



GROWTH WORKS



**'23 ANNUAL
REPORT**



As we reflect on another impactful year at Growth Works, we are excited to offer a more comprehensive view into the heart of our mission. We've worked hard to ensure that our services are not just a response to challenges but a catalyst for transformative change. Our commitment to restoring hope, supporting change, and improving lives has guided our efforts throughout the past year.

In the coming pages of this annual report, we will delve into the intricate facets of our programs. This report is not only a summary of achievements, but an in-depth exploration of the stories that define our agency. By investing in programs and fostering partnerships that address the complex challenges surrounding substance use, court-involved youth, and supporting families we aim to continue making a lasting impact on the lives we touch.

With heartfelt thanks,
Nick Griswold

OUR MISSION

OUR MISSION IS TO HELP INDIVIDUALS RESTORE HOPE, SUPPORT 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.

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QUICK FACTS

104 COMMUNITIES THROUGHOUT MICHIGAN ARE IMPACTED BY OUR WORK.



300 PEOPLE HAVE BEEN TRAINED ON QPR/SUICIDE PREVENTION.

OUR LEADERSHIP

Nick Griswold, Chief Executive Officer

Jessica Klotz, Chief Operating Officer

Brian Langlois, Operations Director

Anne Munro, Business Director

Laura Reiners, Community Relations Director

OUR BOARD MEMBERS

David Sculati, Board President

Susan Brown, Vice President

Jordyn Sellek, Secretary

Neil Schultz, CPA Treasurer

Ann O'Flaherty

John Nepiuk

Tom Fielder

Bill Ventola

John Zech

Dr. Cynthera McNeill

Bill Weber

Mike Siegrist

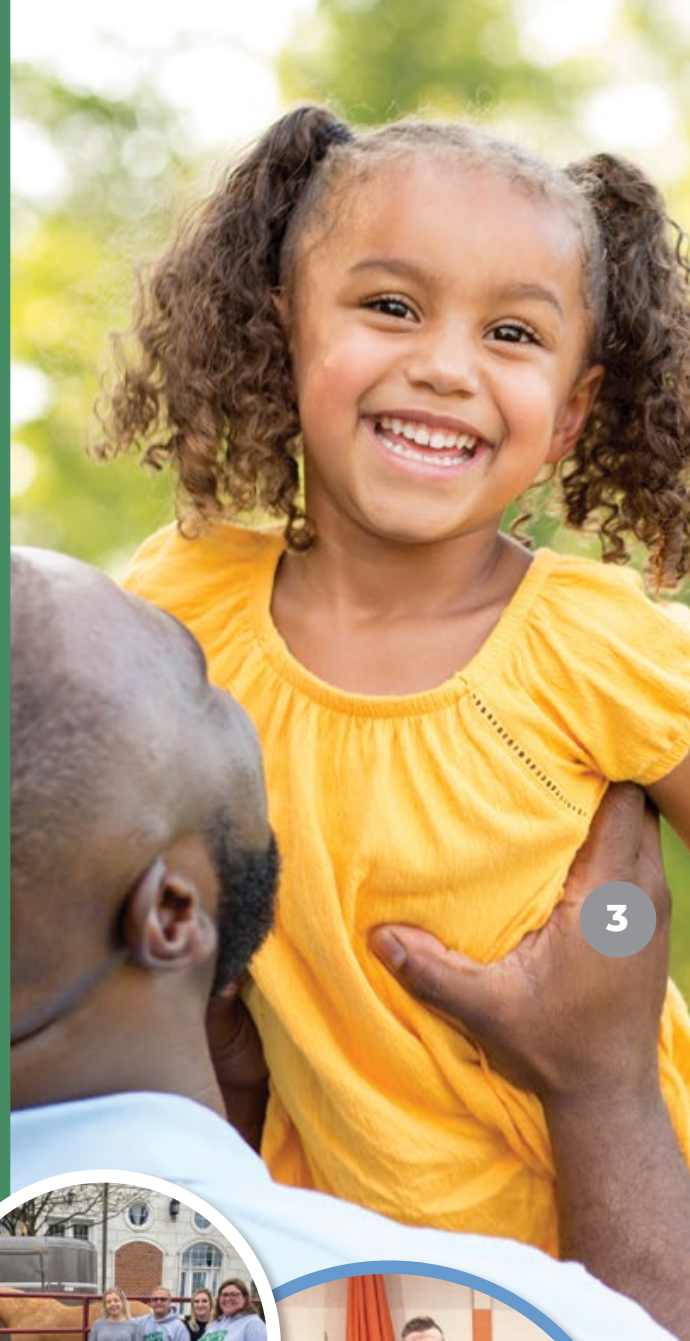
Kevin Fischer

I came to Growth Works in 1989 as a sixteen-year-old kid headed in the wrong direction. I wasn't ready for Growth Works, and they knew it. The referral they made for inpatient treatment changed the course of my life forever. After completing treatment, I returned to Growth Works for aftercare and have been sober ever since.

My story is one of thousands who have had their lives forever changed and improved since Growth Works was founded. The organization has grown exponentially, but the mission today is the same as it was then, and we still look at every introduction as an opportunity to change another life.



David Scukti



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IN 2023 WE
PARTICIPATED IN
MORE THAN **75**
COMMUNITY EVENTS



WE HIRED **32** STAFF MEMBERS,
CREATED **5** NEW POSITIONS,
HAD **9** PROMOTIONS, AND
WELCOMED **2** NEW BABIES
TO STAFF MEMBERS IN 2023.

QUICK
FACTS

21

YOUTHS
PARTICIPATED
IN THE HEALING
WITH HORSES
PROGRAM.



56

YOUTHS UTILIZED
OUR RESIDENTIAL
PROGRAM.

4

409

YOUTHS
UTILIZED OUR
SCHOOL-BASED
CLINICIANS.



GROWTH WORKS
EMPLOYS
8
SCHOOL-BASED
CLINICIANS.



PROGRAM HIGHLIGHTS

We Want You to Know a Little Bit More About Us

Growth Works has a long, rich history of providing youth and family support and addiction counseling in Wayne County, Michigan. Initially, Growth Works was founded in 1971 as a drop-in youth center to provide a place for local youth to be active in a safe environment.

Through a combination of evidence-based practices, compassionate support and a commitment to individualized care, we aim to create a brighter future for all those who walk through our doors.

These next few pages will provide you with an overview of the services offered at Growth Works, emphasizing our unwavering dedication to guiding individuals and families toward a path of recovery, rehabilitation, and personal development.

Join us as we explore the transformational journey. We hope to give you the knowledge of how these programs operate as well as an understanding of why these services are critical for our community.

We hope you will contact us with questions about our programs and find opportunities to get involved in your community.



FAMILY SERVICES (FASE)

QUICK
FACTS

The Growth Works Family Services Program helps children build healthy relationships with their parents to help set them up for success. We currently are providing visitation services for families, parents and children when it is unsafe for a parent to see their child in another setting. Our focus is survivor/client centered to make sure all parties, particularly the survivor and child are safe. Our services are designed for youth 0-17 and their parents. It is an individualized program to meet the needs of each family in the visitation center. Growth Works partners with First Step, 3rd circuit court Family Division, Lake Shore Legal Aid, other supervised visitation centers in the state.

In visitation, we are providing safety so that parents can see their children and they can continue or they have an opportunity to build a bond with their children. It also allows children to see their parent in a safe setting as well as gives them an opportunity to express how they are feeling. If this wasn't available both the child and the non-offending parent could be in danger and in cases such as SUD, or mental health, the child could be in danger without this service.

Another aspect to our program is the community closet where we provide hygiene products, cleaning products, clothing, sock/underwear and shoes to families within the community who are in need. This past year, we took our Mobile community Closet out into the community to breakdown the transportation barrier. We believe its beginning to fulfill a need for the communities who are struggling the most.



"It can be challenging but can be rewarding. Helping families become assertive and empowering them is why we do this work."

Taking something that is scary and can be intimidating and helping people navigate through the challenges is why we chose this work.

"Would love for the community to know how much we do and everything we are trying to do"

185

NEW FAMILIES RECEIVED SUPERVISED VISITATION.



32

CHILDREN RECEIVED THERAPEUTIC SERVICES.

5

SESSIONS OF SUPERVISED VISITATION =

1331



102

CLIENTS UTILIZED OUR VOCA PROGRAM.

CLINICAL INTERVENTION AND TREATMENT

Addiction is often a Band-Aid for survival. Growth Works Clinical Intervention and Treatment (CITx) is the heart and soul of the agency and has roots back to our start in the 1970's. Our Substance Use Program serves a wide range of individuals from youth 13-18 and adults 18-60+. To provide the best service possible, treatment takes place in a group therapy setting as well as individualized therapy on weekly intervals.

Our Outpatient and Relapse Prevention Programs provide intensive support for clients. We offer education regarding substance use dependency, addiction, recovery concepts, 12-step model, and give therapeutic support. Clients can access additional support with our Peer Recovery Coaching program.

Clients are offered several forms of support, to providing space to explore goals they would like to achieve in the program, as well as provide the opportunity for them to explore their relationship with substances and drugs. The focus is on the client, empowering them with healthy therapeutic coping skills, for the client to see who they are not just in connection to substance use, but to see who they are as a whole person.

Most of our referrals come from Trinity Health Livonia and several court systems primarily within Wayne County, as well as other court systems outside of Wayne County. We also partner with schools in Wayne County, supporting youth and their families struggling with substance use. Clients

often need resources that are not available to them or they don't have knowledge of and our ability to provide various resources to our clients, allows them to the opportunity to develop a deeper connection with their own selves, a deeper connection to others, and take steps towards living an overall greater quality of life in their sobriety or their recovery journey.

This service truly allows clients to take steps towards changing their lives for the better. We recognize that recovery has many different paths, and our team is here to support our clients with whatever direction brings them joy and recovery.



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QUICK FACTS

101 CLIENTS
(70 ADULTS + 31 YOUTH)
LEFT OUR SUBSTANCE USE
PROGRAM ABSTINENT.

123 CLIENTS
(80 ADULTS + 43 YOUTH)
CLIENTS LEFT WITH NO
NEW LEGAL CHARGES.

83 CLIENTS
(64 ADULTS + 19 YOUTH)
SUCCESSFULLY COMPLETED
SUBSTANCE USE PROGRAM.

PEER RECOVERY COACHING

When someone is struggling with substance use and addiction, it can often feel like there is no where to turn. Feelings of loneliness and hopelessness can be overwhelming, but that is where the Growth Works Peer Recovery Coaching program can be a ray of hope. We are a team of dedicated recovering individuals who want to help others navigate the road to recovery.

Certified Peer Recovery Coaches use their experience, strength and hope to restore hope in individuals and families within our community. We act as resource brokers to provide our clients with the support they need to embrace long-term recovery and facilitate positive change within their lives.

The Growth Works program serves adolescents and adults through a combination individualized and group services. Once clients are connected with a coaching client, we provide ongoing coaching support as well as connect them to other community resources to best meet their individual needs. Sometimes our contact with clients is brief versus other clients who have stayed connected to us for years.

We partner with police departments, health systems and courts to connect struggling individuals with kind and compassionate coaches who use their lived experience to help guide others.

Our team is more like a family and we're always here to support one another. We hold regular staff meetings where we check in as a group and support each other and the challenges we face helping clients in crisis.

The Peer Recovery Coaching Program offers our team the opportunity to use their personal story to advocate for recovery from addiction and to help reduce the shame and stigma associated with substance use.

Getting to witness families being restored and to see individuals regain a sense of purpose and fulfillment in their lives is astonishing. As recovering individuals, we don't always see the change in ourselves, so working with others helps us see how drastically recovery can improve lives.

Growth Works peer recovery coaches are always willing to attend community outreach events to educate the community and be a resource to anyone in need.



**174
CLIENTS**
MET IN THE ER
FOR SUPPORT.

148 CLIENTS
SUCCESSFULLY FOUND
TREATMENT AS A RESULT OF
COACHING INTERVENTION.

22 SAVES
MADE WITH NARCAN
KITS PROVIDED BY
GROWTH WORKS.



CASE MANAGEMENT ORGANIZATION

When a youth in Wayne County gets in trouble, what happens? The Western Wayne Case Management Organization (WWCMO) provides case management services for adjudicated youth from the 17 communities in Western Wayne County. The Third Judicial Circuit Court – Family Division can recommend Level 1 (community-based probation service) for youth ages 10-17 and Level 2 (out-of-home residential placement) for ages 12-17. We can service clients beyond the age of 17 at times up until 21 in both community and residential service programs for offenses that occurred prior to turning 18.

We meet clients where they are at, with most of the case management taking place at school, at home, or in their respective treatment programs. Case Management itself is individualized to meet the client's needs, address the root cause of their issues, and meet their individual needs to help guide them towards success.

When a youth engages with Growth Works, we become responsible for their supervision and care. We ensure that clients are complying with their court ordered requirements while promoting public safety as well as their own personal growth and success. The organization utilizes Probation Case Managers to serve as liaisons connecting adjudicated youth to treatment services in their local communities, and to oversee services in residential treatment programs to ensure effective outcomes.

This program is a vital resource for the community as it provides access to services for youth who otherwise may continue to follow a path of delinquency and criminal involvement.

The Growth Works Case Management Team shares in the same common goal; we support each other by just being there for each other and our clients with compassion and empathy. The Growth Works Case Management Organization have many partners including Wayne County Health, Human and Veteran Services, Third Judicial Circuit Court, Assured Family Services, local police departments, local schools, various community mental health providers in the Western Wayne area, various residential facilities throughout the state of Michigan, and the Conference of Western Wayne, all with the goal of supporting youth in our community.



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QUICK
FACTS

157

NEW YOUTH
SERVED
BY CMO
PROGRAM.



16

CLIENTS RECEIVED
THEIR DIPLOMA OR
GED WHILE WITH
GROWTH WORKS.

YOUTH ASSISTANCE PROGRAM



When your child is acting out, showing signs of at-risk behavior, experimenting with drugs and alcohol, where can a parent turn? For youth ages 11-17.5 who are Wayne County residents, there is the Youth Assistance and Diversion Program (YAP).

This unique program provides an opportunity for your child to improve decision-making, take responsibility for their actions, and gain tools to navigate life. The program helps adolescents stay out of the Juvenile Justice System and stay connected to their community. During the process, adolescents receive programming and services, giving them the tools to make better decisions and strive for success.

Our program takes place in a group with individual services offering Life Skills for general behavioral concerns, and Prevention, Outpatient and Intensive Outpatient groups for youth struggling with substances and addiction. This includes home and school visits, providing one-on-one support between participants and YAP team members.

Referrals to the Youth Assistance Program can come from a parent, school administrators or through the police departments. Our team works closely with Belleville, Canton, Livonia, Plymouth, Plymouth Township, Romulus and Van Buren, expediting the process and getting youth into services as quickly as possible.

Everyone on our team is thoughtful and supportive, and we work together as a team to support the youth and families who go through our program. All of our team members have their own hobbies and interests outside of work – we enjoy sharing them with one another, and use them to enhance the group environment. We do our best, try to have fun, and make this experience beneficial for the kids we serve. Our goal is to be a positive adult figure and meet the kids we serve where they are at. We understand that this is an opportunity to plant seeds for future growth.



132
NEW YOUTH
SERVED BY YAP
PROGRAM.

102
CLIENTS
MET THEIR
GOALS.

94
CLIENTS
PARTICIPATED
IN LIFE SKILLS.

42
TOTAL CLIENTS PARTICIPATED
IN SUBSTANCE USE SERVICES
(17 SUD + 25 PREVENTION)



QUICK
FACTS

SCHOOL-BASED
CLINICIANS
PROVIDED
156
TRAININGS OR
INTERVENTIONS.

19

CLIENTS
RECEIVED
TUTORING.

10

25

CLIENTS
PARTICIPATED IN
OUR MENTORSHIP
PROGRAM.

20

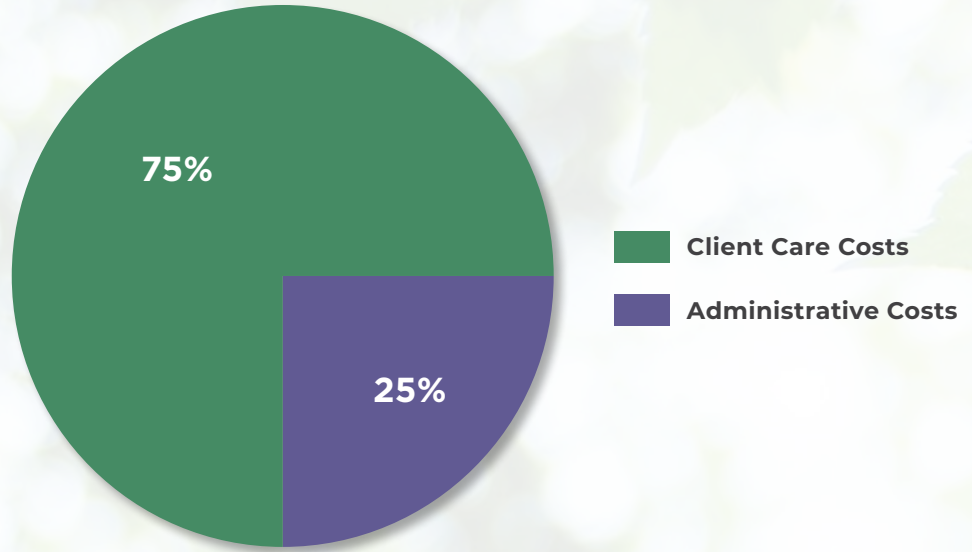
YOUTHS
FOUND BENEFIT
IN THE HEALING
WITH HORSES
PROGRAM.



AGENCY FINANCIALS

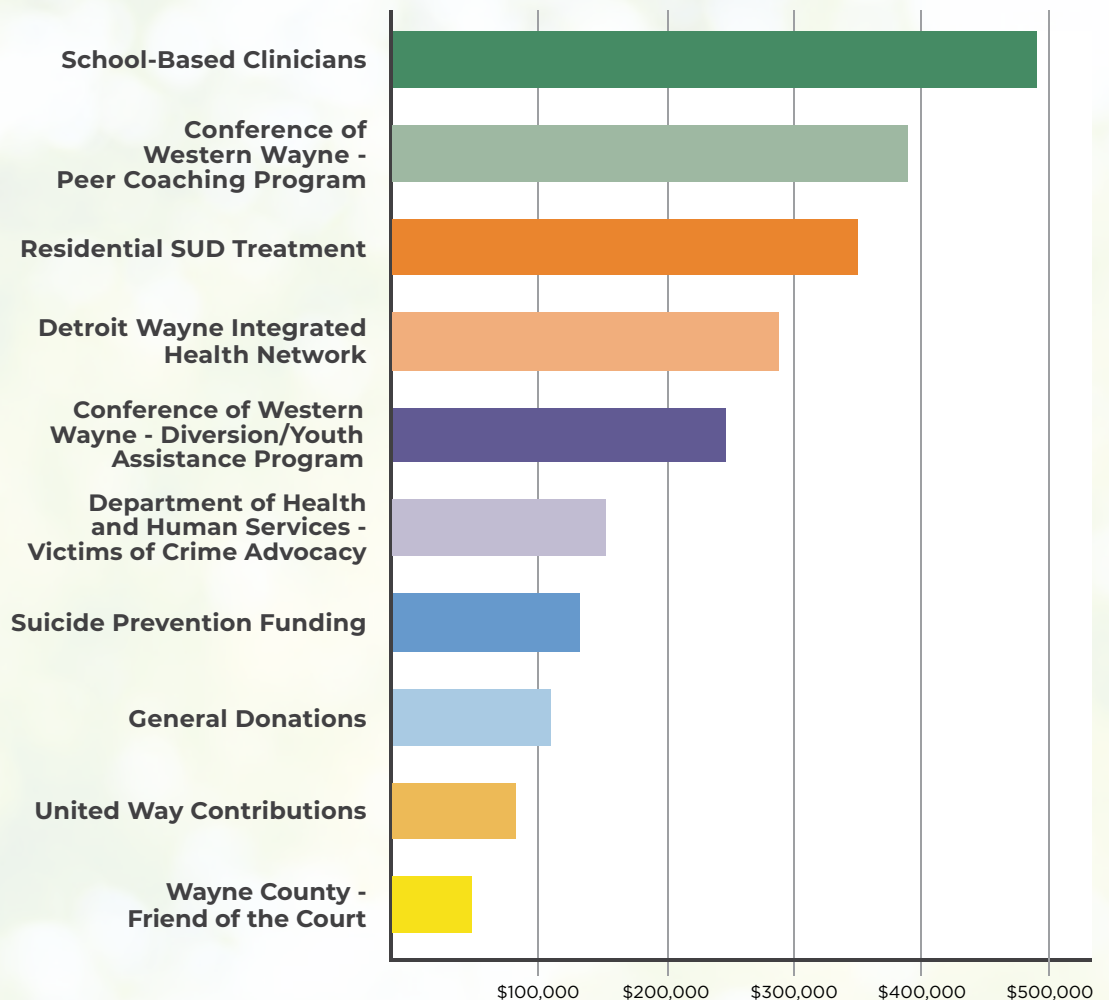
Use of Funding

(Overall Agency Programs)



Annual Revenue Source

(Without Care Management Organization)



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.



QUICK
FACTS



Growth Works is accredited by The Joint Commission's Gold Seal of Approval®, demonstrating continuous compliance with its performance standards.

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Growth Works Community Newsletter

Each newsletter 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 on the left or directly at 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 on the right or go to gwcares.org/donate/**

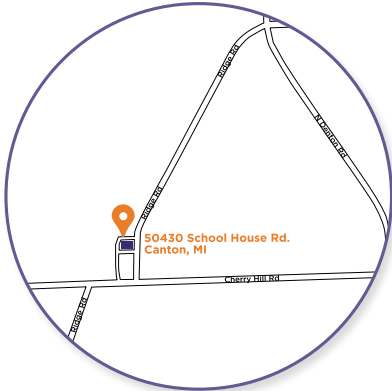


**GROWTH
WORKS**

www.gwcares.org
info@gwcares.org
734-455-4095



OUR LOCATIONS



Canton Location

50430 School House Rd., Canton, MI 48187
(Located within the Canton Human Services Center)



Garden City Location

28525 Warren Rd., Garden City, MI 48135



Plymouth Location

271 S. Main St., Plymouth, MI 48170



Romulus Location

11131 Wayne Rd., Romulus, MI 48174
(Located within the 34th District Court House)



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Restoring Hope | Supporting Change | Improving Lives