

We are always  
available  
when needed.

**WE ARE HERE.**

We understand substance  
abuse and all the ways it  
can affect someone's life.

**WE UNDERSTAND.**

We provide services  
with a balanced approach  
to protecting the public.

**WE PROTECT.**

We build  
trusting and

**WE TRUST.**

lasting relationships.

We believe in the person.

**WE BELIEVE.**

We believe  
in the outcome.

**START BELIEVING.**



**WE ARE HERE.**

**WE UNDERSTAND.**

**WE PROTECT.**

**WE TRUST.**

**WE BELIEVE.**

## MESSAGE FROM OUR BOARD PRESIDENT AND CEO

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### CONNECTIONS

We are here. We understand. We protect. We trust. We believe. Our key communication messages connect the core of our agency to the essence of our mission. This annual report highlights the many connections that extend Peer Assistance Services, Inc. into the community. A culture of compassion spurs the deep connections that tie our staff to clients and to the larger community and the inspiration that connects our clients to a new life.

### THE HEALTHCARE CONNECTION

Substance use disorders, addiction, drug diversion, healthcare—these are headlines nationally and in Colorado. There is widespread awareness of the need for a comprehensive systems change to address prevention, intervention and treatment of substance use disorders, and to identify new partners to help those with our country's number one preventable health problem. This awareness also creates an opportunity for discourse about the connection of substance abuse and healthcare, as the two are intertwined and enmeshed. With over 70 diseases attributable to substance abuse, the link between substance abuse and health can no longer be denied. Drawing on this connection also helps to remove the stigma of substance abuse, and initiates much-needed discussion of the cost of substance abuse to the healthcare system. The acceptance of how profoundly substance abuse affects health strengthens our mission and makes successful outcomes even more possible.

### LOOKING BACK, MOVING FORWARD

As we provide services to those struggling toward recovery from substance abuse and related issues, the fruits of our connections become more clearly visible. As an organization dedicated to improving the lives of those we serve, PAS empowers our staff to provide the best services possible and our clients to achieve their objectives. Our work toward this is constant, and the connections numerous. Our accomplishments and success are due not only to an exceptional staff, but to a dedicated board whose commitment to compassionate, high-quality services paves the way for our success.

### ANNUAL AWARENESS EVENT

We celebrated our 25th anniversary at the 2009 Annual Awareness Event where our friend William Cope Moyers introduced singer and author Judy Collins who shared her own personal journey of recovery. We also recognized the Colorado Nurses Association and the Division of Behavioral Health with Founders' Awards at this year's Awareness Event and announced memorial scholarships to the University of Utah School on Alcoholism and Other Drug Dependencies for pharmacy, dental and nursing students.

### OUR CLIENTS

Our connection with clients remains the achievement of which we are most proud. The list of accomplishments 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 together.

### THANK YOU

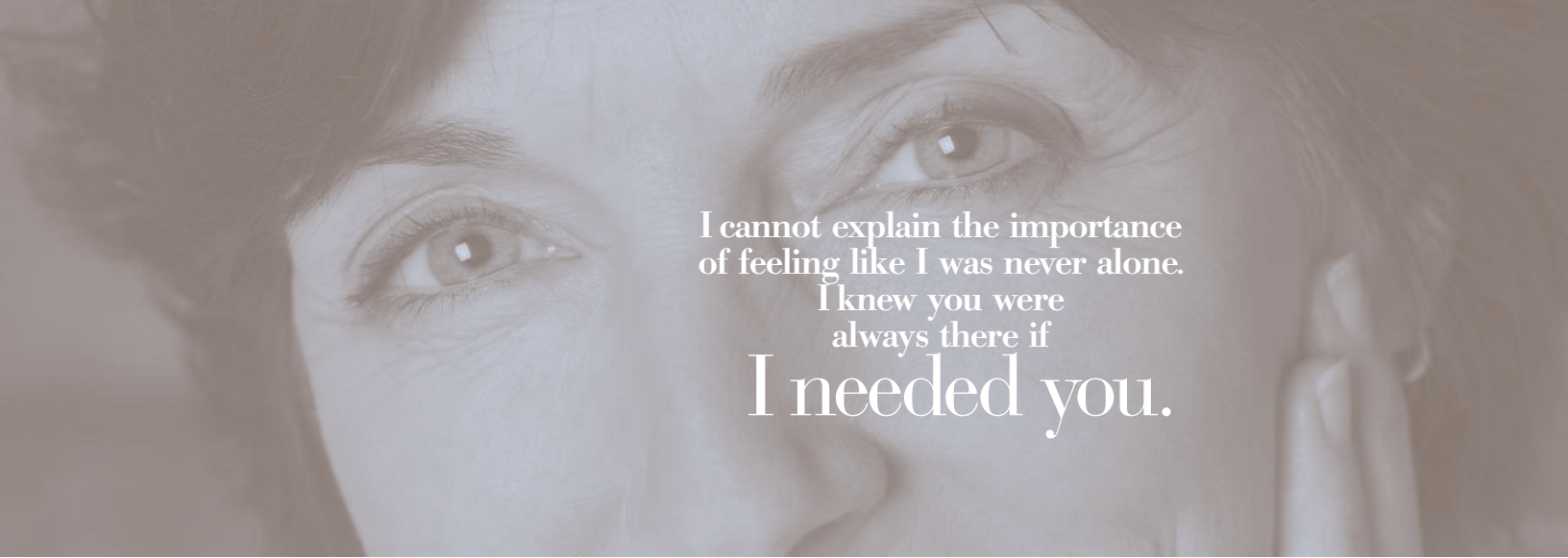
Every day we strive to fulfill our mission more completely. We cannot do this alone. It takes a tremendous team effort and shared vision. On behalf of the entire board and staff we thank our funders and generous donors for the continued support of Peer Assistance Services, Inc.



Lloyd Davis  
President, Board of Directors



Elizabeth Pace  
Chief Executive Officer



I cannot explain the importance  
of feeling like I was never alone.  
I knew you were  
always there if  
I needed you.

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## PROGRAMS

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Peer Assistance Services continues to build the programs and services that 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

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**DENTIST PEER HEALTH ASSISTANCE PROGRAM AND PHARMACIST PEER HEALTH ASSISTANCE PROGRAM** In 2009, Peer Assistance Services, Inc. was awarded five-year contracts with the Colorado Department of Regulatory Agencies for both the Dentist Peer Health Assistance Program and the Pharmacists Peer Health Assistance Program. The awarding of these contracts will enable PAS to continue providing services to pharmacists, interns and dentists, as we have since 1993.

Both programs provide assessment and referral; case management; short-term solution-focused counseling; and long-term intensive case management 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. DPHAP continues to maintain a very high completion rate of 83%. The Pharmacist Peer Health Assistance Program served 87 individuals over the past year, with 61 pharmacists and interns on long-term rehabilitation contracts. The PPHAP compliance and successful completion rate has increased from 68% to 75%.

Through continued collaboration with professional organizations and student and faculty groups, opportunities to present information about services have expanded, providing increased visibility and utilization of both programs. In addition, several years of promoting educational opportunities in the area of chemical dependency for healthcare professionals and students resulted in record attendance from Colorado at the University of Utah Annual School on Alcoholism and Other Drug Dependencies. Four of the attendees were awarded full scholarships.

Additional activities this year included supporting and participating in a multidisciplinary intervention training for health professionals, and a Practice Monitor Training for dentists. *Funding: Colorado Board of Dental Examiners and Colorado State Board of Pharmacy*



**NURSING PEER HEALTH ASSISTANCE/ALTERNATIVE TO DISCIPLINE PROGRAM** Completing its first year ending June 30, 2009, the program provided a continuum of prevention and intervention services to address various problems that may affect practice through comprehensive assessment, referral to treatment and rehabilitation contracts with rigorous monitoring. Services are provided to nurses and nursing students. This past year we hired five case managers, an administrative coordinator and the program director. The case manager team has been very busy establishing program procedures and policies and establishing a strong relationship with the State Board of Nursing. The program served 447 individuals, including 285 nurses with rehabilitation contracts. *Funding: Colorado State Board of Nursing*

**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 8,400 parolees with substance use disorders during fiscal year 2008-2009. The TASC model recognizes the importance of addressing other issues associated with recidivism, which includes substance abuse treatment, mental health treatment, and needed wrap-around services. These wrap-around services include assistance with temporary housing, transportation, education, employment, food and clothing assistance, and medications.

Colorado TASC staff have augmented the wrap-around services by creating vital resource banks within the regional offices. In the Mile High TASC region, “clothing closets” were created from staff and community donations in an effort to provide the basic necessities for the winter months; this service has expanded to include professional dress clothing to assist parolees in job interviews, as well as basic necessities such as shoes, duffel bags, small appliances and household items. Staff at the Mile High and Western TASC offices have also created food banks stocking items easily opened without can openers for clients who live in shelters. One client said, “I would have starved if it wasn’t for the food bank at Mile High TASC; I was eating peanut butter and peas mixed together as I had no money to buy food.” Another from the Western TASC region wrote, “The first time I came to TASC I hadn’t eaten since I got on the bus, as soon as I got to their office they offered me something to eat.” *Funding: Colorado Department of Corrections*



I could trust our relationship  
to last and that helped pull me  
through the darkness—  
helped me to take the  
next step.

**WORKPLACE PREVENTION SERVICES** Employee Assistance Program (EAP) services were provided to 13 small businesses in Colorado to reduce alcohol, tobacco and other drugs' risk factors and promote protective factors for employees and their families. Over 1,536 covered lives were eligible to receive assessment and referral, short-term problem resolution. These organizations also received specialized drug-free workplace policy consultation, supervisor trainings, and a variety of wellness programming ranging from stress and time management, to personal and professional boundaries. Businesses served were in the hospitality, construction, retail, professional, scientific and technical services and social assistance industries. *Funding: Division of Behavioral Health*

**PAUL D. COVERDELL DRUG-FREE WORKPLACE PROGRAM** During the past year, eight assisted-living centers in the Denver Metro area received no-cost Employee Assistance Program services including management and employee support services. Feedback from those organizations indicated they have seen positive changes in employee attendance and morale. The administrator of one facility stated, "The assistance we have received has been extensive and very diverse. One outcome of our experience with Peer Assistance Services is the more we worked with them the better we got at identifying needs of our employees and our business. I have also taken their story to other businesses I work with because I want them to know that help is out there. I cannot imagine how we managed to operate our business before they joined our team." *Funding: U.S. Small Business Administration for The Coverdell Drug-Free Workplace Program*





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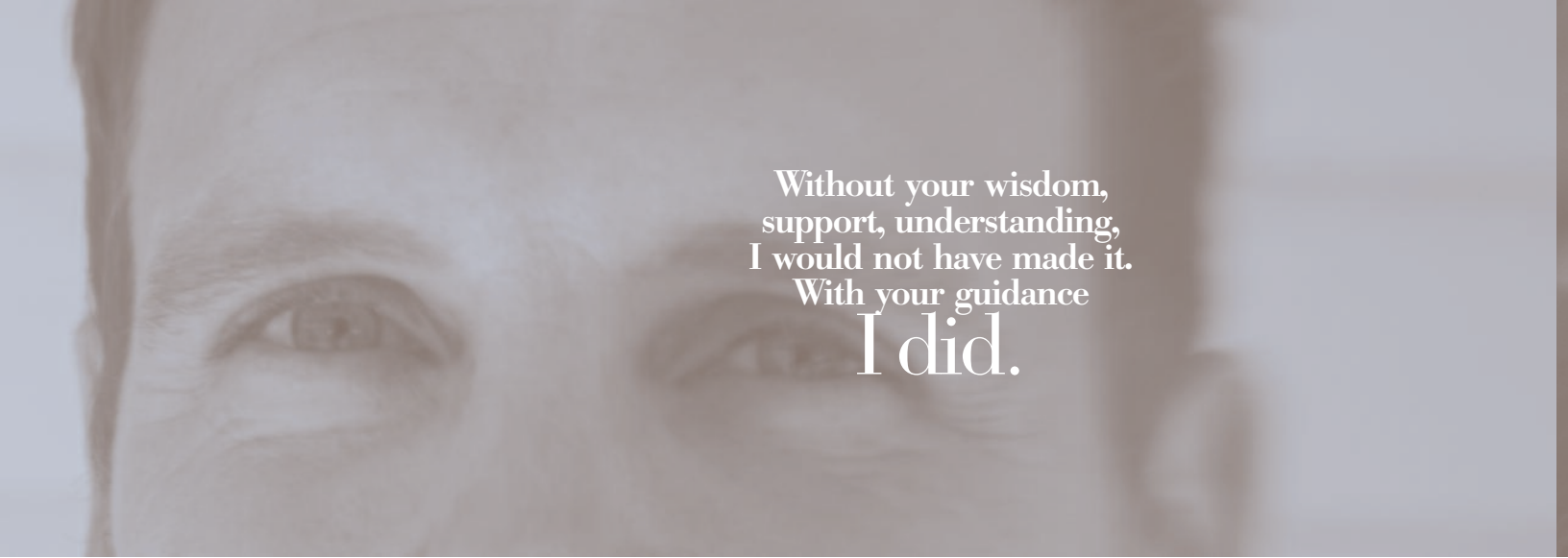
## PREVENTION

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**FAMILY EDUCATION NETWORK/PROMOTING HEALTHY FAMILIES** PAS provided education utilizing the Nurturing Parenting evidence-based curriculum to 114 parents in high-risk families at eight community-based agencies and schools throughout the Denver Metro area. According to pre- and post-surveys, participants in general decreased their use of harsh and inconsistent discipline after program completion. The program has seen an increase in positive parenting skills among participants. *Funding: Division of Behavioral Health*

**HEALTHY RELATIONSHIPS** PAS provided relationship education to low-income singles, couples and parents utilizing evidence-based curricula. The program offered more than 85 classes throughout the year, serving over 900 participants at 30 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 skills training and relationship education. Agency and participant feedback have consistently expressed the overwhelming positive affect of the program. Participants become self-aware, sometimes for the first time in their lives, about the connection their family history, romantic history, and life experiences play in their ability to seek and maintain healthy relationships. Program Manager Jennifer DuVall notes, “The powerful transformations that occur in participants’ lives have been truly inspirational.” *Funding: U.S. Department of Health and Human Services, Administration for Children and Families*

**HIV, HEPATITIS C AND SUBSTANCE ABUSE PREVENTION IN MINORITY COMMUNITIES** Focused on minority parolees, the HIV, Hepatitis C and Substance Abuse Prevention Program provided 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 group settings of approximately ten individuals. In addition to intervention sessions, clients are offered on-site HIV and hepatitis C testing and referrals for hepatitis A and B vaccines at no cost to them. In February 2009, OMNI evaluators developed a mid-term progress report that highlighted the most recent data analysis and evaluation results. Findings showed 239 people had been recruited to participate in the Holistic Health Recovery Program and had taken the baseline survey. Of those participants, 141 have successfully completed the program. Participants were asked to indicate their satisfaction with 115 reporting they were “very satisfied.” *Funding: Substance Abuse Mental Health Services Administration, Center for Substance Abuse Prevention*



Without your wisdom,  
support, understanding,  
I would not have made it.  
With your guidance  
I did.

**PRESCRIPTION DRUG ABUSE PREVENTION** During the course of the fiscal year, PAS targeted the program to students and young adults. Collaborating with other agencies and coalitions across the state, PAS was able to provide educational and informational presentations and materials on prescription drug misuse, abuse, and prevention to a total of 746 individuals. The program also began data collection in Colorado for deaths caused by prescription drug abuse and started the groundwork for a Prescription Drug Abuse Awareness Week. *Funding: Division of Behavioral Health*

**SBIRT COLORADO** Peer Assistance Services manages the implementation of the Screening, Brief Intervention, Referral to Treatment (SBIRT) program in urban, rural and frontier healthcare settings across Colorado. SBIRT is an evidence-based, public health approach to addressing risky substance use by implementing universal screening for substance use as a standard of care in healthcare settings and intervening early to prevent the onset of addiction. Considerable research has been conducted demonstrating that universal Screening and Brief Intervention for substance use leads to positive results such as reduced trauma related injuries, improved health outcomes, improved job productivity, cost savings and many others. In Colorado, more than 60,000 patients have been screened for substance use in healthcare settings. During follow-up interviews, patients indicate a significant reduction in the days of use of alcohol and other illicit drugs. Peer Assistance Services in collaboration with several organizations works to promote systematic and standardized screening and brief intervention services in healthcare settings by providing on-site training and technical assistance with providers interested in implementing this standard of care. *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*

**YOUTH IN TRANSITION IN THE WORKPLACE** Peer Assistance Services, and staff and employees at several Youth and Conservation Corps sites worked together to adapt the Team Awareness curriculum to be relevant, culturally sensitive, appropriate and useful for 16–24 year-old workers employed by Conservation/Youth Corps organizations nationwide. Peer Assistance Services has worked with several Conservation/Youth Corps programs nationally to implement Team Awareness with the overall goal to promote healthy lifestyles and behaviors among the Conservation/Youth Corps population. *Funding: Substance Abuse Mental Health Services Administration, Center for Substance Abuse Prevention*





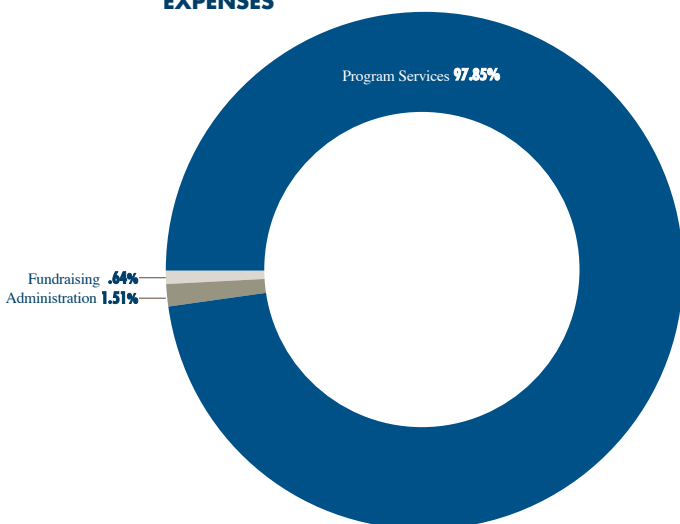
### EXPENSES

Program Services	\$ 8,998,152
Administration	\$ 130,710
Fundraising	\$ 58,802
<b>TOTAL EXPENSE</b>	<b>\$ 9,187,664</b>

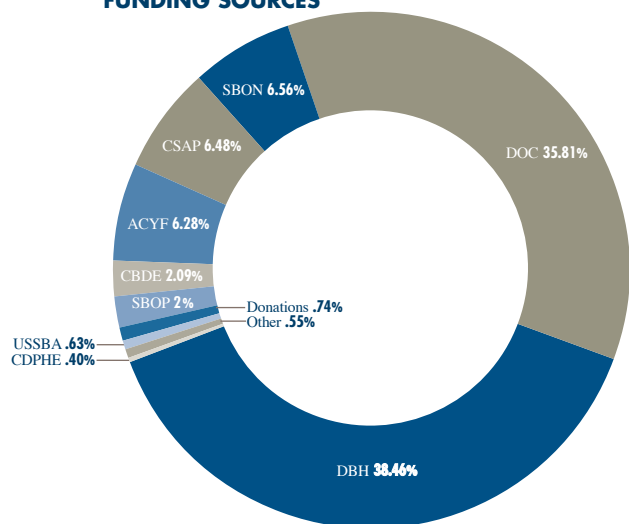
### FUNDING SOURCES

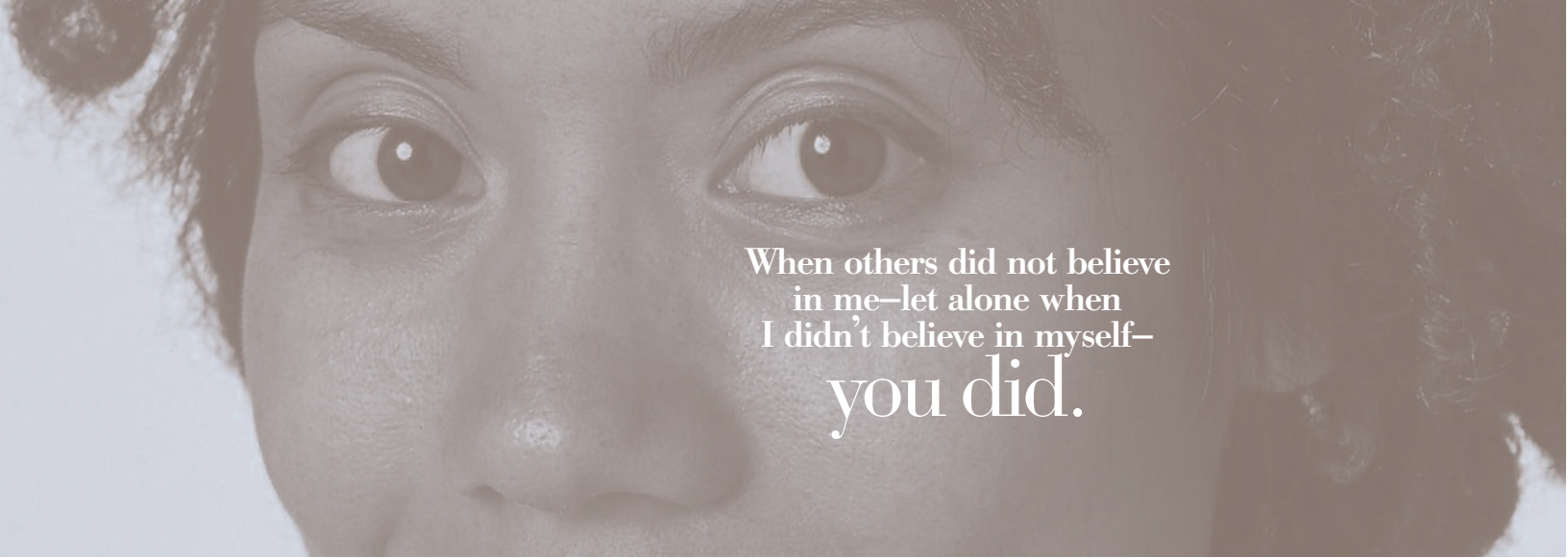
Division of Behavioral Health, Colorado Department of Human Services	\$ 3,542,809
Colorado Department of Corrections	\$ 3,299,060
Administration on Children, Youth and Families, U.S. Department of Health and Human Services	\$ 578,608
Center for Substance Abuse Prevention, Substance Abuse and Mental Health Services Administration, U.S. Department of Health and Human Services	\$ 596,509
Colorado Board of Dental Examiners	\$ 192,540
Colorado State Board of Pharmacy	\$ 184,194
Colorado State Board of Nursing	\$ 604,497
Colorado Department of Public Health and Environment	\$ 36,393
U.S. Small Business Administration	\$ 58,285
Other	\$ 50,401
Donations and Fundraising	\$ 68,283
<b>TOTAL FUNDING</b>	<b>\$ 9,211,580</b>

### EXPENSES



### FUNDING SOURCES





When others did not believe  
in me—let alone when  
I didn't believe in myself—  
you did.

#### **2008-2009 DONORS**

We thank those who believe in our mission and show their support with donations.

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## **INTERVENTION**

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

## **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

2170 South Parker Road, Suite 229  
Denver, Colorado 80231  
**TEL** 303.369.0039 **TOLL-FREE** 1.866.369.0039  
[www.PeerAssistanceServices.org](http://www.PeerAssistanceServices.org)

**START BELIEVING.**



Peer Assistance Service