

WELLMORE REPORT TO THE COMMUNITY: COMPASSION IN ACTION

2024-2025 ANNUAL REPORT

THE HEART BEHIND OUR IMPACT

At Wellmore Behavioral Health, success is measured not only in outcomes, but in the compassion, dedication, and unwavering commitment of the people who make those outcomes possible—our staff. This year, we've chosen to do something different. Instead of focusing solely on numbers and milestones, this annual report shines a light on the individuals behind the scenes—the counselors, clinicians, support staff, administrators, and team members who bring our mission to life every single day.

Our people are the story. Their empathy, resilience, and tireless advocacy drive our work forward and help transform the lives of the children, families, and communities we serve. In highlighting their voices, experiences, and contributions, we not only celebrate their hard work but also reaffirm the values that define Wellmore: integrity, compassion, collaboration, and a shared commitment to mental health and well-being.

This year's report is more than a reflection of what we've achieved—it's a tribute to who made it all possible. We invite you to get to know the hearts and minds behind Wellmore's success.



*Scan to learn
how you can
support
Wellmore!*



A FULL-CIRCLE JOURNEY: FROM RESIDENT TO ADVOCATE

A once-promising basketball star in the 1980s, known for his skill on the court and the admiration of his community, Glenn's life took a sharp turn as he faced personal struggles that led him to rock bottom. But like the champion he once was, Glenn never gave up. Today, he is not only an employee at Wellmore but an embodiment of resilience, transformation, and hope. Glenn called his 80 year old parents at four in the morning letting them know how he was feeling when he hit his low point.

“It gets you to that point where you feel like you don't want to be here and it's really true. It's a sad, bad feeling.”

The next day, his parents showed up at his door with an advocate to get into treatment for his alcohol addiction. When the advocate asked if he wanted to go, Glenn remembers his father using the famous quote, “just do it.” From that day, his recovery journey began. After spending 90 days in an in-patient treatment facility, Glenn transitioned to Morris Recovery House, right here at Wellmore. Morris House services include individual case management, intensive outpatient treatment, vocational training, family involvement, educational groups, job search and employment support, and participation in self-help groups.

While at Morris House, Glenn started working again as a host at a local Chili's. This started his transition back into society and gave him a fresh start with life. Before his 90 days at Morris House finished, Glenn talked to Chris, the program manager, and said “maybe I'll work here someday.” Glenn did just that. In July of 2024, Glenn started in his new position as a shift monitor at the same recovery house that he was once a resident of while starting his recovery journey. He uses his experience as a resident to now share insight and connect with the current residents and helps them stay on their own path to recovery.



Glenn (Left) and Chris (Right) at Wellmore's Morris Recovery House.

————— “ —————

From the 90-day inpatient to the 90-day halfway house, and now at the sober house — I went through all the levels. I tell the guys: if you're leaving here, you're on your way. Just keep your job, keep saving money. Life's going to get better.

FIGHTING FOR TWO: JENNIFER'S JOURNEY

“

The Wellmore Women's Program saved me. I don't know where I would be today if not for the program



”

They will advocate for you. They will support you. They will go all the way for you.

When Jennifer arrived at the Wellmore Woman & Children's Program (WCP), she was in the throes of addiction, facing the compounded challenges of homelessness, legal complications, and the uncertainty of new motherhood. She had moved to Waterbury, Connecticut, seeking stability. At the time, Jennifer had just given birth to her daughter—tiny, but miraculously healthy—and knew it was time to make a life-changing decision.

Rather than seek treatment far from home, Jennifer chose Wellmore because it allowed her to stay rooted in her community. With her fiancé and key supports nearby, she believed she'd have the best chance at recovery with people she trusted close by. But it wasn't easy. In the early days of the program, she grappled with withdrawal, the pain of being separated from her newborn (then placed in foster care), and the overwhelming fear of the unknown.

The compassion and guidance of Wellmore staff, particularly Marie, a clinician at WCP, was instrumental. Their constant support kept Jennifer grounded through some of her darkest days. Despite bureaucratic setbacks that extended her stay, Jennifer remained determined. She stayed in the residential program for seven months—more than double the typical duration—due to delays in reunifying with her daughter, but she never gave up.

After completing the residential program, Jennifer transitioned into outpatient services with clinician Tess, who quickly recognized her strength and motivation. Jennifer not only committed herself to recovery but became a source of inspiration for others in the group, openly sharing her experiences and offering hope. Tess recalls how Jennifer knew when to step back and protect her own recovery, showing a deep level of self-awareness and care.

Throughout her journey, Jennifer also worked with multiple support services, including parenting programs and health providers through Wellmore's Child First and PIC programs. She took control of her physical and mental well-being, attending all appointments and preparing herself fully for her daughter's return.

Today, Jennifer is thriving. She is sober, independent, and raising her healthy daughter. She frequently returns to the program to speak with women currently in treatment, offering her story as proof that change is possible. She is also pursuing certification to become a Recovery Support Specialist, turning her experience into a path to help others.

ROOTED IN PURPOSE ARIEL AND BRITTANY'S JOURNEY AT WELLMORE

From Intern to Leader: Ariel's Full Circle Return

At Wellmore Behavioral Health, careers don't just grow—they evolve with purpose, passion, and a sense of belonging. Ariel and Brittany exemplify this spirit through their unique, interconnected journeys.

Ariel first arrived at Wellmore in 2016 as a second-year social work student at Columbia, interning three days a week while commuting from NYC. Immersed in a busy clinical setting—intakes, IOP programs, and fast-paced teamwork—she quickly developed the tools and confidence she would carry into every step of her career.

"This place was a foundational catalyst for me. I learned how to manage crises, run intakes on the fly, and build real connections with clients and staff."

After years in New York City, working in shelters and private practice, Ariel longed for the in-person teamwork she once knew. When she returned to Connecticut, Wellmore welcomed her back—this time as a leader. Now, she supports clients during walk-in hours and mentors team members like Brittany.

Brittany started at Wellmore around 2019–2020, just before COVID, as a recovery intern while working toward her associate's degree. Her experience spanned residential and group programs, eventually inspiring her to pursue a master's in social work.

Growing from Within: Brittany's Homegrown Path

"Even when I took time away for school, I knew I wanted to come back. The community here is something special."

She rejoined Wellmore in 2023, now balancing full-time work and a graduate internship under Ariel's supervision. Brittany brings a calm, grounded energy to client interactions—and continues to grow her identity as a clinician with every session.

Why They Stay: A Culture of Care

What brought them back—and keeps them here—is more than just meaningful work.

"There's no weird politics or toxicity. It's a place that cares—for clients and for each other," Ariel says.

"Wellmore helped me figure out who I am as a clinician – and gave me the space to become her," Brittany adds.

From interns to leaders, Ariel and Brittany's stories reflect what makes Wellmore different: a place where people are seen, supported, and empowered to make a difference—together.



Wellmore Adult Outpatient staff members awarded for assisting in helping a client who had overdosed.

WHERE I'M MEANT TO BE: JULIETTE'S STORY



Wellmore's annual staff appreciation food truck event.

Wellmore truly values their employees. It's not just about the numbers—it's about the people.

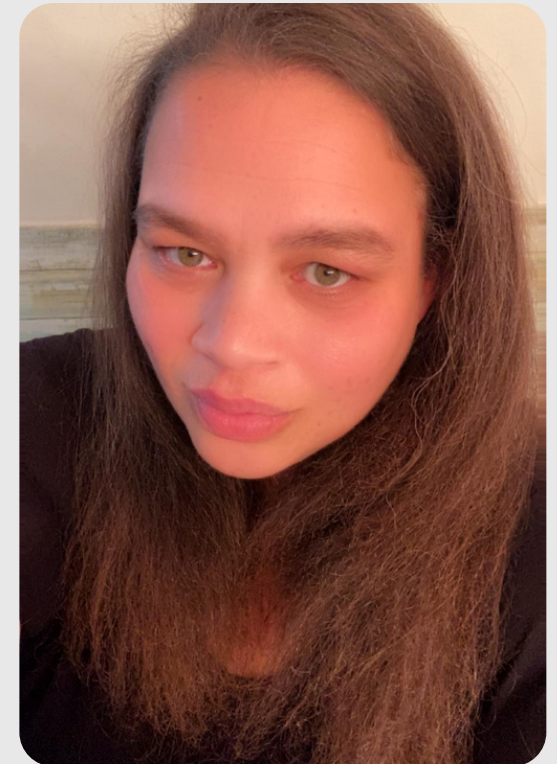
Juliette's connection with Wellmore Behavioral Health is more than professional—it's personal. Since first joining in 2015 as a clinician at Valiant House, a group home for teenage boys, Juliette has returned to the organization three times. Each time, she felt drawn back by Wellmore's mission, culture, and commitment to the community.

"I wouldn't have come back three times if I didn't enjoy Wellmore," she shares. "It's a wonderful company to work for. I love what they do for the community—and how they support their employees."

Now serving as team lead in the Functional Family Therapy (FFT) department, Juliette works with youth and families facing relational challenges, often compounded by external systems like school, probation, or DCF. FFT focuses on strengthening family dynamics through a three-phase model: motivation, behavior change, and generalization.

Before returning to FFT, Juliette's early work in residential care gave her unique insight into youth support. "Working in the group home created strong connections—we lived the work every day. Now, in FFT, I still see that relational focus, just in a different setting."

For Juliette, Wellmore stands apart not just for its services, but for how it values its people. "Other nonprofits look at the bottom line. Wellmore looks at how it impacts their staff. You feel appreciated here."



Juliette - FFT Team Leader

GUIDING PATHS, BUILDING FATHERS: LORI'S IMPACT AT WELLMORE

Since joining Wellmore Behavioral Health in January 2016, Lori has built a career defined by compassion, leadership, and meaningful connection. Starting as a Care Coordination Supervisor, Lori brought with her years of experience as a clinician serving children, families, and individuals. What drew her to Wellmore — and what's kept her here — is the organization's deep commitment to both client care and staff well-being.

"I always had the desire to help people navigate their own path — to help them help themselves."



“
***It's kind of
bittersweet, but it's
also really powerful
to see how all the
programs can
come together to
support a family.***
”

After five years in care coordination, Lori transitioned into a unique dual role in 2021 that blended IICAPS and Fatherhood Engagement Services (FES). The move not only allowed her to continue supporting families but also opened up new avenues to serve an often-overlooked population: fathers involved with DCF.

The Fatherhood Engagement Services program, funded through a DCF grant, provides a 4-6 month curriculum-driven experience for dads seeking to rebuild relationships with their children and become stronger co-parents.

Using the nationally recognized 24/7 Dad® curriculum, the program emphasizes both individual and group work.

Lori sees firsthand how FES intersects with other services like IICAPS and Care Coordination — often working with families who have touched multiple programs. This cross-program collaboration, though sometimes bittersweet, is also a testament to Wellmore's wraparound approach.

Her journey from clinician to supervisor to program leader shows how Wellmore not only develops professionals but also empowers them to lead with purpose.

Lori - Team Leader:
IICAPS / Fatherhood
Engagement Services



WORKING IN TANDEM: THE POWER OF PARTNERSHIP IN IICAPS



Nata'jha and Rachael outside of Wellmore's Middlebury office.

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Families served by IICAPS in 2024.



Wellmore's IICAPS team's annual team-building event.

Impactful change doesn't happen in isolation—it happens in partnership. For Rachael and Nata'jha, a dynamic IICAPS team with over three years of collaboration under their belts, the strength of their work lies in the trust, rhythm, and resilience they've cultivated side by side.

IICAPS —Intensive In-Home Child & Adolescent Psychiatric Services—is a program designed to support children and adolescents facing serious emotional disturbances. The goal? Preventing hospitalization and out-of-home placements by working intensively with both the child and their family in the home and community. It's hands-on. It's all-in. And it thrives on strong relationships—between clinicians and clients, and between team members.

Each day, Rachael and Nata'jha visit families in their homes, schools, and communities. Whether helping a child develop coping strategies, advocating for them at school, or just sitting down for a game of Uno to build trust, their work is a blend of therapeutic expertise and human connection.

“

You can't do this alone. Having a partner who gets it makes all the difference. - Rachael

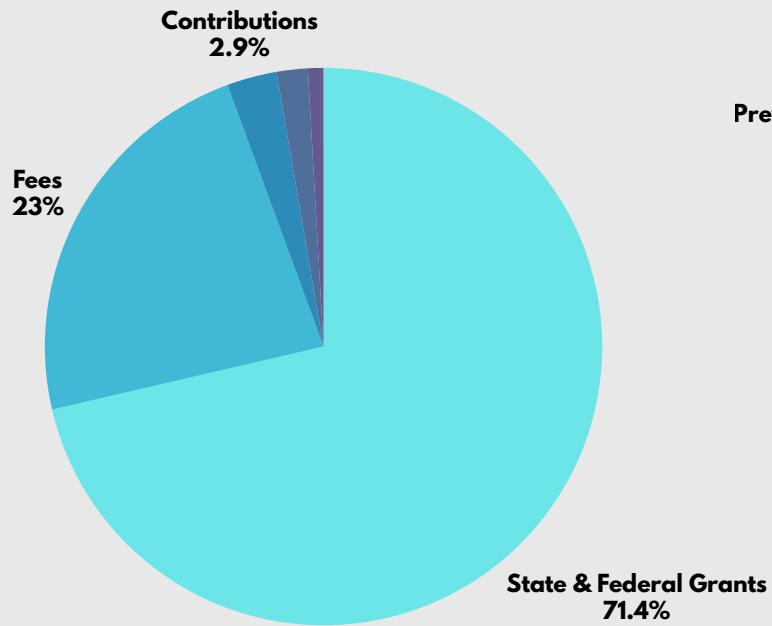
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“You're not going to get a full 180 in six months. It's about being patient, being kind, and showing up—even when it's tough.” - Nata'jha

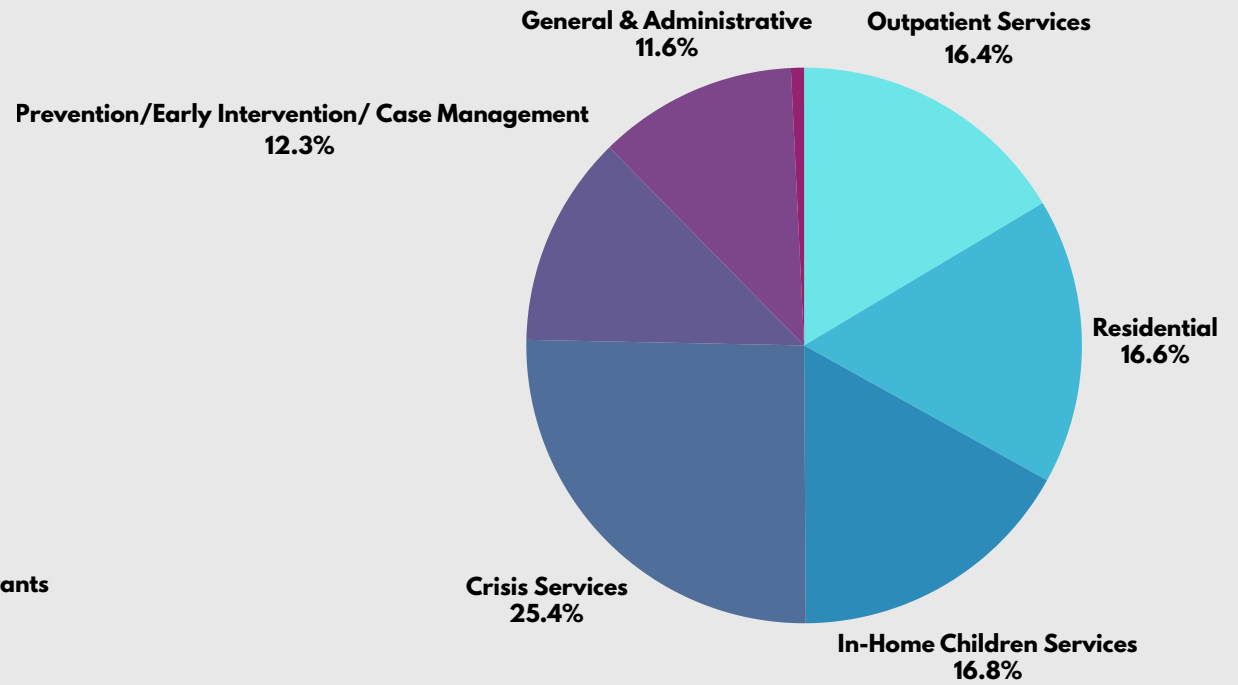
That journey is rarely linear. IICAPS is structured as a six-month intervention, which means clinicians like Rachael and Nata'jha must meet clients where they are—emotionally and developmentally—and celebrate the small wins that build into long-term growth.

Working with children in crisis can be emotionally demanding, but through it all, Rachael and Nata'jha emphasize the importance of partnership—not only with their clients, but with each other. From wordless communication in difficult moments to sharing successes and setbacks, their bond is foundational to their effectiveness.

THE FIGURES



REVENUE



EXPENSES

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Advanced Behavioral Health
BAGS Foundation of Connecticut
Bridge to Success

The National Service Office For Nurse-Family Partnership & Child First

Carlyon's Place
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Della Pietra Pharmacy
Fatherhood Engagement Leadership Team (FELT)
Franklin Medical Group

Functional Family Therapy Services
Greater Waterbury Health Partnership (GWHP)
Greater Waterbury YMCA

Injury Prevention Center at CT Children's Medical Center
The Leever Foundation

Multisystemic Therapy Network of Partner Organizations
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Safe Haven
SAMHSA

StayWell Health Center, Inc.

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State of Connecticut Judicial Branch: Court Supported Services Division

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GIFT OF \$50,000 OR MORE

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