

August 2026

CLUB CADILLAC CHRONICLES



Employer Spotlights

“Working with Club Cadillac as a TE Employer has been one of our best early decisions. Their mission-centered commitment to member growth, mental health, and overall well-being is exceptional. If you’ve ever considered becoming a TE partner, I strongly encourage you to connect with Club Cadillac.”

-Wildflour Bakery, Heather G.



“Club Cadillac has been a valuable partnership with Munson Hospital, creating meaningful employment opportunities for individuals who may not have otherwise had the chance to work in a healthcare setting. This program has brought dedicated, hardworking employees to Munson while giving participants the opportunity to gain experience and develop new skills. It has benefited both the hospital and the community by expanding access to employment and strengthening the workforce with motivated team members. So far, we have had the pleasure of employing TJ and Kaden, and we look forward to hiring others through our ongoing partnership with Club Cadillac.”

-Jacob F., Director of Food and Nutrition Department



Standard #22

The Clubhouse offers its own Transitional Employment program, which provides as a right of membership opportunities for members to work in job placements in the labor market. As a defining characteristic of a Clubhouse Transitional Employment program, the Clubhouse guarantees coverage on all placements during member absences. In addition the Transitional Employment program meets the following basic criteria. (Sub-standards a-j).

In This Issue:

- An in-depth look at transitional employment
- Recap of the 2026 Clubhouse Michigan Conference



CLUBHOUSE MICHIGAN
Communities. Opportunities. Hope.



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A: The desire to work is the single most important factor determining placement opportunity

“I used to run the snack bar all day everyday before I got the TE at Goodwill.”
-Tommy

C: Members work at the employers place of business.

“When I was at Simply Delightful, I was at their location, in a space by myself. It made me feel more responsible.”
-Darcy

E: Transitional Employment placements are drawn from a wide variety of job opportunities.

Our TE positions have included working at the hospital, restaurants, cafes, and shopping centers. We aim to have a range of TE positions so that people with different interests can find satisfying work.

G: Selection and training of members on Transitional Employment is the responsibility of the Clubhouse, not the employer.

“When Munson was a new TE, the Clubhouse staff, Kerry learned the process and trained with me.”
-Nikki

I: Transitional Employment placements are managed by Clubhouse staff and members and not by TE specialists.

“When I worked at Blue Heron, Kerry trained me and checked on me 2-3 times a week.”
-Steve

All Clubhouse staff share Job Coaching and TE development responsibilities, including the Director.

B: Placement opportunities will continue to be available regardless of the level of success in previous placements.

“I have had three TEs through Club Cadillac and I appreciate all of them, especially the driving.”
-Tommy

D: Members are paid the prevailing wage rate, but at least minimum wage, directly by the employer.

It is extremely important that our members are paid at or above minimum wage because the work they do is important and meaningful. All of our TE partnerships currently pay above minimum wage which allows them to work for a livable wage.

F: Transitional Employment placements are part-time and time-limited, generally 12-20 hours per week and from, six to nine months in duration.

“When I was at Wildflour, I worked about 12 hours a week, and about 2-3 days a week.”
-Matt

Currently, our TE's are working 15-18 hours per week, depending on the position they are placed in.

H: Clubhouse members and staff prepare reports on TE placements for all appropriate agencies dealing with members benefits.

“Clubhouse staff made sure I reported my wages to Social Security, filled out the forms and turned in my paystubs.”
-Steve

J: There are no TE placements within the Clubhouse. Transitional Employment placements at an auspice agency must be off site from the Clubhouse and meet all the above criteria.

All of our TE positions are separated from our operating CMH building. There are a few exceptions where TE positions are available for greeting inside CMH buildings, however there is very specific criteria to ensure Clubhouse and Clinical settings stay separated.

Clubhouse Michigan Conference 2026

Our clubhouse was able to send 5 members and a staff to present at the state conference at Shanty Creek Resort in Bellaire. We were a hit! We also learned about the clubhouse movement around the world, around the country, and around the state. More information will be integrated into our daily processes.

“For me [the best part] was meeting other clubhouse members from all over. Hearing colleagues share their stories was very inspirational for me. I gained some knowledge about how other clubhouses work in the work ordered day to day.” - Nikki B



History of Transitional Employment

The first known TEP Club Cadillac secured was with Bob Evans shortly after the Clubhouse was established. Since then, Club Cadillac has had many TE's with area businesses over the past 31 years. Pizza Hut, Goodwill, CWTA, Habitat for Humanity, The Blue Heron, YMCA, Lawn Crew, Simply Delightful, WildFlour, Munson Hospital and more. Every one of these partnerships has been beneficial in a multitude of ways. From providing meaningful employment for our members to establishing strong relationships in the community.

Each position has changed the lives of the members employed and created opportunities for them to move forward in their employment journey. Want to be a part of our Clubhouse Employment history? Contact our Director Amy K at Club Cadillac for more information about this unique program!

Kitchen Unit & Employment

The Club Cadillac Kitchen Unit has many jobs that are related to the workforce. Members sign up to work in the dish tank, and become knowledgeable on the sanitizing machine. They also have the opportunity to work in the snack bar, which builds customer service and cash handling skills. Preparing lunch helps members become more comfortable in a kitchen setting for future work or in their own homes. The Clubhouse does not have job specific training during our Work-Ordered Day, but there are many tasks that give experience for the workforce.

“It is such a privilege to work with members of Club Cadillac. Knowing that they gain knowledge and experience from working with us here at Munson brings a sense of fulfillment to all of us.”
-Logan M., Healthcare Mechanic



Empowering Recovery Through Work: Standard 22 & Transitional Employment

At Club Cadillac, we believe that meaningful work is a vital step in mental health recovery. At the core of this mission is **Standard 22** of the International Clubhouse Standards, which defines our **Transitional Employment (TE)** program. TE offers members structured, part-time opportunities (15–20 hours/week for 6–9 months) to work real jobs in our local economy at prevailing wages, backed by complete Clubhouse support.

What Makes TE Unique?

Desire First: A member's motivation to work is the single defining factor for placement—no pre-qualifications needed.

Guaranteed Coverage: If a member is absent, trained Clubhouse staff cover the shift. The employer never experiences downtime.

Clubhouse-Led Training: We handle selection, orientation, and job training—saving employers time and recruitment costs.

Fresh Opportunities: Past placement outcomes never disqualify a member from trying again.

Local Champions Leading the Way

Munson Healthcare / Munson Hospital: A key partner providing critical placements that help members build endurance, routine, and professional confidence.

Wildflour Bakery: Demonstrates how small businesses thrive with TE. The owner at Wildflour regularly speaks to the dual rewards: reliable, dedicated workers backed by guaranteed coverage, and the joy of seeing members flourish in a welcoming environment.

Partner With Us: Help Fill the Need for Office & Clerical Roles

While TE placements span many industries, **we currently have a strong need for office and administrative roles** (e.g., front desk, filing, data entry, mail distribution, and basic administrative support).

Hosting a TE placement is a zero-risk, high-impact way to support your operations while directly changing lives in the Cadillac community.

Ready to explore a TE partnership for your business? Contact Club Cadillac today to learn how easy and rewarding it is to get started!

