

Cumberland County Community Development Program
2016 CDBG General Program Application
Regional Cover Page

Project Title Clinician Training

Regional Applicant Cumberland County Commissioners

Non-Profit Entity Port Resources

Contact Information Name Stuart Simon

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Program Category

Public Service x

CDBG "National Objective"

Low/Moderate Income: Area-Wide x Limited Clientele

Direct Benefit: Presumed Group Severley Disabled Adults (Identify Group)

Amount of CDBG Funds Requested \$40,000

Total Estimated Project Cost \$80,973

Name of Authorized Official Stuart Simon

Signature of Authorized Official 

2016 Public Service Application Questions

1. Provide a brief summary (400 words maximum) of the proposed project. – 10 points.

Port Resources is requesting \$40,000 to offset costs associated with the training of four new Masters of Social Work (MSW) level clinicians. They will be hired to increase clinical capacity to meet increased demand in Cumberland County for our community based outpatient services for individuals with a dual diagnosis of an intellectual/developmental disability (IDD) and mental health disorder.

Common causes of IDD include: Down Syndrome, Fragile X, Autism Spectrum Disorder and Fetal Alcohol Syndrome. Common mental health disorders include: Social Anxiety Disorder, Obsessive Compulsive Disorder, Major Depressive Disorder and Schizophrenia.

The funds would be used to offset costs associated with the 90-day training period for four clinicians. During the training period each receives a full salary but does not generate a full caseload of billable hours for reimbursement by MaineCare (Maine's Medicaid Program) and in some cases private insurance.

Port Resources offers outpatient therapy services to dual diagnosis individuals at our Outpatient Counseling Center located in South Portland, and when deemed therapeutically appropriate, in the client's community or home. We offer a variety of treatment specialties including cognitive behavior therapy, social skill building, trauma focused treatment, and emotion regulation skill development

The need for additional clinicians is driven by both increased demand and Port Resources reputation for being the "gold-standard" in Cumberland County for community based services for dual-diagnosis clients. In fact, we often get referrals from larger providers such as Sweetser, Spurwink and local hospitals.

This proposal looks to solve the supply/demand issue Cumberland County is currently facing in regards to treatment options for dual diagnosis individuals. According to NADD (The National Association for the Dually Diagnosed) it is estimated that there are 1500 individuals in Cumberland County with a dual diagnosis of IDD and mental health disorder. Four additional clinicians will allow us to provide services to approximately 65-75 additional individuals living in Cumberland County.

Port Resources serves more than 200 dual diagnosis clients annually in Cumberland County. We currently provide services to clients in Westbrook, Casco, Windham, Gray, Standish, Naples, Raymond, Freeport, Scarborough, New Gloucester, Gorham, Cape Elizabeth,

Pownal, Yarmouth, North Yarmouth, Falmouth, Cumberland, Brunswick, Bridgton and Steep Falls. We will continue to serve people from these communities and all other Cumberland County communities where our services are needed.

2. Provide a response to the questions below defining and justifying the need for the activity. - 20 points

Convey the magnitude and severity of the issue to be addressed. Identify the total number of people affected by the issue.

Research has indicated that individuals with IDD exhibit rates of mental health disorders between 30 and 40 percent. *Maine Developmental Disabilities Counsel

According to NADD (The National Association for the Dually Diagnosed) it is estimated that there are 1500 living people in Cumberland County with a dual diagnosis of IDD and mental health disorder.

This challenges local service delivery agencies ability to plan, develop, operate, and monitor appropriate services and supports. Individuals with dual diagnosis present complex challenges made more complicated by being served in both the IDD and mental health service delivery systems.

Problems include a lack of trained staff, inadequate access to appropriate clinical assessment and treatment, and limited collaboration in service delivery between the mental health and IDD systems. Most human service agencies in Cumberland County can provide services for either IDD or mental health, but NOT both.

Without specific training in dual diagnosis, clinicians are unaware of the possibility of co-occurring conditions, fail to ask the appropriate clinical questions, and create circumstances in which these individuals are untreated, undertreated or, most alarmingly, treated with ineffective or inappropriate methods.

Port Resources recognized this crack in the system and has dedicated itself to providing innovative and successful treatment for this underserved population.

Out of the total number of people affected, identify the number of people from low/moderate income households.

Currently 90 percent (90%) of Port Resources dual diagnosis clients are eligible for MaineCare, Maine's state Medicaid system and fall into the lowest income category. The other 10% have private insurance.

Describe to what extent the project makes in the long-term measurable difference in the economic and social health of the region.

Research shows that individuals with IDD and mental health disorder have unemployment rates up to four times higher than healthy people, tend to use a higher amount of medical resources, are unable to join the labor force and predominantly rely on social welfare.

Providing appropriate treatment to the dual diagnosis population in Cumberland County will result in many positive outcomes including individuals becoming more productive citizens, attending school, and/or working in the community and developing social connections with others in the greater community. These outcomes lead to less dependency and stress on Maine's social welfare system and provide opportunity for the people we serve to live meaningful and fulfilled lives in their communities. Mahatma Gandhi said it best -- *"The measure of a civilization is how it treats its weakest members"*

How many people or households will be served by the project?

The addition of four clinicians will allow us to serve between 65-75 additional dual diagnosed individuals in Cumberland County.

3. Provide a response to the three questions concerning management of the proposed activity – 10 points

Define who will manage the grant funded project and how they will manage it.

Laurie Raymond, Director of Clinical Services at Port Resources manages our Community Based Outpatient Services. She is a LCSW with more than twenty years of experience in the field. Two additional licensed clinicians support Laurie in the management of the service. All have expertise in treating dual diagnosis clients and have a combined 45 years of clinical experience.

Laurie and her staff will provide supervision to our four new clinicians. During the initial 30 days of the 90 day ramp up period clinicians receive 25 hours per week of intensive supervision, training and orientation including; Safety Care (re-directing and restraint skills), first aid, CPR, agency orientation, state of Maine reporting requirements and dual diagnosis treatment methodologies.

The following 60 days of the ramp up period include learning how to do client assessments, write treatment plans, devise crisis plans, and utilize the managed care approval system (required by the state of Maine). Through this period clinicians will also begin to grow a caseload of clients.

In addition, clinicians meet 2 hours per week with the Director or Associate Director of Clinical Services for supervision to discuss their cases. The two hours of weekly supervision will continue throughout the first two years of employment. After two years the clinician can test for their independent license.

Explain the experience of the applicant in undertaking projects of similar complexity.

Our outpatient/community based clinical services began in 2010 with a part time clinical director (our current Director of Clinical Services) and a part time psychologist, sharing an office.

Now the department has grown to over a dozen clinicians and six behavioral health professionals, billing over a million dollars each year. We saw a need and have created a successful model of serving dual diagnosis clients in the community.

In fact, in 2013 the Maine Developmental Disabilities Council was so impressed with our dual diagnosis service model that they provided us a \$3000 grant for our Director of Clinical Services (Laurie Raymond) to help another agency, Mobius, Inc. to build capacity in outpatient dual diagnosis services in the town of Darmiscotta in the coastal region of Maine. We helped them to successfully acquire a license and set up a small dual diagnosis practice.

Describe efforts undertaken or planned to obtain non-CDBG funds

Port Resources is always reviewing grants that support our outpatient/outreach services. In the last quarter of 2015 (Oct-Dec) the agency has been awarded grants from the Agnes Lindsay Foundation and the Margaret Burnham foundation to purchase additional tablet computers for use by our clinicians and client assessment tools to better evaluate the needs of dual diagnosis clients. The agency has also received general funding grants from the Wal-Mart foundation and the Willis Foundation in the last quarter of 2015. Portions of those grants will be used to enhance our clinical services. Our Director of Development will continue to look for additional grant opportunities throughout the 2016 calendar year.

4. Demonstrate that the project is ready to proceed. – 20 points

Describe the steps that have been completed or must be completed to initiate the project.

We have been providing outpatient/outreach services for dual diagnosis individuals since 2010. We have a tried and true system in place to train new clinicians. We have found that the 90-day ramp up period provides new clinicians the best opportunity to achieve success. Rigorous supervision and a gradual increase of caseloads during the ramp-up phase leads to well-trained and highly proficient clinicians that are ready for the many complexities in working with the very challenging population of dual diagnosis individuals.

The challenge for us is that in order to meet increased demand in Cumberland County we require a system for bringing clinicians on that is sustainable for the agency, which a CDBG grant would allow for.

Budget for project. Fill in the attached budget form and provide the basis for determination of budget amounts. (Appendix IV). – 5 points

Included below

Implementation schedule for project: Fill in the attached schedule form (Appendix III). – 5 points

Included below

Provide a response to the three questions demonstrating the need for CDBG program funds – 15 points

Why are CDBG funds critical for the commencement and ultimate success of the project?

There is a great need for behavioral health services in Cumberland County. Although there are many mental health providers, Port Resources is a leader in serving individuals with dual diagnosis. As noted earlier many other mental health providers (such as Spurwink and Sweetser) will refer clients to us to provide needed dual diagnosis services. For Port Resources to meet the ongoing community demand for these services we need to expand our program as our clinicians are currently at full capacity.

The upfront costs associated with bringing on new clinicians are about \$10,000 each. This initial investment is critical for our organization, allowing new clinicians to become properly oriented to our program, become fully trained, and most importantly provide them the skills to take on each new case with thoughtful and careful planning.

We budget for a set number of new clinicians each year, but exceeding that number becomes a financial burden on the organization. By affording us this grant, CDBG program funds would allow us to expand the services to meet the demand while preserving our financial stability, which is very important to the long-term viability of the organization.

Have you, or will you seek funds from other sources? If so what are those funding sources?

Once initially funded this service is self-sustaining. When the clinician is operating with a full caseload the revenue they generate covers both their own salary expenses as well as supports the additional overhead expenses related to supervision and administrative costs.

What is the impact on the project if CDBG funds are not received or if only partial CDBG funds are received?

If Port Resources does not receive CDBG program funds we will not be in a position to expand our behavioral health services beyond the level we have at this time. The community need is great, and having these funds would provide us the opportunity to rise up and meet this need. However without financial support for start-up costs we would not be able to grow the program further at this time, which means that many individuals with IDD and mental health disorders will remain on waiting lists for services.

Project Implementation Schedule

Activity	Q #1 J - S 2016	Q #2 O - D 2016	Q #3 J - M 2017	Q #4 A - J 2017
Contract/ Environmental Review	X			
Reporting		X	X	X
Hiring Clinicians	X	X	X	X
90 Day Ramp Up Period	X	X	X	X
Achieve Full Caseload		X	X	X
Track number of Cumberland County Clients		X	X	X
Reporting		X	X	X
Project Completed:				

Appendix IV: Budget

Public Service Programs				
Cost Category	CDBG Funds	Municipal Funds	Other Funds	Total
Equipment	700		700	1,400
Materials/Supplies	60		60	120
Operations	3,846		4,734	8,580
Salaries	21,264		21,264	42,528
Fringe	4,252		4,252	8,504
Transportation	1,140		1,140	2,280
Consultants				
Space/Rent	886		886	1,772
Project Management	7,615		7,704	15,319
Other – 1) cell phone/data	235		235	470
Other – 2)				
Total Costs	40,000		40,973	80,973

Provide the basis for determination of budget amounts:

Equipment: Laptop: \$350 each X 4 clinicians = \$1,400
 Materials/Supplies: \$10/mo x 3 mos x4 x clinicians = \$120
 Operations: 12% x program cost of \$71,502 = \$8,580
 Salaries: \$22.15/hr x 40 hrs/wk x12 wks x 4 clinicians = \$42,528
 Fringe: \$42,528 x 19% (taxes, medical, fica) = \$8,504
 Transportation: 25 mi/day x 5 days x 12 wks x .38 cents/mi x 4 clinicians = \$2,280
 Space/Rent: 10 ft x 12 ft x\$16 sq ft /52 wks x 12 wks x4 clinicians = \$1,772
 Project management: 22 hrs/wk x\$37.75/hr x 4 wks x4 clinicians =\$13,288
 Plus Supervision: 2 hrs/wk x \$37.75/hr x 8 wks x 4 clinicians = \$2,031 =\$15,319
 Other 1 Cell phone/data: \$39.16/mo x 3 mos x 4 clinicians = \$470
 Other Funds: Avg billable hrs per wk 10.16/hrs x 12 wks x 4 clinicians x \$84/hr=\$40,973

Our Mission

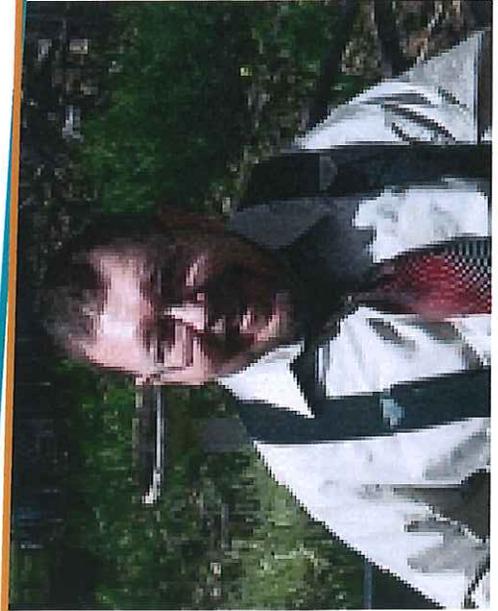
Port Resources is dedicated to empowering people with developmental and behavioral health challenges to live meaningful and fulfilled lives in their communities.

Values

- Respecting and valuing all people
- Building stronger communities
- Providing leadership

Guiding Principles

- Demonstrating respect for everyone
- Creating an environment of trust and team
- Respecting confidentiality
- Focusing on problem solving
- Timely and thorough follow through
- Valuing and acknowledging differences



Agency

- Continuum of residential services from intensive community support to supported apartments
- Community based clinical services
- Professional development training for social service workers and educators
- Cost effective software applications which support social service organizations to be efficient, effective and compliant

Services For...

- Individuals with developmental and behavioral health challenges
- Adults and children who have a wide range of challenges, such as autism, intellectual disabilities, traumatic brain injuries and mental health needs.
- Staff from other agencies, school system or governmental bodies
- Other social service agencies



PORT RESOURCES

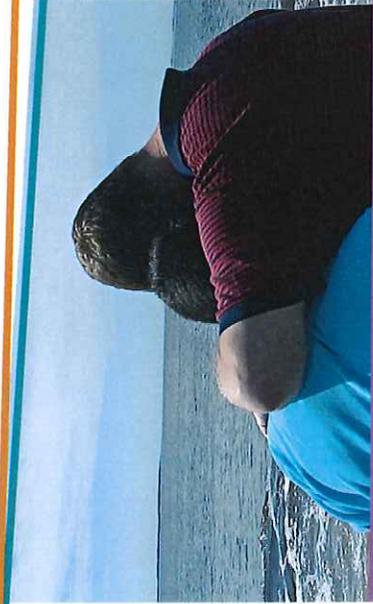
opening doors | improving lives

For more information:

Call 207-828-0048 or visit

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