

**ANNUAL REVIEW 2007~2008**

**PEER ASSISTANCE SERVICES  
GIVING HOPE  
STRENGTH  
AND DIRECTION  
TO CHANGE LIVES  
AFFECTED BY  
SUBSTANCE ABUSE**

**START BELIEVING.**



Peer Assistance Services

~

## GIVING HOPE, STRENGTH AND DIRECTION TO CHANGE LIVES AFFECTED BY SUBSTANCE USE

~

### 2007-2008

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~  
**THE LOFTIER THE BUILDING, THE DEEPER THE FOUNDATION MUST BE LAID.**

—THOMAS KEMPIS  
~

### **MESSAGE FROM OUR BOARD PRESIDENT AND CEO**

Every building requires a firm foundation. Building a successful agency is no exception. At the core of Peer Assistance Services are the characteristics of integrity, respect, compassion, perseverance and vision, embodied in all we achieve. As we reflect on the past year of change, challenges and opportunities, we take this time to celebrate and highlight our staff, the very foundation of PAS.

Because we embrace a common mission, Peer Assistance Services continues to thrive as an agency. Each individual brings true meaning to the statement—giving hope, strength and direction to change lives affected by substance abuse—and translates it into action. The attitudes and beliefs that drive his or her commitment, inspire all of us to continue to believe.

Throughout this past year, the staff and board has given us many proud moments, as well as filling everyone with the strength of purpose to continue our mission. That mission remains rooted in people, as we provide services to those struggling toward recovery from substance abuse and related issues. As an organization dedicated to improving the lives of those we serve, it is our responsibility to mold our goals in moving forward—empowering our staff to provide the best services possible and our clients to achieve their objectives. The mission guides us to shape PAS into an organization that fulfills the expectations of our clients, staff and board.

Our work toward this is constant, nurtured by the enduring leadership of the Board of Directors. Our accomplishments and success are built on the foundation of not only a dedicated staff, but a board that allows us to bring seeming impossibilities to fruition.

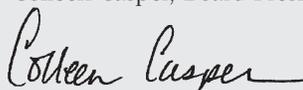
At the 2008 annual Awareness Event in April, featuring Director of Join Together David Rosenbloom, PhD, we recognized deserving individuals and businesses with Founders' Awards and memorial scholarships to the University of Utah School on Alcoholism and Other Drug Dependencies.

Founded to serve RNs and LPNs with substance use disorders and related problems, PAS was incorporated as N.U.R.S.E.S.—Nurses United for Recovery, Support and Education Successfully—of Colorado Corporation in 1984. The PAS' Board of Directors and staff are still particularly committed to the wellbeing of nurses and the nursing community. That is why we were proud to announce in June 2008, the award of the contract with the Colorado State Board Nursing to provide the Nursing Peer Health Assistance/Nurse Alternative to Discipline Program.

Our relationships with clients remain the achievements of which we are most proud demonstrated in numerous examples found on the pages of this review. It was a busy year, and the list is impressive, but the most essential elements of the agency are the individuals that comprise Peer Assistance Services, the clients we serve and the success they realize.

Thanks to our contracts and the generous support of donors, it was a year of growth and development. On behalf of the entire board and staff of Peer Assistance Services, thank you for the continued belief in our mission and we look forward to another successful year.

Colleen Casper, Board President



Elizabeth M. Pace, CEO





Donna Lindsey, Director  
of Alternative Programs

*I have always believed every individual deserves to be healthy and whole. Having worked with PAS since 1993, in various capacities, I have found many opportunities to work with individuals to offer the reality of good health and wellbeing. I also believe that a large part of lasting recovery is based on a consistent, compassionate relationship, that allows the person to realize you care, even when the answer to his or her question is no.*

*The favorite part of my job is the initial assessment when I begin a relationship with someone who has multiple, significant problems. This is an opportunity for the person to develop*

*a supportive relationship, realize they have a problem and see there are solutions. The individual is terrified when they come to us, often with nothing—no job, home, family, insurance. What they do have are legal and regulatory issues as well as major health problems. The person is relieved to find a path to follow—and to discover that we have seen hundreds of people succeed.*

*Receiving referrals when people are in late stages of the disease make it more difficult for them to accept assistance. Another challenge we face is the fact it is still acceptable for an employer to terminate an employee because of their problems, rather than recognizing the illness and investing*

*in his or her health and recovery. It would be ethically and financially more prudent to retain and rehabilitate a valuable professional, rather to hire and train a replacement.*

*I truly appreciate working with people over a three- to five-year period of time, to be able to encourage them to follow the path we offer—face their issues, reestablish their careers, enjoy family reunification and regain their health and self-respect. It is rewarding to see current and former clients stand taller, prouder and more confident. That is why I do this job.*

~  
"I AM WHERE I AM BECAUSE I BELIEVE IN ALL POSSIBILITIES."  
~

—WHOOPI GOLDBERG

## PROGRAMS

Peer Assistance Services continues to build on the solid foundation of programs and services to further our mission in the most effective way. Because we believe in each person and we believe in the outcome, we build trusting and lasting relationships—not only with each individual we serve, but with each organization we work with. PAS provides services with a balanced approach, advocating for the individual while protecting the public. We are here for those who have no other place to turn and are always available when needed. PAS understands substance abuse and all the ways it can affect a person's life. We are determined to make a positive impact on substance misuse, abuse and addiction through intervention and prevention services. Included here is an overview of our programs during the past twelve months.

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## INTERVENTION

**DENTIST PEER HEALTH ASSISTANCE PROGRAM AND PHARMACIST PEER HEALTH ASSISTANCE PROGRAM** Each of these programs provides assessment and referral, case management and intensive case monitoring services for licensed professionals with physical, emotional, or psychological problems, including assistance to family members, employers, and profession-related staff. Over the past year, the Dentist Peer Health Assistance Program served 84 individuals, 36 of whom were dentists on long-term rehabilitation contracts. This was a 20% increase in program utilization over the last fiscal year. DPHAP continues to maintain a very high completion rate, currently 87%.

The Pharmacist Peer Health Assistance Program also served 84 individuals this past year, with 60 pharmacists and interns on long-term rehabilitation contracts. This represents a 26% increase in utilization. The PPHAP consistently maintains a 68% completion rate. We are proud of these outcomes and of the individuals in the programs.

A participant, who recently experienced a significant loss, expressed deep gratitude for having their sobriety, as well as the structure and support of the program while facing their loss. Another shared the sense of having a better understanding of themselves and why they made some of the decisions they had made...and how to make better decisions in the future. *Funding: Colorado Board of Dental Examiners and State Board of Pharmacy*



Jennifer Place, Director of  
Workplace Prevention Services

*Today the average American worker spends a majority of his or her life at work, with increasing demands, fears and not necessarily increasing wages. The lure to use alcohol and other drugs to escape from these pressures is stronger than ever, and can lead employees down a path of self destruction and employers to financial ruin. Most employers don't know how to help workers with these types of problems. WPS can change that.*

*By providing employers and employees with the education, tools and support—the core of Employee Assistance*

*Programs—PAS has the opportunity to shape the working environment of hundreds of people everyday. Creating a workplace where health and wellness are valued has a tremendous impact on the employee, their family and the community. That's positive. That's powerful. That's Workplace Prevention Services.*

*I also had the opportunity to work with the clinical and administrative staff as PAS implemented the Nursing Peer Health Assistance/Alternative to Discipline Program for the State Board of Nursing.*

*The collaboration that occurred within PAS, as well as outside the agency was astounding, and resulted in providing services to many nurse clients before the end of the fiscal year. The belief in our ability to promote the rehabilitation of nursing professionals in addition to assuring public safety has never been stronger. I look forward to continuing our efforts to support nurses in their journey to move forward and reach their goals of health and recovery.*

~  
**WHETHER YOU BELIEVE YOU CAN DO A THING OR NOT, YOU ARE RIGHT.**

—HENRY FORD  
~

**WORKPLACE PREVENTION SERVICES** Employee Assistance Program (EAP) services were provided to small businesses in Colorado small businesses to reduce alcohol, tobacco and other drugs risk factors and promote protective factors for employees and their families. This program served 15 small businesses with more than 900 employees, in healthcare, education, hospitality, and professional service industries. EAP services included assessment and referral, case management and monitoring individuals with substance use and mental health disorders, as well as supervisor education and employee wellness programming. *Funding: Division of Behavioral Health, formerly the Colorado Alcohol and Drug Abuse Division*

**PAUL D. COVERDELL DRUG-FREE WORKPLACE PROGRAM** In March of 2008, our first company completed two years of no-cost services provided through this contract. We are pleased to announce the company has contracted with a local EAP provider in order to continue this service. In discussing her reasons for continuing EAP services, the company's Director of Human Resources stated, that having an EAP "shows our employees this is a good company to work for" because employees see that the workplace is concerned about their wellbeing. The director also told us their supervisors love having the EAP because it allows them to focus on employees work-related issues while the EAP is able to "deal with personal problems affecting the employee's work performance." *Funding: U.S. Small Business Administration for The Coverdell Drug-Free Workplace Program*

**NURSING PEER HEALTH ASSISTANCE/ALTERNATIVE TO DISCIPLINE PROGRAM** With a contract date of June 1, 2008, PAS began preparation for the transition of the Nursing Peer Health Assistance Program. A transition team of clinical and administrative staff met frequently to review forms, processes and communications. Interviewing and hiring of program staff began and is still in process. Our transition team worked long hours once the transfer of clients began, scheduling appointments and returning scores of calls. Approximately 200 nurses became clients by fiscal year end and we expanded statewide support groups to 52 monthly groups. *Funding: Colorado State Board of Nursing license fees*



Melissa Ippolito, Director of Colorado TASC

*I have been a part of Peer Assistance Services, Inc. for almost 10 years, starting as a Case Manager at the Western TASC program, moving to Program Director, and now Colorado TASC Director. I first learned of PAS during a community partner training, and was so impressed with the compassion, commitment and enthusiasm displayed by the staff, that I knew I had to be part of the team.*

*Since that time, I have seen the agency and staff grow collectively and individually, while always striving to find more opportunities and support for the individuals we work with. Because of the vision and perseverance of our team I have seen the transition of four separate and independent programs grow into the statewide system of Colorado TASC we now have. It is because of the dedication of all the staff around the state that we are now able to provide the opportunity and guidance to any parolee, in any region, that is in need of assistance in overcoming substance abuse and addiction as well as providing hope for the future.*

*Every day we are met with challenges in finding opportunities for all those in need, but with innovation and creativity we find a way, because I truly believe we make a difference in the lives of others. I am very fortunate to be part of an organization that provides the strength and direction to individuals so they can access recovery services, and do so with the respect and encouragement that every person deserves, which is at the heart of what we do, and who we are.*

~

**I BELIEVE IN RECOVERY  
AND I BELIEVE THAT AS A ROLE MODEL I HAVE THE RESPONSIBILITY  
TO LET PEOPLE KNOW THAT YOU CAN MAKE A MISTAKE  
AND COME BACK FROM IT**

~ —ANN RICHARDS

**TREATMENT ACCOUNTABILITY FOR SAFER COMMUNITIES PROGRAMS** Four regional programs comprise the Colorado TASC system, which provided assessment, referral, case management, monitoring and reporting for more than 6,100 parolees with substance use disorders last year. A current participant in the program summarizes why TASC is so vital to the successful reentry of parolees, as well as integrating them into the community, “My TASC case manager is always there for me when I need support in any way. Instead of going back to prison for relapse, TASC was able to get me into an inpatient treatment program, giving me the opportunity to get back on the right track to stay sober. I have been able to stay out of prison and clean for 9 months with the help of TASC.”

Colorado TASC continues to maintain an integrated web-based data collection system, connecting all offices statewide, enhancing consistency and accuracy of services and reporting in ten offices around the state. The Offenders with Serious Mental Illness program within Mile High TASC assisted parolees with co-occurring disorders in connecting to multiple treatment and community services. The project served over 230 participants, and plans to expand these services in all regions of the state this year. *Funding: Colorado Department of Corrections*

## **PREVENTION**

**ADAMS COUNTY CONNECTIONS** A community-based mentoring program for at-risk middle school students in Adams County School District 50. Sixty youth were matched with mentors over the course of the 2-1/2 year program and over 200 students were referred to the program, demonstrating a great need in the community. The program successfully provided one-to-one mentors for middle-school age youth as well as diverse support services including case management, service learning projects, life skills trainings for mentees and families, and monthly recreational activities. Many matches have continued in their partnerships together beyond the one year commitment. *Funding: U.S. Department of Education*

**FAMILY EDUCATION NETWORK/PROMOTING HEALTHY FAMILIES** PAS provided education utilizing evidence-based curricula to 155 parents of high-risk families at eight community-based agencies and schools throughout the Denver community. *Funding: Division of Behavioral Health, formerly Colorado Alcohol and Drug Abuse Division*



Jennifer DuVall, Manager of Healthy Relationships and Families Program

*As someone who has experienced first-hand the devastating effects of unhealthy relationships and the poor choices consequential to such relationships, I believe in the importance of skills-based education. Relationship and parenting skills are learned from those people most influential in our childhoods. Our classes encourage participants to realize that regardless of their family and experiences that have led them to the present, they possess the power and ability to transcend whatever life has handed them. It's hard work, but education and encouragement help make this daunting task more within reach.*

*As the Healthy Relationships and Families Programs Manager, it is a privilege to witness the lives that are transformed with hope and empowerment through our programs. Relationships, whether intimate, familial or friendship affect every aspect of our lives and even small changes can result in monumental improvements. Our team is dedicated to fostering positive change. Their passion and commitment is like none I've seen before and radiates in the classroom.*

Andrés Guerrero, Manager of HIV, Hep C, Substance Abuse Prevention in Minority Populations Program  
*HIV and viral hepatitis affect minority and reentry populations at a disproportional rate. It is my job to make sure the program reaches high-risk populations and makes a positive impact on the participants and their communities. My motivation is renewed and energized daily when I interact with participants. This direct contact helps me to understand the barriers encountered by minority men and women reentering society after incarceration. In addition, we are faced with the challenge of keeping them safe from HIV, viral hepatitis and substance abuse. With the support of Mile High TASC and the program coordinator, Mekka Banks, we are successful in reducing risky behaviors and improving the health and quality of life for those so often overlooked by society.*

~

**THE THING ALWAYS HAPPENS THAT YOU REALLY BELIEVE IN;  
AND THE BELIEF IN A THING MAKES IT HAPPEN.**

—FRANK LLOYD WRIGHT

~

**HEALTHY RELATIONSHIPS INITIATIVE** PAS provided relationship education to low-income singles, couples and parents utilizing evidence-based curricula. The program offered more than 50 classes throughout the year, serving 500 participants at 22 community and faith-based agencies. The mission of the program is to strengthen families and communities by improving the quality, stability and longevity of relationships through skill training and relationship education. PAS staff and collaborative agency staff are witnessing the powerful transformations occurring in participants' lives. *Funding: U.S. Department of Health and Human Services, Administration for Children and Families*

**HIV/HEPATITIS C/SUBSTANCE ABUSE PREVENTION IN MINORITY COMMUNITIES** Focused on minority parolees, the HIV, Hepatitis and Substance Abuse Prevention Program provides services in collaboration with the Mile High TASC program in Denver. The program has several components including two Center for Disease Control approved prevention programs, which provide clients with a structured evidence-based curriculum that increases knowledge of HIV and viral hepatitis, improves health, reduces risk and improves quality of life for participants and their families. The intervention consists of 12 two-hour sessions held in a group setting of approximately ten individuals. In addition to the intervention sessions, clients are offered on-site HIV and hepatitis C testing and are offered a referral for hepatitis A and B vaccines all at no cost to them. There were eight series of sessions that ran from July 07 through June 08 from which 98 participants successfully graduated from the program. The retention rate for the program was 85%. *Substance Abuse Mental Health Services Administration, Center for Substance Abuse Treatment*

**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. In the 2007-2008 fiscal year, a total of 52 children were served, including 21 youth who were newly matched with caring adult volunteer mentors. *Funding: U.S. Department of Health and Human Services, Administration for Children and Families*

**PRESCRIPTION DRUG ABUSE PREVENTION** PAS provided educational and informational presentations and materials on prescription drug misuse, abuse, and prevention to a total of 9,900 individuals. *Funding: Division of Behavioral Health, formerly Colorado Alcohol and Drug Abuse Division*



Brie Reimann, Program Director  
of SBIRT Colorado

*I began my work with Peer Assistance four years ago with a growing passion to learn more about prevention and public health. I began working on a project to prevent Fetal Alcohol Spectrum Disorders among women of childbearing age. This work was exciting and I became interested in how substance use, misuse and abuse affects health and the wellbeing of individuals, particularly women.*

*Over the past two years, I have worked as the Program Director for SBIRT Colorado with the mission to change the way healthcare is practiced by implementing SBIRT services in healthcare settings statewide; a very ambitious mission but one I truly believe we can accomplish working with such a progressive organization. Peer Assistance is an organization that inspires and encourages innovative ideas and strives to further develop leadership in the employees. It is due to each individual's dedication to the mission of Peer Assistance that enables us to continue to improve the health and wellbeing of the*

*people in Colorado. Furthermore, it is the amazing team of people that I work with on SBIRT Colorado that makes it possible to improve healthcare in the state over the next few years. I am truly committed to making a difference in the community and with the wonderful support, hard work, and dedication from the people involved, I believe we will be successful.*

~  
**EVERY TIME YOU STATE WHAT YOU BELIEVE,  
YOU'RE THE FIRST TO HEAR IT. ITS A MESSAGE BOTH TO YOU AND OTHERS  
ABOUT WHAT YOU THINK IS POSSIBLE.**

~ —OPRAH WINFREY

**SBIRT COLORADO** Peer Assistance Services manages implementation of this public health program state-wide. SBIRT is an acronym for Screening, Brief Intervention and Referral to Treatment; an evidence-based approach demonstrating that universal screening within healthcare settings can significantly benefit the patient, the family, the healthcare system and the community. The mission of SBIRT Colorado is to improve the health of Coloradoans by establishing universal screening for substance use as a standard of care within healthcare communities. SBIRT Colorado reduces emergency and inpatient services, resulting in cost savings for the healthcare system and expands the continuum of care. As of August 29, 2008, over 20,000 patients were screened in healthcare settings across the state. As of June 30, 2008, six-month follow-up interviews were completed for 110 patients who received SBIRT Colorado services. The follow-up sample includes only those patients who scored positive for a brief intervention and/or a referral to additional services. The average number of days using alcohol dropped by 62% from 10.55 days per month prior to the initial screening and brief intervention and/or referral to treatment to 3.95 days per month at the six-month follow-up interview. The average number of days patients used cannabis dropped by 57% from 10.35 days per month prior to the initial screening and brief intervention and/or referral to treatment to 4.52 days per month. Only one person who completed a follow-up interview was using heroin at the time of their initial screening. This person reported 30 days of use per month at initial screening, and no use at all at the time of the follow-up interview. *Funding: Substance Abuse Mental Health Services Administration, Center for Substance Abuse Treatment grant awarded to the State of Colorado Office of the Governor, Administered by the Division of Behavioral Health, formerly Colorado Alcohol and Drug Abuse Division*

**YOUTH IN TRANSITION IN THE WORKPLACE** Working with low-income young adults to improve their opportunity to find and keep quality employment, PAS utilizes The Team Awareness program. The program includes team building discussions and small group exercises to build a positive environment encouraging healthy choices and a drug-free lifestyle. The project has a national scope, with 16 participating sites in Colorado, California, New Mexico and Florida. *Funding: Substance Abuse Mental Health Services Administration, Center for Substance Abuse Treatment*

**2007-2008 FINANCIALS**

**EXPENSES**

Program Services	\$ 8,267,598
Administration	\$ 122,597
Fundraising	\$ 21,554
<b>TOTAL EXPENSE</b>	<b>\$ 8,411,749</b>

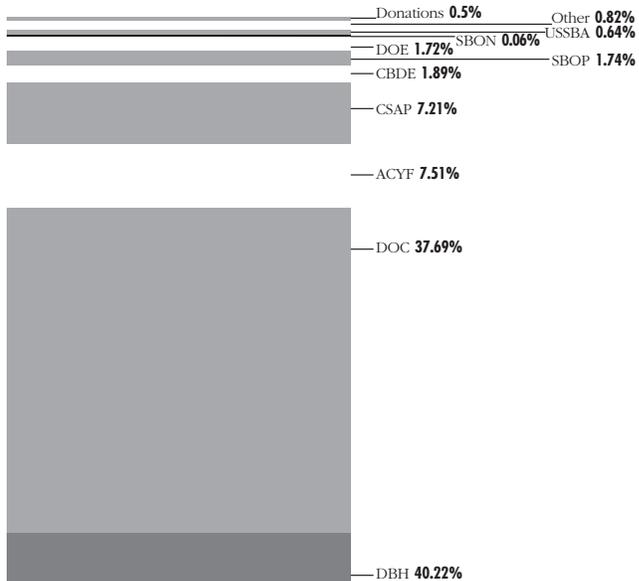
**FUNDING SOURCES**

Division of Behavioral Health (formerly ADAD), Colorado Department of Human Services	\$ 3,397,692
Colorado Department of Corrections	\$ 3,184,430
Administration on Children, Youth and Families, Department of Health and Human Services	\$ 634,462
Center for Substance Abuse Prevention, Substance Abuse and Mental Health Services Administration, Department of Health and Human Services	\$ 609,260
Colorado Board of Dental Examiners	\$ 159,768
Colorado State Board of Pharmacy	\$ 147,397
U.S. Department of Education	\$ 145,000
Colorado State Board of Nursing	\$ 5,475
U.S. Small Business Administration	\$ 53,940
Other	\$ 69,029
Donations and Fundraising	\$ 41,825
<b>TOTAL FUNDING</b>	<b>\$ 8,448,278</b>

**EXPENSES**



**FUNDING SOURCES**



~  
**TO ACCOMPLISH GREAT THINGS WE MUST NOT ONLY ACT, BUT ALSO DREAM;  
NOT ONLY PLAN, BUT ALSO BELIEVE.**

—ANATOLE FRANCE  
~

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in our mission and show their  
support with donations.

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**MISSION:**  
**DEDICATED TO QUALITY, ACCESSIBLE PREVENTION  
AND INTERVENTION SERVICES  
IN WORKPLACES AND COMMUNITIES,  
FOCUSING ON SUBSTANCE ABUSE AND RELATED ISSUES**

~

**INTERVENTION**

Dentist Peer Health Assistance Program  
Nurse Peer Health Assistance Program  
Paul D. Coverdell Drug-Free Workplace Program  
Pharmacist Peer Health Assistance Program  
Treatment Accountability for Safer Communities  
Western • Northeast • Southeast • Mile High  
Workplace Prevention Services

**PREVENTION**

Family Education Network/Promoting  
Healthy Families  
Healthy Relationships Initiative  
HIV/Hep C/Substance Abuse Prevention in  
Minority Communities  
Prescription Drug Abuse Prevention  
SBIRT Colorado  
Youth in Transition in the Workplace

**START BELIEVING.**



Peer Assistance Services

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