



TWO YEARS OF IMPACT

We are pleased to share this 2022-2023 Impact Report demonstrating our work to build resiliency and a unified vision of a truly integrated behavioral health care system for Georgia. Over the last year and a half, we have continued to build and strengthen innovative private/public partnerships, improve behavioral health in Georgia, and make Georgia a trauma-informed state for the sake of our children and families.

Before COVID, our country was already dealing with high suicide rates, as well as the opioid epidemic. Today, we face continuing and long-term pandemic impacts on adult mental wellness, and unprecedented child and adolescent mental health care demand. Over the last year, Resilient Georgia has worked with organizations, providers, and stakeholders to open lines of communication, create alignment, and bolster mental and behavioral health support and resources for Georgia's families. We remain focused on decreasing childhood adversity, building resilience, and breaking down behavioral health access barriers.

We do this through our statewide regional coalitions, regularly convening diverse stakeholders, and continually sharing innovation and celebrating the work that subject matter experts across Georgia do every day. Throughout 2022 and into 2023, we continued to expand our 16 Regional Grantee partnerships, ensuring urban and rural communities statewide have more access than ever to trauma-informed resources. By the end of 2022, we reached 900+ stakeholders, actively working in 120 of Georgia's 159 counties with immediate plans to cover the state.

We are a creating stronger, more resilient Georgia by preventing childhood trauma and supporting children and families who have experienced adversity. None of this would be possible without the generous support of our funders and the collaboration of our partners and stakeholders. Together, we will continue to strive for a future where every child in Georgia grows up to become a resilient adult, thanks to a culture of prevention and widespread knowledge of trauma-informed care.

Sincerely,

Emily Anne Vall, PhD Resilient Georgia Executive Director

Brenda Fitzgerald, MDResilient Georgia
Executive Board Chair

Neha KhannaResilient Georgia
Director, Strategy and Operations



Emily Anne Vall
Executive Director



Dr. Brenda Fitzgerald Executive Board Chair



Neha Khanna Director, Strategy and Operations



TABLE OF CONTENTS

BUILDING CAPACITY	4
INTERNSHIPS AND RESEARCH	8
CREATING A SHARED LANGUAGE	11
ADVOCACY AND POLICY CHANGE	15
TRAINING AND EDUCATION	17
REGIONAL GRANTEE PROGRAM	20
REGIONAL SUMMARIES	24









BUILDING CAPACITY

New Staff

We have been busy building capacity thanks to our many champions, partners, and supporters! Since April 2022, we have welcomed five new employees. Audrey Idaikkadar joined the team in April of 2022 as our first Regional Program Director, Cheyianne Johnson joined the team in October of 2022 as our first Office Manager, Kathryn Chambers joined the team as our first Special Projects Coordinator in January of 2023, Nikki Warner joined the team in July of 2023 as our first Regional Program Coordinator, and most recently we welcomed Dr. Andrea Meyer Stinson, one of Resilient Georgia's founding Board Members and Resilient Middle Georgia co-founder, as the Director of Workforce Strategy and Initiatives in September of 2023. We are so proud to have so many talented, kind, and caring professionals join our team over the last year.

Building Our Team Culture

In addition to building our team, we have been building our team culture. Beginning in late 2022, we started learning about the Clifton Strengths Finder (CSF). Thanks to Ellen McCarty and Dr. John Augusto, our team has been participating in CSF trainings to better understand our personal and team strengths and identify ways we can continue to build upon them and flourish. We have additional team and Board trainings planned for this year and are all looking forward to it! To complement this work, we started working with Inclusivy to host meaningful conversations throughout the next year with our team. Their conversation model encourages respectful dialogue, leading to deeper understanding and a stronger sense of community. We are very excited to begin this journey and continue to build our organization's culture.



Audrey Idaikkadar Regional Program Director



Chevianne Johnson Office Manager



Kathryn Chambers Special Projects Coordinator



Nikki Warner Regional Program Coordinator



Dr. Andrea Meyer Stinson Director of Workforce Strategy and Initiatives





BUILDING CAPACITY

Building Our Infrastructure

We have also been busy bolstering best practice human resources. In late summer of '23 we enlisted the help of the Georgia Center for Non-profits to help with this. In early '23 our Executive Board Treasurer and Executive Director began working with the Pro Bono Partnership. As we continue to build our policies and procedures, we are grateful for the subject matter expertise and coaching we have received from both groups.

Strategic Planning

Sustaining our organization and movement statewide was a key priority in our 2019-2022 Strategic Map. It remains so in our 2023-25 Strategy, which we refreshed in late 2022 (see https://www.resilientga.org/strategic-map, Pillar E.)

As part of our EmpowerHealth grant application process in Spring 2022, RG Board Members Bonnie Hardage, Lynn Pattillo, and Katherine Martin joined Executive Director Emily Anne Vall and Director of Strategy + Operations Neha Khanna in utilizing TCC's Core Capacity Assessment Tool. The aim was to diagnose RG's organizational lifecycle stage, core capacities/sub capacities, organizational culture, and chart out "next steps" for us as an organization.

After this pre-grant process, RG was one of only eight organizations statewide to secure a 2-year, \$50,000 grant to implement some of these next steps through 2024. We continue to focus on RG organizational capacity, helping both staff and board members to operate optimally. RG will participate in evaluation coaching calls with the Foundation's evaluation manager, submit a logic model, and develop evaluation plans. Throughout the grant, we will continue engaging with multiple RG Board Members consistently, which will further contribute to our regular Board meetings that occur ~8 times annually. Moreover, RG will update written materials including: Recruitment, Conflicts of Interest policies, internal policies and manuals, staff reporting lines and organizational charts, culturally responsive calendars, and HR policies (including benefits/retention).







BUILDING CAPACITY

Fundraising

Thanks to all of our supporters, over the past year+ we have been working with two talented grant writers and fundraising consultants whereby allowing our team to bolster philanthropic, state agency, and corporate relationships. Additionally, we have been hard at work developing our individual giving campaign and webpage. Our team has received expert coaching through programming that multiple foundations have provided over the last year. We look forward to continuing to learn from key subject matter experts so we can continue to build sustainable, long term, diverse funding streams.

RG is delighted to share that we are growing our diverse support among private foundations, individual donors, and government sources. Just in 2022, we secured funding with prior and new partners, including the following for general operations/capacity-building for 2022, 2023, and beyond:

- \$200,000 from Pittulloch Foundation
- \$200,000 annually from the Arthur M. Blank Family Foundation (2023-2025)
- \$100,000 annually from Zeist Foundation (2023-2024)
- \$80,000 from The J.B. Fuqua Foundation (\$40k each year for 2023-2024)
- \$60,000 from Jesse Parker Williams Foundation (\$20k 2023-2025)
- \$50,000 from Tull Charitable Foundation (2023)
- \$50,000 from Healthcare Georgia Foundation's EmpowerHealth Initiative*** (\$25k each for 2023- 2024)
- \$30,000 from Betty and Davis Fitzgerald Foundation (starting in 2022-2023)

In 2022, we also secured the following programspecific/restricted funding:

- \$222,000 from Aetna/CVS to host/train up to 100 physicians, nurses, etc. for mental and behavioral health trainings conducted by national leader The REACH Institute in 2023
- \$125,000 from GA Dept. of Early Care and Learning for a Community Transformation Grant (for course development, CRM training workshops, admin/ops, guidebook development, grantee incentives, and training faculty)
- \$145,000 from GA Dept. of Behavioral Health and Developmental Disabilities for Bridges to Therapy
- \$60,000 from Kaiser Permanente Foundation for Justice, Diversity, Equity, and Inclusion (Facilitating and Hosting JEDI days for regional coalitions, learning events, and tech assistance to regional grantees to implement JEDI action plans)
- \$5,000 from Jesse Parker Williams Foundation to participate in Network for Good's Jumpstart Program (training and fundraising coaching)

Finally, RG has been growing consistently yet responsibly in recent years, and we expect this to continue in 2023-25. Total operating expenses in 2022 were ~\$924k, and we entered FY23 with more than \$300k in net revenue. We project expenses (and revenue) to be ~\$1.3 million in FY23, thanks in part to new grants from the Blank and Zeist Foundations, as well as other grants we may still receive in the second half of 2023.







INTERNSHIPS & RESEARCH

Resilient Georgia is proud to celebrate the young minds of our various graduate students and other interns. Here, we share some key results of our stellar interns' work, which also illustrates how RG develops and shares important research with our many stakeholders.

RG National Landscape Scan Chapter 3

In the Spring of 2022, RG conducted a literature search of Integrated Behavioral Health (IBH) programs in the US from 2012 to 2022. RG's graduate student intern Jessica Reed (Emory University MD/MPH student) conducted a national IBH scan, under direct supervision from and in collaboration with Dr. Emily Anne Vall (RG's Executive Director), Neha Khanna (RG's Director of Strategy and Operations), and Jed Rich (Strategic Consultant).

To see Jessica Reed's full report, please see National Scan Chapter 3: National Landscape Scan of Integrated Behavioral Health available at <u>HERE</u>. To see our RG blog post regarding this work, please click <u>HERE</u>.

RG National Landscape Scan Chapter 4

In September 2022, RG's graduate student intern Jessica Koreis (dual Master of Public Health and Community Psychology PhD student at Georgia State University) shared findings from her National Landscape Scan of TIC/ACEs Evaluation Efforts. This chapter builds on RG's first chapter of our National Scan: Trauma-informed Care and ACEs Prevention Efforts conducted in 2019. The purpose of both scans was to learn from peers and better understand the current landscape of TIC/ACEs efforts nationally.

This chapter investigates evaluation efforts of the highest rated statewide initiatives that aim to deliver Trauma-Informed Care (TIC) and prevent or reduce Adverse Childhood Experiences (ACEs). To see Jessica Koreis' full report, please see National Scan Chapter 4: National Landscape Scan of Integrated Behavioral Health available HERE. To see her blog post regarding the scan, please visit the following link: HERE









Internships & Research

INTERNSHIPS & RESEARCH

Justice Equity Diversity and Inclusion (JEDI)

Diversity, Equity, and Inclusion remain the cornerstone of trauma-informed care in every aspect of Resilient Georgia's programs and operations. Resilient Georgia's staff in 2022 was 100% female and 60% BIPOC, while our nine-member board is 33% BIPOC and 80% female. Our 6-month paid internship programs are 67% BIPOC. Given our broad reach across sectors and counties, we impact every racial/ethnic, socioeconomic, geographic, and other demographic statewide.

In early 2022 RG partnered with Georgia Health Policy Center experts to conduct justice, equity, diversity, and inclusion ("JEDI") training with our regional grantees. This full day training provided JEDI/sustainability technical assistance to our regional partners. In 2023 we successfully built this partnership and offered multiple training opportunities to every region. Each partner has been encouraged to host collaborative meetings to identify draft goals for their region and analyze how to continually build related efforts into their workplans and strategies.

As of this month (November 2023) we have provided DEI focused training and convening that covers 120 of Georgia's total 159 counties. Importantly, this work will also support RG in performing our first internal equity audit, a key priority for us this upcoming calendar year. This will hold RG accountable as an organization as we continue to bolster DEI strategies throughout our regional coalitions and beyond.





CREATING A SHARED LANGUAGE





CREATING A SHARED LANGUAGE

Learning Cards

In 2022, our Director of Strategy and Operations had the great idea of developing 7 learning cards so our partners and stakeholders could all access and use the same language. These learning cards cover important topics like Adverse Childhood Experiences, Early Brain Development, Positive Childhood Experiences, Prenatal Mental Health, Resilience, Toxic Stress, and being Trauma-Informed. We translated them in 12 languages, and we are working on more. We also added resources to each card that users can locate through a QR code, so in addition to defining and learning about the term, users would have updated resources at their fingertips. We also made the offer to co-brand them with any of our partners and to date have created over 175 different versions with over 20 different national, state, and regional partners.

Resource Guides

As you likely already know, many of our regional partners serve very rural counties where resources and mental and behavioral health access are sparse. Other areas cover counties that are so populated it can be hard to navigate services. No matter the landscape, it can be very difficult for families in crisis, or even organizations that serve individuals in crisis, to find resources and up to date contacts. Over the last 2 years we have been working with multiple regional subject matter experts to collect and gather resources in their area. We have also enlisted the help of many different interns to help create our regional resource guides. These resource guides have been very helpful for each community, and it has been a great learning experience for all involved. You can visit our webpage with each of the 7 guides published here.



Regional Child and Family Behavioral Health Resource Guides

These resource guides include child and family behavioral health state and local resources with service descriptions and contact information for the counties served by our regional coalitions. These resources are meant to serve, inform & assist regional coalition's partners, community members & local stakeholders. These guides have been co-produced by Resilient Georgia and each of our Regional Grantee Coalitions.







Resilient Northeast Georgia

view guide





12



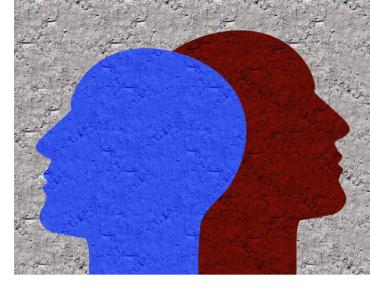
CREATING A SHARED LANGUAGE

JEDI Website Updates

We have also been working hard to respond to the needs of our diverse state. We are committed to improving and elevating Justice, Equity, Diversity and Inclusion (JEDI) across the state and have embedded that into our communications strategy. Over the last year we have curated and published 70+ resources to enhance access and support for under-served mental health communities. We have built an Asian American Pacific Islander Mental Health Resource Page, a Hispanic/Latinx Mental Health Resource Page, and a Mental Health Resource Page, and local organizations that offer culturally relevant care and community building opportunities. By providing mental health resource connections and support, we help build and strengthen resiliency for all Georgians.

RG Vulnerability Campaign

In late 2022, our talented team and communications partners identified the need for a campaign that celebrates vulnerability and the bravery of the many individuals that use their stories and voices as a vehicle to continue to destigmatize trauma, mental and behavioral health. We are so proud of the many voices that have contributed to our Vulnerability blog campaign. We hope you enjoy reading it as much as we have enjoyed sharing our partners' stories and shared voices.









CREATING A SHARED LANGUAGE

Connecting

In 2022 we published 5 newsletters, posted 23 Total blog posts, and shared 48 Monday Memos (weekly roundups of MBH curated content). Additionally, we convened approximately 700 stakeholders and partners across 3 General Meetings, and hosted over 50 peer collaborative learning technical assistance touchpoints /opportunities offered across monthly calls, lunch and learns, days of learning, and group learning workshops.

Convening

In our August 2022 General Meeting, we showcased Round 1 regional coalitions based out of Athens, Augusta, Macon, Savannah, and surrounding areas and Round 3 regional coalitions based out of Clayton, Cobb, Gwinnett, and Valdosta and surrounding areas.

In our December 15, 2022 General Meeting, we asked the eight regional coalitions in Rounds 2 and 4 to focus on one BIG idea. Coalitions shared their most impactful, innovative, and/or exciting program or element of their work.

In addition to our important work with Regional Grantees, RG also consistently leads convenings throughout the state. Below is just one example from 2022.

Young Adult Mental Health General Meeting March 2022

With an increased recognition of young adults' mental health needs, as well as ways in which <u>institutions haven't always adequately supported these needs</u>, RG felt it was important to come together and discuss inspiring work in Georgia to create "upstream" approaches to young adult mental health. On March 24th, 193 attendees joined to listen to our partner organizations discuss strategies they are implementing to uplift Georgia's young adults (please see meeting video <u>at this link</u>). Although speakers' talking points spanned from higher education to the foster care system, they shared one thing in common - a focus on building resiliency for individuals aged 19-26.

For more information about our convenings, be sure to visit our <u>General Meeting</u> <u>page</u>, where you can access meeting slides as well as a follow up documents with links and answers to questions from participants.











ADVOCACY & POLICY CHANGE

In early 2022 we were proud to play a large role in getting the historic Mental Health Parity Bill (Georgia House Bill 1013) passed with unanimous bipartisan support. The RG team is proud to have helped draft, advocate, coordinate and curate expert testimony that informed the historic 74-page bill in partnership with the late Georgia House Leader David Ralston among others. In late 2022 and into the 2023 legislative schedule, we worked with stakeholders to draft, advocate and coordinate testimony that contributed to HB 520, which we look forward to being re-introduced during the 2024 legislative session. We are hard at work building relationships and identifying how to celebrate this historic legislation while also ensuring that every directive is implemented successfully.

Special Events and Publications

The Resilient Georgia Team participated and presented in several national, state and regional speaking events including the Georgia Grantmakers Association's annual meeting, the American Professional Society on the Abuse of Children's Annual Conference, and the Georgia Department of Early Care and Learnings annual conference. Additionally, three peer reviewed publications were accepted and will be published sometime in 2023 including this article: Depression and anxiety among college students at Historically Black and Predominantly White universities during the COVID-19 pandemic: A cross-sectional study. We are so proud to share that this article has been highlighted by CNBC, USA Today, and the AJC among others.







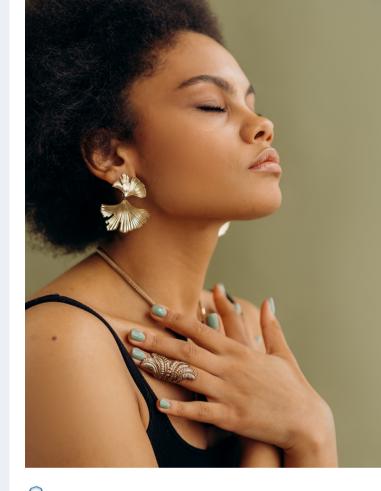




TRAINING & EDUCATION

In 2022 we partnered with the Georgia Department of Early care and learning and trained over 312 early care and learning professionals with Mindfulness Self-Compassion, Community Resiliency Model, or Introduction to the Mindfulness Zones trainings. This work touched over 50 infant and early childhood mental health partners/organizations statewide and we have continued to expand this work in 2023.

In January 2023, Resilient Georgia and the Center for Interrelational Science and Pediatrics (CISP) received a Georgia Department of Early Care and Learning Community Transformation Grant to develop and launch a Community Resiliency Model (CRM) Guide - Infant and Early Childhood Professional Development Course and Guidebook. CRM, developed by the **Trauma Resource Institute** in Claremont, California is a wellness intervention that is informed by the biology of the nervous system and normal physiological reactions to stress. This course will support Georgia's birth-to-five workforce by equipping them with professional development courses, easy access to trauma-informed wellness skills, and new activities to support resiliency in the classroom. We partnered with nine experts in pediatric development, primary care, child psychiatry, child education, CRM and related disciplines to develop course content and deliver didactic modules covering 13 topics. We are also partnering with early care and education organizations to adopt the credit-bearing course and guidebook as a component of staff orientation. Infant and Early Childhood leaders and stakeholders across the state will be able to access the course, guidebook, and a community of practitioners on a user-friendly platform on CISP's website.



Interrelational Science and Pediatrics

Welcome to the Infant and Early Childhood Professional Development course series



Wellness for Early Childhood Professionals [DECAL: 1 clock hour] This course was developed in support of early childhood educators and professionals. Lessons in this course will cover selfination theory, self-care, and research on the Community Resilienc...







Theoretical Framework for Infant and Farly Ch



TRAINING AND EDUCATION

Handle with Care

We have also been hard at work promoting the effectiveness of Handle with Care, a program that allows first responders to communicate with a child's school when a child has been through something traumatic. If a law enforcement officer encounters a child during a call, that child's name and three words, HANDLE WITH CARE, are forwarded to the school/child care agency before the school bell rings the next day. The school implements individual, class and whole school trauma-sensitive curricula so that traumatized children are "Handled With Care". If a child needs more intervention, on-site trauma-focused mental healthcare is available at the school.

Several of our Regional partners are actively implementing the program, and we have applied for funding that would allow us to work closely with the Georgia Center for Child Advocacy to hire staff to implement the program statewide. Additionally, we have had several meetings with various stakeholders to share the program and our vision, including the Child and Adolescent Subcommittee of the Governors Behavioral Health Reform and Innovation Commission.

REACH Institute's Patient-Centered Mental Health in Pediatric Primary Care (PPP) training & PHIC Partnership

In 2022 we partnered with the Georgia Pediatric Healthcare Improvement Coalition to bring the Patient-Centered Mental Health in Pediatric Primary Care (PPP) training to rural Georgia. This training is for Pediatric primary care providers: Pediatricians, family physicians, nurse practitioners, and physician assistants and equips them with the information needed to better understand and treat the mental and behavioral health needs of their patients. Thanks to a large grant from the Aetna Foundation, we were able to host the training in both Augusta and Columbus.

National Mental Health Workforce Acceleration Program

In late 2022 we started a conversation with Kaiser Permanente that has resulted in a very exciting workforce initiative. Resilient Georgia has partnered with the National Council and Kaiser Permanente to increase the number of qualified licensed mental health and substance use treatment clinicians while enhancing diversity, equity and inclusion in patient-facing mental health and substance use treatment positions. This 4-year program subsidizes new MBH early professionals, while offering them the support they need to thrive and attain licensure.













REGIONAL GRANTEE PROGRAM

Over the past few years, Resilient Georgia has launched, managed, and scaled our Regional Grantee Program. All 16 grantee coalitions are deeply engaged in preventing and healing childhood adversity, providing an emphasis on trauma-informed awareness and care, and promoting resilience with children and families in their communities.

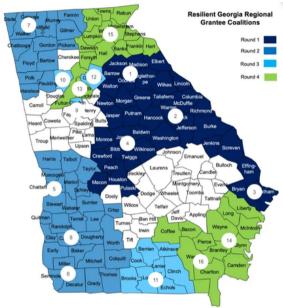
Attached you will find our annual Resilient Georgia Regional Grantee Summary Book. We hope you take the time to review this amazing document. We are very proud of the work that our regional partners and staff have done in a very short time. This is by far our largest program and we are incredibly proud. In addition to program highlights for each of our 16 regions in the summary book, we are excited to share anecdotes from our regional partners' leaders as to how RG has supported their critical efforts below.

During our September 2022 Office hour call, Michelle Girtman (Executive Director, Magnolia House- Shelter for Abused Persons and Round 4 Waycross Area RG Partnership Lead) shared the following:

"Resilient Georgia has really helped us fast track the process to connect with community partners. Y'all have helped us build relationships and bridge gaps – because of Resilient Georgia, we have been able to connect with the immigrant population in our six counties for the first time, and we have been able to connect with the gang population through our school systems for the first time!

Resilient Georgia is truly a breath of fresh air for me as a nonprofit Executive Director, especially in South Georgia which is so resource strapped. Thanks to you all, I learn about potential grant and funding opportunities – you all are curating these opportunities for us and making the introductions. Y'all care about us, and do not just fund us. As overwhelmed as we are, I really appreciate it."









REGIONAL GRANTEE PROGRAM

Moreover, in October/November 2022, RG's stellar intern Jessica Koreis conducted in-depth interviews of RG Regional Coalition leaders. Select highlights include:

"We've had the most success increasing the understanding of adversity with middle school age students, connecting with the kids with social media, bullying, stressors, and life, and them listening and accepting that message. We ask them, "Well, have you ever been bullied?" And they all raise their hands. We try to talk about them finding somebody local that you can connect, trust, and look up to, whether it's your parent, the janitor, the coach. Reach out, talk, and express your feelings and your struggles."

"We've had the most success increasing the understanding of adversity with middle school age students, connecting with the kids with social media, bullying, stressors, and life, and them listening and accepting that message. We ask them, "Well, have you ever been bullied?" And they all raise their hands. We try to talk about them finding somebody local that you can connect, trust, and look up to, whether it's your parent, the janitor, the coach. Reach out, talk, and express your feelings and your struggles."

"Most or all of our collaborative members live in our catchment area. They have a heart for our county. They've been here for some years. They have children that are being educated in the school system. So they're pretty much all 'ride or die'. They're not making decisions that would be detrimental to people because they live here, too. We are all in the same boat."

"All of the cohort calls where we're able to hear what's worked for one organization and who has had quite a bit more experience than us, it encourages us to jump back to our intention of reaching out and expanding our base because that's one of the goals these next two years. We've been learning how we can best tap into those counties that we haven't done such a great job of engaging."



REGIONAL GRANTEE PROGRAM

In-depth interview highlights of RG Regional Coalition leaders continued:

"It's going to take people looking past their neighborhoods, their areas, their districts, and saying these people over here...that's an equity conversation: that rural counties need help just like urban counties...those 7,000 people in a rural county still deserve dignity and respect, even though there's two million that live in, say, Cobb County. A little bit of money goes a long way in a rural county."

"The best part of this work is bringing in different professionals from different industries, whether it's government, nonprofit, private sector, to talk about what rural Georgia is dealing with and their needs. Which has been great, but what's been best for me is the connections and relationships that Resilient Georgia and Lynn brought. They've really helped me connect with people above Macon and people in Atlanta to look past Macon and realize there's still a lot of the state that needs funding and resources. I mean, we deal with a lot of people that don't think there's even dirt roads still around in communities, or that there is a Publix or Walgreens on every corner that somebody can just walk to and get what they need. We agree not everybody can live in a major metro city, but you still have government workers, school teachers, and retail business people in all these communities, and they deserve to have basic services."

"We've trained early care and learning providers in Connections Matter, and then they interface with the work that we do. We've developed a toolkit for early care and learning providers that we're trying to get out, and we also have connected with childcare resources and a referral agency that oversees the quality rated process. So they're working with us on distribution of those resources."

"Resilient Georgia has trusted us...we report on what we are, what we're up to. And I think that has given us the opportunity to have some latitude to really affect change within other communities, because they see what we're doing within our own community and the fact that we're willing to share the resources with other communities. This has allowed our coalition to share resources."



REGIONAL SUMMARY BOOK

Review the latest edition of the Regional Summary book <u>here</u>.



REGIONAL GRANTEE SUMMARY REPORTS

FALL 2023

Resilient Georgia is a statewide coalition of public-private partners building a more resilient, trauma-informed Georgia.

- Preventing ACEs
- Healing Adversity
- Promoting Resilience







