



 LCMHS

Bringing  
people  
and  
possibilities  
together  
for 52 years.

2018 **Annual Report**



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At LCMHS we galvanize our constituents to find the beauty and courage within themselves while drawing strength from their support networks.

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

**I**n behalf of the board of directors, I'd like to thank you for taking the time to review our annual report and to appreciate the impact that this organization, its leadership, and employees have had on the community. As a board member I am constantly humbled by their dedication and care for the people and communities they serve.

**FROM OUR BOARD PRESIDENT**

I am so proud of all that has been accomplished this year and look forward to the year ahead. Some of our key accomplishments and focus have been on:

**Community presence and awareness.** The only way that we can serve the community is if they know we are here. We continue to focus on communications and participation in community events.

**Focus on staff development, training, and wellness.** Staff who are well trained, happy, and healthy will be most effective at their jobs and serving the community.

**Board development.** Our Board and management team had a retreat and training where we focused on our roles as board members and setting a strategic vision for the agency.

**Legislative advocacy.** Our board members, management, and constituents continue to advocate for legislative support and awareness that will provide resources and support for key initiatives.

**Our contributions to those that the agency serves.** As you read through the report you'll see some great examples of the impact that the agency has had on those that we serve.

I'd like to extend a thank you to all of our staff, management, and board members who have shown such dedication to the agency and community. I'd also like to thank the individuals, community members, and businesses who have made an impact by volunteering their time or financial resources to support the agency.

I wish you all good health and happiness over the next year.



**Zach Williams**  
President of the Board

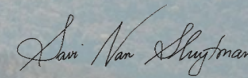
This has been a year of balancing potential with challenges. We served 1,130 Vermonters, performing 80,074 individual services for them in the Lamoille Valley, helping them to find the strength to rise up from adversity and take control of their lives and their future. Each of these individual lives touches countless others, creating a ripple that affects every Vermonter in some way, either directly or indirectly. The staff at LCMHS who help our constituents reach their goals each day have a dedication that is humbling. Despite the unprecedented challenges our neighbors face, our staff climb mountains at their side day in and day out.

## FROM OUR CEO TO THE COMMUNITY

When taken individually, a person's challenges may seem isolated. But given the high regularity of co-occurring behaviors, when the challenges are viewed as a population, the systemic nature becomes evident. Our neighbors are struggling with generational poverty, substance abuse, fractured families, and developmental challenges that all too often cumulate in behavioral challenges, isolation and depression.

Despite these challenges, there are many bright spots as we work collectively to solve them. Our relationships with our community partners are stronger than ever as cross-organization teams come together regularly to pool their expertise. The people we serve are the beneficiaries as boundaries between providers are crossed through teamwork and communication. Children are graduating from our programs having met their goals. We had a successful financial audit and transitioned cleanly into new payroll software. Our trainings are being requested more and more often in schools and from employers, empowering a new wave of citizens with each class. Each of these victories, both large and small have mighty reverberations across our community.

A heartfelt thank you to our staff and our board of directors for their service, for their positive outlook and their support as we work to make the Lamoille Valley a stronger place to live and work.



**Savi Van Sluytman**  
Chief Executive Officer



*The LCMHS team at Staff Development Day in July.*

## SENIOR LEADERSHIP TEAM

**Savi Van Sluytman, Chief Executive Officer**

**Michael Hartman, Behavioral Health Director**

**Robyn Daley, Children, Youth and Family Services Director**

**Jennifer Stratton, Developmental Services Director**

**Denis Houle, Controller**

**Sean Thomson, Chief Information Officer**

**Christina Glowac, Redwood Program Director**

**William Frattini, Human Resources Director**

**Rebecca Copans, External Affairs Director**

**Virginia Havemeyer, Adult Outpatient (AOP) & Community Rehabilitation**

## BOARD OF DIRECTORS

**Zach Williams, President**

**Sharon Menard, Secretary**

**Fred Ober, Treasurer**

**Bev Allen**

**Mary Anne Lewis**

**Dot Reeve**

**Fein Rosenblum**

**Chip Troiano**

**Michele Whitmore**



*Pictured from left: Michele Whitmore, Chip Troiano, Mary Anne Lewis, Dot Reeve, Fred Ober, Savi Van Sluytman, Zach Williams and Sharon Menard.*



### **Fifteen Years of Service**

**Mary Leikert  
Sherry Jones**

### **Ten Years of Service**

**Alice Norton  
Colleen McKenna  
Frank Davis  
Patricia Bartlett**

### **Five Years of Service**

**Amanda Gabaree  
Christopher Younce  
Debra Webb  
Frederic Gluck  
Jeremy Martin  
Jocelyn Szczepanski  
Michael Richardson  
Selina White  
Stephanie Beattie**

**STAFF MILESTONES: Years of Service**



**LCMHS STAFF  
DEVELOPMENT DAY  
2018**



# Shirley Hayden Award Finalists

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.

## Sarah Williams Medical Care Coordinator

First and foremost Sarah brings a high level of enthusiasm to whatever she is doing. She has been

an important member of the Community Psychoeducation Services (CPS) team for the last 2 ½ years as the medication coordinator combining a highly organized approach to her job with a kind and caring attitude toward all consumers and coworkers. In her new position as Medical Care Coordinator in Community Rehabilitation and Treatment she took on a newly created position and is showing her ability to adapt to a variety of demands in a calm and professional manner. Sarah has demonstrated excellent communication skills with all members of the treatment team from hospitals, doctor offices, home health agencies, case managers, consumers and family members in her former position and is carrying these skills forward in the new one. As many folks have observed, Sarah is truly loyal to the agency as a whole. She sits on a variety of committees, volunteers to emcee Christmas parties, applies her gardening skills to enhance the appearance of the property, and assists with employee appreciation day. She brings a warmth and enthusiasm to all she does. We are all better off having her around.



## Rita Hammond Administrative Assistant

“Good morning, Lamoille County Mental Health Services, Rita speaking....”

Rita is the friendly voice (and face) that greets all that come into contact with LCMHS. This October she will have been on our team for nine years. Despite whatever might be going on, Rita shines her positive attitude on our consumers, giving them that extra attention they may not find elsewhere. She is the front line of the agency, answering difficult calls, following up to make sure that every call gets answered, and does it all in a calm and patient manner. She will stay late, even if not requested, to make sure someone has company until they get picked up. She shows empathy and caring, and adds a little extra love when she talks to our youngest consumers, offering a snack or a juice box, which she purchased on her own and keeps stashed in her drawer. She does this and much more while doing her job efficiently and professionally. Thank you Rita for all you do!





## Amy Brochu Developmental Services Senior Service Coordinator

Amy is very dedicated to the population we serve and is always striving to ensure that they have a high quality of life and good services. Last year Amy took a class with a consumer on nights and weekends to become certified by the Council on Quality and Leadership. She came in on weekends to develop a system to track DS paperwork. These are just a few examples of how Amy goes above and beyond to better the Developmental



Service Program. Amy started as a Behavioral Interventionist in 2001. She worked four years in this position with a variety of children with complex needs ranging from trauma, various mental health disorders, and developmental disabilities. From there Amy took a job as an Adult Service Coordinator in DS and then moved into a Senior Service Coordinator position as a supervisor.

Amy is someone that staff and consumer's always feel comfortable coming to not only because she is a great listener but because she advocates for them and is able to give them the direction they need. She is creative and thorough with all aspects of her job. We are very lucky to have Amy, who gives so much of herself, working for our community.

## Katina Idol Children Youth & Family Services Clinical Coordinator

Katina wears many hats ensuring that the kids in the Lamoille Valley have every possible support they need. She is the supervisor of an ever growing school-based clinician program; she plays the lead role for CYFS in agency-wide, school and community trainings; on health and safety committees and the Child & Adolescent Needs & Strengths (CANS) trainings; she sits on the screen team in the referral process; and she supports crisis stabilization across all of our programs. Though there is a seemingly endless list of tasks to complete, Katina shoulders a heavy load with a positive attitude. She represents LCMHS on the Local Interagency Team, on the Lamoille County Special Investigatory Unit through the Child Advocacy Center, and on the CYFS Standing Committee.



Katina has been with LCMHS for three years. She is a licensed clinical mental health counselor, and has been working in this field for 10 years, and specializes in trauma and family systems work. Katina goes above and beyond for LCMHS, the CYFS program, staff, and the children and families she directly works with.



## BEHAVIORAL HEALTH SERVICES



*LCMHS staff, including Ginny Havemeyer joined the community booth at Art on Park in Stowe in August, which gave us a great opportunity to talk to community members about the work we do.*



*Residents and staff from the Residential Group Home visit the Women's Expo.*



*LCMHS employees joined community partners in February to march against homelessness.*

**In the most recent reporting, LCMHS Community Rehabilitation and Treatment Supported Employment achieved 29.4%. This is the highest employment rate of all similar programs in the state, the statewide average being 17.5%.**

## Supported Employment

Community  
Rehabilitation  
& Treatment

In Supported Employment, “we tease out people’s strengths,” says Supported Employment Coordinator Jim Poirier, who has been helping people gather the confidence to go back to work for 15 years. “The thing they view as what is holding them back is actually a strength. Considering what they have been through, the rest is quite achievable when someone views their experiences as surmounting their challenge.”

There is still a lot of stigma, even if people have risen above their challenges. It can be daunting to go into a business and ask for a job when someone hasn’t worked for years—if ever. That’s where the Supported Employment team comes in.

Jim identifies employers who are willing to give someone who perhaps hasn’t worked in a long time, a chance. He will coach a person on every step of the job process where they feel they could use a hand: inspiring confidence in a person and helping them to know that they can work if they want to, filling out an application or helping them with their resume, practicing for an interview, sitting in the interview with the person for moral support if invited, job coaching, and transportation. Anywhere that is a potential stumbling block, the Supported Employment team is there to help.

“We help to change the perspective of an individual,” Jim says, “to help them always be reaching for a higher goal, to go beyond basic stability. A solid foundation is only the first step. We help them strive for something more. While there are no guarantees for success, folks just need to have the confidence to give it a shot.”



*A resident from the Residential Group Home visited Bragg Farm in East Montpelier in the spring.*

# Reaching Zero Suicide: Myths & Facts

## Mobile Crisis Team

factors include access to lethal means, and stressful events such as harassment, bullying, recent death, divorce, or job loss. With help, all of these factors can be mitigated, before a person arrives at a crisis or when they are in the midst of one.

**Myth:** If a person wants to kill themselves, they will find a way.

**Fact:** The vast majority of all people who make an attempt do not die by suicide. With help and support, suicidal people can recover their mental health and well-being. It is important after any traumatic event to plan positive changes to their environment to facilitate recovery.

**Myth:** There's not much you can do for someone who is truly suicidal.

**Fact:** You do not need to be a mental health professional or doctor to aid someone through a suicidal crisis. The U-matter Suicide Prevention program, based on national evidence-based practices, provides a framework for what to do if you think someone is having suicidal thoughts: 1) Listen and show you care. 2) Ask, "Are you thinking of hurting or killing yourself?" This will not increase a person's suicidal thoughts. 3) Get Help. Call your local mental health agency (for Lamoille: 802-888-8888); or you can call the National Suicide Prevention Lifeline, dial 211, or Text VT 741741.

More information about risk factors and warning signs for suicide can be found on the Vermont Suicide Prevention Center website, at [www.vtspc.org](http://www.vtspc.org).

**Myth:** Suicide attempts happen when people feel sad and hopeless.

**Fact:** Most people who die by suicide have an underlying mental health condition such as depression, anxiety disorder, substance use disorder, or a personality disorder. Suicide risk factors may increase with use of alcohol and other drugs, feelings of anxiety, agitation, and recklessness, sleeping too little or too much, feeling isolated or withdrawn from others, or displaying extreme mood swings.

**Myth:** A suicide attempt is typically triggered by a stressful life event.

**Fact:** One event in a person's life cannot explain the complex causes of suicidal behavior. Common explanations for suicide are isolation, stressors, an inability to seek help from loved ones or from mental health professionals, and a lack of access to mental health services. Health factors that can influence suicide behavior include mental health status, chronic pain, or traumatic brain injury. Historic risk factors may include a family history of suicide, child abuse, or previous suicide attempts. Environmental risk

*LCMHS Mobile Crisis Team*



## Mobile Crisis Team

The Mobile Crisis Team continues to see a growing number of people who have issues around mental health and suicide. These are not isolated incidents or individuals, as the ripple effects surge through families and communities. For every suicide that occurs, it is estimated that 100 people are impacted by that death. For many, the repercussions are felt for a lifetime. In our small, rural community, six deaths impacting 600 people equals a great proportion of our population. People feel loss very differently. Some people feel it emotionally, while with others it presents more externally, making the shock waves exponentially greater.

In our efforts around Zero Suicide, we have been implementing more team trainings around suicide assessment and prevention tools. “Staff feel that they have more resources to help people. The difference can be felt both in our agency and in the community as organizations and businesses are requesting trainings more often,” says Mobile Crisis Team manager Monique Reil. These include agency and community-wide trainings on U-matter, Youth Mental Health First Aid, and Adult Mental Health First Aid, as well as trainings for stress debriefings with our community first responders. Our Zero Suicide Committee is developing a support group for survivors of suicide, which will begin in the coming months.

“There is so much more of a proactive discussion now about suicide prevention, rather than the desolate reactive response that we used to so often hear,” says Jim Poirier, who works in Supported Employment, in a recent discussion with Reil. “People are processing the impact now, making changes in the interventions and getting in front of it.”

There are many community partners who are intimately involved in this work, including the United Way of Lamoille County, the American Foundation of Suicide Prevention-Vermont Chapter, the Center for Health and Learning, Copley Hospital, Behavioral Health & Wellness Center, and Lamoille Home Health & Hospice. All of these community enterprises are engaging to enhance the community response to suicide risk.

## Wellness Center

Innovative  
Nutrition

Eric Kelley puts a lot on the LCMHS plate. His thoughtful, quiet manor leaves plenty of room for listening—and taking in great ideas. As the manager of the Community Cadre Team and the Wellness Center, he often talks with people about innovative ideas that are taking place around the state that we can bring to LCMHS. “The greatest part of this job is to be a part of these monumental successes. I like to be a part of seeing other people achieve their goals,” Eric says.

One of the many hats Eric wears is directing the flow of fresh foods through our food shelf. He has arranged an agreement with Salvation Farms, whose mission is to build increased resilience in Vermont's food system through gleaning excess or imperfect food. Each week he travels to Salvation Farm's massive refrigerator on Route 15 to pick up a bounty of beautiful vegetables and fruits that have been freshly picked from farmers' fields. This volunteer-run program is a win-win for everyone. It captures food that would otherwise wilt in the fields and connects it to local food shelves and LCMHS residential group homes.

While a bounty of fresh veggies can be an incredible boost of nutrients to a table that depends wholly on prepackaged processed food, it can also be intimidating for someone who is unfamiliar with how to cook with new ingredients. At a Hunger Council meeting last year, Eric spoke with staff from UVM Extension who was developing a cooking class for participants in Vermont's WIC Supplemental Foods Program and he invited them to come to LCMHS. An instructor will come to LCMHS weekly to teach the class series, which is free to participants. “Learners build skills over the series of eight core lessons that will help them save money on food, choose and prepare healthier foods and be more physically active.”

A third new program that Eric is involved in is connecting the Vermont Food Bank to the kitchen in the LCMHS Wellness Center. The Food Bank will use the kitchen to process, prepare, freeze or can meals for Vermonters in need.

“I am new to management” Eric says, “and still finding my niche.” It's clear, however that the success of his programs speak for themselves. When asked what his goals are for the 9 staff members he directs, he says that he wants them “to keep succeeding, keep achieving their goals. I know that it's difficult for some people to work and however I can facilitate their success... that will be awesome. This is the best job I ever had.” For information about any of these programs, reach out to Eric at: [eric.kelley@lamoille.org](mailto:eric.kelley@lamoille.org).

# Community Cadre

Peers in  
Service to Peers

The breadth of knowledge and innate understanding that comes from lived experience is vast and valuable. The ten person Community Cadre team at LCMHS serves a key role in helping people in our community rise through their challenges. They offer transportation, sit with people in their homes, in the Wellness Center, or in the emergency room. The cadre is evolving and becoming a major strength of the Behavioral Health division, with a cadre staff member now managing the program.

The program gives people with lived experience a way to translate their challenges into a strength as they stand close by someone else as they navigate their trials. Understanding is a powerful thing.



*Community Cadre staff Asa Morse helps to prepare a weekday lunch for LCMHS consumers.*

## BEHAVIORAL HEALTH by the numbers

Individuals Served: **437**

Emergency Services: **1,065**

Other Behavioral Health  
Services: **34,344**



## CHILDREN, YOUTH & FAMILY SERVICES



*Kids at the Redwood Summer Camp had a chance to learn to paddle board in August with Behavioral Interventionist Becca LaRose.*



*Tactile crafts helped a child begin to process their grief and the difficult emotions that accompany loss.*

"We met you at [Art on Park in Stowe]. We spent the rest of our evening marveling at the work you do and support for the community you provide. Your energy and enthusiasm were impressive! —Sherry and Brian Marrier



## School-Based Mental Health Services

Katina Idol,  
Clinical Coordinator

School-Based Mental Health Services provide therapeutic supports to students, support staff and teachers with a trauma-informed behavior model in schools that span the Lamoille Valley; we bridge families to services at LCMHS.

The program is funded with a match of local dollars from schools and through "Success Beyond Six" Medicaid programming dollars.

The population we serve is preschool through high school students and families, teachers, administrators, and support staff.

This program is led by a Clinical Coordinator. LCMHS oversees eight School-Based Clinicians who are master's level and registered therapists with the State of Vermont.

**What do you love about your work?** I love working collaboratively with School Based Clinicians and academic school staff to provide a supportive environment where students can learn to identify their strengths, advocate for their needs, communicate their hopes and learn skills to address their challenges.

**What are the biggest challenges in the program?** The greatest challenge is that there isn't enough time for staff to serve all the identified students in each school.

**What do you want people to remember about this program?** Without this program there would be many children who wouldn't receive any mental health services due to transportation issues, parents' work schedules, and other accessibility issues. With this program, students and teachers feel that they are better supported to address the emotional/behavioral challenges that can interfere with academic and social learning.



*Katina at the Race for Sensory Drive, which raised funds for a new community sensory room project at LCMHS.*

**120 kids were served in this program last year.**

# Enhanced Family Services

## Access Program

This year Enhanced Family Services (EFS) has continued to serve children in the community at risk of requiring long term psychiatric hospitalization or residential placements. The EFS program served 20 kids within the wrap program. Most of this year we were down two full staff members in EFS. Over the past year we have continued to increase our relationships with Department for Children and Families (DCF) offices statewide, and work on reunification and crisis stabilization within our community.

Late in 2015, the Access Program—which serves the most acute families with immediate needs—applied for additional funding from the Department of Mental Health to triple the size of Access this year. For eight months Access was fully staffed, and able to serve more than double the number of youth served in the previous year. Access continues to work on crisis stabilization, family engagement and retention of youth in the community and their homes. That continues to happen with an impressive amount of crisis resolution and returns to the

community.

The respite grant continues to serve over 150 kids with one-time funding, as well as specialized funding amounts for community-based and family support. In FY18 we were able to begin serving families with overnight respite through an internally-developed process of hiring temporary respite employees (in accordance with complicated respite labor laws). The respite program, which gives children and their families a break from each other for an overnight or a weekend, continues to evolve based on the needs of our current clients. Additionally the respite program was able to support the attendance of community-based summer camps for 15 children. Respite is a program very much needed by



families under continuous stress. LCMHS focuses on the strengths for families, while supporting them with breaks to continue developing such strengths.

When I think about the work that happens in EFS I think about the word resiliency. Families and children have so much adversity AND strength. Our job is to manage stress, crisis and conflict to promote growth and love. The families in EFS are the families with the largest need and it is a true blessing to be able to support these families. They have to open their homes to us and to allow us completely into their worlds!



*Making ice cream sundaes at Children's Emotional Wellness Day in May.*

## SUMMER CAMP 2018

Every summer, there are two separate camps provided through Children, Youth & Family Services (CYFS). CYFS provides two week-long camps. The Redwood Program also runs a 6-week summer camp for all students enrolled (read a snapshot about Redwood programming on page 15).

The Children's program ran its first week of our annual summer camp in late June and the second in August. The program served 30 children, providing them with opportunities to build self-identity and social skills while interacting in therapeutic activities both structured and in the community.

Clients were able to experience a variety of activities including touring a bird farm, taking a Lake Champlain cruise on the Spirit of Ethan Allen, and spending a day at the Pump House at Jay Peak. Clients built relationships with new staff and peers, practiced new skills, and supported each other to challenge themselves and have fun.

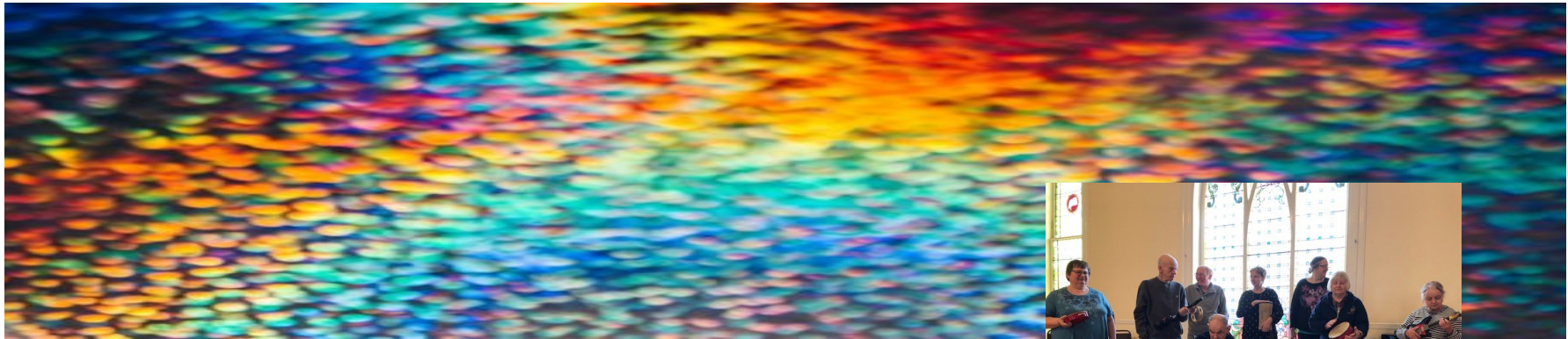
Summer camps are a cornerstone of our children's programming here at LCMHS. It is a time to focus intensely on social and skill building, while mitigating the "summer slide" and breaking down the achievement gap.

### CHILDREN, YOUTH & FAMILY SERVICES by the numbers

**Ages Served:** BIRTH TO 22  
**Individuals Served:** 437  
**Number of Services:** 26,495  
**School-Based Supports, including Behavioral Intervention  
& School-based Clinicians:** 273



*CYFS staff on Wacky Tacky Day.*



## DEVELOPMENTAL SERVICES

Getting Acquainted Through Self Advocacy (GATSA), a self-advocacy group for people with developmental disabilities, participated in a number of trainings this year including: Therapeutic Options, ABLE Savings, Social Security Benefits, Bill of Rights, CPR/First Aid, Health and Wellness, and Fire Safety and Prevention.



*The "Music With Annie" group enjoys playing together on a spring day.*



GATSA did some great community services projects together! They donated 6 turkey dinner baskets to families in need for Thanksgiving, and they formed a team for Lacing Up For Cancer. The group held two dances, hosted a picnic, went on the Spirt of Ethan Allen, and participated in Disability Awareness Day at the State House (pictured left).

Many members of our local GATSA group attended the Voices and Choices Conference, and in June we had a group of self-advocates travel to Alabama for a national conference.

*Consumers and staff attended Direct Service Day at the State House.*

## New York City: The Trip of a Lifetime

Chris Younce,  
Service Coordinator

In February a mother approached me to ask if I could help her make a life-long dream come true. Her son Eric has always wanted to visit New York City. Finding the resources and supports to accompany Eric to New York was a challenge that the team worked diligently together to solve. Melinda “Mindy” Demar, Eric’s day support person, enthusiastically accepted the role to support Eric on the trip. Mindy and Eric have been working together for a couple years and they have proved to be great travelling companions. Mindy is an exemplary ally in Eric’s life and has the uncanny ability

to bring out the best in him. By March, Eric’s team was confident that this trip would be a positive experience for him and set the wheels in motion to make it happen.

In August, the long-planned weekend had finally arrived. They took a flight on a Friday and had four days ahead of them to explore the city. Their hotel was in the heart of Times Square. Just imagine all of the lights and hubbub that awaited them outside their door! “New York was a blast!” Eric said, “I feel like it changed me for life.” They visited the 9/11 Memorial – a place that Eric has long had on his bucket list, and explored different neighborhoods and sites. “It was truly amazing to witness,” Mindy said, “Seeing Eric in his element and how he identified with the environment was incredible.”

It is evident that this was a very special trip for Eric. I have known Eric for more than three years, and in that time he often talked about how much he wanted to visit New York City. Eric’s mom reports that this trip would not have happened if it weren’t for the team’s commitment and the collaboration among the LCMHS administration, Developmental Services Senior Leadership, and Mindy. The mother is very appreciative and said that this demonstrates this agency’s commitment in to making an individual’s dream come true. This trip exemplifies how we focus on person-centered support in our DS community.

## For the Love of Animals

Rebecca “Becky” Denutte has been participating in **therapeutic horseback riding lessons** with Janet Jones at the Woods, Sun, Winds Farm in Hardwick for over 6 years. “Each year I have watched Becky grow in her confidence and abilities in both caring for and riding her horse Mercedes,” says service coordinator Sarah Shirley-Eldred. “As you can see from her smile, she loves these lessons.” Becky loves wildlife, especially owls and other birds that make their home in Vermont.



## Purely Patrick

Supported  
Employment helps an  
Entrepreneur to  
Succeed

If you wander down Stowe's Park Street on a summer Thursday evening, you are sure to find a colorful tent filled with specialty food items made and packaged by Patrick Lewis, the entrepreneur behind Purely Patrick.

A vivacious person who sings through his days, Patrick was born with Cerebral Palsy. His parents, Mary Anne and George Lewis, helped Patrick utilize his repetitive hand motions to build a specialty food business. He sells glass Ball jars and plastic water bottles, which are easier to ship, filled to the brim with beautiful dried ingredients. There is birdseed, recipes for dog treats, sweets like cookies and brownies, savory recipes like soup and corn bread, as well as a number of gluten free recipes.

Purely Patrick products can be found in "Welcome Baby" baskets from the Lamoille Family Center, and are sold at the Brass Lantern Inn in Stowe, as well as community events and local farmers markets. They also

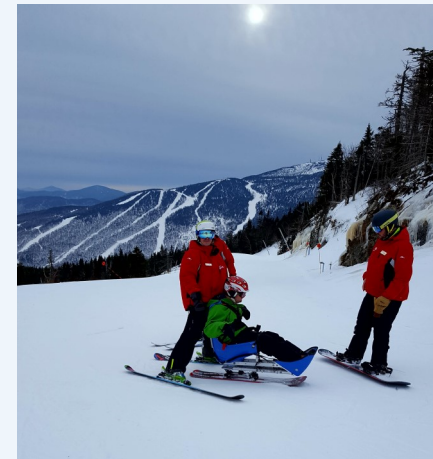
specialize in wedding favors and teacher gifts. Purely Patrick sells 1300 products each year, which have been sold in 45 states and 13 countries, either directly or through internet sales.

Along with his parents, George and Mary Anne Lewis, Patrick is supported by his sister Deseray, and two LCMHS Developmental Services Supported Employment Staff, Carrie Cota and Miranda Maxham.

Miranda and Carrie's days are pretty similar, but their approach to Patrick's care is very different. "For example, I do a pivot transfer, Miranda uses the walker for a transfer." Carrie says. "One way is more comfortable for me than it may be for another person." This diversity in the approach to care, along with Patrick's distrust of eating around new people, makes finding a substitute difficult. "Not anyone can walk in and take over for us for a day." Strong relationships and job retention are incredibly important. Carrie has been with Patrick for seven years, and Miranda has been with him for three.

"Job retention is so important," Mary Anne says, "I wouldn't trade [Carrie and Miranda] for the world. Not just anyone can do this job." The rapport among them is obvious.

"Miranda is the numbers girl, and I handle the technical side of the business, including developing and maintaining the website," Carrie says.



*Patrick enjoys skiing with volunteers from Friends of Stowe Adaptive Sports.*

“Carrie is my techie,” Mary Anne jokes, “and Miranda is a worker bee—they both are!—but Miranda is never afraid of using her muscles. For example, she brings many jars from the Hardware store in for Patrick after his shopping trips. She carries a ton of Patrick’s groceries in at the same time. She is always moving, and very efficient. She is even insured to drive the big lift van, and does so willingly and safely.”

Purely Patrick has 1000 friends on Facebook and the team uses MailChimp to communicate with their customers through newsletters. The team tracks Purely Patrick sales—from farmers markets and craft shows to internet sales, and their hottest market is sales from the family-owned Brass Lantern Inn in Stowe. The relationship is mutual. The innkeepers sell a number of Vermont products, from tea to maple syrup, “but the thing we sell the most of out there is Patrick’s products,” says Mary Anne. When buying the specialty food products, many people don’t realize that Patrick is the innkeepers’ son. It creates a positive awareness around the abilities of an individual with a disability. Even though sales aren’t always robust at some community events, there is value in Patrick’s presence there. “He has some very loyal repeat customers over the years that come to Art on Park year after year,” Carrie says.

Mary Anne agrees. “I see it as a bigger picture; it is exponential networking and I feel that it’s wholesome disability awareness. I can’t tell you how many moms and dads have come up to us and said ‘I had no idea that a Patrick could be employed.’ It’s inspiring for families of people living with a disability to see the incredible potential in every individual.”

Mary Anne has been a member of the board of directors at LCMHS since 2016. As a mother of three, her perspective is invaluable, both as the parent of an adult child with a developmental disability, and the adoptive parent of two children. She sits on many boards and jokes that she probably says yes too often. It is this sense of community service and giving that is all too often missing in our society. Her connections among her children, the economic and artistic vitality of Vermont, and the right for all people to have robust services and lead full lives are evident in every board she serves on.

Developing the business-side of Purely Patrick has been a learning process. The family hired a graphic designer to help conceptualize a brand for Patrick. Working with his strengths, over time they developed a concept for creating products that capitalize on Patrick’s repetitive hand movements and that avoid hand-over-hand motions that are difficult for a person who is blind. His Supported Employment staff helps Patrick to ensure that measurements are accurate. But “if there is anything in one of those jars, it’s because he put it there,” Carrie says. Continued...



*Patrick and his sister Deseray Lewis sell Purely Patrick goods at Art on Park in Stowe.*

## Helping People Live Productive, Self-Directed Lives

Thorin Bingham has a passion for serving on the Elmore Volunteer Fire Department and loves fire trucks.

Top: Thorin poses in his dress blues for the Elmore Volunteer Fire Department.

Bottom left: Thorin visits with Channel 3 weather forecaster Gary Sadowski when his class from Global Campus went on a tour of the WCAX news room.



## Purely Patrick, *continued...*

"It's not about us doing it, it's purely Patrick!" Mary Anne agrees.

The team has had to grapple with the tension between wanting to expand and moderating growth, hiring consultants like a graphic designer, submitting quarterly taxes, purchasing office equipment like a computer and labeler, as well as product and ingredient refills. With the breadth of their sales, they also have to think about differing state regulations and were relieved to learn that, due to their small size, they are exempt from FDA nutritional labeling.

Patrick has a robust life. He obviously enjoys the work he does creating Purely Patrick products, as well as the social interactions he experiences at community events. He loves sports and music. He participates in adaptive skiing and paddle boarding through Friends of Stowe Adaptive Sports, and he has eclectic musical tastes—from Metallica and Green Day to Disney and Christmas songs. He often communicates through song, and has music running through his head and right into the room as his own personal soundtrack to his day that he shares gleefully with those around him.



## Person- Centered, Thoughtful & Thorough

This year the Developmental Services (DS) Program underwent Quality Service Review and Designation with the State of Vermont. Quality Service Review happens every two years and Designation every four years. Comments that the Quality Review team made about LCMHS DS Services: “LCMHS continues to deliver forward-thinking developmental services. Reviewers found LCMHS service coordinators and administrators to be person- centered, thoughtful and thorough in their support to people and families.”

Developmental Services held several trainings throughout the year. Community Integration Specialists received training in Preservice Review, ALICE Institute Training on emergency preparedness, CPR, and Mental Health Disorders. Shared Living Providers received training in Dialectical Behavior Therapy (DBT), Trauma, and CPR. Service Coordinators received training in writing Individual Service Agreements.

Developmental Services lead a variety of clinical groups throughout the year. We also provided individual therapy, couples therapy, and Behavioral Consultation. A highlight this year is our Clinical Coordinator has been focusing on DBT for consumers and staff. We also had an Art Therapy group that was very successful.



# Supported Employment Developmental Services

LCMHS Developmental Services Supported Employment Program had 55 consumers enrolled in Support Employment and 50 employed. Patrick Lewis, owner of Purely Patrick is one of them! LCMHS consumers enrolled in Supported Employment earned a total of \$253,794.00 which then resulted in a total Social Security Insurance savings of \$102,540.77. The LCMHS Developmental Services Supported Employment Program highest wage was \$16.00 and the lowest wage was \$10.50.

*With her Supported Employment team behind her, Megan DeRoehn shines in her work.*



## DEVELOPMENTAL SERVICES by the numbers

Individuals Served: **155**  
Number of Services: **108,222**  
Supported Employment **55**

Lamoille County Mental Health Services held its sixth College Steps graduation. This was a celebration with staff, family, and friends to celebrate the accomplishments of two LCMHS students in the areas of education, campus life, and career development. This program has continued to grow in numbers every year.

# AWARDS & RECOGNITIONS



**D**evelopmental Services Director Jennifer Stratton was invited by Germany's Federal Ministry of Labor and Social Affairs to present on best-practices on employment inclusion for people with developmental disabilities in December.

## Worksite Wellness Award



**L**CMHS has been honored with the Worksite Wellness Rising Star Designation by the Governor's Council on Physical Fitness and Sports. We have been recognized for our wellness program for five years. Shown below are Governor Phil Scott, Savi Van Sluytman, Miranda Bevins, Anne Cluett, and Dept. of Health Commissioner Dr. Mark Levine.

## LCMHS CEO NAMED NON-PROFIT LEADER of the YEAR

**L**CMHS CEO Savi Van Sluytman was awarded the Lamoille Chamber of Commerce's 2017 Non-Profit Leader of the Year. Savi was nominated for this award because of her determination to bring together cohesive systems to create quality & comprehensive care for all families.





LCMHS  
THANKSGIVING  
DINNER  
2017

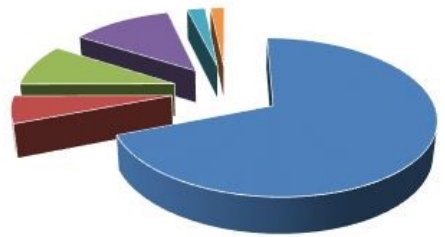


CHILDREN'S  
DABBLE DAY



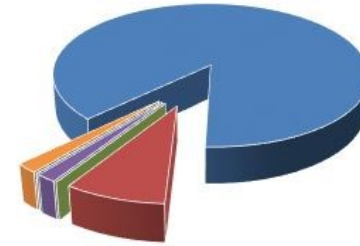
# The Year in Numbers July 1, 2017 to June 30, 2018

REVENUE: \$17,603,346



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

EXPENSE: \$17,829,673



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

Number of **INDIVIDUALS SERVED**

by Lamoille County Mental Health Services in FY2018:

1,130

Number of **SERVICES** Performed in FY2018:

83,692

# With Gratitude

## Our Thanks to Those

## Who Gave to LCMHS


## This Year

10 Railroad Street  
802 Mobile  
Ben & Jerry's Foundation  
Black Diamond Barbeque  
Donald P. Blake, Jr., LLC  
Bourne's Energy  
Brass Lantern Inn  
George & Liza Bothfeld  
Hesterly Black Buckley  
Hillary Bliss  
Judith & Albert Boyce  
Walter & Rose Bothfeld  
Caledonia Spirits  
Community Health Services of  
Lamoille Valley  
Caplan's

Community National Bank  
Concept 2  
Janet Celtes, TJO Inc  
Rebecca Copans  
Andrew Dubuque  
Rick & Lynn Davis  
El Toro  
William Frattini  
Girls Scouts  
Brenda & Dana Gravel  
Green Mountain Fund  
Green Mountain Inn  
GW Tatro Construction  
Janelle & Matthew Germaine  
Karissa Glodgett, Northern Highlights Salon  
Jeffrey Hunsberger & Michelle LeGere  
Danae Haney  
Joe and Penny Hester Ingram  
Sarah Howard  
House of Troy  
Lisa Jones  
Erica Kaskel  
Dena Keith  
Vicki Kuskowski & Thomas Taylor

Keurig Dr. Pepper  
Kinsey Therapeutic Massage  
Michael & Katy Kuchta  
Emily Lavalette  
Hayley LeCours  
The Houle Family  
Julie Landry  
Karen Luneau  
Lamoille Valley Ford  
Bette Mann  
Elise McKenna  
Manufacturing Solutions, Inc.  
Margaret Morrow  
Mattress & Sofa Warehouse  
Michael & Deborah Martin  
Mike & Kathy McCole  
Thomas & Charlotte MacLeay  
Madadashcar  
Pauline Manosh  
Nikki, the Barber  
Northern Vermont University  
Pall Spera Realtors  
People's United Bank  
Pizza On Main

Purely Patrick  
Quick Lane Tire & Auto Center  
Ellen & Peter Roberts  
Monique Reil  
Barry & Susan Russo  
David & Barbara Siegel  
Sodexo  
Dawn Tatro  
Thompson Bakery  
Judith Meierowitz Tischler  
Turning Heads Salon  
Turtle Fur  
Union Bank  
United Way of Lamoille Valley  
John & Jeannette Van Blarcom  
Vermont Peanut Butter Co.  
Vermont Salt Cave Spa &  
Halotherapy Center  
Cassie & Charlie Willner  
WLVB Radio  
The Whip Bar & Grill  
Zach Williams  
Carol & Thomas Younkman

A photograph of a forest path in autumn. The path is covered in fallen brown leaves and leads into a misty, sunlit forest. Tall, thin trees line the path, with sunlight filtering through the branches, creating a warm, golden glow. The overall atmosphere is serene and slightly mysterious.

“I am a forest,  
and a night of dark trees:  
but he who is not afraid  
of my darkness,  
will find banks full of  
roses under my  
cypresses.”

— Friedrich Nietzsche —

LCMHS | 72 Harrel Street | Morrisville, Vermont | [www.Lamoille.org](http://www.Lamoille.org)