

Exhibit B, Local Provider Intended Use Plan (IUP)

- Local Provider Description

Provide a brief description of the provider organization receiving PATH funds, including:

- Organization Name: Compass Health
- DUNS Number: 76654565
- Describe the type of organization: State Licensed Community Mental Health Agency
- Describe the region served: Snohomish County
- State the amount of PATH funds the organization will receive: \$167,265
- State the match amount and describe the source of match funds (Note: PATH funds must be matched a minimum of 33.333%): \$55,755 These funds will come from non-federal North Sound BH-ASO funding and Compass Health unrestricted general operating funds.

- Collaboration with HUD Continuum of Care Program

Describe the organization's participation in the HUD Continuum of Care program, other local planning activities and program coordination initiatives, such as coordinated entry. If the organization is not currently working with the Continuum of Care (CoC), briefly explain the approaches to be taken by the organization to collaborate with the local CoC.

Compass Health participates in the local Continuum of Care as described below.

- Describe the PATH team's participation in the Point in Time Count

Two PATH staff spent the day completing 2018 Point in Time Count Surveys in Everett. The PATH manager attended several Point in Time Count planning committee meetings in preparation for the count.

- Describe the PATH team's participation in Coordinated Entry/Coordinated Assessment efforts in your local Continuum of Care

Compass Health has participated actively in the HUD Continuum of Care program in Snohomish County. The PATH Program Manager attends Coordinate Entry Investing in Futures meetings. PATH staff are able to complete Coordinated Entry Assessments and also work closely with 2-1-1 Coordinated Entry assessors and other Coordinated Entry programs in the county. The PATH team attends the Coordinated Entry Annual Policies and Procedures training.

The PATH Program Manager attends monthly meetings with the Snohom1Sh County Homeless Policy Task Force (HPTF). This committee is a collaboration of concerned citizens, providers and Key stakeholders whose mission is to advocate and educate on behalf of people experiencing homelessness. Committee members partner to address barriers and identify solutions to prevent and alleviate homelessness. This committee also provides an opportunity for community education on resources for

homeless individuals and collaboration with other agencies that serve those individuals experiencing homelessness.

The PATH Program Manager also participates in the Snohomish County Outreach Coalition. This committee brings together outreach teams from several social service agencies to collaborate, exchange resources, partner, and plan outreach efforts in order to better serve homeless individuals throughout the County.

- **Collaboration with Local Community Organizations**

Provide a brief description of partnerships and activities with local community organizations that provide Key services (i.e., outreach teams, primary health, mental health, substance use disorders, housing, employment, etc.) to PATH eligible clients, and describe coordination of activities and policies with those organizations. Provide specific information about how coordination with other outreach teams will be achieved.

PATH staff collaborate with several local community organizations including; community meal providers, local shelters and missions, Domestic Violence Services of Snohomish County, several different types of housing programs, employment services, Washington Department of Health and Social Services (DSHS), local law enforcement, Volunteers of America, behavioral health agencies, emergency services, Snohomish County Triage, local hospitals, substance use disorder treatment facilities, emergency departments, community health clinics, and various other agencies depending on the needs of clients.

PATH staff have an established presence at several community meals across the county. At these meals, individuals in the community who need assistance, as well as community partners, know where they can find a PATH staff member for in-person assistance. In addition, when a particular individual at a meal presents as needing services, organizers and staff at the meal sites are able to call PATH and request services. This allows PATH staff to go to the meal ahead of time and provide outreach services to the individual and meet them in their environment. Regular attendance at these meals helps to engage individuals who may be resistant to receiving services otherwise. Sitting down at a meal on a regular basis allows the individual to begin building trust and rapport with the PATH staff person. PATH staff are also able to set up regular times to meet with individuals at the community meals when transportation is a challenge and the individual is unable to make it to the office. Individuals who have received services through PATH will often refer other individuals they know who are in need of services to the PATH staff.

PATH staff maintain a strong working relationship with the local shelters and housing programs throughout the county. These include the Everett Gospel Mission's men and women's shelters, the Monroe Gospel Women's Mission, Interfaith Community Services, and Domestic Violence Services of Snohomish County. PATH staff provide regular outreach to these shelters and work collaboratively with the shelter staff to offer behavioral health services and other resources to assist clients in achieving stability in the community. PATH also work closely with several landlords and transitional housing programs, such as the Hoff Foundation, New Creation Communities, The Hand Up Project, Recovery Residence of Washington, Everett Housing Authority, Housing Authority of Snohomish County (HASCO), Housing and Recovery Through Peer Support (HARPS), the Compass Health Housing program, and other programs to help individuals find permanent housing. PATH staff work to provide Choice to individuals regarding where they want to live.

Many homeless individuals want to return to work, go to school or need help applying for benefits. PATH staff help individuals obtain resources to make school or work possible. PATH staff are able to partner directly with Bridgeways, Washington State Division of Vocational Rehabilitation (DVR), Work Source, Goodwill Job Training, YWCA, and Labor Ready to help individuals reach their employment goals. PATH staff collaborate with local schools, Everett Community College, and Edmonds Community College to assist those that want to get back to school or achieve their GED. Path staff helps individuals learn to develop and recognize their strengths which will assist them in accomplishing their education and employment goals. Staff also assist clients with problem solving regarding barriers to obtaining employment or education.

PATH also work closely with the local DSHS office regarding obtaining benefits for clients. DSHS staff have also called the PATH office when they notice an individual struggling to get into services or get the assistance they need. PATH staff are able to provide outreach to the DSHS office, meet this individual, and try to engage him/her. Currently, all PATH staff are trained in SOAR which allows them to assist individuals who need to apply for disability benefits more effectively. PATH staff also utilize DSHS when helping an individual attain an identification, cash or food benefits, and medical insurance.

PATH staff also work collaboratively with jails, local law enforcement, and embedded social workers with the Everett Police Department and the Snohomish County Office of Neighborhoods. PATH staff attend appointments with legal counsel and also court hearings with clients if needed. Effective resolution of legal issues can reduce the negative impact of legal issues on housing access. In situations Where mental health decompensation has contributed to arrest, staff work to assist these individuals to obtain psychiatric evaluations and medications to help stabilize symptoms.

Many individuals served by PATH have co-occurring mental health and substance use disorders. The PATH team is fortunate to be located in the same building as the Snohomish County Triage Center located on the second floor of their building. During times of distress or crises, individuals can stay at Triage to have symptoms monitored and receive medication if needed, until they stabilize. Triage can also make direct referrals to PATH when appropriate. The Crisis Prevention Intervention Team (CPIT) is also located in the same building and their offices are across the hall from the PATH offices. Both programs are able to make referrals to each other when appropriate. The site also has Open Access to outpatient behavioral health services which makes it convenient for PATH staff to walk clients through the process of getting enrolled in outpatient behavioral healthcare. PATH staff also partner with Substance use Disorder treatment centers and Medication Assisted Treatment Providers When necessary. They are able to refer individuals to detox facilities. PATH also partners with Catholic Community Services, Sunrise Services, other Compass Health programs, the Mukilteo Evaluation and Treatment Center, local hospitals, Snohomish County Designated Mental Health Professionals (DMHP), psychiatric hospitals, and local emergency departments. If one of these providers makes a PATH referral, staff are often able to meet with referred individual the same day (or the next if staffing is a challenge) in order to screen for eligibility for PATH.

Homeless persons often have unmet healthcare needs due to their homeless status. Issues such as poor nutrition, lack of a primary care provider, or lack of healthcare coverage are common. PATH staff work with individuals to obtain healthcare coverage and gain access to healthcare services. When needed, staff can transport individuals and accompany individuals to their healthcare appointments. This aids in ensuring the individual will not miss the appointment and also allows the staff person to help ensure the individual follows through with recommendations made by the healthcare professionals. PA TH staff can help advocate for individuals to ensure they get the services they need and also help ensure that the

individuals understands all of the information given to them at their appointment. PATH staff are knowledgeable regarding area community health clinics such as Community Health Centers and Sea Mar Community Health Clinics. They also partner with Sea Mar Dental and PEAK Dental to get affordable dental services for individuals when needed.

The Compass Health GROWTH Center is an excellent source of support for homeless persons. GROWTH stands for Growth, Recovery, Opportunity, Wellness, Trust and Hope. The Center is open weekdays Monday through Friday and provides a safe environment for individuals to work on their recovery goals. The center is run by certified peer counselors and offers recovery plan individual support, multiple recovery support groups, WRAP (Wellness Recovery Action Plan) groups, a highly popular cooking class, computers for individual use, a phone, and extensive resource information. The GROWTH Center is located in the same site and on the same floor as PATH. PATH staff regularly refer their clients to the GROWTH Center and GROWTH center staff also refer homeless persons in need of services to the PATH program. Many homeless individuals in the community attend the GROWTH center every day and it is a major source of support for them.

Last year, the PATH team was very fortunate to receive a 12-passenger van that was donated by the Boeing Employee's Community Fund. The PATH team was thrilled to have a large van and be able to transport groups to events and services in the community. Transportation is often a challenge, especially when people cannot afford the bus or are going to a place like the food bank, where it is difficult to carry everything on the bus. The van allows us to take a group of people to the food bank, get their items and then help them get the food to where they live. PATH staff also are able to assist individuals with obtaining bus information and in obtaining reduced fare bus cards. The PATH program is located at the Compass Bailey site which is on a bus line which increases access to services.

- Service Provision

Describe the organization's plan to provide coordinated and comprehensive services to eligible PATH clients, including:

- Describe how the services to be provided using PATH funds will align with PATH goals to target street outreach and case management as priority services and maximize serving the most vulnerable adults who are literally and chronically homeless.

PATH services are targeted to the literally and chronically homeless. During the past contract ending 09/30/17, of the 138 enrolled clients, 79 (57%) were staying in a place not meant for habitation and 33 (24%) were staying at an emergency shelter.

In 2018, Compass Health will provide the following services: (1) Outreach, (2) Community support and case management, (3) Screening and diagnostic treatment services, (4) Community Mental Health Services, (5) Referral. And (6) Substance use disorder treatment support.

Outreach:

Compass Health will prioritize services to the literally and chronically homeless in Snohomish County. PATH staff will provide outreach to persons on the streets, encampment sites, day centers, shelters, feeding programs and at various other locations frequented by homeless individuals. Staff will keep current with homeless resources in order to provide appropriate referral and resource information depending on individual need. Staff will provide referrals for health care services, behavioral health services and substance use disorder treatment as

needed. Compass Health has employed clinicians in the PATH program who have strong outreach and engagement skills.

Case Management Services:

PATH staff provide extensive case management services for clients. Effective case management is important to linking homeless individuals with resources to meet their basic needs. PATH staff keep up to date with community resources and assist clients in connecting with service providers. PATH staff develop, in collaboration with the client, a service plan within the first two appointments that outline the client's needs across multiple domains. Needs that are often identified and addressed in the Service Plan are related to housing assistance, obtaining ID, applying for financial entitlements, locating community meals and food banks, obtaining payee services, accessing medical and dental care, obtaining substance use disorder services and behavioral health services. and obtaining psychiatric service referrals and medication management.

PATH staff maintain and update extensive resource lists for PATH clients and also provide this information (and referral as needed and wanted) to individuals they encounter on outreaches who are not wanting to enroll in PATH but need some ideas of where to go for help. PATH provides brochures on PATH services to providers and other community contacts for individuals who may be in need of services. PATH has a pocket- sized card with information about services on one side and information about the Compass Health GROWTH center on the other side.

PATH staff assist clients in the Coordinated Entry process and are the point of contact for many clients Who do not have a phone or a way to be contacted. PATH staff stay connected to clients through regular appointments and by connecting with them at various community meals or other places they know clients frequent. When housing opportunities come up through Coordinated Entry, staff are able to pass information along to clients. PATH staff are also able to assist individuals in finding clean and sober housing or other housing for those Who have an income.

PATH staff also assist clients with being able to reside successfully in a shelter or transitional housing setting. Many individuals have problematic histories that impact their ability to obtain housing. Legal histories. past evictions, no references, no rental history and poor credit histories all impact individuals' ability to obtain housing. PATH staff are Challenged with assisting these individuals to see, even in the face of difficult circumstances, that it is possible to take steps that will increase the likelihood of a Viable option in the future. Staff assist clients in maintaining housing once they are housed. This may mean providing support around needing a good neighbor. coaching regarding following apartment rules. or assistance in creating and maintaining a budget so bills get paid on time. Clients are assisted in obtaining needed household items once they are housed.

Screening and Diagnostic Treatment Services:

PATH clinicians screen homeless persons and those at risk for homelessness for program eligibility and collect demographic information. If determined eligible, staff complete a Needs Assessment with the individual that identifies the presenting problem as defined by the client, the current status and level of functioning of the individual, the individual's mental health and substance use concerns and history, current and past symptoms, the need for any treatment, and identification of the individual's community and cultural concerns. The assessment also

identifies legal issues, medical concerns and basic life survival needs. PATH staff work with individuals who may potentially benefit from psychiatric medications or who need clarification regarding diagnosis. These individuals are referred for a psychiatric evaluation by a Compass prescriber. PATH clinicians also work with enrolled clients to develop an Individualized Service Plan based on the needs identified in the Needs Assessment. The Individualized Service Plan identifies specific measurable objectives and interventions staff will use to assist clients in achieving their goals. The service plan is regularly updated.

Community Mental Health Services:

PATH clinicians provide recovery-oriented services including individual supportive counseling, mental health education, crisis intervention, linkage to psychiatric prescriber services either through Compass Health or through other providers who take Medicaid, symptom management support, education and assistance with developing coping strategies, and assistance in increasing natural supports.

Referrals:

Compass Health has a strong relationship with the Snohomish County Community Health Center, Providence Regional Medical Center, and Sea Mar that provide primary health services for a number of clients served by PATH. Compass staff also collaborate with Genoa, a full-service pharmacy located at the Compass Bailey site in Everett (where the Snohomish County PATH program is located) which provides clients easy access to a pharmacy to fill their prescriptions. These relationships benefit the PATH program. PATH clients also have the ability to utilize the onsite medication room where clients can come in once a day to be given daily medications or receive an injection. This is often helpful to homeless clients who are concerned about their medications being lost or stolen.

PATH staff maintain collaborative working relationships with the Everett and Edmonds Community Colleges and their basic education programs. The PATH staff provide support for job readiness and can work with DVR, Conviction Careers and WorkSource to meet a variety of the vocational needs of PATH clients. The GROWTH center has an active volunteer program and PATH clients are welcome to apply to become volunteers. In addition, the GROWTH center has a job readiness support group and computers individuals may use to look for jobs and write resumes.

Substance Use Treatment Services:

PATH staff ask clients at the initial screening about substance use and possible substance use disorders and assist clients in obtaining substance use disorder treatment when needed. Staff provide support throughout this process and assist with coordination of services as needed. Staff also provide referrals to self-help groups. Staff work with clients through strategies, such as, motivational interviewing to assist clients to determine their motivation to change and use strategies to increase insight into how substances may be impacting their lives. The Compass Bailey site also provides meeting space for a twice weekly, all Recovery Group that is open to any adult receiving services at Compass Health. Staff work with providers to assist clients in getting into inpatient substance use disorder treatment. Compass Health has also implemented the Peer Pathfinder Program (embedded in the PATH program) which provides peer support to individuals with opioid use disorders. Pathfinder peer counselors also assist clients in obtaining needed inpatient or outpatient treatment, detox, a substance use disorder evaluation, medication assisted treatment services, and/or in locating related community support groups.

Collaboration with local emergency department regarding opioid disorder individuals they encounter is a key component of the program.

- Describe any gaps that exist in the current service systems.

One of the largest gaps in the current system continues to be the lack of decent, affordable, available, low-income housing in Snohomish County. Preliminary results from the 2018 Snohomish County Point in Time Count identified 364 individuals in emergency shelters, 116 in transitional housing and 378 unsheltered, equaling 858 total people experiencing homelessness. These numbers are reflective of only a small portion of the serious homelessness problem in Snohomish County. While PATH staff have strong relationships with multiple providers and have success in assisting individuals to obtain shelter and/or temporary housing, their efforts do not come close to meeting the need. Waitlists for more permanent housing continue to grow. Another obstacle can be the reluctance of landlords to rent to our population despite these individuals having funding. This is often due to a poor credit history, criminal background, lack of references, and/or lack of enough income to cover application fees, the full rent amount and deposits. Even if a housing option is found, many individuals have no means for paying a deposit. Another significant Challenge is the lack of funding for transportation to look for housing.

Another challenge for homeless individuals is related to food and nutritional need. Shelters that provide meals often limit their meals to their shelter residents. While there are community meal programs such as at area churches, getting to the meal site can be an issue. Food banks primarily have foods that need to be cooked, such as, rice and beans and homeless clients do not have cooking utensils or a place to cook. Some food needs to be refrigerated and, again, homeless persons do not have access to refrigeration. In addition, to get food from a food bank, the individual must have an ID with his/her address proving they live in the catchment area. Clients may lack information or necessary documents to obtain ID. An ID card now costs \$54.00 (another barrier). If other documentation, such as a birth certificate, is needed, these costs are additional. For example, a copy of a birth certificate in Snohomish County is \$20.00. There are some resources to assist with these fees, however they are often limited. Lack of ID also impacts an individual's ability to obtain housing and other services.

Another significant concern for PATH clients is lack of transportation. PATH clients do not have bus money, so transportation can be an issue until they have funding or Medicaid. Many PATH clients travel primarily on foot and have no safe place to store their belongings. PATH clients also have very limited access to showers, toilets and hygiene items.

There is also a lack of availability of dental care and the long wait lists for providers who do take low- or no-income patients.

Getting access to services for individuals needing mental health, substance use disorder or co-occurring treatment is also a Challenge. While PATH staff are able to assist individuals in obtaining services, there is a far greater need than there are available services. To access the majority of community mental health services an individual must have Medicaid or be coming out of Western State Hospital. Many homeless clients lack benefits. Some have a disability benefit and don't qualify for Medicaid unless they are able to meet spend-down criteria. Spend-down amounts are often significant and homeless individuals are not likely to have the income to pay for services and meet the spend-down amount.

Accessing substance use disorder treatment can also prove challenging. It is typically not possible to get a same day substance use disorder evaluation. Individuals may not be willing to follow-through if they have to wait due to their addiction challenges. Inpatient substance use treatment is also difficult to obtain, in part due to lack of bed availability at detox centers and inpatient treatment centers. The Compass Health Snohomish County Triage Center has the ability to take clients needing a sobering bed for up to 24 hours but again, space is limited. PATH staff refer to these organizations when possible and work collaboratively with them to best meet the needs of clients given resource availability.

Another challenge can be getting a same day behavioral health assessments. Open access was created to allow for walk-in same day assessments. However, there are days that there are more individuals wanting assessment than there are staff to perform the assessments.

- Provide a brief description of the services available to clients who have both a serious mental illness and a substance use disorder.

In the PATH contract ending 09/30/2017, 61 (44%) of individuals enrolled had co-occurring mental health and substance use disorders. PATH staff work with these individuals to help them gain insight to the impact of their substance use on their lives. Then, they help link them to the appropriate services and community supports, such as AA and NA. An All Recovery meeting is also available on site twice a week. The Compass Health GROWTH Center also offers a variety of recovery-based support groups on a daily basis. PATH staff may use a Motivational Interviewing approach to increase the likelihood the individuals will want to talk about and address these issues. PATH staff try to assist clients in striving toward life goals and seeing how substance use may impact their progress toward these goals.

Compass Health has good working relationships with local substance use disorder treatment providers including Evergreen Recovery Services and Catholic Community Services. The Snohomish County Triage Center also has the ability to take clients needing a sobering bed for up to 24 hours. PATH staff refer to these organizations when possible and work collaboratively with them to best meet the needs of clients. Compass has also recently implemented the Peer Pathfinder Program through the STR-Grant to address the opioid epidemic. The Peer Counselors who deliver the program are a part of PATH. PATH staff can refer clients specifically struggling with opioid use disorders to the Pathfinder program for specific help in attaining SUD treatment and/or medication assisted treatments.

- Provide a brief description of how PATH eligibility is determined, when enrollment occurs, and how eligibility is documented for PATH-enrolled individuals.

All potential clients contact by the PATH team are screened for program eligibility. This occurs both in the field and onsite depending upon the contact point for the client. The PATH screening form and the HMIS Informed Consent and Release of Information Authorization forms are completed. The PATH staff are able to document pre-enrollment engagement with individuals before they are screened and fully enrolled in the PATH program. Once the client is screened, the information is entered into our electronic healthcare system. If the client is ineligible, they are not fully enrolled but a record of the screening is kept. If the client is eligible for PATH and is willing to receive services, clients are opened in the PATH program and a PATH Needs Assessment is completed which directs care.

- Data
 - Describe the provider's participation in HMIS and describe plans for continued training and how providers will support new staff.

The PATH program manager and PATH team attend the Coordinated Entry Investing in Futures meetings and also HMIS user group meetings. The PATH team is able to participate in webinars regarding HMIS when they are offered. New staff are required to complete an HMIS New User Webinar before gaining access to HMIS. Once trained staff begin documenting in the HMIS system. The PATH team works closely with the Snohomish County HMIS Data and Program Analyst to ensure quality data.

- SOAR
 - Describe the provider's plan to train PATH staff on the SOAR online course and which staff plan to assist consumers with SSI/SSDI applications using the SOAR model and track the outcomes of those applications in the SOAR Online Application Tracking (OAT) System.

All PATH staff are required to complete SOAR training. The PATH program manager has also been involved in a county wide SOAR implementation and action committee put on by the Snohomish County Office of Community and Homeless Services. It is hoped that SOAR training will assist PATH staff in working with their clients to obtain SSI/SSDI.

- Indicate the number of PATH staff trained in SOAR for the grant year (7 /1/2017-6/30/18)

There are currently 2 PATH staff trained in SOAR for the grant year ending 9/30/2018. We will continue to require PATH team to complete SOAR training when we have new hires.

- Indicate the number of PATH funded consumers assisted and application results through SOAR for the grant year (7/1/2017-6/30/18)

No clients have been assisted as of yet. Many are currently using other means to obtain their benefits. It is hoped that SOAR Will become a move viable option during the next contract period.

- If the provider does not use SOAR, describe the system used to improve accurate and timely completion of mainstream benefit applications (e.g. SSI/SSOI).

PATH staff and their clients work With DSHS SSI facilitators to obtain benefits.

- Describe the efforts used to train staff on this alternative system and what technical assistance or support they receive to ensure quality applications if they do not use the SAMHSA SOAR TA Center.

All staff are trained to utilize SOAR. New staff are required to obtain SOAR training. Staff know additional protocols for obtaining benefits (such as through the OSHS SSI facilitators) and new staff receive orientation to the protocols.

- In-Person Assister Training - Washington's Health Care Authority created community-based training to assist individuals through the health care insurance application process. Community partners who are affiliated with a community-based organization in Washington State are offered the opportunity to complete eligibility training for Apple Health coverage and how to navigate in the Healthplanfinder application web portal. Partners may then apply for "volunteer" access in Healthplanfinder. (<http://www.hca.wa.gov/hcr/metPages/Community-basedTraining.aspx>)

- Indicate the number of PATH staff trained as In-Person Assisters using the community-based training during grant year ending September 30, 2018

None currently. We will have staff complete this training in the upcoming contract year given that training is available.

- Number of PATH funded consumers assisted in Medicaid enrollment in grant year ending September 30, 2018

87 out of 138 PATH clients were enrolled in Medicaid/Medicare while in PATH in the contract year ending 9/30/2018.

- Access to Housing
Indicate what strategies are used for making suitable housing available for PATH clients (i.e. indicate the type of housing provided and name(s) of the agency).

The PATH team works closely with several landlords and housing programs (transitional and permanent) in Snohomish County to assist clients with their housing needs. Some of these agencies include: The Hoff Foundation, New Creation Communities, The Hand Up Project, Recovery Residence of Washington, Cocoon House. Housing Hope, clean and sober housing programs. Oxford Housing programs, Everett Housing Authority, Housing Authority of Snohomish County (HASCO), Housing and Recovery Through Peer Support (HARPS), the Compass Health Housing program, emergency motel voucher programs, Section 8, HEN. And Shelter Plus Care. Staff strive to provide their clients with various options so that they can have choice in housing and housing location. PATH can enroll individuals in Coordinated Entry and get them a Housing Navigator who can also assist in finding permanent housing solutions.

- Staff Information
Describe how staff providing services to the population of focus will be sensitive to age, gender, disability, lesbian, gay, bisexual, and transgender, racial/ethnic, and differences of clients.

When hiring for the PATH program, the Program Manager asks specifically about experience or training around work with diverse populations and comprehension of cultural awareness. PATH staff work with individuals to determine their cultural backgrounds and connections. Culture is considered in its broadest sense from the individual client's perspective. PATH staff appreciates the importance of diversity and recognize the importance of treating everyone with dignity and respect.

The PATH program has several years of experience working with diverse individuals with diverse backgrounds. PATH staff understand that cultural connections are individually determined and driven. This culture-centered approach seeks to understand a person within their own cultural context. Staff work with clients to determine individually what they want their Lives to be like and how this relates to their unique culture. PATH staff attempt to involve clients' natural supports when appropriate and often assist clients in locating, connecting, or reconnecting with natural supports. PATH staff views culture from the broadest perspective. Elements that are a part of culture include, but are not limited to: ethnicity, socioeconomic status, gender, religious and spiritual beliefs, social connections, age, work experience, education, health status, personal and family values, community where one was raised, where one lives, and significant life events one has experienced. Staff are able to obtain special population consults, have information on cultural resources, and are able to use interpreters when needed.

- Describe the extent to which staff receive periodic training in cultural competence and health disparities.

Compass Health provides Cultural Competency training for all employees at the time of hire. Staff are then required to attend a cultural competency training annually thereafter. In person and online trainings are available to staff. Compass Health provides or hosts several trainings throughout the year that are free or are offered at a reduced cost for Compass employees. Trainings are managed by the Compass training department and are responsive to staff needs.

- Describe your agencies strategies for addressing health disparities based on the recently revised national Cultural and Linguistically Appropriate Services (CLAS) Standards (www.Thinkculturalhealth.hhs.gov).

- Culturally Competent Care

Compass is committed to promoting the delivery of services in a culturally competent manner to all enrollees. Special population consultations are available for clinicians when needed. Compass Health maintains compliance with the Americans with Disabilities Act and operates agency programs in a manner that is accessible for persons with disabilities. Compass seeks to recruit, promote, and support a culturally and linguistically diverse workforce, and a workforce that is responsive to the population in the service area. Compass regularly educates and trains leadership and workforce members in culturally and linguistically appropriate policies and practices. Staff consider multiple aspects of culture in the provision of service.

- Language Access Services

Compass makes oral and written information available to clients in the language that they prefer when possible. Clients are informed that they have the right to a Compass contracted interpreter at no cost and without significant delay in the language they prefer. Clients also have the right to secure, at their own expense, their own interpreter or choose to have a family member or friend interpret. Compass contracts exclusively with agencies that can produce documentation that their sub-contracted interpreters/translators are certified. Each Compass location has translated materials available at the reception desk with pertinent information

available in many languages. If the client prefers audio interpretation, this can also be made available at the client's request.

- Organizational Support

Compass Health supports and provides a culturally competent system of care as evident in the provision of services, the organizations policies and procedures, staff training and staff hiring practices. Staff are required to complete cultural competency training within one month of hire and annually thereafter. Compass offered cultural competency trainings are varied and informative. Compass Health staff include mental health specialists who provide special population consultation to staff regarding client care when needed. Compass Health's SharePoint Intranet includes information available to all staff regarding special population consults and interpreter services. The SharePoint also includes resources, information, and handouts related to the provision of culturally competent care. Compass Health collects demographic client data and seeks feedback from staff regarding their training needs to further improve and enhance cultural competence.

- Client Information

Describe the demographics of the client population, the project number of adult clients to be contacted and enrolled, and the percentage of adult clients to be served using PATH funds who are literally homeless:

Characteristics of the Snohomish County PA TH client population come from 2017 PATH Annual Report figures. Enrolled clients are predominately male (72%) and predominately white (78%), with 7% Native American, 3% African American, 3% Pacific Islander, and 1.4 % Asian. Of these clients, 88% reported that they were Non-Hispanic/Non-Latino. 5% of clients declined to provide this information.

Only 3 of the 138 enrolled clients were between the ages of 18-24. About 10% of clients are age 24-30. Most clients are over the age of 40 With 23% between ages 31-40 years; 26% between ages 41-50 years; 28% between ages 51-61; and 10% being 62 years or older.

51% of clients who became enrolled in PATH were chronically homeless when entering the program. 89% were literally homeless.

	Projected# for next report year (10/1/19-9/30/ 20)
○ Estimated number to contact:	300
○ Estimated number of contacted homeless persons with serious mental illness who become enrolled in PATH services: (GPRA goal is 58%):	174
○ Estimated number of enrolled PATH individuals who will receive community mental health services (GPRA goal is 66%)	114
○ Estimated number of PATH enrolled individuals referred to and who will attain housing	50

○ Estimated number of PATH enrolled individuals referred to and who will attain substance use treatment services	50
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- Consumer Involvement

Describe how individuals, who are homeless and have serious mental illness, and family members will be involved at the organizational level in the planning, implementation, and evaluation of PATH funded services. For example, indicate whether individuals who are PATH eligible are employed as staff or volunteers or serve on governing or formal advisory boards.

The Compass Health GROWTH Center is attended by multiple homeless persons (including individuals enrolled in PATH) and they hold a monthly Advisory Board meeting for the center, which is run by participants of the GROWTH center, some of who have been homeless. The board participates in decision-making regarding the GROWTH Center operations, programming and procedures. PATH clients, regardless of if they actively use the GROWTH Center, are encouraged to participate. PATH clients are also encouraged to attend the Homeless Policy Task Force meeting once a month. PATH clients are also given the opportunity to provide feedback regarding their services and the agency on comment cards during Compass Client Feedback week which occurs quarterly. The PATH program also plans to conduct a specific survey for PATH clients to gather more specific input about PATH services and any changes they would recommend. Meetings with community partners are also planned with an agenda item being feedback about the PATH program.

2. Budget:

Planning Period: 2019-2020 (Contracted period 10/1/19-9/30/20)

Category	Federal Dollars	Matched Dollars	Total Dollars
a. Personnel	114,988	56,636	171,624
b. Fringe Benefits	40,246	19,823	60,069
c. Travel	2,940	1,500	4,440
d. Equipment	0	2,200	2,200
e. Supplies	500	800	1,300
f. Contractual	0	0	0
g. Construction	0	0	0
h. Other	2,158	49,742	51,900
i. Total Direct Charges (Sum of a-h)	160,832	130,701	291,533
j. Indirect Charges	6,433	49,687	56,120
k. Grant Total (Sum of i and j)	167,265	180,388	347,653
l. Source(s) of Match Dollars: Please describe the specific source of the match.		Non-federal funding through North Sound BH-ASO and Compass Health unrestricted general operating funds.	