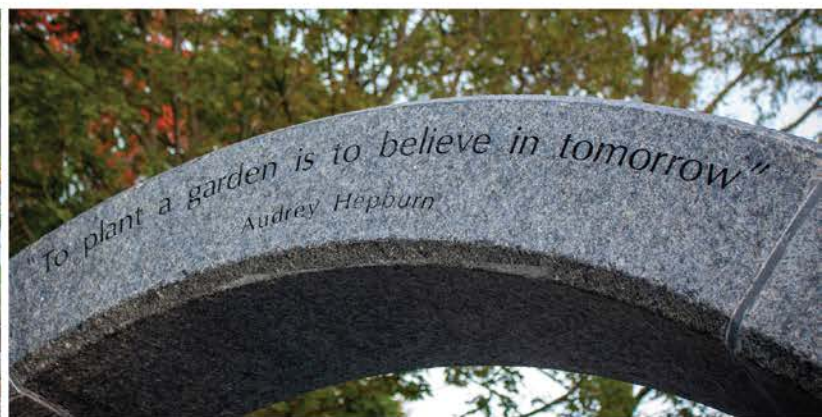


ACROSS THE SPECTRUM

THE FARIS RECOVERY CENTER UNVEILS HEALING GARDEN



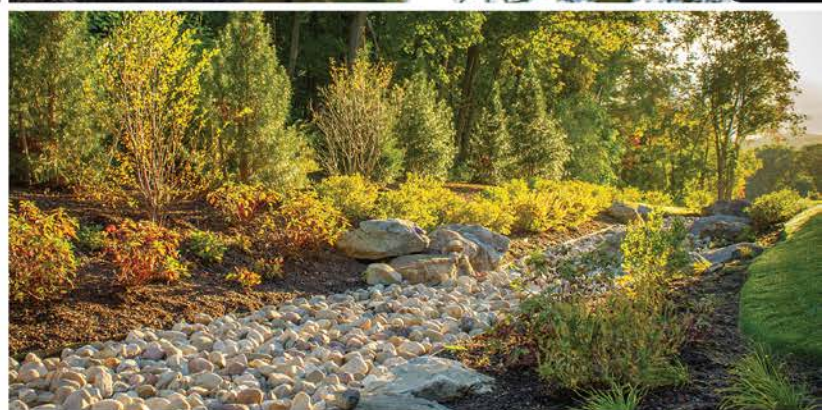
After a year-long construction project, Spectrum's Healing Garden opened in September on the grounds of the Faris Recovery Center in Westborough, Massachusetts.

"The Healing Garden has been a wonderful addition to the Westborough campus," said Clinical Supervisor Jeffrey Ford, LICSW. "I'm a strong advocate of using natural means and resources to support someone's mental health and balance in life. I'm looking forward to seeing all the creative ways the space can be used for individual and group sessions with our clients."

The Healing Garden was designed by Waterman Design Associates and constructed by LEI Corporation. Spectrum also wishes to thank John Trexler, former executive director at Tower Hill Botanic Garden for his consultation on the project.

It's not too late to offer your support.

Checks may be sent to:
Spectrum Health Systems, Inc.
Development Office, 10 Mechanic Street, Suite 302
Worcester, MA 01608



"When I walk around the garden I think of the people who donated to this project and what they have been through in their lives that has motivated them to offer their support. I feel humility and inspiration when I reflect on this and hope that clients, staff and others will experience something similar."

Jeff Ford, LICSW
Clinical Supervisor

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one step at a time

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PRESIDENT'S MESSAGE



As we enter the holiday season, I'm appreciative of our hard-working staff and all of the advancements we've made across our spectrum of services. We've celebrated the opening of a number of new programs and facility improvements over the last several years, including the recently constructed Healing Garden at the Faris Recovery Center.

This year we are certainly not stopping; rather, we are pausing to reflect on ways

in which we can build capacity and ensure healthy sustainability for our organization in this changing healthcare environment. We want to grow, but we want that growth to be supported by sound process improvements and the right infrastructure to succeed and lead in the long term.

As you all know, organizations are nothing without a vital, committed workforce. To enrich the employee experience at Spectrum, we launched the "Year-of-the-Employee" in 2018. This initiative has made changes across-the-board to improve recruitment, on-boarding, employee satisfaction, and retention. We've seen evidence of this in our web-based "Invest-in-the-Best" program which includes areas dedicated to highlighting years-of-service, President's Club membership, Employee-of-the-Quarter awards and other professional accomplishments.

Spectrum has a history of forward thinking and preparing for the future. Last year we made investments in several new hires who are helping improve access for private pay and commercially insured clients seeking treatment at the New England Recovery Center. We've also

shifted internal expertise where it's needed most. Deploying senior staff to oversee our two Community Partnerships has positioned us to play an important role in providing public sector managed care services in several regions of the state. Similarly, increasing the number of physicians and nurse practitioners with naltrexone waivers has allowed us to expand medication-assisted treatment to individuals in need of this service.

I am very pleased with the progress we have made to date and I'm grateful for your continued support.

Sincerely,
Kurt Isaacson
President & CEO
Spectrum Health Systems



17TH ANNUAL CHARITY GOLF TOURNAMENT

Friends of Spectrum hit the links on October 15th at Worcester Country Club, helping raise money in support of Spectrum's comprehensive continuum of addiction treatment services. The annual fundraiser drew more than 100 golfers and raised \$85,000.

"Each year, we are incredibly moved by all the support we receive from community members and business partners, several of whom have participated every year

since our first tournament in 2002," said the organization's President and CEO, Kurt Isaacson. "We're especially appreciative of TD Bank who once again served as our tournament sponsor."

"TD Bank is proud to support Spectrum Health Systems in providing assistance to individuals challenged with addiction and mental illness," said Anthony Pasquale, TD Bank regional vice president. "By making specialized treatment accessible to those

in greatest need, Spectrum aligns with TD's community investment strategy of supporting more equitable health outcomes for all."

Other top sponsors included One Digital, NexDine, Bob Stake's A-1 Cleaning, Citywide, Ammon Labs, Archer Security, Bowditch & Dewey, Mutual of America, Wells Fargo and Bouvier Insurance.

SPECTRUM'S EDUCATION, TRAINING AND CONSULTING DEBUTS IN RANDOLPH, MASS.

Spectrum recently instated an ongoing training partnership with the Town of Randolph. It is the first municipality in the Commonwealth to invite Spectrum Education, Training and Consulting experts to provide custom training and interactive sessions to its employees.

Led by Vice President of Clinical Development Romas Buivydas, PhD, LMHC, the first training introduced the topic of addiction, including signs and symptoms and how to intervene in the event of an overdose. Attendees of the course included Public Works employees from a variety of departments, including public health, water, engineering and more.

"A lot of places create committee after committee, host meeting after meeting, but nothing gets done," said Jean McGinty, public health nurse for the Town of Randolph. "Inviting Spectrum and Dr. Buivydas to host a session about addiction has proven helpful to our residents. Our employees are invested in this crisis and they've already taken what they've learned

back to their everyday lives. As a town, we refuse to sit idly by and wait for others to take action – we are saving lives now."

Spectrum offers custom trainings that can be adjusted to fit the needs of any organization, from brief informational sessions geared towards the public, to half-day, full-day, or multi-day trainings for field professionals. Past trainings have included: *What is a Substance Use Disorder and How to Treat It; Understanding the Different Levels of Addiction Treatment; Cognitive Behavioral Therapy; Recovery Coaching* and more.

"The key with these trainings is to build resiliency," said Dr. Buivydas. "Not only is Randolph invoking change for today, it's looking at the bigger picture as well. What we do now will impact our youth, our workforce, our neighborhoods and more.

Spectrum Health Systems is proud to offer its expertise to other local municipalities and organizations. We are all in this fight together."



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Visit
SpectrumHealthSystems.org/Training
for more information.

SPECTRUM RECEIVES SIXTH CONSECUTIVE CARF ACCREDITATION



In 2018, Spectrum was awarded another three-year accreditation from CARF International. Spectrum has maintained continuous CARF accreditation of the company's Massachusetts community-based programs for the past 15 years. Following an in-depth, onsite review, the survey team issued its findings and noted numerous areas of strength.

"Spectrum Health Systems offers a full continuum of care, including outpatient, inpatient and residential services," noted the surveyors in their report. "Persons served are afforded the opportunity to transition throughout the continuum of care, as needed."

CARF has long been recognized as the benchmark of quality health and human service providers. During the accreditation process, specially trained peer surveyors evaluate providers according to rigorous organizational and program standards.

Throughout the course of several days, CARF surveyors conduct confidential interviews with current and former clients, family members, organizational leadership, program staff and other stakeholders such as referral sources, payors, insurers and community members. In addition, the survey team observes service delivery practices, visits all program locations and performs in-depth document reviews including clinical records, financial statements, policies and procedures, quality improvement evaluations and outcome reports.

"We are incredibly proud of our staff for their ongoing commitment to quality service that shows in our consistently positive survey results," said Chief Operating Officer Sherry Ellis. "Why is CARF accreditation important? It lets our clients know that we provide the best treatment possible, which improves their overall experience and increases the likelihood of favorable outcomes."

Spectrum's clients seem to agree. "Persons served feel staff is genuinely concerned about them and invested in their recovery efforts," observed the survey team.

INSIDE LOOK: PEER RECOVERY SUPPORT



You may have noticed that a lot of our treatment programs revolve around group meetings, group therapy and group activities. Peer recovery support best exemplifies the power of groups to not only help people strive for and maintain recovery but build a foundation for the rest of their lives.

The Massachusetts Bureau of Substance Addiction Services currently funds ten peer recovery centers throughout the state, and Spectrum Health Systems hosts three of them in Lawrence, Marlborough and Worcester.

Spectrum's peer recovery support centers provide volunteer-driven education and support services for adults in all stages of recovery – including those still struggling with addiction and those in long-term recovery. Each center offers a variety of support groups, recreational activities, social events and volunteer opportunities.

"Our members take ownership of the center, so it's really their center and they're my boss," explained Michael Earielo,

director of Spectrum's Worcester-based peer recovery center known as Everyday Miracles. Earielo was once a member of the program after his own struggles with substance use. "I want people to know that you can live through addiction and one day become a director of a center like this," said Earielo.

Contact any of our locations for more information. You can reach the New Beginnings Recovery Center in Lawrence at 978-258-4355, the Recovery Connection in Marlborough at 508-485-0312 and Everyday Miracles in Worcester at 508-799-6221.

NALOXONE - WHAT IT IS, WHERE TO GET IT, HOW TO USE IT



In case you missed it, Spectrum teamed up with Walgreens for an informational Facebook Live in response to the U.S. Surgeon General's call for all Americans to

begin carrying naloxone. It's an effective and timely idea, as the Department of Public Health estimates that there are four to six overdoses a day in Massachusetts. We understand that there are still stigmas attached to addiction and the medications that help treat it, and many people don't fully understand what it is, let alone how to use it and where to get it. Those realities make educating people about addiction and naloxone all the more important.

What is naloxone?

Naloxone, or commonly known by its brand name Narcan, is a medication administered to reverse the effects of a potentially fatal opioid overdose. Opioids are agonists, designed to attach to receptors in the brain. Naloxone is an opioid antagonist, which means that it blocks and removes the opioids from the receptors. The medication works for any opioid, including Fentanyl and methadone,

and comes in injectable and nasal spray forms.

Where to get it

Massachusetts has issued a standing order for naloxone. That means, anyone can walk into any pharmacy (such as Walgreens) across the state and request the drug without a prescription. Cost and co-pays vary based on one's insurance plan, including MassHealth.

What to do and how to use it

When you approach someone who you think may be overdosing, first and foremost, call 911. While you're waiting for EMTs to arrive, look for the signs that someone is suffering from an overdose – slowed respiration and difficulty breathing, inability to rouse, trouble speaking, dilated pupils and bluish colored skin. If they are breathing, watch to see if their respirations are slowing down and getting shorter. Conduct sternum or upper lip rubs (use your knuckles to rub the bone hard, this may cause them to wake up). If they don't respond, get out your naloxone.

To administer nasal naloxone, peel back the package to remove the device, place and hold the tip of the nozzle in either nostril until your fingers touch the bottom

of their nose, and press the plunger firmly to release the dose into their nose.

Most overdoses occur between 15 minutes to three hours after the person has used drugs. Often, someone will need multiple doses of naloxone, especially if they've developed a tolerance for the drug. After the person wakes up, make sure you stay with them until the EMTs and police have arrived. People can return to an overdose state and may need more help. Talk to them, keep them awake and interacting with you.

Much like an EpiPen, people carry naloxone in purses, pockets, backpacks, etc. In the event you find someone who has overdosed, having the drug on-hand will be instrumental in saving a life. There is even a free app called "Narcan Now" which provides step-by-step instructions on how to administer the drug, what symptoms to look for, and other resources.

This epidemic is far reaching and it's possible for anyone to encounter a person who is overdosing. Talk to your local pharmacist today about naloxone.



GET TO KNOW ROGER BAYOG, M.D., SPECTRUM'S NEW PSYCHIATRIST

What makes you so passionate about working in the field of addiction treatment?

I've been involved in addiction psychiatry for a long time, and it's clear to me that the current crisis we are experiencing is extensive. I am committed to helping alleviate it.

What brought you to Spectrum Health Systems?

Over my many years in the industry, I've kept a close eye on the treatment centers that provide excellent care. I was lucky to have an opportunity to meet the people moving Spectrum forward and talk with them about the organization, the extent of its services and how they are improving the quality of care standard within their programs. Joining the team is my attempt to continue helping people with co-occurring disorders heal.

What does your role at Spectrum entail?

I spend a lot of time with clients at each of our many different treatment locations. When a clinician determines that there is a psychiatric component to somebody's addiction, or by request of the family, I conduct an evaluation and help create a robust treatment plan to address both the disease of addiction and the client's mental well-being.

I am also working with a great internal team to put together a platform that will allow the central knowledge and expertise in this arena to be easily accessed and utilized by treatment centers and clients farther away.

What are you hoping to accomplish with Spectrum?

First and foremost, we are hoping to have dynamic psychiatric care readily available to all of our clients. We want to be on the forefront of providing early diagnosis and personalized treatment that enables people to truly live a happy, healthy life following treatment.

We will continuously observe the population to gauge what other services we should be implementing, and how to best ensure mental health providers work together with addiction treatment providers.

The biggest issue with our current system is the lack of adequate access to mental health assessment, diagnosis and treatment. Co-occurring disorders are not at all rare, and Spectrum has made major advances toward fully integrating treatment and providing holistic services. It is a well-defined and disciplined approach that will continue to see success.

Mental health and addiction cannot be separated – not in reality and not in treatment. As an organization dedicated to treating the whole person, we're happy to announce the latest addition to our clinical team – Dr. Roger Bayog, Spectrum's newest psychiatrist. Dr. Bayog has an extensive history of treating co-occurring disorders all over the world.

Recently, we sat down with him to discuss his dedication to treating both mental health and addiction.

ARE STATES READY TO IMPLEMENT MEDICATION-ASSISTED TREATMENT IN CORRECTIONAL SETTINGS?

Recently, State Director Earl Warren and Regional Program Director Nicole Rendon from Spectrum's Correctional Division conducted a workshop on medication-assisted treatment to administrators and behavioral health practitioners attending the American Correctional Association's 148th Congress of Corrections in Minneapolis. Medication-assisted treatment (MAT) is currently being debated by many criminal justice authorities as a means to address the rising number of individuals addicted to opioids in the justice system.

Currently, there are three federally-approved medications used to treat opioid

use disorders including methadone, buprenorphine (Suboxone) and extended release injectable naltrexone (Vivitrol). Medications are used in conjunction with behavioral therapies to engage individuals in the treatment process, modify their attitudes and behaviors related to drug use, and teach them coping skills to prevent future relapse.

The presenters based much of the workshop on Spectrum's vast experience with medication-assisted treatment as well as the organization's history of providing a range of addiction treatment and recidivism reduction services in correctional settings. Since 2014, the Massachusetts Department

of Correction has operated a medication-assisted treatment reentry program in partnership with Spectrum Health Systems, where eligible offenders receive an initial injection of naltrexone prior to release. Following release, participating offenders are referred to community-based providers, so they can continue receiving medication-assisted treatment close to home.

For agencies interested in learning more, Spectrum's Education, Training and Consulting group is available to help criminal justice authorities plan and implement MAT programs. For more information, please contact Romas Buivydas, Ph.D. at (774) 670-4600 or Romas.Buivydas@spectrumhealthsystems.org.



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Founded in 1969, Spectrum Health Systems, Inc. is a private, non-profit substance abuse and mental health treatment provider serving more than 80,000 clients per year. Spectrum's comprehensive continuum of addiction treatment includes inpatient detoxification, residential rehabilitation, outpatient services, medication-assisted treatment and peer recovery support.

SPECTRUM APPOINTS NEW CHIEF FINANCIAL OFFICER



Joseph Rose, CPA joined Spectrum's leadership team in August 2018 as the organization's new Chief Financial Officer.

For 16 years, Rose served as the Vice President of Finance and Administration at SleepMed, a \$100 million provider of diagnostic and treatment services for sleeping disorders with operations in 38 states. Prior to that he was the VP of Finance and Administration at Concord Family and Youth Services and CFO at Mass Society for Prevention of Cruelty to Children.

"We're very pleased to have someone of Joe's caliber assume executive leadership of our financial operations," said Kurt

Isaacson, president & CEO of Spectrum Health Systems. "Joe brings a wealth of senior-level, financial management experience in health and human service organizations, including those with multiple locations and varied funding sources, similar to Spectrum."

"I'm eager to join Spectrum Health Systems at this exciting time in the company's evolution," said Rose. "Spectrum has always been a mission-focused organization, with a reputation for strong business acumen, which has allowed the company to grow and diversify over time. I look forward to working with my colleagues to build on this solid foundation and move forward with other new endeavors."