

2021



# ANNUAL REPORT

RESTORING HOPE

SUPPORTING CHANGE

IMPROVING LIVES



# 2021 ANNUAL REPORT

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# A LETTER

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## FROM OUR CEO

On behalf of the Board of Directors and staff at Growth Works, I am pleased to present our Annual Report for Fiscal Year 2021. We hope it will enhance your understanding of the services we provide in the Western Wayne area.

Amid the growing pandemic crisis due to COVID-19, Growth Works celebrated its 50th anniversary. Originally founded in 1971 as a youth drop-in center, the agency provided a safe environment for local community children to keep them engaged in positive activities and reduce the likelihood of delinquency. Although we look very different today, Growth Works' commitment to its mission of restoring hope, supporting change and improving the lives of others is stronger than ever.

This year has been one of change and a look toward the future. As we evolve, we will continue to focus our efforts on providing the community with a diverse workforce, growing a culture of learning and leadership to create a welcoming and inclusive organizational environment.

Although the COVID-19 pandemic continues to play a role in our lives, the increase in the number of overdose deaths and those suffering from addiction has never been greater.

We are proud of our team for their ability to adapt and develop new ways to connect with our clients and provide the highest quality care.

Today, the agency continues to grow and enhance services with an even greater emphasis on family stability, adult treatment resources, and community-based opportunities for youth.

I would like to thank all of our incredible partners and friends who continue to support our mission and we look forward to another great year, building a stronger community for all of us.

**NICK GRISWOLD**  
Chief Executive Officer

# ABOUT GROWTH WORKS

## OUR MISSION

Our mission is to help individuals restore hope, embrace change, and improve their lives.

## OUR VALUES



### **PASSIONATE DEDICATION**

We practice with accountability and believe in what we do.



### **SERVICE TO OTHERS**

We act with honesty, openness, willingness and compassion to joyfully support clients and each other.



### **COMMITMENT TO COMMUNITY**

We seek to create a healthy, inclusive culture that supports growth and connectivity.



### **HUMILITY**

We are teachable and always seeking improvement.





# A GROWTH WORKS STORY

## From Barely Surviving to Thriving A Story of Perseverance

When you are first introduced to Marina Short, you would not guess that her background was filled with trauma and violence. On the contrary, after graduating with a 4.0, she is now in her first year at Wayne State University and she is thriving! Her story resembles so many other Growth Works stories that we have either witnessed firsthand or heard about throughout our careers. What makes Marina's story unique is Marina herself. Just like so many of the youths we work with, they have the strength inside them to beat the odds and overcome adversity.

At the age of six years old, Marina's mother passed away, and with an absent father, Marina and her siblings were thrown into chaos. For the next few years, they were subjected to abuse and other violent behaviors. As a coping mechanism, Marina began smoking marijuana on a regular basis and smoking led to other poor decisions that quickly led Marina down the wrong path. In the summer of 2019, Marina and her older sister were arrested for stealing and Marina was referred to Growth Works.

Like so many of our clients who struggle with substance use, it was difficult for her to change her behavior. Marina continued smoking, and when she failed her drug tests, it was determined that she would benefit from a higher level of care. Marina was placed in a residential care facility where she received drug, trauma, mental health treatment services, education and support from a group of people that cared for her and wanted her to succeed.

Even as Marina continued to struggle, the team could see her potential and never gave up on her. She felt like the team at Growth Works truly cared about her and had her best interests at heart. Everyone involved in her care went above and beyond and went to work addressing the root of the problems she was facing, and not just treating the symptoms of her behavior.

Danielle Springer, Marina's Case Manager at Growth Works says, "Marina has faced many challenges, but is resilient, and she will always



have the support of the Growth Works team as she continues on her journey."

After months of fighting back and putting up walls, Marina found the strength to accept the help that was being offered to her and a world of possibilities opened up to her. Marina shared, "I think about the bad things that happened to me and the things that I did, and I realize now that everything happens for a reason. Those things brought me to Growth Works and now I can see what I want my life to look like. It took me a long time to realize it wasn't a punishment, it was an opportunity to get help."

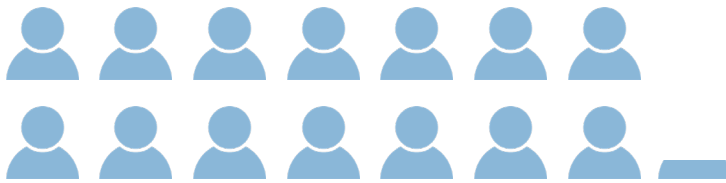
After being released from residential care, Marina faced an uphill battle. Marina took her recovery seriously and she engaged in Trauma and Mental Health therapy services, started a community garden, practiced a daily gratitude journal, brought her grades up to A's, and even signed up to run a 5k. Marina still encounters daily challenges, but thanks to Growth Works, she now has the tools and the support system to get her through those difficult times.

Sarah Parker, Growth Works CMO says, "Marina is an incredibly talented and kind young woman. She has faced a number of challenges, but she is finding the strength to change her life and use her experiences to help others. I am very proud of her and her accomplishments." Marina is a member of the Growth Works Juvenile Advisory Council and Alumni Intervention Team, helping make changes to the Juvenile Justice System and helping youths who are currently struggling. Marina shared, "I want to help other kids get the support I got and turn their lives around."

# BY THE NUMBERS

1,425

clients enrolled in  
one of our programs  
during this fiscal year



90%

of youth met their  
goals while in our  
CMO program

70%

of adults leave our  
substance use program  
and remain sober for at  
least 30 days

63  
**FAVORITE  
BOOKS**  
chosen by staff  
to decorate our  
Christmas Tree in  
Kellogg Park

583  
**BOXES  
OF FOOD**  
packed by staff  
for families  
in need!

340  
**PEOPLE**  
met in emergency  
care by a coach for  
support during an  
overdose

147  
**COMMUNITIES**  
throughout Michigan  
were impacted by  
our work

75  
**FAMILIES**  
strengthened their  
bonds through  
family therapy in  
our FASE program

42  
**YOUTH**  
empowered and  
bonded with others  
in our mentorship  
program





# ANNUAL HIGHLIGHTS

## CELEBRATING

## 50 YEARS

## OF GROWTH

We celebrated our **50th anniversary!**

Our **building renovation** is underway thanks to the Margaret Dunning Foundation Grant.

PLEASE EXCUSE THE CONSTRUCTION



We conducted **over 400 Narcan trainings** with community members, elected officials and public safety teams.



We honored township police officers' work during the **2020 Police Awards**.



We enjoyed an **Employee Picnic** together.



We'd like to thank the **Canton Community Foundation** for their generous support!



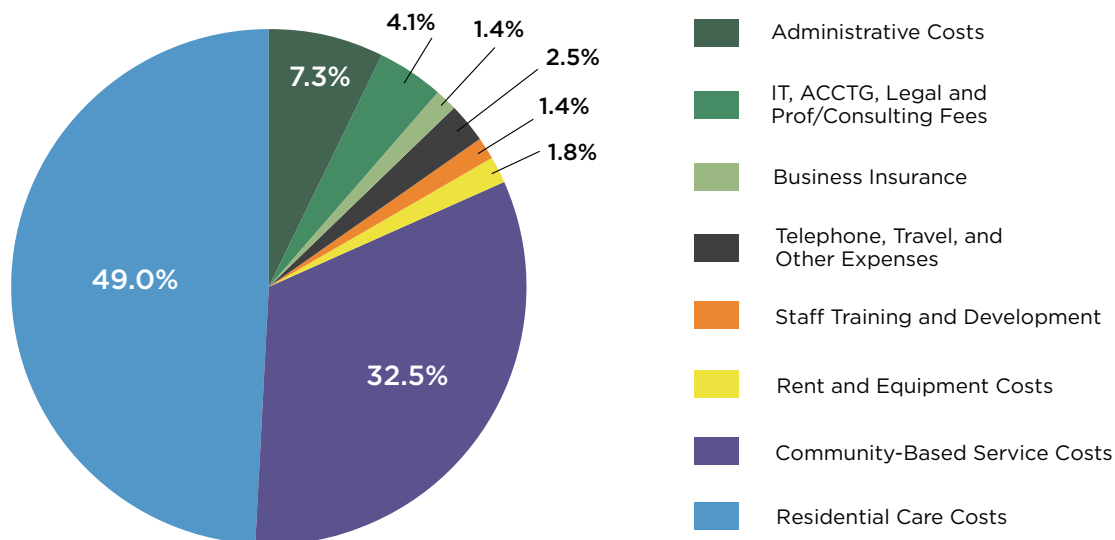
We started an **Employee Recognition Program** to commend our team members!



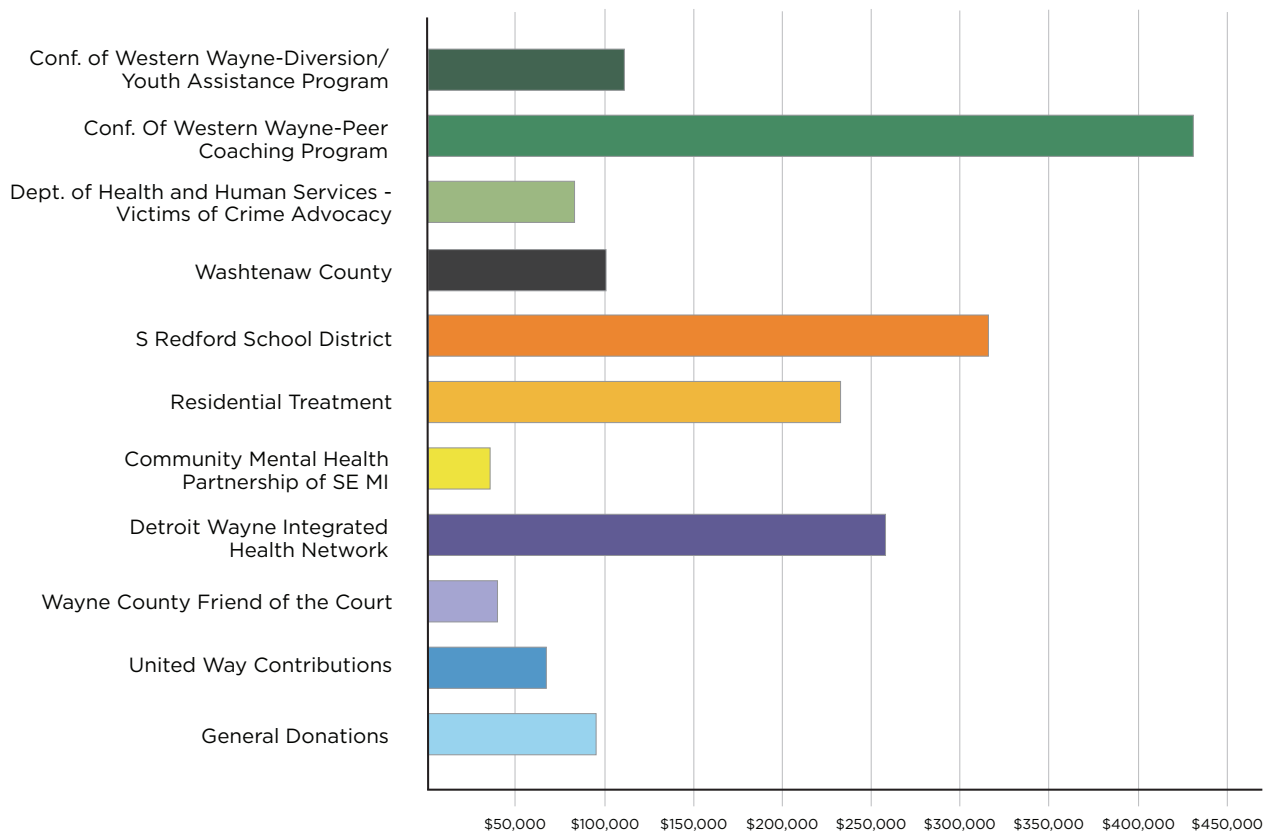
We formed the **Juvenile Advisory Council (JAC)** to guide and support young people.

# AGENCY FINANCIALS

## Use of Funding (Over All Programs)



## Annual Revenue Sources (Without Care Management Org Included)





# OUR TEAM



Recognizing our partners in public safety



Plymouth Scarecrows in the Park



Back to School Backpacks



Golfing to support our Community Partners



Representing Growth Works at Community Events



Annual Plymouth Holiday Event

# LEADERSHIP

**Nick Griswold**

Chief Executive Officer

**Jessica Klotz**

Chief Operating Officer

**Brian Langlois**

Operations Director

**Anne Munro**

Business Director

**Laura Reiners**

Community Relations Director

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## Board Members

**David Sculati**

President

**Ann O'Flaherty**

**Bill Ventola**

**Paul Opdyke**

Vice President

**Bill Weber**

**Susan Brown**

Secretary

**John Nepiuk**

**John Zech**

**Neal Schultz, CPA**

Treasurer

**Jordyn Sellek**

**Mike Siegrist**

**Tom Fielder**

**Dr. Cynthera McNeill**



# CONNECT WITH US!

Our mission is to help individuals and families embrace change, and Growth Works believes we can support these greater changes when we are embedded in the communities we serve.



## Growth Works Community Newsletter

Each newsletter, we will provide you with information about what is happening at Growth Works, our programs, and how we continue to serve the community.

To receive more information, sign up for our newsletter by scanning the QR code above or directly at <https://gwcares.org/news/>.

## Your Donation Makes A Difference

Your support helps us to meet the growing needs of the communities that we serve. Your donation will aid us in our mission to help individuals and families restore hope, embrace change, and improve their lives.

To make your donation, scan the QR code above or go to <https://gwcares.org/donate/>.



[www.gwcares.org](http://www.gwcares.org)



[www.facebook.com/growthworkscare](https://www.facebook.com/growthworkscare)



[www.linkedin.com/company/gwcares](https://www.linkedin.com/company/gwcares)

**Plymouth Location**  
271 S. Main Street  
Plymouth, MI 48170



## **Other Locations**

### **Canton Location**

50430 School House Road  
Canton, MI 48187

### **Garden City Location**

28537 Warren Road  
Garden City, MI 48135

### **Romulus Location**

11131 Wayne Rd  
Romulus, MI 48174

734-455-4095

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[www.gwcares.org](http://www.gwcares.org)