

ANNUAL REPORT



2022

Griffith  Centers
Hope and Healing Starts Here

Some men and
women are known
for great deeds they
themselves perform;
others will be known
not for what they
did, but what they
inspired others to do.

Emily Griffith
Founder, 1868-1947

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THERAPY NOTES

Emily was a 9-year-old girl when she began therapy and was in the fourth grade. She had always been a high-performing student, but began displaying symptoms of anxiety when this school year started, which significantly impacted her overall school attendance. Emily has also experienced past trauma of witnessing domestic violence when she was younger, parental separation, and parental incarceration. During therapy, we used creative techniques and interventions in a CBT modality. During the second half of the school year, she rarely missed any days and excelled in her work. Towards the end of the school year, Emily displayed courage and strength as she engaged in a debate in front of the classroom, which is something she feared. Both her Mom and teacher expressed how much growth they have seen in Emily this year.

TO OUR SHAREHOLDERS



2022 was a year to build, to grow, and to step into a new vision, while harnessing the integrity of Emily Griffith's foundation.



Pictured: Tania Sossi, incoming CEO/President, Christina Murphy, outgoing CEO/President

In 2022, we emerged from the pandemic experience, evaluating the challenges from the previous couple of years and leaning into a new way of thinking and operating.

Leadership changes were afoot as we said "farewell" to our incredible CEO, Christina Murphy, as she embarked on the next steps in her career journey. Christina served our organization with vigor, compassion, and empathy, and we are eternally grateful for the brilliance she instilled in this organization. We feel fortunate and excited to welcome Tania Sossi as she stepped out of the Chief Operating Officer and into the Chief

Executive Officer and President role. Along with this transition, we welcomed Lauren Campbell as Chief Operating Officer.

We took a moment to revisit our mission and values and are excited to share that we rebranded the organization to reflect better the various services and programs we offer here at Griffith Centers and strengthen our service delivery as a cohesive team in direct response to evolving community needs.

We are excited to have you on this journey with us, and thank you for your ongoing support.

Hope and Healing Starts Here.

WORD FROM THE PRESIDENT



TANIA SOSSI
President/CEO

"Transition" might be a keyword I'd like to use to define an incredible year.

In 2022, we started to emerge out of an intense couple of years prior when faced with a global pandemic; that in and of itself was a challenging journey for our organization as we met global trauma while addressing our client's needs around their traumas and maintaining a safe working environment for our staff.

Let's lean into "transition" for a moment. In FY2022, we assessed the organizational culture in light of pressing mental health needs across Colorado. This shift called for

building a more robust and integrated statewide team structure and leadership changes to support this vision, allowing us to reach a broader population of families and children. I could not be more impressed by the positive impact on our organization.

Our teams are better focused on our mission, and it boasts a work culture that naturally impacts our service to our clients and communities; when we are stronger within, we can serve our clients with greater capacity and increase our effectiveness throughout

the organization. And, of course, this creates an impactful ripple effect as we continue to serve our clients with the highest level of intention while expanding access to evidence-based protocols and building a presence in underserved communities. It's been an incredible journey, and I am so thankful for the commitment within and you, our supportive community!

Tania Sossi M.Ed. LPC

“ Griffith’s powerful ability to bring together sector partners to address community needs as a team.”

“

Here at Griffith Centers, our dedicated team of board members bring a diverse range of skills, knowledge, and resources to best serve children and families across Colorado carrying on our 96 year legacy of hope.”



David Brinker
Board Chair President

THE BOARD OF DIRECTORS

Message from the President of the Board of Directors

COVID-19 brought forth many challenges for the organization. The leadership, staff, and contractors showed us resiliency and commitment to the clients and mission despite our challenges. 2022 was a turning point for Griffith Centers as we could move through COVID restrictions and open up services, including launching the new P.A.S.A. program.

We transitioned new leadership, moving Tania Sossi into her role as the incoming C.E.O., Lauren Campbell as Chief Operations

Officer, and rebuilding the Development and Marketing Team, starting with a new Director of Development, Lori Patton O'Hara. It's been an incredible year, and we are excited to continue supporting Griffith Centers and the services they provide for our Colorado communities.

David Brinker,
Board Chair President

Kristin Hartman-Brownson
Center Board, 2017-Current

David Ettenger
Center Board, 2017-Current

Keila Garcia
Center Board, 2022-Current

Jessica Lloyd
Center Board, 2020-Current

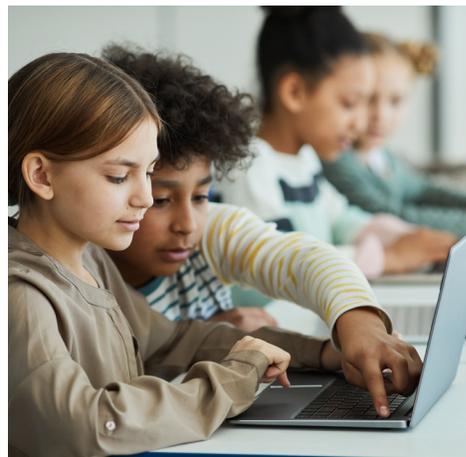
Chris Menard
Center Board, 2020-Current

Brent J. Phillips
Center Board, 2015-Current

Charissa Pilster
Center Board, 2020-Current

Christopher Reeves
Center Board, 2022-Current

OUR WORK



Since 1927, Griffith Centers has been changing the lives of children, adolescents, families, and adults throughout Colorado. We have been recognized as one of Colorado's premier Mental Health Agencies, as well as being recognized as one of the best workplaces in Colorado Springs. Through our care, we address the needs of the whole family, providing a full continuum of therapeutic treatment, academic services, parenting education, and residential care. Our intention is to keep families intact whenever possible. Our goal is to help children and families recover and have the best possible chance to lead fulfilling and productive lives.

OUR MISSION

Our mission at Griffith Centers is to equip individuals with the resources to promote hope and healing for underserved populations.

We specialize in treating behavioral and mental health issues through various programs, serving children, adults, and families. Our services are structured to meet the specific needs of everyone with the belief that each person can heal, find hope, and build resilience. We meet our clients where they are, with an attitude of acceptance, compassion, and nonjudgement.

OUR CORE VALUES

Service Oriented

Serving clients' needs through valuable programming and exceptional care.

Promote Psychological & Physical Safety

We provide a safe environment for healing and acceptance, for our clients and our teams.

Ethical

We actively engage in honesty, integrity, fairness, and fidelity in all we do.

Passionate for our Mission

We are dedicated to our service, our clients, and our mission.

Collaborative

We are team players and we're better together as an organization.



Elevating Success

Our Annual Peak Challenge offers a fun and exciting approach to supporting our clients and the organizational programs. Sponsored teams have the opportunity to climb one of Colorado's beautiful 14'ers.

2022 brought together eight teams ready to explore the outdoors, including our own team of students and clients led by Dave Hagood and staff, "elevating success" and summiting peaks across Colorado during the summer months.

We raised over 20,000 in fundraising and sponsorships for our experiential and school programming for the children within the organization, supporting their mental and behavioral needs, as well as education.





P.A.S.A. Launch

During FY2022, we launched our P.A.S.A. (Program Approved Service Agency) with great success. Griffith Centers expanded our reach towards adult care services, committed to supporting our members with intellectual or developmental disabilities. Through person-centered planning and individual programming, we assist our members in making informed choices that enhance their lives. Griffith Centers P.A.S.A. is committed to providing excellent care to every member by offering a continuum of services which include residential, day, home, and community-based services. We collaborate between programs and other available services to help youth with developmental disabilities find the best host home placement to meet their needs. In addition to the program collaboration, we support adults with disabilities who need arrangements in a host home or P.C.A. setting.

Individual Residential Services and Support/Host Home
Respite Care
Supported Employment
Pre-Vocational Services
Personal Care
Homemaker Services



Telehealth Expansion

As the need for virtual mental health care grows nationwide, so does our initiative to meet this need. Griffith Centers launched telehealth services in 2018, and we've since been expanding these services to meet our clients where they are through our Telehealth Services. We offer remote sessions for clients needing easy access to care, allowing them to receive therapy from qualified counselors in the comfort of their own homes or office.

Our telehealth service creates increased access across Colorado, including deeply underserved rural communities promoting hope and healing while delivering high-quality mental and behavioral health care.

Trauma-informed Outpatient
Counseling for Children,
Adolescents, and Adults

Family Preservation

Supervised and Therapeutic
Family Time

Life Skills

Parenting Skills

Behavioral Coaching (Mentoring)



2022 Best Workplaces

The sixth annual Best Workplaces event was held in late 2022 by the Gazette, and we are ecstatic that Griffith Centers was nominated and awarded one of the Best Workplaces, taking 2nd in the midsize category!

Receiving this award is a beautiful honor, and we are proud of our teams and incredibly thankful for our employees who nominated us.

Griffith Centers has been serving the state of Colorado since 1927, providing mental and behavioral health services to promote hope and healing for under-served populations and supporting children, adults, and families. We touch the lives of over 1,700 people a week across the organization's programs. We reach many counties across the state, including Colorado Springs, Denver, Grand Junction, Greeley, and Pueblo.

“Everyone who works for this company has a level of passion that I’ve never seen anywhere for children and our work. For me, there’s such purpose and meaning in the work we do here. We work with a challenging and underserved population that requires a lot of teamwork and support. We work closely to make successful outcomes.”

Tania Sossi, President, and CEO of Griffith Centers



The annual Best Workplaces process demonstrates the value of Human Resources teams and emphasizes the impact effective corporate leadership has on achieving successful business performance, employee engagement, and customer retention.”

The Gazette

MODULES OF CARE

Griffith Centers provides a comprehensive full continuum of therapeutic treatment and academic services across Colorado. Our programs are licensed and nationally accredited to serve children and adults. Today we can provide healing and hope to thousands as a nonprofit agency.

Programs

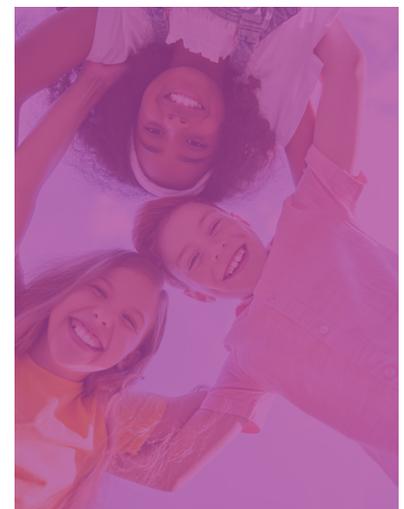
- Residential Treatment Program
- Foster & Adoption Program
- P.A.S.A. (Program Approved Service Agency)
- Education & Day Treatment Program
- A.S.K., School Programs
- Outpatient Mental & Behavioral Health Services

Services

- Telebehavioral Health
- Individual & Family Counseling
- Parenting & Life Skills
- Supervised & Therapeutic Family Time
- Behavioral Coaching
- Mentorship

Interventions

- Sanctuary Model
- Motivational Interviewing
- CBT (Cognitive Behavioral Therapy)
- TF-CBT (Trauma-Focused-Cognitive Behavioral Therapy)
- Play Therapy
- CPP (Child-Parent Psychotherapy)
- DBT (Dialectical Behavior Therapy)
- Experiential Therapy
- Equine Therapy



THERAPY NOTES

In 2022, I had the opportunity to work with Sarah, a 15-year-old female adolescent and ninth-grader, who presented with symptoms of social anxiety and intrusive thoughts; symptoms that were triggered in the school setting. Sarah identified these symptoms as disruptive, presenting as adverse responses like avoiding school, skipping classes, or refusing to engage in school activities. Using a cognitive-behavioral approach, she was able to identify patterns and distortions that inhibited her ability to regularly attend class. At the referral and rapport-building stage of therapy, Sarah was told her attendance was documented at 6% (of a possible 100% attendance rate). Through specific strategies and coping skills, Sarah was able to stabilize her symptoms and improve her attendance rate to 61% for the rest of the academic year. Sarah's mother validated and reflected on her efforts as she improved her attendance. Sarah graduated the ninth grade and is taking the summer to prepare herself for the tenth grade.

1,784

Clients served at Griffith Centers in FY2022

40k

Hours of Therapy

35

Children received care in our QRTP program during FY22

OUR IMPACT 2022

1,304

Total clients served in our O.M.B.H.S. program

29

Children enrolled in J.Wilkins Opportunity School for the 2021-2022 school year

23

Clients served in our PASA program in FY22 with 100% engagement rate

33

Total Foster Care clients served in FY22, with a 63% positive outcome

35

Total clients in our A.S.K., S Truancy pr

7

PASA clients discharged with 100% positive outcome

18

Clients admitted in our Foster Care program in FY22

7

Children were adopted through our Foster Care program

359

clients admitted into
M.B.H.S. in FY22

57

clients served in
school and
program

103

clients admitted in
our A.S.K., Truancy
school program dur-
ing FY22

COLORADO'S MENTAL HEALTH CRISIS

Griffith Centers is at the forefront of mental and behavioral health needs

Depression, anxiety, trauma, mood, and personality disorders are a few mental health conditions we face as we work with our clients; diagnosable conditions affecting emotional, psychological, behavioral, and social well-being. These illnesses can be acute or chronic.

Experiencing the COVID-19 pandemic alongside our existing and incoming clients brought mental health to the forefront nationwide and within our state. Within our organization, we saw increases in suicide ideation, increased anxieties and/or depression, and drug use/overdose. We also know that

access is an immense barrier for many as it relates to households living below the poverty line or in rural areas across the state, making it difficult for many to access care.

Griffith Centers offers services across various counties in Colorado to break down barriers, provide access, and meet our clients where they are. We continue to provide services for treating and preventing mental health conditions. We aim to stay aware and address impacts and barriers contributing to the emergence of mental health issues—keeping our clients at the forefront of our mission.

Griffith Centers offers mental and behavioral services across Colorado, breaking down barriers to creating accessible care.

FINANCIAL REPORT

For fiscal year October 1, 2021 to September 30, 2022

REVENUE **\$8,604,093**

Grants & COVID-19 Related Funding \$1,196,789

Other Contributions and Grants \$487,482

Program Revenue \$6,981,864

Other Revenue (\$62,002)

EXPENSE **\$8,162,335**

Employee Salaries \$4,169,776

Contract Labor \$1,589,730

Payroll Taxes & Benefits \$757,246

Professional Fees \$255,359

General Office Expenses \$150,070

Occupancy \$423,486

Communication & IT \$186,890

Insurance \$143,740

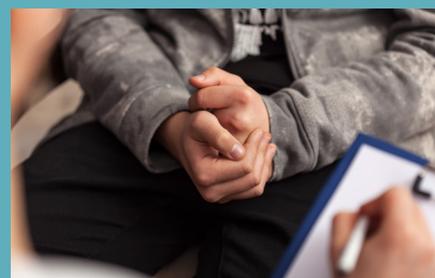
Travel & Meetings \$33,240

Client & Provider Related \$302,043

Other Expense \$39,253

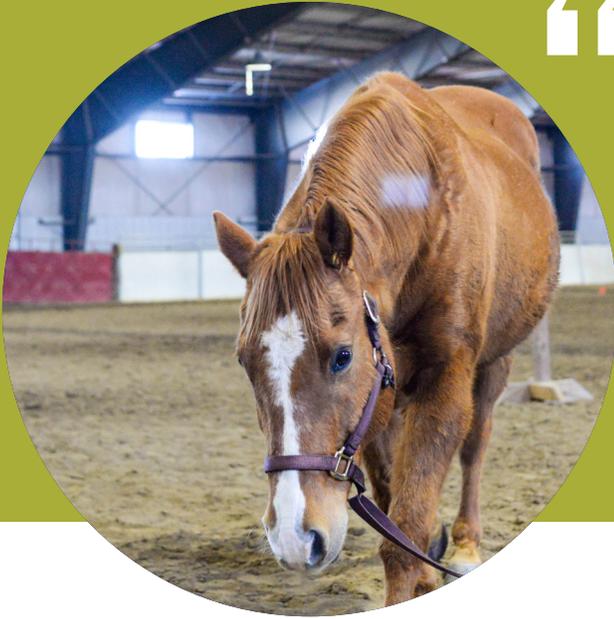
Depreciation \$111,502

\$441,758 Net
Income



THERAPY NOTES

I worked with a client, Benjamin, age 12, who lives with his paternal mother, grandmother, and one younger paternal sister. The family had poor communication and lacked overall healthy interactions in the home. The client reported that his mother loves his sister more, and he often feels neglected. He struggled with behavior and academic performance in school and was sent home or suspended often; he later received a criminal charge at school and was placed on a diversion program for one year. Benjamin engaged in individual psychotherapy counseling sessions to address Self Esteem and Coping Skills building, Communications Skills, and Compliance Issues. Benjamin has completed his diversion program over the past year with success. His school performance has significantly increased, as evidenced by Benjamin, considerably decreasing the rate of time being sent home or suspended from school. He has participated in sports and other after-school activities with success. Benjamin has an increased positive mood, self-esteem, and awareness through improved hygiene and other healthy self-reliance patterns in his daily life. He has expanded his ability to communicate effectively in the home and the community, as evidenced by the client's and his mother's self-report and as reported by the client's school staff and professionals. Benjamin's mother says that he has become more helpful and notices his increased ability to handle difficult situations.



“ If Tucker can learn to trust again, so can I.

Client reflection when working through trauma in equine therapy

PARTNERSHIP SPOTLIGHT

In partnership with Flying Horse Foundation, we offer equine and equine-assisted therapy to our clients throughout the organization. Specifically, the children in our day treatment and residential programs can visit and work with the horses weekly to work through their trauma and mental and behavioral therapies.

Equine therapy helps guide clients through activities, having different goals for the people involved. Our clients who participate in this therapeutic approach can navigate emotional or behavioral problems through cognitive behavioral and experiential therapy. This form of treatment promotes self-esteem, self-awareness, confidence, and empathy.

We are incredibly thankful for this partnership to support our continuum of care throughout the organization.



Griffith Centers' staff at Flying Horse Foundation





49.5%

of American youth will have had a diagnosable mental health illness before they are 18.

Your support makes a world of difference, assisting access and care for our most underserved children, families, and adults in our communities.

griffithcenters.org/donate

THANK YOU

Griffth Centers would like to acknowledge the generous supporters who made a contribution between October 2021 through September 2022.

Foundations

The Anschutz Foundation
Dell Technologies
El Pomar Foundation
Empty Stocking Fund
The Weld Trust
Aegon Transamerica
Independent Financial

Corporate & Organizations

Pikes Peak Community Foundation
McKinstry Charitable Foundation
Cigna
Bow River Asset Management Corp
Clifton Larson Allen (CLA)
Edward Jones
Flying Horse Foundation
Springs Armory
Stifel One Financial Plaza
SoCo Heating and Cooling
St. Gabriel the Archangel Catholic Church
Trinity United Methodist Church
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The Blackbaud Giving Fund
Charles Schwab
McKinstry Charitable Foundation
Network for Good

Susan Rissman Enterprises
Network for Good
Gill Foundation
United Way of Greater Union County
The Blackbaud Giving Fund
Target Corporation

Individuals

David Ettenger
David Karl Brinker
Natalie Buike
Edward Ordway
Andy Sheahen
Erick Valdes
Brent Lancaster
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Louis Marroquin
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Karin Agee
Mathew Anderson
Sandra Beeden
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Celeste Cizik
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Brent Phillips
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Pierce Robbins
Geoff Babovec
Jeffrey Baudier
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Nico Cizik
Selina Drakeford
Crystal Engel
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John and Paige Gordon
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Karen Hartley
Elizabeth Heid
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Michelle Bowerfind
Lloyd Gutin
Evan Sheehan
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Kacie Rognlie
Jessica Shine
James Short
Whitney Simkins
Joe Stork

Gifts In-Kind

Landry Team Solutions



While we receive state funding, it only pays for a small portion of our community and educational programs. We rely on generous individuals like you to help bridge the gap. With your support, we are able to impact the lives of families across Colorado by allowing us to utilize resources that better support and stabilize our programming. Your gift goes a long way in helping youth, families, and adults in our communities as they navigate challenging times.

THANK YOU



Griffith  Centers
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