The LCMHS Annual meeting was held on October 19, 2016. Many of our consumers participated by sharing their stories, challenges and successes.

Mike Richardson and Regina Wdowiak lead us through Mindfulness activities. These activities have become a huge focus at LCMHS (read more about Mindfulness on page 3).

The 2016 Community Partner of the Year Award was presented to Roland Lajoie and WLVB. Roland is someone who stays out of the spotlight but does so much behind the scenes to showcase our agency and the consumers we serve. Anytime we have an event or want to inform the public about the work we do, Roland ensures that the information is passed along to the community.

Kiah Palumbo, our Enhanced Family Services and Access Program Manager in our Children, Youth and Family Services Division, was the 2016 Shirley Hayden Award winner. She has been with our agency since 2014. Kiah was nominated by her co-workers for being a knowledgeable and passionate professional, who helped double the size of her program this year, and for being instrumental in creating an effective system of supervision in the division. Kiah’s skills and dedication have consistently earned praise and appreciation from her co-workers.

The annual meeting was a wonderful celebration of our consumers, staff and community. We look forward to another wonderful year with many accomplishments and success stories.
On November 17, Erika Dow received the 2016 Deborah Lisi-Baker Youth Leader Award from the Vermont Center for Independent Living (VCIL). Erika is a young woman attending Maple Hill School in Plainfield who has recently taken more of an active interest in her community as well as her local self-advocacy group of LCMHS - GATSA - Getting Acquainted Through Self Advocacy. Erika has been attending bi-monthly GATSA meetings and some monthly GMSA (Green Mountain Self-Advocates) meetings and joined self-advocates from around the state for the annual Voices and Choices Conference in Burlington this past May. Erika volunteers at NCAL (North Country Animal League) and enjoys walking the dogs and playing with the cats. Erika is interested in continuing education through the College Steps Program and possibly attending either Lyndon State College or Johnson State College once she graduates from Maple Hill. Erika is a vibrant young woman who loves to contribute and be involved, she has had many great ideas which she has shared with her local self-advocacy group around doing outreach in local schools to speak with students about bullying, respectful language, and education around the autism spectrum. Recently Erika headed efforts to identify an individual to give a CPR/First Aid training to her local self-advocacy group. Erika's self-advocacy group, GATSA nominated Erika for the Deborah Lisi-Baker Youth Leader Award as they believe her passion and commitment to helping others and her sense of leadership around advocacy is going to lead her to great places and they wanted to further inspire her interests and show their collective appreciation!

The Deborah Lisi-Baker Youth Leader award recognizes youth (up to age 22) in our communities who exemplify leadership skills in their organizing efforts and advocacy skills while promoting the rights of people with disabilities.

LCMHS is extremely proud of GATSA and Ray’s accomplishments.

On December 1, 2016, a panel of Community Partners spoke at the President’s Committee for People with Intellectual Disabilities meeting in Washington, D.C. The group, lead by director Jack Brandt discussed issues surrounding Direct Support Professionals. Ray G, LCMHS GATSA (Getting Acquainted Through Self Advocacy) member was selected to represent Green Mountain Self Advocates to be a panelist and spoke to the members about GMSA’s collaboration/work in the area of Direct Support Professionals. LCMHS is extremely proud of GATSA and Ray’s accomplishments.
Mindfulness Practices

By Brenda Hall

Mindfulness is a buzz word heard a lot lately. You may hear it being used in schools or in therapy or on a personal level, but what does it really mean and how could you benefit from practicing it. Mindfulness is an age old practice that has been around for more than 4000 years. As with many things when you get back to the basics is when you often find your answer. It’s a practice that was central to Buddhist psychology. To be mindful is to be fully aware of something. “Mindfulness is a mental state achieved by focusing one’s awareness on the present moment, while calmly acknowledging and accepting one’s feelings, thoughts, and bodily sensations”. Anyone can do it and it can be done anywhere. LCMHS staff has been implementing this into our agency for a while now and with great results. Therapists are using mindful practices with their clients, adults and children, and our staff has an ongoing practice that meets weekly. Staff are bringing this practice to staff meetings. It’s a great way to begin with a fresh outlook or to end on a peaceful note. There are also opportunities for all employees to attend a mini mindfulness sessions three mornings a week. We also offer a musical form of mindfulness which was introduced at our annual meeting. Each Monday there is a mindfulness practice emailed to entire agency which is a great way to start the day and week.

How does one go about starting to be mindful? As with anything the best way to begin is to take the first step. There are so many resources available to do a formal practice or you may keep it as simple as just going for a walk. When you walk use all of your senses. What does the area look like? What are the smells in the air? Feel your feet under you. Is the wind blowing? Is it warm out? What does it sound like? Are the birds singing? Are there any noises in the distant background? Feel how your legs feel as they carry you from step to step. Notice the position of your shoulders. Are they hunched or relaxed? Notice any thoughts that come to mind? Watch them as a car passes by… let them go, just be in the moment.

Another very simple practice is sitting or lying in a comfortable position and focusing on your breath and the flexing and releasing of your muscles. Start with your toes and feet, tense the muscle and release, and follow that with the calf muscle, thigh muscle, buttocks, hands, arms, stomach, chest and shoulders. Just observe how it feels to have the muscle tense, and how it feels to let them relax.

As I noted earlier, getting back to the basics is often the solution to many problems. But why has it taken this long to figure this out? We are a society that needs to see cold hard evidence and there have been many scientific studies done on mindfulness and the positive effects it has on one’s heath.

The biggest benefit to practicing mindfulness is a greater sense of well-being. It’s acknowledging and accepting things just as they are and not resisting. Other physical improvements include stress relief, lower blood pressure, reduces chronic pain, alleviates gastrointestinal difficulties and it can also treat heart disease. The mental health benefits are a decrease in depression, substance abuse, eating disorders, anxiety disorders and obsessive-compulsive disorders. Source: www.helpguide.org/harvard/benefits-of-mindfulness

Schools have started practicing mindfulness with students to improve on behavior skills. The affects have been positive, as there has been less hyperactive behavior and better concentration on school work. Source: greatergood.berkeley.edu/article/item/research.

Mindfulness is a very basic and affective way to handle the day to day stressors and live a healthy life.

Brenda Hall is the Program Support Specialist at LCMHS
**LCMHS Welcomes New Board Members**

Fein Rosenblum was a Norwich cadet in the 60s, and has a B.A. in Business Administration. From selling ice cream during his college years, ringing the Salvation Army bell at Christmas time to being diagnosed with Non Hodgkin’s Lymphoma, and surviving cancer, Fein brings a lot of strength and resilience. He plans on helping LCMHS through his life positive outlook and personal experiences.

Zach Williams is the CFO of Bourne’s Energy in Morrisville, Vermont and carries and extensive resume in the accounting field. Zach has bachelor’s degrees in Accountancy and Aviation Systems Management from the University of North Dakota. He is a licensed Pilot and Aircraft Mechanic. He is a Certified Public Accountant in the State of Vermont.

**LCMHS Mission, Vision & Core Values**

In a combined effort with staff and senior leaders, LCMHS Board of Directors have updated and approved the Mission and Vision statements, as well as created Core Values for the agency. Here they are:

**Mission:** Lamoille County Mental Health Services is a nonprofit organization providing quality developmental and behavioral health to the Lamoille Valley area, enhancing independence and quality of life.

**Vision:** A collaborative community with wellness at its core providing excellence in behavioral health and developmental services, that promotes wellness, independence and quality of life through access to person-centered integrated care in Lamoille Valley.

**Core Values**
- **Acceptance:** We welcome individuals for who they are.
- **Advocacy:** We encourage and support the goals of individuals and families to gain the resources and voice they need to maintain health.
- **Collaboration:** We work with consumers and community partners to overcome health challenges and disparities.
- **Dedication:** We are committed to whole health, quality of life and positive change.
- **Integrity:** We act with honor and principles.
- **Respect:** We have the highest regard for consumer treatment, colleagues, and our community.
- **Self Determination:** We support individuals and families to develop best care planning based on their perceived needs.
LCMHS New Employees

H.R. Director & Compliance Officer

Tom Johnston brings to us seasoned management and executive experience within non- and for-profit business. He holds a Bachelor of Arts in Psychology from UVM, a Master's of Science in Human Resource Management, a certificate in HR Management from Champlain College, and is currently in the research and dissertation phase of a doctoral program in Healthcare Administration at Capella University. He has held executive, managerial, and ownership positions in two non-profits, a technology startup company, and as owner/operator of a construction company, and more recently the owner of a franchise consulting business.

Tom has demonstrated experience in on-time/on-budget project management; computer, internet, network, and telecommunications technology; and extensive notable experience in all areas of transactional HR functions. His core strengths are found in transformational HR practices where he has highly developed skills and competencies in talent attraction, recruitment, retention, leadership, and developing high-performing cross-functional teams.

"I’m thrilled to be at LCMHS where people count and are doing brilliant work. The nature of this work is compelling and comes with tough challenges and profound rewards.” Tom spends his spare time focused on the doctoral program and his aging rescue dog, Greta.

Johnson Group Home Assistant Manager

Sherwood Brown Jr. has over 16 years of manufacturing management experience, 13 of those years were with Green Mountain Coffee Roasters. While employed with Green Mountain Coffee Sherwood gained acquired cutting edge knowledge of emerging business practices, learning and applying principles gained from Total Quality Management, Lean Business and Manufacturing methodologies, and personal applications of Mindful Meditation, Silva Method, as well as being a Dale Carnegie graduate. Sherwood was able to apply this knowledge as he moved on to Revision Military where they manufacture ballistic eye wear and armored personal equipment.

Sherwood himself spent twenty six years in the United States Air Force from which he retired. During this time Sherwood served in numerous places around the world, Panama, Puerto Rico, Canada, Spain, Qatar, Saudi Arabia, Kuwait, and Iraq. Sherwood’s background in the military service was in aircraft maintenance which he progressed to management level by the time he retired in 2006.

Currently Sherwood lives in a HomeShare with a 91 year old gentleman which he has been in for five years.

Copley House Assistant Manager

Whitney Leno has worked in the mental health field for almost ten years. She has worked as a classroom counselor for Buffalo Mountain School as well as a micro-residential based behavior interventionist. Before joining the team here at LCMHS she worked as a service coordinator for survivors of domestic violence. Whitney will be graduating in February 2017 with her B.A in Forensic Psychology. Whitney is interested furthering her education, and exploring art therapy programs.
Newly Licensed Professionals

We are excited to share that five LCMHS staff members received new licenses in 2016.

Miranda Bevins has worked in the mental health field since 2010 when she graduated from Johnson State College with her Bachelors of Arts in Psychology. While working at the Copley House she started her Master’s Program for Clinical Mental Health Counseling at the University of Vermont. In May she joined the Children, Youth and Family Services (CYFS) team as an intern. Her internship provided her with a variety of experiences including group work, individual and family therapy, as well working across environments. In May of 2013 she graduated with a Master’s of Science and became our EFS case manager/therapist. Miranda worked with clients of all different ages and with all different levels of needs, and later on transitioned into an outpatient clinician position working with both individual and families to provide office based therapy as well as facilitating and coordinating an adolescent Dialectical Behavior Therapy skills group. Through LCMHS she has received training in Dialectical Behavior Therapy (DBT), Seven Challenges, and Collaborative Assessment and Management of Suicidality. In April 2016, she became a Licensed Clinical Mental Health Counselor. She looks forward to continuing her career as a licensed clinician working with both individuals and families and coordinating with treatment teams to provide clinical oversight in order to support clients and their families meet treatment goals.

Sara McKay always loved children and knew she wanted to be in the social service field. In 1986 she graduated from the New Your University with a social work degree. She has worked in different mental health agencies in New York City, Vermont, and Portland, Oregon, always with children, adolescents and their families. Then from 2000 to 2016 she ran an in-home daycare for children ages 3 months and up. She then realized she wanted to continue working with children but in a different capacity. So in August last year, she joined our CYFS team as an outpatient therapist, doing in-home family therapy, and in November 2016 she renewed her License as an Independent Clinical Social Worker. Sara says she gets excited about the work she does when she sees the changes and/or shifts in a family, or even the hope that some insight was given to this family/children for the future.

Frederic Gluck has worked in the field of human services for 30 years. He began his career working with individuals who had recently transitioned to Lamoille County from Braden Training School. This led him to helping them find employment in the community and the work of supported employment. He assisted several people in starting their own businesses. He eventually went on to start the Supported Employment program for what was then called Sterling Area Services. For two years he worked as the head gardener/educator at Triform in upstate NY, a community/college for young adults with special needs.
Frederick then returned to Vermont to work for VocRehab where he was both a Reach-up and Transition counselor and it was then he started the LCHMC master’s program at JSC. His internship for his master’s program was at The New School of Montpelier where he mentored with the school therapist. He completed his master’s in 2011 and completed his supervised hours at LCMHS as part of the Mobile Crisis Team and working with individual therapy clients under the supervision of Ginny Havemeyer. Now as a Licensed Clinical Mental Health Counselor he will continue his work helping people discover their wellness.

Since 1990 Robin has worked in community mental health in three Vermont Counties. She’s held many different positions: Residential Staff, Group Home Manager, Therapeutic Foster Parent, Therapeutic Case Manager, IFBS Clinician, School Services Clinician, Adoption Specialist, Crisis Clinician and Case Management. She worked for LCMHS for 11 years from 1996-2007, took a year off, then worked for Howard Center in School Services before joining NFI as an Adoption Specialist. Then in November 2015 she rejoined LCMHS as the ACCESS Case Manager/Clinician, and decided to acquire her Mental Health License, and passed the final exam in July 2016. Robin enjoys working in this field due to the variety and amount of cases and clients she has been honored to work with over the years, the collaboration with other agencies, and the many different facets of a Mental Health Worker. She is keeping her future plans open to what comes her way and brings her joy.

Paula Reynolds’ work in the field of Applied Behavior Analysis (ABA) started in her junior year of college when she was sent to do a practicum at an autism treatment center in South Florida. Her role was to observe and create a campaign for the centers upcoming program to train individuals interested in babysitting children with special needs. At that time her degree was in Public Relations. The owner asked her to observe their early intervention session with children under the age of 5. It was a new world because she never expected to become so intrigued and interested in their work. That was when she spoke with the Behavior Technician and asked her what she majored in and what she needed to do to work in the field. After that conversation and speaking with the owner of the center, Paula spoke with her college advisor and added psychology to her dual major. That was only the beginning! It has been 8 years and with the help and guidance of professionals in the field, Paula have been able to complete her Master's Degree in Special Education, specializing in Applied Behavior Analysis. At the same time, Paula worked with families within a clinical, community and in-home settings, as well as gained experience working with schools to assist in building individualized programs for their students in need. Her exposure to the different areas of the field has assisted with her current work and role as a Positive Behavior Support Specialist for The Redwood Program as well as in her role as the Program Manager for Valley ABA at LCMHS. She started at LCMHS in July 2015 and reports that this has been a great place to learn and grow professionally. Today, her work as a Board Certified Behavioral Analyst (BCBA) comes with its challenges but the gains from watching her consumers succeed and evolve is what motivates her to continue working in this field. Paula states that her biggest joy is when she sees the children’s accomplishments and listens to parents talk about their child’s overall gains.
Who we are and what we do:  
**Copley House**

**History**

Originally the site of Morrisville’s Copley Hospital and then The Copley Manor construction began to renovate and turn the facility into Copley House in order to open its doors in September of 2001. Copley House was created from a partnership between Lamoille County Mental Health and the Lamoille Housing Partnership in order to place the former residents of a community care home in Waterville, VT. The building 20 residents supplying them with private bed and bathrooms. It is unsurpassed as the highest level of care for consumers in the CRT program statewide.

**Programs**

Copley House is a program serving individuals who have severe psychiatric disorders, usually in combination with medical, cognitive, and/or substance use disorders, who have the capacity to live in a community based setting with a high level of staff support and supervision. It is a recovery-based program that supports residents in working towards meaningful goals. We embrace cultural diversity as an integral component of the treatment process, where the principles are grounded in the belief that the individual is the best source of his or her own recovery.

Copley House has a variety of residents, many of whom would have few other options of community based placement due the nature of their disabilities. The staff is a dedicated group of individuals who regularly display their commitment to the residents. This is displayed by both ensuring recognition of the individual strengths of each resident and by the willingness to endure tough situations which require the highest of professional attitudes and understanding of the complex life challenges experienced by many residents.

**Level 3 Community Care Home**

The Copley facility is licensed by the Division of Licensing and Protection of the Department of Disabilities, Aging and Independent Living as a Level three care facility. As such it must:

- Have an environment of care that can foster personal independence on the part of residents and a home-like environment in the homes.
- Provide room and board, assistance with personal care, general supervision and/or medication management. Level III homes also must provide the additional service of nursing overview.
- Licensing and Protect reviews the facility for license renewal on a regular basis, and is charged with investigation of any concerns of abuse or neglect concerning residents of a Level 3 home.
- It is common that residents qualify for Assistive Community Care Services (ACCS) Medicaid funding which assists in the funding for the higher level of care provided – i.e. case management, assistance with the performance of activities of daily living, medication assistance, monitoring and administration, 24 hour on-site assistive therapy, restorative nursing, nursing assessment, health monitoring, and routine nursing tasks.

There are numerous challenges in the operation of Copley House. These include:

- Residents have multiple chronic medical and psychiatric conditions, so care management of these needs require a broad knowledge of health and mental health conditions.
- There are fewer community care homes in the larger, statewide system of care, and more referrals to Copley House will be from out of the county. This change requires more effort to

    cont’d pg. 9
Music Group

“One good thing about music is when it hits you, you feel no pain.” — Bob Marley

We have a weekly music group, consisted of staff and consumers that since November is learning, and playing music together. The group even visited different teams playing holiday songs during the holiday season. The therapeutic benefits of listening and playing music are well known. Music can relieve stress by triggering biochemical stress reducers (think of these physiological processes as anti-stress ninjas). Listening to slow musical beats can alter brainwave speed creating brainwave activity similar to when a person is meditating or in a hypnotic state. Music’s effect on anxiety levels is similar to that of getting a massage. It has also been shown that the act of learning to play an instrument, any instrument, results in enhancing neuroplasticity in our brains which is the process of forming and reorganizing connections between nerve cells. This offers real hope to patients with cognitive decline, stroke, dyslexia and other disorders. Perhaps most importantly, playing music allows an opportunity to join with other people in a common goal and process. Sharing notes and emotions as they change and pass can be quite rewarding. Music is a gift to be shared.
There is now ample animal research and preliminary human trials to support the ability of gut microbes to influence mood and behavior. Numerous studies have also shown that the administration of probiotics can reverse certain psychological disorders. Fermented foods have provided probiotic bacteria in the gut throughout history. All traditional cultures fermented their foods, lived in and with nature, and ate from it in a way that promoted a now endangered diversity of gut microbes. Food fermentation dates back more than seven thousand years to wine making in the Middle East. The Chinese were fermenting cabbage six thousand years ago.

People have enjoyed one form of fermented food or another long before probiotics became available from health food stores. Think sauerkraut (fermented cabbage), yogurt (fermented milk products), and kimchi (spicy condiment usually made from cabbage or cucumber that is the national dish of Korea).

The Russian scientist Elie Mechnikov, considered the father of immunology, won the Nobel Prize in Medicine in 1908 for his investigation of the benefits lactic acid bacteria to human health. He studied the correlation between the longevity of Bulgarian peasants and their consumption of fermented milk products. He suggested “oral administration of cultures of fermentative bacteria would implant the beneficial bacteria in the intestinal tract.” Mechnikov believed that toxic bacteria in the gut contributed to aging and that lactic acid could help prolong life. He coined the phrase probiotic to describe beneficial bacteria.

There is no better way to consume a rich array of healthy bacteria than to consume them through wholly natural sources, such as sauerkraut, pickles, kimchi, and other fermented vegetables. Bacteria consumed in this manner are easily accepted by the body. They work in various ways. They help maintain the integrity of the gut lining; balance the body’s pH; serve as natural antibiotics, antivirals, and antifungals; regulate immunity; and control inflammation. In addition, probiotics suppress the growth and even invasion of potentially pathogenic bacteria by producing antimicrobial substances called bacteriocins (proteins that inhibit or kill the growth of “bad bacteria.”) As these bacteria metabolize their sources of fuel from your diet, they liberate various nutrients contained in the foods you eat, making them easier to be absorbed. For example, they increase the availability of vitamins A, C, K, and many of the B group vitamins. Most people do not have any side effects to probiotics but for some, especially those whose gut bacteria has been out of balance for years, there can be a “transitional period” when existing problems such as gas and bloating actually can be aggravated.

When choosing a probiotic, it is important to choose one that has those strains that have been demonstrated to be effective for your needs:

- For anti-inflammatory functions: L. paracasei, L. plantarum, and P. pentosaceus.
- For depression, anxiety, and other psychiatric concerns: strains in the Bifidobacterium and Lactobacillus genuses have been shown to have an emerging role. Look for high-quality probiotics that contain a variety of strains in the billions.

Dr. David Mooney is the Medical Director at LCMHS
2nd Annual Zumbathon Fundraiser
Saturday, February 11, 2017 at 2:00pm

We would like to invite you and employees to be part of our 2nd Annual Zumbathon Fundraiser! Please help fundraise for LCMHS programs. Your support is extremely important for this event’s success!

There are many ways you could help:
- **JOINING THE FUN** and registering as a participant. Individual registration is $20.
- **CREATING A TEAM**, joining the fun and fundraising as a group (Individual registration also required). Encourage co-workers, family and friends to join your team or contribute. Donations can be done online, or collected by you by using the "pledge donation form". You can also place a link on your Facebook or Twitter account and ask people to support LCMHS 2nd Annual Zumbathon. Prizes will be awarded!
- **SPONSORING A PARTICIPANT OR A TEAM**. Support your friend's fundraising efforts by making a donation directly to the participant or by going online to our event’s page. Selecting the "Register or Donate Now" button and make sure to type the name of the person or team that you are sponsoring.
- **SPONSORING THE EVENT AS A BUSINESS**. LCMHS is a 501(c) 3 organization, your monetary donations are deductible as charitable donations for federal income tax purposes. Please fill out the registration form and select one of the sponsor options provided. We offer four levels of sponsorship, each offering different benefits.

For more details please visit [www.lamoille.org](http://www.lamoille.org), join our Facebook event or contact Luciana Swenson, 802-888-5026 ext. 103 or Luciana.Swenson@lamoille.org

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Thanksgiving Dinner Re-Cap

Each year, LCMHS staff plan, prepare, and serve a Thanksgiving dinner to the Lamoille Community. This year, dinner was served on a cold and breezy Tuesday, on November 22. But the cold didn’t stop our teams from serving as many as 134 dinners and delivering 90 “to-go” dinners, a total of 224!

Thank you to all businesses that helped us with donations, and to the LCMHS staff that volunteered and made sure this was yet, another successful (and wonderful) event!
LAMOILLE COUNTY
MENTAL HEALTH
SERVICES

Board of Directors
Beverly Allen
Karen Carlson
Nancy Durand
Ted Lambert
Mary Anne Lewis
Sharon Menard
Fred Ober
Fein Rosenblum
Chip Troiano
Francinne Valcour
David Vinick
Michele Whitmore
Zach Williams

Quote
"Anyone who comes into an emergency room with a heart attack or a broken leg gets not only immediate treatment for the problem, but if they need to go to a different level of care, that bed is found very quickly…Someone with a mental health crisis does not get treated the same way. They’re often stuck waiting for days. We’ve had people waiting for a week or longer to get into a psychiatric bed.” – Monique Reil, LCMHS

Upcoming Events

*Agency Closed
Jan 2

*Agency Closed
Jan 16

Board Meeting
Jan 18

Mental Health Advocacy Day
Jan 31

Board Meeting
Feb 15

*Agency Closed
Feb 20

Legislative Breakfast at LCMHS
Feb 27

*Agency Closed
Mar 7

Board Meeting
Mar 15

*The Agency is closed on these days

Save the Date
Thursday, May 4, 2017—8:00pm at LUHS

For a concert from the Me2/ Orchestra in May, Mental Health Month!

Me2/ (“me, too”) is the world’s only classical music organization created for individuals with mental illnesses and the people who support them. Me2/ serves as a model organization where people with and without mental illnesses work together in an environment where acceptance is an expectation, patience is encouraged, and supporting each other is a priority.

Me2/
Music for Mental Health

Lamoille County Mental Health Services
72 Harrel St.
Morrisville, VT 05661