

# 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*  
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 Gandhi 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 25<sup>th</sup>**

**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 25<sup>th</sup>

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, Sichuan, 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 25<sup>th</sup>**

**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, Shirleen 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**

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### **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 Klubitälo, Finland*

**Pauli Löija**, *Helsingin Klubitälo, 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*





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### 3. CLUBHOUSE AND MENTAL HEALTH SERVICES RESEARCH: A Roundtable Discussion On Priorities, Progress And Potential

Evergreen E

**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

Evergreen F

**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

Larkspur Room

**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**

**Rocky Mountain Event Center**

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**CLUBHOUSE INTERNATIONAL**  
**20<sup>th</sup> Anniversary Party!**

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## MONDAY, OCTOBER 26<sup>th</sup>

9:00am – 10:00am

Rocky Mountain Event Center

### 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

**Maroon Peak**

**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)**

**Primrose Room**

**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

**Conifer Ballroom**

**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**

**Blanca Peak**

**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**

**Evergreen F**

**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**

**Longs Peak**

**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*

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**Lunch 12:00pm – 1:30pm**

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## MONDAY, OCTOBER 26<sup>th</sup>

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**

**Evergreen F**

**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*

## **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**

**Larkspur Room**

**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*

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

**Blanca Peak**

**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)**

**Evergreen E**

**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**

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**An open hearing and opportunity to voice your opinions regarding the current proposals to amend the International Standards for Clubhouse Programs.**



## TUESDAY, OCTOBER 27<sup>th</sup>

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 Daumueller-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**

**Longs Peak**

**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**

**Larkspur Room**

**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**

**Pikes Peak**

**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*





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### **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*

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**Lunch 12:00pm – 1:30pm**

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## TUESDAY, OCTOBER 27<sup>th</sup>

1:30pm – 2:30pm

Rocky Mountain Event Center

### BECOMING PART OF THE LARGER MENTAL HEALTH SOLUTION

**Moderator: Steven Manning**, *The Carriage House, Indiana*

**Marjukka Friman-Reinikka**, *Helsingin Klubitilo, 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**

Conifer Ballroom

**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**

**Evergreen E**

**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**

**Primrose Room**

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

**Orsi Reka Fekete, *Fonetenehuset 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**

**Blanca Peak**

**Chair: Anita Brix, *Clubhouse International***

**Lisbeth Trend Poulsen, *Fontaenehuset Frederikshavn, Denmark***

**Maria Christiansen, *Fontaenehuset 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 Klubitälo, 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*

**WEDNESDAY, OCTOBER 28<sup>th</sup>**

**CLUBHOUSE INTERNATIONAL  
WORLD SEMINAR  
INSTITUTES**

**9:00am – 12:00pm**

**Evergreen F**

**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**

**Pikes Peak**

**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 practises 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.*



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## **V. CREATING A STRONG, VARIED, ROBUST, CREATIVE, WELL-STRUCTURED WORK ORDERED DAY: A How-To Guide**

**Conifer Ballroom**

**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**

**Evergreen E**

**Genesis Club, Massachusetts**

**Karen Christ, Ruth Osterman, William Beck, Walter Cunningham, Evan Gerrard, Sarah Brown, Miranda Xenakis, Kevin Bradley**

*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.*

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**Lunch 12:00pm – 1:30pm**

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## WEDNESDAY, OCTOBER 28<sup>th</sup>

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### Workshops 1:30pm – 3:00pm

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#### 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

**Pikes Peak**

**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*

**Maroon Peak**

**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

**Aspen Amphitheater**

**Chair: Henry L Gonzalez**, *Venture House, New York*

**Rebecca English**, *Venture House, New York*

**Laurent Jacquinet**, *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/SUCSESSES OF ASIAN CLUBHOUSES: A Roundtable Discussion**

**Blanca Peak**

**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*

## **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*

**Evergreen F**

**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*

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## **Gala Banquet 6:00pm**

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**DRESS UP! IT'S A PARTY!**

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## THURSDAY, OCTOBER 29<sup>th</sup>

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:*

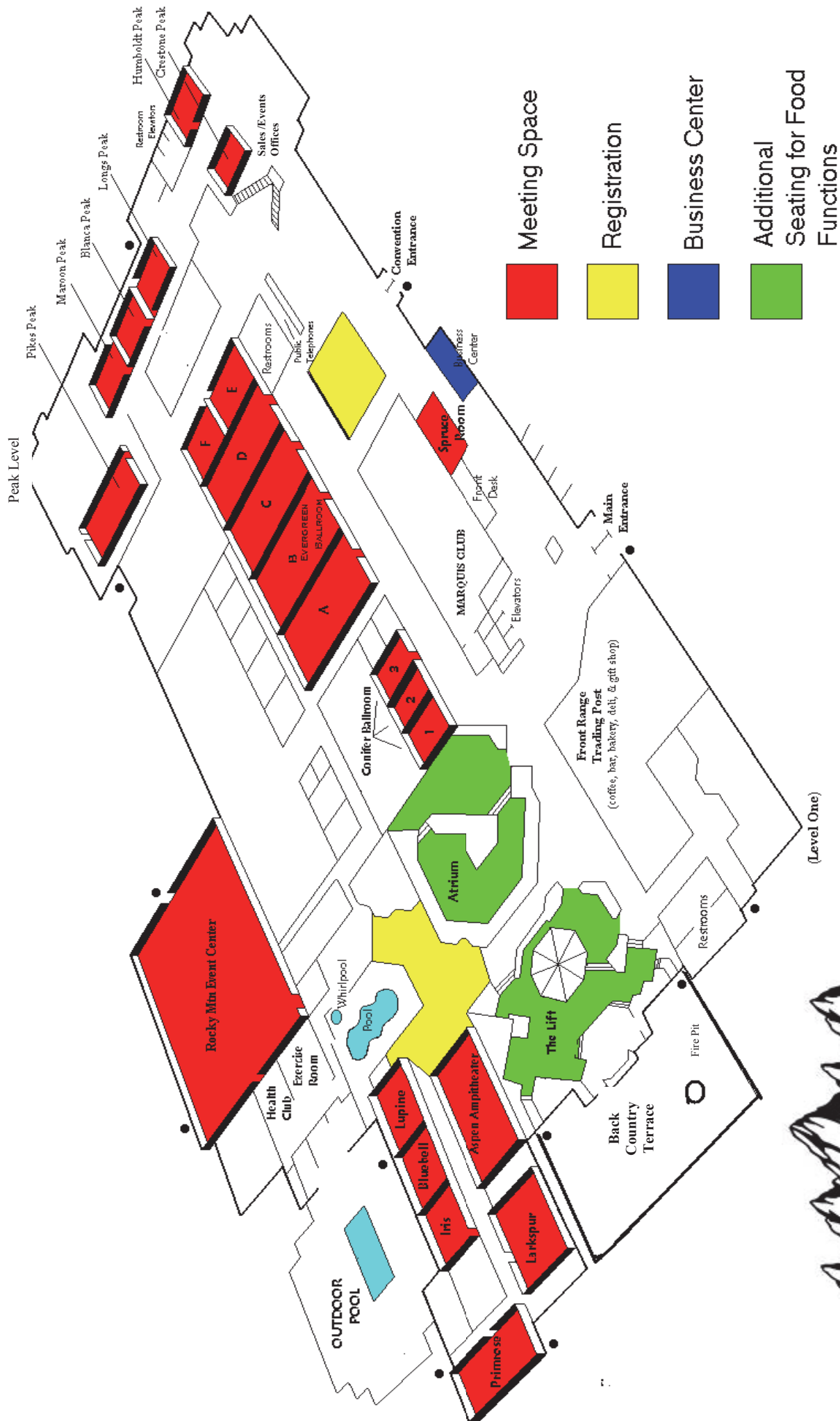


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## International Standards for Clubhouse Programs

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.

#### **Clubhouse International**

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# Clubhouse International

Creating Community: Changing the World of Mental Health

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