

**Rick Tabor**

**GOV. MSG. NO. 687**



**Education:**

June 1987 University of Oregon, Eugene, Oregon, M.S. Counseling Psychology  
September 1980 Chaminade University of Honolulu, Hawaii, B.A. Psychology Minor in Criminal Justice

**Professional Certificates:**

July 2001 License Mental Health Counselor, WA LH 00006831  
February 1996 Certified Mental Health Counselor, WA MH30003067  
*Note RE; WA's licensing, the term certified was changed to license in 2001.*  
June 1994 Certified Mental Health Supervisor  
August 1989 Mental Health Professional, Child (MHP)  
August 1984 Mental Health Professional, Adult (MHP)  
July 1985, Certified Developmental Disabilities Specialist  
July 1980 Certified Judevine Behavioral Modification (SECHO)

**Publications:**

U.S. Navy Medicine, Predictors of Mental Disorders among a Navy Population, Vol. 72, February 1981  
Graduate School Thesis, Client Suicide Effects on Therapists, June 1987

**Volunteer Activity; Non Profits Include:**

**HPGS (Hawai'i Pacific Gerontological Society)** Past President (2022)  
**Kokua Council** Vice President Board of Directors  
**Hawai'i Meals on Wheels** Board President (2024-2026) President (2024-2026) & my wife & I deliver meals  
**Rotary Club of Honolulu**, Board of Directors & Chair of the Kūpuna Kokua Committee Chair, OAHU's RYLA (Rotary Youth Leadership Awards) Chair  
**Rotary District 5000** -Mental Health -RAG (Rotary Action Group)  
**Compassion and Choices Hawaii** Hawaii Team Captain  
**Alzheimer's Association Hawai'i** Champion  
**Certified Long Term Care Ombudsmen** Volunteer  
**Certified Mediation Center of the Pacific** Volunteer Mediator  
**Faith Action (F.A.C.E. Faith Action Community Equity)** Long Term Care Taskforce & IBASHO Café development committee  
**PABEA (Policy Advisory Board of Elderly Affairs)** Governor appointed Board Member, Legislative Vice Chair and Chair of the Recognition Awards Committee  
**HCOA (Honolulu Committee on Aging)** Honolulu City/County Mayor Appointment  
**Bobby Benson Center** -President Board of Directors  
**Responsive Caregivers of Hawaii** – Vice President, Board of Directors & Vocational Program Development Committee  
**Kūpuna Collective Outreach Committee**  
**Club 100** lifelong member (My Father-in-Law served in the 100th Battalion Company C Infantry, Nisei WWII Veteran the Purple Heart Battalion USA's most decorated battalion in U.S. Military History. May He R.I.P.  
**Shaka Santa for Palama Settlement Responsive Caregivers of Hawaii & Club 100**  
**Dementia & The Family Workshop**, mental health presenter for several years. & more to come.  
**RSVP** (Retirement Senior Volunteer Program), Newsletter committee & writer, plus volunteer projects for folks who transcend ageism and refuse to stop being active when they retire.  
**Kupuna Collective, previously KVOG (Kupuna Vaccine Outreach Group)**, State & County Vaccine Distribution Committee Member, Kupuna stakeholders working together to meet and enhance the life of our Island's kupuna.  
**Hale Hau'oli Hawai'i; Dementia in the Family**, Presenter & Technical Support, Kathy Wyatt, RN hosts four of these well attended workshops a year. My presentation is; 'Caregiver Self-Care.'  
**Honolulu Committee on Aging**, I've agreed to be appointed to the Mayor's EAD, HCOA Board of Directors. Our first task is to develop a four-year strategic plan to support EAD. This will be a seven-year commitment.  
Legislative Kupuna Caucus; serve as a member focused legislate and advocate for Kupuna/Older Americans in Hawaii's needs.  
**Honpa Hongwanji**- Board of Directors Advisor, Co-Chair 2024 Bon Dance, Mental Health Consultant, etc.

**Hawaii American Foundation for Suicide Prevention (AFSP)**, The grassroots work we do focuses on eliminating the loss of life from suicide by delivering innovative prevention programs, educating the public about risk factors and warning signs, raising funds for suicide research and programs, and reaching out to individuals who have lost someone to suicide.

### **Work Experience:**

*November 2021 Officially Retired to a Full Time Service Above Self Volunteer Life.*

November 1, 2020 – November 01, 2021: **Generations Magazine**; Community Development Director, [REDACTED] Responsible for GM Brown Bag Lunch Webinars, Co-Hosting the GM Radio Show / Podcast, writing a Mental Health Column. Covid and a lack of advertisement partners funding became an issue. I stepped down so others could count on being paid. It seemed like a good time to retire to my world of meaningful volunteer adventures, which keep growing. At least until something else calls me.

May 2017 – March 01, 2020: **Right at Home**; Operations Manager, [REDACTED]

2019 best caregiver agency in the west. Received the 2020 caring star award. Responsibilities included; overseeing daily functioning; recruiting, hiring, training, supervising care provider staff. Development, promoting, assessing & overseeing in-home services for Oahu's Kupuna. Agency development, partnering, teaming with collateral services; hospitals, recovery homes, CNA & Nursing programs, Universities, HMoW's (Hawaii Meals on Wheels), Chaminade University of Honolulu's Advisory Board, Kupuna Care agencies on Oahu, and the Kokua Council & two Kupuna Caucuses just to be involved in the process of enhancing the life of our Island's Kupuna.

April 1989-April 2017: **Sound**: (previously; Sound Mental Health & Seattle Mental Health)

During my nearly thirty years at Sound, I proudly led three incredible programs;

**Community Network Program (CNP)**, Program Coordinator/Manager; July 2005 – April 10, 2017:

- Managed a program of 1,200 mentally ill/developmentally disabled clients;
- Supervising and monitoring services in three King County, Washington sites
- Administrative duties include; reviewing & signing off on individual service plans, initial assessments, benefit assessment renewals (called data sets), all fiscal reports & purchase requisitions, client payee budgets & requests, building maintenance and other duties as they arise
- Write & maintain the annual budget for all five programs
- Write the monthly reports
- Hiring, orienting and overseeing 45 mental health staff; facilitating monthly team meeting & trainings
- Teaming with master's level programs, recruiting, screening, training & supervising twelve to twenty interns; Interns included; mental health, social work, nursing students and volunteers.
- Developing and implementing person-centered programs including evidenced based treatment training, application and multi-systemic integrated teaming; overseeing quality control; developing policies & procedures. Insuring client voice and choice, while motivating staff growth, productivity & feelings of accomplishing meaningful outcomes.
- Safety Committee program & building leader. Motto; know the plan and stay calm.
- Grant writing, budget management & audit compliance preparation & assisting the visiting auditors
- Providing state-wide special population consultations, and mental health presentations at the; local, state & national level.
- Building & maintaining collaboration with community links. This includes coordination and liaison with colleges and universities for internships & class trainings, consultations & trainings for ARC, NAMI, DDD & various other DD/MI collateral agencies. Teaming with; IST (Interagency Service Team or WRAP around services), state hospitals, psychiatric hospitals, ER's, jails & schools, vocational services, adult family & supportive living homes, plus community protection & SOTP (sexual offender Treatment Program) & SAY

(Sexually Aggressive Youth) services, Hopelink & Access (transportation) to ensure seamless links in services & quality of life activities occurs.

- Coordinating quarterly social dance events for 400 clients & their collateral staff, family & friends. Dance set up includes; raising funds, organizing a playlist, decorating & setting up the gym, DJ'ing, crowd control, establishing the entertainment, I.E; celebrity guests, clean up & billing.
- Overseeing crisis & stabilization services and managing a client caseload;
- Last but not least; maintaining and demonstrate a positive therapeutic, solution focused, person centered relationship with CNP's clients so when they need intervention, they know who to trust.

CNP offers five programs; **CNP Adult** and **CNP Youth** offer mental health services. CNP Youth consists of 150 clients, CNP Adults; 850. **CST (Crisis Stabilization Team)** an outreach team for any developmentally disabled adult experiencing stabilization issues. CST serves between 50 – 75 clients at any given time.

**The Sound Works Vocational Program** has a contract with DDD (Division of Developmental Disabilities) to provide vocational services to the DD community. Most of these clients are enrolled in our adult services.

**STAR (Substance Treatment and Recovery)**; this CNP award winning program is the first DD / CD program in the nation. I helped write the grant that secured the STAR program. I have been involved in the development, implementation & maintenance of both the STAR & the CNP Youth programs. STAR consists of 50 high needs individuals. Some STAR clients are homeless. We also managed a house that houses five previously homeless STAR clients. CNP receives local, state, national and international requests for presentations & consultations on all five of our programs. I've been an active presenter at all levels on many topics.

#### **SMH's Coordinator of Primary Care; 1995-2005:**

In addition to some of the above responsibilities; I provided individual, couples, family & group therapy, mental health liaison services to eleven King County Primary Care Clinics at various King County medical clinics; Recruited & established contracts with several local health care organizations. Teamed closely with King County's Medical Providers. Supervised SMH staff & interns while managing a caseload of 100 clients with Medicaid, Medicare, private insurance and private pay. Consumers included: youth and adults, professionals, under-privileged, U.S. Military active duty, veterans and their dependents, developmentally disabled, youth at risk, chronic conditions, health impaired, domestic violence, trauma survivors, and brief, early intervention situations. Services ranged the continuum of care from brief to chronic, all ages. Note, when we moved home to Hawaii in April 2016, a few of my on-going cases had worked with me for twenty-two to twenty-nine years. Services focused on; a wellness/recovery model of person centered, solution focused, evidenced based, best practice counseling & liaison mental health/medical support services; stabilization of mental health issues, hospital diversion, improving productivity, recovery, occasional but rare hospitalizations and assisting psychiatric & medical providers with medication management compliance during the treatment episode. The program we pioneered is now the model for mental health, medical collaboration.

#### **SMH's Lead Clinician for CCSP/Children's Community Support Program; 1989 – 1994;**

CCSP is an intensive mental health support team assisting youth at risk reintegration into the community.

It was the first community based mental health program in the state of Washington for adolescent, youth at risk. Family & individual counseling services combined with intensive community-based case management, crisis outreach, establishing & maintaining a collateral treatment/support team, recruiting, establishing, training & managing the crisis respite homes along with case-aide support & supervision, empowering youth to take charge of their lives & ongoing program development were all a part of my duties. CCSP teams developed the initial WRAP/IST; Interagency Support Team model for the State of Washington and King County. An intensive person-centered support model, with a collaborative, build your team & resolve issues through solution focused, best practiced, evidence based, individually tailored strategies and planning. WRAP/IST services continue to be an important service in Washington and nationwide. I facilitated IST meetings for several years. The WRAP/IST model is a frame-work for many person-centered situations I deal with to this day. My CCSP caseload consisted of gang involved youth at risk, CPS referred abuse cases, along with developmentally disabled.

I'm proud to note that after nearly thirty years at Sound Mental Health (SMH's) mission of providing quality behavioral health services tailored to King County individuals' mental health needs was a good fit with my skills and compassion. For enhancing the lives of the under-served and private pay individuals seeking mental health

support. I was fortunate to be with this incredible organization throughout good & bad times as an active participant, working towards solutions. While being a part of SMH's growth from one office in the metro area to several offices (20) King County wide. I have worked in five of our offices & eleven King County medical clinics. Experiencing professional and persona growth with each position, one client, one clinical staff, one parent, one doctor, one (you name it) one session or meeting at a time. Throughout my career Developmentally Disabled / Intellectually Disabled individuals have always been on my caseload. A few of them worked with me for twenty plus years. I'm proud of SMH for promoting such integrity & consistency. Saying good bye to them in April of 2016 was the hardest thing I've done in my forty-two-year career. Yet I know I prepared everyone for this day since the day I started my mental health management career. If you're doing your job, as a counselor, you're always working towards self-reliance, recovery and coping skills development. Hand picking my replacement was a relief. We were able to select a skilled clinician that I had supervised for seven years. All reports indicate she's doing a great job. That's the best closure one can ever have.

03/1988-04/1989: **YMCA Continuum of Care, Family Services:** [REDACTED]  
Therapeutic Family Specialist, Duties; provided direct care, supervision, program development, implementation, therapeutic foster home licensing, training, case management, individual, family & group counseling services.

08/1987-01/1988: **Oregon Trails Adolescent Treatment Center:** [REDACTED].  
Mental Health Specialist at a dual diagnostic in-patient drug & alcohol treatment center.

08/1981-07/1985: **Norhaven:** [REDACTED]. Counselor, ICFMR Facility.

01/1981-07/1981: **Autistic Vocational Education Center (AVEC) @ SECOH:** Honolulu, HI.  
Family Counselor; AVEC was a vocational program for Autistic adults. We participated in a pilot study for Autism & Boardmaker as two of the many services we offered. Duties included; counseling, supervision & program development, writing & implementing Judevine behavioral modification programs for the students, community PR; including making a TV public announcement commercial. I also brought AVEC & SECOH into the world of Special Olympics. The main focus of my position was to locate jobs for our vocational students. Another fun accomplishment was when I recruited Jim Nabors for a fund raiser. He was very gracious. I moved prior to the event, but was told it was very special. Of all my jobs, I'd have to say, this was one of my favorite jobs.

08/1980-06/1981: **Research Center of Hawaii now called; Responsive Caregivers of Hawaii:**  
[REDACTED]  
Weekend Parent Counselor at RCOH Adult/Developmentally Disabilities Group Homes.

06/1980-06/1981: **Hale Kipa Runaway Shelter:** Honolulu, HI. Counselor,  
Duties; counseling and support to adolescents in a runaway shelter/transition house/group home setting

04/1976-01/1980: **United States Navy:** Hospital Navy Corpsman, Petty Officer 3<sup>rd</sup> Class.  
I was stationed @ Kaneohe Marine Corps Air Station. Duties ranged from Field Medical Emergency Response to Assistant Medical Fiscal Staff. I went from an EMT/Medic to inventory, ordering medical supplies and managing the budget.

01/1979-01/1980: **Kaneohe Mental Health Clinic:** Petty Officer in Charge.  
Managed the Mental Health Clinic at K-Bay; Duties included; crisis intervention, assessment, referral, administrative duties, hospitalization, scheduling active-duty Marine & Navy Individuals with one of five Psychologist/Psychiatrists who rotated every week day through the dispensary clinic. The job coincided with my Chaminade psychology evening classes. Giving this young man the-on-the-job training that sparked a lifetime in the mental health field.