



RECOVERY IS
A JOURNEY.

HARMONY
GIVES YOU
THE MAP.

ANNUAL REPORT

2021
2022





“

Entering the third year of virtual programming, we are seeing better attendance rates, better completion rates, and strong outcomes for clients.”

*— James P. Geckler
President/CEO, Harmony Foundation, Inc.*

Recovery is a Journey

It will be interesting to look back at the Covid Pandemic and normalization of remote working years from now. At Harmony the adjustments we had to make to keep staff and clients safe and healthy have given rise to new challenges. How do we engage clients in treatment and into recovery through a computer screen, and how do we keep our workforce connected and engaged as they spend less time together?

The delivery of clinical services, at an outpatient level, is proving successful. Entering the third year of virtual programming, we are seeing better attendance rates, better completion rates, and strong outcomes for clients. Our counselors have adapted service to be able to work with clients through a screen. Clients are building community, one of the foundational needs of recovery, through virtual meetings and electronic support.

For clients requiring a residential stay with medical supervision, our care has not changed dramatically. There may be counselor or medical sessions which take place virtually, but currently these are the exception. We continue to keep our focus on the practices which center on client support.



James P. GECKLER
President/CEO, Harmony Foundation, Inc.

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Clients are building community, one of the foundational needs of recovery, through virtual meetings and electronic support.”

Leadership

While we have had some employees move on this past year, some to retirement, some to new opportunities, we continue to see high levels of staff engagement. Harmony was recently presented with an Excellence in Healthcare Award from the Huron Group, celebrating our excellence in employee engagement. It is inspirational that 100% of our staff realizes that the work they do matters!

I want to extend a thank you to all of our donors who continue to support the improvement and engagement efforts at Harmony. Because of you we are able to continue to grow and serve.

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President/CEO

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COO

LAURIE VERHOEFF
Senior Director of Employee Experience

MICHAEL ROUNTREE, MD
Senior Medical Director



Message from the Board Chair

As a member of the Harmony Board for over 20 years and the current Board Chair, I have certainly witnessed changes of engagement, both from a board and staff perspective.

Today we have a Board of Directors who are passionately engaged. Technology has offered Harmony the opportunity to build a board from national thought leaders, people who are able to share their guidance in a space not restricted by geography. Our board is made up of members from Los Angeles to the eastern tip of Long Island, Washington State to sunny, southern Florida, all of whom share a goal of supporting the exceptional program of recovery offered at Harmony.

I speak for the Board when I express our support of all of the Harmony leadership team. CEO James P. Geckler has gathered a group of talented women and men who work tirelessly to ensure the stability of Harmony and the consistent excellence in client care. We could not be prouder of the work the Harmony Team delivers.

We are currently looking for new Harmony Board members, individuals who have a passion and dedication to the mission of Harmony. If you are interested in sharing your talents and treasures with Harmony, please reach out and let's start the conversation.



PAUL WHITTLE
Chair

“

We are currently looking for new Harmony Board members, individuals who have a passion and dedication to the mission of Harmony.”

New Board Members



ERICA MITCHELL, MD

Erica Mitchell is an attending psychiatrist for Hennepin Healthcare in Minneapolis with publications on gene therapy and therapeutic advances in neurological disorders. She graduated cum laude in biology from Harvard University and earned her MD at the University of Pennsylvania School of medicine.



PRICE MARSHALL, MA, MFT

Price Marshall has worked as a therapist and trainer in Los Angeles for decades, specializing in marriages and families. She is also an adjunct professor at Antioch University leading courses in treating substance use disorders and addictions. She is a graduate of New York University with a master's degree in psychology.

Elizabeth Dean, Board Member

According to Gallup's State of the Global Workplace, only 15 percent of employees are engaged in the workplace—defined as the involvement and enthusiasm of employees in both their work and workplace. This means that the majority of the workforce around the world is either viewing their workplace negatively or is only doing the bare minimum to make it through the day, with little to no emotional attachment.

While this number is shocking, what hit me in the gut were the words “little to no emotional attachment.” In a culture where we have taken pride in seeing ourselves as “busy,” where are we engaged and finding meaning in our lives?

So, I'm just going to come out and say it. We invite you to engage with Harmony!

If you are an alum, we want you to engage on The Hub! If you are a friend, loved one, or family member, we want you to join us as our friend at the StepUp for Women and Recovery 5K run/walk every spring or our Links to Recovery golf tournament every summer.

If you have a special skill or talent that would enhance our board of directors, we want you to let us know of your interest. If you'd like to join our staff, our most recent employee engagement survey reported that 98 percent believe their work gives them a feeling of personal accomplishment and 100 percent said they believed the work they do matters!

Numbing isolation, and loneliness are all highly correlated with substance use disorders. So, I invite you to engage. Take the smallest, easiest step if that's all you can muster for now. Or, take 5Ks worth of steps with us this May, whether in person or virtually. We invite you, we want you!

And, let's get emotional about it. My father, Bob Dean, started Harmony when I was about four years old. He passed away when I was eleven. I love the work I do with Harmony because it keeps me close to my dad. To those I've had the pleasure of speaking with personally, you know how important that is to me. When you stop to think about the number of lives that have been positively impacted in the over 50 years that followed, you truly know what a difference we can make.

So, I invite you to join us—attend an event, volunteer or work at Harmony or send a gift. Make an investment in Harmony and be part of our amazing mission!

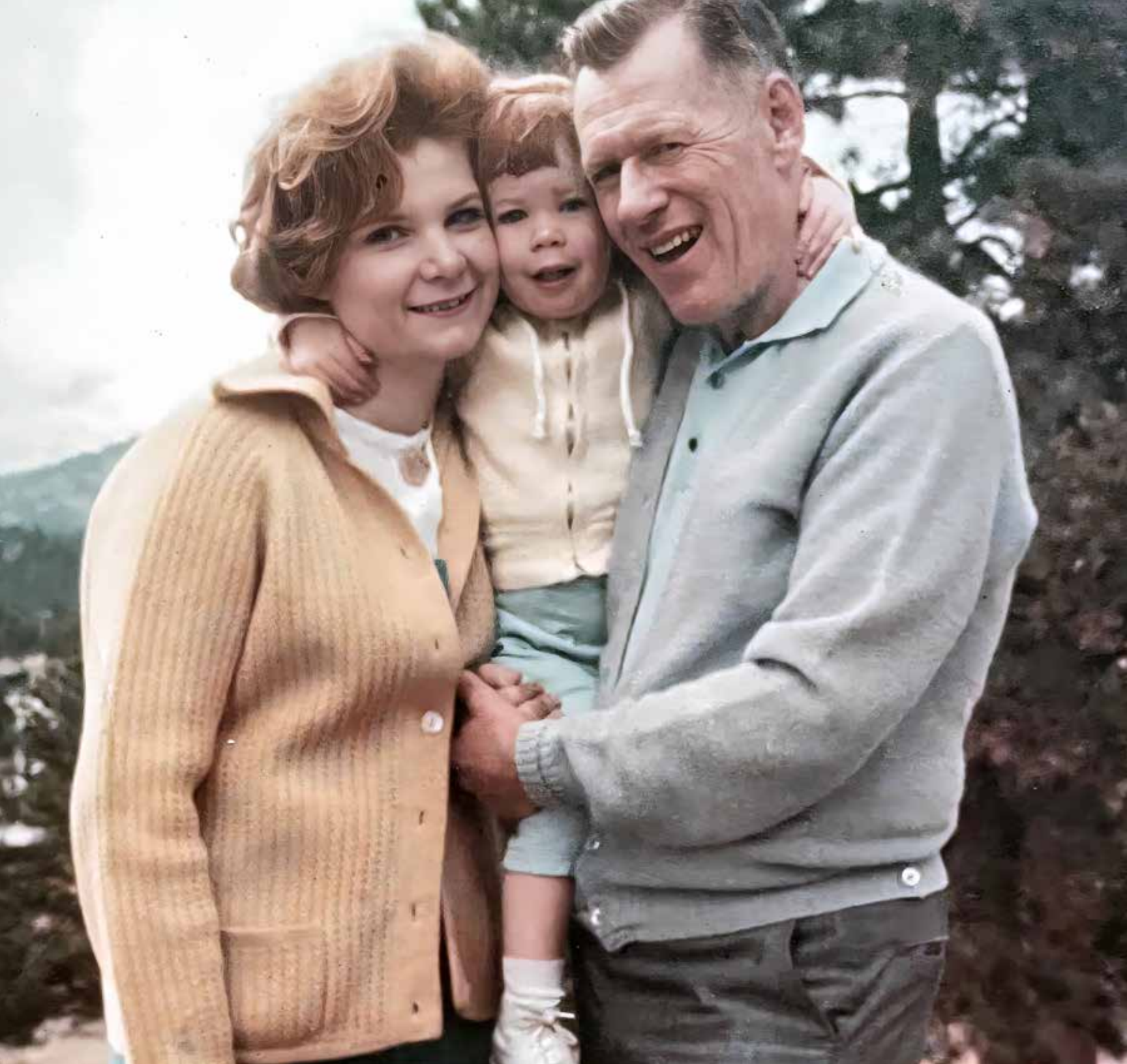
And, thank you. From the bottom of my heart and on behalf of my family and my dad—thank you.

Elizabeth Dean, CPCC


Board Member

LEFT TO RIGHT


*Kathy (Elizabeth's mom),
Debbie (Elizabeth's sister) and
Bob Dean (Elizabeth's dad)*



2021-2022 By the Numbers



42



**Clients
Received
Scholarships**

\$24,676.82



**FOR VETERAN
SCHOLARSHIPS**



\$164,762.82

Scholarship Dollars Awarded



686

**CLIENTS RECEIVED
TREATMENT**



2,795

*Calls for
treatment*

Financial Health

REVENUE FISCAL YEAR ENDED JUNE 30, 2022

Private donations	\$228,105
Government grants	\$100,000
Special events	\$51,156
Program service fees	\$9,123,422
Miscellaneous revenue	\$87,870
Total Revenue and Support	\$9,590,553

EXPENSES

Program services	\$8,854,141
Management and administration	\$1,700,699
Fundraising	\$196,013
Total Expenses	\$10,750,853

Net Income	\$1,160,300
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As a 501(c)(3) nonprofit corporation, Harmony Foundation reinvests all income into its mission.

Alumni Engagement Soars

Alumni engagement has grown significantly in recent years, thanks to various factors that have helped increase diversity in programming, improve communication through the use of technology, and emphasize the importance of projecting a positive image of recovery. It's about what our alumni want. It's about making it a priority to diversify programming to meet all alumni needs. In the past year, we expanded our programming taking it to new heights both virtually and in person.

One of the key drivers of this growth has been the development of more diverse programming options that cater to the needs and interests of a wider range of alumni. This has included everything from specialized support groups for different demographics, to events and activities that focus on specific topics or areas of interest.

By offering a more diverse range of programming options, alumni have been able to find more ways to connect with each other and stay engaged. From camping trips to parenting in recovery workshops, we wanted to make sure there was something for everyone. Connection is critical for a successful recovery and we have provided confidential connections that start first

continued



MICHAEL MAASSEL, BA, NCPRSS
Director of Alumni & Recovery Support Services

“

One of the key drivers of this growth has been the development of more diverse programming options that cater to the needs and interests of a wider range of alumni.”




Harmony

HARMONY
FOUNDATION 5K
287
Saturday, May 21, 2022
11:00 AM
Crest Park
Ft. Collins, CO


Harmony

HARMONY
FOUNDATION 5K
340
Saturday, May 21, 2022
11:00 AM
Crest Park
Ft. Collins, CO

continued

Alumni Engagement Soars

and foremost with our HIPAA-compliant app, The Harmony Hub.

Alumni who are thriving are often the best advocates for recovery, and by sharing their stories and experiences, they can help inspire and support others who are struggling. This emphasis on carrying a message of recovery has helped to create a more supportive and inclusive community of alumni, where everyone is encouraged to share their experiences and support each other in their recovery journeys.

As a result of this concentrated effort, we have seen alumni step forward to ask how they can help Harmony. This is a huge gift for us as it shows when you really care about clients who become alumni, they feel appreciated and want to help in return.

ALUMNI ACTIVITIES

A sample of activities and opportunities for alumni

CAMPING TRIP
Idlewild in Lake George



PUMPKIN CARVING
Fort Collins



**RECOVERY COACH
TRAININGS**



HOLIDAY GIVING
Sober Livings



**HOLIDAY ZOOM
TRIVIA NIGHT**



PEER SUPPORT
Zoom Meetings



**DAYS OF
HARMONY**



GYST Meetings
Fort Collins



**PARENTNG IN
RECOVERY WORKSHOP**



**COLORADO ROCKIES
GAME**



GAME NIGHT
Fort Collins



PIZZA GATHERINGS
3 Locations



**VIRTUAL
BOOK CLUB**



**VOLUNTEER
OPPORTUNITIES**



**SO MANY
WAYS FOR
ALUMNI TO
ENGAGE!**





Alumni Perspectives

My counselor Megan impacted me in many ways as she was there at the beginning. One thing I remember was we always started small group session with a mindfulness activity which I really enjoyed. I didn't know what mindfulness was until I went to Harmony and I didn't know how it would help my recovery. I trusted my counselor and showed up everyday and engaged in the mindfulness practices she taught us. I especially liked the box breathing. It works good at making me be present and focus on my breathing rather than always feeling like everything is out of my control. It was calming and a nice way to start the session. I started noticing it really worked the more I practiced. I still use and practice that activity today throughout my daily routine when life gets too fast. These tools allow me to slow down, be present, and be grateful. This is a tool that continues to help my recovery. Thanks Megan!

Robert P., Harmony Alumnus

“

I didn't know what mindfulness was until I went to Harmony and I didn't know how it would help my recovery.”

Engagement Tools

Why do you teach mindfulness and grounding skills to your clients?

Mindfulness and grounding strengthens impulse control and ability to regulate one's emotions, both of which are extremely important to recovery. So many (all?!) of my clients drink or use to avoid uncomfortable emotions like grief, sadness, anger, resentment, and confusion. So, I work with them to recognize the necessity of turning toward their emotions instead of running away from them, to accept their emotions as valid and real, and to sit with and then move through them in healthy ways. One way I do this is to start each morning group with a grounding and check-in. Grounding exercises help one feel calmer and relaxed, they slow down thoughts so one can think before acting. One of the crowd favorites is called "box breathing" where you breathe in for 5, hold for 5, exhale for 5, hold for 5 and repeat 5-10x. Turns out the military does this too so a former veteran client tells me, give it a try! After grounding each client checks in by sharing an emotion he is feeling, rating its intensity from 1-10, and discussing it as desired. This helps clients get in the habit of noticing what they feel and why. "Name it to tame it," so the saying goes. Every now and again I'll ask the clients if they want to keep doing groundings and check-ins each morning, and every time so far they have said yes. And so we continue.



MEGAN KRAM, MSW, LCSW, LAC
Lead Counselor

“

Mindfulness and grounding strengthens impulse control and ability to regulate one's emotions, both of which are extremely important to recovery.”

“

I feel lucky to play even a small part in clients' progress in treatment such as gaining more motivation to be sober, starting to work through grief/low self-esteem/resentment/etc., learning tools for recovery.”



What are some of the benefits people in recovery can get from practicing these?

I believe in Harmony. It is important for me to work for an ethical organization with competent and caring coworkers. I have struggled with my own addictions and know what it is like to run away from emotions and to feel trapped in unhealthy cycles. I feel lucky to play even a small part in clients' progress in treatment such as gaining more motivation to be sober, starting to work through grief/low self-esteem/resentment/etc., learning tools for recovery. I love seeing my clients come “back to life” as the drugs/alcohol leave their systems and they start to smile more, laugh more, and the color comes back into their faces and their life force returns. I love hearing from past clients that they are 3-12-24 months sober or just made it to their sober living. I love the spiritual emphasis that comes from being a 12-step based organization, having spiritual advisors, and from the nature around us. As an added bonus I love getting to bring my dog Callie to work, she is a therapy dog and the clients love her more than me!

Community Engagement

This year, Harmony has continued its mission through its engagement with the community. Our leaders have established our organization as one that comprises great thinkers, contributors, and collaborators who are passionate about and innovative in behavioral health.

James P. Geckler, CEO of Harmony Foundation, became a member of the board of directors of Treatment Professionals in Alumni Services (TPAS) in November 2021. In December, he became a board member of the National Association of Treatment Providers (NAATP), which represents treatment program category nationally. Additionally, he has served on the board of Estes Park Restorative Justice since 2018.

Harmony leadership is also represented on prominent boards of directors such nationally such as Michael Rountree, Medical Director and Michael Maassel, Director of Alumni and Community Engagement as well as locally by Karen Rodriguez, Tabitha Miller, and others.

Our Retreat Center, a historic building that was gifted to Harmony, will now be used for Harmony retreats and will be available for the community to host recovery-aligned activities. This expansion complements our Recovery Center in Fort Collins, acting as an extension of our main Estes Park campus. Lastly, our bookstore has opened and is going strong, offering a space where people can show their pride for recovery and Harmony, while raising important money for scholarships.



“

Our leaders have established our organization as one that comprises great thinkers, contributors, and collaborators who are passionate about and innovative in behavioral health.”

Thank You, Donors!

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PREVIOUS OR CURRENT

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HARMONY FOUNDATION

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Estes Park, CO 80517

RECOVERY CENTER

109 Cameron Drive

Fort Collins, CO 80525

ADMISSIONS

970-586-4491

harmonyfoundationinc.com