



Peer Assistance Services

Since 1984

PEER ASSISTANCE SERVICES  
**YEAR IN REVIEW**  
**2015 | 2016**

# Message from our Board President & CEO

Peer Assistance Services has been dedicated to providing substance use prevention and early intervention services to Coloradans for over 32 years. We are pleased to showcase our agency highlights in the 2015-2016 Annual Report. Within the report you will find details on our programs, year-end financials, community involvement, supporters and challenges faced during the past fiscal year.

We would like to thank all of the staff who served the agency during the past year. Their subject matter expertise, enthusiasm and steadfast devotion to our mission has been inspirational. Their accomplishments include, but are certainly not limited to:

- 10 years of SBIRT Colorado, with over 173,000 individual Coloradans screened over the course of the grant.
- Between March 1 and June 30, 2016, the SBIRT Colorado team provided 37 trainings in 19 towns and cities statewide; 448 individual healthcare professionals received training.
- Award of three new contracts:
  - Substance Use Prevention Approaches for Parents and Caregivers from the Office of Behavioral Health
  - Substance Use Prevention for Working Adults awarded from the Office of Behavioral Health
  - SBIRT Training and Technical Assistance for Healthcare Providers Contract from Health Care Policy & Financing
- Comprehensive case management for hundreds of healthcare and mental health professionals statewide
- Interdisciplinary training for healthcare professionals, who gained expertise in colleague-to-colleague intervention and volunteer throughout the state.



The context of our work includes national and statewide attention to substance use and mental health conditions and helping those who develop these life-threatening disorders. However, we use every venue and opportunity to promote prevention and earlier intervention to keep issues of substance use and mental health disorders at the forefront of all that we do. It is time to put aside the myth of “hitting bottom” at near-end stage of this disease and focus on prevention ... *prevention works.*

As always, we thank you for your trust and support.

A handwritten signature in cursive that reads "Jill Taylor".

Jill Taylor, President

A handwritten signature in cursive that reads "Elizabeth M. Pace".

Elizabeth M. Pace, CEO

## ANNUAL AWARENESS EVENT & FOUNDERS AWARDS

The Annual Awareness Event, held on June 22, 2016, was a wonderful success. The event featured an encore keynote address by Dr. Thomas McLellan, co-founder of the Treatment Research Institute and former Deputy Director of the White House Office of National Drug Control Policy. Dr. McLellan's thought provoking presentation focused on prioritizing prevention of mental health and substance use disorders.

We would like to thank all sponsors, donors, board members, attendees, speakers and staff for supporting the event to raise awareness of substance use disorders.

### Founders Awards

The Peer Assistance Services Board of Directors created the Founders Award in 1999 to honor individuals, foundations, corporations and community organizations who have made outstanding contributions to further the agency mission.

Awards were presented at the 2016 Annual Awareness Event. The 2016 honorees are:

- **Senator Pat Steadman**
- **Joe Valdez**, Owner of La Jara Pharmacy
- **Clare Hooper**, Past Board Member and Founder of Peer Assistance Services – Clare was honored posthumously. The award was accepted by her daughter, Jessica Snaidach.

**Congratulations to this year's Founders Award honorees!**



Thank you to all sponsors, donors, board members, attendees, speakers and staff for helping us to promote awareness of substance use and mental health disorder prevention.

## SELECTED PRESENTATIONS

Carolyn Swenson, Donna Strickland,  
Jennifer Place, Elizabeth Pace

### **A PEER HEALTH AND SELF-CARE MODULE FOR UNIVERSITY NURSING PROGRAMS**

INEBRIA Conference, Atlanta 2015

Carolyn Swenson, Kelly Marzano

### **JUNIPER FAMILY MEDICINE PILOT PROJECT, POSTER PRESENTATION**

INEBRIA Conference, Atlanta 2015

Agnieszka Baklazec

### **HEALTHCARE PROFESSIONALS, SUBSTANCE USE AND ADVERSE CHILDHOOD EXPERIENCES**

INEBRIA Conference, Atlanta 2015

Misty Aaberg, Christopher Knoepke

### **KNOCKING DOWN THE SCREENING AND BRIEF INTERVENTION BARRIER FROM WITHIN**

International Employee Assistance Professionals  
Association Conference, San Diego 2015

Christopher Knoepke

### **SLEEP DEPRIVATION AND THE WORKPLACE: AN EAP PERSPECTIVE**

International Employee Assistance Professionals  
Association Conference, San Diego 2015

Natalie O'Donnell Wood, Laura Hill, Emily Schrader

### **SCREENING AND BRIEF INTERVENTION: A CASE FOR PREVENTION**

Colorado Behavioral Healthcare Council Conference,  
Breckenridge 2015

Misty Aaberg

### **POVERTY AS A RISK FACTOR FOR SUBSTANCE USE**

Western Colorado Human Resources Association,  
Grand Junction 2015

Carolyn Swenson, Mary Weber

### **REGIONAL STRATEGIES TO ADDRESS PRESCRIPTION DRUG ABUSE: CLINICAL ASSESSMENTS**

SAMHSA HRSA Regional Webinar Series, 2015

Cassidy Smith

### **SBIRT COLORADO OVERVIEW**

National Council and Colorado Behavioral Healthcare  
Council SBIRT Summit, Denver 2015

Cassidy Smith

### **SBIRT IMPLEMENTATION**

The Center for Health Care Strategies Meeting,  
Washington, DC 2015

Carolyn Swenson

### **EARLY INTERVENTION FOR ALCOHOL AND DRUG PROBLEMS: WHAT CAN HOSPITALS DO?**

Colorado Hospital Association 2016

Cassidy Smith, Pam Pietruszewski, Amanda Jones,  
David Martel

### **SBIRT: BRAG & STEAL PANEL**

National Council for Behavioral Health Conference,  
Las Vegas 2016

Christopher Knoepke, Brian Ferrans

### **MARIJUANA IN THE WORKPLACE**

Working Women's Symposium, Denver 2016

Carolyn Swenson

### **SBIRT IN ADOLESCENTS**

Colorado Department of Public Health and Environment  
School-Based Health Center Program. Webinar

Staff provide subject matter  
expertise to hospitals,  
employers, students,  
community organizations  
and professional  
associations



# PEER HEALTH ASSISTANCE PROGRAMS

The Peer Health Assistance Programs provide comprehensive case management, including assessment, referral to treatment, and monitoring services for dentists, nurses, pharmacists, veterinarians, and mental health professionals with substance use, mental health, and related issues.

The PHAP team increases awareness about substance use and visibility of the programs by providing presentations to professional organizations, student and faculty groups within these professions.

License fees fund these programs through the Colorado Department of Regulatory Agencies:

## Mental Health Professionals Peer Health Assistance Program—

- State Board of Addiction Counselor Examiners
- State Board of Marriage and Family Therapist Examiners
- State Board of Licensed Professional Counselor Examiners
- State Board of Psychologist Examiners
- State Board of Registered Psychotherapists
- State Board of Social Work Examiners

**Dental Peer Health Assistance Program**—Colorado Dental Board

**Nursing Peer Health Assistance/ Nurse Alternative to Discipline Program**—State Board of Nursing

**Pharmacy Peer Health Assistance Program**—State Board of Pharmacy

**Veterinarian Peer Health Assistance Program**—State Board of Veterinary Medicine



# SCREENING, BRIEF INTERVENTION & REFERRAL TO TREATMENT (SBIRT)

SBIRT Colorado celebrated  
10 years of successful  
implementation

## SBIRT Colorado

SBIRT is a comprehensive, integrated, public health approach that promotes universal screening for alcohol and other drug use in health care settings. This practice creates awareness about the health issues associated with risky substance use, encouraging patients to decrease their use to healthy levels. The program strives to change healthcare practice and help people earlier on the continuum of substance use by connecting alcohol and drug use to health. The SBIRT team provided training and technical assistance to implementation sites in Denver-Metro, Fort Lupton, Fort Morgan, Commerce City, Alamosa, Colorado Springs, and Vail. In this final year of SBIRT funding, 13,916 individuals were screened for risky substance use. Over the life of two 5-year grants, 173,000 unduplicated individuals were screened at 23 sites statewide. SBIRT Colorado staff and OMNI Institute compiled and distributed a Grant-End Report and held a 10-Year Event at the

Denver Art Museum in June 2016 to present data and lessons learned.

SBIRT Colorado is funded through a discretionary Substance Abuse and Mental Health Services Administration grant and administered by the Colorado Office of Behavioral Health.

## SBIRT Training and Technical Assistance

Peer Assistance Services was awarded a 4-month contract to provide SBIRT Training and Technical Assistance to Medicaid providers statewide. From March 1–June 30, 2016, 37 trainings attended by 448 health care professionals were conducted in Grand Junction, Durango, Cortez, Silverton, Boulder, Frisco, Denver, Ignacio, Aurora, Colorado Springs, Breckenridge, Ft. Collins, Avon, Steamboat Springs, Vail, Telluride and Delta.

SBIRT Training and Technical Assistance was funded by the Colorado Department of Health Care Policy & Financing



## PREVENTION APPROACHES FOR PARENTS AND CAREGIVERS

The statewide Prevention Approaches for Parents and Caregivers project was awarded to Peer Assistance Services by the Office of Behavioral Health in 2015. Year one of the project was devoted to a statewide needs assessment. The needs assessment focused on youth substance use, perceived risk of use and direct input from parents and caregivers. An in-depth analysis of existing data on youth substance use and perceived risk was performed. A statewide survey was conducted to better understand parents' perceptions, attitudes and behaviors regarding youth substance use and prevention. The survey had over 700 respondents. Six regional

focus groups were conducted in Alamosa, Aurora, Breckenridge, Colorado Springs, Dove Creek and Fort Collins. Focus groups provided better understanding of how parents talk with their children about substance use and what information and resources they need to have more effective conversations. The project will begin service delivery in early 2017.

Funded by the Colorado Department of Humans Services, Office of Behavioral Health

During the first year of funding, staff have focused on statewide needs assessment and strategic planning

## PREVENTION FOR WORKING ADULTS

The statewide Prevention for Working Adults program was awarded to Peer Assistance Service by the Office of Behavioral Health in 2015. The program provides substance use prevention information and technical assistance to employers statewide and provides information to working adults on the harms of substance use. Program startup has included needs assessment, development of marketing materials, website launch, and social media strategies.

Funded by the Colorado Department of Humans Services, Office of Behavioral Health

### PROFITS GO UP WHEN EMPLOYEES SHOW UP.

Employees with light and moderate alcohol use cause 60% of alcohol-related absenteeism, tardiness, and poor work quality.

©2014 BSA, ACPSS





# TREATMENT ACCOUNTABILITY FOR SAFER COMMUNITIES (TASC)

The Treatment Accountability for Safer Communities program provided comprehensive case management services to parolees with substance use disorders statewide. Case managers guided client reentry into community life by conducting assessments and matching them to appropriate treatment services.

The program closed in February 2016 after 18 years of service delivery to tens of thousands of offenders. We reduced our staff by 56 positions and closed 10 dedicated offices in Denver,

Englewood, Westminster, Colorado Springs, Pueblo, Durango, Grand Junction, Longmont, Fort Collins and Greeley. This devastating loss was mitigated by the professionalism, compassion and grace of our TASC staff. Although the probable closure of the program was known in November 2015, most of our staff remained with us until the final program service day on February 15, 2016. This provided continuity of service for our vulnerable client population and was an inspiration to us all. We are indebted to many

community partners, colleagues and vendors who helped us navigate this professional and personal challenge.

The TASC offices had an abundance of furniture and equipment which was donated to non-profit and service organizations including Habitat for Humanity of La Plata County, Southern Rockies Addiction Treatment Services, Creative Treatment Options, U.S. Army Unit at Fort Carson, Creative Counseling and Soothing Winds Counseling Center.

## TASC Program Directors, Case Managers and Intake Coordinators - Thank You

Christopher Agee  
Justin Arnold  
Kevin Beyerlein  
Nanette Biggers  
Megan Bland  
Thomas Chatfield  
Austin Clark  
Ivan Contreras  
Timothy Dagers  
Sonya Eckenroth  
Marae Encinias  
Tiffany Esquibel

Brian Ferrans  
Michael Flonard  
Kindra Ford  
Travis Furnari  
Bridgette Fuson  
Ivan Gomez  
Richard Gomez Jr  
Gail Guzzo  
Matthew Hammernik  
Kellie Harris  
Laura Hoder  
Kevin Hughes

Jason Humphrey  
David Joslyn  
Esther Kaiser  
Jessica Kent  
Chris Kesterson  
Misty Lambert-Kidd  
Kevin Lasher  
Travis Leland Miguel Lopez  
Greg Martin  
Dawn McNulty  
Matthew Miller  
Molly Olson

Sarah Reed  
Dominica Reinhard  
Issac Rodriguez  
Tammie Rupe  
Gerald Short  
Teresa Snyder  
Sacha Thrall  
Evette Valentine  
Justin Ward  
Stacy Zuehlke

Colorado TASC was funded by the Colorado Department of Corrections



# LEADERSHIP

## Board of Directors:

Jill Taylor, MSN, RN • **PRESIDENT**  
 Velvia Garner, MS, RN, ANP • **VICE PRESIDENT**  
 Jane Klein, ADN, RN • **SECRETARY**  
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 Dana Bustos, MA, LPC  
 Sara Jarrett, EdD, MS, CNS, RN  
 Shelly Sandel, DVM

## Staff:

Elizabeth M. Pace • **CHIEF EXECUTIVE OFFICER**  
 Lee Ann Aden • **CHIEF FINANCE OFFICER**  
 Cynthia Hoskins Koenck • **DIRECTOR, OPERATIONS**  
 Cassidy Smith • **DIRECTOR, SBIRT COLORADO**  
 Agnieszka Baklazec • **DIRECTOR, PEER HEALTH ASSISTANCE PROGRAMS**  
 Chris Kesterson • **DIRECTOR, TASC OPERATIONS AND MANAGER, PEER HEALTH ASSISTANCE PROGRAMS**  
 Misty Aaberg • **MANAGER, PREVENTION FOR WORKING ADULTS**  
 Brian Ferrans • **MANAGER, PREVENTION APPROACHES FOR PARENTS AND CAREGIVERS**  
 Erin Sharp • **MANAGER, SBIRT COLORADO**  
 Carolyn Swenson • **MANAGER, TRAINING AND CONSULTATION, SBIRT COLORADO**



# COMMUNITY PARTICIPATION

Advocates for Recovery  
 American Nurses Association  
 American Psychiatric Nurses Association  
 AMERSA: Interdisciplinary Leaders in Substance Use Education, Research, Care and Policy  
 Behavioral Health Transformation Council  
 Behavioral Health Planning and Advisory Council  
 The BIG SBIRT Initiative  
 CBHL: The College for Behavioral Health Leadership  
 Colorado Academy of Family Physicians  
 Community Anti-Drug Coalitions of America  
 Colorado Association of Addiction Professionals  
 Colorado Coalition for Parity

Colorado Criminal Justice Reform Coalition  
 Colorado Human Resources Association  
 Colorado Non-Profit Association  
 Colorado Nurses Association  
 Colorado Organization of Nurse Leaders  
 Colorado Pharmacy Coalition  
 Colorado Providers Association  
 Colorado Substance Abuse Trends and Response Task Force  
 Colorado Suicide Prevention Commission  
 Colorado Veterinary Medical Association  
 Dental Wellbeing Committee

Employee Assistance Professionals Association, Colorado Chapter  
 Faces and Voices of Recovery  
 Flippin' the Script – Open Door Youth Gang Alternatives  
 International Employee Assistance Professionals Association  
 International Nurses Society on Addictions  
 International Network on Brief Interventions for Alcohol and Other Drugs  
 National Association for Addiction Professionals  
 National Organization of Alternative Programs  
 National TASC

Society for Human Resource Management  
 Suicide Prevention Coalition of Colorado  
 Suicide Prevention Commission of Colorado – Training and Development Workgroup  
 Western Colorado Human Resources Association  
 Western Colorado Suicide Prevention  
 Winter Symposium on Addictive Disorders, Behavioral Health and Mental Health

Peer Assistance Services staff support the community through professional organization membership and leadership, agency sponsored volunteer time, and sponsorships. These efforts align with our mission, unite our staff, and contribute to the community.

# 2015-2016 FINANCIALS

## Funding Sources

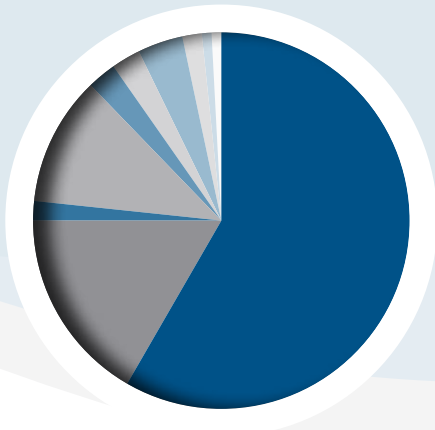
Colorado Department of Corrections	\$4,729,804	58.6%
Office of Behavioral Health, Colorado Department of Human Services	\$1,330,392	16.5%
Healthcare Policy & Financing	\$134,100	1.7%
Colorado State Board of Nursing	\$908,568	11.3%
Colorado State Board of Pharmacy	\$203,075	2.5%
Colorado Dental Board	\$202,167	2.5%
Colorado State Mental Health Boards	\$300,000	3.7%
Colorado State Board of Veterinary Medicine	\$150,000	1.9%
Donations	\$48,981	0.6%
Other Income	\$65,495	0.8%
<b>TOTAL FUNDING</b>	<b>\$8,072,583</b>	

## Expenses

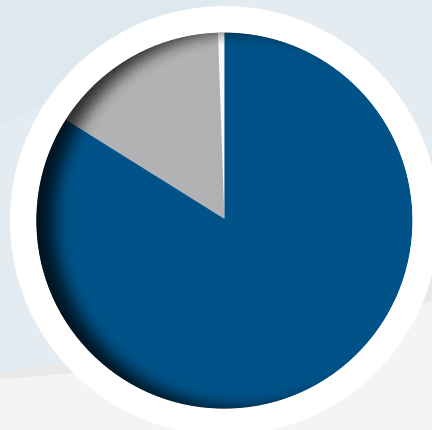
Program Services	\$6,617,116	83.9%
Management & General	\$1,232,349	15.6%
Fundraising	\$32,841	0.4%
<b>TOTAL EXPENSE</b>	<b>\$7,882,306</b>	

\*Unaudited as of 6/30/16

FUNDING SOURCES



EXPENSES



# DONORS

## Thank you to our generous donors!

Misty Aaberg

Alkermes

Arapahoe House

Arrowhead Lodge

ARTS

Lee Ann Aden & Mark Tokheim

Bob Aukerman

Deborah Bailey Astroth

Lafawn Biddle

Kerry Broderick

Katie Brown

Joan Buckley

Daniel & Rachel Burrows

Dana Bustos

Ed & Colleen Casper

Norma Cannalte

CeDAR

Centennial Peaks Hospital

Centura Health

Cherry Creek Benefits

Colorado Dental Association

Colorado Nurses Association

Colorado Nurses Foundation

Colorado Physicians Health Program

Colorado Society of Clinical  
Specialists in Psychiatric Nursing

Colorado Veterinary Medical  
Association

Community Reach Center

Marc Condojani

Cordant Forensic Solutions

Crossroads/Turning Point

Richard & Margaret Deitrich

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Jean Denious

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Cynthia & Lynn Koenck

Kenneth Krause

La Jara Pharmaceutical Center, Inc.

Kim Laudenslager

Henny Lesley

Johanna Long

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Megan Marx

Denny McGihon

Jack McInroy

Sheryle McNeill

Mental Health Colorado

MileHi Integrations, LLC

MINES & Associates

Robin Mower

National Jewish Health

Marilyn Newell

Marilyn Osborn Rock

Elizabeth Pace

Richard Passoph

Angela Petkoff

Phoenix Multisport

Physician Health Partners

Nick Raffensperger

Jeannie Ritter

Loretta Robb

Shelly Sandel

Mark Schnieder

Art Schut

Sherman & Howard

Signal Behavioral Health Network

Cassidy Smith

David Stuhr

Jill Taylor

TRIAD EAP

Scott Wagner

Walgreens

West Pines Lutheran Medical Center

USW 920 - Local Pharmacists Union

Zoetis



Peer Assistance Services

Since 1984

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[www.ImprovingHealthColorado.org](http://www.ImprovingHealthColorado.org)

dedicated to quality,  
accessible prevention  
and intervention services  
in workplaces and  
communities, focused  
on substance use and  
related issues

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