

# TRIBUTARIES INTERNATIONAL

## MENTAL HEALTH PROGRAM

UNDERSTANDING PEOPLE, MENTAL HEALTH, AND TRAUMA

Tributaries International is a 501c3 organization, EIN 13-4348221  
P.O. Box 510, Hayes, VA 23061  
804-684-1790  
tributariesinternational.org

**Team Leader:** Rev. Dr. Lyn Westman, *Mental Health Program Senior Consultant*

### TRIBUTARIES INTERNATIONAL MENTAL HEALTH PROGRAM

When we think of mental health, it is common to think only of severe mental health conditions. However, like physical health, mental health is a vital part of every person's overall wellbeing. Any person can experience challenges in the area of mental health due to stress, grief, trauma, illness, or other causes. The majority of people needing assistance with mental health can be helped through simple interventions such as counselling.

#### **The World Health Organization (WHO) defines mental health in this way:**

Mental health is a state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community. It is an integral component of health and well-being that underpins our individual and collective abilities to make decisions, build relationships and shape the world we live in. Mental health is a basic human right. And it is crucial to personal, community and socio-economic development.\*

Promoting and protecting mental health is critical to a well-functioning society. Still, mental health is often under-resourced and misunderstood. Systems for mental health care may be unavailable or hard to access. There may be few mental health professionals, and a lack of understanding may lead to isolation and abuse. Stigma and misunderstanding keep people from seeking care for mental disorders, including the common conditions of anxiety, depression, and stress.

Because cost and/or lack of information often limits the number of individuals willing to go to a health facility for mental health care, a place of worship or school may be the only place someone can go for counsel and guidance. These leaders want to help, but often do not know what to do or where to refer.

---

\* World Health Organization release, <https://www.who.int/news-room/fact-sheets/detail/mental-health-strengthening-our-response>

WHO recommends<sup>†</sup> community-based mental health care provided through a network of interrelated services that comprise:

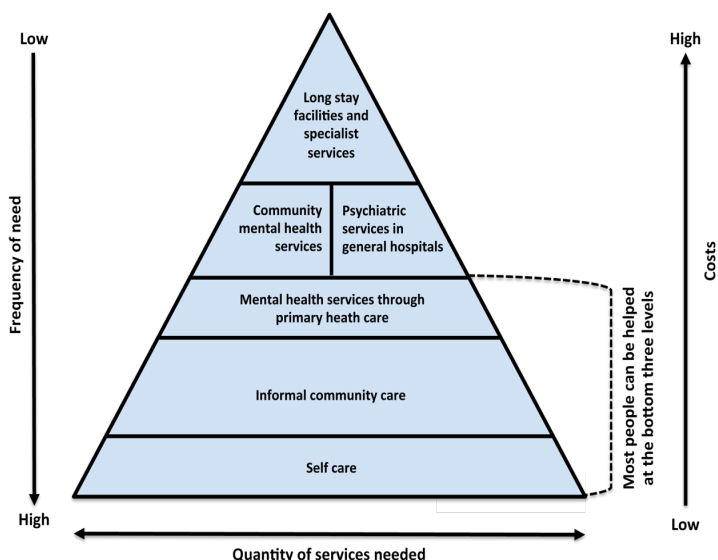
- mental health services that are integrated in general health care, typically in general hospitals and through task-sharing with non-specialist care providers in primary health care;
- community mental health services that may involve community mental health centers and teams, psychosocial rehabilitation, peer support services and supported living services; and
- services that deliver mental health care in social services and non-health settings, such as child protection, school health services, and prisons.

**The Tributaries International Mental Health Program equips informal service providers, such as church leaders, social workers, health care workers, police, etc. with basic mental health and counseling skills. We also train formal service providers, such as healthcare workers. All of these service provider groups are likely to see people who need some level of mental health care response.**

## PROJECT DESCRIPTION

Tributaries International designed its mental health program around the World Health Organization (WHO) *Mental Health GAP* (mhGAP) Action Programme. The WHO developed this program to fill the gap of mental health services and mental health specialists, especially in low- and middle-income nations. In designing the *Optimal Mix of Mental Health Services*, the WHO identifies five levels and six parts of mental health services. These levels of care progress from a lower level of care to a higher level of care.

The Optimal Mix of Mental Health Services promotes early detection and treatment at lower levels of the healthcare system. This not only increases the number of service providers available, but care at lower levels is also more cost effective.



WHO Optimal Mix of Services

---

<sup>†</sup> WHO, Comprehensive Mental Health Action Plan 2013-2030, available at <https://www.who.int/publications/i/item/9789240049338> (EN) and <https://www.who.int/es/publications/i/item/9789240050860> (ES)

**The Tributaries International mental health program addresses the three lower levels of the Optimal Mix.** By training service providers at these levels, increased awareness and understanding of stress management, mental disorders, grief and trauma is expected to increase access to care in communities.

#### **Making care accessible**

Training for informal service providers creates an important layer of care and services within the community. These coincide with the World Health Organization's recommended Optimal Mix for Mental Health Services and build up a part of national mental health policy and services.

#### **Lower cost**

Trained informal service providers make care available to more people with a wide range of problems, and at a lower cost. Since most people can be helped with counselling, informal providers can reduce the strain on higher levels of care. They can also serve as bridges to the community for those returning after treatment and/or long-term care.

#### **Reducing stigma**

Education about common and severe mental disorders, and conditions associated with mental disorders or spiritual distress, trauma, and grief increases understanding and fights stigma.

#### **Protecting Children**

Children are particularly vulnerable to abuse and suffer disproportionately from poverty and conflict. Parents, teachers, children, and caregivers often lack ways to recognize and prevent abuse. All participants learn about preventing abuse of children and ways to teach awareness and prevention to children.

### **TRAINING MATERIALS**

1. *Understanding People, Mental Illness and Trauma* – Dr. Lyn Westman
2. *Baby Finds Grace* – Dr. Lyn Westman

Materials are available in English, French, and Spanish.

### **LEARNING OBJECTIVES**

At the completion of this course the participant will:

1. Understand the concept of whole person care.
2. Have a better understanding of general stress, crisis, grief, and trauma.
3. Be better able to employ stress prevention and management, and basic counselling skills.
4. Become more aware of common and severe mental disorders, epilepsy, and substance use disorders.
5. Understand issues related to special populations such as combatants, prisoners, people without homes, older adults, women, and children and adolescents.
6. Recognize when the client needs a higher level of care.
7. Develop networks with other provider groups to effectively serve people coming for care.
8. Practice facilitating a training group.

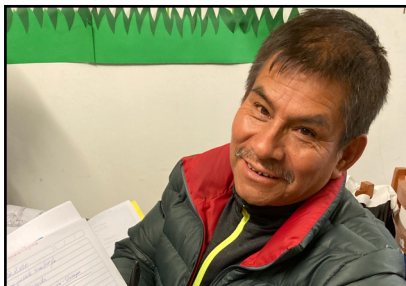
## PROGRAM HIGHLIGHTS



**A Cross-Section of the Community** - Over 100 people from various parts of Pakistan travelled to participate. They included students at the leadership school, psychologists, government workers, church leaders, and families who had recently experienced extreme trauma. During the second week, two new facilitators showed dedication and promise as they assisted Dr. Lyn Westman. The International Leadership Training Institute has asked Lyn to return for future training events as they establish a program for mental health training. We hope this will also bring opportunities to bring training into neighboring countries.



**Women & Children Affected by Violence** - In the Democratic Republic of Congo, friends at ELIKIA in Action had been using *Baby Finds Grace* to help children in a region that has experienced conflict for decades. They prayed we could come with the full training to equip their counsellors and other social workers in Goma. God answered that prayer. Training supports ELIKIA's efforts with children and women affected by war and sexual violence. In neighboring Burundi, we trained 22 leaders from the Baptist Union of Churches who saw the need for mental health care in their communities.



**Learning About Grief after COVID** - Peru has the world's highest COVID death rate, and the lessons on grief resonated with this group of 15 who came to learn how to help in Cusco. So many people are grieving the loss of loved ones. The training gave a framework for understanding the journey of grief, and real ways to help. Participants spoke of how they intend to share what they've learned with others, especially in this area of grief and loss as the community recovers.



**Strategic Sessions in Ecuador** - In Ecuador, Unsi3n Plus runs a television station and a counseling center. They plan to eventually open ten counseling centers. Because the television station is a trusted source of information, news, and entertainment, people come from every walk of life. They also work with prisons, vulnerable women, and people struggling with addictions. In 2022, we had our second training session with Unsi3n. As counseling services expand, the *Understanding People, Mental Health, and Trauma* seminar is a way to train both formal and informal service providers for the work ahead. Unsi3n will soon overdub the training videos in Spanish to equip more facilitators in the Spanish-speaking world.

## 2022 PROJECTS

In 2022, Tributaries led training for 206 participants at a cost of \$271 per participant.<sup>‡</sup> The *Understanding People, Mental Health, and Trauma* workshop is 40 hours of training in basic mental health and counselling, for both formal and informal service providers.

**Goal:** Improve access to mental health services by increasing competency among informal service providers and identify local resources for appropriate referrals.

Location	Description	Planned	Actual
Goma, Democratic Republic of Congo January 24-28	23 participants (social workers, NGO workers, and church leaders) trained, already actively providing care for children affected by war and survivors of sexual violence. The team visited 280 children who have been ministered to through Baby Finds Grace, 22 survivors of sexual violence, and an area covered by lava from eruption of Mt. Nyiragongo. A copy of UPMHT on video (French) was provided for use in future training.	\$6,686	\$6,219
Bujumbura, Burundi February 7-11	22 leaders from the Baptist Union of Churches completed the training. A copy of UPMHT on video (French) was provided for use in future training.	\$5,789	\$5,295
Liberia March 14-April 11	Mercy Ships project, multiple locations with church leaders and healthcare workers. Tributaries provides a stipend for African facilitators.	\$112	\$112
Cusco, Peru April 20-May 1	15 church leaders attended, plus two people came from Mexico to practice facilitating a group as they prepare to lead workshops in their community.	\$3,927	\$4,279
Cuenca, Ecuador May 11-18	24 informal and formal service providers associated with Unsión completed training as they prepare to expand to 10 counselling centers. Costs were lower because participant meals were provided by Unsión, team members provided their own meals, and lodging was less expensive.	\$5,800	\$2,925
Senegal June	Mercy Ships project with church leaders and healthcare workers. Tributaries provides a stipend for African facilitators.	\$224	\$224
Islamabad, Pakistan July 21- August 6	122 participants over two weeks of training, including some from Balochistan and other areas of the country, students from TILTI, government workers, and families who recently lost their sons in accidents. Two new Pakistani facilitators were trained. We raised less than the requested 22K, so adjustments were made in participant lodging & transport.	\$22,080	\$17,895
Liberia November	Mercy Ships project with church leaders and healthcare workers. Tributaries provides a stipend for African facilitators.	\$500	\$288
<b>Total for Projects in 2022</b>		<b>\$ 45,118</b>	<b>\$37,237</b>

**2022 Project Budget: \$45,118**

**Actual Project Expense: \$37,237**

**Program Services - \$16,077**

**Administrative - \$ 1,096**

**Fundraising - \$ 1,423**

**Total (as of October 2022) - \$55,833**

<sup>‡</sup> Mercy Ships projects are not included in this total.

## PROJECTS FOR 2023 - 2024

Project budgets for 2023 are based on past projects and current indicators and reflect increases in travel and other costs due to global conditions. Program administrative and fundraising budgets reflect a change in the configuration of the people doing logistics, program development, and finance. Two projects, the Spanish language overdubs for video training and the online courses, will greatly expand our ability to reach more people with this training. The online training will eventually produce revenue for the program and for staff support.

Location	Description	Budget
Senegal March 2023	Mercy Ships project with church leaders and healthcare workers. Tributaries provides a stipend for African facilitators.	\$300
South Africa April 2023	This project focused on formerly incarcerated persons and their families, and communities near East London. Over 80 community service providers participated in a week of training for mental health. Another three days of follow-up was provided for formerly incarcerated people and their families who participated in the 2021 program. This project was a partnership with Africa Capacity. Airfare was paid directly by friends, and is not reflected in this budget.	\$2,500
Spanish overdub for training videos	Unión Television will overdub Spanish on the UPMHT training videos (over 12 hours of video, at about half the market value for this service).	\$10,973
Various	Remote follow-ups by Zoom with groups	\$538
Jamaica (November 2023)	Train 30-40 church leaders, healthcare and government workers. In partnership with Whole World Ministries.	TBD
Online Courses	Launch the online course platform. Videos have already been recorded and edited. Course materials will be reconfigured for the new format, and student success services developed.	\$13,535
Côte d'Ivoire (January 2024)	Train 30-40 church leaders, healthcare and government workers	Paid by partners in country
Dominican Republic (Summer 2024)	Train 30-40 church leaders, healthcare and government workers. In partnership with Hope International.	\$7,020
Pakistan (2024/25)	Year two of training with The International Leadership Training Institute in Islamabad, including follow-up with participants from 2022. 40-80 participants.	\$20,000

**2023-24 Project Budget: \$ 54,866**

**Program Services – \$ 10,180**

**Administrative - \$8,160**

**Fundraising - \$ 3,187**

**Total - \$ 76,393**

The amount requested for projects will cover the direct expenses for project implementation, including: international flights, visas, local lodging, transportation, and meals for key facilitators, lunches for training participants, training supplies, printing for all training materials, workbooks, and handouts for participants. Due to luggage and weight restrictions on international flights, we have everything printed in the local community.

*Tributaries International will use donations given in support of the Mental Health Project in specified projects to train participants as outlined in this document. Any funds raised but not expensed will be allocated for similar programmatic activities globally. Tributaries International will use all donations to advance its charitable purposes and honor donor designation to the fullest extent possible, reporting these accordingly.*

## ENDORSEMENTS

Dr. Lyn has used her 20-plus years of experience in Mercy Ships and globally to create this book as an instrument for healing and hope. Lyn is a woman of faith and humility who personally exemplifies what she teaches. Each topic is presented with skill and compassion, recognizing both the shared humanity across different cultures, and the uniqueness of each individual. Using a bio-psycho-social plus spiritual approach, it equips care providers on many levels with simple, effective ways to treat the wounds of life and relationships.

**Dr. Don Stephens**

**Founder/President, Mercy Ships**

The April Project exists to restore the broken lives of addicts and their families. Many of our leaders attended the training with Dr. Lyn and her experienced team. This training proved to be more than we could have ever imagined. The material was so profound, yet simple to understand. The group work and illustrations we learned have been so helpful. Many of these methods have impacted our weekly meetings and transformed our individual counseling sessions. People are experiencing true freedom. Our team has found a new confidence and answer for the broken people of our city.

**April Project**

**Cuenca, Ecuador**

This book is a great treasure which contains updated knowledge and concepts required to understand people, mental health and trauma. It is written in simple language and is easy to use. I have adopted it for myself and for my missions as a physician and teacher. I recommend it to everyone for their personal growth, to health care professionals for their daily practice and to students for their learning. Thank you and well done, Dr. Lyn Westman. May God bless you.

**Dr. André Tabo**

**Psychiatrist, Stress Counselor**

**Associate Professor of Psychiatry (University of Bangui)**

**Mental Health Focal Point and National Mental Health Program Coordinator**

**Ministry of Health, Public Hygiene and the Population, Central African Republic**

For three years, our counselors have attended numerous trainings and workshops in the areas of Mental Health and Trauma. Although each one of them provided beneficial information, they simply do not encompass the overall material, methods, or experience of Dr. Lyn Westman and her team. We were overwhelmed with the knowledge and practical tools we obtained after only a short time together. Our search for the perfect material to train new counselors in the urban and rural communities of Ecuador has ended. This material is both a gift and a weapon when placed in the right hands. Many lives will be transformed, healed, and educated in Ecuador. Thank you for entrusting it to us.

**Leah Diaz, Unision Plus**

**Cuenca, Ecuador**

Writing about this book is an honor for me, as I have found its content a considerable aid to all those facing mental, emotional and psychological problems. Dr. Lyn not only indicates the problems but also describes the ways these things can be addressed to help. The sessions Dr. Lyn taught here in Pakistan have helped many people who were grieving after losing their loved ones. Many of the professionals working in the psychology department of their universities and hospitals, government officials, police, and armed services also found it productive. Hats off to Dr. Lyn for rendering her services in the unwatched areas of life, especially for the people of Pakistan and Afghanistan, where lack of education regarding mental and psychological health prevails; and for making it possible for many to deal with life and its complexities. May God bless her more and more.

**James L. Karmokar**

**Executive Director, John Maxwell Team**

**President and CEO, The International Leadership Training Institute, Islamabad, Pakistan**



## PROJECT GUIDELINES

*Understanding People, Mental Health and Trauma (UPMHT)* may be used for personal growth or to cultivate change in someone else's life. Leaders who are willing to change themselves are more able to help others change. A humble and courageous leader who faces his own pain models the process for others to follow.

These materials can also be used for a Training of Trainers seminar. Seminar length and participant ability determine whether trainees are equipped to train others.

This seminar is a basic course designed to train participants in (a) understanding people and their problems, (b) caring for people using basic counseling skills, and (c) referring people to health care professionals when the situation is severe, or no progress occurs.

The program consists of 40 hours of training through a combination of lecture, class discussion, and small group activities.

***Certificate of Participation*** - Participants who attend the entire seminar will receive a Certificate of Participation. **Please note the certificate does not qualify participants as professional counselors.**

This content has been adapted for (but is not limited to) use with the following formal and informal service provider groups:

Psychiatric Specialists	Military
Primary Health Care Workers	Teachers
Church Leaders	Traditional Healers
Leaders of Other Faith Groups	Social Workers
Police	Children's Home Workers

Content is basic but allows for more specialized training when appropriate. *UPMHT* offers an opportunity for formal service providers to grow in areas not usually covered in their training. Parts of the content may be stressed or abbreviated, depending on the education and area of specialty of the participants.

Stories are included in each chapter. Some describe problem areas only, and some describe how healing has occurred. Stories have been changed to protect privacy, or permission has been granted to use them.

Each chapter contains basic content. Since adults learn best by participating, individual, pairs, small group, large group and at-home exercises are included.

*Understanding People, Mental Health and Trauma (UPMHT)* is divided into five main parts.

**Part One** gives an overview of why people face problems from a holistic perspective. Using the Westman Framework, it provides five models to better understand how to foster healing.



**Part Two** defines stress, crisis, grief, and trauma along with their causes and consequences.

**Part Three** explains how to prevent stress and/or manage stress/crisis/grief/trauma. In addition, this part covers basic counseling skills, and how to counsel in different settings. Part Three concludes with simple tools to measure progress and success in a broad way.

**Part Four** examines mental, neurological and substance use disorders. This content is based on the World Health Organization guidelines.

**Part Five** describes and discusses specific groups of people, along with common issues for each group. These groups are: combatants, prisoners, people without homes, older adults, women, children and adolescents.

Additional Content:

**Tips for Training Facilitators** provides information to more effectively share *UPMHT* or any other training workshop.

**The Church Leader Addendum** at the back of the manual provides content and examples in greater depth from a biblical perspective, written specifically for church leaders.

Additional Resources:

### ***Baby Finds Grace***

*Baby Finds Grace* is designed for leaders to provide direct care for children suffering from grief or trauma. *Baby Finds Grace* is not meant to be used in a large group, but rather for one child or a small group of not more than six. Do not begin using BFG with a child (children) unless you are able to finish the entire process. For more information, please refer to the *Baby Finds Grace* guidelines.

Other resources are listed on the Tributaries International website: [tributariesinternational.org](http://tributariesinternational.org)