CLUBHOUSE INTERNATIONAL SEMINAR

World Seminar • Denver, Colorado USA

October 24-29, 2015

Tomorrow’s Clubhouse:
Being the Change the World Needs
Clubhouse International is a global non-profit, non-governmental organization that helps communities around the world create sustainable solutions for mental illness by developing, training and supporting Clubhouse model programs everywhere.

Clubhouses are community-based centers that offer members opportunities for friendship, employment, housing, education, and access to medical and psychiatric services through a single caring and safe environment, so members can achieve a sense of belonging and become productive members of society. Clubhouse International is included in the US National Registry of Evidenced-Based Programs and Practices (NREPP). There are currently more than 330 Clubhouses in 34 countries around the world.

Every two years Clubhouse International, in partnership with member Clubhouses, hosts an international seminar to facilitate dialogue, innovation, and networking among the international Clubhouse community and with mental health advocates and professionals.

Spirit Crossing Clubhouse and Frontier House

Our World Seminar 2015 co-hosts are both strong Accredited Clubhouses that provide members with a full array of employment services, supported education, wellness, and rich recovery oriented communities. Spirit Crossing Clubhouse and Frontier House offer members extensive opportunities for meaningful friendships, work, learning and fun.
WHEREAS, established in 1994 as a non-profit, non-governmental organization, Clubhouse International is a resource for communities around the world to create solutions for persons with mental illness by establishing community centers that provide hope and opportunities for them to more fully reach their potential; and

WHEREAS, now numbering more than 325 worldwide, Clubhouses are founded on the realization that recovery from serious mental illness must involve the whole person in a vital and culturally-sensitive community; and

WHEREAS, Clubhouse International’s global community of Clubhouses offers its members respect, hope, mutuality, and opportunity to better access friendship, housing, education, healthcare, and employment that are shared and enjoyed by society; and

WHEREAS, Clubhouse International promotes the development and strengthening of Clubhouses; oversees the creation and evolution of the International Standards for Clubhouse Programs; facilitates and assures the quality of training, accreditation, consultation, and research; and provides effective communication and dissemination of vital research and information; and

WHEREAS, one out of four families in Colorado will experience the effects of severe and persistent mental illness in their life; and

WHEREAS, Frontier House in Greeley and Spirit Crossing Clubhouse in Fort Collins, co-hosts of the 2015 Clubhouse International World Seminar, successfully rebuild lives by focusing on wellness and abilities rather than the debilitating attributes of mental illness; and

WHEREAS, Spirit Crossing Clubhouse and Frontier House, Accredited Clubhouses in Colorado, have successfully fostered encouragement, support, and advocacy—ultimately improving the lives of many Coloradans;

Therefore, I, John W. Hickenlooper, Governor of the entire State of Colorado, do hereby proclaim, forever after, the period between October 24, 2015 and October 29, 2015, as

CLUBHOUSE INTERNATIONAL DAYS

in the State of Colorado.

GIVEN under my hand and the Executive Seal of the State of Colorado, this twenty-fourth day of October, 2015

John W. Hickenlooper
Governor
October 24, 2015

Dear Clubhouse International Colleagues and Friends:

Welcome to the Clubhouse International World Seminar! We are so very pleased that you are here with us in beautiful Colorado.

We have organized a program full of presentations, discussions, examples of excellence, and challenges for the future. The Seminar is meant to provide education; and at the same time to stimulate the ongoing evolution and development of our international community. Your participation is critical to the success of this Seminar, and to the future of our Clubhouse community.

In keeping with our tradition, the vast majority of the presenters in our workshops, institutes and plenary sessions are Clubhouse members, staff and board members. Thank you to all of the presenters for your hard work, thoughtful preparation, and eagerness to share your best practices and inspiring innovations.

Our theme this week is “Tomorrow’s Clubhouse: Being the Change the World Needs.” This theme grew out of the ideas and interests expressed by Clubhouses around the world while developing our topical agenda. As the world awakens to the urgency of the issues of mental illness, our Clubhouse mission becomes even more vital and necessary.

The challenge of Tomorrow’s Clubhouse: to grow with the world while insisting that the bedrock values of Clubhouse – dignity, self-determination, the restorative power of community, and unending opportunities to succeed -- are built into the new social structures addressing the issues of mental illness.

Mahatma Ghandi said: “Be the change you that you wish to see in the world.”

Our deepest wish for this Seminar is that the opportunities it provides to share successes, challenges, and big ideas will inspire each of you to be the needed change in your community. We hope that it will inspire you to reach new heights personally and collectively in your Clubhouse work to end social and economic exclusion for people living with mental illness.

We are indebted to our host Clubhouses, Spirit Crossing Clubhouse and Frontier House. Many, many hours of planning and hard work are necessary to make our international Seminars possible. Colorado colleagues have risen to the occasion and for this we are most sincerely grateful.

On behalf of everyone at Clubhouse International, we welcome you! We wish you an enriching and inspiring experience. Thank you for ‘belonging’ to the Clubhouse International community!

Sincerely,

Joel D. Corcoran
Executive Director
Sunday, October 25th

9:00am – 10:30am Rocky Mountain Event Center

OPENING SESSION

Welcome to the 2015 Clubhouse International World Seminar

Andrew Romanoff, President and CEO, Mental Health America of Colorado
Joel Corcoran, Executive Director, Clubhouse International
Mark Lanier, Chair, Clubhouse International Board of Directors
Jacki Kennedy, Deputy Director, North Range Behavioral Health
Randy Ratliff, Executive Director, SummitStone Health Partners
Renee Schell, Clubhouse Director, Frontier House, Colorado
Natalie Brown, Clubhouse Director, Spirit Crossing Clubhouse, Colorado
David Koven, Frontier House, Colorado
Sunday, October 25th

11:00am – 12:00pm Rocky Mountain Event Center

LOOKING AHEAD

Imagining the Clubhouse of Tomorrow

Joel Corcoran, Executive Director, Clubhouse International
Dr. Beverly Pringle, Ph. D., Chief for Global Mental Health Research, Office, Research on Disparities & Global Mental Health, Office of the Director, National Institute of Mental Health
Anita Brix, Clubhouse International
Maria Agnieszka Christiansen, Fontaenehuset Frederikshavn
Leif Oldert, Alliance House, Utah
Deanna Tymofichuk, Alliance House, Utah

Lunch 12:00pm – 1:30pm

1:30pm – 2:30pm Rocky Mountain Event Center

THE BURGEONING CLUBHOUSE MOVEMENT

Adventures in Clubhouse Expansion Around the World

Moderator: Jack Yatsko, Clubhouse International
Rekha Aththidiye, Apegedara Clubhouse, Clinical Psychologist, Faculty of Graduate Studies, University of Colombo, Sri Lanka
Eva Yau, Clubhouse International Honorary Consultant, Sichaun, People’s Republic of China
Ashley Liu, Hope Clubhouse, People’s Republic of China (via video)
Matthew Vorderstrasse, Compass House, Oregon
Niamh Coady, Phoenix Clubhouse, Republic of Ireland
Sunday, October 25th

CLUBHOUSE INTERNATIONAL
WORLD SEMINAR
INSTITUTES

3:00pm – 5:00pm Conifer Ballroom

I. THE BEST BOARD EVER INSTITUTE

Co-facilitators:

Mike Keller, Independence Center, Missouri
Patsy Dumas, Chair, Board of Directors, The Carriage House, Indiana
Fred Carpenter, Chair, Board of Directors, Gateway, South Carolina/Clubhouse International Board of Directors
Nicole Coleman, Harmony House, Missouri
Mark Lanier, Chair, Clubhouse International Board of Directors

This highly participatory training will interest and involve anyone, but should be especially valuable for Clubhouse Directors and Board Members who want to move their organizational governance to a higher level of functioning. The program is equally relevant to free-standing and auspiced Clubhouses. Through real situation case studies and some role play, participants will gain insights into an array of governance issues including types of boards, directors’ roles and corporate responsibilities, and how to find, recruit, orient, and continually engage top-flight board members.

II. THE CUTTING EDGE: TECHNOLOGY INFUSING ENERGY AND EFFICIENCY INTO THE CLUBHOUSE

Pike’s Peak

Vincent House, Florida
William McKeever, Jennifer Kraus, Kayla Jacobson

San Antonio Clubhouse, Texas
Kyler Lui, Shirleeen Romo, Eric Estrada
**Alliance House, Utah**
Theresa Romango, Leif Oldert

*Connecting the Clubhouse movement to Silicon Valley: The cloud, apps, big data, and the IoT (Internet of Things).* This institute features live demonstrations of practical tools for every Clubhouse. In addition to introducing you to current technologies, you will be invited to participate in discussions exploring the creation of the ultimate Clubhouse tool, the relationship between “big data” and Clubhouse funding, not-for-profit technology discounts, and how technology prepares members for the employment field.

These topics, amongst others, will lead us to explore the role of technology in Clubhouses, how this may look in 5-10 years, and how the Clubhouse movement can keep up with the ever changing world of technology.

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**Workshops 3:00pm – 4:30pm**

1. **BUILDING CAREERS: The Importance of Clubhouse Supported Education**  
   Aspen Amphitheater
   
   **Chair:** Sarah Brown, *Genesis Club, Massachusetts*
   
   **William Beck,** *Genesis Club, Massachusetts*
   
   **Grenesha Reed,** *Grand Ave Club, Wisconsin*
   
   **Jenny Teuscher,** *Grand Ave Club, Wisconsin*
   
   **Jo-Anne Praught,** *Notre Dame Place, Canada*
   
   **Joan Allen,** *Notre Dame Place, Canada*
   
   **Marjukka Friman-Reinikka,** *Helsingin Klubitalo, Finland*
   
   **Pauli Lőija,** *Helsingin Klubitalo, Finland*

2. **FUNDRAISING- $100 to $1,000,000 (and Beyond!)**  
   Primrose Room
   
   **Chair:** Kailey Fiedler-Gohlke, *HERO House, Washington*
   
   **Teresa Palella,** *HERO House, Washington*
   
   **Karen Kincaid Dunn,** *Club Nova, North Carolina*
   
   **Carlos de los Reyes,** *Fountain House, New York*
3. CLUBHOUSE AND MENTAL HEALTH SERVICES RESEARCH:  
A Roundtable Discussion On Priorities, Progress And Potential  

Chair: Joel Corcoran, Clubhouse International
Dr. Beverly Pringle, Ph. D., Chief for Global Mental Health Research, Office, Research on Disparities & Global Mental Health, Office of the Director, National Institute of Mental Health
Colleen McKay, MA, CAGS, Assistant Professor & Director, Program for Clubhouse Research, U.Mass Medical School, Massachusetts

4. NEW INITIATIVES IN CLUBHOUSE CULINARY UNITS  

Chair: Adrianna Santiago, Fountain House, New York
Laurel Burns, Fountain House, New York
Prue Riggall, Stepping Stone, Australia
Michael Cullen, Stepping Stone, Australia
Christine Moy, Fontenehuset i Oslo, Norway
Bryan Meade, Club Nova, North Carolina

5. KEEPING YOUR CLUBHOUSE CULTURE ALIVE AND WELL  

Chair: Robyn Evans, Progress Place, Canada
Mark Benson, Yahara House, Wisconsin
Genia Daniels, Yahara House, Wisconsin
Steven Chappell, Yahara House, Wisconsin
Laura Clarke, Pathways Clubhouse, Canada
Michaele Sinko, Progress Place, Canada

6:00pm – 9:00pm  

CLUBHOUSE INTERNATIONAL  
20th Anniversary Party!
TRANSFORMING LIVES, TRANSFORMING CLUBHOUSES
The Power Of Accreditation!

Moderator: Lee Kellogg, Clubhouse International
Colleen McKay, MA, CAGS, Assistant Professor & Director, Program for Clubhouse Research, U. Mass Medical School, Massachusetts
Robby Vorspan, Clubhouse International
Gunilla Byström, Fountain House/Stockholm, Sweden
Anders Rudström, Fountain House/Stockholm, Sweden
Rich Meyer, Elkhart County Clubhouse, Indiana
Andrew Borntrager, Elkhart County Clubhouse, Indiana

Workshops 10:30am – 12:00pm

6. HIPAA/PRIVACY COMPLIANCE:
   Keeping The Clubhouse A Clubhouse *Of Particular Interest to US Clubhouses
   Aspen Amphitheater

Chair: Evan Gerrard, Genesis Club, Massachusetts
Leif Oldert, Alliance House, Utah
Jessica Feldman, Coalition of Behavioral Health Agencies, New York
Jennifer Higginbotham, Independence Center, Missouri
Gary Tabor, Independence Center, Missouri
Walter Cunningham, Genesis Club, Massachusetts
Jennifer Rivera, Fountain House, New York
7. USING THEATER ARTS/STORYTELLING TO BRING CLUBHOUSE TO THE COMMUNITY

Larkspur Room

Chair: Vicky Couillard, Vail Place, Minnesota
Carrie Framsted, Vail Place, Minnesota
Jonathan Andress, Vail Place, Minnesota
Desi Heaven, Vail Place, Minnesota
Kathy Lavallee, Vail Place, Minnesota
Ted Linck, Vail Place, Minnesota

8. THE CLUBHOUSE WAY: The Many Facets of Clubhouse Education Functions

Pikes Peak

Chair: Ivan Blount, Spirit Crossing Clubhouse, Colorado
Rebecca Cross, Alliance House, Utah
Theresa Romango, Alliance House, Utah
Ulf Blomgren, Goteborgsfontanen, Sweden
Jonas Wahkins, Goteborgsfontanen, Sweden
Mercedes Guadalupe, Spirit Crossing Clubhouse, Colorado
Kendal Nolan, Spirit Crossing Clubhouse, Colorado
Misti Ernst, Spirit Crossing Clubhouse, Colorado
Andrew Breen, Fountain House, New York
Manny Lopez, Fountain House, New York

9. EXAMPLES OF CLUBHOUSE EFFECTIVENESS: Research Outcomes

Evergreen E

Chair: Colleen McKay, MA, CAGS, Assistant Professor & Director, Program for Clubhouse Research, U. Mass Medical School, Massachusetts
Andrew Schonebaum, Fountain House, New York
10. NEW HORIZONS IN REACH OUT

Chair: Mark Stoeltje, *San Antonio Clubhouse, Texas*

Annlaug Nielsen, *Fontenehuset Hønefoss, Norway*

Knut Stubben, *Fontenehuset Hønefoss, Norway*

Shirleen Romo, *San Antonio Clubhouse, Texas*

Brad Martens, *Stepping Stone Clubhouse, Australia*

Michael Cullen, *Stepping Stone Clubhouse, Australia*

11. MEASURING THE ECONOMIC IMPACT OF CLUBHOUSE:
First Steps and Some Returns (Social Return on Investment)

Chair: Martin Dives, *Clubhouse International Board, England*

Mark Lanier, *Clubhouse International Board, Massachusetts*

Dave MacDonald, *Pathways Clubhouse, Canada*

Maresa Ness, *Mosaic Clubhouse England*

Peter Cardell, *Mosaic Clubhouse, England*

12. PRACTICAL IDEAS FOR TE DEVELOPMENT

Chair: Ralph Bilby, *Clubhouse International*

Mike Leahy, *Genesis House, Michigan*

Pen-Lu Yang, *Eden Clubhouse, Taiwan, People’s Republic of China*

13. SAFEGUARDING OUR FUTURES:
Creating a Clubhouse-wide Strategic Plan

Chair: Lori D’Angelo, *Magnolia Clubhouse, Ohio*

Carlos de los Reyes, *Fountain House, New York*
Cathy Holladay, Sky Light Center, New York
Audrey Levine, Sky Light Center, New York
Donnamarie Randolph, Magnolia Clubhouse, Ohio

14. CLUBHOUSE SPACE: A Place of Dignity

Chair: Birthe Sloth Thomsen, Kildehuset, Denmark
Camille Thellefsen, Kildehuset, Denmark
Wander Reitsma, Clubhouse de Waterheuvel, The Netherlands
Kees Apeldoorn, Clubhouse de Waterheuvel, The Netherlands
Tim Gambrell, Gateway, South Carolina
Nancy Emory, Gateway, South Carolina

15. NEW CLUBHOUSE START-UPS: Lessons From The Field

Chair: Jack Yatsko, Clubhouse International
Magnus Wallman, Motala Fontänhus, Sweden
Eva Yau, Clubhouse International Honorary Consultant, Sichuan, People’s Republic of China
Matt Vorderstrasse, Compass House, Oregon
Kathy McNeill, Compass House, Oregon
Jill Redelf, Compass House, Oregon
Erica Horn, California Clubhouse, California

Lunch 12:00pm – 1:30pm
MONDAY, OCTOBER 26th

1:30 PM – 2:30 PM
Rocky Mountain Event Center

CHANGING OUR EMPLOYMENT MINDSET
Raising Our Expectations

Moderator: Ruth Osterman, Genesis Club, Massachusetts
Colleen Cann MacKenzie, Crossroads Cape Breton, Canada
Joseph LeBlanc, High Hopes Clubhouse, Maine
Donnamarie Randolph, Magnolia Clubhouse, Ohio
Nina Galta, Fontenehuset i Stavanger, Norway

Workshops 3:00pm – 4:30pm

16. FOUNTAIN HOUSE STOCKHOLM’S ‘RADIO TOTAL NORMAL’ and ‘ANNUAL ANXIETY RUN’: Fun, Smart, Innovative and Engaging Ways to Change the Way Our World Sees Mental Illness

Pikes Peak

Chair: Anders Rudström, Fountain House Stockholm, Sweden
Kattis Bratt, Fountain House Stockholm, Sweden
Gunilla Byström, Fountain House Stockholm, Sweden

17. WHO IS GOING TO PAY THE BILLS? THE PURSUIT OF FINANCIAL STABILITY

Aspen Amphitheater

Chair: William McKeever, Vincent House, Florida (Executive Director)
Bob Dillinger, Vincent House, Florida (Founding Board member)
Mark Ballenger, Vincent House, Florida (Parent/Board member)
Michael Ballenger, Vincent House, Florida (Vincent House member)
Elliott Steele, Vincent House, Florida (Vincent House co-founder)
18. A STRONG CLUBHOUSE UNIT: TIPS ON EFFECTIVE ORGANIZATION

Chair: Lisa Thiel, *Odyssey House, Massachusetts*

Yan Bennis, *Putnam Clubhouse, California*

Pam English, *Putnam Clubhouse, California*

Sally Tyson, *Odyssey House, Massachusetts*

Chris Andersen, *Fontenehuset i Stavanger, Norway*

Nina Galta, *Fontenehuset i Stavanger, Norway*

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19. UNDERSTANDING THE ‘HELPING FAMILIES IN MENTAL HEALTH CRISIS ACT OF 2015’ (HR 2646): (A review and discussion of the Murphy bill) *of particular interest to U.S. Clubhouses*

Chair: Joel Corcoran, *Clubhouse International*

Andrew Sperling, J.D., *Director of legislative Affairs, National Alliance on Mental Illness, Virginia*

Lori D’Angelo, *Magnolia Clubhouse, Ohio*

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20. GOOD STAFF! How to Find Them; Keep Them; Help Them Become Great Staff!

Chair: Jack Yatsko, *Clubhouse International*

Jennifer Rivera, *Fountain House, New York*

Anita Brix, *Clubhouse International*

Lisa Soucie, *High Hopes Clubhouse, Maine*

Dave MacDonald, *Pathways Clubhouse, Canada*
21. THE HEART OF THE MATTER: Clubhouse Members Tell Their Stories
Primrose Room

Chair: Anna Sackett, Clubhouse International
Jesse Levine, HERO House, Washington
Edward Yu, Eden Clubhouse, Taiwan, People's Republic of China
Tony McDowell, Yahara House, Wisconsin

22. WHY CLUBHOUSE WORKS: A Therapeutic View of the Clubhouse Model
Longs Peak

Kevin Winn, Bear River Mental Health, Utah
Dr. Russell D. Seigenberg, PhD, LDS Social Services and Bear River Mental Health (Retired), Utah

23. FREE STANDING CLUBHOUSE BOARDS: Board Member Recruitment and Training, Policy/Governance and Meaningful Fundraising
Maroon Peak

Chair: Fred Carpenter, Gateway, South Carolina
Pat Clary, Gateway, South Carolina

24. CLUBHOUSES AND YOUNG ADULTS
Conifer Ballroom

Chair: Frank Kelton, Potential Place, Canada
Lyra Vega, Putnam Clubhouse, California
Samantha Quinn, Putnam Clubhouse, California
Evan Gerrard, Genesis Club, Massachusetts
William Beck, Genesis Club, Massachusetts
Ruth Osterman, Genesis Club, Massachusetts
Raj Basabathini, Fountain House, New York
Mike Hamlin, Fountain House, New York
25. SUPPORTED EMPLOYMENT:  
Clubhouse and IPS (Individual Placement and Support)  

Chair: Natalie Brown, *Spirit Crossing Clubhouse, Colorado*  
Kara Daumueller-Morrell, *Independence Center, Missouri*  
Jonathan Long, *Independence Center, Missouri*  
Andy Ormiston, *Spirit Crossing Clubhouse, Colorado*

5:15 – 7:00 PM  
Rocky Mountain Event Center  

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**STANDARDS REVIEW HEARING**

An open hearing and opportunity to voice your opinions regarding the current proposals to amend the International Standards for Clubhouse Programs.
TUESDAY, OCTOBER 27th

9:00am – 10:00am
Rocky Mountain Event Center

TECHNOLOGY: Charging Up the Clubhouse

Moderator: Joel Corcoran, Clubhouse International
Lindsey Treankler, The Meeting Place, California
Kayla Jacobson, Vincent House, Florida
Kyler Lui, San Antonio Clubhouse, Texas
Eric Estrada, San Antonio Clubhouse, Texas
Knut Stubben, Fontenehuset Hønefoss, Norway

Workshops 10:30am – 12:00pm

26. CROWDFUNDING: The Razoo Effect. Using Social Media To Raise Funds and Bust Stigma in Your Community
Primrose Room

Chair: Shannon Schaefer, Yahara House, Wisconsin
Mark Benson, Yahara House, Wisconsin
Mary Bixby, Yahara House, Wisconsin
Genia Daniels, Yahara House, Wisconsin
Nicole Harp, Yahara House, Wisconsin

27. FAMILIES: An Untapped Resource for the Clubhouse
Maroon Peak

Chair: Elliott Steele, Vincent House, Florida
Mark Ballenger, Vincent House, Florida
Michael Ballenger, Vincent House, Florida
Dianne Steele, Vincent House, Florida
Andrew Sperling, J.D., Director of Legislative Affairs, National Alliance on Mental Illness, Virginia
28. HOW TO BE AN EFFECTIVE, STRONG AND ENGAGING DIRECTOR: Practical Tips
   Blanca Room
   Chair: Jack Yatsko, Clubhouse International
   Jennifer Higginbotham, Independence Center, Missouri
   Ewa Orlowski Bergseng, Fontenehuset i Oslo, Norway
   Birgit Larsplass, Fontenehuset i Oslo, Norway
   Kevin Bradley, Genesis Club, Massachusetts
   Walter Cunningham, Genesis Club, Massachusetts

29. HOW TO BILL/CHART MEDICAID WHILE MAINTAINING YOUR CLUBHOUSE’S INTEGRITY
   Evergreen F
   Chair: Andy Wilson, Carriage House, Indiana
   Lisa Soucie, High Hopes Clubhouse, Maine
   Rebecca Cross, Alliance House, Utah
   Deanna Tymofichuk, Alliance House, Utah
   Kara Daumuller-Morrell, Independence Center, Missouri
   Myra King, Independence Center, Missouri

30. PUMP IT UP! Creating a Buzzing, Creative, Active Work-Ordered Day
    Aspen Amphitheater
    Chair: Adam Shulman, Charles Webster Potter Place, Massachusetts
    Amalia Peripoli, Fitzroy Centre, Canada
    Marilyn MacDonald, Fitzroy Centre, Canada
    Laura Davey, Progress Place, Canada
    Christine Treboute, Progress Place, Canada
    Tracy Riddle, Charles Webster Potter Place, Massachusetts
31. EFFECTIVE ADVISORY BOARDS

Chair: Jason Kioko, Pioneer Clubhouse, Australia
Doug Miller, Pioneer Clubhouse, Australia
Rob Ramjan, Pioneer Clubhouse, Australia
Carrie Lyn Lemos, Unlimited Solutions, Maine
Matt Hortop, Blue Water Clubhouse, Michigan

32. THE CLUBHOUSE EMPLOYMENT CONTINUUM: SUPPORTING MEMBERS’ EMPLOYMENT EFFORTS AT ALL STAGES OF RECOVERY

Chair: Paula Feher, Magnolia Clubhouse, Ohio
Jenita Simmons, Magnolia Clubhouse, Ohio
Donnamarie Randolph, Magnolia Clubhouse, Ohio
Joyce Roper, Magnolia Clubhouse, Ohio
June Chao, Phoenix Clubhouse, Hong Kong
Keith Tam, Phoenix Clubhouse, Hong Kong
Anita Chan, Phoenix Clubhouse, Hong Kong

33. ALL YOU EVER WANTED TO KNOW ABOUT THE CLUBHOUSE INTERNATIONAL ACCREDITATION PROCESS

Chair: Robby Vorspan, Clubhouse International
Birthe Sloth Thomsen, Kildehuset, Denmark
Camille Thellefsen, Kildehuset, Denmark
Nina Galta, Fontenehuset i Stavanger, Norway
Chris Andersen, Fontenehuset i Stavanger, Norway
Peace Cambria, New Reflection House, Utah
Matt Reed, New Reflection House, Utah
34. RECENT RESEARCH: Examinations of Clubhouse Membership

Conifer Ballroom

Chair: Colleen McKay, MA, CAGS, Assistant Professor & Director, Program for Clubhouse Research, U.Mass Medical School, Massachusetts

Dr. Francesca Pernice-Duca, PhD, Associate Professor, Wayne State University, Michigan

Nancy Young, Fountain House, New York

Tommy Rice, B'More Clubhouse, Maryland

William A. Eaton, Ph.D., Professor, Mental Health Bloomberg School of Public Health, Johns Hopkins University

35. CLUBHOUSE AND THE COMMUNITY:

Building Strong Partnerships

Evergreen E

Chair: David Plotka, Venture House, New York

Renae Barnes, Venture House, New York

Christopher White, Venture House, New York

Matthew Cox, Club Nova, North Carolina

Kimberly Anderson, Club Nova, North Carolina

Erica Horn, California Clubhouse, California

Lunch 12:00pm – 1:30pm
BECOMING PART OF THE LARGER MENTAL HEALTH SOLUTION

Moderator: Steven Manning, The Carriage House, Indiana
Marjukka Friman-Reinikka, Helsingin Klubitalo, Finland
Maresa Ness, Mosaic Clubhouse, England
Criss Habal-Brosek, Progress Place, Canada
Carrie Shaw, Progress Place Board member, Canada
Elliott Steele, Vincent House Board member, Florida

Workshops 3:00pm – 4:30pm

36. CLUBHOUSE MEETS AUSPICE AGENCY: Keys to Creating a Successful Partnership

Chair: Renee Schell, Frontier House, Colorado
Lisa Soucie, High Hopes Clubhouse, Maine
Cheryl Davis, Administrator of Outpatient, Substance Abuse & Community Services for Kennebec Behavioral Health, Maine
Dr. Michael McCormick, Ph.D., LCSW, CACII, North Range Behavioral Health, Colorado
Lee Kellogg, Clubhouse International
Tara VanDyke, Sheldon House, Michigan
RJ Kruse, Sheldon House, Michigan
37. CLUBHOUSE AS STIGMA BUSTER:  
Educating the Local Community About Mental Illness

Chair: Matt Vorderstrasse, Compass House, Oregon
Lloyd Willett, Crossroads Cape Breton, Canada
Kim MacMullin, Crossroads Cape Breton, Canada
Warren Rose, Crossroads Cape Breton, Canada
Liza Yates, Compass House, Oregon
Halima Anderson, Compass House, Oregon
Keith Tam, Phoenix Clubhouse, Hong Kong, People’s Republic of China
Anita Chan, Phoenix Clubhouse, Hong Kong, People’s Republic of China

38. EFFECTIVE CLUBHOUSE DATA MANAGEMENT SYSTEMS

Chair: Mark Stoeltje, San Antonio Clubhouse, Texas
Orsi Reka Fekete, Fontenehuset i Oslo, Norway
Knut Stubben, Fontenehuset Hønefoss, Norway
Eric Estrada, San Antonio Clubhouse, Texas

39. ENGAGING EVERYONE IN THE WORK AND RESPONSIBILITIES OF THE CLUBHOUSE WORK DAY: A Roundtable Discussion

Chair: Anita Brix, Clubhouse International
Lisbeth Trend Poulsen, Fontaenhuset Frederikshavn, Denmark
Maria Christiansen, Fontaenhuset Frederikshavn, Denmark
Birthe Sloth Thomsen, Kildehuset, Denmark
Camille Thellefsen, Kildehuset, Denmark
40. DEVELOPING STRONG EFFECTIVE RELATIONSHIPS IN OUR LOCAL COMMUNITIES

Larkspur Room

Chair: Christine Berry, Looking Ahead Clubhouse, Maine
Sue Morawski, Looking Ahead Clubhouse, Maine
Pien Ter Voert, Clubhouse de Waterheuvel, The Netherlands
Cindy Hamersma, Clubhouse de Waterheuvel, The Netherlands
Amber Scott, The Carriage House, Indiana
Richard Bishop, The Carriage House, Indiana
Reva Stein, Massachusetts Clubhouse Coalition

41. WELCOME TO OUR CLUBHOUSE:
   New Member Enrollment and Orientation

Aspen Amphitheater

Chair: Linn Blohm, Thunderbird Clubhouse, Oklahoma
Yan Bennis, Putnam Clubhouse, California
Mark Kaminski, Putnam Clubhouse, California
John Coombs, Putnam Clubhouse, California
Ulf Blomgren, Goteborgsfontanen, Sweden
Jonas Wahkins, Goteborgsfontanen, Sweden
Cari Cieszynski, Clubhouse of Lehigh County, Pennsylvania
Zach Horst, Clubhouse of Lehigh County, Pennsylvania
Mike Allred, Thunderbird Clubhouse, Oklahoma

42. SUPPORTING OLDER ADULTS IN THE CLUBHOUSE

Maroon Peak

Chair: Pete Estrader, Independence Center, Missouri
Pauli Löija, Helsingin Klubitalo, Finland
Lisa Swerdlow, Fountain House, New York
Joanie Eckert, Independence Center, Missouri
Gary Taber, Independence Center, Missouri
43. HOW TO: SUCCESSFUL CAPITAL CAMPAIGNS!
Long Peak

Chair: Dave MacDonald, Pathways Clubhouse, Canada
Georgina Patko, Pathways Clubhouse, Canada
Lori D’Angelo, Magnolia Clubhouse, Ohio
Karen Kincaid Dunn, Club Nova, North Carolina

44. TRANSITIONAL EMPLOYMENT PLACEMENT MANAGEMENT
Evergreen F

Chair: Mike Leahy, Genesis House, Michigan
Paula Feher, Magnolia Clubhouse, Ohio
Jenita Simmons, Magnolia Clubhouse, Ohio
Candy Lessard, High Hopes Clubhouse, Maine
Labrone Gordon, High Hopes Clubhouse, Maine
Allen Hawks, Genesis House, Michigan

45. WELLNESS: Getting And Staying Healthy – The Clubhouse Way
Pikes Peak

Chair: Lisa Thiel, Odyssey House, Massachusetts
Jim Pease, Odyssey House, Massachusetts
Lindsey Treankler, The Meeting Place, California
David Bradley, The Meeting Place, California
Amalia Peripoli, Fitzroy Centre, Canada
Bev Thompson, Fitzroy Centre, Canada
III. MOVING FROM PART-TIME MEMBER JOBS TO CAREERS: A How-To For Clubhouses

High Hopes Clubhouse, Maine
Lisa Soucie, Candy Lessard, Joe Leblanc, Labrone Gordon

This institute will provide strategies to assist Clubhouses to further grow their employment programs to include assisting members to secure careers with livable wages. This will be an interactive institute, sharing strategies for overcoming barriers and challenges; supporting employment growth; and changing the mindset of the membership, providers, families and staff. The institute will provide examples of how to promote the idea of employment opportunities from the moment a member enters the Clubhouse community; and how to manage the development of a full-time employment effort within the Clubhouse.

IV. THE 21ST CENTURY CLUBHOUSE: DON’T JUST SURVIVE CHANGE — TURN IT INTO A TRIUMPH! FUTURE-PROOF YOUR CLUBHOUSE

Mosaic Clubhouse, England
Ursula Joy, James Kavanagh, Lee Elliott, Adesayo Adekoya, Maresa Ness

Snatch victory from the jaws of defeat! Whether your Clubhouse is facing threats from funders, commissioners or other stakeholders, this Institute will help you identify present and future challenges and use the best Clubhouse ethos and practices to transform danger into opportunity. While Mosaic Clubhouse members and staff will share their experience of change through film and presentations, you will be challenged to take part and help tackle your own and your international colleagues’ issues to reach a solution that is fully charged with Clubhouse values.
V. CREATING A STRONG, VARIED, ROBUST, CREATIVE, WELL-STRUCTURED WORK ORDERED DAY:
A How-To Guide

**Gateway, South Carolina**
Nancy Emory, Anna Romano, Tim Gambrell, Mike Edmond, Mike Wnuk, Annette Sanders

“In the natural chaos of our minds and our inner worlds, work provides a stable focus. It lays down a firm groundwork beneath us upon which we can direct and organize our days... Work gives us an opportunity to develop relationships in which we can immediately feel good about ourselves... our relationships develop out of shared respect for the unique talents we all have... Becoming engaged in the valuable work of the community immediately provides a re-entry point to the mainstream of life. It provides a sense of belonging, being valued and being needed”

Robby Vorspan, ‘Why Work Works’

Join us as we discuss the Clubhouse day, hour by hour, and explore what is needed to implement and sustain a full day of meaningful Clubhouse work that includes each and every member and staff.

VI. BUILDING A CULTURE THAT SUPPORTS EMPLOYMENT SUCCESS:
The Genius of Clubhouse Employment

**Genesis Club, Massachusetts**

This highly informative training will be of great interest to anyone wishing to further their understanding of how Clubhouse employment leads to improved recovery outcomes and profoundly impacts all aspects of our lives. The statistics are telling: a large percentage of those with a diagnosis of mental illness (both adults and young adults) remain unemployed and on disability benefits. This institute will foster a passion for enhancing all facets of Clubhouse employment by addressing areas including: assisting members to be ready for work, job development, member selection, placement management, staying in the workforce and supported education. Clubhouse employment is an integral part of the Clubhouse model and is the key to sustained recovery.
VII. CLUBHOUSE WORK NEEDS RELATIONSHIPS!
Aspen Amphitheater

Fountain House, New York
Rajadath Basabathini, Nancy Young, Laurel Burns, Michael Hamlin, Adrianna Santiago, Michelle Wheeler, Andrew Breen, Joseph Raines

Fountain House discusses how relationships are at the heart of the Clubhouse model. Members and staff will speak about various aspects that allow them to build a strong working community. They will focus on how relationships are fostered through their new “team” approach to unit work, as well as the more traditional approach to TEs.

VIII. FINDING THE FUNDS FOR YOUR CLUBHOUSE:
Tips and Strategies
Larkspur Room

Putnam Clubhouse, California
Mark Kaminski, Tamara Hunter, Lyra Vega, John Coombs

Independence Center, Missouri
Pete Estrader, DeAndra Smith, Stew McDowell

This interactive training session will interest all seminar attendees, as our Clubhouse communities are always in search for successful and unique ways to raise money. Through presentation, role play, and break-out small group planning sessions, Finding the Funds Institute attendees will find a gold nugget or two to take back to their respective Clubhouse community.

Lunch 12:00pm – 1:30pm
WEDNESDAY, OCTOBER 28th

Workshops 1:30pm – 3:00pm

46. MEETING FUNDING DEMANDS WITHOUT LOSING THE HEART OF THE CLUBHOUSE
Larkspur Room

Chair: Jama Moffett, Petoskey Clubhouse, Michigan
Carrie Lyn Lemos, Unlimited Solutions, Maine
Amy Townsend, Unlimited Solutions, Maine
Andrew Ravenscroft, Liberty Centre, Nebraska
Katie Steskal, Liberty Centre, Nebraska
Samantha Lindahl, Liberty Centre, Nebraska

47. FACILITATING THE CONTINUED DEVELOPMENT OF CLUBHOUSE CULTURE
Primrose Room

Chair: Keith Johnson, Fountain House, New York
Michael Hamlin, Fountain House, New York
Richard Negron, Fountain House Bronx, New York
Patricia Williams, Fountain House Bronx, New York
Linn Blohm, Thunderbird Clubhouse, Oklahoma
Terry St. Germain, Thunderbird Clubhouse, Oklahoma
Magnus Wallman, Motala Fontänhus, Sweden
48. CLUBHOUSE FUN!  
EVENING/WEEKEND/HOLIDAY SOCIAL PROGRAMS  
Conifer Ballroom  
Chair: Samantha Quinn, Putnam Clubhouse, California  
Richard Kraul, Putnam Clubhouse, California  
Joy Kornspan, The Gathering Place, Michigan  
Annette Langrell, The Gathering Place, Michigan  
Carla Spearman, The Gathering Place, Michigan  
Leah Garboden, Elkhart County Clubhouse, Indiana  
Erich Miller, Elkhart County Clubhouse, Indiana

49. WORKING WITH U.S. GOVERNMENT AND MANAGED CARE ENTITIES TO SUPPORT STRONG AND SUSTAINABLE CLUBHOUSES  
Longs Peak  
Chair: Lee Kellogg, Clubhouse International  
Lori D’Angelo, Magnolia Clubhouse, Ohio  
Jenita Simmons, Magnolia Clubhouse, Ohio  
Jessica Feldman, Coalition of Behavioral Health Agencies, New York  
Andy Wilson, The Carriage House, Indiana  
Candi Coker, The Carriage House, Indiana

50. FILLING A GAP: CONNECTING VETERANS WITH CLUBHOUSES  
Evergreen E  
Chair: Jennifer Rivera, Fountain House, New York  
Leif Oldert, Alliance House, Utah  
Bernadette Williams, Welcome House, Pennsylvania  
Jim Augustin, Welcome House, Pennsylvania
51. SUCCESSFUL COALITIONS:
Why We Need Them, How To Have Them

Chair: Summer Berman, Fresh Start Clubhouse, Michigan
Pat Spriggel, Fresh Start Clubhouse/Clubhouse Michigan
Rich Meyer, Elkhart County Clubhouse/Clubhouse Indiana
Laurie Blough, Elkhart County Clubhouse/Clubhouse Indiana
Knut Stubben, Fontenehuset Hønefoss/Clubhouse Norway
Nunne Høegh, Fontenehuset i Oslo/Clubhouse Norway

52. CLUBHOUSE DECISION-MAKING: How, Who, Why
An in-depth look at the practice and process of Clubhouse decision making; how it works; the impact on personal recovery for members; community-building impact

Chair: Kevin Bradley, Genesis Club, Massachusetts
Susan Morawski, Looking Ahead Clubhouse, Maine
Christine Berry, Looking Ahead Clubhouse, Maine
Jeremy Kalter, Charles Webster Potter Place, Massachusetts
Adam Shulman, Charles Webster Potter Place, Massachusetts
Karen Christ, Genesis Club, Massachusetts

53. COLLABORATE! COOPERATE! PROMOTING MEMBER LEADERS THROUGH THE LENS OF VIDEO AND WELLNESS

Chair: Henry L Gonzalez, Venture House, New York
Rebecca English, Venture House, New York
Laurent Jacquinot, Venture House, New York
Laura Kitterle, Venture House, New York
Nijah Purifoy, Venture House, New York
Annmarie Ross, Venture House, New York
Carlos Zambrana, Venture House, New York
54. ISSUES/CHALLENGES/SUCCESSES OF ASIAN CLUBHOUSES:
   A Roundtable Discussion
   
   Chair: Joel Corcoran, Clubhouse International
   Hiroshi Kawase, Japan Clubhouse Coalition, Tokyo
   Daisuke Kato, Japan Clubhouse Coalition, Tokyo
   Rekha Aththidiye, Apegedhara Clubhouse, Sri Lanka
   Indira Weerasinghe, Apegedhara Clubhouse, Sri Lanka
   Eva Yau, Clubhouse International Honorary Consultant, Sichuan, People's Republic of China
   June Chao, Phoenix Clubhouse, Hong Kong, People's Republic of China
   Dayoung Kang, Taiwha Sunrising Clubhouse, Republic of Korea
   
   Blanca Peak

55. STARTING YOUR OWN BUSINESS:
   Tips, Strategies, Ideas, And Experiences
   *this will be an informal, informational, interactive discussion - bring your own experiences, questions, and ideas to share with the group

   Chair: Ralph Bilby, Clubhouse International
   Ursula Joy, Mosaic Clubhouse, England
   Steven Manning, The Carriage House, Indiana
   Nancy Young, Fountain House, New York
   Andrew Schonebaum, Fountain House, New York
   Criss Habal-Brosek, Progress Place, Canada
   
   Evergreen F

Gala Banquet 6:00pm

DRESS UP! IT’S A PARTY!
THURSDAY, OCTOBER 29th

9:30am – 11:30am Rocky Mountain Event Center

CLOSING SESSION

Clubhouse International World Seminar 2015

** Action Plan for Tomorrow’s Clubhouse

Moderator: Robyn Evans, *Progress Place, Canada*

Hope Clubhouse of SW Florida
Gibraltar Clubhouse, *Gibraltar*
Club Cadillac, *Michigan*
Spirit Crossing Clubhouse, *Colorado*
Joel Corcoran, *Clubhouse International*

**Open Microphone
**Closing Slide Show

*Thank you for being part of the 2015 Clubhouse International World Seminar. Have a safe trip home!*
THANK YOU!

Clubhouse International would like to say thank you to the following organizations, without whom this seminar and our ongoing work to improve the lives of people living with mental illness would not be possible:

van Ameringen Foundation, Inc.

SummitStone Health Partners

North Range Behavioral Health
International Standards for Clubhouse Programs

The International Standards for Clubhouse Programs, consensually agreed upon by the worldwide Clubhouse community, define the Clubhouse Model of rehabilitation. The principles expressed in these Standards are at the heart of the Clubhouse community’s success in helping people with mental illness to stay out of hospitals while achieving social, financial, educational and vocational goals. The Standards also serve as a “bill of rights” for members and a code of ethics for staff, board and administrators. The Standards insist that a Clubhouse is a place that offers respect and opportunity to its members.

The Standards provide the basis for assessing Clubhouse quality, through the Clubhouse International Accreditation process.

Every two years the worldwide Clubhouse community reviews these Standards, and amends them as deemed necessary. The process is coordinated by the Clubhouse International Standards Review Committee, made up of members and staff of Accredited Clubhouses from around the world.

MEMBERSHIP

1. Membership is voluntary and without time limits.

2. The Clubhouse has control over its acceptance of new members. Membership is open to anyone with a history of mental illness, unless that person poses a significant and current threat to the general safety of the Clubhouse community.

3. Members choose the way they utilize the Clubhouse, and the staff with whom they work. There are no agreements, contracts, schedules, or rules intended to enforce participation of members.

4. All members have equal access to every Clubhouse opportunity with no differentiation based on diagnosis or level of functioning.

5. Members at their choice are involved in the writing of all records reflecting their participation in the Clubhouse. All such records are to be signed by both member and staff.

6. Members have a right to immediate re-entry into the Clubhouse community after any length of absence, unless their return poses a threat to the Clubhouse community.

7. The Clubhouse provides an effective reach out system to members who are not attending, becoming isolated in the community or hospitalized.

RELATIONSHIPS

8. All Clubhouse meetings are open to both members and staff. There are no formal member only meetings or formal staff only meetings where program decisions and member issues are discussed.

9. Clubhouse staff are sufficient to engage the membership, yet few enough to make carrying out their responsibilities impossible without member involvement.

10. Clubhouse staff have generalist roles. All staff share employment, housing, evening and weekend, holiday and unit responsibilities. Clubhouse staff do not divide their time between Clubhouse and other major work responsibilities that conflict with the unique nature of member/staff relationships.
11. Responsibility for the operation of the Clubhouse lies with the members and staff and ultimately with the Clubhouse director. Central to this responsibility is the engagement of members and staff in all aspects of Clubhouse operation.

**SPACE**

12. The Clubhouse has its own identity, including its own name, mailing address and telephone number.

13. The Clubhouse is located in its own physical space. It is separate from any mental health center or institutional settings, and is impermeable to other programs. The Clubhouse is designed to facilitate the work-ordered day and at the same time be attractive, adequate in size, and convey a sense of respect and dignity.

14. All Clubhouse space is member and staff accessible. There are no staff only or member only spaces.

**WORK-ORDERED DAY**

15. The work-ordered day engages members and staff together, side-by-side, in the running of the Clubhouse. The Clubhouse focuses on strengths, talents and abilities; therefore, the work-ordered day must not include medication clinics, day treatment or therapy programs within the Clubhouse.

16. The work done in the Clubhouse is exclusively the work generated by the Clubhouse in the operation and enhancement of the Clubhouse community. No work for outside individuals or agencies, whether for pay or not, is acceptable work in the Clubhouse. Members are not paid for any Clubhouse work, nor are there any artificial reward systems.

17. The Clubhouse is open at least five days a week. The work-ordered day parallels typical working hours.

18. The Clubhouse is organized into one or more work units, each of which has sufficient staff, members and meaningful work to sustain a full and engaging work-ordered day. Unit meetings are held to foster relationships as well as to organize and plan the work of the day.

19. All work in the Clubhouse is designed to help members regain self worth, purpose and confidence; it is not intended to be job specific training.

20. Members have the opportunity to participate in all the work of the Clubhouse, including administration, research, enrollment and orientation, reach out, hiring, training and evaluation of staff, public relations, advocacy and evaluation of Clubhouse effectiveness.

**EMPLOYMENT**

21. The Clubhouse enables its members to return to paid work through Transitional Employment, Supported Employment and Independent Employment; therefore, the Clubhouse does not provide employment to members through in-house businesses, segregated Clubhouse enterprises or sheltered workshops.

**Transitional Employment**

22. The Clubhouse offers its own Transitional Employment program, which provides as a right of membership opportunities for members to work on job placements in the labor market. As a defining characteristic of a Clubhouse Transitional Employment program, the Clubhouse guarantees coverage on all placements during member absences. In addition the Transitional Employment program meets the following basic criteria.
a. The desire to work is the single most important factor determining placement opportunity.
b. Placement opportunities will continue to be available regardless of the level of success in previous placements.
c. Members work at the employer’s place of business.
d. Members are paid the prevailing wage rate, but at least minimum wage, directly by the employer.
e. Transitional Employment placements are drawn from a wide variety of job opportunities.
f. Transitional Employment placements are part-time and time-limited, generally 15 to 20 hours per week and from six to nine months in duration.
g. Selection and training of members on Transitional Employment is the responsibility of the Clubhouse, not the employer.
h. Clubhouse members and staff prepare reports on TE placements for all appropriate agencies dealing with members’ benefits.
i. Transitional Employment placements are managed by Clubhouse staff and members and not by TE specialists.
j. There are no TE placements within the Clubhouse. Transitional Employment placements at an auspice agency must be off site from the Clubhouse and meet all of the above criteria.

Supported and Independent Employment

23. The Clubhouse offers its own Supported and Independent Employment Programs to assist members to secure, sustain, and better their employment. As a defining characteristic of Clubhouse Supported Employment, the Clubhouse maintains a relationship with the working member and the employer. Members and staff in partnership determine the type, frequency and location of desired supports.

24. Members who are working independently continue to have available all Clubhouse supports and opportunities including advocacy for entitlements, and assistance with housing, clinical, legal, financial and personal issues, as well as participation in evening and weekend programs.

EDUCATION

25. The Clubhouse assists members to reach their vocational and educational goals by helping them take advantage of educational opportunities in the community. When the Clubhouse also provides an in-house education program, it significantly utilizes the teaching and tutoring skills of members.

FUNCTIONS OF THE HOUSE

26. The Clubhouse is located in an area where access to local transportation can be assured, both in terms of getting to and from the program and accessing TE opportunities. The Clubhouse provides or arranges for effective alternatives whenever access to public transportation is limited.

27. Community support services are provided by members and staff of the Clubhouse. Community support activities are centered in the work unit structure of the Clubhouse. They include helping with entitlements, housing and advocacy, promoting healthy lifestyles, as well as assistance in finding quality medical, psychological, pharmacological and substance abuse services in the community.

28. The Clubhouse is committed to securing a range of choices of safe, decent and affordable housing including independent living opportunities for all members. The Clubhouse has access to opportunities that meet these criteria, or if unavailable, the Clubhouse develops its own housing program. Clubhouse housing programs meet the following basic criteria.

a. Members and staff manage the program together.
b. Members who live there do so by choice.
c. Members choose the location of their housing and their roommates.
d. Policies and procedures are developed in a manner consistent with the rest of the Clubhouse culture.
e. The level of support increases or decreases in response to the changing needs of the member.
f. Members and staff actively reach out to help members keep their housing, especially during periods of hospitalization.

29. The Clubhouse conducts an objective evaluation of its effectiveness, including Clubhouse International Accreditation.

30. The Clubhouse director, members, staff and other appropriate persons participate in a comprehensive two or three week training program in the Clubhouse Model at a certified training base.

31. The Clubhouse has recreational and social programs during evenings and on weekends. Holidays are celebrated on the actual day they are observed.

FUNDING, GOVERNANCE AND ADMINISTRATION

32. The Clubhouse has an independent board of directors, or if it is affiliated with a sponsoring agency, has a separate advisory board comprised of individuals uniquely positioned to provide financial, legal, legislative, employment development, consumer and community support and advocacy for the Clubhouse.

33. The Clubhouse develops and maintains its own budget, approved by the board or supported by an advisory board which provides input and recommendations prior to the beginning of the fiscal year and monitored routinely during the fiscal year.

34. Staff salaries are competitive with comparable positions in the mental health field.

35. The Clubhouse has the support of appropriate mental health authorities and all necessary licenses and accreditations. The Clubhouse collaborates with people and organizations that can increase its effectiveness in the broader community.

36. The Clubhouse holds open forums and has procedures which enable members and staff to actively participate in decision making, generally by consensus, regarding governance, policy making, and the future direction and development of the Clubhouse.