

A person with long blonde hair, wearing a dark hoodie and black pants, is sitting on a large, textured rock. They are facing away from the camera, looking out over a vast, hazy landscape under a warm, golden sunset sky. The sun is low on the horizon, creating a strong backlight effect and a warm glow across the entire scene. The landscape consists of rolling hills and valleys, some of which are covered in sparse vegetation. The overall mood is contemplative and inspiring.

A LEGACY OF INNOVATION

ANNUAL REPORT

2022
2023

Leadership

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Board Member

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LAURIE VERHOEFF
Senior Director of Employee
Experience

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Senior Medical Director

KAREN CRAMER
Clinical Director

MICHAEL MAASSEL
Director of Development

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*Change requires innovation
and creativity, and the team at
Harmony has been rising
to the occasion.*

*— Paul Whittle
Chair, Harmony Foundation, Inc.*



Message from the Board Chair

The world of treatment has changed since 1969, and the Harmony organization has always been at the forefront of learning and adapting to meet the needs of the people we serve.

The Greek philosopher Heraclitus is credited with the idea that change is the only constant in life. The past few years have supported our friend Heraclitus. Change requires innovation and creativity, and the team at Harmony has been rising to the occasion.

The Harmony Board of Directors fully reflects our willingness to embrace technology and change while remaining focused on the big picture. Over time, this has allowed us to develop our capabilities by expanding to be less regionally centered and becoming more of a nationally based group. Our Board now consists of four women and four men with significant expertise in psychiatry, law, nursing, and banking, along with senior business executives and coaches. This diverse group of people wholeheartedly focuses on supporting the Harmony mission.

2023 saw the resignation of our CEO, Jim Geckler, in early August. We appreciate Jim's years of hard work and dedication to Harmony and wish him well in his future endeavors. We also had the retirement of the past board chair, Patricia Neilsen. Pat fully embodied the mission of Harmony, and we are deeply grateful for her leadership and many contributions over the years. The Board has appointed Ross Bisson, our trusted Chief Operating Officer, as interim CEO. We have tremendous confidence in Ross and his team



PAUL WHITTLE
Chair

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The Harmony Board of Directors fully reflects our willingness to embrace technology and change while remaining focused on the big picture.

and look forward to working with and fully supporting him through this transition.

As stewards of the Foundation, we are fully committed to supporting our mission, employees, and presence in Colorado and the country as a leading residential treatment center with a long history of great success in our field and an alumni base of over 7,000 people.

As treatment approaches continue to evolve, Harmony was also very innovative this past year. Here are some highlights from this past year's advancements:

- *Harmony Expanded Virtual IOP Programming into Wyoming*
- *Harmony's Campus Bookstore ventured online to support the clients enrolled in treatment, their families, and our many alumni.*
- *Harmony has proactively responded to the evolving landscape of clinical staffing. In response to counselors exploring remote work opportunities and a diminishing pool of available nurses, we actively explore innovative strategies to uphold our commitment to delivering high-quality, supportive care to our clients. One such solution involves enhancing the training provided to our healthcare assistants in medication distribution and documentation. As our team diligently completes their training to become Qualified Medication Administration Personnel (QMAP), they improve our nursing staff and client support and pave the way for their professional growth and development.*
- *Harmony has implemented a donor-specific platform, simplifying the giving process with QR codes and accommodating various payment methods for added convenience.*

We are grateful for the many valuable contributions of our treatment partners, dedicated staff, generous donors, and our remarkable alumni community. Together, they have played a pivotal role in facilitating our clients' successful transition into recovery. Their commitment to our mission continues to bring hope, healing, and transformation to countless lives, reaffirming our collective commitment to a brighter, healthier future for all we serve.



Larimer County Behavioral Health Impact Fund Grant

\$ 88,000

Awarded for scholarships for Larimer County residents

53

Clients Received Scholarships



\$216,487.55

Scholarship Dollars Awarded

\$18,545.81

FOR VETERAN SCHOLARSHIPS





683

CLIENTS RECEIVED TREATMENT

2,735

Calls for treatment



REVENUE FISCAL YEAR ENDED JUNE 30, 2023

Private donations	\$345,145
Government grants	\$88,000
Special events	\$45,323
Program service fees	\$9,749,928
Miscellaneous revenue	\$2,235,252
Total Revenue and Support	\$12,463,648

EXPENSES

Program services	\$8,878,903
Management and administration	\$1,898,349
Fundraising	\$369,434
Total Expenses	\$11,146,686

Net Income	\$1,316,962
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As a 501(c)(3) nonprofit corporation, Harmony Foundation reinvests all income into its mission.

Alumni Engagement Soars

The Harmony Foundation, in a forward-thinking move, introduced separate retreats for its male and female alumni, a decision that transformed the post-treatment experience. We hosted a Swickard retreat for the women and a Lodge Retreat for the men. By segregating the retreats by gender, the foundation created an environment where participants felt safer sharing their recovery journey while building tighter bonds with their communities. The feedback was extremely positive, prompting us as an organization to bring these back again.



TABITHA MILLER
Director of Alumni & Recovery Support Services

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By segregating the retreats by gender, the foundation created an environment where participants felt safer sharing their recovery journey while building tighter bonds with their communities.





Bookstore

A place where recovery is something that we wear on our sleeve - everyday.

After 53 remarkable years of providing transformative treatment against the scenic backdrop of Estes Park, Colorado, Harmony Foundation is thrilled to announce new expansions in our commitment to the overall recovery-supportive community.

This year, we unveiled an amazing space for our clients, families, staff, and alumni. Both our campus bookstore and online store are designed to be uplifting havens and perpetual reminders of the strength that resides in unity and shared journeys. Our items, which include apparel, books, posters, and more, cater to those who are embracing and supporting positively changed lives, whether they are just beginning their journey or are decades in. We warmly invite you to explore and find joy in the spirit of Harmony Foundation, whether you are nearby or anywhere in the world.



IOP Innovation



Could we rethink aspects of intensive outpatient program delivery in a competitive landscape?

During the height of COVID-19, programs across Colorado shifted to virtual participation by clients. This fundamentally altered the landscape. Previously, intensive outpatient programs were competing with similar local services within a narrow geographic area. Now, in a virtual environment, every intensive program in the state is vying for the same clients. By putting fresh eyes on this level of care, we were able to rethink some of the universal challenges that IOPs face and provide additional support without increasing workload for clinical staff.

One of the challenges of an IOP is that there are revolving admissions, and some people have been there months while others may be on their first day. Using the same mobile app used by our family and alumni programming, we are now able to begin to create individualized resources to complement the current acclaimed curriculum. While clients newer to the program focus on core topics of the group, those who have participated in the program for a while now get exposed to videos, audio meditations, and presented slides around the Harmony alumni program, spirituality, and family programming. In addition, worksheets can be distributed and referenced anytime and notifications for internal reflections can be done on days not in session. With this platform we can continue to build and innovate in our treatment in new ways.

New Board Member



LISA REICH
Board Member

Lisa Reich has over three decades of experience in leading, working, and consulting in healthcare. She has experience as a Registered Nurse in many settings and capabilities that reach clinical, non-clinical, financial, and administrative branches.

During her tenure with Studer Group/Huron, Lisa led coaching engagements for organizations ranging from critical access to large academic health systems. In working with a broad spectrum of organizations, she can adapt a strategy that works for organizations to achieve outcomes.

She has worked extensively with many types of healthcare organizations, including acute care, ambulatory, emergency/urgent care, medical practices, behavioral health, and substance use treatment centers. Speaking to inspire, Lisa uses real-life experiences to connect training for audiences that apply to their current work. She focuses on being human and using our strengths to give back to others.

Her passion for better healthcare has impacted hundreds of organizations, thousands of caregivers, and even more patients. Lisa joined Healthcare Plus Solutions Group (HPSG) to bring enhanced solutions to the healthcare industry. The organization's mission is to positively impact those who receive and provide care. HPSG specializes in helping healthcare organizations diagnose and treat their most urgent pain points to achieve and sustain results.



LINKS TO RECOVERY 2022

Our annual golf event continues to bring the community together to raise money for scholarships for our military veterans. This allows those in our program who would benefit from additional days of treatment but have run out of other financial options to continue their early recovery longer on our campus. The event was a major success, connecting Harmony staff, alumni, and referring professionals but importantly raised \$ 18,549.01 for the cause - giving hope to those who need it most.



Retreat Center

This year, we incorporated a Swickard Retreat, Lodge Retreat, and Family Retreat. These retreats have genuinely been a game changer for programming at Harmony Foundation. By separating genders and family-only, we created dedicated spaces for men, women, and family members to come together. We witnessed an innovative approach that fosters deeper connections and personal growth.

These retreats provide a safe and non-judgmental environment where individuals can explore their unique experiences, challenges, and aspirations within their respective gender groups and as family members. This separation allows participants to fully immerse themselves in discussions, activities, and reflections tailored to address their needs and concerns. Through this intentional segregation, we have seen remarkable transformations and a heightened sense of camaraderie among the alumni and family members who participate, ultimately leading to a more harmonious and inclusive community.

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The Retreat Center allows us to have multi-day events that better serve more specific alumni populations easily.

-TABITHA MILLER

Director of Alumni and Community Engagement

Colorado Coalition of Treatment Providers (CCTP)

This past year, we also launched a new organization that seeks to bring the substance use disorder treatment programs in the state together to work to create care that is more client-focused, efficient, and more impactful. Our CEO, Jim Geckler helped to create this new initiative and acts on the steering committee where C-level leadership collaborates to discuss innovations in care, act as a cohesive voice to the community, and provide a healthy forum for communication. Using principals of the long-time national membership organization Treatment Professionals in Alumni Services (TPAS), leaders are able to work collectively - rather than act competitively - and work to solve the many complex issues of the behavioral health world.

By acting in the spirit of their newly penned Colorado Collaborative Model through monthly meetings virtually and in-person twice



annually, the CCTP has already received national attention as a way to engage. The organization was invited by the 2023 Winter Symposium to present in a panel the benefits of working together and the many topics that are covered by the group. Harmony Foundation's role in creating and promoting this ethical behavior continues to highlight our program's role in shaping care in addiction treatment.



Christy Weeks has significantly increased our webinar attendance from a mere 35 registrants to an impressive monthly trend of more than 250 participants.

Webinar Growth

With her innovative efforts, Digital Media Manager Christy Weeks has significantly increased our webinar attendance from a mere 35 registrants to an impressive monthly trend of more than 250 participants. Her strategic approach in sourcing presenters from various regions across the United States has resulted in a diverse and engaged audience.

By featuring experts from different backgrounds and perspectives, Christy has attracted a more comprehensive range of attendees and given Harmony Foundation national credit. Through meticulous planning and effective marketing strategies, Christy has successfully positioned our webinars as a must-attend event in the industry. Her dedication and innovative thinking have propelled our organization to new heights, allowing us to reach a broader audience and establish ourselves as a respected authority on the national stage.

GUEST SPEAKERS



JOHN CURTISS,
MA, LADC
Co-Founder/CEO/President of
The Retreat and President of the
Community of Recovering People
board of directors



KEVIN PETERSEN,
MA, LMFT
Founder of the Chronic Hope Institute



KRISTEN ZALESKI
Clinical Director of the Mental
Health Collective



DEBRA JAY
Founder of Structured Family
Recovery® services and training. She
designed the highly acclaimed Love
First Clinical Intervention Training
Program



MICHAEL BARNES
Chief Clinical Officer,
Foundry Treatment Center



ANNETTE M. SUTTON,
MA, AAPC
Author and founder, CEO of
Five Point Consulting

Podcast Relaunch

In June, “Monday State of Mind”, our podcast with over 100 episodes, a global listener base, and a valuable resource for our clients and alumni, returned to the airways because we recognize its enduring impact and potential for growth!

Our podcast has evolved into a cornerstone of our brand, fostering a sense of community among our clients and alumni worldwide. Its extensive episode library reflects our commitment to providing valuable insights and expertise, making it an indispensable tool for personal and professional development. By relaunching the podcast, we aim to refresh our content, engage our audience with new perspectives, and continue to empower our community with the knowledge and inspiration they’ve come to expect from “Monday State of Mind.”



Development



MICHAEL MAASSEL, BA, NCPRSS
Director of Development

Under the leadership of Michael Maassel, Harmony has instigated a transformative shift within our organization’s development department, departing from antiquated communication practices of the past and ushering in a suite of pioneering strategies. One of the most remarkable changes she implemented was integrating the DonorBox platform, making it incredibly easy for donors to engage with our mission. With QR codes, donors can scan and donate instantly, eliminating the need for cumbersome paperwork or manual entry.

Furthermore, we have ensured that the platform accepts all major forms of payment, making it convenient for donors to contribute using their preferred method. This shift towards a more streamlined and user-friendly donation process has not only increased donor engagement but has also brought in new supporters whom the previous outdated methods may have deterred.

One of the most remarkable changes she implemented was integrating the Donor-Box platform, making it incredibly easy for donors to engage with our mission.

Thank You, Donors!

Ace Hardware

Aisling Brown

Alan* and Lorin Litner

Amanda Scott

Amanda Watson

Amy Dorsey

Amy Smith

Ashley Connolly

AspenRidge Recovery

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Colorado Medication Assisted Recovery

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Coyote Mountain Lodge

Cumberland Heights

Dana McKinney

Daniele O’Leary

Danielle Charbonneau

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Debi Cooper

Derek Lieb

Diane Hara

Discovery Lodge

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Dunraven at The Estes Park Resort

Eileen Beckman

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RECOVERY CENTER

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Fort Collins, CO 80525

ADMISSIONS

970-586-4491

harmonyfoundationinc.com