

ANNUAL REVIEW
2009~2010

the reason why

START BELIEVING.



Peer Assistance Services

56,900

INDIVIDUALS SERVED IN OUR PROGRAMS

Intervention Programs

Dental Peer Health Assistance Program

Nursing Peer Health Assistance Program/Nurse Alternative to Discipline Program

Pharmacy Peer Health Assistance Diversion Program

Colorado Treatment Accountability for Safer Communities
Western • Northeast • Southeast • Mile High

Workplace Prevention Services Program

Paul D. Coverdell Drug-Free Workplace Program

Prevention Programs

Family Education Network/Promoting Healthy Families Program

Healthy Relationships Program

Prescription Drug Abuse Prevention Program

SBIRT Colorado

Because

- 10% of nurses, pharmacists and dentists have issues with alcohol and other drugs.
- 80 to 90% of prison inmates have substance abuse issues.
- 80% of lost work productivity is due to employees who drink too much; and their health benefit utilization is 300% higher among those who abuse substances.
- More than 72 medical conditions have risk factors attributed to substance use.
- In 2008 three times as many Coloradans died from abusing prescription drugs as from drunk driving.

These statistics are only a sample of the effects of substance abuse—the consequences of substance abuse are not isolated to the individual who struggles with addiction. Substance abuse affects employers, families, co-workers, entire communities; and when the person abusing alcohol or other drugs is a healthcare professional, patients. State and federal spending on this problem is staggering, and the burden of substance abuse is enormous to healthcare, child welfare, law enforcement and the justice system. The problem and associated costs—financial, emotional and physical—are great to each of us. This is why our agency exists.

Peer Assistance Services, Inc. was founded to search for solutions to the problem of substance abuse in the workplace and our communities. PAS initially focused on nurses and soon expanded to other healthcare professionals in providing quality, accessible prevention and intervention services. Today, PAS programs include peer health assistance programs; a case management program for parolees; workplace EAP services; universal screening, brief intervention and referral to treatment; prescription drug abuse prevention; and a healthy relationships program. Though the program descriptions are broad, their purpose is narrow. Most significantly the programs affect individuals—over 56,000 last year—and the effects ripple out to us all.

We believe

The success of our mission builds each year as we provide services to individuals struggling toward recovery, prevention programs to stop addiction before it happens, and education programs creating a greater awareness of the problem. As we look back over the past year, we are proud of those efforts. We recognize and take pride in our exceptional staff who provide the best services possible with unstinting dedication. The momentum of our success can be attributed not only to the staff, but to a board of directors whose commitment is unwavering.

At this year's annual awareness event we heard from Mark Lundholm as he transformed his experience of addiction and recovery into comedy. We recognized CeDAR (Center for Dependency, Addiction and Rehabilitation), Kerry Broderick, MD, of Denver Health, Howie Madigan of Harmony Foundation, Inc., and Governor Bill Ritter, Jr. with Founders' Awards; and announced memorial scholarships to the University of Utah School on Alcoholism and Other Drug Dependencies. We are committed to fulfill our mission more completely each year. We do not accomplish this alone: ours is a shared vision and team effort. On behalf of the entire board and staff, we are grateful to our funders and donors for their awareness of the problem of substance abuse and enduring support of Peer Assistance Services, Inc. as we provide solutions.



Lloyd Davis, President, Board of Directors



Elizabeth Pace, Chief Executive Officer

Dental Peer Health Assistance Program

The Dental Peer Health Assistance Program provides assessment and referral; case management; short-term solution-focused counseling; and long-term intensive case management services for licensed dentists with physical, emotional or psychological or substance abuse problems, including assistance to family members, employers and profession-related staff. The program served 175 individuals, including 33 dentists on long-term rehabilitation contracts.

Through continued collaboration with professional organizations and student and faculty groups, opportunities to present information about substance abuse within the profession and program services expanded, providing increased visibility and utilization of the program. Two dentists were awarded The Joe Barry Kushner Memorial Scholarship to the University of Utah Annual School on Alcoholism and Other Drug Dependencies, made possible through donations from the community to Peer Assistance Services. *Funding: Colorado Board of Dental Examiners*

Nursing Peer Health Assistance/Nurse Alternative to Discipline Program

The program provided a continuum of prevention and intervention services to address various problems that affect practice through comprehensive assessment, referral to treatment and rehabilitation contracts with rigorous monitoring. Services are provided to nurses with physical, emotional or psychological or substance abuse problems, including assistance to family members, employers and profession-related staff. The program served 853 individuals, including 357 nurses with rehabilitation contracts. One nurse was awarded The Jody Gingery Memorial Scholarship to the University of Utah Annual School on Alcoholism and Other Drug Dependencies, made possible through donations from the community to Peer Assistance Services. *Funding: Colorado State Board of Nursing*

Pharmacy Peer Health Assistance Diversion Program

The Pharmacy Peer Health Assistance Diversion Program served 440 individuals, with 63 pharmacists and interns on long-term rehabilitation contracts during the past year. The program provides assessment and referral; case management; short-term solution-focused counseling; and long-term intensive case management services for pharmacists and interns with physical, emotional or psychological or substance abuse problems, including assistance to family members, employers and profession-related staff.

Informational presentations about substance abuse and program services have expanded due to continued collaboration with professional organizations and student and faculty groups, increasing visibility and utilization of the program. Two pharmacy interns were awarded The Harold Bober Memorial scholarship to attend the University of Utah Annual School on Alcoholism and Other Drug Dependencies, made possible through donations from the community to Peer Assistance Services. *Funding: Colorado State Board of Pharmacy*

Program Evaluations

Evaluations of each Peer Health Assistance Program were made during the year. Conducted by Lori Crane, PhD, MPH, professor and chair of the Department of Community and Behavioral Health, Colorado School of Public Health, University of Colorado Denver, these evaluations will provide information about clients' satisfaction with the programs as a whole, as well as feedback and recommendations from various perspectives. The evaluations utilized anonymous client surveys, with a 70% response rate; and key informant interviews with representatives of the state licensing boards, professional organizations, and the pharmacy, dental, and nursing schools. Findings will be published in 2011.

453

PROFESSIONALS ON REHABILITATION CONTRACTS

1,000

INDIVIDUALS ATTENDED EDUCATION PROGRAMS

830

INDIVIDUALS RECEIVED RESOURCE INFORMATION AT CONFERENCES

Treatment Accountability for Safer Communities

Colorado TASC is a statewide case management program with 10 offices in four regions: Western, Northeast, Southeast and Mile High. TASC spans the boundaries of both the treatment and corrections systems by providing direct services essential to achieving good outcomes with parolees who have substance abuse, mental health and other related issues. The program provided case management services including assessment, referral to treatment, monitoring and reporting for more than 9,600 parolees. Colorado TASC recognizes the importance of addressing other issues associated with recidivism by making referrals to Community Re-Entry for employment, housing, transportation and other needs. *Funding: Colorado Department of Corrections*

Workplace Prevention Services

Employee Assistance Program (EAP) services were provided to 14 small businesses to reduce alcohol, tobacco and other drug risk factors and prevent substance abuse issues for employees and their families. More than 674 employees were eligible to receive assessment, short-term problem resolution and referral services. The organizations also received specialized drug-free workplace policy consultation, supervisor trainings and a variety of wellness programming ranging from stress and time management to establishing personal and professional boundaries. Businesses the program served were in the hospitality, manufacturing, retail, professional, scientific and technical services and social assistance industries. *Funding: Colorado Division of Behavioral Health*

Paul D. Coverdell Drug-Free Workplace Program

During the past year 11 small businesses in the construction, manufacturing and hospitality industries in the Denver metro area received no-cost drug-free workplace program consultation that included the full spectrum of EAP services. Policy consultations were tailored for each business and 27 supervisors were trained in recognizing and addressing substance abuse issues. More than 633 employees were eligible to receive assessment, short-term problem resolution and referral services. The organizations served reported positive changes in employee attendance and morale. *Funding: U.S. Small Business Administration*

Family Education Network/Promoting Healthy Families

The program provided education with the Nurturing Parenting evidence-based curriculum to 206 parents in high-risk families at eight community-based agencies and schools throughout the Denver metro area. According to pre- and post-surveys, participants decreased their use of harsh and inconsistent discipline after program completion. *Funding: Colorado Division of Behavioral Health*

9,600
PAROLEES

26
SMALL BUSINESSES

1,307
EMPLOYEES

Healthy Relationships

The program provided relationship education to low-income singles, couples and parents with evidence-based curricula, offering more than 64 classes throughout the year and serving more than 1,151 participants at 21 community and faith-based agencies. The goal of the program is to strengthen families and communities by improving the quality, stability and longevity of relationships through skills training and relationship education. Agency and participant feedback have consistently expressed the program's overwhelmingly positive effect on relationship dynamics, communication, conflict management, and healthy relationship beliefs.

Funding: U.S. Department of Health and Human Services, Administration for Children and Families

HIV, Hepatitis C and Substance Abuse Prevention in Minority Communities

In its final year of a five-year grant, the HIV, Hepatitis C and Substance Abuse Prevention Program continued to provide services to parolees in collaboration with Mile High TASC. The program included two Center for Disease Control-approved prevention programs, providing 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 clients and their families. On-site HIV and hepatitis C testing and referrals for hepatitis A and B vaccines were provided at no cost. Over the life of the grant, the program achieved 351 enrollments, 317 participants and 270 graduates. In describing the program, participants indicated that the curriculum guided them to make healthier lifestyle choices.

Funding: Substance Abuse Mental Health Services Administration, Center for Substance Abuse Prevention

Prescription Drug Abuse Prevention

The Prescription Drug Abuse Prevention program, RxDrugs.NotYours.NotSafe., continued compiling and reporting data from various Colorado agencies regarding deaths due to prescription drug abuse. Collaborating with other organizations and coalitions across the state to target students and young adults, the program provided direct educational and informational presentations to 2,042 individuals. Educational materials were distributed to more than 20,000 Coloradans and the program coordinator was featured on three television news programs in Colorado, reaching an audience of over a half a million. November 8-14, 2009 was declared Prescription Drug Abuse Awareness Week by the Governor's office. *Funding: Colorado Division of Behavioral Health*

SBIRT Colorado

SBIRT is an evidence-based approach treating substance use as a healthcare issue through universal screening. In the past year, Health Educators in 12 clinics and hospitals in nine Colorado counties screened more than 39,400 patients for substance use. During follow-up interviews, patients indicated a significant reduction in the number of days they used alcohol and other illicit drugs. SBIRT Colorado promotes universal screening as a standard of care by providing on-site training and technical assistance throughout the state. A major achievement was the passage of House Bill 1033, signed into law by Governor Bill Ritter, Jr. in June 2010. The bill activates reimbursement for screening and brief intervention services under the state's Medicaid program. *Funding: Substance Abuse Mental Health Services Administration, Center for Substance Abuse Treatment grant administered by the Colorado Division of Behavioral Health*

1,151

INDIVIDUALS IN RELATIONSHIP CLASSES

2,042

INDIVIDUALS IN PRESCRIPTION DRUG ABUSE PREVENTION PRESENTATIONS

39,000

SCREENS

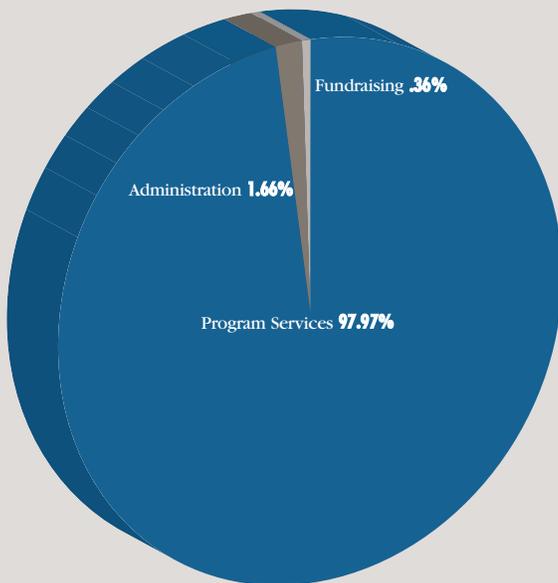
Expenses

Program Services	\$ 8,950,331
Management and General	\$ 152,075
Fundraising	\$ 32,982
TOTAL EXPENSE	\$ 9,135,388

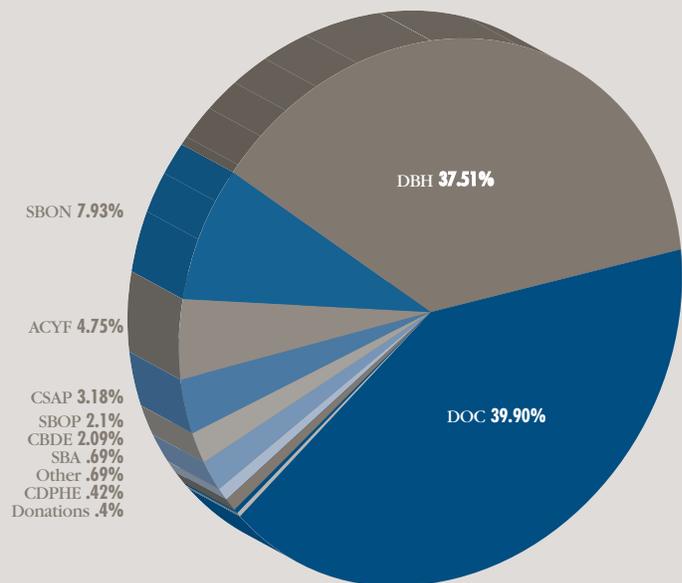
Funding sources

Division of Behavioral Health, Colorado Department of Human Services	\$ 3,461,566
Colorado Department of Corrections	\$ 3,682,397
Colorado State Board of Nursing	\$ 731,968
Administration on Children, Youth and Families, U.S. Department of Health and Human Services	\$ 473,973
Center for Substance Abuse Prevention, Substance Abuse and Mental Health Services Administration, U.S. Department of Health and Human Services	\$ 293,716
Colorado State Board of Pharmacy	\$ 193,404
Colorado Board of Dental Examiners	\$ 192,540
U.S. Small Business Administration	\$ 96,495
Other	\$ 63,477
Colorado Department of Public Health and Environment	\$ 39,000
Donations and Fundraising	\$ 36,960
TOTAL FUNDING	\$ 9,229,496

EXPENSES



FUNDING SOURCES



Benefactor

Dr. Rick Kushner and Comfort Dental

Partner

USW 920—Colorado Professional Employees

Dr. Robin S. Mower

Patron

Broader Horizon Counseling Services

Clare and Matt Sandekian

Colorado Dental Association

Crossroads' Turning Points, Inc.

Elizabeth M. Pace

Harmony Foundation

Jason's Deli

Lola and Red Fehr

Mark Tokheim and Lee Ann Aden

Sara and Howard Jarrett

Valley Hope Association

Advocate

Advocates for Recovery

Andy and Andrea Volin

Budman and Hershey, LLC

CeDAR—Center for Dependency, Addiction
and Rehabilitation

Colleen and Dr. Ed Casper

Dr. Collis and Marsha Johnson

Colorado Nurses Association

Colorado Veterinary Medical Association

Connie Robertson

David and Ann Stuhr

Gail and Robert Boyd

J. Michael Carroll and Sharon Haecker

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CHIEF EXECUTIVE OFFICER

Elizabeth M. Pace, MSM, RN, CEAP

COMMUNITY INVOLVEMENT

Throughout the year, our organization and staff supports the community through professional organization membership and leadership, volunteer time and sponsorships. These efforts unite our staff, and also align with the mission while contributing to the community. The organizations include

- Advocates for Recovery
- CeDAR—Center for Dependency, Addiction and Rehabilitation
- Colorado Nurses Association
- Colorado Pharmacists Recovery Network
- Colorado Providers Association
- Concerned Colorado Dentists
- Employee Assistance Professionals Association
- Faces and Voices of Recovery
- International Nurses Society on Addictions
- Prescription Drug Abuse Task Force
- National TASC

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GIVING HOPE, STRENGTH
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TO CHANGE LIVES AFFECTED
BY SUBSTANCE ABUSE

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