

# Matters

## St. Luke's House Highlights

- Replaced two rental units with a St. Luke's House owned and operated residence
- Achieved a 78% employment rate for clients in the Back to Work Program
- St. Luke's House clients earned and paid taxes on over \$1.2 million through the Back to Work program

## In This Issue

Preparing for the Future	2
Job Keep Club	2
Grants and Thanks	2
What Will Your Legacy Be....	3
Help the Homeless	4
A Decade of My Life	5
Opportunities	7

## THANK YOU WHOLE FOODS!



Left to right: Carol Shreve, Director of Development; Alan Brenner, Board Chair and Pamela Cudahy, President and CEO, of St. Luke's House with Holli Madden, the Community Liaison for Whole Foods Market Bethesda.

On June 29, 2005, Whole Foods Market Bethesda selected St. Luke's House, Inc. to be the featured non-profit organization to receive 5% of the total day's sales which came to \$4,511.35. Holli Madden, the Whole Foods Bethesda representative suggested that St.

Luke's House have an information table and representatives available. We were able to do that, as well as having our video running all day. In addition, more than 25 volunteers came to support the effort by bagging groceries!

The \$4,511.35 will be used to renovate and update the greenhouse, buy gardening tools and supplies, plant materials and seeds and other items needed to support the Life Skills Program.

St. Luke's House is a local nonprofit that provides community-based mental health care for adults with severe and persistent mental illness and youth with serious emotional disabilities. St. Luke's House services include psychiatric rehabilitation, supported living, vocational training, clinic services, life skills development and many more. St. Luke's House serves approximately 900 individuals who reside in Montgomery County each year. ■

## St. Luke's House Receives Recognition for Best Practices

St. Luke's House, Inc. has recently received two awards of recognition for their work in helping people with mental illness join or re-join the workforce through the use of evidence-based supported employment. The first award was granted by Montgomery County in recognition of exemplary services in case manage-

ment and supported employment. The second award was from Johnson & Johnson--Dartmouth Community Mental Health Program as a Certificate of Recognition for "their valuable participation in implementing evidence-based Supported Employment." Supported employ-

ment services help people consider their vocational skills, preferences, and experiences to identify their desired job type. Employment specialists then help people in their job search to locate potential employment opportunities and employers. Finally, they provide

*Continued on page 3*

# Preparing for the Future

St. Luke's House, Inc. is updating our strategic direction. It is our intention to remain a strong, vital organization which is dedicated to meeting the mental health and resource needs of our community.

We are about to undergo a planning process that will ensure our success in fulfilling our mission.

Our current strategic direction was developed in the Spring of 2002 under the skillful facilitation of Ugochi Dineia and Mary Abbajay who so generously donated their time to lead us through a process that involved consumers, family members, staff, management and Board. Together we developed a practical vision that included eight areas of focus: Best Practice Leaders, Staff Retention, Educa-

-tion and Awareness, Program Growth, Quality Product and Service Development, Development (fundraising), Capital (physical) Improvements, and Information Technology. We identified obstacles and root causes in six areas that impeded progress on our vision and chose three major strategic directions that we believed would reduce the obstacles and further our vision. We then selected several key actions for each major strategic direction, assigned responsibility for implementation and got down to work. Much has been accomplished in all areas of the three year-scope of the plan,

even in the light of continuing system changes at the state level. Among many successes, St. Luke's House established



Pamela K. Cudahy  
President/CEO

evidenced-based practice models in supported employment and family psychoeducation. We are participating in the county-wide project to improve services to individuals who have co-occurring mental illness and substance abuse. We expanded our outpatient mental health services and added a case management and housing facilitation program. We have developed partnerships to provide supported employment services for Threshold Services and to provide training and support services at Montgomery Work's One Stop Shop. Most

recently the program team has launched a specialized residential model for people with high expressed emotion using an evidence-based Dialectic Behavioral Therapy approach.

We are beginning to implement our next strategic direction planning process. Over the next few months, volunteer facilitator Sara Keenan-Rohling will meet with broadly representative focus groups to gather input essential to our process. We look forward to refreshing our plan and continuing our quest to help people live, learn and work successfully in their communities by offering integrated mental health services and community resources. ■

## Grants and Awards

St. Luke's House would like to thank the following foundations, organizations, companies and community groups for their support through these grants and awards:

The William S. Abell Foundation, The Marriott Foundation, The Gannett Foundation, The Fannie Mae Foundation, The Bethesda-Chevy Chase Rotary Foundation, The North Bethesda Rotary Foundation, The Friendship Heights Rotary Foundation, The Spring Creek Foundation, The knights of Columbus, Council #9808, Saint Mark Presbyterian Church, St. Luke's Episcopal Church, The Murray Foundation, The Meyer Foundation, Montgomery County Community Foundation, Jewish Youth Philanthropy Institute, The Allstate Foundation, The Bank of America Foundation

## The Job Keep Club by Emory Harmon

One of newest innovations in the Back to Work Program (BTW) is the Job Keep Club. Although this Club started almost two years ago, it has gone through some exciting developments and often seems new with each meeting. The Job Keep Club is loosely based on a similar club I developed at Vesta in the late 1990's. The members of the club are SLH consumers who are currently employed or who may be tem-

porarily in between jobs. They must have a desire to remain employed.

One of the challenges for BTW supported employment specialists is to work with consumers to remain at their jobs. We know of many who do not have difficulty obtaining employment. It is keeping the job that is the difficult piece. BTW offers excellent classes in which SESs and class participants im-

part knowledge and experiences on keeping one's job. Most of the working consumers are unable to attend these BTW classes and are not expected to attend.

The Job Keep Club attempts to fill this gap. As an exclusive group for working consumers, it is a social activity as well as a support group. Meetings are held at *The Old Country Buffet* in Gaithersburg and *The Taste Diner* in Silver Spring. They

St. Luke's House offers many volunteering opportunities as well as the option for you to offer your specific talents and to create a volunteer project that fits your skills. See page 7 for more details.

*Continued on page 7*

## What Will Your Legacy Be ....

By Carol Shreve

### Attention Businesses

Corporate Sponsorships were the core of the funds raised for St. Luke's House through the 2004 Help the Homeless Campaign.

If you are interested in learning about sponsorship opportunities contact Carol Shreve at 301.493.4200 ext. 266

Most of us hope that our hard work will make our lives and the lives of our loved ones better. Beyond that, we recognize the charities and organizations that benefit our larger family, our community. We want to make a difference there as well. How can you provide for all of these needs and continue to receive retirement income? One way is through income bearing charitable trust annuities. St. Luke's House, Inc. is very pleased to announce that we have been Licensed by the State of Maryland, Commission on

Insurance, to offer Charitable Trust Gift Annuities.

What does that mean? It means that you can help St. Luke's House, Inc. continue its work well into the future and still have needed income for yourself, your spouse or other family members for your combined lifetimes. Additional advantages may be available immediately. You may be eligible for deductions in current income tax and gift taxes, deferral of capital gains taxes, charitable contribution deductions and more. To discuss your per-



Carol Shreve,  
Director of Development

sonal philanthropy and the possible benefits to you, your family and St. Luke's House, please call Carol Shreve, 301.493.4200 ext. 266. Thank you. ■

## NIMH Special Service Award Given to John G. Miers

*John Miers is a long time member of the Board of Directors and one of the original founders of St. Luke's House in 1971. This most recent award is one of many John has received for his dedication to making our community a better place. The following is an excerpt from the award nomination written by William T. Fitzsimmons, Executive Officer, NIMH.*

John G. Miers was the Director of the Office of Div-

ersity and Employee Advocacy Programs (ODEAP) at the National Institute for Mental Health, (NIMH), from its creation in February 2000, until October 2004, when it was consolidated with the Office of Equal Opportunity and Diversity Management. Under Mr. Miers' leadership, ODEAP successfully demonstrated NIMH's commitment to affirmative action, equal employment opportunity, and compliance with the Americans with Disabil-

ities Act. Mr. Miers was instrumental in NIMH achieving a more family-friendly workplace by promoting workforce diversity and quality of worklife programs. In addition, he initiated outreach programs to stimulate interest in NIMH research among members of minority groups.

Mr. Miers' efforts have had a significant impact, not just throughout the Institute and NIH, but also throughout the entire Department and

into the community. Many of his programs and initiatives have served as models for other institutes. He also has served as a representative on trans-NIH and Department committees, and he has dedicated personal time to support community activities.

*Congratulations, John, and we all appreciate the work you do for St. Luke's House and in the surrounding community!*



## Best Practices (continued from page1)

individualized support as needed to assist people in their work lives.

During FY05, SLH achieved a 78% employment rate for clients enrolled in the Back to Work program. In traditional rehabilitation programs, less than 15% of the people with serious mental illness obtain meaningful work. Locally, St. Luke's House and the Wheaton office of the Maryland De-

partment of Education Division of Rehabilitation Services (DORS) are partnering to implement the evidence-based practices approach to helping people with psychiatric disabilities obtain employment in Montgomery County. They are participating together in a consortium of employment agencies across seven states in the Johnson & Johnson--Dartmouth Community

Mental Health Program. In addition to Maryland, the other states are Connecticut, Kansas, Oregon, South Carolina, Vermont, and Washington, D.C. The national program was developed by the New Hampshire-Dartmouth Psychiatric Research Center and sponsored by the Johnson & Johnson Division of Corporate Contributions. The supported employment

model of vocational services has consistently demonstrated better outcomes in helping people with mental illness to get and keep competitive jobs in their communities, but fewer than five percent of people who have a serious mental illness have access to these services. ■

## Help the Homeless Walk News & Report

St. Luke's House earned approximately \$52,000 in the 2004 Fannie Mae Foundation's Help the Homeless Walk.

The Fall 2005 Help the Homeless campaign has just begun and we are looking to surpass our 2004 earnings. These funds are crucial to St. Luke's House in allowing us to continue to maintain and expand the community-based psychiatric rehabilitation services we provide

throughout Montgomery County.

You can help by becoming a Corporate Sponsor for the Help the Homeless Walkathon. By becoming a Sponsor you will join the many Washington Metro area companies that support this event. The entire amount of your sponsorship will go to support organizations that operate in your community such as St. Luke's House.

The sponsorships start at

\$1,500 for the Bronze level.

You will receive many incentives for becoming a sponsor, such as your company's name displayed on posters, banners, t-shirts and in the Washington Post. If you are interested in becoming a sponsor, general participation in the walk or learning more about the programs of St. Luke's House and the services we provide in your community please give us a call. ■

**The 17th Annual  
Help the  
Homeless Walk  
will be held  
Saturday,  
November 19.**

**For general  
walker  
information  
contact Mark  
Foraker at  
301.493.4200  
Ext. 270**

### **CORPORATE SPONSORS**

**If you are  
interested in  
becoming a  
corporate  
sponsor please  
contact Carol  
Shreve at  
301.493.4200 ext.  
266**

### **PLEASE WELCOME OUR NEW STAFF**

**Each edition of our newsletter we like to welcome the staff members that have  
joined our team during the past six months.**

**Latasha Scott Lakeesha Easterling Simone Morgan  
Leah Barrow Elizabeth Tullberg Patrick Marrin  
David McQuaid Kristy Anagnost Kathy White  
Andrea Danko-Koenig Royelle Mohorovic Tai Dozier  
Candace Hocker Stephanie Warner Jose Barahona**

## **YOUR CONTINUED SUPPORT IS THE REASON FOR OUR CONTINUED SUCCESS!**



### **St. Luke's House, Inc.**

6040 Southport Drive  
N. Bethesda, MD 20814  
Phone: 301.493.4200

Your contributions enable St. Luke's House to provide the highest quality community-based mental health care available. Thank you for your support!

I would prefer to charge my gift to a credit card.

- ☐ Visa      ☐ MasterCard      ☐ Discover  
☐ American Express

Card #: \_\_\_\_\_

Exp. Date: \_\_\_\_\_ Signature: \_\_\_\_\_

Enclosed is my tax-deductible contribution of:    \$25    \$50    \$100    \$200    \$250    \$500    Other \_\_\_\_\_

Name: \_\_\_\_\_ Street: \_\_\_\_\_

Apartment /Suite #: \_\_\_\_\_ City: \_\_\_\_\_ State \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_



# A Decade of My life

By Beth Welch

My name is Beth Welch and I have been a client of St. Luke's House for about nine years.

When I started this program I was living with my mom and had very few independent living skills. My first year in the program at St. Luke's my counselor helped me find a house with roommates. My rehabilitation counselor went with me to look at the house and meet the roommates to see if this was a good fit for me. In order to live in this house I needed to be able to cook my own meals, clean up after myself and monitor my own medication. I moved in two weeks after looking at the house but I still needed some work on my independent living skills.

My counselor worked with me individually to develop these basic skills and I also

enrolled in Life Skills classes at St. Luke's House to help me better socialize with other people. Once I learned the basics I realized that there were a lot of areas where I could improve. My mom encouraged me to come to St. Luke's to learn how to cook healthy meals for myself and deal with difficult social situations. So I started taking more Life Skills classes, like anger management and communications, that would help me with that. The skills I learned from these classes and by working with my counselor has helped me deal with a lot of challenges and difficult situations. I am still living independently in that same house after nine years. I now check and monitor all of my own medication. I have learned computer skills and will be

taking customer service classes. I have been at the same job for almost one year and it has made a big difference in my life. The work support has helped me to know what to say and who to talk to on the job when there are tough situations. Another big achievement was being able to deal with a difficult situation with one of my roommates without it affecting other parts of my life. I am still taking Life Skills classes and trying to make improvements for myself.

St. Luke's has provided services that are the right fit for me and give me the support I need to be independent. Because St. Luke's House offers many different programs I can choose the services that will help me the most and continue my successful independence. ■

## Thank You Jewish Youth Philanthropy



St. Luke's House Director of Development, Carol Shreve, receives a check from the Jewish Youth Philanthropy Institute.

The Jewish Youth Philanthropy Institute in Rockville Maryland awarded grant funding to the Career Transition Program at the check presentation ceremony in May. The Jewish Youth Philanthropy Institute is an innovative organization dedicated to helping Jewish teens learn responsible, effective philanthropy. The Jewish Youth Philanthropy Institute distributes grants each year to a variety of overseas and local agencies; each youth contributes funds which are matched dollar-for-dollar by the Jewish Youth Philanthropy Institute.

## Personality Disorders and Severe Mental Illness Interventions That Work

**Personality Disorders  
and**

**Severe Mental Illness**

**One Day CEU Training  
with Donald Cassidy, Ph.D**

**December 2, 2005**

**8:30am to 4:30pm**

**\$99 Before September 30**

**For information contact  
Carol Shreve at  
301.493.4200 ext. 266**



**Donald Cassidy, Ph.D**

Clients who have a personality disorder can present difficult challenges to therapists, nurses, case managers and psychiatrists in outpatient and inpatient settings. People who have Border-

line, Narcissistic, Anti-social, Dependent, and other personality disorders can benefit from therapy when mental health professionals learn "interventions that work" even when the client also has Bipolar Disorder, Major Depressive Disorder, Schizophrenia or Schizoaffective Disorder.

This exciting workshop will take your current understanding of personality disorders to a new level. Didactic presentation, handouts, case presentation, and interactional learning will give you new tools for your therapy toolbox. By the

end of this one-day workshop, therapists will be able to: identify 10 key therapy strategies and when to apply them; work with issues of transference/countertransference which aid or hinder therapy; create a "team approach" using dialectical Behavior Therapy skills for working with people who have Borderline Personality Disorder and a co-present Axis I disorder. For a full description of the training content please contact Carol Shreve at 301.493.4200 ext. 266 ■

## SLH Offers Montgomery County Case Management and Housing Facilitation

The Case Management and Housing Facilitation services offered by St. Luke's House began with a grant awarded in 2002. This program is offered to individuals residing in Montgomery County who are not currently eligible for services in the public mental health system. Their ineligibility typically stems from having insurance which will not cover rehabilitation and/or clinic services.

The intent of the case management service component of the Montgomery County Case Management (MCCM) Program is to assist individuals with identifying and accessing community resources and services which would support their ability to function as independently as possible in the community. Examples of the support which is provided to consumers include help with applying for Social Security benefits, applying for subsidized housing programs, and accessing financial assistance programs which help with expenses such as energy bills. Case managers with the program also assist consumers with accessing pro-

grams offering food stamps and private and/or public transportation.

In addition to providing linkage to community resources, the case management program provides crisis intervention services and assists consumers in developing supportive, positive, and productive relationships with individuals and organizations in the community. These connections may be outside of the traditional mental health field and may include social organizations and employment training services in addition to the support the consumer may receive from friends and family. Case management services are typically available to participating consumers for up to nine months. The program is able to provide services for a maximum of 37 consumers at one time. Due to the relatively short-term engagement with consumers, the program focuses on how to assist the individual with establishing more long-term, permanent linkages with community resources. The housing

facilitation services offered under the MCCM Program are intended to assist consumers, who are tenants of Housing Unlimited, Inc and Hughes Neighborhood Housing, in maximizing their ability to live cooperatively and productively in a shared living environment while expanding their personal independence.

This is accomplished through regularly scheduled, voluntary meetings with tenants at their residences. These house meetings are directed towards helping tenants develop their abilities to create a home-like environment and promote relationships with their fellow tenants which are satisfying, respectful, and collaborative.

House meetings address issues such as conflict resolution and how to effectively and productively live with other individuals. Approximately 110 consumers have had the opportunity to involve themselves in this program. Additionally, MCCM staff conducted 259 house meetings involving

Hughes Neighborhood Housing and Housing Unlimited, Inc. during this period. A total of 588 tenants participated in these house meetings.

This program has generated positive responses from consumers, external social service agencies, and relatives of consumers who participate in the program, commending the services as an extremely beneficial and comprehensive program for those individuals who may otherwise be without support in helping them achieve their goals. ■

### **Examples of the Montgomery County Case Management and Housing Facilitation Program's successes during the period 7/01/04 – 6/30/05 include:**

- 110 consumers have applied for benefits/entitlements
- 11 consumers have moved into a Residential Rehabilitation Program
- 5 consumers have been accepted into a Psychiatric Rehabilitation Program
- 8 consumers are now competitively employed
- 21 consumers are now participating in vocational training programs
- 7 consumers moved to independent housing
- 12 consumers who were homeless have moved into transitional shelters

## Job Keep Club *continued*

occur on the second and fourth Wednesdays of each month from 6:00 to 7:30 p.m. (Check the LSP monthly calendar for specifics.) Those attending take advantage of a reduced-cost meal. \$5 for all you care to eat and drink at the *Old County Buffet* and \$5 for a limited number of menu items at *The Tastee Diner*.

After dinner, which is always enjoyed by all, there is a consumer-led discussion on a myriad of work-related topics and issues. Club members share their insights and sug-

-estions on resolving workplace issues. They also get an opportunity to talk about their work experiences with other consumers also working. At the end of each meeting there is a drawing to determine who wins a FREE dinner the following month. There are two club meetings per month and members can attend at either restaurant or both. We are always accepting new members. Any working SLH consumer wanting to remain employed is qualified to join. ■

## Budget & Finance Committee

The Budget and Finance Committee serves to review and analyze the financial position of the organization. Each month, committee members receive the balance sheet, income statement, cash flow statement and accounts receivable report and, with the support of the CFO and CEO, determine cause and effect of variances from budgets and forecasts. Discussions often occur to create ideas that will help guide the organization through anticipated changes in regulations, and how changes may affect the organization's ability to meet its financial obligations and responsibilities.

The Committee meets monthly

via conference call on the 4<sup>th</sup> Monday of the month at 11:30 a.m.

### Committee Needs Members:

Individuals with accounting and/or financial background,  
Individuals with understanding of basic business operations,  
No prior committee experience necessary.

For more information on membership in the Budget and Finance Committee please contact Alan Brenner during normal business hours at 301.231.6075 ext. 125 or e-mail at [abrenner@dataprise.com](mailto:abrenner@dataprise.com).

## Quality Assurance Committee

The Quality Assurance Committee is responsible for reviewing the continued quality of program and service delivery of St. Luke's House. The Committee:

- Monitors the quality of St. Luke's House programs and services
- Helps assess the quality and consistency of programs, including residential upkeep at the residential sites
- Assesses client satisfaction.

The Quality Assurance Committee meets on the second Tuesday of the month at 6:00 p.m. For more information, please contact Barrie Friedman at: [friedman@stlukeshouse.com](mailto:friedman@stlukeshouse.com) or John Miers at: [miersj@stlukeshouse.com](mailto:miersj@stlukeshouse.com).

## Development Committee

The Development Committee supports a department within St. Luke's House that is responsible for securing funding to build capacity among all the St. Luke's House programs, close funding gaps and seek funds for project improvements. The Development Department hosts special events, holds continuing education

trainings for mental health professionals, maintains the SLH website, PUBLISHES THE NEWSLETTER(!), writes grants, etc. The Development Department also plays an active role in public relations for St. Luke's House and is always looking for individuals with skills that will compliment the above listed activities. The

development committee meets the third Monday of the month at 5:00 p.m. If you are interested in joining please contact the Director of Development, Carol Shreve at: 301.493.4200 ext. 266 or you may e-mail her at [shrevec@stlukeshouse.com](mailto:shrevec@stlukeshouse.com).



### A List of Volunteer Ideas and Needs

Mentors to meet monthly with individual Back to Work clients

Local employers to give mock job interviews for Back to Work clients

Artists, musicians, poets, hobbyists and resource people in various fields to share their talents and expertise with clients in the Life Skills Program

English-as-a-Second-Language tutor for client

Seasonal grounds assistants--landscaping, grounds clean-up or snow removal

## A Non-financial Option for Supporting the Work of St. Luke's House

Volunteers are needed for all of the coming holiday events from Halloween through New Year's Day. However, not all of the opportunities at St. Luke's House (SLH) are seasonal. Long-and short-term volunteers and interns are always welcome at SLH on an ongoing basis. Volunteer positions are available working

directly with clients or with other activities in the organization.

Many of the committees which support the various programs of SLH are also looking for volunteers to serve on the committee for at least on year. Details about the available committees are listed above. For more information about the

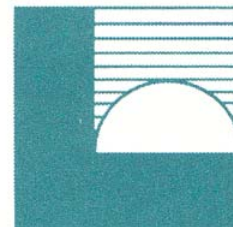
wide variety of volunteer and internship opportunities at St. Luke's House call Diane Wagner, Coordinator of Interns and Volunteers at (301) 493-4200 ext. 215 or email:

[int-vol@stlukeshouse.com](mailto:int-vol@stlukeshouse.com)

Hope to see you soon. ■

## Support St. Luke's House in the 2005 Help the Homeless Campaign!

The 2004 Help the Homeless Walk was a success for St. Luke's House. Corporate Sponsorships accounted for approximately 95% of the total amount of funds raised through this campaign. There are many ways you can support St. Luke's House in the Help the Homeless campaign so give us a call at 301.493.4200 ext. 266.



### 2005 FALL CALENDAR

- **Board Meetings, fourth Monday of the month**
- **Development Committee Meetings, third Monday of the month**
- **Help the Homeless Walk, November 19**
- **Personality Disorders CEU Training, December 2**
- **Thanksgiving Dinner for SLH clients, November 18**

St. Luke's House, Inc.  
6040 Southport Drive  
N. Bethesda, MD 20814

Summer 2005

Chair, Board of Directors  
Alan Brenner

President/CEO  
Pamela K. Cudahy

Director of Development  
Carol Shreve

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Volunteer Coordinator  
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St. Luke's House Matters is  
published by St. Luke's House, Inc.

For information about the  
newsletter please call

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