



Approaching New Year's Resolutions with Mindfulness & Care

By Raymond Young, Training Institute

Winter is a difficult time of year, and mental health challenges can rise to a peak with the stresses of weather and traffic, school and work, family, all on top of our normal everyday business. Add in low sunlight and less movement, and we are left completely drained! For some reason, this is also the time that everyone decides we need New Year's Resolutions. Goals are nice, but the last thing I need in January is another task.

A few years ago, I decided to shift my perspective and take on a New Year's Intention instead of setting another doomed-to-fail Resolution. I found that when I set my intentions toward the desired outcome, instead of adding another chore to my list, I naturally found myself feeling more accomplished. Here are a few steps to help you find success with setting an intention.

1 Connect with your values. When your intentions align with your values, it is easier to follow through.

If you value a "healthy body" and set your intentions on that, you will naturally progress toward that. If you set a goal or resolution to "get more exercise" or "go to the gym," your brain registers this as an additional stressor and looks for any reason to get it out of the way. State your intentions as an affirmation of what makes you feel good – and let your brain figure out the steps to take.

2 Write down an affirmation of your intention. Put it on sticky notes everywhere! Writing the affirmation of your intention helps encode it in your working memory – and seeing the affirmations everywhere helps remind your unconscious mind to re-process the intention and find a solution that fits you. As you go about your day-to-day life, your unconscious mind will process the data around you and it may feel like a solution just appeared out of nowhere. That's how amazing and powerful our unconscious mind is!

3 Share the intention out loud. You can say it to a friend or a family member and ask for reminders (not shame) about this intention. Accountability from someone you care about can help reinforce this intention – as long as it doesn't focus on what HASN'T happened yet. Focus on what is strong, not what is wrong. If the intention is private and you don't want to involve others, then I still recommend stating that intention out loud! While you are fixing your hair or makeup or washing your hands, look in the mirror and state the affirmation of your intention – out loud – to yourself. Daily! Multiple times a day! Feeling good about choosing a direction is what is important to sustaining change, instead of just checking off boxes to complete another chore.

Give yourself a couple months of setting the intention to allow the brain to sort through options and settle on a solution. The more you focus on the positive feeling of the intention, the more your brain will work to make it come true.

For those of you who feel like this intention-setting mumbo jumbo is not for you and you love those tough stretch goals and checkboxes on a list for New Year's Resolutions, make sure you set **S.M.A.R.T.** goals.

- › Be **Specific** about the direction you are going and the steps you are taking.
- › **Measure** those steps based on how you feel about them, not just that you did them.
- › When the direction you set and goals are simplified into small steps so that they are **Attainable**, it is easier to see progress and stick with the new direction.
- › The **'R'** in **S.M.A.R.T.** goals brings us back to the first step above for setting a direction and intention. Be sure the goal is **Relevant** to your values! If your goal makes you smile – do it!
- › How you define the **Time** limit of your goals is another way to accomplish more with less stress. Setting the **Time** limit of the goal for shorter lengths of time will allow you to see more successes along the way and those are the changes that last. You can increase the time duration later, once you have made some progress.

No matter how you like to prepare (or not) and set goals (or not), make sure to celebrate the milestones along the way! If you have made any progress in how you feel about the goal, take a moment to reinforce that positive change with gratitude for what you have accomplished. Gratitude is the choice that helps turn small steps into large leaps!

CEO Jill Wiedemann-West

on MSPBJ Forum Panel

On January 26th, People Incorporated CEO Jill Wiedemann-West was a panelist for the Minneapolis/St. Paul Business Journal's Health Care Update. This was the first time ever that mental health was represented on this annual health forum, and the multiple audience questions directed toward Jill proved just how necessary this conversation is. On this dynamic panel, Jill sat alongside other top Minnesota healthcare leaders as they weighed in on the biggest opportunities and challenges facing the industry locally and beyond in 2023. Along with Jill, the forum featured the CEOs of North Memorial Health, UnitedHealthcare, Minnesota Hospital Association, and the Dean of the University of Minnesota Medical School. People Incorporated is honored to be represented by Jill in the company of fellow healthcare powerhouses, and we are looking forward to participating in many more large-scale conversations this year about health in our state and beyond.



Program Feature

Northside Community Support Program



People Incorporated's Northside Community Support Program (NCSP), located in North Minneapolis, is a free, membership-based program with drop-in hours that connects community members to emergency food and basic needs items, employment support, therapy, and so much more. **It's a resource hub that welcomes neighbors with open arms.**



Clients value having a community here where they can get support and where people accept them," said Emily DeSanto, Mental Health Practitioner for NCSP.

NCSP organizes many community events and activities, including some hallmark outreach events with community partners – for example, their now annual Winter Gear Giveaway, a collaboration with the Phyllis Wheatley Community Center and NorthPoint Health and Wellness Center, provided 427 individuals (225 of them children) with necessary cold weather gear at no cost this winter. In the warm season, they host an annual community cookout, and they also organized an informational and interactive Mobile Health Day this year that served 80 people.



This area has higher health disparities than others in Minnesota. We are located in a food desert where there's a housing shortage, and there are high medical disparities as well," said Program Manager Joan Weatherspoon.

Activities like Bingo and Coffee Convos allow clients to connect with one another, and groups focused on artmaking, journaling, and fitness give individuals an outlet for mental and physical rejuvenation. NCSP also aims to increase access to the resources needed to live a dignified, happy, and fulfilled life, and they frequently connect clients to haircut appointments, free hot meals, nutrition education, gardening space, and even the opportunity to celebrate birthdays. NCSP's offerings are vital, and the program is actively changing the lives of community members in need.



What makes us valuable is that we're consistently here for clients when they need help," said Weatherspoon. **"We're just trying to make the most impact we can."**

In 2022, NCSP served 166 community members in its North Minneapolis neighborhood. They will continue their program's momentum in 2023 with staff going mobile and working from Brooklyn Park and Brooklyn Center Libraries once weekly to further reduce barriers for clients spread across the North Metro. They are also creating a Client Committee to amplify client voices and encourage client-centered care, one of People Incorporated's trademark approaches to mental health support. NCSP is a huge asset to the community, and you can support the program by engaging in a basic needs drive with your organization or business (contact Jeff DeSutter at jeff.desutter@peopleincorporated.org for more information) or by making a donation through the Give page on our website today.

The Public Library

An Ever-Evolving Community Space



People Incorporated's Training Institute and Saint Paul Public Library (SPPL) have been partnering for over a year to conduct situational awareness and resiliency skills training with SPPL staff following some safety incidents that occurred earlier in the summer and fall.

This effort is part of SPPL's larger response to the ever-evolving purpose of public libraries, a space that has always changed in relation to community needs.



"The public library's role in our community has expanded from books and computers into a community resource hub," said Russ Turner, Director of the Training Institute.

"Saint Paul residents experiencing homelessness, substance use disorders, or domestic violence are especially hurting right now. A core value of public libraries is that everyone is welcome and in the face of intensifying hardship, staff are more frequently serving folks who need different kinds of resources like referrals to community partners who can help meet basic needs. The library is filling gaps that exist in the social support system."

In response to expanding community needs, Saint Paul Public Library has a social worker available to library users and is working with the People Incorporated Training Institute to train staff to navigate instances of mental illness, dysregulation, and crises in public library spaces with sensitivity and empathy. The goal of these trainings – focused on topics such as de-escalation and trauma-

informed supervision – is to ensure that library staff have the knowledge and support they need to navigate difficult conversations with library users, set personal boundaries, and direct individuals in need to the appropriate resources and care. This collaboration with the Training Institute is a part of SPPL's and the City of Saint Paul's larger community-first public safety approach.



Libraries are a community space, so whatever happens in our community happens in our libraries," said Katrina Hartz Taylor, Public Services Manager at SPPL. **"It's a trusted space, often seen as a safe space, where there are people who care and want to help. People sometimes don't know how to ask for what their needs are."**

"I'm hoping to give the staff the tools they need to feel empowered," said Taylor. "We want to help them come into situations that may feel unfamiliar or ambiguous with a mindset that is caring and compassionate, and yet holds boundaries and the mission of the library."



SAINT PAUL
PUBLIC LIBRARY

People Incorporated's 2022 Highlight Reel



Happy 2023! We accomplished so much last year. We can't think of a better way to kick off the new year than by reflecting on all the highlights of 2022, an instrumental year in client care, community outreach, and connecting with our neighbors.

Reimagining Crisis Care

We reshaped our residential facilities to best meet community needs, including converting Huss Center to a treatment facility to provide longer-term care to clients. We also expanded our crisis programs to simultaneously offer 90-day treatment, allowing clients to transition immediately from short-term to longer-term residence as their needs change.



Artability is Back!

We brought our Artability Art Show & Sale back in-person for the first time since 2019, showcasing over 460 pieces of client-made artwork at St. Paul's Union Depot and raising over \$10,000 to go right back to the artists. The show was a rich representation of how our artists have utilized creativity to stimulate mental wellness throughout the pandemic.



The Training Institute Goes Global

Our Training Institute conducted courses with major public entities like the Saint Paul Fire Department and Saint Paul Public Libraries, ensuring they can best respond to our neighbors experiencing mental health crises. They also reached all 50 states and 17 countries through further external trainings, reaching learners from Algeria, Denmark, Mexico, and more.



Pioneering a Data-Driven Future

We made great strides in our Data Enterprise effort, a project through which we will learn how to present our already astounding amount of data to the most influential institutions in health care, improving quality of care and analyzing how social determinants of health affect mental health outcomes.



What a year 2022 was. As we reflect on all these exciting accomplishments, we want to thank you for standing with us and proclaiming that **mental health is community health**. We are dreaming big for 2023, and we can't wait to see what's in store.

WISE giving

The Impact of Monthly Giving

A new year is here, and with it comes the chance to reflect on your charitable giving goals. This month, you have the opportunity to become a sustaining supporter of People Incorporated's mission by committing to monthly giving, the most low-maintenance and sustainable ways to make a difference.

By enrolling in monthly giving, you can automate your gifts just like you would your bills. There's no need to set yourself a reminder; your impact will be assured every single month.

If you set up a monthly giving plan this month, we'll send you a gift: a "mental health is community health" window cling, so you can display your support proudly! Just visit the Give Online page on our website, and make sure to click the button for "Recurring donation." You can set your gift to make a weekly, monthly, or any other frequency of your choosing on the form. Thank you for being one of the first in 2023 to commit to People Incorporated's mission and our ability to reach our neighbors who most need support.

Why I Give



Nancy Saathoff has been a People Incorporated donor since 2005, which isn't long after she attended her first Artability Art Show & Sale to support one of her art students who was involved in the show. As a White Bear Lake and Mahtomedi youth art teacher for more than 30 years, she has worked with countless elementary, middle, and high school-aged students, some of whom she saw struggling with their mental health.



As an art teacher, you get a lot of students that have a hard time in a regular classroom," said Saathoff. "The more I learn, the more I realize that when nobody reaches out, it can cause someone to struggle for many years."

After attending her first Artability Art Show & Sale, she was sold on People Incorporated's mission. Between her students and other close loved ones who she saw had mental health needs, she felt a strong attachment to the work and knew she could make an impact by becoming a regular donor. The positive outcomes she saw within Artability were evident throughout our other programs, too.



People Incorporated is providing a safe place for people, and they really talk to each client so that they can figure out the best opportunity to make every person feel safe," said Saathoff. "Each donation goes directly to the cause, and there's such a need for mental health support in our community."

Outside of her philanthropic involvement with People Incorporated, Saathoff still spends a lot of time utilizing her creativity. She's been a member of the White Bear Center for the Arts for 50 years, frequently assisting with their arts programming and participating in artmaking herself. Though she's versed in everything from painting to drawing to sculpture, she's been especially satisfied seeing how pottery can heal as an art form.

"I've noticed that people are really happy when they're working with the clay in pottery classes," said Saathoff. "When you go into an art center, you don't really see any sad faces, whether it's sculpture or the wheel. People are usually satisfied and mesmerized by what clay can become."

Nancy Saathoff continues to support People Incorporated's array of programs because she believes simply, "it's what one should do." Thank you, Nancy, for continuing to support and advocate for our mission; we are so grateful to have you in our community.

Legislation Changes for Retirement Assets

In late 2022, Congress passed a piece of legislation that makes significant changes to rules for retirement assets, including Required Minimum Distributions and Qualified Charitable Distributions. This legislation, called SECURE 2.0, addresses some of the same areas as its predecessor, the SECURE Act of 2020. We sat down with Mariah Brook, Director of Gift Planning at St. Paul & Minnesota Foundation, to learn more about what this might mean for you.

What is a Required Minimum Distribution (RMD)?

A Required Minimum Distribution (RMD) is the minimum amount an individual must withdraw from their IRA each year. Individuals must start taking withdrawals from their IRA when they reach age 73; this age will increase to 75 starting in 2033.

Some individuals have other reliable income streams and don't need the required amount from their IRA and don't want that amount to increase their taxable income. One popular strategy for avoiding taking an RMD is to direct the sum to a charity in the form of a Qualified Charitable Distribution (QCD).

What is a Qualified Charitable Distribution (QCD)?

A Qualified Charitable Distribution is when an individual, who is over 70 1/2, directs up to \$100,000 from their IRA to a qualified charitable organization. QCDs are especially advantageous for individuals who have a Required Minimum Distribution (RMD), but do not need all or a portion of the required amount. Instead of accepting the distribution as income, the funds are delivered tax-free to a charity, satisfying an individual's distribution requirement, and maximizing their philanthropic impact. There are numerous benefits to this giving strategy, including lowering your adjusted gross income, satisfying your required minimum distribution, and making a meaningful gift to one or more charities that you care about.

Many things stayed the same in the SECURE Act 2.0, including:

- › QCDs can only be created from an IRA, not a 401K or a 403B, however individuals can convert those types of accounts into IRAs, in consultation with their advisors.
- › The maximum amount for a QCD is still \$100,000 per person, but this number will be indexed for inflation in future years.
- › Individuals can begin making QCDs at age 70 1/2.



Here's what has changed in the new legislation:

- › The starting age for RMD. Previously, the RMD age was 72 years old, but now it is 73 years old for those born between 1951-1959 and age 75 for those born in 1960 and later.
- › A QCD can now be used to fund a Charitable Gift Annuity (CGA) or a Charitable Remainder Trust (CRT). A CGA is a gift given to a nonprofit in return for a fixed stream of income and a partial tax deduction in the year of the gift. When the annuitants pass away, the remainder goes to charity. A CRT is similar, but typically has a higher minimum to be established. Individuals are limited to establishing one CGA or CRT per lifetime up to \$50K.

Although the RMD for IRAs has risen to 73 years old, individuals are still able to start withdrawals from their IRAs starting at 70 1/2 years old. Brook encourages people to consult their advisors to see if making QCDs before an RMD is required is a good strategy for them.

"Every year, the IRA balance will likely grow larger, as will the required minimum distribution," said Brook. "If you're anticipating that you won't need the money at that time, starting your distributions early can decrease the balance of the fund, which will in time, decrease the RMD, lowering your taxable income in the long run."

Are you interested in initiating a QCD to People Incorporated?

You can start by talking with your financial advisor about your options. You'll need the following information to get started:

- › Our legal name: People Incorporated Mental Health Services
- › Our federal tax ID number: 41-0962296
- › Our legal mailing address: 3000 Ames Crossing Rd, Suite 600, Eagan, MN 55121

If you'd like to see an illustration of how this could work for you from a gift officer, contact Rachel Hickok, Director of Development, at rachel.hickok@peopleincorporated.org or 651.288.3514.

Save the Date for Artability 2023!

We are pleased to announce that we have a date for our 2023 Artability Art Show & Sale. This year's show will take place once again at the Union Depot in St. Paul on Friday, October 27th and Saturday, October 28th. We are thrilled to plan for another in-person Art Show & Sale after experiencing such success at our 2022 show. Mark your calendars and look ahead to another beautiful and inspiring weekend of client-made artwork and community fellowship.



You can stay current on how your support is making a difference in your community by following us on social media.



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