



# ANNUAL REPORT 2025



As we reflect on 2025, we are reminded that Growth Works' strength lies in the people and partnerships driving our mission forward. This year has shown what is possible when our staff, community partners, and the families we serve unite with a shared commitment to healing, safety, and opportunity.

Within these pages, you will see lives made safer, families reconnecting, and young people rediscovering their path. From expanding Family Services and Functional Family Therapy to advancing school-based mental health, suicide prevention, and youth justice and violence-prevention efforts, each story highlights the impact of coordinated, compassionate care.

Our collaborations have deepened, allowing us to meet community needs with clarity and purpose across schools, visitation spaces, courts, and neighborhood coalitions. As we look ahead, the groundwork laid this year positions us for stronger pathways to safety, wellness, and community connection.

Thank you for believing in this work and helping create a future where everyone can grow, heal, and thrive.

With appreciation,  
*Nick Griswold*  
 Chief Executive Officer, Growth Works

## mission

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

## leadership

**Nick Griswold**, Chief Executive Officer  
**Brian Langlois**, Chief Operations Officer  
**Deanna Wheeler**, Chief Financial Officer  
**Jessica Klotz**, Chief of Staff  
**Sarah Cross**, FASE Program Director  
**Lindsey Manza**, CITx Program Director  
**Laura Reiners**, Government Relations and Communications Director  
**Jen Sibel**, CMO Program Director  
**Shawna Walker**, Human Resources Director  
**Jewel Wilson**, Residential Treatment Program Manager

## board members

**David Sculati**, President  
**Susan Brown**, Vice President  
**Jordyn Sellek**, Secretary  
**Neal Schultz**, Treasurer  
**Tom Fielder**  
**Kevin Fischer**  
**Kathleen McCann**  
**Dr. Cynthera McNeill**  
**John Nepiuk**  
**Ann O'Flaherty**  
**Mike Siegrist**  
**Bill Ventola**  
**Bill Weber**  
**John Zech**

## 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.

My recovery began when I walked into Growth Works as a struggling teenager. The compassion and structure I found set me on a path that has kept me sober for 36 years and filled me with gratitude.

Reflecting on 2025, I'm reminded of the vital partnerships with state and county leaders and our communities, whose support enables us to provide exceptional care.

Growth Works thrives because of supporters whose commitment helps us adapt, grow, and offer life-changing services.

This year reinforces the power of community in making recovery possible. Thank you for your generosity and belief in our mission, which expands hope and healing for many.

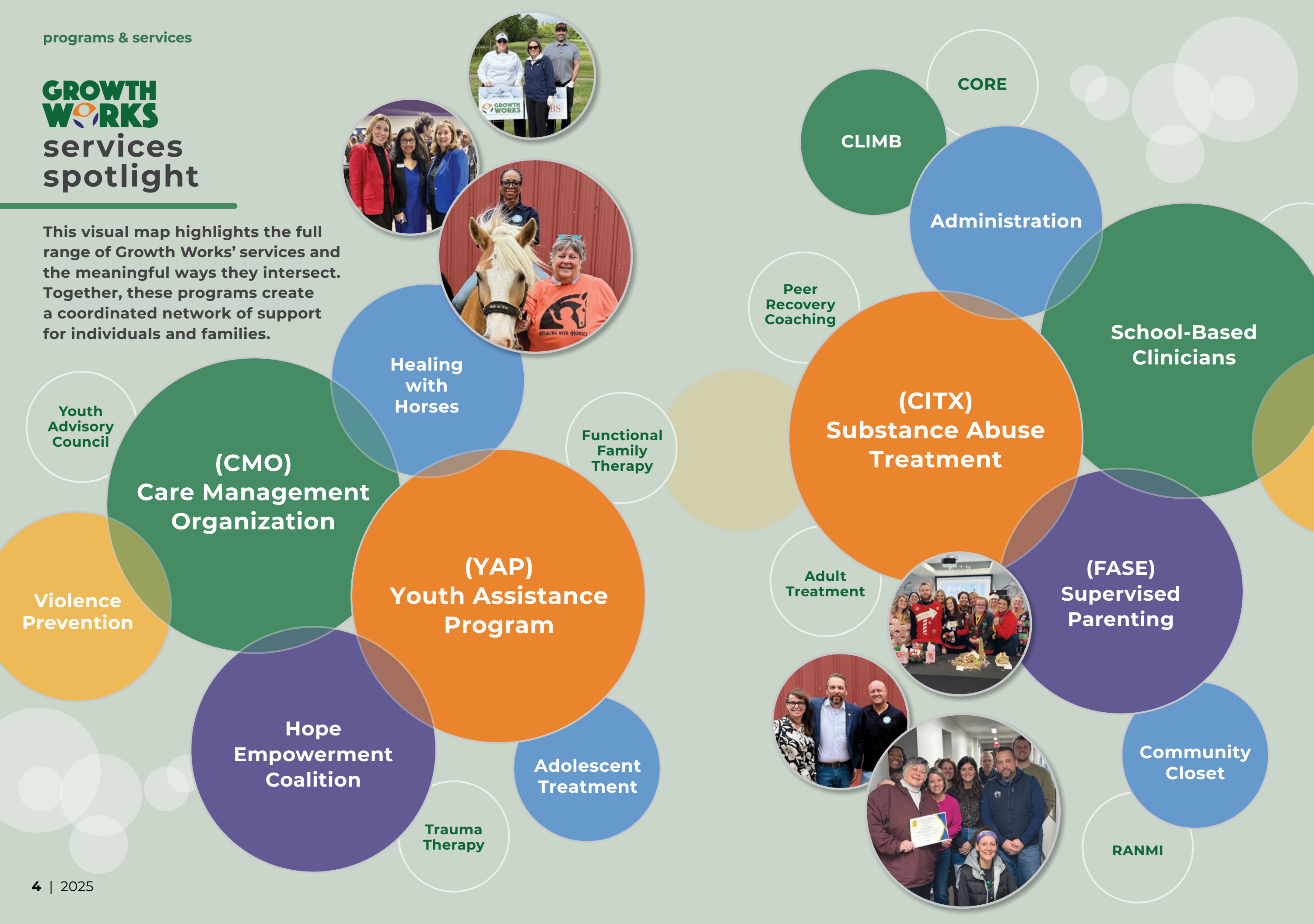


*David Sculati*

# GROWTH WORKS

## services spotlight

This visual map highlights the full range of Growth Works' services and the meaningful ways they intersect. Together, these programs create a coordinated network of support for individuals and families.



## family services spotlight

At Growth Works, our Family Services Programs are rooted in the belief that healing and long-term success begin with safe, supportive relationships.

“  
**We are committed to helping children and their families build and rebuild healthy connections – especially during times of crisis and transition.**  
”

\*This project was supported by Grant No. 1515OVW-23-GC-00329-JFFX awarded by the Office on Violence Against Women, US Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the US Department of Justice.



A cornerstone of our work is **supervised visitation**, a vital service for families when it is not safe for a child and parent to meet without professional support. These carefully structured sessions allow families to rebuild trust, restore connection, and maintain critical bonds, all while prioritizing the emotional and physical safety of everyone involved – particularly survivors of domestic violence and their children.

We serve children from birth to age 17 and take an individualized, trauma-informed approach that respects each family’s unique needs. Whether a family is navigating the impacts of **substance use disorder (SUD)**, **mental health challenges**, or **domestic violence**, our team creates a healing environment where growth and reconnection can happen. As one team member reflects, “It can be challenging but also rewarding. Helping families become assertive and empowering them is why we do this work.”

In many cases, our services are the **only safe option** for children to maintain a relationship with a parent. Without this support, both the child and the residential parent could face continued harm or isolation. That’s why our work doesn’t stop with visitation – we also provide essential supplies through our **Community Closet**, offering hygiene items, clothing, and cleaning products. The launch of our **Mobile Community Closet** has allowed us to reach under-served areas and remove transportation barriers, ensuring no family goes without the essentials.

We are proud to partner with organizations like **First Step\*** and the **Third Circuit Court Family Division**, and through the **Justice for Families Grant**, we provide education and training to the entire Wayne County Family Division. These sessions cover the dynamics of intimate partner violence, how survivors navigate the court system, and how to better serve families with compassion and care. These partnerships deepen our impact and reinforce a shared commitment to safety and justice.

In 2025, we expanded our service menu to include **Functional Family Therapy (FFT)** – a proven, evidence-based intervention designed to support youth ages 11 to 18 and their families. FFT is a short-term, high-impact therapy that focuses on strengths rather than deficits. It is particularly effective for families referred by juvenile justice, mental health, and child welfare systems, and is offered in clinical, home, and school settings. FFT not only works with the youth but engages their entire family and external support systems to encourage sustainable positive change.

## youth justice services spotlight

At Growth Works, our rehabilitative approach to case management and youth assistance supports young people and their families as they engage with the youth justice system.

“  
*Long-term success is made possible with the dedicated team of individuals who truly care about these kids.*  
”



Growth Works provides a comprehensive continuum of care for court-involved and at-risk youth across Western Wayne County. We deliver individualized case management for youth ages 10–17 who are referred by the Third Judicial Circuit Court – Family Division.

Whether at home, in school, or within residential placements, **our team meets youth where they are** to ensure accountability, promote public safety, and guide each individual toward personal growth and long-term success.

Our youth justice services include supervision through community-based probation and Youth Assistance Program (YAP), along with targeted interventions such as Violence Prevention and Youth Problematic Sexual Behavior (YPSB) services. Case management goes beyond compliance – it addresses the root causes of behavior, **offering youth the tools and support they need to thrive.**

We offer a range of holistic, trauma-informed services tailored to each youth’s needs. Through our **Healing with Horses** program in partnership with Miner Equestrian, youth engage in Equine-Assisted Learning to build confidence, develop emotional regulation, and learn communication and trust through hands-on experiences with horses. This unique opportunity fosters healing from trauma, strengthens coping skills, and encourages self-respect.

Growth Works also partners with American International Academy in Inkster to deliver **Violence Prevention** programming for youth exposed to or at risk of violence. These efforts include group mentoring sessions from Credible Messengers with lived experience, promoting resilience and conflict resolution, along with **wraparound support** – academic assistance, therapy, and pro-social activities designed to keep youth connected and supported.

For youth involved in or at risk for **problematic sexual behavior (PSB)**, Growth Works provides a safe, non-judgmental space for exploration and behavioral change. These services focus on healthy development, accountability, and emotional healing, helping youth and their families move forward with dignity and support.

Our goal is to connect youth and their families with a variety of programs to create a vital safety net and provide them with the tools to succeed. Without this system of community-based care, adjudicated youth would rely on state intervention, missing the vital community support and network of providers that currently address the unique needs of each child. At Growth Works, we believe every young person deserves access to hope, healing, and a path to a brighter future.

## school-based mental health & suicide prevention services spotlight

At Growth Works, we believe every young person deserves to feel safe, supported, and heard – especially when facing emotional and mental health challenges.

“

*In a time when suicide remains the second leading cause of death for children ages 10 to 14, this belief drives our commitment to school-based mental health and community collaboration.*

”



For over a decade, Growth Works has partnered with local school districts to embed licensed clinicians directly into schools. These School-Based Clinicians work with general education students ages 3–18 in the South Redford and Taylor school districts. Whether through individual counseling, small group sessions, classroom guidance, or crisis intervention, our clinicians play a **vital role in creating safe, inclusive environments for students**. They also partner closely with teachers, parents, and external service providers to ensure each child receives the support they need – when and where they need it most.

In response to the growing youth mental health crisis, Growth Works joined forces in 2015 with Trinity Health Livonia (formerly St. Mary Mercy Hospital) and other dedicated partners to form a local Suicide Prevention Committee. That small grassroots initiative has since evolved into the Hope Empowerment Coalition, a **powerful alliance dedicated to eliminating youth suicide** through prevention, education, and collaboration.

Together, the coalition has implemented universal screening protocols in schools to identify students in crisis early. The number of educators and staff trained in QPR (Question, Persuade, Refer), a nationally recognized suicide prevention method continues to grow. And we have launched peer-to-peer support programs, **empowering students to support one another with empathy and understanding**.

At the heart of these efforts is Brian Galdes, our Suicide Prevention Coordinator and former South Redford School District Superintendent. Brian brings unmatched passion, leadership, and educational expertise to this work. He was recently appointed to the State of Michigan Suicide Prevention Commission, recognized by NAMI Michigan, and serves on the Governor’s Taskforce to Combat Adolescent Suicide. Under his guidance, Growth Works is now replicating the coalition model statewide, **helping other communities harness the power of regional collaboration** to protect youth and strengthen mental health systems.

These programs – whether rooted in classrooms or community coalitions – are powerful proof of what’s possible when we come together with a shared purpose. At Growth Works, our work is about more than prevention. It’s about hope, connection, and **building a world where every child knows they are not alone – and that their life matters**.

# spotlight on our impact by the numbers

These data points highlight the measurable impact of our programs and services. These numbers illustrate both our achievements and the areas where we continue to invest and improve.

## ADULT TREATMENT

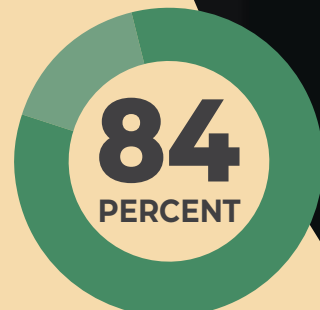
GROWTH WORKS PARTNERS WITH **5** DISTRICT COURTS (16th, 17th, 18th, 34th and 35th)  
**38%** OF THESE REFERRALS WERE FROM SOBRIETY COURTS



**98%** OF CLIENTS EXITED SERVICES WITH NO NEW LEGAL CHARGES

## YOUTH ASSISTANCE PROGRAM (YAP)

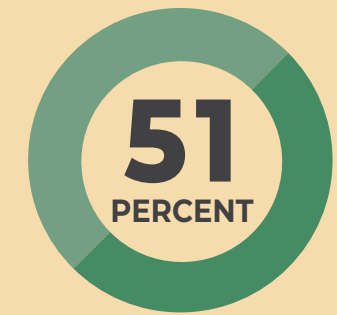
NUMBER OF YOUTH SERVED: **127**  
WITH A SUCCESS RATE OF **84%**



## FAMILY ASSESSMENT SUPPORT & EDUCATION (FASE)

**188** TOTAL FAMILIES ENROLLED IN SUPERVISED VISITATION SERVICES

**1,002** SUPERVISED VISITATION SESSIONS



GROWTH WORKS HELPED **51%** NEWLY ENROLLED CASES WITH DOMESTIC VIOLENCE CONCERNS

## CARE MANAGEMENT ORGANIZATION (CMO)

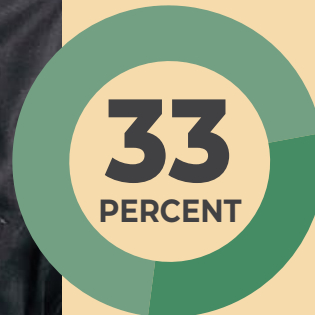
**218**

YOUTH WERE SERVED IN 2025

**33%** OF YOUTH PARTICIPATED IN AN SUD PROGRAM

**27** YOUTHS PARTICIPATED IN HEALING WITH HORSES

**15** YOUTHS RECEIVED THEIR DIPLOMA OR GED WHILE WITH GROWTH WORKS



## SCHOOL SOCIAL WORKER

NUMBER OF YOUTH WHO UTILIZED OUR SCHOOL SOCIAL WORKERS: **571**

NUMBER OF TRAININGS OR INTERVENTIONS PROVIDED: **318**



## PEER RECOVERY COACHING

**517**

CLIENTS WERE MET IN THE ER FOR SUPPORT DURING AN OVERDOSE



AVERAGE CONTACT WITH THE CLIENT: **7-8** TIMES PER MONTH

NUMBER OF REFERRALS: **956**

## COMPANY-WIDE AND STAFF

**113** COMMUNITIES THROUGHOUT MICHIGAN HAVE BEEN IMPACTED BY GROWTH WORKS



**372** PEOPLE IN 2025 WERE TRAINED ON QPR/ SUICIDE PREVENTION

GROWTH WORKS HIRED **20** PEOPLE IN 2025

# financial spotlight

With more than five decades of experience supporting youth and families, Growth Works has built a strong foundation in delivering high-quality, individualized care within the juvenile justice system.

Yet the cost of providing this level of support continues to rise, especially as residential needs become more complex and more young people require intensive, highly coordinated services.

Through our Care Management Organization model and close collaboration among clinical and community partners, we remain committed to meeting each youth's unique challenges.



“  
**Even as financial demands increase, our focus stays firmly on ensuring every young person receives the compassionate, comprehensive care they deserve.**  
 ”



**CANTON LOCATION**

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



**INKSTER LOCATION**

1375 Inkster Rd., Inkster, MI 48141



**PLYMOUTH LOCATION**

271 S. Main St., Plymouth, MI 48170



**ROMULUS LOCATION**

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

# 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.



## news and articles

Stay up to date with what is happening at Growth Works, our programs, and how we continue to serve the community. You can find the latest issues of our newsletter on our website. Check out our blog by scanning the QR code at the top left or directly at [gwcares.org/news/](http://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, support change, and improve their lives. To make your donation, scan the QR code at the bottom left or go to [gwcares.org/donate/](http://gwcares.org/donate/)



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

734-455-4095

[info@gwcares.org](mailto:info@gwcares.org) | [www.gwcares.org](http://www.gwcares.org)



Restoring Hope | Supporting Change | Improving Lives

