



First Annual Report
2018-2019

Table of Contents

Forward	3
Background	4
Vision Statement	5
Mission Statement	5
First Annual Report	5
Population Accountability	5
Performance Accountability	6
Year 1 Program Performance – Quantity of Effort	6
Year 1 Program Performance – Quality of Effort	9
Year 1 Program Performance – Quantity and Quality of Effect	10
Summary	10
Recommendations	11
Conclusion	12
Appendix 1: Year 1 Aggregate Client Data	13
Appendix 2: Tides Patient Flow	15
Appendix 3: Year 1 Finance Report	16
Appendix 4: Year 1 Client Testimonies	17
Appendix 5: Year 1 New Hanover County Measurement Goals for the Tides Program	19

Forward



Dear New Hanover Government and interested parties,

It is with pleasure and pride that the President and Founder, Officers, Board of Directors, and Executive Director release the First Annual Report of The Tides, Inc., a comprehensive substance use disorder recovery program dedicated to the treatment of pregnant women in the Cape Fear region, for the Fiscal Year

2018-2019. The New Hanover County Commissioners approved the funding for The Tides in June 2018. Proceeds were received in early September 2019 but due to Hurricane Florence, The Tides set into motion what would turn out to be a monumental push forward in dealing with the scourge of substance use disorders not only in New Hanover County, but also around the USA.

The First Annual Report 2018-2019 reveals the demographic specifics of our work and patients we serve. The report also outlines where The Tides can improve its efforts to improve its outcomes. This is an objective analysis of the work that The Tides is doing for the pregnant women suffering with substance use disorders in the Wilmington area. Realizing areas that require improvements, the Annual Report also provides steps that The Tides will embrace and carry through to ensure that our program is constantly seeking areas to improve and expand our care.

Many thanks are due as without a lot of people's efforts, The Tides would not be a force in the battle to reduce the hold opioids has on Wilmington and its citizens. Many thanks to our capable Board of Directors who have helped guide the corporation from the embryonic stage to a living vital force led by Mr. Frankie Roberts. Mr. Roberts has served as a mentor and counselor to me, as founder, through the process. I am grateful for the leadership of Executive Director, Debbie Kinsey, who has worn many hats and taken on many roles within the organization. Without her skill and vision and energy, The Tides would not be in the position we hold today! Her staff is to be commended. Thank you also for the many people that volunteered when The Tides was nothing more than an idea. Thank you to all who have contributed of their time and finances. Finally, thank you to The County Commissioners of New Hanover County for having the vision, seeing that The Tides could deliver and funding the effort! Thank you to the NHC leadership for their behind the scenes work to make sure The Tides was equipped with the tools to be successful!

Sincerely,

A handwritten signature in black ink, appearing to read "William M. Johnstone, Jr.", written in a cursive style.

William M. Johnstone, Jr. MD JD MBA
Founder and President, The Tides Inc.

Background

The national spotlight shown on Wilmington (New Hanover County), North Carolina with the release of the 2016 Castlight Health report, which highlighted Wilmington as the #1 city in the United States for opioid abusers and #4 for percentage of opioid prescriptions abused. The continued impact of the opioid epidemic in the county had also manifested itself in a significant increase in child placement in foster care due to parental substance use. Additionally, the county's hospital was seeing 12-15 babies born each month who tested positive for drugs. New Hanover County's opioid addicted mothers should have access to a coordinated system of care that treats their addiction, creates conditions for the delivery of healthy babies, and helps keep the mother-baby dyad together.

Tides, Inc., a North Carolina non-profit corporation, was established on October 10, 2017. The purpose of Tides, as set forth in the bylaws, is to be

Committed to creating and providing services to expectant mothers and their unborn children which will help them to overcome and recover from opioid drug addiction by assisting with treatment through a comprehensive, multi-faceted program which includes, but is not limited to, access to medical professionals, clinicians, biological, psychological, social and spiritual care and healing, expert teams. This program will be available regardless of race, color, creed, sexual orientation, or national origin of the adult mother or child. The program will offer a variety of services to provide comprehensive evaluation, diagnosis, detoxification, treatment of co-morbid medical conditions, medication management, patient activities and support which will foster and promote a long term recovery success strategy through self-reliance, emotional growth, social adjustment and physical well-being of the expectant/new mothers and their children.

New Hanover County administration partnered with Tides to provide comprehensive, intensive outpatient treatment using a trauma-informed model of care. The Tides program was included as a line item in the county's 2018-2019 budget. The Tides executive board adapted an evidence-based residential treatment model to design the program based on county needs, strengths, and

resources. The program model reflects a collaborative community consortium where existing community partners integrate their services to engage women in the recovery process to keep the mother-child dyad intact. The Tides has been in operation for one year.

Vision Statement

Healthy mothers having healthy babies

Mission Statement

The Tides is a comprehensive, intensive, outpatient treatment program, integrating existing community partner services to engage pregnant/postpartum women with opioid use disorder in the recovery process.

First Annual Report

The evaluation team utilized Mark Friedman’s results-based accountability (RBA) framework to guide Tide’s first annual evaluation. In using the RBA framework, we consider population and program accountability.

Population Accountability

The Tides program has been operational for one year. Processes to measure population results and collect indicator data (per below) are in development; therefore, outcomes for Year 1 are not available.

The Tides seeks to achieve the following Population Results (i.e. a condition of well-being):

- a. Previously opioid addicted mothers following a recovery plan
- b. Mother–child dyad remaining intact
- c. Healthy and developing babies

Population Indicators are quantifiable and should reflect how we would recognize the results.

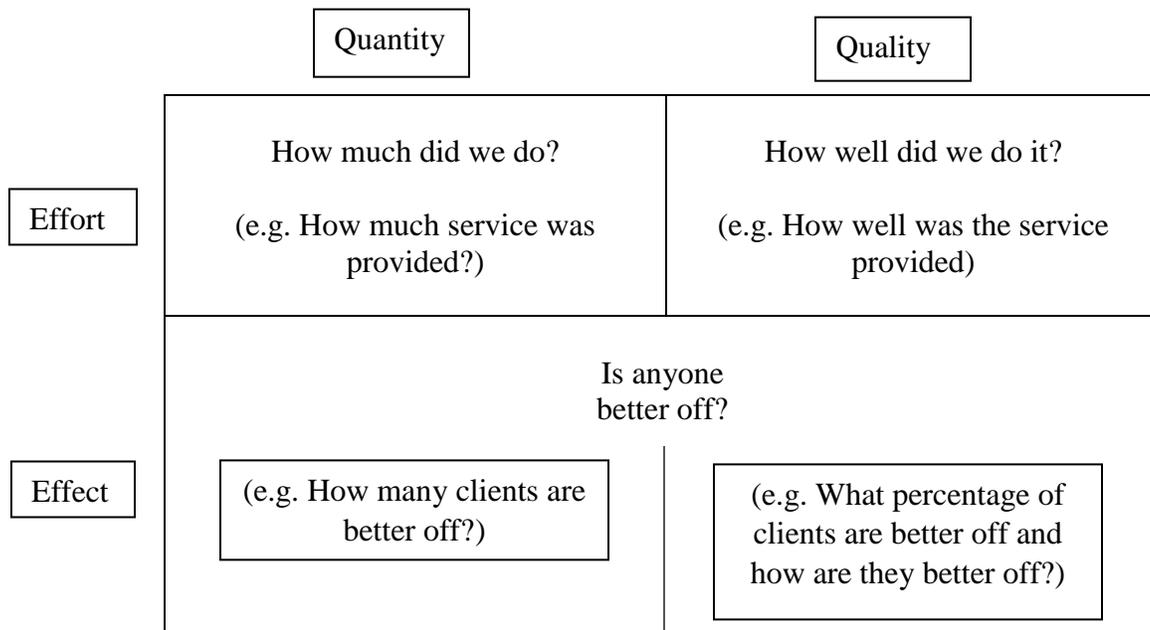
The population indicators for Tides are:

- a. Percent of Tides program graduates who remain free of illicit drug use

- b. Percent of Tides program graduates’ children who remain outside of the foster care system
- c. Percent of Tides program graduates’ children who complete scheduled well-baby checks
- d. Percent of Tides program graduates’ children not readmitted to the hospital

Performance Accountability

In establishing performance accountability, we seek to answer questions of quantity and quality in regard to program effort and effect. The three key questions in performance measurement are *How much did we do? How well did we do it? Is anyone better off?* The figure below reflects performance measurement categories and questions.



[Reference: Friedman, Mark (2015). *Trying Hard is Not Good Enough: How to Produce Measurable Improvements for Customers and Communities*, pp. 68-70]

Year 1 Program Performance – Quantity of Effort

During this first year of program implementation, 36 women were assessed for program admission with 33 (92%) accepted. Of the three women not accepted into the program, two were referred to resources in other counties due to client’s home location and one client’s physical and mental status was outside of Tides’ program scope. Of the 33 women admitted, seven (21%) were discharged from the program due to noncompliance.

Women admitted to the program tended to be Caucasian, single, pregnant at intake, had Medicaid, had a history of Department of Social Services/Child Protective Services involvement, had a criminal history, and identified opiates and heroin as the drugs of choice. Almost half of the clients reported using more than one substance daily. See Appendix 1 for aggregate client data.

This first year was also spent setting up services and referral processes in support of the following program elements (see Appendix 2 for Tides Patient Flow diagram):

I. Required Services

- A. Hiring of Staff. Newly hired staff included an Executive Director, four part-time Residential Managers (each working on average 30-35 hours/week), a Contracted Driver (part-time, prn/on-call), a Contracted Counseling Mentor/Life Coach, a PRN contract/vendors (e.g. web designer, evaluation/software analyst, Certified Public Accountant (MOU on file).
- B. Counseling. Many Tides clients receive services through Coastal Horizon's 12-week Substance Abuse Intensive Outpatient Program (SAIOP). These clients attend the outpatient program three days a week. Participant costs for attending SAIOP are billed by Coastal Horizons, to each client's Medicaid. The Tides program pays for Coastal Horizons Social Work Consultation for non-SAIOP treatment. As of June 30th, eight women were in the 12-week program, and 7 women in post-SAIOP (called "after-care" which is bimonthly maintenance meetings with the social worker). Some Tides clients receive counseling services elsewhere. Bi-weekly case management meetings, with Tides' Executive Director, Social Worker, and Family Nurse Practitioner (when indicated), facilitates client coordination of care and assessment of client progress and continued or emerging needs.
- C. Medication for Opioid Use Disorder (MOUD). Tides clients are prescribed medications to treat OUD by providers at the prenatal clinic.
- D. Prenatal Care. Prenatal care is exclusively provided at the Shipyard OB/GYN clinic. High risk pregnant women receive care and consultation at Atlantic Fetal Medicine. Prenatal care is billed by the OB/GYN Clinic, to each client's Medicaid.

- E. Peer Support. Coastal Horizons provide peer support specialists for Tides clients. Peer support costs are billed by Coastal Horizons, to each client's Medicaid. Feedback on peer support effectiveness is provided to the Tides Executive Director, by the clients.
- F. Smoking Cessation. These services are in the planning stage for future support of Tides clients.
- G. Parenting Training. These services are initiated by the opening of a Department of Social Services (DSS) case file. With the opening of the case file, Smart Start's Triple P class becomes part of the client's case plan. This training, if part of the client's case plan, is paid for by DSS. If clients attend training, but not as a requirement of having a case plan, then Smart Start pays the client's participation fees. Client progress reports are self-reported to the Tides Executive Director.

II. Opt-in Services

- A. Housing. Leading Into New Communities (LINC) and Christian Recovery House provided early transitional living support for Tides clients. A total of three women utilized these partner services with each client staying two-six months, based individual circumstances. The Tides program paid both organizations for services rendered to Tides clients. The Tides transitional living apartments opened June 13th. The apartments have capacity to house six adults and six babies. All three women currently reside in the apartments.
- B. Transportation. The Tides program utilizes and pays for Circulation Lyft software to schedule client transportation with an on-call contract driver, also paid for by Tides. If clients use Medicaid Transportation, the client's Medicaid is billed.
- C. Childcare. The Tides program utilizes and pays two organizations, Childcare Network and Kids & Co, to support Tides client childcare needs. Clients are required to obtain DSS vouchers, which reduce Tides costs for childcare.
- D. Psychiatric Care. Coastal Horizons provides psychiatric care to Tides clients, if indicated. Treatment costs are billed by Coastal Horizons, to each client's Medicaid.

- E. Spiritual Care. The Tides Executive Director facilitates weekly meetings and participants have opportunity to attend church and spiritual-based Celebrate Recovery programs weekly.
- F. Job Training. These services are in the planning stage for future support of Tides clients.
- G. Education Training. An individualized training plan is created for clients, if indicated. There was no training provided this first year.
- H. Life Skills Training. An individualized training plan is created for clients, if indicated. There was no training provided this first year.
- I. Medical Care. Medac Urgent Care is the Tides Executive Director's "go-to" for a client's non-emergency care needs. The Tides program pays the co-pay for care and initial prescriptions (if necessary), based on client's ability to pay.

The Tides program was funded in Year 1 primarily by New Hanover County (78%) and \$403,525 in revenue was managed by the Tides Executive Director. Forty-three percent of the revenue was expensed (\$174,650) with 57% (\$228,875) rolling over into the program for Year 2. Lower than expected expenditures were the result of building program capacity while at the same time accepting clients and beginning treatment. Future expenditures are expected to closely align with the budget. See Appendix 3 for the year-end finance report.

Year 1 Program Performance – Quality of Effort

Assessing the program's quality of effort (*How well did we do it?*) is limited at this time given that most first-year clients are still in the program. However, the personal testimonies of 2 clients published in local media, with numerous unpublished testimonies, suggest that program services are perceived as life changing. See Appendix 4 for client testimonies.

In addition to these personal testimonies, it is also important to note that at the end of the program's first year, 100% (N=26) of clients remain compliant with program requirements and expectations, and 100% of mothers who delivered, have some form of custody of their child and these newborns have remained outside of the long-term foster care system. Tides continues to make a difference in the lives of these women.

Year 1 Program Performance – Quantity and Quality of Effect

In terms of quantity and quality of effect, the Tides staff and governing board are interested in knowing if Tides clients are better off once they complete the program. Importance will be placed on client success in achieving established goals, assessed during client exit interview. While it is too soon to evaluate this aspect of program performance, processes will be established to measure, for example, number and percentage of clients off of addicted substances at exit, quarterly, and again at 12-months after exit; and number and percentage of mother-baby dyads intact at exit, quarterly, and again at 12-months after exit. It will be important to capture the percentage of clients who are better off and free of illicit drug use.

Summary

The Tides program has been operational for one year. While it is too early yet to fully assess population results and performance measures of effect, Tides has demonstrated significant early successes in the quantity and quality of effort.

New Hanover County administration committed to financing the Tides for 3-years, as a pilot project (the Tides program is a line item in the county's budget) and set the goal of 24 clients accepted into the Tides program during the first year. See Appendix 5 for additional county reporting requirements by the Tides program.

In the program's first year, the Tides staff completed 36 client assessments with 33 clients admitted into the program, with demand exceeding the established goal of 24 clients set by the county. Through June 30th, 12 babies were born. Although 100% of babies born to these women were Neonatal Abstinence Syndrome (NAS) births, 100% of babies remain in some form of custody with their mothers and remain outside of the long-term foster care system. As of June 30th, seven women, having successfully completed the program, were nearing "graduation" from Tides.

Recommendations

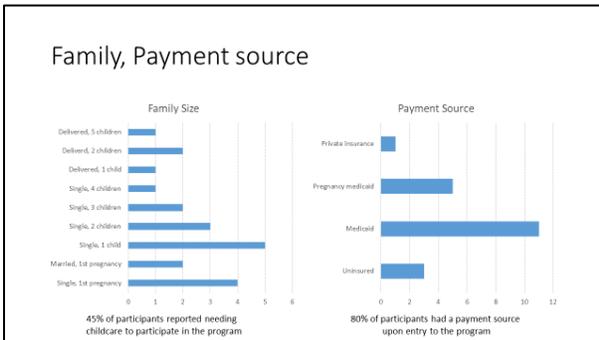
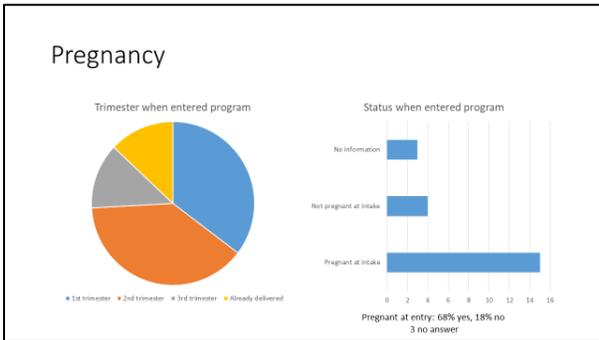
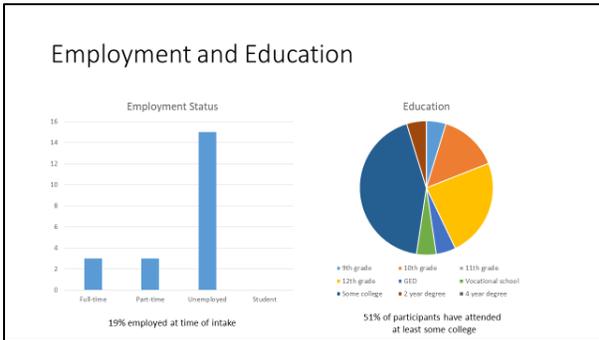
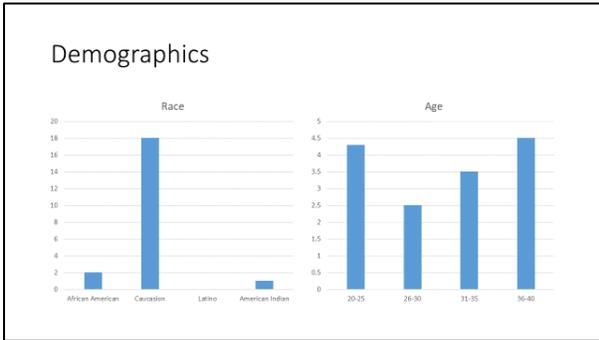
The Tides Board of Directors and Staff spent this year bringing program elements together while also accepting women into the program and beginning treatment. This first year's evaluation process provided opportunity to make recommendations for program improvement as Year 2 gets underway.

- Recommendation 1: Improve data quality (e.g. increase consistency and completion with data collection when completing assessments)
- Recommendation 2: Complete portfolio of assessments and set timeframe for assessments to be completed (e.g. initial, in-program, program completion/exit criteria, short/medium/long term follow-up)
- Recommendation 3: Implement an EMR and referral tracking (e.g. NC 360) system
- Recommendation 4: Hire a case manager (Case Management is a collaborative process of assessment, planning, facilitation, care coordination, evaluation and advocacy for options and services to meet an individual's and family's comprehensive health needs through communication and available resources to promote patient safety, quality of care, and cost effective outcomes. [reference: Case Management Society of America, <https://www.cmsa.org/who-we-are/what-is-a-case-manager/>])
- Recommendation 5: Hire program administrative assistant
- Recommendation 6: Pursue purchase of a Tides vehicle to transport program participants to/from appointments
- Recommendation 7: Develop and implement a Tides comprehensive training program (e.g. parenting, finance, life skills, etc.)
- Recommendation 8: Develop a timeline for a strategic planning process

Conclusion

The Tides program represents an innovative model of care for opioid addicted pregnant mothers in southeastern North Carolina. The significance of Tide's work is to effectively treat pregnant women's addiction, improve health and developmental outcomes related to NAS births, and increase the placement of newborns with mothers and out of the foster care system. Determining population outcomes and program effectiveness will be important as other communities look to replicate the Tides program in their respective counties.

Appendix 1: Year 1 Aggregate Client Data



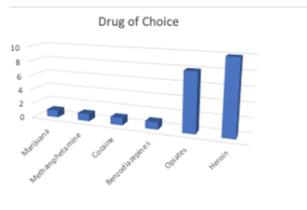
Other family information

Participants with children in DSS/CPS custody	6 (8 children)
Participants seeking custody of children	8 (13 children)
Participants with children not living with them	10
Participants ever investigated by DSS/CPS	11
Participants with open DSS/CPS cases	4
Investigation due to positive drug screen	7
Treatment mandated by the court	2

Drug use history

Opiates (36%) and Heroin (45%) were the most frequently identified drugs of choice

47.4% (n=9) of participants reported using more than one substance per day; 26.3% (n=5) reported using only one substance daily (5 participants did not answer)

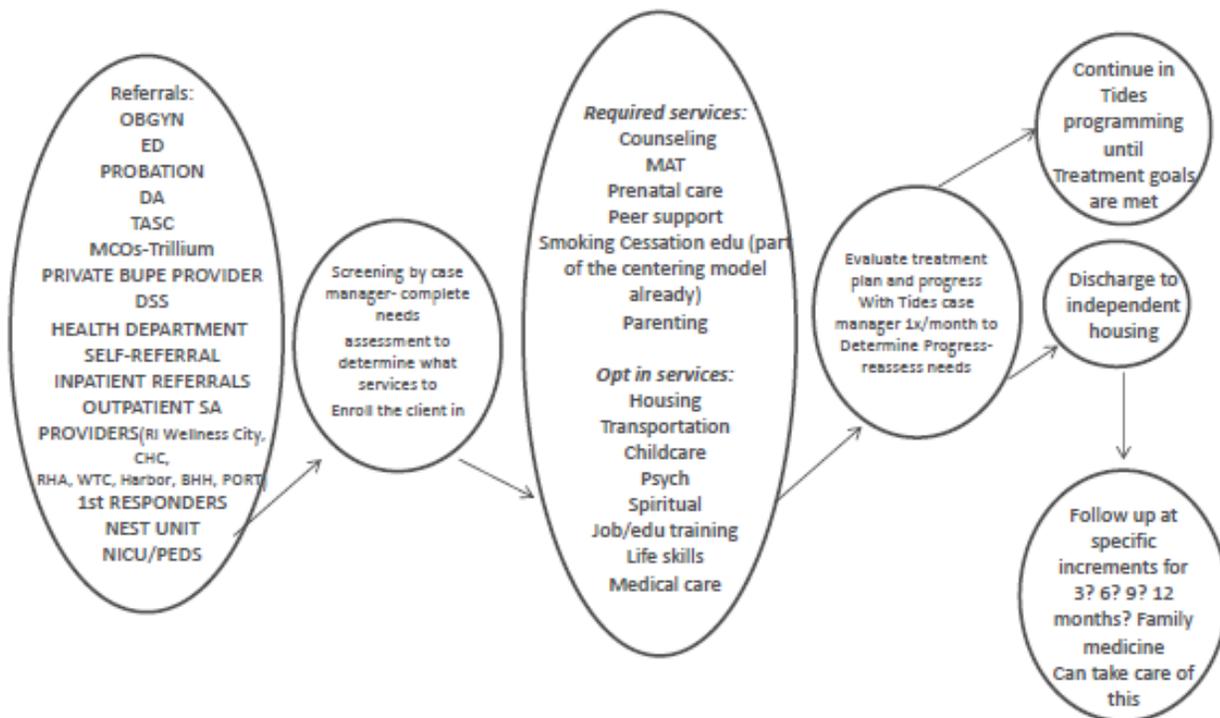


Criminal history

Participants ever arrested	16 (range 1-25 times)
Participants ever convicted	14
Participants who have served time	11
Participants awaiting trial or sentencing	6
Participants currently on probation	7

Appendix 2: Tides Patient Flow

Tides Patient Flow



Appendix 3: Year 1 Finance Report

	Fiscal Yr 2018-2019	
	Actual	Budget
Revenue		
New Hanover County	315,360.00	315,360.00
Personal Donations	8,165.46	2,400.00
Grant - NHRMC	80,000.00	80,000.00
Total Income	403,525.46	397,760.00
Administrative Costs		
Staff/Labor		
Full-Time Salaries	42,707.16	61,224.75
Part-Time Salaries	7,229.40	5,200.00
Contract Labor	4,320.00	5,400.00
Benefits (Medical Insurance)	3,613.86	6,200.00
HR Fees-Background Chks	810.88	800.00
Professional Development (Incl. Travel)	40.00	7,200.00
Staff/Labor	58,721.30	86,024.75
Office		
Lease/Rent	-	12,600.00
Utilities	3,662.50	1,800.00
Office Supplies/Furnishings	4,428.02	4,900.00
Hardware/Software	3,344.48	12,000.00
Marketing Materials	208.00	1,200.00
Advertising	-	1,200.00
Insurance (Auto, Liability, Rental, etc.)	780.00	13,250.00
BOD & Promotional Events	1,142.97	3,525.00
Office	13,565.97	50,475.00
Professional Fees		
Accounting & Banking Fees	4,841.67	3,600.00
Website/Graphic Design	2,383.44	3,350.00
Grant Writer	-	500.00
UNC Horizons Consult	20,750.00	57,000.00
Business & Attorney Fees	625.00	5,500.00
Professional Fees	28,600.11	69,950.00
Total Administrative Costs	100,887.38	206,449.75
Participant Costs		
Housing		
Tides Apt. Rent	40,215.00	40,000.00
Partner Rent (LINC & CRH)	5,120.00	8,200.00
Furnishings/Supplies	10,173.48	9,000.00
Utilities	5,140.53	12,000.00
Repairs and Maintenance	635.97	-
Housing	61,284.98	69,200.00
Transportation		
3rd Party Transport (Drivers, Circulation)	6,740.84	1,120.00
Tides Van Purchase	-	40,000.00
Gas/Fuel	369.69	1,950.00
Repairs & Maintenance	-	1,000.00
Property Tax & Tags	10.00	500.00
Transportation	7,120.53	44,570.00
Training/Therapy		
IOP-Social Worker Consultation	2,160.00	6,000.00
Job Skills Training	-	1,320.00
Parenting Skills	-	1,320.00
Recovery Meetings	-	1,320.00
Medical Expenses (Mother & Child)	157.47	3,000.00
Recreation Therapy	-	480.00
Training/Therapy	2,317.47	13,440.00
Childcare		
Childcare Network Fees	416.50	28,512.00
Other Daycare Fees	277.58	6,000.00
Private Sitter Fees	-	2,880.00
Childcare	694.08	37,392.00
Misc. Mama/Baby Expenses		
Food	635.85	1,700.00
Supplies	441.04	700.00
Other	1,268.77	2,100.00
Misc. Mama/Baby Expenses	2,345.66	4,500.00
Total Participant Costs	73,762.72	169,102.00
Total Expenses	174,650.10	375,551.75
Running Total Revenue	228,875.36	22,208.25

Appendix 4: Year 1 Client Testimonies

Personal Quotes from Tides Clients

“Before I was accepted into the Tides Program, I was just a shell of who I really was meant to be. I struggled with active addiction, repeatedly found myself in jail, and was incapable of coping with life. When I found out that I was pregnant, I desperately wanted to change my life so I could be a good mom. But I knew I could not do it alone. When I learned about the Tides Program, I knew that I was given a gift. I was given the tools and support I needed to move forward with my life and to have a healthy and happy baby. The people at the Tides cared enough to pull me out of the devastation of addiction and into the cherished opportunity of motherhood. They have provided a strong foundation so my daughter and I can have a future together.”

“I never thought I would get my life back on track. I had nothing and no one. When I got into the Tides program, it changed my life! I gained my freedom, my family and my life with my new baby boy! The Tides program has literally saved my life. I’m ready to take on whatever life throws at me! I am strong!”

“When I went into the hospital to have Nova I was lost, broken, and terrified. Scared of her health being affected, scared of her being taken away, scared of what the future would hold for me. Being in the Tides program is giving me my life back and above all has allowed me to keep my daughter with me while I am working at my recovery. Because of the program I’m actually excited for my future again instead of being afraid of it. I plan on going back to school to pursue a degree in drug and alcohol counseling in hopes that I can one day help someone the way this program has helped me.”

“The Tides Program has supported my recovery in a phenomenal way. It has given me the opportunity to see things in a new, positive light and helps me remember that every day is a precious gift. The Tides has given me the opportunity to be the mother my daughter deserves and to bring her into this world as a healthy and happy baby. It helps me cope with the struggles of life in a way that I was incapable of doing in the past and bought me enough time to make decisions about my life with a clear mind and a new foundation. Now that The Tides Program is a part of my life, positive things have engulfed my existence and have seriously changed everything about the wonderful journey of my life for the better. I have made the decision to dedicate the rest of my life to helping those afflicted with the terrible disease of addiction so that I may give back to the very cause that saved my life.”



NEWS

Contact a treatment counselor
info@tideswilmington.org



May 14, 2019

Life After Addiction: Former addict shares how opioids nearly destroyed her

WILMINGTON, NC (WWAY) — Krista Turner started experimenting with dangerous drugs like hallucinogens when she was in her teens and her struggle with drug addiction continued about 10 years.

"You get hooked on that first high," Turner said. "So that's what you're always chasing and you never get that again."



April 3, 2019

One Mom Recovers from Opioid Addiction, Against all Odds

Krista Turner, one of Tide's first patients, shares her unbelievable story on WHQR. Her story is one of devastation, trauma and addiction and her incredible road to recovery and finally, a sober life.

Listen as she walks us through, step-by-step, as we celebrate her one year mark of sobriety!

Appendix 5: Year 1 New Hanover County Measurement Goals for the Tides Program

Demographic data:

1. Race: n=21
African American/Black (2, 9.5%), White/Anglo/Caucasian (18, 85.7%),
Multiracial (0, 0.0%), American Indian/Native American (1, 4.8%), Alaska
Native (0, 0.0%), Asian/Asian American (0, 0.0%), Pacific Islander (0, 0.0%),
Other (0, 0.0%)
2. Pregnancy status:
 - a. Pregnant when entered program: n=22
Yes (15, 68%), No (4, 18%), No answer (3, 14%)
 - b. Trimester of pregnancy when entered program: n=15
1st trimester (3, 20%), 2nd trimester (9, 60%), 3rd trimester (3, 20%)
3. Family size to include ages of other children and if they are receiving day care: n=21
 - a. Number of children:
5 children: (1, 5%), 4 children (1, 5%), 3 children (2, 10%), 2 children (5, 24%), 1
child (6, 29%) currently pregnant with first child (6, 29%)
 - b. In need of daycare to participate in program:
Yes (9, 43%), No or no answer (12, 57%)
 - c. Current marital status if reported:
Single (15, 71%), Married (2, 10%), not reported (4, 19%)
4. Employment status: n=21
Full-time Employment (3, 14.3%), Part-time Employment (3, 14.3%),
Unemployed (15, 71.4%), Student (0, 0.0%)
5. Highest level of education: n=21
K-5 (0, 0.0%), Middle School (0, 0.0%), 9th grade (1, 4.8%), 10th grade (3,
14.3%), 11th grade (0, 0.0%), 12th – no diploma (0, 0.0%), 12th – HS Diploma (5,
23.8%), GED (1, 4.8%), Technical/Voc School (1, 4.8%), Some college – no
degree (9, 42.9%), 2 Yr. College/Assoc. degree (1, 4.8%), 4 Yr. College degree
(0, 0.0%), Graduate work-No degree (0, 0.0%), Graduate/Prof degree (0, 0.0%)
6. Insurance status: n=20
Uninsured (3, 15.0%), Medicaid (11, 55.0%), Pregnancy Medicaid (5, 25.0%),
Private Insurance (1, 5.0%), Student (0, 0.0%), Third Party Insurance (0, 0.0%),
Applied for insurance (0, 0.0%), Applied for Medicaid (0, 0.0%)
7. Drug use history:
 - a. Use of more than one substance per day: n=19
Yes (9, 47.4%), No (5, 26.3%), Did not know (0, 0.0%), Did not answer (5,
26.3%)

- b. Previous CPS investigation due to a positive drug screen at birth: n=11
Yes (7, 64%), No (4, 36%)
 - c. Drug of choice: n=22
Marijuana (1, 4.5%), Methamphetamine (1, 4.5%), Crack/cocaine (1, 4.5%),
Benzodiazepines (1, 4.5%), Opiates (8, 36%), Heroin (10, 45%)
8. Criminal history: n=19
Yes (16, 84.2%), No (3, 15.8%)

Note: Number of participants evaluated in each question differs due to data not collected on some participants. N may also include individuals who were dismissed from the program.

Program Data: Not yet available

- 1. Duration of mother's treatment:
- 2. Outpatient or residential treatment:
- 3. Child at birth:
 - a. Weeks gestation:
 - b. Birthweight:
 - c. Born with NAS:
 - d. Presence of alcohol or drugs not associated with MOUD:
- 4. Mother tested positive for drugs other than MOUD or alcohol:

Post-graduation Outcomes: Not yet available

- 1. Employment:
- 2. Education:
- 3. Participation in services, compliance with requirement of program
- 4. Percentage of needs identified that were referred/addressed post-graduation from program

This First Annual Report was submitted to Dr. William Johnstone, Founder and President of The Tides, Inc.

Evaluation Team

Mr. Tyler Burns
Graduate Student
UNCW Department of Psychology

Dr. Kellie Griggs
Assistant Professor
UNCW School of Nursing

Dr. Carolyn Jones
Assistant Professor
UNCW School of Nursing

Dr. Stephanie Smith
Assistant Professor
UNCW School of Nursing