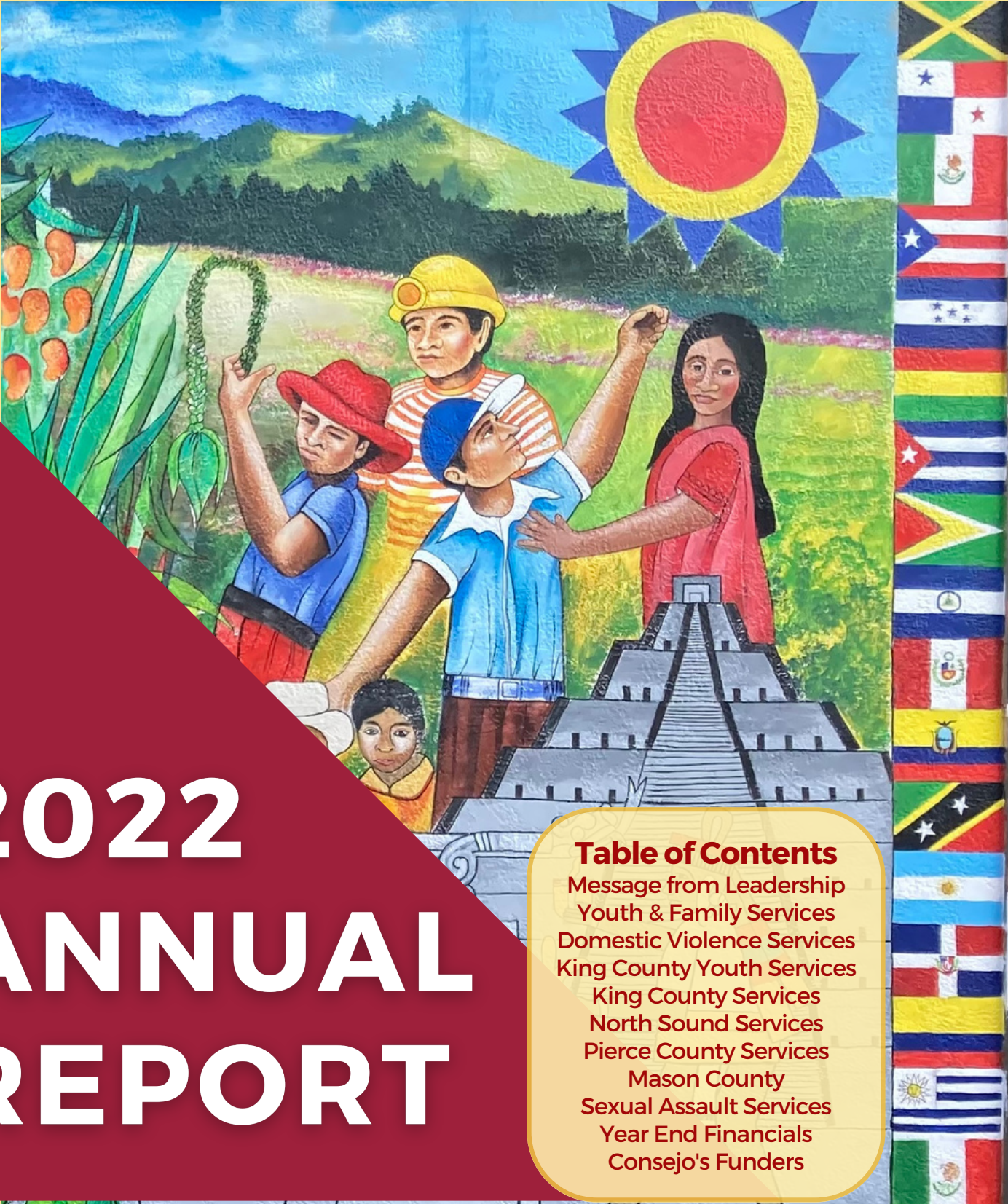




2022 ANNUAL REPORT

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MESSAGE FROM LEADERSHIP

Consejo's leadership is proud to report the organization's 2022 accomplishments. In 2022, Consejo's Board of Directors, senior management team, managers, and supervisors from all our regions participated in the 2023-2030 strategic planning retreat and process. The agency worked collaboratively to review the agency's mission, vision, goals, and strategic objectives. Consejo's mission is to bring healing, health, and hope to communities through holistic, culturally, and linguistically competent behavioral health care and advocacy. Under the new strategic plan, Consejo envisions a Washington state where everyone can access the highest quality behavioral health services and social support to improve health and wellness to foster a thriving community. Consejo's strategic plan core values for the agency are equity, accessibility, excellence, and effective services.

Consejo targeted four strategic priorities: 1-) Increase access to high-quality comprehensive and whole-person behavioral health care. 2-) Strengthen the organizational foundation to maintain the current successes and position us for future growth. 3-) Create a culture of learning within our organization and become a leader in behavioral health workforce development, and 4-) Define outcomes and develop an outcomes scorecard that includes quantitative and qualitative data on behavioral health metrics, service delivery, client satisfaction, and continuous quality improvement.

In 2022, Consejo achieved a significant milestone. The organization executed a major capital investment and established a new facility in Mount Vernon. Consejo continued to make a difference in the life of children and youth by providing services in geographically isolated and rural communities like Sultan, East Pierce County, North Mason, and Belfair regions. Consejo now serves therapeutic court programs in Mason, Thurston, King, and Skagit County. We celebrate these achievements and commit significant organizational investments to improve the quality of care of behavioral health clients in these regions.

We proudly report that Consejo serves 35 school districts across our operating regions. As part of Consejo's workforce development strategy, we partnered with 28 colleges and universities to provide internship opportunities for Associate, Bachelor, and Master Level students in 2022. This year Consejo received three community awards and recognitions from Pierce County: The Housing Hero award, Tacoma Public Schools: A whole child Champion award, and the Skokomish Award Program for the accessible counseling services Consejo provides to the Mason County community.

In 2022, Consejo's economic investments included capital investments, building upgrades, and financial investment plans for the organization's long-term sustainability. Consejo continues to maintain strong financial stability as an organization. Between 2015 and 2022, under new leadership, Consejo and Villa Esperanza LLC assets increased from \$4,000,000 to \$28,201,446.

CHILDREN, YOUTH, AND FAMILY SERVICES

ANNUAL YOUTH EMPOWERMENT CONFERENCE 2022



With the support of community partners Consejo hosted its Annual Youth Empowerment Conference at Renton High School on October 22, 2022. There were over 300 students and young adults from all backgrounds & ethnicities gathered together for a day of learning.

Students from the Ages of 13 to 19 participated from King, Pierce, Mason, and Skagit counties. The success of the conference would not have been possible without the support of community agencies and volunteers who provided transportation and assistance for the day of the event. The conference was also live streamed for the 40 youth participants located at the King County Juvenile Justice Center. To create an interactive learning environment at the center, Consejo staff facilitated the workshops during the live stream.

In the months leading to the youth conference, a Consejo formed a youth council was formed. The Six youth council members represented the four of the different counties that were present at the conference. Through weekly meetings, they collectively chose the theme of the event and the topics presented at the conference.

Youth council members selected a "Youth Empowerment" theme. The workshops chosen were Restorative Justice, Art & Music Therapy,

Poetry and Creative Writing, Healthy Relationships, and Sexual Assault Awareness & Prevention.

The event kicked off with a resource fair featuring 17 community partners who shared valuable information about the resources available within the community. Desiree Wilkins-Finch then delivered a powerful keynote presentation on Transformational Leadership, which highlighted the importance of inspiring and motivating individuals to achieve their goals. Following the keynote speaker, Burien City Council member Jimmy Matta addressed the audience and shared his views on the significance of community collaborations and partnerships. The speeches were well-received and provided the students with insightful knowledge on leadership and community building.

After the completion of the first round of workshops, the Seattle Youth Symphony Orchestra performed during the students' lunch break. Following the final round of workshops, a raffle was held, giving students the opportunity to win amazing prizes.

We thank the youth council, planning committee, community partners, sponsors, and volunteers for making the event a success. We would also like to extend our appreciation to Principal Giovanna San Martin, her staff at Renton High School, and Consejo's staff for their significant contributions to the preparation of this year's youth conference.

DOMESTIC VIOLENCE SERVICES

Our team at the Domestic Violence (DV) program is dedicated to improving the lives of survivors of domestic violence. We are proud of the progress we have made in achieving the milestones set for our program. We receive many DV referrals from Consejo's Mental Health Programs and connect survivors in need of therapy to mental health services. Additionally, our program runs four support groups that focus on education, wellness, and recovery services for DV survivors. Participants are also introduced to Art Therapy as a healing tool. Our program improves access to Zumba, Yoga, and Nutrition classes for wellness, recovery, and healing. Recently, we presented at the Domestic Violence Symposium held at Seattle University; 80 of our program participants attended.

Our Villa Esperanza Transitional Housing Program now receives weekly food bank deliveries. Clients also have access to a donation room at Villa Esperanza. Recently, Consejo's Mi Casa Transitional Housing facility underwent extensive renovations and received numerous furniture donations. Despite pandemic challenges, which prevented full occupancy for two years, the Mi Casa group community living facility is now at full capacity. Residents report satisfaction with the legal support provided by Consejo's Housing Coordinators and DV Advocates. We are committed to continuing our work towards supporting and empowering DV survivors.

Consejo's Mi Casa and Villa Esperanza transitional housing programs are the only two culturally and linguistically specific housing programs serving Spanish speaking Latino survivors in Washington State.



Playroom at Mi Casa

Client Success Story

Our client, a 38-year-old Caucasian woman, shares her personal experience with domestic violence. She shares her story about running away from her husband, who is the father of her youngest son.

"After moving to a new state, I found myself in a very abusive relationship. My two children were 17 years old and 9 months old; I felt I had nowhere to turn. I finally found the courage to leave one day after an attack. My children and I left behind most of our possessions when we were accepted into a DV shelter. In a few weeks, there was an opening at Consejo's The Villa. I can't explain how happy we were to get our very own safe apartment. It relieved so much stress off of us and although we were still in hiding, it allowed us to finally feel free. I attended counseling and groups to deal with my abuse and PTSD. The Villa gave me time to heal and the opportunity to care for my kids in a safe environment. Soon afterward, I finalized my divorce after five long years.

Within 8 months of my stay, I completed training to become a Certified Peer Counselor. I have now worked three years at a local Behavioral Health Organization. I plan to complete a few more training programs to become a Certified DV Advocate. My daughter, now 22, owns a makeup business. My son, who is 5 years old, is doing amazing in pre-kindergarten.

Without the Villa Esperanza support and services, I don't know where I would be right now. There will never be enough gratitude I can give to the staff and organization for helping me and my family. I do my best daily to provide active listening, support, validation, and resources to women and families like me.

THANK YOU Consejo, Norma, and Isela"

KING COUNTY SERVICES

YOUTH THERAPY & ADOLESCENT TREATMENT PROGRAM

Consejo's King County Adolescent Program was resurrected this year following the isolating pandemic. The program resumed in-school services, counseling, and successfully maintained year-round substance-use disorder treatment groups at various schools in the region. Counselors met individually with clients, facilitated groups, and joined them on their recovery journeys.

During the summer months of the adolescent treatment program, counselors implemented an engaging approach to recovery. Staff planned hiking trips to Snoqualmie Falls, hosted outdoor support group sessions, and coordinated day trips that would align with Consejo's mission of empowering, strengthening, and transforming lives.

One of the trips included visits to an old-growth forest for hiking that supported healing from losses (strengthening), a visit to the Legislative Building and Temple of Justice in Olympia (empowering), and an afternoon on an ocean beach with group therapy focusing on letting go (transforming). Clients were picked up early in the morning by their counselors and were off for a day of healing, fun, and adventures.

Their first stop was Priest Point Park. A recent addition to the old-growth forest was an old rotary telephone mounted on a cedar tree. The telephone, not connected to anything, is known as "the telephone of the wind." It serves as a connection between grieving people and loved ones they've lost. Group members quietly took turns having conversations through the telephone of the wind.

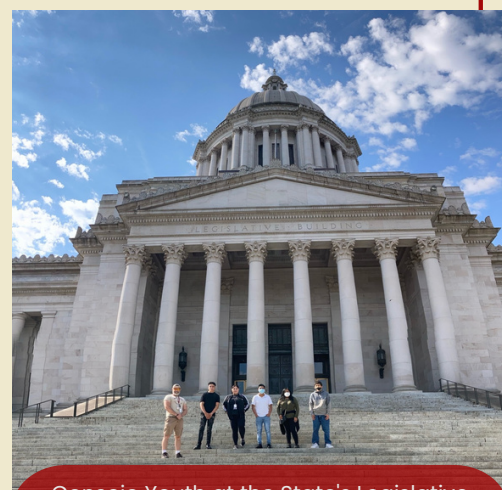
The next stops were the State Capitol building and the Temple of Justice. Youth were informed of the significance behind these government monuments; They symbolize democracy and represent people of all backgrounds. Many clients acknowledged the principles of justice and experienced a heightened sense of belonging. The last destination was the shore of the Pacific Ocean. Counselors explained the meaning of the word Pacific; it is peace. In the final therapeutic activity participants discussed what they might want to let go of to grow in their recovery.

"I feel supported now...I didn't have support in Guatemala. I have people who care about me at school, through the SUD group, and my counselors." - Youth Participant

Individuals quietly found a place near the waves and wrote about what they wanted to let go of in the sand. They then watched sea water wash over their words, which slowly washed them away. The symbolic exercise of letting go and establishing new clarity would strengthen their recovery journey.



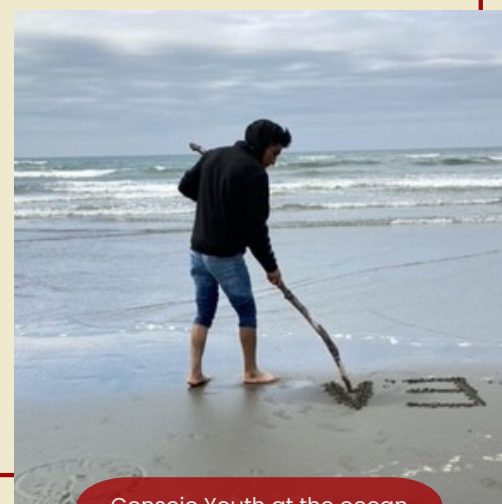
Consejo Youth at Snoqualmie Falls



Consejo Youth at the State's Legislative Building



Consejo Youth at Priest Point Park



Consejo Youth at the ocean

KING COUNTY MENTAL HEALTH SERVICES



Grupo De Bienestar

Consejo's behavioral health program has integrated peer services as part of recovery support services. In 2021, Consejo hired Mercedes Webb as a peer Support Specialist. Mercedes reports, "Before this role, I spent almost 20 years employed in the Chemical Industry; my work led me to Washington State. After years of feeling a lack of deeper purpose and fulfillment, combined with unfortunate and uncontrollable life events, I found myself desolate of hope and struggling to survive. In fear and desperation, I contacted a local behavioral health facility counselor for help. My recovery journey began.

I've acquired skills that built upon my passion for mental health on this journey. I truly believe that I've found my purpose by following this passion. I want to give back, be the holder of hope for others, and empower individuals on their unique journeys as an ambassador of recovery. My personal experiences with mental illness, substance abuse, and poverty, combined with my willingness to show vulnerability in sharing my story, have positioned me to thrive in my role.

In 2022, Mercedes began a support group called Grupo De Bienestar. It is a peer-run activity supporting the educational and mental wellness of the members. After the pandemic, it was evident that the need for this type of group was great. Social connection and community play key roles in recovery by easing feelings of isolation. The group provides individuals with activities, education, and a sense of pride and belonging. It allows members to re-engage with the world, refine skills, develop insights, and discover they are not alone. The program implements various physical and social activities such as bingo, rock painting, and karaoke, incorporating them with the benefits of mild-moderate psychoeducation. The curriculum also includes peer facilitated open discussions in a safe and non-judgmental environment infused with strong undertones of hope, empowerment, and worthiness. This support enhances self-esteem, empowerment, motivation and supports the four dimensions of recovery: health, home, purpose, and community.

The group launched on July 21st, 2022, with two participants; the following week, attendance had doubled. By its 5th week, participant attendance had grown to more than four times its original size! Ten weeks into the program, the group had its first ever field trip to the Renton Farmers Market! The trip inspired participants to one day run their own donation stand at the farmers market to present their vegetables, flowers, and artwork to their community. We are currently in our 15th week with over 200 billable service hours and supporting an average of 10-12 individuals per week.

Mercedes is a dedicated health professional. She looks forward to expanding Grupo De Bienestar and working with the Consejo family to support the empowerment of recovering individuals and foster the healing of our communities!



"Smiling with my friends helps my mental health. It helps a lot to socialize." - Group Participant

North Sound Services



In August, Consejo opened its newest facility in Mount Vernon. Consejo is grateful for the warm welcome we have received from the Skagit Valley community. The Mount Vernon Grand Opening party was a great success. Guests listened to mariachi music, had wonderful food, and explored the newly painted murals. The opening set an important opportunity for building collaborations and raising awareness about culturally relevant behavioral health. The Mount Vernon clinic serves as the hub for our North Sound, five counties region.

Over 300 clients have reached out for services in the first three months since our clinic opening. In order to best serve these clients, the North Sound clinic is building partnerships with Skagit County therapeutic courts, San Juan courts, Skagit Pediatrics, The Farmworker's Center, Triumph teen center, local faith communities, school districts, Community Action, and more.

Consejo's agreement with the Mount Vernon therapeutic court allows clients in-court introductions for a North Sound clinic screener. This involvement is critical in preventing people from "falling through the cracks" as they move between the court system to mental health or substance recovery treatment. In addition to serving the Skagit region, we provide services to children and families in the Sultan community in Snohomish county. Our partnership with the Sultan School district allows students to receive in-person therapy during school hours.

The population of unhoused people in the region has historically received services in a fragmented way. In an effort to increase collaboration and communication, Consejo's Mount Vernon clinic serves on a policy and advisory group that is building a more coherent transfer of care between agencies. We are proud to report that Community coalition building is the core of Consejo's North Sound Behavioral Health clinic.

Our substance recovery program has been off to a great start. The clinic began two Intensive Outpatient groups and one Outpatient group. These groups are attended regularly and keep the clinic active into the early evening. Through telehealth services, our great work started prior to our grand opening. Telehealth continues to be an essential component of our work.

PIERCE COUNTY TACOMA-GRAHAM



Consejo Pierce County facilities participate in a full spectrum of community outreach and education activities. The program engages clients and community services to access needed behavioral health services. The program works in partnership with schools, community centers, community coalitions, community health centers, detention facilities, and home care facilities to increase behavioral health access and provide equity care. The Pierce County facilities have been instrumental during the North Sound Implementation by providing Telehealth Substance Use Disorder and Mental Health Care to clients that could not access services in the north sound region due to the region's limited behavioral health culturally specific providers capacity.

Consejo offers a unique violence prevention program for BIPOC communities in the Pierce County area. The program supports youth and young adults adversely impacted by the criminal justice system

and those needing re-entry support. The Pierce County clinical team uses the following therapeutic intervention: Trauma-informed therapy, Cognitive Behavioral Therapy, Motivational Interviewing skills, Art and Play Therapy, Narrative Therapy, Cognitive Processing Therapy, Person Center Therapy, Exposure Therapy, Mindfulness-Based Cognitive Therapy, and Dialectical Behavioral Therapy Skills, among others.

In 2022, the Consejo Pierce County team served clients through Pierce County and received referrals from the following school districts: Lakewood, Sumner-Bonney Lake, Clover Park, Puyallup, Eatonville, Orting, Bethel, Tacoma, White River, Carbonado, and Dieringer. Several referrals were also received from outside Pierce County.



In 2022, Consejo successfully implemented and delivered the Pierce County Navigation grant for low income Non-Medicaid youth.

Consejo behavioral health staff supported clients struggling with homelessness, mental health, substance use disorders, unemployment and clients with basic human needs. Through Consejo's Youth Program, we empower youth to share their experiences of bullying, sexual assault, and behavioral health disorders during the annual Inspire Coalition Public Awareness event held by the Bethel School District. Our participation at this community event allowed us to reach over 500 community members and bring attention to behavioral health.

MASON COUNTY

Our direct work with the Guatemalan indigenous community of North Belfair has included partnerships that allow us to provide a vibrant presence to the community. During Hispanic Heritage Month, Consejo worked side-by-side with the North Mason School District to present a variety of presentations highlighting Guatemala's rich history. Consejo Belfair's site continues to grow its partnerships. Our presentations focus on the Mayan Empire and highlight the Mayan Civilization's history of being Mesoamerica's most dominant Indigenous society. We focus on the Mayan history centered in Guatemala. Also included in presentations is the significance of the Mayan Empire excelling at agriculture, pottery, writing, calendars, and mathematics. Consejo developed these presentations to enrich students' knowledge and enhance everyone's cultural pride. Our presentations continue to develop and have included Rigoberta Mechu's achievements as the first Indigenous female recipient of the Nobel Peace Prize. Mechu is an Indigenous human rights advocate, feminist, and Guatemala's presidential candidate. The Indigenous community of North Mason County has graciously expressed gratitude for these cultural presentations.

Along with highlighting the history of indigenous communities, our presentations also focus on prominent Latino advocates and their achievements in U.S. history. Belfair summer students' self-esteem enhancement groups have allowed students to gain self-confidence through these cultural presentations and learn of the life accomplishments of Cesar Chavez. Chavez was an American labor leader and civil rights activist. Alongside Dolores Huerta, he co-founded the National Farm Workers Association (NFWA), which would later become the United Farmworkers Labor Union.

Belfair Students have expressed cultural pride and joined Consejo staff in presenting to fellow students. Teachers have informed us that these students have been motivated to participate more during class discussions focused on Latino advocates. Students resonate with these stories of overcoming struggles and barriers. These Latino icons touching stories of overcoming difficult paths to prosperity, equality, and justice inspire students and instill a passion for advocacy. Consejo accentuates and represents the heritage and history of our employees' and communities' cultures.

Consejo Belfair enjoys receiving frequent requests from the North Mason School District for our services. This includes invitations to various parent events hosted by the schools exclusively for the Spanish-speaking community of Belfair, which is largely of Indigenous Guatemalan origins. We also conduct presentations on Consejo's available social skills therapy, parenting skills on study time, student resources, Washington State higher education and scholarship opportunities for undocumented students, and parent orientations on Federal Student Aid. These presentations at North Mason School District schools are for students, families, teachers, and administrations.



SEXUAL ASSAULT



The Sexual Assault program brings healing, health, and hope to communities through holistic, culturally competent behavioral health services and advocacy for Latino sexual assault survivors of all genders and ages, including LGBTQ survivors. All services we provide integrate survivors' cultural values and beliefs into our practices to help them find the support and strength they need to recover. We are there to support and empower them to cope, learn, process, heal, and recover from sexual assault and abuse that may result in severe physical and emotional effects. We provide culturally appropriate trauma informed care for individuals and groups, developing treatment plans centered on survivor's specific needs. We consider the person as a whole, and in addition to therapy, we offer yoga, Zumba, and physical exercise classes. These activities motivate and raise awareness of the importance of incorporating healthy practices into participants overall well-being. Aside from individual therapy, we also facilitate groups for male and

female survivors where they feel supported, validated, respected, and free to express themselves through art and writing. Consejo connects survivors with resources, provides information about victim's rights, the legal system, and distributes provider referrals for primary care, naturopathic medicine, and individual and general advocacy. Sexual Assault program staff also conduct workshops, presentations, and participate in radio shows. Through their participation in radio talk shows and social media platforms, they provide informative information to the Latino community and raise awareness of sexual assault. They discuss crucial topics such as breaking the silence, how to respond to victims, safety planning, healthy relationships, how sexual assault impacts male, female and LGBTQ survivors, how to report to law enforcement, and more. Staff also participate in webinars and forums with the National Organization of Sisters of Color Ending Sexual Assault, the Washington Coalition of Sexual Assault Programs, and the organization Arte Sana.

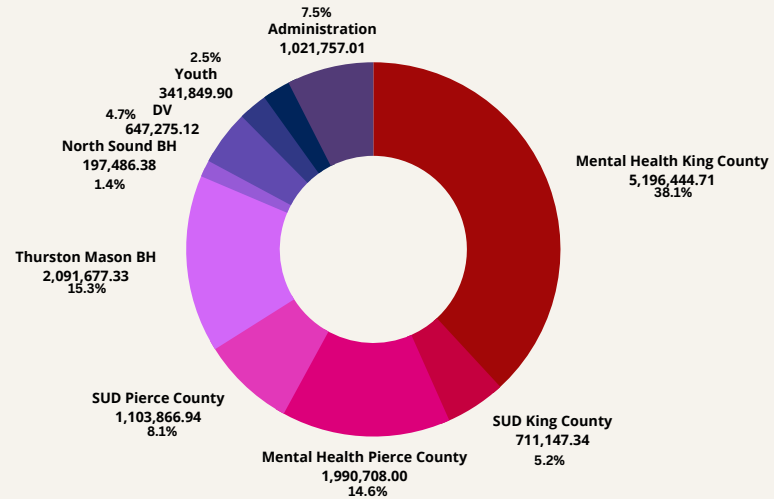
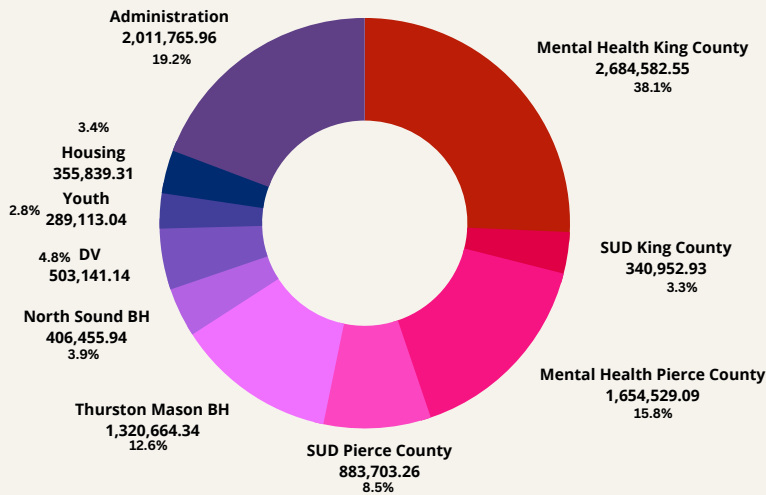


2022 Financial Statements & Service Hours

Revenue

Total Public Support & Revenue: 18,837,202.00

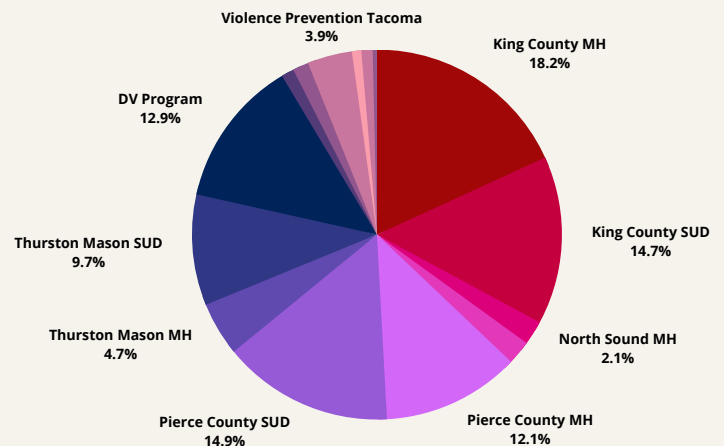
Projected 2022, Unaudited as of 12/31/2022



Expenses

Total Expenses: 12,861,608.56

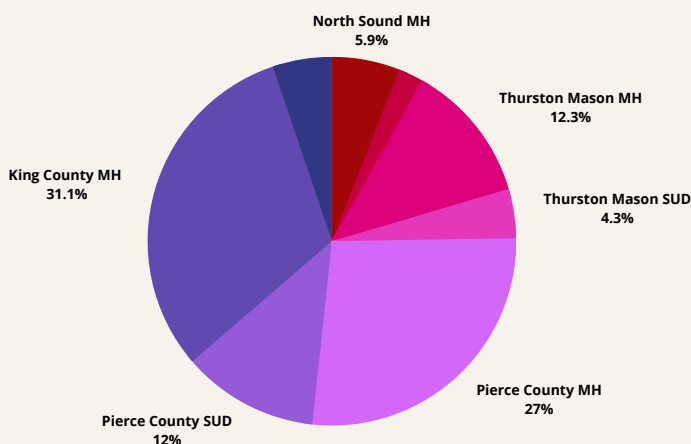
Projected 2022, Unaudited, as of 12/31/2022



Service Hours

Total Service Hours: 101,911.66

As of 12/31/2022



Client Count

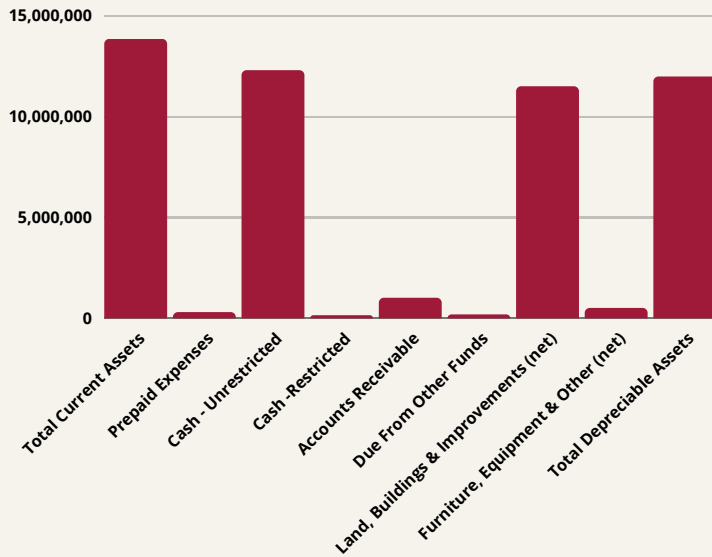
Total Clients Served: 8,606

As of 12/31/2022

2022 Consejo & Villa Esperanza Balance Sheet

Consejo

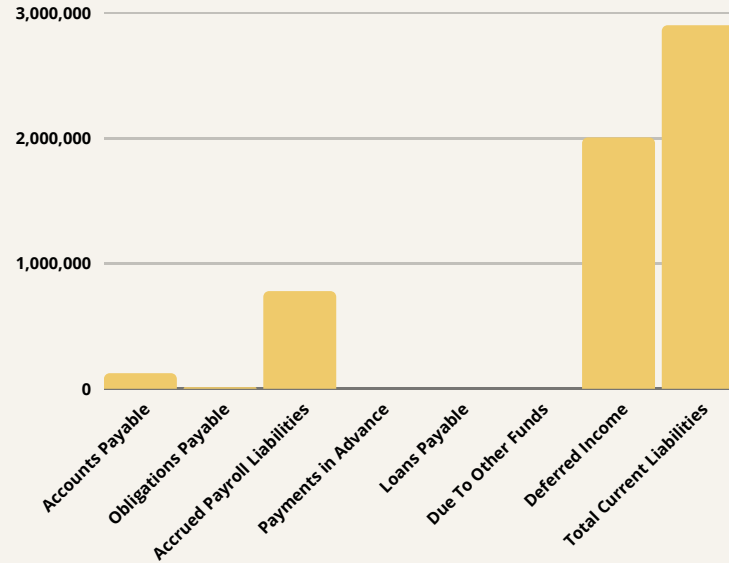
Assets



Total Assets: 26,516,103.00

Unaudited, As of 12/31/2022

Liabilities

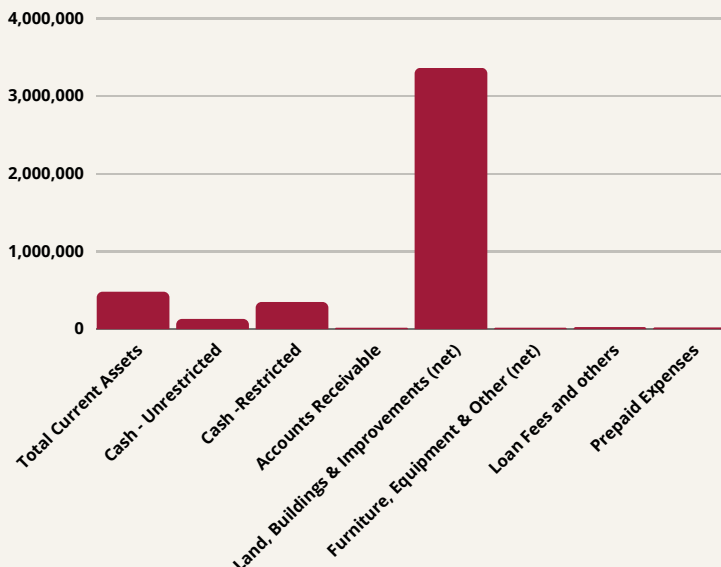


Total Liabilities & Net Assets: 26,516,103.00

Unaudited, As of 12/31/2022

Villa Esperanza Transitional Housing

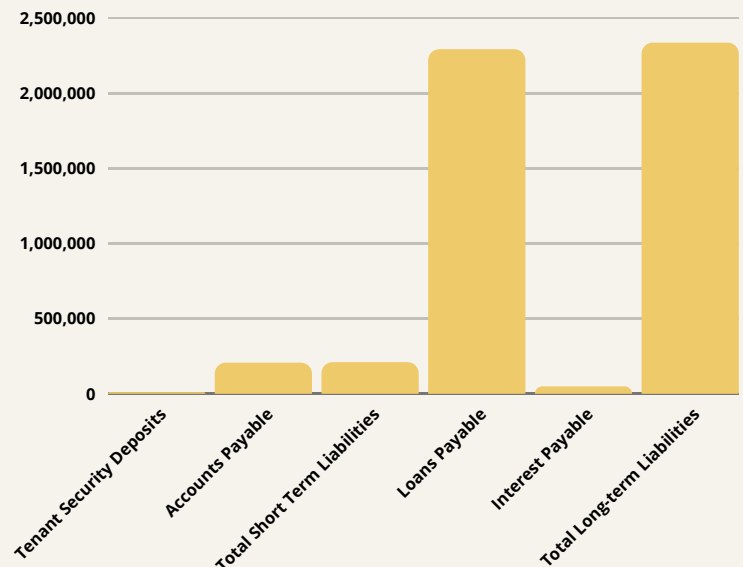
Assets



Total Assets: 3,855,442.00

Unaudited, As of 9/30/2022

Liabilities



Total Liabilities: 2,535,546.00

Unaudited, As of 9/30/2022

CONSEJO'S FUNDERS

Foundations

Amazon Smile Foundation
Community Foundation Of South Puget Sound
Fidelity Foundations
Horizons Foundations
Office Of Secretary Of State
Seattle Foundation
Latino Center For Health
Lidia Norman Memorial Fund
Medina Foundation
MMS Giving Foundation
Muckleshoot Indian Casino
Nesheolm Family Foundation
Northcliffe Foundation
NW Children Foundation
Saks Fifth Avenue Foundation
Schwab Charitable
Seattle Foundation - Diane And Nico's Fund
Seattle Foundation-The Quincy Ells Funds
Sheng-Yen Lu Foundation
Snoqualmie Tribe
Swinomish Indian Tribal Community
Tibest Philanthrop
Tullalip Foundation - Quil Ced Village
Group Health Community Foundation
Washington Give Big
King County Employee Giving

Individual Donors

Jane Distad
David Coffey
Dennis Decoteau
Mario Zavaleta
Kamuron Guroi
Kathryn Flores
Antonio Pedroza
Ximena Opitz-Araya
Brian Huseman
Christine Erica Marbet
Humberto Hernandez
Jsaac Rhew
Angela Rambo
Rebecca Sanchez
Shalini Kumar
Leesa Stevens
Cherry Johnson

Rebecca Vasquez
Nance Allen
Julie McDonald
Liza Shoenfeld
Michelle Skalland
Michelle Schouteren
Stephen Chuik
Baker Family
Jorge Arturo Rivera
Sonia Nicholson
Ingrid Sarapuu
David Haley
Christopher Hilgenfeld
John Burnett

Public Funders

Beacon Health Options
Mason County Public Health
Thurston-Mason Behavioral Health ASO
North Sound Behavioral Health ASO
Cascade Pacific- Accountable Community of Health
Healthierhere - Accountable Community of Health
Center For Multicultural Health
City of Renton
City of Auburn
City of Bellevue
City of Federal Way
City of Kirkland
City of Olympia - Municipal Courts
City of Redmond
City of Seattle - Human Services Department
City of Seattle - Emergency COVID-19 Response
City of Shelton Municipal Court
Mason County District Court
City of Bothell Human Services Department
City of Kent Human Services Department
San Juan County - Juvenile Administration Division
City of SeaTac-Human Services Department
City of Tacoma-Human Services Department
City of Tukwila-Human Services Department
King County Community & Human Services
King County Regional Homelessness Authority
King County Public Health
King County-MIDD
King County - Drug Diversion Court Adjunct Services
Pierce County Human Services Program

Pierce County Juvenile Court
Seattle-King County Public Health Department
Skagit County-Therapeutic Court
Skagit County-Public Health Department
Tacoma-Pierce County Health Department
Tacoma Public Schools
The Washington State Health Care Authority
Washington State Department of Commerce -
Community Services Division
Washington State - Department of Children,
Youth & Families
US Department of Justice DOJ- Office of Violence
against Women (OVW)

Managed Care Organizations

Amerigroup
Community Health Plan of Washington
Coordinated Care
United Behavioral Health
Molina Health Care

Commerical Insurance Companies

Aetna El Paso
Aetna Lexington
Ambetter
Anthem BCBS
Cigna
First Choice Health Administrator
Health Management Admin
Kaiser Permanente
Molina Marketplace
Primera Blue Cross
Regence Blue Shield
UMR
Uniform Medical Plan
United Healthcare Atlanta
United Healthcare Salt Lake City

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Community Health Plan of Washington
Coordinated Care
United Behavioral Health
Molina Health Care



We couldn't have
done it without your
generous *support.*

We can meet our mission, goals,
and serve our community thanks
to our dedicated staff,
volunteers, interns, funders,
donors, foundations, sponsors,
and government agencies that
support our daily work.

Thank you
to all our donors
and volunteers.



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