

Focus 2.0

A Publication of The CAFÉ TA Center

Issue 17

What is the Focus 2.0?

The *Focus 2.0* newsletter highlights important issues in mental health, providing timely information on recovery, peer support, and the value of including people with lived experience in the mental health system of care.

Have a suggestion for a topic? Let us know!



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Thank You for Five Great Years!

With the grant that supports The CAFÉ TA Center coming to an end, the first thing to do is thank everyone that's been involved in our efforts to provide mental health consumers, families, professionals, and other stakeholders in the mental health system with information, training, networking opportunities and support over the last five years. Whether you've read a newsletter, attended a webinar, reviewed one of our online trainings, shared your expertise as a presenter or guest speaker, or worked with us on building your peer-run organization, please know that your participation has been essential to our work, and that we're grateful to you for being a part of it.

The other thing to say is that while grants and projects come and go, the mental health recovery movement is forever. Whether or not various institutions decide to invest in it, the reality is that mental health recovery is real, and peer support works. That's because the values that guide the recovery movement, like mutuality, active listening, and empathy, aren't just tools that can be used to achieve better mental health outcomes. They're foundational to our understanding of how people can relate to each other and build a world where each person's humanity is recognized and honored. That vision retains its inherent value no matter what grants or projects happen to be in place.

What's next? Even though The CAFÉ TA Center will no longer be a federally-funded project, everything we've done will still be available for anyone to access on our website at cafetacenter.net, including recordings of webinars, training materials, and newsletters. Here are a few highlights of what you can find there:



- **The Consumer Pathways to Inclusion and Engagement Model (CPIEM)** - The CPEIM is a guidebook created by peers, for peers, to help them develop the skills they need to turn their lived mental health experience into meaningful change in the mental health system of care. It's designed to help people in recovery use their voice to help others walking the same path, enable them to better understand themselves and their recovery, and use that understanding to foster systems change and the growth of person-centered, strengths-based, recovery-focused approaches to the mental health system in their states and communities. It's at cafetacenter.net/the-consumer-pathways-to-inclusion-and-engagement-model-cpiem/
- **The Supports for Families Workshop Series** - This interactive workshop series has been designed to help family members and caregivers of people with serious mental health conditions support their family member by promoting recovery and taking a strengths-based approach to encouraging resiliency and self-direction. Find it at cafetacenter.net/supports-for-families-workshop-series/
- Multiple series on employment and workplace issues for people with mental health conditions, including
 - * The 12-part interactive employment training series **So You're Ready to Work, Now What?** at cafetacenter.net/cafetac-presents-so-youre-ready-to-work-now-what/
 - * The four-part workplace culture series **Navigating the Workplace: A Four-Part "Case Scenario" Series** at cafetacenter.net/navigating-the-workplace-a-four-part-case-scenario-series/
 - * The four-part mindful workplace series Integrating **Mindfulness Practices in the Workplace: A Four-Part Series** at cafetacenter.net/join-cafe-tac-for-integrating-mindfulness-practices-in-the-workplace-a-four-part-series/
- Additional discussions of topics including leadership, cross-disability collaboration, integrated care, personal finance, supported education, family mental health, peers engaged in system change, unhoused peers, human rights, 988 and warmlines, peer respites, recovery high schools, psychiatric advance directives, and peer service models including Hearing Voices Network, Alternatives to Suicide, Soteria Houses, and Recovery Cafés, all of which can be found on the TAC Training page at cafetacenter.net/tac-trainings/

There are also two brand-new products to share, which you can read about below.

Going forward, you'll still be able to reach us at cafetacenter@gmail.com, and while CAFÉ TAC won't continue as a distinct project, The Family Café, the cross-disability nonprofit organization that's housed it, remains in operation. You can always connect with us there at familycafe.net.



Mindfulness in the Workplace: A Guide for Employers

Check out our latest resource to help employers integrate employees with mental health conditions into their workforces and help them succeed, **Mindfulness in the Workplace: A Guide for Employers**. This guide lists benefits of bringing mindfulness to any organization, offers steps to make it happen, and explains the pieces to account for when implementing a workplace mindfulness program. It's online at cafetacenter.net/mindfulness-in-the-workplace-a-guide-for-employers/.

This new resource pairs perfectly with CAFÉ TAC's recently concluded series, **Integrating Mindfulness Practices in the Workplace: A Four-Part Series**, which looks at how individuals with mental health conditions can integrate mindfulness into their workplace routine to manage stress, improve focus, and achieve mental clarity. Find recordings of all four parts, as well as a guided body scan audio, at cafetacenter.net/join-cafe-tac-for-integrating-mindfulness-practices-in-the-workplace-a-four-part-series/.

If you're looking for additional tip sheets for employers, see **Supporting Employees With Mental Health Conditions** at cafetacenter.net/supporting-employees-with-mental-health-conditions/ and **Tips for Employers on Hiring Individuals with Mental Health Conditions** at cafetacenter.net/tips-for-employers-on-hiring-individuals-with-mental-health-conditions/.

A New Resource on Youth Engagement and Event Planning

CAFÉ TAC is excited to share a great new resource for youth looking to plan an authentically youth-driven event, or organizations trying to create a space for genuine youth-driven engagement, **Cooking Up Youth Engagement: The CAFÉ TA Center Recipe for Youth Engagement Events, Inspired and Baked by The Florida Youth Council**.



Questions You Can Ask

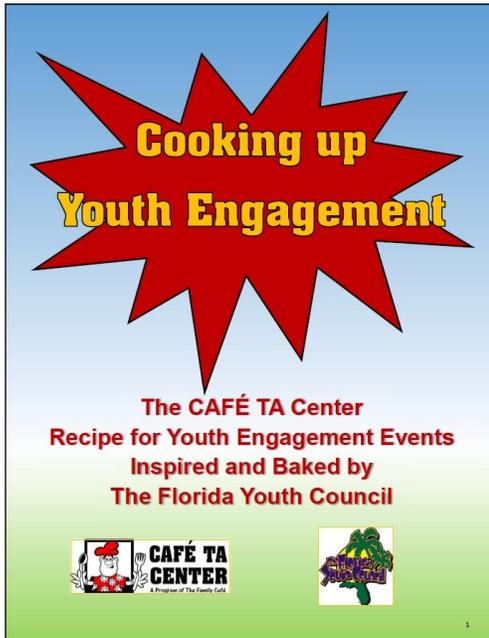
- How are you feeling today, really? Physically and mentally.
- What's taking up most of your head space right now?
- Tell me about a recent "win," either at work or at home.
- How can I support you this week?
- What's something you can do today that would be good for you?
- What's something you're looking forward to in the next few days?
- What are some goals we can work on this week?
- Who can help us reach these goals?

Mindfulness in the Workplace: A Guide for Employers

Mindfulness is the practice of paying attention to the present moment with awareness and acceptance. In the workplace, mindfulness can significantly enhance employee well-being and improve overall organizational performance. You may be surprised to learn that **mindfulness can play a part in the success of your organization** by enhancing employee wellness, productivity, and retention.

Key Benefits of Mindfulness in the Workplace

- **Reduced Stress and Burnout:** By cultivating mindfulness, employees can **better manage stress, reduce anxiety, and improve their overall emotional well-being**. This can lead to a decrease in burnout and improved job satisfaction.
- **Increased Focus and Productivity:** Mindfulness practices **enhance concentration, reduce distractions, and improve focus**, leading to increased productivity and efficiency.
- **Enhanced Communication and Collaboration:** Mindfulness fosters greater self-awareness, empathy, and active listening, leading to **improved communication and stronger relationships** within teams.
- **Improved Decision-Making:** Mindfulness can enhance clarity of thought, allowing for **more informed and effective decision-making**.
- **Increased Creativity and Innovation:** By reducing stress and improving focus, mindfulness can **enhance creativity and problem-solving abilities**.
- **Enhanced Resilience:** Mindfulness helps employees build resilience, enabling them to **navigate challenges, adapt to change, and bounce back from setbacks** more effectively.



This document offers a “how-to” for a group of youth, or an organization, to empower young people to plan and implement an engagement in which youth come together for a common purpose, whether it be training, advocacy around a specific issue, relationship-building, fun, entertainment, and connection, activity planning and delivery, or other youth-related activities. By following the right recipe, youth (and those who support youth) will understand how to plan and implement programming in a youth-driven manner that genuinely empowers the youth voice.

In that spirit of youth-driven authenticity, CAFÉ TAC has created this guide in cooperation with The Florida Youth Council (FYC), another program that like CAFÉ TAC is part of a cross-disability nonprofit organization called The Family Café. The FYC hosts an Annual Youth Summit each year, and this tool uses the FYC’s Annual Youth Summit

as a case example to demonstrate how youth can plan and deliver activities for youth, and do so in a thoughtful and effective manner.

You can find this new guide online at cafetacenter.net/new/wp-content/uploads/2025/03/cooking-up-youth-engagement.pdf.

Capacity Corner: A Column about Capacity-Building for Your Peer-Run Organization

CAFÉ TAC is pleased to share this feature, a column from CAFÉ TAC Training Coordinator John Ferrone on leadership challenges within peer-run organizations, where many advocates with lived experience direct their efforts to promote recovery and inspire change.

This column’s topic is **Capturing the Elusive Outcome Measurements that Drive Sustainability**.

Ask most non-profit leaders what keeps them up at night regarding their organization and they’ll mention something to do with funding. It can be extra challenging for a peer-run organization to find and secure funding to continue operations uninterrupted month to month. In this article we will explore the key to securing funding commitments: outcome measurements.

Why are outcome measures so difficult to obtain? To answer this question let’s first discuss the types of measurements that non-profits typically gather. At the simplest level, measuring your organization’s programs and performance is a numbers thing. How many people did we serve? How much money did we spend? How much money did we spend per person we served? How many brochures did we give away? How many people attended our webinars? And on and on.

None of the above measurements actually prove that your programs and services resulted in a behavior change among your service recipients towards improving their quality of life. That would require a complex

type of measurement which is very difficult. The good news is that most organizations don't do it, so the opportunity is there for you and your peer-run organization to stand out.

How do you measure the impact of your services on the lives of people you serve? That is such an open-ended perspective and question that it is overwhelming. So, don't think that way. Instead, define the specific changes you want to create among the people you serve. For example, maybe you want to increase job retention among the peers you serve, and you've thus tailored a support group towards employment topics: "When you attend our weekly support group, you'll have an opportunity to discuss how your job is going, vent about what frustrates you, learn different strategies for excelling at work, etc. If you participate in the support group, you have a better chance of keeping your job." That's the end of the story that you're hoping to be able to tell. So how do we get there?

Now put yourself in the shoes of the potential funder, or donor. That person is going to read your service offering and see a) what you're offering, and b) what the desired impact is. And that person is going to be very interested, then, in your outcomes. Can you prove that you helped people retain their jobs? If so, how can you prove it?

Think strategically about what you're trying to prove. You need a before and after to compare. If you have 10 people show up to the support group the first time, have them complete a short survey. Ask them, 1) Have you left a job for any reason in the past 12 months? 2) To what extent did your mental health diagnosis play a role in you leaving the job(s), please answer with a percentage. 3) Do you have a job now? 4) Are you struggling to keep the job? Have them write their names on their answer sheets, or give them a code to make them anonymous, and then put those in a file.

Three months later and after about 12 support group meetings, have the participants answer the same questions, and then add a 5th question: To what extent has this support group assisted you to keep your job (a) it did not, b) somewhat, c) a lot, d) I would have left if it were not for this support group). Have them put their names on this new answer sheet, or give them the code that matches responses from the same individuals as the previous survey.

Now you can compare the results, person by person. And you can summarize. If 7 out of 10 answered "I would have left if it were not for this support group" to the new question, and you look back at what they answered the first time and see the trend of leaving jobs, you can now make the claim that 70% of your support group attendees self-report that the support group was the reason they were able to sustain their employment.

What's more is that you can invite some of them to write a short statement as a testimony for you to use. If you take that testimony along with the data summary of positive im-



pact to a potential donor, you can confidently say, “If you provide a donation, my program turns that donation into very positive results.” That’s a powerful thing to be able to say. If the person makes a donation, and you go back with the same information stating “I took your generous donation and it resulted in these direct changes,” you just may have a donor for life!

This example was very rudimentary for the purpose of explaining this basic pattern:

1. Identify the change that you want to support a person to achieve (in the example, it was retaining a job).
2. Make a statement that connects your program or service to the change outcome you stated in #1. Now you have the “I offered this, and it resulted in that” model. (In the example, it was support groups result in job retention).
3. Identify a pre-survey and post-survey to ask participants to complete. This may take more time than in the example because some will show up consistently, others won’t, some may start later, others will quit sooner, etc. You might have to track the individuals and connect the data to get an accurate picture.
4. Ask for testimonies from those who are grateful for the service because of the impact it has had.
5. Package your data and testimonies into a proposal in which you ask for a donation or a grant, propose in exchange the accomplishment of a specific outcome, and share the data as proof.
6. If you receive a donation or grant, be sure to follow up to show the results of what their investment resulted in, because that is the best way to secure additional and perhaps larger funding. Sources of funding want and need success stories to tell—you will become one of their outcome measures!



Is there a leadership challenge you’re facing in your peer-run organization or advocacy efforts? We want to hear about it! Reach out to us at cafetacenter@gmail.com with your question or comment. We will be happy to help, and your challenge might just be the subject of our next Capacity Corner column! (Anonymously and with your consent, of course!)

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