

**Positive Alternatives**

*2023*

# **ANNUAL REPORT**



**Client Centered. Community Oriented.  
Compassionate. Colaborative. Conscientious.**

[POSITIVE-ALTERNATIVES.ORG](http://POSITIVE-ALTERNATIVES.ORG)

# *A Letter From the President/CEO*

As we reflect upon 2023 through the creation of this annual report, the words that come to mind are resilience and excitement. Our resilience has been demonstrated since 2020 as we worked through COVID and the subsequent “Great Resignation”. Positive Alternatives additionally became accredited and certified as Qualified Residential Treatment (QRTP) programs and rolled out new programming as required by QRTP certification. The group homes thrived in 2023 with the low group size and high staff to resident ratio allowed by QRTP funding.

Community Based Services also gained momentum on a Strategic Plan created to bounce back from the program’s COVID closure. The program flourished and grew in 2023 with higher billable hours than seen in several years, and a new focus to improve the experience of families served with improved family-friendly spaces.

Additionally, we are excited that our work on the organization’s new Strategic Plan began, with goals to build upon our strengths and improve our programs’ quality and the experiences of staff. Noteworthy accomplishments of this plan include the roll-out of a new logo and branding, and a contract to open a new group home in Winnebago County in 2024.

The accomplishments of 2023 have us excited for 2024 and beyond as we continue to strengthen our programs, accomplish our strategic goals, and expand our services. Our employees, board of directors, clients, and the community have been integral to our success, and we rely on these partners as we continue this momentum into the future. The following is a snapshot of Positive Alternatives’ accomplishments in 2024.

*Kelli Kamholz*

# Group Homes



REMAINED ACCREDITED & CERTIFIED AS  
QUALIFIED RESIDENTIAL TREATMENT PROGRAMS

**112** YOUTH  
**SERVED**

## ***2023 Program Enhancements***

YOQ (youth outcome questionnaire): is a tool utilized to identify and target problematic areas as of focus for more streamlined treatment plans and goals.

Family Involvement: from the point of intake the case managers work with residents to identify family and friends and the residents are encouraged to maintain daily contact with these individuals. Family visits are encouraged to be in person whenever possible.



# Community Based Services

**2,474.75**

BILLABLE MENTORING  
CBS HOURS

**1,644.25**

BILLABLE SUPERVISED  
VISITS CBS HOURS

**51** YOUTH AND  
FAMILIIES SERVED

# Employment Statistics

**13,557**

VIEWS ON EXTERNAL JOB  
SEARCH PLATFORMS

**753**

APPLICATIONS SUBMITTED  
WITHIN BAMBOO HR

**182**

INTERVIEWS CONDUCTED

**60**

NEW EMPLOYEES JOINED  
POSITIVE ALTERNATIVES

**18**

INTERNAL PROMOTIONS

**25%**

OF THE WORKFORCE HAS BEEN EMPLOYED WITH  
POSITIVE ALTERNATIVES FOR THREE OR MORE YEARS



# Officer & Leadership Experience

**124** *Years*

OF COMBINED EXPERIENCE REPRESENTED BY THE 10 MOST  
TENURED POSITIVE ALTERNATIVE TEAM MEMBERS

**94** *Years*

OF COMBINED SERVICE & EXPERIENCE  
AMONGST THE LEADERSHIP TEAM

**46** *Years*

OF COMBINED SERVICE & EXPERIENCE  
AMONGST OFFICER ROLES

## ***In Conclusion..***

As we conclude this annual report, the unwavering resilience of Positive Alternatives leaves us excited for the future. Not only has the organization survived, but we have thrived and adapted, and 2024 is looking to be a great year.

In 2024, Positive Alternatives will celebrate 50 years of service to youth and families in Wisconsin. This event will be celebrated across all the communities we serve as we reflect upon the work we have done and celebrate the commitment of our partners and the impact the organization has had upon the youth and families we serve, our employees, and our community.

Thank you to you, our partner, for your role in Positive Alternatives' success.

*We look forward to our partnership for years to come!*

