



NEWSLETTER

HOLIDAY TREES FILL LOCAL BUSINESSES!

Fall 2006, Number 18



The Festival of Trees launched its fourth season this year and we are looking forward to our most successful year yet! Thirty-three trees

have been placed in businesses around Grants Pass. This year the public is invited to view these professionally designed holiday trees in the community. You can download a map of the tree locations and a passport at www.festivaloftreesgp.com. "It's like a scavenger hunt... go to see a tree and get your passport validated," says Ellen Johnson, Options Development Associate and a coordinator for the Festival of Trees. Passports can be picked up at the Grants Pass Visitors and Convention Bureau (1995 NW Vine Street), Downtown Grants Pass Visitor Center (6th & G Street) or The Lodge at Riverside (955 SE 7th Street). When the passport is filled, drop it off at one of these three locations to enter a drawing for a fun Oregon vacation package. Children's passports can be entered to win one of two giant teddy bears.

The trees will be transported on Friday, December 8th to The Lodge at Riverside Event Center for the Gala held from 5:30 p.m. to 9:30 p.m. Hors d'oeuvres will be served (enough for a meal!) between 5:30 and 7:30 p.m. during the tree viewing and silent auction. A no-host bar is also available. Tickets are available at \$50 each, or you can reserve a table for eight for \$350. The live auction begins at 7:30 p.m. The professionally decorated trees will be sold to the highest bidder, as well as several Rinacere art pieces.

This year Options is partnering with Family Friends and SOASTC. Proceeds from this year's Festival will benefit all three mental health agencies.

Three Rivers Community Hospital is a corporate sponsor for the 2006 event. We would also like to thank Randy Hagerman of Hagerman Construction for his Platinum Sponsorship, and ERA Prestige Homes, The Eye Care Group, and MidRogue IPA for their Gold Sponsorships. Also, a special acknowledgment goes to Evergreen Federal Bank and Southern Oregon Sanitation for their generous contributions, and all the businesses who are participating in this year's Festival of Trees.



Reserve your Gala Event tickets early! If you have any questions, please do not hesitate to contact Options at 476-2373 for more information.

Options wishes everyone a healthy and happy Holiday season!

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Options for Southern Oregon Board of Directors

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Discovering the Abundance of People and Programs in the “New” Options Community

By: Charlene Phipps, M.S., Systems Change Consultant for Options

In the summer of 2006, a long and detailed timeline was taped across a wall in the central meeting room at Options’ G St. building. It captured the work of the “transitions team,” a group of management and employee representatives charged with coordinating the transfer of Josephine County Mental Health programs to Options for Southern Oregon. The timeline guided such things as the purchase and remodeling of buildings, moving people and programs into new offices, developing unified human resource and finance systems, charting the purchase of computers and desks, and managing hundreds of other details.

Sometime during the latter part of August someone scrawled at the end of the timeline in proud, bold letters “WE DID IT.” We were, indeed, very proud...and very tired. All of the people in both organizations worked above and beyond expectations to maintain programs and services during the chaos of change, encouraged each other, and worked through the inevitable difficult issues of forming one organization from two.

We held an all-staff retreat where people could learn about each other and our many programs, discover our shared values for serving the community, and develop a common language and tools for working together effectively. This was something Options had been doing successfully for years to build a strong foundation for a highly cohesive staff and coordinated programs. The problem: Options now had four times more staff, all with different work schedules. The solution: Hold four community building retreats at different times so everyone could attend. In October 2006, three retreats were held at Oregon Caves and a fourth was held in Grants Pass in November. Each retreat was attended by representatives from our mental health programs. Over 90% of the employees attended the sessions.

One of the most powerful community building activities at the retreats turned out to be the program presentations by the staff and managers. Through elaborate displays of artwork by consumers, statistics demonstrating client success, stories of recovery, and items symbolic of the unique offerings of each program, staff revealed awesome pride in their programs and the work they do. In the session evaluations, one of the staff from a residential program said, “Learning about all the services we provide and putting a name and a face to those services gives me more confidence that the clients I refer will get the personal attention they need.” Another person noted, “I got a sense of connectedness and renewed awareness of the passion and expertise of our staff.”

Through intensive discussions of our values for working with clients, each other, and the community, people realized they share a spirit of service that is motivated by very similar values. One of the most prevalent values that emerged for working with clients was “honoring the dignity and strengths of each consumer” and partnering with them to work toward an independent lifestyle of their choosing. Teamwork, trust and keeping a sense of humor were the cornerstones of values most commonly cited for staff working with each other. During one of the many small group discussions, one group created the following statement about working with the community: “Honor other programs to work toward the greater good of the consumer.” This sentiment, along with “creating stronger services through collaborative community relationships,” was representative of participants’ community values.

A diversity of issues and questions were raised in the four retreats and some of the most common discussion issues included how to serve people who don’t have health insurance; expanding some services to reach more people in need; the need to continue to build a sense of community and belonging among staff; problems adjusting to new or different buildings; a possible name change and different logo for Options; questions about how salary raises will be calculated next July; need for training across the organization on the most useful therapeutic practices; moving toward a “no wrong door” system in which “wherever you knock you can come in and get services; and more effectively communicating our programs to the community.

At the end of the retreat, participants were asked to evaluate their experience, including what they got from the retreat and what they would like to see in future retreats. In response to what people appreciated most, almost half of the comments were related to having time to get to know each other while sharing meals, music, stories and pictures of the “early days of” mental health programs. The most common themes of appreciation were simply the realization of the abundance of people and programs at Options and “the opportunity for people to come together as one.”



The Human Side of Human Resources



*Human Resources Director
Joann Gillyatt*

How did Joann Gillyatt end up in Human Resources? "A combination of personal and professional experiences, plus serendipity," she says. As Options' Human Resource Director, her analytical abilities, as well as her people skills, are a good combination to head this department.

Joann transferred from El Camino College in Torrance, California, to the University of Oregon in 1978. She graduated from U of O in Eugene with a BS in Biology and Psychology. She returned to California in 1984, where she met and married Jim Webber in San Diego. After a prolonged illness, Jim passed away, and Joann returned to Oregon in 1998.

Joann worked as a certified optician and ophthalmic technician for twenty years before and after graduating from college. Her work experience has been primarily with health care and non-profit organizations. Before coming to Options Joann was Business Analyst/HR Director for Siskiyou Community Health Center here in Josephine County.

Joann's hobbies include music, gardening, home improvement, internet research and reading. Latest book read: *What Once We Loved* by Jane Kavanaugh. It's the story of pioneer

women who emigrated to Northern California and Southern Oregon.

Joann loves to sing and performs with the Three Rivers Chorale. She lives in O'Brien (yes, she commutes to Grants Pass!) with her parents, brother, sister and sister's children. They live on 30 acres with trees, a creek, meadows, dogs, horses, and goats. Joann invites you to look for the big red barn on the right side of Redwood Highway just before milepost 40. She says, "Wave or honk as you go by!"

Options Community Garden Dinner a sweet success!



The Options Community Garden fundraising dinner was held this past September, during First Friday Art Night. The event was a success and brought in nearly \$1,000 for the garden! Many thanks to Gooseberries, who donated event catering, and to Chet's Nursery who loaned blooming trees, shrubs and flowers to decorate the area.

During the event, Gooseberries served pasta and organic salad, Foris Vineyards served wine and a local musician played in the garden. Master Gardeners provided tours of the garden and gave information to interested parties. The dinner and silent auction were conducted in front of the garden, in a park like setting.

A variety of art works that included pencil, photography, needlepoint, water color and oil were presented in the Options Board Room, which delighted the audience. The contributions and volunteer efforts of local artists and their families, neighbors and community members made the event especially sweet.

For more information about Options Community Garden please contact Joe Serres at 476-2373.

Options Receives Funding

Options is pleased to announce that we received notice of a Community Development Block Grant award from the Oregon Economic & Community Development Department for \$800,000 to help purchase Creekside Center.

Options is also pleased to announce the receipt of a grant from the Anne & Bill Swindells Charitable Trust in the amount of \$100,000 for Creekside Center.

OUR MISSION: OPTIONS FOR SOUTHERN OREGON offers consultation, training and innovative programs to serve low income individuals and people with psychiatric disabilities to inspire hope while supporting their participation as respected members of the community.

Options for Southern Oregon, 1215 SW G Street, Grants Pass, OR 97526

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