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believing

PEER ASSISTANCE SERVICES • YEAR IN REVIEW 2005~2006



Peer Assistance Services

We believe.

We began 22 years ago with our mission: Dedicated to quality, accessible prevention and intervention services in workplaces and communities, focusing on substance abuse and related issues. **OUR NAME** was changed in 1995 to reflect exactly what we do. **OUR LOGOMARK** and logotype were refined last year to better reflect the sophistication of the agency and the outcome we know is possible, symbolizing the horizon and the hope each day brings anew for success in recovery, success in life. **THE COLOR** adapted last year for use in our communications is deep blue, conveying a feeling of peace, security and strength. Our leadership recognized that a strategic and integrated communications platform needed to be crafted to further effectively communicate our purpose—our reason for being. Over the last 12 months, we have realized this goal. We first distilled our mission and values into a **SINGLE POSITIONING STATEMENT**: Giving hope, strength and direction to change lives affected by substance abuse. We then developed **FIVE KEY MESSAGES** to communicate the essence of our agency and how we achieve our mission. Five messages rooted in evidence that we can cite in story or objective data:

- We believe in the person. We believe in the outcome.
- We provide services with a balanced approach to protecting the public.
- We understand substance abuse and all the ways it can affect someone's life.
- We are always available when needed.
- We build trusting and lasting relationships.

THE POSITIONING TAGLINE then evolved from this foundation, addressing the needs of each of our audiences—clients, staff, funders, vendors.

The tagline and mission are one and the same...

Start believing.



Peer Assistance Services

Message from our Board President and CEO

WE BELIEVE in our mission, in our clients and in our staff.

2005-2006 was another year of success stemming from this belief. We continued to improve on the fulfillment of our mission, the quality of our programming and the management of our resources. We are extremely proud of our involvement in the passage of Referendum C, which prevented the loss of funds for substance abuse prevention and treatment. Most importantly, we continued to give hope to people struggling toward recovery from substance abuse and related issues.

THE BOARD OF DIRECTORS demonstrated its leadership with strategic planning and oversight, establishing the PAS Endowment Fund to assure the legacy of our agency. Another successful Board objective was to clearly define our organization's identity to ensure more effective communication of our purpose to our key constituencies.

OUR STAFF believes in our mission, and they demonstrate this through their compassion and tireless commitment. Caring services were provided with peer EAP, alternative-to-discipline and case management programs delivered with clinical expertise, accountability and regard for our clients. New projects addressed minority parolees at risk for HIV/HEP C; a Small Business Administration contract to augment workplace programs; the modification of Team Awareness for Youth in the Workplace; implementation of a mentoring program in Adams County; and a successful bid for the Southeast TASC program.

THE HIGHLIGHT of the year's results, however, continues to be the services delivered statewide to healthcare workers and others. TASC staff provided case management to over 6,000 parolees; EAP and alternative program staff served more than 120 individual healthcare and other professionals and provided drug-free workplace services to 16 small businesses; the prevention program staff facilitated 12 parenting groups serving over 192 parents; the FASD project provided nine staff trainings and served 74 at-risk women; and the mentoring program, Adams County Connections, achieved great results in its inaugural year.

THE ANNUAL AWARENESS EVENT paid tribute to the recipients of our Founders' Awards. Colorado Speaker of the House Andrew Romanoff supported our mission by assisting in the presentation. More than 225 attendees enjoyed comedian Mark Lundholm's wit and humor; so much so that in July we co-sponsored his "Evening of Recovery" at the Donald Seawell Ballroom, to bring his unique comedy about recovery to an even broader community.

WE ARE PROUD of what we have achieved this year. We know the coming year will bring more opportunities for growth and health and that our success is measured by the success of our clients. That is what we believe.



Jeffrey M. Downing, Board President



Elizabeth M. Pace, CEO

PEER ASSISTANCE SERVICES continues to explore new programming opportunities to fulfill our mission, committing to what it takes to make a difference in the life of someone dealing with substance abuse and related issues. We are here for those who have no other place to turn. We believe in each person, and we believe in the outcome. This is an overview of our programs during the past twelve months:

PREVENTION

FETAL ALCOHOL SPECTRUM DISORDERS Seventy-four women participated in Healthy Alternatives for Women training which included information about FASD, alcohol and women specifically, and health during pregnancy. Funding: FASD Center for Excellence, Center for Substance Abuse Prevention.

MENTORING CHILDREN OF INCARCERATED PARENTS PAS coordinated collaboration between faith-based and community-based organizations to create matches between mentors and children whose parents are imprisoned. Funding: Administration for Children and Families, Department of Health and Human Services.

ADAMS COUNTY CONNECTIONS A school-based mentoring program with youth in grades six through eight at risk for school failure, delinquency and violence. Since January 2006, 23 youth have been matched with mentors. Funding: U.S. Department of Education.

YOUTH IN TRANSITION IN THE WORKPLACE In conjunction with the program developer, PAS modified the Team Awareness for the Workplace program for use with young adults, ages 16–24. Team Awareness is a workplace-training program addressing behavioral risks associated with substance abuse among employees. Funding: Center for Substance Abuse Prevention.

FAMILY EDUCATION NETWORK/PROMOTING HEALTHY FAMILIES PAS provided training sessions for parents of youths at risk for substance abuse and related issues. Funding: Colorado Alcohol and Drug Abuse Division.

HIV/HEPATITIS C/SUBSTANCE ABUSE PREVENTION IN MINORITY COMMUNITIES A comprehensive needs assessment was conducted to identify evidence-based programming to address HIV, HEP C and substance use prevention. Focused on minority parolees, services will be provided in collaboration with the Mile High TASC program in Denver. Funding: Center for Substance Abuse Prevention.





INTERVENTION

WORKPLACE PREVENTION SERVICES AND PAUL D. COVERDELL DRUG-FREE WORKPLACE PROGRAM Employee

Assistance Program (EAP) services were offered to Colorado small businesses to reduce alcohol, tobacco and other drugs' risk factors, as well as to promote prevention. This program served more than 16 small businesses with more than 1,000 employees, including healthcare, education, manufacturing, restaurant and food service businesses.

Funding: Colorado Alcohol and Drug Abuse Division for the Workplace Prevention Services program; and U.S. Small Business Administration for The Coverdell Drug-Free Workplace Program.

DENTIST DIVERSION PROGRAM AND PHARMACIST DIVERSION PROGRAM Assessment and referral, case management

and monitoring services for dentists, pharmacists and pharmacy interns with physical, emotional or psychological problems. The programs have achieved a high level of compliance and completion rates. These programs

work with professional associations to provide education and information resources. Funding:

Colorado Board of Dental Examiners and State Board of Pharmacy.

HEALTHCARE PEER EAP Assessment and referral, case management and monitoring services were

provided to more than 120 nurses and other healthcare professionals with substance use and

mental health disorders, including statewide facilitated peer support groups. Funding:

individual and institutional donors.

COLORADO ATTORNEY ASSISTANCE PROGRAM Assessment and referral, short-term problem

resolution counseling, voluntary monitoring and case management was provided for attorneys,

including facilitated peer support groups throughout the state. Funding: Colorado Lawyers

Helping Lawyers.

TREATMENT ACCOUNTABILITY FOR SAFER COMMUNITIES PROGRAMS Four regional programs comprise the Colorado

TASC system providing assessment and referral, case management, monitoring and reporting for 6,200 parolees

with substance use disorders. Funding: Colorado Department of Corrections.

TRANSITIONAL CASE MANAGEMENT RESEARCH STUDY Provided intensive strengths-based case management support

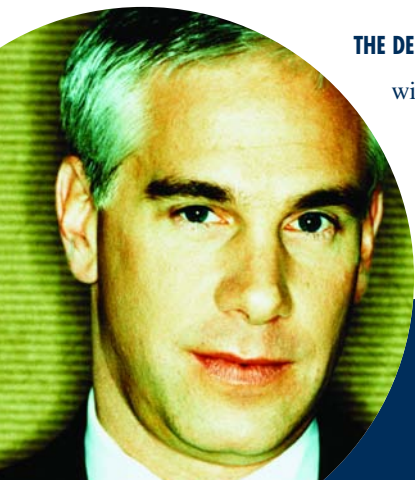
to parolees three months prior and up to nine months after their release from prison. Funding: National Development

and Research Institutes.

THE DENVER REENTRY SERVICES PROJECT FOR OFFENDERS WITH SERIOUS MENTAL ILLNESS Assisted parolees

with co-occurring disorders in connecting to multiple treatment and community services. The project

served over 200 participants. Funding: Colorado Department of Corrections.

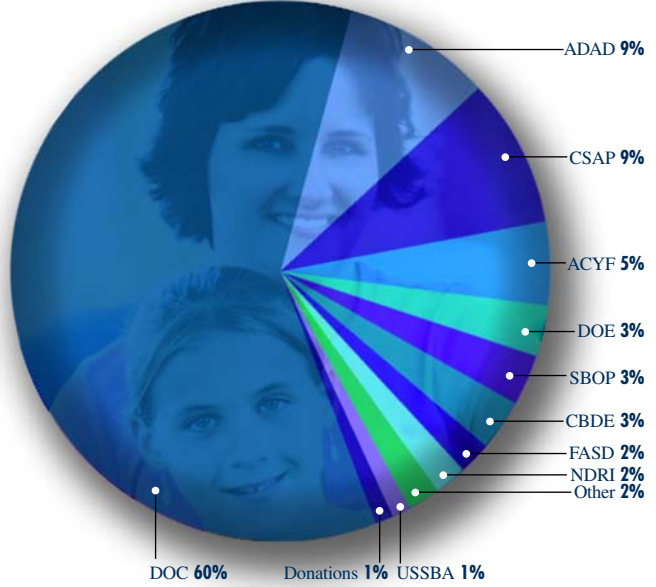


FINANCIALS

EXPENSES



FUNDING SOURCES



Program Services	\$ 3,803,288.00
Administration	\$ 40,704.00
Fundraising	\$ 32,663.00
TOTAL EXPENSE	\$ 3,876,655.00

Colorado Department of Corrections	\$ 2,327,976.00
Center for Substance Abuse Prevention, Substance Abuse and Mental Health Services Administration, Department of Health and Human Services	\$ 350,633.00
Alcohol and Drug Abuse Division, Colorado Department of Human Services	\$ 334,366.00
Administration on Children, Youth and Families, Department of Health and Human Services	\$ 200,000.00
U.S. Department of Education	\$ 126,546.00
Colorado State Board of Pharmacy	\$ 111,933.00
Colorado Board of Dental Examiners	\$ 101,273.00
FASD Center for Excellence, Substance Abuse and Mental Health Administration, Department of Health and Human Services	\$ 91,302.00
National Development and Research Institute	\$ 67,376.00
Other	\$ 93,365.00
Donations and Fundraising	\$ 41,469.00
U.S. Small Business Administration	\$ 37,716.00
TOTAL FUNDING	\$ 3,883,954.00

PEER ASSISTANCE SERVICES

expresses our gratitude to those who also believe, and who help us provide our services through their donations.

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PEER ASSISTANCE SERVICES

Giving hope, strength and direction
to change lives affected by substance abuse.

Start believing.

PREVENTION PROGRAMS

Fetal Alcohol Spectrum Disorders
Mentoring Children of Incarcerated Parents
Adams County Connections
Youth in Transition in the Workplace
Family Education Network/Promoting
Healthy Families
HIV/Hep C/Substance Abuse Prevention
in Minority Communities

INTERVENTION PROGRAMS

Workplace Prevention Services
Paul D. Coverdell Drug-Free Workplace Program
Dentist Diversion Program
Pharmacist Diversion Program
Healthcare Peer EAP
Colorado Attorney Assistance Program
Transitional Case Management Research Study
The Denver Reentry Services Project for
Offenders with Serious Mental Illness
Treatment Accountability for Safer Communities
Western • Northeast • Southeast • Mile High

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