

Panel 4  
Residential  
Treatment  
180

**COVER SHEET 2017 GRANTS - ORRVILLE AREA UNITED WAY**

AGENCY NAME: OneEighty, Inc.

Mission Statement: Building healthy and peaceful families and communities

AGENCY DIRECTOR/PRESIDENT: Name Bobbi Douglas, Executive Director

Telephone 330-264-8498 Fax 330-264-3777 E-Mail douglasb@one-eighty.org

Board President: Name Thomas Fenzl

Address 1441 Hunt Club City Wooster E-Mail warthurtef@gmail.com

<b><u>Compute your Agency's overhead using your most recent 990 using this formula</u></b>		
Add Management & General (Part IX, Line 25, Column C)		<u>\$576,710</u>
Fundraising (Column D)	+	<u>\$ 0</u>
	=	<u>\$576,710</u>
<b>TOTAL</b>		
Divide total by Part VIII, Line 12, Column A (Total Revenue)		<u>14%</u>

**Program Funding Requests:**

NOTE: "Funded Last Year" is the amount you were awarded not necessarily the amount requested.

- |                                   |                             |                                   |                         |
|-----------------------------------|-----------------------------|-----------------------------------|-------------------------|
| 1) <u>Shelter</u>                 | <u>Funded 2016 \$15,000</u> | <u>2017 Requested \$10,000</u>    | <u>New Request? No</u>  |
| 2) <u>Supportive Services</u>     | <u>Funded 2016 \$5,000</u>  | <u>2017 Requested \$15,000</u>    | <u>New Request? No</u>  |
| 3) <u>Dating Violence Program</u> | <u>Funded 2016 \$ 0</u>     | <u>2017 Requested \$ \$10,000</u> | <u>New Request? Yes</u> |
| 4) <u>Residential Program</u>     | <u>Funded 2016 \$ 0</u>     | <u>2017 Requested \$10,000</u>    | <u>New Request? Yes</u> |
| 5) <u>Medical Services</u>        | <u>Funded 2016 \$ 0</u>     | <u>2017 Requested \$15,000</u>    | <u>New Request? Yes</u> |

\$60,000 Sum Total of all Dollars Requested

I affirm that I have reviewed this application for funding, and, to the best of my knowledge, confirm that the information presented here is a financially, statistically, and programmatically accurate representation of our agency.

Bobbi E. Douglas  
Chief Professional Officer Signature

8/23/14  
Date

Thomas Fenzl  
Board President or Treasurer's Name (Please indicate which)

Thomas Fenzl  
Board President or Treasurer's Signature

8/23/14  
Date

# 2017 Program Information

## Please use a separate form for each program.

1. Agency: OneEighty, Inc.

2. Program Name: Residential Treatment Services

A. Based on the targeted outcomes of this program, from which of the following community impact areas are you requesting funding?

**Nurturing Children & Youth**

(Provides positive outcomes that help children and youth succeed in school and develop into successful adults)

**Helping In Hard Times**

(Provides emergency assistance: food, shelter, clothing, and legal help)

**Developing Life Skills**

(Provides positive outcomes with programs that enable individuals and families to become more emotionally, physically, and/or financially stable)

**Promoting Health & Wellness**

(Provides positive outcomes with programs that enable individuals and families to have access to prevention and/or treatment in the health arena, enabling them to become and/or stay healthier emotionally, physically, and/or financially)

B. Is this Program

New program for Orrville United Way but program has been in existence for over 30 years

Expanded program

Continuation of a previously funded program

3. Please complete the following for each program:

<u>\$10,000</u>	+	<u>\$618,739</u>	=	<u>\$628,739</u>
Funds Requested From OAUW		Funds Requested/Received From Other Sources		Total Program Funds

4. If previously funded program, are you asking for increased dollars of support?

Yes     No

5. If yes, why are you requesting more money?

**6. If your program was not funded for the full amount you requested for 2016, what impact did this have on your program? What adaptations did you have to make?**

We did not request funding for this program last year.

**7. How will the agency adapt this program next year if your requested funding level cannot be met or if a decision is made that the program will not be funded at all next year?**

We will look for funding from other sources.

**8. Please describe the fees and reimbursements associated with this program.**

**Fees:**

**Sliding Fee Schedule:** We charge \$100 a day for room and board. We also charge for treatment services. Clients are put on a sliding fee scale for their treatment services, if they are eligible.

**Insurance Reimbursement:** Insurance does not provide reimbursement for room and board. We do receive insurance reimbursement for treatment services.

**Government Subsidies:** We receive a Women's' Set-Aside grant from the Ohio Mental Health and Addiction Services agency for our women's' residential facility. We receive funding from the Mental Health and Recovery Board of Wayne and Holmes counties for our men's' residential facility. We also receive funds from the Mental Health and Recovery Board of Wayne and Holmes counties for treatment services. Medicaid also reimburses us for treatment services.

## Community Impact

### **8. Describe the target population and eligibility requirements for the Program:**

OneEighty operates two Residential Treatment Facilities for persons with addiction. For consideration of admission, the client must complete a thorough Behavioral Health Assessment and have a qualifying substance abuse diagnosis and meet the residential Level of Care as established by the Ohio Department of Mental Health and Addiction Services.

The Noble House Pathway House provides residential treatment services to adult (ages 18 or older) chemically dependent men and their children. The Joan Van Orman Beacon House provides residential services to adult (18 or older) chemically dependent women and their children.

### **9. What agencies or programs in the community provide similar services? Please be specific about how we can differentiate this program from others.**

There is no other agency in Wayne or Holmes Counties that offers Residential Treatment Services for persons with addiction and there is a general lack of services in the state of Ohio especially for women.

## Impact Analysis

### **10. Describe the targeted outcomes of this program. In other words, you ran this program, you gave clients certain skill sets, you increased their knowledge, and you treated their illness, which is all good. But how have you changed the lives of those people, and as a result, our community?**

Please include the following information in your narrative *and limit this to 2 pages*:

- **Description of the activities and resources you use to accomplish these outcomes**

**Activities:** Services have been developed around a holistic model of treatment considered best practice in this field which include: individual and group therapy, family therapy, educational programming, parenting skills, trauma counseling, developing coping skills, vocational counseling, nutrition and exercise. Clients participate in daily group counseling and individual counseling as needed (at least weekly). Individualized treatment plans are developed for each client and clients are strongly encouraged to participate in supportive 12-step groups. Staff take clients to 12-step meetings and social activities daily. Referrals are made to appropriate job training, education or health services.

**Resources:** To provide these activities and resources OneEighty must employ a full-time masters level counselor at each house to provide the group and individual counseling, Residential Support Specialists to staff each house 24/7, a full-time Residential Case Manager to assess each client's case management needs and provide Strengths-Based Case Management and a full-time Residential Manager to oversee the program, supervise staff, and provide 24/7 on-call assistance. Additionally, keeping all staff highly trained is a priority so that staff can effectively deal with addiction especially the opiate addiction epidemic.

- **Information about the tools you use to measure outcomes**

OneEighty utilizes a Microsoft spreadsheet to track totals related to National Outcome Measures (NOMS). These NOMS are gathered on a weekly basis. Quarterly, the results are analyzed and written in a quarterly report. Additionally, OneEighty is part of a Benchmarking Tool that allows us to compare our measures with other like entities nationwide. OneEighty has the ability to track not only our own trends related to National Outcome Measures, but how we are performing in comparison to similar programs. NOMS include information regarding positive discharges, ability to build social supports, and other factors related to substance use. OneEighty also conducts client satisfaction surveys quarterly.

- **Dialogue about the challenges you face in measuring the success of the program**

By the time individuals need Residential Treatment Services for addiction, their brain disease is quite advanced and has affected many areas of their life including, but not limited to family, relationships, health, employment, legal, and finances. Although, the 4-6 month program is quite comprehensive, it will take years to rebuild all of this and sustain a life of recovery. There are challenges such as employers willing to hire individuals with criminal records or large gaps in their employment. Although we measure the items listed below, measuring true “recovery” can be challenging. Additionally, each individual is unique and must follow their own path of recovery.

- **Specific information about the recorded outcomes you achieved last year**

**Pathway:** Fifty-two individuals received services during this fiscal year for 4,900 days, which was a 22% increase from FY 2015. The milestones are based on number of individuals achieving the outcome during the fiscal year.

- 34 completed > 4 weeks of treatment
- 35 increased social connectedness
- 31 maintained uninterrupted abstinence > 4 weeks
- 8 increased work and/or school attendance
- 73% (30/41) positively discharged from the program
- 37% confirmed sobriety 90 days post discharge

**Beacon**

During FY 2015, 43 women received services. This fiscal year, Beacon provided 3462 days of treatment. This is a 15% increase in bed days from the previous year. Also:

- 25 completed > 4 weeks of treatment
- 33 increased social connectedness
- 28 maintained uninterrupted abstinence > 4 weeks
- 10 increased work and/or school attendance
- 5 established stable housing
- 54% (12/22) positively discharged from the program
- 70% (7/10) confirmed sobriety 90 days post discharge

- **Discussion of whether or not your outcomes met, exceeded or fell short of your desired outcomes**

Combined, the positive discharge rate for residential was 67%. When compared to other agencies that provide residential treatment, the average is 63%, therefore that area has met the standard. Other areas are being focused on to improve outcomes, such as increasing positive social supports and the involvement of significant others in treatment. We have seen an increase in the ability to efficiently and quickly get people into treatment. In 2015, Pathway was at 78% capacity, while Beacon was at 76% capacity. In 2016, Pathway will be at 91% capacity and Beacon will be at 83% capacity.

### Program Outputs

- 11. Define a unit of service. If it is not possible to define one unit, please state why.**  
Remember that whatever the method of measurement, you are consistent from year-to-year.

One Unit = One Residential Day

- 12. Complete the following if the agency is seeking United Way funding for this program.**

Year	Number of Clients in zip codes 44667, 44618, 44645	Number of Clients in all of Wayne County	Clients on a Waiting List
2015 Actual	7	89	99
2016 Projected	9	95	138
2017 Projected	10	100	75

- 13. Unit Cost: Please explain changes either up or down in your cost.**

Year	Individuals or Units of Service	Total Cost of Program	Unit Cost (Cost/Units)
2015 Actual	7,868	\$598,827	\$76.11
2016 Projected	8,943	\$637,290	\$71.26
2017 Projected	8,687	\$628,739	\$72.38

- 14. Individuals served**

Last year (actual): 89

This year (projected): 95

## Client Demographics

14.

		<b>NUMBER</b>
<b>Types of Clients:</b>	Individuals	89
	Information & Referral, Brochures	
	Organizations	

PLEASE COMPLETE THE INFORMATION FOR INDIVIDUAL CLIENTS ONLY		
<b>Age Group:</b>	Under 5	
	6 thru 12	
	13 thru 17	
	18 thru 34	.54
	35 thru 54	.34
	55 thru 64	1
	65 thru 74	
	75 thru 84	
	85 and over	
	Unknown	
<b>TOTAL INDIVIDUALS:</b>		<b>100%*</b>
<b>Gender:</b>	Male	51
	Female	38
	Unknown	0
<b>TOTAL INDIVIDUALS:</b>		<b>89</b>

	NUMBER		NUMBER
<b>Household Income:</b>	89	<b>Ethnic/Racial Background:</b>	85
		White	
\$0 thru \$11,999		Black or African American	1
\$12,000 thru \$14,999		Hispanic or Latino	
\$15,000 thru \$24,999		American Indian or Alaska Native	
\$25,000 thru \$49,999		Asian	
\$50,000 thru \$74,999		Native Hawaiian or Pacific Islander	
More than \$75,000		Unknown/Other	3
Unknown			
<b>TOTAL INDIVIDUALS:</b>		<b>TOTAL INDIVIDUALS:</b>	
	<b>89</b>		<b>89</b>

\*NOTE: All TOTALS should be the same number

## **Grants & Collaborations**

**Orrville Area United Way - Complete this form for each applicant program**

Date: 08/30/16

Agency: OneEighty, Inc.

Program: Residential Treatment Services

Please respond in writing to the following questions:

1. What would happen if your program were to disappear?

If our Residential Treatment Services were to disappear there would be no residential treatment for addiction in Wayne or Holmes Counties. Residential Treatment is necessary for persons with severe addiction that have made at least one attempt at Outpatient Treatment and failed. For some people, their addiction is so severe they must leave their home environment and be surrounded by treatment personnel 24/7. For others, their addiction has led to homelessness and they need the residential treatment to regain self-sufficiency. Residential treatment is a higher level of care for addiction that our community is fortunate to have.

2. What would happen if you were not to receive the requested amount?

We would look for funding from other sources.

3. Specifically, how would decreases in your grant impact your programming:

- a. 25% decrease? - Funds would be diverted from other programming that to cover the gap. This would mean a subsequent decrease in outpatient treatment, prevention or other services.
- b. 50% decrease? - Funds would be diverted from other programming that to cover the gap. This would mean a subsequent decrease in outpatient treatment, prevention or other services.
- c. 75% decrease? - Funds would be diverted from other programming that to cover the gap. This would mean a subsequent decrease in outpatient treatment, prevention or other services.



4. What other organization/s provide/s the same or similar services/programs?

No other agency in Wayne or Holmes Counties offers Residential Treatment Services for addiction.

5. Specifically, how are you collaborating with other agencies/organizations?

OneEighty works collaboratively with other service agencies, children's services, and the criminal justice system. Our Residential Treatment program receives many referrals from these entities because we have the only Residential Treatment Services in Wayne and Holmes Counties. We meet regularly with probation officers, provide monthly reports to referral sources, and staff attend Drug Court Meetings weekly.

6. What services/programs for which you are requesting support are complementary services in collaboration with other entities?

When other service programs assess individuals who meet the level of care for residential treatment, they refer these individuals to our program. We probably work closest with the criminal justice system because many individuals with addiction have had legal consequences to their behavior. The goal is to decrease criminal behavior caused by the addiction, not to simply punish.

**OneEighty, Inc.**

	FY15 July 1, 2014 - June 30, 2015 Actual	FY16 July 1, 2015 - June 30, 2016 Actual	FY17 July 1, 2016 - June 30, 2017 Projected
<b><u>Revenue</u></b>			
Mental Health & Recovery Board	794,082	708,130	706,078
Medicaid	1,419,043	1,493,351	1,878,557
Title XX	154,430	151,365	161,000
Alcohol Education Program	62,163	62,413	65,392
United Way	267,195	222,858	208,300
Client, Ins, & Out of Cty	151,825	139,257	164,000
Workshops & Training	5,185	3,405	7,875
Grants & Contracts	988,647	877,553	1,055,310
Donations and Fundraising	321,849	243,866	246,390
Miscellaneous	17,339	9,733	1,500
In-Kind Food Stamps	36,006	41,906	50,000
In-Kind Volunteer Hours	141,469	116,006	194,810
<b>Total Revenue</b>	<b>4,359,233</b>	<b>4,069,843</b>	<b>4,739,212</b>
<b><u>Expenses</u></b>			
Payroll Expenses	2,502,766	2,830,858	3,369,224
Professional Services	224,835	268,086	320,992
Grant Expenses	109,331	168,246	164,086
Conf/Training	4,025	5,456	11,500
Travel	15,568	14,418	11,000
Supplies and Equip.	70,383	71,549	68,190
Food	21,976	31,453	31,800
Postage	1,911	2,373	2,500
Phone/Communications	9,328	18,471	17,976
Printing/Publications	1,048	3,499	2,100
Dues/Fees	48,876	49,465	26,705
Leased Building & Equipment	512,784	359,171	359,040
Repair & Maint	14,695	8,835	10,000
Client Expenses	2,685	3,103	8,000
Insurance	23,273	31,914	36,598
Miscellaneous	19,499	23,672	15,000
Depreciation	11,410	15,633	16,772
Fundraising	23,557	17,083	22,920
In-Kind Food Stamps	36,006	41,906	50,000
In-Kind Volunteer Hours	141,469	116,006	194,810
<b>Total Expenditures</b>	<b>3,795,425</b>	<b>4,081,197</b>	<b>4,739,212</b>
<b>Net Gain/Loss</b>	<b>563,808.44</b>	<b>(11,354.31)</b>	<b>(0.00)</b>

## OneEighty, Inc.

### Budget Narrative

- Fiscal Year - Our fiscal year begins on July 1 and ends on June 30.

#### **Revenue**

- Mental Health and Recovery Board of Wayne and Holmes Counties – For FY16 and FY17, the Mental Health and Recovery Board of Wayne and Holmes Counties reduced our contract amount for treatment services.
- Medicaid – For FY17, we anticipate being fully staffed in our clinical department and expanding our medical services program. These 2 areas would increase the number of services provided and clients served which would increase our Medicaid revenue.
- United Way - We received reductions in our allocations from Orrville Area United Way and United Way of Wayne and Holmes Counties for calendar year 2016 which effects part of FY16 and FY17.
- Grants and Contracts – FY15 included grant funding for 2 new recovery houses. Partway through FY16, we received a substantial increase in funding for our Victims of Crime Act grant. With this funding, we have been able to add new positions to enhance our services for our clients and in the community. We have been able to increase staffing at our shelter. We have also been able to update technology and other needed items at our shelter. We anticipate having a full year of this grant for FY17.
- Donations and Fundraising – In FY15, we received funding from the Ohio Department of Mental Health and Addiction Services to purchase and renovate houses for Recovery Housing. The grant required matching funds which we were able to collect through donations specifically for this purpose.
- In-Kind – Client food stamps are used for food purchases at our residential facilities. Volunteer hours are the value of the many hours that our volunteers provide. Both of these items are non-cash and are recognized as both in-kind revenue and expense. We were awarded a grant for a part-time volunteer coordinator so we anticipate an increase in volunteer hours.

#### **Expenses**

- Payroll – Due to demand, we have increased our number of counselors. We have received grants that have funded new positions and have funded additional personnel at our residential facilities. Medical insurance costs continue to increase.
- Professional Services – As we have implemented our Electronic Health Record, we have had additional expenses for software and technology.
- Grant Expenses – This category includes non-personnel expenses specifically related to grants. The expenses are also reflected in the grant revenue.
- Dues and Fees – For FY17, some expenses such as fees for background checks, etc. were reclassified from dues and fees to human resources expenses within professional services.

- Leased Building and Equipment – In FY15, we paid to fund a capital improvement fund for our building.
- In-Kind – This reflects food stamps and volunteer hours which are also reflected in the revenue.

#### Summary

The surplus in FY15 is attributed to grant funds and matching donations we received to purchase and renovate 2 recovery houses. Without these grants and donations specifically for this project, our net gain was \$225,000. We used money in our reserves to fund our shortfall in FY13 and FY16. Our FY15 “surplus” will be used for needed capital expenditures associated with our facilities being sixteen years old, implementation of our electronic medical record, and other needed expenses. A portion will be placed in our operating reserve to assure that we have funds to weather future financial challenges or deficits.

OneEighty, Inc.  
Board of Trustees 2016

<u>Name/Position</u>	<u>Address</u>	<u>Phone</u>	<u>Email</u>	<u>Term</u>
Lynn Buehler	1658 Linwood Drive Wooster, Ohio 44691	330 263 4342 (h) 330 465 8434 (m)	lynn824551@aol.com	1/1/2016-12/31/2018 First Term Appointed January 2016
Melissa Craemer Smith, Vice President	PO Box 109 Smithville, Ohio 44677	330 669 2010 (h) 330 683 5010 (w)	msmith@orvillelaw.com	1/1/2016-12/31/2018 Second Term Appointed January 2013
Bobbi Douglas	626 Sherwood Drive Wooster, Ohio 44691	330 464 4406 (h) 330 264 8498 (w)	douglasb@steps-ewh.org	
Tom Fenzl, President	1441 Hunt Club Drive Wooster, Ohio 44691	330 263 6221 (h) 330 345 7200 (w)	warthurtcf@gmail.com	1/1/2013-12/31/2016 Second Term Appointed January 2010
Matt Fisher	201 W. North Street Wooster, Ohio 44691	330 621 1281 (h) 330 287 5720 (w)	mfisher@woosteroh.com	1/1/2015-12/31/2017 First Term Appointed January 2015
Kim Hall	1004 Quinby Ave, Apt. 1 Wooster, Ohio 44691	330 231 6276	khall@ccj.com	1/1/2015-12/31/2017 First Term Appointed January 2015
Emily Moorefield Mariola	1800 East Moreland Road Wooster, Ohio 44691	330 264 0494 (h) 330 466 1049 (w)	moorefieldmariola@gmail.com	1/1/2015-12/31/2017 First Term Appointed January 2015
Jon Rose	1078 Buchholz Drive Wooster, Ohio 44691	330 262 7031 (h) 330-466-4805 (m) 330 264 4440 (w)	rose@woosterbrush.com	1/1/2015-12/31/2017 Second Term Appointed January 2012
Robbie Ross, Secretary	1763 Christmas Run Blvd. Wooster, Ohio 44691	330 264 3039 (h)	ross2@sssnet.com	1/1/2015-12/31/2017 Second Term Appointed January 2012
Cathy Schmid	3589 Briarwood Drive Wooster, Ohio 44691	330 466 3674 (m)	cschmid@ashland.edu	1/1/14-12/31/16 Second Term Appointed January 2011
Tim Tegtmeier, Treasurer	901 Green Valley Lane Wooster, Ohio 44691	330 466 9296 (m) 419 289 7181 (w)	ttegtmeier@ashtonne.com	1/1/2015-12/31/2017 First Term Appointed October 2013
Jen Vandervele	4439 Wood Lake Trail Wooster, Ohio 44691		vandevj@ccf.org	1/1/2015-12/31/2017 First Term Appointed January 2015

OneEighty, Inc.  
Board of Trustees 2016

<u>Name/Position</u>	<u>Address</u>	<u>Phone</u>	<u>Email</u>	<u>Term</u>
Christina Walton	417 Bardon Street Wooster, Ohio 44691	330 465 2742 (h) 330 2620916 x 7135 (w)	cjmwatson@gmail.com	1/1/2014-12/31/2016 First Term Appointed January 2014
Amberly Wolf	11060 Garst Road Wooster, Ohio 44691	330 345 1711 (h) 330 765 0605 (w)	awolf@farmersbankgroup.com	1/1/2016-12/31/2018 First Term Appointed January 2016
Sally Bernhardt - Emeritus	2215 Friar Tuck Wooster, Ohio 44691	330 264 9870 (h) 330 262 6297 (w)	salbern@aol.com	Emeritus Status
John Kropf - Emeritus	1870 Crestview Drive Orrville, Ohio 44667	330 683 2286 (h) 330 683 5010 (w)	jkropf@orvillelaw.com	Emeritus Status
Donna Hodan -Emeritus	3500 Trillium Crossing Apt. 5032 Columbus, Ohio 43235	740 815 1891 (m)	Luyenne@aol.com	Emeritus Status
Kathy Long - Emeritus			klong@woosterglass.com	Emeritus Status

Liberty Center Connections 2015 Board of Trustees Attendance

	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15
Douglas, Bobbi - Executive Director	P	P	P	P	P	P	Board does not meet in July	P	P	P	P	P
Kiefer, Lara - Associate Director	P	P	P	P	P	P		P	P	A	P	
Bailey, Steve - Vice President	A	P	P	P	P	A		P	P	P	P	
Craemer-Smith, Melissa	P	P	P	P	P	A		P	P	A	P	
Fenzl, Tom - President	P	P	P	P	P	P		P	P	A	P	
Fisher, Matt	P	P	P	A	A	P		P	A	A	P	A
Hall, Kimberly	P	P	P	P	A	P		P	P	P	P	P
Moore, Ted	P	P	P	P	P	<i>Resigned</i>						
Marloia-Moorefield, Emily	P	P	A	P	P	P		P	P	P	A	
Rose, Jon	P	P	A	P	A	P		P	P	P	A	P
Ross, Robbie - Secretary	P	P	P	A	P	P		A	A	P	P	P
Schmid, Cathy	P	P	P	A	P	A		P	P	P	A	P
Tegtmeler, Tim - Treasurer	P	P	P	P	P	P		P	P	P	P	P
VandeVelde, Jen	P	P	P	P	P	A		P	A	P	P	P
Walton, Christina	P	P	P	A	P	P		P	P	P	P	A
Wickham, Jill	P	P	A	P	P	A	<i>Resigned</i>					

**OneEighty Board of Trustees Attendance 2016**

	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	
Douglas, Bobbi - Executive Director	P	P	A	P	P	P	No Meeting Month	P					
Bailey, Steve - Resigned eff 2/2016	P												
Buehler, Lynn	A	A	P	P	P	P		P					
Craemer-Smith, Melissa - Vice President	P	P	P	P	P	P		P					
Fenzl, Tom - President	P	P	P	P	P	A							
Fisher, Matt	P	A	P	A	P	A							
Hall, Kimberly	A	P	P	P	P	P							
Mariola-Moorefield, Emily	P	A	A	A	P	P							
Rose, Jon	P	P	P	P	P	P							
Ross, Robbie - Secretary	A	P	A	P	P	A							
Schmid, Cathy	P	P	A	P	P	P							
Tegtmeier, Tim - Treasurer	P	P	P	P	P	P							
Vanderveelde, Jen	P	P	A	P	A	P							
Walton, Christina	P	P	A	P	P	P							
Wolf, Amberly	A	P	A	A	P	P							

*No Board members are current clients receiving services*