

1. A coversheet identifying the applying organization, contact name, address, phone number, email address, size of the organization's budget, size of the project budget (if different from the organizational budget), and a brief description of the project that the organization would like the Shelter Rock Large Grants Program to support.

Name:	NAMI Queens/Nassau	
Contact:	Janet Susin, President	
Address:	1981 Marcus Avenue, Suite C117, Lake Success, NY 11042	
Phone/Email:	516-326-0797	jasusin@optonline.net
Organizational Budget:	\$398,580.00	Project Budget: \$100,000.00

Project Description:

Because NAMI Queens/Nassau shares the UUCSR's deep commitment to the dignity and inherent worth of all people, and to assuring that those with mental health issues on Long Island receive equitable quality care, we seek to implement a two part community outreach project that will encourage community activism; elevate greater visibility for mental illness, NAMI and the UUCSR; and empower those in need to seek and receive mental health services.

Thanks to previous UUCSR funding, 18 Hempstead police officers are trained in Crisis Intervention; to improve the handling of mentally aided calls and better coordinate services between the involved systems. In addition to the training and the positive impact it has had in the Hempstead community, other police forces on LI have expressed an interest in CIT (Crisis Intervention Training) and we have created greater awareness of mental illness and the need to assist the police and community in handling those with mental illness. CITs are formed through the collaboration of mental health providers, law enforcement agencies, family members of individuals with mental illnesses, and the individuals themselves. NAMI Queens/Nassau is well positioned to expand on its current CIT project and seeks to train an additional 15 police officers that will include Hempstead police and officers from other private LI police forces. Lt Pat Cooke and the Hempstead police department have agreed to continue working with us on this initiative.

Before the age of 14 half of those who will go on to develop a mental illness are already showing signs and before the age of 18 one of ten students will have a diagnosable mental illness that seriously impacts their life. Moreover, on average, treatment is started 8 to 10 years after the onset of the illness and only half ever receive treatment. We can and must do better. Breaking the Silence (BTS) are lessons, games and posters designed for upper elementary, middle and high school classes that put a human face on mental illness. Students learn about mental illnesses, that treatment is available and works, and how to substitute compassion for stigma. Today, this is a highly acclaimed nationwide project currently in its fourth printing with over 26,000 copies disseminated throughout the US and internationally.

NAMI Queens/Nassau's BTS project is committed to creating greater understanding about mental illness; combating the stigma that keeps many young people from seeking treatment for themselves, friends or family members; and creating classrooms where schizophrenia and other diagnoses are discussed as freely as AIDS, cancer and other significant health concerns. NAMI Queens/Nassau seeks to contact health teachers, educate them about the need for mental illness education and provide them with free materials and assemblies; reaching young people in grades 6-12 to educate them about mental illness.

A UUCSR Large Grants Program grant would educate police officers, teachers and students about mental illness, assist the police in handling those with mental disabilities and create greater compassion and understanding for all those affected by brain disorders.

2. A brief history of your organization and its work in the area for which you are requesting a grant.

NAMI (National Alliance on Mental Illness) is a nationwide grass roots, self-help, support, education and advocacy organization dedicated to improving the lives of all those affected by mental illness. This includes consumers diagnosed with a mental illness; their family members, relatives, and friends; mental health professionals and all those who share NAMI's vision and mission. The growth of our local chapter, NAMI Queens/Nassau parallels the growth of NAMI on the national level. Since 1980 NAMI Queens/Nassau membership has grown to nearly 500 members, and we are the second largest NAMI affiliate out of 54 in New York State. NAMI Queens/Nassau services include:

- **5 Day a Week Help Line** - We provide information, support, and referrals.
- **Support Groups for Families and Individuals with Mental Illness** - These include 9 ongoing groups for families. Three are for specific populations - South Asian families, Korean families and parents of youth transitioning into adulthood. Support groups for individuals living with mental illness include ones for people with bipolar disorder; for depression and anxiety; and a socialization group for those who want to break the isolation of their illness and reconnect with others. All support groups are free.
- **Family-to-Family Education Program** - A 12 session NAMI Signature program which educates families about mental illness and takes them from denial and anger to acceptance and advocacy. This is a free program.
- **NAMI Basics** – A 6 session class for families and caregivers whose loved ones became ill before the age of 13. This is a free program.
- **Monthly Educational Forums** - Attendance at these free meetings with guest speakers generally ranges from 35-50.
- **Bi-Monthly NAMI Queens/Nassau Newsletter** - This keeps members up to date on pertinent news, information, and NAMI activities.
- **Advocacy Leadership and Networking** - We take our cue from NAMI-NYS and NAMI national in advocating for issues such as increased services, parity in insurance coverage, housing, research, and rehabilitation.
- **Breaking the Silence” (BTS)**- Lessons we developed for upper elementary, middle, and high school put a human face on mental illness and confront myths and stereotypes. This nationwide program reaches students in all states and internationally. In collaboration with Dr. Otto Wahl, an NIMH funded study evaluated the effectiveness of the middle school BTS lessons and found that, “ BTS is a successful tool for increasing knowledge and changing attitudes and behavior.”
- **The Friendship Network (FN)** - A unique service that connects people with one another and mentors them in establishing social relationships. Serving approximately 250 people in recovery, FN offers the opportunity to regain lost social skills and establish healthy lifestyles. FN offers exercise classes, bowling and tennis to reduce weight gain and promote physical well being as part of emotional and social health.
- **In Our Own Voice (IOOV)** a unique public education program developed by NAMI, in which two trained consumer speakers share compelling personal stories about living with mental illness and achieving recovery. NAMI QN currently has 8 trained speakers and has spoken to staff and consumers at local mental health agencies, police, and will be speaking regularly on inpatient units at Zucker Hillside Hospital in the coming year.
- **Crisis Intervention Training (CIT)** Thanks to previous UUCSR funding, 18 Hempstead police officers are trained in Crisis Intervention; to improve the handling of mentally aided calls and better coordinate services between the involved systems. In addition to the training and positive impact it has had in Hempstead, an added bonus is continued interest by other police forces on LI

to participate in CIT and greater awareness of mental illness and the need to assist the police and community in handling those with mental illness.

3. A description of the need to be addressed and details of the work to be undertaken under this grant.

Because NAMI Queens/Nassau shares the UUCSR's deep commitment to the dignity and inherent worth of all people, and to assuring that those with mental health issues on Long Island receive equitable quality care, we seek to implement a two part community outreach project that will encourage community activism; elevate greater visibility for mental illness, NAMI and the UUCSR; and empower those in need to seek and receive quality mental health services.

Part. 1 Crisis Intervention Training

Crisis Intervention Teams (CITs) are designed to reduce negative interactions between individuals with serious mental illness and law enforcement officers, including incidents of violence, and to divert individuals from punitive incarceration to appropriate medical treatment. CITs are formed through the collaboration of mental health providers, law enforcement agencies, family members of individuals with mental illnesses, and the individuals themselves. This coalition develops plans to address systems issues, including the best way to transfer someone from law enforcement custody to mental health treatment; and crisis intervention situations, including teaching law enforcement officers how to recognize and de-escalate a psychiatric crisis to prevent injury or death. CIT is a model which brings the police and the community together for the common goals of safety, understanding, and service to people with mental illness and their families. This model involves substantial interagency planning, management, and evaluation.

Thanks to 2010-2011 UUCSR funding, NAMI Queens/Nassau implemented a CIT training program for the Village of Hempstead Police. We have established a committee of key community stakeholders including: Lt. Pat Cooke, Commanding Officer Training Unit, Hempstead Police; Pat Devery, Coordinator of Emergency Services, Mobil Crisis Team; Melinda Carbonell, Director Nassau Case Management Programs, FECS; Barbara Tedesco, Director, Consumer Link, MHA of Nassau County; Barbara Bartell, Executive Director, Central Nassau Guidance and Counseling; Lisa Jacobson, Administrator, Psychiatric Emergency Department, Nassau University Medical Center, Maria Ceraulo, UUCSR, and family members and consumers. This committee is responsible for assessing the issues specific to Hempstead and for helping to create and implement a responsive CIT training program.

Need to be Addressed

The officers who received CIT training were surveyed six months following the program. The overwhelmingly positive results show CIT to be a valuable, effective program:

- On a scale of 1 (Not Valuable) to 5 (Very Valuable), 13 out of 15 CIT trained officers rated the training a 5 (Very Valuable) and 2 rated it a 4 (Valuable).
- When asked if they had used their CIT training with mentally ill people, 100% of the trained officers said "yes."
- When asked if the training had increased their understanding of those with mental illness 100% of the officers said "yes."
- When the officers were asked if as a result of the training they felt safer when having contact with the mentally ill, 13 of the 15 felt it was "very valuable" and 2 felt it was "valuable."
- When asked approximately how many calls they had dealt with that involved mentally ill people, the average was 58 calls per officer.

- When asked approximately how many of those people were transported to the hospital verses transport to a detention facility – 471 went to the hospital and 31 went to a detention facility. In other words, 87% went to the hospital and 13% went to a detention facility.
- In the past six months, on mentally aided calls, no CIT trained officer sustained an injury that resulted in a loss of work time. This was not true of the officers, on the same calls, who were not CIT trained. Three of those officers received injuries that resulted in a loss of work time.

Given these outcomes, NAMI Queens/Nassau seeks to train additional officers, offering them an opportunity to increase their awareness of mental illness, and understanding of how best to respond to a mentally aided call and assuring our officers a safer outcome for themselves and those with mental illness. In addition CIT provides those with mental illness an opportunity for treatment instead of jail time without proper care.

CIT Project Details

NAMI Queens/Nassau is well positioned to expand on its current CIT training project and seeks to train an additional 15 police officers that will include Hempstead police and officers from other private LI police forces. Lt Pat Cooke and the Hempstead police department have agreed to continue working with us on this initiative. The national CIT model is to train 30 – 40% of the patrol officers in a department. This will enable at least one CIT trained officer to respond to a “mentally aided” crisis call. In addition to the village of Hempstead other private police forces have expressed an interest in CIT training including Lake Success, Malvern, Great Neck Estates, Kensington Police, Old Westbury, Sands Point and Port Washington. We would also reach out to high need police forces comparable to the Hempstead police such as Freeport (98 officers), Glen Cove (52 officers) and Long Beach (70 officers). We will continue to update and invite the Nassau County Police Department to all CIT community presentations. Lt. Cooke will take the lead and working closely with the NAMI Queens/Nassau CIT Coordinator, and the Village of Hempstead Chief of Police, will reach out to local LI police departments and encourage their participation. We are committed to training an additional 15 officers. As a result of the 2010/2011 UUCSR CIT project, Lt. Cooke became so dedicated to the project that he recently received three state certifications to teach mental health related courses to police officers.

The CIT training will be based on the Memphis Model 40-hour police training curriculum, with an emphasis on using role-plays to teach officers practical skills to recognize and verbally de-escalate mental health crises. The customized curriculum will include information on local mental health service providers, and state and local laws. Topics covered will include:

- Clinical Issues Related to Mental Illnesses
- Medications and Side Effects
- Alcohol and Drug Assessment
- Co-Occurring Disorders
- Developmental Disabilities
- Perspective of Persons with Mental Illnesses and Their Families
- Suicide Prevention and Practicum Aspects
- Rights/Civil Commitment
- Mental Health Diversity
- Equipment Orientation
- Policies and Procedures
- Personality Disorders
- Post Traumatic Stress Disorders (PTSD)
- Legal Aspects of Officer Liability
- Verbal De-escalation Techniques
- Community Resources

CIT Activities

1. All committees will meet and review 2010/2011 CIT training and make suggestions for revision and plans of action.
2. Lt. Pat Cooke and John Shorter, CIT Coordinator, will attend the one week CIT International Conference in Las Vegas.
 - CIT International is a non-profit membership organization whose primary purpose is to facilitate understanding, development and implementation of CIT programs throughout the United States and in other nations worldwide. Conference workshops will provide vital information and practical tips and strategies for improving partnerships, processes and the training.
3. Revise 2011 CIT curriculum as needed
 - Hold Task Force and sub-committee meetings.
 - CIT Coordinator and Lt. Pat Cooke will revise/rewrite.
4. Invite local LI police departments to a CIT update/info session.
 - Enlist police officers from local police departments to join Hempstead officers.
5. CIT training- location to be determined, but it will be on LI.
6. All committees will meet and review CIT training.
7. Evaluation- Hempstead Police department will survey officers' response to and experiences with CIT training.

Part 2. Breaking the Silence

Breaking the Silence (BTS) are lessons, games and posters designed for upper elementary, middle and high school classes that put a human face on mental illness. Students learn about mental illnesses, that treatment is available and works, and how to substitute compassion for stigma. Over 10 years ago, four NAMI Queens/Nassau members who were also teachers and mothers of sons with mental illness created these teaching packets to teach students about mental illness. Today, this is a highly acclaimed nationwide project currently in its fourth printing with over 26,000 copies disseminated throughout the US and internationally.

Thanks to a 2008-2010 grant funded by the National Institute of Mental Health (NIMH), NAMI Queens/Nassau can now state that an evaluation of the BTS middle school lessons has found BTS to be, "...effective as a means to improve knowledge, attitudes, and behaviors related to mental illnesses among middle school students. Even brief instruction (2 ½-3 hours) can produce change in how students understand mental illnesses. Given the ease of administration of this program, BTS is a very promising approach to improving the way children perceive and respond to mental illnesses." Additional funding from the Ann Allen Cetrino Family Fund has enabled us to improve our middle school packet by incorporating findings from the NIMH evaluation. We have added additional material to further strengthen BTS' effectiveness and are in the process of reprinting the middle school packet. Additional funds were spent producing a 15 minute video, Student Voices Loud and Proud, which highlights young people sharing personal stories about mental illness and what they have done to combat stigma and promote healthy outcomes. This video is a significant addition to our educational materials and targets young people and their efforts to advocate for greater compassion and understanding about mental illness.

Need to be Addressed

Before the age of 14 half of those who will go on to develop a mental illness are already showing signs and before the age of 18 one out of ten students will have a diagnosable mental illness that seriously impacts their life. Moreover, on average, treatment is started 8 to 10 years after the onset of the illness and only half ever receive treatment. We can and must do better.

By ensuring that young people are educated about mental illness, we increase the likelihood that they will be able to more effectively recognize signs in themselves and others and get the right help. Further, as we begin to teach the facts about mental illness and openly discuss the issues from a health perspective, we will begin to lessen the stigma surrounding mental illness. Young people and their families would feel more comfortable seeking help, academic performance for all students would be enhanced, and ultimately lives can be saved.

Although teaching about mental illness in health classes is not a NYS education requirement, teaching it is supported by the national and state health education standards which ask that students “Comprehend concepts related to health promotion and disease prevention.”

Our overall goals are to create greater understanding about mental illness; combat the stigma that keeps many young people from seeking treatment for themselves, friends or family members; and create classrooms where schizophrenia and other diagnoses are discussed as freely as AIDS, cancer and other significant health concerns. We tackle this via education.

NAMI Queens/Nassau seeks to reach young people in grades 6-12 to educate them about mental illness in two ways:

- 1) Reach out to health teachers in middle schools and high schools in Nassau County to encourage them to teach about mental illness using our *Breaking the Silence* (BTS) educational materials, including our new video, “Student Voices Loud and Proud”.
- 2) Create and present an assembly program for middle and high school age students in Nassau County schools and/or houses of worship. Classroom discussions will follow, if time permits.

Activities

- Contacting and/or meeting with Nassau County middle and high school health educators; educating them about the value of mental illness education and introducing the BTS program.
- Providing free copies of BTS lesson plans and the video to Nassau County schools.
- Surveying teachers receiving the materials; assessing effectiveness and interest in (or lack of interest in) using the lessons and/or video.
- Creating and presenting an assembly program for 15 Nassau County public and/or religious schools, grades 6-12, based on the video, “Student Voices Loud and Proud”.
- *Dan Bernstein, a 26 year old young man with bipolar disorder, has agreed to be the assembly coordinator and presenter. Dan is a gifted speaker, trained as a NAMI *In Our Own Voice* presenter, and has made numerous presentations in NYC and on Long Island.
- Dan will share his own story of hope and recovery. Assembly themes will include:
 - Building empathy for mental illness - Helping students appreciate the continuum of mental health, and identify when a bad day is bad enough to begin seeking support.
 - Managing your mental health - Healthy lifestyles, communicating our needs, getting good sleep, avoiding alcohol/drugs, and seeking support from friends and adults.
 - Overcoming stigma- ways to cope with and reduce stigma, including anti-stigma projects.
- Classroom discussions will be available as an assembly follow up.
- Providing free copies of BTS lessons and the video to public and/or religious schools receiving assemblies.
- Helping establish school anti stigma community service projects.
 - Port Washington and Manhasset middle schools are featured in the video, “Student Voices Loud and Proud”, for their anti-stigma projects. We seek to build on the success of these projects and use them as a model to encourage other community service projects that raise awareness about mental illness.

*When he was 19, at the start of his junior year at the University of Pennsylvania, Dan suffered a manic episode and was diagnosed with bipolar disorder. He spent a year concealing his illness because of the stigma, even buying medication off of his insurance so there would be no record of his illness. During his last year at Penn, Dan decided to be public with his bipolar disorder. He became a mental health advocate through Active Minds, speaking at events, organizing the Stomp Out Stigma Run for Mental Health, and performing three original songs about mental health at Penn's Spring Fling - their largest festival of the year. Dan co-founded NYU's Mental Health Law Association. He currently is a support group facilitator at the Mood Disorder Support Group of NYC, a mediator and conflict coach with the NY Peace Institute, and recently completed a six month internship with the Jed Foundation- an anti-suicide organization aimed at reducing emotional distress amongst college students. Dan has worked with middle and high school students in varied capacities, as a business skills coach, classroom speaker and anger management coach.

4. Measures for success: please be specific about expected outcomes of the proposed work.

Part 1. CIT

Expected outcomes of the proposed work:

- An increase in the number of mentally aided calls that result in being transported to the hospital voluntarily for treatment.
- A decrease in the mentally aided becoming part of the criminal justice system.
- A reduction in officer injuries resulting from mentally aided calls.
- Building a strong and lasting relationship between police, the jail, mental health providers, and families of and people with mental illness in Hempstead and Nassau County.
- Continuing a process for solving problems as they arise which affect police interaction and jail interaction with people with mental illness and/or substance abuse and their arrest and incarceration.
- Raising awareness of the need for CIT among the community and Nassau County's local town police departments.
- Fifteen police officers will receive CIT training; totaling 28-30 trained officers in Nassau County, LI.

NAMI Queens/Nassau will survey all of the police officers receiving CIT training and tally/assess:

- Numbers of officers using CIT.
- Increased understanding of those with mental illness.
- Increase in police officer's safety.
- Numbers of mentally aided calls.
- Numbers of mentally aided calls resulting in hospital transport vs. detention facility.
- Numbers of police injuries on a mentally aided call.
- Comparison of CIT trained and non- trained police officer injury and loss of work time in response to a mentally aided call.

Part 2. BTS

We expect the following outcomes:

- To further mental illness education in Nassau County middle and high school classrooms.
- To help create classrooms where mental illness is discussed.
- To decrease the stigma of mental illness in our schools and community.
- To raise awareness about mental illness among teachers, health educators, students, and our community.

NAMI Queens/Nassau will:

- Tally number of classrooms who taught BTS lessons and/or used the video.
- Tally teacher evaluation form responses; assess effectiveness of lessons and video
- Tally number of assemblies given.
- Record assembly feedback/comments from teachers and administrators.
- Record student evaluation responses in class follow-ups.
- Tally number of clubs and /or community service projects established about mental illness.

5. Opportunities that may be available for congregation members to support the work.

NAMI Queens/Nassau is a volunteer run organization and adept at recruiting, training and utilizing volunteers. We welcome congregation members to volunteer and help us with school outreach as well as serving on the CIT committee. We know that UUCSR members have been leaders in social justice causes and we would encourage the congregation to work with us on criminal justice advocacy efforts as well as broader legislative agendas.

NAMI Queens/Nassau welcomes the opportunity to educate the UUCSR congregation about mental illness and offer our services to the UUCSR congregation. NAMI Queens/Nassau would educate the congregation about the CIT and BTS programs and issues surrounding mental illness advocacy. We would encourage congregation members to join our CIT task force. We would offer UUCSR religious school teachers the opportunity to receive free packets of the lessons and video for classroom use and offer an assembly program. In addition, we welcome UUCSR volunteers interested in community outreach to help us get BTS and mental illness education into their school.

In 2010/2011 Maria Ceraulo, a UUCSR leader, joined our CIT Task Force. We also promoted a UUCSR presentation on OCD in our NAMI Queens/Nassau newsletter, advised one of your members on films on mental health that could be shown to the congregation, and sent Claire Deroche, chair of the Peace and Justice Committee pertinent email alerts that she is disseminating to UUCSR members. In Cablevision's *Meet the Leaders* program, we spoke about the CIT project and acknowledged UUCSR's support. We hope to expand on these collaborative efforts. NAMI Queens/Nassau's mission is very much in line with the UUCSR's belief in "the inherent worth and dignity of every person". We would welcome your leadership and innovative ideas and hope to continue this fruitful working relationship that benefits not only our constituency, but your congregation as well.

6. A budget for the activities and your current operating budget, including sources of income

CIT Expenses

CIT International- (CIT Coordinator and Lt. Pat Cooke)	\$11,670.00
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Conference Fees non member attendee	\$ 660.00
Hotel \$500.00 per person	\$1000.00
Taxi and shuttle	\$ 200.00
Airfare (2)	\$1200.00
Food \$225 per person	\$ 450.00
*Replacement salary, Lt. Pat Cooke	\$8,160.00

Five day LI Training	\$ 26,315.00
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Police Dept reimbursement; 15 officers/\$1500 each	\$22,500.00
15 Training Manuals \$ 10.00	\$ 150.00
15 Sony headsets \$35.00	\$ 525.00
15 Certificates 1.00	\$ 20.00
200 Brochures 1.00	\$ 200.00

250 Pocket Guides	.28	\$ 70.00
Instructional Supplies		\$ 250.00
Lunch/Refreshments		\$ 2,600.00
Task force and sub-committee refreshments and supplies		\$ 600.00
Lt. Pat Cooke, Commanding Officer of Police Training, 122 hours/\$102.00		\$12,444.00
Revise curriculum, community/police liaison, lead trainer for the five day LI training, and attend task force and strategic planning meetings.		
John Shorter, CIT Coordinator		
12 months/\$1,000.00 per month		\$12,000.00
*Coalition member stipends		\$15,000.00
MHA NC, NAMI Queens/Nassau, Central Nassau and Guidance		
Total CIT Expenses		\$78,029.00
CIT Income		
*In Kind Contributions		
Coalition member stipends		\$15,000.00
Replacement salary LT. Cooke (CIT International)		\$ 8,160.00
<i>Janet Susin, NAMI Queens/Nassau President will donate time to over see the CIT project.</i>		
Total Income		\$23,160.00
CIT Project Cost		\$54,869.00
BTS Expenses		
BTS School Outreach Coordinator- (P/T)		\$15,000.00
Responsibilities include reaching out to all Nassau school districts, meeting with educators, and tallying evaluations.		
Assembly Presenter & Coordinator (P/T)		\$10,000.00
Responsibilities include contacting, scheduling and presenting 15 assemblies with classroom follow up and evaluations.		
Transportation (school outreach and assemblies)		\$ 500.00
BTS Materials (103 Nassau County public middle and high schools, and religious schools)		
250 lesson plans to Nassau County health teachers		\$5,000.00
125 videos		\$3,125.00
Shipping and handling		\$ 506.00
NAMI Queens/Nassau staff devoted to UUCSR project		\$ 8,500.00
Telephone		\$ 1,000.00
Office Supplies		\$ 1,500.00
Total BTS Expenses		\$45,131.00
BTS Income		
In kind Contribution		
<i>Janet Susin, BTS Project Director and lead author will donate time to oversee the project and help create assembly programs.</i>		
BTS Project Cost		\$45,131.00
+ CIT Project Cost		\$54,869.00
TOTAL PROJECT COST		\$100,000.00

Organizational budget included, under separate cover.

7. A list of members of the Board and senior staff

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