



# 20/21

ANNUAL REVIEW

# NAVIGATING THE PANDEMIC

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TEAM PAS, MASKS UP



**“The staff and management did an amazing job keeping the operations going safely and thoroughly.** Evidence of their planning, organization, and implementation was obvious to all involved. They kept the board and clients up to date on strategies being proposed and utilized across the state. They practiced good control and offered everyone in need the opportunity to be evaluated and given appropriate support.” - *Vel Garner, Board Secretary*

## PANDEMIC TIMELINE

**March 11, 2020**

Executive Order: D 2020 003  
Disaster Emergency Declared,  
due to presence of COVID-19.

**March 14, 2020**

Over the weekend, PAS staff  
transitioned to remote work and  
purchased a HIPAA-compliant video  
platform for evaluations and case  
management sessions.

**March 25, 2020**

Executive Order: D 2020 017  
Ordered Coloradans to stay at  
home due to COVID-19.

## Greetings from our Board of Directors and CEO

Dear colleagues, advocates, and friends,

We are thankful to once again have the opportunity to share with you, not only our work, but our work within the context of a 100-year pandemic. This report begins where the pandemic first confronted us: tracking government orders, through waves of the coronavirus, to the current threats of the Delta variant. Vaccinations, masks, physical distance, testing, and quarantine are now standard practice.

From the beginning in March of 2020, we were able to maintain our stride by providing training via zoom; while, meeting and supporting our clients via SecureVideo. The continued demand for program services from all over the state demonstrated that our screening, brief intervention, and peer health assistance programs were vital to the communities we serve.

We had jobs, no layoffs, and safe places to work both in Denver and Grand Junction. All of our funding continued. Like everyone throughout the world, we faced social isolation and ongoing fears.

We relied on the talents and energy of our team; we relied on their dedication to our mission and to each other. Despite staff being fully vaccinated, several on our team became ill with COVID. They are doing well now, but the virus is still a constant worry.

We acknowledge our funders, their guidance, their trust, and their attention to our work and efforts. These partnerships have more meaning now than ever.

Our heartfelt thanks to each and every staff member, Board member, our EAP (Mines and Associates), and our colleagues. We also want to acknowledge the important business relationships we have with MidWestOne Bank, Capitol Success, and Davis Graham and Stubbs. They stayed the course with us without fail.

**We look forward to tomorrow and our continued work with you.**



Sara Jarrett  
President, Board of Directors



Elizabeth M. Pace  
Chief Executive Officer

### April 2, 2020

PAS purchased laptops for all staff and implemented a virtual private network.

### April 20, 2020

The PAS contract with the Department of Regulatory Agencies was amended to permit Peer Health Assistance Program evaluations via SecureVideo.

## Client Voices

“Having worked in the Emergency Department, I noticed that first responders and frontline workers take care of patients better than, and before, taking care of themselves. It’s in our nature and while doing so, we ignore the traumas and stress that providing care to others causes US... Depression and anxiety are common, turning to substances and unhealthy coping mechanisms occur, within our healthcare community. COVID has only increased these occurrences among nurses, but many of us don’t reach out for help.

- We don’t reach out for help because our hours are already being cut, due to strict census policies enforced regarding staffing.

- Less staff means fewer resources and more stress for those in the thick of it. We don’t reach out for help because we don’t want to be seen as weak — we are ‘heroes’ remember?

We do the best we can, but we often sacrifice our mental and physical well-being to save the lives of those in our community. While seen as ‘heroes,’ it is often forgotten that these heroes often struggle with mental health concerns, but spend little time acknowledging it.... Your ‘heroes,’ need and require the same support, empathy, and resources that we give the patients we care for.” - *A Colorado Registered Nurse*



**“The people at Peer Assistance Services have been invaluable in rehabilitating my weary soul.**

With time to reflect, I realize this experience has provided me with a wonderful reset opportunity. My priorities are different in both my professional and personal life. I purposely choose to live more simply now. I focus on the things I can control, in small increments of time.... With these practices, I know our current pandemic-related fears will resolve and I will still be whole when that time comes.” - *A Colorado Dentist*

**“I have been given the opportunity to cope, learn, and grow with support from Peer Assistance Services.**

Because of the tools this program has provided me, I have maintained recovery throughout these last 9 months.... Without the support that Peer Assistance Services offers, I may not have been able to maintain such a positive outlook or, for that matter, the wonderful life in recovery that I have today.” - *A Colorado Registered Nurse*

“Information presented was concise, to-the-point, and relevant to my practice. **This is one of the best professional trainings I’ve attended.**” - *SBIRT in Colorado trainee*

## PANDEMIC TIMELINE

**April 22, 2020**

Public Health Order: 20-26  
Ordered face coverings required for all critical businesses.

**May 4, 2020**

PAS Small Business Administration PPP application loan was approved.

**May 15, 2020**

The Joint Budget Committee reduced funding for SBIRT by \$1 million dollars.



ADMINISTRATION TEAM

“At the beginning of the pandemic, the hardest part was not having resources and colleagues in reach. Without being able to go into the office, I was dependent on those who were. Dependent on others to place checks in my printer, scan invoices, print contracts, and file documents. There were days that were very challenging to work from home.” - *Administration staff*

## 80 Weeks...560 Days...13,440 Hours into the Pandemic

Keeping the agency running in the midst of a pandemic came with a number of challenges. Transitioning from an office filled with laughter and colleagues, to a lonely office of one was starkly different. As an essential business, the daily operational tasks still needed to be done, but these were often harder to accomplish because resources and colleagues were no longer in reach. Simple conversations we once had outside of each other's offices, turned into a litany of emails and scheduled zoom calls. We were in survival mode – relying heavily on one person to bear the weight of our day to day operations, but this was not sustainable. We shifted quickly and incorporated updates to our technology, policies, and procedures. As a few selected staff members began to return to the office, concerns of exposure and safety were on the top of our list. Anxiety was high, and many feared they may unintentionally spread the virus while being asymptomatic. Still, we carried on – thankful to be employed. We moved forward with diligence and strict adherence to our COVID policies and we began to find our rhythm again. Now, 80 weeks into the pandemic, we maintain our offices with 6-8 staff in Denver and 1-2 in Grand Junction. Our day to day has stabilized, and our Peer Health and SBIRT programs continue to exceed expectations. **We are proud to stand with our colleagues and PAS.**

### May 20, 2020

Following COVID-19 requirements, staff returned to the office to support necessary administrative tasks and basic operations.

### June 1, 2020

Executive Order D 2020-091

Continue to limit physical interactions, remain at least six (6) feet from others, and wear non-medical facial coverings in public.

# Screening, Brief Intervention and Referral to Treatment, SBIRT *in* Colorado



SBIRT TEAM

The pandemic resulted in substantial cuts to the State budget, across all state departments, which included SBIRT.

The SBIRT program suffered significant reductions to funding in both FY19/20 and FY20/21. This not only affected the SBIRT team, but the entire agency budget. I find it difficult to write about or recall all of the details without feeling the same emotions I did when it was happening - it was devastating. The worry about potential staff layoffs and what this meant for the future of the program and agency consumed me.

But still we prevailed. In the face of the global pandemic, while fighting to save our funding and to restore a portion of the million dollars lost during the height of the pandemic, the SBIRT team never skipped a beat - everyone did their jobs and did them well. All programming continued, and while there were certainly ups and downs for us, I'm not sure anyone outside the agency would have known what we were going through... that we had lost 67% of our funding for statewide programming, with unknown implications for the future. Our team demonstrated grit. - *Bethany Pace-Danley, SBIRT in Colorado, Program Manager*

During this year, the SBIRT team exceeded expectations, providing 58 live virtual trainings to 700 professionals in 44 sites statewide that included hospitals, primary care clinics, and school-based health centers. These trainings augment the development of Colorado's health and mental health workforce. Implementation support was provided to 23 clinics throughout northeast and southeast Colorado. We submitted proposals to three of Colorado's four Managed Services Organizations as part of the funding made available by HB20-1411 – COVID Cares Act. In addition to providing SBIRT training and technical assistance (TA), we provided training-of-trainer sessions, measurement-based care implementation support, and enhanced online training to providers. Additionally, we expanded the team's skill for training on SBI with integrated adult and adolescent suicide prevention. Unhealthy substance use and suicide are frequently intertwined. Leveraging the SBIRT model to identify the common risks associated with both is an essential evolution of SBIRT training and TA.

## PANDEMIC TIMELINE

### June 22, 2020

HB 1411 - CARES Act

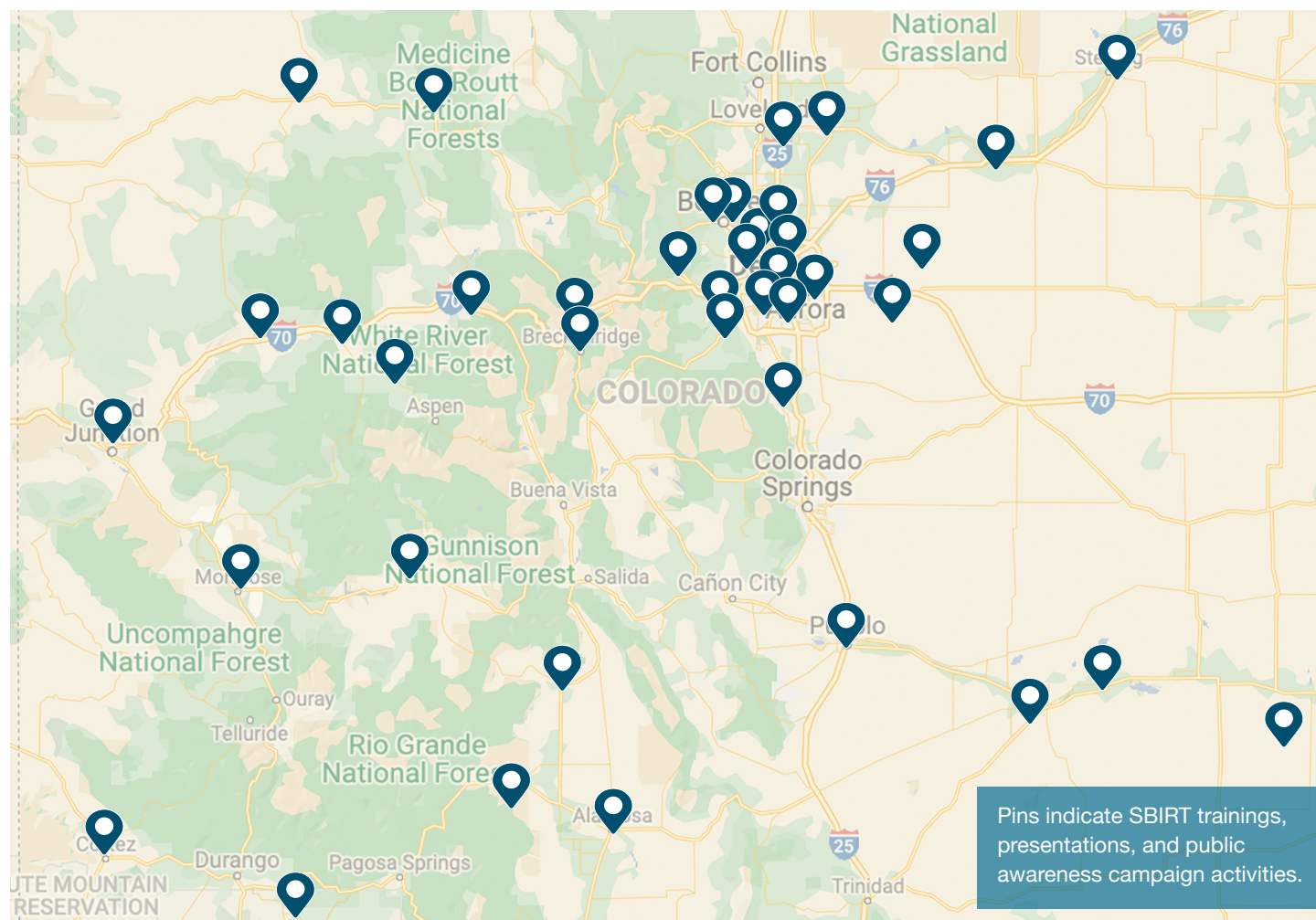
Federal CARES Act dollars allocated to the Managed Service Organizations to address the implications of COVID-19.

### July 1, 2020

HB20-1411

SBIRT implementation support was provide to Signal Behavioral Health Network, AspenPointe, and West Slope Casa.

## During the Pandemic You Can Find SBIRT Across the State



SBIRT *in* Colorado provides statewide training, technical assistance, and implementation support for health and mental health providers. Screening, brief intervention, and referral to treatment is an evidence-based prevention and early intervention technique to identify, reduce, and prevent use of alcohol and other substances in adults and adolescents. PAS promotes SBIRT as a standard of care throughout Colorado's healthcare systems. SBIRT in Colorado also promotes a public

awareness campaign to address stigma around conversations about substance use. The One Degree: Shift the Influence 'app' allows users to engage in real-life scenarios, practicing interactions with digital avatars while using best practices for talking with family and friends about substance use. The goal is to change the norms of how we talk about and support each other regarding the risks associated with substance use.

Visit [shifttheinfluence.org](https://www.shifttheinfluence.org)



### July 16, 2020

Executive Order D 2020 138

Ordering all individuals over 10-years old in Colorado to wear non-medical face coverings when entering or moving within any public indoor space.

### August 9, 2020

Executive Order 2020-158

Allowing temporary nursing licensure to expand the healthcare workforce.

## Peer Health Assistance Programs



PEER HEALTH ASSISTANCE PROGRAMS TEAM

The Peer Health team had to change our entire model of service delivery overnight. We had to learn new platforms, notify clients of the transition, and consider how the transition to virtual services would affect our clients and our team. Ultimately, we learned that our virtual service model could actually be a benefit, as we could see clients who we didn't normally see. We were able to make things easier for those living in rural areas of the state, where they no longer had to drive hours to an appointment, but could log on, see us face to face, and receive the same service from their home.

**We are so proud to be a part of an agency that supports individuals throughout their journey of recovery and wellbeing.** Our clients are so resilient, and we love reading each and every single

one of their discharge letters, in which they have an opportunity to speak to their own personal journeys and how and what they have overcome.

COVID has been a roller coaster for all of us. Not only changing our work, but also changing the way we live our entire lives. The agency and all our colleagues have made this tough time so much easier. We want to thank each and every one of you for the support you've given us when times have been really tough, for always keeping in touch so we remain connected, and then endless laughs that you give us daily to make things a little easier.

*Katherine Garcia and Rebekah Rosenberg  
Clinical Managers, Peer Health Assistance Programs*

### PANDEMIC TIMELINE

**November 2, 2020**

Governor's 2021-2022 budget request was released. The department requested to eliminate the SBIRT Training Grant Program and re-purpose the savings for General Fund relief and budget balancing.

**December 7, 2020**

PAS Small Business Administration PPP Loan was forgiven.

**January 11, 2021**

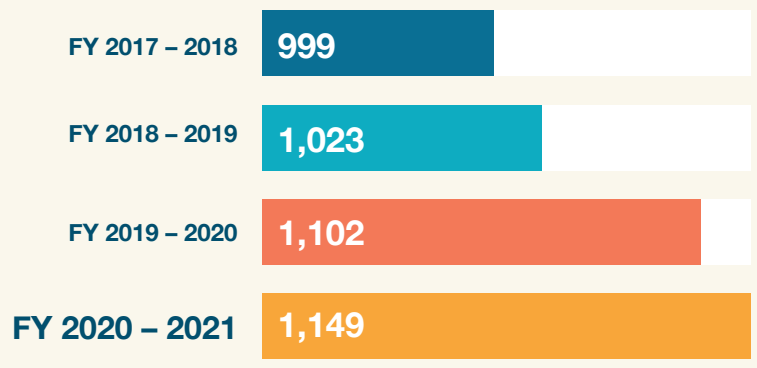
Executive Order D 2021 008 Expanded scope of practice for administering COVID-19 vaccines.



# Professionals Served

The Peer Health Assistance Program provides evaluation, referral, and case management for individuals with substance use, mental health, physical health, and related concerns. Services are provided to nurses, pharmacists, pharmacy interns, dentists, veterinarians, social workers, marriage and family therapists, addiction counselors, unlicensed psychotherapists, professional counselors, and psychologists, through a contract with the Division of Professions and Occupations, Department of Regulatory Agencies. PAS also provides services on a fee-for-service basis to chiropractors, podiatrists, massage therapists, athletic trainers, respiratory therapists, occupational therapists, speech and language pathologists, surgical assistants, surgical technologists, physical therapists, nursing home administrators, optometrists, naturopathic doctors, and acupuncturists.

The Peer Health Team provided services to over 1100 health and mental health professionals. The increasing number of professionals with Rehabilitation Contracts demonstrates the need for programming to care for this population with substance use and mental health conditions. Safety to practice is enhanced through case management and monitoring.



“Working with the Peer Health team reminds me daily of my passion to help others, and how hard my co-workers work to meet the day to day needs of our clients.”

“I learned I can provide excellent service, help people, meet client needs, and give people a sense of hope and support even in a virtual environment.”

- Staff Quotes

The Colorado Department of Public Health and Environment, Emergency Medical & Trauma Services Branch contracts with PAS to provide Path4EMS, a program for paramedics and EMTs. Before it was widely promoted, PAS brought together stakeholders to inform key messaging and identify target audiences for Path4EMS. Following an email blast sent by the Department in April 2021, program utilization and requests for information increased. Path4EMS has served over 40 EMS professionals. Trainings have been provided to regional EMS groups across the state. Over 500 individuals have utilized resources on the Path4EMS website.



January 28, 2021  
Hospital Transformation Program collaboration initiated with SBIRT in Colorado.

January 30, 2021  
First PAS staff vaccinated.

March 11, 2021  
The Joint Budget Committee voted (6-0) against eliminating the SBIRT funding in the HCPF budget, but sustained the reduced amount of \$500K.

## Grand Junction & The Western Slope



GRAND JUNCTION TEAM

Western Colorado is often called the Western Slope as it spans everything west of the Continental Divide. From the Western Slope, water flows to the Pacific Ocean, while water that flows on the eastern side heads east. Water divides the east and west in a perpetual conflict as well. Most of the state's natural resources lie here and most of the population there. While we love our Denver Broncos, and hit I-70 for Rockies opening day, in many ways we are our own Colorado.

Those who live here tend to see themselves as rugged individualists. The rough topography separating Western Colorado from the rest of the state and a bit of our "outlaw" nature has always created challenges. Soon after the stay-at-home order was issued, protests against it broke out. Orders from Denver sparked a small rebellion in some. By the time the vaccine became available, many had dug their heels in and refused. To this day Mesa County has only hit a 51% vaccination rate.



Mother Nature issued a double whammy with a summer of raging wildfires, ashes covered everything, and outdoor activities were nearly impossible in the smoke. Mudslides followed in the burn scars, cutting off transportation to and from this side of the state. I remember looking out at the sky from my office, there was no trace of blue, just smoke. I don't think I'll ever lose that memory, gazing out the window uncertain of everything.

Through all of this, we have remained focused on our clients, many of whom live in the area and have been affected by the stress of the pandemic coupled with nature's challenges. We have continued to provide trainings and outreach from Steamboat to Durango - all while pivoting to virtual work this year. The pandemic and all that came with it demonstrated that our values of grit, integrity, and compassion are not just text on our website.

**We all showed up and did the work because people depend on us to do what we do.**

I'm thankful for how adept PAS was in handling the pandemic, and to work with such a great group of people. In spite of it all, we continued our mission. I'm grateful we are all here.

*Maggie Moorland, SBIRT Coordinator*

### PANDEMIC TIMELINE

March 27, 2021

The COVID-19 vaccine became widely available to the general public.

May 3, 2021

First Delta variant strain in Colorado.

June 3, 2021

All PAS staff fully vaccinated!

## Communications & Outreach

All of our programs provide prevention education about substance use and mental health concerns. Prior to COVID-19, our lead trainer could be spotted in Durango conducting an SBIRT training on the same day our clinical manager was in Fort Collins presenting to the soon-to-be graduates of the Colorado State University College of Veterinary Medicine & Biomedical Sciences. Business as usual meant packing up for exhibit booths in Keystone and networking after partner meetings in Denver.

The pandemic has resulted in increased substance use and exacerbated mental health concerns, making SBIRT training and prevention education crucial for those we serve. We quickly focused on improving program delivery in this less-familiar virtual space. What had previously been done in person, shifted to interactive, online trainings and presentations, and the team provided education focused on maximizing the telehealth experience for trainees.



Available at No Cost!

### Build Your Telehealth Communication Skills

Learn best practices for successfully delivering remote care with online simulation training.

Build your telehealth expertise

- Technical setup
- Pre-visit checklist
- Prepping your patient
- Enhancing online communication skills

We participated in live Q&A sessions during the Colorado Veterinary Medical Association - Substance Use Panels, and at the Colorado Pharmacist Society Town Hall. Presentations to the Colorado Center for

Nursing Excellence – Nursing Leadership Connection, and the Colorado Consortium for Prescription Drug Abuse Prevention were conducted via Zoom. We hosted exhibit booths at the annual Rocky Mountain Dental Convention, and provided articles for the Colorado Nurse and the Colorado Dental Association quarterly publications.

Information about the Peer Health Assistance Program was provided to the Regis University School of Pharmacy, The Eating Recovery Center, The University of Colorado Skaggs School of Pharmacy and Pharmaceutical Sciences, The University of Colorado's School of Dental Medicine, Colorado State University College of Veterinary Medicine & Biomedical Sciences, and the Pueblo Community College School of Dental Hygiene, to name a few. As a collaborative partner, PAS provided a letter of support to provide training and resources to the Colorado Center for Nursing Excellence for the HRSA Resiliency grant. We facilitated a recorded interview for the International Council of Nurses 2021 Congress between a nurse client and our colleague Madeline Naegle, Professor Emerita and Adjunct Professor at New York University Meyers College of Nursing. The interview will be presented during an oral presentation focused on Supporting Nurses in Recovery in the COVID-19 Pandemic.

Despite being unable to train, present, or exhibit in person, we were able to reach all corners of the state through the utilization of virtual program delivery. We are busier than ever, promoting programs, delivering trainings, and engaging with our health and mental health care partners. Now maybe more than ever, the importance of our mission cannot be understated.

June 14, 2021

In the midst of changing requirements to mask mandates, PAS never wavered.



July 16, 2021

PAS Staff Picnic: This was the first time many staff met face-to-face and was safely held outside in the AORN garage.

August 3, 2021

Brad Sjostrom, LCSW, MAC, welcomed as PAS Chief Operating Officer.

# Board of Directors & Staff

## BOARD OF DIRECTORS

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**Sara Jarrett, EdD, MS, CNS, RN**

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**Linda Kottmann, DNP, WHNP-BC, RN**

**Shelly Sandel, DVM**

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**Elizabeth M. Pace, MSM, RN, CEAP, FAAN**

### CHIEF OPERATING OFFICER

**Brad Sjostrom, LCSW, MAC**

### DIRECTOR, OPERATIONS AND RISK MANAGEMENT

**Chris Kesterson, BS, CAT**

### MANAGER, COMMUNICATIONS AND PROGRAM OUTREACH

**Annie Klein, CPS II**

### PROGRAM ADVISOR,

### SBIRT IN COLORADO

**Bethany Pace-Danley, BSW, MA, CPS II**

### CLINICAL MANAGER, PEER HEALTH ASSISTANCE PROGRAMS

**Katherine Garcia MA, LAC, MAC**

### CLINICAL MANAGER, PEER HEALTH ASSISTANCE PROGRAMS

**Rebekah Rosenberg, LPC, LAC**

## ADMINISTRATION

### MANAGEMENT PROJECT COORDINATOR

**Maddy Smith, BA**

### STAFF BOOKKEEPER

**Susan Om, BA**

## SBIRT IN COLORADO

### LEAD TRAINER

**Kevin Hughes, BS, CAS, CPS II**

### PRACTICE FACILITATOR, LARIMER COUNTY

**Adam Musielewicz, MPA, CNM**

### COORDINATOR, HEALTH PROMOTION AND STRATEGIC INITIATIVES

**Giana Calabrese, MPH**

### COORDINATOR

**Maggie Loggains, BA, CPS II**

## PEER HEALTH ASSISTANCE PROGRAMS

### EVALUATORS

**Tara Benedict, MSW, LCSW, LAC**

**Andrea Filson, MS, LPC, LAC**

**Cheri Goodwin, MS, LPC, CAS, NCC**

**Nellie Taylor, MSW, LCSW, CAS**

**Cait Duncan, LCSW, LAC**

### CASE MANAGERS

**Kathleen Campbell, BA**

**Kristin Evans, MS**

**Kellie Harris, BSW, CAS**

**Michelle O'Brien, BS**

**Hannah Read, MA**

**Michael Rodriguez, MS, LAC**

**Kate Simpson, LCSW**

**Jeff Schuster, BA**

**Erin Weems, BSN**

### COORDINATORS

**Jennifer Hogue, BA, Mphil, CAS**

**Lynn Koenck, CAS**

## CONSULTANTS

### DATA CONSULTANT

**Kamal Bashir**

### FINANCE CONSULTANT

**Lee Ann Aden, MS, CPA, CEAP**

### PEER HEALTH ASSISTANCE PROGRAM CLINICAL CONSULTANT

**Deborah S. Finnell, DNS, RN,**

**CARN-AP, FAAN**

### PEER HEALTH ASSISTANCE PROGRAM CLINICAL CONSULTANT

**Wayne Thrash, RXN, CNS**

### SBIRT CONSULTANT

**Carolyn Swenson, MSPH, MSN, RN**

### PARITY CONSULTANT

**Megan Marx, MPA**

## GOVERNMENTAL AFFAIRS

**Capitol Success Group, LLC**

## BANKING INSTITUTION

**MidWestOne Bank**

## 2021 Founders Award

To our colleague Jackie Westhoven, RN



Jackie practiced as a psychiatric-mental health nurse and was instrumental in the foundation of PAS, then called N.U.R.S.E.S. of Colorado Corporation.

In addition to being President of our Board of Directors from 1988-1992, Jackie worked for PAS. At the time of her retirement in 2011, she was the EAP and Workplace Programs Director.

Recent health issues have confined her to an assisted living facility. She has moved to Ohio to be closer to her family.

We miss seeing her and send along our warmest wishes.

# 2020-2021 Financials\*

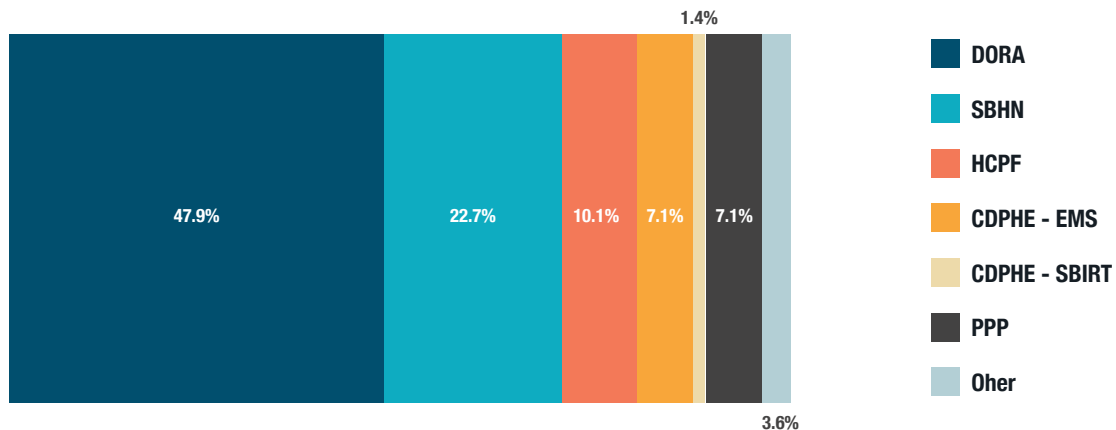
\*Unaudited as of 6/30/21

## EXPENSES

Program Services	\$3,362,474
Management & General	\$1,101,819
<b>TOTAL EXPENSE</b>	<b>\$4,464,293</b>

## FUNDING SOURCES

Colorado Department of Regulatory Agencies State Board of Nursing, State Board of Pharmacy, Colorado Dental Board, State Board of Veterinary Medicine, Mental Health Boards	\$2,360,349
Signal Behavioral Health Network	\$1,120,102
Colorado Department of Health Care Policy & Financing	\$500,000
Colorado Department of Public Health and Environment EMS Peer Health Assistance Program	\$350,000
Colorado Department of Public Health and Environment SBIRT in School-Based Health Centers	\$67,355
PPP Loan Proceeds	\$351,100
Other Income	\$178,132
<b>TOTAL FUNDING</b>	<b>\$4,927,038</b>



## Professional & Community Collaboration

Advocates for Recovery Colorado

Association for Multidisciplinary  
Education and Research in  
Substance use and Addiction

Colorado Association of  
Addiction Professionals

Colorado Association of Alcohol  
and Drug Service Providers

Colorado Center for  
Nursing Excellence

Colorado Coalition for Parity

Colorado Consortium  
for Prescription Drug  
Abuse Prevention

Colorado Council of Black Nurses

Colorado Counseling Association

Colorado Criminal Justice  
Reform Coalition

Colorado Dental Association

Colorado Dental  
Hygienists' Association

Colorado Non-Profit Association

Colorado Nurses Association

Colorado Organization of  
Nurse Leaders

Colorado Pharmacy Coalition

Colorado Pharmacy Society

Colorado Public  
Health Association

Colorado Task Force on Drunk  
and Impaired Driving

Colorado Veterinary Medical  
Association

Employee Assistance  
Professionals Association –  
Rocky Mountain Chapter

FAST Colorado Advisory Board

Harm Reduction Action Center

Healthcare Worker Resilience and  
Retention Advisory Committee

Illuminate Colorado

Imagine Zero of Larimer County

National Association of  
Social Workers

National Council for  
Mental Wellbeing

National Organization of  
Alternative Programs

No DUI Larimer County

Opioid Settlement  
Steering Committee

SBIRT Advisory Council

State Epidemiological  
Outcomes Workgroup

Substance Abuse Trend and  
Response Task Force

The College for Behavioral  
Health Leadership

The Colorado Health Services  
Corp Advisory Council

The Counseling &  
Education Institute

The Health Education and  
Resources Institute

Western Colorado Health  
Network Regional Council



“PAS provides a vital service to our clients and these services continued without fail in the middle of a remote transition. I am blown away with the team’s ability to manage and adjust.”

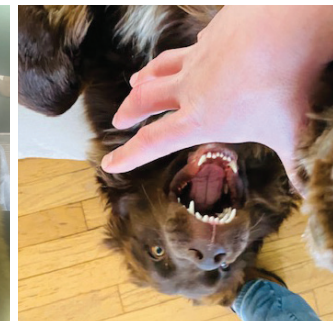
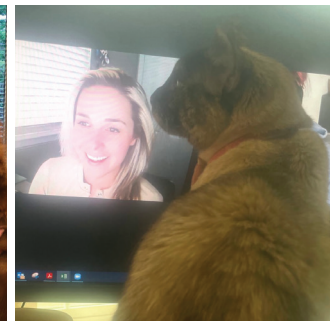
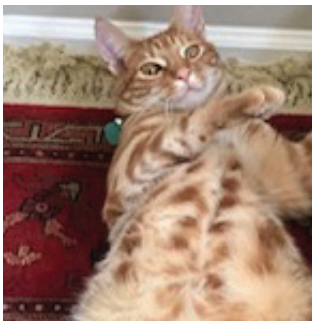
- Dan Burrows, Board Vice President



## Pandemic Playlist, Reviewed by Kevin Hughes, the music guy

“Don’t Stand So Close To Me” - The Police; “I Think We’re Alone Now” - Tiffany; “Mask, Gloves, Soap, Scrubs” - Todrick Hall; “Long, Long, Long” - The Beatles; “It’s The End Of The World As We Know It” - R.E.M; “Living On A Prayer”- Bon Jovi; “Better Way” - Watchhouse; “Better Days” – OneRepublic; “Let It Be” – The Beatles; “Break Stuff”- Limp Bizkit!; “Take Back the Power” - The Interrupters; “We Are Warriors” - Avril Lavigne “We Are The Champions” – Queen; “Rise Up” – Andra Day; “Six Feet Apart” - Luke Combs

## OUR FOUR-LEGGED CO-WORKERS





Peer Assistance Services, Inc.  
2170 South Parker Road, Suite 229  
Denver, Colorado 80231 | 303.369.0039

200 Grand Avenue, Suite 270  
Grand Junction, Colorado 81501 | 970.986.4360

[PeerAssistanceServices.org](https://PeerAssistanceServices.org)

