

FISCAL YEAR
2026 - 2028



Mental Health Board

Strategic Plan

Hanover Township
Mental Health Board
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Mental Health Board Three Year Strategic Plan Fiscal Year 2026 – 2028

Mission

The Hanover Township Mental Health Board ensures that services in the areas of mental health, including developmental disabilities, addictions and substance abuse, are available to all residents of Hanover Township.

Vision Statement

The vision of the Hanover Township Mental Health Board is to increase the awareness, availability, and quality of comprehensive mental health services through the establishment of a coordinated system of effective and efficient program delivery accessible to all residents of Hanover Township

Hanover Township Mental Health Board

**Mary Jane Garvey, Chair
Matthew Steichmann, Vice-Chair
Michelle Esquivel, Secretary
Denise Noyola, Trustee Liaison
Mike Kondrath
Heidi McGuire
Tarah McShane
Jordan Wildermuth
Maria Wywialowski**

**James Barr, Chief Administrative Officer
Amanda Teachout, Manager**

Executive Summary

Hanover Township, like many communities across Illinois, is addressing concerns in mental health, substance use, and support for individuals with intellectual and developmental disabilities. According to the Cook County Public Health Department, nearly 20% of adult residents in the Township have been diagnosed with depression, with the actual number of untreated cases likely much higher. Alcohol-related hospitalizations continue to rise, and suburban Cook County exhibits anxiety levels that surpass both national and state averages. Additionally, there is a concerning increase in suicide ideation and attempts among youth and underrepresented populations. Recent data indicates that 32.3% of high school students in suburban Cook County have experienced periods of depression. Although overdose deaths are beginning to decline, they remain elevated compared to pre-pandemic levels. The post-pandemic landscape has revealed persistent challenges related to mental health, including grief, trauma, substance abuse, and social isolation.

The recovery years following the Covid pandemic have introduced new challenges and potential solutions, both locally and nationally. The pandemic exacerbated existing mental health and substance use issues, highlighting significant gaps in the systems that support individuals with intellectual and developmental disabilities. However, there has been progress in reducing the stigma surrounding mental health care, leading to increased service demand that strains the existing workforce. The rise of telehealth has transformed mental health care delivery across the United States. In response, the State of Illinois has acknowledged the need for better compensation for Direct Support Professionals (DSPs) and has raised their rates. Additionally, a pilot program for Certified Recovery Support Professionals is being implemented to strengthen the workforce. Elgin Community College is at the forefront of training professionals with lived experience to address the gaps in mental health and substance use services. In neighboring communities, referendums to establish new Mental Health Boards are passing at a significant rate.

The Hanover Township Mental Health Board's Strategic Plan for Fiscal Year 2026-2028 serves as a comprehensive framework to address the immediate needs of the Township's care network. It acts as a roadmap for enhancing service delivery in mental health, substance use, and developmental disabilities for Hanover Township residents. The Mental Health Board is committed to promoting equity in access by raising awareness of available services and investing in a high-quality, efficient system of coordinated care. This Strategic Plan will be reviewed and updated annually, guiding allocation decisions, priorities pursued by the Board, and evaluating the impact on the Hanover Township community.

The development of this Strategic Plan is rooted in feedback from the community, service providers, and various stakeholders, alongside extensive research. The Hanover Township Mental Health Board collaborated with the Center for Governmental Studies at Northern Illinois University to conduct the Needs Assessment. The Board extends its gratitude to all who contributed to the creation of this Strategic Plan.

Hanover Township Mental Health Board Overview

The Illinois Constitution permits the establishment of 708 boards under the Illinois Community Mental Health Act. In 1977, Hanover Township voters approved a referendum to create a community mental health board tasked with levying an annual tax not to exceed .15% to fund mental health, developmental disabilities, and substance abuse programs for residents. This board is now known as the Hanover Township Mental Health Board.

The Illinois Community Mental Health Act mandates that local mental health authorities not only manage local funds to ensure service provision but also oversee the planning and coordination of services within the local mental health system. The Hanover Township Supervisor, with the advice and consent of the Township Board

of Trustees, appoints up to nine volunteers (eight community members and one Township Trustee liaison) to serve on the Mental Health Board and administer its funds.

For the past 48 years, the Mental Health Board has collaborated with local agencies to ensure that programs and services are accessible and responsive to community needs. The Board continually works with these agencies to develop a comprehensive and coordinated system of service delivery. Currently, the Mental Health Board allocates over one million dollars annually to 35 local agencies, supporting over 45 programs that benefit more than 5,000 Hanover Township residents.

The Board distributes its annual funding to mental health, substance use, and developmental disability providers based on established priorities and community needs. In Fiscal Year 2025, the Mental Health Board distributed \$1,150,000 in annual funds, along with over \$140,000 in additional funding for capital projects, program development, staff development, and emergency needs throughout the year. Additionally, the Board supports Hanover Landing, a permanent supportive housing apartment complex, subsidizing rent for five units and funding case management services as well as a part-time supportive services housing coordinator.

To address the needs of developmentally or mentally disabled individuals who have "aged out" of the school system, the Mental Health Board funds two transportation programs to assist disabled adults in maintaining their daily living. These programs, along with others, emerged from previous three-year strategic plans approved by the Board.

In addition to administering funds, the Community Mental Health Act requires the Mental Health Board to maintain an overall plan for the delivery and operation of mental health services within the Township and its provider agencies. Every three years, the Board reviews and evaluates community needs, changing trends, and service gaps. This evaluation enables the Board to create a three-year strategic plan with measurable goals for community services.

For the Fiscal Years 2026 to 2028 Strategic Plan, the Mental Health Board employed a multifaceted approach to review both qualitative and quantitative data for the Township. The Board collaborated with the Northern Illinois University Center for Governmental Studies to conduct a comprehensive community analysis. Additionally, secondary sources, such as U.S. Census and Cook County Department of Public Health data and statistics from established behavioral health research organizations like the National Institute of Mental Health, were utilized to gain a deeper understanding of the Township's population.

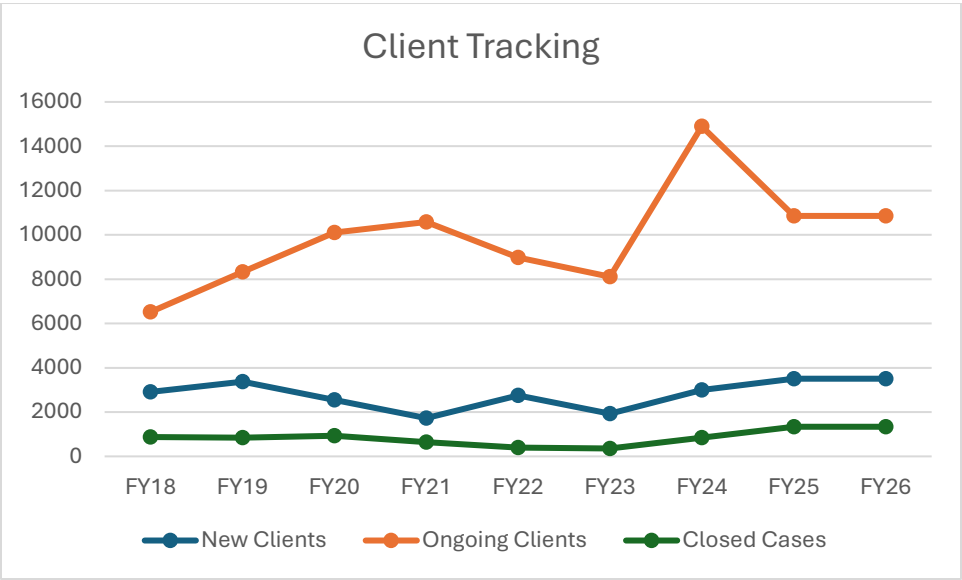
Focus groups were conducted to gather qualitative data, allowing residents to voice their concerns regarding needed services, service gaps, and their experiences with local agencies. The resulting three-year plan outlines the community's needs and emphasizes the ongoing commitment to providing residents with access to essential programs in the areas of mental health, substance use, and developmental disabilities.



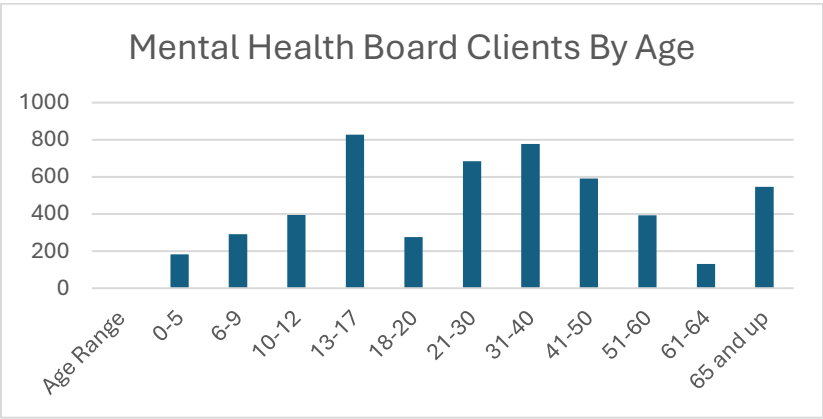
Figure 1 The Ribbon Cutting of Hanover Landing, a permanent supportive housing facility opened in October 2024. The Mental Health Board committed to subsidizing five units.

The Mental Health Board By the Numbers

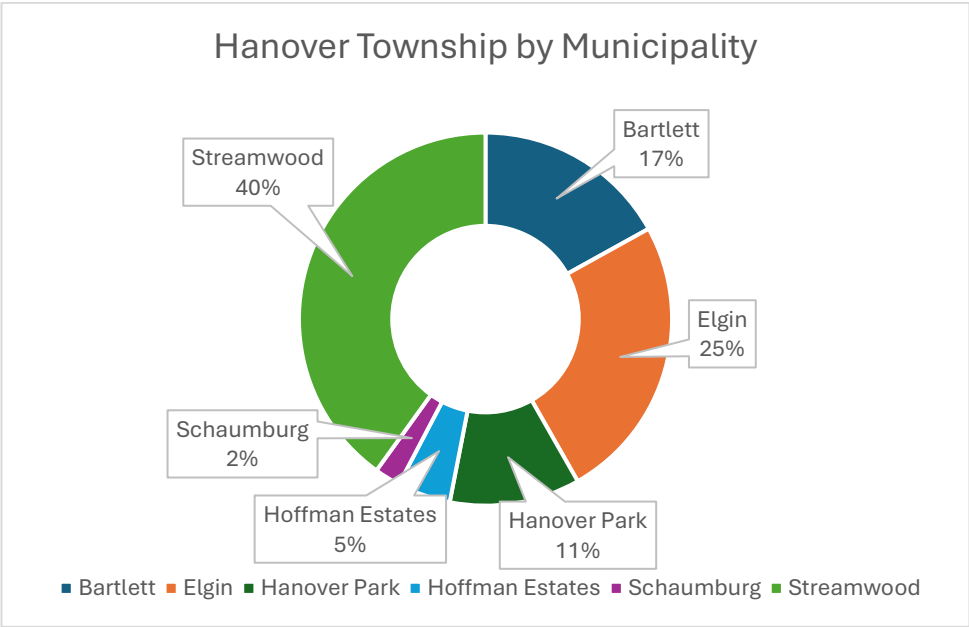
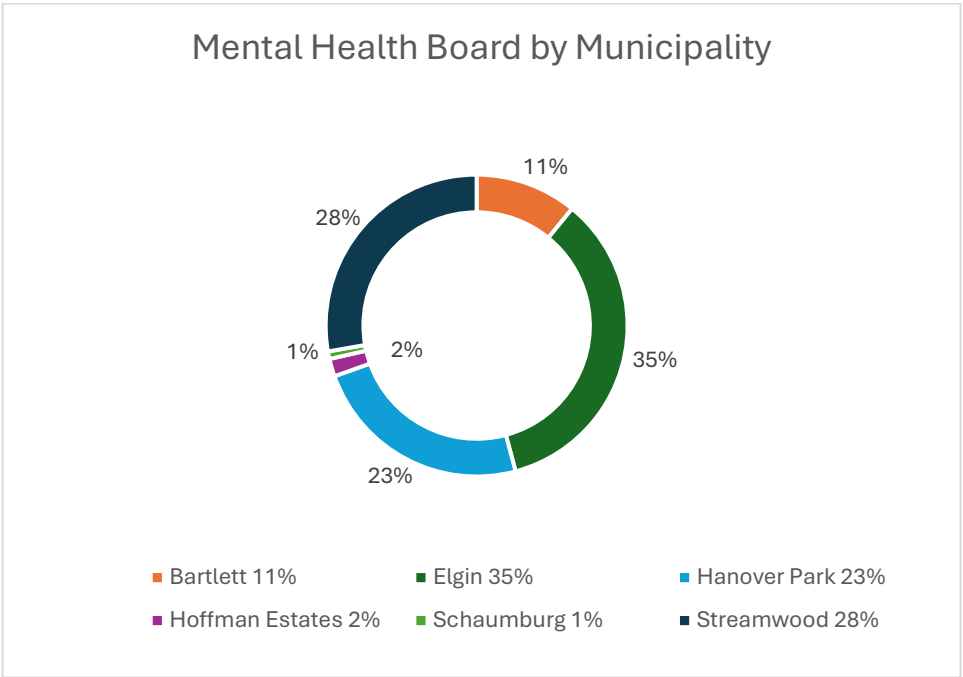
The Mental Health Board collects data from annually funded agencies regarding people that are receiving services supported by the Mental Health Board. The Board tracks the number of new clients seen, those returning for services, or “ongoing” and the number of clients that leave treatment. These numbers assist the Mental Health Board in tracking both residency of those receiving funds and overall trends in service. Over the past few years, the number of ongoing clients has spiked, dropped, and began to level off. The Mental Health Board believes this is in part due to effects of the Covid-19 Pandemic.



The Mental Health Board also tracks age ranges for clients receiving services. This assists in making decisions in prioritizing how to target services and where to make them available. Currently, residents in their teens and in the 31-40 age range are seeking the most services. In the past, those in the 65 and up range were very low. This number has increased over the years in part due to concerted efforts of the Mental Health Board to target providing services to seniors.



The Mental Health Board requires funded agencies to report client data by municipality. The first chart below illustrates that the majority of clients served by Mental Health Board-funded programs reside in Elgin, followed by Streamwood and Hanover Park. This distribution contrasts with the general population data, which shows Streamwood as the most populous municipality, followed by Elgin and then Bartlett. This discrepancy suggests that funding and service utilization are not proportionally aligned with population distribution. Several factors may contribute to this imbalance, including affluency, the availability of effective prevention programs, accessibility challenges, transportation limitations, or other barriers to care. Identifying and addressing these barriers is essential for prioritizing funding and developing a comprehensive, equitable network of mental health services.



2023-2025 Strategic Plan Achievements

The Fiscal Year 2023-2025 Strategic Plan identified four priority areas: #1- Outreach and Awareness, #2- Reporting and Accountability, #3-Housing Opportunities, and #4-Educational Opportunities for Funded Agencies. Each priority area was accompanied by two or three goals with the intention of measuring the impact on the Hanover Township network. The following is highlight of notable achievements over the previous three years.

- Built into contractual agreements a requirement to funded agencies to participate in at least two community outreach events and recognize the Mental Health Board on social media.
- Conducted the first Mental Health Resource Fair
- Implemented a multifaceted public awareness campaign to raise awareness of the Mental Health Board and services provided by funded agencies, including social media posts and meeting with local leaders and legislators.
- Facilitated trainings in partnership with the Poplar Creek Library and funded agencies for the community.
- Contracted with a local web developer to build a new website that facilitates reporting, invoices, and includes annual and mid-year applications.
- Completed 10 site visits each year.
- Successfully identified five Hanover Township residents with mental health, substance use, or intellectual/developmental disability diagnoses who were in need of housing and worked to place them in Hanover Landing-a Permanent Supportive Housing Facility.
- Successfully partnered with UpHoldings, Ecker Center and Hanover Township to provide substantial case management, mental health, substance use, and public resources to the residents of Hanover Landing.
- Facilitated Funded Agency Meetings to review funding procedures and opportunities, strategic plan, and gather feedback.
- Based on feedback from funded agencies created the Mid-Level Management Forum, a 12 month program for mid-level managers from funded agencies to receive management training and development.
- Approved funding allocations with increasing amounts for the past three years to maintain the comprehensive network of services within Hanover Township.
- Navigated the closing of the long time Transportation for Individuals for Employment (TIDE) provider by utilizing rideshare programs until a new taxi company could be identified.
- Incorporated existing transportation options for people with disabilities through the RTA into the Hanover Township network by assessing eligibility and guiding potential riders through the process.
- Added seven new agencies to the Hanover Township annually funded service network.
- Increased presence in statewide association by becoming a member of the Executive Committee of the Association of Community Mental Health Authorities of Illinois.
- Recognized as local industry expert as evidenced by new Boards requesting consultation and guidance.

- Grew the Human Services Coordinating Council to include neighboring Mental Health Boards and non-funded agencies.
- Provided ongoing consultation to State Senator Karina Villa’s Mental Health Advisory Committee and the Regional Advisory Committee for the Community Emergency and Supports Act.

Commitment to Collaborate

The Fiscal Year 2026-2028 Strategic Plan is intended to be a roadmap for enhancing service delivery in mental health, substance use, and developmental disabilities for Hanover Township residents. The Mental Health Board aims to impact the lives of the residents of Hanover Township by improving their quality of life through access to services.

The Mental Health Board recognizes that to successfully achieve this three year plan, it must be approached in a coordinated effort with partners and community stakeholders. Community impact requires various levels of community involvement.

A coordinated approach to the strategies proposed in this plan is essential. The Mental Health Board values the perspectives of their network, community leaders, residents, people with lived experience, advocates and legislators. Their feedback and cooperation have helped shape the strategies outlined in this plan and will also be indispensable in executing and evaluating each goal.

The Hanover Township Mental Health Board has long prioritized the comprehensive network it works to build. This network is built of local partners and advocates for a stronger and healthier community. By leaning on existing partnerships, building new ones, and involving community stakeholders, the vision of a coordinated system of effective and efficient services can be achieved. As a community, the Mental Health Board will work in tandem to meet the needs of Hanover Township.

The Fiscal Year 2026-2028 Strategic Plan is a reaffirmation of the Hanover Township Mental Health Board’s commitment to collaborate and engage stakeholders at every level. This document will guide the Mental Health Board in funding choices and initiatives. The Strategic Plan aligns the focus on increasing awareness, availability, and quality of comprehensive and coordinated system of effective and efficient delivery of services to every resident in need in Hanover Township.



*Figure 2
Longtime
Board
members
Kristen
Cruthers and
Kathy
Biesiadecki
retire from
volunteering on
the Mental
Health Board*

*Figure 3. The Human Services
Coordinating Council in May 2024.*



Program and Service Overview

Over the past year, the Hanover Township Mental Health Board continued its mission to support the wellbeing of the community by funding essential services and forging new partnerships that address the growing needs of the residents.

Each year, the Board provides funding to approximately 35 service providers, supporting 45 unique programs across the areas of mental health, developmental disabilities, and substance use. In Fiscal Year 2025, more than \$1,040,000 was allocated to local agencies serving the residents of Hanover Township.

But the Board's work extends far beyond annual funding. This year, the Mental Health Board provided over \$110,000 in Challenge Funding to support the development and testing of innovative service models. These funds are designed to help agencies pilot new ideas and assess their effectiveness in real time.

The Mental Health Board also recognizes the ongoing need for staff training and development. To help agencies invest in their teams, the Board distributed more than \$16,000 in Staff Development Funds, supporting continuing education and professional growth. Additionally, over \$113,000 was provided in Capital Funds, helping local organizations improve and maintain their physical spaces—ensuring that services are delivered in environments that are safe, welcoming, and accessible.

Recognizing that unexpected challenges can threaten agency operations, the Board maintains an Emergency Fund each year. These reserve funds are available to support agencies facing unanticipated financial hardships, allowing them to continue providing critical services without interruption.

Expanding Access: Transportation and Disability Services

Transportation remains a major barrier for individuals with disabilities, particularly when it comes to accessing work, education, and volunteer opportunities. This year, the Mental Health Board continued its support of the TIDE Program (Transportation for Individuals with Disabilities for Employment), which provides subsidized rides for adults with disabilities who are unable to drive. Although the program has undergone some changes, it remains a vital lifeline for many residents.

The Board also maintained their partnership with Hanover Township Aging Services, providing daily transportation to local day programs for adults with disabilities—another important step toward supporting independence and quality of life.

A Vision Realized: Hanover Landing Opens

In October 2024, Hanover Landing officially opened, marking a major achievement in the effort to provide permanent supportive housing within Hanover Township. This new facility offers affordable housing to 39 residents, many of whom live with mental health conditions, substance use challenges, or developmental disabilities.

The Mental Health Board played a key role in bringing this vision to life. The Board is committed to subsidizing five units for Township residents and provided funding for a part-time Supportive Housing Services position. Additionally, the Mental Health Board partnered with Ecker Center for Behavioral Health to expand case management support for Hanover Landing residents, ensuring they have the resources and guidance they need to succeed in their new home.

Investing in Leadership: Career Coaching for Nonprofit Professionals

Staff retention and leadership development remain ongoing challenges for the human services sector. In response to concerns raised by agency leaders, the Board partnered with Good Works, LLC in late summer 2024 to offer a career coaching program for mid-level nonprofit managers.

The program combines monthly group coaching over the course of ten months with individualized coaching sessions, giving participants the tools to grow as leaders and build stronger organizations. It is one of several ways the Board is working to strengthen the human services workforce from within.

Fostering Connection: The Human Services Coordinating Council

Quarterly meetings of the Human Services Coordinating Council have continued to grow, drawing participation from neighboring Mental Health Boards, local colleges, school districts, and police social workers. Each meeting provides valuable training and networking opportunities for providers, while also offering a platform for one agency to share its work and engage in discussion with others.

This collaborative approach helps break down silos, build relationships, and strengthen the overall service network across the region.

Engaging in Broader Initiatives

In recent years, the Mental Health Board has become more engaged at the regional and state levels, ensuring that Hanover Township has a voice in broader conversations around behavioral health and community wellbeing. Board representatives currently serve on:

- **Elgin Human Services Council**
- **Elgin Neighborhood Network Mental Health Initiative**
- **Illinois State Senator Karina Villa’s Mental Health Advisory Council**
- **Illinois Regional Advisory Council for the CESSA Act (Community Emergency Services and Support Act)**
- **Association for Community Mental Health Authorities of Illinois (ACMHAI)**, where the Board holds a leadership role

These partnerships reflect the Mental Health Board’s commitment to staying connected, informed, and engaged with efforts beyond Township borders that impact the lives of those we serve.



Figure 4. The Nonprofit Mid-Level Management Academy meets at the Hanover Township Izaak Walton Youth Center and Reserve.

Introduction to Three Year Planning and Development

The Community Mental Health Act of Illinois tasks the Mental Health Board with establishing a comprehensive network of mental health services. This responsibility extends beyond core clinical services—such as therapy, psychiatry, and treatment for developmental disabilities and substance use disorders—to include preventive services and vital community supports, including transportation, housing, and workforce development. By creating a full continuum of care, the Board aims to provide Hanover Township residents with the best opportunity for long-term stability and an improved quality of life. The Mental Health Board strives to invest in these services as well as serve as a coordinator for linkage between providers.

In 2024, the Mental Health Board engaged the Center for Governmental Studies at Northern Illinois University to conduct a comprehensive Needs Assessment. This initiative aimed to include an in-depth demographic analysis to better understand the evolving composition of the Township's population. The assessment also incorporated targeted surveys with service providers, extensive resident surveys, and a series of focus groups.

The data collection phase was completed by January 2025, after which data analysis commenced. The findings were presented to the Mental Health Board in February 2025. Each Board member received a copy of the final Needs Assessment report, and the Board's Planning Committee subsequently began reviewing the Needs Assessment to create recommendations to inform the development of the Strategic Plan.

The Mental Health Board has expressed a strong interest in exploring strategies beyond annual funding to strengthen the provider network and improve service coordination and linkage. As part of this effort, the Board engaged the Center for Governmental Studies to prioritize resident surveys, aiming to gather comprehensive insights into community perceptions regarding the accessibility of mental health services.

Based on feedback from providers collected through the Needs Assessment and the Human Services Coordinating Council, the Mental Health Board recommended that Provider Support be identified as a key area of focus. Initial steps have already been taken, including the hiring of a local career coach to offer ongoing support for mid-level management. The Board recommended continuing and expanding these efforts to help stabilize leadership within provider organizations and support staff retention.

The Mental Health Board remains committed to partnering with the provider network to enhance the quality and coordination of services available to Hanover Township residents. Additionally, the Board encouraged ongoing training opportunities for providers, emphasizing and leveraging the expertise already present within the network.

A second key focus recommended by the Mental Health Board is enhancing community support. The Mental Health Board historically prioritized not only direct and preventative treatment but also the development of a comprehensive network of services, including ensuring access to those services. Over time, the demand for community-based support has grown significantly. Transportation remains a persistent barrier to accessing care, and support for families caring for loved ones with developmental disabilities has declined.

One notable challenge is the TIDE program—a transportation service designed to help adults with disabilities commute to and from work. The program has struggled to recover following the closure of A1 Taxi, its former contracted provider. To operate at its previous capacity, the TIDE program requires reassessment and revitalization.

The Mental Health Board is eager to explore options to revamp and expand the TIDE program to support transportation to funded service agencies. Additionally, the Board urges consideration of funding for respite care services to assist families caring for individuals with Intellectual and Developmental Disabilities.

The third key focus recommended by the Mental Health Board is Community Engagement. While the previous Strategic Plan included a successful publicity campaign for the Mental Health Board, the recent Needs Assessment indicates that many residents remain unaware of the Board's existence or how to access services related to mental health, substance use, or developmental disabilities.

The Mental Health Board recommends renewed emphasis on increasing public awareness of funded agencies and the services they provide. Additionally, the Board observed that many individuals currently receiving services supported by Mental Health Board funding are unaware of the funding source. Given that inability to pay remains a significant barrier to accessing care, raising awareness about the availability of services funded by the Mental Health Board may help reduce stigma, increase service utilization, and improve overall community understanding of the Board's impact.

To further enhance engagement, the Committee recommends increased participation in community initiatives, the formation of focus groups with funded agencies to gather input on effective communication strategies for service recipients and expanded outreach efforts by providers. The Board also expressed interest in analyzing trends identified in the Mental Health Board Manager's monthly reports to better anticipate and respond to emerging community needs.

Figure 3 The Mental Health Board hosted a Resource Fair in April 2024



Figure 4 Clerk Dolan Baumer swears Jordan Wildermuth and Tarah McShane into the Mental Health Board

Fiscal Year 2025-2028 Strategic Goals

Strategic Goals	Implementation		
	FY26	FY27	FY28
Provider Support			
1. Implement a quarterly cross-training and knowledge sharing program for funded agencies, including regular continuing education opportunities.	X		
2. Evaluate and restructure the Human Services Coordinating Council to enhance its effectiveness in supporting funded agencies at various levels.			X
3. Coordinate management training to stabilize the leadership and succession planning of funded agencies.	X		
Community Support			
1. Revitalize TIDE to better serve residents with disabilities		X	
2. Expand TIDE or create a new program to provide funding for and the coordination of transportation to services of select funded agencies.		X	
3. Research and develop a system for delivery of respite services for families of loved ones with intellectual and developmental disabilities.			X
Community Engagement			
1. Develop contractual agreements that include language about residents receiving services funded through the Mental Health Board are informed where the funding originates.		X	
2. Increase public footprint in community through participating in community initiatives.	X		
3. Coordinate a public awareness campaign to raise community awareness of funded agencies and their services.			X



Figure 5. The Mental Health Board meets in May 2025.

Appendix A: Fiscal Year 26 Funded Agency Information

Mental Health Board
Annual Funding Awards
Fiscal Year 2026
(April 1, 2025 to March 31, 2026)

About Behavioral Change	
ABC Counseling	\$17,500
American Association of Retired Asians	
Isolation Among South Asian Older Adults	\$20,000
Ascension Alexian Brothers Center for Mental Health	
Outpatient and Psychiatry	\$27,000
Association for Individual Development	
Nutrition Education and Skill Building	\$35,000
Centro de Informacion	
Family Centered Mental Health Services	\$40,000
Children's Advocacy Center of North and Northwest Cook County	
Forensic and Advocacy Services	\$20,000
Family Support Services Program (FSS)	\$10,000
Safe from the Start Program	\$25,000
Clearbrook	
Day Services	\$10,000
Residential Services	\$12,500
Community Alternatives Unlimited	
Community Access Services	\$15,000
Community Crisis Center	
Domestic and Sexual Violence Counseling	\$20,000
Domestic and Sexual Violence Shelter	\$20,000
Children's Program	\$6,000
Economic Crisis Program	\$7,500
Consumer Credit Counseling	
Mental Wellness/Financial Counseling	\$5,000

Easter Seals of DuPage and the Fox Valley Region

Outpatient Medical Rehabilitation	\$90,000
Mental Health for Children with Developmental Disabilities and Families	\$30,000

Ecker Center for Mental Health

Therapy Services	\$55,500
Substance Abuse	\$45,000
Crisis Services	\$80,000

Family Service Association of Greater Elgin

Therapy Services	\$48,000
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Fellowship Housing

Transitional Housing and Financial Literacy	\$5,000
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Gigi's Playhouse

Captone Career Program	\$18,000
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Girl Scouts of Northern Illinois

Project Opportunity	\$18,000
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Hanover Township Aging Services

Senior Mental Health Services (C-HOPE)	\$58,000
Senior In-Home Care Program	\$42,000
Home Delivered Meals	\$27,500

Hanover Township Youth and Family Services

Substance Abuse Prevention	\$52,500
Prevention Specialist (Alternative to Suspension Program)	\$28,000
Psychiatric Backup	\$9,000
Bilingual Therapist	\$32,500

Haymarket

Immediate Access to Inpatient	\$4,500
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Hopeful Beginnings

Maternal Mental Health	\$20,000
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Journey from Pads to Hope

Hope Center Program	\$1,000
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Kenneth Young Center

Outpatient Behavioral Health	\$10,000
Mobile Crisis Response	\$8,000

Little City Foundation

CILA and In Home Respite	\$10,000
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Marklund	
Wasmond Center Residential Program	\$26,000
Maryville Academy	
Music Therapy	\$21,000
Northwest Center for Sexual Assault	
Sexual Assault Intervention Services	\$7,500
PADS of Elgin	
Emergency Shelter Program	\$20,000
Partners for Our Communities	
Immigrant Services and Resources	\$15,000
Ray Graham Association	
High School Employment	\$42,000
Shelter, Inc.	
Emergency Housing	\$7,500
Summit Center	
Early Learning Center	\$17,000
The Bridge YFS	
Crisis Intervention Program	\$5,000
WINGS Program	
Domestic Violence/Homeless Shelter for Women	\$6,000

Appendix B: Needs Assessment 2025