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Curry County Suicide Awareness and Prevention Council

June 6, 2023, 5:30 p.m. - 7:30 p.m.

Hybrid Meeting: Brookings-Harbor High School, Bruins Center, 625 Pioneer Rd., Brookings, OR 97415

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Zoom: https://us02web.zoom.us/j/81162772938?pwd=VlF4UUJRQktQS01CREJhVWd1QkdyQT09

Call in: See page 2 of this packet for *Call in* information.

5:30 Call to Order, Pledge of Allegiance

& Land Acknowledgement, Janece Payne

5:35 Welcome, Roll Call, Connie Hunter

5:37 Council Mandate Reading, Volunteer (Please see page 2 for copy of Mandate from Curry County's website.)

5:40 Amendment/Approval of Agenda Janece Payne

5:45 Approval of Minutes, Janece (Draft Minutes --

5:50 Public Comments, Janece

GUIDELINES: *Members of the public may address the council regarding an agenda item. Please limit comments to 3 minutes or less. Share to your level of comfort. Reach out after if you need more support or resources.*

6:00 Discussion/Action Items

● Choose date for next meeting (due to holiday) – Janece

6:05 Executive Session

      "Executive session pursuant to ORS 192.660{2}{b} to consider the dismissal or disciplining of, or to hear complaints or charges brought against a public officer, employee, staff member, or individual who does not request an open hearing."

● Recruitment for Seats of Representation, Task Groups, workgroups – Connie
      --Seats of Representation discussion – should the Media seat be changed to Marketing for the development of a Marketing Task Group to better manage workload?
      --Workgroup discussion – should the grant writing workgroup be renamed to development workgroup to manage the workload associated with fundraising, grant writing, volunteer management and recruitment?
      --Community Partner discussion – what is the role of a Council member vs. the role of a community partner on the council, in workgroups, and as Task Group members?

● Secretarial duties and feedback -- Connie

7:00 Stakeholder/Sub Committee Repor
● Substance Abuse/Recovery Mike Lancaster

- Veterans Services Connie Hunter
- Youth Ambassador Siena Petersen
- Public Safety Vacant
- Media Vacant
- Mental/Medical Health Jenny Pugh
- Youth Educator DeAnne Varitek
- Tribal Community Janece Payne
- Layperson Loren Farmer

7:20 Open Discussion Janece Payne

7:30 Adjournment Janece Payne

Next Meeting: TBD

Zoom Meeting Invitation
JUNE 6, 2023, 5:30 p.m. – 7:30 p.m.
Topic: CURRY COUNTY SUICIDE AWARENESS AND PREVENTION COUNCIL
Time: Jun 6, 2023, 05:30 PM Pacific Time (US and Canada)

Join Zoom Meeting LINK:
https://us02web.zoom.us/j/81162772938?pwd=VlF4UUJRQktQS01CREJhVWd1QkdyQT09

Meeting ID: 811 6277 2938
Passcode: 056088

One tap mobile
+12532050468,,81162772938#,,,,*056088# US
+12532158782,,81162772938#,,,,*056088# US (Tacoma)
Dial by your location
    +1 253 205 0468 US
    +1 253 215 8782 US (Tacoma)
    +1 346 248 7799 US (Houston)
    +1 669 444 9171 US
    +1 669 900 6833 US (San Jose)
    +1 719 359 4580 US
    +1 507 473 4847 US
    +1 564 217 2000 US
    +1 646 931 3860 US
    +1 689 278 1000 US
    +1 929 436 2866 US (New York)
    +1 301 715 8592 US (Washington DC)
    +1 305 224 1968 US
    +1 309 205 3325 US

+1 312 626 6799 US (Chicago)
+1 360 209 5623 US
+1 386 347 5053 US

Meeting ID: 811 6277 2938
Passcode: 056088
Find your local number: https://us02web.zoom.us/u/kc6tKGz8YW

CCSAPC MANDATE:

FUNCTION: The Curry County Suicide Awareness and Prevention Council shall develop and recommend to the agencies that serve within the county, and to the public, plans and tools to provide for and influence the awareness and prevention of suicide in Curry County. Duties include but are not limited to the study of preventing suicide, plans for the prevention of suicide, and informing agencies and the general public of resources and plans to bring awareness to suicides in the county.
FOUNDATION: Ordinance 19-12

WHY ORGANIZATIONAL STRUCTURE MATTERS

Organizational structure helps direct traffic and determines who, what, where, when, why and how the workload of the Curry County Suicide Awareness and Prevention Council is managed.

CURRENT COMPONENTS OF CCSAPC'S ORGANIZATIONAL STRUCTURE

STRUCTURE 1: MEETING TIMEFRAME – TWO HOURS

Where did the suggestion of a two-hour monthly meeting timeframe come from and why should this timeframe be respected?

Our Curry County Suicide Awareness and Prevention Council's meeting length of two hours was suggested by the Curry County Board of Commissioners. Managing Council meetings to be at or around two hours long is part of our Council's responsibility. Each Council member is encouraged to do more research into organizational governance and the common challenges that every board is likely to face. Noting here that time management of meetings is one of those common challenges. Noting also that common challenges come with tension.

To purposefully ratchet up that tension with emails that are scathing or tantrum-like is not only uncalled for such tactics are inappropriate for our Council which recognizes that bullying can create a culture that is contra-indicated in the work of suicide awareness and prevention—the purpose of the Council.

The main reason for time managing agendas and having the reports of Council members / voices of all Council members can be heard above any one person. The current dance of anger that is being led by a nonvoting member is well-orchestrated exerting undue influence on the Curry County Suicide Awareness and Prevention Council in order to maintain control over the content of Council meetings and the overall direction of the Council. The main reason for this is that the voices of all Council members are heard above any one person.

Why should the suggested Board of Commissioners' timeframe be respected?

So that the Council is not in a predicament between:

- The "encouragement" of the Board of Commissioners to provide an agenda at or about two hours long so that if members of the public do attend meetings that a timeframe is respected, and the Council is able to implement its priorities on its agenda.

- The Council chair has attempted to maintain this suggested structure while there is an ongoing effort by a nonvoting member (community partner) to insist that the Council itself be used as a workgroup. There has been very little flexibility rather there has been ongoing blowback being created which is dividing the Council even after being instructed by the chair and the secretary to be mindful of this and to work with the Council to help facilitate this organizational structure development.

- Besides our Board of Commissioners, our Council chair, there are other Council members who:

1. Want to respect the two-hour timeframe suggested by the Board of Commissioners.
2. Want work that is appropriate for workgroups to be done by a workgroup and as assigned by the Council.
3. Do not want anyone person continuously bringing up the meeting timeframe that was decided already to the degree that has become a distraction to the work of the Council.
4. Do not want to have to listen to minutia at the Council level and note that these presentations can be part of a consent agenda rather than taking up the Council's meeting time.

5. Want exit interviews with previously seated Council members to determine why they left the Council and why there are ties cut with the Council by community stakeholders who have previously been seated at the Council level.

STRUCTURE 2: DEFINING COMMUNITY PARTNERS' ROLES AND RELATIONSHIP WITH CCSAPC

What is the role of other than Council members/Community Partners during Council meetings?

Community partnerships can start with a personal, business relationship, or even a volunteer program such as the Curry County Suicide Awareness and Prevention Council. Regardless of how they begin, they should be structured to ensure each side knows and agrees to their role. Strong community partnerships can lead to new funding opportunities, insights, strategies, and long-term goals. Community partnerships take time to form, they can grow to create some of the best funding opportunities when relationships/roles are properly defined by stating desired outcomes and creating a plan of action to facilitate the pathway to the stated desired outcomes.

Community partnerships are for the long-term, and we should treat them like any professional relationship. When possible, create a contract that states each group's role and the desired outcomes for the partnership. Make sure each partner understands the problem that needs to be solved. The solution must be agreed upon, the resources required, and what each organization will bring to the table.

THE NATURE AND QUALITY OF COMMUNITY PARTNERSHIPS:
As the partnership continues, collect data and examples of how the partnership is working or how it can improve. Continue to have open communication about the roles and duties of each partner. As the partnership grows, situations inevitably alter, implement, and update any changes to the strategy.
This is where we are with working with ZeroAttempts.org/Gordon Clay's efforts:

1. Our Council's Strategic Plan has prioritized marketing efforts as put forward by Gordon Clay to the extent that the Council is willing to work within the structure of a workgroup to facilitate joint efforts going forward.

2. At least one Curry County Commissioner has expressed concern over the statistical information that has been provided by Gordon Clay. It is up to the Council to make sure that this situation is better navigated and that fact checking becomes part of the work of the workgroup assigned to community partner relations / development workgroup.

3. Grant writing workgroup development is a current work in progress of the Council. The concern here is that grant writing is one piece of the organizational development process. Grant writing should not be the only function of a workgroup being developed—it is too narrow and will create a situation where grant writing is the focus when development should be the focus.

4. Role defining, development of a Memorandum of Understanding and respect of the organizational structure of the Council needs to be better established.

5. Dynamics and ethics that need to be considered:

- Don't take the cart before the horse – asking the Council to approve grant writing before an actual project exists (COVID 19 funding from United Way)

- The Council sets all fundraising, grant writing, and other development priorities including the nature and quality of Community Partnerships.

STRUCTURE 3: WORKGROUPS -- *What are the currently suggested or convened workgroups?*

1.Administrative workgroup

This workgroup was established for the following purposes:

To elaborate, consolidate, and build on the consensus of the decision makers; and

To ensure (and improve) coordination among the various segments of the organization. A shared commitment to agreed common goals and objectives develops among the parties as they work together to clarify issues, formulate strategies, and develop action plans.

To manage agendas, budgets, Council member relations, Board of Commissioners' relations, and the development of other workgroups.

2.Development workgroup

This workgroup should be established for the following purposes:

To manage the development efforts of CCSAPC focusing on resource development:

Fundraising (grant writing, sponsorship development, special events)

Defining community partner relations for the purposes of joint resource development, creating Memorandums of Understanding with Community Partners.

Volunteer recruitment and management (Development recruitment packages, define positions held on the Council, and exit interviews as Council members leave the Council)

STRUCTURE 4: SEATS OF REPRESENTATION ON THE COUNCIL

What improvements have been made and what other improvements can be made to better utilize seats of representation on the Council?

Background: Because of the problems indicated with volunteer recruitment efforts, seats of representation on the CCSAPC have occurred from the originally determined seats. Those changes include combining medical and mental health into one seat.

This precedent is the reason for consideration of the following suggestion:

- Change the Media seat of representation to Marketing. Marketing better represents the needs of the Council to allow for better representation of that function which includes media as well as promotions that come to us through Community Partners such as ZeroAttempts.org.

STRUCTURE 5: TASK GROUPS

What can CCSAPC do to better support the work of its Task Groups?

Each seat of representation is encouraged to develop an associated Task Group.

This effort is sometimes pre-empted by the need for work groups. We need to find a way to better balance and account for the work of Task Groups vs. work groups.

Many times tension in organizations has to do with the need to grow… And so I'm sharing information about the lifecycle of organizations. Making it about the people when an Organization's structure needs to develop is off the mark. The Council simply cannot be Gordon's personal workgroup or task group. When looking at organizational development…

Generally, there are five stages to an organization's life cycle:
- Stage 1: Existence – Start up
- Stage 2: Survival – What is not working?
- Stage 3: Maturity – Things are working well until there is a crisis (in our case, we had COVID 19)
- Stage 4: Renewal – Start up after crisis addressing necessary changes, tension-creating.
- Stage 5: Decline: This stage initiates the death of an organization. The decline is identified by the focus on political agenda and authority within an organization, whereby individuals start to become preoccupied

with personal objectives, instead of focusing on the objectives of the organization itself. This slowly destroys the functionality and feasibility of the entire organization.

With viable comparisons, it becomes easier to understand the phases our organization is going through and the types of problem we are facing and/or can face in a particular stage of CCSAPC's life cycle. Understanding the nuances of organizational life cycles can provide our Council with the information to better navigate various problems and issues knowing that changes are difficult but manageable if our decisions are respected by Council members.

One suggestion is to have a presentation regarding this so that the Council has a better-informed perspective that will—by making provisions—help the Administrative Workgroup/Task Group handle issues and respond to challenges that are normal to organizational development including:

Defining and re-defining roles;

Providing a balance within the organization to manage an ever-increasing workload;

Recruiting new community partners;

Nurturing Community Partner relations through well-conceived MOU's when funding is being sought;

Working according to our strategic planning efforts.

CCSAPC STRATEGIC PLAN LOSE ENDS:

Why does the Curry County Suicide Awareness and Prevention Council have to evaluate the strategic value of community partner relationships?

PREFACE: Since our Council's seats of representation indicate a multistakeholder community leadership team, it is within our power to become cornerstone to community-based problem-solving efforts regarding suicide prevention and awareness. Even currently, collectively, our Council is positively affecting service delivery systems by educating workforces where suicide rates are high and providing trainings including how to screen for high risk of suicide, brain injuries and other healthcare/behavioral health/mental health concerns that indicate high risk of suicide. Our strategic plan efforts indicate that front line workforce of local providers hold key interactions with populations at high risk of suicide.

There are many avenues to suicide prevention and building the right custom/MOU defined relationship with community partners is part of the Council's work warranting many considerations. Here are a few:

--Limit the power of Community Partners to ensure both the Council's autonomy and insist that the best interests of the Council be prioritized over any community partner's--unless otherwise instructed by the Curry County Board of Commissioners.

--Ask organization-centered questions:

How can the Council evaluate Community Partner Relationships for Benefits to CCSAPC?

How can the Council evaluate Community Partner Relationships for Benefits to the community partner?

Does the Council provide fiscal sponsorship or other services to the community partner that should be defined by a Memorandum of Understanding (MOU)?

--Critically analyze the strategic value of any collaboration with each community partner as to how well the relationship helps to expand and implement elements of the Council's strategic plan in areas such as marketing (including media relations), community engagement and outreach to the community.

--Create criteria for evaluation and ask questions that promote evaluation such as:

Does the relationship improve recruitment and retention of volunteers?

Does the relationship control direct and indirect costs to the Council especially for marketing and media relations?

--Council Due diligence: Sharing information so a baseline is established among Council members. Additional questions that have been asked:

Does working in partnership with community coalitions, community stakeholders and community partners increase the possibility that the community at-large, providers and consumers see or hear about resources for suicide prevention, repeatedly AND strengthen the Council's brand recognition?

Is the Council, in effect, the fiscal sponsor for a community partner?

Are there any conflicts of roles or financial conflicts of interest in the relationship with the Community Partner? What are the consequences of any conflicts of roles or financial conflicts?

Does working with a particular community partner help to channel philanthropy/funding in a direction that will improve services, community awareness, stigma-bust, create goodwill with Council-specific branding and the potential for a positive return-on-investments? (Defining return-on-investments as deeper community awareness, better community-wide prevention response and improvements to providers' referral and services delivery capacity.)

With regards to all the social determinants of health, does the community partnership nurture momentum and create outcomes that are evidence-based?

OTHER:

Managing Workplace Incivility:

https://ncda.org/aws/NCDA/page_template/show_detail/57724?model_name=news_article#:~:text=Uncivil%20behaviors%20include%20making%20condescending%20comments%2C%20writing%20demeaning,employees%2C%20rolling%20your%20eyes%2C%20and%20yelling%20at%20others

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FROM: Jonathan J. Trost <trostjo@co.curry.or.us>
TO: Connie Hunter
DATE: Thu 5/25/2023 11:42 PM

Hello Connie, I'm sure you are aware we have not had access to email since April 26. It just came back online today May 25th, so I am certain that no one has received this request. As email begins to come back to the rest of the County officials' people will begin to go back and see what has come through during this dark period, however, please don't trust that any email sent between April 26 and May 25 would have been received.

Thank you.

Facebook Page **LINK***: https://www.facebook.com/CurrySAPC/*

Curry County Website **LINK***:*
https://www.co.curry.or.us/government/board_of_commissioners/committees_councils_and_advisory_boards.php

ATTACHMENT:

- *Curry County News Release, June 1, 2023*

JUN 01, 2023
PRESS RELEASE - IT Recovery Efforts Are Ongoing

5/31/23
IT recovery efforts are ongoing, and the County has seen a significant increase in network stability. All forms of communications are currently in the process of being restored. Because some services are still being handled manually, we urge citizens who need to access County services to do so in person so that we are able to provide the best service.

During the preliminary recovery phase, dedicated IT professionals discovered a method allowing encrypted ransomware data to be transferred off of the County servers. As a result, IT is preparing to re-install applications on those servers and return them to

working order. Additionally, discussions regarding software and server support licensing agreements are in their final stages.

With a special emphasis on the County's mandated services (including the County Clerk, District Attorney and Sheriff's Office), we have begun to distribute devices back to the hands of County employees and are hard at work restoring the full functionality of our email system. As part of our effort to maintain a strong and secure system once restoration is complete, an alternative antivirus solution has been implemented on County technology systems.

Due to the severity and impact of the ransomware attack on the County and its effect on Curry County citizens, the Board of Commissioners has committed all remaining unallocated ARP funds towards addressing this cyber catastrophe. The goal of this effort is to bring essential services back to working order, and rebuild our technological infrastructure better than before, with a focus on security and efficiency for all.

Our emergency operations center is still active and continues to coordinate with numerous mutual aid resources from other Oregon counties as well as national disaster non-profit volunteers. For any questions, please contact (541) 247-3296