

# **SOUTHERN UTE COMMUNITY ACTION PROGRAMS, INC.**

## **2013 ANNUAL REPORT**



**Southern Ute Community  
Action Programs, Inc.**

**2013 Annual Report**

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## **Welcome to SUCAP**

Thank you for your interest in our organization!

This report provides a snapshot of the people and activities that made up SUCAP during 2013. During this year, we examined all that we are doing to see that it aligns with our mission, developed during strategic planning in the previous year. We want to make sure that we...

*"Empower community members of all ages to recognize and reach their full potential by providing select programs and services in order to create better communities."*

In 2013, SUCAP provided services through six Program Divisions. We are proud of our diversity of services, as well as the cultural diversity of our staff and participants. We are there if we are needed at several different stages of our participants' lives. Whether you need help learning skills for employment, transportation to your doctor, a guide through adolescence or comprehensive services for young children and their families, we want to be...

## **WITH YOU...EVERY STEP OF THE WAY**

# SUCAP Board of Directors

SUCAP's Board is composed following the Community Action Agency model of the tri-partite board. This includes one third of the membership representing elected officials, one third representing the low income population and one third filling other needs defined by the board. In 2013, the SUCAP Board seats were filled as follows:

## Category I Community Interests

Anna Marie Coriz, Head Start Policy Committee	Jeff Ogden, Business
Raymond Dunton, Religion	Shirley Reinhardt, Agriculture
George Knoll, Civic Organizations	Bill Schank, Los Pinos Fire P. D. (through May)
	Emma Shock, Education

## Category II Elected at Large

Lena Atencio, SUIT Natural Resources (through Nov.)	Anna Marie Garcia, SUIT Information Srvs.
Gina Cosio, Parent,, <b>Secy/Treas</b>	Sue Herrera, Maralex Corporation, <b>Vice Chair</b>
	Kathleen Sitton, Parent, <b>Board Chair</b>

## Category III Elected Officials

Tom Atencio, Ignacio Town Board Trustee (through July)	Patricia Le Roy, Ignacio High School Student (through February)
Alison deKay, Ignacio Town Board Trustee	Ena Millich, Mayor, Town of Ignacio (through February)
Rocco Fuschetto, Ignacio School District Superintendent	Lee San Miguel, Ignacio Town Manager
Pathimi Goodtracks, Southern Ute Tribal Council Member	Agnes Sanchez, Ignacio School Board Member
	Aaron Torres, Southern Ute Tribal Council Member

# SUCAP Activities 2013

## Programs

SUCAP continued working with expanded programs which were initiated in 2012, including adding two senior lunches per month in Arboles, providing Workforce Investment Act services in the San Luis Valley and further developing the 21<sup>st</sup> Century after school program, resulting in increased numbers served by our Senior Center, Training Advantage and Youth Services programs. Our work to re-create intercity bus service between Durango and Grand Junction showed slow progress over the year as both SUCAP and CDOT learned the possibilities and limitations presented by the initial program plan. At the end of the year, SUCAP had released a Request for Proposals to purchase two 55+ passenger motor coaches.

## Planning

SUCAP's Strategic Plan, developed in 2012, began implementation in earnest during 2013. Our three committees, each comprised of board and staff members, made progress in advancing SUCAP's Image and Marketing, Board Development and Funding Structure initiatives. SUCAP began specific planning for a capital campaign to raise funds for a new facility to house our Head Start program.

## Employees

SUCAP strives to be a competitive employer to attract job candidates with the highest qualifications. We provide a benefits program and also offer morale and wellness activities. Over 80% of eligible employees participated in a health screening in April providing them information about their individual health status. SUCAP routinely employs about 100 full time (25 hours per week or more) and 50 part time employees. In 2013, SUCAP distributed 234 W-2 forms to individuals who worked for the organization during the year.

SUCAP employees play a role in regional, state and national activities related to SUCAP programs and the nonprofit sector. Char Schank, Division Director for Head Start, serves on the National Indian Head Start Director's Association Board and is their representative to the National Head Start Director's Association Board. Peter Tregillus, Program Developer, was appointed to the Board of Directors for the Colorado Association of Transit Agencies and served as Vice President. Eileen Wasserbach, Executive Director joined the Board of the Colorado Nonprofit Association and Teresa Campbell, Human Resources Director, was appointed to the La Plata Electric Association RoundUp Board.

SUCAP Employment	December, 2012	December, 2013
Full time	97	107
Part time	39	29
Total	136	136

# SUCAP Financials 2013

## Statement of Financial Position: December 31, 2013

### ASSETS

	2012	2013
Current assets		
Cash and cash equivalents	\$ 930,885	\$ 877,676
Grants receivable	497,889	673,041
Other receivables	8,666	6,296
Prepaid expenses	101,785	96,111
Total current assets	\$ 1,539,225	\$ 1,653,124
Property and equipment, net	\$ 256,258	\$ 189,896
<b>TOTAL ASSETS</b>	<b>\$ 1,795,483</b>	<b>\$ 1,843,020</b>

### LIABILITIES AND NET ASSETS

Current liabilities		
Accounts payable	\$ 87,782	\$ 110,542
Accrued payroll	218,625	212,892
Accrued compensated absences	124,288	132,208
Grant funds received in advance	212,292	153,756
Total current liabilities	\$ 642,987	\$ 609,398
Net assets		
Unrestricted	\$ 438,724	\$ 415,427
Temporarily restricted	713,772	818,195
Total net assets	\$ 1,152,496	\$ 1,233,622
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 1,795,483</b>	<b>\$ 1,843,020</b>

# SUCAP Financials 2013

## Statement of Activities, Year ended December 31, 2013

### REVENUE AND SUPPORT:

	2012	2013
Revenue and other support		
Grant revenue	\$ 6,136,739	\$ 6,376,409
Program income	371,449	245,551
Interest income		
Other income	305,322	296,129
In-kind contributions	13,975	11,326
Net assets released from restrictions	(+)(-)131,407	(+)(-)70,481
<b>TOTAL REVENUE AND SUPPORT</b>	<b>\$ 6,829,485</b>	<b>\$ 6,929,415</b>

### EXPENSES:

#### Program services:

Children's education services	\$ 2,049,193	\$ 2,045,483
Job training	1,158,593	1,445,312
Substance abuse treatment	1,465,147	1,455,361
Senior services	252,588	296,183
Other programs	519,692	141,830
Transit services	543,389	545,275
Youth services	177,920	290,213

<b>Total program services</b>	<b>\$ 6,166,522</b>	<b>\$ 6,219,657</b>
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#### Supporting services:

Management and general	\$ 611,968	628,632
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<b>TOTAL EXPENSES</b>	<b>\$ 6,778,490</b>	<b>\$ 6,848,289</b>
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<b>CHANGE IN NET ASSETS FROM PREVIOUS YEAR</b>	<b>+ 50,995</b>	<b>+ 81,126</b>
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# Southern Ute Montessori Head Start and Early Head Start

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Program Report for 2013  
(970) 563-4566

Head Start/Early Head Start Division Director:

Char Schank

## Mission Statement

*We respect each child and family in our diverse community and support their growth toward reaching their full potential.*



*Tour de Head Start!*

SUCAP's Head Start is a program that provides comprehensive early childhood education, health, nutrition, and parent involvement services to low-income children of all ethnicities in our community, and their families. The program's services and resources are designed to foster stable family relationships, enhance children's physical and emotional well-being, and establish an environment to develop strong cognitive skills. The transition from preschool to elementary school imposes diverse developmental challenges that include requiring the children to engage successfully with their peers outside of the family network, adjust to the space of a classroom, and meet the expectations the school setting provides. Early Head Start promotes healthy prenatal outcomes, healthy families and infant and toddler development beginning as early as birth.

The Southern Ute Child Care Assistance Program assists Native American low-income families in obtaining child care so they can work or attend training/education. The program also improves the quality of child care, and promotes coordination among early childhood development and afterschool programs.



## **Southern Ute Montessori Head Start and Early Head Start 2013 Highlights**

### **Accomplishments**

We have focused on staff training this year and have provided many training opportunities to our staff including webinars, conferences and courses. We had three Early Head Start teachers and one parent complete the EQIT training for working with infants and toddlers.

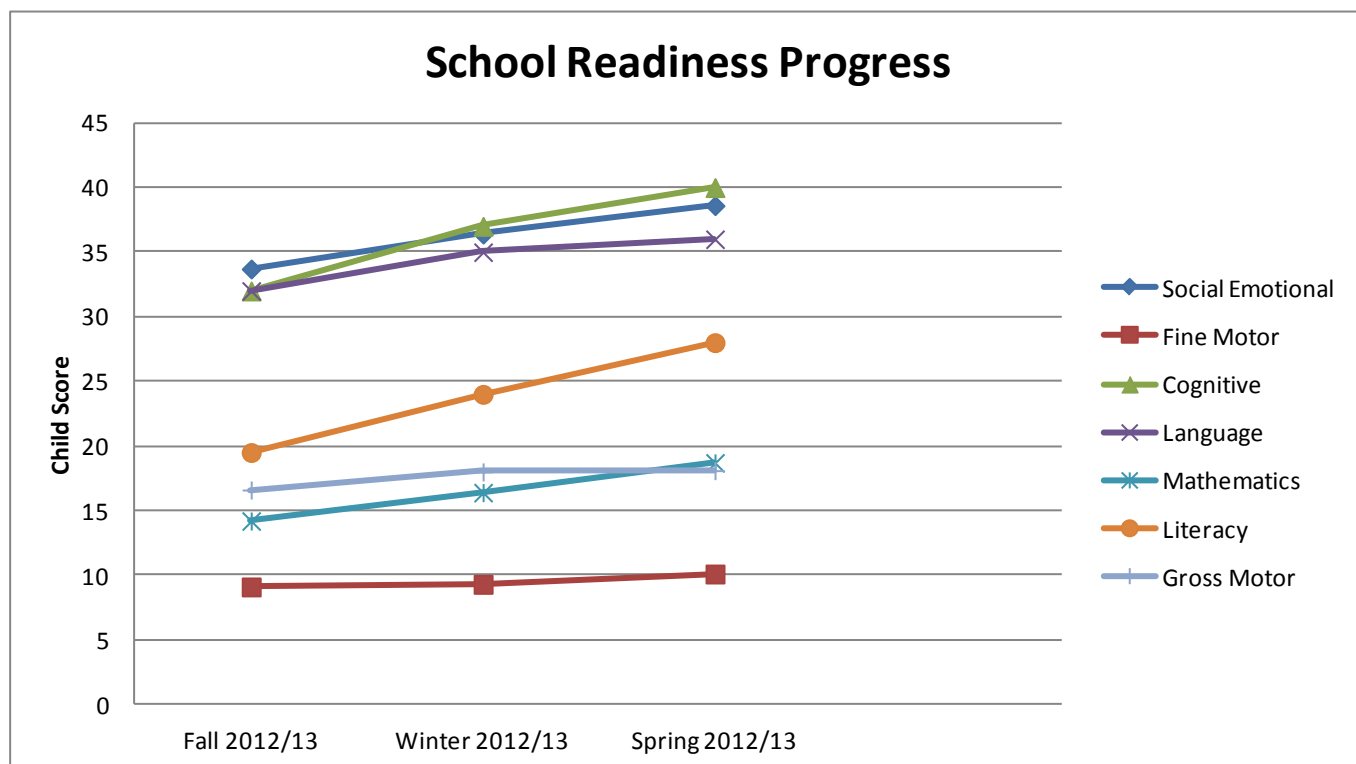
Our Division Director has been elected to the National Indian Head Start Director's Association board and serves as their representative on the National Head Start Directors Association's board.

### **Program outcomes**

Through our continued efforts to educate families on the importance of dental treatments we have seen improved participation of our prenatal clients in accessing dental care. We have also noticed less dental issues among the children enrolled in the program. We have also seen an increase of children receiving eye glasses in a timely manner.

We have created school readiness goals for all children who attend Early Head Start and Head Start. We have seen growth in all areas; Social-Emotional, Cognitive, Physical, Literacy, Language, and Mathematics. The area with the slowest growth has been Mathematics. We have focused our attention on training teaching staff on methods to present Mathematic materials to increase learning.

See table below:



### **Program changes**

In the fall of 2013 we implemented a Teacher Mentorship program. Each classroom was assigned a mentor who was to observe the classroom, meet with the classroom teachers on a weekly basis, provide feedback on what they observed, go over lesson plans and make suggestions for growth. This initiative is a work in progress and we will continue this initiative in the next year and adjust as we go along and learn from our experiences.

### **New partnerships**

We have partnered with the Early Childhood Council of La Plata County to become a Pyramid Plus implementation site. We have sent our Mental Health Specialist to training as well as three teaching staff. We have begun to implement the framework into our current mental health implementation plan and seen decreases in social/emotional issues among the children. The Council has also provided us with a Pyramid Plus coach that is specifically working one-on-one with one of our teachers.

We have also partnered with the Child Care Development Fund providers to assist in improving quality among centers who serve our Native children. We have provided health & safety mini grants as well as staff training opportunities using CCDF funds.



*Above:*

*"You make me feel like I'm home."--Monie*

*Left:*

*Getting messy with sensory foam.*

### **Head Start and Child Care Program Participants**

Service	Southern Ute	SU Desc.	Other Native American	White	Hispanic	Other	Male	Female	Total	5 Year Average
Head Start	1	37	10	28	36	4	60	56	116	113
Early Head Start	0	27	1	11	17	2	20	38	58	59
CCDF	2		12				4	10	14	N/A
Total	3	64	23	39	53	6	84	104	188	

### **Head Start and Child Care Financials**

D.H.H.S. Head Start	1,228,088
D.H.H.S. Early Head Start	440,795
Colorado Preschool Program	149,305
U. S. D. A. Child Care Food Program	87,093
Child Care Development Fund	67,941
United Way	15,499
San Juan BOCES	13,372
LPEA Round Up Foundation	2,014
La Plata Early Childhood Council	1,680
Tribal CCDF Slots	2,289
In-Kind Donations	74,254
Summer Fee-Based Program	
Program Income	11,520
Other Reimbursements and Miscellaneous	2,341
Program Assets	9,644
<b>TOTAL 2013 Expenses</b>	<b>2,105,835</b>

# Ignacio Senior Center

Program Report for 2013  
(970) 563-4561

Senior Center Division Director:

Debra Herrera

## Mission Statement

*To provide services to the senior citizens of the Southern Ute Reservation, the town of Ignacio, and the surrounding area. The program will serve those with the greatest economic and social need, including those who are low-income, the frail and impaired, the geographically and socially isolated, and the non-English speaking, to improve their quality of life by fostering an environment of dignity and pride.*



*La Plata County Commissioner Julie Westendorff (right) joins Ignacio Seniors for pizza at the Senior Center.*



## **Ignacio Senior Center 2013**

### **Highlights**

#### **Nutrition programs**

Nutrition forms the core of the Ignacio Senior Center's activity. Good nutrients help elderly people stay fit, alert, and independent longer. This supports the Senior Center's over-arching purpose: to support independent living in dignity for older Ignacio and Arboles residents; to delay hospitalization and entry into assisted living.

The Senior Center provides nutrition support in two ways:

- Group meals, three times per week in Ignacio, and the first and third Thursdays of the month in Arboles. These are also called Congregate Meals. The Senior Center usually serves about 35 seniors and tribal elders at a time. In 2013, the Senior Center served **3,667** meals in a group setting.
- Meals-on-Wheels. These are home delivered meals five days per week to homebound elderly and disabled persons when recommended by a doctor. The Senior Center serves about 50 meals per day, **11,986** meals in 2013, up from 10,861 meals prepared and delivered in 2012.



*Festive fall decorations at a Senior Center site lunch.*

The Senior Center receives funding that targets both the general population, and a large part targeting Native American elders. Approximately **73** older Native Americans will receive nutrition services (unduplicated count) during a typical year.

#### **Transportation**

Transportation has become a major part of the Senior Center Program. With the rising cost of gas and the need to get to and from medical appointments, seniors are facing a tough time getting around. The Senior Center has a program geared at getting frail or disabled persons where they need to go. The New Freedom program allows clients to be able to get to their doctors and go on social outings. In addition we also run errands locally for those who have a hard time getting out of the house.

#### **Solving day-to-day life problems**

To maintain independence, the Senior Center helps about 150 persons per month handle day-to-day life problems by providing access to information and resources. About half, or 70 of these are Native American elders. These address issues like health insurance, social security payments, oil and gas lease issues, taxes, and other bills.

When appropriate, the Senior Center helps older Ignacio residents make connections with other services to see that problems get solved.

## Senior Center 2013 Service Statistics

Native American	White	Hispanic	Other Ethnicity	Male	Female	Residence	Age in Years
69 (29%)	102 (43%)	63 (27%)	18 (8%)	87 (41%)	127 (59%)	Ignacio 164 (77%)	80 and over 69 (32%)
						Arboles 31 (15%)	55-80 131 (60%)
						Oxford 18 (8%)	Under 55 16 (8%)

*Participants enjoying performers from the Cowboy Poetry Gathering at a senior site lunch in October 2013.*





### **Senior Center Financials**

D.H.H.S. Administration on Aging, Title III	42,900
D.H.H.S. Administration on Aging, Title VI	78,050
D.H.H.S. AoA Title VI Nutrition Support Incentive Program	3,364
U.S. Dept. Transportation thru CDOT	21,670
D.H.H.S. Office of Community Services	6,085
Donation-Southern Ute Indian Tribe	42,549
La Plata County--Senior Nutrition	31,000
United Way	13,745
La Plata County--Senior Transportation	13,188
Tribal Donation--Senior Transportation	5,185
Medicaid Reimbursement	7,838
Senior Center Donations & Fundraising	1,829
<b>Total 2013 Expenses</b>	<b>267,403</b>

# Road Runner Transportation

Program Report for 2013  
970-563-4545

Road Runner Transit Division Director: Clayton Richter



*Our driver prepares the bus to assist a disabled rider.*

Road Runner Transportation Division offers the safe operation of vehicles and the safe transportation of passengers. As SUCAP employees we are responsible for making sure that every minute the vehicle is in operation, the safety and welfare of our passengers is our first priority. This depends on skill, knowledge and good judgment by the drivers. SUCAP drivers are people who are willing to listen to the passengers' concerns and deal with mobility challenges. Our drivers take the responsibility for their job and following policies and procedures very seriously, thus creating a more enjoyable atmosphere. Road Runner trips consist of three fixed routes which are Ignacio to Durango, Bayfield to Durango and Ignacio to Aztec, NM. In 2013, we are running a minimum of three trips per day for the Bayfield and Aztec routes and four trips per day for the Ignacio route. We also offer a Dial a Ride Service which covers the town of Ignacio and up to one mile outside the city limits. This service alone operates 80 hours per week

## **Road Runner Transportation 2013 Highlights**

### **Accomplishments**

Road Runner Transit had 29,538 rider-trips in 2013. We did have a fourth run from Bayfield to Durango for a portion of the year, but had to temporarily suspend it due to lack of sufficient funding. The Dial-A-Ride service is continuing at a rapid pace with 13,082 riders in 2013. This can be attributed largely to the dedication of the drivers and their ability to handle this type of work load.

### **Program Changes**

Road Runner Transportation is still working on the new project of intercity bus. When completed it will create the "all new" Road Runner Stage Lines that will offer round trip bus service from Durango to Grand Junction, with connections to Greyhound and Amtrak. This service will be funded by the Federal Transit Agency with funds managed by the Colorado Department of Transportation and matching funds provided by Greyhound Lines, Inc. It will be "interlining" with Greyhound Lines and will not only offer transportation to Grand Junction but also offer ticketing nationwide on multiple carriers. At the close of 2013, we are in the process of negotiating the purchase of two used motor coaches with a seating capacity of approximately 50 persons each along with two wheelchair spaces. These buses are air conditioned, have window shades, footrests, high back seats and are restroom equipped.



The mid-afternoon route from Ignacio to Aztec was changed from leaving Ignacio at 12 noon to 2:00 PM for the convenience of riders wishing to get from Durango to Aztec and having to make connections in Ignacio.

### **Participants and Ethnicity**

We estimate that about half of the Road Runner passengers are of Native American heritage. Many others take advantage of the local service also, for many reasons such as conservation of fuel. Trips tend to be for medical, work, education, shopping, social, and recreation. As far as gender, that is probably equal in numbers. Age groups range from infants to seniors.

### **Who Is Riding With Us?**

Service	Southern Ute	Other Native	White	Hispanic	Other	TOTAL	Male / Female
Bayfield	10%	10%	55%	20%	5%	6,234	50/50
Ignacio	30%	15%	20%	25%	10%	7,207	50/50
Aztec	10%	40%	20%	20%	10%	3,015	40/60
DAR	50%	20%	10%	15%	5%	13,082	50/50

### Trip Purpose

Service	Medical	Employment	Education	Shopping	Nutri- tion	Social	Recrea- tion	Other
Bayfield	80	3075	775	505	16	101	1,002	679
Ignacio	215	566	4,300	437	6	68	1,016	599
Aztec	3	2,701	19	1	0	24	200	67
DAR	208	604	605	1,641	139	1,595	4,201	4,089



*An Ignacio Senior Citizen is tucked in for her shopping trip to Wal-Mart.*

### Road Runner Financials

Federal Transit Administration 5311 (CDOT)	118,049
FTA Intercity Bus	34,091
FTA Tribal Transit	223,112
Fares	40,255
Southern Ute Tribe	60,307
La Plata County	29,121
Town of Bayfield	12,000
Town of Ignacio	2,875
RRT Other	916
<b>TOTAL 2013 Expenses</b>	<b>520,726</b>

# Peaceful Spirit Substance Abuse Treatment Center

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Program Report for 2012  
970-563-4555

Peaceful Spirit Division Director: Dennis Dahlke



*The entrance to Peaceful Spirit is warm and welcoming.  
Designs on the wall were painted by residential clients  
over the years.*

Peaceful Spirit provides treatment for individuals struggling with addictions. The purpose of these services is to support clients as they initiate the process of recovery while maintaining sobriety during the treatment period. This is accomplished through classes and individual counseling sessions. These classes and sessions promote self-reflection and understanding of individual patterns of substance use. They are used in all adult treatment modalities (residential, outpatient, transitional living). Many clients participate in drug and alcohol testing. The residential programs additionally supports: a substance-free living environment, improved nutrition, regular physical activity (using SunUte Community Center) and native-based spiritual support as part of a holistic approach to recovery and wellness.

Peaceful Spirit currently implements six primary program models for clients:

1. Intensive Residential Treatment (IRT)
2. Intensive Outpatient Treatment
3. Extended Outpatient Treatment (introduced in 2009)
4. Enhanced Outpatient Treatment (introduced in 2009). This model has fewer weeks in treatment than Intensive Outpatient Treatment, but more individual sessions with a counselor trained to address co-occurring disorders.
5. DUI education (using the Colorado-approved *Prime for Life* curriculum) combined with therapy for some clients
6. Drug and alcohol counseling for inmates at the Southern Ute Detention Center three days per week, including elements addressing specific life skills.

### **Peaceful Spirit 2013 Highlights**

**Residential Treatment**--This service involves intensive counseling and education, and is based on the immediate and changing needs of each client. The program includes individual as well as group therapy, education about alcohol and other addictions, AA and NA study, AA and NA meetings, physical fitness, coping skills, spiritual and cultural awareness, and recreation. Clients in this program generally remain in treatment about 40 days.

**Outpatient Programs**--We provide Level I and II education and therapy classes for area residents that need to complete these requirements in order to have their driver's license renewed. Requirements range from Level I Education - 12 hours, to Level II Education – 24 hours with Therapy ranging from Track A to Track D, 66 to 110 hours. All DUI education is manual driven and requirements are set by the State of Colorado.

**Multisystemic Therapy** – This is an evidenced based intensive family program that works with families with a juvenile referral needing help from school attendance to avoiding out-of-home placement. Most referrals come from the school, probation, or Social Services. Currently we have a three person team that works with Tribal families on the reservation or surrounding area and other referrals from LaPlata and Archuleta counties.

#### **Program changes**

2013 was a year of improvements at Peaceful Spirit. We continued our efforts to create an environment of well-being at the center, including encouraging clients to participate in regular exercise and creating on site meals that are wholesome and low fat.

To improve treatment by increasing the number of hours that clients interact with certified therapists, a Saturday therapeutic curriculum was added. Residential counselors assumed shifts on Saturdays to lead clients in exercises, activities and discussions that help further identify client moods and behaviors, and to assist in developing varied strategies to address them.

The program strives to incorporate best practices which have developed in both the native and non-native treatment communities. This includes adoption of components of evidence-based models which address youth and family issues related to substance use and abuse. In previous years, these have included a DUI curriculum (called *Impaired Driving*), Multi-Systemic Therapy for youth, and the Matrix model to address multiple substance use including methamphetamine and alcohol. Over the last four years, counselors have been trained in suicide prevention interventions using the ASIST model (Applied Suicide Intervention Skills Training.) In 2014, a newly vetted evidence-based program, *Prime for Life* will replace *Impaired Driving*.



We continue to improve integration of mental health services for persons with drug and alcohol problems and possible co-occurring disorders. Currently, some clients in treatment receive some supplemental mental health services through credentialed staff, and some receive some contracted by Peaceful Spirit. However, there are not adequate resources in place to conduct a full on co-occurring disorders program fully addressing the needs of the 80% or so of Peaceful Spirit clients who do have both addiction and mental health issues at the same time.

Our program has adopted the Matrix model for treatment of both alcohol and methamphetamine abuse and addiction. Peaceful Spirit has expanded its services to persons who are meth users, both on an inpatient and outpatient basis using funds from the I H S national Methamphetamine and Suicide Prevention Initiative. In 2014, Peaceful Spirit will supplement this by implementing Cognitive Behavior Therapy, or CBT, a brief intervention model which will be used to “front-load” clients with services since retaining their involvement in treatment for long periods of time is challenging.

### **MST Outcomes**

Multi-systemic therapy is an evidence-based program that requires work with a trained consultant to assure high fidelity to the model. The following tables represent our program’s outcomes for the MST cases which were closed during the six-month periods identified.

December 1, 2012-May 31, 2013	Peaceful Spirit MST	National Target
Total number of cases with opportunity for full course of treatment during the report period	9	
Avg length of stay in days for youth with opportunity to have full course of treatment	131.56	90-150
Percent of youth living at home	77.78 %	
Percent of youth in school/working	77.78 %	
Percent of youth with no new arrests	77.78 %	
Percent with parenting skills necessary to handle future problems	100.00 %	
Percent with improved family relations	100.00 %	
Percent with improved network of supports	77.78 %	
Percent with success in educational/vocational setting	77.78 %	
Percent of youth involved with prosocial peers/activities	66.67 %	
Percent of cases where changes have been sustained	66.67 %	

June 1 – November 30, 2013	Peaceful Spirit MST	National Target
Total number of cases with opportunity for full course of treatment during the report period	10	
Avg length of stay in days for youth with opportunity to have full course of treatment	144	90-150
Percent of youth living at home	90.00%	
Percent of youth in school/working	90.00%	
Percent of youth with no new arrests	70.00%	90%
Percent with parenting skills necessary to handle future problems	90.00%	
Percent with improved family relations	80.00%	
Percent with improved network of supports	80.00%	
Percent with success in educational/vocational setting	90.00%	
Percent of youth involved with prosocial peers/activities	70.00%	
Percent of cases where changes have been sustained	80.00%	

### **Peaceful Spirit 2013 Service Statistics**

Service	Southern Ute	Other Native American	White	Hispanic	Other Ethnicity	Male	Female	Total	Monitor only
IRT	13	26	6	8		29	24	53	N/A
OP	80	44	52	40	5	140	81	221	95
MST*	31		59	30	16	76	63	139	N/A
*MST statistics are for the period 2005-2013, cumulative.									

### **Peaceful Spirit Financials**

La Plata County Core Services (MST)	157,716
Tribal Core Services (MST)	36,383
IHS Meth/Suicide Prevention Initiative--MST	34,870
West Slope CASA	14,196
Indian Health Service Substance Abuse	1,022,605
IHS Meth/Suicide Prevention Initiative--Residential Treatment	50,760
Residential Services Fees--Albuquerque Area Tribes and other referral sources	58,800
Fee for Service SUIT Detention Center	13,893
Fee for Service US Probation	7,440
Other Fee for Service (outpatient classes, BA and UA monitoring, etc.)	119,852
Donations, meal reimbursement	1,924
Other	19
<b>TOTAL 2013 Expenses</b>	<b>1,518,458.00</b>

# The Training Advantage (TTA)

Program Report for 2012



970-563-4517

TTA Division Director: Dawn Farrington

## Mission Statement

*To provide quality employment and training related services that assist individuals in improving their skills and attaining economic self-sufficiency.*



*Youth participant learning job skills at a nursery in Montrose.*

TTA operates a number of programs that focus on employment skills, work supports and job training. Each program has its own eligibility criteria, but all share the purpose of assisting participants in achieving employment success and sustainability.

The majority of TTA's programming is provided through the Workforce Investment Act (WIA) programs, which are contracted through the CO Rural Workforce Consortium at the CO Dept. of Labor & Employment. A similar WIA program is a Native American program operated for the Southern Ute Indian Tribe.

Additional programs are services operated for La Plata and Archuleta Counties' Dept. of Human Services. These include the Colorado Works employment program for recipients of Temporary Aid to Needy Families (TANF) cash assistance, and the Colorado Employment First program for recipients of Supplemental Nutrition Assistance Program (SNAP) funds, commonly known as food stamps. In La Plata County, TTA also provides Family Advocacy services for TANF recipients and in Archuleta County employment and advocacy services for fathers in the Pathways to Responsible Fatherhood program. All of these funds are federal, passed through the various agencies.

For all programs, TTA makes available a continuum of services focused on positive employment outcomes, including:

- Employment planning (including sub-goals and action steps)
- Skill assessments and inventories
- Career exploration and counseling
- Job application assistance and résumé development
- Job search skills, including interview preparation
- Supportive services (e.g., work clothing, transportation, tools, training materials)
- Work support referrals (e.g., housing, child care, tax credits)+
- Occupational training (e.g., medical professions, CDL, energy-related certifications, law enforcement, business services)
- Advocacy (e.g., child support, court appearances, medical/mental health care referrals, community outreach)

Eligibility for TTA's programs varies. WIA programs are not entitlement programs, so applicants must first be determined to be U.S. citizens or eligible to work in the U.S. They must also be unemployed or underemployed for the Adult program, and laid off through no fault of their own for the Dislocated Worker program. For the WIA Youth program, applicants must be low income and have an additional barrier of being basic skills deficient, being homeless or a runaway, being pregnant or parenting, being an offender, being in foster care, or generally needing additional assistance for social stability. All of these programs require assessments that establish that the programs can meet the current employment needs of the applicants and can address their current barriers.



*Becoming a certified welder.*



The Colorado Works and Employment First programs are designed to address the employment needs of those receiving TANF and food assistance. The Archuleta County Pathways to Responsible Fatherhood program is available to fathers who need employment assistance, personal finance and stability assistance, parenting training, and/or assistance with healthy family relationships.

## **The Training Advantage 2013 Highlights**

### **Accomplishments**

The division supports 18 staff positions, located in 7 counties throughout southern Colorado. TTA has expanded its family of programs over the past few years to include La Plata County Dept. of Human Services, the South Central workforce sub-region WIA programs (San Luis Valley), and advocacy and employment services for fathers in Archuleta County.

The largest percentage of TTA services fall under the WIA employment and job training programs for Adults, Dislocated Workers and Youth. TTA is in its fourteenth year implementing these programs in the Southwest work force sub-region; following an additional 32 years of providing similar services under previous iterations of the federal workforce development programs. In its second year of providing WIA programs in the San Luis Valley, TTA is well on its way to duplicating its long-standing expertise in the employment and training field.

The WIA Youth programs work with youth 17 to 21 years of age, both in school and out of school. This population receives special focus in TTA's work, such as taking the lead in coordinating Youth Council activities of the local Workforce Investment Boards. In 2013, through a small grant provided by the Youth Council of the CO Rural Workforce Consortium (CRWC), TTA helped spearhead projects focusing on youth and young adults, including:



*Certified Nurse Assistant training with a bedridden dummy.*

#### **Southwest workforce region**

- A Career Fair for over 1000 students in Montezuma and Dolores Counties
- An Internship Initiative in La Plata County, focused on promoting work experience and internship opportunities to employers
- A regional college tour in Archuleta County for students with disabilities who are college-bound

#### **South Central workforce region**

- My Career 101, a four day event for youth involving job readiness training, financial literacy education and professional mentoring through 1 day on-the-job placements

TTA also helped organize and participated in the second annual two day WIA Youth case managers retreat as part of its partnership with the CRWC.

Over the past two years, as part of its WIA contracts with the CRWC, TTA has produced a series of guides for case managers' use in providing job readiness training for program participants. The first year's work on this project resulted in training guidance modules on Applications, Résumés and Interviewing. In 2013 TTA produced modules on Employer Expectations, Job Performance and Personal Responsibility.

In 2013 TTA operated its first full year of Family Advocacy services for the Colorado Works program managed by the La Plata County Dept. of Human Services. Advocacy involves case management for TANF recipients needing urgent assistance with housing, child care, medical/mental health services, or accessing any resource to help with family stability. Beginning in the fall of 2013, TTA also took on advocacy services in the Pathways to Responsible Fatherhood program in Archuleta County.

TTA staff continued on-going participation with many community groups in the communities where they work, as well as at the state level. These alliances involve collaboration on a variety of issues affecting the populations TTA serves, including disabilities, justice, best practices and continuous improvement.

### **Program Outcomes**

TTA's program year runs from July through June, with the exception of the Employment First programs and the Fatherhood program, which run October through September. Outcomes are measured for the specific program year.

The most recently available outcomes for the WIA programs cover the period of July 1, 2012 through June 30, 2013. For the most part the outcomes are calculated for participants served during the eighteen months of the program prior to the year in which they are reported. See the table below for the specific measures, goals and outcomes.

<b>TTA WIA Common Measures Outcomes PY12</b>			
<b>Program</b>	<b>Measure</b>	<b>State Goal</b>	<b>Outcome</b>
Adult	Entered Employment (employed first quarter after exit)	76%	95.45%
	Employment Retention (employed in both second and third quarters after exit)	86%	90.91%
	Average Earnings (in the second and third quarters after exit)	\$16.35/hr	\$14.47/hr
Dislocated Worker	Entered Employment (employed first quarter after exit)	80%	100%
	Employment Retention (employed in both second and third quarters after exit)	87%	100%
	Average Earnings (in the second and third quarters after exit)	\$20.48/hr	\$16.09/hr
Youth – Southwest	Certificate (diploma or training certificate)	74.49%	92%
	Placement (employment, post-secondary education or military)	68%	95%
	Literacy/Numeracy Gains (improvements in Reading and Math if basic skills deficient)	49%	100%
Youth - Western	Certificate (diploma or training certificate)	74.49%	100%
	Placement (employment, post-secondary education or military)	68%	77.78%
	Literacy/Numeracy Gains (improvements in Reading and Math if basic skills deficient)	49%	100%
NOTE: South Central WIA program measures for the time period covered were for the prior contractor's performance.			



TTA WIA Common Measures Outcomes PY12			
Program	Measure	State Goal	Outcome
Native American WIA Adult	Entered Employment (employed first quarter after exit)	N/A	50%
	Employment Retention (employed in both second and third quarters after exit)	N/A	100%
	Average Earnings (in the second and third quarters after exit)	N/A	\$11.61/hr
Youth	Attained two or more goals	N/A	100%
	Dropouts attaining GED	N/A	60%
	To post-secondary education	N/A	20%

Outcomes for other programs are calculated on a month by month basis, given that caseloads fluctuate frequently as many individuals move in and out of assistance programs over a short period of time. The following table shows the outcomes for December for the Colorado Works and Employment First programs. The Fatherhood program did not begin formally tracking outcomes other than enrollments for the program year until the current year.

TTA Colorado Works / Employment First Outcomes for month of December 2013		
Program	Measure	Outcome
Colorado Works		
La Plata County	Employment Rate	39%
Archuleta County	Employment Rate	42.3%
Employment First		
La Plata County	Employment Rate	58%
Archuleta County	Employment Rate	14%

## Trends

Employment programs continue to struggle to find livable wage jobs for participants, but there was some improvement in job opportunities in 2013. The most difficult program to find participants for is the WIA

Dislocated Worker program (for those who have been laid off), which requires placement in jobs with higher wages than is generally feasible in rural Colorado. In early 2013 the state lowered the Average Earnings goal for the WIA Adult and Dislocated Worker programs, so improving the outcome will be more likely in the future. The majority of candidates for this program are not interested in re-training for new occupations, which presents another challenge in getting them into good jobs targeting their current skill sets.



*TTA staff at WIA Youth Retreat in Keystone early 2014.*

<b>TTA Number of Participants 2013</b>								
<b>Service</b>	<b>Southern Ute</b>	<b>Other Native American</b>	<b>White</b>	<b>Hispanic</b>	<b>Other Ethnicity</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>SW WIA</b>	<i>Southwest Workforce sub-region: Dolores, Montezuma, La Plata, San Juan, Archuleta Counties</i>							
Adult	0	5	67	11	3	32	54	86
Dislocated Worker	0	3	18	2	1	17	7	24
Youth	0	7	22	7	2	17	21	38
<b>WE WIA</b>	<i>Western Workforce sub-region: Delta, Montrose, San Miguel, Ouray, Gunnison, Hinsdale Counties</i>							
Youth	0	3	34	13	4	11	43	54
<b>SC WIA</b>	<i>South Central Workforce sub-region: Mineral, Rio Grande, Saguache, Alamosa, Conejos, Costilla Counties</i>							
Adult	0	3	47	40	8	43	55	98
Dislocated Worker	0	0	5	8	0	4	9	13
Youth	0	1	20	36	2	16	43	59
<b>NA WIA</b>	<i>Native American WIA</i>							
	2	20	0	0	0	4	18	22
<b>LP CW</b>	<i>La Plata County Colorado Works</i>							
	2	15	68	21	4	22	88	110
<b>LP EF</b>	<i>La Plata County Employment First</i>							
	?	46	661	94	52	473	380	853
<b>ARCH CW</b>	<i>Archuleta County Colorado Works</i>							
	0	1	47	19	3	18	52	70
<b>ARCH EF</b>	<i>Archuleta County Employment First</i>							
	0	1	230	105	3	181	158	339
<b>ARCH FA</b>	<i>Archuleta County Pathways to Responsible Fatherhood</i>							
	0	2	57	10	2	71	0	71
<b>TOTAL</b>	<b>1,837</b>							

**TTA Financials**

Program Region	Southwest	South Central	Western	NAWIA	Archuleta	La Plata	TOTAL
CDLE WIA Adult	193,355	142,060		37,270			372,685
CDLE WIA Youth Out of School	51,501		91,665				143,166
CDLE WIA Youth In School	65,143		70,949				136,092
USDOL Native American Youth				9,831			9,831
USDOL Native American Adult	2,683						2,683
CDLE WIA Adult Dislocated Worker	78,713	53,647					132,360
Archuleta County Fatherhood Contract					163,759		163,759
Colorado Works					44,138	70,325	114,463
Employment First					37,335	64,713	102,048
Data Entry Contract					14,652		14,652
Family Advocacy						86,638	86,638
TTA Nongrant							2,356
<b>TOTAL 2013 Expenses</b>	391,395	195,707	162,614	47,101	259,884	221,676	1,280,733

# SUCAP Youth Services

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Program Report for 2013  
970-563-9235

Project Venture Program Manager: Zach Bertrand

## Mission Statement

*SUCAP Youth Services aims to encourage youth to postpone substance abuse involvement by building positive relationships and offering positive, safe & alternative activities.*



*Pausing for a photo during a multi-day adventure near Moab, Utah.*

SUCAP Youth Services supplements the variety of positive resources that youth have in the Ignacio community. Youth Services programming strives to improve academic achievement, build character, increase internal and external assets, encourage healthy lifestyles, and impact the youth of Ignacio in a positive way.



### **Curiosity Afterschool:**

Curiosity Afterschool is an academic enrichment program for Ignacio Middle School youth. The goal of the program is to improve the academic success of program participants by providing educational lessons through a wide variety fun, engaging and experiential activities. The primary emphasis of these lessons includes: science, technology, engineering, math, the arts, and service learning. The program day offers youth an opportunity to complete their homework with the assistance of tutors; provides a healthy snack; and delivers a fun and engaging activity.

This program occurs Monday – Thursday, afterschool – 6:30, in accordance with the school year calendar. The program meets at the Ignacio Middle School and frequently leaves the school premises for the purpose of exposing youth to a variety of educational environments. The drop in nature of the program affords students the opportunity to join the program at any point throughout the year so that they can fit the program into their already busy lives and schedules.

### **Club Venture:**

Club Venture is an outdoor based experiential education program targeting asset building and character development. This program provides youth with a chance to experience a wide variety of adventures and activities that are out of their daily norm. Activities include rock, ice and tree climbing; hiking, snowshoeing, kite flying, mask making, equine assisted learning, paintball, archery, multiday adventures, and many others. These activities are used as metaphors to address many different topics of the adolescent experience. Youth are provided a space to reflect on both the physical experience of the activity they engaged in; as well as the related experiences they are having in their daily lives. These reflective opportunities offer youth a chance to share the positive things they have in their lives and communities; ways they would like to grow and improve; and the value systems they have that help guide them through their lives. A graduation ceremony is held twice a year, where program participants from the two preceding cycles can share their experiences with families and friends.

## **SUCAP Youth Services 2013 Highlights**

### **Accomplishments:**

The youth Services division provided a wide variety of programming to middle school and high school aged youth. In addition the services described above, the division oversaw teen center drop in services on Friday evenings, monthly Overdrive events, hosted an After Prom party, provided several multiday adventures, and hosted the annual Camp Venture event. The division also assisted the Ignacio Middle School in the development and implementation of programs such as PLUS and PBIS. Programming occurred six days a week during the school year and sporadically throughout the summer.



*Learning confidence with horses at Camp Venture.*

## **Program outcomes**

Using evidence-based curricula and with funding from resources that require documentation of results, SUCAP Youth Services has processes in place to show change in attitudes and behaviors of youth who participated in our programs. As we have been implementing this element of our projects, however, we have been challenged by a number of conditions, such as inconsistent participation, determining the appropriate time to collect baseline information, etc. So, in 2013, we were able to collect participation data, but not much outcome information. The process will be changed in 2014 to allow for the collection of more specific information about how our youth are using their experiences with Youth Services.

## **Program changes**

SUCAP restructured the Youth Services Division at the end of 2013. The division will now oversee the management of grants and programming that fall under the broad umbrella of “Youth Services”. This restructuring will improve collaboration between programs, provide greater access to program resources, and increase program participation. The division now consists of 5 full time positions including a Division Director, two Program Managers, and two Program Assistants; as well as a number of part time support staff.



*Above: Rafting with the Curiosity Afterschool program.*

*Right: Ice climbing at Cascade Creek with Club Venture*



## **Partnerships**

The Ignacio Middle School has become a strong partner of the Youth Services Division. Youth Services has desk and program facilitation space at the new Ignacio Middle School. We also work closely with the middle school staff to provide a high caliber of program activities, and ensure that services are not duplicated.



### Youth Service Participant Characteristics

Service	Southern Ute	Other Native American	White	Hispanic	Other Ethnicity	Male	Female	Total
Youth Services Activities	24	23	43	28	25	71	72	143

### Youth Services Participation

Activity	# Sessions	Unduplicated Participants	Total Participation
Club Venture Outings	8	14	55
Curiosity	39	28	198
PLUS Training	1	35	35
Teen Center Activities	25	46	190
Open Enrollment Outings	6	15	45
Friday Teen Nights	7	22	61
<b>TOTAL</b>	<b>142</b>	<b>143</b>	<b>1,240</b>

### Youth Services Financials

US Dept Education (through CDE) 21st Century After school	133,879
CDPHE Office of Behavioral Health	106,230
Donation Southern Ute Indian Tribe	37,691
IHS Meth and Suicide Prevention	5,000
Program Fees and Fundraisers	2,294
Program Assets	1,757
<b>TOTAL 2013 Expenses</b>	<b>286,851</b>

## SUCAP Other Programs

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### **Southeast La Plata County Occupant Protection Program**

Program Report for 2013

Program Coordinator: Diane Downing, Jessica Chamblee

SUCAP has been funded for several years to provide regional safety programs for drivers and passengers in motor vehicles. Efforts have included community presentations, seat belt surveys, vehicle safety promotion through a variety of media, and safety events for children, families and adults.

### **2013 Programs and Activities**

Seat belt surveys for parents bringing children to Head Start and to the elementary school have indicated a need for more education with parents about safe transport of young children. The Occupant Protection staff participated in the Ignacio Children's Fair, the Southern Ute Health Fair, the Southern Ute Kids Fair, Head Start Parent Night and other events to talk with parents about the proper selection and use of vehicle child restraints.

The Ignacio Tri-Ethnic Injury Prevention Coalition worked to provide safer walkways within the Ignacio community for pedestrians and individuals in motorized chairs. The group prioritized projects and created plans for local governments to use in designing and funding construction.

Diane Downing has extensive experience in implementing safety programs at the community level and provided assistance to other communities in the region, including Towaoc and Dove Creek, as they created their own community safety programs.

Although funding ended in September, 2013, efforts to promote safety in vehicles, whether as a driver or a passenger, continued in a limited way. SUCAP maintained a fit station for child seats and continued working with the Injury Prevention Coalition.

### **Funding Summary**

Federal Transit Administration Highway Safety Program (through CDOT)	52,426
Indian Health Service Injury Prevention Program	\$3,674
Kids in Safety Seats	862
<b>TOTAL 2013 Expenses</b>	<b>56,962</b>

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### **Suicide Prevention Program**

Program Report 2013

Program Coordinator: Harlene Russell

## 2013 Programs and Activities

La Plata County has a suicide rate about 33% higher than the state of Colorado as a whole. SUCAP operates a small, community-centered program that trains volunteers to become more aware of the risks of suicide. Our program develops, maintains, and publicizes gatekeepers within the target communities. We provided four QPR (Question, Persuade and Refer) gatekeeper trainings in La Plata County. Other specific activities include newspaper and radio advertising placement. The primary expected outcomes are:

- increase in the number of gatekeepers through QPR training (since it is two hours rather than two days)
- reinvolvement of gatekeepers trained through ASIST
- increase in community awareness of high suicide rates in La Plata County
- increase in the likelihood that a person who encounters a person at risk of suicide will know how to involve a gatekeeper and will do it
- increase in likelihood that a person at risk will be connected to emergency mental health services, and a corresponding decrease in likelihood of suicide completion.

## Funding Summary

CDPHE Suicide and Violence Prevention	5,928
Ballantine Family Foundation	1,000
Program Income (including Indian Health Service funds)	8,335
<u>Program Assets</u>	<u>299</u>
TOTAL 2013 Expenses	15,562

## Growing Partners

Program Report 2013

Program Coordinator: Katy Pepinski

Growing Partners of Southwest Colorado is a coalition of non-profits and service agencies that has been actively collaborating on local food projects in La Plata County since 2004. SUCAP has served as the fiscal agent for this group, managing funds from federal grants as well as local donations.



*Cyclists pose during the 2013  
Tour-de-Farms*

## 2013 Programs and Activities

“Homegrown” February Food Retreat—February 22-23 at Fort Lewis  
College

172 participants, including 50 local food producers

95% of participants felt they built new local food relationships and connections

Farmer-Chef Connection—February 23

Trained 2 new food producers, 8 new food buyers and 1 new food distributor

Introduced 256 new potential local food marketing opportunities

Iron Horse Chef—July 20, August 17

Tested the creativity and skill of three local chefs

Highlighted at least 10 local food products from the Durango Farmers Market

### Tour-de-Farms—August 24

Hosted 88 bicyclists on a tour of nine local farms, community gardens and backyard gardens

### Apple Days—October 6

Over 1,000 people in attendance

Harvested over 5,000 lbs of apples and pressed over 200 gallons of apple cider

### Funding Summary

US Department of Agriculture Farmer's Market Promotion	15,548
Growing Partners General Operations	\$5,267
"Homegrown" Food Retreat	3,018
Apple Days	\$5,811
<b>TOTAL 2013 Expenses</b>	<b>29,644</b>

### Energize La Plata AmeriCorps Program

#### Program Report 2013

Program Coordinator: Lynne Schaefer 970 563 4517

SUCAP serves as the fiscal agent and employer of record for Energize La Plata, a group of organizations focused on implementing the initiatives of the La Plata County Children Youth and Families Master Plan (2010). Youth and family development is the unifying theme of the application, though there are other allied efforts included. The activities identified of the partners are designed to directly increase youth developmental Assets or to do so indirectly by facilitating access to situations where children, youth and families may benefit from those assets. The program hires individuals to work at the partner sites under the AmeriCorps program.

AmeriCorps members commit to work for one year (at least 1,700 hours for full time). They receive a modest stipend and, if the hours are completed, they can also receive an educational award of about \$5,000. They not only work at their assigned sites, the group meets together frequently for training activities and additional volunteer projects.

In 2013, SUCAP completed the final year of a three-year project. Members completed their terms at the following partner sites:

SUCAP Marketing and Visibility  
Boys & Girls Club of the Southern Ute Indian Tribe  
Boys & Girls Club of La Plata County (Durango)  
Durango Adult Education Center  
Southwest Center for Independence

### Funding Summary

Colorado Governor's Commission for Community Service	11,572
Program Assets	4,441
SUCAP Funds	10,603
Cost Share from Community Partners	3,750
<b>TOTAL 2013 Expenses</b>	<b>30,366</b>

## SUCAP Administration

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Report for 2013  
970-563-4517

SUCAP Executive Director: Eileen Wasserbach

Administrative services at SUCAP support the Program Divisions by providing Financial Management, Human Resources and Program Development services. Administrative staff also represent the organization in county-wide and region-wide planning and coordination services to benefit program divisions.

### SUCAP Administrative Staff

Teresa Campbell	Human Resources Director
Jessica Chamblee	Receptionist
Steve Chapman	Accounts Payable Technician
Autumn Concepcion	Finance Manager
Chloe Jackson	Assistant Finance Director
Peter Tregillus	Program Developer
Naomi Russell	Administrative Assistant

### SUCAP Administrative Funding

Indirect Costs @ 10.5% of Program Expenses	\$570,397
Administration Assets	8,420
<u>Administrative Support and Donations</u>	<u>26,485</u>
TOTAL 2013 Expenses	605,302



## SUCAP Employees

Report for 2013

Southern Ute Montessori Head Start	
Marc Allwang	Teacher
Brandi Archuleta	Administrative Assistant
Rebecca Barnes	Family and Community Partnerships Coordinator
Evangelina Bramwell	Cook
Melanie Brunson	Education Coordinator
Tanya Campbell	Mental Health Specialist
Valerie Eustace	Teacher Assistant
Ernest Garcia	Family Health Coordinator
Bridget Gilligan Farrell	Teacher
Sam Harrison	Family Advocate
Jillian Herbert	Teacher
TJ Herrera	Teacher Assistant
Kimberly Jackson	Paraeducator/Teacher Assistant Trainee
Kate Jones	Family Advocate
Allyson Kerns	Teacher
Patrick King	Transportation Coordinator
Scott Kuster	Special Education Coordinator
Brenda Labarthe	Teacher
Amy Leach	Teacher
Margaret Manzanares	Parent Services
Rudi Martinez	Teacher
Debra McCoy	Teacher
Steve McCoy	Safety Coordinator
Taja Oberly	Teacher
Randi Peabody	Clerical Assistant
Shasta Pontine	Teacher
Brandi Raines	Teacher
Sandy Ramirez	Teacher Assistant
Kim Roark	Teacher Assistant
Nate Roberts	Teacher

Southern Ute Montessori Head Start (continued)	
Jennifer Rugland Claps	Teacher
Gloria Sanchez	Cook
Char Schank	Division Director
Mary Seagrave	Cook/Bus Monitor
Annaline Stump	Bus Monitor
Michael Tom	Family Advocate
Leah Tsosie	Teacher Assistant
Regina Turner	Teacher
Leon Valdez	Bus Driver/Transportation Coordinator
Trish Valdez	Program Assistant
Sierra Velasquez	Cook
Angela Vigil	Teacher

Southern Ute Montessori Early Head Start	
Virginia Archer	Early Care Educator
Deborah Begay	Early Care Educator
Nicole Brown	Early Care Educator
Amanda Cray	Early Care Educator
Jamie Garcia	Early Care Educator
Julie Goodman	EHS Family Specialist
Joni Lattin	Early Care Educator
Kerrie Lorenzini	Early Care Educator
Analise Mahnken	Early Care Educator
Linda Ragsdale	Early Care Educator
Nancy Rodriguez	Early Care Educator
Ashley Saiz	Early Care Educator

Ignacio Senior Center	
Pat deKay	Physical Therapist
Stefanie Fasano	Program Aide
Debra Herrera	Division Director
Cassandra Hoops	Program Aide
Martin Hoops	Assistant Cook
Trish Jacket	Head Cook
Ernestine Maez	Program Aide
Robert Moore	Handyman
Geneva Watts	Head Cook

Road Runner Transportation	
Walter Avillanoza	Transit Driver
John Coker	Transit Driver
Kent Ellison	Part Time Transit Driver
Dan Gosney	Transit Driver
Danny Hunter	Transit Driver
Paul Lambert	Assistant Division Director
Umberto Montonera	Transit Driver
Clayton Richter	Division Director
Theodore Schurman	Part Time Transit Driver
Barbara Weaver	Clerical/Dispatcher/Driver
Michael Wright	Part Time Transit Driver

Peaceful Spirit	
Ron Avitable	Outpatient Counselor
Dawn Ballinger	Outpatient Counselor
Nathan Champagne	Residential Assistant
Violette Cloud	Intake Coordinator/RA Supervisor
Dennis Dahlke	Division Director
Jackie Dixon-Dunfee	Residential Assistant
Heleen Emerson	Residential Assistant
Elizabeth Fischer	Residential Assistant
Lynn Ford	Clinical Supervisor
Ashley Goodrich	Residential Assistant
Rosemary Hatfield	IRT Counselor
Lavern Jensen	Head Cook
Judy Lansing	IRT Counselor
Andrea Lucero	Residential Assistant
Linda Mahlum	IRT/TLC Counselor
Tommy Montoya	Residential Coordinator
Kathryn Nelson	Outpatient Counselor
Stephanie Nelson	Residential Assistant
Cathie Roe	Residential Assistant
Scott Sallinger	Maintenance
Kathryn Valencia	Outpatient Counselor

Peaceful Spirit Youth Services (Multisystemic Therapy)	
Della Romero	MST Supervisor
Mandy Velasquez	Clerical Assistant
Mariellen Walz	MST Therapist
Lori Watters	MST Therapist

The Training Advantage	
Dawn Farrington	Division Director
Lynne Schaefer	Career Counselor/MIS Specialist
Debbie Teller	Assistant Director
Mary Helen Ganir	Career Counselor Cortez
Tim King	Career Counselor Archuleta County Fatherhood
Jennifer Doherty	Career Counselor Durango
Laura Faubion	Career Counselor Durango
Carla Hase	Family Advocate/Trainer Durango
Rita Hofman	Child Care Provider Durango
Megan Longinotti	Family Advocate Durango
Corrie McCarthy	Career Counselor Durango
Shaula Palmer	Career Counselor Durango
Randee Reider	Career Counselor/Regional Supervisor Cortez
Anne Strainis	Career Counselor Durango
Connie Vigil	Career Counselor Durango
Ann Hasse	Career Counselor/Regional Supervisor Montrose
Heidi Martinez	Career Counselor Pagosa Springs
Michael Riggs	Career Counselor/Advocate Pagosa Springs
Mark Smith	Lead/Career Counselor/Advocate Pagosa Springs
Mary Jane Cisneros	Career Counselor Monte Vista
Debra Gomez	Career Counselor/Regional Supervisor Monte Vista
Ashley Maestas	Career Counselor Alamosa
Kyla Sather	Career Counselor Alamosa

SUCAP Youth Services	
Jenn Bartlett	Recreation Specialist
Natalie Benally	After School Program
Zach Bertrand	Division Director
Cassandra Brown	After School Program Teacher
Meaghan Gouldrup	YS Program Assistant
Caitlyn Grandin	After School Program Assistant
Peggy Iberg	After School Program Manager
Anthony Konkol	Project Venture Program Manager
Ryan Martin	Youth Camp Support
Kelly Miller	Youth Camp Support
Riley Nicolson	AmeriCorps Member
Allen Ottman	Recreation Specialist
David Quiroz	After School Educator
Audra Snow	After School Program Manager

SUCAP Other Programs	
Audrienna Brady	AmeriCorps Member
Jenn Diethrich	SafeTalk Trainer
Diane Downing	Occupant Safety Coordinator
Ryan Foster	AmeriCorps Member, SUCAP YS
Peggy Fulda	AmeriCorps Member, SUCAP YS
Danica Ivanovich	AmeriCorps Member
Kimberly Johancen-Walt	Suicide Prevention Trainer
Trudy Kremer	Events Assistant
Ryan Martin	AmeriCorps Member
Ryan Riebau	AmeriCorps Member
Gail Swinderman	AmeriCorps Member, SUCAP Marketing
Sarah Whitehurst	AmeriCorps Member



SUCAP Administration	
Teresa Campbell	Human Resource Director
Jessica Chamblee	Clerical Assistant
Steve Chapman	Accounting Technician
Autumn Concepcion	Finance Manager
Chloe Jackson	Assistant Finance Director
Naomi Russell	Administrative Assistant
Peter Tregillus	Program Developer
Eileen Wasserbach	Executive Director