68 Managed Care Grievance and Appeals, and issues for training and annual conference. Thanks to members Peter Rubel, Connell O'Brien and Kathy Kiskis for facilitating the discussion groups.

The **Children's Drug & Alcohol Work Group** also met on January 19. Sharon Wilkes, Office of Medical Assistance Programs (OMAP), and Bonnie Hodgson, Office of Mental Health and Substance Abuse Services, provided an update on the draft D&A EPSDT bulletin recently submitted to OMAP by the Bureau of Drug & Alcohol Programs. The draft bulletin was not accepted in its presented form. The Corrective Action Work Group in the Department of Public Welfare will address issues regarding D&A EPSDT following completion of their work on the comprehensive bulletin. The work group also discussed potential legislative issues to develop with the Government Relations Committee regarding drug and alcohol services for children.

The **County Focused Work Group** met on January 19 to formalize plans for a three-part forum for PCPA members regarding county-provider relationships. This plan will be presented to the Executive Committee for discussion. Members should look for these forums to be held as part of regularly scheduled Association Board Meetings. In addition, the work group completed revisions for a self-assessment tool for providers. The tool will assist providers in determining what level of knowledge they have regarding county issues and politics. PCPA members are welcome to attend the work group meetings, held from 1:00–2:30 p.m. the day prior to PCPA Board Meetings every other month. For more information please contact Kris Ericson at the Association.

The **Drug & Alcohol Committee** met on January 19 and was given updates by several state officials. The committee was especially pleased to have Gene Boyle, Director, Bureau of Drug and Alcohol Programs present and reporting a \$4.8 million increase in the substance abuse block grant. The Pennsylvania Client Placement Criteria (PCPC) has been revised and will be distributed to the field in early March. A workgroup will be started to address the development of an adolescent PCPC shortly. All members are welcome to attend the next meeting on March 16.

The **Mental Health Committee** met on January 19. Karen Kroh,

Department of Public Welfare, provided a report on the Cross-System Licensing Project. Several other state representatives also attended. Committee members were given updates on the Office of Medical Assistance Programs' medication administration billing issue, partial hospitalization and psychiatric rehabilitation. Dale Bomberger from the Office of Mental Health and Substance Abuse Services, Division of Program Standards and Licensing, and Judith McCoy from the Medical Assistance Transportation Program will be invited to present at the March 16, 1999 committee meeting.

The **Mental Retardation Committee** met on January 18. Discussion focused on updates from the various OMR PAC work groups, and initiatives around the state addressing the waiting list and direct care staff salaries. The group formulated ideas for annual conference workshops. The issues of MR forensics was also highlighted. The next meeting is scheduled for March 9 at the Association office.

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LEGISLATIVE  
*updates*

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## Ridge Vetoes Facility Closure Bill

Gov. Ridge signed many bills in the final days of 1998, but one of interest to the MH/MR community wasn't among them: HB 2261. The bill would have required public hearings any time a state mental health or mental retardation facility was slated for a "right-sizing" of 10% or more. In vetoing the measure, which had been part of a package of MH/MR-related bills assembled by Rep. Russ Fairchild (R-Union), Ridge noted that he would sign a similar measure if it raised the point at which hearings would be required to greater than 10%.

## LB&FC Study Due February 3

The Legislative Budget & Finance Committee (LB&FC) is due to issue its report on MH/MR salaries on February 3. The report surveyed agencies across the state and will, hopefully, support calls for increased funding for salaries at the direct care level.

## PA General Assembly Goes Online; Managed Care Bill Available

The Pennsylvania General Assembly is now making legislation available online. The newly unveiled website includes bills, committee assignments, schedules, and current status of bills, and is located at

[www.legis.state.pa.us](http://www.legis.state.pa.us).

PCPA members are encouraged to log on and obtain copies of Act 68, the managed care package that passed last session. The law should be requested under its bill number: S61. Although regulations are not expected to be promulgated for months, members are encouraged to familiarize themselves with the law, particularly its provisions about prompt payment of providers and the filing of grievances.

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BUREAUCRACY  
*briefs*

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## Medicaid Enrollment Shrinks in Southeast PA

Enrollment in Medicaid in the state's southeast region continues to decrease, totaling 16.4% fewer recipients between October 1997 and November 1998. According to the Delaware Valley Healthcare Council, the shrinking numbers can be attributed to the passage of Act 35 (the state's welfare revision bill) and to "recipient confusion over HealthChoices and welfare reform." The Council urges health care providers to inform families enrolled in Medicaid that their children may still be eligible for MA or for CHIP even if parents have lost eligibility.

## OMAP Drafts Bulletin on "Med Check"

PCPA recently received a draft bulletin from the Office of Medical Assistance Programs (OMAP) regarding the new *Medication Management Visit* (often referred to as "Med Check"). Current interpretation of the existing code *Administration and Evaluation of Medication* requires that the provider must actually give medication to the client at the time of the visit. Several letters were sent to the Department of Public Welfare outlining concerns about this interpretation. OMAP has decided to create a new code rather than change the interpretation of the existing code. PCPA sent the OMAP draft bulletin *Medication Management Visit* to members of the D&A Committee, Mental Health Committee and the Executive Committee for comment. Numerous comments were received and PCPA sent a compilation to OMAP. A Department of Public Welfare response is anticipated.

## PCPA Appeals to Secretary Houstoun for Help with D&A Physical Exam Requirement

In a recent letter to Feather Houstoun, Secretary of the Department of Public Welfare, PCPA requested the Secretary's help with Office of Medical Assistance Programs' outdated, and costly physical exam requirement for outpatient drug and alcohol treatment. The Pennsylvania Client Placement Criteria provides the structure for a comprehensive assessment of the client and addresses the degree of direct medical management required. This requirement has become a major access to care problem, especially in HealthChoices.

## **Veritus Sends Out Final Medical Review Policy**

Veritus has published the final local medical review policy for partial hospitalization programs. The policies are dated December 14, 1998 and went into effect January 14. They are, as expected, very similar to drafts seen earlier. PCPA worked to get changes made in these policies, but despite all efforts they remain as stringent as they were originally. If you have not received a copy and would like one, call the Association. PCPA will continue work with national organizations, legislators and other officials regarding these problems with Medicare.

## **HCFA to Send out Further Requirements for CMHCs**

PCPA has been working closely with the Health Care Financing Administration (HCFA) for years in an attempt to determine how they define a community mental health center. In recent conversation with HCFA officials, PCPA learned that HCFA is planning to send out another letter to providers adding to the requirements for providing services "under arrangement." It appears that the new letter will be much more stringent than the original, dated September 8, 1998. The September letter outlined the services that must be provided in order to qualify to participate in the Medicare program, and asked providers to withdraw from the Medicare program if they determined they could not meet the requirements. HCFA staff reported that the new letter would make it simple: either you provide the service directly or you don't. If you do not provide it directly you must withdraw from the program immediately.

## **Substance Abuse Receives \$4.8 Million Increase**

Gene Boyle, Director of the Bureau of Drug and Alcohol Programs (BDAP), recently reported that Substance Abuse has received a \$4.8 million increase in the federal block grant. A final decision regarding the expenditure of these new funds has not yet been made. Mr. Boyle did report that BDAP is considering a new funding formula for the distribution of some of the new money.

## **PCPC Second Edition to Be Released Soon**

The second edition of the Pennsylvania Client Placement Criteria (PCPC) for adults will be released in February. This edition includes a reformatting of the document with emphasis on ease of application with minimal clinical content change. The release of the revised manual will precipitate a revised training effort consisting of an updated training of the trainers in the spring of 1999. A six-hour refresher training of trainers will be presented regionally between February and April 1999. Questions regarding the application and use of the PCPC should be submitted to Terry Stockholm, Division of Treatment, Department of Health, Bureau of Drug and Alcohol Programs, P.O. Box 90, Harrisburg, PA 17108.

## Cross-System Licensing Continues

Karen Kroh, Department of Public Welfare, attended the Mental Health Committee on January 19 and presented on the Pennsylvania Cross-System Licensing Project. This project consists of consolidating regulations as they relate to health and safety issues in the Departments of Health, Public Welfare, and Aging. Legislation is also being developed which would include provisions for a non-expiring license, agency sampling, and partial inspections based on a history of compliance. Initial research has been started on the Adolescent and Adult Day Center (2300) regulations. Meetings with selected stakeholders are planned for this spring, and workgroups will be started in the fall of 1999. For more information, please contact Rebecca Heidenheim at the Association.

## Psychosocial Rehabilitation Draft Regulations Have Arrived

The Office of Mental Health & Substance Abuse Services (OMHSAS) has released the draft regulations for psychosocial rehabilitation, which has clearly been made a priority service for OMHSAS. PCPA will send copies of the draft to members. Comments are imperative, and should be sent to Rebecca Heidenheim at the Association by February 5 for submission to OMHSAS. PCPA representatives have been part of the development process for these draft regulations and will continue to participate as comments from the field are integrated into the final document. Members are encouraged to attend a conference on psychosocial rehabilitation being offered by the Pennsylvania Association of Psychosocial Rehabilitation Services (PAPSRS). This conference is slated for March 9-10 in Harrisburg. For more information on the draft bulletin, or to obtain a copy of the PAPSRS training brochure, please contact Rebecca Heidenheim at the Association.

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## **McBEE UPDATE** Medicare Termination Cost Reports

Any CMHC that de-certifies from the Medicare program as a provider of partial hospitalization services must file a final, termination Cost Report within five months of the de-certification date. Medicare will not grant exceptions to this deadline, except when a “provider’s operations are significantly adversely affected due to extraordinary circumstances over which the provider has no control,” according to the Medicare Provider Reimbursement Manual. An example cited was a flood or fire, although the provider would still need approval from the Health Care Financing Administration.

The termination Cost Report is also the final opportunity for a provider to receive Medicare Reimbursement for all allowable, reimbursable costs. As such, it is imperative that a provider includes all appropriate items, such as Medicare Bad Debts, in this Cost Report.

Please feel free to contact Paul Staloni, Regional Manager, or Steve Kohler, Supervisor, at 717-540-9480 with any questions.

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CHILDREN'S  
*corner*

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## OMAP/OMHSAS Representatives Update EPSDT Draft Bulletin

At the January 19 meeting of the Children’s Committee Sherry Harbaugh, Office of Mental Health and Substance Abuse Services (OMHSAS), and Sharon Wilkes and Rhonda Harris, Office of Medical Assistance Programs (OMAP), provided an update on revisions being made to the draft comprehensive EPSDT bulletin. The Corrective Action Work Group that has been addressing the comments received has completed their work, and forwarded the revised document for internal review in OMHSAS and OMAP. Changes highlighted by OMAP and OMHSAS include:

- References to “short-term time-limited” services have been modified to ensure that services are “medically necessary.”
- Pervasive Developmental Disorder and Autism have explicitly been mentioned as diagnoses for which EPSDT services are appropriate.
- Eliminated the flow chart for initiation and implementation of behavioral health services (Attachment 4B of the draft document).
- Eliminated the TSS weekly schedule.
- Modified qualifications for mobile therapists to more closely match those included in the new mental health professionals’ licensure act passed by the Pennsylvania General Assembly in November

1998.

- Added "Certified Behavior Analysts" as qualified professionals who may provide behavior specialist consultation services.
- Decreased the amount of supervision required, made accommodations for part-time employees.
- Removed the requirement for supervision documentation to be kept in the personnel record of the employee.

OMAP and OMHSAS members will again review changes made to the bulletin at the February 9 Behavioral Health Rehabilitation Services Subcommittee meeting. Committee members who have not replied to the announcement regarding meeting attendance should do so if they are planning to attend. Ms. Harbaugh and Ms. Wilkes were not able to provide a time frame for release of the revised bulletin, but did indicate that it would be soon. An external comment period will be provided.

## Juvenile Justice Concerns Increasing

As noted by the Office of Delinquency and Juvenile Justice Prevention (ODJJP) and newspapers throughout the nation, concerns continue to mount over the increase in incarceration of young offenders, and the seriousness of crimes being committed. Media attention has begun to shift toward addressing the needs behind the behaviors causing youth to be incarcerated, particularly mental health and substance abuse needs. In light of the increasing national focus on juvenile justice issues, PCPA has convened a task force to determine in what activities the Association should engage to address these issues. Persons interested in these issues should contact Kris Ericson at PCPA for more information.

## Personnel Update

June Cairns, PhD, Executive Director for The Children, Youth and Family Consortium (CYFC) in Philadelphia, resigned after 6 years, effective January 19. Cairns accepted a position as Executive Director of United Communities of Southeast Philadelphia, a settlement house with roots back to 1847. Dr. Cairns was instrumental in developing coalition relationships between CYFC and PCPA

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VALUABLE  
*resources*

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*Pennsylvania Report* is a weekly newsletter of insider political information. The newsletter is edited by Albert Neri, who is also the Harrisburg correspondent for the Erie Times. *Pennsylvania Report* provides gossip, facts, analyses, and predictions in a well-written and concise format. A must read for all political junkies. For subscription information call 717-238-1222.

The MH/MR Administrators Association of Pennsylvania maintains a listserv for persons interested in MH/MR issues. In addition to a weekly newsletter, members on the listserv receive daily information and articles on relevant topics. Membership is free by request to [martjim@aol.com](mailto:martjim@aol.com).

*PND News Briefs* is a daily news summary e-mailed by *Physicians News Digest*, the "house organ" for the PA Medical Society. The *News Briefs* come in western and southeastern editions, and usually spotlight the top three health-related stories of the day, plus provide links to other top stories. To be added to this service, e-mail [jbarg@physiciansnews.com](mailto:jbarg@physiciansnews.com)

The *Mental Health WEB Directory* is a good place to start when searching for mental health information for professionals, consumers and advocates: [www.mental-health-matters.com](http://www.mental-health-matters.com).

## PAPSRS Psych Rehab Training Slated for March

The Pennsylvania Association of Psychosocial Rehabilitation Services (PAPSRS) will be offering a two-day training conference designed to help organizations, practitioners, and advocates prepare for the increased role of Psychiatric Rehabilitation Services in the evolving Behavioral Healthcare environment. The conference is slated for March 9–10 at the Grantville Holiday Inn. Brochures will be mailed in early February.

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IT'S  
*classifieds*

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**Scranton Counseling Center**, a part of the Community Medical Center Healthcare System is seeking an **Executive Director**. The Healthcare System provides comprehensive care from wellness programs through long-term care. Facilities include an acute care, 313-bed hospital (Community Medical Center). The comprehensive Behavioral Healthcare System is inclusive of inpatient services and a full range of ambulatory care for all ages. Candidate must possess a graduate degree and 10 years of progressive Behavioral Health experience. Position reports to a governing Board of Directors at Scranton Counseling Center and is a member of the Senior Management team at Community Medical Center Healthcare System, reporting to the President and CEO. We offer a competitive salary and attractive flexible benefits package. To express your interest please submit your resume to: Human Resources, CMCHS, 1800 Mulberry Street, Scranton, PA, 18510 or FAX to 570-969-8640. We are an equal opportunity employer.

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## CONFERENCES *trainings*

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| February 17, 1999    | <i>Cultural Diversity.</i> The Sheraton Inn, Harrisburg. Cost \$45. Call Riverside Associates at 717-238-6880 for information.   |
| February 17, 1999    | <i>Employment Status of Client/Workers in Rehabilitation Programs.</i> Capital Area Intermediate Unit, Summerdale, PA. Call Pennsylvania Association of Rehabilitation Facilities at 717-657-7608 for information.   |
| February 18, 1999    | <i>Who Will Be There? Supporting Individuals with Disabilities in Building Community Relationships.</i> The Sheraton Inn, Harrisburg. Cost: \$45. Call Riverside Associates at 717-238-6880 for information.   |
| February 24, 1999    | <i>Motivational Supports for Human Service Staff.</i> The Sheraton Inn, Harrisburg. Cost: \$45. Call Riverside Associates at 717-238-6880 for information.   |
| February 24-26, 1999 | <i>Child and Adolescent Treatment Conference.</i> Shawnee Inn and Resort, Shawnee on the Delaware, PA. For information call MCP Hahnemann Behavioral Healthcare Education at 215-842-4380.   |
| March 9–10, 1999     | <i>Ready, Set, Psych Rehab.</i> The Grantville Holiday Inn, Grantville, PA. Sponsored by PASPRS. For more information, call Kathy at 717-657-7608, ext. 259.   |
| April 6–9, 1999      | <i>A CASSP Carnival: Celebrating the Diversity of Pennsylvania's System of Care for Children, Adolescents and Their Families.</i> 13th Annual Children's Interagency Conference. The Penn Stater Conference Center Hotel, State College, PA. Call the CASSP Training and Technical Assistance Institute at 717-232-3125 for further information. |
| April 27–29, 1999    | <i>Mental Illness and Substance Abuse Conference.</i> Wyndham Hotel, Philadelphia, PA. Call MCP Hahnemann Behavioral Healthcare Education for information at 215-842-4380.   |
| June 1–4, 1999       | <i>Creating Possibilities: The Difference Social Role Valorization Makes.</i> Boston University Charles River Campus, Cambridge, MA. Call  |

June 16–19, 1999

The Consortium at 413-536-2401.

*Celebrating Diversity: Supporting One Another.*  
The 11th Annual Pennsylvania Statewide  
Consumer Conference. Marriott City Center,  
Pittsburgh, PA. For information contact the  
Pennsylvania Mental Health Consumers'  
Association at 717-564-4930.

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