

Legacy+ Innovation

LOOKING TOWARD THE FUTURE.

STRATEGIC PLAN | JULY 2020 – JUNE 2023



Healing created together.

#1

HAMM CLINIC'S MISSION IS TO PROVIDE:

- Quality, culturally responsive outpatient mental health assessment and treatment for adults in our community, particularly the underserved and those who are unable to afford the full cost of care.
- Expert training and education for mental health professionals.
- Leadership in our community for effective mental health care.

HAMM CLINIC CORE VALUES:

PERSON-CENTERED

We prioritize the needs of the client and serve with intention, commitment, and genuine regard.

INTEGRITY

We are accountable for all that we do, and work to ensure we are fair, fiscally responsible, and transparent.

ANTI-OPPRESSION

We advocate to promote equity for our clients and communities in order to meet diverse needs for access and care. *We engage in practice that actively challenges injustice and critically examines power and privilege.*

LEARNING

We believe in the human potential for growth for our clients, trainees, and organizational members. We see our work in training as both community engagement and a form of advocacy.

COLLABORATION

We strive to engage with multi-disciplinary colleagues, other service providers, and the community at large, promoting best practice and quality services.

Expand and Disseminate Hamm Clinic's Healing Together™ Model of Care.

- Enhance community relationships and sustainable partnerships through community training, presentations, and referrals.
- Re-establish strong research tradition, conduct clinical outcome research through lens of our Model of Care, and disseminate findings through academic and community-based networks to advance the field.
- Develop a branding and marketing strategy for visibility both nationally and locally.
- Integrate model into training program and establish Hamm Clinic as a nationally sought-after Training Institute, with emphasis on APA Psychology Internship and Social Work and Psychology Fellowship positions.
- Increase Hamm's national presence in the community based mental health and social service sector through presenting innovative theory, research, and practice knowledge at national conferences.



Healing Together

MODEL OF CARE



Client(s) and Provider

At the center of the Hamm Clinic Healing Together Model of Care.

Deliberate Practice

We provide intentional care to meet specific goals that we collaboratively measure, evaluate, and seek guidance on to ensure treatment effectiveness.

Integrative Multi-Disciplinary

We improve all aspects of health (psychological, physical, emotional, spiritual, and cultural) when we work closely across disciplines.

Relational Psychodynamic

We believe that new understanding developed in a collaborative, empathic, and attuned relationship is central to healing and growth.

Trauma Responsive

We engage in practices that are client-centered, focused on healing and resilience, and respond to the whole person in the context of their lived experiences.

Culturally Responsive/ Anti-Oppressive

We strive to ensure our practice promotes equity, access, challenges injustice, and critically examines power and privilege.

Determine target scope of client services and funding consistent with Hamm Clinic's mission and values.

- a. Define ideal revenue and payer mix, including revenue dedicated to ensuring access to care for those unable to afford it.
- b. Determine long term ideal organization size, scope of service delivery, and physical site matrix.
- c. Define development program reach and goals for increasing donor engagement.
- d. Gather feedback through client questionnaires and a stakeholder analysis process to better position Hamm Clinic to achieve its mission.
- e. Ensure organizational stability through the challenging and unpredictable environment brought on by the current health and economic crisis.

Establish through collective reflection and action anti-oppressive and culturally responsive practices at all levels of the organization.

- a. Develop and refine culturally responsive programming by holding client and community stakeholder focus groups to determine best use of agency resources, rewrite services to integrate anti-oppressive practice approaches, and ensure all client services and consultations actively integrate a cultural lens.
- b. Promote staff, trainee, and board internalization of cultural responsiveness and its relevance both individually and collectively through assessment, training, dialogue, and self-reflection.
- c. Expand Hamm's plan for equitable hiring and selection practices including recruitment, onboarding, retention, job and organizational culture satisfaction for staff, trainees, and board members.
- d. Identify strategic opportunities to share what we have learned with the community mental health field and, where relevant, the broader community.

Comprehensive mental health care is a basic human right and should be accessible to everyone.

hammclinic.org



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Hamm Clinic's Strategic Plan was developed with participation from clinic Staff and the Board of Directors.

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