
HAVEN

Health Assistance InterVention Education Network



2018 ANNUAL REPORT AND APPEAL

Healthy Professionals ~ Healthy Patients

Health Assistance InterVention Education Network

*is dedicated to enhancing patient safety by
supporting the health and wellbeing of our
Connecticut healthcare professionals.*



HAVEN

Health Assistance Intervention Education Network

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Thomas Calnon, DDS
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Associate Program Director

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Dear Friends and Colleagues:

Health Assistance Intervention Education Network for Connecticut Healthcare Professionals, Inc. (HAVEN) is pleased to present you with this annual report summarizing our work for January 1, 2018 through December 31, 2018. HAVEN is a voluntary confidential program, dedicated to the health and wellness of Connecticut healthcare professionals. HAVEN offers a confidential alternative to public disciplinary action for healthcare professionals facing the challenges of chemical dependency, emotional or behavioral disorders, or physical or mental illness. Connecticut law provides for only one confidential alternative to public discipline, which is HAVEN.

HAVEN is a resource for healthcare professionals to seek help without fear of public disclosure or public regulatory action. Healthcare professionals too often hide or deny their illness. As a result, patient safety may be at risk if the provider has a potentially impairing condition. HAVEN enables professionals to access and commit to treatment. Since the inception of HAVEN in 2007, our mission enhances patient safety by supporting the health and wellbeing of our Connecticut health professionals in a confidential and caring environment.

Confidentiality is the foundation of HAVEN. We recognize the importance of respecting the privacy of those who use our services. The healthcare professionals are assured that their information will remain confidential and will be protected to the full extent of the law. HAVEN helps build healthcare teams so that personal health information is only shared with individuals, including employers, who contribute to our professionals' success.

As a nonprofit 501(c)(3) charitable corporation, HAVEN relies on participant fees and donations to carry out our mission. In reviewing this report and learning more about the benefits and services we provide to health professionals in more than 40 disciplines, we hope that you and your organization will support our valuable work. A donation form is included in this packet. Donations are tax deductible and all funds directly support our mission.

With the help and support of generous donors, we assisted more than 426 healthcare professionals in 2018. In an effort to meet the growing demand for our services, our program must grow. Staff and resources must be expanded to meet the ever-increasing demand to serve our colleagues, peers, family, and friends in need. We cannot do this without your financial support. Please share this report with any individual or organization you think may be interested in supporting our services. Thank you for valuing our work. We look forward to partnering with you in the upcoming year.

Very truly yours,

Thomas J. Calnon, D.D.S.
President

Maureen Sullivan Dinnan, J.D.
Chief Executive Office

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HAVEN Office Achievements of 2018

HAVEN's New Medical Director

HAVEN could not meet the increasing demand for services without the addition of our new Medical Director, Katherine Grieco, DO. Dr. Grieco joined HAVEN in February 2018.

Her expertise and insight enables HAVEN to meet the complex needs of healthcare professionals referred for services.



Katherine Grieco, D.O.
Medical Director

Katherine Grieco, D.O. is board certified in Family and Addiction Medicine. She is a graduate of the University of New England College of Osteopathic Medicine and completed an HIV primary care fellowship at the University of California San Francisco, followed by an addiction medicine fellowship at Yale School of Medicine. Prior to her role at HAVEN, she worked in direct clinical care as the medical director of a methadone maintenance treatment program and inpatient detox center in New Haven, as well as director of an in-hospital detox unit in Boston. She has an undergraduate degree from Wittenberg University. Dr. Grieco joined HAVEN in 2018 and serves as Medical Director. She conducts interventions, oversees support services, and follows ongoing compliance with wellness programs for HAVEN participants.

Capital Campaign 2018

Basement Conference Room

2018 was truly a year of growth for HAVEN. In 2016 when HAVEN was beginning the search for a larger office space, one essential criteria for a new building was the large conference room to hold 15-20 people. When the building in East Berlin was found, there was the opportunity to convert the unfinished basement into a conference room. HAVEN realized the importance of completing such construction, as the Medical Review Committee meetings were difficult to conduct in the conference room on the first floor, which held 10-12 people. In 2018, a capital campaign raised funds for the construction of the new conference room basement space. Through the generosity of several Connecticut Hospitals, Testing Sites, Board Members, individual healthcare professionals, HAVEN Participants, and others, over \$36,000 was raised restricted for this purpose. Completed in December 2018, the conference room is now available for full use. The January 2019 Medical Review Committee put the space to important use.

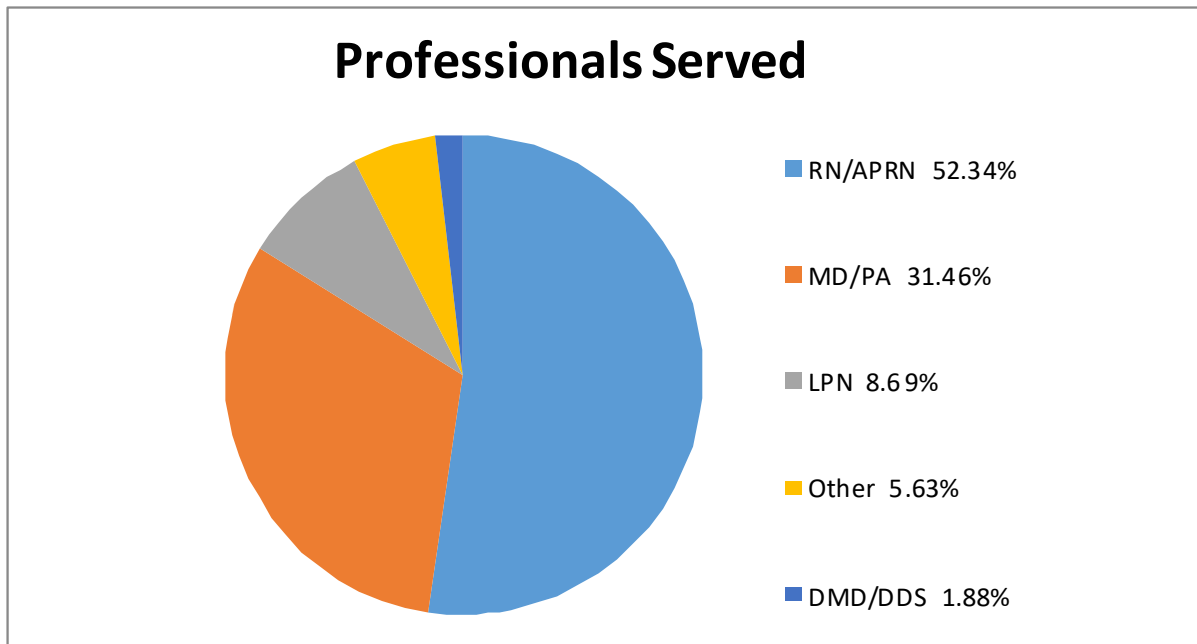


Conference Room



Kitchenette

Professionals Served in 2018 (January-December)

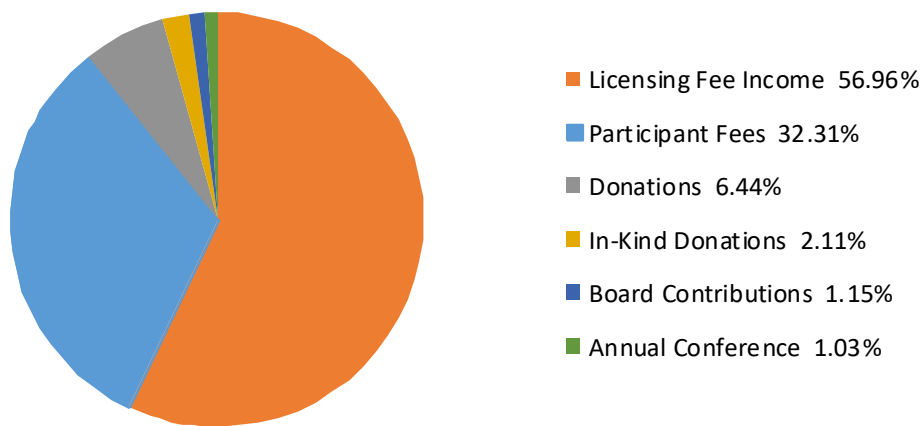


2018 Healthcare Professionals Served	
MD/PA	122/12
RN/APRN	202/21
LPN	37
Other	24
DMD/DDS	8
Total Professionals Served	426

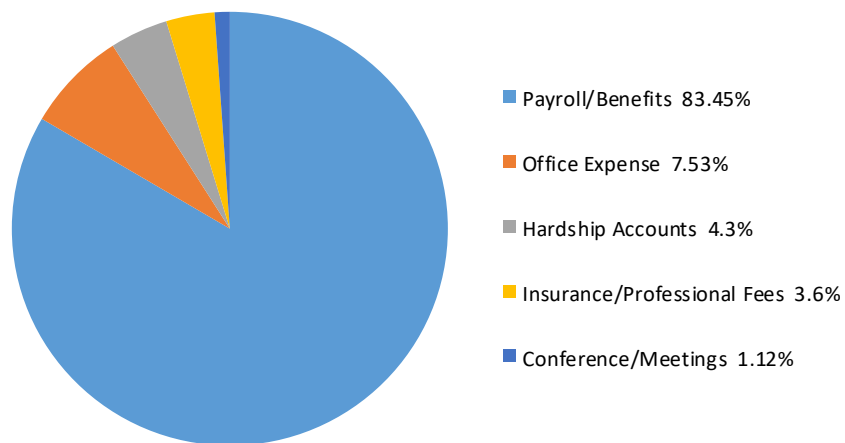
A Year In Review

2018 Financial Data (January-December)

Income



Expenses



The HAVEN Process

HAVEN is a confidential assistance program that supports the health and wellbeing of Connecticut health professionals, leading to enhanced patient care. It serves as an alternative and voluntary program that assists healthcare professionals suffering from physical or mental illness, emotional disorder, or chemical dependency. The creation of HAVEN was enabled through Connecticut General Statute Sections 19a-12a and 19a-12b, signed by Governor M. Jodi Rell on June 12, 2007. In 2015, mandating reporting of impaired healthcare professionals was expanded. See Connecticut General Statute Section 19a-12e.

Referral

When there is a concern that a healthcare professional may be at risk for impairment, a referral to HAVEN begins the process. A healthcare professional may self refer or be referred by a colleague, employer, family member, or friend. Observations by colleagues as to inappropriate or distressed behavior, disheveled appearances, failure to keep appointments, family or marital stress, or drug control interventions commonly prompt contact with HAVEN. At the time of initial referral the Medical Director, Professional Director, Case Manager, or Chief Executive Officer will review contact information, eligibility, and confidentiality.

Intake

At the intake meeting, the healthcare professional will share why he or she has come to HAVEN. The HAVEN process is explained and then an Initial Plan is formed. The healthcare professional may be asked to refrain from practice until an evaluation is conducted by an approved medical professional or treatment facility. When appropriate, urine drug testing will begin after the initial assessment meeting.

Releases to obtain information necessary for appropriate and diligent review are obtained. After the reports and records are received, the information is deidentified for review by our Medical Review Committee (MRC). The MRC is based on a peer review model and is comprised of volunteer individuals from multidisciplinary professions. The MRC determines eligibility for participation in HAVEN as well as the terms and conditions for participation.

Eligibility

During the support, accountability, and advocacy phases, the healthcare professional is expected to have regular contact with his or her professional director, including four meetings annually. At these meetings the participant's progress is reviewed. The participant's engagement in his or her individual health contract is actively monitored by our professional directors, case manager, and medical review officer.

Monitoring and Advocacy

As part of the general health accountability and advocacy, HAVEN staff further reviews monthly support group attendance logs and other quarterly reports and logs as determined based on individual need. Employer and therapist reports are obtained and reviewed on a quarterly basis.

Compliance with this health program enables HAVEN to advocate on the professional's behalf. Upon successful completion of the program, the healthcare professional will have gained insight into his or her illness as well as a demonstrated commitment to health and wellness. In addition to supporting individual professionals, HAVEN offers resources upon request to employers, family members, and others regarding professional health. A friend, colleague, or facility may call HAVEN because they are uncertain whether a referral is warranted, how a referral may be managed, or to request educational programs on professional health and wellness, or appropriate prescribing.

Noncompliance

As required under state law, HAVEN will notify the Department of Public Health of participant noncompliance with his or her individual health contract. Notifying the Department does not automatically subject the professional to disciplinary consequences. If the professional commits to his or her individual wellness contract and demonstrates a willingness to correct the focus of concern, the professional is generally allowed to remain in a supportive confidential health program through HAVEN.

Reasons to Contact HAVEN

Anyone with a concern and desire to help a family member, colleague or friend may make a confidential referral. The presence of any of the following signs may mean that the healthcare professional may benefit from HAVEN's support:



Workplace Concerns

- ◇ Misses work or is frequently late because of illness or vaguely explained reasons
- ◇ Unavailability or inappropriate responses to telephone calls
- ◇ Increased irritability, defensiveness, anger, or moodiness directed to staff and/or patients
- ◇ Withdrawn or isolative behavior
- ◇ Memory problems or difficulty concentrating
- ◇ Does not keep scheduled appointments
- ◇ Submits reports or assignments late
- ◇ Excessive ordering of drug supplies
- ◇ Decreasing quality of performance
- ◇ Alcohol on breath while on duty
- ◇ Intoxication while on call, even at home

Community Concerns

- ◇ Changes in usual behavior patterns
- ◇ Mood swings, arguments or violent outbursts
- ◇ Financial problems
- ◇ Neglected social commitments
- ◇ Embarrassing behavior at social functions
- ◇ Arrests for driving while intoxicated or legal problems
- ◇ Unreliability or unpredictability in community activities
- ◇ Public intoxication or appearance of impairment

Personal Concerns

- ◇ Deterioration in personal hygiene
- ◇ Deterioration in clothing and dress habits
- ◇ Numerous prescriptions and OTC drug use
- ◇ Frequent ER visits or hospitalizations
- ◇ Frequent visits to physicians
- ◇ Accidents
- ◇ Multiple somatic complaints
- ◇ Excessive tiredness or insomnia

HAVEN is here to help. Don't spend time wondering if you should call. You can call us without giving a name. Let us determine if we may help.

Ways You Can Support HAVEN

Thank you for your interest in supporting HAVEN. Professionals give to HAVEN by volunteering time and service and/or committing financial resources. The success of HAVEN and its ability to promote healthcare professionals' health and wellbeing is centered on a partnership with those who support the services we offer.

Volunteer

Volunteer to participate on the Medical Review Committees, Oversight Committee, or as a professional director. To learn more about these opportunities, please call HAVEN.

Financial Support

Check or Cash Donations

Check or cash donations are the easiest and most immediate way to support HAVEN. Your gift will be used to expand our programs to ensure healthcare professionals in need are not left without support.

Shop Amazon Smile

AmazonSmile offers the same items, the same prices and the same shopping experience as Amazon.com - except that they donate a percentage of your purchase to the nonprofit organization of your choice. Health Assistance Intervention Education Network is one organization you can choose to support! Please shop using our charity link: <https://smile.amazon.com/ch/51-0642913>

In Honor or in Memoriam

A contribution to HAVEN can also be made in honor of or in memory of someone to whom you wish to pay tribute. Acknowledgement will be sent to both donor and honoree or family members.

HAVEN is a nonprofit 501(c)(3) charitable corporation donations may be tax deductible to the fullest extent of the law.

Thank You to HAVEN's Donors

Platinum Level ~ \$20,000 & above

Coverys

Gold Level ~ \$10,000 to \$19,999

Yale-New Haven Hospital Medical Staff

Greenwich Hospital Medical Staff

Silver Level ~ \$5,000 to \$9,999

Connecticut State Medical Society Foundation

Carmine Crispino, M.D.

Middlesex Hospital

Bronze Level ~ \$1,000 to \$4,999

Saint Francis Hospital and Medical Center

Kathy's Urgent Care

RecoveryTrek

Johnson Memorial Medical Staff

Stamford Hospital Foundation

A special thanks to membership organizations which have contributed to HAVEN since 2007

Connecticut State Dental Association

Connecticut Nurses Association

Connecticut Veterinary Medical Association

Connecticut Advanced Practice Registered Nurse Society

Connecticut Association of Nurse Anesthetists

HAVEN also wishes to thank the many personal donations received.

*Categories reflect annual donations

Outreach Activities

HAVEN increases knowledge of professional health and wellbeing by providing educational programs. Each year in November we hold an annual symposium, “Meeting the Challenges of Professional Health.” Our ninth annual conference was held November 2, 2018. More than 117 professionals with national experts participated in a lively discussion regarding appropriate prescribing practices, effective therapeutic alternatives to pharmacologic management, the impact of marijuana medicinally and recreationally, as well as the role of prescribers in combating the substance use epidemic. Healthcare professionals living or working in Southington were able to attend at no cost thanks to grant funding made available through the Bradley Henry Barnes & Leila Upson Barnes Memorial Trust at the Main Street Community Foundation.

In addition to our annual symposium, we also assist in delivering presentations to promote early identification, treatment, accountability, and commitment to personal health for healthcare professionals throughout the State. Last year alone, we delivered over 22 educational presentations to various healthcare organizations and private practices.

We welcome the opportunity to deliver a presentation to your staff. To find out more about any of our services or to schedule a presentation, please complete the Speaking Engagement Request form on the following page, or call us at (860) 828-3175.

Speaking Engagement Request Form

HAVEN increases knowledge of professional health and wellbeing by delivering educational presentations to healthcare organizations and private practices available upon request. We would welcome the opportunity to deliver a presentation to your staff.

Our educational presentations provide up-to-date information on professional health issues and the role of HAVEN in promoting health and wellness. To find out more about any of our services or to schedule a presentation, please complete the following information and fax or mail to the number or address listed below.

Name of Organization	_____
Date of Presentation	_____
Location of Presentation	_____
Name of Meeting Room	_____
Contact Person	_____
Phone	_____
Fax	_____
Email	_____
Number of Attendees Anticipated	_____
Honorarium Amount	_____

An honorarium is not required; however, is greatly appreciated as HAVEN is a 501(c)(3) nonprofit organization that relies on generous donations to help support our mission. Contributions to HAVEN are tax deductible to the fullest amount provided by law. Tax Id #51-0642913.

Return this completed form to:
HAVEN
1210 Mill Street
East Berlin, CT 06023
Fax: (860) 828-3175

The Board of Directors

The Board of Directors consists of appointees who have been carefully selected based on their experience, medical specialty, and diversity. The Board meets monthly to review important issues and guide HAVEN's growth and sustainability.

The Board Members

Officers:

Thomas Calnon, DDS—President
Stephen Carrabba, BS—Vice President
James Sabshin, MD—Treasurer
Linda Evanko, MS—Secretary

Members:

Monica Dijanic, DVM
Robert A. Grillo, Jr., MD
Robert Hall, DDS
Janet Kozakiewicz, MS, PharmD, FASHP
Stephanie McGuire, MS, APRN, NP-BC
Danielle Morgan, MSN, ANP, CNS, APRN-BC
Elizabeth Roessler, PA-C

The Oversight Committee

The Oversight Committee consists of members selected by the Department of Public Health, the Department of Mental Health and Addiction Services and HAVEN. All members must have experience in mental health and/or substance use disorders. The Committee is an essential element of the enabling statute and meets four times per year.

Oversight Members

Alfred Herzog, MD
Ismene Petrakis, MD
James Siemianowski, LCSW
Rajesh Tampi, MD
Albert Young, LADC

Medical Review Officer

Our sincere appreciation is extended to our distinguished volunteer expert Vincent McClain, MD who serves as HAVEN's Medical Review Officer. Dr. McClain is a physician who has achieved the national certification required to act as Medical Review Officer. He is also certified by the American Board of Addiction Medicine and the American Board of Obstetrics and Gynecology. He generously volunteers his time weekly, to review urine drug screen results in order to verify positive results and prepares medical review reports.

The Medical Review Committees

The Medical Review Committees are multidisciplinary bodies reflecting the multiple professions HAVEN services. HAVEN has two Medical Review Committees. Each month one committee meets at the HAVEN office from either Hartford County or New Haven County. The Committees determine eligibility and ensure that periodic evaluations of a professional's ability to practice with skill and safety are being completed.

A deidentified copy of the professionals' records are available for review. After review and discussion the committee determines eligibility for an individual health and wellness program and sets forth the terms of the health accountability contract. After a professional is in a contract, the professional's record may be represented in order to address individual requests such as permission to have narcotic access within scope of duties, advocacy for reinstatement of DCP/DEA privileges, or revision of contract terms.

In the event that there is a past or pending disciplinary action, felony conviction, or allegation of patient harm, the Medical Review Committee makes recommendations to the Department of Public Health which then makes the determination for eligibility to participate in a confidential health and wellness program with HAVEN.

The Medical Review Committee Members

The identity of the Medical Review Committee members is kept confidential in light of the sensitive decisions that they are required to make.

Our sincere appreciation is extended to the members who donate their time to helping their colleagues face challenges with dignity and respect.

HAVEN Staff

Katherine Grieco, DO—Medical Director

Maureen Sullivan Dinnan, JD—Chief Executive Officer

Linda Barile, PhD, RN—Associate Program Director

Mary Coppola —Vice President of Operations

Michelle Nielson—Vice President of Finance

Steven Sheehan, LCSW—Director of Case Management

Lauren Ginoni—Case Manager/Education Outreach Coordinator

Emily Roach—Case Manager

Kami Parisella— Director of Case Flow

Sandra Adametz—Receptionist

“Thank you very much for the amazing assistance and great help you offered. I will always appreciate and remember it.”

“HAVEN [is] a tremendous asset to all who need you. You have saved our lives.”

“HAVEN does give people a fighting chance to survive addiction. Miracles still do happen!”

“For giving me a new life, and making me a new person, I am eternally grateful. You were all always very kind and understanding, and I never felt judged.

Although difficult, the journey is paying off. Your work is sacred, I hope you will continue to be able to help others through the darkness”.

“How do I feel about HAVEN? I don’t want to die as soon as I wake up anymore. That alone is priceless”.

“Thank you for all you do everyday. You are truly inspiring”.

“I am eternally grateful for everything you and the wonderful people at HAVEN done to help change my life for the better.

I cannot express enough how the program saves not only the lives of clients but also the children and family members of clients.

If you ever knew the ripple effect of the healing and change I have seen in my own family, you’d be amazed and would never question its power”.

“Thank you for being such a great advocate for all of us (especially me). [HAVEN is] the guardian angel of all physician addicts.”

“Words cannot express the gratitude that I feel for the role that each one of you played in my recovery.”



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