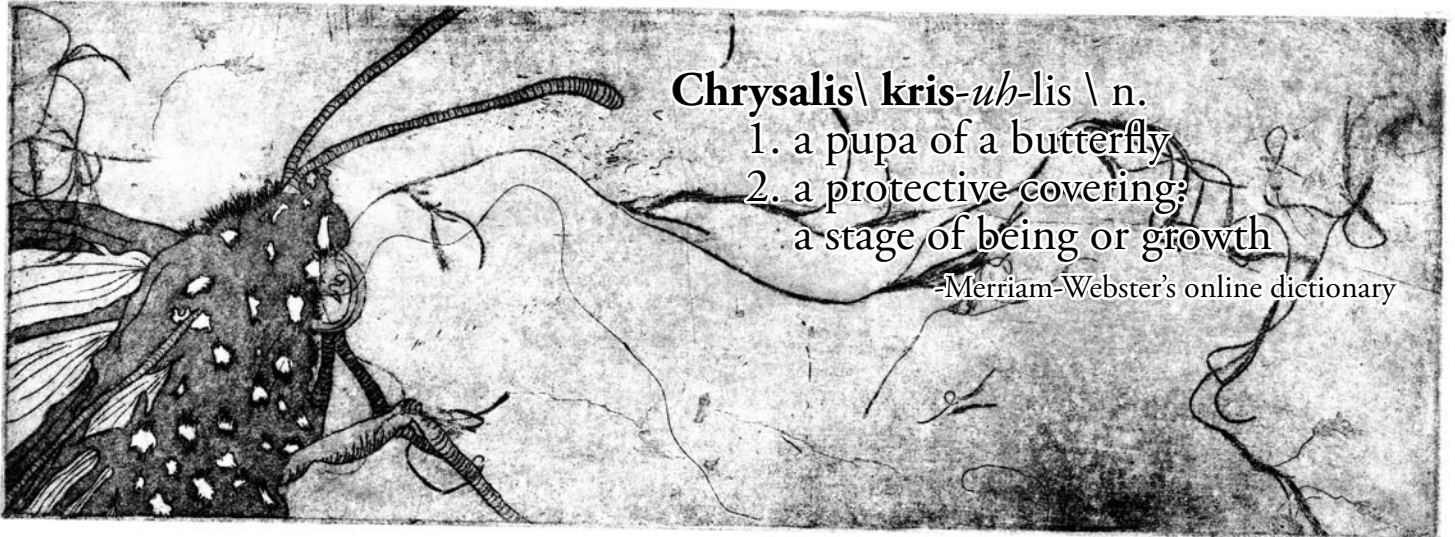


# *Chrysalis*

*Transforming lives through work*



*2007 Annual Review*



## ***OUR MISSION***

Chrysalis provides individualized vocational and work-related services to persons in our community who have mental illnesses.

## ***OUR VISION***

Chrysalis supports recovery by enabling consumers to have the opportunity for work activity that fulfills each individual's needs and aspirations, and promotes hope, healing, and empowerment.

*All who enter a Chrysalis must grow and change,  
for it is within the chrysalis that growth  
and differentiation occur.*

Chrysalis, Inc. has been an integral part of the Madison community since its incorporation in 1980. Throughout the last quarter century, we have seen transformations take place for the many people who enter our doors. Chrysalis provides a spectrum of individualized vocational support services to persons in our community who have mental illnesses. It is through a process of community involvement and meaningful work activity that we see our consumers transform and thrive.

At Chrysalis, we see that work, either volunteer or paid, is an essential component to keeping people healthy and building their self confidence. In fact, having a work-related connection to the community can be very powerful: it gives us all a purpose, a connection, and a reason to get up each day.

Each of the 78 consumers who participated at Chrysalis in 2007 were at different points in their recovery and, throughout the last year, all have worked hard to progress along their unique paths. Consumers in our Work Center volunteered a collective total of 175 hours each week to our community and prepared an estimated 100,000 pieces of bulk mail! Of the 16 consumers in our Supported Employment program who were employed in 2007, 13 were able to maintain their employment for the entire year and together, accounted for gross earnings of \$88,560. This income not only provided our consumers with an opportunity for a higher quality of life, but the vast majority of these earnings were spent here in the Madison community. It is evident that these work-related connections not only contribute to the local economy but also help keep our community healthy. In 2007, not a single consumer who participated at Chrysalis was hospitalized for psychiatric reasons.

As Chrysalis looks to the future, we see a need to expand and transform our services so that we can better serve the ever-changing needs of our consumers. We are currently in the initial brainstorming phase of this process and are very hopeful for the future of Chrysalis and its ability to improve the support and services to our many wonderful consumers.

We hope you enjoy reading through our annual report and agree that Chrysalis plays an important role in supporting the needs of its consumers so that they may find meaningful work and become confident contributors to our community. Most importantly, we hope you learn how much our community stands to benefit from the many talents that Chrysalis consumers have to offer.



Julianne Carbin  
Executive Director

# WHAT IS NEW & CHANGING

Chrysalis has seen a lot of changes in the last few years. In May of 2006, Julianne Carbin was hired as Chrysalis' third Executive Director. Shortly thereafter, the Chrysalis Board, staff, and consumers engaged in a planning process that resulted in the development of agency-wide goals and objectives.

Our goals are:

- a) To improve outcomes in individualized vocational and work-related services for persons who have serious mental illnesses.
- b) To become more viable by increasing revenue.
- c) To strengthen our agency capacity and ability to achieve our mission.

This is a very exciting time for Chrysalis because this process of goal development has given us a glimpse into what the Chrysalis future could hold. Last year, we worked to improve our services by reviewing internal policies, assessment and treatment plans, caseloads, and outcomes. Consultants were brought in on a pro-bono basis to provide clinical consultation to staff. A number of options have been explored to increase and diversify our revenue which, to date, include one-time grant awards and our first ever fundraiser event. Last year, one-time grants funded technology upgrades, building updates and renovations, and marketing publications. The September, 2007 fundraiser gathering was a great success and plans are now in place to hold an annual event to benefit Chrysalis.

## SUPPORTED EMPLOYMENT:

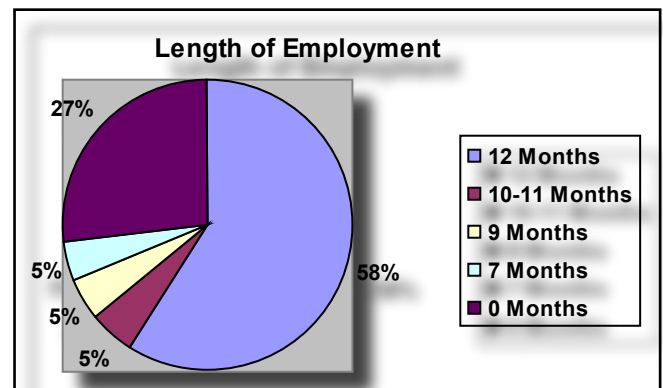
Supported Employment is a well-defined approach that helps people who have mental illness find and maintain competitive employment in the community. The purpose of supported employment is to provide employment success and integration using a wide variety of short and long-term supports. The Chrysalis Supported Employment Program offers individually tailored services that can include vocational skills assessments, assistance with the job search process, application assistance, initial on-the-job training, employer advocacy and accommodation planning, and ongoing support.

In 2007, Chrysalis served 27 people in our Supported Employment program. Of those 27 consumers, 22 were job ready\* in 2007 and 16 were able to find and/or maintain employment!

Employment success is most often contingent on a good job match. Therefore, in order to make the best possible employment match, Chrysalis Employment Specialists spend time to learn about their consumer's skills, interests, and abilities. They then devote a great deal of time talking with local employers to learn about the company's culture and specific employment needs. Chrysalis' experience shows that a good job match, paired with long term support, results in success. A number of Chrysalis' consumers have been employed with the same company for 5, 10, and even 15 years!

- Average number of months consumers were employed: 11.30 months
- Average number of hours consumers worked each week: 14.10 hours
- Average Hourly Wage: \$7.84

The 2007 gross earnings for Chrysalis consumers was approximately \$88,560.



### Length of Employment:

12 Months	59%
10 -11 Months	5%
9 months	4.5%
7 Months	4.5%
0 Months	27%

\*Job ready refers to consumers who completed the assessment phase and began work on their employment goals

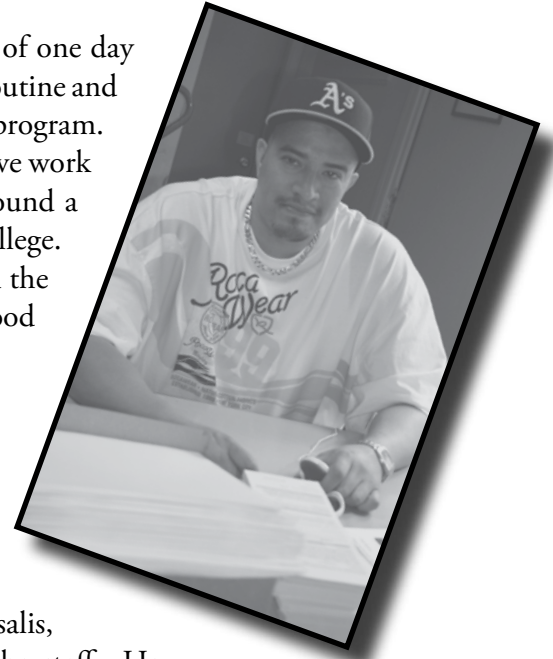
# CONSUMER HIGHLIGHT:

## *Jake H.*

Jake came to Chrysalis with little work experience, but the hope of one day achieving his dream job of being a graphic designer. In order to get into a routine and help build a job reference, Jake started volunteering in the Work Center program. After three years of regular attendance, Jake was ready to pursue competitive work in the community. With the help of his Employment Specialist, Jake found a great employment match as a part time custodial worker at Edgewood College. Jake requested some initial on-site job coaching support to help him learn the job, but he learned quickly and has been successfully employed at Edgewood for the last three and a half years.

Jake is an extremely talented artist. Last fall, he finally decided to pursue his passion and began taking classes at MATC. Just recently, he learned he has been accepted to the Graphic Design Program! Jake has embraced these changes and is now looking for a new job, one that is closer to home, is more challenging than his current one, and allows him more interaction with other people. Throughout his time at Chrysalis, Jake has established long term relationships with both his peers and the staff. He continues to volunteer in the Work Center twice a week for two hours and often comes in and discusses his love of horror films and music. Jake's positive and affable personality is very enjoyable and refreshing!

Jake has transformed his life in many ways. He has a strong support system and continues to work with his Employment Specialist while attending classes, working, and volunteering. It is clear that his ambition, creativity, and determination have enabled him to succeed in the new endeavors he has pursued. Chrysalis services have been part of the support system that empowered Jake and helps empower other persons with disabilities to succeed in competitive employment and pursue their dreams.



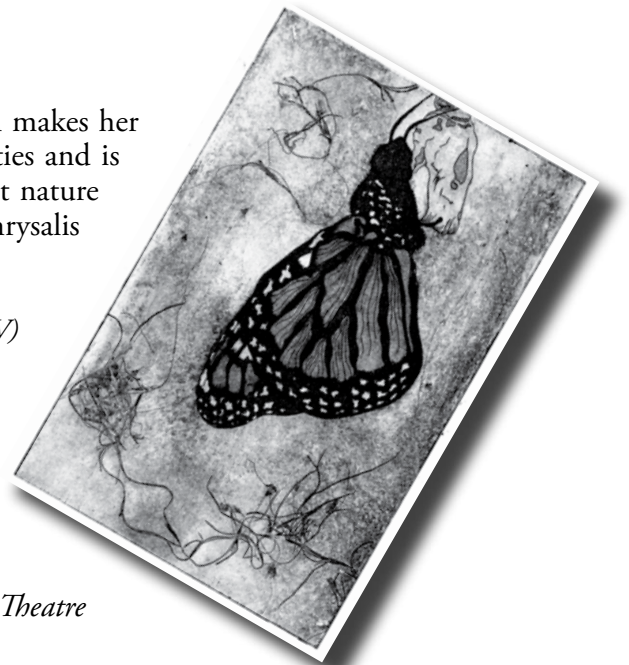
## *EMPLOYERS' EXPERIENCES:*

"She (Chrysalis consumer) has been with WCADV since 2000 which makes her a great resource. She is very conscientious about her job responsibilities and is extremely reliable. She interacts well with staff who care for her sweet nature greatly. She has blossomed since her arrival. We would hire from chrysalis again if the right situation arose."

- *WI Coalition Against Domestic Violence (WCADV)*

"Tim is a highly self-directed employee who almost single-handedly provides excellent janitorial service for the Bartell Theatre. He seeks out opportunities to make the Bartell a better place to work and play, and his dependability is crucial to a theatre that could see 900 patrons in a weekend. We certainly appreciate having Tim on our team!"

- *Sarah J. Hoover Managing Director Bartell Theatre*



# WORK CENTER:

The facility-based volunteer Work Center program provides our consumers with opportunities to gain work experience and work-related skills training, increase meaningful day structure, establish a connection to the community, and improve social skills. Consumers volunteer their time to complete bulk mailing projects for local non-profit organizations throughout Dane County at no cost.

In 2007, approximately 47 Chrysalis Volunteers completed over 9,000 hours of work for close to 40 local non-profit agencies! If Chrysalis volunteers were paid minimum wage, they collectively saved our community agencies \$59,166 last year alone.

According to a recent survey, 92% of consumers report that their main reason for volunteering in the Work Center is because "I feel I'm making a contribution to the community."

One Chrysalis Work Center volunteer states: "It makes me feel worthwhile, someone out there receives our mail and that makes me feel good."

***Average number of hours  
consumers volunteer each week: 6.50 hours***

Individually, our consumers volunteer anywhere from 1-30 hours per week for a collective total of 173 hours of volunteer service to our community each week.



## 2007 PROJECT PROVIDERS:

***In 2007, Chrysalis volunteers completed an estimated 100,000 pieces of bulk mail for these 44 non-profit agencies:***

Breast Cancer Recovery Foundation, Coalition For WI Health, Commonwealth Development, Community Shares of WI, Cystic Fibrosis Foundation, East Madison Community Center, EINPC, Family Support & Resource Center, Friends of Pheasant Branch, Gathering Waters Conservancy, Hancock Center, Ice Age Trail, IHN, Literacy Network, Madcap, Madison Area Urban Ministry, MHCDC-SOS, Midwest Environmental Advocates, Natural Resources Foundation, Parental Stress Center, Phantom Lake-YMCA Camp, Porchlight, Prevent Child Abuse, Rape Crisis Center, Red Cross, Social Justice Center, SOS, Three Gaits, WEA Trust, WECA, WHEDA, WI League of Conservation Voters, WI Network for Peace and Justice, WI River Alliance, WI Council of Children and Families, WI-DNR Education Packets (five DNR divisions), WI Grocers Association, WORT - 89.9 FM Community Radio.

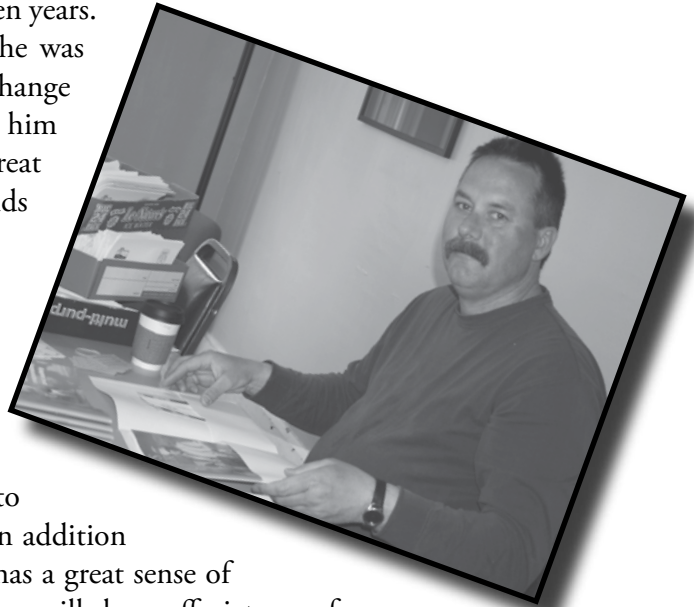
# CONSUMER HIGHLIGHT:

## *Tom B.*

Tom has volunteered in the Chrysalis Work Center for seven years. Tom came to Chrysalis because he had reached a point where he was unable to continue working and felt the need to embrace a new change of scene. It was important to Tom that he had something to keep him occupied during his days and discovered that Chrysalis was a great match for him. With the aid of Transit Solutions, Tom now attends daily, working from 9am-1pm.

Tom is a kind and gentle individual who has the drive and motivation to complete any task that is presented to him. According to one of his friends in the Work Center, Tom executes an array of daily projects such as stuffing, labeling, sealing, and stamping envelopes. Tom is well known for being a reliable and devoted worker and is always up for a challenge to complete the most complex jobs the Work Center has to offer! In addition to working hard, Tom cherishes the time with his friends. Tom has a great sense of humor and enjoys talking about music, current events, and at times will show off pictures of his two teenage kids, both of whom he is very proud of.

Tom values his time at Chrysalis because his responsibilities are rewarding and help keep him occupied and in a routine. Most of all, Tom loves the sense of community that has developed among his fellow peers and staff at Chrysalis. Tom believes that Chrysalis is warm and inviting and views it as his home away from home!



## *PROJECT PROVIDERS EXPERIENCE:*

“The work done by Chrysalis volunteers saves us many hours of labor which allows us to work on other tasks. This is especially helpful these days when our staffing is at lower levels than previous times. We would absolutely recommend Chrysalis to other non-profit agencies. Their volunteers do good work on large projects in a timely fashion.”

*- Bureau of Law Enforcement, Wisconsin Department of Natural Resources*

“I am incredibly grateful that Chrysalis is there to help with our seasonal mailings. Their assistance is always timely, friendly, and easy to use. With Chrysalis’ help we are able to contact more donors and send more information to our supporters while keeping our budget focused on our program priorities. I don’t know what we would do without it.”

*- Midwest Environmental Advocates*



# *CASE MANAGEMENT:*

Chrysalis provides case management services to four members of the Madison community. Services include assessment, treatment planning, advocacy, referral, and ongoing support. In order to promote independence and self-sufficiency, a strong emphasis is placed on supporting consumers to achieve their vocational and work-related goals.

## *CONSUMER HIGHLIGHT:*

*Cindy H.*

Ten years ago, Cindy experienced a major life loss that turned her world upside down. When the bills started to pile up, she knew she needed support. Cindy chose the Chrysalis Case Management program because of its personal nature and vocational focus. Over the years, with the help of her case manager, Cindy has worked hard to learn how to manage her home and finances, and has successfully remained employed on a part time basis. Cindy has seen a lot of changes over the years, but believes that she has greatly benefited from the long-term support, guidance, and training that Chrysalis has continually provided for her.



Cindy's hard work and dedication have proven to be strong assets for her and her employers. She has had a variety of jobs, all of which attribute to her high quality of life and overall employment skills. Cindy explains that work is most important to her because it gets her out of the house, gives her a chance to talk to people, and helps pay the bills. Currently, she works at the Madison Development

Corporation. Cindy not only loves her job and is enthusiastic about her workdays, but it is clear that she thrives at work. According to her employer, "Cindy is a committed employee who passionately cares about her job and the people around her. Cindy's efforts do not go unnoticed. She is an absolute pleasure to work with!"

Many people who come into contact with Cindy share that sentiment. She is funny, personable, outgoing, and likes to tell stories, especially about her two cats, Sushi and Cesar. Cindy is also extremely motivated towards achieving her goals. She meets weekly with her case manager who helps her navigate ways to increase her knowledge, skills, and independence. Most recently, Cindy completed an introductory computer course at MATC and set up her computer with internet and e-mail, all of which she is extremely proud of!

# *What our consumers, their families, and the community say about Chrysalis:*

“Our family is deeply appreciative of the services Chrysalis provides for Mike. His association there gives him stability and a beneficial sense of accomplishment & service. Mike looks forward to each day there – and sees his associations as that among friends. Thank you very much for all you do.”

*- Parent of a Work Center volunteer*

“The weekly meetings we (my job coach and I) have over coffee to talk about work helps keep me on an even keel”

*- Supported Employment consumer*

“I really like that Chrysalis staff are so flexible, low-key, and laid back. They work with me where I am at as opposed to making me fit into their agenda.”

*- Supported Employment consumer*

“I feel I have a partner”

*- Supported Employment consumer*

“As small conservation non-profit organization working in the Madison area, I can unequivocally say that Chrysalis is a huge asset for this community. Not only have their services allowed us to reach a wider audience, resulting in greater capacity to protect Wisconsin's special places, but the service that they provide the community as a whole is invaluable.”

*- Gathering Waters Conservancy*

“We are so grateful for the supportive work environment your staff provide for my sister, Judy – who is our ‘hero.’ We are so proud of her for continuing to attend your program.”

*- Sister of a Work Center volunteer*

“Coming here gets me going for the whole day and it helps me thought the rest of the day knowing I’m being productive.”

*- Work Center volunteer*

“I feel like something good is happening to me when I’m here, and I feel like I’m being productive in society.”

*- Work Center volunteer*

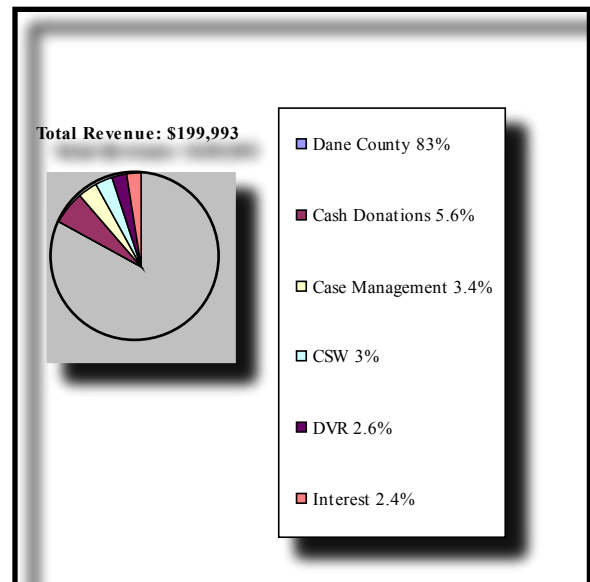
# FINANCIAL INFORMATION:

Chrysalis receives the majority of its funding from Dane County through a purchase of service agreement. Additional revenue is generated from Community Shares of Wisconsin and the Wisconsin Department of Vocational Rehabilitation. Chrysalis also greatly relies on the support of our community to provide one-time and ongoing in-kind and cash donations. In 2007, Chrysalis received a one-time grant from the Insty-Prints FOOTPrint Fund to print job development brochures and this annual report. Chrysalis also spent down the remaining funds made available through the John A. Johnson Fund, a component of the Madison Community Foundation, which funded updates and renovations to the facility and agency's technology. All revenues are used for the purpose of providing services to consumers.

<u>2007 Revenues:</u>	<u>2007 Total:</u>
Dane County	\$166,360
Cash Donations	11,168
Case Management	6,785
Community Shares of Wisconsin (CSW)	6,111
Department of Vocational Rehabilitation (DVR)	5,110
Interest	4,459
<b>Total Revenues</b>	<b>\$199,993</b>

## Statement of Financial Expenses Year end December 31, 2007

<u>Description:</u>	<u>2007 Total:</u>
Salaries & wages	\$122,711
Other employee benefits	14,679
Payroll taxes	9,355
Supplies & postage	6,620
Professional services	3,875
Telephone	1,386
Training	386
Travel	1,966
Insurance	2,740
Miscellaneous	94
Occupancy	25,324
Building maintenance	1,066
<b>Total functional expenses</b>	<b>\$190,203</b>



- All services are provided at no cost to our consumers.
- 88% of all funds went directly into program related costs.
- 12% covered administrative costs.

*The Chrysalis Board, staff, and consumers greatly thank all of the generous individuals, project providers, and community businesses that have made contributions to Chrysalis.*



## 2007 BOARD OF DIRECTORS

Mary Ann Test  
President  
Professor Emeritus,  
UW Madison school of Social Work

Kathryn Moon  
Vice President  
Speech & Language Therapist,  
MMSD

Suzanne Senn Burke  
Secretary  
Mental Health Researcher, PACT

Wrede Smith  
Treasurer  
Attorney, DeWitt Ross & Stevens

Spencer Black  
WI State Legislator

Susan Connors  
Social Worker, Retired

Heather Dunn  
Lab Technician

Linda Keys  
Social Worker,  
Mental Health Center of Dane  
County

Kevin Pachucki  
Financial Planning Specialist,  
Smith Barney

## 2007 STAFF MEMBERS

Julianne Carbin  
Executive Director

Anna Cogdill  
Employment Specialist

Kimberly Feist  
Employment Specialist

Geoff Blake-Horst  
Work Center Supervisor

Jessica Armstrong  
Work Center Assistant

Eric Peterson  
Work Center Assistant

## 2007 STUDENT INTERNS

Kirstin Christianson  
Rehabilitation Psychology

Laura Dally  
Publicity & Communications

Jeffrey Grimyser  
Marketing & web site

Alicia Kovac  
Social work

Ross Viland  
Marketing

Cleo  
The cat



**Chrysalis, Inc.**  
**844 Williamson Street**  
**Madison, Wisconsin 53703**  
**Phone: (608) 256-3102**  
**Fax: (608) 256-3103**  
**Email: [Chrysalis844@sbcglobal.net](mailto:Chrysalis844@sbcglobal.net)**  
**[www.workwithchrysalis.org](http://www.workwithchrysalis.org)**

*Chrysalis wishes to express special thanks to Allyson Hanz for all of the time and talent she donated to Chrysalis to create unique images for our annual report. To create the images that appear in this report, Allyson used various intaglio printmaking processes such as hard ground line etching, softground, and aquatint. Allyson is a senior at UW-Madison who will graduate this fall with her Bachelor of Fine Arts Degree with a concentration in Printmaking and Metals.*

*Many thanks to Jim at Insty-Prints for all of his help making this publication possible!*



*Chrysalis, Inc. has helped to create and support work opportunities for individuals with mental illnesses in the Madison community since 1980. Chrysalis works to support recovery by enabling consumers to have the opportunity for work activity that fulfills each individual's needs and aspirations, and promotes hope, healing, and empowerment.*



Chrysalis, Inc.  
844 Williamson Street  
Madison, Wisconsin 53703