

members support PEERS stories can help people wellness Assets

# PEERS

# Annual Report

# 2018-19





Dear Friends:

With this report, we celebrate the many steps we have taken toward a world where all people with mental health experiences are valued and supported in their recovery journey. During the 2018-19 year, PEERS reached more than 1,850 people with culturally rich, peer-run mental health programs.

Our **peer support and wellness** programs are the core of what we do. Through ongoing support groups such as the Wellness Recovery Action

Plan (WRAP®) and other peer-led groups, we have witnessed more participants take charge of their own wellness. Participants report that our programs have helped them to better understand their mental health and wellness; decreased stigma by normalizing the experience of mental health challenges; and helped them to develop a sense of collective agency, which is related to empowerment, social inclusion, and hope.

We started a new two-year Everyone Counts Campaign to **eliminate mental health stigma** in the African American community. Our goal is to respond to the unique needs of this diverse community, whose health and wellness are severely affected by historical trauma as well as the daily stressors, and exposure to racism, discrimination and oppression African Americans face. During the planning phase for this campaign, we formed an advisory group of African Americans, conducted focus groups across three generations (youth, adults, and elders), adapted a support group curriculum, and identified a sector to target with anti-stigma interventions (media). One intervention was reaching the public with messages destigmatizing mental health challenges in the African American community through appearances on KBLX and KPFA.

**Developing leadership** among people with mental health experiences is a key aspect of modeling hope and recovery, challenging stigma, and advancing equity. To that end, we increased membership in our Lift Every Voice and Speak speakers' bureau to 30 active members. Members describe the group as "a speakers' bureau for healers," and "a healing community that helps spread hope." One member of the speakers' bureau described the impact of her participation this way: "I am speaking in a voice I didn't know I had." PEERS also participates in and provides leadership to the broader mental health consumer movement. This year, members of our staff presented at conferences including Alternatives, Peerpocalypse, CASRA, the Western Recovery Conference, Millennials in Mental Health, the Association of Black Psychologists Convention, and the annual conference of the Alameda County Pool of Consumer Champions.

Although we have made great progress this year, there is still much work to be done. Given our current political and social landscape and the number of unserved, under-served, and inappropriately served people, the need for mental health support is at an all-time high. Our goal is to deepen and broaden our reach in raising awareness about mental health issues, the impact of stigma, and sharing tools and resources for recovery to the most vulnerable populations – our peers.

Vanetta Johnson  
Executive Director, PEERS

## From Our Board President:

It is indeed an honor to share with our community the recent highlights of PEERS' work to end the stigma around mental health and promote wellness through peer support and culturally-attuned services.



PEERS' mission is close to my heart. I myself am a long-term recovered person, key supporter and past caregiver of a family member with mental health challenges, as well as a mental health services professional of 17 years. Nearly 15 years ago, I was introduced to and moved by PEERS' work and service culture, which is based on equality, acceptance, and wellness.

My service to PEERS is greatly motivated and inspired by PEERS' commitment to inclusion, integrity, and diversity -- the fostering of leadership and meaningful roles for all people, including people of color with lived experience. PEERS' staff and board are living proof that recovery is impactful, powerful, communal, diverse, holistic, achievable, and -- yes -- fun!

Joshua Paulos  
President, PEERS Board of Directors

## **BOARD OF DIRECTORS as of February 2020**

Jannelle Carty • Shannon Flanagan • Kesha Hackett •  
Marie Garrido • Yvonne McGough •  
Joshua Paulos • Matthew Wood

# PEERS Mission

PEERS is a diverse community of people with mental health experiences. Our mission is to promote innovative peer-based wellness strategies. We create culturally rich, community-based mental health programs that honor diverse experiences and eliminate stigma and discrimination.



# PEERS Vision



We envision a world where people can freely choose among many mental health options that address the needs of the whole person. We see a future where people with mental health experiences are valued for their essential contributions to society.

# PEERS Values

Hope • Collaboration • Strengths-Based • Cultural Responsiveness • Lived Experience • Peer Support • Social Inclusion • Self-Determination • Empowerment • Personal Responsibility

# 2018-19 Snapshot: By the Numbers

**1,856** people  
served



**319** community  
members reached  
through anti-stigma  
speaking engagements

**113** workshops and  
presentations

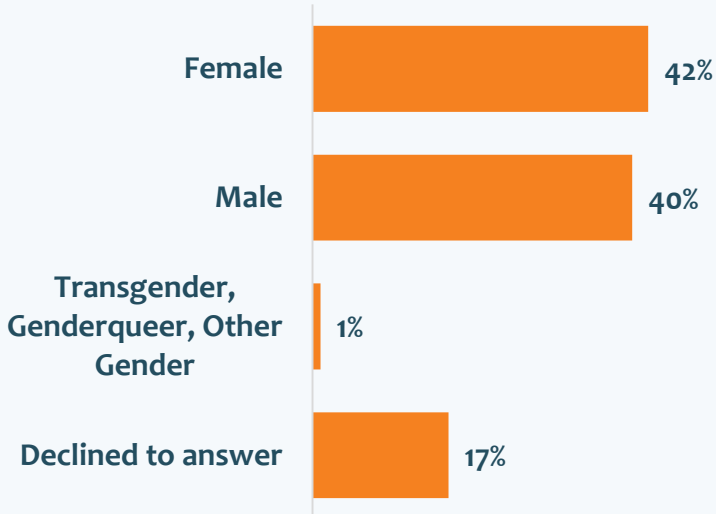
**390** peer support group  
sessions

**212** youth reached  
through wellness  
workshops

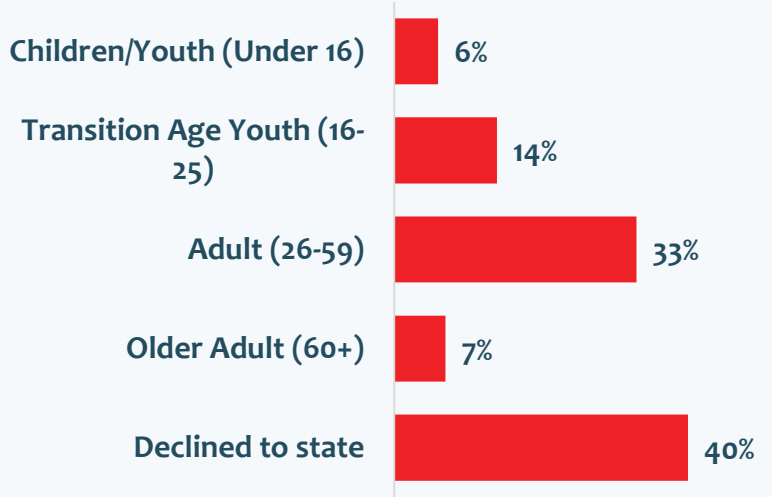


# 2018-19 Snapshot: PEERS Participants

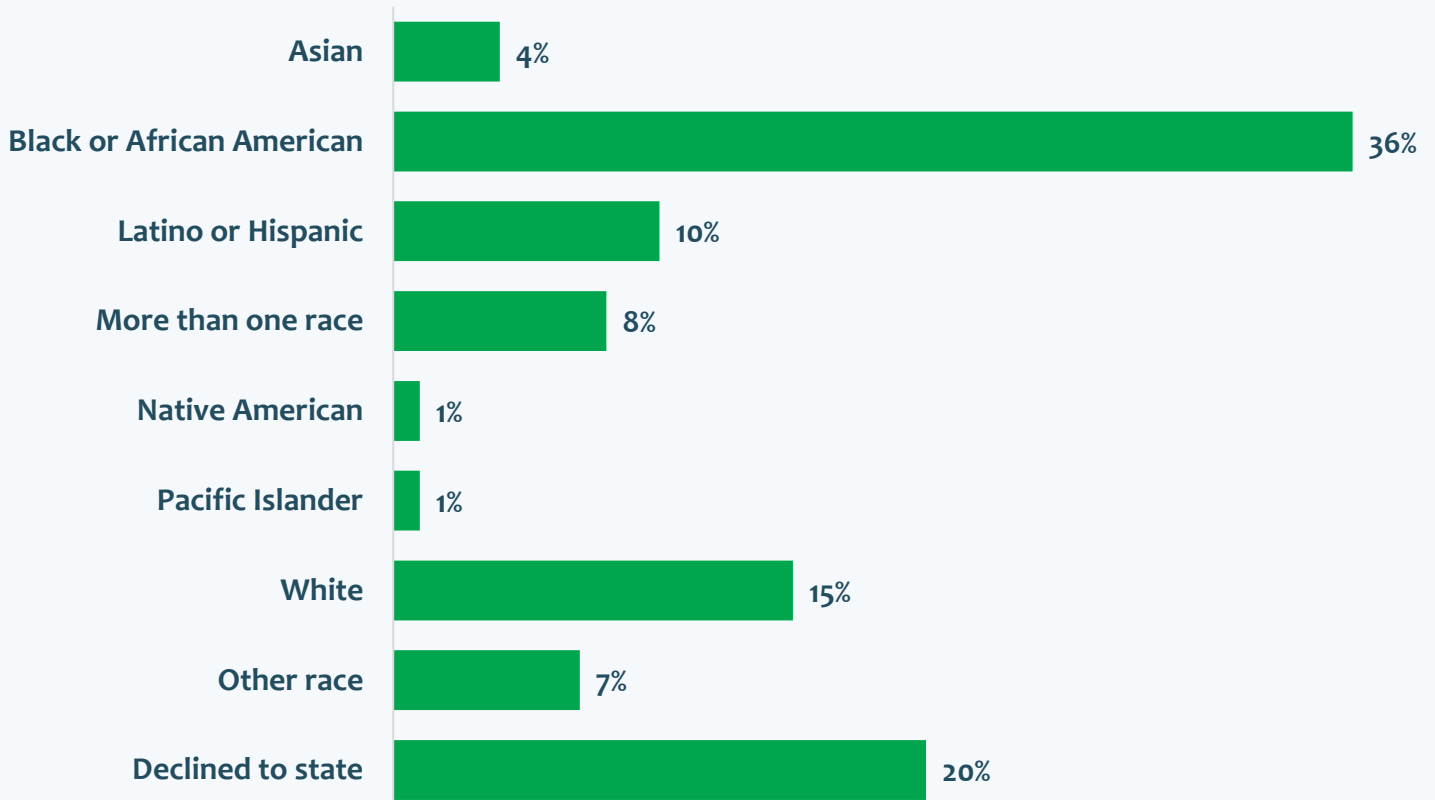
## Gender



## Age



## Race/Ethnicity



# Where We're Going in the Long Term



Participants experience increased wellness



People can freely choose among many mental health options that address the needs of the whole person



People with mental health experiences are valued for their essential contributions to society

# How We're Going to Get There



Participants increase sense of hope, empowerment, and connection to community

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Participants have greater awareness that they have multiple options for supporting their wellness

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Participants experience less internalized stigma

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Community members' perceptions of people with mental health experiences improve, decreasing stigma and discrimination

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# Participants increase sense of hope, empowerment, and connection to community



## How we do this

**Peer support groups** are the core of our work. In 2018-19, we offered the following peer support groups:

- **Wellness Recovery Action Plan (WRAP®):** Peers share stories, ideas and insights and come up with a personal plan for getting well and staying well.
- **Special Messages:** Peer support around hearing voices and receiving other messages that others don't.
- **Spirituality and Healing Arts:** Exploring the role of spirituality and art in mental health.
- **Tobacco Freedom:** Education and support for those who want to quit or use tobacco less.
- **Transition-Age Youth Mentee Groups:** Leadership development and wellness for young people.

**87%** of PEERS

participants reported that the group or workshop helped them

have **hope.**

*“PEERS has changed my life from isolation and depression most days to purpose, reconnection, and a life of having peer support. Thriving is happening to me and my family!”*



# Participants have greater awareness that they have multiple options for supporting their wellness



## How we do this

Participants gain new information, skills, and tools to support their wellness through PEERS programs. In 2018-19, we offered the following:

- **Peer support groups** (for details, see p. 8)
- **Transition-age youth wellness workshops:** Youth-developed workshops on multiple topics.
- **Other wellness workshops:** Presented where community members gather; topics included tobacco and mental health, wellness in the LGBTQ community, spirituality and peer support, and more.

*“Needing someone to talk to is okay.”*

*“I learned that opening up to people about your mental health can help you.”*

*“Having an action plan to combat life's stressors is important.”*

*“I’ve learned that I should have an active role at the table when discussing my wellness program.”*

**91%** of participants see themselves **using what they learned** from PEERS in the future.

**85%** understand more about their mental health and wellness.

# Participants experience less internalized stigma



## How we do this

**Leadership development** among people with mental health challenges combats internalized stigma. In 2018-19, PEERS offered the following:

- **Lift Every Voice and Speak:** Speakers' bureau members tell their stories in the community.
- **WRAP® Facilitator Training and Mentoring:** Certification and ongoing support for peers leading WRAP® groups.
- **Everyone Counts Campaign:** African American Action Team plans and leads anti-stigma efforts.
- **Transition-Age Youth Mentoring:** Youth learn to lead anti-stigma activities.

*"I learned that how you grew up can affect your mental health."*

*"I learned that I'm not crazy."*

*"Crisis can be a growth opportunity."*

*"We all have problems and no one is better than anyone."*

*"Learning about stigma has helped me to be non judgmental of others and myself."*

**88%** of

participants reported that the group helped them feel that mental health challenges are

**normal and common.**

**83%** reported that

they **feel better about**

**themselves** as a result of PEERS services.

# Community members' perceptions of people with mental health experiences improve, decreasing stigma and discrimination



## How we do this

**Positive images and stories** about people with mental health experiences help change community members' attitudes. In 2018-19, PEERS reached people in the following ways:

- **Lift Every Voice and Speak:** Speakers' bureau members tell their stories in the community.
- **Media:** Email blasts, blog posts, social media, and traditional media stories countering stigma.
- **Community Outreach:** Disseminating anti-stigma messages through visibility at community events.

**98%** of audience members in speakers' bureau presentations reported that after the presentation, they feel people with mental health experiences can **grow, change, and recover.**

*"I learned that everyone has a story."*

*"One can still have a great life even while dealing with mental health."*

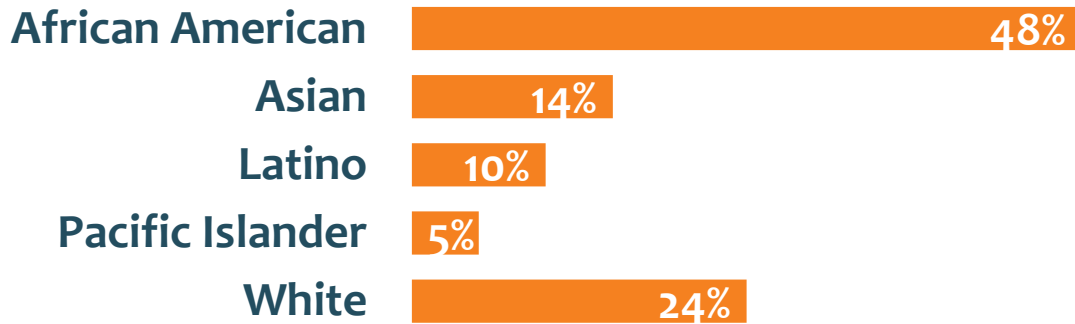
*"Remember to just listen."*

*"I learned how strong people with mental health issues are."*

# 2018-19 Snapshot: PEERS Staff as of Fall 2019

## 21 Staff Members

All are consumers and/or family members of consumers



PEERS Staff, February 2020

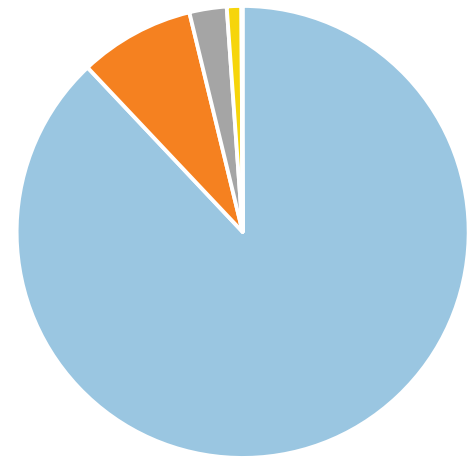
# Financial Statement

## Statement of Financial Position

	2019	2018
<b>ASSETS</b>		
Current Assets	\$625,354	\$604,996
Fixed Assets	-	-
Other Assets	\$9,503	\$8,828
<b>Total Assets</b>	<b>\$634,857</b>	<b>\$613,824</b>
<b>LIABILITIES AND NET ASSETS</b>		
Current Liabilities	\$143,881	\$130,076
Net Assets		
With Donor Restrictions	\$490,976	\$476,278
Without Donor Restrictions	-	\$7,470
Total Net Assets	\$490,976	\$483,748
<b>Total Liabilities and Net Assets</b>	<b>\$634,857</b>	<b>\$613,824</b>

**REVENUE: \$1,940,013**

- Contracts: 88%
- Grants: 8%
- Fee-for-Service: 3%
- Donations: 1%
- Interest & Other Income: <1%

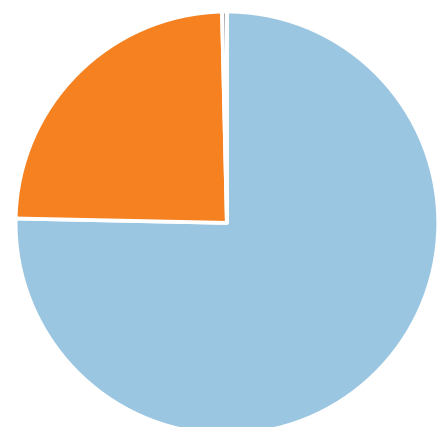


## Statement of Activities

	2019	2018
<b>REVENUE</b>		
Contract Income	\$1,706,543	\$1,617,889
Grants	\$159,934	\$23,448
Fee-for-Service Income	\$51,700	\$73,529
Donations	\$20,130	\$3,535
Interest & Other Income	\$1,706	\$405
Net Assets Released from Restriction	-	-
<b>Total Revenue</b>	<b>\$1,940,013</b>	<b>\$1,718,806</b>
<b>EXPENSES</b>		
Program Services	\$1,456,013	\$1,250,546
Administration and General	\$469,663	\$444,904
Fundraising	\$7,109	\$4,068
<b>Total Expenses</b>	<b>\$1,932,785</b>	<b>\$1,700,058</b>
Net Assets, beginning of year	\$483,748	\$465,000
Net Assets, end of year	\$490,976	\$483,748
<b>Change in Net Assets</b>	<b>\$7,228</b>	<b>\$18,748</b>

**EXPENSES:  
\$1,932,785**

- Programs: 75%
- Administration and General: 24%
- Fundraising: <1%



# Community Partners in 2018-19

## Funders



WELLNESS • RECOVERY • RESILIENCE



## Fee-for-Service Clients

Allen Temple Arms  
California Association of Mental Health Peer Run Organizations  
Oakland Unified School District

## Donors

The San Francisco Foundation  
Samuels Center  
Pacific Gas & Electric Employee Giving

## Peer Mental Health Organizations

Alameda County Network of Mental Health Clients  
Alameda County Pool of Consumer Champions  
Black Men Speak  
Health & Human Resource Education Center  
Youth in Mind