

Alliance House is a long-standing partner with **Valley Mental Health** and **United Way** a non-profit agency

L O C A L E D I T I O N

Executive Director Search by Rob Peden

On June 30, when Jon Paulding announced in morning meeting that he had accepted a job with Utah State University, he precipitated a flurry of activity that is now stretching into its third month. Jon succeeded Margaret Currin as Executive Director at Alliance House in 1997, the second Executive Director in our long history. He had started at Alliance House in 1991 and worked in various clubhouse positions until assuming the job.

A search team was quickly formed to begin soliciting candidates, with Karen Wildfoerster and Sue Hanson representing staff; Kent Palmer, Tracy Park, and the dashing and virile young Rob Peden representing members; Jane Middleton, Jan Nelson, John Pace, JoAnne Rice, and Sal Ventura from the Board of Directors; and Richard Hatch, Director of Adult Services from Valley Mental Health. Besides VMH's internal posting, we placed advertisements in the local newspapers and on the website of the International Center for Clubhouse Development. While waiting for the response – twenty-nine resumes and/or applications came in – the search committee prepared a set of questions to assist in screening the applicants.

The committee designed the four questions offered to the applicants in order get a more direct feel for

the experience the job requires. The questions were:

1. What is your understanding of the clubhouse model? Which factors prompted you to apply for this position?
2. What do you see as the role of the Executive Director in fundraising and working with the Board of Directors?
3. Where would you like to see Alliance House in five years?
4. What is your experience in developing and managing a budget and day-to-day fiscal management of an organization?

The same set of questions was mailed to each applicant to insure that they had a level field at the inception of the selection process.

The qualifications of the applicants are excellent, with skills that dovetailed excellently with what the committee had requested. The results were then turned over to a hiring committee, which, by chance as much as design, turned out to be a sub-group of the search committee – Sue, Richard, Jan, Kent, Rob, Sal, and Karen. Fourteen sets of responses were returned; some of the applicants had found other employment, decided not to pursue a job new to their areas of expertise, or had other reasons (after all, one of the advantages of work over school is that work very rarely entails essay tests). The committee very carefully reviewed the answers, the applicants' qualifications and licensure, and education and employment background. All of the applicants had solid credentials, but five were found who had the rather peculiar blend that were necessary for the position.

The committee interviewed the five final candidates in a period of two grueling afternoons. All proved to be very impressive – articulate, well grounded in the recovery and rehabilitation of the mentally ill, experienced in finance and fund-raising, as well as compassionate and empathic toward populations similar to our membership. “I was gratified at the high quality of all our applicants,” Sal Ventura said after the interviews. “The final choice is going to be very difficult.” Many of the committee developed tools to help them evaluate the semi-finalists. Karen devised a hundred-point weighted scale that rated the qualities an executive director should have. Rob and Kent polled the clubhouse’s membership on their perception of what an executive director should be and combined the results; they studied patterns of the groupings to get a deep sense of the members’ concerns; not surprisingly, they seemed especially to want someone with excellent interpersonal skills.

After the interviews, the committee, after much deliberation (“sweating bullets” is the cliché that comes to mind), the committee narrowed the search to two final candidates. As the deadline for this edition of the *Clubhouse Chronicle* approaches, this is where we stand. One of the candidates will be in the clubhouse at 10:30 Tuesday, 30 August, to spend three hours working with members and staff and answering questions and addressing concerns. The other will come in 1 September, also at 10:30 to get acquainted. That same day, following the monthly Board of Directors’ Meeting, the Hiring Committee expects to reach a consensus, which will be announced to the house the following day.

Both candidates have excellent credentials, but offer substantial choices in style, vision, and experience. Alliance House is indeed fortunate to have two such finalists. Neither is Jon Paulding, but either is capable and seems determined to carry on his legacy and further extend Alliance House’s influence and prestige in the clubhouse world. Jan Nelson summarized the experience of serving on the Hiring Committee: “The process of selection is excellent, designed to insure we locate the best

available person for the job. The guidelines from the members were helpful in the selection and quite unusual. As usual, though, what most appeals to me is the sight of staff, members, and board all pulling together to make the best of a very difficult task.”

By the time editing has begun on the next issue of the *Chronicle*, the new executive director will have been chosen. The members and staff who put together the *Chronicle*, on behalf of all the members and staff of Alliance House, wish to thank Jon for his massive contribution to this clubhouse, the clubhouse community in general, and the difference he has made in the lives of his co-workers as well as the members he has helped and inspired. Thank you, Jon. And if you think of us at all, think kind thoughts.

NAMI WALK

By Tess Lage and Elizabeth
Bécar

We were asked by the Salt Lake Chapter of NAMI (National Alliance for the Mentally Ill) several months ago to be a part of their fund raiser, the NAMI walk. NAMI and Alliance House have long been partners with a similar mission, advocating for the mentally ill. We announced this to our members in daily morning meetings. Michele Gauthier was our staff representative and our members rose to the occasion. They got up early on a holiday the morning, they had to be ready to walk at 7 AM. Everyone worked to get sponsors. Staff, members and board members were all contributors. Elizabeth Bécar was particularly successful at obtaining donors. So of course, we put her on the spot and asked her how she did it and what her experience of that day was. The following is Elizabeth’s account:

“On a beautiful, partly cloudy, partly sunny morning on Monday the 25th of July, we walked for

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NAMI. We walked 3.2 miles or a distance of 5 kilometers.



Photo by Michele Gauthier

Thanks to all who participated in the NAMI walk. From left to right: Dave Reed, Jon Shultz, Betsy Ogden, and Duncan MacDonald

“The donation/sponsor process was relatively easy, due in large part to the generosity of the Taylorsville First Ward (LDS), McKinley Ward (LDS), and the contributions of relatives. I had only to tell people it was for the National Alliance for the Mentally Ill, when we were doing the walk, and how far; and they were willing to sponsor me. The generosity of the two LDS wards and my relatives was a very rewarding and wonderful experience. They truly opened their hearts and their wallets to NAMI. Between relatives and LDS ward members, I was able to come up with 41 sponsors, and raise over \$500.00. Out of all the NAMI walk teams, Alliance House raised more money than any other walk team. Since Alliance House was the team that raised the most money, they (NAMI) are throwing us (Alliance House) a pizza party, on Monday September 19th for lunch. We are really looking forward to the pizza party.”

We are very proud of our members and how well we were able to raise money for this wonderful cause, Alliance House members though their sponsors were able to raise an impressive amount of

money.! We hope through sharing this story in our newsletter, that next year, we can raise even more!

Education Update

By Duncan Macdonald



photo by Tess Lage

My mom, Laurie Bryant, is a new tutor. She was born in Los Angeles, California in 1946. She grew up and went to school in Burbank. She went to Occidental College and got her BA in Geology. She, then, got her MS in Paleontology at the South Dakota School of Mines and Technology. Finally, She got her PhD at University of California at Berkeley. She taught college. She worked at curator (collection manager) in museums. She, then, worked for the US Department of the Interior, Bureau of Land Management in Wyoming and Utah as the Regional Paleontologist for several states. She helped recover stolen fossils. She has two wonderful sons and three great granddaughters. She has lived in Salt Lake City since 2000.

Her favorite part of being a tutor is seeing students realize that they are better learners than they thought. She wants to give back what she was given which was a good education. She wants to start a book group because that's just learning a different way.

She wants an opportunity to give back to our wonderful program.

We had our annual Housing picnic in August, a good time was had by all.



Culinary Unit Update

By Betsy Ogden

Welcome to our new member Kristen Sheehan

Jerry Sanchez started as an Intern but now he's a temporary staff until we are fully staffed in the Business Unit.

We like to say thank you to PeggySue Whipple, a member who has relocated to California for extending her vacation to help in the Culinary Unit helping prepare lunches, while Marie was on vacation.

We also want to thank Scott Pyke for his excellent work on washing dishes. You're the Man on Fire!

Business Unit

By Duncan Macdonald

Welcome to our new member Lance Baum, he is a wiz kid on the computer. Thanks to him you are reading this newsletter. The Business Unit has been very involved in our United Way Day of Caring. This, year we were lucky enough to have 15 volunteers from Marriot Reservation Services. We are also coordinating for the upcoming House Retreat.

We are giving more tours and getting more new members.

"Tours are a way to meet perspective members and to educate them on what clubhouse is about and to make a new friend."-Tracy Park

Standard of the Month

By Duncan Macdonald

This month I'll just be reporting on the proposal to Standard #10. The proposal reads: "Clubhouse staff have generalist roles. **Generalist staff** share employment, housing, evening and weekend, holiday and unit responsibilities. **Staff who must take on specialist roles for the clubhouse to operate integrate themselves into the workday as possible.** Clubhouse staff do not divide their **job responsibilities or have other employment that changes their relationship with clubhouse members from that of a generalist and colleague to mental health provider.**" I have bolded the changes.

The 13th International Seminar reviewed this proposal at the Standards Review Plenary on the last day of the seminar. There were about 300 people who attended. There were two microphones shared by everyone. People took turns speaking on the proposed amendment.

Carla Marjerison, representing Alliance House, presented the proposal on Standard #10. The first sentence is there to make clear that there are sometimes situations where specialists are needed,

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but they still need to involve members where possible. The basic premise behind the second sentence is to make clear what a generalist role is. The final sentence is there to make certain that the relationships between members and staff stays at the core of clubhouse.

There were not many clubhouses that agreed with the change. The people from Carriage House felt that having specialists implies that members can't do certain jobs. Jo Rinard, a member from Carriage House felt that seeing a staff working on their own made her feel inferior. The clubhouse from Helsinki, called Helsingin Klubitolo, said that they created a "supportive team" made up of their three specialists and three members which had regular meetings to take the pressure off of the director. Warren Sparrow, Prime Time House Director, felt that he can be both a specialist and a generalist. He does all the things that a generalist does but there are jobs that only he, or very few other people, can do. Prime Time House supported the proposal from Alliance House, although they felt the wording needed some work.

Alliance House reached a consensus supporting these changes. We felt that many clubhouses employ specialists and it is difficult to imagine that this situation will change. Clubhouses like Alliance House find that some degree of specialization is indispensable. It's time for the Standards to reflect this reality.

Employment Spotlight:

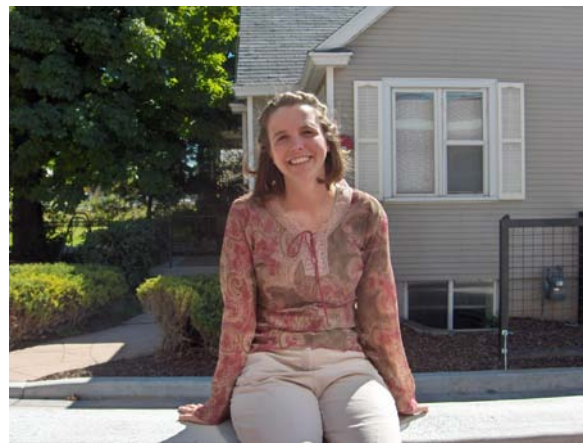
By Michele Gauthier

I am very excited to be the new Employment Coordinator for Alliance House. I feel that I have much to offer in this extremely important position. As employment coordinator I have tons of goals in mind. Among these goals, I want to keep our Transitional Employment strong and develop a group placement. Also to expand our focus on Independent Employment by: helping members receive jobs after Transitional Employment (if they so desire), creating workshops on employment issues, and developing a better employment

resource center. Another goal of mine is to develop a PowerPoint presentation (which will focus on Alliance House and the employment program) to use for job development. I look forward to working on these goals with members, staff, and board members.

I believe employment is essential to the clubhouse model. In order to have a good employment program all staff, members, and board members must be working together toward one goal that is: recovery (not just a member receiving a job). The members discovering who they are and believing in their strengths and abilities is one of the philosophies of the clubhouse model; through this form of recovery members can believe, once again, in themselves and are able to find their places in the community. It is the member as an entity that we must be focusing on, we are not an employment agency. I intend to live by this philosophy.

Thus far, it has been a welcome challenge has the employment coordinator. There has been much to learn. Though I miss the beautiful business unit members and Tess-ism, I have enjoyed working with the many Career Development members and Carla's knowledge and dedication to the Career Development Unit. I will dedicate myself to this new position and intend to have many great things come out of it.





September Activities

SEPTEMBER Birthdays

- 1ST Andrew Ingersoll
 2nd Cheryl Law
 6th Tracy Park
 8th John Cox
 11th Virginia O' Neil
 14th JoAnne Trone
 18th Michael Weber
 18th David Ahlin
 20th Carolyn Clark
 21st John Barnhurst
 22nd David Sessions
 23rd Stephen Gomez
 23rd Lisa Parry
 23rd Christy Smith
 24th Gay Warner
 24th Tess Lage
 30th Diana Whitaker

Thursday Activities

Thursday, September 15th
 Heart and Soul Performance

Thursday, September
 22nd Picnic at the Spruces
 Campsite

Thursday September 29th
 Alpine Loop,
 Leave AH 5:00pm
 Dinner Afterwards

Saturday Activities

Saturday September 17th
 Utah State Fair

Saturday September 24th
 October Festival at
 Snowbird

September Events

EMPLOYERS DINNER

9-20

CLUBHOUSE RETREAT

10-13

*Thank you to all our
wonderful contributors:*

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*And a special thanks to
our board members, we
appreciate all that they
do for Alliance House.*

Alliance House is a certified member of the **International Center for Clubhouse Development (ICCD)**.

Alliance House is also a non-profit, **United Way** agency and gratefully accepts your contributions to ensure continuous support for those of us in recovery from mental illness.

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