

Serving the whole child.

“THE MORE WE DO, THE MORE WE CAN DO.”
-William Hazlitt

Never Lose
HOPE



DATA

DRUG ABUSE TREATMENT ASSOCIATION, INC.

2018 Annual Report

OUR PHILOSOPHY

It is our belief that all children are good, and if given appropriate opportunities, they will become productive, contributing members of society. Since 1980, DATA has developed a range of prevention, intervention and treatment services designed to address the child as an integral part of his or her family and community. Our goal is to provide these children with the skills and competency necessary to achieve these positive outcomes.

OUR MISSION

DATA provides effective quality programs for children, adolescents and their families experiencing problems with substance use and/or juvenile delinquency. We provide services in Palm Beach, Martin, St. Lucie, Indian River and Okeechobee counties. We are committed to providing programs that foster the skills necessary for individuals to be responsible, productive members of their communities.

OUR VISION

We envision a community that instills the importance of education and respect for self, life and property, which empowers children and their families to reject drugs, violence and other criminal activity. DATA recognizes that substance use affects every aspect of an individual's life and that effective programming will foster self-reliance, social competence and abstinence from substance use.



PROGRAMS

TREATMENT



Outpatient

Outpatient treatment uses multiple evidence-based strategies including screening, assessment, counseling, information and referral, and urinalysis services. DATA provides screening services for any person referred to the program. The level of care generally involves weekly sessions supplemented by participation in self-help meetings. Family therapy is an integral part of the client's treatment experience. Outpatient treatment averages 14 weeks.

Residential

DATA operates two adolescent residential treatment centers - The Norman C. Hayslip Center in Fort Pierce with a capacity of 20 beds and the Walter D. Kelly Center in West Palm Beach with 20 beds. Residential treatment uses multiple evidence-based strategies for individual, group and family therapy as well as methods that address trauma and life skills. Residential treatment also includes on-site education programs. The centers operate year round, 24 hours a day. Successful completion of the program is based on: progressing academically, coming to terms with the impact drugs have had on the client's life, and changing behavior that is not acceptable in society. The average length of stay is three to six months.

INTERVENTION



DATA runs multiple intervention programs and services for individuals and families that focus on reducing risk factors generally associated with the progression of substance use and mental health problems. Intervention is accomplished through early identification of people at risk, performing individual assessments, and providing supportive services that emphasize short term counseling and referral.

TASC

TASC is an assessment and case management program for delinquent youth dealing with substance use and/or mental health issues. TASC specialists conduct comprehensive assessment and provide recommendations to Juvenile Justice and the courts. The program is designed to ensure that all delinquent youth needing services are identified and afforded the opportunity to begin their journey to recovery. DATA staff is co-located in nine Department of Juvenile Justice centers in the five county area we serve. In fiscal year 2017-2018, the TASC program was added to the 15th Judicial Circuit Court located in West Palm Beach.

School Based Intervention

Intervention services are provided to youth at 18 local high schools and middle schools. Services include the identification of youth at risk through individual assessment and education of school guidance staff, individual psychosocial assessment, short-term individual, family and group counseling, and referral to appropriate services for youth who need more intensive services. It also may include science-based anger management and substance use education as forms of intervention.

PREVENTION



Project SUCCESS

This program operates in 21 middle schools and high schools in Palm Beach, Martin and St. Lucie counties. Project SUCCESS is an evidence-based program that builds on the findings of other successful prevention programs by using interventions that are effective in reducing risk factors and enhancing protective factors. Services include a universal prevention education series, individual and group counseling, parenting programs, and referral services.

A-CRA EVIDENCE-BASED PROGRAM

DATA adopted the Adolescent Community Reinforcement Approach (A-CRA) into its **Outpatient, Residential and Intervention** programs. A-CRA is a behavioral intervention program designed to reduce or eliminate substance use and the associated adolescent behavioral issues (i.e. poor judgment). A-CRA's evidence-based model works to improve treatment effectiveness by focusing on relapse prevention, problem solving, coping strategies, case management, family support, and family therapy.

Since 2000, DATA has received seven consecutive, three-year accreditations from CARF International. Accreditation from CARF, which is voluntary, demonstrates our commitment to providing quality, safe, and effective behavioral health programs to not only those we serve directly, but also to the community and our funders. All of DATA's programs are CARF accredited and we are proud that we have committed to embracing a performance improvement process that incorporates input from clients, staff, stakeholders, funders and the community.

Message from the Board Chairman



Dear Friends, Supporters and Staff of DATA,

As you read this annual report, I will have just completed my term as Board Chairman. The opportunity to serve DATA in this important role has been a special honor for me. The men and women who work tirelessly for DATA and to help our community can never be thanked enough for their efforts.

Each year, all of us at DATA, find new ways to provide services, make the best use of every dollar, and hold steadfast even when times are difficult. For nearly four decades, DATA has worked hard to change the lives of children and their families in the five-county area we serve.

Last year, I told you how DATA is at the forefront of helping those struggling with opioid addiction. Now, with the passing of the Marjorie Stoneman Douglas High School Safety Act, DATA joins the effort to provide mental health services for students in Palm Beach County

schools with the creation of its new School Based Behavioral Health Program. **As Palm Beach County School Board Chairman Chuck Shaw so eloquently put it, "It's important that we have a partnership with someone we can trust and DATA has long-standing successful programs in our schools."**

DATA is stronger and able to reach more people than ever. Our board continues to ensure the fiscal strength of DATA, and we are fortunate to be led by **President and CEO John Fowler**. Everyone feels John's deep dedication to DATA and those who seek our help. Recently, John was appointed Chairman of the newly formed Children and Adolescents Division of the Florida Behavioral Health Association, an exceptional recognition of his expertise and compassion.

While John's dedication sets the bar, his executive staff has raised the bar enabling us to continue to be the leading provider of services for children in our area. Special recognition goes to **Chief Operating Officer Carol Fiddis, Chief Compliance Officer Dr. Jay Flicker and Chief Financial Officer Gerald Cody**.

I'm also very happy to report that DATA has, once again, received its CARF accreditation. Since 2000, DATA has received seven consecutive, three-year accreditations from CARF International, the Commission on Accreditation of Rehabilitation Facilities. This voluntary accreditation demonstrates our commitment to providing quality, safe and effective behavioral health programs, which is due to an incredible staff equipped with the knowledge, expertise and compassion to guide children, teens and their families dealing with substance use and mental health issues.

As my term as Chairmen ends, I will continue to be a member of the DATA board. I want to thank DATA's outstanding staff, supporters, and fellow board members for everything they do to make DATA a success.

Finally, a shout-out goes to long-time board member, Gary Frechette, who has given 25 years of service as a DATA board member. However, his commitment to DATA extends beyond the board. Prior to serving as a board member, Gary went from police officer to DATA's executive director, holding the position for 6 years, and eventually retiring as director of safety and security at The Gardens Mall in Palm Beach Gardens. Congrats, Gary!

It is not always easy. Sometimes, money is tight. Regulations change. Obstacles get in the way. However, through it all, our determination to succeed never waivers and we **never lose hope**.

Sincerely,

A handwritten signature in blue ink that reads "Mark Taplett". The signature is fluid and cursive, with a long horizontal stroke extending from the end.

Mark Taplett
Board Chairman

Message from the President and CEO

Dear Friends,

Heartbreaking. Horrifying. Helpless.

Those were some of the emotions that struck everyone as the news spread that 17 students and faculty were murdered at Marjorie Stoneman Douglas High School in Parkland on February 14.

We could not stop our hearts from breaking. We could not ease the horror of these lives being brutally ended. But the leaders and staff at DATA quickly understood that we were not helpless.

Part of our core mission has always been to provide mental health care to children with substance use problems. We have always understood that a high percentage of those abusing drugs also needed care for mental health issues.



An investigation of the high school shooter revealed a history of mental health issues. In response, the Florida Legislature enacted the **Marjorie Stoneman Douglas High School Public Safety Act**. The focus of this legislation is to provide a safe environment for our students, and to create access to mental health services in our schools. Nearly \$70 million has been appropriated and divided among school districts in our state.

DATA has been a long-standing partner with the school districts in the five county areas we serve. We will continue to advocate for and implement the behavioral health services needed in our schools. DATA currently has more than 50 full time staff deployed to Palm Beach County and Treasure Coast schools through a similar program.

Our new **School Based Behavioral Health Program** puts mental health specialists in 14 Palm Beach County schools. We are working closely with The School District of Palm Beach County to ensure the success of this new program. We are fortunate that our school district has historically supported behavioral health services in the schools, putting the district far ahead of the rest of the districts in the state. As a result, we enter this new phase with the experience needed to quickly move forward with this new program that we believe is a major step toward dealing directly with behavioral health issues in the schools. I encourage you to read more about this new program on pages 4 and 5.

DATA has always believed in **servicing the whole child**. DATA was one of Florida's first residential substance abuse programs for adolescents that served children with co-occurring mental health issues. We have seen the changes firsthand and have been at the forefront of the integration of substance abuse and mental health into **Behavioral Health, a comprehensive system of care**. At DATA, we have a "can do" attitude and the foundation for everything we do is in the best interest of the child.

Much of what we have accomplished is due to the extraordinary dedication and commitment of our staff, board and providers – you are what make DATA a leader in behavioral health care treatment.

Together, we are not helpless.

Sincerely,

A handwritten signature in blue ink that reads "John S. Fowler". The signature is stylized and includes a flourish at the end.

John Fowler, B.S., C.A.P., I.C.A.D.C.
President and CEO

DATA joins effort to provide mental health services

It had to happen.

Sweeping reforms are changing the way school safety is monitored and addressed in Florida at every level, from tighter gun laws to securing school campuses to an unprecedented commitment to mental health services for students.

The state legislature passed the *Marjory Stoneman Douglas High School Public Safety Act* less than a month after the Parkland shooting in February on Valentine's Day. A 19 year-old former student with a history of disciplinary problems and threatening behavior has confessed to carrying out the massacre that killed 17 students and staff members and injured 17 others.

DATA's Chief Compliance Officer Dr. Jay Flicker says a swift response to the school shooting by lawmakers was appreciated. "I've never seen a government program move so quickly."

Nearly \$70 million has been allocated to bolster mental health services across the state. DATA is among a coalition of community partners working with the The School District of Palm Beach

County to implement behavioral health service teams.

"The School District of Palm Beach County has always embraced behavioral health services in its schools. We have started a strong collaborative partnership in providing behavioral health services to students."

—DATA CEO John Fowler

He's referring to DATA's three-tiered approach that includes a universal prevention strategy to help students deal with factors like unsafe neighborhoods or substance use by a parent; intervention services if students are caught experimenting with drugs or alcohol or talk about using; and treatment for teens diagnosed with an addiction or mental health illness.

DATA's new *School Based Behavioral Health Program* puts mental health therapists in 14 schools, and Dr. Flicker describes it as expansive. "We will serve kids at risk, kids with a substance use problem, kids diagnosed with a mental health illness and kids struggling with a personal or family issue."

Palm Beach County School Board Chairman Chuck Shaw calls the district's contract with DATA the best part of the public safety act's mental health component. "It's important that we have a partnership with someone we can trust and DATA has long standing successful programs in our schools."

Shaw, a 50-year veteran educator and administrator with the The School District of Palm Beach County expresses great dismay about the harsh reality of today's school environment. "I would never have imagined that at this point in my career, at the top of the priority list would be dealing with safety."

A dramatic increase in the number of student crises this year has the full attention of DATA's director of school based programs. Mary Weiss says it makes sense that educators and counselors would be hyper vigilant after the Parkland shooting. "Staff is more aware but teachers aren't always equipped to handle a crisis and they want to make sure the kids are taken care of."

DATA board member sings praises for DATA



It's a 20-year friendship that started on the golf course and eventually led Jim McInnis to join DATA's Board of Directors four years ago. "CEO John Fowler asked me several times if I was interested in serving on the board and I finally realized I wanted to serve, and hoped to bring some value to the process."

Jim actually brings a lot to the process, including expertise in finance and municipal policy. He has worked as the Director of Finance for the City of Greenacres for the past 15 years. In that role, he keeps an eye out for opportunities to help DATA. For example, working with the City of Greenacres law enforcement, he's come to realize that

money seized during drug busts is eventually allocated to drug treatment programs, so he wants to make the Sheriff's Department aware of DATA and its mission. "Perhaps those funds could become a new source of income for DATA."

Since joining the DATA family, Jim has been impressed by both the employees and the clients they serve. He takes time to visit DATA's facilities and gets to know the staff. He looks forward to first-hand accounts from clients who have benefitted from DATA's programs. "That's always a highlight each year, hearing about the difference DATA is making."

As for his friend at the top, Jim says he's very impressed with John Fowler's knowledge and leadership, and how he's assembled such a strong team. Jim considers the longevity of so many DATA employees as proof that they are valued

for students in Palm Beach County schools



Depression, domestic violence and bullying are just a few of the issues behind the emotional turmoil students bring to school. DATA Prevention Supervisor Gary Coney says such trauma was hidden for years in schools and it's now being addressed. "Now, kids can tell their story and get the skills to cope, but it takes baby steps before they can start to run."

To emphasize the severe and complicated nature of what can transpire at school, Weiss recounts a recent interaction between a high school student and a counselor in training. "The student told the counselor something she had not told to anyone; that she had been sexually assaulted while under the influence two years earlier and she was feeling a lot of anxiety." DATA supervisors were alerted and the state Department of Children and Families and the Sheriff's Department were notified because a criminal act was involved. The student is now receiving much needed services for this trauma.

Such emergencies underscore the need for expanding behavioral health teams as quickly as possible; however, finding qualified professionals to work as school based therapists can be difficult. "Finding

the right people and being able to afford them is challenging," says Dr. Flicker.

Palm Beach County's share of the legislature's Mental Health Assistance Allocation is \$3.9 million and while Shaw calls that a good start, he says it was crucial for county voters to approve an additional property tax in the November election. A portion of the revenue collected over the next four years will be directed toward additional mental health resources. "Now they should sit back and watch and evaluate and see if we actually do what we said we would do. Watch us expand our resources with outside agencies to fill the holes," says Shaw.

Chuck Shaw is determined to get it right with community partners like DATA. During a recent panel discussion at his high school alma mater, a student asked the school board chairman how Forest Hill High School is different from when he attended the West Palm Beach school. Shaw's answer was direct and succinct - "When I got up in the morning, it never crossed my mind that I was going somewhere that wasn't safe."

and respected. "DATA employees are not at the top of the pay scale, but they are treated well and receive good benefits." He also credits John with smart strategic planning. "DATA is now situated to be a leader in behavioral health because we know there is a need."

"DATA is now situated to be a leader in behavioral health because we know there is a need."

Weighing in on such decisions is what Jim likes best about his work on the board. He also applauds the principles that guide the DATA operation. "Not everything is driven by cost, it's also about doing the right thing." He's particularly proud of updates to DATA's residential facilities over the last year. He says leaders at DATA recognized maintenance was needed and got it done.

Amazed by the commitment of his colleagues on the board, Jim considers it a privilege to work with them and says he would like to expand his role in the years ahead. "I would like to devote more time in the future. I really like working for an organization that is so well respected in the communities it serves."

Sixty years old, single and a resident of Palm Springs, not all of Jim's fellow board members may know that his talents stretch far beyond finance and golf. He belongs to a local choir and a group of classical choral musicians, whose lead singer is currently nominated for a Grammy award.

Perhaps Jim will share his singing talent with the DATA family at an annual meeting in the future. Penny Tabbert is always looking for entertainers with special talents.

A family affair for DATA's Human Resources Director



In all of her 19 years working at DATA, Penny Tabbert has never been busier. As director of human resources, she's been spending a great deal of time searching for experienced mental health therapists for DATA's newly implemented School Based Behavioral Health Program in Palm Beach County schools. When Penny reaches out to potential job candidates, she can sense right away if someone is the right fit for DATA, "I go with my gut, I can quickly tell if they want to join the family or just get a job."

The DATA family, as she calls it, is made up of many colleagues who have worked together for more than a dozen years and others who have been with DATA for decades. However, whether a veteran or a newcomer, Penny says all 115 employees at DATA share a special bond. "We all have the same goal and that's to take care of clients."

From counselors working one-on-one with students to administrators evaluating program components, Penny says everyone takes pride in carrying out DATA's mission to help young people struggling with addiction and support troubled teens and adolescents. She is more than happy to do her part, "I could never be a therapist or work at our residential treatment centers. I mean, I'd want to take those kids home with me, but at least I can partake by finding qualified people who can take care of them."

Penny's open door policy in human resources also lends itself to close connections with co-workers and staff and she enjoys helping colleagues deal with the realities of professional advancement. "I assist them with loan forgiveness programs, and I help with certifications."

For several reasons, Penny views DATA CEO John Fowler as a strong patriarchal figure at DATA. "He treats us like family. He's been here for more than 30 years and because of that he knows all the ins and outs of DATA and knows how difficult it can be."

We all have the same goal and that's to take care of clients."

It's no wonder Penny is comfortable with DATA's familial environment. When asked about her family outside of work, she provides great detail. "Let's see, I have one stepdaughter, two granddaughters and four great granddaughters from my first marriage and four stepchildren, seven grandchildren and one son from my current marriage." And just like at DATA, Penny keeps busy, with a family that enjoys boating, hiking and camping.

A commitment to family is why Penny didn't earn a college degree until her mid 30's. Her office work experience in Air Force Recruitment, insurance and banking eventually led to a Master in Human Resources Development and Administration. "I always liked HR and marketing."

There's no question Penny has the perfect temperament for HR. At 61, she is soft spoken and warm when interacting with her DATA family, and considers herself a good listener; but at the same time she is a determined executive. "I fix things, when things need to be done, I have a **can do** attitude."

That **can do** attitude has served Penny well in organizing DATA's annual meeting, which has grown larger over the years. "At the first annual meeting we held, there was a small group of administrators and board members, and two clients came and sang a song. Now we're up to 75-85 people who attend each year." It's a crowd that expects to be entertained. In previous years, staff members have shed their inhibitions with performances featuring lip-syncing, skits and comedy routines. Penny's personal favorite was a skit by DATA staff directors based on The Wizard of Oz, entitled "The Wonderful World of DATA."

At the moment, Penny's **can do** attitude is directed at hiring as the DATA family continues to grow. Not surprisingly, several positions have recently been filled by re-hires. "They find out it's not greener out there and they don't get a family-like organization like here at DATA."

You might say, they're returning home to family.

How you can support DATA

We hope you enjoyed the stories about DATA'S new School Based Behavioral Health Program, HR Director Penny Tabbert and Board Member Jim McInnis in this year's annual report. Any child can be affected by substance use, no matter one's socio-economic place in society - and at alarming young ages - when we least expect it.

One hundred percent of every donation to DATA goes directly to support DATA's exceptional, evidence-based substance use programs designed to meet the specific needs of children, teens and their families impacted by addiction, mental health and delinquency issues.

Ways you can help:

Become involved with DATA by following and engaging with us on Facebook, talking with friends, co-workers and lawmakers.

Introduce DATA to corporations and other potential donors.

Make DATA part of your annual giving with a contribution in honor of a family member or friend as an enduring tribute in their honor.

DATA is a nonprofit, tax-exempt charitable organization under section 501(c)(3) of the Internal Revenue Code. All donations are tax deductible.

To contribute to the Drug Abuse Treatment Association, Inc. by mail, please send your donation to:

DATA
1016 Clemons Street
Suite 300
Jupiter, FL 33477

Or visit us online at
www.drugabusetratment.org
or call DATA at **561.743.1034**.

Annual Operating Performance Year Ending June 30, 2018

Income

Grants/Contracts	\$5,886,457
United Way/Contributions	\$269,384
Fees, Medicaid & Insurance.....	\$187,503
In-Kind	\$430,296
Investment Income.....	\$15,954

Total Income\$6,789,594

Expenses

Program Services

Residential	\$2,143,591
Outpatient	\$650,390
School Based Treatment & Outreach.....	\$1,061,777
School Based Prevention	\$1,008,997
TASC (Treatment Accountability for Safer Communities).....	\$961,829
Aftercare	\$44,779
Medical Services	\$33,965

Subtotal Program Services..... \$5,905,328

Supporting Services

Total Expenses.....\$6,622,957

Net Surplus/(Deficit).....\$166,637

*Above figures based on unaudited financial statements

2017-2018 Board of Directors

CHAIRMAN

Mark Taplett

VICE CHAIRMAN

James McInnis, CGFO

TREASURER

Erskine C. Rogers, III

SECRETARY

Maryann Pascarella

DIRECTORS

Gary Frechette

Sally Mohler

Eric Seymour

Jeffrey White

LIFE DIRECTORS

Norman C. Hayslip (1916-2004)

Walter D. Kelly (1927-1996)

PRESIDENT AND CEO

John Fowler, B.S., C.A.P., I.C.A.D.C.

Thank you to our Friends and Donors

Action Electric

Angela Alonso

The Benevity Community Impact Foundation

Michael Joseph Brink Foundation

Nancy Pená Brink

Robert D. Critton, Jr.

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Adrienne Hunecke

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The family of Lynn and Walter Kelly

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North County Bar Association

Northern Trust

St. Lucie County

Alton Taylor, M.Ed., Drug Abuse Foundation of Palm Beach County

St. Lucie County Sheriff's Office

Mimi Totten

Triple M Petroleum

Mary Smith

WPBF 25 News

WPEC CBS12 News

We also want to acknowledge our primary funders, who contribute immensely to DATA's growth and success. From funding for our Walter D. Kelly and Norman C. Hayslip Treatment Centers, Outpatient Centers and School Based Intervention, we are grateful for the strong relationships we have built through the years with the following local government and social service agencies -



A special thank you to our DATA Board of Directors

Gary Frechette

James McInnis, CGFO

Sally Mohler

Maryann Pascarella

Erskine C. Rogers, III

Eric Seymour

Mark Taplett

Jeffrey White

Finally, our success would not be possible without the most enthusiastic, invested and highly skilled staff in the five county area we serve. A heartfelt thank you to the entire DATA staff and their families who support our agency and its mission

DATA Locations

ADMINISTRATION

1016 Clemons Street, Suite 300
Jupiter, FL 33477
561.743.1034 Phone
561.743.1037 Fax

NORMAN C. HAYSLIP TREATMENT CENTER

4590 Selvitz Road
Fort Pierce, FL 34981
772.464.7575 Phone
772.464.6169 Fax

WALTER D. KELLY TREATMENT CENTER

1041 45th Street
West Palm Beach, FL 33407
561.844.9661 Phone
561.840.8716 Fax

OUTPATIENT/INTERVENTION & PREVENTION

1720 E. Tiffany Drive, Suite 102
Mangonia Park, FL 33407
561.844.3556 Phone
561.845.0316 Fax

OUTPATIENT/INTERVENTION

4590 Selvitz Road
Fort Pierce, FL 34981
772.595.3322 Phone
772.595.3704 Fax

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Editor: Cheryl Crowley
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DATA

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