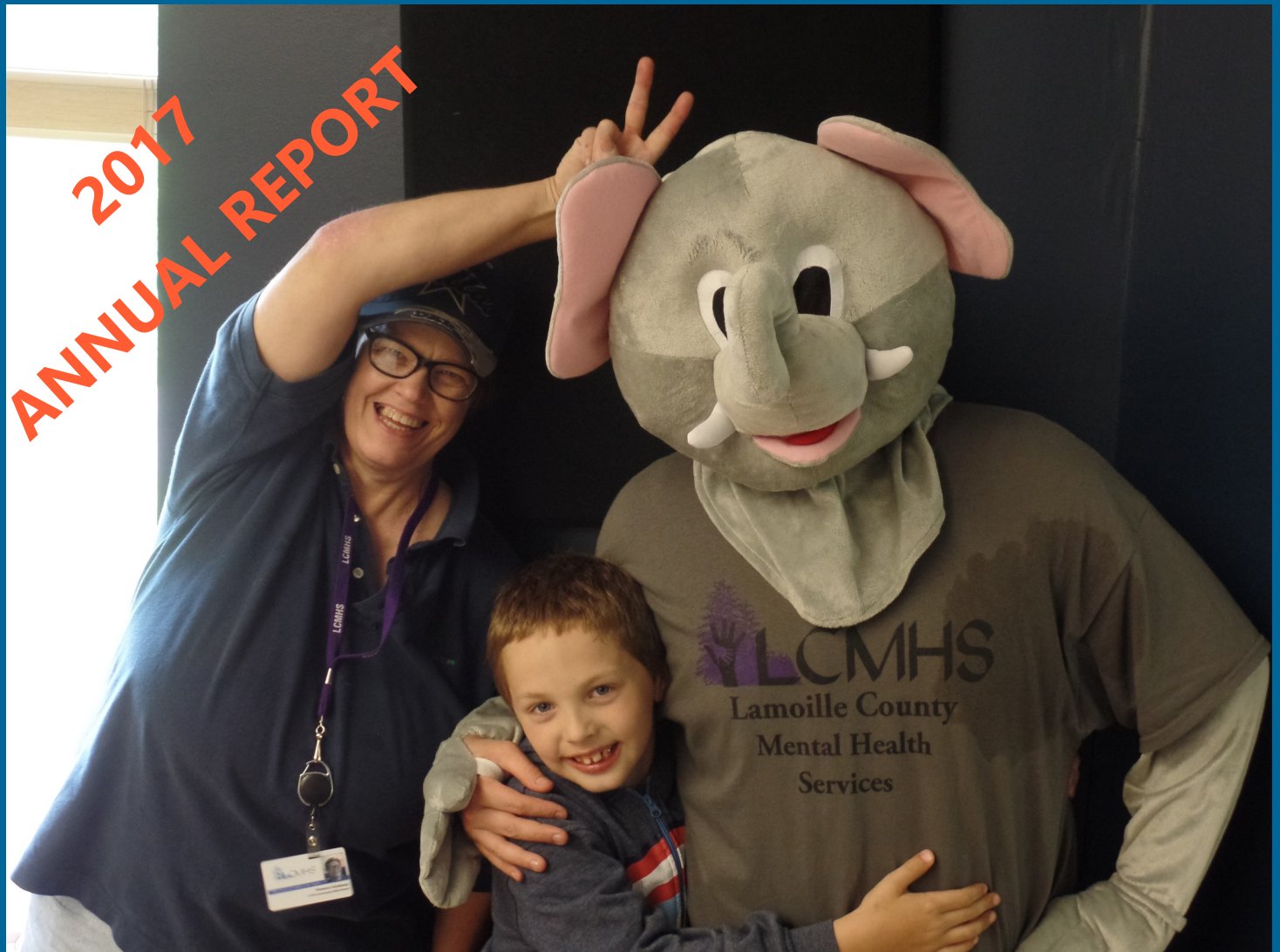




LAMOILLE COUNTY MENTAL HEALTH SERVICES



# WHO WE ARE

## OUR CORE VALUES

**Acceptance**  
**Advocacy**  
**Collaboration**  
**Dedication**  
**Integrity**  
**Respect**  
**Self -  
Determination**

## OUR MISSION

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

## OUR VISION

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

# WHERE WE SERVE

**Main Offices**  
**72 Harrel Street**  
**Morrisville, VT 05661**  
**(802) 888-5026**

**Valley Counseling**  
**Applied Behavior Analysis (ABA)**  
**Morrisville**  
**(802) 888-1916**

**Residential Care**  
**Copley House, Morrisville**  
**(802) 888-7323**

**Johnson Group Home, Johnson**  
**(802) 635-7174**

**Crisis Care**  
**Oasis House, Hyde Park**  
**(802) 851-8368**

**Alcohol Substance Awareness Program**  
**(ASAP), Morrisville**  
**(802) 888-3103**

**— [www.lamoille.org](http://www.lamoille.org) —**  
**[www.facebook.com/lcmhsvt/](https://www.facebook.com/lcmhsvt/)**



## SENIOR LEADERSHIP

Savi Van Sluytman  
*Chief Executive Officer*

Robyn Daley

*Children, Youth and Family Services  
Director*

Michael Hartman

*Behavioral Health Director*

Jennifer Stratton

*Developmental Services Director*

Virginia Havemeyer

*Adult Outpatient (AOP) &  
Community Rehabilitation and  
Treatment (CRT) Manager*

Christina Glowac

*Redwood Program Director*

Denis Houle

*Controller*

William Frattini

*Human Resources Director*

Rebecca Copans

*Communications & External Affairs  
Director*

Sean Thomson

*Chief Information Officer*



## DAVID VINICK, PRESIDENT of the BOARD

**A**s I close out my final term as a board member, I not only look back at my last year as president, but also at my full nine years on the board at LCMHS. We have faced many challenges and from them, many positive changes have been made. I also think about the future and what lies ahead.

Some highlights of the past years:

- ◆ We are continually changing the way that we respond to the needs of our community.
- ◆ In my time on the board, we recruited a new CEO and program directors. We have incredibly dedicated staff who believe in the mission and vision of the agency.
- ◆ We have a new building that staff and consumers are proud of.
- ◆ We weathered the change of use of our building after Hurricane Irene, offering space for beds in response to the flooding at the State Hospital complex.
- ◆ Fundraising has become integrated into our long-term plan, which brings funding, but also an increase in public awareness of our mission.
- ◆ Our legislative advocacy led to an increase in staff wages to a minimum of \$14 an hour.
- ◆ For the first time in many years, we were able to recruit a full complement of 12 members to the board.

I have seen firsthand the service and dedication of the staff. I hear from many people in the community about the tireless work of the staff who face incredible challenges in providing services to those most in need. I thank the entire staff, administration and the board for making LCMHS what it is today, and look forward to seeing what it becomes in the years to come.

*David M. Vinick*

**Pictured left to right:** Savi Van Sluytman, Dot Reeve, Beverly Allen, David Vinick, Karen Carlson, Fred Ober, Mary Anne Lewis, Zach Williams, Sharon Menard and Ted Lambert.

Not pictured: Nancy Durand, Fein Rosenblum, Joseph “Chip” Troiano and Michele Whitmore.

### BOARD OF DIRECTORS

David Vinick, President  
Nancy Durand, Vice-President  
Sharon Menard, Secretary  
Fred Ober, Treasurer  
Beverly Allen  
Karen Carlson  
Ted Lambert  
Mary Anne Lewis  
Dorothy “Dot” Reeve  
Fein Rosenblum  
Joseph “Chip” Troiano  
Michele Whitmore  
Zach Williams





## SAVI VAN SLUYTMAN, CHIEF EXECUTIVE OFFICER

**A**t Lamoille County Mental Health Services, we are meeting challenges head on. We've taken giant leaps toward helping solve our community issues at the root: in childhood. We know that 90% of the brain develops by the age of five. When those developing brains are hit with wave after wave of toxic stress from the perils of generational poverty like trauma, food insecurity, housing insecurity, and transportation challenges that lead to their parent's further employment challenges, the persistent stress at home is palpable and damaging. The trauma-induced impairment of a child's development can be severe. In an effort to curb adverse childhood experiences, we have an incredible team at LCMHS who fully wrap around those children and their families. When reached early, consistently and with trauma-informed training, the results can be profound.



Research has shown that when a child has a reliable adult in their corner, it can balance and reduce the effects of toxic stress. We have developed an innovative approach to early childhood at LCMHS. We work with the child's family and their child care providers as a team to ensure that everyone is speaking the same language and using the same strategies of intervention. We are helping parents to create healthy routines and to lower energy levels when they escalate. An integrative, wrap-around approach has shown success in changing patterns of negative behaviors in children and their families.

The results of this focus are real and they are striking. We have found that when the children's development is supported appropriately, the parents are supported as well, creating ripples of care and well-being, slicing through generational cycles of poverty and trauma. Many of the children whom we work with graduate from our programs and go on to have independent success in school and life. When those interventions don't happen early, the reverberations can be felt on our streets, in our emergency rooms, and in our jails.

I proudly serve on the Advisory Board of the Vermont Early Childhood Business Council, a statewide council of employers who recognize that in order to bend the curve on mental and physical health outcomes for adults in our community, we must begin to intervene at the source of their challenges—which for many, is in childhood. For most of the adults who come to us for care for severe mental health concerns, if we were able to peer into their brains and peel back layers and years, we would likely find that unchecked and persistent toxic stress was present in their childhood. If their interventions happened earlier, I believe that their lives would have taken a very different path and the savings the state would have realized could be vast.

Unlike healing a broken bone or stitching up a wound, mental health does not have a prescriptive time frame for healing. While some cases meet a successful resolution in a matter of months, many clients' troubles are impossible to sum up with a short intervention. It may take some of our clients years to get to a place where they are confidently independent, but when they do, they have fulfilling work, they pay taxes and some have even purchased their own homes and are living happily in them. Our work in Supported Employment is as much about building client's understanding of their value and self-worth as it is about helping them secure a job—without the former, the job will never stick. But when they do reach that place of confidence and independence, the alleviation of services and expense to the state is considerable and the gain for the community is broad. Success does not happen overnight.

In the next year, the goals I will be working toward are to encourage private equity to invest in affordable housing to respond to the alarming number of homeless families with young children, to build the public's awareness and support of the work we do, and to continue to find innovative ways to support our most fragile populations. I want to thank all of our incredible staff for their dedication and commitment to the folks we serve. To my board, you have my heartfelt gratitude for your unwavering support and guidance.

A handwritten signature in black ink that reads "Savi Van Sluytman". The signature is written in a cursive, flowing style.

# BEHAVIORAL HEALTH

## Who We Are:

The Behavioral Health Division is an integrated services component of LCMHS including residential, crisis, case management, psychiatry, peer, and other support services. Within our daily operations we assist and support hundreds of Lamoille Valley residents with long term, transitional and crisis residential placements. As well we have a 24/7 crisis service for children and adults, which works in collaboration with local hospital, primary care, law enforcement, other human services and school programs. We provide case management and therapy services for adults through a specialized Reach Up services agreement, for adults who are in need of temporary support, and long term service for people with major mental health conditions. Additionally, we have committed to supporting employment support services for adults in our Community Rehabilitation and Treatment (CRT) and Adult Outpatient (AOP) programs. We also provide psychiatric services for adults and children.

## Bright Spots:

Behavioral Health has greatly improved our collaborations with other health care and human services organizations in Lamoille County. We have established a new level of communication with Copley Hospital's Emergency Department (ED) and the new social work position there. This is facilitating a very effective and less complex process for assessment and referral at the ED, thus making it more patient friendly and increasing the ability to link a person in need with the right follow up services. Similarly, collaboration with Copley and Community Health Services of Lamoille Valley's (CHSLV) primary care providers has become a smoother and more effective process. Our case managers work with the Copley and CHSLV staff to help get the best medical help, and in a recent situation turned the possible outcome of a person with severe health concerns (which easily could have resulted in a long hospital stay, multiple ED visits, and or a nursing home stay), to staying in the community utilizing LCMHS, Home Health, Copley, and CHSLV together, which avoided a costly and less effective outcome.





## **INDIVIDUALS SERVED:**

Community Rehabilitation &  
Treatment (CRT): 126  
Adult Outpatient (AOP): 217  
Emergency Services: 256

## **Challenges:**

The largest challenges for many Behavioral Health services are transportation and housing. Every day we are developing plans to help clients arrange transportation to work, or for non-medical appointments that are not covered by current budgets. The housing issue goes hand in glove with this, as the community housing stock of affordable homes is very low, and often rural housing is less expensive than that in community centers. However, when living further out of town, everything from shopping to laundry to employment become significant challenges due to the lack of transportation. If we could reduce the impact of one of these problems, it would help to greatly improve the ability of the community to address the other.

# DEVELOPMENTAL SERVICES

## Who We Are:

Our mission is to provide person-centered disability, aging, and mental health services which promote self-directed, productive lives within the community. It is our belief that even the most disabled individuals can be assisted to lead a “life worth living” and make choices about their lives.

## Bright Spots:

A bright spot from this past year is Global Campus. This is a program that provides post-secondary opportunities as well as community access to adults of all ages that is integrated into the community for people with and without disabilities. Through Global Campus, individuals gain skills in: enhanced public speaking, developing skills, developing new relationships, improved confidence, increased topical knowledge, and increased opportunities for community inclusion. This is a peer-led program, and on average we have 12 consumers that teach a class on various topics each semester.

## Challenges:

A challenge that we face is staffing. The individuals that are coming into services have increasingly complex needs and we struggle to find and retain staffing to meet these needs.





## INDIVIDUALS SERVED

Home and Community-Based Waiver: 92

Bridge Program: 17

Flexible Family Funding: 37

Targeted Case Management: 3



Learn more at <http://lamoille.org/what-we-do/developmental-services/>

# CHILDREN, YOUTH & FAMILY SERVICES

## Who We Are:

We provide quality strength-based, family centered, mental health services to improve youth and family's well-being. Our trauma-informed care and evidence-based practices help to guide our clinical treatment and connection with family and community service providers.

## Bright Spots:

Our School-Based Clinician (SBC) program provides mental health services in schools to support the needs of at-risk students, their families, and the staff working with them. Services include individual and group therapeutic supports, family supports and referrals for additional services, treatment team collaboration with school staff and administrators and, if specifically contracted—trauma-informed training and early childhood support. The SBC program provides consistent therapeutic supports while being adaptable to the individual student's and school's needs.

Student's teams are becoming more integrated as schools are realizing the benefits of a collaborative, comprehensive, whole health, whole child approach. School-Based Clinicians support their teams in understanding complex trauma. Through this support, students receiving school-based mental health services have reported feeling more supported at school, have become more active participants in their school plans, and over time begin to use the skills learned in individual or group sessions both in and out of school.

## Challenges:

- The focus on academic achievement when a student is still learning to acquire self-regulation and frustration tolerance skills.
- The need for school-wide trauma informed responses to social/emotional/behavioral issues.
- The need for earlier social-emotional education and interventions to support successful learning and self-regulation.





## **INDIVIDUALS SERVED**

Outpatient: 70  
Children's Integrated Svcs: 36  
Access Program: 25  
Enhanced Family Services: 27  
School Based Clinicians: 270  
Supervisory Unions: 3  
Community Skills Work: 40



Learn more at <http://lamoille.org/what-we-do/children-youth-family/>





Learn more at <http://lamoille.org/what-we-do/children-youth-family/the-redwood-program.html>



# THE REDWOOD PROGRAM & VALLEY APPLIED BEHAVIOR ANALYSIS

## Who We Are:

The Redwood Program provides behavioral supports to children ages 3-22 within the public school system.

Valley Applied Behavior Analysis (Valley ABA) is a comprehensive program focusing on skills development in early intervention, communication and social skills. The program works with individuals diagnosed on the autism spectrum between 18 months and 22 year old.

## Bright Spots:

This past year, the Redwood Program had 16 students graduate from the program! Those students were able to master the skills to move through their school day without that higher level of support.

Valley ABA opened in July of 2016. During our first school year, we were able to provide ongoing services to 4 children. Through a partnership with Lamoille South Supervisory Union and in response to the growing need, we are supporting 8 children in the current school year.

## Challenges:

It can be difficult to hire and retain Behavioral Interventionist staff. This is extremely challenging work, and it takes a tremendous amount of skill to support our students.

## INDIVIDUALS SERVED

Redwood Program: 85  
of those...

Autism Spectrum: 21

Other Diagnosis: 64

Valley ABA: 4

Graduates from

Redwood this year: 16

# FINANCIAL OVERVIEW: REVENUE & EXPENSES

## REVENUE

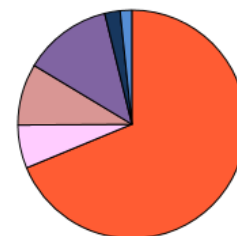


- Fees
- State Grants & Contracts
- Local Contracts
- Town, Local Agencies & Businesses
- Interest Income
- Room & Board

REVENUE	Dollars	
Fees	14,353,418	86.40%
State Grants & Contracts	1,572,931	9.47%
Local Contracts	6,918	0.04%
Town, Local Agencies & Businesses	338,456	2.04%
Interest Income	601	0.00%
Room & Board	341,361	2.05%
<b>TOTAL REVENUE</b>	<b>16,613,686</b>	

EXPENSES	Dollars	
Personnel	11,312,911	68.76%
Contractual	1,009,113	6.13%
General Operating	1,435,643	8.73%
Program Expenses	2,064,667	12.55%
Travel & Transportation	359,282	2.18%
Building Expenses	272,223	1.65%
<b>TOTAL EXPENSES</b>	<b>16,453,839</b>	

## EXPENSES



- Personnel
- Contractual
- General Operating
- Program Expenses
- Travel & Transportation
- Building Expenses



## SUMMARY STATEMENT of FINANCIAL POSITION

88.1% of LCMHS revenue is derived from Medicaid, creating significant restrictions on how we are able to approach our service to the community. Even with those constraints, LCMHS operations produced a 1.0% gain for the fiscal year, leaving us in a continued state of financial well-being. To support the agency, the finance team converted to Microsoft Dynamics GP Accounting software for the general ledger and ease of financial reporting. As health care payment reform continues, this change will support us as we increasingly rely on data information and reporting. This tried and true product will enable the finance team to meet the needs of the organization as the face of health care evolves. We make every effort to stretch our resources to support our clients and their families.

CURRENT ASSETS		LIABILITIES & FUND BALANCE	
Cash on Hand	2,594,883	Accounts Payable	1,474,017
Accounts Receivable	631,630	Deferred Revenue	461,780
Other Current Assets	231,243	Long Term Liabilities	37,333
Fixed Assets	2,365,757	Fund Balance	3,850,384
Total Assets	5,823,514	Total Liabilities & Fund Balance	5,823,514

## **EMPLOYEE ANNIVERSARIES**

Each year, LCMHS recognizes those employees who have reached a significant milestone in their length of service to LCMHS. We celebrate and honor their substantial contribution to our community and to their teams.

Carrie Cota

Linda Earle

Kimberly Gagner-Earle

Denis Houle

Michael Lowe

Katy Kuchta

**— FIVE YEARS —**

Sue Mercia

Troy Metcalf

Brittany Rhoads

Sarah Shirley-Eldred

Laura Walker

**— TEN YEARS —**

Christina Glowac

Alissa Harvey

Lisa Hoadley

Michael Pastina

Mary Ellen Sudol

**— FIFTEEN YEARS —**

Robyn Daley

Marguerite “Peg” Thompson













## SHIRLEY HAYDEN AWARD

The Shirley Hayden Award was created in honor of a past employee who showed remarkable compassion, loyalty, honesty, and a dedication to human services. Each year, LCMHS honors someone who has shown the same level of dedication and service to the agency over the past year. This year's nominees are below, as described by their coworkers.



**Rita Hammond, Administrative Assistant**

Over and over again I have been impressed by Rita Hammond's willingness to be courteous and helpful, even if the situation is one of high emotion. She nearly always has an upbeat view, is careful to listen to people by phone and in person to make sure that folks get connected with the person and services they need. She is helpful to staff, sending people in the right direction for help. As many of us know, her resiliency was put to the test in this past year when she was struck by a truck. For most of us, this type of event would be pretty major and distracting. However, it seemed like Rita was back at work, though far from unscathed, making light of how well she survived it. I really appreciate that Rita exhibits care and concern for others, handles the unpredictable well, and nearly always does this with a smile.

With an Associate's Degree in Special Education from Champlain College, Rita taught at People's Academy early on her career. She worked at group homes while pursuing her Bachelor's degree in Liberal Arts from the College of Saint Joseph. Then she entered the business world, working at Casella Waste Management for 22 years before joining LCMHS 8 years ago. She is calm, non-judgmental, collected, and discreet. Rita is a caring presence that represents LCMHS as a wonderful gate-keeper!

Alissa Harvey has been working at LCMHS in the Redwood Program for 11 years. Over this time, Alissa has grown significantly as a leader and is currently a Lead Behavioral Interventionist. Within this role, she not only supports students, but also leads professional development for other Behavioral Interventionists.

Alissa is described by others in the Redwood Program as being outstanding at her job, going above and beyond to assist her coworkers, she is amazing with the students served through the program, she is someone for whom we always get positive feedback from schools, she is a great role model for professionalism in our field, she is a strong advocate for students in the program, and that she is extremely dedicated to not only the program, but to the Agency. The Redwood Program is so fortunate to have Alissa and our appreciation for her is limitless.



**Alissa Harvey, Lead Behavior Interventionist**





**K**aty Kuchta has been at the agency for 6 years. She started working in Children’s Mental Health as an Access Case Manager. From there, Katy moved to Developmental Services as a Service Coordinator. Then she took on the role of Intervention Venue for Youth (IVY) Program Manager before moving to become the Developmental Services (DS) Clinical Coordinator. Katy manages the clinical aspect of the DS program as well as overseeing the IVY Program. Katy does an incredible job with training as well as ensuring that consumers and staff are supported.

A comment that a staff member recently made about Katy that summarizes her: she is “utterly humble and selfless while seamlessly running the clinical aspects of DS. She is an amazing mentor to all of us and has more patience, kindness, skill and warmth than most people could ever imagine. She is a gift to this Agency.”

**Katy Kuchta, Developmental Services Clinical Coordinator**

**S**herry Marcelino has put forth great effort, has always gone above and beyond what was asked and in a number of ways she has contributed hugely to CRT and AOP consumers. Over the last few years Sherry has become our housing guru who is able to collaborate with landlords, local and state partners, and even some feds to get consumers housing. Over and over Sherry has found a way to make this happen when there have been small or large barriers to success. She has helped secure an incredible number of vouchers, grants, and perhaps more importantly, has been able to negotiate agreements between landlords and consumers that prevent loss of housing, as well as creating new housing options. In other roles Sherry has been able to shepherd CRT through re-designation, supports the Johnson Group Home, and provided case management for folks who were in near hopeless situations.

Sherry’s dedication to serve is unquestionable and her willingness to accept new roles is admirable.



**Sherry Marcelino, Community Support Manager**



# THANK YOU TO OUR SUPPORTERS!

\* CHSLV  
\* Hickok & Boardman, Inc.

## PLATINUM

\* Stephanie Manosh  
\* Union Bank

\* Second Congregational  
Church of Hyde Park  
\* Casella Waste Systems  
\* Donald P. Blake, Jr, LLC

## GOLD

\* Fred's Energy  
\* Merchant's Bank  
\* Sullivan Powers  
\* Michele Whitmore

\* 10 Railroad Street  
\* Bourne's Energy  
\* G.W. Tatro Construction  
\* House of Troy  
\* Johnson State College  
\* Karen Carlson

## SILVER

\* Mattress Sofa Warehouse  
\* Menard's Agway & Rental  
\* NFP Property & Casualty  
Services  
\* Pall Spera Company Realtors  
\* Tom Johnston

## BRONZE

\* Brass Lantern Inn  
\* Cactus Cafe  
\* Downtown Pizzeria  
& Pub  
\* Ebenezer Books  
\* El Toro  
\* Green Mountain Inn  
\* Hannaford

\* Houle Farm  
\* Keurig Green Mountain  
\* Lamoille County Players  
\* Lost Nation Brewery  
\* Maxine Adams  
\* Michael Hartman  
\* Nancy Durand  
\* Pat Singh

\* Peggy Buelow  
\* Picasso  
\* Purely Patrick  
\* Shaw's  
\* Stowe Bowl  
\* Stowe Mountain Resort  
\* Ted Lambert, Jr  
\* Teresa Pyle  
\* Vermont Salt Cave Spa

# SHOW YOUR SUPPORT!

LCMHS provides treatment and support to children, youth, families, and adults in their homes, schools, and at work.

**No one is turned away, regardless of their ability to pay.**

However, the need for LCMHS' services continues to grow at a rate that outpaces the state's ability to fund them.

Support from our donors is absolutely vital to ensuring that LCMHS can continue to provide life-changing services and care to the Lamoille community. Please direct your gift to the program that most inspires you.

Please help us see our vision become a reality by donating on our website at [www.Lamoille.org](http://www.Lamoille.org) under the "How to Help" tab or by sending your gift to:

LCMHS  
Attn: Savi Van Sluytman  
72 Harrel St.  
Morrisville, VT 05661





**Clients served in the last 4 quarters:**

**DEVELOPMENTAL  
SERVICES**

**117**

**CHILDREN, YOUTH &  
FAMILY**

**354**



**BEHAVIORAL HEALTH**

**345**

**EMERGENCY CARE**

**2903**

services provided in the  
last four quarters