



**2022**

**SNOHOMISH COUNTY  
ANNUAL  
REPORT**

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## WHAT IS SNOHOMISH COUNTY LEAD?

Snohomish County LEAD began in 2020 after we recognized an ever-present problem in our community: individuals with behavioral health issues cycled again and again through the criminal legal system leaving community members frustrated and police overburdened while the health conditions of many vulnerable individuals remained unaddressed.

To address this, Snohomish County Prosecuting Attorney's Office received a grant from Washington Health Care Authority to start LEAD (Law Enforcement Assisted Diversion) as a pilot project.

LEAD gives police officers and prosecutors the ability to divert individuals away from jail when committing low-level misdemeanors that may stem from mental illness, substance use and extreme poverty. They are instead connected to care through dedicated case managers who work to address the root cause of the person's challenges and connect them to appropriate care, navigating the complicated web of social services by walking alongside them.

LEAD recognizes that substance use disorders and mental illness are public and social health issues that affect individuals and communities. The criminal justice system cannot adequately respond to these challenges.

Snohomish County LEAD is committed to keeping the community and our stakeholders informed. This report is one of our efforts to fulfill that commitment. We welcome your comments and questions.



## FROM THE DIRECTOR

What a busy, exciting year for Snohomish County LEAD! At the beginning of the year we received funding to expand our program and quickly began meeting with law enforcement agencies in our area to truly become a county-wide program. We expanded our reach to serve 8 law enforcement agencies and now also accept referrals from public defenders and probation officers. As our team grew as well, we spent more time in the community assessing the needs of our potential participants and began to realize that if we only waited for police to make a referral to LEAD, there may be interested and ready potential participants who could possibly miss their opportunity for help. Knowing this, our staff began a slow rollout of outreach-based referrals, now giving staff the chance to screen people for LEAD in the field, shifting to be ready and able to bring new people into the LEAD when the opportunity presents itself. Our police partnerships are still the core of our program so to stay true to “law enforcement assisted diversion”, all of our LEAD participants still have some sort of law enforcement history, live in extreme poverty and struggle with mental health issues and substance use disorders when they enter the program with long term intensive case management in mind. Our hope is that by receiving support, their involvement with police will decrease, thus diverting them away from continued incarceration. We hear anecdotally that police and business owners are seeing fewer people committing the low level misdemeanors that once consumed 911 calls. If we can reduce arrests, provide a tool for officers and bring hope to people in need then we count our program as a great success.



**Ashley Dawson, LICSW**  
**Program Director**

**“We are proud to partner with Snohomish County LEAD, who has been an excellent resource in helping our department address concerns with individuals experiencing behavior health crisis and homelessness.”**

**-Chief Stan White, Mill Creek Police Department**

## RECOVERY NAVIGATOR PROGRAM

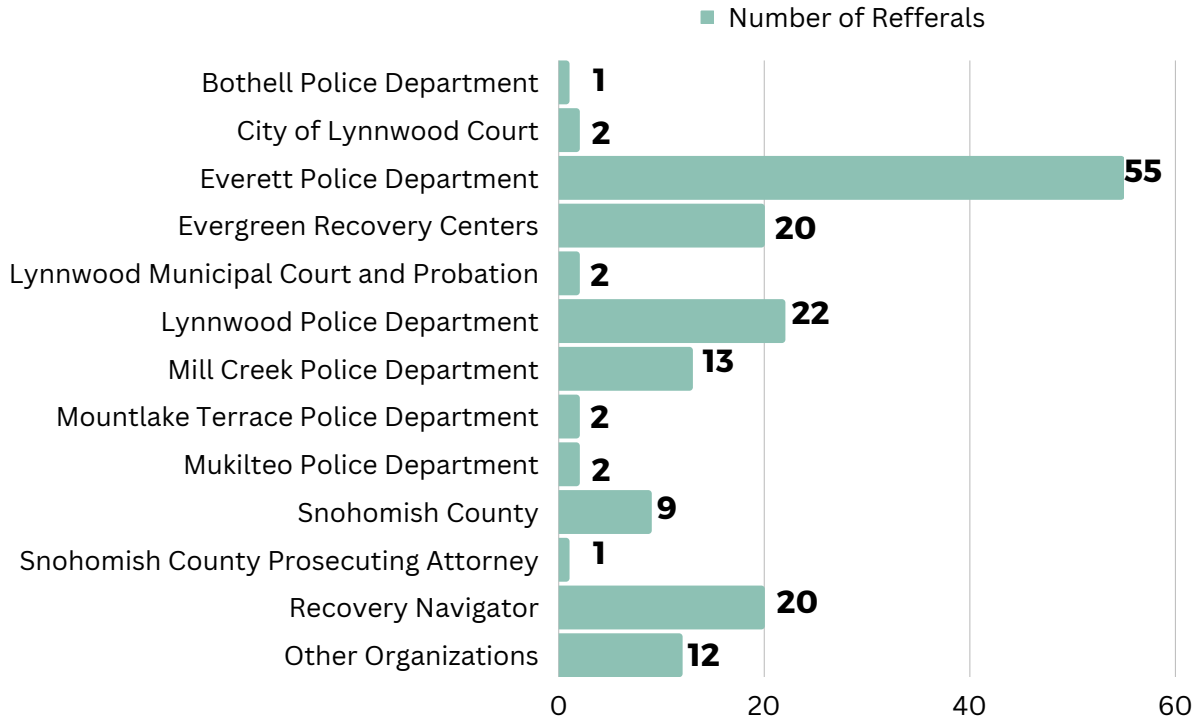
In late 2021 we learned Engrossed Substitute Senate Bill 5476 would create the Recovery Navigator Program (RNP) to accept diversion referrals based on drug-related crimes as part of the Blake Bill. We saw this as an opportunity to offer more support across Snohomish County so we created the state's first Recovery Navigator position to operate a hotline and offer recovery-based information to people seeking services and support. As a peer certified counselor, our Recovery Navigator also works to facilitate connections to a multitude of resources and provides both long term case management and short term linkage to community members and those referred by law enforcement and other agencies.

As the RNP Uniform Program Standards were finalized, we received funding from North Sound BHASO to expand our existing LEAD program with additional RNP staff and add new elements to our work. This included:

- Expanding our commitment to harm reduction approaches and relationships with harm reduction agencies.
- Outreach to community groups to reduce stigma and share information about our unhoused neighbors and the challenges of substance use disorders.
- Narcan training and distribution across the county.
- Overdose awareness, motivational interviewing and non judgmental flyers that double as art therapy tools for people using substances.

**BACKGROUND FLYER CREATED & ILLUSTRATED BY MORGAN WEBB,  
RECOVERY NAVIGATOR.**

## 2022 REFERRALS PER SOURCE

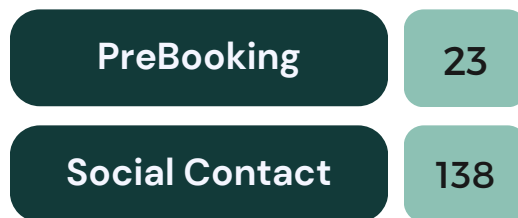


## 2022 PREBOOKING VS. SOCIAL CONTACT

Referrals made in 2022 fall into one of two categories:

**PreBooking:** The participant was arrested and instead of booking to jail for the misdemeanor crime, they were diverted by the officer into to the LEAD program.

**Social Contact:** The participant was contacted by police and was clearly in need of services and support related to behavioral health issues and extreme poverty, so the officer referred them to LEAD.



## RE-ENGAGED CLIENTS BY SOURCE 2022

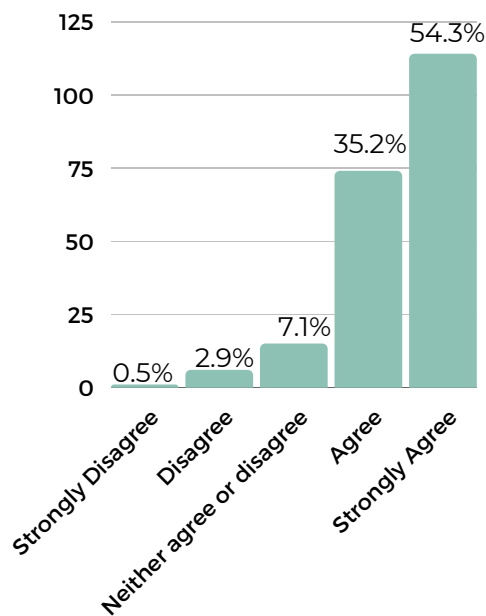
Referent	# of Re-Engaged
Evergreen Recovery Centers	4
Everett Police Department	16
Lynnwood Police Department	3

A re-engaged client is one who has previously been referred to LEAD, exited the program for a period of time and then was re-referred. We often find that clients find more success at the time of re-engagement because they self-initiate contact at a time they feel ready to work on their goals. It is a priority for our staff to be ready to support anyone who returns to the program needing assistance.

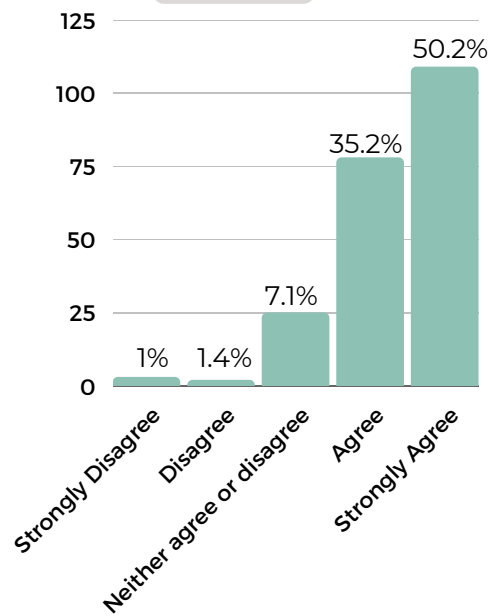
## RESULTS FROM 2022 CLIENT SURVEY

200 clients were asked to respond to the below statements with one of five options: strongly disagree, disagree, neither agree or disagree, agree, strongly agree.

I know how to easily reach the people helping me through the LEAD Program.



I feel like I'm getting enough support from the people helping me in the LEAD Program.





# WHO WE SERVE

Bothell Police Department  
Brier Police Department  
Everett Police Department  
Lake Stevens Police Department  
Lynnwood Police Department  
Mill Creek Police Department  
Mountlake Terrace Police  
Department  
Mukilteo Police Department

# COMMUNITY PARTNERS

Bothell Police Department  
Brier Police Department  
Carnegie Resource Center  
Community Health Center  
Downtown Everett Association  
Everett Police Department &  
City of Everett Mayor Cassie Franklin  
Feldman & Lee  
Ideal Option  
Lake Stevens Police Department &  
City of Lake Stevens Mayor  
Lynnwood Police Department &  
City of Lynnwood Mayor Christine Frizzell  
Mill Creek Police Department  
Mountlake Terrace Police Department  
Mukilteo Police Department  
Snohomish County PDA  
Snohomish County NAACP  
Zachor, Stock & Krepps Legal



## CASE MANAGEMENT

We contract with Evergreen Recovery Centers for case management. Case managers provide direct services to a caseload of approximately 25 individuals. Case managers provide screening, outreach, long-term engagement and supportive services for participants through intensive case management activities and collaboration with LEAD partners, service providers, housing providers and other community organizations. Our field staff includes:

6 Case Managers

1 Recovery Navigator

1 Intake & Screening Specialist

1 Outreach Specialist

1 Case Management Supervisor



"I know from personal experience how hard it can be to get back up after being so far down for so long, but I know it can be done. It is a privilege to be able to meet my clients where they are at and to help them to reach towards the goals and dreams they have given up on. Sometimes it is 3 steps forward and 2 steps back, but I believe that the support LEAD provides is such a valuable tool. Seeing the light come on in my clients' eyes is why I love my job!"

**Case Manager Kim McIntosh**



## CLIENT STORIES

This work is made possible by the dedicated case managers who work closely with our clients to provide the support they need. Below is the story of a client (D) who was repeatedly being issued trespass citations by police for camping outside a local church.

"D expressed interest in getting on suboxone almost right away to curb his addiction. Throughout his first year with LEAD though, D struggled to maintain abstinence and eventually relapsed, using Fentanyl and Methamphetamine once again.

In June of 2022, D completed a Substance Use Disorder assessment. He was referred to a 90-day treatment center called Legacy Lodge. D's case manager maintained contact with him while he in treatment where he did extremely well and made great progress. Once D completed treatment, LEAD was able to assist him in moving into clean and sober housing, funding the first three months of his rent and furnishing his bedroom. D is now fully engaged in Narcotics Anonymous, attends several meetings a week, has a sponsor and is working the 12 steps. D enjoys cooking and has given back to his Narcotics Anonymous community by planning and catering their annual holiday events.

In October of 2022 D excitedly obtained full time employment at Amazon. It has been an honor as a case manager to watch him go from many years of homelessness and active drug addiction to becoming a fully functioning member of society. D now has many goals for his future and feels good about himself and his life. "

-Snohomish County LEAD Case Manager

*"If I did not have my case manager in my life, I would not be where I am today. He has stuck with me for a year now through thick and thin. Even when I had relapsed, he would be there to support me, and always urge me to do better. He saw something in me that I could not see in myself."*

-Snohomish County LEAD Program Participant

## OUTCOMES

**262 participants were served in 2022.** This number includes new referrals and existing clients.

Staff recorded **7,270 encounters** with participants which include in person visits, texts, phone calls, emails and care coordination.

In a survey of 220 participants, **over half either agreed or strongly agreed that the LEAD Program is improving the way they interact with law enforcement.** The survey also revealed that **73.3% of participants either agreed or strongly agreed that they have seen positive changes in their lives since starting the LEAD program.**

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The information below shows services clients were connected to through participation in the Snohomish County LEAD program. Please note, the data reflects the time period of October 2021 to December 2022 due to an insufficient data tracking tool that has since been adjusted.

**Clients who went to inpatient treatment - 27**

**Clients who successfully completed inpatient treatment - 12**

**Clients enrolled in intensive outpatient treatment - 28**

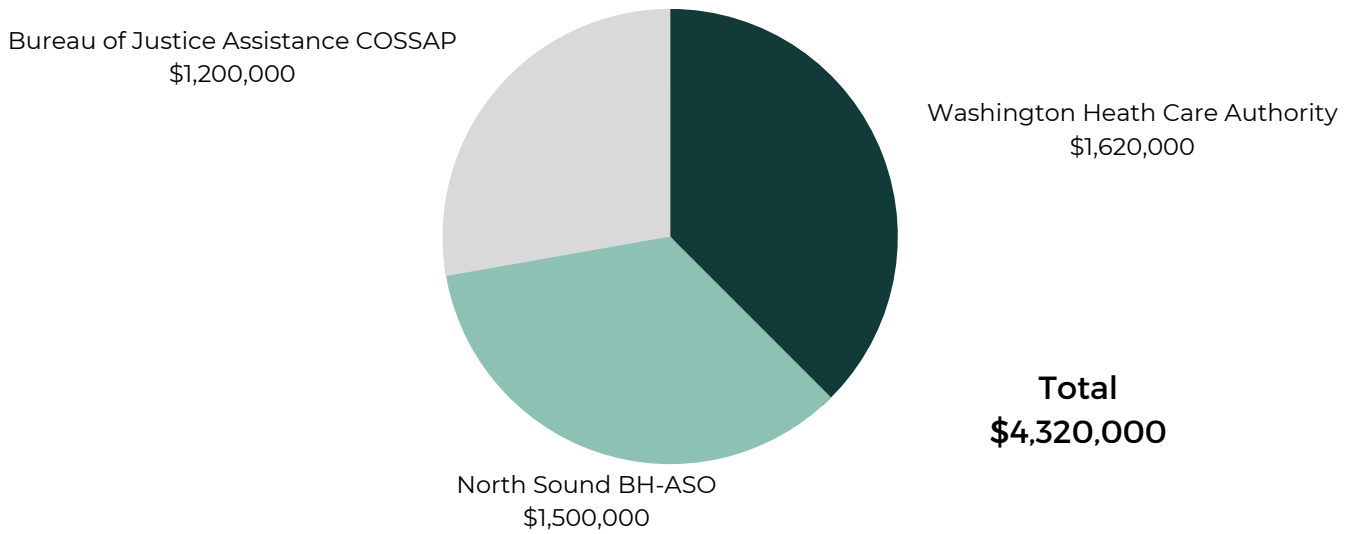
**Clients enrolled in mental health services - 40**

**Clients enrolled in MAT - 17**

**Clients obtained short term housing - 91**

**Clients obtained long term housing - 41**

## FUNDING OVER THE NEXT 3 YEARS



The Snohomish County LEAD Program is funded by 3 grants. The program will receive \$1.62 million over 18 months from the Washington Health Care Authority. The North Sound Behavioral Health Administrative Services Organization is providing \$500,000 a year to add elements of the Recovery Navigator Program to our existing LEAD model. The Bureau of Justice Assistance Comprehensive Opioid, Stimulant, and Substance Abuse Program (COSSAP) has committed to providing \$400,000 a year for 3 years to be used for the expansion of our program.



**Sargeant Denis Molloy,**  
**Lynnwood Police Department**

"In my 4 ½ years working to connect people in need with services, I found the LEAD program as one of the most effective models. I have used the LEAD program on several occasions to connect people who were committing low-level nuisance crimes, and it is an effective way of addressing those issues with more than just enforcement. On many occasions, I have received positive feedback from clients who finally feel like they are able to get the help they need, and the help they were not getting from other services."

## PLANS FOR THE FUTURE

**Growth:** Our goal is to expand into more cities and municipal courts across Snohomish County.

**Community Referrals:** Over time, we plan to accept referrals from local communities of faith, staff at Carnegie Resource Center in Everett, Department of Corrections and loss prevention officers at local box stores as capacity allows.

**Recovery Navigator Expansion:** With continued funding, our RNP will accept referrals from courts and provide progress updates.

**Staff Training:** We regularly seek opportunities for staff training in topics related to de-escalation, cultural humility, mental health, motivational interviewing and harm reduction.

“Our court, our attorneys, and our justice involved individuals appreciate having a connection to LEAD. I’ve witnessed our prosecutor dismiss cases when that successful connection is made, and, on more than one occasion, I’ve had LEAD counselors accompany people to court which makes me feel much better about their likelihood to come back for future dates, remain crime free, and engage in services while a case is pending. We appreciate having LEAD at our stakeholder meetings, and we look forward to working together in the future.”



**Judge Valerie Bouffiou**

"When I was an officer and Sergeant for the Community Health and Safety Section I had the pleasure of working directly with the case workers. While attending LEAD meetings I got to know them personally and it was great to hear their stories and their passion for their position. When CHSS would make contacts out in the field, the LEAD case workers were very responsive and attentive to CHSS and the people they were assisting. I was impressed with how quickly they responded and how communicative they were with the department."



**Sergeant Justin Gann,  
Lynnwood Police Department**



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