

2023-2024



# **About Club Nova**

Club Nova Community, Inc. is an intentional, caring community for individuals living with serious mental illness - predominantly schizophrenia, schizoaffective disorder, bipolar disorder, and major depressive disorder. With Club Nova's support, members return to employment and education, maintain homes, obtain quality healthcare, avert crises, and build meaningful relationships.

Club Nova is accredited by Clubhouse International as a Clubhouse Model. The Clubhouse Model is one of the most comprehensive, integrated, cost-effective programs for persons living with serious mental illness. The Clubhouse Model is the recipient of the Conrad N. Hilton Humanitarian Prize for doing extraordinary work to alleviate human suffering of people living with mental illness.

### **Mission**

Club Nova provides opportunities for individuals living with mental illness to lead meaningful lives of their choice in the community.

# **Vision**

Everyone who lives with a mental illness in our community is respected for their individual strengths, abilities, and unique gifts as colleagues, neighbors, and friends.

We create positive change in how people view, support, accept, and relate to individuals living with mental illness.

We believe the Clubhouse Model is essential in any community-based mental health system of care.

Club Nova is a financially sustainable organization with sufficient staff engaging a growing membership in a state-of-the-art facility that will serve our membership and the broader community for the next 50 years.



# Leadership

#### **Board of Directors**

Gretchen Davis - President

Margaret Miller Growe - Vice President

Sue Estroff - Vice President

Gary D. Gaddy - Vice President

Tom Bond - Treasurer

Esphur E. Foster - President Emeritus

Jane Paulsen

Matthew Cox

Errin Staunton

Jay Miller

Charleen Lee

#### **Executive Director**

Karen Kincaid Dunn

# Capital Compaign Cabinet Cabinet Co-Chairs

Ellie Kinnaird Rosemary Waldorf

Tom Bond

Lisa Brachman

Carl Clark

Gretchen Davis

Karen Kincaid Dunn

Sue Estroff

**Esphur Foster** 

Gary D. Gaddy

Jay Miller

#### **Captital Campaign Ambassadors**

Elin Abercrombie

Fred Black

Sylvia Black

Creighton Blackwell

Bethany Chaney

George Cianciolo

Winston Crisp

Patricia DeVine

Debra Dihoff

The late Jo Anne Earp

Shelley Earp

Gay Eddy

Betsy Elkins-Williams

Steve Elkins-Williams

Barbara Foushee

Valerie Foushee

Jacquelyn Gist

Alice M. Gordon

Sally Greene

Betsy Hackney

Joe Hackney Steve Hardee

Pam Hemminger

Verla Insko

David Kimball

Mary Ann Kimball

Jim Kitchen

Mark Kleinschmidt

Timur Kuran

Wendy Kuran

Lydia Lavelle

Rob Maitland

Scott Maitland

D.G. Martin

Karen McCall

Earl McKee

Graig Meyer

Penny Rich

Jaki Shelton Green

Kristen Smith

Lee Smith

Adam Stein

Jane Stein

Tom Stevens

Sonnie Van Sant

# Starting to Settle into our New Building



Our new Clubhouse space is evidence of the depth and breadth of what happens when community comes together. Club Nova's strength and accomplishments come from our community's continued generosity and belief in our work changing the lives of our members for the better.

After several years, we emerged safely from, though certainly affected by, the global COVID-19 pandemic. This was no small accomplishment, especially given research that has emerged indicating the having a serious mental illness leads to poorer outcomes with COVID-19.

During the pandemic we raised the remaining funds necessary to complete the construction of a much-needed new larger facility. This was no small feat either. Despite the increased material and other costs during the pandemic, we completed construction of our new building debt free. We are, however, raising funds for our interior furnishings since those funds were necessary to cover the increased costs of the project due to supply chain shortages and cost of labor.

Our new space allows for future growth with the space to more than double our membership capacity and our impacts. The spaces in our new building are designed to facilitate our transformative work. The intentional design brings people together in open, flexible, and connected spaces, building upon the extraordinary existing community we have fostered at Club Nova.









## A Message to Our Community

Dear Members, Staff, Board, Family, Friends, Campaign Cabinet, Ambassadors, and Supporters:

We are filled with joy and gratitude in our new Clubhouse space.

We express our deepest gratitude to each one of you who made a difference on our journey and helped us realize our dream of a space and building that reflects deep respect and dignity and facilitates our transformative work.

We are pleased to present our Highlights for Fiscal Year 2023-2024. Open the pages... Experience our joy and gratitude....

As we continue to expand our constellation, we know that we are part of something much greater than ourselves.

With Our Deepest Gratitude,

Karen Kincaid Dunn and Gretchen Reuter Davis

## **Dignity in Clubhouse Space**













# Orange County Climate Action Grant

## **Garden Program**

Through funding from the Orange County's Climate Action and Strowd Roses, Club Nova is expanding its innovative garden project "Big Impact, Small Footprint." This initiative builds upon the county's strong foundation of environmental stewardship while creating new opportunities for climate change mitigation and resilience.

At the heart of our project is a collaborative approach where members and staff work side by side as colleagues. Our integrated Garden and Culinary Program engages members in every aspect of the work—from tending the gardens and greenhouse to planning and preparing nutritious, affordable meals in our new commercial kitchen. The Garden Program and Culinary Unit demonstrate how sustainable practices can nourish both our Clubhouse community and the environment.

Hands-on work provides opportunities for members to learn about and actively participate in climate change solutions. Through this practical, community-centered approach, we create lasting positive impact while maintaining a minimal environmental footprint. Our project showcases how local action can address both environmental and social needs while building a more resilient

community.





Steve Pastore in the Horticulture Room

#### **Affordable Meals**

Through the assistance of our community partners such as the NC Botanical Garden, Strowd Roses, Fifth Season, and the Orange County Farmer's Market, our garden is flourishing and our Culinary Unit is well stocked. We put out over 4,000 meals a year at the cost of only \$1.50 per meal. Meals on holidays are free of charge.

#### What's Growing:

- Tomatoes
- Peppers
- Tarragon
- Oregano
- Basil
- Cucumber



## **Composting to Achieve Zero Waste**

In the 2023-2024 fiscal year, we diverted **1,620.8 pounds** of waste into compost. We are grateful for the Orange County Solid Waste Management for providing us with CompostNow service through the Food Waste Resource Program.

Club Nova receives up to 200 pounds of quality compost for our garden each year and provides

NPOILL

Sajj Webster fills the compost bucket with vegetable scraps



Theodore Besson takes the compost out to our compost bin

This is a great learning tool for our colleagues to understand little steps we all can take to living more sustainably. Composting is now part of our Work-Ordered Day and fully integrated into our Gardening and Culinary Unit tasks.

compost for others in our community, diverting waste which would otherwise end

up in our local landfill.

#### **Solar Panels**

Thanks to the generosity of Giles Blunden, our new building is equipped with solar panels to reduce our energy usage.

As part of our commitment to creating a sustainable Clubhouse, the energy that is captured goes back into the public grid. Here are some figures comparing our current energy costs and those of our old building.

Average totals for 2019: \$8,860.27
Average totals for 2024: \$411.23
Average monthly savings: \$8,449.04



A view of our solar panels from our Suzie Aragona Stargazer Terrace

# Clubhouse International and CARF Accreditations

In 2024, we received a 3-year (the highest) accreditation from both Clubhouse International and CARF International.

"A 3-year accreditation is awarded to Clubhouses that substantially adhere to each of the categories of the International Standards (membership, relationships, space, work-ordered day, employment, education, functions of the house, and funding governance and administration). These Clubhouses operate in a truly effective manner providing excellent opportunities for Clubhouse members where well grounded collegial relationships exist and are fostered by the cultural norms of the Clubhouse community."

CARF accreditation ensures that our non-profit and business practices meet high standards.

"Club Nova has established itself as a dependable and efficient provider of behavioral healthcare and community integration services and as a reputable service provider within North Carolina."

-CARF Surveyor Final Report













# **Transitional Employment Program**

Transitional Employment (TE) is an opportunity to provide members the opportunity to apply their skills and build their resume that will allow them to transition into Supported and Independent Employment.

We are currently rebuilding our Transitional Employment Program following the COVID-19 pandemic. During the pandemic, we had to halt all Transitional Employment Placements (TEPS). Over the last year, we have acquired a new Transitional Employment Partner, Candlescience. This collaboration has been well-received by all of our TE members who have enjoyed their time working with Candlescience.

Mental health recovery flourishes through meaningful work and community connection. Our partnership with CandleScience demonstrates how thoughtful collaboration creates life-changing opportunities. We work closely with CandleScience tomeet the needs of the company and our members. Our unique support system sets us apart—when members need time off for health reasons, Club Nova staff provide guaranteed coverage, ensuring business continues smoothly.

CandleScience offers essential real-world experience. Members earn a livable wage, gain confidence, and develop practical skills that put them on the path to future career development.

#### "This isn't just a job, it's a chance to prove what I'm capable of."

CandleScience gains reliable, motivated workers. Their employees share how rewarding it is to be part of a workplace that embraces inclusion and supports recovery.

Avery Brooks filling orders at CandleScience

As of the 2023-2024 fiscal year, we had two members enrolled in this TEP, Avery Brooks and Alice Zelenak, making \$17.25/hr. Following the success fo this placement, we have since expanded this TEP.

# **Young Adult Initiative**

Club Nova has a bustling group of Young Adult members who are eager to work and support each other. Across the adult lifespan, Young Adults and senior members are learning from and supporting each other.

The onset of serious mental illness is often late adolescence / early adulthood. interrupting education, careers, and relationships. It is essential that we assist Young Adults by providing the supports needed to quickly reengage in educational endeavors and career building.

We have been committed to increasing our Young Adult membership to better serve our existing and potential members. Part of the scope of our Young Adult Committee (YAC) is discovering opportunities to educate and engage with members of our community. Members meet weekly to discuss topics relevant to Young Adults from building social connections to navigating independent living. We also use these meetings to develop our community outreach program to engage more Young Adults in the Clubhouse Model.

"Being an YAC in Club Nova is great because it was helping with my school, and now I have graduated from college. I also get to plan Clubhouse activities and have focus, fellowship, and camaraderie with other young adults at Club Nova."



Young Adult Committee and Senior Members





Senior members join a YAC Meeting Young Adults at the State Fair

# **Rob's Story**

My story represents the power of a community to change lives and to give people living with mental illness purpose and meaning.

By 16, I was committed to a psychiatric hospital for thought disorders and anxiety. I ended up spending 10 years of my life in and out of psychiatric hospitals. During my frequent hospital stays, I was prescribed anti-psychotic medicines. Although these medications were very helpful, they also had noticeable side effects.



Rob Longmire with Club Nova colleagues

I have delusions followed by long periods of elevated moods and then more delusions. Delusions are beliefs that most people do not share and are often bizarre and distorted from reality. A definition of psychosis is a mental disorder that has symptoms of loss of normal reality. When I have delusions, I cannot make any distinctions between truth or error. I have also had long lasting depression which impacted my life in many ways.

I first came to Club Nova in 1997. I noticed members here seemed to have something I wanted. That was and still is today this:

#### to live meaningful lives despite our conditions or diagnosis.

The continual support of my family, friends, members and staff has helped me accomplish my goals. I have had many transitional employment jobs through Club Nova. I have worked at General Vitamins, the UNC mail room sorting mail for the university and hospital, and American Builders Mortgage Co. where I hand addressed envelopes. I also worked for Mental Health of America in Orange County performing clerical work and at the Chapel Hill Visitors Bureau. Another accomplishment that Club Nova helped me obtain was my G.E.D. After being out of school for 19 years I passed my G.E.D. exam with average and above scores.

In the past, I volunteered my time in the Club Nova Thrift Shop. I worked my way from a few hours a week to 2 hours a day Monday-Friday.

Since 1997, I have been an active member and have become more sociable. I feel members understand and accept me. It also helps that other members share similar ways of coping with their illness.

With Club Nova as a part of my life, I have not needed hospitalization for the past 21 years. I no longer feel caught in a raging storm of being cast out or apart from, but a part of something greater than myself.

I hope my family, friends, and Club Nova will be a part of my life for years to come. It is my relationships with all of these people that have given me success not failure, happiness instead of sadness, and acceptance instead of rejection.

# **Club Nova in Action**

## **The Four Guaranteed Rights of Membership**

- The right to a place to come
- The right to meaningful relationships
- The right to meaningful work
- The right to a place to return

#### **Education**

The Clubhouse assists members to reach their vocational and educational goals by helping them take advantage of educational opportunities in the community.



Andrea Tebo and Ovsanna Howard started taking courses to attain their GED's.

Members also attend NCCU, Central Carolina Community College, Durham Tech, and ESL courses at Orange County Literacy.

## **Employment**

Club Nova enables members to return to paid work through Transitional Employment, Supported Employment, and Independent Employment.

Avery Brooks and Alice Zelenak were our first two members to join the TEP at CandleScience. This TEP continues to grow, with more members engaging in meaningful employment.



#### A Place to Call Home

The Clubhouse is committed to securing a range of choices of safe, decent, and affordable housing including independent living opportunities for all members.



5 members

moved into CASA, living independently in their own apartment units.



#### **Social Connectedness**

The Clubhouse has recreational and social programs during evenings and on weekends. Holidays are celebrated on the actual day they are observed.

We participated in the Hillsborough Hog Day, contributing two painted pigs to the competition. This is one of many community events Club Nova participates in through our social program.



## **Shared Leadership and Decision Making**

The Clubhouse holds open forums and has procedures that enable members and staff to actively participate in decision making, generally by consensus, regarding governance, policy making, and the future direction and development of the Clubhouse.



We hold a Morning and Afternoon Unit Meetings to plan the work of the day.

## **Meaningful Work**

Club Nova's Work-Ordered Day provides a sense of community, common purpose, and opportunities to contribute, building confidence, skills, and selfworth. Club Nova members are engaged in all facets of Club Nova, including community events and education, training of students, providing tours, assisting with grants and billing, and hiring and evaluating staff.



Left: Simona Hertz and Andrea Tebo in the Culinary Unit where we serve over **4,000** healthy meals a year.

Right: Samuel Rojas entering data into the Clubhouse database.



#### **Health and Wellness**

The Clubhouse provides assistance, activities, and opportunities designed to help members develop and maintain healthy lifestyles.



Weekly Health and Wellness meetings are held every Friday. Members choose the topics they want to discuss and write the agendas together.

# Community Engagement and Advocacy 47th Annual Legislative Breakfast on Mental Health



Club Nova colleagues at the Legislative Breakfast Club Nova attended the 47th Legislative Breakfast on Mental Health. We have been fortunate to have the opportunity to not only participate in this event but to be active members in its organization and planning. On Friday, staff and members worked alongside event organizers to set up for the Legislative Breakfast. We assembled the step and repeat which was used for official event photos and stuffed 400 gift bags for guests.

Members served as volunteers for the event, welcoming guests at the entrance of the Friday Center and handing out programs outside the auditorium. Many people at the event remarked on how involved Club Nova

#### **36th Club Nova Anniversary**

On July 13<sup>th</sup>, 2023, Club Nova colleagues celebrated the 36<sup>th</sup> anniversary of Club Nova opening in 1987. Colleagues, friends, family, and community members came together to look back on all Club Nova has accomplished and look forward to what lies ahead for our Clubhouse.

(cont.) was, how hard we all worked, and how we helped the Legislative Breakfast run smoothly.

We also had our own booth where members and staff interacted with guests. We distributed informative brochures and referral packets and shared our February newsletter. We displayed our new posters through a slideshow, and had many people sign up to receive more information about Club Nova.



Club Nova colleagues with Kody Kinsley

The Legislative Breakfast is a great opportunity to see multiple stakeholders in NC's mental health community gathering to discuss mental health policy.



## Fieldwork and Internship Program

#### **Occupational Therapy**

Club Nova offers a unique fieldwork experience for Occupational Therapy (OT) students. As of 2023, only 2.97% of Occupational Therapists practiced in the mental health field and only 9.66% practiced community health (many of those practice home healthcare). These statistics speak to the urgent need for training in community mental health services for future Occupational Therapists.



Raymond Duvall and Itzel Grijalva (Duke OTD) with Club Nova colleagues

"My fieldwork at Club Nova helped broaden my understanding of not only Occupational Therapy, but of holistic community supportive services. The Clubhouse is a valuable place for members to expand interpersonal and social abilities while developing professional skills in a safe and welcoming community."

-Dr. Raymond Duvall, OTD

Our Occupational Therapy fieldwork placements included three students from the Duke University Occupational Therapy Doctorate Program, one student from the UNC Master of Science in Occupational Therapy Program, and seven students from ECU Master of Science and Occupational Therapy Program.

OT students learn about the Clubhouse Model, community care and health services, and how to facilitate members' Instrumental Activities of Daily Living (IADLs) by making modifications to their work environment or approach to unit work tasks. Building relationships and working side by side with members builds an experience that forms and stays with students impacting their development as practitioners. Club Nova receives feedback frequently from school faculty of

how important and unique the Clubhouse Model is for a fieldwork placement.

"I like when the students are here and I'm able to share work and can tell some stories of previous life experiences. I like that we have college students that come through to learn of our experiences and work with us as well."

-Phil Stevens, Club Nova Member



Itzel Grijalva and Raymond Duvall (Duke OTD) at the morning meeting

#### **Clubhouse Culture**

Clubhouse Culture is a term that is often discussed within the global Clubhouse Community. The Model is strengths-based, and Clubhouse colleagues believe that each individual possesses strengths, talents, and abilities. Furthermore, Clubhouse Culture is an essential factor in community building. Club Nova has a long-standing, outstanding reputation for advocacy work. We have been a leader in advocacy going back to our earliest days. Our members serve as ambassadors giving tours, testimonials, and presenting in the academic classroom and in the broader community. We have excellent relationships with our elected officials at the local, state, and national level. Club Nova demonstrates that the Clubhouse Model is essential in a well-developed community mental health system locally, state-wide, nationally, and globally.

Over the course of our Capital Campaign, we have met new people who are providing support and resources and sharing talents and expertise. Given our history, from a small group of founding members opening Club Nova in 1987 to our Clubhouse Community establishing its own private 501c3 nonprofit during privatization of mental health in North Carolina, to weathering massive, perpetual changes in our mental health system, we know we can face and address the challenges ahead.

# **Club Nova's Impact**

People living with serious mental illness are at risk for suicide, premature death, hospitalization, homelessness, incarceration, unemployment, interrupted education, crises, and poverty. Club Nova addresses the health, safety, social, and economic risks of mental illness. We assist members with returning to employment, returning to educational programs, maintaining housing, receiving quality health care, averting crises, and building meaningful relationships. Club Nova is available to members over the course of their lifetime. This readily available support without time limits reduces the risk for suicide, hospitalization, and incarceration.



# Statement of Activities and Net Assets

# For the Years Ended June 30<sup>th</sup>, 2024 and 2023

2024

		2024				
	Without Donor Restrictions		With Donor Restrictions			
					Totals	
PUBLIC SUPPORT AND REVENUE:						
Public support:						
Grants and contributions	S	314,925	S	23,894	S	338,819
Grants and contributions - Capital Campaign		-		20,428	7	20,428
orano and controlled capture campaign	-	314,925		44,322		359,247
	-	211,722		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		202,211
Revenue:						
Net client service revenue - Medicaid		307,013		-		307,013
Net client service revenue - PSR		35,372		-		35,372
Meal sales		5,903		-		5,903
Miscellaneous income		25,950		-		25,950
Interest income		24,452		-		24,452
Total revenue		398,690				398,690
Net assets released from restrictions		64,243		(64.242)		
Net assets released from restrictions		04,243		(64,243)		
TOTAL PUBLIC SUPPORT AND REVENUE	_	777,858		(19,921)		757,937
EXPENSES:						
Program services		749,991				749,991
Management and general		119,018		-		119,018
Fundraising		13,294				13,294
TOTAL FUNCTIONAL EXPENSES		882,303				882,303
		002,505				002,505
Bad debt expense		1,523				1,523
TOTAL EXPENSES		883,826		-		883,826
CHANGES IN NET ASSETS		(105,968)		(19,921)		(125,889)
NET ASSETS - BEGINNING OF YEAR		4,329,473		97,231		4,426,704
NET ASSETS - END OF YEAR	\$	4,223,505	\$	77,310	\$	4,300,815

# For the Years Ended June 30<sup>th</sup>, 2024 and 2023

	2023					
	Without Donor	With Donor				
	Restrictions	Restrictions	Totals			
PUBLIC SUPPORT AND REVENUE:						
Public support:						
Grants and contributions	\$ 405,162	\$ 16,404	\$ 421,566			
Grants and contributions - Capital Campaign		417,862	417,862			
Contributed nonfinancial assets	285,967		285,967			
	691,129	434,266	1,125,395			
Revenue:						
Net client service revenue - Medicaid	230,310		230,310			
Net client service revenue - PSR	17,629	-	17,629			
Meal sales	4,503	-	4,503			
Miscellaneous income	4,105	-	4,105			
Interest income	5,989		5,989			
Total revenue	262,536	-	262,536			
Net assets released from restrictions	599,212	(599,212)				
TOTAL PUBLIC SUPPORT AND REVENUE	1,552,877	(164,946)	1,387,931			
EXPENSES:						
Program services	854,117		854,117			
Management and general	127,200	-	127,200			
Fundraising	79,355		79,355			
TOTAL FUNCTIONAL EXPENSES	1,060,672	-	1,060,672			
Bad debt expense	37,315		37,315			
TOTAL EXPENSES	1,097,987		1,097,987			
CHANGES IN NET ASSETS	454,890	(164,946)	289,944			
NET ASSETS - BEGINNING OF YEAR	3,874,583	262,177	4,136,760			
NET ASSETS - END OF YEAR	\$ 4,329,473	\$ 97,231	\$ 4,426,704			