



2016

Annual Report



Mission, Vision, and Values

Our 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.

Our 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.

Our Core Values

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



LOCATIONS

Main Offices

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

Residential Care

Copley House
Morrisville, VT 05661
(802) 888-7323

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

Crisis Care

Oasis House
Hyde Park, VT
(802) 851-8368

ASAP
Morrisville, VT 05661
(802) 888-3103

www.lamoille.org
www.facebook.com/lcmhsvt/

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From the Board President

This year we celebrate 50 years of serving the needs of our neighbors in Lamoille County. On behalf of the Board, I want to thank the entire staff and administration of LCMH for doing so much with so little. We can be proud of all we do and the fact that we remain financially stable.

This year the Board reviewed and revised our strategic plan to ensure the goals of the agency will provide a basis for sustainability in the future.

The Board reviewed and revised our governance policies and procedures to assure compliance with designated agency regulations.

A future goal of the Board is to review and update our By-laws to ensure that they are in compliance with the master grant from the State of Vermont.

This past year the Board along with LCMHS staff organized the first fundraising event for LCMHS. The Zumbathon was well attended, enjoyed by all participants and spectators, and provided community awareness and support for our agency.

We can be proud that all of our programs have continued to grow and provide services to more people in need in our community.

In closing, I would like to thank all the staff who provided on-going education to the Board about the agency programs, all employees and past and present Board members who help make this agency what it is today.

David M. Vinick

BOARD OF DIRECTORS

David Vinick, President

Nancy Durand, Vice-President

Fred Ober, Treasurer

Sharon Menard, Secretary

Beverly Allen

Karen Carlson

Ted Lambert

Mary Ann Lewis

Chip Troiano

Francinne Valcour

Michele Whitmore



Nancy Durand



Ted Lambert



Chip Troiano



Michele Whitmore



From left to right: Francinne Valcour, Sharon Menard, Mary Ann Lewis, Fred Ober, Bev Allen, David Vinick and Karen Carlson

From the CEO



The year 2016 marks the fiftieth anniversary of Lamoille County Mental Health Services. Since 1966, our staff has been committed to helping our consumers enjoy greater independence and a better quality of life. The performance report for Fiscal Year 2016 reflects our consumers' successes and our staff's continued dedication and commitment.

From a financial perspective, LCMHS remains on solid footing. FY16 saw a 1.5% positive change in net asset. Our current ratio (current assets/current liabilities) increased 0.228%. Total revenue for FY16 increased by \$1,073,015, or 7.74%, while total expenses increased by 7.99%.

Our Children, Youth, and Family Services (CYFS) once again experienced a number of challenges, changes, and successes. Following the resignation of our CYFS director in April, the former Clinical Director for the CYFS division, Robyn Daley has been appointed as the new CYFS Director.

In order to better serve the portion of our population who struggle with substance abuse issues, many of our staff got trained in the Seven Challenges Adolescent Substance Abuse program. Therapists are using the program one-on-one with clients who need it, and two program managers are running a weekly Seven Challenges group. The response from clients has been very positive, and we are hopeful that this program will successfully engage a population that has historically been difficult to serve effectively.

Our Enhanced Family Services (EFS) served 15 consumers, 3 of which showed improvement on their treatment and were able to move to a lower level of care this year. Another major highlight for the EFS program was, for the first year ever we were able to hold an entire week of summer camp with nine of these consumers in attendance.

The Access program has continued to grow over the past year, and we served 3 times the number of consumers served in last year. The focus of the Access program continues to be crisis support, transitional services and connection with community resources.

Our Redwood Program, the Behavioral Intervention program, has continued to grow in size. We had a total number of 82 students served this year. Of that 82, 22 of those students have an Autism Spectrum Disorder (ASD) diagnosis. There have been a total number of 5 students graduate from The Redwood Program. They continued on within their public school either independently, or with the support of a Para educator. There were an additional 4 ASD students who also graduated fully from The Redwood Program at the end of our 2016 summer camp.

The Adult Outpatient Program (AOP) has continued to mature with the addition last year of the Adult Case Manager (ACM) services. Our psychiatric team has done an exceptional job through FY16 while we continually searched for a new medical director. As we start the new fiscal year FY17, we welcome Dr. Mooney back to LCMHS. He will be leading the team once again. In the past year the Oasis House had an average occupancy of 80%, and a survey of persons who used the program indicated that 96% of respondents felt that they met their own goals, 86% of respondents reported feeling better upon discharge, 14% the same and 0% reported feeling worse.



The Community Rehabilitation and Treatment (CRT) program grew in size during the past year. As June closed, CRT had served over 125 consumers with an average of 3 new admissions per month. One special achievement was that the CRT Supported employment program had an overall employment rate of 30.3%, the highest of all CRT program in the state. Another success has been the continued development of the Community Cadre, a support program comprised primarily of persons with lived experience as recipients of mental health services. Peer support continues to evolve within the CRT program and is linked with the development of a Wellness Recovery Action Plan, or WRAP, group which was co-led by an AOP therapist and a peer. This is forming a foundation for peer led WRAP groups to occur at both our crisis program and our group living facilities.

In FY 2016 the Mobil Crisis Team (MCT) served nearly 100% more persons than in FY 2011, just 5 years ago. One of our accomplishments this year is the increase of collaboration with first responders, police and Emergency Medical Technician (EMT) services via the Team Two project, sponsored by the Department of Mental Health. All staff now has been trained in Team Two.

The Alcohol and Substance Awareness Program (ASAP) had to endure a threat to cuts in previous years. In 2016, with support from local police and health partners, the state Alcohol and Drug Abuse Programs awarded ASAP increased funding which will help to stabilize the program. In FY 2016 ASAP served the greatest number of persons in its 5 year history, providing 243 alcohol/drug screenings and diverting 72% of persons referred from possible incarceration. There were 118 stays provided by the program, and assistance to 57 other persons who were able to link with friends and family who provided care and thus avoided incarceration. The program is working very well with links to both the North Central Vermont Recovery Center and the Behavior Health and Wellness Center to refer those screened into a follow up support to help with their substance use challenges. As well ASAP is developing an in-house treatment program for substance use, which will be operating in FY 2017.

This year the Developmental Services (DS) Program has been working hard on expanding the training that we provide to new staff. We have involved our consumers in this process of designing and implementing these trainings. Areas of training included: Medical, Clinical, Self-Advocacy, Communication, and Employment.

LCMHS held its fourth College Steps graduation. This was a celebration with staff, family, and friends to celebrate the accomplishments of 4 LCMHS students in the areas of education, campus life, and career development. This program has continued to grow in numbers every year.

Our DS Supported Employment Program exceeded the Vocational Rehabilitation Grant annual outcomes by 6 placements for FY16 and had a 59% employment rate (required to meet outcome was 45%) based on a total census of 79 Consumers within the working age group of all consumers in Developmental Services aged 18 years old to 65 years old. The DS Supported Employment Program has earned a 10% bonus for 5 years in a row thus increasing the annual grant amount awarded annually. Vocational Rehabilitation implemented a new initiative requiring Designated Agencies to allocate 15% of the base grant for Pre-Employment Transition Services (PETS) serving individuals in High School who may eventually be DS eligible starting in FY16 and the program was able to meet the PETS outcomes for the first year.



We welcomed Sean Thomson, our new Chief Information Officer. Sean has been working with both Lamoille County Mental Health Services and Washington County Mental Health Services in providing executive-level information management services to both organizations.

Our board of directors also welcomed new members while others had resigned or ended their term. We thank and appreciate their support and willingness to serve. The board organized our first annual Zumbathon, and first-ever fundraising event at Lamoille Union High School, raising \$4,000. Among our events this year we had visits from gubernatorial candidates. They spoke to staff and consumers about their goals for the state of Vermont, and answered questions, including their plans for the mental health field. We launched our new website and Facebook page, so please do check us out.

This summer we had our annual open house, celebrating our 50th anniversary with staff, consumers, neighbors, community members and partners. We even had a visit from WPTZ Channel 5 News, who shared our important milestone. As we celebrated, we looked back at our journey since 1966 when LCMHS was incorporated with one office at Copley Hospital. That year we had one social worker, one secretary and one Psychiatrist, who was available once a week. In 1972, we had fewer than 40 employees, serving the population of Lamoille County, then 13,000, and with revenue of \$116,000. Today we have over 272 employees, who serve a population of 25,082 in Lamoille County. We now offer 20 separate programs, and produce revenue of \$15,000,000. We are proud of the daily work, care and commitment of our staff and consumers.

Savi Van Sluytman

Senior Leadership

Savi Van Sluytman, *Chief Executive Officer*

Robyn Daley, *CYFS Director*

Christina Glowac, *Redwood Program Director*

Michael Hartman, *Behavioral Health Director*

Virginia Havemeyer, *AOP/CRT Manager*

Denis Houle, *Controller*

Dr. David Mooney, *Medical Director*

Jennifer Stratton, *DS Director*

Sean Thomson, *Chief Information Officer*





Consumers Served

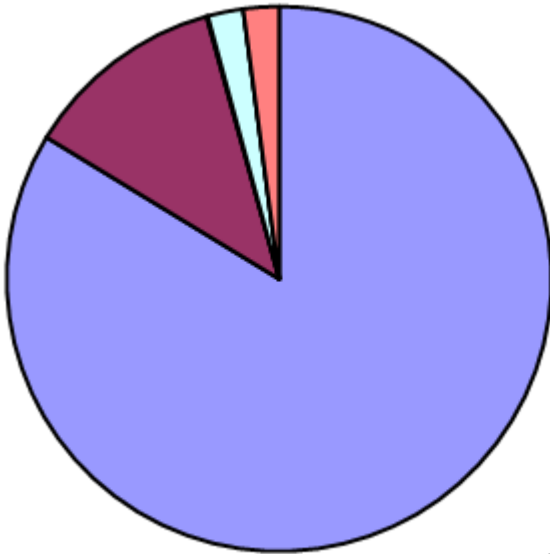
Albany	3
Belvidere	7
Burlington	4
Cambridge	26
Colchester	3
Craftsbury	7
Danville	3
Derby	3
East Calais	4
East Hardwick	8
Eden	36
Eden Mills	9
Greensboro	7
Greensboro Bend	13
Hardwick	52
Hyde Park	71
Irasburg	3
Jeffersonville	52
Johnson	109
Lowell	3
Morrisville	322
Newport	12
North Hyde Park	3
North Troy	6
North Wolcott	6
Orleans	4
Richford	3
Rutland	4
Springfield	4
St. Albans	7
Stowe	63
Swanton	2
Underhill	3
Waterville	14
Wolcott	65
Woodbury	3
Other	56
TOTAL	1000



Financial Overview: Revenue

REVENUE

Fees	12,804,861	83.70%
State Grants & Contracts	1,836,386	12.00%
Local Contracts	11,658	0.08%
Town, Local Agencies & Businesses	322,534	2.11%
Interest Income	460	0.00%
Room & Board	<u>322,962</u>	2.11%
TOTAL REVENUE	15,298,861	



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

Summary Statement Of Financial Position

ASSETS

<u>Current Assets</u>	
Cash	2,350,862
Accounts Receivable	998,554
Other Current Assets	108,891
<u>Fixed Assets</u>	
	2,475,965
Total Assets	5,934,273

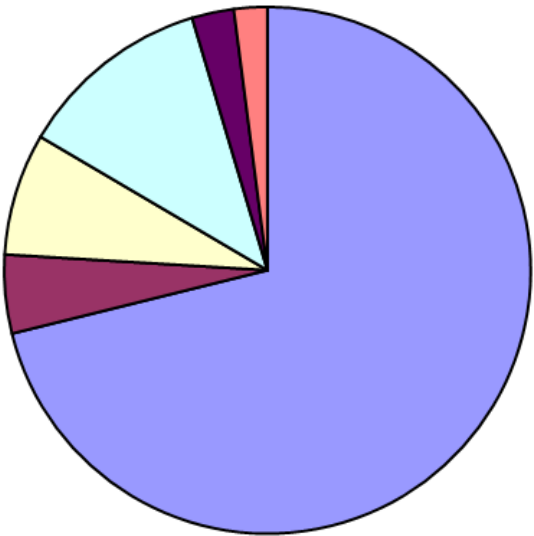
LIABILITIES & FUND BALANCE

Accounts Payable	1,637,725
Deferred Revenue	604,648
Fund Balance	3,687,697
Restricted Funds	4,203
Total Liabilities, Restricted & Fund Balance	5,934,273

Financial Overview: Expenses

EXPENSES

Personnel	10,735,147	71.13%
Contractual	727,950	4.82%
General Operating	1,131,768	7.50%
Program Expenses	1,799,810	11.93%
Travel & Transportation	388,261	2.57%
Building Expenses	<u>308,956</u>	2.05%
TOTAL EXPENSES	15,091,892	



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

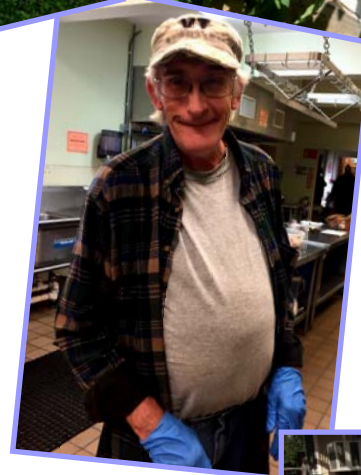
Behavioral Health

Individuals Served:

CRT	127
Adult Outpatient	218
Reach Up	32
Residential	26
Emergency Services	287
ASAP	162

Michael Hartman, Director

Virginia Havemeyer, CRT/AOP Manager



“The natural love and peacefulness of Xander transcends into the human spirit.”

Statement by Fein Rosenblum, pictured at one of therapy dog Xander’s weekly visits to Copley House.



Developmental Services

Individuals Served:

Home and Community Based Waiver	87
Bridge Program	17
Flexible Family Funding	37
Targeted Case Management	6

Jennifer Stratton, Director

Amy Brochu, Sr. Service Coordinator

Valerie Legrand, Sr. Service Coordinator

Scott Verzilli, Clinical Director



Children, Youth & Family Services

Individuals Served:

Access	154
Children's Integrated Services	158
Enhanced Family Services	22
Community Skills	177
School-based Supports	89
Outpatient	152
Summer Camp	12

Robyn Daley, Director

Katina Idol, Clinical Coordinator

Kiah Palumbo, EFS & Access Manager

Meg Bickerstaff, Outpatient CIS Manager



Redwood Program

Individuals Served:

School Supports	90
Summer Camp	53

Christina Glowac, Director

Ayla Landry, Program Manager



Employee Anniversaries

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

5 Years

Amy Lawrence

Ayla Landry

Bryanne Castle

Debra Smith

Meghan Bickerstaff

Pamela Allen

Regina Wdowiak

Theresa Pepin

Virginia Havemeyer

10 Years

Georgiana Carr

Grant Meixel

15 Years

Amy Brochu



The Shirley Hayden Award

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



Kiah Palumbo
CYFS EFS and Access
Program Manager

Kiah Palumbo has been in a leadership role at LCMHS, CYFS program since 2014. Kiah has continued to grow the Enhanced Family Services program, took on managing the Access program (which has doubled in size), built a strong leadership role in training and consultation efforts within LCMHS and outside with our Community partners. Kiah is passionate about improving quality Access and Waiver housing for children who are struggling with severe emotional disturbance. She has been training in the Seven Challenges, Substance Abuse Model, and also with the Child Welfare Project to provide trauma informed education to kinship guardians, utilizing the "Resource Parent Curriculum." She brings knowledge and positivity to her work and her staff, a much needed rationale calm during high stress situations, and is willing to think outside the box for kids and families. Kiah goes above and beyond in supporting kids, families, staff, and our agency.

Chris joined Developmental Services in April of 2015. Prior to joining DS he was a Behavioral Interventionist for the Redwood program. Chris is also part of the State wide Communication Task Force Committee. We feel fortunate to have Chris as a staff in DS. He is the type of Service Coordinator that takes the time to get to know each of his consumers and advocates for their needs. Chris also helps his consumers explore their dreams. Recently, Chris took a consumer on the weekend to a parade. This consumer had dreams of playing his drum in a parade. With Chris's help this consumer's dream came true.



Chris Younce
DS Service Coordinator



Mimi Bernier
CPS Nurse Manager

MaryLynn (Mimi) Bernier arrived at LCMHS in late 2015 to become the nurse manager for the Community Psychoeducational Service program. In that time Mimi has helped to reorganize some of the CPS services, and also added to the selection of groups for CRT consumers, emphasizing nutrition and exercise as an important part of recovery. Having moved to Vermont the year before Mimi wanted to return to work in mental health related care. With over 20 years of experience in the field, and many of those as an advance practice nurse, she is recognized as a wonderful addition to the CRT program. Her experience in providing integrated care for elders in Pennsylvania, co-occurring disorders, and in creating highly collaborative programming all have served the BH division well. She has also brought in a highly positive attitude regarding health improvements, recovery, and acceptance, which has been noticed by many.

Regina has worked at LCMHS for 5 years on our Mobile Crisis Team. She has participated in union negotiations, initiated proposals and advocated for co-workers and employees agency-wide, bringing a spirit of cooperation and collaboration to the table. Her particular passion has been mindfulness. She initially joined with Dr. Mooney to create the Mind-Body clinic, with a focus on the connection between our minds and bodies, and alternatives to the traditional medical model of treatment. She spent much time and energy in training, then sharing information with both clients and staff, which she has carried forward as a member of the mindfulness group. Regina brings calm and compassion to all she does, and she is an amazing asset to our agency.



Regina Wdowiak
Crisis Clinician

LCMHS Donors

We thank our sponsors and supporters for all items and/or funds donated to LCMHS this year.

We also thank all volunteers and community members that helped us with activities, events and

Amazon Smile
Aubuchon Hardware
Brass Lantern Inn
Community Health Services of Lamoille Valley
Concept 2
Copley Health Systems, Inc.
El Toro Restaurant
Green Mountain Inn
Green Mountain Support Services
HA Manosh
Hannaford
Hello Gorgeous
Keurig Green Mountain
Lamoille County Players
Laraway Family Services
Manufacturing Solutions Inc
Marie Marcoux
McMahon Chevrolet Buick
Menard's Agway & Rental
Moville PAB Properties
Nick Manosh
Pall Spera Realtor
Poulos Insurance
Price Chopper
Purely Patrick
Ronald and Colette Houle
Savi Van Sluytman
Shaw's Supermarket
Sherman and Kathryn Bombard
Shine Communications
Stowe Bowl
The Head Shed
Union Bank
Wheelhouse Designs
Williams and Green, P.C. Attorneys

Support LCMHS

LCMHS serves children, youth, families, and adults, providing treatment and supports—at home, in school, 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 Lamoille County.

You can help by donating on our website (we accept credit cards) at www.lamoille.org or by sending your gift to:

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



**Lamoille County Mental Health Services
72 Harrel Street
Morrisville, VT 05661**

**P: (802) 888-5026
F: (802) 888-6393**

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