

Activities in 2008:

CONFERENCES AND WORKSHOPS

Seventh Rocky Mountain Region National Disaster Mental Health Conference:

RETURN TO EQUILIBRIUM

November 6-8, 2008
Laramie, WY

Conference Flier Go To:

[http://www.rmrinstitute.org/
Conference_Flier.doc](http://www.rmrinstitute.org/Conference_Flier.doc)

Conference Brochure – Go To:

[http://www.rmrinstitute.org/Laramie-
2008-brochure.pdf](http://www.rmrinstitute.org/Laramie-2008-brochure.pdf)

To Register Online, Go To:

[http://laramie-dmh-
conference-2008.eventbrite.com/](http://laramie-dmh-conference-2008.eventbrite.com/)

Early Bird Deadline: October 17, 2008

Save \$40 on Registration by
registering for Early Bird

WYO CISM NET



A Newsletter For Critical Incident Responders In Wyoming
September 2008

TEAMS, TEAMWORK AND LEADERSHIP

Good people are a very valuable asset to any group or organization. However, this is only so if they are well deployed and well motivated. A good leader is one who pays attention to those who are dedicated to the goals of the organization rather than to those who are there just for the glory. It is very de-moralizing for other team members when they feel that they are part of a team that treats someone with a 40% absenteeism rate the same as someone who is contributing his/her best each and every day.

Developing a good reliable team takes effort on the part of every individual involved. Good leaders need to pay attention and listen to a great number of areas.

For example, we always seem to know more about what we don't want people to do than what we do want them to do. It is easier to tell people: "Don't make errors or mistakes; don't have accidents; don't be late." These are negative statements. We expect people to do these things. But what pro-active behavior can we suggest to make sure that the work at hand gets done. How do we recognize a person who is doing all the right things and let him/her know this?

When someone makes mistakes, telling him/her to stop making these mistakes doesn't solve the problem. You are likely to wind up with a very unproductive worker. The easiest way to avoid making mistakes is to simply do nothing at all. Pointing out a mistake and suggesting methods for correcting it and changes in current behavior may be more effective.

Mistakes are usually a measure of something other than the behavior we are interested in remedying. For example, telling workers to discontinue making personal phone calls may stop the practice. However, they may increase the amount of time spent talking with other coworkers instead. In other words, we may have eliminated a symptom, but we have not really addressed the need or solved the problem.

In order to identify an undesirable behavior, we must look at and identify what people do rather than what they do not do. Back in 1965, Dr. Ogden Lindsley identified something he called the "dead man's test". The test is that "If a dead man can do it, it isn't behavior, and you shouldn't waste your time trying to produce it." That seems rather simple.

However, we spend a lot of time and energy tracking quality and safety behaviors and goals that violate the dead man's test. Some prime examples include "Zero Defects" and "Days without a lost-time accident". Dead men never have accidents and they almost never goof up!

There are quite a few management styles that seem to focus on inactive behavior which leads to no accomplishments.

It is very easy to become comfortable with the "status quo". Efficiency requires work. In order to become more efficient, it is necessary to continuously review the work of our team to ensure that each and every task is really absolutely necessary. Under most conditions, this may not be possible. It may be difficult to encourage creative thinking among team members.

**ONLINE COURSE
AVAILABLE FOR
CONTINUING
EDUCATION CREDIT:**

The following course is available online: [Crisis Intervention Training for Disaster Workers](#) You can preview the course and access where to sign up by going to:

http://www.psychceu.com/CISM/cism_index.asp

BOOK

["Crisis Intervention Training for Disaster Workers: An Introduction"](#)

Published by the Rocky Mountain Disaster Mental Health Institute Press (an imprint of Loving Healing Press, Ann Arbor, MI) The book can be ordered through Amazon.com by going to:

<http://www.amazon.com/exec/obidos/ASIN/1932690425>

If ordering in bulk to use as an instructor or for a college or university course, please contact the Institute for details (307-399-4818) or email:

rockymountain@mail2emergency.com

However, there are some ways we can check things out and encourage some creativity. It may also offer an opportunity to identify your most valuable team players. Gather your team together and present them with a way out solution to a problem the organization is facing. Listen to what they have to say. If they compliment you on a great idea, they might be telling you what they think you want to hear. Is that the type of input and problem solving you want from your team?

If they respond with questions which suggest they see some problems with your proposal, you should be prepared to rebut them. Do they persist? Which team member or members persist? How far are they willing to go? Is this an active problem solving group?

REMEMBER, you cannot have an effective team or effective teamwork if people are afraid to talk with you OR if they are unwilling to keep you posted on what's going on. Do you want problem solvers or yes people?

Finally, communication and methods of communication are a very important part of how a good team functions. An example from the past might help illustrate how communication can go awry at times.

While he was FBI Director, J. Edgar Hoover once wrote the following in the margin of a draft letter: "Watch the borders". His intention was for his secretary to widen the margins of the letter. Unfortunately, what he got as a result of a rather large misinterpretation by overzealous aides was a heightened degree of readiness along the U.S./Mexican border.

One of the most important aspects of good teamwork is the ability to send clear messages. If you want a more adequate and quicker response to a situation, it does not come across clearly when we say "Let's do a better job". That's too vague. If we say "Let's respond faster", it is a bit clearer, but still not precise enough. However, if we

say something like, "We will respond to requests within 30 minutes, no matter when they call, 24 hours a day, seven days a week" we are giving a very clear message.

Leadership involves teamwork. It is important that people feel they are an important member of a team. Negativism and pointing out mistakes only is not an effective method of leadership. A positive, proactive approach, pointing out accomplishments and positive methods for remedying mistakes can help build a very effective team. This plus emphasis on clear, concise messages designed to improve effective communication can make a team unbeatable. Certainly it will contribute to a high level of morale.

SAMHSA CONFERENCE HIGHLIGHTS

SAMHSA recently held a conference that focused on a number of major areas, including those surrounding our returning veterans and related topics. The slide presentations for these have been made available. Links to these will be provided over the next few issues of WYO CISM NET. It is suggested that you download these, if interested, and make use of them in any trainings and or presentations:

The National Demonstration Program for Citizen-Soldier Support: Building Bridges to Communities, Strengthening Families. *Coordinated by: the University of North Carolina at Chapel Hill*
http://www.rmrinstitute.org/slides-citizen_soldier_support.pdf

An Overview of Cognitive Behavioral Therapies for the Treatment of PTSD
Patricia A. Resick, Ph.D.
Women's Health Sciences Division
VA Boston Healthcare System and Boston University
http://www.rmrinstitute.org/slides-cognitive_behavioral_treatments_for_PTSD.pdf

Combat Psychiatry Today: From the Battle Front to the Home Front and Back Again.....
Elspeth Cameron Ritchie, MD, MPH
COL, MC Psychiatry Consultant to the US Army Surgeon General
http://www.rmrinstitute.org/slides-combat_psychiatry.pdf

7th Annual Rocky Mountain Region Disaster Mental Health Conference

November 6-8, 2008.
Laramie, WY
Hampton Inn

Proceedings of the 5th Rocky Mountain Region Disaster Mental Health Conference (paperback)

<http://www.amazon.com/exec/obidos/ASIN/1932690379/>

Kindle Page:

<http://www.amazon.com/Proceedings-Mountain-Disaster-Conference-RMRDMHI/dp/B000ZM0VIE>

Proceedings of the 6th Rocky Mountain Region Disaster Mental Health Conference

This publication is available on Amazon.com at:

<http://www.amazon.com/Proceedings-Mountain-Region-Disaster-Conference/dp/1932690565/>

A limited number are available through the Institute. To order one or more copies, please send an email or letter to the Institute rockymountain@mail2emergency.com indicating the number you want to purchase.

If paying by credit card, go to the following secure site and follow the directions.

<http://www.rmrinstitute.org/cys-conf-book.html>

Hurricane Gustav

Hurricane Gustav was the seventh tropical cyclone, third hurricane and second major hurricane of the 2008 Atlantic hurricane season. Gustav caused serious damage and casualties in Haiti, the Dominican Republic, Jamaica, the Cayman Islands, Cuba, and the United States.

It formed on the morning of August 25, 2008, about 260 miles (420 km) southeast of Port-au-Prince, Haiti, and rapidly strengthened into a tropical storm that afternoon and into a hurricane early on August 26. Later that day it made landfall near the Haitian town of Jacmel. It inundated Jamaica and ravaged Western Cuba and then steadily moved across the Gulf of Mexico.

On August 31, the NHC predicted with 81% probability that Gustav would remain at Category 3 or above on September 1, but on September 1 at 9:30 a.m. CDT (1430 UTC) the center of Gustav made landfall in the United States along the Louisiana coast near Cocodrie as a strong Category 2 hurricane (1 mph below Category 3), and dropped to Category 1 four hours later, and to a tropical depression the following day. Gustav continued moving northwest through Louisiana, before slowing down significantly as it moved through Arkansas on September 3.

As of September 3, 120 deaths had been attributed to Gustav in the U.S. and Caribbean.

Hurricane Hannah

Hurricane Hannah headed directly to the Carolina's. Hannah was the fourth hurricane in just a few weeks and caused a major scare to weather experts who were monitoring it. Hannah popped up just as Hurricane Gustav broke and weakened further. Tropical Storm Hannah lost steam late September 2 and then regained hurricane strength later. However it dissipated and was projected to gain hurricane strength again before reaching the East Coast by Friday, September 5. Hannah was the fourth hurricane-strength storm of the Atlantic Hurricane Season and the National Hurricane center projected that it would make her way up the eastern coastline. With maximum sustained winds near 65 mph. Hannah had its epicenter over the southeastern Bahamas 450 miles southeast of Nassau before moving

up the east coast and dumping rain on the Carolinas.

Hanna gained strength and was a Category 2 hurricane as it hit the east coast of Florida, with landfall north of the Georgia-South Carolina border. Hurricane alerts were issued in central and southeast Bahamas and the Turks and Caicos Islands as it gained more strength and became threatening. Warnings were issued for the northern coasts of the Dominican Republic and Haiti as the hurricane wind speed continued to gain.

Hurricane Ike

Texas officials pushed on with one of the largest recovery operations in the state's history on Monday, struggling to restore power to millions of people, supply food and water to evacuees, and rescue those who remained stranded in flood-ravaged homes and towns.

As the flooding receded and Hurricane Ike's devastating impact became clear, thousands of emergency workers — many of them supplied by the Federal Emergency Management Agency — fanned out across Texas, knocking on doors and scouring streets in search of survivors and, in some cases, bodies.

The colossal storm had been blamed for at least seven deaths in Texas and 30 deaths over all in eight states across the United States, including six in Louisiana and one in Arkansas, The Associated Press reported.

Many of the deaths occurred in states far from the Gulf Coast, as Ike, now a tropical depression, cut a path through the Midwest, knocking down trees, flooding streets, and destroying homes.

At the same time, millions of Texans were facing shortages of food, water and gasoline. FEMA officials said they had supplied millions of bottles of water, hundreds of thousands of cots and blankets, and hundreds of generators.

Gov. Rick Perry of Texas said that about 284 mass shelters had been set up throughout the state, and that at least 37,000 evacuees were still in need of temporary shelter. Photos from Galveston/Houston: <http://www.rmrinstitute.org/Galveston-Houston-2008.pps>

CURRENT CISM TEAMS IN WYOMING

Following Teams are organized & available to respond within the state:

- **WSH CISM Team** – Wyoming Registered Team
Peer Coordinator: Darin Damron
Mental Health Coordinator: Pamela R. Fuller, PhD
CONTACT: 307-789-3464 Ext. 0
- **Uinta CISM Team** – Wyoming Registered Team
Peer Coordinator: Sgt. Dennis Hutchinson, Uinta County Sheriff's Office
Mental Health Coordinator: Pamela R. Fuller, PhD
CONTACT: 307-789-3464 Ext. 0
- **Snowy Range CISM Team - National Registered Team**
Peer Coordinator: Dave Smith, Laramie Mental Health
Coordinator: George W. Doherty, Rocky Mountain Region
Disaster Mental Health Institute
CONTACT: 800-821-3711
Email: rockymountain@mail2emergency.com
- **Casper CISM Current**
Coordinators: Lt. Stewart Anderson & Theresa Simpson
CONTACT: 307-235-9205
- **Sweetwater ASSIST CISM Team**
Wyoming Registered Team
Peer Coordinator: Sgt Randy Hanson, Rock Springs Police Dept
Mental Health Coordinator: Michael Bauer, S.W. Counseling
CONTACT: 307-352-1575
Email: randy_hanson@rswy.net
- **Fremont County CISM Team**
Peer Coordinator: Sgt Jerry Evangelatos, Sheriff's Department
Mental Health Coordinator: Lance Goede, Central Wyoming Community Coll
CONTACT: 307- 857-3604
jerryev@trib.com
- **Campbell County CISM Team – Wyoming Registered Team**
Coordinator: Bob Rudichar
rudichabw@ccmh.net
Peer Coordinator: Charlie Messenheimer
Mental Health Coordinator: Robin Voigt
CONTACT: 307-685-1067 (Press 8)
- **Southeast Wyoming CISM Team**
Coordinators: Sandra Jacquez and Dori Clark
CONTACT: 307-637-6525 or business hours 307-637-6507 or 307-633-4756
- **Sheridan CISM Admin**
Coordinators: Michelle

Ike first made Caribbean landfall as a Category Four giant, plowing across Turks and Caicos and the southern Bahamas. Haiti also suffered damage from Ike, which was the fourth major storm to affect the impoverished nation in recent weeks. More than 600 people have died in Haiti as a result of tropical storms so far this year, according to reports.

Historic Tragedy – Galveston, TX 1900 Hurricane

Historians contend that between 10,000 and 12,000 people died during the storm, at least 6,000 of them on Galveston Island. More than 3,600 homes were destroyed on Galveston Island and the added toll on commercial structures created a monetary loss of \$30 million, about \$700 million in today's dollars.

The Great Storm reigns today as the deadliest natural disaster in U.S. history. But while the storm was phenomenal, so was the response of the people who survived it.

"Sunday morning, the day after the disaster, began with the sound of bells from the ruined Ursuline Convent calling people to worship," wrote historian David G. McComb in "Galveston: A History."

It was a fitting beginning. Despite the unimaginable devastation and what must have been a hard realization that it could happen again, the city immediately began pulling itself out of the mud.

By 10 a.m. Sept. 9, Mayor Walter C. Jones had called emergency city council meetings and by the end of the day had appointed a Central Relief Committee.

Ignoring advice from its sister paper, The Dallas Morning News, that it move temporarily to Houston, The Galveston Daily News continued publishing from the island and never missed an issue. Sept. 9 and 10, 1900, were published together on a single sheet of paper. One side listed the dead. The other

reported the devastation of the storm.

In the first week after the storm, according to McComb's book, telegraph and water service were restored. Lines for a new telephone system were being laid by the second.

"In the third week, Houston relief groups went home, the saloons reopened, the electric trolleys began operating and freight began moving through the harbor," McComb wrote.

Residents of Galveston quickly decided that they would rebuild, that the city would survive, and almost as soon, leaders began deciding how it would do so.

The two civil engineering projects leaders decided to pursue - building a seawall and raising the island's elevation - stand today and are almost as great in their scope and effect as the storm itself.

DISASTER PHOTOS ONLINE:

Galveston 1900 Hurricane Aftermath:

6000 Killed

<http://www.1900storm.com/photographs/index.lasso>

Ike Photos of Cuba, Galveston and other Texas Coastal Towns - 2008

<http://www.woai.com/Photo.aspx?slideshow=e0907779-c746-4e81-a09b-94c71e1bfc5d&photo=e0fedec7-129f-4fb0-877c-3d513b99c786>

Hurricane Fran – North Carolina: Storm Surge and Wind Damage

http://www.rmrinstitute.org/Fran_1996-1.ppt

Katrina Storm Surge

<http://www.rmrinstitute.org/Katrina-Surge.html>

Jackson Canyon Fire: Casper Mountain, WY_- August, 2006

http://www.rmrinstitute.org/Jackson_Canyon_Fire.ppt

CONFERENCE AGENDA

<http://www.rmrinstitute.org/pre-conf.html>

CONFERENCE FLIERS

<http://www.rmrinstitute.org/Flier-2.doc>

<http://www.rmrinstitute.org/Flier-4.doc>

<http://www.rmrinstitute.org/Flier-5.doc>

<http://www.rmrinstitute.org/Flier-7.doc>

<http://www.rmrinstitute.org/Flier-8.doc>

<http://www.rmrinstitute.org/Flier-1.doc>

CONFERENCE REGISTRATION:

<http://laramie-dmh-conference-2008.eventbrite.com/>

Pre-Conference Workshops: Run Concurrently

Wednesday November 5, 2008
8 AM - 5 PM

1. The Colorado Crisis Education and Response Network's Field Response Training

- Curt Drennen, PsyD, RN Colorado Behavioral Health Disaster Response Coordinator and Planner 8 Hours Fee: \$30 Covers materials costs (manuals, certificates, etc.) Disaster Mental Health Track

Register for Workshops online at: <http://laramie-dmh-conference-2008.eventbrite.com> or call 307-399-4818. Enrollment is limited.

Please register prior to October 17 to ensure a place.

2. Hensley Model of Biological, Psychological, and Sociological Military Wellbeing: A Practical Approach to Prevention, Intervention, and Treatment of PTSD and Trauma-Related Guilt

- LCDR Alan Hensley (USN RET), PhD Candidate, BCETS, FAAETS 8 Hours Fee: \$30 Covers materials costs, certificates. **Returning Military Track**

Register for Workshops online at: <http://laramie-dmh-conference-2008.eventbrite.com>. Enrollment is limited.

Please register prior to October 17 to ensure a place.

TEAM UPDATES

Sweetwater ASSIST CISM Team – August, 2008

Attending:

RSPD – Wauneta
RSFD – Lyle Armstrong
Em. Mgmt – Judy Roderick Daggett
County – Winston & Shirley Slaugh
SW Counseling – Steve Sorenson DFS
– Christy Doak
Family Dynamics – Jill Johnson
Trinity Lutheran Church – Scott Shields

We discussed the recent Debrief. Sweetwater County had requested a debrief for the plane crash. Judy was the Administrator, Steve the Mental Health Professional, Ben the peer and Scott the Observer.

We discussed the two debriefs for car accident with fatality on Elk Street. Mike was the Administrator, Renee the Mental Health Professional, Rich the Peer and Christy the Observer. This was a very emotional debriefing due to the fact that a lot of the emergency caregivers were friends or relatives of the boy who was killed. The second debrief for the same incident was for the hospital as the grandmother worked in the lab. Steve was the Administrator and Mike the Mental Health Professional.

We discussed the issue of “How many people are too many for one group to handle in a debriefing?” We discussed that we should keep a record in our notebook of our debriefings for our records to keep our certification.

Other Topics: Wauneta will update the Roster and get it out with the minutes. We discussed that we could make CISM Fliers and hang them on bulletin boards so that agencies will be more familiar with our services. If anyone has any ideas, please feel free to help with the fliers. DO WE have any volunteers to head this up?????

Please get certificates from our classes to Wauneta for our record book. They from our classes to Wauneta for our

record book. They can be faxed to dispatch at 352-2919 attention to Wauneta. Steve, thank you for running the meeting and Randy we Missed YOU!

****NEXT MEETING****
SEPTEMBER 16, 2008
5:30 PM@THE RSPD

Campbell County CISM Team
August Activities:

1. The monthly meeting was on Monday, August 4.
2. The Team was dispatched to Greybull for an intervention to assist BBNF with a fatal shooting incident. Rod Warne, Cheryl King and Kay Holm went on this deployment. The Team received a letter of appreciation stating the Team's professionalism and expertise.
3. One pre-incident education presentation was accomplished on *CISM: Dealing with Death-related Stress and Grief in the Healthcare Setting* by Bob Rudichar.

Respectfully Submitted,
Bob W. Rudichar
Team Coordinator

Gun Barrel Fire

Updates and status available at:
<http://www.inciweb.org/incident/news/article/1439/8098/>

Brucellosis in Wyoming

State and federal livestock officials have launched an investigation into the possibility of a second Wyoming cow testing positive for brucellosis, jeopardizing the state's disease-free status even as the rancher at the center of the first outbreak decides to slaughter his herd.

Officials have preliminarily traced the recent detection of an infected cow at a Nebraska slaughterhouse to a herd in Wyoming's Sublette County, a rural area about 100 miles southeast of Yellowstone National Park.