FYIFREDAYS DBH Updates, Notices, and Policy Guidance

July 3, 2020

Prior issues of FYI Fridays can be found at: <u>https://dmh.mo.gov/mental-illness/fyi-fridays</u>

- 2020 SOAR Outcomes Collection Data Submission Deadline: Friday, August 7, 2020 It's that time of year again! The SAMHSA SOAR TA Center is collecting outcomes on SOAR-assisted adult SSI/SSDI cases and SOAR-assisted child SSI cases (initials and appeals) that were decided between July 1, 2019, and June 30, 2020. Please check your <u>SOAR</u> <u>Online Application Tracking (OAT) account</u> and ensure that you have entered all of your SOAR-assisted SSI/SSDI cases, both approvals and denials. Please contact <u>Brooke Dawson</u>, your SOAR State Team Lead with questions. Remember that every approval is a life transformed. Thank you for all the amazing work that you do!
- 2. PPS CVS Updates CIMOR Test environment will be overlaid on July 13, 2020. This will impact CCBHO testing. Any consumer updates made in CIMOR production will be reflected in Test after July 13, 2020. Test claims submitted to CVS after July 13, 2020, will reflect the outcome based on the updated consumer information. As a reminder, DMH is accepting the new spreadsheet format for past shadow claims. A provider can start submitting in small batches instead of waiting for all claims to be ready for submission. Smaller batches are preferred and will assist in correction should there be any errors. The drop location in your SFTP file is "Plan B Spreadsheet." We will start processing these upon receipt and will work directly with providers for any necessary updates. Should you have questions on the process, please email <u>Terra-Anne Erke</u>.

3. CIMOR Priority –

- Group Treatment It has come to the attention of DBH, that ADA agencies with Day Treatment programming are having a difficult time adjusting this program to this new way of providing services. It has been decided after discussing this with agencies and within DBH, that during the COVID pandemic time period (March 9, 2020, to TBA), the following is allowable: ADA Agencies will be able to bill group education (H0025) for individuals receiving level 1 services. This revision has been added to the memo and re-posted to the DMH website.
- COVID Claim Adjustments that Include DMH Claims MO HealthNet (Medicaid) initiated a mass adjustment on claims that had previously rejected that is impacting the June 12, 2020 RA. If your agency is impacted by this, you will see an invoice adjustment on the Medicaid invoice for the June 12, 2020, RA. However when the initial claim rejected, some providers billed DMH for these services, which DMH paid. As a result of the mass adjustment, these claims were paid again. DMH will be removing those duplicate payments on future payments. In addition, when the original claim rejected, a replacement claim was initiated by the provider creating a new claim that <u>was</u> paid by Medicaid. The mass adjustment generated payments for the original claims of which some had already been paid with the replacement claim. Any duplicate payments generated will also be removed from future payments.

If you have any questions, please login to the **Department of Mental Health Portal** and email the **CIMOR DBH Support Center** by selecting the <u>Help Ticket</u> link found on the left side of the portal.

- 4. **Missouri Substance Use Prevention Conference** Mark your calendars for the Missouri Substance Use Prevention Conference on November 16-17, 2020. This is a virtual event hosted by the Missouri Prevention Resource Center Network. More details will be provided at a later date.
- 5. **FSD Contact Methods during the Pandemic** Please be aware that Family Support Division resource centers remain closed to the general public at this time, although some are seeing customers by appointment. Drop boxes at the resource centers also remain closed at this time. Please post the attached flyers as appropriate.

If providers are assisting a DMH consumer with the application process or with submitting verification, any paperwork can be sent to: FSD Greene County Office | Mail: 101 Park Central Square, Springfield MO 65806 | Email: <u>Greene.CoDFSIM@dss.mo.gov</u> | Fax: 417-895-6080.

If the consumer is applying or submitting verification, the paperwork should be sent to: Family Support Division | Mail: PO Box 2700, Jefferson City, MO 65102 | Email: FSD.Documents@dss.mo.gov | Fax: 573-526-9400.

Please contact <u>DMH.MedicaidEligibility@dmh.mo.gov</u> if you have any questions, concerns, or MO HealthNet eligibility issues.

- 6. The Latest from the Missouri Mental Health Foundation (MMHF) MMHF Board of Directors <u>announced</u> Patty Henry's retirement and their new Executive Director, Connie Cunningham, who began her role on July 1. Ms. Henry plans to continue working with the Foundation as a consultant through the end of 2020 to allow for a smooth transition. For other news regarding the virtual Real Voices-Real Choices Consumer Conference, the virtual Mental Health Champions' Banquet, and more, click <u>here</u>.
- Hand Sanitizer Warning Update FDA is alerting consumers of Saniderm Products and UVT Inc.'s voluntary recall of Saniderm Advanced Hand Sanitizer. Following FDA's recommendation, two distributors – Saniderm Products and UVT – agreed to recall Saniderm Advanced Hand Sanitizer packaged in 1-liter plastic bottles and labeled with "Made in Mexico" and "Produced by: Eskbiochem SA de CV."
 - The UVT hand sanitizer is labeled with lot number 0530 and an expiration date of 04/2022.
 - The Saniderm Products hand sanitizer is labeled with lot number 53131626 and manufactured on April 1, 2020. <u>Source</u>

8. Other COVID-19 Updates & Resources -

- Missouri-Specific Coronavirus Regional Data MHA and the Hospital Industry Data Institute introduced a new set of weekly COVID-19 dashboards providing regional trends and models of predicted cases designed to help government leaders, local public health officials, health care organizations and businesses understand the influence of COVID-19 on their communities and make informed decisions when protecting citizens, customers, employees and patients: https://web.mhanet.com/coronavirus-disease.aspx. Daily situational awareness is available on the DHSS website.
- DATIS COVID-19 Resource Center This resource is complete with workforce management articles, guidance on new regulation and other resources curated specifically for health and human services organizations: <u>https://resources.datis.com/covid-19-resource-center</u>.
- COVID-19 Community Testing Info DHSS is partnering with local health departments and health care
 providers to offer community testing events. For current community testing locations and information,
 including links to register, please visit:
 https://dcphdo02redcap.azurewebsites.net/redcap/surveys/?s=DEX3J7THHM.







Signage.pdf

- DBH Community COVID Positives Data To date, we have received reports of 103 consumers and 35 staff members testing positive for COVID-19 (from 32 providers). Please send any reports of staff or client positives to nora.bock@dmh.mo.gov and copy karen.will@dmh.mo.gov.
- DBH Treatment Provider Calls We are scheduled for every two weeks on Wednesdays at 12:00pm. Next scheduled call is *July 8, 2020*. Resources that we encourage you to check out (these pages all continue to be updated):

DBH COVID-19 Guidance/Resources - MoHelpNow

DMH Disaster Services Website - https://dmh.mo.gov/disaster-services/covid-19-information

Show Me Strong Recovery Plan - https://showmestrong.mo.gov/#page-top

MO DHSS Website - https://health.mo.gov/living/healthcondiseases/communicable/novel-coronavirus/

CDC Website - https://www.cdc.gov/coronavirus/2019-ncov/index.html

FUNDING OPPORTUNITIES

Funding Opportunities can also be found on the DBH MOHelpNow COVID-19 Information webpage at: <u>https://dmh.mo.gov/covid-19-information</u>

 Rural Community Toolbox – This new toolbox has information on federal funding and an updated Community Assessment tool which now has data on broadband access, a prosperity index and much more. Please read the <u>fact sheet</u> and the <u>press release</u> to learn more about the site and the updates. A copy of the slide deck from the launch is also attached. If you have any questions about this resource please direct them to <u>Betty-Ann Bryce</u>.



INFO and RESOURCES

- 1. New Emerging Issues Around COVID-19 and Social Determinants of Health for the Substance Use Prevention, Treatment, and Recovery Workforces - Social Determinants of Health (SDH) are the complex, integrated, and overlapping social structures, policies, and economic systems, including the social and physical environments, health-services structure, and societal factors that are responsible for most health inequities. To better understand the ways in which SDH create differential impacts in communities of color and/or underserved communities during the current COVID-19 pandemic, a national SDH series with the substance-use prevention, treatment, and recovery workforces was facilitated. Read More
- 2. New Medical Experts Discuss COVID-19 Emergency Room Care Medical experts discuss the overdose epidemic and what emergency department care looks like during the COVID-19 pandemic. Watch Now
- 3. New COVID-19: Challenges and Opportunities for Treatment As the substance use disorder treatment field adapts to conditions under COVID-19, including the uptake in telehealth and the temporary relaxing of certain federal restrictions, practice and workflows have shifted accordingly. A recent article in *Psychiatric News* explores the challenges and opportunities in this new landscape. <u>Read the Article</u>
- 4. New Federal Report on State Targeted Response (STR) Grant Spending A recently published report from the HHS Office of Inspector General gives a state-by-state overview and offers recommendations to SAMHSA to work with states and territories to ensure timelier spending, level administrative costs and report how many individuals are receiving medication for opioid use disorders. <u>Read the Report</u>

- 5. New Combining Approaches: Medication-assisted Treatment and Harm Reduction This article examines how providers in New Jersey have adapted service delivery in response to COVID-19. Navigating both restrictions and new opportunities, they created new venues to broaden access to medication-assisted treatment that include blending with community-based harm reduction services. <u>Read the Article</u>
- New SAMHSA Publication on Stimulants SAMHSA has issued a new guide that describes relevant research findings, examines best practices, identifies knowledge gaps and implementation challenges and offers useful resources. <u>Read the Publication</u>
- 7. COVID-19 Health Care Staff Trauma and Resilience-oriented Healing National Council experts, Joe Parks, M.D., vice president of practice improvement and medical director, and Amelia Roeschlein, DSW, MA, LMFT, consultant for trauma-informed services will discuss evidence-based and best practices that can be immediately implemented. During this presentation, participates will identify signs and symptoms of burn-out and vicarious traumatization, gain best practices to cope with post-traumatic stress and compassion fatigue, and emotional regulation techniques to manage anxiety and feelings of grief. Watch the Webinar
- 8. Missouri Moms and Babies ECHO The Missouri Telehealth Network in collaboration with the Missouri Hospital Association is excited to announce a new ECHO, Missouri Moms and Babies that will address challenges in perinatal care. Initial sessions will address the COVID-19 pandemic. <u>More Information</u> | <u>Register</u>
- COVID-19 Health Care Staff Trauma and Resilience Oriented Healing In this webinar, experts discuss evidencebased and best practices which can be implemented immediately. Effective strategies are presented to support both individuals and organizations. <u>Watch the Webinar</u>
- Probation and Parole Regional Oversight Meetings These are subject to change given rapidly changing plans regarding COVID-19. For any questions regarding the P&P Regional Oversight Meetings, please contact Katie Andrews at <u>katie.andrews@dmh.mo.gov</u> and/or 573-522-6163.

July 29 – SE Region – 10-12pm Location: La Croix Methodist, 3102 Lexington Ave., Cape Girardeau

September 4 - SW Region - TBD

September 11 – Northeast Region (Districts 3, 18, 26) – 9-12pm Location: Moberly P&P Office, 1317 E. Hwy 24, Suite B, Moberly

September 22 – Northeast Region (Districts 11, 16, 17, 38) – 10-12pm Location: TBD

TBD – Western Region – (To be rescheduled from June 9) Location: KC-ATC, 2600 E. 12th St., Kansas City

TRAINING OPPORTUNITIES

- Free Introduction Course to Wellness Recovery Action Plan This course is a. 1.5-hour introduction to the Wellness Recovery Action Plan provided in an online environment. Learn what the Wellness Recovery Action Plan is and how it can be used. These courses are provided on a rolling basis based on registrations. Participants will be contacted to schedule a session after completing the registration. <u>Interest Form</u>.
- New Technology-Based Interventions: Navigating New Models to Enhance and Expand Service Delivery This
 webinar will review the use of technology-based interventions related to treating individuals with substance use
 disorders and providing recovery support services focused on asynchronous tools, such as social media, blogs,
 podcasts, online support groups, videos, and text messaging. Finally, recommendations for clinicians and peer
 recovery coaches for developing their own tools will be highlighted. Wednesday, July 8, 2020 11-12pm CT. Register

- 3. New Virtual Learning Sessions: Culture is Prevention Culture is fundamental to developing a successful career or organization, and building that culture is everyone's responsibility. Despite recent progress, health disparities continue to be a challenge among Latino/Hispanic, Native Americans, and Alaska Natives, compared to the U.S. population as a whole. National data show the need to enhance services and access to services for culturally and linguistically diverse communities. Providing culturally and linguistically appropriate prevention services requires an understanding of cultural competence/humility.
 - Session 1: Different Cultures; One Vision Wednesday, July 8, 2020, 1-2:30pm CT. Register
 - Session 2: Spirituality In The Native American Culture and its Role in Prevention and Healing *Tuesday, July* 14, 2020, 1-2:30pm CT. Register
 - Session 3: Spirituality in the Hispanic and Latino Culture and its Role in Prevention and Healing *Wednesday, July 22, 2020, 1-2:30pm CT*. Register
 - Session 4: How We Can Culturally Navigate Between the Two Communities Wednesday, August 5, 2020, 1-2:30pm CT. Register
- 4. **New Benzodiazepine Use and MAT** This discussion is designed to promote interactivity through an informal round table conversation. Attendees will be given the opportunity to speak directly with the presenter to ask questions and discuss issues. **Wednesday, July 8, 2020, 2:30-3:30pm CT**. Register
- 5. Improving Mental Health Service Access for Farming and Rural Communities The purpose of this three-part series is to collaborate and disseminate information to better address the mental health needs surrounding the farming and American frontier communities, through psychological science and research.
 - Session one: Improving Mental Health Care by Understanding the Culture of Farming and Rural Communities Presented on June 25. <u>PowerPoint</u>
 - Session two: Approaching and Treating Co-Occurring Mental and Substance Use Disorders in Farming and Rural Communities *Thursday, July 2, 2020, 12-1pm CT*. Learn More and Register
 - Session three: Providing Mental Health Telehealth Services in Farming and Rural Communities *Thursday, July 9, 2020, 12-1pm CT*. Learn More and Register
- 6. New Practical Tools for Behavioral Health Staff Supporting the Medical Care of People with Serious Mental Illness – This webinar will focus specifically on the role and tasks of the case manager (or navigator, or community health worker) who are so crucial to the process of supporting medical care in the population of people with serious mental illness (SMI). This webinar will discuss the illnesses that create the most morbidity and mortality in those with SMI, then review a number of tools created for case managers to support their function in improving health outcomes. *Thursday, July 9, 2020, 2-3pm CT*. <u>Register</u>
- 7. New Trauma-Focused Cognitive-Behavioral Therapy (TF-CBT): 30 Years of Evidence-Based Treatment for Children Exposed to Trauma TF-CBT is the most empirically supported intervention for children exposed to trauma. This presentation will provide a brief history of TF-CBT, introduce the basic structure and components of the model, and review the research base supporting efficacy. Time will also be spent talking about different applications of TF-CBT for special populations of children and adolescents. Friday, July 10, 2020, 1-4pm CT. Registration fee: \$39. Register
- 8. Stress First Aid (SFA) Virtual Courses DMH Office of Disaster Services is hosting two virtual trainings on Stress First Aid. Please send an email to <u>Shelby Hood</u> if you are interested in attending.
 - Stress First Aid for Self-Care and Coworker Support This course includes a set of supportive actions designed to help those who work in high-stress jobs reduce the negative impacts of stress. SFA recognizes that critical incidents are not the only stressors that professionals face and is therefore based on the acknowledgement that stress reactions can be ongoing and cumulative, resulting from multiple sources. It is designed to be attentive to traumatic events but also on work and personal stress, as well as loss, and inner conflict or moral injury. *Monday, July 13, 2020, 1-5pm CT*
 - Stress First Aid for Use with Patients, Clients and Customers This course includes a set of tools that helps workers support and reduce stress in those they serve in public. This version of SFA is similar to Psychological

First Aid (PFA) in that it aims to reduce distress and help move people towards more effective coping. However, it has a broader focus then PFA, in that it is intended to be used with those who are significantly stressed for any reason, and at any point in their exposure to stress. *Thursday, July 16, 2020, 1-5pm CT*

- 9. Administrators Consultation Office Hours: Navigating Financial Concerns and Consequences Expert consultants devote the first segment of each hour-long session to a specific topic and then address questions submitted by registrants. The Consultation Office Hours provide intensive service, staff and operations consultation, and allow for an engaging Q&A session between the experts and participants.
 - Best Practices for Telehealth Presented on June 16. Recording
 - Engaging & Supporting Staff During and After COVID-19 Tuesday, July 14, 2020, 9-10am CT. Register
- 10. Going Virtual In the constantly evolving behavioral health field, provider organizations across the country are facing challenges in adapting to a virtual environment due to the COVID-19 pandemic. This new online series is designed to orient providers on the ins and outs of virtual meetings, facilitation and online learning. Topics will cover everything from implementing a digital platform right down to video integration and tailoring your message to your audiences.
 - Part 4: Keeping the Momentum Going Tuesday, July 14, 2020, 12-1pm CT Register
- 11. New Best Practices for Working with Urban Girls with Challenging Attitudes Teen girls from urban backgrounds often display challenging attitudes as defense mechanisms to hide the pain or trauma that has impacted their lives. Girls in pain are often misunderstood as simply "troublemakers," without unpacking the root causes of the behaviors. This webinar will discuss strategies that administrators, social workers, and counselors can use to help teen girls. *Thursday, July 16, 2020, 1-3:30pm CT*. Registration fee: \$39. Register
- 12. *New* Understanding Grief and Trauma in Today's World The experience of grief is both universal and uniquely personal. This presentation will review how trauma and grief are experienced in the mind, body, and spirit with consideration of the impact of current global events. Strategies will be provided for honoring and moving through grief and trauma to make meaning and foster healing. *Wednesday, July 22, 2020, 12-1pm CT*. <u>Register</u>
- 13. New Suicide Lifeguard Suicide Prevention Training This training is developed for behavioral health professionals who are required to meet licensure and re-licensure continuing education hours in suicide assessment, referral, and intervention and management skills. Participants will develop skills to ask clients about suicide, assess for suicide using evidence-based tools, and learn how to collaborate with clients in the development of a safety and treatment plan. Thursday, July 23, 2020, 12:30-3:30pm CT. Registration fee: \$39. Register
- 14. New Trauma-Informed Treatment: Applications in Clinical Settings Ninety percent of clients in community behavioral health settings and 70 percent of all Americans report experiencing at least one traumatic event throughout their lifetime. Traumatic events, whether sexual assault, physical and emotional abuse, or natural disaster have the potential to impact every area of a person's life. It is imperative that mental health professionals have the tools needed to screen for traumatic events while also knowing how to further assess the impact of the trauma(s) on the client's life. This training will assist the professional in formally screening for trauma, further assessing the impact of traumatic events, and determining how to move forward in treatment. Friday, July 24, 2020, 1-4pm CT. Registration fee: \$39. Register
- 15. *New* Best Practices for Co-occurring Disorder Treatment: Organizational Structure and Service Environment -Program structure and milieu set the organizational foundation and tone for building integrated behavioral health capacity. This webinar will explore a variety of strategies for establishing an organizational culture that clearly communicates support for individuals with co-occurring disorders. *Thursday, July 30, 2020, 12-1pm CT*. <u>Register</u>
- 16. *New* Health Disparities in African American Communities: A Historical and Psychological Perspective This presentation will review the health disparities recently exposed by the COVID-19 pandemic. Data will be presented that highlight the impact on the African American community, followed by a review of the traditional

rationales provided for these disparities. The presenter will then offer some alternative rationales and considerations based on historical factors that have impacted the African American community. In addition, insights from Black Psychology will be provided to re-frame the discussion. *Thursday, July 30, 2020, 1-4pm CT*. Registration fee: \$49. <u>Register</u>

RECURRING TRAINING OPPORTUNITIES

Please contact the training sponsor as these events may be subject to change given the developing COVID-19 situation.

1. **Overdose Education and Naloxone Distribution** – The MO-HOPE Project has scheduled virtual trainings through the end of July 2020. Trainings are free, but registration is required.

AVAILABLE TRAINING DATE: Thursday, July 30, 2020, 10-12pm CT, <u>Register</u>

TRAINING OF TRAINERS:

Emergent Naloxone Use in the Field for Emergency Responders: *Wednesday, July 8, 2020, 2-4pm CT*, <u>Register</u> Emergency Responder Naloxone Distribution: *Tuesday, July 14, 2020, 1-3pm CT*, <u>Register</u> Overdose Education and Naloxone Distribution: *Tuesday, July 21, 2020, 10-12pm CT*, <u>Register</u>

- 2. Medication Awareness Recovery Specialist Training Program This program is a comprehensive training program that provides 40 hours of training on using medications during the recovery process. The program starts with a 2-hour Zoom meeting on *Friday, July 10, 2020*. Participants choose one of three times: 8:00-10:00am, 11:00-1:00pm, or 2:00-4:00pm. Participants will work through eight self-study modules that start on Monday, July 27, 2020, and end on Sunday, October 18, 2020. These modules are completed at home within assigned time periods. There is also a 2-hour Zoom meeting on Friday, September 25 and Friday, October 23 with the same three time options that participants must attend. Registration fee: \$100 (includes 40 CEUs and a MARS Certificate). <u>Click Here for the July MARS Program Registration Form</u>. If you have any questions, please contact <u>Scott Breedlove</u>.
- 3. Mental Health First Aid (MHFA) MFHA is now available in a variety of formats, including a fully <u>virtual</u> course. MHFA teaches an individual how to identify, understand and respond to signs of mental illness and substance use disorder. This training teaches the skills needed to reach out and provide initial support to someone who may be developing a mental health or substance use problem and help connect them to the appropriate care. Youth MHFA is also available for adults working with youth (age 12-18). Register today to be the one to make a difference for your friends, family members, colleagues, students, or children. This training is designed for the general community and is being offered for free through the DMH. Check out the <u>MO MHFA website</u> to register and for more frequent updates.
- 4. **2020 Suicide Prevention Virtual Conference** This virtual event is brought to you by the DMH, MO Coalition, and Community Counseling Center. <u>Register</u>

Dates: Kick-off **July 30** with a full day of exciting and relevant keynote presentations. Next, one webinar every other Thursday starting **August 6 through October 29**. **Cost**: The virtual conference is **free** unless the attendee would like continuing education. If so, the cost is \$20 per person. **Equipment needed:** A laptop/computer with speakers and internet in order to participate in the webinars. Because of the size, there will not be an option to call in for these webinars. **Continuing Education:** The certificate will be sent at the end of the event on October 29 with the total number of hours the attendee participated in throughout the event. **Networking:** An app/weblink for the event to help with networking during the virtual events will be provided. Information on how to access the app/weblink will be sent two weeks before to the event.

 MCB's Clinical Supervision Trainings - This training is required for an individual to be a MCB Qualified Clinical Supervisor. If you have any questions, please contact the MCB office at 573-616-2300 or <u>help@missouricb.com</u> July 30 and 31, 2020 - Joplin - <u>Click Here for the July Joplin CST Training Registration Form</u> November 19 and 20, 2020 - St. Louis - <u>Click Here for the November St. Louis CST Training Registration Form</u> 6. MAT (Buprenorphine) Waiver Course - Opioid SOR, in partnership with the Missouri Coalition for Community Behavioral Healthcare are providing an 8-hour MAT Waiver Course. This course is different from the traditional 8-hour live course, as the first 4-hours will be in person and then the last 4-hours will be individual online work. Once you complete the first 4-hour live training, you will receive an email from AAAP with a link for the other 4-hours of individual work. Once that work is completed, they will send you a certificate of completion.

AVAILABLE TRAINING DATES:

St. Louis, Missouri

Saturday, September 26, 2020 - Time: 8:30am - 12:30pm CT, Presenter: Dr. Evan Schwarz Saturday, November 7, 2020 - Time: 8:30am - 12:30pm CT, Presenter: Dr. Evan Schwarz Register Here: <u>http://www.cvent.com/d/chqswn</u> *Additional dates may be added throughout the year.

<u>8 Hour Online MAT Waiver Training</u> Register Here: <u>https://learning.pcssnow.org/p/onlinematwaiver</u>

7. 2020 Certified Peer Specialist Supervision Trainings – This training is strongly encouraged for any current or future peer specialist supervisor (individuals supervising a CPS). It has been updated so individuals who have attended a training in the past are welcome to attend again. The training is free and will be done in a virtual format only. Once registered, participants will be given a link to watch four videos before the Zoom meeting date. <u>Click Here For Peer Supervision Training Registration Form</u>. If you have any questions, please feel free to contact the MCB office at 573-616-2300 or <u>help@missouricb.com</u>. The Zoom meetings are scheduled for 9-11am on the following dates:

Thursday, August 13, 2020 (Full) Tuesday, September 22, 2020 Thursday, October 22, 2020 Thursday, December 17, 2020

Look for updates on different topics/initiatives next Friday!

