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CCF Semi-Annual Report: Nebraskans Expanding Behavioral Health Access through Networking Delivery Systems

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CCF Semi-Annual Report
April – September 2005

NEBHANDS

Nebraskans Expanding Behavioral Health Access through Networking Delivery Systems

Submitted By the University of Nebraska Public Policy Center – October 28, 2005

1. Grant Information

Grant Number: 90EJ0010
Project Title: Nebraskans Expanding Behavioral Health Access through Networking Delivery Systems (NEBHANDS)
Grantee Organization Name: Compassion Capital Fund Demonstration Program
Contact Person: Caroline Walles
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Period Covered by Report: April 1, 2005-September 30, 2005

2. Major Activities and Accomplishments

Year three sub-awards were awarded to 58 different organizations (some were Year Two extensions), totaling approximately $560,560. *Attachment A* provides a list of third year subawardees, including the name and location of each, the type of organization, and description of project. *Attachment B* lists some of the major accomplishments of the third year subawardees.

Technical Assistance
NEBHANDS held a number of open technical assistance workshops for subawardees and other faith-based and community organizations during the reporting period (see *Attachment C* for samples of information on specific workshops):

- March 23, April 8-9: Cultural Competency and Victims of Torture Conference (Lincoln Executive Video Conference).

- April 15, 2005: Logic Model-Developing Systems of Care Video Conference Training Session (Hastings, Kearney, Lincoln, Norfolk, North Platte, Omaha, Scottsbluff).
  Participants rated the session **3.42 on a four-point scale** that the event increased their knowledge concerning legal issues for non-profit organizations and **4.27 on a five-point scale** for their overall impressions of the session.

- May 12, 2005: Legal Issues for Leaders of Non-Profits: Expanding Revenues and Governance of 501c3 Organizations (UNMC to Grand Island, Hastings, Kearney, Scottsbluff, Lincoln).
  Participants rated the session **3.18 on a four-point scale** that the event increased their knowledge concerning legal issues for non-profit organizations and **4.18 on a five-point scale** for their overall impressions of the session.

- June 28, 2005: Cost-Sharing 101: How to Calculate Matching Funds (Conference phone call).

- August 25, 2005: Fundraising: The Three Dimensions Program (Hastings, Kearney, Lincoln, Norfolk, Omaha, Scottsbluff, McCook).
  Participants rated the session **3.08 on a four-point scale** that the event increased their knowledge concerning fundraising and **4.31 on a five-point scale** for their overall impression of the session

- September 15, 2005: Foundation Funding (Hastings, Kearney, Lincoln, Norfolk, Omaha, Scottsbluff, McCook).

- September 20, 2005: Drugs and Behavioral Health (Hastings, Kearney, Lincoln, Norfolk, Omaha, Scottsbluff, McCook).

Several subawardees hosted technical assistance in their communities using NEBHANDS funds during this reporting period (see *Attachment D* for samples of information about subawardee conferences):

April

- March 28 and April 1: Early Childhood Mental Health System of Care Project for Central Nebraska (CNEC) – The First Years Last Forever (Central City and Aurora).
- April 7, 8, and 11: Psychological First Aid Training (Norfolk, Gering, and North Platte).
- April-November: Early Childhood Mental Health Third Thursdays Seminars for Mental Health Providers Interested in Improving their Ability to Serve Young Children and Their Families, provided by Nebraska Family Support (Omaha).
- April 8-9: Lessons from the Field: A Conference on Working with New Americans, hosted by F.I.R.S.T. Project (Lincoln).
- April 11-12: From Bullying to Battering: Making Prevention the Priority, conference hosted by First Congregational United Church of Christ (Kearney).
- April 15: Spanish and English Grammar Comparison and Contrast Improving Comprehension and Rendition in Translation and Interpretation, presented by the Nebraska Association for Translators and Interpreters (Lincoln).
- April 20: Community Meth Discussion, sponsored by the Hasting Community Foundation (Hastings).
- April 29: What Goes on Inside a Grantmaker's Head?, sponsored by the Omaha Community Foundation (Omaha).

May

- May-September: Whine to Roses: How-to Series for Childcare Providers, funded by Nebraska Family Support (Omaha).
- May 9-10: Get on Track conference, sponsored by the Substance Abuse Action Committee (Lincoln).

June

- June 1: Before It's Too Late: Children and Crime, sponsored by Region 6 Behavioral Health System (Omaha).
- June 1-2: Developing our Human Resource Potential: Inviting and Sustaining the Best Work Force for Your Agency, sponsored by the Community Action of Nebraska (Kearney).
- June 2: Nebraska Interfaith Disaster Recovery Network Kickoff Conference, sponsored by Interchurch Ministries of Nebraska (Grand Island).
- June 15-16: Co-Occuring Disorders – one day conference and two day "train the trainer" workshops by Catholic Charities (Omaha).
- June 23: Spiritual Gifts: Presence and Presents (Presbyterian Church of the Cross, Omaha) Conference, for consumers of mental health services to give them a chance to explore and identify their spiritual gifts.

July

- July 14-15: Nebraska Disaster Behavioral Health Conference (Omaha).
- July 15-17: Youth Mental Health Retreat, sponsored by Youth Encouraging Support (Y.E.S. Project) (Kearney).
- July 20-22: The Nebraska Summit: Emerging Practices in Peer Organized and Operated Behavioral Health Services and Supports (Omaha).
- July 21-22: Mapping Nebraska Communities: An Introduction to GIS and Community Analysis Workshop (Omaha).

August

- August 20-22: Collaborating to Ensure Effective Service Delivery, sponsored by the Central Plains Chapter of the American Red Cross (Grand Island).
- August 22: Nebraska Association for Infant Mental Health Organizational Meeting (Lincoln, Omaha, Kearney, Hastings, Norfolk, North Platte).
- August 23-24: Third Annual FBCI Conference Training. Capacity Building and Resource Development Training for Faith and Community Based Organizations: A Primer for Non-Profit Development and Management," sponsored by Nebraska Center for Faith-based and Community Initiatives (Omaha).
- August 24-26: Second Annual Midwest Conference of Problem Gambling and Substance Abuse, presented by Prairieland ATTC (Kansas City, MO).

September

- September 8-9: Nebraska Rural Health Association Conference (Kearney)
- September 9: Cultural Conflict, sponsored by Region V Behavioral Health System (Lincoln)

Committees

The NEBHANDS Executive, Evaluation and Assistance Committees continued to meet throughout the final six months of the project.

- The **Executive Committee** met on April 21, June 24, and September 26, 2005 to wrap up the last details of the project, including authorizing subawards. The final meeting, a dinner meeting on September 26, was in coordination with the Celebration of Excellence that was held to celebrate the success of the NEBHANDS grant and to thank the committee members and stakeholders for their participation in the project.
- The **Evaluation Committee** continued the process of evaluating grant activities including selecting subaward organizations for case studies, collection of information about subaward groups, and effectiveness of technical assistance (see *Attachment F* for survey findings).
- The **Dissemination Committee's** work continued, with the objective of producing information for on-going use by subawardees in their efforts to participate effectively in the state's behavioral health care system, for use by new FCBOs that want to begin to participate in the system, and for communities that wish to integrate FCBOs into local behavioral health care efforts (see discussion of Community Guide, page 8, below).
- The **Assistance Committee** met to disburse remaining funds, in accordance with the processes the Committee used to decide on final subawardee funding. The processes included reviewing a limited number of proposals for additional funding and using previous reviews to identify applications that were competitive for funding but did not

receive funding because of concerns about funds availability. The Committee forwarded their recommendations to the Executive Committee for final action.

Celebration of Excellence
To celebrate the success of the NEBHANDS project, the NEBHANDS staff hosted a "Celebration of Excellence" at the Cornhusker Hotel in Lincoln on September 27, 2005. All subawardees and stakeholders were invited to the day long event that featured a keynote address, a panel of foundation representatives to discuss funding options and strategies, and technical assistance break out sessions. The event closed with the unveiling of the Community Guide (see page 8, below). Attendees received technical assistance products for their organizations and were able to peruse exhibits of local programs and businesses. It was an opportunity for subawardees to network with other subawardees and stakeholders to develop sustainability networks.

3. Concern/Problems

The challenge before us now is helping our subawardees transition through the end of the grant period. We have been working with local, state, and federal partners in finding new funding sources and providing continued technical assistance. We want to preserve our connection with the state's service system to continue to enhance and sustain behavioral health services across Nebraska.

4. Significant Stories/Findings

Hurricane Relief Efforts
Black Family Wellness, a former subawardee and other leaders organized HO!PE for New Orleans, a benefit gospel concert at Salem Baptist Church in Omaha, Nebraska, to raise money for the victims of Katrina. Others who participated in this effort were Mt. Sinai Baptist Church and Greater St. Paul Ministries who are the congregations which have developed New Creations Transitional Housing and Bethesda Urban Development Corporation respectively. These two congregations and their respective programs are leading members of The Nebraska Continuum of Services – a subawardee which has received grant funds and is now providing technical assistance in North Omaha

Hope Harbor, Inc., in Grand Island, is a member of the Association of Gospel Rescue Missions. They received a request for donations from the missions in Texas and Alabama on September 6th. By September 9th, they, and another AGRM, had three semi trucks loaded with donations, including the trucks that reached the areas by the 10th.

Lutheran Family Services of Nebraska is the designated Lutheran Disaster Response agency in the area. In response to Katrina and Rita, they had several therapists and their Lutheran Disaster Response coordinator/chaplain aid the 160 evacuees who flew into Omaha. LFS also provided services for the 650+ spontaneous evacuees who have arrived in Nebraska on their own. The coordinator was also among a group that spent a week in the Gulf State region, providing support services for clergy caught in the disaster. Today they are working with the Volunteer Organizations Active in Disaster (VOAD) across the state and are seeking ways to provide long-term case management, utilizing volunteer response teams that LFS has located across Nebraska and parts of Kansas. Additionally, LFS/LDR will be training response teams to go into the Gulf States for rebuilding efforts there as well.

The **Northeast Family Center** provided evacuees with food from its Food Pantry clothes to those that requested it.

The **Center for Holistic Inc.** held H.U.G.S., a grief trauma support group free for evacuees every second Saturday of the month. They also provided individual family counseling via customary methods of payment.

The **Rainbow Center** worked with the local Red Cross in Columbus to arrange housing for a family of 18 who arrived in the area in late September. In less than an hour from receiving the request, they found the family a place to stay and several grocery stores donated food that allowed the evacuees to prepare culturally appropriate meals, which they shared with the Red Cross volunteers. When the family decided to return home, area churches raised money to pay for their travel expenses. The family arrived safely home and some family members are considering moving to the Columbus area permanently.

The **Third City Community Clinic** has been providing low-cost or free medical services to evacuee families settling in the Grand Island area.

Evaluations

The NEBHANDS project is being evaluated on several levels to best assess the success of its intermediary model. The project conducted an internal evaluation. Some conclusions from this evaluation are:

- Organizational capacity to deliver services increased substantially from 44.8 to 78.6 percent over the three year period.
- Subawardees reported a dramatic increase in their volunteer base after receiving funds.
- The funding and technical assistance workshops allowed the subawardees to partner with other organizations to a greater extent then before the NEBHANDS project, which has led to increased funding and sustainability.
- The technical assistance workshops, specifically those dealing with strategic planning, increased the subawardees' ability to deliver more services and led to changes in their budgets.
- NEBHAND funding aided the subawardees in purchasing organizational and technological supplies, which appears to have improved organizational infrastructure and sustainability.
- While some common barriers towards further success were identified (loss of key personnel, denied funding, and excessive bureaucratic "red tape"), the subawardees have mostly handled these barriers successfully with improved organization and infrastructure.

Second, NEBHANDS contracted with The Urban Institute for an external evaluation. Dr. Frederica Kramer and another UI researcher visited subawardees in Omaha and the Hastings/ Grand Island/Kearney area to conduct interviews.

Lastly, Abt selected NEBHANDS as one of the projects to evaluate for the national grant program. The staff provided Abt with contact information for subawardees. Abt researchers will interview these organizations regarding the impact of the grant on building capacity for their services.

5. Communication Activities

NEBHANDS regularly disseminated information during the reporting period, including sending a weekly e-mail newsletter to Nebraska policymakers and organizations. We posted information on the NEBHANDS web site. NEBHANDS and many sub-awardees received coverage from local newspapers and other media outlets. Finally, Interchurch Ministries Nebraska (IMN) continued to operate the NEBHANDS lending library.

- A weekly e-mail newsletter was distributed to over 1100 public and private organizations throughout the state and around the nation. It included information about NEBHANDS technical assistance trainings as well as grant funding opportunities (see *Attachment I* for samples of the newsletter; additional newsletters may be obtained from the following web-address: http://www.nebhands.nebraska.edu/archievedinfoandresources/NewsletterPage.htm).
- The NEBHANDS website was updated during the period to more efficiently relay information to sub-awardees and interested stakeholders.
- The Community Guide, an interactive CD-ROM with Internet links, was unveiled at the Celebration of Excellence. See page 8, below, for more details on the Community Guide project.

NEBHANDS partners and sub-awardees continued to develop newsletters and materials related to development of small faith-based and community organizations (see *Attachment H* for samples):

- **Catholic Charities** developed a brochure outlining "train the trainer" information provided at their conference in June to be included in the library maintained by IMN.
- The **Crossroads Center** publishes a yearly newsletter to share volunteer opportunities, success stories from their consumers and outlining statistics on homelessness.
- **Families CARE** continued to publish their quarterly newsletter containing calendars for upcoming events, articles on their recent events and advice, such as choosing a healthy backpack for going back to school.
- **NAMI, Nebraska** distributed their quarterly newsletter with its upcoming events and articles on past events.
- **Nebraska Continuum of Services, Inc.** developed an information packet to present their collaborative efforts with their eight partners.
- The **Rainbow Center** launched a new website developed with NEBHANDS funds. The site contains articles on mental health and a question and answer feature that allows visitors to post anonymous questions regarding mental illness. http://rainbowcenter.biz/
- **Take Flight Farms** launched their website this August, developed with NEBHANDS funds and also continue to distribute their quarterly newsletter. Log on to www.takeflightfarms.org.

6. Other Activities

Faith and community based groups have had an increased role in Nebraska's behavioral health policy development as a result of NEBHANDS activities. For example, **Nebraska's All Hazards Disaster Behavioral Health Plan** was established in January 2005 with a formal role identified for faith leaders as part of the spiritual and behavioral health work force. A **Statewide Disaster Chaplaincy** is now being formed that will give faith leaders skills to not only assist after disaster, but to prepare them to respond effectively to other behavioral health crisis. This is

particularly important as faith leaders in Nebraska work toward supporting returning military and their families in partnership with service providers across the state.

Sound Partners

One extension from the NEBHANDS project has been the Sound Partners project, a partnership between the Public Policy Center (through NEBHANDS) and the Nebraska Public Radio Network (NPRN) to raise the general public awareness of mental health care reform issues. The goal of the project is to use several channels of communication to reduce the stigma relating to mental health issues and expand awareness of "natural helpers" in the community. One component is a 12-part series of radio news stories to be broadcast on NPRN based on interviews with those coping with mental health issues, or those providing mental health services. These interviews will also be incorporated in other components, such as the community guide developed by NEBHANDS for faith and community-based service providers.

During the last reporting period, the Sound Partners project has worked on these activities:

April
- Community meetings
- Work with NPRN to identify stories, link with state partners
- NPRN to create on-air promotions
- Staff at mental health professional conference to promote project

May
- Community meetings
- NPRN to continue to write and edit the radio series

June
- Community meetings
- Integrate radio series with Community Guide
- Community plans completed
- Focus groups conducted
- NPRN to broadcast the radio series

July
- NPRN to continue to broadcast the radio series
- Analyze evaluation results
- Create evaluation report

August
- PPC discussion with state policy makers on implications for behavioral health reform.

Community Guide

In an effort to sustain the impact of the NEBHANDS project, the NEBHANDS staff, in coordination with services providers, consumers, state and local government representatives, have developed a guide for faith and community organizations seeking to create, or strengthen their services. The Community Guide is a collection of helpful ideas and suggestions gathered from organizations that have worked with the project, state and local government agencies, and other national groups working in behavioral health services. The Community Guide is web-based (http://www.nebhands.nebraska.edu/). It has replaced the current NEBHANDS website. It is also available on CD-ROM, by request. It contains documents covering subjects such as fundraising, budget management, collaborating with other organizations, and grant writing. Along with these documents, there are links to internet sources for further information. The Guide was unveiled at the Celebration of Excellence on September 27 and will be demonstrated at meetings throughout

Nebraska in October. Those who attended the Celebration were very excited about this additional tool for building sustainable services.

Information and Referral Nebraska
The University of Nebraska Public Policy Center provides administrative and technical support to Information & Referral Nebraska, a collaborative group of organizations from across the state. Partners in this group are working together to provide an easy means for individuals seeking help to search the entire state for health and human service agencies and programs. Information and Referral Nebraska partners maintain databases containing information on several thousand agencies, programs, and services across Nebraska and share that information to create the 2-1-1 statewide database of human services information. The partners continually assess and update the resources available in their area to ensure the broadest representation of services possible. The information may be accessed either by calling 2-1-1 (currently available in 36 Nebraska counties and 8 southwest Iowa counties) or by clicking on www.ne211.org.

7. Activities Planned for the Next Reporting Period

We received an extension for the grant. The time will be used to finishing spending the funds and to complete the dissemination of our Community Guide throughout Nebraska.

8. Financial Status Report

See *Attachment F*

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Attachments:

- **A.** Year Three Subawardees
- **B.** Subawardee success stories
- **C.** Information on technical assistance workshops
- **D.** Information on Subawardee technical assistance events
- **E.** Subawardee semiannual survey results
- **F.** Financial status report

G. Subawardee newsletters
H. NEBHANDS Newsletters
I. Letters of Appreciation and Celebration of Excellence Keynote Speech

ATTACHMENT A

YEAR THREE SUBAWARDEES

Year Three SubAwardees

Sub-Awardee:	**Abundant Living Counseling and Ministries**
Geographical area:	**Omaha**
Primary service area:	**Children and mental health**
Type of organization:	**Faith and community-based**
Award amount:	**$30,000**

Summary: The non-profit corporation provides outpatient mental health services to youth and adults that integrates spirituality with traditional mental health treatment methods. Their long term goal was to establish a specialized childcare program serving the behavioral health needs of children who age out of Omaha's "Behavin' Daycare" NEBHANDS assisted with strategic planning, establishing relationships with other funding sources, and obtaining larger location and more equipment for all operations in North Omaha.

Sub-Awardee:	**Bethesda Urban Development Corp. (Nebraska Continuum of Services)**
Geographical area:	**North Omaha**
Primary service area:	**Youth and Mental Health**
Type of organization:	**Community-based**
Award amount:	**$30,000**

Summary: The non-profit corporation's goal was to collaborate with Turning Point Ministries, Charles Drew Ministries, and Omaha Public Schools to serve behavioral health needs of youth in North Omaha. NEBHANDS will work to further refine this vision. The corporation is affiliated with Greater St Paul Ministries and is a member of the Nebraska Continuum of Services, which provided additional technical assistance. This organization developed during year one and received funds through the Nebraska Continuum, which acted as the fiscal agent.

Sub-Awardee	**Blue Valley Community Action Partnership - Elder Care**
Geographical area:	**Saline County**
Primary service area:	**Supportive services and the elderly**
Type of organization:	**Community-based**
Award amount:	**$7,266 (for all Blue Valley projects)**

Summary: Saline Eldercare provides services for at-risk, frail, elderly individuals. NEBHANDS provided funding the "Friendly Visitors" program, which provides social visits, respite care, and transportation.

Sub-Awardee	**Blue Valley Community Action Partnership - Respite**
Geographical area:	**Southeast NE**
Primary service area:	**Respite/mentoring and families**
Type of organization:	**Community-based**
Award amount:	**$7,266 (for all Blue Valley projects)**

Summary: The Partnership is a private, non-profit organization and has become a part of the Nebraska Respite Network. The network provides respite care for families in crisis, foster parents, caregivers of adults/children with disabilities, and persons of age. NEBHANDS helped to increase volunteerism and networking with local faith groups.

Sub-Awardee	**Blue Valley Community Action Partnership-Youth Conference**

Geographical area:	**Fairbury**
Primary service area:	**Crime prevention and at-risk youth**
Type of organization:	**Community-based**
Award amount:	**$7,266 (for all Blue Valley projects)**

Summary: The Partnership sponsored a youth council that promotes youth leadership, empowerment and investment in the community. Most of members are at-risk youth who become involved after completing the Jefferson County Juvenile Diversion program. NEBHANDS helped the council prioritize funding requests for its youth leadership/development activities.

Sub-Awardee	**Catholic Charities**
Geographical area:	**Omaha**
Primary service area:	**Behavioral health services**
Type of organization:	**Faith-based**
Award amount:	**$21,700**

Summary: Catholic Charities aims to provide integrated behavioral health services to areas in eastern Nebraska. NEBHANDS funded a one day conference and two day "Training the Trainer" workshop on the topic of Co-Occuring Disorders.

Sub-Awardee	**Center for Holistic Development (CHD)**
Geographical area:	**Omaha**
Primary service area:	**Substance abuse and mental health counseling**
Type of organization:	**Community-based**
Award amount:	**$30,000**

Summary: CHD is a nonprofit behavioral health agency committed to offering a variety of programs, workshops and activities for individuals, families and communities. The project focus was to provide prevention and education services aimed at reducing the stigma associated with mental health issues. NEBHANDS funds were used to sponsor conferences and other training opportunities, and to produce effective methods of evaluation.

Sub-Awardee	**Chabad**
Geographical area:	**Greater Omaha area**
Primary service area:	**Substance abuse and counseling**
Type of organization:	**Faith-based**
Award amount:	**$20,000**

Summary: The Jewish synagogue and non-profit organization offers behavioral health classes, counseling, crisis intervention and pre-employment counseling to the needy, regardless of religious affiliation or membership. NEBHANDS helped them expand their capacity.

Sub-Awardee	**Crossroads Center**
Geographical area:	**Hastings**
Primary service area:	**Homeless population and supportive services**
Type of organization:	**Faith-based**
Award amount:	**$20,129**

Summary: The Center provides shelter and transitional support services to the homeless. NEBHANDS funding was requested for two initiatives. First, the Center developed and distributed a brochure to place in the offices of local attorneys, financial brokers, and investment

bankers to attract estate and bequest gifts; and hosted an informational luncheon for those groups. Second, they contracted with a grant writer to pursue others sources of funding.

Sub-Awardee	**Cuming County Juvenile Justice Awareness**
Geographical area:	**Cuming County**
Primary service area:	**Substance abuse prevention**
Type of organization:	**Community-based organization**
Award amount:	**$10,000**

Summary: The coalition consists of faith- and community-based partners who work with government officials to meet the needs of youth in the juvenile justice system. NEBHANDS assisted in bringing behavioral health services to the area via distance technology or through collaborative partnerships. It also assisted in locating other sources of funding and in increasing volunteer and/or paraprofessional support staff.

Sub-Awardee	**Families CARE/YES**
Geographical area:	**Kearney and Central Nebraska**
Primary service area:	**Mental health information/referral and public education/advocacy**
Type of organization:	**Community-based**
Award amount:	**$10,000**

Summary: Families CARE is a community based non-profit family organization that empowers families of children with severe emotional disorders. The Youth Encouraging Support (YES) program provides opportunities for youth with mental, behavioral, and/or emotional disorders to participate in a positive peer supported environment. NEBHANDS will work with Families Care to expand their collaborations with other faith-based and community groups to grow the YES program and their family support groups.

Sub-Awardee	**Family Resource Center**
Geographical Area:	**McCook and South West Nebraska**
Primary service area:	**Mental health respite/mentoring and information/referral**
Type of organization:	**Community-based**
Award amount:	**$10,000**

Summary: The Family Resource Center is a community-based nonprofit organization that provides a variety of services for families, including education, behavioral health and substance abuse. One program, the Partner in Parenting provides education, support, resources, and community connection. This is primarily supplied through home visitation, programs that build relationships that make families more open to learning and changing behaviors.

Sub-Awardee	**FIRST Project**
Geographical area:	**Lincoln**
Primary service area:	**Mental health counseling and case management**
Type of organization:	**Community-based**
Award amount:	**$8,000**

Summary: FIRST's mission is to work collaboratively for the enrichment of lives and the eradication of torture by developing a multicultural behavioral health center. NEBHANDS will provide funding for training and consultation, as well as TA for grant writing and strategic planning

Sub-Awardee	**First Congregational United Church of Christ**
Geographical area:	**Kearney**
Primary service area:	**Community education**
Type of organization:	**Faith-based**
Award amount:	**$3,000**

Summary: First Congregational partnered with the Hastings Area Coordinated Response Team to address problems related to violence in their community. NEBHANDS funds were used to host a conference titled "From Bullying to Battering – Making Prevention the Priority" in Kearney.

Sub-Awardee	**Fresh Start Home**
Geographical area:	**Lincoln**
Primary service area:	**Substance abuse and housing**
Type of organization:	**Community-based**
Award amount:	**$12,000**

Summary: Fresh Start Home is a community based transitional living facility for homeless women. The organization offers a safe, structured, alcohol and drug free environment for women invested in attaining self-sufficiency. NEBHANDS will assist the organization with technology infrastructure development, training in volunteer recruitment and retention, case management and program evaluation.

Sub-Awardee	**Friendship Home**
Geographical area:	**Lincoln**
Primary service area:	**Domestic abuse and housing**
Type of organization:	**Community-based**
Award amount:	**$10,000**

Summary: Friendship Home is an emergency and transitional living facility for victims of domestic violence and their children. The organization also provides crisis counseling, case management, support groups, and information and referral services. Financial assistance aided the preparation of grants to secure additional government funding to continue providing these services.

Sub-Awardee	**Friendship Program**
Geographical area:	**Lincoln**
Primary service area:	
Type of organization:	**Community-based**
Award amount:	**$10,000**

Summary: Funding from NEBHANDS was used to update their computer systems and to train staff to improve communication within the organization.

Sub-Awardee	**Heartland Counseling**
Geographical area:	**South Sioux City, Region IV**
Primary service area:	**Mental health education and counseling**
Type of organization:	**Community-based**
Award amount:	**$5,000**

Summary: Heartland Counseling is a community mental health center offering services to individuals with limited access to health care. NEBHANDS will assist the organization by supporting mental health awareness in the area through mental health officer training for law

enforcement personnel, educational presentations for ministerial alliances, and presentations to Assisted Living Center staff regarding mental illness in geriatric populations.

Sub-Awardee	**Hope Harbor Inc.**
Geographical area:	**Grand Island**
Primary service area:	**Supportive services and education**
Type of organization:	**Community-based**
Award amount:	**$17,000**

Summary: Hope Harbor strives to aid individuals in sustaining self-sufficiency. The organization provides services to a variety of individuals with a transitional program, emergency services, central resource and referral services, as well as a crisis center. NEBHANDS will assist the organization by facilitating the development of Skills, Opportunities, Achievements, Rewards (SOAR), a comprehensive program integrating Hope Harbor, Crisis Center, and Adult Basic Education to provide individuals will skills necessary to achieve and maintain self-sufficiency.

Sub-Awardee	**Interchurch Ministries of Nebraska**
Geographical area:	**Statewide**
Primary service area:	**Mental health education**
Type of organization:	**Faith-based**
Award amount:	**$65,000**

Summary: NEBHANDS funding was used to develop reference materials and curriculum, to provide workshops and to facilitate the credentialing process for clergy in disaster response. The funds helped to pay for a coordinator for these activities.

Sub-Awardee	**Lancaster County Substance Abuse Action Coalition**
Geographical area:	**Lincoln and Lancaster county**
Primary service area:	**Mental health education**
Type of organization:	**Community-based**
Award amount:	**$5,000**

Summary: The Coalition provides substance abuse counseling and promotes awareness. NEBHANDS funding supported a conference dealing with substance abuse and addiction, focusing on integrating areas of substance abuse prevention, treatment and criminal justice.

Sub-Awardee	**Lutheran Family Services of Nebraska- Linked for Service**
Geographical area:	**Nebraska**
Primary service area:	**Supportive services and mental health**
Type of organization:	**Faith-based**
Award amount:	**$25,000**

Summary: Lutheran Family Services (LFS) is a faith based not for profit agency that has capabilities to deliver behavioral health services throughout Nebraska. LFS is uniquely positioned to increase their reach to communities and small congregations throughout Nebraska through the use of distance technology. NEBHANDS will continue to partner with LFS to empower congregations and communities, increasing access to behavioral health via distance technology.

Sub-Awardee	**Matt Talbot Kitchen and Outreach**
Geographical area:	**Lincoln**

Primary service area:	**Supportive services**
Type of organization:	**Community-based**
Award amount:	**$10,000**

Summary: Matt Talbot Kitchen and Outreach is a non-profit organization that provides no-cost meals, outreach, and supportive services to homeless individuals in Southeastern Nebraska. NEBHANDS will assist the organization by providing financial support for technology needs, equipment, and public relations materials promoting their services to increase organizational capacity.

Sub-Awardee	**Mount Sinai T.A.T.U. (Nebraska Continuum)**
Geographical area:	**North Omaha**
Primary service area:	**Youth, mental health and community education**
Type of organization:	**Community-based**
Award amount:	**$2,500**

Summary: Mount Sinai T.A.T.U. strives to empower youth to take control of their lives through education, good decision-making skills and hands-on opportunities. The organization plans activities for youth in the area to address policy, community education, awareness and advocacy concerning tobacco prevention, secondhand smoke and education. Funds were used purchase needed technological equipment.

Sub-Awardee	**NAMI Nebraska**
Geographical area:	**Statewide**
Primary service area:	**Mental health and public education/advocacy**
Type of organization:	**Community-based**
Award amount:	**$23,000**

Summary: NAMI-NE is a community-based organization that seeks to empower mentally ill persons and their families. The funding requested is for presentation costs and staffing for media regarding spirituality and mental health.

Sub-Awardee	**Nebraska Center for Faith-Based and Community Initiatives**
Geographical area:	**Omaha and surrounding area**
Primary service area:	**Information and referral to non-profit organizations**
Type of organization:	**Faith and community-based**
Award amount:	**$16,000**

Summary: The NCFBCI is a community based, faith centered organization dedicated to the empowerment, support and development of faith base, community and economic initiatives. They have developed a curriculum of workshops, video presentation and other professional resources to assist organizations in developing partnerships, improving capacity building, and the enhancement of organizational structure of such groups. NEBHANDS will assist with funding for a conference that will bring federal grantors to Omaha to present information about their granting procedures.

Sub-Awardee	**Nebraska Family Support Network**
Geographical area:	**Omaha**
Primary service area:	**Children's mental health**
Type of organization:	**Community-based**

Award amount:	**$20,000**

Summary: The Nebraska Family Support Network is working with the Coalition for the Advancement of Children's Mental Health to implement the Metropolitan Omaha Area Early Childhood Mental Health System of Care, providing treatment for children with mental health and behavioral problems. NEBHANDS will assist the organization by supporting efforts to develop a database of early childhood services available in the area and provide training for mental health professionals.

Sub-Awardee	**Nebraska Statewide Individual Living Coalition**
Geographical area:	**Kearney (statewide)**
Primary service area:	**Education and mental health**
Type of organization:	**Community-based**
Award amount:	**$5,000**

Summary: The Nebraska Statewide Individual Living Coalition is a non-profit agency that provides supportive services to individuals with a variety of disabilities. NEBHANDS will assist the organization by funding a learning institute in Kearney for independent living staff, CIL board members, and Nebraska Assistive Technology Partnership staff to educate in the area of Nebraska mental health reform.

Sub-Awardee	**Northeast Family Center**
Geographical area:	**Lincoln**
Primary service area:	**Mental health prevention and recreation**
Type of organization	**Community-based**
Award amount:	**$12,860**

Summary: The Northeast Family Center is a grassroots organization that provides parent support and respite services for teen parents. They also provide volunteer mentors for youth with Attention Deficit Hyperactivity Disorder. NEBHANDS will work with The Northeast Family Center to provide a college intern who can recruit volunteers from faith based groups to assist with these programs.

Sub-Awardee	**OASIS**
Geographical area:	**Nebraska**
Primary service area:	**Mental health counseling and information/referral**
Type of organization:	**Community-based**
Award amount:	**$30,000**

Summary: OASIS is a non-profit organization that addresses the behavioral health needs of survivors of crime and offenders through restorative justice principles. OASIS partners with faith based and community based organizations to provide referral services for both survivors and offenders. NEBHANDS will partner with OASIS to enhance its infrastructure so that pre-release and post-release services can be offered to offenders as they return to our communities and to survivors of crime as they heal.

Sub-Awardee	**Oasis Counseling International**
Geographical Area:	**Norfolk and O'Neil, Nebraska**
Primary service area:	**Mental health counseling and information/referral**
Type of organization:	**Faith-based**
Award amount:	**$25,000**

Summary: Oasis Counseling International is a faith-based counseling organization that is seeking to establish a mentoring program. The "Befriend" project will create mentoring relationships matching stable, well adjusted, higher functioning families with families challenged with behavioral needs such as mental health issues and substance abuse. The funding requested is to support this new project.

Sub-Awardee	**Omaha Nation Community**
Geographical area:	**Macy**
Primary service area:	**Information and referral to non-profit organizations** **Substance abuse education and prevention**
Type of organization:	**Community-based**
Award amount:	**$20,000**

Summary: The Omaha Nation Community is a community based organization that is seeking to establish a substance abuse prevention program. The "Rain Maker" project, will be data driven, strictly utilizing evidence-based strategies, and will produce data for evaluative and process development. NEBHANDS funding will allow for hiring a consultant to develop and Financial Management Plan and a consultant to work on Model Development.

Sub-Awardee	**Peace Lutheran Church**
Geographical area:	**Grand Island**
Primary service area:	**Information and referral for mental health services**
Type of organization:	**Faith-based**
Award amount:	**$2,000**

Summary: Peace Lutheran Church is a faith-based organization that provides information, education, and referral services surrounding topics most identified through the needs assessment. NEBHANDS will assist the organization to enhance the development and the capacity of networking with other organizations to best provide services for underserved populations.

Sub-Awardee	**Presbyterian Outreach**
Geographical area:	**Omaha**
Primary service area:	**Information and referral; Behavioral health services**
Type of organization:	**Faith-based**
Award amount:	**$16,000**

Summary: Presbyterian Outreach is a faith-based non-profit organization that provides behavioral health services to underserved populations. This organization wishes to expand its capacity to meet the needs of people in the community. NEBHANDS will assist the organization to install a new server and software and purchase hardware that will enable them to reach and communicate with other constituencies.

Sub-Awardee	**Project SUN**
Geographical area:	**Omaha**
Primary service area:	**Supportive services and mental health**
Type of organization:	**Faith-based**
Award amount:	**$1,000**

Summary: This program of Lutheran Family Services of Nebraska proposes to enhance the ability of First Baptist Church in Omaha to operate a computer training center for the neighborhood. NEBHANDS will assist the project to purchase appropriate software and further conversational English groups that feature behavioral health topics.

Sub-Awardee	**Rainbow Center**
Geographical area:	**Columbus**
Primary service area:	**Information and referral; Mental health services**
Type of organization:	**Community-based**
Award amount:	**$2,000**

Summary: Rainbow Center is a community-based organization that provides a variety of services to meet the needs of the severe and persistently mentally ill. The funding requested will be for the development and addition of a web-site with behavioral health information. The web page and e-mail link will allow consumers to share information, concerns, and obtain the support they need in a private manner.

Sub-Awardee	**Samaritan Counseling**
Geographical area:	**Lincoln**
Primary service area:	**Information and referral; Mental health services**
Type of organization:	**Faith-based**
Award amount:	**$13,300**

Summary: Samaritan Counseling is a non-profit organization that provides professional counseling services to individuals with mental health needs. They provide outpatient counseling, behavioral health workshops, and professional consulting to clergy and congregations. Funding will assist in increasing their technological capacity, such as obtaining internet and e-mail access. Funding will also assist in the accessing of professional resources to treat clients, develop psycho-educational workshops, and/or in the development of proposals for expanding programming and securing funding for these programs.

Sub-Awardee	**SPEAKOUT**
Geographical area:	**Nebraskan Panhandle**
Primary service area:	**Education; Mental health**
Type of organization:	**Community-based**
Award amount:	**$13,665**

Summary: Supporting Parents through Education and Advocacy for Kids – Outreach is a community-based parent organization for parents and children with emotional and behavioral disorders. The funding requested is to train parent leaders for parent groups, organizational development and Fiscal Agent Administration.

Sub-Awardee	**Spirit Horse Ranch**
Geographical area:	**Omaha**
Primary service area:	**Mental health counseling and therapy**
Type of organization	**Community-based**
Award amount:	**$10,000**

Summary: Spirit Horse Ranch is a not for profit agency that offers equine therapy for individuals, families, and at risk youth. This is not a riding program, most of the work with horses is done with participants on the ground. NEBHANDS funding will assist in developing basic organizational infrastructure including, fundraising, marketing, strategic planning, program development, evaluation, and research.

Sub-Awardee	**St. Monica's Behavioral Health Services**
Geographical area:	**Lincoln**

Primary service area:	**Mental health and substance abuse counseling and therapy**
Type of organization:	**Faith-based**
Award amount:	**$8,000**

Summary: St. Monica's is a faith-based organization that is the only gender specific (females) substance abuse residential treatment service provider in the state of Nebraska. Funding will assist in the improvement of technological capacity of the agency and in providing additional programmatic tools that will result in greater success and more helpful treatment outcomes for women served and their children.

Sub-Awardee	**Stephan's Center**
Geographical area:	**Omaha**
Primary service area:	**Mental health and substance abuse counseling and therapy**
Type of organization:	**Faith-based**
Award amount:	**$15,000**

Summary: Stephan's Center is a shelter program that works with individuals with dual diagnosis (mental health and substance abuse).They also collaborate with other organizations. NEBHANDS will work with them as they seek to obtain certification as a licensed substance abuse treatment facility. Funding will also assist in development of a program manual that meets all state guidelines and the development of outcome measures for program evaluation.

Sub-Awardee	**Sudanese National Community, Nebraska, Inc. (SNCN)**
Geographical Area:	**Omaha and Bellevue**
Primary service area:	**Substance abuse information/referral and transportation**
Type of organization:	**Community-based**
Award amount:	**$5,000**

Summary: The SNCN is a community-based organization that provides assistance to Sudanese and African refugees. This organization seeks to provide access to behavior health providers, transportation for refugees. The funding requested is for the formation of a Program Coordinator position and for the purchases of a new van as well as vehicle maintenance for this and other vehicles.

Sub-Awardee	**Take Flight Farms**
Geographical area:	**Omaha area**
Primary service area:	**Mental health and substance abuse counseling and therapy**
Type of organization:	**Community-based**
Award amount:	**$15,000**

Summary: Take Flight Farms is a not for profit agency that offers equine therapy for challenged children. NEBHANDS will work with them as they seek to obtain certification of volunteers so they can serve higher risk clientele. In year two, NEBHANDS funding will bring a noted equine therapy trainer to Omaha to enhance their volunteer experience and demonstrate techniques to potential funders and aid in launching a new website.

Sub-Awardee	**Third City Community Clinic**
Geographical area:	**Grand Island**
Primary service area:	**Mental health counseling and therapy**
Type of organization:	**Community-based**
Award amount:	**$12,000**

Summary: Third City Community Clinic is a non-profit organization serves individuals that are not able to receive proper mental health care due to no access to health insurance, government medical assistance, and who have no funds to seek services. The funding requested is for the designing of new brochures for the clinic, including Spanish translated brochures.

Sub-Awardee	**Trinity United Methodist Church**
Geographical Area:	**Grand Island**
Primary service area:	**Substance abuse support groups**
Type of organization:	**Faith-based**
Award amount:	**$5,000**

Summary: Trinity United Methodist is a faith-based organization that seeks to provide medical and behavioral health referrals to the community. A part-time Parish Nurse will be trained and equipped to make behavioral health referrals. The funding requested is for training, grant writer assistance, educational materials and computer equipment.

Sub-Awardee	**United Methodist Community Centers Inc.**
Geographical area:	**Omaha**
Primary service area:	**Mental health counseling and substance abuse prevention**
Type of organization:	**Faith-based**
Award amount:	**$2,000**

Summary: United Methodist Community Centers, Inc (UMCC) is a private not for profit community center that is a National Mission Institution of the United Methodist Church. It operates a free behavioral health clinic for high risk youth and their parents in collaboration with local providers. Behavioral health practitioners and clinical supervisors donate their time to the free clinic run by the UMCC. NEBHANDS will provide resources to help support the infrastructure of the clinic so they can continue to recruit and maintain a volunteer pool of highly skilled, culturally diverse practitioners.

Sub-Awardee	**United Methodist Ministries**
Geographical area:	**Nebraska**
Primary service area:	**Supportive services and domestic violence**
Type of organization:	**Faith-based**
Award amount:	**$20,000**

Summary: United Methodist Ministries and partners Friendship Home, Rape/Spouse Abuse Crisis Center, and NAF Multicultural Human Development Corporation are working to address the multifaceted needs of undocumented Hispanic victims of domestic violence. NEBHANDS will provide support to create linkages and develop infrastructure of Equity-in-Nebraska so it can serve as a model for other communities in Nebraska.

ATTACHMENT B

SUBAWARDEE
SUCCESS STORIES

Subawardee Success Stories

Abundant Living Counseling and Ministries, Inc. has served dozens of families and individuals in the two years it has been incorporated. NEBHANDS funds enabled the organization to secure office space, purchase office furniture, computer equipment and software, and provided technical support to develop a strategic plan and an efficient organization. ALCM has been featured on local television and has begun collaborating with area universities, churches and ministries.

Castelar Presbyterian Church hosted the Chicano Awareness *Summer Advantage* program, a summer "camp" where youth and their parents learn about issues surrounding drug use and how to make positive and healthy choices through group discussions, speakers, educational games, sports and field trips. The program enabled one boy who has challenged learning ability to improve his basic social and communications skills. His mother and grandmother attended and all three have taken the pledge to make a positive decision not to allow drugs to become a part of their lives.

Catholic Charities, the Nebraska Department of Health and Human Services, and NEBHANDS collaborated to provide training opportunities for Nebraska Substance Abuse providers to address skill building in assessment and documentation and to help implement a continuum of care using the revised ASAM PPC-2R. Sixteen trainers are available in locations across the state to help organizations update their processes. This program provides an opportunity for all service delivery to be coordinated from program to program and enhances collaboration among the trainers themselves.

Chabad developed an information packet entitled "Jews in a Time of Crisis: A Field Guide for the Caregiver" to alert caregivers to issues unique to the Orthodox Jewish community. It shares a brief history of Judaism, cultural roles and responsibilities and describes the traditions of the Sabboth and the care of the deceased. Funds also enabled the organization to send Rabbi Mendal Katzman into outstate Nebraska to speak to groups of children with mental health diagnoses, and visit adult and juvenile correctional facilities. Rabbi Katzman serve as a Police Chaplain for the Omaha Police Department.

The **Child Saving Institute** outlined the program's successes in their 2004 Annual Report. Listed below are just a few of their successes:

- 180 youth received care through Therapeutic and Short-term Foster Care
- 12,461 days of shelter care were provided to 628 children and teens in crisis
- Over 200 hours of group therapy was provided to incarcerated inmates preparing them to be better parents and to cope with new challenges they face in raising their children.
- JOURNEYS, a collaborative effort involving the Institute, **Catholic Charities** and **Omaha Home for Boys** to help teens addicted to drugs and alcohol, reached out to 102 adolescents.

The **Crossroads Center** worked with state and local organizations to set up WeCAN a collaboration of community organizations in Adams, Nuckolls, Webster and Clay counties to provide "seamless" human services. Their first meeting took place in October. They have also enabled many homeless men and women find jobs and homes on their own through their Positive ReStart Program Classes and transition housing.

The **Cuming County Juvenile Awareness Group** is a partnership between the Nebraska Health and Human Services and communities in Cuming County that was formed to combat the increasing use of alcohol and drugs by grade school students. Using NEBHANDS funds, they were able to apply for further grants. NEBHANDS also helped connect them to mental health providers in the area. The funding during the last three years has enabled the Group to become sustainable as they serve youth in the community.

Families CARE/Y.E.S. Project's impact on their community and the lives of youth continues to grow.

- In May, the program sent youth to Washington D.C. to present the benefits they received from the SAMHSA grant Nebraska received to restructure its behavioral health system.
- In July, they hosted the Second Annual Mental Health Retreat where 83 youth and 13 adults gathered at a camp outside of Kearney. The camp was held for youth with diagnosable mental, emotional, and behavioral disorders; they listened to a speaker on the effects of alcohol, competed as tribes in different activities to build teamwork, communication and problem solving and enjoyed the camp atmosphere.
- This fall, their Youth Support Groups will resume in Grand Island, Kearney, Hastings and Holdrege to offer support to youth, ages 10-21.
- A representative of this project was asked to discuss their model of services at the 2005 Annual Conference for the Nebraska Rural Health Association.

The **Family Resource Center** continues to work with mothers in developing healthy relationships with their children, a positive self-image and balancing the challenges of being a single parent. A Parent Advocate meets with the consumer on a weekly basis to deal with stress, cope with the children, fight depression, and give parenting advice. They refer consumers for mental health treatment and attend court sessions to show their support. The women become confident, happy, and content as they see their progress and accomplishments.

In April, the **F.I.R.S.T. Project** hosted a conference, "Lessons from the Field" to therapists and psychologists about the unique issues facing immigrants and refugees who survived torture. The event was well attended and the speakers' presentations covering topics from diagnosis to treatment were very well received. In response to the positive feedback, the Project will be hosting a second conference in 2006 to further educate providers about issues, such as U.S. immigration policies and procedures, to better serve their clients.

Fresh Start Home, a transitional living facility, meets the physical, emotional and mental health need of homeless women in the Lincoln area. They hold workshops on stress, personal empowerment, body detoxification, sleep disorders, and yoga. They collaborate with the People's Health Center and St. Elizabeth's Medical Center. The NEBHANDS funds have been used by the staff to attend various conferences on case management, where they have gained ideas for new projects, connected with other health services and learned methods to make interviews and forms more efficient.

The **Friendship Home** was able to expand their funding base through the grant incentive project with NEBHANDS. The new funds increased their capacity to service abused women and children. Erika, a client in 2005, describes how the abusive relationship with her husband climaxed when her 12 year old daughter tried to protect her from the physical abuse. The Home helped establish her financially, rebuild her self-esteem through classes and finally secure a job and home on her own.

The **Friendship Program** was able to update their computer systems and to purchase computers for each of their agencies. They also were able to improve their voice mail system, which has improved communication among the agencies.

Heartland Counseling Services used the NEBHANDS funds to organize monthly Crisis Response Team meetings to focus on reducing the number of Emergency Protective Custody cases each year. The teams have become more aware of mental health services in the area that has lead to better service to consumers. They sponsored the "Mental Health Education Series" connecting with health services in Holt, Valentine and Cherry counties. Participation at these events has increased from 5-6 to 25-50.

At the **Hispanic Center,** Margarita found escape from the abuse by her husband**.** Though she was eligible for a lawful permanent residency card, he refused to file for one for her. The Center connected her with **Equity-IN-Nebraska (United Methodist Ministries)** who helped filed the proper paper work for her self petition. She now has been able to get a work permit, social security card and driver's license that has helped her become self-sufficient and escape the cycle of abuse.

Hope Harbor of Grand Island used funds from NEBHANDS to strengthen their infrastructure and capacity to provide services to women, children, homeless and recent immigrants in the community. The funds provide updated technology for case management, training to expand funding and grant writing. Seventy-five percent of the grants submitted by Hope Harbor were awarded, which increased the bed capacity of their SOAR program. They now serve 253 persons in transitional housing and referred 246 to other shelters in the area. Their funding increased 37%.

Interfaith Health Services provides educational and aerobics classes four times a week at three locations in Southeast Omaha serving 1,000 immigrant families each month. Three features of this project make it a model for other communities – it is ongoing, changes location and is a product of multi-agency collaboration, including area medical centers and health departments.

The **Matt Talbot Kitchen** provides two meals a day and other outreach services to the underserved, particularly homeless population. One such outreach project is the Transitions House, which provides a home for up to five people for one year. Tenants must participate in life skills classes, counseling services, and must be actively looking for work. Stable housing is the first and probably the most crucial step in recovering from homelessness. The Kitchen also held several successful fundraisers – the Third Annual Garden Party and donation collection at a Nebraska home football game.

NAMI, Nebraska is making the Visions for Tomorrow education course developed by NAMI, Texas available to caregivers of children with brain disorders. Teacher teams met at a session hosted by NEBHANDS to begin training to offer this program in their communities. Upcoming classes will be posted on the NAMI, NE website.

In August, the **Nebraska Center for Faith-based and Community Initiatives** held the Third Annual Faith-based and Community Initiatives Regional Capacity Building and Technical Assistance Training Conference. The conference focused on areas of infrastructure, capacity building, program development, fundraising and other issues facing these organizations. It

featured local, regional and national speakers and attracted participants from Iowa, Kansas, Missouri, and Washington D.C.

A Year Two subawardee, **Native American Health and Human Services Committee,** helped to sponsor the Chadron Annual Community Pow-Wow on September 9, 2005 at Chadron State College. Drum and Dance groups performed after the free dinner.

Nebraska Advocacy Services coordinated "The Nebraska Summit" addressing emerging practices in peer organized and operated behavioral health services and supports for behavioral health service consumers and professionals. They welcomed five national experts to share their experience in organizing and operating behavioral health services. See *Appendix E* for a copy of the brochure and monograph.

The **Nebraska Statewide Independent Living Council** conducted a small survey of persons with psychiatric disabilities at the 2005 Mental Health Consumer Conference to better identify areas of need in the community. Though it was a small sample, the main conclusion drawn was that persons needed assistance with basic tasks, such as finding a job, seeking out recreational activities during the daytime, transportation to events, banking, etc. The survey was modeled after surveys from California and Colorado.

The **Northeast Family Center** coordinated a community effort to construct a playground in a day. What started out as a patch of mud, became a park where children from toddlers to grade school students could play. The effort was featured in the Lincoln Journal Star and supported by Home Depot and KaBOOM!.

The **O.A.S.I.S.** program was developed to facilitate restorative justice in the Nebraska correctional system. Offenders are able to post apologies on a website and victims are able to share their stories on the Victims Message Board. Both are used in workshops with inmates to educate them about the real harm and damage done by their actions. Nebraska inmates re-enter prisons at the rate of 23%. The rate for inmates who completed the pilot period of the program fell to 7%. The data also reveals this same group of inmates had a 35% reduction in misconduct reports while serving their sentences.

Oasis Counseling International hosted "Celebrating Success," an evening celebrating the success of the organization through the Befriend program in September at the Norfolk Country Club. One mentor – a minister's wife, mother of four – described how her relationship with a single mother has given her a deeper purpose in life. It has allowed her to share God's love through sharing coffee, caring for the woman's child and talking about home décor, while encouraging and supporting her through life. Along with the program, Oasis developed a CD-ROM "brochure" to introduce potential consumers to their counselors and services.

The **Omaha Nation Community Response Team**'s grant incentive with NEBHANDS has dramatically expanded their funding. They were awarded a grant from SAMHSA and from the Native Culture Fund which will continue their capacity and program building projects. They are developing an after-school substance abuse prevention program for male youths on the Omaha Reservation.

Peace Lutheran Church in Grand Island used their funding to coordinate the first-ever networking conference for parish nurses, lay ministers, and professional clergy to discuss how

they can better address mental health and substance abuse issues in their congregations. The Church was also able to assemble a database to continue communication between these groups between meetings. They hope this collaboration will lead to more comprehensive planning and implementation of behavioral health improvements.

During the report period, **Presbyterian Outreach, Inc.** had two of its staff members absent due to family emergencies in Alabama and California. The staff members were able to continue their work from these locations thanks to the updated computer technology that was purchased with NEBHANDS funds. This reduced the amount of staff time needed to relay information and fewer reporting errors were made.

The **Rainbow Center** in Columbus, has launched a new website thanks to its NEBHANDS funds. The site will post articles relating to mental illness and serve as a channel through which the Center can communicate to the public. There is a question and answer feature that allows visitors to post anonymous questions and links to other behavioral health web sites.

The **Stephen's Center** is the first homeless shelter that has been licensed to provide substance abuse treatment and is currently expanding their facilities to expand their services. They launched the capital campaign in February 2005, held the groundbreaking ceremony in October 2005 and hope to have it completed in July 2006. NEBHANDS funds enabled the Center to hire consultants to aid in developing policies, procedures and curriculum for their licensing process.

St. Monica's Project Mother & Child is the only substance abuse and mental health service provider in the state that allows pregnant women and women with children to reside, with their children, in the residential program while they complete treatment. Funding provided by NEBHANDS was used to purchase appropriate parenting curriculum which assistsassisted St. Monica's in educating staff and in educating the mothers. Many of these small children have been faced with difficult challenges due to parental substance abuse. The parenting curriculum has been very effective and the impact will continue beyond the life of this grant award.

At **Spirit Horse Ranch**, they teach kids from 8 to 18 years of age and their families the skills they need to overcome the obstacles to leading happy, healthy, productive and enjoyable lives. Because of the assistance provided through the NEBHANDS grant, they have greatly enhanced their ability to grow and provide valuable services to many more clients in their community.

Take Flight Farms had a busy summer as their equine therapy programs served 52 children in the Omaha/Council Bluffs area, with an effort this summer to reach out to youth with eating disorders. The capstone of their NEBHANDS funding – the Take Flight Farms Website – went live in August and they received their first online donation August 29. The donor added, "I know that Take Flight will put my donation to good use in furthering the bond between humans and animals. The work they do is vital to the well-being and happiness of many local families, and I would encourage anyone reading this to donate whatever they can."

In 2004, the **Third City Community Clinic** provided 3,000 physician visits to low income families, primarily Hispanic women and children who have no access to health insurance and government assistance. The Clinic provided over $17,000 in purchased and donated pharmaceuticals. It is the only free clinic in Nebraska. Currently, the Clinic is assisting resettled families of Hurricane Katrina with physician visits, medications, referrals and school physicals.

NEBHANDS funding helped **Trinity United Methodist Church** build their Parish Nurse Project to provide access to health care and health referral information for Hispanic families in Grand Island. The Project has collaborated with the Multicultural Coalition, the neighborhood school, St. Francis Medical Center, Hall County health department and other local health programs and offices, which has lead to health fairs and behavioral health screenings for the neighborhood. The Project has made over 200 personal contacts since it started in April, 2005.
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ATTACHMENT C

NEBHANDS TECHNICAL ASSISTANCE WORKSHOP SAMPLE MATERIALS

Logic Model

Cost Sharing 101

Legal Issues for Non-Profits

Foundational Funding

ATTACHMENT D

SUBAWARDEES TECHNICAL ASSISTANCE WORKSHOPS

ATTACHMENT E

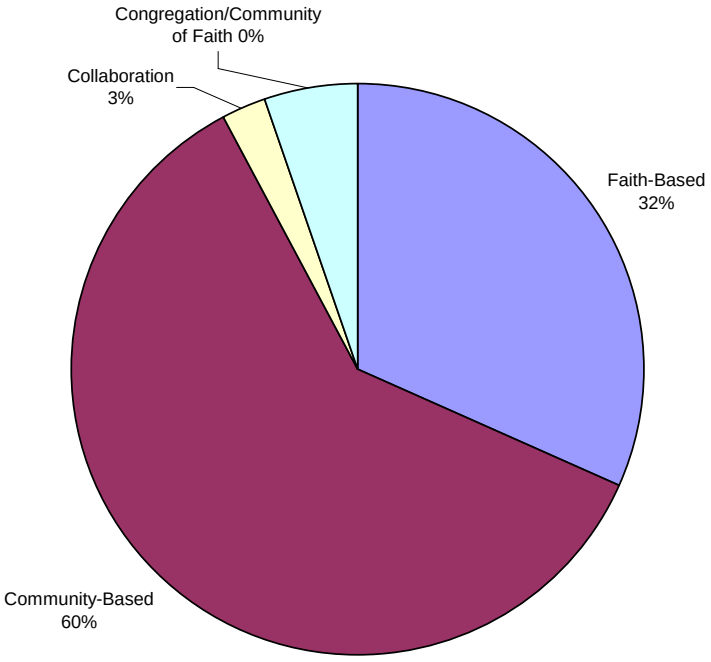
SEMIANNUAL SURVEY RESULTS

The purpose of the NEBHANDS Semiannual Sub-Awardee Survey is to obtain information about the impact this project has had in Nebraska. Sub-awardees are asked to fill out this survey every six months. For this reporting period, 58 surveys were sent out, and we had a 65.5% response rate. Some of the major findings include:

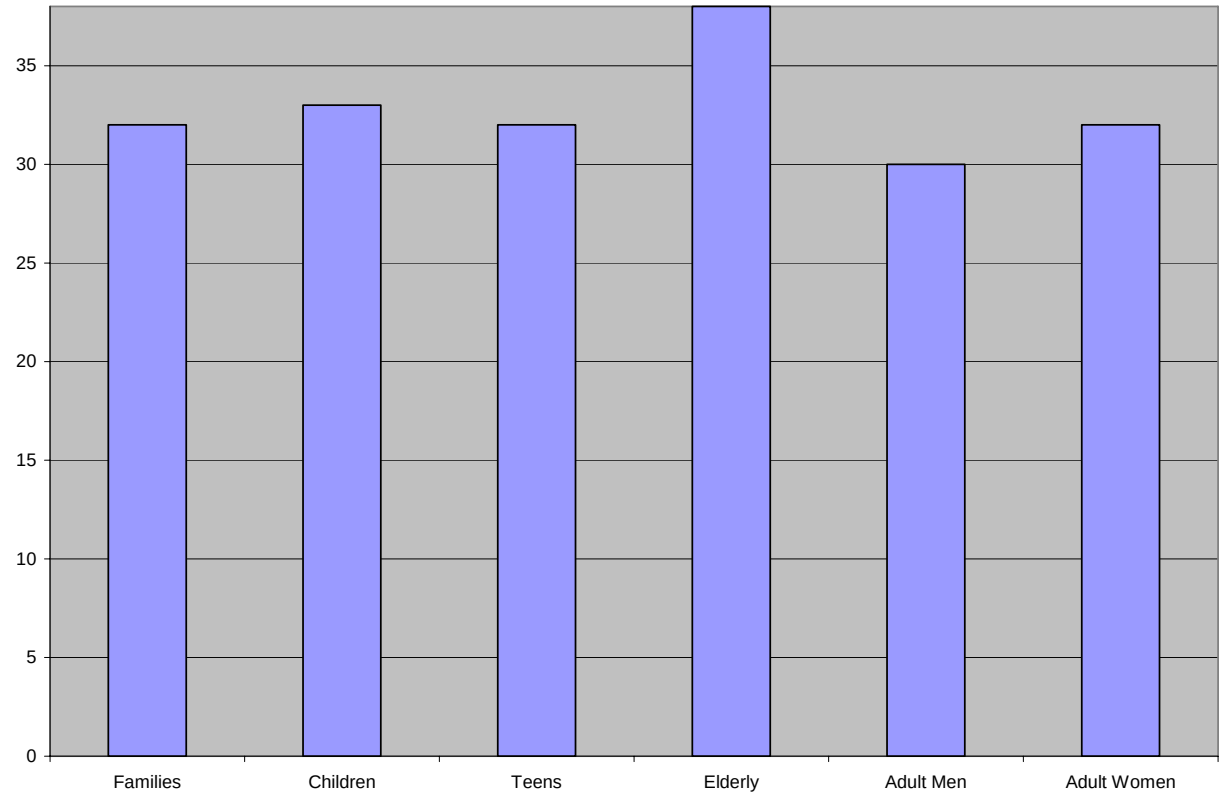
- Majority of sub-awardees organizations are community-based
- Organizational capacity has increased since receiving NEBHANDS funding and they are able to offer services to more people
- The organizations budget has increased from last year
- The majority of sub-awardees volunteer hours have increased
- The majority of organizations have bilingual staff
- The majority of sub-awardees have applied for other grants after receiving NEBHANDS funding

Below are the findings from the Semiannual Sub-Awardee Survey:

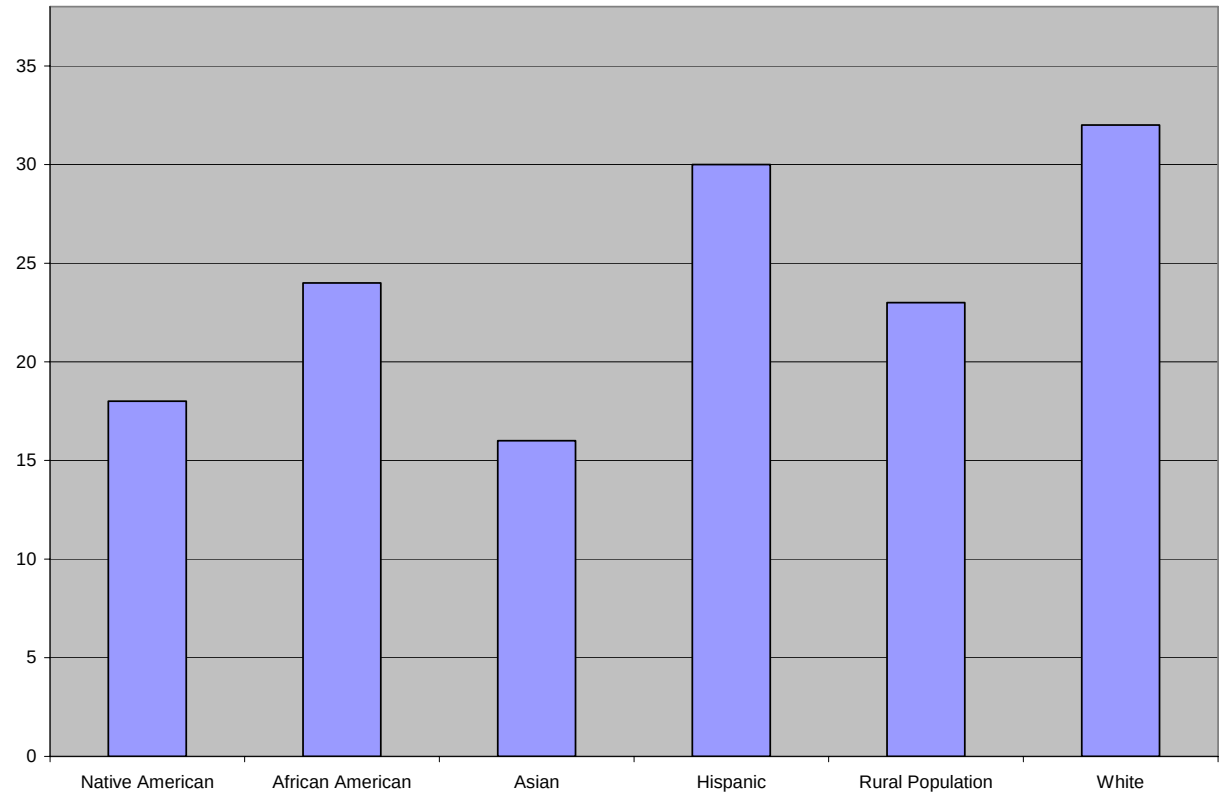
Type of Organization



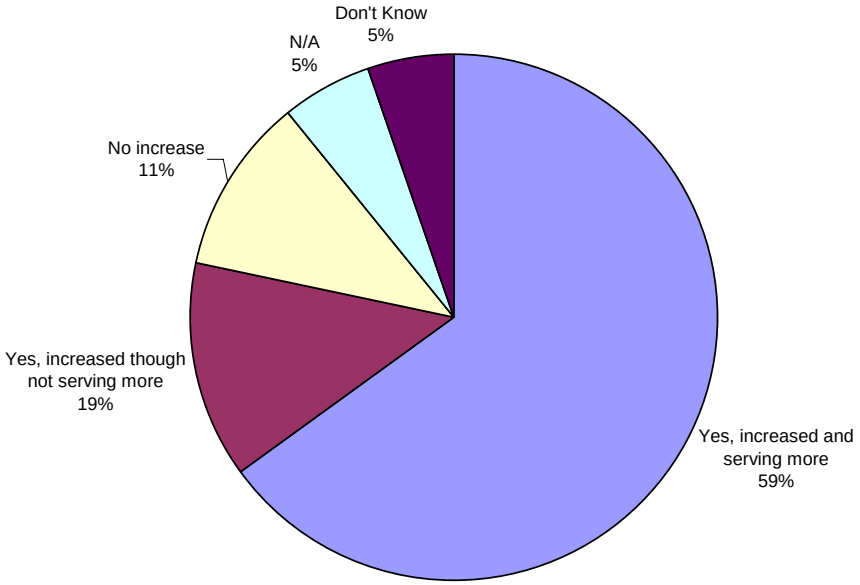
Age Groups Served



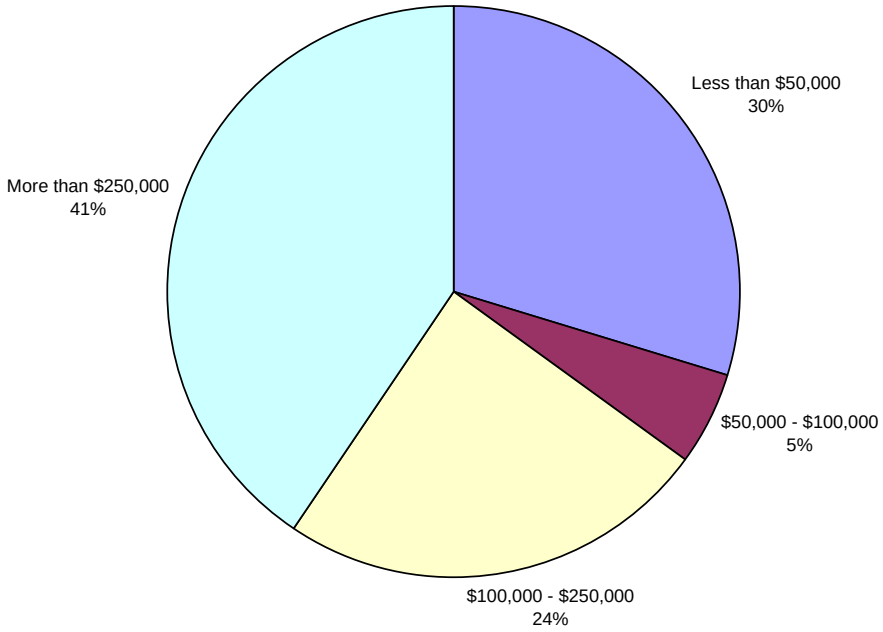
Populations Served



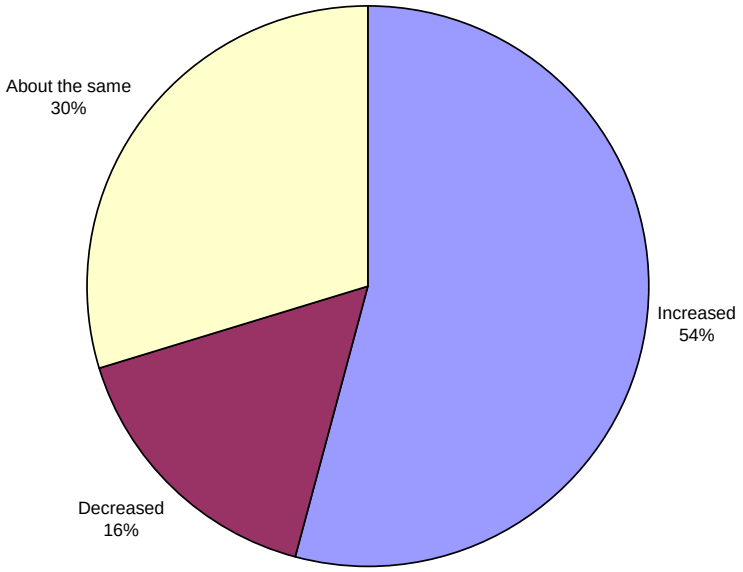
Has Your Capacity to Offer Services Increased?



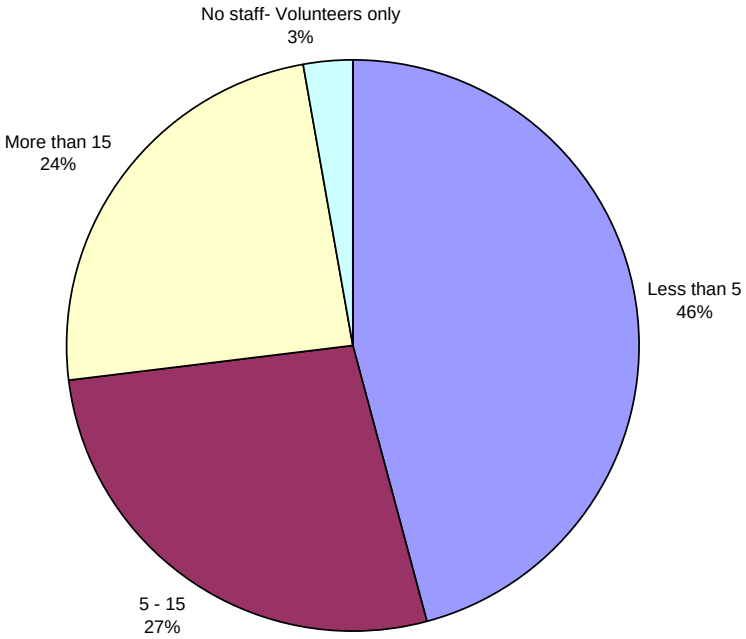
Total Annual Budget for this Year



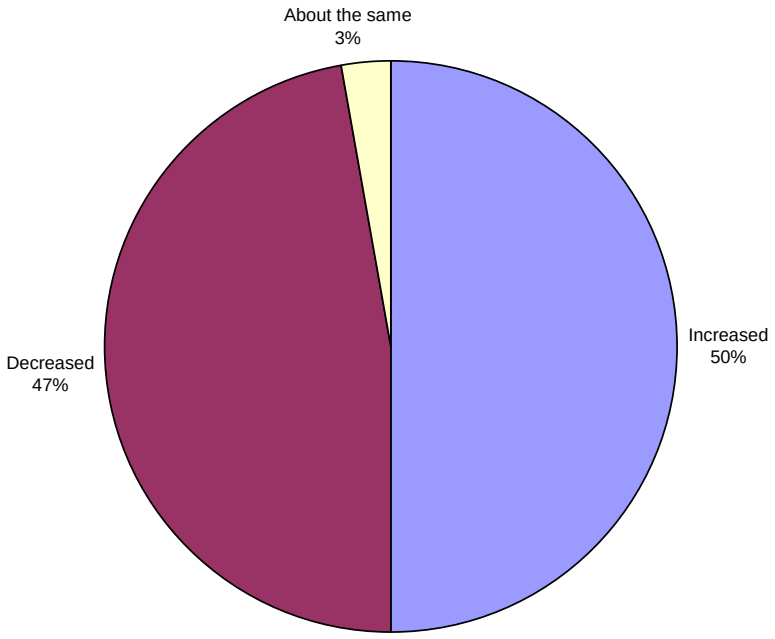
Since last year, has your organizations budget changed?



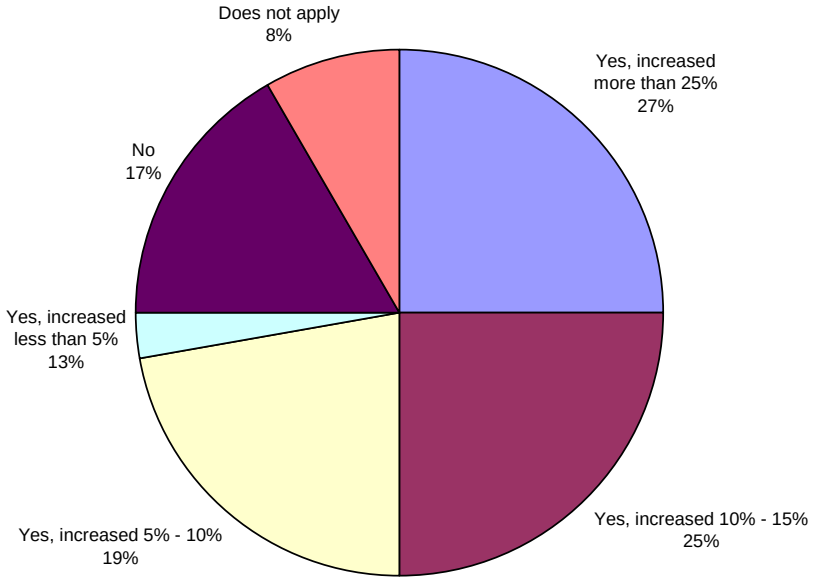
Number of Staff Members



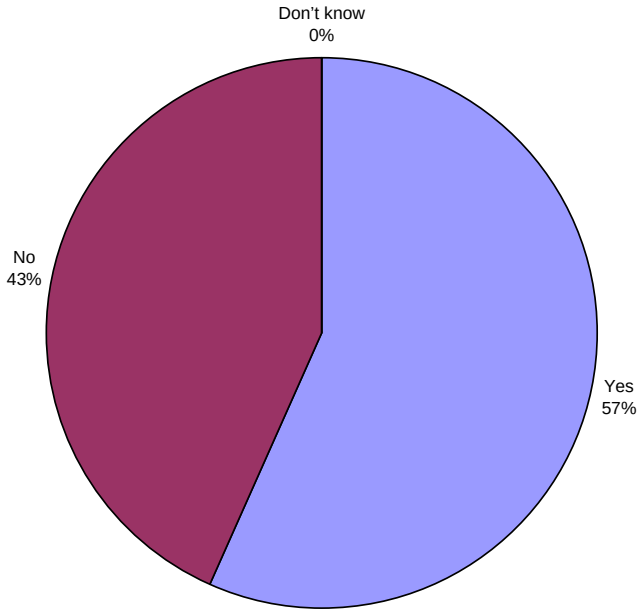
Compared to last year, has your organizations staffing changed?



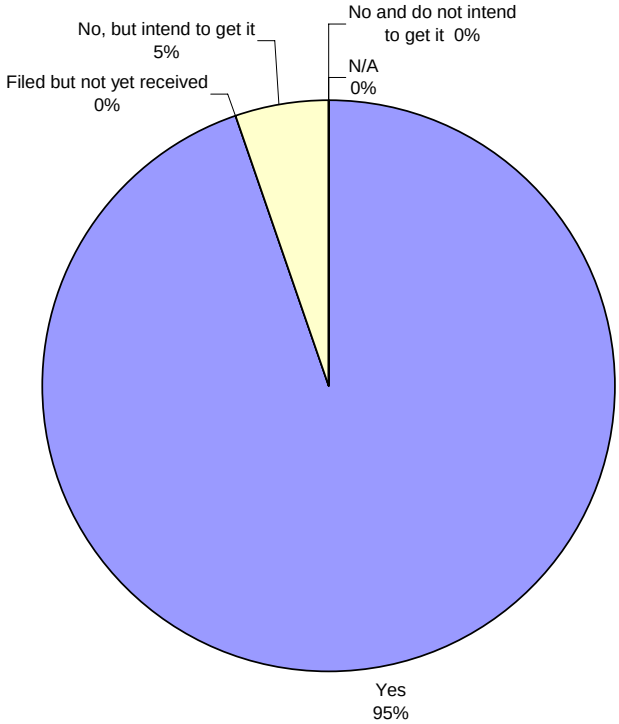
Has the number or number of volunteer hours increased since you began receiving NEBHANDS funding?



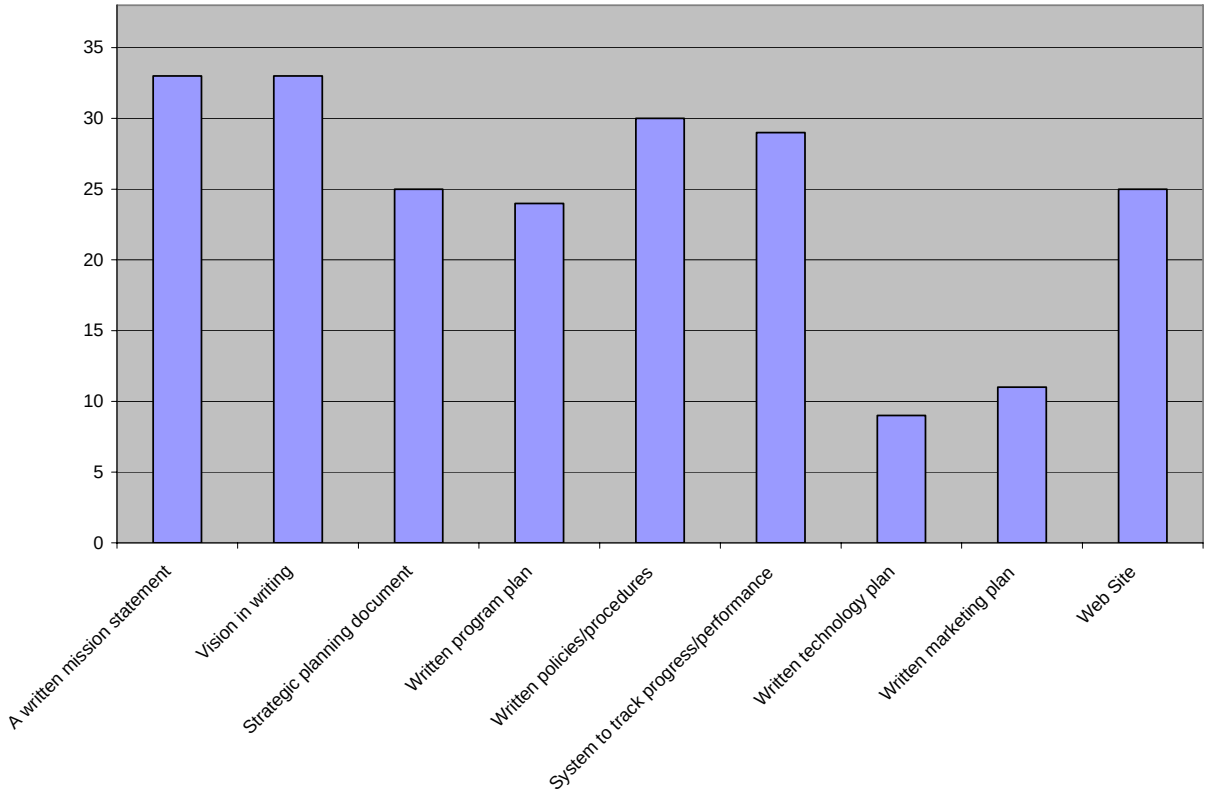
Does your organization employ bilingual/multilingual staff?



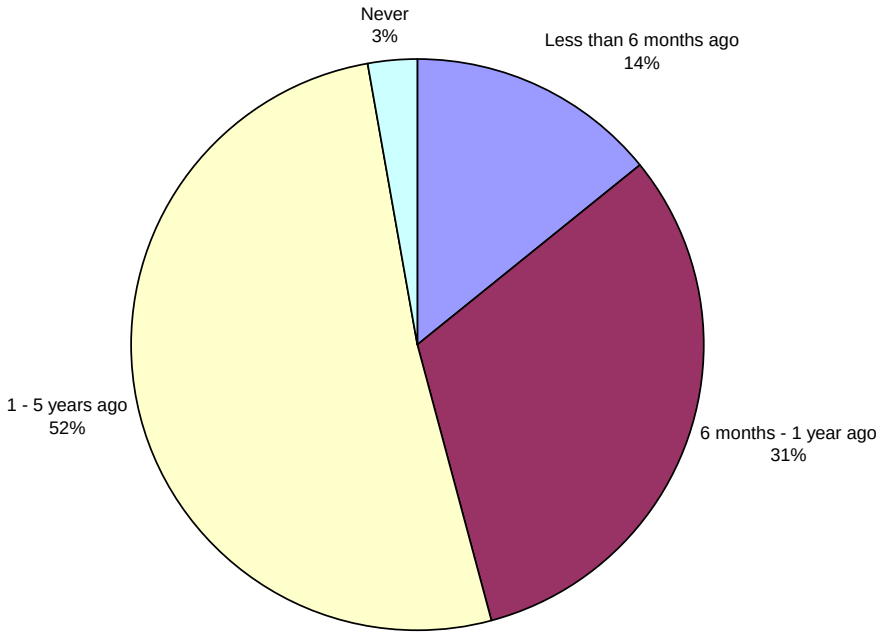
Does your organization have a non-profit status?



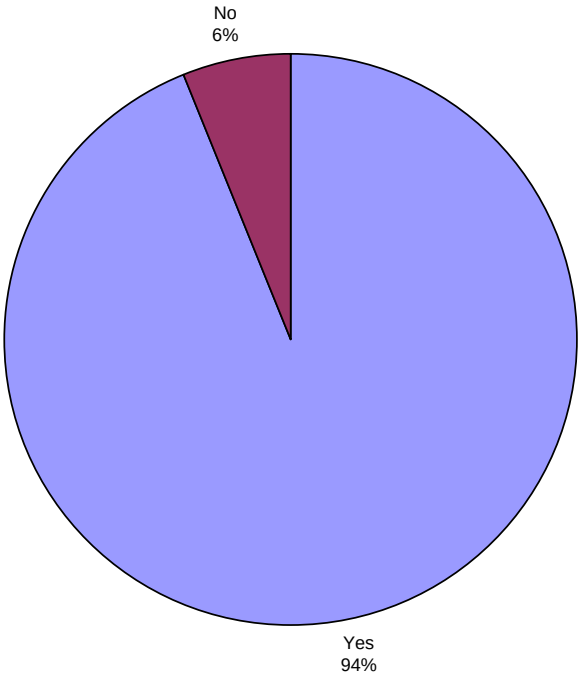
What do the organizations have?



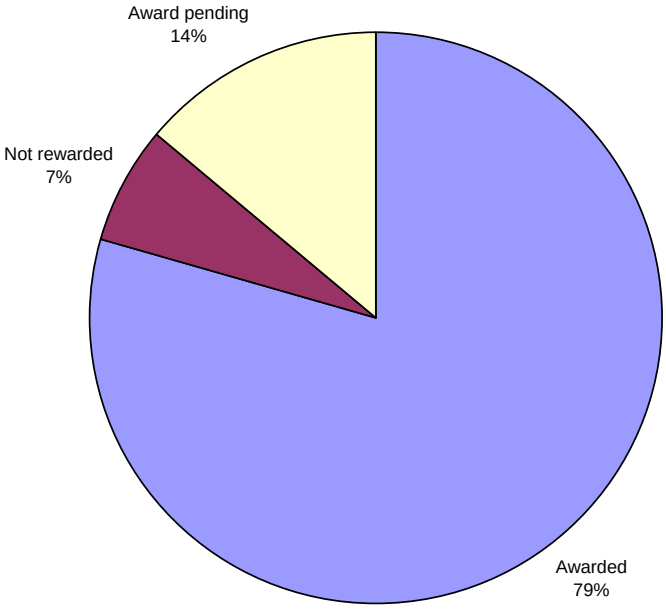
When was the last time your organization completed a strategic planning process?



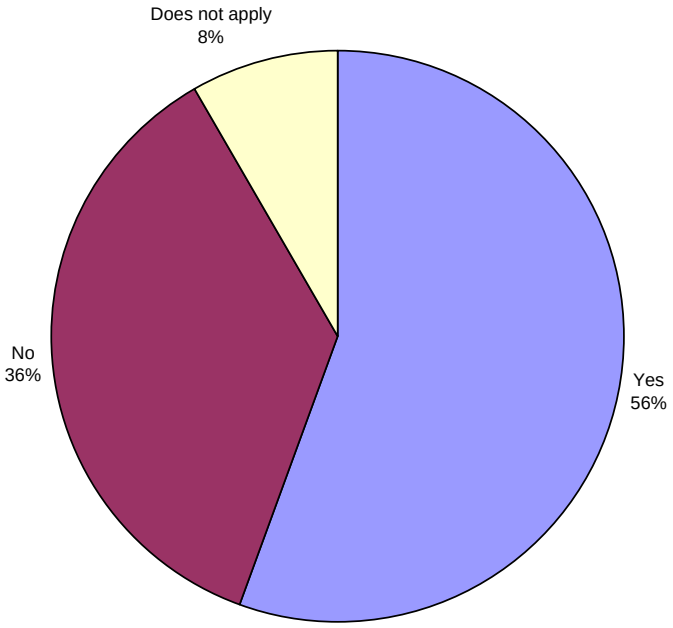
Has you organization applied for any grants after receiving NEBHANDS funds?



Has you organization applied for any grants after receiving NEBHANDS funds (continued)?



Does your organization have a formal connection to a licensed mental health or substance abuse professional?



ATTACHMENT F

FINANCIAL STATUS REPORT

ATTACHMENT G

SUB-AWARDEE NEWSLETTERS

ATTACHMENT H

NEBHANDS NEWSLETTERS

ATTACHMENT I

LETTERS OF APPRECIATION
AND
CELEBRATION OF EXCELLENCE
KEYNOTE SPEECH

Emailed Letters of Appreciation

While I was an initial skeptic (what was a state university doing in a faith-based grant??), you all worked very diligently and taught me there is an answer to my question. NEBHANDS produced much good and encouragement in this state at a very key time during the state's revolutionary progress in behavioral health. We are stronger for your efforts and those of the faith based community's now-tweaked interest in behavioral health. I wish you all the very best and am happy to have had a chance to work with you. Thank you.

Peace,
Scot L. Adams, Ph.D.
Executive Director
Catholic Charities 402.829.9262 (voice)
3300 N 60 St. 402.829.9268 (fax)
Omaha, NE. 68104 www.ccomaha.org

Alan,

It has been such a great experience partnering with the Nebhands staff in assisting both faith based and community based organizations, build capacity through trainings made available through the CCF awards over the past three years. If the Nebraska Center can be of any further assistance, through other opportunities, please let us know. Thank you for your financial and technical assistance support, which without it, the Nebraska Center would not be what is today.

Sincerely,

Carol Ann Terrell
Nebraska Center for Faith Based & Community Initiatives
THE NEHEMIAH CENTER
2537 North 62nd Street
PO Box 4113
Omaha, NE 68104-0113
(402) 553-1300 ext. #3 off
(402) 553-1301 fax
cterrell2@aol.com

Alan - Thank you for the kind words.

On behalf of Linda Lewis and our ACF Team, we want to commend the entire staff at the Public Policy Center for the legacy the NEBHANDS project is leaving for many communities throughout Nebraska.

The initial vision for this Compassion Capital Fund project has been actualized in truly amazing ways. The "Celebration of Excellence" brought home to me the impact of your vision. Talking with the small organizations that have successfully built their capacities to initialize and sustain their good works, confirmed the positive outcomes from this project.

The "Celebration" also clearly reflected your team's commitment to honoring many good works. I truly enjoyed hearing your challenge to the attendees to network, leverage resources and use their practical skills to further enhance their opportunities for success.
Thank you for a terrific three years!
We look forward to continued conversations with your Team.

Nancy [Long]
[Region VII, Kansas City Regional Office]
[Administration for Children and Families]

See below about the research that was funded as part of the behavioral health transformation in Ohio. I attended my first meeting as a member of the Behavioral Health Oversight Commission on Friday. It would be so helpful if the state would allow a real evaluation of the efforts like this one. The link allows you to download some of the documents. THANK ALL OF YOU FOR YOUR EFFORTS IN BEHAVIORAL HEALTH-- I THINK YOU DID MOVE THE SYSTEM FORWARD-

Linda E. Jensen, RN, MN, PhD
UNMC COLLEGE OF NURSING
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fax 308-865-8186
ljensen@unmc.edu
Have a blessed day!

I know I speak for the Committee when I say I am saddened that NEBHANDS was not funded by the Compassion Capital Fund. Your efforts certainly did impact Nebraska in a very positive way and those efforts will continue on thru the good works you achieved. I enjoyed working with all of you and thank you for the tremendous job you did for Nebraska.
Christine Z. Peterson
Policy Secretary
Nebraska Health and Human Services System
402-471-9433

To everyone at NEBHANDS, and those working in conjunction with NEBHANDS, from all of us at United Methodist Community Centers, Inc. - Wesley House thank you for all the time, assistance and guidance you have provided for us and to us! Your assistance has been greater than anything thank you can cover!

Sincerely!

All Wesley House Staff

It truly brought tears to my eyes to learn that the Public Policy Center was not to receive funding. Your program was one of the best things that's happened to Nebraska in a long, long time; you gave us opportunities to be creative and responsive to People Needs, encouragement and confidence as we reached out to the populations in Nebraska so underserved. You provided renewed vision in Nebraska the past 3 years.....please remember and celebrate each victory you inspired along the way!

Sadly, Nebraska retains a very lowly status nationally in behavioral health care, in being willing to change, in being willing to ACT Outside the Box, to adjust our boxes so they fit the needs of the citizens, rather than forcing the citizens to meet the requirements of our boxes. You gave us a window of hope, a challenge to our creativity.....let's pray now that we become stronger as providers and willing to build on those opportunities.

Thank you to each of you for the time commitments, the affirming messages, the motivation and the personal interest you took in every person and in every program you touched along the way.

Diana Waggoner
Kim Foundation
11825 Q Street
Omaha, NE 68137
402-891-6960

KEYNOTE for NEBHANDS Celebration of Excellence
September 27, 2005

Good Morning. Thank you, Alan, for that great introduction.

Introductions are always an unknown for keynote speakers. They are usually a little embarrassing to the speaker and a little boring to the audience. Last spring at the annual conference of Lutheran Services in America I had the opportunity to introduce, Jim Towey, White House Assistant to the President of the United States and Director of the Office of Faith-based and Community Initiatives. Before I went to the microphone, Jim leaned over and told me he didn't care what I said about him, just as long as I did not introduce him as the short little bald headed guy who works for the President and formerly, for Mother Theresa in Calcutta.

Well, I went to the microphone and introduced Jim, telling the audience that it was my privilege to introduce to them the short little bald headed guy on the staff of the President of the United States. Honestly, I did not plan to say that! It just came out! I suppose I was a little nervous, even though I'd previously met and visited with Jim on several occasions over the years. Anyway, it just came out and I became living proof that what the introducer says about you is purely up for grabs and unpredictable!

So thank you, Alan, for not introducing me as the rather tall, little old lady from Lutheran Family Services!

(HOLD UP $20.00 BILL)

I have here in my hand a crisp new $20.00 bill. I'm wondering if there is anyone in the audience today who would like to have this $20.00 bill? Raise your hands if you'd like for me to come down and give you this bill. Free of charge. No strings attached.

(CRUMPLE UP THE $20.00 BILL. STRAIGHTEN IT OUT AND ASK:)

Now that I've crumpled up this brand new $20.00 bill, is there anyone who would still be willing to take it off my hands?

(DROP THE $20.00 BILL ON THE FLOOR AND GRIND MY SHOE ON IT. THEN ASK:)

Now that I've stepped on this bill, ground it into the dust and dirt with my shoe, and gotten it dirty, maybe even torn, is there anyone who would still like to have it?

(PAUSE.)

Ok. Some of you, most of you, actually, would still be willing to accept this dirty, torn, crumpled up $20.00 bill. You're a smart audience! You know it still has value. It may not look new on the outside, but you all know that it's still worth $20.00! It still has its' same value in the marketplace. No matter what I did to this bill—crumple it up, throw it on the ground, grind it into the dirt—you still wanted it! You were still willing to take it from me, straighten it out, wipe it off, and put it to productive use in your community.

The experience is the same, I propose, for all people who have been served by programs funded through NebHands, Nebraskans Expanding Behavioral Health Access through Networking Delivery Systems. Everyone across Nebraska who copes with severe and persistent mental illness, celebrates YOU, all of you, and your commitment to pick up, wipe off and touch their lives—recognizing their value—and the value of all the 275,000 plus individuals in Nebraska who cope with mental illness every day. *(NebHands grant proposal, 2003)*

The faith-based community KNOWS to the very heart of our being that ALL people are people of worth, created in the image of God. We know that care of neighbor happens one neighbor at a time. The faith-based community knows that FAITH in ACTION is LOVE, and LOVE in ACTION is SERVICE!

Service like what happened in Hickman, Nebraska, just south of Lincoln, where a NebHands grant to Shepherd of the Hills Lutheran Church made a big difference in the lives of people in that little community. A NebHands grant helped this congregation expand behavioral

health care services for the elderly. What they began as a grandparent-matching project, evolved into much-needed outreach activities for older individuals—with a little help from the NEBHANDS initiative to expand faith into action and love into service!

According to the Nebraska Workforce Development, Department of Labor, there are over 2500 churches in the State of Nebraska representing over 45 different denominations. Those with the highest number of churches in Nebraska are Assemblies of God, Baptist, Catholic, Evangelical Free, Lutheran, Methodist, Nondenominational, and Presbyterian. More than 1/3 of the people in Nebraska are Catholic or Lutheran. Also keep in mind that many deeply faith-filled people are not members of these Nebraska mainline denominations, but rather, are Native American, Buddhist, Jewish or just generally spiritually based people.

Nebraska is a faith-based state. We are a faith-based people. And we have responded through NebHands with increased care and compassion to the community based needs of those among us who suffer with behavioral health issues. Through NebHands we have also responded to our caregivers with education, capacity building and support.

Take for example, the NebHands grant awarded to the Nebraska Continuum of Services and its participating entities, "Compassion in Action" and "Setting the Captives Free." With help from NEBHANDS, these joint efforts to build capacity, support and partnerships, have impacted the lives of many consumers through the enhancement of their substance abuse services, counseling, prison re-entry ministries and a host of other behavioral health services.

Over the past two years NebHands has also assisted not for profit 501(c)(3) organizations like the one I work for, Lutheran Family Services of Nebraska. At LFS, we had been visioning for the past 5 years the idea of using technology to bring much needed psychiatric and psychological services to people and towns in greater Nebraska where LFS has offices, but where no local psychiatric consultation services are available. Through a NebHands grant and a partnership with the Nebraska Commission for the Deaf and Hard of Hearing, the University of Nebraska Medical Center, and the Nebraska Rural Telehealth Sub-committee, Lutheran Family Services has been able to purchase Telehealth equipment and place it in Omaha, Lincoln, North Platte and Scottsbluff/Gering.

At the same point in time that LFS received the NebHands grant, the Nebraska Commission for the Deaf and Hard of Hearing had Telehealth equipment but no dollars to operate and maintain it. The University of Nebraska Medical Center had broadband capabilities and technical expertise but no private, faith-based, multi service, statewide agency in their network. LFS had a vision and a NebHands grant, but no payor to cover the cost of using the equipment to do mental health/substance abuse work.

Medicaid became that pilot project partner. In early 2005 LFS implemented a pilot project with Medicaid to begin piloting the use of our Telehealth equipment to conduct comprehensive child and adolescent assessments for the DHHS Office of Juvenile Services (OJS) for youth and their families residing in or near North Platte. Participating in these comprehensive assessments are LFS therapists and other health professionals in North Platte and psychiatrists located in Lincoln.

The number of LFS Telehealth partners has continued to grow! In midyear 2005, LFS was able to expand our Telehealth efforts in another test pilot between our North Platte assessment site and one of the growing number of hospitals in the state who is just beginning to utilize telehealth capacity for services. Just think of the potential for Nebraska's consumers of behavioral health services! What incredible partnerships have developed from one NebHands grant!

I can honestly say that these LFS Telehealth partnerships and the coming together of so many of us to work toward a common goal of meeting mental health needs across our entire state—this would not have happened without the NebHands grant! The Nebraska Commission

for the Deaf and Hard of Hearing now uses the LFS TeleHealth equipment to conduct statewide Board meetings. NAMI has also used our equipment for statewide meetings. The Nebraska Commission for the Deaf and Hard of Hearing now brings clients to LFS offices in greater Nebraska and we connect them for therapy to a LFS sign language licensed mental health practitioner in our Papillion office. From all of us at LFS, and most importantly from a deaf father in Scottsbluff and a juvenile in North Platte---thank you, NebHands!

Thinking back over the past 4-6 years we remember that it was the President of the United States who called upon our nation to organize and fund the tremendous Army of Compassion within our faith based and community based organizations. Nebraska heard that call to action and responded with NebHands. I cannot say often enough how much our thanks goes out to the University of Nebraska Public Policy Research Center and Alan Tomkins for their leadership, vision and courage to propose and develop NebHands.

We came together through NebHands, a rather "unholy alliance" in some ways, to respond in unconventional and never-before heard of alliances, to the behavioral health needs across our 76,000 plus square miles of prairie land. Think about it. We have about 22.3 people per square mile in Nebraska. *(Nebraska QuickFacts, US Census Bureau)* That is not very many people per square mile. Yet NebHands knew the value of <u>each</u> person living in <u>every</u> corner of our state, and together we responded, recognizing the importance of volunteers, faith based and community based organizations, and public organizations and institutions.

Annie Dilliard, in her book, *Teaching a Stone to Talk*, speaks of Christians (and I would generalize her comments to people of all spiritual traditions); speaks of people of faith often treating their faith life as if they are tourists "having coffee and donuts on Deck C. Presumably someone is minding the ship, correcting the course, avoiding icebergs, watching the radar screen…and so on." Ms. Dilliard asserts that the wind is picking up and that we are not sufficiently aware of the conditions. The image of passengers on Deck C having coffee and donuts may also fit for behavioral health care organizations in some states---but not in Nebraska! We know that <u>now</u> is the time to have "all hands on deck." In 2003 the storm was building across Nebraska behavioral health services and NebHands called upon all of us to respond <u>on deck</u>! I believe that, although Ms. Dilliard's book was written a number of years ago, that it is still descriptive of the times in which we live. The storm is raging (literally). Dollars are diminishing. The time is now to work together for the good of everyone—the people with mental illness and the institutions and programs that serve them.

Which leads me to the concept of sustainability. How do we leverage what we have so successfully accomplished and begun through NebHands? How do we continue the energy force that we have plugged into and been so energized by?

In order to create and manage the climate in which we will operate our programs in the future, we must leverage our past NebHands experiences to create sustainable alternatives for our future. A shallow perception of our past can/will result in "foresight bias." *(www.qtic.com.au/documents/strategic)* In other words, we need to consciously and honestly look at what has worked and what hasn't, and get about the business of sustaining our successes in order to create the future in which we want to operate. I know that NebHands staff are already doing just that!

We need to use our NebHands experience and be prepared to "think against the flow." We need to be daring and imaginative, to ask different questions and mistrust conventional wisdom. We've done that once—think about some of our faith based and community based initiatives that went against the traditional flow—from the "Be-Friend" family-to-family mentoring model offered by Oasis in the northeast part of the state to the equine therapy models of Spirit Horse Ranch and Take Flight Farms closer to Lincoln and Omaha.

As we look to the future, I would suggest that one trend for us to consider as we each seek ways to continue the great work that NebHands has begun, is to look to the trend that surrounds volunteers and this newly identified volunteer army of compassion that we have engaged over the past two years. We are entering an age and time when we will soon see the largest group of the most highly educated individuals in our nation's history begin to enter retirement and become the potential new volunteer corps in our communities. The baby boomers number more than 416,000 in Nebraska. *(Population Division, US Census Bureau)* The oldest ones are now 59, going on 60 years old. What will they want to do when they retire? How will they be different from volunteers of past generations?

The baby boomers have been and are the self-help and professional help seekers of all time. They put self-help groups "on the map" and came to education/prevention groups in droves. They learned in groups how to parent, how to cope, and how to support one another through difficult mental health challenges in their families. Now they are retiring and they will need/want something to do—something meaningful and mentally stimulating to do.

Sustainability in not for profits may find that one key to the future is in professional volunteers and peer counselors. Don't overlook the education, skills and knowledge of the retiring baby boomers. We need to learn how to recruit, engage and manage the vast amount of knowledge in this emerging volunteer sector. We need to learn knowledge management as it is now being managed in the professional for profit business environment. And we also need to learn how to recruit and engage the large number of persons coping with mental illness who are also an army of compassion ready to volunteer, work, and serve as peer mentors.

At LFS we recently received a grant to develop a volunteer management program. Of course, there will be challenges around liability and payment from third party vendors for volunteer professional services, but I believe we must begin to immediately confront these challenges. It is our future. It is our sustainability. Volunteers can be our leverage and entry into the next decade of human service delivery systems.

I was asked by Alan to speak about long-term sustainability and success of an agency from my own personal experiences at LFS. Bear with me a moment as I share with you what I believe has enabled LFS to survive and thrive through sea-change cycles of growth, sustainability, tear down and regrowth.

In 1984 when I was named President of Lutheran Family Services of Nebraska, the Agency had a budget of $825,000 and about 25 staff members serving in Omaha, Lincoln and 7 satellite offices across the state. The LFS Board of Directors made a bold decision to continue the agency in spite of our poor financial condition and the very real choice in front of them to close the entire agency.

Two key elements have driven our growth since 1984 to becoming in 2005 an $11 million dollar agency with 30 offices, staff of about 250 employees, and a volunteer corps of approximately 200. The two key elements that I believe have driven this growth are the concepts of sustainability and effectiveness. LFS has avoided what I call mission creep—the temptation by some to follow the money instead of the mission. Mission creep is the stretching of the mission into areas of service that have dollars available, but minimal to no connection to the purpose or expertise of the organization. Now, do not confuse mission creep with planned growth. A Board of Directors and staff can legitimately decide to enter new fields of service delivery in a planful and intentional way, as long as they are following their mission rather than the next new pot of money that is available.

Sustainability at LFS has had much to do with planned growth. It has had much to do with formal and informal strategic alliances, technology, infrastructure, board development, the building of cash reserves, the management of knowledge, the recruitment of quality staff, the ability to change and the ability to think ahead of the curve and out of the box. At LFS I have

said for 20 + years that, “Yes is not a choice unless no has been an option.” Let me repeat that: “Yes is not a choice unless no has been an option.” Two years ago my Board of Directors said that if LFS cannot be #1 or #2 in a given area of service in a given location, then we need to ask ourselves what we need to do to be #1 or #2 or, we need to get out of that business in that community!

Successful organizations like LFS know what they do well and they do it well day in and day out. Successful organizations know what they don’t do well and they fix it or get out of the business. Successful organizations celebrate their successes and recognize the people who made it happen. Successful organizations compete in healthy ways. They don’t collaborate for the sake of collaboration. They collaborate for the sake of quality, efficiencies, and impact, both internally and externally.

Successful organizations make difficult, unpopular decisions today, paving the way for celebration successes tomorrow. For example, several years ago LFS had a less than adequate foster care and special needs adoption program. A difficult decision was made to change the leadership and staffing patterns of the program. We changed the content of our training and increased the scrutiny of foster family applicants. We fired foster care families that did not meet our new standards and hired a recruiter to recruit to quality. Today we have a small but growing and highly competent program, filled with integrity, strong outcomes, and honesty to funders and families.

Effectiveness requires quality staff, quality service delivery AND, in today’s world, it requires more and more technology to deliver and measure degrees of effectiveness—proof that we do what we say we will do at the least cost and the highest quality. This is the reason that LFS is in the process of installing a state of the art technology software system, networked across the state. It is our hope that when the new system is fully operational, that LFS can make it available to smaller not for profit behavioral health programs.

I would be remiss in celebrating the successes of LFS and more importantly today, the successes of NebHands, if I did not say something about our Boards of Directors.

Boards of Directors are key to sustainability and long-term effectiveness of organizations and programs—not for anyone’s desire to be “hands on”— because Boards truly are more effective when they don’t have day-to-day, hands on involvement in managing organizations. Rather, Boards of Directors are key ingredients to an organization’s sustainability factor due to their individual expertise, contributions and connections in the community. Members of Boards bring business, political and regulatory perspectives to the skills table. They bring passion and values at a level different from direct service delivery. I encourage those of you who are leading small and emerging organizations to pay tremendous initial attention to who is on your Board, how you recruit them, and what you expect of them. Be clear. Be honest. And be ready to say no to someone who wants to serve, but does not bring the gifts, the talents, and the passion you are seeking and needing.

Don’t neglect your infrastructure. An organization cannot receive public (and some private) funds without an infrastructure to manage the funding, the billing, the human resources, and the quality of the work, the HIPAA requirements, and the effectiveness/efficiencies of all our work.

Be open to alliances, both formal and informal. Even at our size, LFS is always open to merging with another organization—those that are both larger and smaller than us. The bottom line is the bottom line—people need to be served with quality and integrity. If LFS becomes an organization that can best serve people by being a program of something larger, we are open to that possibility. If a smaller organization is needing our infrastructure or expertise, we are also open to those kinds of mergers and partnerships.

Because I am a CEO, I can also say this to organizations: Don't let the ego of the CEO or Board of Directors get in the way of planning and providing the best possible services through your program or organization to the people of Nebraska. It is not the size of your budget. It is the quality, sustainability and need for the services you offer that is important. NebHands and you have proven that!

The future is before us to plan. Just a little over 2 years ago we were gathered for the NebHands Kick-Off Conference and since that time, faith based and community based organizations, congregations and programs have come together to involve professionals, volunteers, clergy and persons with mental illness in the development and delivery of some of the most innovative programs in this country. Let's keep on keeping on, bringing health and hope to Nebraskans for generations to come.

Thank you.

Ruth A Henrichs
President & CEO
Lutheran Family Services of Nebraska
124 South 24th Street Suite 230
Omaha, NE 68102