



ANNUAL REPORT 2023



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Message from our Leadership

I want to express my sincere gratitude to our employees, volunteer, clients, funders, donors, foundations, government agencies, and the community for their unwavering support of our mission and services. I am delighted to share with you some of our notable achievements in the year 2023. Consejo achieved a significant milestone by making a substantial capital investment and successfully implementing behavioral health services in Mount Vernon. This marked a significant milestone for us as we continued to expand our reach to serve more communities. Additionally, we invested \$2.8 million to renovate our Tacoma facility, providing a more conducive environment for our clients.

In the same year, we partnered with 44 colleges and universities to provide internship opportunities to behavioral health students, furthering our dedication to developing the next generation of professionals in the field. We also served 34 school districts across the different regions where we operate, providing critical support to students in need. Furthermore, we provided therapeutic court services in Mason, Thurston, King, and Skagit Counties, which has helped improve the quality of care for behavioral health clients in these regions.

We celebrate these achievements, knowing they have contributed to our continued success in providing quality behavioral health services to our clients. We remain committed to our mission of improving the quality of care for individuals and families in need and look forward to continuing to make a positive impact in the communities we serve.

In 2023, Consejo secured significant funding and partnerships to expand its services:

- Received \$600,000 in grants for domestic violence and wellness services, including \$400,000 from OVW and \$200,000 from Esperanza USA.
- Advocacy efforts resulted in a \$500,000 funding from the City of Seattle for counseling services in 2024.
- Secured \$200,000 from United Healthcare for a wellness program in Pierce County, offering naturopathic medicine, yoga, Zumba, and other activities.
- Hosted its Annual Youth Leadership Conference, attended by over 250 youth from various school districts, offering educational and employment opportunities.
- Received \$80,000 in funding from King County and Amerigroup for the "Thrive Together Summer Youth Program," offering therapeutic and recreational activities in multiple regions.

As of 2023, Consejo is the proud official owner of the following housing buildings: Villa Esperanza, Mi Casa, and Las Brisas del Mar. Consejo owns the following outpatient facilities: Renton, Shelton, Graham, Tacoma, South Park, and Mount Vernon. We are very proud of all our accomplishments; we could not have done it without your support.



Mario E. Paredes

Executive Director

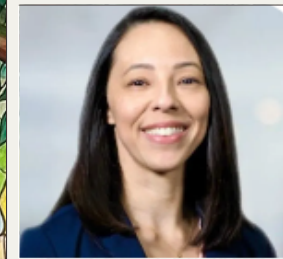
INTERNSHIP PROGRAM

Consejo's internship program provides training opportunities for students at an undergraduate and graduate level and for those pursuing a Chemical Dependency certificate. At an undergraduate level, we offer foundational opportunities in behavioral health that include exposure to the delivery of case management services. Students also gain administrative experience through care coordination and community outreach. Graduate-level internships generally include students enrolled in Social Work, Mental Health Counseling, or Marriage and Family Therapy Programs in need of completing clinical hours to meet their academic program requirements. We also offer opportunities for those seeking to work with Substance Use Disorders.

Melanie Lainez, our Internship Program Manager, joined Consejo in 2007 as an HIV/AIDS Medical Case Manager. During her time in this role, she noticed a significant lack of mental health services for low-income minority communities. As a personal first step towards addressing this need, she decided to pursue a degree in Marriage and Family Therapy (MFT). With her degree and experience as a licensed MFT, she began to supervise and mentor others. This experience allowed her to gain additional insights into the shortage and quality of behavioral health providers for marginalized communities. Overall, the desire to alleviate human suffering and promote social well-being, particularly within historically underserved communities, combined with her passion for the training of future clinicians, led to the establishment of Consejo's official Internship Program.

Under Melanie's guidance, this program strives to provide students not only practical experience related to their academic programs but also high-quality training to learn interpersonal skills and competencies required for employment. Our ultimate goal is to increase the number of well-trained behavioral health providers who work in community behavioral health, ensuring everyone has access to the highest quality of behavioral health services. We strive to enhance diversity in the workforce with respect to race and culture. To achieve this, we actively seek partnerships with academic institutions that offer a variety of programs in counseling, social work, and marriage and family therapy, at both undergraduate and graduate levels. Consejo has increased the number of diverse providers available in our region by providing high quality training, supporting career pathways to employment, and expanding our higher-education networks.

Our organization has partnerships with 44 schools across the nation. We offer training opportunities working within a wide range of behavioral health issues in historically underserved communities.



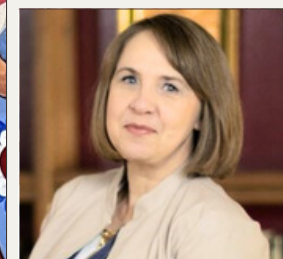
Melanie Lainez - Professional Development & System Transformation Regional Manager



**Maria Betancourt
Seattle University
CFT Intern 2023**

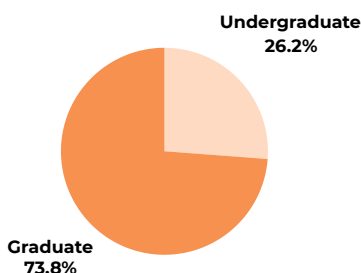


**Michael Lott
University of Texas at Austin
MSW Intern 2023**

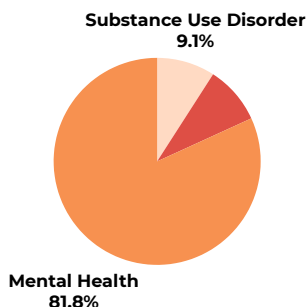


**Amy Gardner
Grand Canyon University
MSW Intern 2023**

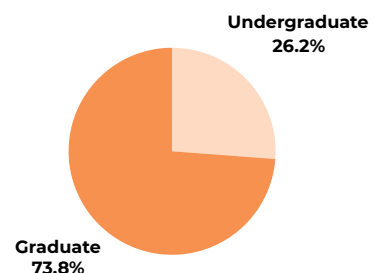
PROGRAM SNAPSHOT



In 2023, Consejo hosted 42 student interns.



Interns by program, Fall 2023



Interns to Employees, as of December 2023.



TOGETHER SUMMER PROGRAM

Consejo's Youth Program was awarded \$50,000 by King County to implement a summer full of activities to reengage youth in outpatient services. Our Thrive Together Summer Youth Program achieved remarkable success, actively engaging 226 unique youth in behavioral health services throughout the summer therapeutic activities. Our approach encompassed a variety of activities, including individual, group, and recreational components. Traditionally, behavioral health services for youth tend to go down during the summer. However, this summer June 2023-September 2023, we conducted an impressive total of 2,171 service encounters. This is overall increase of 10.42% in service encounters during the summer compare to 2022. Additionally, Wellpoint donated \$30,000 to help support our summer activities in the Pierce, Thurston, Mason, and Skagit regions.

The program provided behavioral health services and a nurturing environment to address behavioral health challenges and emotional well-being. This, in turn, empowered youth to better cope with depression, addictions, stress, anxiety, and emotional difficulties, ultimately enhancing their overall mental health. Our program actively promoted the development of positive relationships among peers, recognizing the vital role of social connections in well-being. These relationships not only provided emotional support but also reduced feelings of isolation, significantly contributing to an improved quality of life.



Through a combination of recreational activities and psychotherapy youth groups, participants experienced substantial personal growth. They acquired new skills, uncovered their strengths, and developed a profound sense of accomplishment, which in turn positively impacted their self-worth and overall life satisfaction.

Keeping youth engaged during the summer not only deterred high-risk behaviors but also instilled a sense of purpose. Remaining active and involved in meaningful activities significantly enhanced their quality of life. The program played a pivotal role in reducing depressive symptoms, anxiety, social isolation, overdose, as well as steering youth away from high-risk behaviors such as drug use and community violence, thereby creating safer, healthier, and more fulfilling lives. It effectively reduced the negative impact of these behaviors on their overall quality of life.

Moreover, the feedback we received from the youth was impactful. Many of them expressed that they never imagined participating in such activities, due to parents' work-related constraints, poverty, lack of transportation, time constraints, or knowledge of activities available. One Latina youth said the following, "I don't remember the last time I felt like a kid." This quote and many others underscore the program's profound influence in rekindling a sense of youthful joy and freedom among the youth, thereby enriching their quality of life.



ANNUAL YOUTH CONFERENCE



The 2023 Consejo Youth Leadership Conference, held on June 3rd at Surprise Lake Middle School, was a remarkable gathering that brought together over 250 youth and volunteers from a wide range of backgrounds, representing school districts from Lynden to Grays Harbor, WA. Congresswoman Marilyn Strickland, a one of our keynote speaker, captivated audiences with her inspiring narrative, delivering messages of resilience and determination. The conference was organized by a dedicated youth committee and community members, who played a crucial role in shaping the conference's agenda and ensuring it addressed the specific needs and interests of its attendees. This event served as a catalyst for learning, growth, and connection among young individuals eager to make a positive impact in their communities.

With the generous support of five managed care organizations, government agencies, and private sponsors, attendees were presented with invaluable educational, training, and employment opportunities. Motivational speakers.

Throughout the conference, participants engaged in a diverse array of workshops covering critical topics such as mental health awareness, mindfulness training, LGBTQ+ gender identity, sobriety and substance use prevention, opioids education, suicide prevention, coping with trauma, healthy relationships, and sexual assault awareness education. These sessions provided practical tools and resources to empower youth to navigate challenges and foster positive personal development.

The event fostered personal growth and also facilitated meaningful connections among attendees, enabling them to build supportive networks and forge lasting friendships. By equipping young individuals with the knowledge, skills, and resources needed to thrive, the 2023 Consejo Youth Leadership Conference played a pivotal role in shaping the future leaders of tomorrow and creating a brighter, more inclusive community for all.

Youth Violence Prevention

AMOR & APOYO Programs



In the year 2023, the A.M.O.R. and A.P.O.Y.O Youth Violence Prevention programs successfully collaborated with the King County Probation office, state and county courts, local defense attorneys, Latinx Community Accountability Boards, Seattle Metropolitan schools, and other social service organizations to offer comprehensive care to at-risk youth. Our staff provided support groups, education on Alcohol and Other Drugs (AOD), mentoring, and employment preparation to over 40 youth clients housed in the Seattle Juvenile Detention Facility. Our organization has also played a pivotal role in providing mental health referrals, social services, interpreter services, advocacy, culturally appropriate support groups, housing placement assistance, and transportation accommodations to medical and therapy appointments. Notably, four youth clients were released from Juvenile Detention in September, and all four have since re-enrolled in high school and are currently receiving SUD counseling. These individuals have committed to living a sober lifestyle. One of our youth clients secured a job at UPS and is now celebrating eight months of sobriety. Upon graduating from high school, he intends to establish his own shoe store.

New partnerships

The A.P.O.Y.O and A.M.O.R programs established a partnership with The Urban League of Metropolitan Seattle (ULMS). YVP staff and ULMS will work closely with mutual clients to collectively provide essential assistance and support, particularly in electronic home monitoring. This collaborative effort aims to ensure that youth undergoing EHM supervision receive the necessary support and remain actively engaged in positive activities during this period. This partnership will aspire to enhance the well-being and prospects of the youth we serve.

College tour

Recently released at-risk youth were taken on a college information session and tour. It was a surreal experience for them as they stood in the courtyard of Seattle University, which was located just 1000 yards away from the juvenile center where they were once incarcerated. During the tour, a client expressed their desire to attend college, stating, "This whole trip really makes me want to go to college. My family would be shocked and happy to see me here." Another client had previously spent several months in secure juvenile detention and was later sent for inpatient mental health treatment. Despite these challenges, after their release, they obtained their General Educational Development (GED) and expressed an intention to join the military. Following their participation in our program, they expressed readiness to make constructive changes in their lives, underscoring a desire to avoid returning to jail and to learn from their mistakes. This experience is one of several examples of how our program has provided at-risk youth with an opportunity to get back on track and lead a sustainable lifestyle. The tour allowed them to envision a brighter future, pursue higher education, and explore career paths. As a program, we are committed to helping at-risk youth achieve their full potential and become positive contributors to society. Overall, the tour left a profound impact on the group. It provided them with a glimpse of what their futures could hold. The trip instilled a newfound sense of hope and motivation to pursue their dreams.



DOMESTIC VIOLENCE

Throughout 2023, we have witnessed exemplary tenacity from the women in need of our program aid. Seeking a protection order is an intimidating process for survivors, they have many trepidations. Our advocates equipped clients with the resources they needed to support them throughout each step. Advocates served as supporters, interpreters, and imparted necessary legal information imperative to the success of their cases. It is a difficult process for a survivor to recount the incidents of violence for the court. Advocates prepared many survivors for their court hearings and attended for moral support. Once clients receive the approval of their protection orders, they were put on track to obtain temporary housing at shelters or transitional housing units. Our clients have expressed gratitude for our assistance, emphasizing that they now feel at peace and ready to embrace the new opportunities that life has to offer. These women have fought for their freedom and no longer feel trapped by their tumultuous relationships.

COMMUNITY OUTREACH

As part of our commitment to providing holistic care, we have partnered with the Multi-Service Center to provide food boxes and other essential items to our residents and their children. We have also joined forces with Fabulosity and Project Glimmer to empower our mothers with makeup. We believe acts of kindness can go a long way in boosting the self-esteem and confidence of our residents. With the holiday season fast approaching, our DV staff begin preparations to ensure that our residents feel cared for during this potentially challenging time. To this end, we ensure that every child in our residences receives gifts for Christmas, as we strongly believe that every child deserves to experience the joy of the holiday season.



PERSONAL TESTIMONY

Our client, a Hispanic 42 year-old female, is a victim of a calamitous childhood. As an infant, she lost her left eye to her mother, who abused her greatly. She sought Consejo after leaving a violent partner, who forced her to relive a life of agony. Once in touch with our program staff, she was immediately placed in a confidential hotel while we awaited approval for her to move her to our temporary housing apartment. Jane found herself questioning whether she truly deserved the life she was living, despite her hard work and achievements. She confided in her therapists, who devotedly supported her through her internal struggles. They spent long hours working together to help her overcome her insecurities and self-doubt, taking great care to reaffirm that she was worthy of happiness and all the good things life has to offer.

COMMUNITY VIGIL

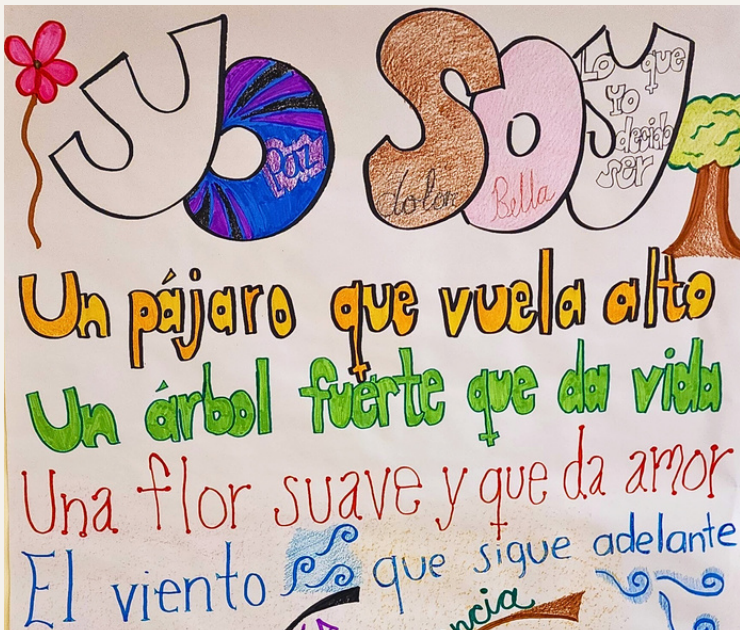
On October 18, a community vigil was held to honor the memory of women who lost their lives to domestic violence. Attendees shared prayers and a moment of silence.

Every year, thousands of lives are lost to domestic violence. As we observe Domestic Violence Awareness Month, we pay our respects to the 53 victims murdered by their abusers in the state of Washington in 2022.

Sexual Assault Services

Sexual assault is a traumatic experience that can have a profound and long-lasting impact on the victim's life. Violated boundaries can lead to a sense of detachment from the body, hindering the restoration of a healthy balance between mind and body. In recognition of this, the Consejo program offers a range of services designed to help survivors heal and regain their sense of self.

Our staff facilitates a variety of therapeutic art workshops, wellness classes, nutrition classes, and mindful yoga sessions, all aimed at helping survivors reconnect with their bodies and achieve a greater sense of calm. Survivors who have participated in these programs report feeling a greater sense of grounding and overall well-being. At Consejo, we recognize that each survivor has unique needs. As such, we offer individual therapy and support groups for people of all genders. Our holistic approach is designed to identify and address all of the overlapping needs of survivors. In 2023, we addressed a dire housing need among our program participants, recognizing the importance of safe, stable housing in the recovery process.



One of the new programs we have established is a support group specifically for male survivors. This group provides a safe space for men to speak about their experiences and emotions without fear of shame or guilt. Our support groups help survivors socialize, empathize, understand the impacts of abuse, and rebuild their self-esteem. In addition to our direct services, we are committed to raising awareness about sexual assault and the resources available to survivors. To this end, we participate in Latino community events and resource fairs to share information about our sexual assault confidentiality practices, victim's rights, legal options, and how to refer survivors to our services. We also create informative videos about sexual assault to educate the community.

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Starting at the age of 9, I was raped for two years. My mother was unsupportive of my claims. After a while, I began to blame myself for the abuse. I tried to commit suicide. I decided to seek therapy to heal, be present for my children, and learn to forgive my mother. Participating in therapy and support groups has allowed me to gain the strength to share these words. Now I raise my voice as a survivor so that I can be the change our community needs. I invite you to make that change you want to make, the help is there, it is up to you to take advantage of it. Today I smile again. I create new and meaningful memories with my children. I am still learning to reconcile with my inner child and to heal with an open mind.



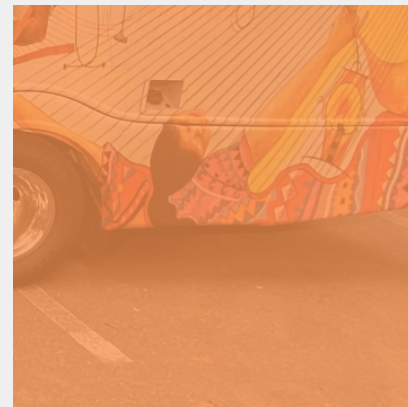
King County Behavioral Health

Our Mobile Rural & Outreach Program was established in August of 2023 to expand behavioral health services in remote rural regions in King County. Since then, we have organized nine outreach events in Enumclaw, Maple Valley, & Vashon Island, reaching an estimated 206 individuals. Our "Consejo on Wheels" initiative is a program designed to bring our behavioral health services to the people who need them most. We are committed to collaborating with the communities we serve to improve the well-being of every client. To achieve this, we have planned a series of behavioral health presentations that will be held at various locations in the Puget Sound region, including the Vashon Library, Maple Valley Library, Enumclaw Library, Tahoma Wellness, ECEAP, and the PAVE program. We recognize that many clients face obstacles in accessing our services, such as transportation, stigma, or language barriers. To address these issues, we provide bilingual services that are culturally sensitive and responsive to the needs of every client. Our team of licensed professionals is dedicated to providing high-quality care to every individual we serve. We work closely with clients to develop a customized treatment plan that meets their unique needs and goals.



206

people
reached in
deeply remote
rural areas.



Our launched mobile wellness van serves as a cultural bridge and promotes awareness about mental health services in the communities we serve. This van is staffed by a team of experienced professionals who provide a wide range of mental health services. We are committed to breaking down the barriers that prevent clients from receiving the care they need and deserve. Our goal is to provide equitable care that is accessible, culturally responsive, and effective in improving the wellness of every client we serve.

North Sound Behavioral Health

In 2023, our Mount Vernon team continued cultivating relationships with community organizations and expanded our invaluable services. We proudly provide compassionate and effective care in our Skagit counties for marginalized communities. We are grateful for our partnerships with the Mount Vernon and Burlington-Edison school districts. We provide direct care to students at three schools within these districts. Our team educates students on mental health and substance use recovery. Consejo also has a dedicated Mental Health Professional providing assessments and therapy at schools in the Sultan school district. Our programs received a new grant that supported the implementation of new mental health recovery groups. One group focused on supporting the caregiver-child relationship and practicing strategies for calmer communication. Another therapist started an inter-partner violence recovery group. This group of women built a strong community of support by sharing intimate moments together as they heal.

Our SUD program includes multiple IOP and OP groups. These groups are available for both youth and adults in English and Spanish. Our therapists have witnessed astounding stories of Our SUD program includes multiple IOP and OP groups. These groups are available for both youth and adults in English and Spanish. Our therapists have witnessed astounding stories of recovery from substance abuse.



Consejo is grateful for our partnerships in the North Sound region. To best serve our communities, we collaborate with Skagit County Therapeutic Courts, San Juan Courts, Triumph Teen Center, Community Action, several school districts, communities of faith and many other community organizations. Our team has conducted outstanding outreach by participating in local community events and health resource fairs.



CLIENT TESTIMONY

Our Client, Mr. Mendoza, sought our services to address his severe panic attacks. Earlier this year, he was a victim of a burglary. After this incident, his anxiety worsened, and he had constant feelings of worry about the safety of his home. He began experiencing symptoms of insomnia and irritability, causing him to engage in unhealthy habits that harmed his relationship with his family. With his symptoms becoming unbearable, he contemplated dropping out of school. Our therapists immediately began psychoeducation to remediate his symptoms. His therapist informed him of trauma responses, managing the body's physiological responses, and guided self-talk to return to a calm state. His commitment to therapy at Consejo has improved his rest, strengthened his family relationships, and allowed him to confidently finish school. We are proud of you, Mr. Mendoza.

Pierce County & Thurston-Mason Behavioral Health



Pierce County

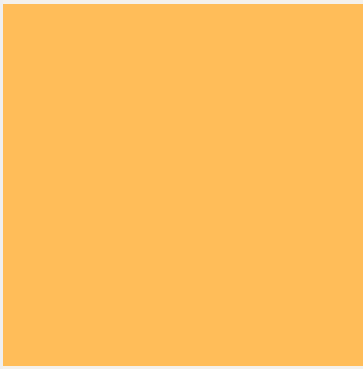
In 2023, Pierce County's Integrated Behavior Health programs witnessed significant growth, driven by increased demand from local school districts for mental health and substance use support. Our staff actively addressed pressing issues such as mental health challenges, suicide prevention, and the alarming rise in school vaping and fentanyl use through tailored presentations to middle and high school students and faculty. Despite challenges presented by the limited transportation infrastructure in East Pierce County, our decentralized service delivery model ensured equitable access to behavioral health services for remote communities. Furthermore, the completion of our construction project in Tacoma marked a significant milestone, enabling us to hire more personnel, increase the number of providers, and ultimately serve a larger number of individuals in need within the community.

During the summer of 2023, our Graham Behavior Health adolescents, supported by the Thrive Wellpoint funding grant, engaged in a variety of enriching activities including nature hikes, zoological trips, sporting events, water sports, and horseback riding. These outings provided crucial opportunities for mental health and substance use disorder program participants to socialize and thrive.

Thurston- Mason County

In Mason County, Consejo has forged impactful collaborations with various communities and school districts, including the Indigenous Guatemalan community in North Belfair through the North Mason School District, as well as partnerships with Pioneer, Shelton, Grapeview, and Yelm schools. We cultivate a sense of cultural pride, understanding, and student motivation, bolstered by services such as social skills therapy and parenting workshops, thereby fostering a more empowered community.

Moreover, our commitment to serving the region is further demonstrated by the extension of therapeutic court services to Mason and Thurston Counties. This expansion broadens our impact, enabling us to provide vital support and specialized care to individuals in need, addressing their behavioral health needs and promoting positive outcomes within the judicial system.



Our Network

The following is a visual map of the regions Consejo serves. Our network is expansive. Originally established in Seattle, WA now serve 12 locations.



IMPACT SNAPSHOT

12

Locations

44

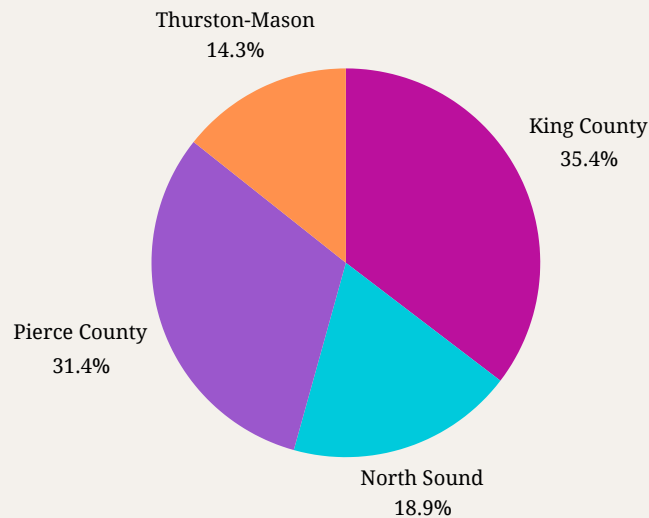
Partnerships with colleges and universities across the U.S.A

34

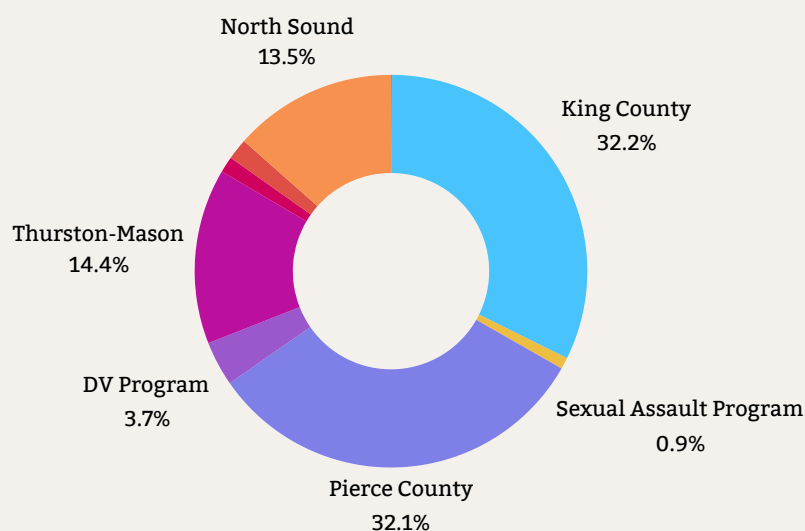
School Districts Partnerships

SERVICES 2023

CLIENT COUNT: 8,371



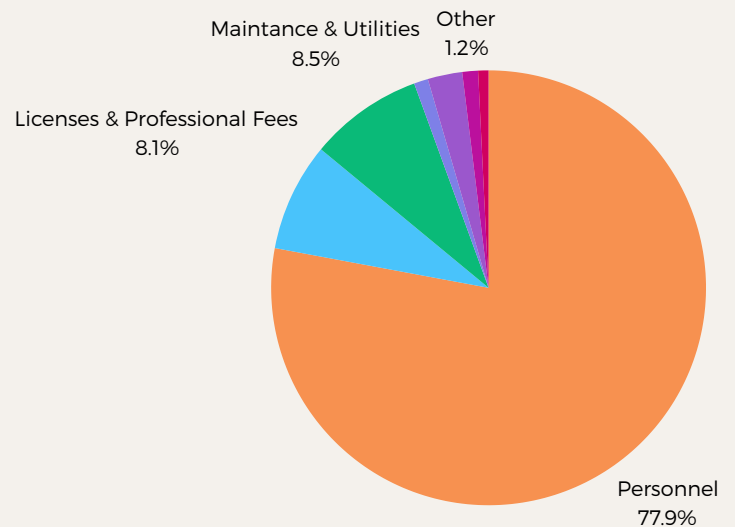
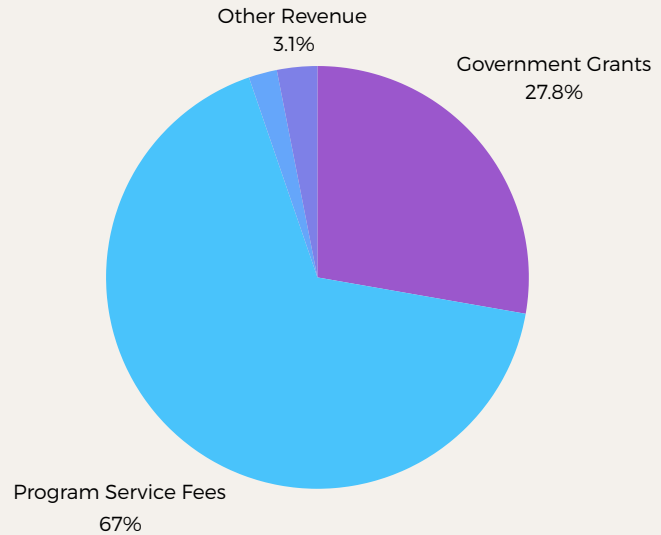
SERVICE HOURS IN 2023: 108,605



FINANCIAL STATEMENTS



17.5 M TOTAL REVENUE

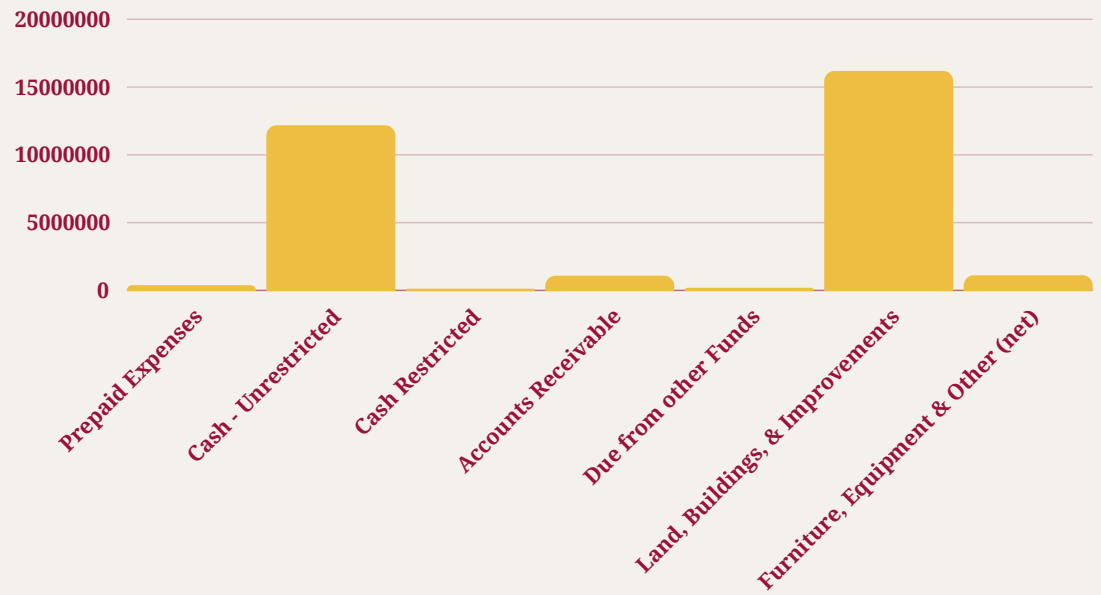


16.0 M EXPENSES

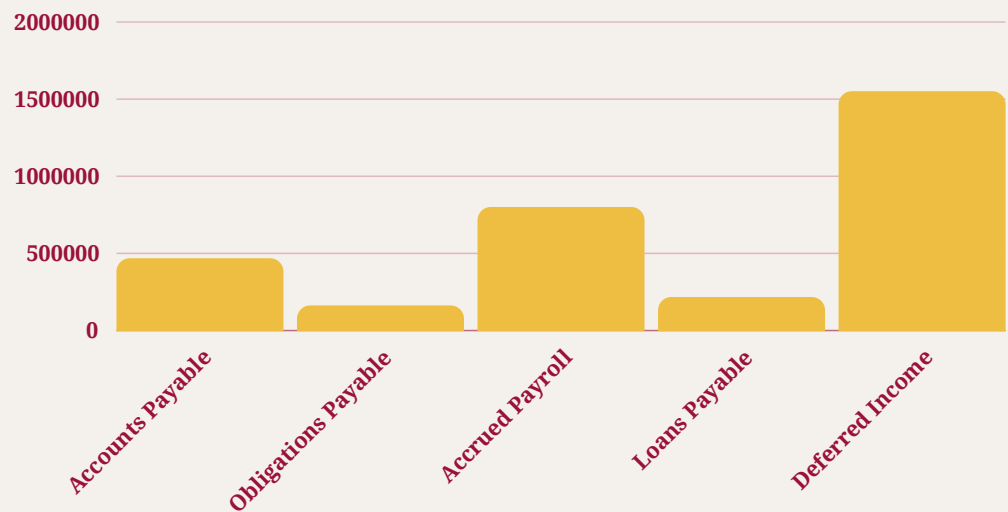
Surplus: \$1,535,700

BALANCE SHEET

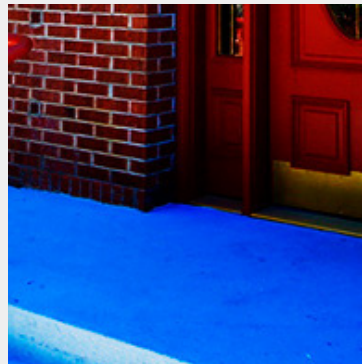
ASSETS



LIABILITIES



TOTAL LIABILITIES& FUND BALANCE: \$32 MILLION



Thank You

to all our employees, funders, donors, and volunteers.

We couldn't have done it without your support.

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