

Karyn Tribble, PsyD, LCSW

Director

Date: October 9, 2026

To: First Step Division Staff and Leaders

From: James Wagner LMFT/LPCC, Deputy Director of Clinical Operations

Subject: First Step Division Staff Update

I would like to take this time to make an important update regarding our First Step Division.

Charles Edwards, LCSW, will be transitioning out of his leadership role as First Step Division Director. Fortunately, Charles will remain in ACBHD but in a new leadership role that he will share more about soon. Charles' departure from First Step is a significant loss for the unit as he has been instrumental in driving numerous changes in that unit, not the least of which was absorbing the screening and referral of substance use calls. While I know Charles will do well in his new role, we will miss him greatly in First Step and I want to thank him for his excellent oversight of that unit. Charles' last day in First Step will be Friday, October 23rd. Additionally, I would like to acknowledge the entire First Step team, who along with Charles, have been on the forefront of many changes over the last several years.

Many of you will remember 5 years ago when we had a vacancy in First Step, Kate Jones, Adult and Older Adult System of Care Director, stepped in as the acting director until we recruited a new Division Director. This time we will have another acting director, but it will be **Laphonsa Gibbs, LCSW, Child and Young Adult System of Care Director**. Laphonsa will begin in his acting role on Monday 10/26/26. I want to thank Laphonsa for filling in during this critical time.

In the meantime, we will shortly begin our recruitment for a new Division Director of First Step. All qualified and interested staff are encouraged to apply.

If there are any questions, please reach out directly to me.