

## TABLE of CONTENTS

ı		
	Opening Letter	p.2
	Board of Directors	p.2
	Master Guide Award	p.3
	Lippert Award	p.3
	Guest Speaker	p.4
	<b>Covey Community Award</b>	p.5
	Community Connection	p.5
	Covey Staff Award	p.6
	Spotlight on Employment	p.6
	Holly Clook Award	p.7
	Financials	pp.8-9
	Service Hours by Town	p.9
	Donors	pp.10-1
	Addiction Recovery Services	p.12
	Adult Outpatient Program	p.12
	Community Associates	p.13
	Community Rehabilitation	
	and Treatment	p.13
	Employment Services	p.14
	Emergency Team	p.14
	Youth and Family Services	p.14
	Poem	p.15
	Accessibility Policy	p.15
	Locations	p.15
	Agency Information	p.16

#### Remembering our friend Mike Furey



Mike served on CSAC's Board of Directors from 2006 until his unexpected passing in April, 2017. He also served on the Development Committee and

was an ardent supporter of the Bocce Tournament. Mike had a generous heart, and many people in Addison County are better off because of him. Join us in remembering Mike's many contributions to CSAC.

### Thank you

The theme for this year's Annual Meeting is Tapestry. A community, like a rich tapestry, joins many colors of thread into a complex design, built on a strong foundation that is hidden from view. But beauty, depth and texture give witness to more than artistry. They speak of craftsmanship and skill, creativity and persistence, colors and patterns woven with heart and soul to create something more magnificent and stronger than any one thread, yet needing each thread to be whole.

Each individual—clinicians and clients, caregivers and carereceivers, friends and families, all those whose arms are open, whether it is to give or receive (and often, both)—brings color to the tapestry. The design we are ever-creating together unites us, keeps us strong, and helps us stay connected to our values and each other.

This year at CSAC has not been free of challenges, but it has also been a year of extraordinary collaboration, innovation and accomplishment. Change will come, it always does. But we are ready, with our feet on the ground and our eyes on the horizon. The tapestry we create together is a living, changing work.



Bob Thorn, Executive Director



Barbara Doyle-Wilch, Board President

Thank you to all who have given so much to our mission of "promoting stable and safe communities by helping people live emotionally healthy and satisfying lives."
Thank you for bringing color to the Tapestry that is us.

#### **BOARD OF DIRECTORS**

Barbara Doyle-Wilch — President
Louise Sandberg — Vice-President, in-coming President
Kitty Oxholm — Secretary
Joanne Scott — Treasurer
David Hallam Lewis Halman Gary Margalia Lan Bawall

David Hallam, Lewis Holmes, Gary Margolis, Len Rowell, Ted Tighe — Members at large

### The 2017 Master Guide Award

#### "For paddling in earnest and for assisting all of us in these turbulent times."

The Master Guide Award is presented annually to recognize staff and community members who "rise to the occasion" during challenging and turbulent times.

## Dr. Fred Kniffin, CEO and Maureen McLaughlin, Board President, UVM Health Network — Porter Medical Center

On Fred's first day as Interim CEO he said, "I'd characterize Porter's condition as an acute illness... but we've stabilized the patient, we're treating the ailments, and it's going to be okay." Now, a relatively short time later, Porter is healthier than ever.

Our entire community owes a debt of gratitude to Fred and Maureen for their leadership during what was probably Porter Medical Center's most challenging time.





### The 2017 William J. Lippert, Jr. Advocacy Award

#### **Senator Claire Ayer**



In the past legislative session, Claire took action to address mental-health support staff shortages, emergency room demands, and deterioration in community services capacity. Claire stated, "The people in the community who are supposed to be providing these supports, doing these diagnoses, providing the crisis teams, are underpaid."

Under Claire's chairmanship, the Senate Committee on Health and Welfare passed a bill that delivers pay raises to about 2,400 community mental health workers statewide. Community developmental and mental health organizations, staff, and the people we serve are grateful for Claire's advocacy on behalf of all Vermonters.

The William J. Lippert Jr. Advocacy Award was established in 1996 in honor of William J. Lippert, Jr., who worked for 23 years for the Counseling Service, with ten of those years spent as Executive Director. This award is presented to a dedicated individual with a vision toward a caring and inclusive community; in particular, to recognize advocates of high integrity who have consistently expressed the values of fairness, justice, compassion, and respect for individual differences.

### 2017 Annual Meeting guest speaker

### Dr. Alberto Fergusson

Community Belonging as a Bridge to Recovery from Sopó, Colombia to Addison County, Vermont

Dr. Alberto Fergusson is a psychiatrist and psychoanalyst who teaches psychiatry at Rosario University in Bogota, Colombia. He is the founder of the Accompanied Self-Rehabilitation Institute and FUNGRATA in Colombia; he has written and presented internationally about Accompanied Self-Rehabilitation, therapeutic communities, and community inclusion.

Dr. Fergusson serves as a Vice President of the World Association for Psychosocial Rehabilitation. Recently, at the request of Colombian President Santos, he has been serving as a member of peace negotiation delegation meeting with ELN revolutionaries.

Accompanied Self-Rehabilitation

is an approach through which people with different kinds of disabilities can assume leadership of their own process of rehabilitation. The person becomes an expert on their own challenges and thereafter redesigns everyday life according to that knowledge. Dr. Fergusson's community engagement work with the town of Sopó, Colombia has also received recognition for highly innovative approaches in cultivating community interconnectedness by addressing needs identified by the surrounding community.



OPEN DIALOGUE is a way of involving family and personal networks in times of mental health crisis or in situations of "stuckness" that involves listening carefully to everyone's perspective and looking for new meanings and understandings that might help open new possibilities. Research from Finland, where Open Dialogue originated, has shown it to be particularly effective as an early response model for emerging experiences of psychosis. CSAC is one of only a few community mental health systems in the United States piloting this approach.

Families and support networks benefiting from Open Dialogue in Addison County: 31

### The 2017 Wilton W. Covey Community Award

### **Doug Sinclair Executive Director, Charter House**

Doug Sinclair was the driving force behind the Charter House Coalition. The Coalition has grown from a few volunteers and a few apartments for people in need into a year-round business. Charter House has touched the lives of hundreds of volunteers and individuals receiving their services.

The Friday Night Community Supper is a weekly event many Addison County residents rely on, as are the Charter House lunches and the warming shelter.

— Ingrid Pixley



The Wilton W. Covey Community Award is presented annually to a community member in recognition of their commitment to enhancing the quality of life in the Addison County community. The Covey Awards were established in 1992 to honor Dr. Covey, CSAC Medical Director and agency psychiatrist for over 25 years. Dr. Covey passed away in June of this year.

### Community Connection: Reneé

If you've ever been at CSAC's office at 109 Catamount Park on a Thursday morning, you've probably enjoyed the amazing scents that fill the lobby. Those luscious aromas come from the kitchen, where Reneé and her support staff, Jane, cook up delicious desserts for the free community lunch program that happens every Thursday at the Charter House in Middlebury.

Reneé has been cooking desserts for Charter House for years, and is thoroughly committed to her task. She almost NEVER lets anyone have a sample of what she has made (we think if she did her treats would be gone as soon as she cooked them), though many have tried! The only one that has succeeded as far as we know, is Reneé's long-term boyfriend, John.

**Thank you** Reneé and Jane for all your hard work, for your care and commitment, and for the delicious color you bring to the tapestry that is us!



- - - "My child has made huge progress since she has been working with CSAC. Her case manager and the many people she has come in contact with have been supportive and friendly. Thank you for providing a great service!" - - - - -

FY2017 Satisfaction Survey comment,
Intensive School Support Program, Youth and Family

## Spotlight on Supported Employment:

Kim Palmer at Maple View Farm Alpacas

CSAC is fortunate to have many supportive employers through- out Addison County. One of the newest is Maple View Farm in Brandon.

Kim Palmer is employed at Maple View Farm as a wash-room attendant. She works directly with the alpaca fiber; Kim washes, tumbles, hand winds, and dyes the fiber. Kim is looking forward to helping at Maple View Farm's retail store as well as giving tours of the farm when warmer weather returns.

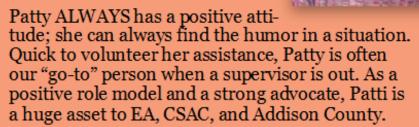
Kim loves her work and is doing a great job at it!

**Thank you**, Maple View Farm for adding color to people's lives through meaningful employment.

### The 2017 Wilton W. Covey Staff Award

## Patty Sargent Employment Representative, Employment Associates (EA)

Patty is in high demand by both our consumers and their employers. She treats consumers with the respect and dignity they deserve; as everyone learns differently, Patty adapts to their individual style and encourages them to be as independent as possible.



-Molly Brown

The Wilton W. Covey Staff Award is presented annually to a Counseling Service of Addison County employee, in recognition of their commitment to enhancing the quality of life in the Addison County community. The Covey Awards were established in 1992 to honor Dr. Covey, CSAC Medical Director and agency psychiatrist for over 25 years. Dr. Covey passed away in June of this year.





#### - - "Our quality of life would not be possible without S.'s home services supporting our

family." - -

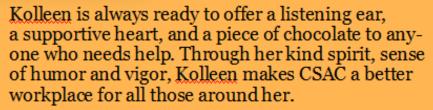
FY2017 Satisfaction Survey comment

Number of people served in their own homes: 520

### The 2017 Holly Clook Award

## Kolleen Hobbs Service Coordinator, Community Associates (CA)

Kolleen strives to lessen day-to-day and overall challenges for co-workers and staff working in the developmental disabilities field. She has particularly tried to improve workplace culture for the CA Community Integration staff through creative thinking and problem solving; she advocates for staff to receive the appreciation and support they need and deserve.



-Joanne Bodette

The Holly Clook Award is presented to a CSAC employee who enhances workplace vitality through their creative use of humor, humanity, dedication and commitment.

- "I have seen a great change for my son." - - - - FY2017 Satisfaction Survey comment, Community Associates

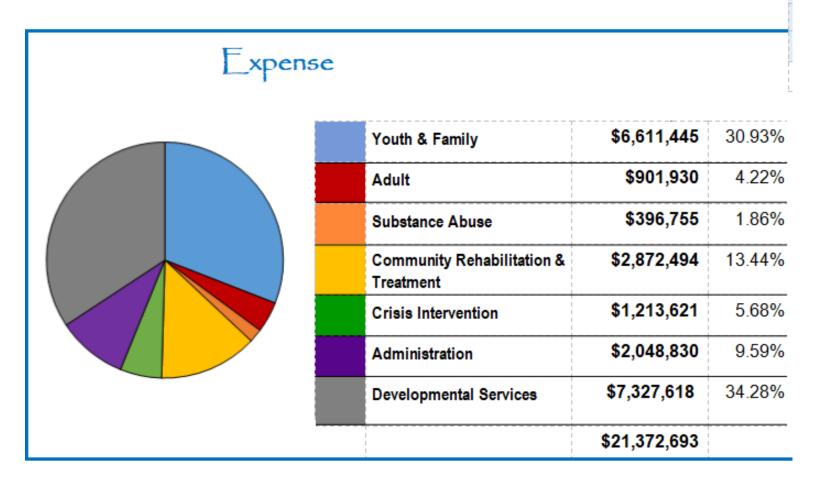
### Number of new job placements: 81

Through Employment Services: 200+/- individuals served with over \$1.3 million in earnings last year.

Number of people helped to find and/or keep jobs: 209

## FINANCIALS

ncome	2			
		State Grants/Contracts	\$1,580,240	7.32%
		Federal Funds	\$104,115	0.48%
		Client & Insurance Fees	\$1,041,278	4.82%
		Medicaid Fees	\$17,283,129	80.04%
		Other Contracts	\$969,764	4.49%
		Local Funds	\$614,167	2.84%
			\$21,592,693	





### Thank you to our donors — your generous support helps those we serve lead healthier and more satisfying lives. These are donors who gave to CSAC in FY2017 (July 1, 2016 to June 20, 2017).



51 Main
Addison County Board of Realtors \*
Addison County Home Health & Hospice

Alan and Wendy Covey

Alexa McGrath Alice Van Tuyl

Alida and John Dinklage

Ann and Jim Ross

Ann S. Barker

Anne B. Vernon \*

Anonymous

Art and Anne Cohn

**Audrey Webster** 

Barbara and Mark Wilch

Barbara Brooker

Barbara Charlamb

Beth Davis

**Betty Berens** 

Bill and Gail Miller

Breadload Corporation

Bristol Bakery and Cafe

Bruce and Ann Perreault

Bruce and Sue Byers

Carol Calhoun

Casella Waste Management, Inc.

Catherine Rickerby

Charles and Sallie Willis \*

Charles Sabukewicz and Helen Marsh

Charlie and Marie Kireker

Cheryl and Don Mitchell \*

Chip and Jack Mayer

Chris and Becky Dayton

Christine F. Metcalf

Cigna Health and Life Insurance Co.

Clementine

Cole's Flowers

Co-operative Insurance Co.

Cubbers

Dan and Peggy Wright

**Danforth Pewter** 

David and Patty Hallam

David and Susan Leggett

David Andrews

**David Marsters** 

Dennis and Peggy Nitka \*

Dinse, Knapp & McAndrew, P.C.

Donald and Katrina Matthews

Ed and Mary McGuire

Elizabeth Stabler

Elizabeth 'Wibs' McLain Emmie and Stephen Donadio FairPoint Communications

Frank and Janet Winkler G. Stone Motors, Inc.

Gale Hurd

Gary and Kathy Starr

Gary Margolis and Wendy Lynch

George and Margaret Klohck

George and Paula Casey Bellerose

George and Virginia Cochrane

George Dennis and Judith O'Brien

Geraldine Willis

Gerry and Bobbie Loney

Goodro Lumber

**Green Peppers** 

Greg Dennis

Hal Schmitter

Harry Colwell

**Health Care & Rehabilitation Services** 

Helen Haerle

Hickok and Boardman HRI

Hickok and Boardman Insurance

Holden Insurance, The Richards Group

Jack and Louisa Anderson

Jane and Eugene Roy

Janet Leggett

Jeffrey and Joy Minns

Joanne Scott and John Rubright

Joel and Rebecca Fifield

John and Ann Hanson

John and Bonnie Cooney

John and Mireille McWilliams

John and Nancy Clarke

John and Matt LaFountain

Jonathan T. Chapin

Joyce T. Sargent

Judith L. Sweeney

Judy Jaubert and Richard Swanson

Karen Nawn-Fahey

Katherine Eells Scribner

Ken and Gail Martin

Ken and Phyllis Severson

Kim and Sean McCarty

**Kimball Office Supply** 

King Martin and Pauline Jamardo

ing maren and radii

Kitty Oxholm

Larry and Connie Simino

Laura A. Asermily

### Thank you to our donors — your generous support helps those we serve lead healthier and more satisfying lives. These are donors who gave to CSAC in FY2017 (July 1, 2016 to June 20, 2017).

Len and Ann Rowell

**Lewis Holmes** 

Linda and William Norton

Lisa and Michael Dickinson

Louise Sandberg Lucy Pellegrini

M. Charlene and Murray Stavenow \*

Mac and Laurie Cox Main Street Stationary

Mark and Kathryn LaFramboise

Mark and Nancy Benz Martin's Hardware Mary and Don Pepe

Mary Jane Washburn
Michael and Judith Olinick

Michael Boston Michael Bouska

Michael O'Neill and Carlotta Prahl

Michael W. Furey Associates

Middlebury Agway

Middlebury College Athletics Middlebury Floral and Gifts Middlebury Friends Meeting

Middlebury Inn Monument Farms

Mr. Peter and Dr. Jody Brakeley

Natalie Peters Natelle Fraioli

National Bank of Middlebury

Neat Repeats Neshobe Golf Club Nino's Pizza

Otter Creek Kitchenware & Electronics

Pam Marsh Park Squeeze

Patricia and William Munoff Patrick and Megan Duffy Paul and Frances Stone

Peggy Peabody
Penny Battison
People's United Bank
Peter and Joann Langrock

Peter and Margaret Carothers

Peter Straube Prescott Galleries Priscilla R. Baker

R. Bruce and Ginny Hiland

**Red Cedar School** 

Ric Wheeler and Barbara Hammerlind

Richard Alther and Ray Repp

rk Miles

Rochelle Garnett \*

Rogers Relaxing Massage Therapy

Rosemary Spahn Rosie's Restaurant

Rotary Club of Middlebury

Sabai Sabai

Scott and Cheryl Mullins Scott and Gregory Lynk

Scott Fahey

St. Stephen's Church Susan Humphrey

Susan Klaiber and Molly Bidwell

Susan Prager
Susanne Nissen \*
Suzanne J. Ward
Ted and Carla Tighe

The Congregational Church of Middlebury

The Lobby

The Residence at Otter Creek Thomas and Carol Wells Thomas Munschauer Tiffany Sargent

Timothy D. and Patti Cassidy Marrinan \*

Tom and Carol Spencer Tom and Dorothy Walsh

Tourterelle

United Counseling Service & Developmental Services

Verena and Spencer Putnam
Vergennes Congregational Church

Vergennes Lions Club Vermont Book Shop

VT Community Foundation, Anonymous

VT Community Foundation, Bellerose Family Fund

Vermont Integrated Architecture, P.C.

Vern and Yvonne Riley

W.B. Mason

Warren and Barry King Wendy N. Grace

Weybridge Congregational Church

William and Sandra Tucker

Wm. Wrigley Jr. Company Foundation

Woodware
Yarn and Yoga
Yvonne Grace \*

Zen Affiliate of Vermont



<sup>\*</sup> in memory of Mike Furey

### CSAC Programs

#### Program to program, how many have been served?

- Addiction Recovery: 283 people
- Adult Outpatient: 578 people
- Community Associates\*: 177 people
- Community Rehabilitation & Treatment: 167 people
- Youth and Family Services: 863 people

\*Community Associates is also known as Developmental Services

### Addiction Recovery Services

The Addiction Recovery Services program provides treatment for adolescents and adults struggling with substance abuse. Treatment begins with an individual assessment, resulting in recommendations for the level

#### **Core Services**

Individual and Group Counseling Consultation/Assessment/Outreach Medication Assisted Therapy Employee Assistance Programs

and type of care that will be most helpful. Individual, group treatment, and Counter Related to Alcohol & Safety on the Highways (CRASH) services are currently offered at CSAC, while referrals are made for more intensive levels of care.

---- "I wouldn't be here now if I had not received so much care. Thank you."

FY2017 Satisfaction Survey comment, Adult Outpatient

### Adult Outpatient (AOP)

CSAC's Adult Outpatient division provides short- and long-term mental health services to adults. These services can take place in one of our offices or in community settings. Staff providing counseling, assessment, consultation, emergency, psychiatric, and/or mediation services are committed to making Addison County a better place to live.

The staff of Adult Outpatient Services truly believes "We're here to help." The staff takes pride in their responsiveness to the individuals who make up our community: each individual has different needs so services are tailored to meet those needs. Some consumers engage our services on their own in a planned way to meet a personal need or accomplish a life goal. Some are referred to us by physicians, human service workers, courts, clergy, or family friends. Others access us in an emergency situation.

#### Core Services

Counseling
Eldercare Services
Consultation/Assessment/Outreach
Psychiatric Services
Employee Assistance Programs
Emergency Services

Page 12

### Community Associates (CA)

It is the mission of Community Associates (CA) to facilitate opportunities for people to be active participants and valued members of their community. We offer individualized services to persons with developmental disabilities throughout Addison County. Our role is to assist each individual to learn the skills and build the relationships required to achieve these goals. To accomplish this, we offer a wide array of support. Plans are tailored to meet the specific needs of each person, and may include one or several of the services we offer.

#### **Core Services**

Eligibility Determination
Educational, Social and Recreational
Opportunities
School-Aged Benefits
Residential Services
Case Management Services
Family Support
Supported Employment Services
Community Supports
Respite Services
Traumatic Brain Injury (TBI) Services
Elder/Adult Family Home Services

### Community Rehabilitation and Treatment (CRT)

The CRT program is continuing what is quite literally a global inquiry in practice and approaches that can help deliver meaningful outcomes for the people we serve. Over the past couple of years we have been working on practices to:

- engage broader and deeper support of personal networks;
- increase emphasis on treatments that are collaborative and conducive to strengthening personal agency;
- develop practices that are deferential to the personal processes of meaning making and understanding of one's own experience;
- focus on broadening possibilities for optimal community housing and venues for meaningful
  life engagement, such as employment; broaden the range of community based crisis support
  options; and create engaging and effective wellness programs while strengthening linkages
  and coordination with health care providers.

We believe we are seeing results from these efforts and initiatives that are being carried out by staff who bring an extraordinary level of experience, skill, and commitment. These inquiries continue to open new directions and possibilities we feel compelled to follow, taking us towards new reference points and paradigms to guide our efforts to help people cope with and recover from life disrupting mental health conditions.

#### Core Services

Community Supports and Case Management

Clinical Services including Assessment, Individual, Group, and Family/Network Therapy Psychiatric Services

Crisis Intervention and Stabilization Services and Supports

Employment Services (see next page)

Housing Services

Wellness and Recovery Groups and Activities at Evergreen House and The Center@17 Court

Number of people who have received residential support: 143

### Employment Services

Employment Services provides individualized, supported employment opportunities utilizing the guiding principles of best practices. Services include:

- Employment Associates (EA)
   Employment Service for those with developmental disabilities
- Addison Co. Employment Services (ACES)
   Community Rehabilitation and Treatment
   Employment Program
- Jump on Board for Success (JOBS)
   Youth Employment Services
- Adult Outpatient (AOP)
   Addiction Recovery Employment Services

---- "The Counseling Service has enabled us to continue parenting. Without C.B.'s counseling it would have [been] much more difficult for us to provide the parenting our daughter needs." ------

FY2017 Satisfaction Survey comment,
Integrated Family Services, Youth and Family

### Emergency Team

The Counseling Service provides 24/7 mental health crisis support. The team helps resolve immediate crises related to depression, acute anxiety, suicidal thoughts or behaviors, homicidal thoughts or behaviors, family problems,

Number of

people who

have received

crisis care:

385

increased symptoms or the onset of symptoms of mental illness, as well as alcohol or drug emergencies.

The E-Team helps with:

- risk assessment:
- safety planning;
- supportive counseling;
- critical incident/post-traumatic stress management;
- short-term and follow-up treatment referral;
- coordination of additional services, such as hospitalization, intensive outpatient programs, and community resources; and
- psychiatric consultation.

Services are provided by telephone or face-to-face at CSAC offices, Porter Medical Center's Emergency Room, Middlebury College Health Services or in the field.

24/7 emergency number 802-388-7641

### Youth and Family (Y&F)

Youth and Family serves children and families through our Integrated Family Services (IFS) team and our school services. We provide individual, family, and group office-based therapy, crisis services, psychiatry evaluations, both home and community based family and group treatment, and consultation and prevention services. Under our school services contracts we provide school-based clinicians in most area schools, as well as Intensive School Support Program (ISSP) and our Champlain Valley Academy (CVA) education treatment pro-

#### Core Services

Individual, Group, & Family Treatment
Case Management
Community Supports
School-based Services
Prevention and Consultation
Psychiatry
Employment for Transition-aged Youth
Consultation in Pediatric Practices
Crisis Services

gram. CSAC supports children and individuals up to age 22 and their families with social/emotional, behavioral, mental health, addictions and developmental needs. We strive to work as a team with the family, schools, physicians and other important people in the life of the child and their family.

Number of clinicians providing care in schools, clinics and doctors' offices: 53

We honor the trials, accomplishments, and individual journey of each human being. We reject stigma, ignorance and negativity toward any person.

# For the Consumers of the Counseling Service of Addison County

Some days you don't know whether to stand or kneel, to ask to be lifted

from your mechanical chairs. Some days you wish you wouldn't be thinking the thoughts you're given.

Choosing, or not, to swallow the pills you're taking.

Some days words are almost enough

to be saved by yourselves. To take a knee, praying you'll be able to rise. Aided or not. To be lifted

onto a kind of school bus. And driven away to be dropped off for the day. To be counted

and named. To have more than something to do to pass the day. To remember, or not,

the strange love you are given, by love's usual stranger.

So later, in bed, you can feel more like yourself and less like a stranger.

Gary Margolis, Board of Directors

### LOCATIONS

#### **Administrative Offices**

109 Catamount Park Middlebury, VT 05753 (802) 388-6751

Adult Mental Health, Emergency, Psychiatric and Substance Abuse Services

> 89 Main Street Middlebury, VT 05753 (802) 388-6751

#### **Evergreen House**

17 Court Street Middlebury, VT 05753 (802) 388-3468

#### **Employment Services**

89 Main Street Middlebury, VT 05753 (802) 388-8185

#### Community Associates and Employment Associates

109 Catamount Park Middlebury, VT 05753 (802) 388-4021

#### Youth & Family Services

67 Catamount Park Middlebury, VT 05753 (802) 388-6751

#### **Bristol Office**

25 Mountain View Lane Bristol, VT 05443 (802) 388-6751

#### ACCESSIBILITY POLICY

Auxiliary aid and reasonable accommodations will be made upon request to insure that all benefits, services, and activities of CSAC are fully accessible to all individuals.





89 Main Street, Middlebury, Vermont 05753 (802) 388-6751

Emergency 24 hour Hotline (802) 388-7641





Member Agency

#### Mission Statement

The Counseling Service of Addison County is committed to promoting stable and safe communities by helping people live emotionally healthy and satisfying lives.

We strive to provide the best mental health, substance abuse, and developmental services to improve the quality of life for all community members.

We work collaboratively with community organization to help individuals and families achieve maximum wellness.

Visit us at www.csac-vt.org or on our Facebook page@csacvt

Cover art and throughout: **River Take Me Along** by Janet Moore, 2014

Tapestry weaving, wool on cotton warp. 66" x 54"

Used with permission. Photography by Cindy Paylings.

Photo credits: page 3, The Addison Independent, Porter Medical Center, Official State Senate Legislative; page 4, Universidad del Rosario. All other photos: CSAC