



TULIP Award

For Outstanding Individuals

May 2025



About the TULIP Award

- Rogers Leadership created the TULIP Award to recognize outstanding individuals who make a difference with our patients and their loved ones.
- TULIP stands for Thoughtful, Unforgettable, Lasting Impact on Patients.
- Honorees exemplify the following characteristics:
 - Goes out of their way to be considerate and respectful of needs
 - Demonstrates kindness and compassion that will always be remembered
 - Possesses exceptional skills to ensure a life-changing experience

Congratulations to our TULIP Award winner!

Lucas De Smet, Therapist, Silver Lake



WINNER: *Lucas De Smet, Therapist*

Nominated by a former patient:

"I have had the pleasure of going through Rogers many times over the years now: probably 9 inpatient stays, 3 residential stays, and 4 IOP/PHP programs. I will have 3 years sober in July, and I have conquered many deep-rooted issues since blowing off the dust of addiction and discovering what was beneath. This made my most recent PHP/IOP experience much different than the others. I was very out of my comfort zone, and sought only to try to return to what I thought was my baseline but turned out to be a very dysfunctional way of living that fueled my repeated return to substances. Although I had help from many amazing staff members along the way, such a discovery was only possible with the guidance of one specific therapist: Lucas DeSmet.

I have yet to encounter someone who organically cultivates such rich community in such a short amount of time, despite ever-changing group dynamics. It is an amazing thing to watch someone do what they are born to do, and Lucas is no exception to this. I never thought of therapy as an art until encountering him in his craft, and it's truly breathtaking to witness him pulling even the most reserved of clients out of their shell. As someone who never cries in front of anyone, he has pushed me with featherweight pressure to states of vulnerability that I never thought possible outside of a one-on-one environment. Although the PCM has been a world of difference from the old programming, it is without a doubt that I can say that the biggest factor in my success during this treatment has been working in a group setting with Lucas, and I certainly am not the only client to admit his impact. All the therapists and behavior specialists are skilled and caring, but there is a definitive shift in the group on days when Lucas takes a day off, and we are beyond grateful when he returns. I hope to see his skills cascaded down to other staff, as everyone who goes through Rogers deserves to experience such valuable, vulnerable, and safe group interactions.

I will end this with a quote from *The Great Gatsby* that I often think of when I meet those who have sensitivity and consideration past what I consider human; "If personality is an unbroken series of successful gestures, then there was something gorgeous about him, some heightened sensitivity to the promises of life, as if he were related to one of those intricate machines that register earthquakes ten thousand miles away."

Thank you for registering our earthquakes, no matter far, nor near enough to flip the tables in the room. I can never thank you enough for the changes you've made in my life, and I certainly will never forget you!"

Celebrating Lucas

“What makes Lucas exceptional is not just his skill or dedication, but his intrinsic motivation. He doesn’t do this work for accolades or recognition, but simply because it is the right thing to do. The TULIP Award is a beautiful acknowledgment of his efforts, but in truth, it is only a reflection of what he already brings to the world every single day—a commitment to high-quality treatment and an unshakable belief in the power of human connection.”

-Drew Dyrssen, Clinical Services Supervisor

A TULIP banner will be hung in his work area.



Honorable Mention: Sabine Laliberte

Behavioral Specialist, Madison

Nominated by a former patient:

“Have you ever met someone during a hard time and felt a breath of fresh air? Or someone’s presence immediately brings you peace? Sabine was that for me during one of the hardest times of my life. To say she is kind is an understatement. She will tell you that you did the work, while that’s true, the ability for people to continue on in treatment and participate is significantly impacted by your therapist and provider. I truly believe that I wouldn’t have ever made it as far as I did without her. To this day, she still supports me. I spoke on behalf of a patient care grant last year and she came to Milwaukee just to be there for my speech. Her support was always unwavering. Her ability to make you feel important and safe is something I’m not quite sure I’ve ever experienced with any other mental health provider.

I hope she knows how much of a difference she’s made in my life and I’m sure any others. I am a nurse, and I know how defeating it can be to work in healthcare sometimes, and I want her to know that if she ever has one of those days where she questions if she’s making a difference - she has.

When I say this, she knows who I am. It is a statement a patient told me once years ago that I will forever hold on to. “You are an angel, and you don’t even know it.”



Thank you

Thank you to all our patients and team members who took the time to nominate a member of our patient care team.

Consider nominating a colleague by searching TULIP Award on [Rogersbh.org](https://rogersbh.org) or click here.

