

WORKFORCE SOLUTIONS JAM

SEPTEMBER 15, 2026

**H.R.1. Part 3: Leading Through Change:
Protecting the Workforce, Mission, and Organization**



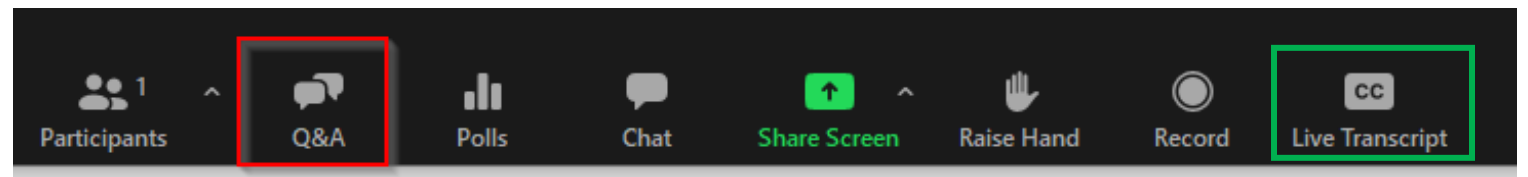
Housekeeping & Accessibility

- Please introduce yourself in chat: Name, location, organization
- A recording and slides will be emailed to you within the week
- ASL interpretation is being provided at this event - the ASL interpreter will be spotlighted
- **Live captioning** is available – click the "show captions" button to see the transcript
- If you have technical difficulty, please chat "Hosts and Panelists" to try to troubleshoot
- **Q&A** is available – click on the Q&A feature to ask a question or upvote

Live ASL interpretation provided by:



(916) 333 5247
info@languageworld.com



Chat Code of Conduct

Welcome! This is a respectful, inclusive space for shared learning.

Engagement is encouraged – please share resources and reflections in chat!

Please keep comments:

- **Relevant** to the topic
- **Respectful** of all identities and perspectives
- **Free of hate speech, spam or promotions**

Inappropriate comments will be removed.

Thanks for contributing to a thoughtful discussion!





NATIONAL COUNCIL
for Mental Wellbeing

HMA

The College for Behavioral
Health Leadership

What is the Workforce Solutions Jam?

A monthly webinar to build national momentum and encourage collaboration through The Workforce Solutions Partnership

- Learn innovative new practices
- Stay informed about ongoing efforts
- Engage with subject matter experts
- Hear about new legislation
- Take action!





Navigating H.R.1: Preparing the Behavioral Health Workforce for What's Next



Session 1

**What Leaders
Need to Know
Now**

Tuesday, July 21st



Session 2

**From Policy to Practice:
Preparing Providers for
Implementation**

Tuesday, August 18th



Session 3

**Leading Through
Change: Protecting the
Workforce, Mission,
and Organization**

Tuesday, September 15th



Session 4

**Beyond Burnout:
Sustaining the
Workforce
Through H.R. 1**

Tuesday, October 20th



today:

**Leading Through Change:
Protect the Workforce,
Mission, and Organization**



Agenda

Welcome

Topic Introduction

Panel Intros, Discussion and Q&A

Next Steps

Chat Waterfall – let's hear from you!



*How does your
organization define and
support Workforce
resilience?*

1. Type in your answer in chat
2. Wait to hit enter until we say go!

Topic Introduction



Meet Our Panelists



Kelly Epperson

President of Rosecrance Management Group and Chief Operating of Rosecrance



Mary Garrison

President and CEO of Heritage Behavioral Health Center in Decatur, IL



Sierra Riesberg

Executive Director, Behavioral Health Alliance of Montana

Rosecrance Behavioral Health

A Legacy of Lasting Hope



rosecrance®
BEHAVIORAL HEALTH

Kelly J. Epperson, JD

President, Rosecrance Management Group and Chief Operating Officer

Workforce Solutions Jam | September 15, 2026

Rosecrance at a Glance

Founded in 1916. Nonprofit, headquartered in Rockford, Illinois.



77,336

people served

1,441

total workforce

71

locations

539

residential beds

Four states

- Illinois
- Indiana
- Wisconsin
- Iowa

Care for children, youth, adults, and families

Community, outpatient, and residential services across four states

Comprehensive Behavioral Health Services



Mental health and substance use care across the entire continuum of care

Community

- CCBHC services
- Crisis services
- Community based MH and SUD services
- Recovery homes for SUD
- Housing for individuals with SMI

Outpatient

- Therapy and psychiatry
- Intensive outpatient and day treatment
- Eating disorder treatment
- Interventional psychiatry
- Sports performance
- Psychological testing

Residential

- Substance use residential
- Mental health residential
- Adolescent and adult programs
- Medically monitored care

Four CCBHCs: 2 SAMHSA funded sites and 2 Medicaid demonstration sites

My Role at Rosecrance



Leading enterprise business functions that support our clinicians and clients

- Legal and corporate governance
- Compliance and risk management
- Accreditation and performance improvement
- Information technology and data analytics
- Project management and grant management

Kelly J. Epperson, JD

President, Rosecrance Management Group and Chief Operating Officer

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Celebrating 70 Years of Behavioral Health Care

Seven decades of serving our community — Our foundation of care are the people who deliver that care.

Our Mission

To improve the mental and physical well-being of those we serve and to advance behavioral health in our community.

Our Core Values

Five commitments that guide how we care for our clients and for each other.



We are honest, ethical, and true to our mission, vision, and values while doing the right thing even when no one is watching.



We believe in creating and embracing an environment where our staff and individuals served feel respected, valued, and included while also recognizing and appreciating all unique perspectives.



We will be at the forefront, the industry leader, and the provider of choice through championing creative thinking, exploration and risk taking by embracing strategies and approaches to ensure the effectiveness and accessibility of services for individuals and communities.



We believe in our ability to adapt, recover, and thrive in the face of challenge, disruption, and change by being flexible, agile, and demonstrating perseverance all while seizing opportunities for growth.



We will make ethical and strategic use of our agency financial resources and other assets to ensure success and long term stability to provide services to individuals in our communities.

Recognized as a Top Workplace



National and Regional Top Workplace Honors



Employee Resources and Support



Everyday savings on travel, childcare, wellness, and family essentials for all staff.



Structured development and coaching to grow leaders from within the organization.



Our Employee Assistance Program (EAP) — confidential counseling and support for employees and their families.



Every other Friday off to rest, recharge, and care for personal well-being.

Agency Spirit Store

Heritage-branded apparel and gear available to staff.

Health Club & Fitness Reimbursement

Support toward gym memberships and fitness programs.

Loan Forgiveness

Eligibility for public service student loan forgiveness.

Tuition Assistance Program

Financial help toward continuing education and degrees.

The Driving Force



Thank You



Mary Garrison, LCSW, ACSW
President & CEO

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BEHAVIORAL HEALTH ALLIANCE OF MONTANA

Sierra Riesberg, Executive Director
Behavioral Health Alliance of Montana (BHAM)

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<https://bhamt.org>





TAKEAWAYS & REFLECTION

We want your feedback!



Scan the QR code, or type this link into your browser:

<https://www.surveymonkey.com/r/LNTC53W>

Have a suggestion for a future presentation?



Scan the QR code, or type this link into your browser:

<https://www.surveymonkey.com/r/workforcesolutionsjam>

**JOIN US AT THE NEXT
WORKFORCE SOLUTIONS JAM!**

October 20, 2026

at 10:00am PT / 1:00pm ET