



Improving lives every day.

# ANNUAL REPORT FY 2024



 **easterseals**  
Blake Foundation

 **easterseals**  
Blake Foundation  
**AVIVA** Children's Services

# Medical Services

*Empowering Minds, Enriching Lives: Where Compassionate Care Meets Exceptional Growth in Psychiatric Services.*

Psychiatric services in Pima, Yuma, Pinal, Cochise, & Graham County including: evaluation, diagnosis, medication monitoring, care coordination, case management.

Currently Serving 2,112 Individuals



“We’ve come a long way in 2023 with report development, workflow implementation, quality review and improvement for the entire medical team. We have insight into the details of the financial and clinical functioning of the medical program allowing us to further our vision and provide excellent care to those we serve. We are fully staffed and continue to grow with providers of a variety of disciplines. We have expertise across all age groups and are really serving the needs of the community by helping people address trauma and anxiety, helping with school/work functioning by addressing attention and executive functioning, providing screening, and providing evaluation and treatment for neurodevelopmental disorders. Morale is high around how far we have come and where we are going.”

**Dr. Sally Boeve, BHMP, Chief Medical Officer**



## Program

- Annual Budget: \$2 Million
- 10 Behavioral Health Medical Providers
- 2 Lead Staff Practice: Administrator & Practice Manager
- Added Specialties for Birth-5, Substance Use (MAT), Court Ordered Treatment and Geriatric Populations
- Received Integrated Care License in Pima County to begin Primary Care Services
- Addition of Behavioral Health Medical Providers (BHMP's) by 1.55 FTE- Generates Patient Growth
- Telemedicine 80%
- Common diagnoses across the organization are: Anxiety, ADHD, Neglect, PTSD, Depression, Adjustment Disorder

# To friends and supporters of Easterseals Blake Foundation from our Board President

I am honored to be the President of the Board of Easterseals Blake foundation and share with you the remarkable achievements we have accomplished over the past year. As we reflect on our journey, it is evident that together, we have made a lasting impact on the lives of more than 40,000 individuals, children, and families in our community.

Our commitment to serving the needs of our community remains unwavering. The heart of our success lies in our dedication to creating a positive and transformative impact on the lives of those we serve.

One of our most significant accomplishments this year was the establishment of psychiatric services within our organization. Recognizing the growing need for an integrated approach to mental health, the addition of psychiatric services has allowed us to provide more comprehensive care, ensuring that our members receive the support they need.

We are proud of the collaborative efforts of our dedicated staff, volunteers, and community partners who have contributed to the success of these endeavors. Their commitment to our mission has been instrumental in achieving our goals and making a ~~positive difference in the lives of those we serve.~~.....

As I reflect on the past year, I am so proud of the positive impact that this agency has had on the communities we serve. More than that, I'm forever grateful to the 800 + employees of Easterseals Blake Foundation and Aviva Children's Services who do the hard work, go the extra mile, and demonstrate the competence and compassion that makes the difference in people's lives.

Over the past year, we made significant organizational changes at Easterseals Blake Foundation which strengthened our team of experts and reaffirmed our commitment to our three core competencies: behavioral healthcare, early childhood development, and specialty services for individuals with intellectual and developmental disabilities. In addition, Aviva Children's Services continued its long tradition of service to children and families involved in the foster care system while emerging from the pandemic stronger than ever.

Moving forward, we're guided by three strategic planning themes—accessibility, interoperability and integration. Accessibility of care for all regardless of ability or means, interoperability of all departments in order to leverage the synergy of our team of experts, and integration of different disciplines in order to positively impact member outcomes.

As we move forward, our commitment to excellence and innovation remains steadfast. With your ongoing support, we look forward to expanding our impact, reaching even more individuals, children, and families.

I extend my heartfelt gratitude to everyone who works at EBF, their daily dedicated and hard work they put in, to each and every one of you for your continued support and dedication to our shared mission. Together, we are building a community where all people live health, productive and independent lives.



**Gene Goldstein, Board President**

These efforts are underway and have guided our expansion of services into Nogales, informed our redesign and upgrade of program facilities in Thatcher/Safford and Tucson, and driven the growth of our medical department which now boasts ten providers including physicians board certified in child and adolescent psychiatry, general psychiatry and geriatric psychiatry. The future is bright!

As we close this year, I'd like to recognize our outgoing board President, Gene Goldstein, who has worked tirelessly over the past three years to help guide this organization. Gene has generously given his time and expertise during a very turbulent time for the country and the health and human services industry as a whole. It has been an honor working with him and I look forward to working with our new board President, Dave Iaconis, as we move into our exciting next chapter and look forward to Easterseals Blake Foundation's 75th year!

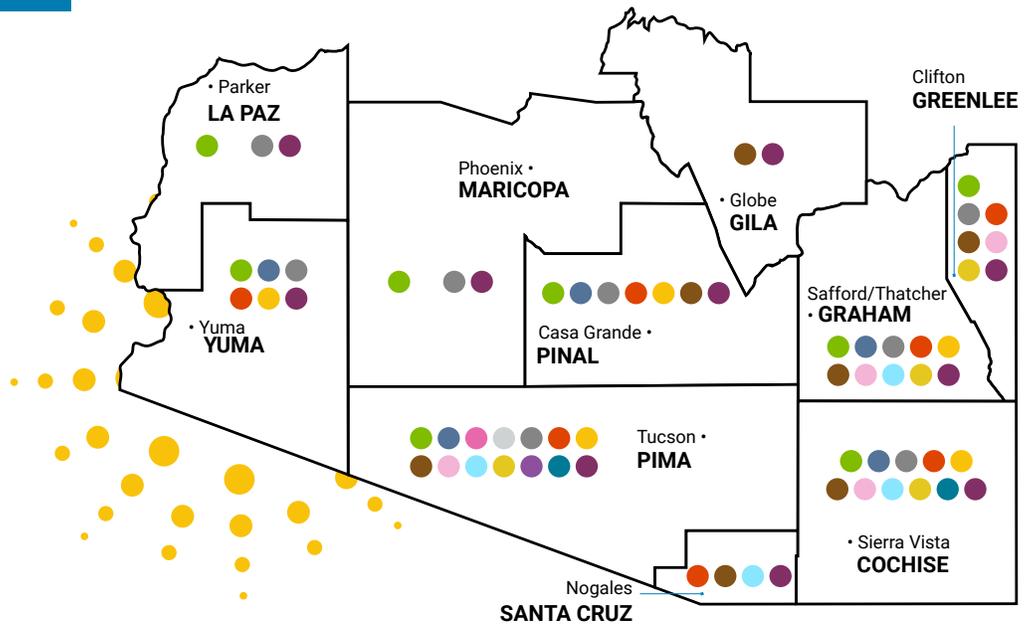


**Steve Guthrie, Chief Executive Officer**

## Services offered in Southern Arizona by county



Easterseals Blake Foundation is dedicated to the vision of a Southern Arizona community where all people live healthy, productive, and independent lives. We serve more than 40,000 individuals and families across 10 counties.



### Behavioral Health

- Outpatient care coordination and therapy for infants, children, families and adults
- Comprehensive psychiatric and medication services
- Therapeutic residential treatment for adults with complex behavioral health needs
- Semi-independent living for adults with serious mental illness
- Family reunification therapy and support
- Behavioral health services for children in foster care

### Child Welfare & Foster Care Support

- Family support and education, including preservation and reunification services
- Inclusive early childhood education
- Professional Development for child care professionals
- Emergency resources for children in foster care (food, clothing, school supplies)

### Transportatio

- Transportation services for individuals who are elderly or have intellectual and/or physical disabilities

### Intellectual, Developmental & Physical Disability

- Residential and rehabilitative services for adults with intellectual and/or physical disabilities
- Job development, coaching and employment support for teens and adults with intellectual and/or physical disabilities
- Supportive day programs and in-home support for adults with intellectual and/or physical disabilities
- Early intervention services for children with complex medical needs

## Sage Ceramics: Handmade Artistry in Clay

Sage Ceramics is one of EBF's Employment and Community Support programs.

Our supported employment programs for adults with intellectual and physical disabilities, allow employees to work closely with job coaches to gain competitive work skills in the field of their choice. Employees also receive technical expertise in adaptive equipment and workplace modifications.

Employees of Sage Ceramics design and manufacture a variety of handcrafted ceramic gift items. This unique program provides participants an opportunity to gain experience and learn occupational skills related to the retail and wholesale industry and is run by supported employees from the Tucson community.



<https://sageceramicgifts.com/>

# Who We Serve



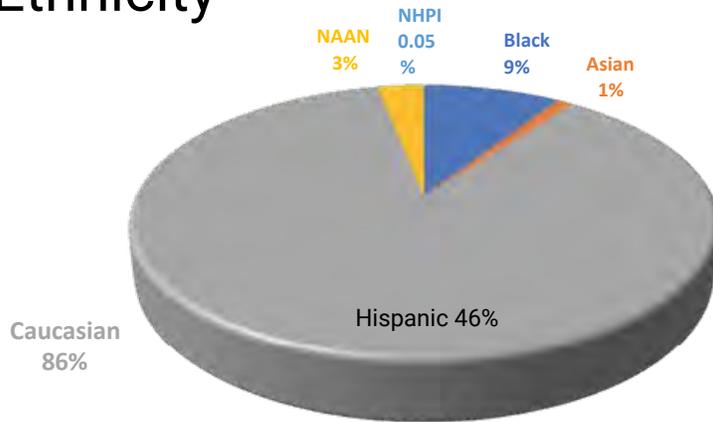
Total Individuals Served  
**16,358**

Total Community Engaged **41,876**

## Gender



## Race & Ethnicity



Have an intellectual or developmental disability  
**18%**

At or below federal poverty line  
**92%**

## INDIVIDUALS SERVED BY COUNTY

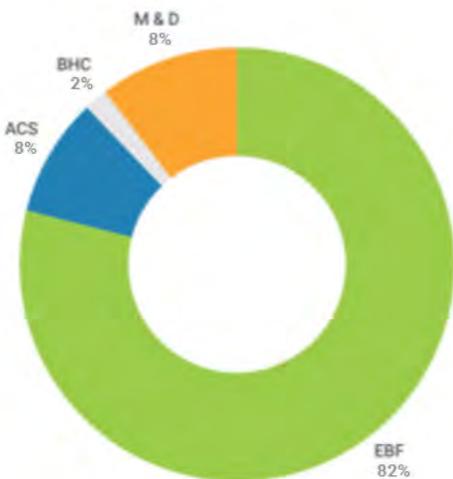
**1,475**  
Cochise

**947**  
Maricopa/  
Gila/Pinal

**10,928**  
Pima

**1,175**  
Santa Cruz/  
Graham/Greenlee

**1,833**  
Yuma/  
La Paz



## Revenue

Easterseals Blake Foundation.....	\$42,340,039
Aviva Children's Services.....	\$3,471,036
Management & Development .....	\$4,627,184
Blake Holding Corp.....	\$1,252,720
<b>Total Revenue.....</b>	<b>\$51,689,979</b>

**Administrative Expenses**  
**7.9%**

\*FY 24

# Because of You



2287 Childcare professionals were trained to build environments inclusive of children with disabilities

3122 Children received developmental screenings

2112 Received Medical Services

373 Families received quality home-based childcare

3841 Children received behavioral health services

216 Pregnant women received in-home support

62 Adults with serious mental illness were supported in independent living settings

51 Adults with intellectual and/or physical disabilities maintained meaningful employment with support of job coaches

91 Adults with intellectual or physical disabilities lived independently in individualized or small group settings



3,700

Children in foster care were provided emergency resources, ongoing family support and/or comprehensive behavioral health services



# Independence

- Group homes for adults and children with intellectual and/or physical disabilities.
- Supportive Living Services for adults with serious mental, intellectual or physical disability.
- Supported employment for adults with intellectual or physical disabilities.



# Inclusion

- Community based day programs for adults with intellectual and/or physical disabilities.
- Inclusive early childhood learning centers.
- Programs to empower childcare centers to build environments inclusive of children with serious mental, intellectual and/or physical disabilities.



# Intervention

- Comprehensive behavioral health for children, adults and families.
- In-Home early intervention services for at-risk children and families.
- Reunification planning for families involved with Department of Child Safety.
- Parenting enrichment classes.
- Nurse home visits for new moms and babies.
- Emergency resources, ongoing family support and comprehensive behavioral health services for children in foster care.



# Impact

A Southern Arizona Community where all people live healthy, productive, and independent lives.



# Resource Program

*Pima, Pinal, & Cochise County*



## Food

Our Resource **Rescue** program brings goods and services totaling more than \$100,000 annually into our programs.

Members in our supported employment program work with a job coach to rescue food, hygiene, and other items that would otherwise be sent to the landfill. These resources are utilized in our programs, reducing program expenses.

We also receive weekly food boxes from GAP ministries for each of our 17 group homes for members with intellectual and developmental disabilities

In Collaboration with the Tucson Firefighter Association & generous community donors, we provided 190 food boxes and 300 holiday gifts to children & families in need over the holidays.



## Community Partners

Include



CARING HANDS OF PINAL COUNTY  
MAKING A DIFFERENCE EVERYDAY



ST. VINCENT DE PAUL  
OF SOUTHERN AZ



Food Donation  
Connection  
Let Nothing Be Wasted



COMMUNITY  
FOOD BANK  
OF SOUTHERN ARIZONA

Project Glimmer

## LEADERSHIP



**Gene Goldstein** • President, Bramic Design Group PPLC  
**James Woodrow** • Treasurer, Law Offices of Jim Woodrow  
**Betsy Bruce**, Journalist  
**Dr. Gabrielle Ficchi**, New Perspectives, LLC  
**David M. Iaconis**, Beach Fleischman  
**Gregory Leiner**, Assured Partners of Arizona, Inc  
**James Maina**, Main Street Executive & Employee Benefits

**Joey Medina**, Journey Payroll & HR Tucson  
**Eric Meyers**, President Emeritus  
**Maria Morlacci**, Assistant Attorney General's Office,  
Tucson Protective Services Section  
**Eric Smith**, First Citizens Bank  
**Jason Smith**, Smith & Wamsley, PLLC  
**Shay Stautz**, Stautz & Stautz Consulting

## EXECUTIVE TEAM



**Steve Guthrie**  
Chief Executive Officer



**Dr. Sally Boeve**  
Chief Medical Officer



**Laura Morales**  
Chief Operating Officer



**Marissa Arendt**  
Chief Financial Officer



**Dina Scalone**  
Chief External Relations Officer



**Megan Wills**  
Chief Community Programs Officer



**Dr. Carly Zies**  
Chief Clinical Officer

# A GUIDE TO OUR PROGRAMS

Live

Blake & Aviva  
Behavioral Health

Cochise, Gila, Graham, Greenlee, La Paz, Pima,  
Pinal, Santa Cruz & Yuma Counties

## Individual Counseling & Family Counseling for Family Members of All Ages

Evidence-based counseling offered to children, families, and adults. All services are designed to meet the needs of the individual and family, ensuring that members receive quality care. Trained clinicians focus on strengths to support members and families through life transitions, behavioral concerns, and/or behavioral health and substance abuse challenges. Play-based therapy and developmentally appropriate therapy interventions are utilized for young children.

Aviva Children's Services offers behavioral health services to children currently in foster care.

### Therapeutic Modalities for Children & Families (Birth -5) include:

**Parent-Child Relationship Therapy:** An attachment-focused therapy that strengthens the bond between a caregiver and child. Caregivers include biological parent, foster parent, adoptive parent, or kinship placement.

**Child-Parent Psychotherapy:** is an evidence-based, dyadic, attachment therapy for children aged birth through 5 years, who have experienced significant trauma caused by abuse, neglect or other unresolved pain. The child is often exhibiting behavioral or emotional problems, including symptoms of post-traumatic stress. CPP treats the parent (or caregiver) and child together to address the trauma and/or issues regarding the parent/child relationship in a safe and nurturing environment.

**Nature-Based Therapy:** Nature-based therapy provides multi-sensory opportunities to interact with the natural world, to explore relationships and build insight while motivating positive behavior change. For children 6-17 and adults.

**Individual Therapy:** A play based therapeutic approach for children three and older (as developmentally appropriate) used to address a wide range of behavioral and emotional concerns connected with single, multiple and complex traumatic experiences. Individual therapy also assists young children in developing functional coping skills, including healthy feeling identification and expression



## Therapeutic Modalities for Adults include:

**Individual Counseling:** Goal-focused treatment to help adults safely address any behavioral health concerns. Individualized therapy plans may include addressing past trauma, sobriety and recovery goals, and developing coping skills to manage the stressors of life.

**Early Recovery Skills (ERS):** Based on the Matrix Model, participants learn essential skills for establishing abstinence from drugs and alcohol. Sessions teach strategies and practices to assist clients with behavior changes that support abstinence. To benefit fully from treatment, participants are encouraged to also join 12-Step or other recovery-based groups.

**Relapse Prevention Group (RP):** Based on the Matrix Model, these sessions are forums in which people with substance use disorders share information about relapse prevention and receive assistance in coping with the issues of recovery and relapse avoidance. The group is based on the premise that relapse is not a random event and the process of relapse follows predictable patterns. Signs of impending relapse can be identified by staff members and clients. The setting allows for mutual client assistance within the guiding constraints provided by the counselor. Clients heading toward relapse can be redirected, and **Psychiatric Services- All Ages** those on a sound course to recovery can be encouraged. Licensed medical providers provide comprehensive bio-psycho-social-cultural evaluations for mental health concerns. In collaboration with member teams, they help develop treatment plans and recommendations to provide ongoing monitoring and support for members' overall health & wellbeing.

## Residential Services

**Behavioral Health Residential Facilities (BHRF):** Residential services for adults requiring a higher level of care following a behavioral health crisis. Members do not meet the criteria for level-one inpatient services but need additional behavioral health crisis stabilization. Services include individual counseling, group and family counseling, crisis management, substance abuse education, assistance in the self-administration of medicine, and daily living skills.

**Semi-Independent Living**

Community-based semi-independent living program for adults in need of additional support to live independently. Staff members focus on activities that promote the member's ability to live independently through developing a routine to manage medication, gain employment and meaningful activities, and practice daily living skills.

**Adult Day Services**

Graham & Pima Counties

Day programs for adults with intellectual and/or physical disabilities. We utilize a person-centered approach, emphasizing independent living skills, implementing therapy plans and social/leisure activities to foster community involvement. Members are given ongoing training and support to encourage independence.

**Employment Services**

Cochise, Graham, Greenlee, Pima, Pinal & Yuma Counties

Employment services help adults prepare for, find, and retain meaningful employment. Members are supported to identify employment goals, overcome barriers to employment and appropriate training. Job course professionals teach basic computer, resume writing, and interview skills as well as employment search strategies. Work adjustment training, vocational rehab programs, and a Job Club Group may also be available.

**Transportation Services**

Cochise, Graham, Greenlee, Pima & Santa Cruz Counties  
Door-to-door transportation to maintain consistent access to community services, day programs, employment, medical and service appointments, educational and recreational activities, and social engagements for individuals with intellectual and/or physical disabilities. Elderly and low-income individuals who require accessible transportation can also access transportation services as available.

**Community-Based Residential Homes**

Cochise, Pima & Santa Cruz Counties  
Fifteen community-based, licensed group residential homes for adults with moderate to severe intellectual and/or physical disabilities throughout the Tucson area where adults (ages 18 to 80) receive individualized person-centered support and treatment strategies to ensure each person served can live, work and play in their community. Designed by the member and their team, service plans are developed based on the needs and desires of the member and their family/guardian when appropriate. Services include rehabilitation, room and board, as well as transportation. Supervision and support by trained direct support professionals are available 24 hours a day, seven days a week.

**In-Home Support Services**

Graham, Greenlee & Pima Counties

In-home assistance for individuals with intellectual and/or physical disabilities who live independently in their own home or with their family/caregiver. Focuses on meeting essential personal and physical care needs, as well as basic home management. We also offer relief to primary caregivers by providing supervision, assistance with activities of daily living, community integration, and recreational activities.

**Individually Designed Living Arrangements**

Pima & Graham Counties

Person-centered residential support for adults with intellectual and/or physical disabilities living in their own homes. Coaching/assistance with independent living skills including personal care, budgeting, bill paying, menu planning, grocery shopping, home upkeep, transportation, and community involvement. Support ranges from a few hours each week to 24-hours.

**Family Support Systems****Aviva Children's Services**

Community, Outreach, Resource, and Education Program, CORE: Short-term program focusing on assisting foster families to connect with services and resources in the community. CORE also provides in-home support and guidance on how to navigate the Department of Child Safety, behavioral health, and educational systems. CORE is child and family focused, with the goal of helping stabilize the child and family unit.

**Resource Closet**

Our clothing and resource closet offers new and gently used clothes, new socks and underwear, hygiene kits, household cleaning kits, school supplies, and other essential items.



### Early Intervention

This program provides support and training in behavioral therapeutic activities and early intervention to professionals and families with children engaged with the Arizona Department of Child Safety who have special needs and/or behavioral concerns.

### Family Connections

A community-based model that works with families in their homes in the context of their neighborhoods to help them meet the basic needs of their children, prevent child maltreatment, and/or eliminate danger. Families receive community resources and parenting education support to help parents safely care for their children.

### Parents as Teachers

Cochise, Pima & Yuma Counties  
Home visitation services for families who are expecting a child or have preschool-aged children. Personalized support including practical, hands-on activities and techniques that promote early learning, knowledge, and understanding important developmental milestones.

### Parents as Teachers—Children with Special Needs

Pima & Yuma Counties  
In-home family support for children birth to age 5 who are not eligible for the Arizona Early Intervention Program but exhibit developmental and/or medical challenges.

### Early Head Start

Cochise, Graham, Greenlee & Pima Counties  
Home visitation services that include coaching; health and developmental screenings for children; parent engagement activities; and community referrals for families with children birth to five who may have mild to moderate developmental delays.

### Parent Education Groups

Pima County  
Utilizing the Incredible Years and Conscious Discipline curriculum, parenting classes increase families' awareness of positive parenting, child development, and knowledge of available supports to enhance their child's overall well-being and development.

### Nurse-Family Partnership

Pima, Gila, Graham & Yuma Counties  
Comprehensive voluntary home visitation program for first-time, high-risk mothers who are paired with a registered nurse when the mother is pregnant through the child's second birthday. The nurse provides support and education to the mother and child including developmental screening, basic health monitoring, and referral information to the mother as appropriate.

### High-Risk Perinatal Program

Cochise, Gila, Graham, Greenlee, Pinal, Pima & Santa Cruz Counties  
Community nursing services are provided to facilitate the transition of the child and family from the Newborn Intensive Care Unit to their home and community. Periodic monitoring of the child's medical and developmental needs identifies infants who would benefit from referrals to other early intervention programs. Through these home visits, the family receives support and education, as well as referral to appropriate community resources.



Learn

## Inclusive Early Childcare Centers

### Children's Achievement

Tucson, AZ **Center**  
Full-day and full-year care for children ages eight weeks to five years. This center is nationally accredited through the National Association for the Education of Young Children (NAEYC). Head Start services provided.

### Signal Peak Early Learning Center

Coolidge, AZ  
Full-day and full-year care for children ages two to five. This center is nationally accredited through NAEYC. Head Start services provided.

### Palomita Children's Center

Safford, AZ  
Full-day and full-year care for children ages one to five. This center is nationally accredited through NAEYC. Head Start services provided.



# Incredible Years Parent Education

Cochise, Graham, Greenlee, La Paz, Maricopa, Pima, Pinal, Santa Cruz & Yuma Counties The leading national evidence-based early childhood development training program for parents of children ages birth to 12. Parents learn how to establish clear and predictable routines, practice self-care, and positive discipline to manage misbehavior, promote children's emotional regulation, social competence, problem solving, reading, and school readiness.



Play

## Work

## Childcare Professional Development

### Inclusion

Yuma County  
Offers early childcare and education centers training and coaching to improve and maintain family-centered and quality inclusive programs for children. Services include assessment, goal planning, site visits, training, and skill building through targeted coaching assistance.

### AZ STEPS: Arizona Statewide Training and Technical Assistance for Expulsion Prevention Support

Cochise, Graham, Greenlee, Pima & Yuma Counties  
Mental health professionals provide community-based training around the needs of vulnerable children at-risk for expulsion from their childcare center.

### Community of Practice

Pima County  
High-quality professional development for childcare providers utilizing the Partnerships for Inclusion curriculum and The Center on the Social and Emotional Foundations for Early Learning (CSEFEL) Infant-Toddler curriculum. Participants are expected to engage in training, on-site coaching, and mentoring opportunities. Community workshops are also available.

### Smart Support

Cochise, Graham, Greenlee, Pima, Pinal & Yuma Counties  
Mental health consultation for childcare providers to address the social-emotional needs of children and to build staff capacity.

### Quality First

Cochise, Pima & Santa Cruz Counties  
Quality Improvement program for childcare providers. Services include coaching consultation, quality improvement planning and financial incentives.

## Supported Employment Programs for Adults

Cochise, Graham & Pima Counties  
Supported employees work closely with job coaches to gain competitive work skills in the field of their choice. Employees also receive technical expertise in adaptive equipment and workplace modifications. Worksites include Sage Ceramics Studio, Freeport McMoran Copper Recycling Program, Main Street Cafe and Banner Medical Center.

## Respite Services

### Respite for Caregivers of People with Developmental Disabilities

Graham, Greenlee & Pima Counties  
Caregivers who participate in the care of the person with developmental disabilities occasionally need a break. Respite services may include: providing non-medical health care, preparing or assisting in the preparation of meals and in eating, providing opportunities for community integration and involvement, providing opportunities for leisure, play, and other recreational activities, providing opportunities for the individual to make choices with regard to his/her daily activities. Respite is available on an hourly or daily basis, depending on the family's needs and the Arizona Division of Developmental Disabilities' authorization. There are several options where respite may be provided including at the individual's home, at the respite care provider's home, or in a community setting of the family's choice. This decision is made in consultation with the family.



# Community Partners

continued...

ACE Hardware Oro Valley	Albertsons-Safeway-	Kappa Delta Phi (Mu Gamma Chapter)
Vons Foundation		Kohl's
Alfred and Harriet Feinman Foundation	Amazon	Lambda Chapter of Delta Kappa Gamma Society
Arizona Community Foundation		Linden Distributing DBA SouthernArizona Distributing
Arizona Department of Economic Security		Margaret T. Morris Foundation
Arizona Department of Education		Marine Toys for Tots
Arizona Department of Health		Meridian Wealth LLC
Arizona Helping Hands		Mesquite Quilters
Ashley Charitable Foundation,LTD.	Avanguard	Miramonte Dental
GeneralContracting Llc		Nurse Family Partnership
AZ Commission on the Arts		Omicron Alpha Delta Kappa
AZGT Cooperative		Park Senior Villas
Bayada Home Health		PEO Chp AD
Black Rock Coffee		PepsiCo
Border Patrol		Petsmar t
Bruce Foundation		Pima Community College PD
Bunco Paralegals		Prince Rd Distribution LLC
Caliber Group		Proactive PhysicalTherapy
Calixtro		RanchoDel Cobra HOA
CarondeletHealth Network		Raytheon
Casa Amigas Sewing Group Tucson		RWC Idealease, LLC
Casa de Los Niños		Satori Charter School
Casa Marana		Sigma Sales Co., Inc.
Cathey's Sewing and Vac		Snap Finance, LLC
Catholic Foundation		Snow Dodgers Rock Shop
Daily Fresh Distributing, Inc.		SouthwestHuman Development
Diamond Ventures, Inc.		Sundt Foundation
DiPeso Realty		SynchronyFinancial
Dollar General (Catalina location)		The Copper State Herbal Center, Inc.
Elliot Electric		The Roy H Rogers Foundation Trust
Enterprise Holdings Foundation	Fifty-Something	Threads of Connections
Homemakers		Tucson Classic Chevy Showdown
First Things First		Tucson EmbeddedSystem
Flying Needles of Marana		Tucson Fire Fighters Association
Heart Works of St. Marks United Methodist		Tucson LocalMedia
Helping Hands Crafters		Tucson OsteopathicMedical Foundation
HS Lopez Family Foundation		Tucson Roadrunners
iHeart Radio		U of A Ice Cats
International Associationof Machinists and		VIP Mortgage
AerospaceWorkers		Wild West Modder
IronwoodDermatology		Xi Delta Tau