



a place of help and hope for people facing addiction and mental health challenges

PROJECT DESCRIPTION

The Virtue Center proposes to discourage and prevent opioid use and dependency as well as lower opioid deaths in Norman and prevent them from occurring through a multi-strategic approach: Education, Harm Reduction, Evidence-Based Treatment and Recovery Support.

As a non-profit outpatient treatment center that provides help and hope for people facing addiction and mental health challenges, we are proposing to assist in this effort by:

- Initiating a free education and awareness program for approximately 500 community members and leaders at large annually.
- Expanding outpatient treatment services by providing specialized treatment for adolescents and adults whose primary addiction is opiates. We expect to serve approximately 100 people who complete their treatment plan.
- Supplementing outpatient treatment services by training therapists in evidenced-based treatment modalities to provide additional options for treatment for substance use disorders and mental health disorders. Five therapists will be trained in Cognitive Behavioral Therapy (CBT) and Dialectical Behavioral Therapy (DBT). The Virtue Center provides services to more than 1,000 people annually.

EDUCATION

The free education program will be open to the community to provide vital information about opioid use and dependency; how it impacts the individual as well as the community; the role of fentanyl in the problem; and prevention and intervention solutions. We will provide the program at least once per month to reach approximately 500 community members and leaders annually. Incentives such as food and gift cards will be utilized to engage participation. The program will be provided on-site at our agency and through other sites around Norman to encourage participation and reduce barriers. The Virtue Center will participate in health fairs, festivals, and other community events to distribute information, Naloxone and Fentanyl testing strips. A social media campaign will be developed and implemented.

It is also important that we educate all our clients regarding Fentanyl. While Fentanyl may not be the person's primary drug of choice, they are at risk to exposure as this substance is being mixed in with other drugs by drug dealers and suppliers. Recently, we had a heartbroken client whose father passed away from an overdose of Fentanyl. He had not purposely used Fentanyl, but it was mixed in with his primary drug of choice. The Virtue Center will provide a specific education regarding opiates to all its clients.

EVIDENCE-BASED TREATMENT/RECOVERY SUPPORT AND HARM REDUCTION



The expansion of outpatient treatment services for specialized treatment for opiates will entail the development of a treatment plan specific to opiate addiction to include individual therapy, group therapy, family therapy, education, peer recovery support and case management. It is crucial to include Medicaid Assisted Treatment (MAT) as part of a comprehensive treatment plan. We partnered with the OSU National Center for Wellness and Recovery to provide virtual services until last fall and currently have a business agreement to bring the program back on site. In addition, we have a partnership with OU Health Sciences for their internship program for Nurse Practitioners who are attaining their behavioral health certification. The funding will let us treat opiate use more comprehensively. On-going clinical training is critical to be able to provide the best possible services. Opioid use disorders encompass numerous social, biological, and psychological factors. Due to this complexity— and the natural complexity of all human beings— fully understanding and accounting for all these factors in an overdose prevention effort is a significant challenge. Use of evidenced-based modalities such as CBT and DBT allows treatment providers to meet people where they are, which emphasizes compassion and a non-judgmental approach towards those in crisis. We also acknowledge that people are in different stages of their addiction and behaviors change. Although one may not be ready or unable to be in total abstinence, it may be feasible and beneficial to learn and practice harm reduction which results in reducing the spread of infectious disease, lowering overdose risk, and improving overall physical or mental health. Focusing on behavioral change with CBT and DBT modalities to practice these measures are desirable and necessary. Current outpatient treatment services will be supplemented by providing training and certification in evidence-based treatment modalities for our therapists.

1. Requested Amount of Funding:
The Virtue Center is requesting \$190,000.

2. Description of Anticipated Effect of Program in Norman, including how it might enhance already ongoing efforts to address opioid use.

Awareness and education are key factors in addressing opioid use. By creating a community wide effort to understand opiate addiction; the consequences including death; treatment options and other solutions, the partnered efforts are strengthened to reduce deaths. Knowledge is power and is a prevention strategy.



The awareness and distribution of Naloxone and Fentanyl testing strips and harm reduction effort are critical. The administration of Naloxone when someone has overdosed gives them the chance to survive and get medical assistance so that they can live to get the treatment help needed for their disease. Unfortunately, we believe Naloxone should be in everyone's first aid kit.

Expanding evidence-based treatment service to provide specialized treatment for opiate disorders is a crucial aspect of resolving this devastating issue. By treating the disease with quality services and cutting-edge treatment modalities, lives are saved. Beyond that, lives are transformed, and people become who they truly are and who they are meant to be which are productive, healthy citizens in our community. While opiate disorder can be in remission, addiction is a chronic disease so continued support in the community and through aftercare treatment services, people will succeed in their recovery.

3. Approved Purpose – Please indicate which approved purpose the program or service will be fulfilling.

The Virtue Center programs and services will be fulfilling the following approved purposes:

- expand the availability of treatment for individuals affected by opioid use disorders, co-occurring substance use disorders and mental health issues,
- develop, promote and provide evidence-based opioid use prevention strategies,
- provide opioid use disorder and co-occurring substance use disorder avoidance and awareness education,
- support recovery from addiction services performed by qualified and appropriately licensed providers,
- treat opioid use, abuse and disorders including early intervention screening, counseling and support,
- support individuals in treatment and recovery from opioid use, abuse and disorder, provide programs or services to connect individuals with opioid use, abuse or disorder, or who are at risk of developing opioid use disorder, co-occurring substance use disorder and mental health issues, with treatment and counseling programs and services,
- address the needs of individuals who are involved, or who are at risk of becoming involved, in the criminal justice system due to opioid use, abuse or disorder through programs or services in municipal and county criminal judicial systems including pre-arrest and post-arrest diversion programs, pretrial services and drug or recovery courts,



address the needs of pregnant or parenting women with opioid use, abuse or disorder and their families,

- support efforts to prevent or reduce overdose deaths or other opioid-related harms including through increased availability and distribution of naloxone and other drugs that treat overdoses for use by first responders, persons who have experienced an overdose event, families, schools, community-based service providers, social workers and other members of the public,
- support education of youths regarding the dangers of opioid use, abuse and addiction,
- fund training relative to any approved purpose.

4. Use of Funds – Please identify what portion of the fund will be for indirect costs, including expenses of doing business that are not readily identified with a particular activity, but are necessary for the general operation and performance of the project.

The Virtue Center has budgeted 4.5% of the funds to be used towards indirect costs. The indirect costs will cover a small portion of the executive director, chief operations officer, and development director. The positions provide oversight of the grant and marketing, accounting/payroll, and supervision of key staff members. The indirect costs cover a portion of our customer relations manager who answers the phone, schedules appointments, and handles other customer-related tasks. In addition, the indirect costs cover a portion of building maintenance and repairs.

5. Budget – Please attach a budget with line-item details.
Budget is attached below.

6. Timelines and Benchmarks – Please provide a timeline for completing the proposed project and any benchmarks or interim goals used to measure progress.

Month 1: Social Media Campaign is developed and implemented. Planning and marketing begin for monthly education series. Specialty programs are developed and marketed.

Month 2: Initial Education series is conducted, and sessions are set for the year. Specialty program is implemented. Data is collected from participants.



Month 3-Month 12: Services and monthly education continues. Data continues to be collected, and outcome measures are reviewed quarterly.

Month 13: The results of outcome measures are put in a final report for the year and shared with partners and the community.

7. List of key staff who will be responsible for the project and what role each staff person will play and their experience. Resumes of key staff should be attached.

Connie Branch is the Clinical Director and will provide oversight over the clinical programs. Connie will provide direct supervision of the Program Director. She will also provide services. Connie is a Licensed Alcohol/Drug Counselor with a specialty in Mental Health (LADC/MH). She has been with The Virtue Center for 10 years.

Alayna Smith is the Program Director with a specialty in family and serves as our domestic violence liaison. She will provide direct supervision of case managers and therapists and services. Alayna is a Licensed Professional Counselor (LPC) and has been with The Virtue Center for 6 years.

Lori Pace is a therapist and a Licensed Professional Counselor (LPC). Lori has been with The Virtue Center for 1 ½ years but has 14 years' experience in the mental health field. She will provide direct services.

Sarah West is a therapist specializing in court treatment services and a Licensed Professional Counselor (LPC). Sarah has been with The Virtue Center for almost 7 years. She will provide direct services.

Ricki Hoover is a therapist specializing in court treatment services with a Master of Social Work (MSW). She has been with The Virtue Center for two years and will provide direct services.

All 5 clinical team members will receive specialty training.

Caleb Klusmeyer is the business development manager. He will coordinate the community education efforts. Caleb is certified as Case Manager I and a Peer Recovery Support Specialist and has been employed with The Virtue Center for 6 years. Caleb has found inspiration and passion for this work from his own 9-year recovery from opiates.



Resumes are attached below.

8. Relevant Experience with Similar Projects

Since 1972, The Virtue Center has provided quality outpatient treatment services to individuals and families struggling with substance use disorders, mental health challenges and problem gambling. We partner with many other agencies and entities to provide the most effective services. The Norman Public School District, Department of Human Services, City of Norman, Cleveland County District Attorney's office, The University of Oklahoma, Central Oklahoma Community Mental Health Center, and Cleveland County Health Department are a few of our partners. In 1975, the Oklahoma Department of Mental Health and Substance Abuse Services contracted with our agency as the first state-funded outpatient treatment center in Oklahoma.

The Virtue Center is certified with distinction and funded for outpatient substance abuse, co-occurring mental health disorders and gambling treatment services by the Oklahoma Department of Mental Health and Substance Abuse Services. In September 2023, we achieved a national accreditation for behavioral health from the oldest accrediting entity in the country, The Joint Commission.

The Virtue Center serves as a hub for distributing free Naloxone and Fentanyl testing strips for clients who use opiates, concerned family members and the community at large. The Virtue Center is a leader in Oklahoma for treatment of addiction and related mental health challenges. We continually advocate for policies to improve services for our clients while providing the best level of care for those on the journey to recovery.

Over the years, we have successfully attained grants to improve and expand services from the city, state and federal organizations. As a United Way of Norman partner agency since 1973, we are required to have outcome measures for which we have successfully met or exceeded. In working with the Oklahoma Department of Mental Health & Substance Abuse Services, the services The Virtue Center provides are required to reach certain outcome measures to maintain and attain additional funding for which we have been successful. Both partners have required us to use evidence-based programs and practices for many years.

9. Program Assessment – Please describe how you will assess the program's success.





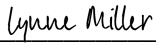
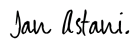
- a. The Virtue Center will administer pre and post surveys for education to measure increase in knowledge. We will track the distribution of Naloxone.
- b. The Virtue Center will administer quarterly surveys to clients in the program to determine the following:
 - i. Elimination or reduction of opiate use
 - ii. Increased understanding of the dangers of opiate use
 - iii. Improvement of coping skills
 - iv. Improvement of family relationships
 - v. Improvement in employment/school
 - vi. Improvement in making positive life changes
 - vii. Reduction in Homelessness
 - viii. Reduction in Arrests
- c. The Virtue Center will track Medication Assisted Treatment statistics through our electronic health records. This includes urine analysis tests, days of sobriety and determining goal outcomes and progress.

10. Evidence Base for Proposed Project – Projects should be classified as either “Evidence Based” or “Evidence Informed”. Definitions are provided below.

- a. • “Evidence-Based” means the project’s approach emphasizes the practical application of findings of the best available research related to the treatment of opioid-use disorders and the deterrence of opioid use.
- b. • “Evidence-Informed” means the project’s approach blends knowledge from the best available research, practice, and people experiencing the practice, as well as understanding the strengths and limitations of available research on opioid use disorders and the deterrence of opioid use.

Per Substance Abuse and Mental Health Services Administration (SAMHSA) guidelines and Center for Disease Control and Prevention (CDC)

The project will utilize Evidence-Based practices including CBT, DBT and group therapy. In addition, MAT is a vital, evidence-based component of opiate specific treatment as well as the distribution of Naloxone.

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Board President	Date
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Board Secretary	Date

CONNIE BRANCH

15300 S Pennsylvania Ave
Oklahoma City, OK 73170

Telephone: (405) 412-7033

Email: Connie_Branch@yahoo.com

EMPLOYMENT HISTORY:

12/2014-Current

Licensed Alcohol & Drug Counselor/Mental Health (LADC/MH)

The Virtue Center FKA NAIC

Norman, OK

6/2022-Current: Clinical Director

- Ensure services are delivered in a manner consistent with agency policy, contracts, statutes and best practices
- Prepared ODMHSAS Recertification that resulted in agency three-year certification with distinction
- Oversee clinical team services, programs, and maintain direct service productivity
- Ensure internal audits, supervision, and observations are conducted and improvements made as needed
- Maintain client and employee satisfaction, best interest ethically and provide safe environment
- Provide a high level of visibility, relevance and prestige for agency through managing outreach and community partnerships

3/2020-5/2022 Senior Program Director

The Virtue Center FKA NAIC

- Responsible for the supervision of Six Clinicians (LPC, LMSW, LADC-MH), PRSS, ADSAC Assessor and Facilitator
- Certified Alcohol and Drug Substance Abuse Course (ADSAC) Assessor
- ADSAC Program Supervisor
- Management of the OKDMHSAS contracts and programs for Adolescent services, McClain County Adult Drug Court & Offender Screenings, Cleveland County Juvenile Drug Court, Cleveland County Family Drug Court, ADSAC program
- Direct adult & adolescent substance abuse treatment with co-occurring services
- Identifies substance abuse and mental health diagnosis criteria as defined by the DSM 5, in compliance with OKDMHSAS criteria for treatment levels
- Referral collaboration with Cleveland and McClain County Drug Courts & Department of Human Services (child welfare), Office of Juvenile Affairs, Juvenile Municipal Courts, Norman Public Schools, TANF, and Probation & Parole
- Adult & adolescent treatment services include individual, family, and group utilizing Cognitive behavioral Therapy (CBT), Motivational Interviewing, and Client Centered Therapy
- Perform adult & adolescent substance abuse intakes/screenings, assessments, treatment plans, bio-psycho-social, case management, ASAM and ODASL
- Client advocacy includes providing psychoeducation, case management, resources, and referrals (mental health services, MAT, safety, crisis, employment, housing, independent living, transportation, residential, Oxford/independent/sober living, Domestic Violence)
- Oversee and maintain staff productivity levels and incentive requirements
- Serves as a member of the Leadership Team, which includes visionary development of the agency and strategic planning
- Interviewing, hiring, and training new clinical employees and interns
- Provides compliance management of client charts for contract requirement audits

- Maintain and ensure services are delivered and documented in a manner consistent with ODMHSAS, Medicaid and agency policies and procedures, contracts, statutes, and best practices in a timely manner
- Completion of semi-annual and annual Employee Performance Appraisals
- Provide leadership to treatment program in adherence to federal and state laws, agency regulations and professional standards of ethical conduct
- Model values and behaviors involving knowledge of counseling practices, knowledge of and adherence to regulations and provision of quality services
- Identifies treatment concerns to be addressed based on screenings/assessments and client input
- Submits reports to referring agencies/entities/individuals as designated through Consents for Release of Information by clients
- Maintains all files/records in compliance with TVC, ODMHSAS and Medicaid requirements, policies and procedures
- Completes continuous review and monitoring of assigned programs/contracts to ensure maximum billing and fiscally sound programs
- Maintains external relationships in specialty area and attends related external meetings
- Ensures program's achievements of monthly quotas as set by Associate Director of Services

1/2017-2/2020 Youth & Family Programs Director

NAIC

- Supervisor of Peer Support Specialist (PRSS), Adolescent Specialty Grant Coordinator, Family Drug Court Therapist, Juvenile Drug Court Program Specialist Therapist
- Continually maintain knowledge of fiscal performance of programs in specialist area
- Maintain billing at 90 to 110 percent of contracted amount in specialist area, advise Associate Director of utilizations outside this range and work with Associate Director to form plans of action
- Maintains all files/records and completes documentation required by and in compliance with the Oklahoma Department of Mental Health and Substance Abuse Services, OKHCA and NAIC policies and procedures.
- Ensure CDC is submitted according to accreditation and billing timelines.
- Ensures each consumer's treatment plan complies with all accreditation and internal standards.
- Ensures each consumer's treatment plan complies with all accreditation and internal standards.
- Provides continuous feedback to employees using specific terms regarding work performance
- Conducts mid-year review and annual performance appraisals according to policy
- Helps employees identify areas of strength and areas for development
- Instructs and demonstrates ways that employees may improve performance or gain new skills
- Encourages feedback from employees regarding performance management
- Ensures duties and responsibilities of STREET grant coordinator are fulfilled by requirements of the grant
- Management of SAMHSA STREET grant obligations, data, invoices, and correspondence are fulfilled timely

12/2014-12/2016: Adolescent Services Program Coordinator**NAIC**

- Responsible for all adolescent and family co-occurring treatment services
- Facilitates intake, assessment, and professional counseling for adolescents with problems related to substance abuse and co-occurring conditions
- Knowledge expert in adolescent programs, to include Juvenile Drug Court (JDC)
- Expert knowledge in the rules, regulations, laws, and requirements that pertain to the Juvenile Drug Court
- Knowledge of contractual status, SOWs and billing procedures for the Juvenile Drug Court
- Completion of timely treatment plans and discharges
- Adequate referrals to inpatient treatment or other supportive services to meet consumer needs
- Conducts individual, group, and family counseling session
- Completes all documentation for services rendered including, but not limited to, progress notes, Client Data Core documentation according to ODMHSAS requirements, and agency policies and procedures
- Ensures utilization from current professional research literature to enhance delivery of relevant and effective services including appropriate diagnosis, placement of clients in least restrictive levels of care, individualized treatment, culture, disabilities, age, prescribed medications and/or medication needs, development of safety plans, development of and linkage to community supports, and co-occurring disorders.

10/2011-6/2014**Behavioral Health Rehab Specialist/Case Manager II****Oklahoma City, OK**

- Identify positive and negative skills and assist client on application for self-improvement
- Redirect and apply alternate methods to control anger management
- Client assessment, education, awareness, and support for behavioral management
- Bullying prevention awareness, education, and training
- Social services advocate (mental/physical abuse, neglect, trauma, mental illness, substance abuse)
- Identification of adults and children being abused and offer of resources, coping skills and support
- Positive coping skills integration and training
- Redirect and manage behavioral health for children (age 5-18)
- Teach and identify basic life skill needs such as hygiene, socialization, self-esteem, self-awareness, problem-solving, coping skills, anger management, self-worth, and boundaries
- Basic knowledge of child and adolescent developmental knowledge; application of life skills
- Application of crises intervention, aggressive behavior management and verbal de-escalation
- Redirection of peer confrontation, pressure, provoking, and socialization
- Adult and child mentoring and skill integrating
- Assist in enhancing communication skills; reinforce positive effort management
- Provide behavioral techniques and teach skills to clients
- Identify development levels of children and provide additional resources for learning
- Skilled at listening and intervening problems of abuse identified by the client
- Recommend alternate solutions and resources to problems and abuse

10/1997-9/2011
Paralegal/Case Manager

CompSource OK, Devon Energy
FL; OK

- High volume case management: medical malpractice, product liability, personal injury, and workers compensation
- Drafted petitions, motions, trial briefs, mediation statements and discovery requests
- Interviewed and prepared witnesses for trial testimony
- Composed departmental monthly management report
- Developed procedures to minimize errors in payment and invoice distribution
- Developed templates and process to decrease Agreement and Amendment cycle time
- Managed oil & gas corporate invoicing

1987-1997
Aerospace Control and Warning Systems Specialist

United States Air Force

- Provide radar control and monitoring of air weapons during offensive and defensive air operations

EDUCATION:

12/2014 **Mid-America Christian University Oklahoma City, OK**

Master of Science in Counseling - Addictions and Substance Abuse

7/2012 **Oklahoma City University Oklahoma City, OK**

Masters of Education-Applied Behavioral Studies

12/2010 **Oklahoma City University Oklahoma City, OK**

Bachelor of Science-Applied Behavioral Studies

12/1999 **Gulf Coast Community College Panama City, FL**

Associate Degree -Paralegal/Legal Assistant

CERTIFICATIONS/TRAININGS:

6/2022 Peer-Recovery Support Specialist (PRSS) certification
 12/2020 Advanced ASI /ASAM Training
 10/2020 Ohio Risk Assessment System Community Supervision Tool
 7/2020 Foundational Cognitive Behavioral Therapy Training
 9/2019 Teen-Addiction Severity Index (T-ASI)
 10/2018 Domestic Violence training
 9/2017 Adolescent Community Reinforcement Approach (A-CRA) Certification
 5/2017 Alcohol and Drug Substance Abuse Course (ADSAC) Assessor
 2/2017 ASAM Criteria for Addictive, Substance-Related, and Co-Occurring Conditions
 12/2017 Peer-Recovery Support Specialist (PRSS) Supervisory Training
 9/2015 Global Appraisal of Individual Needs administration (GAIN-I)
 2015 Celebrating Families
 8/2015 Seeking Safety

Alayna Smith

LICENSED PROFESSIONAL COUNSELOR

Moore, OK | 405-740-4270 | alaynamcornelius@yahoo.com

Experience

Program Director- The Virtue Center 2022 - Present

- Provides outpatient substance abuse therapeutic services and maintains appropriate documentation
- Supervises therapists and case managers
- Manages several programs including Cleveland County Family Drug Court, DHS referrals, Case Management program, Misdemeanor Recovery Court, and McClain County Treatment Court
- Develops and maintains healthy working relationships with clients, staff, and community partners
- Problem-solves billing-related issues to ensure timely reimbursement for services and completes letters of collaboration as needed
- Completes agency-wide chart audits and supervision observations to ensure quality of services, appropriateness of treatment plans, and appropriate documentation of services
- Trains staff regarding maintaining appropriate documentation, treatment planning, and utilization of services based on clients' levels of care/prior authorization levels
- Acts as the Domestic Violence liaison for the agency

Child Welfare Program Specialist- The Virtue Center 2020 - 2022

- Provided outpatient substance abuse therapeutic services according to best practices and contractual requirements with a focus on clients involved with The Department of Human Services
- Served as the treatment provider for Cleveland County Family Drug Court

General Therapist- The Virtue Center 2018 – 2020

- Provided outpatient substance abuse therapeutic services according to best practices and contractual requirements for ODMHSAS/Medicaid. Services included screening, assessment, case management, treatment planning, individual therapy/rehab, group therapy/rehab, and crisis intervention.
- Maintained documentation of services in accordance with agency policies and ODMHSAS/Medicaid contracts

Practicum Student- The Virtue Center 2017 – 2018

- Completed clinical and administrative tasks under the supervision of a licensed therapist
- Attended professional trainings to develop clinical skills

Licensure & Certifications

Licensed Professional Counselor April 2020 to Present

LPC Under supervision from 2018 to 2020

Addiction Severity Index

Teen Addiction Severity Index

ASAM

Certified Gambling Counselor Under Supervision

Peer Recovery Support Specialist

Education

East Central University, Master of Science in Psychological Services 2017

GPA: 4.0

East Central University, Bachelor of Science in Psychology 2014

Minor: Sociology

GPA: 3.95

High Academic Achievement

University Scholastic Honors

Skills

- Time management
- Problem solving
- Strong written and verbal communication
- Proficient in MS Word
- Knowledge of theory and practical skills in treatment of substance abuse and co-occurring mental health disorders
- Treatment planning
- Ability to work well independently and collaboratively
- Knowledge of Medicaid requirements

LORI PACE, MHR, LPC

2007 Twisted Oak Circle

Norman, OK. 73071

(405) 409-010

loripace31@yahoo.com

SUMMARY OF QUALIFICATIONS

- Evidenced ability to work with individuals and community partners
- Traditionally trained problem solving and counseling skills
- Committed to bringing about real and practical results in people's lives
- Certified Therapeutic Crisis Intervention Trainer

EDUCATION

University of Oklahoma

Masters of Clinical Mental Health Counselor, Human Relations, LPC

Bachelor of Arts in Sociology, Minor in Psychology

First Generation College Graduate (Honors)

PROFESSIONAL EXPERIENCE

The Virtue Center

LPC Treatment Court Specialist

08/2023- Present

- Performs screenings/assessments with potential new clients and/or their family members; identifies treatment issues to be addressed based on screenings/assessments and client input.
- Formulates treatment plan with client's participation, including Medicaid treatment plans with eligible clients. Completes treatment plan updates with client's participation by specified deadline for all client treatment plans including Medicaid Treatment Plan Medicaid Treatment Plans/Updates within specified time frame.
- Makes referrals to inpatient treatment or other supportive services to meet client needs on an ongoing basis. Conducts individual, group, and family counseling sessions. Completes all documentation for services rendered including, but not limited to, progress notes, data cores, and service sheets according to ODMHSAS contracts, Medicaid contracts, , and NAIC policies and procedures

Community Works

Intensive Treatment Therapist

05/2021- 8/2022

- Provide short-term residential crisis stabilization service to children in Department of Human Services custody with the goal of preventing admission of children into acute or residential psychiatric facilities
- Assess residents' health, social behavioral needs and develop programs and methods to provide support and guidance
- Maintain thorough resident records that details intake, behavioral and social issues and other pertinent patient information
- Work with teams to ensure residents receive the best quality of life while demonstrating unconditional positive regard

Strategic Resources, INC.

Tinker Air Force Base

Military Family and Life Counselor

05/2020-5/2021

- Provided face to face non-medical counseling to military service members and their families to help address adjustment issues related to deployment, fear, grief and loss
- Developed and/or use approved training and educational program material as well as participate in regular in-service training
- Provided tracking of services performed and referrals made using appropriate reporting systems while maintaining service members confidentiality
- Establish and maintain working relationships with community resources and provide appropriate referrals to active-duty soldiers

Central Oklahoma Community Mental Health Center

Mental Health Court Coordinator/ Liaison

11/2011-2/2020

- Coordinated services for observers thru graduation in all aspects of the Anna McBride program including medication, case management, individual and therapy groups
- Unified the completion of the application process for prospective participants including gathering of application materials and communicating with attorneys, assessment professionals, probation officers and other stakeholders
- Acted as the agency liaison by building and maintaining community relationships and oversaw communication and coordinated efforts between two or more entities
- Mentored new Mental Health Court programs in Oklahoma with focus on the roles and responsibilities of the core Mental Health Court team members, identifying ethical issues and developing approaches for handling conflict within the team

NorthCare

Certified Behavioral Health Case Manager II

03/2009-11/2011

- Provided ongoing support and comprehensive assessments of patients needs, developed individual treatment plans and assisted with establishing consumer goals
- Supervised other team members in the Project for Assisting in Transition from Homelessness program (PATH) and provided in-service trainings and promoted staff development to ensure staff have core competencies
- Assisted with establishing consumer goals while maintaining accurate documentation of services objectives and outcomes
- Utilized knowledge of the local community to assist clients with navigating social service organizations and public agencies

Oklahoma City Community College

Campus Security

06/2004-12/2007

- Exhibited excellent judgment, courtesy and fairness while interacting with the public
- Responded to emergencies and prepared in-depth reports in a timely manner
- Performed foot and vehicle patrols on campus to monitor, investigate disturbances and maintained order during events
- Demonstrated outstanding communication skills and problem-solving abilities while protecting the welfare of students and staff members

Ricki Hoover, LMSW

(405) 321-0022 ext. 211

rhoover@thevirtuecenter.org

EDUCATION

University of Oklahoma, Norman, OK —

Master of Social Work May 2021

4.0 GPA

University of Oklahoma, Norman, OK —

Bachelor of Social Work May 2020

3.84 GPA

Minors: Psychology and Music

Rose State College, Midwest City, OK —

Associate Degree in Social Work

December 2017

Honor Roll

EXPERIENCE

The Virtue Center- Therapist/Treatment Court Specialist

February 2022- Present

- Assess, diagnose, and treat mental health disorders
- Provide therapy interventions for individuals, couples, and groups
- Collaborate with Cleveland County Treatment Court team and act as treatment specialist for multidisciplinary team

Oklahoma City VA Healthcare System, Oklahoma City, OK — Social Worker for the Psychiatric Inpatient Unit

August 2021 - February 2022

- Collaborated with psychiatrists, social workers, occupational and physical therapists, and pharmacists to create Master Treatment Plans for Veteran recovery
- Created and facilitated therapeutic, psychoeducational groups to teach mindfulness practices for healthy coping skills
- Provided active listening and therapeutic support for Veterans in recovery
- Fielded high quality case management and appropriate resources for continued veteran recovery

Grace Skilled Nursing and Therapy, Norman, OK — Social Work Intern

October 2019 – May 2020

- Provided psychosocial support and case management
- Collaborated in an interdisciplinary team approach to create client interventions
- Assessed and accurately documented client needs and progress
- Developed and launched a group therapy intervention to treat depression

SKILLS

Active Listening

Verbal and Written Communication

Time Management

Team Building

Leadership

Customer Service

Certified in Screening, Brief Intervention and Referral to Treatment (SBIRT)

Certified in Cognitive Processing Therapy

AWARDS

Employee of the Quarter

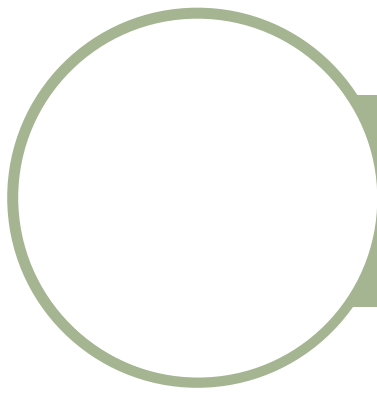
President's Honor Roll 4.0 GPA

Dean's Honor Roll

3.00 + GPA

Phi Alpha Honor Society

Social Work student, 3.25 + GPA



SARAH WEST, LPC

THERAPIST | TREATMENT COURT SPECIALIST

EDUCATION

MASTER OF EDUCATION

• MAY 2017 •

UNIVERSITY OF OKLAHOMA

Practicum experience at
the Number Nyne Crisis
Hotline.

BACHELOR OF ARTS- PSYCHOLOGY •

DECEMBER 2014 •

UNIVERSITY OF OKLAHOMA

Practicum experience at
Catholic Charities of
OKC.

VOLUNTEER EXPERIENCE & LEADERSHIP

Supervised 7 master's
level clinical interns
preparing to start their
careers in counseling,
providing feedback on
their skill and
professional
development.

EXPERIENCE

The Virtue Center, 2017 to present:

All specialty court roles include the following:

Attend court and staffing to communicate treatment progress with the multidisciplinary court team. Educate team members about the tenants of behavior change, how substance abuse and complex trauma change one's level of functioning, and how to make effective, person-centered interventions to achieve behavior change and reduce recidivism for the individual and the community.

INTERIM MCCLAIN COUNTY DRUG COURT SPECIALIST | OCTOBER 2023 TO PRESENT

Provide individual, family, and group therapy for felony level offenders with substance use disorder in a rural setting at our satellite office. Challenges include helping participants navigate recovery in a small-town environment with some resistance to therapy and obtaining access to case management resources when these are sometimes limited.

ADULT TREATMENT COURT SPECIALIST • JANUARY 2019 TO PRESENT

Provide individual, family, and group therapy for felony level offenders with substance use disorder. Population includes co-occurring moderate mood disorders, childhood trauma and/or domestic violence history, and considerable case management needs.

JUVENILE DRUG COURT SPECIALIST • FROM MAY 2017 TO DECEMBER 2018

Provided individual, family, and group therapy for juvenile offenders with substance use disorder. Population included co-occurring attachment disorders, trauma, and school delinquency.

Caleb Klusmeyer

PRSS & CM-1

Business Development Manager

Working in Behavioral Health since Oct. 2015

Norman, OK 73072

klusmeyerokla@gmail.com

7203257550

Work Experience

Business Development Manager

The Virtue Center (formerly NAIC) - Norman, OK December 2017 to Present

PRSS December 2017-2018

Case Manager I 2018-222

Community Engagement Specialist 2021-2022

Community Engagement Coordinator 2022-2023

Business Development Manager 2023-present

Helping with social media curation and business development. Help coordinate collaboration and business opportunities for The Virtue Center. Oversee insurance credentialing and Joint Commission Accreditation. Help with billing coding and electronic health record interface issues. Developing and managing continuing education opportunities for staff and community. Develop and maintain relationships within the community to help better serve people in need. Create promo videos and produce podcast "Hope Ahead". My network for the behavioral health industry reaches across the United States which has played a role in try to propel The Virtue Center into the future and stay ahead of the game locally.

Guitarist/Booking Agent/Content Creator/Marketing Strategist

Lilac Kings/Cicadia - Norman, OK 2017 to Present

Lilac Kings is a band who has signed with multiple record labels and has provided experience of the ins and outs of the business side of the music industry. My industry relationships reach across the US, which has helped both bands grow nationally and play a role in the ease of out-of-state booking opportunities. I have been booking and taking the lead on marketing as well as merch design, content creating and release planning. I have experience running ad spend campaigns and how to market effectively to identify target demographics.

UA Supervisor

Specialized Outpatient Services - Oklahoma City, OK April 2017 to December 2017

Duties: Collect urine samples from clients properly documenting UAs, talking to Probation officers and Case workers about clients and information on a Dailey basis, abiding by HIPPA laws, checking clients in and collecting money, also making sure employees are doing the same, filling out chain of custodies for testers.

Operations Assistant December 2016-April 2017

Red Rock Recovery Center - Lakewood, CO April 2016 to April 2017

Behavioral Health Paraprofessional April 2016-December 2016

Duties: Living in 3 and a half days a week, but in January I was promoted to the 2pm-10pm shift. Giving direction to clients and helping clients with step work and providing support for issues. Monitoring UAS and BAs and properly processing them. Getting clients to and from IOP and ALL scheduled appointments on time including therapists, doctor, dentist, and 12 step meetings. Responsible for making judgement calls and decisions on client consequences and properly documenting and dispensing medication. Sitting in on and helping running "Circle", nightly notes. Making sure all house items are accounted for and correctly in place such as, pillows, towels, house cleaning products and all bedding matches and each client has needed necessities, also processing intakes.

Behavioral Health Technician

Reflections Recovery Center - Prescott, AZ October 2015 to April 2016

Duties: Living in 3 and a half days a week. Giving direction to clients and helping clients with step work, personal issues. UA Director in charge of the UA schedule and roster, making sure clients IDs and insurance information get copied and entered the UA system correctly, also making sure all UA supplies are stocked and ordering more. Getting clients to and from IOP and ALL scheduled appointments on time including therapists, doctor, dentist, and 12 step meetings. properly documenting and dispensing medication. Sitting in on and helping running "Circle", nightly notes. Making sure all house items are accounted for and correctly in place such as pillows, towels, house cleaning products and all bedding match and each client has needed necessities, also managing clients' money, processing intakes.

Opioid Abatement Funds
FY2024-25

		FY2024	
Income			
	Grants & Contract		
	Opioid Abatement Funds		
Total Income		\$	-
Expense			
	Salaries		
	Therapist	\$	62,000.00
	Case Manager	\$	40,000.00
	Nurse Practitioner (8hrs/wk) - MAT	\$	24,000.00
	Clinical Staff (2 hours per week) - MAT	\$	5,000.00
	Fringe Cost	\$	13,000.00
	Supplies and Other		
	Electronic Health Record & Escribe	\$	5,500.00
	Laptop	\$	500.00
	MAT Clinic Medical Supplies	\$	2,000.00
	Clinical Training	\$	10,000.00
	Guest Speaker Fee	\$	10,000.00
	Program Incentives	\$	7,500.00
	Food and Drink for Event Days	\$	6,000.00
	Supplies (office)	\$	5,000.00
	Curriculum Materials	\$	2,500.00
	Narcan and Fentanyl Strips	\$	2,500.00
	Marketing Outreach & Marketing Materials	\$	6,500.00
	Travel - Training	\$	2,500.00
	Indirect Costs	\$	12,500.00
Total Expenses		\$	115,000.00
Net Income		\$	(115,000.00)

New Program - Opioid Abatement
Education and Awareness

FY2024

Income

Opioid Abatement Funds

Total Income

\$ -

Expense Salaries

Business Development Manager (8 hrs/week) - MAT/Programs	\$	10,000.00
Case Manager	\$	10,000.00
Supplies and Other		
Clinical Training	\$	10,000.00
Guest Speaker Fee	\$	10,000.00
Program Incentives	\$	7,500.00
Food and Drink for Event Days	\$	6,000.00
Supplies (office)	\$	5,000.00
Curriculum Materials	\$	2,500.00
Narcan and Fentanyl Strips	\$	2,500.00
Marketing Outreach & Marketing Materials	\$	6,500.00
Travel - Training	\$	2,500.00
Indirect Costs	\$	2,500.00

Total Expenses

\$ 75,000.00

Net Income

\$ (75,000.00)