

STATE OF THE AGENCY

I was recently asked to describe how Wellmore had changed since the beginning of the COVID19 pandemic and shared the best way I could describe it was like concurrently operating three 'versions' of the company:

1. The pre-pandemic model (all our services/partnerships/affiliations);
2. The COVID19 adaptation;
3. And the continual 'staff support' focus.

All three start and end with our Mission and share a common theme, 'connection'. Our programs and services were established to address critical community needs and designed to be easily accessible to those in highest need.

COVID19 forced us to rapidly amend the manner and means of maintaining the connection. For us, adding telehealth as a new tool was helpful, but sustaining the ability to offer children, parents, individuals, and families the choice of how they want to receive care strengthened our relationship with the community during a time when it felt like so much was being taken away or dictated. Now we are discerning the impact of empowering client choice in this manner may be a touchable means of addressing racial disparities in behavioral health outcomes!

Versions 1 and 2 would not be possible without the dedicated team we call the Wellmore Family. There is an old non-profit saying 'no Money, no Mission'. I would amend this to say, 'no Staff, no Mission'. The ability of the Wellmore Family to stay together, grinding it out, literally day by day, has been astounding. Covering for each other when there is an illness or potential exposure, adjusting care to the evolving conditions, innovating new approaches and services, staying focused, and sacrificing for each other have permitted us to keep client needs our #1 priority.

To our staff, thank you, thank you, thank you! I hope you know what an incredible impact you've made through your service during this period of great challenge. Take care and stay safe.

GARY M. STECK, LMFT
Chief Executive Officer

PREPARING FOR COA ACCREDITATION



WHAT IS COA?

Council on Accreditation is an international, independent, not-for-profit, child- and family-service and behavioral healthcare accrediting organization.

WHAT DOES THIS ACCREDITATION MEAN?

A COA accreditation means that Wellmore has gone through a rigorous review and evaluation process by experts in the field. It is essentially a stamp of approval by an organization that reviews and evaluates the quality of an organization.

Funders are increasingly using accreditation as a tool to determine grant recipients.

HOW DOES THIS BENEFIT WELLMORE?

- Provides a framework to manage resources.
- Offers best practices.
- Ensures high quality services and improvement.
- Supports Wellmore's sustainability.
- Encourages growth.
- Helps to achieve measurable results.

HOW DOES THIS BENEFIT OUR CLIENTS?

- Meets best practice standards.
- Delivers services with appropriately trained staff.
- Ensures that services are culturally competent.
- Includes clients in the decision-making process.
- Provides a safe and respectful environment.
- Protects clients' privacy.
- Supports positive outcomes.

HOW DOES THIS BENEFIT OUR STAFF?

- Protects health and safety.
- Minimizes risk and liability.
- Defines professional staff qualifications.
- Provides employee protections.
- Ensures a performance evaluation system
- Fosters service environments that are:
 - efficient and effective
 - embraces quality improvement.

WELCOME TO THE MANAGEMENT TEAM



JUSTINE COUVARES - DIRECTOR OF SYSTEM OPERATIONS

Justine has a BA in Music Therapy, an MA in Education and an MBA. She has over 30 years of leadership experience in both the nonprofit and for-profit sectors with an emphasis on management, operations and quality.

She has worked in mid to large size organizations and has been a small business owner. Justine lives in Middlefield and enjoys a healthy lifestyle including being a vegetarian and physical fitness.



LANA DUPEE - CONTROLLER

Lana Dupee, has a MBA degree in Forensic Accounting. She has over 15 years of accounting, grant reporting, and payroll experience in the nonprofit sector.

Lana lives in Bristol with her family and new puppy. She enjoys skiing, cross-fit and scrapbooking. She is active in her sons sporting and scouting lives. She is very excited to join the Wellmore team and looks forward to working with everyone.

COVID-19 VACCINES



Wellmore staff have been approved for the Covid-19 vaccine and have begun the process of immunization, in order to continue to provide a safe environment for our clients and fellow staff.

The future of Care is already here...



-  Primary Health Care
-  Suboxone™ Treatment
-  Dental Hygiene
-  Prevention & Wellness
-  Mental Health Counseling
-  Addiction Care

Walk In Hours: 9:00 - 5:00 M-F
For Appointments Call: 203-755-1143

A Partnership Between:



NEW RAMP

Thank You to Mark Troiano Owner of CJT Development LLC and his crew for their generous donation of time organizing the building project to replace an aging ramp at our Women & Children's Shelter, so we can continue providing safe and accessible services for our clients and their children!



UNITED WAY STAFF CAMPAIGN UPDATE

Like Wellmore, the United Way is committed to providing essential support to our local community. Many of our clients directly benefit from these services such as Wellmore's own Mobile Crisis Intervention Services (211). By supporting the United Way, we are also giving back to our clients and community. We have already raised \$14,500 with the 50 staff that have already signed up and we know we can count on even more staff to give a little but make a BIG difference in our own backyard!

Are You Interested In Wearing Jeans Every Friday in 2021??

Donate \$10.00 bi-weekly/\$5.00 per week totaling \$260 for the calendar year and become eligible to participate in "Casual Fridays" and wear appropriate jeans and sneakers on Fridays.

Thank you for supporting United Way!

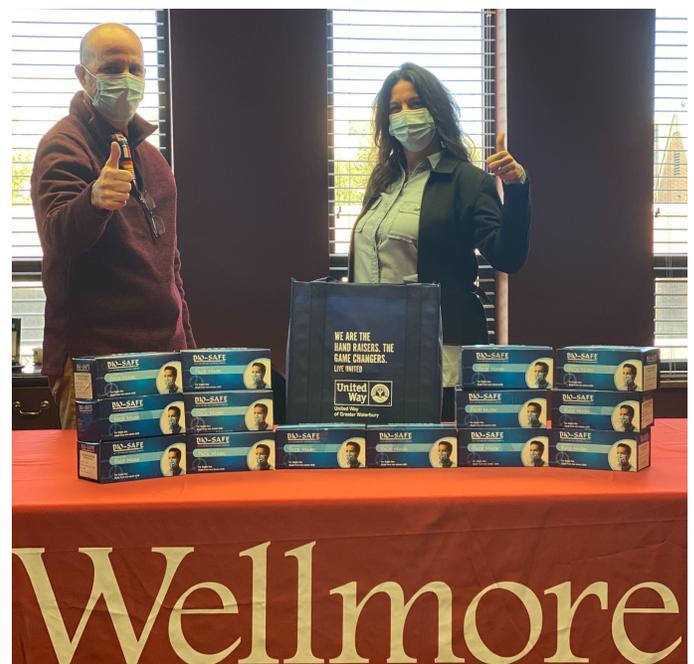
ARCHBISHOPS ANNUAL APPEAL

We are so thankful for the continued support of the Archbishops Annual Appeal and their compassionate and generous donors! With their assistance we continue to provide innovative and essential treatment to the struggling members of our community and their families.



PPE DONATION

Thank you to the United Way of Greater Waterbury for their generous donation of face masks!



MY COVID-19 VACCINE EXPERIENCE

BY: DR. CHRISTOPHER YOUNG, M.D. WELLMORE MEDICAL DIRECTOR

Yeah, it hurt a little. Not that much though, when you think about it, compared to getting your blood drawn or having one of those extra-long PCR swabs shoved up your nose. After my first COVID-19 vaccine shot, the Moderna version- (I had no choice) I felt "ok". Over the next day, I developed soreness at the injection site and was a little more tired than usual. I did not develop a low-grade fever or headache, as others have reported, and was back to normal after 36 hours.

It seems a small price to pay when you consider COVID-19, currently, is the leading cause of death in the US for those 35 and over. The prospect of vaccines offers hope. The scientific community has risen to the occasion, producing two safe and highly efficacious vaccines in a year, which has never been done before. With new variants of the virus evolving, speed in administering vaccines is critical.

Getting the shot protects you and protects others around you. Not everyone can get it, namely children and those who are immunocompromised. It is up to us, who can to do it to defend ourselves and those who are vulnerable. Returning to family meals and hugs will be more difficult if many adults refuse to roll up their sleeves.

Can I get COVID-19 from the vaccine?

No, neither of the vaccines now authorized for use for COVID-19 contain any live virus. It is impossible to get the disease from these vaccines.

Do I still need to wear a mask and social distance after I get vaccinated?

Yes, it remains important to continue taking precautions to prevent the spread of COVID-19 until medical and virus experts tell us otherwise. This helps reduce the risk of becoming exposed or spreading the virus to a loved one- until the Pandemic is over.

Will the vaccines reduce my risk of becoming sick with COVID-19?

The Moderna and Pfizer vaccines reduce the risk of developing symptoms and getting ill from the virus by about 95% after getting both doses. However, no vaccine guarantees protection against the illness.

Does it matter which vaccine you get?

No, they are both similar in safety and efficacy. You will be instructed to wait 15 minutes after your shot to be monitored or 30 minutes if you have a history of severe allergic reactions.

Does getting the vaccine prevent getting infected and spreading the disease to others?

Unknown, we still need to follow safety precautions like wearing masks, social distancing, and practicing good hand hygiene.

Will I test positive on a COVID-19 Nasal Swab after getting vaccinated?

No, since that test looks for proteins or genetic material made by COVID-19. However, when your body develops antibodies, because of vaccination you may test positive on an antibody test.

If I had COVID, do I need a vaccine?

No, since that test looks for proteins or genetic material made by COVID-19. However, when your body develops antibodies, because of vaccination you may test positive on an antibody test.

Will the mRNA vaccines by Pfizer and Moderna alter my DNA?

No, the mRNA doesn't become part of your DNA or change it. Instead, the mRNA from the vaccine instructs cells in the body to build copies of the virus spike protein that our bodies recognize as foreign. As a result, we develop antibodies against it to protect us from becoming sick if we come into contact with the virus that causes COVID-19.

Can you feel side effects after getting the vaccine?

Yes, while many people don't feel anything except some mild soreness in the arm where they get the shot others develop redness or pain in that arm. Some others may experience mild fatigue, low-grade fever, headache, body aches for a day or so afterward. Side effects are sometimes more common after the second shot.

Can children get the vaccine?

Currently, children under 16 can not get the vaccine. The immune systems of children can respond differently to vaccines than adults. Studies are ongoing to assess the safety of the vaccine in children.

HUMAN RESOURCES- WE'VE BEEN BUSY!

CROSS-CULTURAL DIVERSITY & INCLUSIVENESS TRAINING



The Hispanic Health Council is one of the largest Latino community-based organizations. For 35 years, HHC has earned the trust and confidence “confianza” of the community and has worked to empower the community and strengthen their voices to impact policy at various levels in a variety of ways. The vision of the organization is to be recognized state and nationwide for its evidence-based approach to addressing the social determinants of health disparities that affect diverse communities, especially Latinos.

Wellmore was fortunate to partner with HHC to provide a multi-series workshop virtually for all Wellmore employees. The workshop focused on cross-cultural diversity and Inclusion training. The series was such a success that Wellmore and HHC will continue to offer this series as part of its future training to all staff.

The training, sponsored by the Hispanic Health Council, is part of a larger focus on the commitment that Wellmore has made towards enhancing cultural competency/humility across the agency.

COVID PRECAUTIONS

- Remote interview process
- Personal protective equipment provided or required (masks, hand sanitizer provided to all employees and interns)
- Social distancing guidelines in place
- Virtual meetings
- Daily professional cleaning procedures in place
- Covid-19 vaccines eligibility for all positions
- Wellmore Covid Captains stationed in each location helping to coordinate the distribution of masks, hand sanitizer & disinfectant to staff

DO YOU HAVE A PASSION TO HELP PEOPLE?

WELLMORE NEEDS YOU!

Wellmore offers a supportive work atmosphere, focused on staff development and training, as well as offer a competitive array of benefits. Please visit our careers page on our website to learn more about career opportunities at Wellmore.



MY INTERNSHIP EXPERIENCE

Katherine Cichon | B.A. Psychology & BS Human Development & Family Studies
Completing an M.S of Clinical Mental Health Counseling

I am so grateful for the experience I am gaining here at Wellmore in Child Outpatient Services. The people that work here are some of the smartest, most dedicated professionals in the field. As an intern, I attend trainings, consultation groups, and receive weekly supervision. I am gaining experience with clinical intakes, individual sessions, family sessions. The supervisors encourage me to develop my own therapeutic style, while also exposing me to different interventions. My coworkers are always so helpful with any questions that pop up throughout the day. Of course, my favorite part of my internship here is working with the kiddos and families. They are incredibly inspiring and resilient! Although the work can be tough sometimes, knowing you are making a difference makes it all worth it!



Christine | B.A. Psychology
Completing an M.S. in Clinical Professional Counseling

I started my intern experience with shadowing and learning the ropes of the Adult Outpatient program and can really say I have learned so much from my supervisor, colleagues, other interns, and most importantly my clients. When I take a minute to reflect on how I felt when I first started compared to how I feel now... well let's just say what a change! I never thought I would be able to run groups, let alone intensive outpatient. Over time I really began to explore my skills and form my clinical identity. I am especially grateful for my supervisor who continues to guide and support me through all the changes and validate my learning experience. I know that I can go to pretty much anyone with questions or concerns and be heard. Overall, my time at Wellmore has been a positive experience.

DEVELOPMENT & FUNDRAISING

HOLIDAY DONORS

Thanks to the love and support of our local community in these trying times we received the most gift donations EVER! Despite many tightening their belts and wallets our friends and family still found ways to support and uplift the struggling members of our community.

- Blessed Sacrament Church
- Platt Brothers & Co.
- Basilica of the Immaculate Conception
- St. John of the Cross



CONGRATS TO OUR 2020 B.R.A.V.O. AWARD WINNERS!

This Award is given to Wellmore staff who have been nominated by their peers for embodying the mission of the organization, produce quality work, and consistently display characteristics valued and appreciated by coworkers.

- [B]eing
- [R]eliable and
- [A]dding
- [V]alue to the
- [O]rganization

RAYMOND GUNN
APRN

TANYA LARUE
Administration



UPCOMING EVENTS



LINKS FORE HOPE

We are moving to a new course!

Keep an eye out for our invitation announcing the new course and watch our social media!

[Interested in participating?](#)

Email: Jackie Post - jpost@wellmore.org

MARK YOUR CALENDARS!



GIVE LOCAL

Hosted by Connecticut Community Foundation and sponsored by Ion Bank Foundation for the ninth consecutive year, Give Local Greater Waterbury and Litchfield Hills benefits the vital work of hundreds of nonprofit organizations in our region. This fun and inspiring 36-hour online giving event unites donors, businesses, and organizations in giving back to our local community.

FESTIVAL OF LIGHTS

Wellmore's 7th annual Festival of Lights took place on December 10th at Chase Collegiate School. The much-loved celebration of the season featured donated wreaths and trees decorated in holiday splendor to be auctioned or raffled off to lucky participants.

This year was certainly one for the books as we transitioned the event to a fully virtual format due to Covid-19. Debuting our new virtual fundraising platform GiveSmart, we were able to host the event virtually culminating in a Livestream. The feedback we have gotten from the event was overwhelmingly positive, with many suggesting we keep aspects of this years event while adding back in-person aspects of the fundraiser next year!

Thank you to all of our sponsors, donors, committee members, and "pit crew". With your help, we were able to defy expectations and raise almost \$5,000 more than our conservative \$40,000 goal!



SPONSORS

MERRY & BRIGHT



GLITTER & GOLD



JOLLY EVENT



Lombard Group



HOLIDAY CHEER



TWINKLE LIGHTS

Gary & Michelle Steck
Jackson Lewis PC

STAFF APPRECIATION EVENTS

PIZZA TRUCK



CUPCAKES



TEA BASKETS



INSOMNIA COOKIES





CONNECT WITH US!

SE HABLA ESPAÑOL