



# Four County Alcohol, Drug Addiction and Mental Health Services 2025–2029 Strategic Plan

## Contact Us



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# History of the Four County ADAMhs Board

The Four County Board of Alcohol, Drug Addiction and Mental Health Services (ADAMhs Board) of Defiance, Fulton, Henry and Williams Counties was created in 1978 to ensure the availability of community-based alcohol, drug addiction and mental health services. It was established by Ohio statute for the purpose of planning, funding, monitoring and evaluating contracted mental health, alcohol and drug treatment services to our residents. The ADAMhs Board does not directly provide services, but contracts with a network of public and private health care agencies to treat persons in need. Services include prevention, treatment and recovery needs of individuals and families affected by alcohol, drugs and mental illnesses.

Our community-based system of care is funded by federal grants, state allocations and local property taxes to provide services to our residents. We serve as a safety net for the uninsured, people of poverty and people who require more specialized care. The concept of community based services started in Ohio decades ago to allow Ohio residents to live more independently in their community rather than in a state mental hospital setting.

The Four County ADAMhs Board is governed by up to 18 board members including consumers and family members, who are appointed by county commissioners, the Ohio Department of Mental Health and Addiction Services. The persons who serve on the ADAMhs Board do so without compensation.

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## Reasons for Creating a Strategic Plan

- ✓ To focus on the future of The Four County ADAMhs Board.
- ✓ To review the vision, mission, and values of The Four County ADAMhs Board.
- ✓ To identify the strengths, weaknesses, opportunities, and threats to the ADAMhs Board's mission in the upcoming five years.
- ✓ To set goals, strategies, and action plans designed to guide the ADAMhs Board in the effective and efficient management of the behavioral health system of care.
- ✓ To anticipate and prepare for contingencies.
- ✓ To better serve the needs of the residents of the four counties.


## Components of the Four County Strategic Plan

-  Vision
-  Mission
-  Values
-  Goals
-  Strategies
-  Action Plans



## Vision Statement

The vision statement describes where an organization aspires to be five years or more into the future. The vision sets the overall direction and should be inspirational.



## Four County Alcohol, Drug Addiction and Mental Health Services Board Vision Statement

The Four County Alcohol, Drug Addiction and Mental Health Services Board will ensure an innovative, efficient, and effective delivery system to address the prevention, treatment, and recovery needs of individuals and families affected by alcohol, drugs, and mental illness.



## Mission Statement

The mission statement describes what an organization does, for whom, and how. Focusing on the mission will help the Four County ADAMhs Board to reach its vision. The mission statement is a clear, concise expression of the organization's purpose, philosophy and commitment.



## Four County Alcohol, Drug Addiction and Mental Health Services Board Mission Statement

To ensure the availability of an effective, integrated behavioral healthcare system through planning, monitoring, funding and evaluation.

# Values

Values are enduring, passionate and distinctive core beliefs and behaviors. The Four County ADAMhs Board's values are guiding principles that do not change and are part of the strategic foundation which will help achieve the vision and mission.



**Accountability:** Being responsible for our actions and performance



**Collaboration:** Working with partners to help individuals and families



**Compassion:** Willing to help others in need



**Diversity:** Recognizing uniqueness in everyone



**Equity:** Being just, impartial and fair



**Humility:** Willing to learn from our mistakes



**Inclusion:** Recognizing, appreciating and listening to all perspectives



**Innovation:** Willing to look for new and better ways to help individuals and families



**Integrity:** Being truthful and honest



**Stewardship:** Managing the resources entrusted to our care



## Goals


Goals are the means to accomplish the mission. Goals should follow the SMART objectives as much as possible:

**S**pecific, **M**easurable, **A**chievable, **R**elevant, and **T**ime-bound



## Strategies

Strategies are the general, umbrella methods and ideas of how goals will be achieved.



As a result of the strategic planning process, the Four County ADAMhs Board identified four goals with related strategies to achieve the goals.





## Four County Alcohol, Drug Addiction and Mental Health Services 2025-2029 Goals and Related Strategies

**Goal #1: Underserved-** Monitor community needs and support providers that serve individuals who experience systemic disadvantages in accessing our system of care.

**Goal #2: Prevention-** Support the efforts of stakeholders and public health systems in the prevention of substance use and mental health issues.

**Goal #3: Marketing-** Utilize marketing and public relations channels to create awareness and support for our mission and services.

**Goal #4: Providers-** Monitor and support providers to ensure a stable and effective behavioral healthcare system.



**Goal #1: Underserved- Monitor community needs and support providers that serve individuals who experience systemic disadvantages in accessing our system of care.**

### **Action Steps**

- 1** Seek input from our community leaders and organizations to identify underserved populations.  
**Expected results:** Gain an improved understanding about the identity and needs of underserved populations in our four county area.  
**Who:** CEO, Staff, and Board members
- 2** Prioritize identified underserved populations based on vulnerability determined through regular internal reviews of data and collaborative input.  
**Expected results:** Understand who is the most vulnerable of our underserved populations.  
**Who:** CEO and Staff
- 3** Work with collaborative partners to identify gaps in services and interventions for underserved populations.  
**Expected results:** Gain a shared understanding of gaps in services to guide ADAMhs Board support.  
**Who:** CEO and Staff
- 4** Monitor state funding opportunities for programs that will serve identified population.  
**Expected results:** Secure funding that will support identified initiatives.  
**Who:** CEO and Staff
- 5** Monitor progress  
**Expected results:** Review available data and feedback from community stakeholders.  
**Who:** CEO, staff



**Key success indicator:** Improved access to behavioral healthcare services for historically underserved populations.



## Goal #2: Prevention– Support the efforts of stakeholders and public health systems in the prevention of substance use and mental health issues.

### Action Steps

1

**Review and monitor currently funded prevention programming for effectiveness and continued quality improvement.**

**Expected results:** Only fund the most effective prevention programming.

**Who:** CEO and Director of Quality Improvement

2

**Meet with contracted providers and community stakeholders to identify unmet prevention needs.**

**Expected results:** Identify and document the gaps of prevention programming within our care continuum.

**Who:** CEO, Staff, and Board members

3

**Identify Best Practice Prevention programming designed to meet area need.**

**Expected results:** Sustain, add or replace current prevention programming based on effectiveness of community need.

**Who:** CEO and Staff

4

**Identify and seek new funding for potential expansion of Prevention programming.**

**Expected results:** Funding for community prevention needs is adequately met.

**Who:** CEO



**Key success indicator:** Increase the cumulative number of community members served through prevention programming..



## Goal #3: Marketing– Utilize marketing and public relations channels to create awareness and support for The Four County ADAMhs Board mission

### Action Steps

1

Explore and evaluate the value of hiring a marketing consultant or firm to help with this goal.

**Expected results:** Expertise in the process of completing this goal.

**Who:** CEO and Board members

2

Create and implement a marketing plan.

**Expected results:** To create a serviceable marketing plan.

**Who:** CEO, Community Services Manager (and Marketing Firm if hired.)

3

Identify low or no cost opportunities to promote the ADAMhs Board and its Mission.

**Expected results:** Broader community awareness.

**Who:** CEO, Community Services Manager (and Marketing Firm if hired.)



**Key success indicator:** Heightened awareness and support for the ADAMhs Board and its mission.



## Goal #4: Monitor and support providers to ensure a stable and effective behavioral healthcare system.

### Action Steps

- 1 Monitor the financial health of our major contracted providers.**  
**Expected results:** Completed annual provider audits which are reviewed by the Board Audit Committee Members.  
**Who:** CEO, Director of Finance and Administration, Board Audit Committee Members
- 2 Collect, monitor, and report on access to care measures.**  
**Expected results:** Understand the community's ability to access behavioral health services in a timely manner.  
**Who:** Director of Quality Improvement
- 3 Identify ways to measure and support the effectiveness and availability of contracted behavioral health services.**  
**Expected results:** Understand the strengths and challenges of our behavioral health providers.  
**Who:** CEO and Director of Quality Improvement
- 4 Support providers and overcome obstacles to access to care.**  
**Expected results:** Providers will meet access to care measures.  
**Who:** CEO and Director of Quality Improvement



**Key success indicator:** Providers meet access and quality of care standards as established by the Four County ADAMhs Board.



The ADAMhs Board CEO, Board members and staff, data from community health assessments, stakeholder input and a desire to strengthen the current behavioral healthcare system helped shape the Four County ADAMhs Board Strategic Plan for 2025-2029. With the 2025-2029 Strategic Plan, the Four County ADAMhs Board intends to continue to assure equitable access to community-based prevention, treatment and recovery services for all individuals and families in the Four County area.

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