



ALCOHOL, DRUG & MENTAL HEALTH SERVICES
DON KINGDON, PhD, INTERIM DIRECTOR

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Dear BHCS Managers and Directors:

I wanted to take this time to send out to you our revised organizational chart for our department. As many of you know, we have been operating for some time without an updated organizational chart. As a first order of business in my role as Interim Behavioral Health Director, I wanted to ensure we established an organizational chart and have it disseminated. An organizational chart is an important tool to both give a visual overview of our departmental structure and to enhance understanding of roles and responsibilities.

I understand from those of you who participated in the Strategic Mapping sessions that understanding authority and decision making was the number one request from the BHCS management group. This new chart is intended to clarify the important role that department directors and their direct reports play in the oversight of operations and decision making for their respective systems.

Here are some highlights of changes in our organizational structure:

- The chart has been divided, with the left side representing programs and clinical oversight and the right side representing our administrative, financial and support functions. Efficient interaction between these functions is integral to our success as a behavioral health provider and administrator.
- The Deputy Director will provide department-wide oversight of operations including the clinical and administrative functions and will assure that these important functions are integrated and in full compliance with county, state and federal requirements.
- We will be integrating the older adult and transitional-age youth target population subsystems under a director of adult systems and a director of youth systems. The two systems will now be "Children and Young Adult System of Care" and "Adult and Older Adult System of Care."
- The Housing department will report to both BHCS and to our Health Care Services Agency. This is in recognition of the critical role housing will play in HCSA implementation of Whole Person Care and the importance of coordination across systems to maintain adequate housing resources for our communities.

As Interim Behavioral Health Director, I am keenly aware of the importance of diversity in leadership to assure that we successfully address the behavioral health needs of our diverse communities. During my tenure as interim I am committed to addressing this issue both in the short term and in the long term, after I have completed my appointment. I welcome input and suggestions as to how to accomplish this short- and long-term goal. I will be turning to those in the department and the community who will offer constructive suggestions and resources to assure that diversity is a consideration in all of our program and service delivery system development efforts.

I have been in the mental health field for more than 30 years in both the public and private sectors, and I have never experienced the level of uncertainty and change that we are facing today. The only way through this time as far as I can see is to follow the sage advice of a very smart woman, "Stronger Together." We owe this to the beneficiaries who rely on us for treatment and support.

Sincerely,

Don Kingdon, PhD
Interim Behavioral Health Director

