



NJACCHO General Membership Meeting

FEBRUARY 9, 2023  
9:30AM

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Business Meeting Agenda

Agenda Item	Speaker
Call to Order & Approval of Minutes (November 2022)	Chris Merkel
OLPH Update	Shereen Semple and Jamie Weller
President Report	Chris Merkel
Treasurer Report	Margy Jahn
Executive Director Report	Linda Brown
Grant Updates	Adam Perper, Lisa Gulla, Sylvia Bookbinder
PHACE Update	Kevin Sumner
NACCHO Update	Margy Jahn
Workgroup Updates	Chairs
Hope for Health program	NIDHS and Grantees
Health Officer Assessment results	Colleen McKay Wharton
Open Forum	

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Office of Local Public Health  
Update

SHEREEN SEMPLE  
JAMIE WELLER

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President Update

CHRIS MERKEL

Treasurer Update

MARGY JAHN

As of January 31, 2023

General Checking		Grant Checking		Money Market	
Starting Balance	\$206,286.81	Starting Balance	\$17,029,240.53	Starting Balance	\$0.00
Deposits	\$ 28,831.50	Deposits	\$ 8,456,627.98	Deposits	\$ 25,004,906.84
Deductions	\$ 5,037.61	Deductions	\$ 25,092,119.00	Deductions	\$ 0.00
Ending Balance	\$230,080.70	Ending Balance	\$393,749.51	Ending Balance	\$25,004,906.84

## Executive Director Update

LINDA BROWN

## Grant Updates

ADAM PERPER  
LISA GULLA  
SYLVIA BOOKBINDER

## PHEP Coordinator Report

Quarterly Newsletter went out January 2023

- Any feedback is greatly appreciated
- Any topics or submission of articles can be directed to the PHEP Coordinator

Emergency Preparedness Committee

- Looking for additional members to join, please reach out to Dan Dan Regenye or myself
- Our next meeting is scheduled for March 2nd, 2023 @ 2pm

New Jersey Hospital Association / Healthcare Coalition will be rolling out Juvara/Web EOC in 2023

- Web based incident management platform

If I can assist in any way with your agency(s) please reach out and let me know

- Trainings
- Exercises
- Etc.

Contact Information

- [phep@njaccho.org](mailto:phep@njaccho.org)
- (908) 455-6883



## Strike Team Grant Updates

Lisa Harrison-Gulla  
Strategic Health Advisers

NJACCHO  
General Membership Update  
February 9, 2023

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## Progress to Date

### 01. PSAs

15 LHAs  
5 County (2 through MOA)  
10 Municipal/Regional

### 02. Trainings

4 Train the Trainer (TfT)  
42 Individuals Trained  
9 PPL Trainings to 72 Healthcare Professionals at LTCs/SNFs  
Most focused on Respiratory Droplets/Source Control and  
How staff can reduce health disparities within their facilities  
**\*\*Already exceeded DOH minimum grant requirements of 7 trainings per quarter\*\***

### 03. Highlight

Created a comprehensive spreadsheet that was developed and shared with all State grantees to help ensure collaboration in outreach to LTC/SNFs.

### 04. Results

TfT pre/post tests show a 24% increase in knowledge on average amongst participants

### 05. What's Next

Norovirus Advanced Level Training to be completed by end of month and at least one training on subject to be conducted by end of March  
2 Hour advanced level training/TfT refresher for next quarter  
Data analysis and results from grantees trainings  
Social Media performance metrics

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## Social Media



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## New to Public Health (N2PH) Residency

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### N2PH Updates

#### Residents

Cohort has 25 Residents

Orientation Session – Jan. 10

Module 1 Session – Feb. 6

#### Next Steps:

- Continue monthly online modules
- Hold monthly live group discussions
- Connect with mentors

#### Mentors

Thank you for the engagement!

17 applications were received

10 mentors needed

Each mentor will be matched with 2-3 Residents

- Based on Resident preferences
- re: experience and expertise

Orientation – later this month

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### Workforce Development Updates

AAR – Support still available!

#### Upcoming Trainings:

- 2-Day Adaptive Leadership Program – March 8 & 9
- Dale Carnegie – Northern Cohort – starting March 14
- The PHACE of Public Health in New Jersey: A Collaborative Effort for Transformation – April 20
- Emergenetics
  - Turtle Back Zoo – May 3
  - Rowan College at Burlington – May 4
- Preaching what you Practice: Communication Strategies for Outbreaks – June 14

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ELC Updates

**92 Applications Received**

As of 2/8/23

- Preliminary Program & Fiscal Reviews Complete
- 27 Active Modification Requests
- 6 Applicants - 2nd Modifications forthcoming
- 10 Awards Issued - \$3,165,695

Remaining Modification Requests expected by Monday

Reimbursement process to begin Late February for Awarded LHDs

More details and technical assistance coming soon

PHACE Updates

KEVIN SUMNER

NACCHO Updates

MARGY JAHN

Workgroup Updates

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Committee Chairs

**Awards –**  
Megan Avallone

**Bylaws –**  
Kevin Sumner

**Finance –**  
Marconi Gapas

**Nominating –**  
Stephanie Gorman

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Workgroups Chairs

**Advocacy**  
Lynette Medeiros

**Communicable Disease**  
Megan Avallone & Sarah  
Perramant

**Chronic Illness & Disease**  
Patrick Anderson

**Emergency Preparedness**  
Dan Regenye

**Environmental & Consumer  
Health**  
Derrick Webb

**Maternal & Child Health**  
Cynthia Weaver

**Membership, Marketing and  
Fundraising**  
Lisa Gulla & Maya Lardo

**Program**  
Chris Hellwig

**Workforce Development**  
Chris Hellwig

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## Hope for Health

NJDHS AND GRANTEEES

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### Disaster and Terrorism Branch

The Division of Mental Health and Addiction Services (DMHAS) within the New Jersey Department of Human Services (NJ DHS), houses a highly specialized mental health Disaster and Terrorism Branch (DTB). Through the DTB, basic and advanced training programs are offered for mental health professionals and paraprofessionals to help sustain an adequate disaster mental health workforce. Since the early 1990's, New Jersey has been a national leader in disaster mental health. Today, all 21 counties have viable disaster mental health plans and a team of trained disaster mental health responders.



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**A CDC NJ COVID Disparities Grant to Promote Resilience and Sustainability of the NJDOH Public Health Workforce as a Result of the Pandemic**



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**Hope for Health Program Managers**

Jaime Angelini – Northern Region Manager  
[Jaimea@mhanj.org](mailto:Jaimea@mhanj.org)

Janis Mayer - Central Region Manager  
[Janis.Mayer@rwjbh.org](mailto:Janis.Mayer@rwjbh.org)

Kathy Thomson - Southern Region Manager  
[Kathy.Thomson@centerffs.org](mailto:Kathy.Thomson@centerffs.org)



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**Northern Grantee- Mental Health Association of NJ**  
Psychiatric Hospitals/Counties/Local Health Departments

**Central Grantee-RWJBH-Institute for Prevention and Recovery**  
State DOH/County/Local Health Departments

**Southern Grantee- Center for Family Services**  
Psychiatric Hospitals/County/Local Health Departments



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### County/Local Health Department Regions

#### Northern Counties

Bergen, Essex, Hudson, Morris, Passaic, Sussex, Warren

#### Central Counties

Hunterdon, Mercer, Middlesex, Monmouth, Ocean, Somerset, Union

#### Southern Counties

Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Salem




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### Facts: Public Health Workers

- Stress and exhaustion related to the pandemic is complicated by other types of stress NOT experienced by the general public
- Ongoing stress can have long lasting severe effects on our health and overall wellness
- Burnout and Compassion Fatigue (Cost of Caring) are impacting health workers across the US



- Health Workers experience:
  - Fatigue
  - Sadness
  - Difficulty in balancing work and personal life

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### Hope for Health Program Goals

- Help health workers understand their current situation & reactions
- Reducing stress and providing emotional support
- Assisting in reviewing recovery options
- Promoting the use or development of coping strategies
- Connecting health workers to resources



#### Key Principles

- Strength based
- Anonymous
- Outreached Oriented
- Designed to strengthen Existing Community Support Systems

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### Hope for Health Services Provides:

- Better adjust to their new reality
- Mitigate stress
- Develop coping strategies
- If needed, find linkages to agencies, programs and other resources in their communities




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### Services Offered

- Emotional Support to Promote General Well Being
- Psychoeducation/Information on Pandemic Reactions and Coping Skills
- Virtual and/or In Person Services Offered



- Support Groups
- Webinars/Workshops
- Self Care Practices

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### Role of Crisis Counselor Strategies in Crisis Counseling

- Develop a safe caring non-judgemental relationship providing comfort and empathy
- Maintain compassionate presence
- Help people cope and restore baseline functioning
- Encourage acceptance of help/build on strengths
- Normalize people's reactions
- Acknowledge and validate feelings
- Alleviate distress through supportive listening
- Help them move toward healthiness




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**Weekly Virtual Support Groups** FEBRUARY 2023

Click the link under each group to enter the Meeting ID and passcode into Zoom to join!

**MONDAYS**

**Mindful Mondays**  
9:00am - 9:15am  
Registration: Click Here to Join  
Passcode: 400031

**Breathing Chair Yoga**  
11:30am - 12:00pm  
Registration: Click Here to Join  
Meeting ID: 857 1837 9337  
Passcode: Breathin

**Let's Talk About Self-Care!**  
3:00pm - 3:30pm  
Registration: Click Here to Join  
Meeting ID: 828 8233 1960  
Passcode: Breathe

**WEDNESDAYS**

**Wellness Wednesdays**  
7:00pm - 7:30pm  
Registration: Click Here to Join  
Meeting ID: 851 3379 1695  
Passcode: 572826

**THURSDAYS**

**Recharge and Reset**  
8:00am - 8:30am  
Registration: Click Here to Join  
Meeting ID: 858 2265 6487  
Passcode: 245798

**Stretching, Laughing & Relaxing with YogaJen**  
12:00pm - 12:30pm  
Registration: Click Here to Join  
Meeting ID: 857 1180 8791  
Passcode: 534509

**Thrive on Thursdays**  
6:00pm - 6:30pm  
Registration: Click Here to Join  
Meeting ID: 857 1180 8791  
Passcode: 534509

**Post-COVID Care: Long Haulers Support**  
6:00pm - 7:00pm  
Registration: Click Here to Join  
Meeting ID: 878 3248 1761  
Passcode: Breathe

**FRIDAYS**

**Let's Talk About Self-Care!**  
12:00pm - 12:30pm  
Registration: Click Here to Join  
Meeting ID: 857 0070 0368  
Passcode: Breathe

**Monday through Friday**  
8:50am - 9:00am  
Join RW Barnabas Health Institute for Prevention and Recovery for a check-in, stretch and breathing session to jumpstart your day!  
10 minutes  
Registration: Click Here to Join  
Meeting ID: 857 1180 8791  
Passcode: 534509

**SPECIAL WEBINAR**  
**JOURNEY TO WELLNESS PART 2**  
WEDNESDAY, FEBRUARY 15TH @ 7:00PM  
Registration: Click Here to Join  
Scan the QR code to register

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**Self-Care: A Big Commit-Mint**

is a public education presentation through Hope for Health that aims to identify self-care quick tips that can easily be adopted to combat stress and promote wellness.

A peppermint garden is provided to participants to help you flourish!

Logos for NJHealth and Hope for Health are at the bottom.

**Start Your Morning Off Right, Self-Care Strategies to do at Night.**

is a public education presentation through Hope for Health that provides practical strategies for developing habits that promote physical health and the maintenance of one's overall wellness. This webinar will discuss ways to incorporate self-care activities into your nighttime routine in order to feel rested and recharged for your day ahead.

Participants are provided with sleep tips to help them relax and sleep right!

Logos for NJHealth and Hope for Health are at the bottom.

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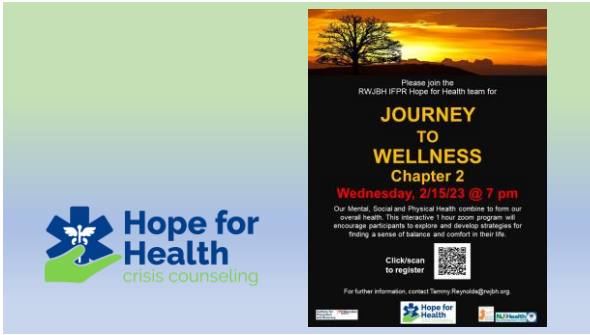
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Health Officer Assessment

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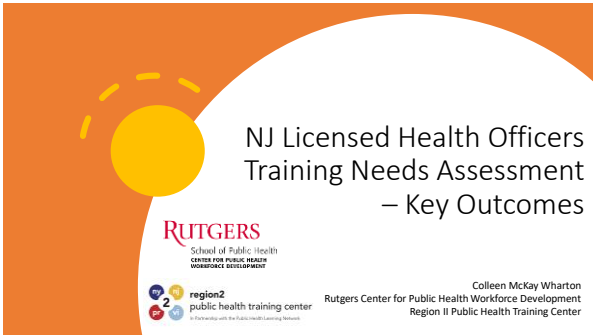
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THANK YOU to the NJACCHO Workforce Development Committee that worked to review competencies, provide feedback and promote completion of the instrument!

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### A Reminder...

- Not at all confident
- Somewhat Confident
- Confident
- Very Confident

Public Health Core Competencies / de Beaumont's 'Strategic Skills'		
• Effective Communication	• <b>Data-driven Decision Making</b>	• Justice, Equity, Diversity and Inclusion (JEDI)
• <b>Resource Management</b>	• Cross-Sectoral Partnerships	• <b>Community Engagement</b>
• <b>Systems and Strategic Thinking</b>	• <b>Change Management</b>	• <b>Policy Engagement</b>
<ul style="list-style-type: none"> <li>• Experiences thru the pandemic</li> <li>• Other significant life events</li> <li>• NJACCHO feedback</li> </ul>		

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### ALL RESPONDENTS (N=57-62)

Highlighting competencies where 35% or more indicated *Not at all Confident* or *Somewhat Confident*

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## Data-Based Decision Making

Encompasses collecting, interpreting, and leveraging data—including "big data"—to identify salient patterns, answer relevant questions, and make effective decisions.

The insights generated during data analytics *translate into tangible, real-world change and lead to informed action*

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## Data-Based Decision Making

- Prepares data for analysis (63%)
- Uses methods and tools for analyzing data (60%)
- Uses public health informatics methods and tools (46%)
- Determines limitations of evidence (40%)

% that is 'Not at all confident' or 'Somewhat confident' N=57-62




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## Resource Management

A process through which current and future resources (including finances, staff, individuals with technical or subject expertise, technology, equipment, etc) are strategically and efficiently allocated and deployed to achieve organizational and systems-level success and minimize waste.

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% that is 'Not at all confident' or 'Somewhat confident' N=57-62

## Resource Management

- Develops strategies to secure financial resources (42%)
- Explains public health and healthcare funding mechanisms and procedures (40%)
- Determines how financial resources are distributed (38%)

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## Change Management

A process to guide individuals, organizations, and systems through the transition from a current state to a desired future state, with an emphasis on learning and resiliency at all levels.

Public health professionals skilled in change management will be able to set an example, inspire a shared vision, challenge the status quo, manage uncertainty, and encourage strengths-based action while navigating ongoing challenges to successfully realize needed change.

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% that is 'Not at all confident' or 'Somewhat confident' N=57-62

## Change Management

- Analyzes the comparability of existing data (42%)
- Identifies gaps in existing data (41%)
- Identifies internal and external facilitators impacting delivery of the 10 Essential Public Health Services (44%)
- Uses evaluation results to improve policies, programs, services, and organizational performance (35%)

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## Systems & Strategic Thinking

A holistic and dynamic understanding of interrelated complex structures—such as public health and health care—as well as the ability to recognize those systems' influences at multiple levels and use those insights to align resources to achieve goals.

It involves designing interventions that help people see the overall structures, patterns, and cycles in systems and allows for the identification of solutions that simultaneously leverage improvement throughout the system.

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## Systems & Strategic Thinking

- Interacts with the larger interrelated system of organizations that influence the health of populations at local, national, and global levels (41%)

% that is 'Not at all confident' or 'Somewhat confident' N=57-62




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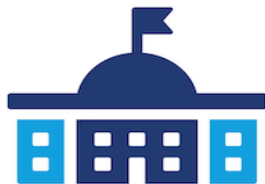
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## Policy Engagement

Involves working to inform, influence, implement, and evaluate legislation strategies at federal, state, and local levels in order to leverage long-lasting systems changes to protect and improve the public's health and well-being.




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% that is 'Not at all confident' or  
'Somewhat confident' N=57-62



## Policy Engagement

- Explains the importance of public health informatics for designing, implementing, evaluating, and improving policies, programs, and services (41%)
- Implements evaluation methods and tools (37%)

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## Community Engagement

Refers to an authentic, mutually beneficial, collaborative process of working to address issues that affect the health and well-being of communities, which often involves prioritizing health equity.

Community engagement exists on a spectrum; involves equitable distribution of decision-making power and a focus on community partnering and collaboration; and is rooted in trust and respect.

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% that is 'Not at all confident' or  
'Somewhat confident' N=57-62



## Community Engagement

- Ensures power and ownership are shared with community members and others (36%)

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Data-Based Decision Making	Resource Management	Change Management	Systems & Strategic Thinking	Policy Engagement	Community Engagement
Prepares data for analysis (63%)	Develops strategies to secure financial resources (42%)	Analyzes the comparability of existing data (42%)	Interacts with the larger interrelated system of organizations that influence the health of populations at local, national, and global levels (41%)	Explains the importance of public health informatics for designing, implementing, evaluating, and improving policies, programs, and services (41%)	Ensures power and ownership are shared with community members and others (36%)
Uses methods and tools for analyzing data (60%)	Explains public health and healthcare funding mechanisms and procedures (40%)	Identifies gaps in existing data (41%)			
Uses public health informatics methods and tools (46%)	Determines how financial resources are distributed (38%)	Identifies internal and external facilitators impacting delivery of the 10 Essential Public Health Services (44%)		Implements evaluation methods and tools (37%)	
Determines limitations of evidence (40%)		Uses evaluation results to improve policies, programs, services, and organizational performance (35%)			

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Over the last three years, respondents 'often' or 'very frequently' felt....

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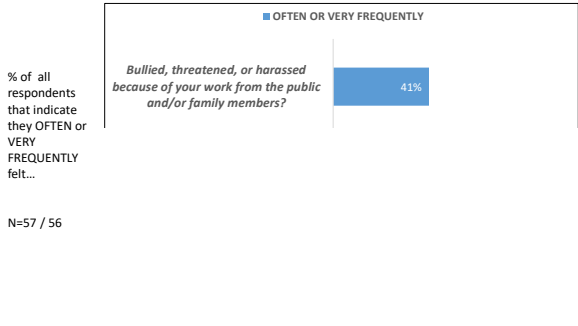
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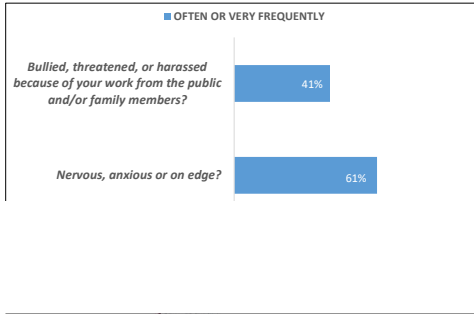
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% of all respondents that indicate they OFTEN or VERY FREQUENTLY felt...

N=57 / 56



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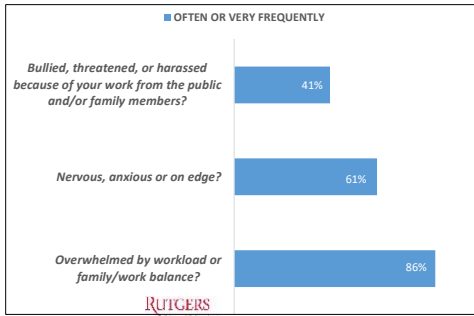
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% of all respondents that indicate they OFTEN or VERY FREQUENTLY felt...

N=57 / 56



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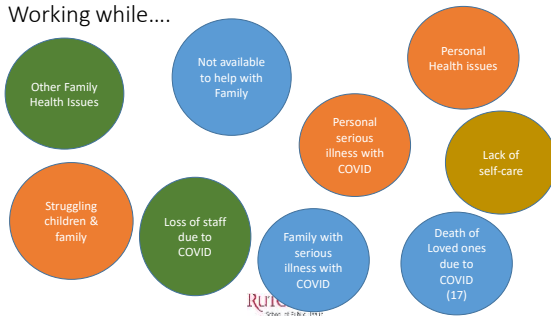
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Working while....



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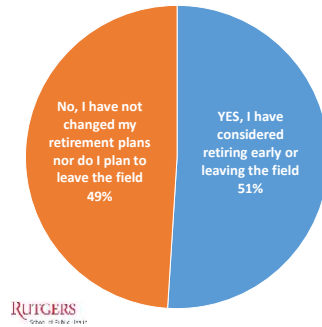
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As a result of the pandemic, have you considered either retiring earlier than originally planned or leaving the public health field prematurely?

N=57



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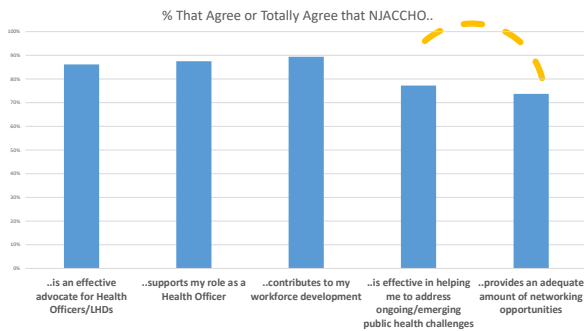
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## A few comments...

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*As a new Health Officer, NJACCHO has been a great way to network, as well as for learning opportunities.*

*NJACCHO's programming sessions have allowed me the opportunity to be better versed in my position as a Health Officer so that I can more accurately defend my work to individuals in my workplace.*

*Guest speakers and topics are very helpful and knowledgeable. They have helped with updating us, (H.O.s) with new laws that will be going into place.*

*NJACCHO's programming sessions have been timely, accurate and informative.*

*I feel that the organization tackles issues that on a local level I do not have time to address.*

*Aided my professional development and gave a great opportunity to meet other Health Officers.*

*NJACCHO programming has provided great opportunities for networking with other LHDs/LINCS agencies, collaborating with NJDOH, and useful trainings.*

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% That Agree or Totally Agree with the Statement:

I find it easy to approach the Executive Committee if I want to raise an issue for NJACCHO to address

59%

The Executive Committee keeps me informed of public health topics that are happening in the state

60%

The Executive Committee is transparent with the organization's priorities

50%

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**NJACCHO:**

- Dig deeper into data and use to inform future programming – *Join us!*
- Partner with others to offer needed training and support to NJACCHO members & staff
- Specific upcoming initiatives

**Rutgers / Region 2:**

- Reflect priority areas in upcoming webinars
- Developing a CE initiative specific to strategic skills - *for all disciplines* – stay tuned!
- Public Health Scholarship – Available Now!



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### New Public Health Scholarship \$\$\$

- 50% off tuition for those currently working in public health or from under-represented / disadvantaged group
- Can apply for Summer 2023 or Fall 2024
- For MPH program OR Population Health Certificate
- **\*\*FUNDED BY HRSA\*\***

### Scholarships

...

**For MPH Degree (any concentration) or Certificate in Population Health**

**Who's Eligible?**

- Accepted students at the Rutgers School of Public Health
- New Jersey residents

**-AND-**

- Currently working in public health -or- from an underrepresented group



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**Rutgers Public Health Scholarship**

- Consider employees who may have been thinking about grad school!



[https://go.rutgers.edu/SPH\\_Scholarship](https://go.rutgers.edu/SPH_Scholarship)



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thank you!

De Beaumont Strategic Skills  
<https://debeaumont.org/strategic-skills/>

Colleen McKay Wharton  
[c.mckaywharton@Rutgers.edu](mailto:c.mckaywharton@Rutgers.edu)

Want to join Workforce Development Committee at NJACCHO?  
Chris Hellwig – Chair Workforce Development Committee  
[chellwig@hamiltonnj.com](mailto:chellwig@hamiltonnj.com)

#### Open Forum

#### New Membership Forums

**Small/Rural** - This forum will consist of and focus on the needs of small health departments and health departments serving rural communities. Small may be defined by population served and/or extent of health department resources (staff, budget, etc.)

**Medium** - This forum will consist of medium sized health departments, defined by population served and/or extent of health department resources (staff, budget, etc.)

**Large/County/LINCS** - This forum will consist of and focus on the needs of local health departments serving large County communities, LINCS agencies, and local health departments serving other large populations.



Media/Spokesperson Pool

NJACCHO is looking for Health Officers/members to be available to serve as subject matter experts and to speak *on behalf of the association* when media organizations reach out for comments.

Please complete the survey, if interested.

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Advocacy Day

February 27  
10:00 – 4:00pm  
Trenton – Statehouse

Sign up if you plan to join

All PHACE Organizations have been invited to participate

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Thank you!

NEXT MEETING: APRIL 13

REGISTER FOR TRAININGS/MEETINGS ONLINE: [WWW.NJACCHO.ORG](http://WWW.NJACCHO.ORG)

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