

# Baden Street Settlement of Rochester, Inc - Ron Thomas

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## Organization Profile

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<i>Organization Name</i>	<i>Mail Address</i>
Baden Street Settlement of Rochester, Inc	152 Baden Street, Rochester, NY 14605

<i>Exec. Name</i>	<i>Contact Name</i>	<i>Phone</i>	<i>Email</i>
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### *Mission/Vision* Mission Statement

Baden Street Settlement seeks to improve the quality of life of adults, children and families of neighborhood residents; to pursue the elimination of the causes of poverty; and to reduce the level of negative social problems associated with being poor and disadvantaged. The Agency works in cooperative, collaborative, and supportive spirit with concerned agencies in the community to meet the needs of neighborhood residents.

### Vision Statement

Services are designed, coordinated and delivered with specific attention to neighborhood need. All residents of the neighborhood have efficient and effective services available to them with consistency and empathy. The quality of life is enhanced for individuals and families through participation in Agency programs and activities. Program impact is regularly reviewed to assure continuous improvement.

***Receive County Funds?*** YES - Contract: Community Child Care Navigator

Department: Department of Human Services

Division: Financial Assistance

Start Date: 07/01/2022

End Date: 06/30/2023

Contract: Marc at Baden Senior Center

Department: Department of Human Services

Division: Office for the Aging

Start Date: 04/01/2022

End Date: 03/31/2023

Contract: Eviction Prevention Pilot Initiative 2.0

Department: Department of Human Services

Division: Financial Assistance

Start Date: 03/15/2021

End Date: 12/31/2021

Type: Amendment

***Div. of Corp. N/A?*** no

## Proposal Information

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***Project Name*** Baden Street Settlement: Convening to Fill Mental Health Service Gaps for Black and Latinx Community Members

**Summary** Baden Street Settlement and its partners will vastly increase available behavioral health services in low-income communities of color, focused toward residents in the Crescent of Rochester. The project includes renovation of two facilities to add a Mental Health Clinic and supervisory structure, and a Peer Services Support Program that will hire and train 50 community residents with lived experience. In all, the project creates 61 well-paying jobs with credentials. The Peer Services Support Program will be led by Settlement House Foundation, a collaboration between Baden Street, Charles Street Settlement, Community Place, and Montgomery Neighborhood Center.

The project presents a blend of construction funding and staffing support for the startup of these initiatives that will be sustained after the grant by reimbursements from billable sources such as Medicaid and MCOs.

The COVID-19 Pandemic only worsened mental and behavioral health disparities that existed beforehand. With a focus on culturally competent staff, including significant representation of people from BIPOC communities with lived experience in recovery or living with mental health issues, the project aligns with Bring Monroe Back goals and metrics, and meets ARPA fund uses to mitigate public health needs.

<i>Workforce/Economic?</i>	<i>Health/Safety?</i>	<i>Infrastructure/Sustainability?</i>
yes	yes	no

**Description** Baden Street Settlement of Rochester, Inc. and our partners are pleased to present this plan to meet public health needs of some of the most adversely-impacted residents of Rochester.

a. The project responds to the public health and public safety goal. Baden Street is uniquely positioned to address critical linkages between community wellness, mental health, and public safety in Northeast Rochester, and through our partners, in the Crescent. The project will expand our culturally-sensitive outpatient mental health services by adding a mental health clinic, strengthening service structure, and increasing professional, culturally competent professional capacity. Through the Settlement House Foundation, we will work with partners to launch a Peer Services Support Initiative to work with current substance users and others who have medical conditions who need support. These activities will help Monroe County to increase rates of behavioral health services used, particularly by residents of color. As noted in Bring Monroe Back materials, culturally-appropriate mental and behavioral health care has long been lacking. In our communities, we have witnessed the worsening of mental health conditions from the COVID-19 pandemic and its fallout.

The project also represents significant workforce development efforts in healthcare, adding 60 FTE positions, mostly in behavioral health.

b. The costs represented in the attached budget cannot be met without ARPA funding. However, they also represent startup costs which would be sustainable after 2026. Since 2018, Baden Street's leadership has been in discussion with the regional NYS Office of Mental Health (OMH), seeking a path to develop this much-needed resource. OMH representatives are encouraging, but have delayed licensing until a feasible startup budget is possible.

OMH also noted that Baden Street's plans require more leadership capacity for the new clinic, our existing outpatient chemical dependency clinic, and services for people with developmental disabilities. The plan includes adding front-line clinicians, a director of clinical operations to oversee all three components, and as required by OMH, a Mental Health Clinic director and part-time psychiatrist.

Additionally, the Settlement House Foundation will hire and train 50 former substance abuse users or those who have former medical conditions and have been successful in overcoming or reducing the medical condition, as Peer Support Specialists. All the above new hires afford an opportunity to address the need for equitably-paid jobs for people of color in behavioral health roles.

The project includes significant capital improvements to Baden Street's facilities that will house these programs, as well as our existing programming that serves low-income residents of all ages. The plan to scale over the program period and become able to bill for reimbursement under a medical model, means that Monroe County can use the one-time ARPA funding to make a difference in its most disproportionately harmed communities that will last indefinitely. After 2026, the project will be sustainable based on Medicaid and other health care reimbursement projections. Renovations to the buildings will also be sustained by other reimbursement contracts and long-standing funding that supports childcare and other programming Baden offers.

c. Addressing current cultural barriers will increase accessibility. Baden Street will employ counselors who are fluent Spanish speakers and who are well versed in cultural competency, and who strive to build trust with clients through person-centered and trauma-informed care. Baden Street knows that hiring people of color, and those that are multilingual, will provide the best chance of encouraging greater uptake of mental health services and reducing the stigma in the community. This expectation will carry through to the Settlement House Foundation, which will oversee the Peer Services component.

Our buildings, located in a high-need neighborhood at 152 Baden Street, 13 Vienna Street, and 585 Joseph Avenue, affords the

Our buildings, located in a high need neighborhood at 102 Baden Street, 15 Vienna Street, and 585 Joseph Avenue, offers the opportunity to expand services. The new mental health clinic will be co-located at 585 Joseph with our chemical dependency services on a currently-vacant second floor of that building. The other two buildings are planned to be renovated and connected into Baden Street Plaza, which will address infrastructure issues currently present, increase energy efficiency, and organize the programming spaces for better use. This new space will include a floor for behavioral health services including the training center and hub for the 50 trainees in the Settlement House Foundation's Peer Services Support initiative.

All services will be physically accessible. Facilities are located directly in the Northeast Rochester Crescent; it is easily reachable by walking, cycling or bus. Telemedicine service options will create even greater access for those in need and build in service resiliency should another public health emergency occur.

Clinic programming will include individual counseling, group counseling sessions, intake and treatment, and medicated therapies. Peer Support Specialists will work through outreach in their neighborhoods, using their recovery experience to encourage clients coping with barriers, and helping bridge the gap between patients and health professionals.

d. After renovations, Baden Street Settlement anticipates the Clinic serving 70 new clients (beginning year three) and expand services to up to 150 clients annually. There are already approximately 75 individuals identified in our current Chemical Dependency program that would be immediately referred for treatment. In 2021, our behavioral health services served 212 people; the program will expand our capacity by 32% in the first year alone.

Also beginning after renovation, each Peer Services Support counselor will serve a projected 50 to 100 clients a year.

The demographics will mirror, closely, those of the neighborhood and our services in general; at least 60% will have incomes at or below poverty. As noted above, the geographics and history mean that 90% will be African American and/or Latino. All will be aged 18 and up.

e. Beyond 2026, the project will continue to improve behavioral health outcomes for low-income residents, mostly of color. Improvements in the lives of individuals served will benefit their families, and their neighborhoods in the Crescent of Rochester. The connections strengthened between our services and emergency response teams will benefit the wider community for many years to come. The training opportunities mean that more practitioners, particularly ones with cultural competence, will bolster the workforce in areas sorely needed in Monroe County.

***Company Strengths*** Founded in 1901 to support East European immigrants, Baden Street Settlement has continuously evolved to provide a full-range of services. Early years included a health clinic that, by 1915, served four hundred and fifty patients weekly. Services expanded, and over 40,000 visits were made to the Health Clinic in 1940. 1973 saw the start of a Drug Counseling Center, Baden Street's first formal programming to help clients wanting education and job training to work through addiction. While the focus of those times was not medical, these efforts later grew into our Chemical Dependency and Behavioral Health programs.

Today, Baden Street Settlement focuses on four areas: Family, Education, Health and Crime/Violence. Our services reach over 7,000 people annually in Northeast Rochester; approximately 90% are people of color.

The individuals and families we serve present behavioral health needs, particularly the interchange between poverty, housing, employment, and other social determinants of health. For example, we have noted a tie between behavioral health support and avoiding episodes of homelessness. Of those we aid with funding to prevent or end homelessness, about 5% are referred for behavioral health or chemical dependency services. The program staff provide supports to help them maintain housing stability in housing and avoid future periods of homelessness.

Baden Street's staff is local, experienced, and highly qualified; 65% of staff lives in or near our service area, and 90% live in Rochester. We share a theory of change consistent with the historic settlement house movement, basing services at the neighborhood level, making us well known to the community.

Baden Street partners with many providers, including settlement house partners in this request, as well as business, higher education, local governmental, and others. Through the project we will strengthen relationships with mobile crisis teams and hospitals, ensuring community framework for services after inpatient treatment.

**Community Resources** a. Committed collaborators providing letters include Charles Settlement, Community Place of Greater Rochester, and Montgomery Neighborhood Center. These organizations provide services and community support in the Northwest, Southeast, and Southwest quadrants of Rochester, and like Baden Street, are in tune with the needs of their low-income communities and its members. The City of Rochester is also interested in this proposal and collaboration; we are meeting with the Mayor's office to discuss it further in August 2022.

As noted in the budget, capital improvements are a part of this request. Baden Street will seek bids from MWBE and Veteran-owned firms to complete the construction and renovation components, ideally from Monroe County.

b. Baden Street and the above collaborators were all founded as Settlement Houses, and share decades of relationships around initiatives; all were formed in or around 1901. Baden Street, Charles Settlement, and Community Place formed the Settlement House Foundation in 2015 to raise and distribute funds to charitable organizations qualifying as exempt from tax under Section 501©3 of the Internal Revenue Code of 1986. The Foundation consists of officers and representatives from these organizations; we are in the process of negotiating with Montgomery Neighborhood Center to join.

With almost 370 years of services to the northeast, northwest and southwest sectors of Rochester, the Settlement House Foundation of Rochester is in a unique position to offer Peer Support Services in the catchment area particularly for the African American and Hispanic populations.

c. The partner organizations will lend in-kind support to the hiring and oversight of an Executive Director for the Foundation, as well as training and operations personnel to lead the Peer Specialist Support initiative. Continued oversight through the Board of Directors will also be an in-kind commitment. Each of these organizations will also aid in recruiting candidates for the Peer Support Training program, and linking graduates to community members who can benefit from a peer relationship. The community organizations will also help promote the availability of the Mental Health clinic once it is operational. Additional financial resources that support this project include: a fundraising Capital Campaign by the Board of Directors and agency funds.

As the project progresses through years 2-4, revenue from billable activities by the health care practitioners will help to meet costs over and above the requested funds. More details are included in the budget narrative

**Audience** a. The activities will primarily serve households in Baden Street's catchment area, in those of our partners, and be available to others in need. The community is historically underrepresented. The primary audience is BIPOC residents. Mental Health is a primary concern cited by the African American Health Coalition and Latino Health Coalition, specifically:

- PTSD and secondhand trauma
- Stigma surrounding diagnosis and treatment
- Violence, including domestic violence
- Increasing suicide rates
- Social determinants of mental health including poverty and opportunity
- Cultural competency of providers

Baden Street will engage those who would use the Clinic primarily through our current Behavioral Health, Chemical Dependency, and other services. The partners identified in the section above will engage the target population through those they serve, making referrals and providing coordinated services that will make this behavioral health expansion successful. The Settlements, together, offer a broad continuum of services that impact many Social Determinants of Health.

b. Financial obligations for medical services will be billable to Medicaid or Managed Care Organizations (MCO's). For those without insurance, Baden Street connects client with a Health Care Representative from one of the MCO's for enrollment. Time commitments for treatment will include participation in individual or group therapy sessions offered by staff and medical practitioners.

The Peer Support Specialist candidates will pursue NYS Office of Addiction Services and Supports certification for Certified Recovery Peer Advocate, or the Office of Mental Health certifications to become a Certified Peer Specialist, Credentialed Family Peer Advocate or a Credentialed Youth Peer Advocate. Each has its own training, certification credentialing process, and eligibility requirements. These require varying hours of training , related volunteer/work experience; and supervision. Training costs will not be borne by the participants. The facility is easily accessible by foot or bus within Rochester, creating minimal transportation time/cost.

<b>Cost 1st Year</b>	<b>Cost All Years</b>	<b>Residents 1st Year</b>	<b>Residents All Years</b>	<b>FT Employees</b>	<b>PT Employees</b>
\$5,563,180.00	\$9,345,210.00	800	3,300	59	2
<b>Volunteers</b>					
0					

**Staffing** The Baden Street staff will comprise our current behavioral health and chemical dependency team (19 FTE) and 8 new positions (7 FTE) as well:

Director of Clinical Services – - Licensed Clinical Social Worker (LCSW), Licensed Mental Health Counselor (LMHC)

Mental Health Clinic Director – LCSW, LMHC

Staff Psychiatrist – Medical Doctor (MD)

Mental Health Nurse Practitioner – PNP

Two Therapists – LMSW or MSW, LMHC or MHC-LP, LCSW

Billing and recordkeeping support – Financial and recordkeeping/billing skills

Receptionist – Administrative experience and excellent computer skills

The requested level of funding will provide competitive wages to attract the leadership needed to make the programs sustainable and well-functioning and to ensure the counselors, nurses, and other practitioners will be paid equitably.

The Settlement House Foundation operations and programming staff (3 FTE) will be led by the Executive Director of the Foundation. Other positions include the Peer Support Coordinator, and Administrative Assistant. The Peer Support Coordinator will be a Qualified Health Professional.

Peer Support Specialists (50 FTE) will pursue the NYS Office of Addiction Services and Supports certification to become a Certified Recovery Peer Advocate (CPRA-P), or the Office of Mental Health's certifications to become a Certified Peer Specialist, Credentialed Family Peer Advocate or a Credentialed Youth Peer Advocate. Individuals must hold a high school diploma, or GED and pass the IC-RC exam.