



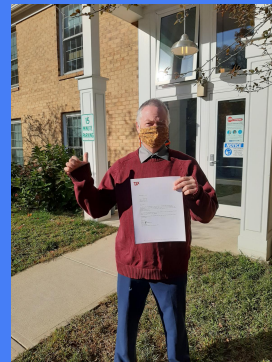
Massachusetts Clubhouse Coalition Employment Celebration

April 7, 2021 - on Zoom - 11am - 12:15pm

A Celebration of Work and Partnership

The Keys to Recovery

2021 Event Program



Below is the program for the Massachusetts Clubhouse Coalition Employment Celebration event held in 2021.

Welcome to the first Zoom Employment Celebration event of the Massachusetts Clubhouse Coalition (MCC)!

Wednesday, April 7, 2021

We are all grateful and proud that the Clubhouse communities in Massachusetts rallied in the face of the pandemic and quickly moved services to digital formats. Today, Clubhouses are serving members both on-site and digitally. We have made it through the hardest part.

We are fortunate that many Clubhouse members were able to gain or retain employment during this past challenging year.

Due to the COVID-19 Pandemic, the MCC was unable to hold our Employment Celebration at the Statehouse in 2020. Last year awards were presented at local employment sites.

We are pleased to present the 2021 Employment Celebration event on Zoom this year. Legislators, as well as our new Department of Mental Health Commissioner will join us, either live or via recorded Zoom meetings, to present awards and honor chosen employers. Ten companies were chosen for recognition this year for being outstanding employers during the COVID-19 Pandemic.

A list of employer honorees, their Clubhouse as well as the legislators who will present awards is below. Also listed are our event speakers.

Awards for 2020 Presented at Employers places of business



Past Employment Celebrations were held at the Statehouse in Boston



2021 Employer Honorees

Employers

Dalton Restaurant, Dalton, MA

Hannaford Supermarket, Waltham, MA

Target, Milford, MA

Clubhouse

Berkshire Pathways, Pittsfield, MA

Charles Webster Potter Place, Waltham

Crossroads Clubhouse, Hopedale, MA

Target, Marlboro, MA

Employment Options, Marlboro, MA

Fessenden School, Newton, MA

Elliot House, Needham, MA

YMCA of Greater Westfield

Forum House, Westfield, MA

Department of Mental Health
Central MA Area Office

Genesis Club, Worcester, MA

LA Fitness, Saugus, MA

Horizon House, Wakefield, MA

Market Basket, Merrimack Plaza,
Methuen, MA

Point After Club, Lawrence, MA

Espirito Santo School, Fall River, MA

Towne House, Fall River, MA

Legislators who will present awards to Employers

MA State Representatives

Ruth Balsler

Linda Dean Campbell

Carole Fiola

Kate Lipper-Garabedian

Paul Marks

Brian Murray

Tram Nguyen

Jim O'Day

Kelly Pease

Thomas Stanley

MA State Senators

Harriet Chandler

Jamie Eldridge

John Velis

Presentations by:

Andrea McNeil, Employee, Savers, Marlboro, Member, Employment Options Clubhouse, Marlboro, MA, MCC Board Member

Andrew Raposo, Principal, Espirito School, Fall River, MA, Towne House Advisory Board Member

Brooke Doyle, Commissioner, MA Department of Mental Health (DMH)

Michael Stepansky, Director of Employment, MA DMH

Event Emcees

Barbara Hendrick, President, MA Clubhouse Coalition (MCC), Member, Point After Club, Lawrence, MA, Co-Chair, MCC Advocacy Committee

Reva Stein, Executive Director, MA Clubhouse Coalition

Closing Remarks

Tom Coppinger, Director, Point After Club, Lawrence, MA, Co-Chair, MCC Advocacy Committee, MCC Board Member

Thank you to Paul McAlarney, Assistant Director, Neponset River House Norwood for your Tech Support for MCC Employment Celebration!





Employment and the Clubhouse

Evidenced-based Clubhouse employment and recovery centers incorporate a comprehensive approach to helping people with serious mental health conditions gain employment. Members choose the level of support, both on and off the job. Clubhouses assist members through the process of securing and maintaining gainful employment. In all Clubhouse employment, unless self-employed, the member is an employee of the company, earns competitive wages, and receives a pay check directly from the company. All work takes place at the company's place of business. Clubhouses offer three forms of employment support: Independent Employment, Supported Employment and Transitional Employment.

Independent Employment: Clubhouses help members prepare resumes, improve their interviewing skills, conduct job searches and once employed, work through workplace stress, conflict and performance enhancement. Members who are working independently have access to supports tailored to their individual needs including benefit counseling, peer and staff support plus assistance in pursuing careers. The key support in Independent Employment is the community of staff and members at the Clubhouse that many working members rely on to shore up their confidence and to think through workplace issues.

Supported Employment (SE): Defined as a relationship between the member, the Clubhouse and the employer that seeks to assist members in retaining and mastering the job. SE jobs are not time-limited. The level of support is defined by member and staff in partnership and is tailored to an individual's needs. Members may receive on the job training and coaching from Clubhouse staff. Absence coverage is not provided by the Clubhouse. An independent job may become Supported Employment if the member requests additional assistance from the Clubhouse. A Supported Employment job may be considered as Independent Employment once less support is needed.

Transitional Employment (TE): A more supported form of employment assistance. The Clubhouse places and trains members in TE jobs with local companies. The Clubhouse member is on the employer's books and is paid as an employee of the company, earning the prevailing wage for that job. TE jobs are time limited typically lasting 6 to 9 months and are part-time. Through the members employment on TE, they have an opportunity to build job skills in a variety of work settings, regain confidence to pursue a

permanent position, and sample different job types to develop their own career path. Absence coverage is a guarantee made by the Clubhouse to the employer, enabling members who many not be able to maintain the job without more rigorous support to complete the job. TE enables some who may be hesitant to take a job, for fear of disappointing an employer, an opportunity to try and to prove to themselves that they can be an effective and successful employee. All time on the job is seen as a success to build on for the future. It is typical that after completing one or several TE jobs, members move on to Supported Employment positions or to educational pursuits.

Group placements are jobs where several members are employed at the same site and Clubhouse staff are always present for additional support. Members are paid prevailing wages, always minimum wage or higher. The work takes place at the employer's work site.

Clubhouse Supported Education:

Clubhouses also assist members in completing an education. and preparing for careers. Education supports include assistance in obtaining a GED, certificate or college degree, tutoring, help securing financial aid, assistance filling out school applications, preparation for school interviews as well as providing flexible support while attending classes.

Important aspects of Clubhouse philosophy are choice and peer support. Members choose their own recovery path. The Clubhouse community continues to expand its work of assisting members with employment as it celebrates work as an important key to recovery.

**Thank you to the Sponsors of the MA Clubhouse Coalition
Employment Celebration! We so appreciate your support!**

**Thank you Gold Sponsors!
Association For Behavioral Health Care (ABH) & Vinfen**



ASSOCIATION
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ABH is proud to be a Gold Sponsor of the
Massachusetts Clubhouse Coalition
Employment Celebration

We congratulate this year's
employer awardees!

**ASSOCIATION FOR
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251 W. Central Street, Suite 21
Natick, MA 01760
(508) 647-8385
www.ABHMass.org

Vinfen Proudly Supports the Massachusetts Clubhouse Coalition's 24th Annual Employment Celebration.



Vinfen transforms lives by building the capacity of individuals, families, organizations, and communities to learn, thrive, and achieve their goals. Our services and advocacy promote the recovery, resiliency, habilitation, and self-determination of the people we serve. As a human services leader, we strive to be the provider, employer, and partner of choice.

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Thank you Silver Sponsors



**Congratulations to the
Massachusetts Clubhouse Coalition
on your Annual Employment
Celebration!**

**From your friends at
Beacon Health Options/MBHP**

MBHP | 1000 Washington Street, Suite 310 | Boston, MA 02118-5002
1-800-495-0086 | www.masspartnership.com



**And
Charles Webster Potter Place
Clubhouse
*Would like to thank all celebrated
employers for providing meaningful
employment to Clubhouse members and for
supporting the Massachusetts
Clubhouse Coalition***

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Thank you Friend Sponsors

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We're proud to support the Massachusetts Clubhouse Coalition

CONGRATULATIONS, MCC

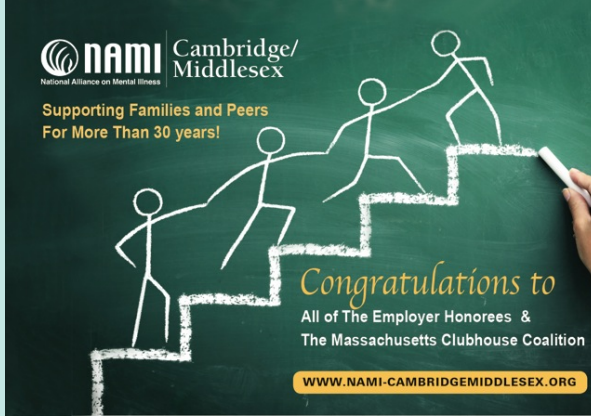
on your employment celebration
and thank you to all of the **VIABILITY**
partners for your outstanding support!



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- SPRINGFIELD
- ODYSSEY HOUSE
- HOLYOKE
- BERKSHIRE PATHWAYS
- PITTSFIELD



Congratulates the Massachusetts Clubhouse Coalition!

Excellent job in Building Outstanding Employment Partnerships & Opportunities for MA Residents with Psychiatric illness!

Accreditation Matters

In an effort to better insure excellence in the services offered to MA Clubhouse members, the Massachusetts Clubhouse Coalition (MCC) requires that Clubhouses wishing to gain or maintain membership in the MCC be accredited by Clubhouse International. Research shows that members receive higher quality services from Clubhouses that have achieved this quality accreditation. Research also shows that Accreditation, by Clubhouse International (CI), saves tax dollars, as Accredited Clubhouses have proven to reduce hospitalizations. Over the past few years, the MCC Accreditation Workgroup worked to develop common language to be used to educate funders, clinicians, prospective members, family members and others about the value of CI Accreditation and the evidenced-based Clubhouse model. Through this process, and through feedback gathered at meetings with some of our DMH partners, we have developed an Accreditation Matters educational document. The MCC is currently reaching out to stakeholders and the MCC community to share our new materials and resources.

MCC Membership Committee

As part of our process of providing education about the evidenced based Clubhouse model and the value of Clubhouse Accreditation, the MCC formed a Membership Committee. This Committee holds monthly meetings where we share best practices through educational forums on topics such as Supported Employment, Supported Education, Transitional Employment, the Work Ordered Day, member run businesses (Social Enterprises), how to integrate wellness practices into the Clubhouses, Clubhouse Advisory Boards, how to prepare for Accreditation and other educational topics.

One of the Membership Committee's primary functions is to help those who have chosen to pursue Accreditation, to successfully achieve quality Accreditation from Clubhouse International. To that end, the Membership Committee has also offered forums on the process of Accreditation and how to fill out the required research forms. Additionally, there are a number of Clubhouse International faculty members in MA who have been generous with their time, offering mock Accreditations prior to the official Accreditation visit for those who want that help. The MCC Membership Committee has also helped in recruiting advisory board members for those Clubhouses seeking this assistance.

For help contact: Revas.maclub@verizon.net

The MCC also encourages Clubhouses to participate in training at Clubhouse International Certified Training Bases.

Contact info. on **Clubhouse Training Bases** can be found at:

www.clubhouse-intl.org

MCC Dual Recovery Project

The Massachusetts Clubhouse Coalition (MCC) is in the twenty-third year of our Dual Recovery Project, funded by the **Massachusetts Behavioral Health Partnership (MBHP)**. The effort educates about dual disorders and supports the leadership of over 40 Dual Recovery Anonymous (DRA) meetings. DRA is a peer-led, twelve-step fellowship of individuals recovering from psychiatric disorders and addictions. Monthly statewide Dual Recovery meetings provide education and support for leaders, participants and supporters. The DRA groups receive technical assistance and outreach to strengthen and develop their DRA meetings. Each year, the Dual Recovery Project also holds a Dual Recovery Retreat for the leadership of the meetings and their supporters. The Project also supports the growth of DRA meetings and their leaders with individualized outreach and support.

During this past year, facing the COVID-19 pandemic, the MCC Dual Recovery Project helped over 30 DRA meetings transition to holding on-line Zoom DRA meetings. The Project also developed a Dual Recovery Access Project to provide devices and or internet access for those who wanted to participate in DRA meetings or were taking leadership in DRA meetings prior to the pandemic, but lacked access.

**Thank you
To the Massachusetts Behavioral Health Partnership for
your support of the Dual Recovery Project!**



NAMI MA Virtual WALK

On Saturday, May 22, 2021 many Clubhouse members and staff, across the state, will join family members and allies to participate in the NAMI MA Virtual WALK. Members and staff will walk individually, listening to WALK speakers and music on their cell phones as we walk in our own neighborhoods. Most will walk (virtually) with a Team they join, organized by their Clubhouse, the agency that operates their Clubhouse or with their local NAMI MA chapter.

For more information about NAMIWalks Massachusetts

<https://namimass.org/nami-walks-massachusetts>

Stronger Together

These are unprecedented and very challenging times; and all of us will get through this by supporting each other and being strong together. The Massachusetts Clubhouse Coalition will continue to partner with and connect Clubhouses throughout the state and our partners - helping Clubhouses share best practices, learn from each other, problem solve together, and ensure that all of our Clubhouse communities come out of this stronger and more vibrant than ever. We deeply appreciate the many companies who employ Clubhouse members and we honor our employers for their excellence.

