



Peer Assistance Services  
Since 1984

**EDUCATION**

TRAINING

**OUTCOMES**

EVALUATION

**OUR MISSION**

To provide  
quality, accessible  
substance use  
prevention and  
intervention for  
workplaces and  
communities.

**CASE MANAGEMENT**

ASSESSMENT

**OUTREACH**

## Letter from the Board President and CEO



**Jill Taylor**  
Board President



**Elizabeth M. Pace**  
Chief Executive Officer

### **Greetings from PAS!**

We are so pleased to present our 2017-2018 Annual Report for your review. Inside you will find program accomplishments, updates on special projects and year-end financials.

### **Increased SBIRT Funding**

We are excited to report that House Bill 18-1003 passed in the 17-18 legislative session, resulting in increased support for SBIRT beginning in July 2018. Training, technical assistance and screening implementation will be expanding.

### **Peer Health Assistance Programs**

Staff and research consultants developed a client evaluation to better understand how clients benefited from the programs. This confidential evaluation survey was designed to collect detail on program services related to substance use, mental health and physical health for professionals. PAS will work to publish findings.

We have worked throughout the year to develop a new client database. The custom built application will expand our data collection capacity and streamline reporting processes.

Program utilization has continued to increase. One thousand licensed professionals accessed services this year. The trend for seeking assistance on a voluntary basis is the highest to date.

### **Annual Awareness Event**

Dr. John Kelly delivered his outstanding keynote address in June, *Treating Addiction as a Chronic Illness*. An attendee remarked, "Now I understand why my son kept relapsing." A sponsor reflected, "This is addiction science at its best!"

Providing oversight of our agency, the board is continually impressed with the accomplishments of our staff and the care for our clients. We are grateful for the support of so many.

The board and the management team remain mindful of our strategic focus on the prevention and intervention continuum, taking time to assess the talents within the organization and the environment in Colorado. The agency continues to grow and evolve, using our expertise to best meet our mission.

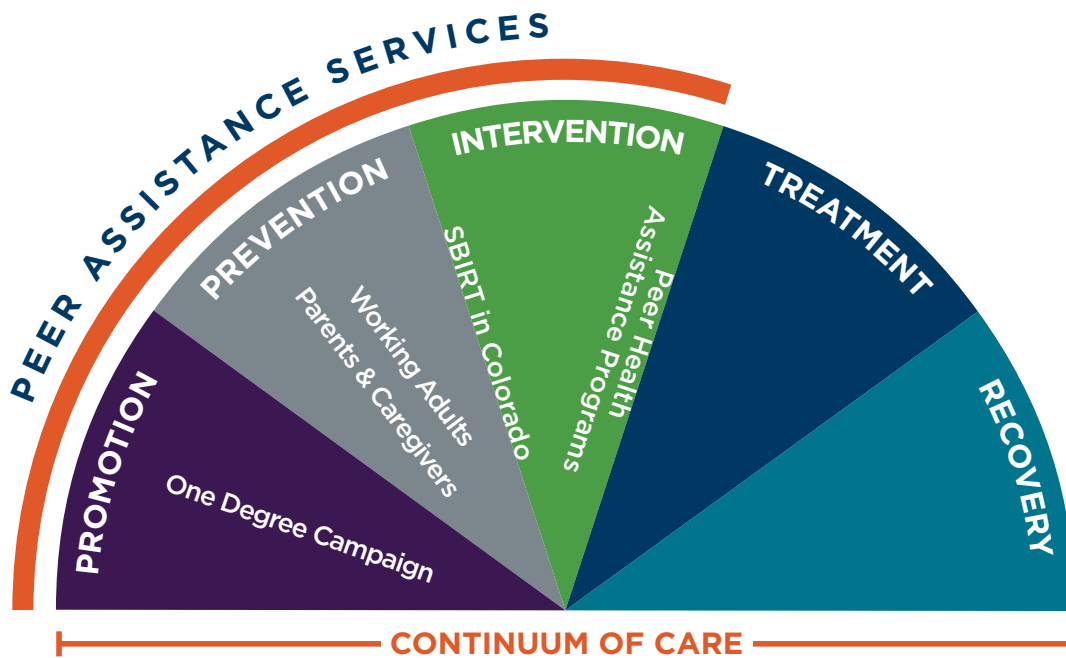
Thank you!



**Jill Taylor, MSN, RN**  
**Board President**



**Elizabeth M. Pace, MSM, RN, CEAP, FAAN**  
**Chief Executive Officer**



Adapted from SAMHSA

## ANNUAL AWARENESS EVENT

We had a wonderful annual event in June, with 175 in attendance for dinner and keynote presentation.

Simulation stations were set up with the One Degree app, which attendees could access throughout the evening. We presented this year's Founders Awards to OMNI Institute, Representative Brittany Pettersen and Senator Cheri Jahn.

Our keynote speaker was Dr. John F. Kelly, Professor of Psychiatry in Addiction Medicine at Harvard Medical School and the founder and director of the Recovery Research Institute at Massachusetts General Hospital in Boston. Dr. Kelly presented the science of treating substance use disorder as a chronic illness.



Visit [recoveryanswers.org](https://recoveryanswers.org) to access more research by Dr. Kelly and his team at the Recovery Research Institute.



### TREATING SUBSTANCE USE DISORDER AS A CHRONIC ILLNESS

Excerpts from Dr. Kelly's Keynote Presentation

Words matter: the words we use to describe drug and alcohol use disorders contribute to stigma around these conditions. People with eating-related conditions are always referred to as "having an eating disorder," never as "food abusers."

So why are people with substance-related conditions referred to as "substance abusers" and not as "having a substance use disorder?"



In 1999, the Peer Assistance Services board of directors created the Founders Award to recognize individuals, foundations, corporations, community organizations and others who have made outstanding contributions to further the mission of our agency. The Founders Awards were presented at our Annual Awareness Event. We were pleased to honor the following recipients:

**OMNI Institute, A Non-Profit Social Science Agency**

*Award presented to Jean Denious, PhD, CEO*

OMNI Institute was founded in 1976 to support nonprofits, foundations and government agencies in a wide variety of project areas including behavioral and public health. OMNI Institute has collaborated with PAS on program evaluation, publication research and development, client surveys, database design and management, consultation on grant writing and served as researchers and co-presenters at national conferences. OMNI Institute has been a valued partner for almost two decades.



**Representative Brittany Pettersen**

Representative Pettersen is a member of the Colorado General Assembly, representing the 28th House District in Lakewood. She served as Chair of the Opioid and Other Substance Use Disorders Interim Study Committee, working closely with other legislators, community organizations and experts. The committee introduced six bills to the legislature to address the substance use epidemic. Representative Pettersen has worked to destigmatize the illness of substance use disorder and to support prevention, treatment and recovery.



**Senator Cheri Jahn**

Senator Jahn is a member of the Colorado General Assembly, representing the 20th Senate District in Wheat Ridge. She is well known for her advocacy of treatment for those with substance use and mental illnesses. Senator Jahn served on the Opioid and Other Substance Use Disorders Interim Study Committee. The committee was charged with identifying gaps in prevention, intervention, harm reduction, treatment and recovery resources and developing legislation to address these gaps. As the Interim Committee addressed the opioid crisis, Senator Jahn kept a focus on the prevalence and harm of alcohol use.





### Selected Presentations

#### Colorado General Assembly 2017 – Denver, Colorado

##### Opioid and Other Substance Use Disorders Interim Study Committee

*Carolyn Swenson, MSPH, MSN, RN, Manager, SBIRT Training and Consultation*  
*Elizabeth Pace, MSM, RN, CEAP, FAAN, CEO*  
*Cyrille Adam, Senior Director, Health Programs, Kognito Solutions*  
*Bethany Pace-Danley, BSW, MA, Manager, SBIRT in Colorado*

PAS was fortunate to provide a presentation to the committee on SBIRT.

Throughout the interim and legislative sessions, PAS provided testimony to the Opioid and Other Substance Use Disorders Interim Study Committee, as well as to the Senate State, Veterans and Military Affairs Committee, House Public Health Care and Human Services Committee and House Appropriations Committee.

#### National Cannabis Summit 2017 – Denver, Colorado

##### Lessons Learned from Ten Years of Cannabis Screening and Interventions In Colorado

*Carolyn Swenson, MSPH, MSN, RN, Manager, SBIRT Training and Consultation*  
*Melissa Richmond, PhD, Director of Research and Evaluation, OMNI Institute*

An overview of SBIRT implementation in primary care and emergency departments throughout Colorado post marijuana legalization.

#### International Nurses Society on Addictions 2017 – Orlando, Florida

##### Why Screening Matters: What Practitioners Need to Know and How to Intervene Early

*Emily Schrader, MA, LPC, CAC III, SBIRT Trainer*

A presentation on the importance of SBIRT and what nurses can do to champion early intervention, along with a brief training on SBIRT steps.

#### Colorado Dental Association Lunch and Learn 2018 – Crested Butte, Colorado

##### More Than an X-Ray: Screening Beyond Teeth

*Katherine Garcia, MA, LAC, MAC, Clinical Services Manager, Peer Health Assistance Programs*  
*Manali Gadgil, MA, Case Manager, Peer Health Assistance Programs*  
*Brett Kessler, DDS, Chairperson, Colorado Concerned Dentists*

This short training covered an important but overlooked area of prevention in dentistry: screening for alcohol and drug use. The focus of this presentation was primarily on alcohol use in adults but a similar approach can address marijuana, nonmedical prescription and other drug use. The same approach is appropriate for alcohol and drug use prevention in adolescents.

#### National Council on Behavioral Health 2018 – Washington, D.C.

##### Panel Presentation: Your SAMHSA Grant is Over, Now What?

*Bethany Pace-Danley, BSW, MA, Manager, SBIRT in Colorado*

PAS presented on the innovative funding strategies for the continuation of SBIRT efforts in Colorado.

## All In Colorado

### Prevention for Working Adults: Substance use education for employers and employees

A statewide program that educates employers and employees about the harms of substance use and related issues. Policy consultation for employers and no-cost training for supervisors is provided.

#### WHAT'S NEW

Talking with those around us about alcohol and other substances can help prevent disease and injury, improve family and work life and promote overall well being. All In Colorado has launched a new mobile app with an interactive simulation to practice non-confrontational, non-judgmental conversations about substances with coworkers or employees whose use is affecting their work.

By practicing talking with virtual humans, individuals learn how to navigate these conversations in real life.

**Funded by:**  
**Office of Behavioral Health**  
**Colorado Department of Human Services**



If someone is impaired at work they put a lot of people and families at risk ... and so being a resource for those organizations ... says it all."

**Richard T. Lindsey, PhD**



**Get access to the interactive app at [allincolorado.org](http://allincolorado.org)**

**Follow us:**



**@WorkingAdultsCO**



Along with traditional print and broadcast channels, emerging social media and networking tools such as podcasts, blogs and popular sites like Facebook, Twitter, YouTube and Instagram not only entertain us, they also help shape our views and values. These media can be used as a strategy to address the prevention of substance use issues.

- *Substance Abuse and Mental Health Services Administration, Focus on Prevention. HHS Publication No. (SMA) 10-4120.*

## One Step Ahead

### Substance use education and support for Parents and Caregivers

This statewide public awareness campaign focuses on improving prevention knowledge, skills and resources for parents. It also promotes healthy decision-making through an active social media campaign and trainings using the evidence-based Strengthening Families™ curriculum.

#### WHAT'S NEW

The first of many podcasts were launched in June 2018, featuring program staff discussing the scope of the problem and how to talk with young people about substance use. Planning for more podcasts is underway.

**Funded by:**  
Office of Behavioral Health  
Colorado Department of Human Services



Not only did I learn skills to use with teens, but also with my partners and family.”

**Training participant**

“This training was awesome. This is what we need here in Pueblo.”

**Training participant**



**Listen to the podcasts at**  
**OneStepAheadColorado.org**

**Follow us:**

**f** ParentsOneStepAhead



#### EARLY INTERVENTION IS A BRIDGE BETWEEN PREVENTION AND TREATMENT

Early intervention consists of providing information about substance use risks, normal or safe levels of use, and strategies to quit or cut down on use and use-related risk behaviors, and facilitating patient initiation and engagement in treatment when needed. Early intervention services may be considered the bridge between prevention and treatment services. For individuals with more serious substance misuse, intervention in these settings can serve as a mechanism to engage them into treatment.

– *Facing Addiction in America: The Surgeon General's Report on Alcohol, Drugs, and Health, 2016.*



## Screening, Brief Intervention & Referral to Treatment

### Implementing early intervention practices into routine health care

Screening, Brief, Intervention, and Referral to Treatment (SBIRT) is an evidence-based intervention practice to identify, reduce and prevent misuse and severe problems with alcohol, marijuana, prescription and illicit drugs. We provide statewide training and technical assistance to health and mental health care professionals on SBIRT. We also provide targeted implementation support to clinics in northeast and southeast Colorado.

#### WHAT'S NEW

In 2018, we began a project to provide SBIRT training and technical assistance to CDPHE-funded school-based health centers throughout the state. Project services will increase in the coming years.

With the legislative success of HB18-1003, we will have the capacity to expand services to meet increasing demand for training and technical assistance. We'll be increasing the number of trainings statewide, including targeted training to professionals who provide women's healthcare.

#### Funded by:

Colorado Department of Health Care Policy and Financing  
Signal Behavioral Health Network  
Office of Behavioral Health  
Colorado Department of Public Health and Environment



We are strengthening communities by educating healthcare providers on how to ask the right questions and do the right screenings.”

**Lola Fehr,**  
Nurse executive  
and former PAS  
board member



Learn more at  
[SBIRTColorado.org](http://SBIRTColorado.org)

Follow us:



@SBIRTColorado



#### UNIVERSAL SCREENING HELPS TO IDENTIFY RISKY USE EARLY

Alcohol screening and brief counseling can reduce drinking on an occasion by 25% in people who drink too much, but **only 1 in 6 people has ever talked with their doctor or other health professional about alcohol use. Talking with a patient about their drinking is the first step of screening and brief counseling.**

– Centers for Disease Control and Prevention. *Vitalsigns. Alcohol Screening and Counseling: An Effective Health Services.* January 2014

# One Degree Awareness Campaign

## Changing the conversation about marijuana and alcohol

Sometimes we are not sure how to begin a conversation when we recognize that a friend or family member seems to be drinking alcohol or using marijuana or other drugs in ways that could harm their health or get in the way of their goals. The One Degree app and website allows the general public to practice the conversation with a virtual human first and try out different approaches to the conversation to see what works best. It teaches skills that are nonjudgmental and non-confrontational, with a focus on helping someone find their own best reasons and approaches to change alcohol or drug use. One Degree is private and a virtual coach provides helpful input and feedback. Anyone can download the app for free to practice conversations and transform the way we talk about alcohol and other drugs with our friends, family members and co-workers.

### WHAT'S NEW

We are excited to receive the funding needed to expand the reach of our One Degree campaign and develop an adult-to-youth conversation for the app ... coming in 2019!

Funded as a part of the SBIRT program by:  
Colorado Department of Health Care Policy & Financing  
Signal Behavioral Health Network



Skillful, collaborative conversations are powerful tools to improve physical and mental health. Having the skill and motivation to engage in such conversations can truly transform the health and well-being of those you interact with.”

**Albright G, Adam C, Serri D, Bleeker S, Goldman R. Harnessing the power of conversations with virtual humans to change health behaviors. mHealth 2016;2:44.**



25% of Americans drink at levels that could lead to health or other problems – yet, most people who drink too much do *not* have a serious alcohol use disorder – or what we used to call “alcoholics.” Talking with those around us about alcohol and other substances can help prevent those disorders, avoid diseases and injuries, improve family and work life and promote overall well-being.  
– *ShiftTheInfluence.org*



Try a practice conversation at [ShiftTheInfluence.org](http://ShiftTheInfluence.org)

Follow us:



@ShiftTheInfluence

## Peer Health Assistance Programs

Providing healthcare professionals with the support they need

These programs provide assessment, referral, long-term case management and monitoring for health and mental health professionals with physical, emotional, psychiatric, psychological or substance use conditions affecting practice.

This year, we served 1,000 health and mental health professionals including RNs, LPNs, pharmacists, pharmacy interns, dentists, dental hygienists, veterinarians, social workers, licensed marriage and family therapists, certified addictions counselors, registered psychotherapists, licensed professional counselors, psychologists and other health professionals. We are encouraged that as awareness increases, there is greater utilization of the programs and professionals are seeking help sooner.

### WHAT'S NEW

The Peer Health Assistance Programs provided education and outreach regarding the importance of understanding and recognizing substance and mental health issues in the workplace to 2,700 professionals throughout Colorado. In addition, the Peer Health Assistance Program was proud to partner with large health systems to provide education to the nurse leadership and human resource departments.

**Funded by:**  
**Colorado Department of Regulatory Agencies**



### CASE MANAGEMENT SUPPORTS RECOVERY

Case management functions mirror the treatment and recovery continuum. Case management supports the client as he/she moves through the continuum, encouraging participation, progress, retention and positive outcomes.

- *National Institutes of Health*



I was an addict and alcoholic and was found out at my job for prescribing narcotics to myself. The way PAS handled it was very gentle and nurturing and they found an in-patient treatment center for me. I think I'm one of the people who was very lucky because many people don't make it. Now, it's so much easier to live, to be happy. It's unbelievable how wonderful sobriety can be."

**A Nurse In Recovery**



Learn more at  
[PeerAssistanceServices.org](http://PeerAssistanceServices.org)

## A Thank You Letter From a Client

I want to express my gratitude for the help you have extended to me in the maintenance of my sobriety over the last four years. Each and every one of you has truly lived up to your name, “Peer Assistance” and I never could have done it without your help!

My sponsor, who is also a nurse, and I have talked about your program many times and have likened it to a set of “training wheels” that I definitely needed to keep me from toppling over, especially in the beginning. The combination of case management with monitoring provided by the program has been an invaluable tool for my recovery. For those who have never had a problem with alcohol it might sound a little overly dramatic, but I won’t mince words, I owe my life to this program.

Again, I would just like to say, that the Peer Assistance Services program has made my life much more meaningful, and in fact, made it worth living.

Thank you very much!

**A Client**



## Board of Directors

Jill Taylor, MSN, RN – *President*  
 Velvia Garner, MS, RN, ANP – *Vice President*  
 Jane Klein, ADN, RN – *Secretary*  
 David Stuhr, RPh – *Treasurer*  
 Daniel E. Burrows, Esq.  
 Sara Jarrett, EdD, MS, CNS, RN  
 Shelly Sandel, DVM  
 Arthur Schut, MA

## Management

Elizabeth M. Pace – *Chief Executive Officer*  
 Lee Ann Aden – *Chief Finance Officer*  
 Cynthia Hoskins Koenck – *Director, Operations*  
 Chris Kesterson – *Program Manager,  
Peer Health Assistance Programs*  
 Katherine Garcia – *Clinical Services Manager,  
Peer Health Assistance Programs*  
 Bethany Pace-Danley – *Manager,  
SBIRT in Colorado*  
 Carolyn Swenson – *Manager, Training and  
Consultation, SBIRT in Colorado*  
 Annie Klein – *Manager, Prevention Programs*



Those that come to the agency can count on being treated with respect and an understanding of the complexity of their illness.”

**Elizabeth M. Pace, CEO**



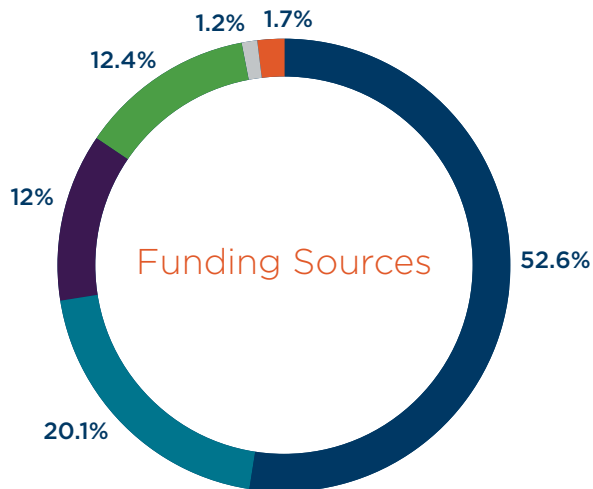
Everyone at Peer Assistance Services is passionate about what they do and they understand this disease.”

**Annie Klein**  
**Manager, Prevention Programs**

## Funding Sources

<ul style="list-style-type: none"> <li>■ <b>Colorado Department of Regulatory Agencies:</b> State Board of Nursing, State Board of Pharmacy, Colorado Dental Board, State Board of Veterinary Medicine, Mental Health Boards</li> </ul>	<b>\$1,958,340</b>
<ul style="list-style-type: none"> <li>■ <b>Colorado Department of Health Care Policy &amp; Financing</b></li> </ul>	<b>\$750,000</b>
<ul style="list-style-type: none"> <li>■ <b>Signal Behavioral Health Network</b></li> </ul>	<b>\$445,422</b>
<ul style="list-style-type: none"> <li>■ <b>Colorado Department of Human Services, Office of Behavioral Health</b></li> </ul>	<b>\$463,691</b>
<ul style="list-style-type: none"> <li>■ <b>Donations</b></li> </ul>	<b>\$44,158</b>
<ul style="list-style-type: none"> <li>■ <b>Other Income</b></li> </ul>	<b>\$64,595</b>
<b>TOTAL FUNDING</b>	<b>\$3,726,207</b>

- Colorado Department of Regulatory Agencies
- Colorado Department of Health Care Policy & Financing
- Signal Behavioral Health Network
- Colorado Department of Human Services; Office of Behavioral Health
- Donations
- Other Income



\*Unaudited as of 6/30/18



## We are grateful for your support!

Anonymous  
 Lee Ann Aden & Mark Tokheim  
 Affinity eHealth  
 AORN – Association of periOperative  
 Registered Nurses  
 Arthur Schut Consulting, LLC  
 Dr. Jeffrey & Deborah Astroth  
 Bob Auckerman  
 Aurora Mental Health Center  
 Dan & Rachel Burrows  
 Dr. Ed & Colleen Casper  
 Anonymous  
 Centennial Peaks Hospital  
 Center for Dependency, Addiction  
 and Rehabilitation (CeDAR)  
 Cherry Creek Benefits  
 Patricia Coan  
 Colorado Dental Association  
 Colorado Nurses Association  
 Colorado Nurses Association – SIG 31  
 Colorado Nurses Foundation  
 Colorado Pharmacist Society  
 Colorado Physician Health Program  
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 Jean Sullivan  
 Jill Taylor & Robert Cartmel  
 Triad EAP  
 USW 920 Local – Colorado Professional  
 Employees Staff Chain Pharmacists  
 Andrea Volin  
 Roberta & Harvey Volin  
 West Pines Behavioral Health



**WE ARE HERE.**

We are always available when needed.

**WE UNDERSTAND.**

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

**WE PROTECT.**

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

**WE TRUST.**

We build trusting and lasting relationships.

**WE BELIEVE.**

We believe in the person. We believe in the outcome.



Peer Assistance Services  
Since 1984

**Contact Us**

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**PeerAssistanceServices.org**