

Proposal

**Networks to Support Public Mental Health System
Workforce with Lived Experience RFA # 14-5440**

Submitted by

Santa Barbara County Department of
Alcohol, Drug and Mental Health Services (ADMHS)
300 N. San Antonio Road
Santa Barbara, CA 93110
Alice Gleghorn, Ph.D., Director
(805) 681-5220

February 13, 2015

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Attachment 1:
REQUIRED ATTACHMENT CHECK LIST


Applicant Name:

Santa Barbara County Department of Alcohol, Drug and Mental Health Services (ADMHS)

A complete application or application package will include the items identified below. Complete this checklist to confirm the items in your application. Place a check mark or "✓" next to each item that you are submitting to the State. For your application to be responsive, all required attachments must be returned. This checklist must be returned with your application package also.

<u>✓</u>	<u>Attachment</u>	<u>Attachment Name/Description</u>
<u>✓</u>	Attachment 1	Required Attachment Check List
<u>✓</u>	Attachment 2	Application/Applicant Certification Sheet
<u>✓</u>	Attachment 3	Applicant References and County/CBO Participation Verification
<u>✓</u>	Attachment 4	Executive Summary, Work Plan and Schedule for Task Completion
<u>✓</u>	Attachment 5	Sample Rate Proposal Worksheet
<u>✓</u>	Attachment 6	W9 Form

ATTACHMENT 2:**APPLICATION/APPLICANT CERTIFICATION SHEET****An Unsigned Application/Applicant Certification Sheet May Be Cause for Rejection**

Company Name	Telephone Number
Santa Barbara County Department of Alcohol, Drug and Mental Health Services (ADMHS)	805-681-5220
Address:	Fax Number:
300 N. San Antonio Road Santa Barbara CA 93110	805-681-5262
Name	Title
Alice Gleghorn, Ph.D.	Director
Signature	Date
	2-9-15

Attachment 3

APPLICANT REFERENCES AND COUNTY/CBO PARTICIPATION VERIFICATION

List below two (2) references of similar types of services performed for other entities within the last four (4) years. If two references cannot be provided, please explain why on an attached sheet of paper.

REFERENCE 1

Name of Firm: Mental Wellness Center

Street Address	City	State	Zip Code
617 Garden Street	Santa Barbara	CA	93101
Contact Person	Patricia Collins	Telephone Number	805-884-8440 X 3247
Email Address	pcollins@mentalwellnesscenter.org		
Dates of Service	Since 1982	Value or Cost of Service	\$900,000

Narrative of Service Provided (include timeline and outcomes)

Then Mental Wellness Center provides the following services in collaboration with ADMHS for over 30 years.

Recovery Learning Community (RLC) started in 1959 and in collaboration with ADMHS since 1982.

The Recovery Learning Community provides an array of wellness and recovery-oriented services as well as employment opportunities to persons living with serious mental illness and their families. Activities of the Recover Learning Center include:

- 100% Peer staffed wellness and recovery center
- Peer-led wellness and recovery groups and activities, as well as one-to-one peer support
- Assistance for persons living with mental illness to develop their own rehabilitation plans, goals, social relationships and activities in the community
- Information and linkage to other resources for community members, consumers, and families of individuals with mental illness, to increase understanding of mental illness and bolster the community's ability to support persons living with mental illness.
- Training and educating students going into the community mental health field

We serve over 300 unduplicated clients each year. Services are provided in both English and Spanish language.

RLC outcomes include:

Through a combination of meeting basic needs, and providing referrals and psychosocial rehabilitation activities, the RLC increases the abilities of individuals living with serious mental illness to participate in stabilization and recovery of mental health. As people's mental health stabilize, they are less likely to experience extreme fluctuations of health, resulting in fewer emergency medical interventions and less justice system involvement, along with a greater capacity for more independent living. The process is ongoing as mental health fluctuates, just as does physical health.

Family Advocate provided services in collaboration with ADMHS since 1993.

The Family Advocates provides individual and group support to families of clients living with mental health problems. Services are provided in English and Spanish languages. The Advocates provide information and acts as a supportive resource for families, the advocates help families navigate the mental health system. Advocates work with Families, Providers, ADMHS Case Managers and staff to help mediate difficult situations in order to provide the best care for clients. The Family Advocate is also the liaison to the National Alliance on Mental Illness (NAMI) which is another program of the Mental Wellness Center. In this role, the FA refers people to NAMI support groups and educational classes. We serve approximately 400 unduplicated family members and care givers each year.

Family Advocates' outcomes include:

Family advocates support families to decrease interpersonal stress and strain for caregivers; improve family relationships; and provide information for stabilization and recovery for families affected by serious mental illness. This resource helps families to function in the face of a stressful, high-impact illness, and provides a recovery framework for all family members using community resources, peer support, and a knowledgeable guide to help process and evaluate options. This process may be ongoing, or short term, depending on individual needs.

Casa Juana Maria provided services in collaboration with ADMHS since 1985

Staff provides 24-hour support and assistance to 6 residents who have been discharged from more restrictive settings (i.e. hospitals) or are incompatible with other treatment settings. In a home setting, staff and residents establish goals that focus on the residents stated recovery goals and additionally identify of problem behaviors and planned interventions for these behaviors.

Casa Juana Maria provides housing and rehabilitation services to 6 clients with SMI.

Computer Lab (MHSA) provided services in collaboration with ADMHS since 2013

The Computer Lab is open Monday through Friday from 10 am to 2 pm

Participants in the computer lab receive an orientation Class prior to receiving authorization to use the Computer Lab. Use of the Computer Lab is open to all RLC Members who successfully complete the introduction class.

A professional Computer Instructor conducts computer classes.

Two classes are held per week on Friday's between 10 and 2 PM

A Peer Computer Lab Technician staffs the Computer Lab at all times during operating hours.

The RLC Computer Lab can accommodate up to Ten Participants.

What is the role of the reference firm?

We are a contractor with ADMHS Santa Barbara County. We have had adult service contracts with the department for over 30 years.

The ADMHS contracts of \$656,388 are enhanced by our ability as a non-profit community partner to augment the services with donations and grants of over \$250,000. We have contracts for a Recovery Learning Center, Computer Lab, Family Advocate and Licensed Board and Care home.

The MWC enhances the programs in the Recovery Learning Center by adding a daily meals and snacks, one to on counseling provided by MFT trainees and interns, a client run clothing store, educational

outings and recreational activities, a Warm Line, Employment Services as well as a community Sharing our Stories Program.

We umbrella the local NAMI organization and through NAMI host monthly educational meetings and services to the Family Advocate program. Casa Juana Maria is enhanced by the recovery Learning Center and the activities that can be shared with that board and care community. The value our partnership is not limited to only what who we can enhance the programs monetarily, but rather what our volunteers and community connections leverage to add value to our programs. Examples of our community partners are: Antioch University, UCSB, the Department of Rehabilitation, Food Bank, Direct Relief International, Neighborhood Clinics, Independent Resource Living Center, Santa Barbara Assistance League and Art from Scrap among others.

REFERENCE 2**Name of Firm:** La Casa De La Raza

Street Address	City	State	Zip Code
601 E. Montecito St.	Santa Barbara	CA	93103
Contact Person	Raquel Lopez	Telephone Number	(805) 965-8581
Email Address	RaquelL@lacasadelaraza.org		

Narrative of Service Provided

La Casa de la Raza (LCDLR) was founded in 1971 to provide a nonprofit community center in Santa Barbara. The mission of La Casa was to develop and empower the Latino cultural heritage, providing an umbrella of services and advocating participation in the larger community.

Since its inception, the purpose of La Casa has been.

- To provide a safe and culturally inviting space for the community.
- To provide a pool of resources to the underprivileged community to improve the quality of life for Santa Barbara.
- To spread awareness and invite the community to actively participate in social and civic activities.
- To provide social services for the community the organizations was founded to serve.

Our doors are open to serve the community in many capacities:

La Casa de la Raza is Santa Barbara's local Cesar Chavez Community Center, which provides both direct support and innovative programming to help individuals and families better themselves. Its general services include a Family Resource Center, Youth Center, and Cultural Arts. Through a spectrum of need-based programming, La Casa strives to empower community members of all ages with information and skills needed to overcome obstacles and achieve personal successes. Most services are offered to the community year-round and at no cost.

The LCDLR Family Resource Center:

Family Resource Center offers direct support to walk-in clients Monday-Friday from 9:00am-5:00pm at no cost. Specifically our staff advocates for, links and empowers clients to access appropriate government, social and educational services, and provides assistance in the following areas:

- community resources and referrals,
- case management,
- mental health support groups,
- health referrals,
- tenant rights,
- workers' rights,
- community service,
- consumer protection services,
- assistance in letter writing and

- translating legal documents.

The LCDLR Youth Center:

The La Casa de la Raza Youth Center (LCYC) is designed to provide services and programs to **Latino/a youth aged 6-18** residing in the Eastside and Westside of Santa Barbara. The LCYC provides an intentional, accessible, culturally relevant, and safe space for youth to participate in programming and workshops, which promote career exploration and awareness, post-secondary educational opportunities, cultural activities, and academic enriching programs. Youth Center programming is from 3-7pm, Monday –Friday, ages 6-18. *Programming changes quarterly.*

Cultural Arts:

La Casa's **Cultural Arts** programming provides the greater Santa Barbara area with historical commemorations, cultural celebrations and a positive sense of community for all. La Casa currently serves as a vehicle for artistic programming in photography, art, music, and dance for all age groups.

La Casa's has been able to connect to both the artists and audiences by offering itself as a venue to celebrate the Cinco de Mayo, the 16th of September (Mexican Independence Day), Día de los Muertos (Day of the Dead), and Las Posadas, community concerts, art exhibits, holiday marketplace, and many more cultural events.

What is the role of the reference firm?

La Casa de la Raza, Inc. is a 23,000 square foot Community Resource Center that has celebrated the cultural traditions, history and language of Santa Barbara's Latino community for more than 44 years. La Casa has long been a center for programs and services meeting the needs of our community in addition to providing a place for a large variety of cultural celebrations.

We are pleased to write a Letter of Support on behalf of County of Santa Barbara's ADMHS department. They serve as a critical part of the "safety net" of services provided for the most poor and disenfranchised members of our Santa Barbara Community, many of whom are of Hispanic/Latino origin. We have worked closely with ADMHS and in particular the Latino Advisory Committee in outreach efforts among new-immigrant families and continually refer patients to their facilities and to their outreach workers for information on available services.

We are encouraged by the opportunity to participate in the proposed free trainings for peer staff of participating organizations that would help improve or sustain wellness at work; improve job skills; add skills that strengthen a career in peer support. We support the projected outreach component to Latino and native communities and incorporating the promotora model which has been successfully implemented with our families and youth for many years now.

La Casa de la Raza currently manages a grant from ADMHS which primarily focuses on providing mental health education, outreach, community engagement, referrals, and support to the Latino population, with a particular focus on cultural wellness practices. Our annual operating budget is \$465,500 of which \$82,848 is from ADMHS.

REFERENCE 3**Name of Firm:** Mental Health Systems

Street Address	City	State	Zip Code
9465 Farnham Street	San Diego	CA	92123
Contact Person	Kimberly Bond	Telephone Number	858-573-2600
Email Address	kbond@mhsinc.org		
Dates of Service	MHS has been providing services throughout California since 1978. We currently have two contracts in Santa Barbara for the period of 7/1/2011 to 6/30/2015.	Value or Cost of Service	The funding amounts for the two contracts are \$308,800 and \$135,352 for a combined total amount of \$444,152.

Mental Health Systems (MHS) welcomes the opportunity to provide this Letter of Reference in support of the County of Santa Barbara Alcohol, Drug and Mental Health Services (ADMHS) application for funding through OSHPD (Office of Statewide Health Planning and Development) for the grant titled "Networks to Support Public Health Systems Workforce with Lived Experience."

Narrative of Service Provided (include timeline and outcomes)

Since 2008, MHS' New Heights program offers outpatient services to transitional age youth (TAY), who are living with severe mental illness and co-occurring disorders through a contract with the County of Santa Barbara Alcohol, Drug and Mental Health Services. New Heights guides and supports TAY as they navigate through services to get their needs met, with the ultimate goal of self-sufficiency in adulthood. Towards this goal, New Heights helps TAY move towards independence in all areas of their lives, including: education and employment; living situation and community functioning; and health and well-being. Diverse outpatient services provided by the program include:

- Case Management: Connecting TAY to community services, such as financial assistance, job placement services, SSI, Medi-Cal, and housing.
- Youth Development: Developing independent living skills, such as money management, social skill building, educational planning and development, and job development.
- Therapy: Individual, group and family therapy aimed at creating coping skills, communication skills, wellness and self-care.
- Psychiatry and Medication Support: Medications are prescribed and monitored as needed.

MHS has also contracted with County of Santa Barbara ADMHS to provide Drug Court Services at our Santa Maria Center for Change program since 2003. Santa Maria Center for Change provides substance abuse treatment to individuals who are supervised by Drug Court, as well as those referred to the program through Prop 36, Parole, Adult Probation and CalWORKs. The program offers an array of services to help assist our clients achieve success in living a productive life that is free of drugs and criminal activity.

What is the role of the reference firm?

Mental Health Systems (MHS) is a non-profit organization founded in 1978 to provide innovative and cost-effective mental health and drug and alcohol recovery services. Our agency was established to improve people's lives and instill hope by using new and creative treatment strategies that respect time-proven methods of intervention. Currently, MHS operates more than 80 community-based programs throughout California for people who either cannot afford privately paid services or for whom appropriate services are not otherwise available.

MHS services address behavioral health issues through a broad range of prevention, early intervention, integrated treatment, diversion and vocational programs that are culturally appropriate and strengths-based. Our outpatient, residential and home-based programs serve: children, adolescents and transition-age youth; adults and older adults; homeless; veterans and military families; adult offenders under federal, state and county jurisdictions.

COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM

Date: 1/26/15

Community-Based Organization (CBO): CALM (Child Abuse Listening and Mediation)

This application will support services/activities/programs for individuals with lived experience as consumers, family members, and parent/caregivers who are currently employed or are volunteering in the Public Mental Health System. I confirm that ADMHS has contacted my organization, that my organization is part of the PMHS and, where applicable, my organization will engage with ADMHS as they provide services that engage and support workforce with lived experience as consumer, family member, parents, and caregivers that are employed and/or volunteering in my organization. For the purposes of this Request for Application (RFA), the County or CBO should be expected to permit and/or facilitate the applicant's communication with their consumer, family member, and/or parent/caregiver workforce.

The purpose of this participation verification form is to ensure the Office of Statewide Health Planning and Development (OSHPD) that applicant organizations are contacting the County or CBO prior to submission of application and plans to engage and collaborate with Counties or CBOs in their program area. Additionally, this allows the applicant to develop a program that meets County/CBO specific needs.

By signing the letter, the County or CBO is only agreeing that where applicable, the County will collaborate and engage with the applicant organization if they are awarded. OSHPD encourages the County and/or CBO Director to only sign if they do plan to collaborate and engage with this organization. While applicants are not prohibited from providing services to a County or CBO that chooses not to sign the participation verification form, it is likely that the County or CBO will not receive services offered by the applicant, if awarded, as OSHPD will only reimburse the applicant for the amount of activities/services outlined in the application

Deborah Holmes (Associate Director CALM)
Director (or authorized designee), Community-Based Organization **(Print)**

D Holmes
Director (or authorized designee), Community-Based Organization **(Signature)**

2/26/15
Date

**COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or
AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM**

Date: February 9, 2015

Community-Based Organization (CBO): Casa Pacifica

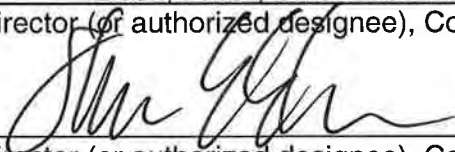
This application will support services/activities/programs for individuals with lived experience as consumers, family members, and parent/caregivers who are currently employed or are volunteering in the Public Mental Health System. I confirm that ADMHS has contacted my organization, that my organization is part of the PMHS and, where applicable, my organization will engage with ADMHS as they provide services that engage and support workforce with lived experience as consumer, family member, parents, and caregivers that are employed and/or volunteering in my organization. For the purposes of this Request for Application (RFA), the County or CBO should be expected to permit and/or facilitate the applicant's communication with their consumer, family member, and/or parent/caregiver workforce.

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Steven Elson, Ph.D., Chief Executive Officer

Director (or authorized designee), Community-Based Organization (**Print**)



Director (or authorized designee), Community-Based Organization (**Signature**)

2/9/15

Date



A PRIVATE NONPROFIT

Community
Action
Commission

OF SANTA BARBARA COUNTY

Helping People. Changing Lives.

**COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or
AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM**

Date: January 23, 2015

Community-Based Organization (CBO): Community Action Commission

This application will support services/activities/programs for individuals with lived experience as consumers, family members, and parent/caregivers who are currently employed or are volunteering in the Public Mental Health System. I confirm that ADMHS has contacted my organization, that my organization is part of the PMHS and, where applicable, my organization will engage with ADMHS as they provide services that engage and support workforce with lived experience as consumer, family member, parents, and caregivers that are employed and/or volunteering in my organization. For the purposes of this Request for Application (RFA), the County or CBO should be expected to permit and/or facilitate the applicant's communication with their consumer, family member, and/or parent/caregiver workforce.

The purpose of this participation verification form is to ensure the Office of Statewide Health Planning and Development (OSHPD) that applicant organizations are contacting the County or CBO prior to submission of application and plans to engage and collaborate with Counties or CBOs in their program area. Additionally, this allows the applicant to develop a program that meets County/CBO specific needs.

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Fren Forman

Director (or authorized designee), Community-Based Organization (**Print**)

Fren Forman

Director (or authorized designee), Community-Based Organization (**Signature**)

1/26/15

Date

**COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or
AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM**

Date: 2/5/15

Community-Based Organization (CBO): Community Health Centers of the Central Coast

This application will support services/activities/programs for individuals with lived experience as consumers, family members, and parent/caregivers who are currently employed or are volunteering in the Public Mental Health System. I confirm that ADMHS has contacted my organization, that my organization is part of the PMHS and, where applicable, my organization will engage with ADMHS as they provide services that engage and support workforce with lived experience as consumer, family member, parents, and caregivers that are employed and/or volunteering in my organization. For the purposes of this Request for Application (RFA), the County or CBO should be expected to permit and/or facilitate the applicant's communication with their consumer, family member, and/or parent/caregiver workforce.

The purpose of this participation verification form is to ensure the Office of Statewide Health Planning and Development (OSHPD) that applicant organizations are contacting the County or CBO prior to submission of application and plans to engage and collaborate with Counties or CBOs in their program area. Additionally, this allows the applicant to develop a program that meets County/CBO specific needs.

By signing the letter, the County or CBO is only agreeing that where applicable, the County will collaborate and engage with the applicant organization if they are awarded. OSHPD encourages the County and/or CBO Director to only sign if they do plan to collaborate and engage with this organization. While applicants are not prohibited from providing services to a County or CBO that chooses not to sign the participation verification form, it is likely that the County or CBO will not receive services offered by the applicant, if awarded, as OSHPD will only reimburse the applicant for the amount of activities/services outlined in the application

Sara Cress LCSW

Director (or authorized designee), Community-Based Organization (**Print**)

Stephen Cress

Director (or authorized designee), Community-Based Organization (**Signature**)

2/4/15

Date



FAMILY CARE NETWORK, INC.

a circle of serving

COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM

Community-Based Organization (CBO): Family Care Network, Inc.


The Family Care Network, Inc. will support services/activities/programs for individuals with lived experience as consumers, family members and parent/caregivers who are currently employed or are volunteering in the Public Mental Health System. I confirm that ADMHS has contacted FCNI; that my organization is part of the PMHS and, where applicable, FCNI will engage with ADMHS as they provide services that engage and support workforce with lived experience as consumer, family member, parents and caregivers that are employed and/or volunteering in FCNI. For the purposes of this Request for Application (RFA), the County or CBO should be expected to permit and/or facilitate the applicant's communication with their consumer, family member, and/or parent/caregiver workforce.

The purpose of this participation verification form is to ensure the Office of Statewide Health Planning and Development (OSHPD) that applicant organizations are contacting the County or CBO prior to submission of application and plans to engage and collaborate with Counties or CBOs in their program area. Additionally, this allows the applicant to develop a program that meets County/CBO specific needs.

By signing the letter, FCNI is only agreeing that, where applicable, the County will collaborate and engage with the applicant organization if they are awarded. OSHPD encourages FCNI's CEO to only sign if he does plan to collaborate and engage with this organization. While applicants are not prohibited from providing services to a County or CBO that chooses not to sign the participation verification form, it is likely that FCNI will not receive services offered by the applicant, if awarded, as OSHPD will only reimburse the applicant for the amount of activities/services outlined in the application

Jim Roberts

CEO, Family Care Network, Inc.



CEO, Family Care Network, Inc.

January 28, 2015

Date

805.781.3535 · fax 805.503.6499 · www.fcni.org
1255 Kendall Road, San Luis Obispo, California 93401

**COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or
AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM**

Date: January 22, 2015

Community-Based Organization (CBO): Family Service Agency

This application will support services/activities/programs for individuals with lived experience as consumers, family members, and parent/caregivers who are currently employed or are volunteering in the Public Mental Health System. I confirm that ADMHS has contacted my organization, that my organization is part of the PMHS and, where applicable, my organization will engage with ADMHS as they provide services that engage and support workforce with lived experience as consumer, family member, parents, and caregivers that are employed and/or volunteering in my organization. For the purposes of this Request for Application (RFA), the County or CBO should be expected to permit and/or facilitate the applicant's communication with their consumer, family member, and/or parent/caregiver workforce.

The purpose of this participation verification form is to ensure the Office of Statewide Health Planning and Development (OSHPD) that applicant organizations are contacting the County or CBO prior to submission of application and plans to engage and collaborate with Counties or CBOs in their program area. Additionally, this allows the applicant to develop a program that meets County/CBO specific needs.

By signing the letter, the County or CBO is only agreeing that where applicable, the County will collaborate and engage with the applicant organization if they are awarded. OSHPD encourages the County and/or CBO Director to only sign if they do plan to collaborate and engage with this organization. While applicants are not prohibited from providing services to a County or CBO that chooses not to sign the participation verification form, it is likely that the County or CBO will not receive services offered by the applicant, if awarded, as OSHPD will only reimburse the applicant for the amount of activities/services outlined in the application

LISA BRABO

Director (or authorized designee), Community-Based Organization (**Print**)



Director (or authorized designee), Community-Based Organization (**Signature**)

1-22-15

Date

**COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or
AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM**

Date: 1/28/15

Community-Based Organization (CBO): Independent Living Resource Center

This application will support services/activities/programs for individuals with lived experience as consumers, family members, and parent/caregivers who are currently employed or are volunteering in the Public Mental Health System. I confirm that ADMHS has contacted my organization, that my organization is part of the PMHS and, where applicable, my organization will engage with ADMHS as they provide services that engage and support workforce with lived experience as consumer, family member, parents, and caregivers that are employed and/or volunteering in my organization. For the purposes of this Request for Application (RFA), the County or CBO should be expected to permit and/or facilitate the applicant's communication with their consumer, family member, and/or parent/caregiver workforce.

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Danielle Anderson

Director (or authorized designee), Community-Based Organization (**Print**)

Danielle Anderson

Director (or authorized designee), Community-Based Organization (**Signature**)

1/28/15

Date

**COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or
AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM**

Date: January 29, 2015

Community-Based Organization (CBO): La Casa de la Raza

This application will support services/activities/programs for individuals with lived experience as consumers, family members, and parent/caregivers who are currently employed or are volunteering in the Public Mental Health System. I confirm that ADMHS has contacted my organization that my organization is part of the PMHS and, where applicable, my organization will engage with ADMHS as they provide services that engage and support workforce with lived experience as consumer, family member, parents, and caregivers that are employed and/or volunteering in my organization. For the purposes of this Request for Application (RFA), the County or CBO should be expected to permit and/or facilitate the applicant's communication with their consumer, family member, and/or parent/caregiver workforce.

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Raquel Lopez

Director (or authorized designee), Community-Based Organization **(Print)**

Raquel Lopez

Director (or authorized designee), Community-Based Organization **(Signature)**

1/29/2015

Date

**COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or
AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM**

Date: February 2, 2015

Community-Based Organization (CBO): Mental Health Systems

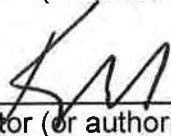
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Kimberly Bond, CEO and President

Director (or authorized designee), Community-Based Organization **(Print)**



Director (or authorized designee), Community-Based Organization **(Signature)**

February 2, 2015

Date

COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM

Date: 1.22.15

Community-Based Organization (CBO): Mental Wellness Center

This application will support services/activities/programs for individuals with lived experience as consumers, family members, and parent/caregivers who are currently employed or are volunteering in the Public Mental Health System. I confirm that ADMHS has contacted my organization, that my organization is part of the PMHS and, where applicable, my organization will engage with ADMHS as they provide services that engage and support workforce with lived experience as consumer, family member, parents, and caregivers that are employed and/or volunteering in my organization. For the purposes of this Request for Application (RFA), the County or CBO should be expected to permit and/or facilitate the applicant's communication with their consumer, family member, and/or parent/caregiver workforce.

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Patricia Collins, Chief Operating Officer
Director (or authorized designee), Community-Based Organization (Print)

[Signature]
Director (or authorized designee), Community-Based Organization (Signature)

1/22/15
Date

COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM

Date: 2/2/15

Community-Based Organization (CBO): NAMI South ~~Coast~~ County

This application will support services/activities/programs for individuals with lived experience as consumers, family members, and parent/caregivers who are currently employed or are volunteering in the Public Mental Health System. I confirm that ADMHS has contacted my organization, that my organization is part of the PMHS and, where applicable, my organization will engage with ADMHS as they provide services that engage and support workforce with lived experience as consumer, family member, parents, and caregivers that are employed and/or volunteering in my organization. For the purposes of this Request for Application (RFA), the County or CBO should be expected to permit and/or facilitate the applicant's communication with their consumer, family member, and/or parent/caregiver workforce.

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GEORGE KAUFMANN, PRESIDENT, NAMI S. SB, Co.

Director (or authorized designee), Community-Based Organization (Print)

George Kaufmann
Director (or authorized designee), Community-Based Organization (Signature)

2/2/15
Date

COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM

Date: 2-4-15

Community-Based Organization (CBO): PathPoint

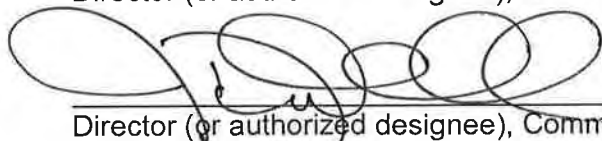
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Jennifer Newbold, PathPoint

Director (or authorized designee), Community-Based Organization (Print)



Director (or authorized designee), Community-Based Organization (Signature)

2/3/15

Date



Phoenix of Santa Barbara

107 Micheltorena St.
 Santa Barbara, CA 93101
 (805) 965-3434
 (805) 965-3797 fax

COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM

Date:

Community-Based Organization (CBO): Phoenix of Santa Barbara

This application will support services/activities/programs for individuals with lived experience as consumers, family members, and parent/caregivers who are currently employed or are volunteering in the Public Mental Health System. I confirm that ADMHS has contacted my organization, that my organization is part of the PMHS and, where applicable, my organization will engage with ADMHS as they provide services that engage and support workforce with lived experience as consumer, family member, parents, and caregivers that are employed and/or volunteering in my organization. For the purposes of this Request for Application (RFA), the County or CBO should be expected to permit and/or facilitate the applicant's communication with their consumer, family member, and/or parent/caregiver workforce.

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JAMES PIEKARSKI, Clinical Director
 Director (or authorized designee), Community-Based Organization (**Print**)

James Piekarski, M.D.
 Director (or authorized designee), Community-Based Organization (**Signature**)

2-5-15
 Date

**COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or
AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM**

Date: 1/23/2015

Santa Barbara County Education Office, Health Linkages Program, *Promotore* Project

This application will support services/activities/programs for individuals with lived experience as consumers, family members, and parent/caregivers who are currently employed or are volunteering in the Public Mental Health System. I confirm that ADMHS has contacted my organization that my organization is part of the PMHS and, where applicable, my organization will engage with ADMHS as they provide services that engage and support workforce with lived experience as consumer, family member, parents, and caregivers that are employed and/or volunteering in my organization. For the purposes of this Request for Application (RFA), the County or SBCEO should be expected to permit and/or facilitate the applicant's communication with their consumer, family member, and/or parent/caregiver workforce.

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Georgene Lowe

Director (or authorized designee), SBCEO Health Linkages (**Print**)

Georgene Lowe

Director (or authorized designee), SBCEO Health Linkages (**Signature**)

Date

1/23/15

**COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or
AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM**

Date: 2-3-15

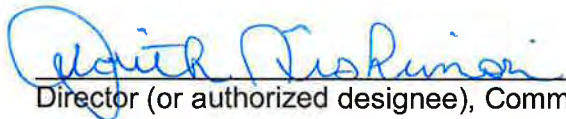
Community-Based Organization (CBO): Santa Maria Valley Youth and Family Center.

This application will support services/activities/programs for individuals with lived experience as consumers, family members, and parent/caregivers who are currently employed or are volunteering in the Public Mental Health System. I confirm that ADMHS has contacted my organization, that my organization is part of the PMHS and, where applicable, my organization will engage with ADMHS as they provide services that engage and support workforce with lived experience as consumer, family member, parents, and caregivers that are employed and/or volunteering in my organization. For the purposes of this Request for Application (RFA), the County or CBO should be expected to permit and/or facilitate the applicant's communication with their consumer, family member, and/or parent/caregiver workforce.

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Judith Nishimori Santa Maria Valley Youth & Family Center
Director (or authorized designee), Community-Based Organization (**Print**)



Director (or authorized designee), Community-Based Organization (**Signature**)

2-3-15
Date



Transitions - Mental Health Association

Helping children and adults live, work and grow in our community.

COUNTY MENTAL HEALTH/COMMUNITY-BASED ORGANIZATION DIRECTOR or AUTHORIZED DESIGNEE PARTICIPATION VERIFICATION FORM

February 3, 2015

Community-Based Organization (CBO): Transitions-Mental Health Association

This application will support services/activities/programs for individuals with lived experience as consumers, family members, and parent/caregivers who are currently employed or are volunteering in the Public Mental Health System. I confirm that ADMHS has contacted my organization, that my organization is part of the PMHS and, where applicable, my organization will engage with ADMHS as they provide services that engage and support workforce with lived experience as consumer, family member, parents, and caregivers that are employed and/or volunteering in my organization. For the purposes of this Request for Application (RFA), the County or CBO should be expected to permit and/or facilitate the applicant's communication with their consumer, family member, and/or parent/caregiver workforce.

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Jill Bolster-White, Transitions-Mental Health

Director (or authorized designee), Community-Based Organization **(Print)**

Association

[Handwritten Signature]

Director (or authorized designee), Community-Based Organization **(Signature)**

2/3/15

Date

Attachment 4:

Executive Summary, Work Plan and Schedule for Task Completion

Background

The Santa Barbara County Department of Alcohol, Drug and Mental Health Services (ADMHS) manages the specialty mental health plan for Santa Barbara County. In FY 2013-14, ADMHS served 7,731 children with serious emotional disorders (SED) and adults with severe mental illness (SMI). Broken down by age, 28% of the clients are children 0-15, 19% transition-age youth 16-25, 45% adults 26-59 and 8% older adults 60 and over.

ADMHS is the largest employer of consumer and family mental health peers in the county, with a current peer workforce of 41.6 full-time equivalent (FTE) positions in civil service and contracted roles. Current plans call for an increase in ADMHS peer staffing during FY 2015-16 to a total of *at least* 49.6 consumer/family peers.

The passage of the Mental Health Services Act (MHSA) in November 2004 provided the impetus and financial support for substantially increasing the peer workforce in both civil service positions with ADMHS and through ADMHS contracts for peer staff members with community-based organizations (CBOs).

In this proposal, the word “peer” refers to behavioral health consumers, family members and care givers with lived experiences.

Thanks to MHSA, over the past decade, ADMHS has been building a culturally competent, resiliency- and recovery-oriented infrastructure to expand and sustain peer-delivered services. For example:

- The initial Community Services and Supports allocation funds a program called Partners in Hope, which includes three peer recovery specialists, one serving in each region of the county; three family advocates, one also in each region; and three peer-driven recovery learning communities offering peers educational and social opportunities and part-time employment.
- ADMHS supports a Consumer Empowerment Manager who oversees Partners in Hope and meets every other week with ADMHS executives to ensure that peer perspectives are “at the table” when decisions are made.
- A Consumer and Family Member Advisory Committee has met monthly for over a decade to review ADMHS and CBO programs and provide input on issues of concern.
- A highly collaborative ADMHS systems change initiative was launched in June 2013 and includes a Peer Action Team facilitated by the Consumer Empowerment Manager. This group addresses key issues related to peer staff integration, advancement, recovery and resiliency.
- The ADMHS Executive Team approved a Peer Integration Framework that synthesizes the considerable body of literature about peer support and identifies key challenges and solutions associated with sustaining a robust peer staff.

- An individual with lived experience was recently hired as ADMHS Systems Training Coordinator. Working closely with Consumer Empowerment Manager and Cultural Competence Manager, she will ensure that ADMHS-sponsored trainings reflect critical values of resiliency, recovery, inclusion and diversity.

The growth of ADMHS peer staff was again spurred in 2013 with ADMHS being awarded two Senate Bill 82 (S.B. 82) grants to establish much-needed enhancements to crisis services, including a largely peer-staffed crisis respite house and three crisis stabilization teams.

While the remarkable growth in ADMHS civil service and contracted peer staff is to be applauded, funds have not always been available to provide new staff with adequate training. This is why the OSHPD funding opportunity to support peers in the public mental health workforce is ideal, offering ADMHS the potential to make substantial contributions to the wellness, job performance and careers of dozens of consumers, family members and caregivers.

Executive Summary

ADMHS proposes two activities to support consumers, family members and caregivers working in the public mental health system in Santa Barbara County who are employed by, or volunteer with, ADMHS and participating community-based organizations (CBOs).

Proposed Activity 1

Activity 1 is focused on providing training to consumer and family peers and caregivers working in the public mental health system in Santa Barbara County. All trainings will be selected on the basis of meeting one or more of these criteria:

- 1) The training will contribute to the workplace well-being and wellness of the peer staff person, caregiver or volunteer.
- 2) The training will provide skills to improve the trainee's job performance.
- 3) The training will improve the trainee's career prospects.

Activity 1 is divided into two tracks:

Track A consists of offering a minimum of four core elective trainings devoted to topics selected by the project co-chairs based on peer staff input, including the results of a peer workforce training needs survey conducted by the ADMHS Systems Training Coordinator between January 20 and January 26, 2015. Countywide trainings will be offered in topics such as support group facilitation, systems navigation, continuing education/professional development, wellness tools, and sensitivity to underserved communities and cultures. Attendance at these trainings is not required for participation in Track B, but we expect strong participation in these core trainings because they will respond to widespread needs expressed by peer staff members in surveys and meetings.

Track B consists of "training brokerage" for interested peer staff and caregivers. This offers a degree of customization not possible in broad countywide trainings. ADMHS believes that consumer and family member empowerment means that peer staff and caregivers are likely to know their job training needs better than anyone. As a result, we will offer interested participating peer staff and care givers financial assistance and coordination for training opportunities that meet one or more of the three criteria listed above. The range of educational

opportunities will include attendance at trainings sponsored by ADMHS and other organizations, attendance at conferences (NAMI, Alternatives, etc.), webinars, online training, classes at Santa Barbara County Employee University, etc. The project co-managers will work with each peer or caregiver to customize the most effective training support for that individual. As needed, assistance will be provided to support travel/transportation, training fees, and other costs associated with participating in the training or activity.

Proposed Activity 2: Support to Peer Staff in Culturally Underserved Communities

Six consumer and family mental health peers will be selected to provide up to two new support groups per week in underserved Latino, Oaxacan and Native American communities. Following a promotora model, the peers will reflect the cultural, ethnic and socioeconomic background of the community in which they will work. The peers will be provided necessary training and support to initiate and sustain support groups that meet the needs of underserved communities.

Organizations within the PMHS

Please note: for any agencies operating in more than one county, the followings workforce estimates only pertain to Santa Barbara County; all individuals served in Activities 1 and 2 in this proposal will work in Santa Barbara County.

Name of Organization	Type of Organization (CBO/County/ Other)	Organization's Geographic Location (County)	Estimated Number of Workforce with Lived Experience (FTE)
1. ADMHS	County	Santa Barbara County	41.6 (a minimum of 8 new peer FTEs will be hired in FY 2015-16 as new crisis and other programs are fully implemented.)
2. CALM	CBO	Santa Barbara County	8 parent partners; five youth advocates
3. Casa Pacifica	CBO	Santa Barbara County	8 parent partners 5 youth advocates
4. Community Action Commission	CBO	Santa Barbara County	Approximately 100 staff members and volunteers.
5. Community Health Centers of the Central Coast	CBO	Santa Barbara County	2 people
6. Family Care Network	CBO	Santa Barbara County	Is planning to hire staff with lived experiences.
7. Family Service Agency	CBO	Santa Barbara County	None, but is likely to hire parent partners soon.

8. Independent Living Resource Center	CBO	Santa Barbara County	Has served as fiscal agent for consumer/family peer groups.
9. La Casa de la Raza	CBO	Santa Barbara County	Two persons
10. Mental Health Systems	CBO	Santa Barbara County	3 FTE parent partners.
11. Mental Wellness Center	CBO	Santa Barbara County	14.87 FTE
12. NAMI South County Chapter	CBO	Santa Barbara County	200 members
13. PathPoint	CBO	Santa Barbara County	3 individuals
14. Phoenix of Santa Barbara	CBO	Santa Barbara County	19 individuals.
15. Santa Barbara County Education Office	County agency	Santa Barbara County	An estimated 40 members of the promotora network.
16. Santa Maria Valley Youth & Family Center	CBO	Santa Barbara County	About 30 staff members.
17. Transitions-Mental Health Association	CBO	Santa Barbara County	6.2 FTE; 16 individuals

Activity 1

<u>Activity Type</u>	<u>Detailed Description</u>	<u>Proposed Quantity of Activity</u>	<u>Method of Evaluation</u>
Activity 1: Training Support to Consumer/Family Peers	Please see below.	<ul style="list-style-type: none"> A minimum of four core countywide training electives for all interested participating consumer and family peers and caregivers. (Track A) 	<ul style="list-style-type: none"> Number and type of trainings offered Number of peer staff/caregivers attending trainings Number of peer staff/caregivers from culturally diverse groups attending trainings Increased knowledge of wellness skills Increased job and career skills, particularly group facilitation skills Number of groups or trainings facilitated by peer staff/caregivers and attendees Number of attendees from culturally diverse groups attending peer staff/caregiver facilitated trainings
		<ul style="list-style-type: none"> In addition to core electives, a minimum of one training or educational opportunity for each of the peer staff/caregivers who wish to participate based on individual preferences. (Track B) 	<ul style="list-style-type: none"> Number and type of trainings attended by peers staff/caregivers Number of peer staff/caregivers attending trainings Number of reports to the Consumer Family Member Advisory Committee about trainings attended by peer staff/caregivers

Detailed Description of Activity 1:Goal:

The goal of this activity is to support and enhance the growing workforce of consumers, family members and caregivers in the Santa Barbara County public mental health force by offering

trainings and educational opportunities heretofore unavailable or rare due to lack of funding. Training and education support will be designed to accomplish one or more of the following:

- 1) Contribute to the workplace well-being and wellness of the peer staff person, caregiver or peer volunteer.
- 2) Provide skills that will improve the trainee's job performance.
- 3) Strengthen the trainee's career prospects.

Activity Details

Activity 1 is divided into two tracks.

Track A consists of offering a minimum of four core trainings based on topics selected by the project co-chairs based on peer staff input, including the results of a peer workforce training needs telephone survey conducted by the ADMHS Systems Training Coordinator and a peer assistant between January 20 and January 26, 2015. Sixty-five consumer and family peers working for ADMHS and community providers, as well peer advocates and care givers were telephoned, and responses were received from 32 individuals. In terms of core electives, the greatest interest was expressed in the following topics:

1. Support group Organization and Facilitation
2. Continuing Education/Professional Development
3. Sensitivity Training related to Under-Served Ethnic and Cultural Communities
4. Wellness Tools

Attendance at these trainings is not required for participation in Track B, but we expect strong participation in these core trainings because they will respond to widespread needs expressed by peer staff.

Track B consists of "training brokerage" for interested peer staff and caregivers. ADMHS subscribes to the concept of consumer and family member empowerment, and this means that peer staff and caregivers are likely to know their job training needs better than anyone. As a result, we will offer interested participating peer staff and care givers financial assistance and coordination for training opportunities that meet one or more of the three criteria listed above. The range of educational opportunities will include attendance at trainings sponsored by ADMHS and other organizations, attendance at conferences (NAMI, Alternatives, etc.), webinars, online training, classes at Santa Barbara County Employee University, etc. The project co-managers will work with each consumer/family peer or caregiver to customize the most effective training support for that individual. As needed, assistance will be provided to support travel/transportation, training fees, and other costs associated with participating in the training or activity.

It is important to note that while some customized trainings will be new trainings initiated and sponsored by ADMHS, in other instances we will provide peer staff and care givers information and necessary assistance in attending ongoing trainings not specifically established for this Activity. In other words, customized training could be linking peer staff to ongoing trainings like those offered by Santa Barbara County Employee University or NAMI's Family-to-Family course, as two examples. In other cases ADMHS, will set up specific trainings would be initiated under the sponsorship of ADMHS and/or various CBOs. Flexibility in developing customized training plans will serve peer staff and caregivers well.

A number of training topics were suggested by the 32 peers who responded to a recent telephone survey regarding peer training needs, including:

- Role Clarification
- Workplace Stigma
- Crisis Response and De-Escalation
- Medi-Cal Billing for Peers
- Help that Helps – Help that Hurts
- Leadership Training
- Caring for Caregivers
- Introduction to Serious Mental Illness (Disorders, Symptoms and Treatment)

Timeline and Activity Completion

- Month 1: A Call for Participation and peer training application will be widely disseminated through emails and hard copy distribution at appropriate meetings and at the three Recovery Learning Communities throughout the County.
- Month 1: The ADMHS Systems Training Coordinator will begin to schedule at least four core peer countywide trainings based on input from the Peer Training Needs Telephone Survey and other peer input. (Track A).
- Months 2-12: A minimum of four core peer trainings will be offered countywide. These trainings will be widely publicized through email and the distribution of hard copy announcements at appropriate meetings and at the Recovery Learning Communities. (Track A).
- Months 2 and 3: The Project Co-Chairs and ADMHS Director will review training applications and authorize appropriate customized training assignments for each applicant. (Track B)
- Months 3, 6, 9, and 12: submit quarterly reports.
- Months 2-12: The ADMHS Systems Training Coordinator and Project Co-Chair will link participating consumer/family peer staff, volunteers and caregivers to authorized training and educational opportunities that meet their specific needs. (Track B).

Providing a Responsive Curricula

The Activity 1 Co-Chairs, both individuals with lived experience, are committed to meeting the training needs of consumer and family peers, volunteers and caregivers in the public mental health system. An initial step taken to meeting this objective was a telephone survey of peer staff training needs conducted between January 20 and 26, 2015. The project co-chairs will engage in ongoing discussions of training needs with peer staff by consulting the Consumer and Family Member Advisory Group, Santa Barbara Peer Empowerment, the Peer Action Team, NAMI, Families ACT! and other relevant groups, advocates, employees and volunteers.

Conducting Effective Outreach and Promotion

ADMHS has substantial communications resources and is very well-positioned to get the word out to consumer and family peer staff and caregivers about new training opportunities. These

resources include:

An extensive stakeholder database: In addition to being able to reach the 300+ ADMHS staff members through email, we also have a community behavioral health stakeholder database that includes 503 consumers, family members, advocates, CBO personnel, and others. This database has become well-known in the behavioral health community. Many individuals in the behavioral health community have come to rely on the near-daily flow of information generated by ADMHS, and scores of community providers regularly send us announcements for ADMHS to forward for wider distribution using our database.

A wide network for disseminating information: ADMHS has excellent working relationships with a number of committees and networks that can spread any message about resources for peers and caregivers. These networks include, but are not limited to:

- Three Recovery Learning Communities (wellness centers in each region of the County)
- Mental Health Commission,
- Consumer and Family Member Advisory Committee
- Latino Advisory Committee
- CBO Coalition
- NAMI
- Systems Change Steering Committee
- Peer Action Team
- Cultural Competence Action Team
- Santa Barbara Peer Empowerment
- Peer Expert Pool
- Families ACT!

A prototype for a Call for Participation flyer to be distributed by hard copy and electronically appears as Attachment 9.

Ensuring a County-CBO Partnership

A robust CBO partnership will be ensured in the following ways: 1) We have secured 16 letters of participation from CBOs. We hope to offer training and educational opportunities to as many CBO peer staff, volunteers and caregivers in the public mental health system as possible. 2) As the Systems Training Coordinator reviews training opportunities as part of Track B, she will be open to linking peers to CBO-sponsored trainings. 3) 239 CBO staff – line staff, executive directors and team supervisors – are included in the ADMHS stakeholder database. CBOs will be informed of every major development in this Activity, and their continuous feedback will be welcome. JT Turner, Executive Director of Phoenix of Santa Barbara and Cindy Burton, President, PathPoint, are the co-chairs of the CBO Coalition. They will, of course, be encouraged to provide input from the CBO community.

Supporting Collaboration and Systems Values

In June 2013, ADMHS the Santa Barbara County Executive Office launched a comprehensive ADMHS systems change process. These efforts are guided by a diverse Systems Change Steering Committee that incorporated MSHA values into its guiding principles. (See Attachment 7) As a result, the guiding principles of collaboration, consumer and family empowerment, wellness recovery and resiliency and other MSHA concepts are at the forefront of ADMHS

planning and program implementation. Moreover, the MHSa guiding principles were adopted as part of the ADMHS outpatient clinic reorganization detailed in the FY 2014-15 ADMHS MHSa Plan Update recently approved by the Santa Barbara County Mental Health Commission.

Maintaining Accessibility of Services

ADMHS-sponsored trainings will be held in facilities that are accessible to individuals with physical disabilities. In addition, funding will be allotted for trainees who require transportation assistance and/or child care to participate in trainings. For trainings that ADMHS convenes, we will maintain our longstanding policy of providing simultaneous Spanish translation for monolingual participants.

Meeting the Needs of Culturally Diverse Communities

Spanish is the only threshold language in Santa Barbara County. A number of years ago ADMHS set a goal of hiring at least 40% bicultural/bilingual Spanish-speaking staff. We have also reached out to the Latino and Native American with the MHSa Prevention and Early Intervention *promotora* program. ADMHS contracts with three community-based organizations to support community health educators serving Latino, Oaxacan communities. ADMHS also sponsors an ongoing series of trainings that focus on behavioral health needs of Latino, Oaxacan, Native American, African American and LGBTQQ communities. In addition, ADMHS peer staff members have conducted support groups in Spanish throughout the County.

Addressing Wellness, Recovery and Resiliency

Wellness, recovery and resiliency will be a major emphasis of the trainings and support groups to be offered in Activities 1 and 2. Participants will be encouraged to attend trainings that sustain or improve wellness at the workplace and enhance their skills to provide recovery/resiliency-based programs and services.

Reaching the PMHS Workforce

ADMHS is the largest employer of mental health peers in Santa Barbara County. Through email can “instantly” communicate to dozens of peer staff, both civil service and contracted through community providers. We will also use additional tools outlined in this proposal, such as announcements and distribution of hard copy information at meetings and Recovery Learning Communities, to ensure that peers and caregivers working and volunteering in the public behavioral health system are informed of new training opportunities.

Using Peers in Service Delivery

Activity 1 will be truly peer-run. The two principals co-managing Activity 1 are individuals with lived experience. They will also use assistance from the WET-funded Peer Expert Pool, seven people with lived experience employed by ADMHS on a part-time basis to perform a wide range of assignments, including office work, leading support groups, etc. In addition, we propose hiring one half-time assistant with lived experience to provide office and logistical support to Activities 1 and 2.

Qualifications of Project Personnel

Tina Wooton, ADMHS Consumer Empowerment Manager

- **Role:** Solicit feedback from ADMHS and CBO peer staff and volunteers on training needs; oversee the recruitment of peers for participation in the training support program; assist peer staff to complete training applications as needed; evaluate applications for trainings with Systems Training Coordinator; provide consultation to the Systems Training Coordinator in the selection of trainings.
- **Hours to be spent on project:** 10 hours per week
- **Qualifications:** Tina Wooton, an individual with lived experiences, assumed the role of ADMHS Consumer Empowerment Manager in 2009. . She also serves as the ADMHS Workforce Education and Training (WET) Manager. She is responsible for advising the ADMHS Executive Team and providers on recovery principles, serving as the liaison to Peer Recovery Specialists in each region of the County, participating in a variety of quality assurance activities and facilitating monthly meetings of the Consumer and Family Member Advisory Committee. Tina also trains staff on integrating peers into the workplace and served as a member of the team that implemented the award-winning ADMHS Peer Support Training and Internship program. Tina is a Commissioner of the California Mental Health Services Oversight and Accountability Commission. Prior to joining ADMHS, she was the Consumer and Family Member Liaison for the California Department of Mental Health.

Alice Gleghorn, Ph.D., ADMHS Director

- **Role:** Approve trainings; provide general consultation to the project, Activity 1.
- **Hours to be spent on project:** 10-15 hours per month
- **Qualifications:** Alice Gleghorn, Ph.D., assumed the position of ADMHS Director in December 2014. Dr. Gleghorn is a clinical psychologist with 26 years of experience in the substance abuse and mental Health fields as a provider, researcher, administrator and policy maker. She received her doctoral degree from the University of South Florida in 1988, completing her internship and postdoctoral studies at the University of California San Diego, where she specialized in clinical work with chronic mental illness and substance use disorders at the VA Medical Center in La Jolla. She spent 19 years working for the San Francisco Department of Public Health, achieving promotions to positions of increasing responsibility within the Community Programs division and Community Behavioral Health Services. As Deputy Director of CBHS, she was responsible for the planning and realization of the Mental Health Services Act (MHSA) objectives and for the integration of substance abuse and mental health services into a behavioral health system. In 2008, Dr. Gleghorn was honored with the Public Policy Leader Award by the Mental Health Association for upholding the vision of Proposition 63 by initiating a consumer employment program at CBHS to implement MHSA services. She was also honored with the California Society of Addiction Medicine's Community Service Award in 2012.

Jennifer Langenheim, ADMHS Systems Training Manager

- **Role:** Project Co-Manager, Activity 1. Offer a minimum of four countywide core peer trainings (Track 1). Work with ADMHS Communications Assistant and Peer Empowerment Manager to ensure widespread participation by qualified peers. Oversee training logistics, including facility scheduling, sign-ins, transportation assistance, etc. Investigate and compile a comprehensive and diverse list of peer training opportunities. Work with Peer Empowerment Manager to approve peer training applications for track 2 and serve as a training "broker" to match peer interests with appropriate trainings, conferences, webinars,

etc.

- Hours to be spent on project: 10-15 hours per week
- Qualifications: Jennifer Langenheim, M.A., joined the Santa Barbara County Department of Alcohol, Drug and Mental Health Services (ADMHS) in January 2011 as a Vocational Specialist with the Santa Barbara Assertive Community Training (ACT) Team. In this capacity, she provided case management, on-call services and vocational rehabilitation counseling and independent living skills training. In January 2015 she was named ADMHS Systems Training Coordinator, responsible for overseeing system-wide training for staff and providers. Ms. Langenheim, an individual with lived experiences, received a Master's in Vocational Rehabilitation Counseling from Fresno State University and a B.A. in political science from the University of California, Santa Barbara.

April Howard, Ph.D., ADMHS Evaluator

- Role: Evaluate Activities 1 and 2. Ensure that effective analysis is conducted and submitted to OSHPD as per requirements stated in RFA.
- Hours to be spent on project: .5 hours per week
- Qualifications: April Howard, Ph.D., received a BA in Psychology from UCLA and a Master's in Clinical Psychology from Pepperdine University. Her Ph.D. in Community Psychology is from the University of Illinois, Chicago, with areas of expertise in violence against women, research methodology/program evaluation and organizational development. Dr. Howard has served with ADMHS for 10 years in varying roles. She also has a private practice as a wellness coach and sits on the Board of Directors of Santa Barbara Rape Crisis Center. As the ADMHS Research and Program Evaluation Coordinator, Dr. Howard provides strategic, long-term vision and leadership by building accountability and improving the effectiveness of services through research on emerging issues, program evaluation and the development and implementation of a behavioral health performance management system. Dr. Howard develops information for data-driven decisions about strategic objectives, resource allocation and program design and helps communicate the value of the department's behavioral health initiatives, programs and services.

Project Assistant with Lived Experience (Activities 1 and 2)

- Role: A half-time person with lived experiences will be hired to offer office and logistical support to the Activity 1 Co-Managers, to the Activity 2 Manager and to the six Activity 2 peer support group facilitators.
- Hours to be spent on project: 15 hours per week (Activity 1), 5 hours per week (Activity 2)

<u>Activity Type</u>	<u>Detailed Description</u>	<u>Proposed Quantity of Activity</u>	<u>Method of Evaluation</u>
Activity 2: Supporting Peers in Culturally Under-Served Communities	Please see below.	Six peers will be trained to each offer 1-2 weekly support groups for one year.	<ul style="list-style-type: none"> • Number of peers trained to provide support groups • Number of support groups provided by peers • Number of attendees in support groups representing culturally under-served groups

Detailed Description of Activity 2:

Goal: Strengthen mental health peer support services in culturally underserved communities, particularly Latino, Oaxacan and Native American, by training consumer and family peers and providing them financial assistance to each conduct one or two support groups per week for one year.

Activity Details

According to US Census data from 2013, Santa Barbara County is 44.1% Latino or Hispanic. Spanish is the only threshold language in Santa Barbara. Other underserved communities in Santa Barbara County include the Oaxacan community, whose members speak a variety of non-Spanish dialects and Native Americans.

Mental Health Services Act funding has provided an impetus for ADMHS to establish robust, ongoing outreach to underserved communities. For example, ADMHS was able to purchase simultaneous interpretation equipment that made stakeholder events and trainings accessible to monolingual Spanish-speaking individuals. Several ADMHS staff persons conduct support groups in Spanish. The Prevention and Early Intervention-funded promotora program is a vehicle for providing mental health outreach and education to underserved Latino and Native American communities conducted by people from these communities. ADMHS and CBO staff have been invited to attend a series of ADMHS-sponsored cultural competence trainings focusing on consumer and family culture, Latino, African American, Native American and Oaxacan communities and LGBT issues.

However, while we have set up a solid infrastructure to reach underserved communities, much work remains. OSHPD would allow for the training six consumer and family peers to provide support groups to underserved communities and provide stipends to maintain support groups for one year.

This Activity will increase the capacity of peers to further address persistent gaps in service. Six consumer and family mental health peers – two in South County, two in Central County and two in North County – will be trained to facilitate one or two weekly support groups. Therefore a total of between six and 12 new support groups will be available on a weekly basis in

underserved communities throughout the County.

Timeline and Activity Completion

- Month 1: Six peers will be recruited and selected for training and to conduct weekly support groups.
- Month 2: All peers would be selected, and receive an orientation. Their training also begins.
- Months 3, 6, 9, and 12: submit quarterly reports.
- Months 2 and 3: ADMHS and peers would arrange for sites for support groups. Possible sites include Recovery Learning Communities, CBO and ADMHS facilities, including the Psychiatric Health Facility, churches and community centers. Training continues as needed.
- Months 2 and 3: Support groups begin on a weekly basis.
- Month 4: All peers complete basic support group curricula, although they are encouraged to attend additional core electives offered in Activity 1, Track A of this proposal.
- Months 12-14: OSHPD funding for support groups ends; ADMHS encourages Recovery Learning Communities and CBOs to fund continuing support peer support groups.

Providing a Responsive Curricula

Among the trainings that would be explored for Activity 2 are:

- Mental Health First Aid, which is provided through the Santa Barbara Mental Wellness Center, is an eight-hour course that equips people with the skills to help someone who is developing a mental health problem or experiencing a mental health crisis.
- La CLAVE, an innovative psychoeducational training module developed by Steven Lopez, Ph.D. and María del Carmen Lara-Muñoz, M.D., Ph.D., of the University of Southern California. The training is designed to improve Spanish-speaking Latinos' literacy of psychosis to ensure individuals with serious mental illness receive timely care. In the past, ADMHS has brought in Dr. Lopez to provide trainings to ADMHS and CBO staff. (If this training is not available in the time frame required, a comparable training will be provided.)
- Peer Group Facilitation Training: George Kaufmann, a local family advocate, president of NAMI South County Chapter, member of the ADMHS Consumer and Family Member Advisory Committee and a volunteer with the Mental Wellness Center and Tina Wooton, ADMHS Consumer Empowerment Manager, have presented group facilitation trainings in the past and could offer them again.
- Systems Navigation: Invariably, as support groups introduce individuals to behavioral health concepts in a safe and supportive environment, some express an interest in additional programs and services. The peer facilitators will be presented an overview of the Santa Barbara County behavioral health system, including ADMHS clinics, Crisis Triage Teams, CBOs, the promotora program and the Recovery Learning Communities.

Additional trainings: Peers will be encouraged to attend "core elective" trainings offered in Activity 1, Track A, which may focus on topics such as, but not limited to, sensitivity training for working with under-served ethnic and cultural communities and wellness tools.

Conducting Effective Outreach and Promotion

With nearly a decade of experience conducting outreach to Latino and other underserved communities, ADMHS will experience no learning curve in initiating this activity. We know what works and what doesn't. In addition to relying on the expertise of the ADMHS Cultural Competence Manager Refugio Rodriguez-Rodriguez, we will be guided by staff persons who have conducted successful support groups, such as Silvia Perez, a peer recovery specialist with ADMHS, as well as several of her colleagues with similar expertise.

Ensuring a County-CBO Partnership

We will reach out to a number of CBOs to recruit six peers for this outreach project. In addition, we intend to work closely with the peer-staffed Recovery Learning Communities (RLCs) in each region of the County. ADMHS contracts with two CBOs to operate these centers, ideal sites for some of the proposed support groups.

Supporting Collaboration and Systems Values

Community collaboration, a consumer and family driven system, cultural competence and a focus on wellness, recovery and resiliency are MHPA guiding principles that the Department has adopted for all ADMHS programs and services. In June 2013 the Santa Barbara County Executive Office launched an ADMHS systems change initiative that included the formation of a highly diverse steering committee. Attachment 7 is the ADMHS Systems Change Steering Committee Vision and Guiding Principles.

Maintaining Accessibility of Services

Support groups will be held in facilities that are accessible to individuals with physical disabilities. Language barriers will be addressed by conducting support groups in the primary language of its participants, especially Spanish and appropriate Oaxacan dialects. In addition, support group members will be provided financial assistance with transportation and child care as needed.

Meeting the Needs of Culturally Diverse Communities

The primary focus of this Activity is to meet the behavioral health needs of culturally diverse, underserved communities, particularly Oaxacan, Latino and Native America. Using consumer and family mental health peers will follow the promotora model, which has been used successfully since the 1940s. Mental health consumer and family peers selected to facilitate support groups will represent the cultural, linguistic and ethnic backgrounds of the people whom they will serve.

Addressing Wellness, Recovery and Resiliency

Wellness, recovery and resiliency are foundational values that will guide the formation and implementation of support groups for underserved communities. They are also fundamental values that will be reflected in the menu of trainings and in the fact that peer will be the support group facilitators at the core of this Activity.

Reaching the PMHS Workforce

ADMHS is the largest employer of mental health peers in Santa Barbara County, and through email, we can instantly communicate to dozens of peer staff, civil service and contracted. However, we will also use additional tools, such as distribution of hard copy information at meetings and Recovery Learning Communities, to ensure that peers and caregivers working and volunteering in the public learn about this Activity. We will use all relevant networks to communicate with the PMHS workforce, such as the CBO Coalition, Recovery Learning Communities, the Consumer and Family Member Advisory Committee and the Santa Barbara Peer Empowerment group.

Using Peers in Service Delivery

All six support group facilitators will be consumer and family mental health peers. In addition, the facilitators will be able to supplement their core curriculum with trainings offered in Activity 1, Track A, which will be managed by a Consumer Empowerment Manager and a Systems Training Coordinator who both have lived experiences.

Qualifications of Project Personnel

Refujio-Rodriguez-Rodriguez, Activity 2 Manager

- Role: As Activity 2 Manager, Mr. Rodriguez-Rodriguez will provide overall coordination of the project and ensure that objectives are being met.
- Hours to be spent on project: 5 hours per week
- Qualifications: Refujio “Cuco” Rodriguez-Rodriguez is the Mental Health Services Act Division Chief for ADMHS and serves as the Ethnic Services Manager for the Department. Refujio has devoted the majority of his career to working with low-income families and children – and particularly with Latino fathers. He co-founded the Los Compadres program, a nationally recognized program serving high-risk Latino young men. In the last eight years, Refujio has partnered with key community organizations to develop programs and strategies to engage Spanish-speaking and Mexican indigenous speaking communities in Santa Barbara County. Mr. Rodriguez has presented at multiple national and statewide conferences regarding outreach and engagement of Latino families, Latino men, and high-risk young men. Another key venue where he has presented is the Cultural Competency Summit on Mental Health, with a focus on how to establish Latino consumer and family support groups. Additionally, Mr. Rodriguez is a member of the Concilio, and advisory committee for the MHSA Latino Reducing Disparities Project.

April Howard, Ph.D., ADMHS Evaluator

- Role: Evaluate Activities 1 and 2. Ensure that effective analysis is conducted and submitted to OSHPD as per RFA requirements.
- Hours to be spent on project: .5 hours per week
- Qualifications: April Howard, Ph.D., received a BA in Psychology from UCLA and a Master’s in Clinical Psychology from Pepperdine University. Her Ph.D. in Community Psychology is from the University of Illinois, Chicago, with areas of expertise in violence against women, program evaluation and organizational development. Dr. Howard has served with ADMHS for 10 years in varying roles. She also has a private practice as a wellness coach and sits on the Board of Directors of Santa Barbara Rape Crisis Center. As an ADMHS researcher and Program Evaluator, provides strategic, long-term vision and leadership by building

accountability and improving the effectiveness of services through research on emerging issues, program evaluation and the development and implementation of a behavioral health performance management system. Dr. Howard develops information for data-driven decisions about strategic objectives, resource allocation and program design and helps communicate the value of the department's behavioral health initiatives, programs and services.

Silvia Perez, ADMHS Peer Recovery Specialist and Advisor, Activity 2

- **Role:** To assist the Activity 2 Manager and to provide guidance and peer support to the six peer support group facilities.
- **Hours to be spent on project:** 5 hours per week.
- **Qualifications:** Silvia Perez, an individual with lived experiences, was born and raised in Jalisco, Mexico. Silvia is a member of the ADMHS Partners in Hope Peer Recovery Team who has been active in peer support and consumer advocacy in Santa Barbara County since 2007. Bilingual and bi-cultural, she is one of the founders and the lead outreach worker for Latino consumer support groups in Santa Barbara County. Silvia has created and facilitated peer support groups (in both English and Spanish) and provides recovery coaching services, as well. Silvia applies her expertise from the perspective of client and family member. She participated in cultural sensitivity trainings for consumers, families, staff members and Crisis Intervention Training for law enforcement. Silvia is a member of the Santa Barbara County Systems Change Steering Committee and a Certified Enrollment Counselor for Covered California. She serves on the ADMHS Consumer and Family Member Advisory Committee, the Latino Advisory Committee, the Peer Action Team and the Cultural Competence Action Team.

Project Assistant with Lived Experience (Activities 1 and 2)

- **Role:** A half-time person with lived experiences will be hired to offer office and logistical support to the Activity 1 Co-Managers, to the Activity 2 Manager and to the six Activity 2 peer support group facilitators.
- **Hours to be spent on project:** 15 hours per week (Activity 1), 5 hours per week (Activity 2)

Attachment 5: Proposal Worksheet
Direct Program Costs per Activity Type

Activity Type	Direct Program Cost per Activity
<p>IN PERSON TRAININGS (Activities 1 and 2): We will provide at least four major countywide consumer/family peer trainings over the next year, We will also train consumers, family members and caregivers to lead support groups in underserved communities. We will also work with community-based organizations to offer classes for consumer, family member and caregiver staff and volunteers to help advance their wellness, job performance and careers.</p>	\$26,450
<p>ON-LINE TRAININGS (Activity 1): We will support consumers, family members and caregivers to take appropriate webinars and on-line trainings.</p>	\$6,000
<p>STAFF/STIPENDS (Activities 1 and 2): We will hire a part-time individual with lived experiences to support the activities managers. We will also fund stipends for persons with lived experiences to facilitate support groups.</p>	\$54,550
<p>EDUCATIONAL CONFERENCES (Activity 1): We will send 6-10 ADMHS and CBO staff persons with lived experiences to educational conferences.</p>	\$18,000

<p>ADMHS ADMINISTRATIVE SUPPORT INCLUDING, BUT NOT LIMITED TO:</p> <ul style="list-style-type: none"> • Executive administrators • General accounting • General financial management • Internal audit function • IT support • Facilities support personnel • Human resources • Executive management (CEO, COO, CFO, etc.) • Contracts 	\$19,565
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<p>OTHER EXPENSES (Activities 1 and 2): We will use these funds for things such as child care during support groups, food for support groups, transportation to and from trainings and groups, printing flyers to publicize trainings and support groups, curricula, etc.</p>	\$25,435
<p>TOTAL</p>	\$130,435
<p>Total Indirect Cost</p>	\$ 19,565

Form **W-9**
(Rev. August 2013)
Department of the Treasury
Internal Revenue Service

Request for Taxpayer Identification Number and Certification

Give Form to the
requester. Do not
send to the IRS.

Name (as shown on your income tax return)
COUNTY OF SANTA BARBARA

Business name/disregarded entity name, if different from above

Check appropriate box for federal tax classification:
 Individual/sole proprietor C Corporation S Corporation Partnership Trust/estate
 Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=partnership) ▶ _____
 Other (see instructions) ▶ **GOVERNMENT**

Exemptions (see instructions):
 Exempt payee code (if any) _____
 Exemption from FATCA reporting code (if any) _____

Address (number, street, and apt. or suite no.)
105 E ANAPAMU ST

City, state, and ZIP code
SANTA BARBARA, CA 93101

Requester's name and address (optional)

List account number(s) here (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on the "Name" line to avoid backup withholding. For individuals, this is your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Social security number								
			-					

Employer identification number								
9	5	-	6	0	0	2	8	3

Note. If the account is in more than one name, see the chart on page 4 for guidelines on whose number to enter.

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
- I am a U.S. citizen or other U.S. person (defined below), and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions on page 3.

Sign Here Signature of U.S. person ▶ *Theo Fallato* Date ▶ *2.25.14*

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. The IRS has created a page on IRS.gov for information about Form W-9, at www.irs.gov/w9. Information about any future developments affecting Form W-9 (such as legislation enacted after we release it) will be posted on that page.

Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, payments made to you in settlement of payment card and third party network transactions, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

- Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
- Certify that you are not subject to backup withholding, or
- Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the

withholding tax on foreign partners' share of effectively connected income, and

4. Certify that FATCA code(s) entered on this form (if any) indicating that you are exempt from the FATCA reporting, is correct.

Note. If you are a U.S. person and a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien,
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States,
- An estate (other than a foreign estate), or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax under section 1446 on any foreign partners' share of effectively connected taxable income from such business. Further, in certain cases where a Form W-9 has not been received, the rules under section 1446 require a partnership to presume that a partner is a foreign person, and pay the section 1446 withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid section 1446 withholding on your share of partnership income.

Santa Barbara County - Behavioral Health System Vision and Guiding Principles

Greetings! Santa Barbara County's Behavioral Health Steering Committee, focusing on system change, is pleased to announce the release of the ***Vision and Guiding Principles*** to guide us as we evolve the system to best serve the community.

Designed to guide and inspire innovation and quality improvement in both the short and long term, the ***Vision and Guiding Principles*** were adopted by the Steering Committee Nov 21, 2013.

The committee, which was convened by the office of the Chief Executive Officer of Santa Barbara County, is dedicated to ensuring our behavioral health system upholds this vision and these guiding principles over time.

We will be assessing the quality of our system's adherence to these principles, and we invite your feedback as this process moves forward.

One way for you to participate is to go to <http://www.countyofsb.org/admhs> and click on the "Systems Change" link.

We value a behavioral health care system that is

- ❖ welcoming
- ❖ hopeful
- ❖ client-focused
- ❖ inclusive
- ❖ culturally-competent
- ❖ seamless
- ❖ outcomes-oriented
- ❖ recovery-based
- ❖ collaborative
- ❖ adequately-resourced
- ❖ accessible
- ❖ innovative
- ❖ complexity-capable

Vision

- ❖ Our behavioral health system is **welcoming**, with every door the client approaches being the "right" door;
- ❖ We provide the highest **quality** of care and services to aid rehabilitation;
- ❖ We work to help each client achieve the **wellness** inherent in recovery;
- ❖ Our services are
 - **efficient**
 - **integrated**
 - **evidence-based**
 - delivered with **respect**, preserve client **dignity** and provide every client an environment to reach his or her full **potential**;
- ❖ We value **ongoing improvement**, and welcome ideas to improve our system from staff, clients, family members, advocates, and others in the community who care that we have the best system possible

Guiding Principles

- ❖ **Client- and family-driven system of care:** Individuals and families participate in decision making at all levels, empowering clients to drive their own recovery.
- ❖ **Partnership culture:** We develop partnerships with clients, family members, leaders, advocates, agencies, and businesses. We welcome individuals with complex needs, spanning behavioral health, physical health, and substance use disorders, and strive to provide the best possible care.
- ❖ **Peer Employment:** Client and family employees are trained, valued, and budgeted-for in ever-increasing numbers as part of a well-trained workforce.
- ❖ **Integrated service experiences:** Client-driven services are holistic, easily accessible, and provide consistent and seamless communication and coordination across the entire continuum of care delivery providers, agencies and organizations.
- ❖ **Cultural competence, diversity and inclusivity:** Our culturally diverse workforce represents this community. We work effectively in cross-cultural situations, consistently adopting behaviors, attitudes and policies that enable staff and providers to communicate with people of all ethnicities, genders, sexual orientations, religious beliefs, and abilities.
- ❖ **Focus on wellness, recovery and resilience:** We believe that people with psychiatric and/or substance use disorders are able to recover, live, work, learn and participate fully in their communities.
- ❖ **Strengths-based perspective:** Recovery is facilitated by focusing on strengths more than weaknesses, both in ourselves and in our clients.
- ❖ **Fiscal responsibility:** We efficiently leverage finite resources to provide the highest quality care to our clients, including those whom are indigent.
- ❖ **Transparency and accountability:** There are no secrets. We do what we say we will do, or we explain why we can't.
- ❖ **Continuous quality improvement:** We reliably collect and consistently use data on outcomes in our system of clients and other pertinent populations (such as incarcerated and homeless), as well as data related to perceptions of families, employees, and community-based organizations, to fuel a continuous quality improvement process.

*The **Steering Committee** that adopted the Vision and Guiding Principles comprised the following stakeholders from throughout the County:*

- Celeste Andersen, JD Compliance
- Charletha Anderson Central Coast Baptist Assoc & CORDS Foundation
- Ole Behrendtsen, MD Co-Chair; ADMHS Medical Director
- Sylvia Barnard CBO rep; Exec Director, Good Samaritan
- Michelle Brenner Vice Chair, Mental Health Commission
- Annmarie Cameron CBO Rep, Exec Director, Mental Wellness Center
- Manuel Casas, PhD Mental Health Commission, & Latino Advisory Committee
- Todd Cook Cottage Health System
- John Doyel, M.A. Program Manager, ADMHS Alcohol & Drug Programs
- Ann Eldridge NAMI Rep; Mental Health Commission member
- Michael Evans ADMHS Deputy Director, Finance
- Jonathan Eymann, MFT ADMHS Program Manager, Calle Real Clinic
- Suzanne Grimmese, MFT Programs Representative (ADMHS)
- Mark Kofler, MD Psychiatrist, Calle Real Clinic (ADMHS)
- Raquel Lopez La Casa de la Raza
- John Lovern Professor, Allan Hancock College; Change Agent
- Jon Nibbio Family Member; Chief Operations Officer, Family Care Network
- Daniel Nielson Director, Department of Social Services
- Terri Nisich, MPA Chair, Assistant CEO, Santa Barbara County
- Carlos Olson ADMHS Line Staff; Change Agent
- John Richards Co-Chair; Alcohol & Drug Program Advisory Board - Chair
- Cecilia Rodriguez, MFT CBO Rep; Exec Director, CALM
- Cuco Rodriguez, M.A. MHSA Division Chief, ADMHS
- Sara Scofield Labor Representative – Clinicians
- Bev Taylor County Probation, Department Director
- Larisa Traga ADMHS Line Staff; Change Agent
- J. T. Turner, MFT Co-Chair, CBO Rep; Exec Director, Phoenix of Santa Barbara
- Takashi Wada, MD, MPH Public Health Director/Interim ADMHS Director
- Phylene Wiggins Program Officer, Santa Barbara Foundation
- Tina Wooton ADMHS Consumer Empowerment Manager

Consultants and ADMHS Systems Change Staff on the Steering Committee

(ADMHS is Santa Barbara County's Dept of Alcohol, Drug & Mental Health Services)

- Andy Keller, Ph.D., Consultant, TriWest
- Ken Minkoff, MD, Consultant, Zia Partners
- Chris Cline, MD, Consultant, Zia Partners
- Nancy Vasquez, MPA, ADMHS Project Manager
- Michael Camacho-Craft, MFT, ADMHS Deputy Director, Programs
- Andrew Vesper, LCSW, ADMHS Regional Manager
- Dana Fahey, ADMHS MIS Manager
- April Howard, Ph.D. ADMHS System Change Evaluator
- Lyra Monroe, MPA, ADMHS, System Change Design Team member

Peer Training Needs Telephone Survey

Please tell us about your role delivering peer support services in the public behavioral health system in Santa Barbara County:

I am employed :

- ADMHS a community provider self-employed volunteer

My typical weekly hours delivering peer support services are:

- 35-40 20-35 10-20 Under 10 Volunteer with varying hours

I primarily serve Mental Health Clients Family Members

Most of my clients are:

- Adults 60 and older Adults between 18 and 59 Teens Children

We would like to learn more about the trainings that would help you maintain wellness in the workplace and provide skills to help you do your job effectively. I am going to read a list of topics. For each one, answer “yes” if it would be helpful to you or “no” if you feel it would not be applicable.

	Yes	No
Wellness Tools	<input type="checkbox"/>	<input type="checkbox"/>
How to Transition from an Advocate to an Employee Role	<input type="checkbox"/>	<input type="checkbox"/>
Benefits Planning	<input type="checkbox"/>	<input type="checkbox"/>
How to Supervise	<input type="checkbox"/>	<input type="checkbox"/>
Building Your Career with Transferable Skills	<input type="checkbox"/>	<input type="checkbox"/>
Continuing Education/Professional Development	<input type="checkbox"/>	<input type="checkbox"/>
Sensitivity Training/Reaching Underserved Communities	<input type="checkbox"/>	<input type="checkbox"/>
Establishing and Maintaining a Support Group	<input type="checkbox"/>	<input type="checkbox"/>

Please suggest additional trainings that you feel will either help you improve or maintain wellness in the workplace or provide you information and skills that will help you do your job better.

Call for Participation:

Free Training for People With Lived Experiences Working in the Santa Barbara County Public Behavioral Health System



The Program:

The Santa Barbara County Department of Alcohol, Drug and Mental Health Services (ADMHS) is offering a variety of free trainings to individuals working in the public behavioral health system.

Objective:

To build the capacity of the public behavioral health workforce by providing trainings that will assist consumer and family staff members and caregivers create and maintain workplace wellness and gain the skills and knowledge necessary to succeed in their jobs and careers.

Eligibility:

To qualify for free trainings:

- You are an individual with lived experiences employed by or volunteering with ADMHS or a participating organization or you serve as a caregiver in the Santa Barbara County behavioral health system.
- Your job or volunteer work is focused on providing consumer or family peer support services to children with serious emotional disorders or adults with severe behavioral health challenges and/or members of their families.

To apply:

Please complete and return the peer training application available online at www.countyofsb.org/admhs or call Jennifer Langenheim, 681-5367.

Participating Organizations

ADMHS
CALM
Casa Pacifica
Community Action Commission
Community Health Centers of the Central Coast
Family Care Network
Family Service Agency
Independent Living Resource Center
Mental Health Systems
Mental Wellness Center
NAMI South County Chapter
PathPoint
Phoenix of Santa Barbara
Santa Barbara County Education Office
Santa Maria Valley Youth and Family Center
Santa Ynez Tribal Clinic
Transitions-Mental Health Association

This project was made possible with funding from the California Office of Statewide Health Planning and Development (OSHPD).

ATTACHMENT 10

List of Organizations in the ADMHS Stakeholder Database

ADMHS	Family Care Network	Sanctuary Centers of Santa Barbara
Aegis Medical	Family First	Santa Barbara City Housing Authority
Alan Hancock College	Family Service Agency	Santa Barbara Common Ground Santa
Alcohol & Drug Advisory Board	Fighting Back Santa Maria Valley	Barbara Community College Santa
Allan Hancock College	First 5	Barbara Community Housing
Antioch College	Friendship Center	Corporation
APS	Fund for Santa Barbara	Santa Barbara County Education
Aspira Central Coast	Future Leaders (Central Coast)	Office Santa Barbara Foundation
Boys and Girls Club	Girls Inc	Santa Barbara Neighborhood Clinics
Bright Horizons	Glendon Association	Santa Barbara Peer Empowerment
Bringing Our Community Home	Good Samaritan	Santa Barbara Police Department
CALM	Grace Lutheran Church	Santa Barbara Rape Crisis Center
CaWORKS	Guadalupe Police	Santa Barbara Rescue Mission
Carpinteria Healthy Start	Healthy Start	Santa Barbara Response Network
Carpinteria Schools	Homeless Mesa Group	Santa Barbara Unified School District
Casa Esperanza	Housing Authority of the City of Santa	Santa Maria Bonita School District
Casa del Mural	Barbara	Santa Maria City Council
Casa Juana Maria	Independent Living Resource Center	Santa Maria Foursquare Church Santa
Casa Pacifica	Isla Vista Youth Projects	Maria Police Department Santa Maria
Casa Serena	JSA Health Telepsychiatry	Valley Youth and Family Center
CenCal Health	La Casa De La Raza	Santa Maria Valley Youth and Family
Center for Employment Training	Latino Advisory Committee	Center
Center for Successful Aging	Legal Aid Foundation	Santa Maria-Bonita School District
Central Coast Commission for Senior Citizens	Lompoc Recovery Learning	Santa Ynez Tribal Health Clinic
Central Coast Headway	Community	Santa Ynez Valley Coalition
CHCCC	Marian Regional Medical Center	Santa Ynez Valley Tribal Clinic
Child Welfare Services, Department of Social	Mental Health Commission	SEIU
Services	Mental Health Systems Inc.	SELPA
City of Santa Barbara	Mental Wellness Center	Sheriff's Department
City of Santa Maria	NAMI Santa Maria	Social Services Department
Coast Caregiver	NAMI South County	St. Vincent's
Coast Valley Substance Abuse Treatment	NAMI/Mental Wellness Center	Stalwart Inc
Center	New Beginnings Counseling Center	Superior Court
Common Ground	Noah's Anchorage Isla Vista Teen	Telecare Corporation
Community Action Commission	Center	Transition House
Community Health Centers of the Central	North County Rape Crisis	Transitions-Mental Health Association
Coast	Pacific Pride Foundation	Treasurer-Tax Collector
Consumer and Family Member Advisory	PathPoint	Tri-Counties Regional Center
Committee	People Helping People	UCSB
Corizon Health	Phoenix of Santa Barbara	Visiting Nurses
Cottage Health System	Postpartum Education for Parents	VTC Enterprises
Council on Alcoholism and Drug Abuse	Probation Department	Welcome Every Baby
County Education Office	Project Premie	WillBridge of Santa Barbara
Department of Social Services	Public Conservatorship	Youth and Family Services YMCA
Devereux	Public Defender	Zona Seca
District Attorney's Office	Public Health Department	
El Nuevo Amanacer	Salvation Army	
Families ACT		