



[WWW.POETRYFORPERSONALPOWER.ORG](http://WWW.POETRYFORPERSONALPOWER.ORG)

# Intro Board Book



# Board Book History

Poetry for Personal Power (P3) is a nationally recognized expert on trauma and resilience incorporated in Wyandotte, Kansas and headquartered in Kansas City, Missouri. Our mission is “Using art to show that emotional distress is temporary and transformative.”

Poetry for Personal Power was formed in 2009 as a stigma-reduction and social-inclusion program, funded by the U.S. Substance Abuse and Mental Health Services Administration. P3 is the first organization in the nation to receive two SAMHSA Bringing Recovery Supports to Scale (BRS-S-TACS) grants in the same year (2016). This is a national-level honor indicating the ability of P3 to grow and make a difference. The agency was awarded \$250,000 by the Patient-Centered Outcomes Research Institute, (PCORI) to research Recovery Movement Priorities and Community Engagement Science. P3 has a solid track record of completing all deliverables on time and budget and is largest Recovery Movement organization in the Central States according to budget and membership count.

P3 is a part of the national Recovery Movement, a movement spearheaded by people who have found that recovery from mental illness and substance use issues is not only possible but probable when the proper supports are in place. The Recovery Movement believes in the power of people to know their own bodies and minds, the power of the consumer's voice, and the power of people to help one another. A basic tenant of this movement is that systems should be built to sustain people and their wellbeing. Poetry for Personal Power is a champion of wellness solutions to trauma, mental health, and substance abuse recovery.

Poetry for Personal Power has three main program and service areas:

1) Sponsored Artist/Advocate career development: P3 teaches mental health service recipients through various training and Peer Support Specialist Certification processes. (Encompassing both mental health, trauma, and substance abuse recovery). The agency was a part of the National Council for Behavioral Healthcare's national Health Equity Fellowship program and was one of the most active accountability partners in the Kansas Health Foundation's Health Equity cohort.

2) Healthcare messaging: In 2018, P3's Behavioral Health Promotion artist/advocates won the Scattergood Foundation's National Mental Health innovation of the year award in 2018.

3) Peer support is our third main program area. Agency outreach approach and methodology is modeled after New York's Peer Bridgers program. P3 matches peers with Peer Support Specialists who



# Board Book Program Info

Our vision is a recovery ready community, with Alternative Peer Groups, collegiate recovery communities, jail and prison based recovery supports, peer recovery coaching, Medication-assisted recovery supports, Recovery Community Centers, recovery high schools, Recovery Community Organizations, recovery residences, and telephone recovery supports.

Poetry for Personal Power's main innovation is a training system or co-op that pools artists' and peer supporters' ability to deliver health care interventions. We are "Uber" for advocates. We don't have to build a new network; we just have to activate the network that already exists.

1. We teach artists and peer supporters how to use outcome reporting systems.
2. We teach documentation patterns to connect with the health care funders.
3. We use text, email, phone calls, meetings, conference calls, Facebook groups, and other skill development techniques.
4. We share everything we learn with our partners and related business.

These are all two-way communications, so we listen to what artists need or want to support recovery. Poetry for Personal Power's business model already represents 65 sponsored artists and ex/ patient-advocates and people in recovery. We represent the following communities of diversity: 74% people with a disability or mental health label, 61% African-American, 60% people in recovery from addictive substances or behaviors, 12% Hispanic, 39% young adults under age 25, 35% LGBT / Queer / Non-binary gender, 19% whose parents have a high school education or less. All of Poetry for Personal Power's communities need more representation in the recovery movement.

Our systems-change advocacy work promotes adoption of innovation, planning, research, and prevention approaches to support well-being. We allow peer support specialists and other non-clinical professionals who are P3 trained advocates to teach workshops and advocate for systemic improvement in disparities because they have "lived experience." These trained advocates earn respect for peers with the presentation of high-level material, which helps practitioners see them as professional Health Partners rather than "clients." This allows for a process that can more effectively remove the harmful hierarchical "power over" dynamic and create a space to facilitate and encourage more service user input and therefore a more personalized pathway to recovery.

Our Advocate/Artist model is based in Community Based Best Practices and is measured with methodology based in Community Based Participatory Research (CBPR). According to work on CBPR by Nina B Wallerstein DrPH and Bonnie Duran DrPH, "Community-based participatory research has emerged in the past decades as an alternative research paradigm, which integrates education and social action to improve health and reduce health disparities.

Poetry for Personal Power uses public engagement to build enthusiasm around easy to share mental health concepts, and will help organizations continue the use of the "Mental Health is Simple" message once public engagement programming is completed. Following public engagement, Poetry for Personal Power will help organizations to learn which of their programs can solve or prevent mental illness. Capacity building tools and strategies are shared with collaborating wellness organizations, to help them document, measure, and express outcomes to prove the effectiveness of the mental illness prevention programming already in place.

Four distinct health disparity needs are being addressed. These are: 1. Health disparities in communities of color; 2. Neighborhood-based health disparities; 3. Health disparities for people with mental health labels; 4. Mental health treatment disparities for people of color.

We with a) under-served and uninsured diverse communities, especially African-Americans; b) neighborhood disparity regions, in particular historically segregated neighborhoods; c) Under-served mental health community, which has been historically denied access to prevention services provided in other programs that address physical health.

Poetry for Personal Power's target populations span across all programs. The Stars Among Us, Health Messaging, and Advocacy programs include an innovative resilience building and substance use recovery peer support program. The program provides mentoring, follow up, and skill building for up to 180 community peers ages 14 – 55. The organization matches peers with a Behavioral Health Peer Support Specialist for further support and mentoring to aid in solving social determinants and reaching physical -and mental health improvement milestones. Poetry for Personal Power anticipates that this population will be 55% African-American, 15% Hispanic/Latino, 25% Caucasian, with 5% Asian / Native American, or other ethnicities.

We find that 20% of our target participants engage in exercise or sport activity, 60% of them participate in a church, synagogue or other spiritual community, 20% of them are already engaged in entrepreneurship or business development, 20% of them come into our program already engaged in mental health and substance use recovery advocacy, 20% of the peer support service recipient engage in art, and 24% participate in nature, gardening, or outdoor activities.

Our history with this population includes our own peer specialists coming from similar age, culture, and geographic challenges. Poetry for Personal Power staff and sponsored artists are naturally fluent in the cultures that are relevant to persons emerging from in-patient and at-risk facilities, troubled/traumatic situations, and troubled youth. We have found that the best way to reach vulnerable populations is through sponsored artists and advocates who are also a part of those vulnerable populations. We find that similar lived experience helps with empathy, connection, and understanding.

Recruitment for our programs comes through evidence-based community engagement science. The agency makes presentations at partnering non-profits, through inpatient referrals, and through the peer specialist's social network. Recruitment for our program also happens during our Advocacy and Resilience messaging events. To promote recovery-oriented services and increase consumer engagement, Poetry for Personal Power

poets/peer support specialists go into detention centers, inpatient facilities, arts programs, sports programs, churches, and other cross-sectional programs to build relationships with potential program participants

We also offer technical assistance to small non-profits, research, community engagement, and a host of other services.

### Programs are as follows:

- **Sponsored Artist/Advocate Program**

- The Sponsored Artist/Advocate Program engages artists and advocates in the process of building their own business. Oftentimes artists and advocates do not know how to create sustainability within their practice. Poetry for Personal Power has a variety of tools and resources to help artists and advocates make a meaningful impact with their work while still being able to feed themselves and their families.

Our Sponsored Artists/Advocates range in talents and demographics but all have one thing in common - they believe in helping the community. They have presented our special message of recovery in prisons, schools, parks, bars, churches, mental health facilities, etc. They deliver these messages with their own stories, art, and life experiences in conjunction with the evidence-based advocate training received from P3.

- **Resilience Messaging**

- Resilience messaging events are related to substance use treatment, mental health recovery, advocacy, community engagement, research, and social determinants building and can be presented in many different forms (workshops, open mics, poetry slams, shows, interactive arts, lecture, etc.). Poetry for Personal Power has a powerful cadre of artists and advocates who deliver resilience messaging at any place imaginable!

Artist/Advocates host events using their recovery stories in conjunction with their art sharing information about increasing resilience, reducing isolation, and preventing violence. This promotes recovery by preventing initial diagnoses, promoting recovery as a concept, sharing recovery stories, and explaining tools for self-support. The Artist/Advocates will also recruit people who have recovered from mental health labels to work as certified peer specialists in mental health centers. Adding peer specialists to mental health centers increases their recovery orientations. During these events, outcome data is gathered to prove we are reaching our program goals. Artist/Advocates also learn fundraising, documentation, and other artist job development skills. This promotes recovery by expanding our program reach. The organization completes follow ups to share grant writing and mental health outcome documentation with the hosting wellness organizations. This promotes that recovery is real by adding a team of wellness organizations into our community that support mental health and substance use recovery.

We market events with a theme of adversity, which is a universal human experience yet often not discussed. Our events create a safe space where community members can be open and honest, share stories with each other, and learn new ways to build personal power from their difficulty. Most stigma reduction programs face a catch-22, which is that no one wants to say anything or hear anything about mental health. During the beginning phase of the agency, we used spoken word poetry, a traditional African American art form based on hip hop and rap and the rural griots or bards or storytellers who used to travel pre-colonial Africa to convey these messages. We now use any art form from any artist.

- **Non-Clinical Behavioral Health Support (Peer Support)**

- Peer support is a system of giving and receiving help founded on key principles of respect, shared responsibility, and mutual agreement of what is helpful. Peer support is not based on psychiatric models

and diagnostic criteria. Our Peer Support Specialists are non-clinical behavioral health practitioners who see opportunity in every challenge. We promote and deliver education about resilience, health, wellness tools, and resources that aid in trauma reduction and recovery support resources. We are invested in an innovative approach that empowers our community and delivers the support they need.

We offer both one-on-one and group-based peer support models. We also offer training and support state certification of prospective peer support specialists. Some of the training and workshops we offer are listed below:

- WRAP – Wellness Recovery Action Planning
- CCAR Peer Recovery Coach – national certification dealing with co-diagnoses (Substance abuse and Mental Health)
- Cultural Competency
- Story Circles
- Writing to Heal
- Biblical Trauma Healing

We work to refer peers to clinicians through our Recovery-Oriented Clinician Network for further assistance. Ideally, a peer would receive a team approach to their mental wellness. Peer Support Specialists, Therapists, and Psychiatrists should work together to provide the best possible treatment. While all involved will state that they are working for the best interest of the peer, it is evident that best interest does not always equal the wishes of the peer. The Peer Support Specialist is the advocate for the peer within the team and seeks to ensure the voice of the peer is heard and respected through all interventions, seeks additional resources, and provides alternatives if possible, where necessary.

- **Peer Information Campus (PIC)**

- The Peer Information Campus is a web app that is positioned as an online gathering place for peers. Within this app there are classes and learning modules presented in multiple modalities making them accessible, both physically and intellectually, to peers that operate within varied learning styles and capabilities. Peers will be able to learn about a wide variety of subjects, interact with other peers of the peer community within the forum space, engage in group style peer support, share arts and activities, find a peer support specialist or tap into a network of recovery-oriented therapists. Clinicians and peer specialists will also be able to take classes on this campus and earn CEE/CEU credits. Peer classes will be released at regular intervals including topics like life skills, writing workshops, entrepreneur development skills, grief support, communications training, and much more to be developed.

This resource is intended to help bring recovery and support together in an online community. It is a collaboration between peers, content creators, consumers, entrepreneurs, shaped by the people who choose to engage with this platform.

- **Rite of Joy Conference**

- Mental Health Wellness and Recovery within the Black/ African American Community

This conference will convene practitioners, and peers to grant opportunities for diverse communities of practice to engage in collective learning, networking, examination of research, and evidenced best practices and outcomes. It will provide a space to build Health Partner support communities across the nation dedicated to promoting and developing sustained mental health and well-being within Black/ African American communities.

provide mentoring, follow up, and skill building for peers ages 14 - 55 coming out of or actively in incarceration, inpatient substance use treatment, recent trauma, or a psych hospital visit. This aids in solving social determinants and increasing the likelihood of success with mental health and recovery improvement milestones. Our peer support program is constructed to serve those that fall into disparity gaps and are thus likely to be underserved or not trust the medical system enough to be adequately served by it.

Over the last 11 years, Poetry for Personal Power has developed a network of people who use community-based mental health supports. This network has grown to include three more states (Missouri, Colorado, and Illinois) as well as a host of other artists and advocates in small pockets across the United States. These networks work through schools, churches, health centers, and other community groups (whether or not the word “mental health” is in the partner group’s formal mission statement). Our design was created to adapt to changes in mental health care delivery. Today, the people who receive treatment and those who might benefit from mental health support live in the community. They receive support where all of us do – in families, in community settings, in schools, and in social spaces.

Our Measurable project goals have been to:

- (1) Emphasize and build consumer leadership within the organization (with an emphasis on business management) and in the community, as well as through partnerships and collaboration with allied stakeholders. In order to achieve this goal, sponsored poets learn business skills to organize events, locate potential community partner groups, train participants and partner agency staff, and collect data.
- (2) Enhance knowledge, skills, and abilities within mental health service and/or peer support providers related to recovery and trauma-informed approaches. To achieve this goal, sponsored poets will organize recovery-oriented, trauma-informed poetry events in community organizations each year, which will engage and inform partner agency staff, poet-participants and audience members each year. Plus Social Media shares this creates a wide impact over time.
- (3) Enhance consumer participation, voice, leadership, and empowerment in treatment organizations statewide. To achieve this goal, Poetry for Personal Power places individuals with peer support training in community partner groups or treatment organizations.

This agency’s overall effort builds resiliency, reduces stigma, increases community capacity to prevent mental health crisis and respond promptly when people need support, and helps treatment organizations deliver person-centered service through a workforce that has the consumer voice built-in.



# Board Member JOB DESCRIPTION

## EXPECTATIONS OF THE BOARD AS A WHOLE

The mission of Poetry for Personal Power is: Using art to show that emotional distress is temporary and transformative.

The Board will support the work of Poetry for Personal Power and provide mission-based leadership and strategic governance. While day-to-day operations are led by Poetry for Personal Power's chief executive officer (CEO), the Board-CEO relationship is a partnership, and the appropriate involvement of the Board is both critical and expected. Specific Board Member responsibilities include:

As the highest leadership body of the organization and to satisfy its fiduciary duties, the board is responsible for

- determining the mission and purposes of the organization
- selecting and evaluating the performance of the CEO/ executive director
- strategic and organizational planning
- ensuring strong fiduciary oversight and financial management
- fundraising and resource development
- approving and monitoring Poetry for Personal Power's programs and services
- enhancing Poetry for Personal Power's public image
- assessing its own performance as the governing body of Poetry for Personal Power

## EXPECTATIONS OF INDIVIDUAL BOARD MEMBERS

Each individual board member is expected to

- know the organization's mission, policies, programs, and needs
- faithfully read and understand the organization's financial statements
- serve as active advocates and ambassadors for the organization and fully engage in identifying and securing the financial resources and partnerships necessary for *Poetry for Personal Power* to advance its mission
- leverage connections, networks, and resources to develop collective action to fully achieve Poetry for Personal Power's mission
- give a meaningful personal financial donation
- help identify personal connections that can benefit the organization's fundraising and reputational standing, and can influence public policy
- prepare for, attend, and conscientiously participate in board meetings
- participate fully in one or more committees

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## BOARD MEMBERS ARE ALSO EXPECTED TO

- follow the organization's bylaws, policies, and board resolutions
- sign an annual conflict-of-interest disclosure and update it during the year if necessary, as well as disclose potential conflicts before meetings and actual conflicts during meetings
- maintain confidentiality about all internal matters of ABC Organization





# Board Member Fundraising Duties

## EXPECTATIONS OF THE BOARD AS A WHOLE

The mission of Poetry for Personal Power is:  
Using art to show that emotional distress is temporary and transformative.

As the highest leadership body of the organization and to satisfy its fiduciary duties, the board is responsible for

- The board is responsible for attracting and supervising all the resources of the organization to carry out its programs and services.
- The board must develop a strategic plan to deliver benefits to the community it serves and to attract public support.
- The board must deliberate on and develop fundraising plans that address staff, systems, space, and budget.
- The board is part of an essential team, with the obligation to lead, support, and work together with staff and volunteers in the design, supervision, and conduct of fundraising activities.
- The board must select and evaluate the chief executive, rating performance as a key team member in the fundraising team.
- The board must take responsibility for guidance and direction on ethical and professional practices — including use of budget allocated for fundraising activities.
- The board must ensure that budget appropriations for fundraising are evaluated as an investment strategy designed for reliable long-term results from faithful donors, committed volunteers, and reliable net revenue that meets organizational priorities.
- The board must review the results and evaluate the performance of fundraising activities at all levels to their satisfaction, in accordance with established goals and objectives.

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## EXPECTATIONS OF INDIVIDUAL BOARD MEMBERS

Each individual board member is expected to

- Board members must identify and evaluate prospects, cultivate and solicit gifts, actively support fundraising programs by their presence, and offer personal acknowledgments to donors and volunteers.
- Board members are obliged to provide leadership and actively advocate the organization's priorities and the necessity of its fundraising efforts.
- Board members must engage in personal gift support to their level of ability.

## BOARD MEMBERS ARE ALSO EXPECTED TO

- Support Poetry for Personal Power by making a meaningful financial gift of at least \$1000 each calendar year.
- Solicit the financial, in-kind, and political support of others and obtain at least \$2000 in contributions made to Poetry for Personal Power each fiscal year in addition to his or her personal contribution.
- Attend as many Poetry for Personal Power program and fundraising events as possible.



# Board Member Officer Responsibilities

## EXPECTATIONS OF BOARD OFFICERS

The mission of Poetry for Personal Power is:  
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### Board Chair responsibilities

- Oversee board and executive committee meetings.
- Work in partnership with the chief executive to make sure board resolutions are carried out.
- Call special meetings if necessary.
- Appoint all committee chairs and, with the chief executive, recommend who will serve on committees.
- Assist chief executive in preparing board meeting agendas.
- Assist chief executive in conducting new board member orientation.
- Oversee searches for a new chief executive.
- Coordinate chief executive's annual performance evaluation.
- Work with the governance committee to recruit new board members.
- Act as an alternate spokesperson for the organization.
- Periodically consult with board members on their roles and help them assess their performance.

### Board Secretary responsibilities

- Attend all board meetings.
- Serve on the executive committee if one exists.
- Ensure the safety and accuracy of all board records.
- Take board meeting minutes or review minutes if that task is assigned to a staff member.
- Assume responsibilities of the chair in the absence of the board chair, chair-elect, and vice chair.
- Provide notice of meetings of the board and/or of a committee when such notice is required.

### Board Treasurer responsibilities

- Attend all board meetings.
- Understand financial accounting for nonprofit organizations.
- Serve as the chair of the finance committee.
- Manage, with the finance committee, the board's review of and action related to the board's financial responsibilities.
- Work with the chief executive and the chief financial officer to ensure that appropriate financial reports are made available to the board on a timely basis.
- Present the annual budget to the board for approval.
- Review the annual audit and answer board members' questions about the audit (if there is no audit committee).

### Board Vice Chair responsibilities

- Attend all board meetings.
- Serve on the executive committee if one exists.
- Carry out special assignments as requested by the board chair.
- Understand the responsibilities of the board chair and be able to perform these duties in the chair's absence.
- Participate as a vital part of the board leadership.



# Board Book Calendar

## *Poetry for Personal Power Events Calendar*

<https://www.poetryforpersonalpower.org/event>

Board Meetings are held every first Thursday of the month at 6:30 virtually on zoom. Room link is <https://zoom.us/j/363623217?pwd=TmJZdUhJTWlMa3c5ODhxeDd0VVplZz09> Password – 150793

## Notable Upcoming events

- *Rite of Joy Conference*  
October 11-13, 2023 at The Black Archives, Kansas City MO  
A 2-day conference focused on Black/African American Mental Wellness and Arts  
\*Conference
- *JoyUs Gala*  
October 14, 2023 – The Kansas City Club \*Fundraiser
- *4th Annual P3 Annual Art A Thon*  
November 28, 2023 Virtual event highlighting Arts and Mental Wellness held on Giving Tuesday. \*Fundraiser
- *P3 TownHall and Open Mic TBA*
- *National Women's History Month – HerStory Dinner*  
March 2024 – TBA A dinner with entertainment highlighting women who overcome adversity with art.  
\*Fundraiser
- *National Poetry Month*  
April 2024 - A month full of workshops and special events. \*Engagement
- *National Poetry Month Fundraiser*  
April 2024 – TBA – Last year we did a replay of a featured attraction from the Art-A-Thon.  
\*Fundraiser
- *4th Annual Rite of Joy Conference*  
October 9-11 2024 TBA - A 2-day conference focused on Black/African American Mental Wellness and Arts.  
\*Conference
- *JoyUs Gala*  
October 12, 2024 – TBA \*Fundraiser



Board

Book

# Press Information

1. KCUR - Kansas City Conference Is The Intersection Of Art And Mental Health - <https://www.kcur.org/podcast/up-to-date/2021-09-18/kansas-city-conference-is-the-intersection-of-art-and-mental-health>
2. The Pitch KC - Award-winning poets to perform in fundraiser for trauma recovery non-profit - <https://www.thepitchkc.com/award-winning-poets-to-perform-in-fundraiser-for-trauma-recovery-nonprofit/>
3. Creative Strategies for Change - Mental Health Mondays – Sheri Hall  
<https://www.facebook.com/bianca.mikahn/videos/10165031830745635/>
4. Prevention TalkS Wichita State Podcast - Reframing Mental Health: from mental illness to mental wellness with Sheri Hall <https://podcasts.apple.com/us/podcast/reframing-mental-health-from-mental-illness-to-mental/id1449033202?i=1000495462774>
5. Yerba Buena Center for the Arts (YBCA) Culture Bank Feature – Sheri Hall  
<https://www.youtube.com/watch?v=9yeuFXhmliw>
6. KCUR - In Kansas, Peer Mentors Tackle A Side Of Mental Health That Pros Can't Touch -  
<https://www.kcur.org/health/2019-08-05/in-kansas-peer-mentors-tackle-a-side-of-mental-health-that-pros-cant-touch#stream/0>
7. Psychology Today – Corinna West on Poetry for Personal Power - Corinna West -  
<https://www.psychologytoday.com/us/blog/rethinking-mental-health/201604/corinna-west-poetry-personal-power>
8. UMKC University News - Students overcome adversity together at Poetry for Personal Power -  
<https://info.umkc.edu/unews/students-overcome-adversity-together-at-poetry-for-personal-power/>
9. Nonprofit hosts second conference focused exclusively on mental health in the black community -  
<https://www.kake.com/story/47453515/nonprofit-hosts-second-conference-focused-exclusively-on-mental-health-in-the-black-community>
10. Resilience, art, healing: KC area event to focus on Black communities' mental health -  
<https://kcbeacon.org/stories/2021/10/12/conference-on-black-communities-mental-health/>