

ALCOHOL, DRUG ADDICTION & MENTAL HEALTH SERVICES BOARD OF CUYAHOGA COUNTY

FAITH-BASED OUTREACH COMMITTEE MINUTES APRIL 6, 2022

Committee Members Present: Gwendolyn A. Howard, LSW, MSSA, Committee Chair, Ashwani Bhardwaj, Patricia James-Stewart, M.Ed., LSW, Rev. Max M. Rodas, MA, Mary R. Warr, M.Ed.

Absent: Rev. Benjamin F. Gohlstin, Sr., Rev. Brenda Ware-Abrams

Board Staff Present: Scott Osiecki, Chief Executive Officer, Olivia Abdrasul, Carole Ballard, Christina Bohuslawsky-Brown, Danielle Clark, Tami Fischer, Cheryl Fratalone, Madison Greenspan, Felicia Harrison, Anthony Henderson, Charde' Hollins, Woo Jun, Linda Lamp, Samantha Maloy, Tawanna Pryor, Vicki Roemer, Starlette Sizemore, Thomas Williams, Beth Zietlow-DeJesus

1. CALL TO ORDER

Ms. Gwendolyn Howard, Faith-based Outreach Committee Chair, called the meeting to order at 4:00 p.m. and read into the record the Committee Mission Statement: *"To recognize and advocate spirituality in the recovery process; to connect the spiritual perspective with other interventions and best practices; and to promote the concept that treatment works and people recover."*

2. PUBLIC COMMENT ON AGENDA ITEMS

No public comment on agenda items was received.

3. BOARD MEMBER ATTENDANCE ROLL CALL

Due to the current public health orders surrounding COVID-19, and the Board's commitment to ensuring the health and safety of our Board members, staff, partners, and stakeholders, the Faith-based Outreach Committee was held via a Zoom meeting. To assure a quorum, Ms. Linda Lamp, Executive Assistant, completed the committee member attendance roll call.

4. DIVERSITY, EQUITY AND INCLUSION (DEI) IN BEHAVIORAL HEALTH CARE UPDATE

Mr. Scott Osiecki, Chief Executive Officer, shared that as of March 2022, he started providing a DEI in Behavioral Health Care Update during committee meetings because of its importance to the Board and the people we serve. The updates going forward will build upon the previous reports, so as not to repeat the reports that were given last month. On Monday, April 4, 2022, the consultants led the community DEI Work Group to help define its role in helping the ADAMHS Board implement the DEI Strategic Plan. Recommendations were also made regarding the sub-committee structure of the group. The subcommittees include:

- Workforce
- Health Equity
- Policy & Advocacy
- Data & Research
- Community Collaboration/Education & Stigma

Also, discussion was had regarding the name of the group, but no decisions were finalized. The next meeting of this community group is set for Monday, May 2, 2022, at 1:00 p.m.

On Tuesday, April 5, 2022, members of the DEI planning team – which consist of Rev. Benjamin Gohlstin, Board Chair; Ms. Felicia Harrison, Chief Financial Officer; Ms. Tami Fischer, Chief Administrative Officer; Ms. Clare Rosser, Chief of Strategic Initiatives; Ms. Carole Ballard, Director of Education and Training; Ms. Beth Zietlow-DeJesus, Director of External Affairs; Mr. Woo Jun, Director of Risk Management, Ms. Star Sizemore, Director of Special Projects; Ms. Myra Henderson, Adult Behavioral Health Specialist II; Mr. Bill Hebble, Clients Rights Officer II; and Mr. Osiecki met to discuss the first three pillars of the DEI Strategic Plan, which overlay the first three goals of the ADAMHS Board 2021-2025 Strategic Plan:

- Strengthening the Service Delivery System

- Measuring Impact
- Maximizing Available Funding

Discussion centered around ways to expand and enhance current action items in the Board's Strategic Plan to include diversity, equity and inclusion in those goals and actions. The group also talked about metrics and measurements that could help demonstrate success related to action items. The planning team also defined their identified values, which are: Compassion, Purpose, Adaptability, Transparency, and Commitment to Excellence.

The DEI planning team reviewed highlights of feedback from the recent survey that was received from the community related to the proposed DEI Strategic Plan vision and purpose statements, as well as the goals under each pillar. Nearly 40 people responded. The full results on the feedback will be provided at a later date, as it is still being compiled.

The planning team is scheduled to meet at least two more times to refine the work completed on Tuesday, April 5, 2022, and address the final three pillars of the plan, which are as follows:

- Maintaining a High-Performing Organization
- Strengthening the Behavioral Health Workforce
- Sharing Information

5. FAITH-BASED OUTREACH PROGRAM PROGRESS REPORT

Ms. Sizemore reported that the 2021 Year-End Report contains 20 pages of in-depth analysis of information that includes measurements for all ten providers individually, plus combined data; along with observations about outcomes. The full report is available on the ADAMHS Board's website.

Mr. Thomas Williams, Evaluation and Research Officer, stated that this report included cumulative data trends and provider program highlights spanning Calendar Year 2021. He noted a program change. The contract for Brenda Glass Multi-Purpose Trauma Center ended April 2021. Mr. Williams reported that there is a variety of providers that worked with the Board over the past year on the faith-based initiative; and due to the program differences and ages of program participants, several measurement instruments were utilized. Through various charts, Mr. Williams revealed combined results from all providers using the same measurement tool.

Mr. Williams highlighted that there are various means for measuring the effectiveness of these programs through three measurement instruments: Devereux Student Strengths Assessment (DESSA) Outcomes, Devereux Adult Resilience Survey (DARS) Outcomes and Quizzes/Evaluation, which includes Mental health First Aid (MHFA) and Awareness & Education.

The faith-based programming for children in grades K-12th is measured through the DESSA instrument by comparing a Pre assessment with a Post assessment. The DESSA web-based system is designed to help school and after-school program staff promote the healthy social-emotional development of all children. As there are differences between younger children and high school age children, two separate instruments have been developed for children in grades K-8 and the high school grades. The DESSA is a thorough assessment of the following social-emotional competencies: Self-awareness; Social-awareness; Self-management; Relationship Skills; Goal Directed Behavior; Personal Responsibility; Decision Making Skills; and Optimistic Thinking, which translates to a score and categorized through a numerical value. 60 and above indicate social and emotional "Strengths" showing children doing well; 40-59 indicate "Typical" positive behaviors for children; and 40 and below indicate "Need for Instruction" to further develop social and emotional skills. 99Treasures Arts & Culture, Naaleh Cleveland and Trinity Outreach Ministries utilize the DESSA instrument.

The faith-based program for adults demonstrates resiliency measured as Always (A), Sometimes (S), or Not Yet (N) through the DARS instrument that promotes self-awareness regarding personal strengths to enhance creativity and the ability to set limits to cope with adversity and stress measured through the following areas: Will gain knowledge to develop healthy relationships; Will learn skills to increase self-worth to enhance internal beliefs and values; Will learn strategies to develop/enhance self-motivation to increase independence; and Will learn to self-regulate and control without the use of substance and negative influences. Mr. Williams highlighted that the chart provided reflected that overall, 66% to 76% of

individuals showed improvement in resilience for each of the subscales; and overall, 83% showed improvement in resilience in one or more the subscales.

MHFA is designed to teach individuals how to spot the signs and symptoms of mental illness and provide help on a first aid basis. Individuals who are participating in a MHFA training provided by a faith-based program provider are expected to successfully complete the course evaluation/quiz and score at least 60% based on the following topics: Helpful Things to Say; Myths and Facts-Suicide and Self-Injury; Suicidal Thoughts and Behaviors; Panic Attacks; Traumatic Events; Auditory Hallucinations; Psychosis; and Substance Use Disorders. Participants demonstrated on a quiz a passing level of competence of 100%. No one participated in a MHFA program during the first Quarter of 2021. However, the percentage of individuals passing the MHFA Quiz from the seven Far West clients and the eight National Alliance on Mental Illness (NAMI) Greater Cleveland clients in the Second Quarter was 100%. Also, Far West Center had three clients during the Third Quarter and one client during the Fourth Quarter that took the MHFA Quiz with a passing level of competence of 100%.

The Awareness & Education programs are designed to present a variety of mental health and substance use knowledge to raise their level of education and awareness. These programs are being done by the Far West Bridges Program, NAMI Greater Cleveland/Naaleh Cleveland, NAMI Greater Cleveland and the Galilean Theological Center (GTC). However, due to COVID-19, only NAMI Greater Cleveland did fairly well.

Ms. Sizemore reported on a variety of current highlights from each the eight faith-based providers, which included the following:

- **99Treasures Arts & Culture – Community Empowerment**

The Community Empowerment Program serves youth and families with out-of-school programming that is trauma-informed, intergenerational, and culturally specific, including wraparound services for families, mentoring, and substance misuse education.

Ms. Sizemore highlighted that participant's artwork was displayed at the ADAMHS Board for the month of February, 2021. One of their youth participated in the SANKOFA Program at Shaker Heights High School. Another youth received first place for his solo performance at Garfield High School's winter program and their Youth Council helped to plan the 49th Annual Black History Flag Raising Ceremony at Cleveland City Hall.

- **Far West Center – Bridges**

Far West Center's Bridge Program – Builds collaborative relationships between the faith community and Far West Center for improving the emotional and spiritual health and well-being of congregations.

The Bridge Program has established and maintained relations – four congregations and a spiritually based residential community. Through virtual, phone or face-to-face, clergy/church leaders contacts continue to provide support and stress-management. Bridges staff continue as a resource - offering electronic/printed informational materials and promoting mental health and wellness. The MHFA trainings were offered in-person and virtually and over fifty informational materials were distributed to congregations.

- **Galilean Theological Center – Substance Use Disorders Educational & Training Program for Latinx Clergy & Church Leaders**

The Galilean Theological Center (GTC) has a Substance Use Disorders Educational & Training Program for Latinx Clergy & Church Leaders that addresses disparities and develops equity for the Latinx community of Northeast Ohio as it relates to substance use disorders and mental health challenges.

Component I – Spiritual Caregiving to Help Addicted Persons and Families. GTC reached out to more than 45 Hispanic Latino Churches through emails, social media and personal and community outreach. They contracted the presenters and are working on getting all the trainings approved by the Ohio Chemical Dependency Professional Board (OCDPB). GTC has also registered at least 23 pastors and church leaders. The program is scheduled to launch on Saturday, April 16, 2022. Outreach efforts and planning continued through March.

Component II – CDCA Credentialing and Certification. Latinx Clergy and Church Leaders that completed Component I are scheduled to begin on Saturday, June 11, 2022.

▪ **Kingdom Developers Consulting STOP Program – Strength to Obtain Purpose (STOP)**

The STOP Program assists individuals in overcoming adversity experienced in early life. This program reduces risk taking behaviors including the use of alcohol and other drugs, criminal activity and engaging in any behavior that could jeopardize one's future; and serves at-risk youth in grades K-12, families and adults involved with the criminal justice system.

The STOP Program reached out and shared program information with a youth serving Board contract agency. Staff are finalizing a presentation for the Municipal Court Probation Officers in South Euclid, Euclid, Cleveland Heights, Shaker Heights, Lyndhurst, East Cleveland and Bedford and are in the process of developing a presentation for Juvenile Court. The STOP Program is also working on increasing referrals.

▪ **Naaleh Cleveland – High Risk Mentorship Program**

Naaleh's High Risk Teen Mentorship Program provides mentorship to struggling teens in our community that are having a difficult time with substance use, mental health issues and family dysfunction.

Newer members have made commitments to healthier outlets - exercise, working, social groups and putting in different efforts in education. One youth has been accepted to a mainstream private school and will start next Fall. Another youth has interviewed at several schools and will be starting a new school in April 2022. Several youth, who have a history of substance use, have been able to sustain sobriety and feel comfortable seeking support when they are struggling. Lastly, several of the teens have been extremely committed to exercise routines as a way of coping with their life circumstances and are proactively getting involved in planning for a fundraising run for substance use awareness in June 2022.

▪ **NAMI Greater Cleveland – Faith-based Project**

NAMI Greater Cleveland reaches out to a broad, diverse range of faith-based institutions, including churches, temples, mosques, synagogues, and other places of worship in the Greater Cleveland community. They Build relationships and encourage inclusion of families and persons with mental illness within their ministries, share information about mental illness and community resources and decrease stigma.

NAMI Greater Cleveland was going through major transitions, having lost both an Executive Director and the Program Director. Also, a full-time position transitioned to part-time. All staff changes impacted the program and NAMI Greater Cleveland was unable to do outreach during that time period. NAMI Greater Cleveland has since begun outreach and preparations for their next Faith-based webinar – Mental Health & Buddhism – with the tentative date of Thursday, April 21, 2022.

▪ **OhioGuidestone – Workforce 360° – Faith-based Services Program**

The Workforce 360° Faith-based Services Program utilizes spiritual care as a bridge to mental health services and uses both group and individual sessions to promote resiliency, supportive relationships, and healthy coping mechanisms for individuals between 18 to 24 years.

The Workforce 360° Faith-based Services Program began a second cohort group of 12 new clients. Updates in COVID-19 precautions are allowing for increased in-person engagement with clients – individually and in group settings. Also, expanded Chaplain services were provided to two additional clients that expressed the desire for individual spiritual support.

▪ **Trinity Outreach Ministries – Inner City Youth and Families Cultural Arts**

Trinity Outreach Ministries' Inner City Youth and Families Cultural Arts Performance is an after school and weekend prevention program that will provide a holistic culturally sensitive faith-based approach to early intervention. The aim

is to strengthen the protective and resiliency factors in inner city at-risk families that are pertinent to delaying, offsetting, or arresting the use and abuse of illicit drugs and alcohol.

The Inner City Youth and Families Cultural Arts held a successful Leadership Conference to kick-off the Faith Program 2022 with 77 individuals in attendance. They revised and upgraded the in-person/website-based registration forms and protocol. They also began preliminary registration and successfully registered 67 individuals in at least one activity. Some participants registered for multiple activities. The first episode for Story Time 2022 was produced to roll out in March 2022 and their Facebook presence continues to grow. Lastly, Inner City Youth and Families Cultural Arts highlighted the continuation of the Faith Program 2022 registration during their Black History Month Celebration.

Ms. Sizemore and representatives from the various faith-based programs responded to questions from Board members. Ms. Howard highlighted that 99Treasures Arts and Culture is going into the schools and is working with activities such as Drama and Arts, which is fantastic.

6. PROGRAM PROVIDER PRESENTATIONS

- OhioGuidestone – Workforce 360° - Faith-based Services

Representatives of OhioGuidestone, Ms. Deirdre Solymosi, CCMEP Program Manager, and Mr. Michael Kraynak, Community Chaplain, presented on a program titled Workforce 360°, which is paid job training programs for 18-24 year old individuals in Cuyahoga County. Ms. Solymosi reported that their mission is “To assist students with reaching goals related to finding meaningful employment, attending additional training, and/or enrolling in post-secondary education.” Ms. Solymosi reported that OhioGuidestone has different funding sources at their Workforce 360° location that assist with providing an array of services. One of the funding sources that they use in combination with ADAMHS Board funding for faith-based services is state funding for Comprehensive Case Management and Employment Program (CCMEP), which are workforce dollars from the state for technical training opportunities, soft skills training and wrap around supportive services. The ADAMHS Board funding that is provided is utilized in combination with the classroom curriculum to supplement some of the soft skills training that is offered, focusing on communication styles, healthy relationships, and coping mechanisms to support self-sufficiency, independence and success in employment and in their personal lives.

Ms. Solymosi reported that 18-24 year old individuals living in Cuyahoga County are eligible for this program, however, they must have at least one of the following barriers, which are mostly tied to education and employment:

- High school non-completer
- Parenting
- Individual with a disability
- Involved with Justice System (Adult or Juvenile)
- Foster care or aged out of foster care
- Homeless individual
- Basic skills deficient and zip code
- Incarcerated Parent
- Migrant Youth

In addition to the technical occupational training, soft skills training as well as the faith-based services, individuals can receive case management wrap around services. Students meet with a case manager while being enrolled in programming to assist with barriers, so that by the time the individual is nearing the end of the training program, they are able to be successful and retain employment. They also offer a year of follow up services for their students once they are placed in employment and faith-based services can also intertwine with follow up services if individuals want one-on-one time with their Community Chaplain for mentorship and spiritual counseling.

OhioGuidestone offers a variety of programs that include soft skills and faith-based services as follows:

- Job Readiness Training
- Construction

- Manufacturing
- Phlebotomy
- Patient Care Nursing Assistant (PCNA)
- Patient Care Assistant (PCA)
- State Tested Nursing Assistant (STNA)

Mr. Kraynak shared that the faith-based services provided by OhioGuidestone's Workforce 360° program are supported by the ADAMHS Board. The context within this program is offered as group sessions, whereby participants are organized into cohorts or classes that he visits regularly, typically once a week, and individual sessions as desired by participants. These services also serve as a bridge or referral pathway into referrals for mental health services when appropriate.

Mr. Kraynak reported that his role as Community Chaplain includes connections and spirituality being expressed in healthy connections to oneself; regardless of one's past, knowing what you are about where you are going and having a sense of hope and encouragement - connection to others that are for you and not against you. Some individuals express this spiritual sense as the universe, God or higher power. As the Community Chaplain, he assists individuals to overcome the stigma; or move into receiving mental health services when appropriate.

A snapshot of the 2021 outcomes for OhioGuidestone's Workforce 360° faith-based services indicated that there were 92 participants in the program with a DARS 1. 92 participants completed the DARS 2. Out of those 92 participants:

- 58% of the participants gained knowledge to develop healthy relationships.
- 62% of the participants learned skills to increase self-worth to enhance their internal beliefs and values.
- 51% of the participants learned strategies to develop/enhance self-motivation to increase independence – Initiatives.
- 39% of the participants learned how to self-regulate without the use of substances and negative influences – Self-control.

Mr. Kraynak shared the following highlights from OhioGuidestone's faith-based services during 2021:

- Sustained high-level of client engagement throughout CY2021 and Q4 amidst ongoing challenges related to COVID-19/variants through offering services in a hybrid (virtual and in-person) model.
- Community Chaplain presented words of hope and encouragement at their YouthBuild Cohort graduation ceremony.
- Community Chaplain facilitated a well-attended on-line session to provide emotional and spiritual support for OhioGuidestone/Workforce 360° staff as they continuously adapt to serve the needs of their clients in such a rapidly-changing environment.
- Utilized client input (through the DARS assessments along with group and one-on-one conversations) to continuously modify and update program content for topical relevancy with an emphasis on promoting individual resiliency.

Ms. Solymosi and Mr. Kraynak responded to questions committee members had regarding youth and homelessness, as well as program structure, continuity and longevity for individual success. Ms. Solymosi also reported that their shortest workforce training curriculum is 11 weeks and the longest track is six months – Construction and STNA. (The PowerPoint presentation is attached to the original minutes stored in the Executive Unit.)

- Naaleh Cleveland – High Risk Teen Mentorship Program

Mr. Daniel Solganik, Director Behavioral Health Services of Naaleh Cleveland, presented on Naaleh's Teen Mentorship Program for Boys. He stated that Naaleh Cleveland came into existence approximately 8 or 9 years ago to address the underserved population of the Orthodox church community and recognize needs and connect them to mental health services, which was a direct response to a couple of pretty severe mental health and substance use crises. He reported that when the pandemic started, a very large issue became apparent – in the Orthodox Jewish community it is common for teenage boys specifically around the age of 14, to go to out of town high schools called Yeshivas, which is a traditional Jewish educational institution focused on the study of Rabbinic literature, primarily the Talmud and halacha – and boys that were having a difficult time there or were engaging in substances and/or unsavory behaviors, were kicked out of these

programs. As a result, the Teen Mentorship Program for Boys was created with the goal to focus on a few factors: 1) Give them an opportunity to socialize with other children that are having a similar experience; 2) Ensure that they do not fall drastically behind in their schoolwork; 3) Make sure they develop some work skills, skillsets and also build up their sense of accomplishment; and 4) Get physical fitness as something to build up their character and make them feel that they are using their time in a productive manner.

Mr. Solganik reported that out of the roughly 40 regular participants, around ten have been committed and consistent to fitness and have participated in several half marathons and a half iron man. Through physical fitness, these individuals have been inspired to stay sober. Additionally, several of the parents have become involved and participated in some of the half marathons to foster and build up healthy relationships. He stated that the community has had a difficult time knowing how to reach out specifically to boys that have separated themselves from the community, and therefore had a barbecue celebration/ceremony to show community support.

Mr. Solganik reported that another part of this initiative includes work, and over the last couple of Summers – the boys have taken on responsibilities to build decks, gardens, and fences. Through this Summer programming, the participants experienced team building and skills development to identify the purpose and meaning between fun and joy to stay on the right track. Mr. Solganik shared that Naaleh's Teen Mentorship Program for Boys also has one on one tutoring; and highlighted participants in the school program:

1. One participant was accepted to a local private school after catching up and completing 9th grade;
2. One participant was accepted to an out-of-town boarding school after completing 9th and 10th grade; and,
3. After several years of having dropped out, one participant completed all course work and graduated.

Mr. Solganik responded to questions committee members had. (The PowerPoint presentation is attached to the original minutes stored in the Executive Unit.)

Committee Member Input:

- Ms. Howard shared her appreciation for the reports provided by Ms. Sizemore and Mr. Williams and commended the partnering faith-based organizations for their creativity with providing services.
- Ms. Mary Warr concurred.

7. NEW BUSINESS

Mr. Khalid Samad of 99Treasures Arts and Culture reported that he is so enthused about the activity, energy and role of culture, arts and music play with today's youth. He also shared that unfortunately they lost a key member of their organization to an illness.

8. PUBLIC COMMENT PERIOD

No public comment was received.

9. UPCOMING APRIL AND MAY BOARD MEETINGS:

- Nominating Committee Meeting: April 13, 2022
- Planning & Oversight Committee Meeting: April 13, 2022
- Finance & Operations Committee Meeting: April 20, 2022
- General Meeting: April 27, 2022
- Community Relations & Advocacy Committee Meeting: May 4, 2022
- Nominating Committee Meeting: May 11, 2022
- Planning & Oversight Committee Meeting: May 11, 2022
- Annual Meeting: May 16, 2022
- Finance & Operations Committee Meeting: May 18, 2022
- General Meeting: May 25, 2022

There being no further business, the meeting adjourned at 5:00 p.m.

Submitted by: Linda Lamp, Executive Assistant

Approved by: Gwendolyn A. Howard, LSW, MSSA, Faith-Based Outreach Committee Chair