



**GRYPHON *new* PLACE  
CAMPAIGN**

**Gryphon Place**  
Help is on the other end of the line

***Dear Friends***

Gryphon Place has operated for more than 40 years at 1104 South Westnedge Avenue. Unfortunately, the 100-year old historic fire house does not allow for the desperately needed program expansion.



Current location, 1104 South Westnedge Avenue

After careful consideration, the Board of Directors has selected the facility at 3245 South 8th Street to take Gryphon Place upward into the future. This move will not only allow for program growth but will allow for accommodations Gryphon Place currently lacks - additional meeting space, training space, accessibility, and security.

We need your help to make this possible. This has been a long process and the Board of Directors is asking for your support. We invite you to make an investment in securing the new facility and create an endowment for continued maintenance, operation and program needs.

Sincerely,

Andrew J. Vorbrich, Chair  
Board of Directors

Emily Parfet, Chair  
Gryphon Place Capital Campaign



New location, 3245 South 8th Street

## *The Planning Process*

In 2007 Gryphon Place identified that growth in programs had exacerbated long standing facility problems to the point that a change was necessary. Gryphon Place has occupied the old fire station at 1104 South Westnedge since 1970 under a favorable lease with the City of Kalamazoo.

In 2007, we engaged Diekema Hamann Architecture and Engineering and the CSM Group to assist with our initial planning. Based upon their report, the Board of Directors adopted the strategy of purchasing an existing facility with approximately 12,000 square feet and to renovate to meet the agency's unique needs.

In 2008, the agency engaged the Owen Group to conduct a feasibility study for a capital campaign to implement this strategy.

In 2008, the agency engaged Bob Deal of Waterland Properties to assist in its search for an appropriate facility. The agency contacted many local leaders from the public and private sectors to engage their expertise in planning for a new facility site and identifying potential partners. We actively sought other non-profit partners to collaborate on facilities. Using the budget and criterion established by the Board and in keeping with the Diekema Hamann report, we visited more than 25 properties that were available on the commercial market.

During the property search and feasibility study phase, the national recession and the crisis in the financial sector led to a delay in the process. The Board believed that a capital campaign in that environment would not be successful.

Early in 2010, we raised the question again and had in depth discussions with several community leaders as to their opinion about the prospects of a capital campaign for Gryphon Place. While the feedback did not suggest that it would be easy, we were encouraged that, done well, our campaign could be successful.

We resumed the search process and visited another 12 facilities that met our criterion and were within our budget guidelines. Out of that search, two buildings were selected as good buildings with one being the clear preference of the Board and of the staff. We were not able to secure the financing in time and our preferred site sold. The other site was ruled out due to extremely high renovation costs.

The Board established a capital campaign/facilities committee to begin the planning for both. Our capital campaign has a committed chair, and an honorary chair, in addition to multiple community leaders who have agreed to serve on the capital campaign committee.

We secured financing and have selected a site.

We are actively seeking \$1.9 million for this project. This includes all costs for due diligence, closing fees on the property, renovations, operational and maintenance costs.

Of the five sites fully evaluated, this site was clearly the least expensive project and was the only one that reduced our operating costs.

I join Andy and Emily in the excitement of this project. During my tenure as Executive Director I have found the community of Kalamazoo to be extremely supportive of Gryphon Place. I, too, ask for your support in this campaign.

Sincerely,

William H. Pell, MA, LMSW  
Executive Director

# *Case for Support*

**1. THE NEED:** Gryphon Place has been serving the community for more than 40 years while being housed in a 100-year old firehouse on the corner of Wheaton and Westnedge Avenue in Kalamazoo. Gryphon Place has grown in response to community needs and there is a need to relocate to another facility.

**2. EVIDENCE OF NEED:** Gryphon Place is a community-wide agency whose services are unique. We cross all social and economic boundaries, connect other human service agencies, save taxpayer dollars by avoiding duplication of services, and provide help and access without discrimination. When Gryphon Place opened its doors in 1970, no one imagined how many lives would be touched. This year, more than 96,000 people will receive help from one of Gryphon Place's key programs. We now need a community-wide response to our facility and programming needs.

- The current facility is not accessible to all people thereby preventing those with disabilities to attend meetings or training functions. This inaccessibility is also a barrier for many who would otherwise volunteer at Gryphon Place. An old, wooden, steep stairway that contains two 90° turns is the only access to the training room upstairs.
- Lack of confidentiality. The facility is so old that someone outside the facility can be heard inside. None of the offices offer total privacy and confidentiality for discussion. This is vital to the mediation process of the Dispute Resolution Program and for 2-1-1 / HELP Line operations.
- Lighting is inadequate.
- Security and personal safety are issues because of the location: Shift workers arrive and depart throughout the night.
- There is no parking lot and parking is extremely limited on the side street.
- Staff functions are compromised by overcrowding.



Stairway is the only access to the second floor. Prevents use by all people.

**3. PLAN OF ACTION:** Gryphon Place has literally changed the lives of thousands of people throughout the area over the past 40 years. We are now asking the community to support our effort to raise \$1.9 million to purchase and renovate a facility that will accommodate Gryphon Place's long-term needs, invest in long-term operational costs and increase endowment funding to provide for long-range stability of the organization.

**4. BENEFITS:** Moving to a different location offers numerous benefits.

- Expansion of programs within increased working space.
- Realignment of offices to increase efficiency.
- Increased security as a 24/7 operation.
- Addition of a parking area.
- Availability of private, confidential rooms for mediations and helpline operations.
- Increase in the endowment fund for long-range stability of the agency.

**5. CONCLUSION:** Gryphon Place has grown its programming to meet the expanding needs of people in our community and the State of Michigan. Its business model has been to diversify funding streams and to directly market its services throughout Michigan. We have been successful in developing more than 20 new contracts over the past decade bringing significant revenue into the local economy. However, we have greatly surpassed the capacity of our current facility and have no effective means of adding services to address the ever-expanding needs of people. The Campaign will enable Gryphon Place to move to a newer, more accommodating facility.

# *The Campaign Budget*

*To purchase, Renovate and Endow the facility at 3245 South 8th Street*

## **EXPENSES**

### **FACILITY COSTS:**

Purchase Price	\$630,000
Closing and Contingencies	91,806
Renovation	50,000
Furnishings & Technology	160,000
Relocation	45,000
Annual Campaign Shortfall	30,000
Contingency & Bad Debt	50,340
<b>SUBTOTAL FACILITY COSTS</b>	<b>\$1,057,146</b>

### **ENDOWMENT**

Building Care & Maintenance/ Technology	760,000
<b>SUBTOTAL ENDOWMENT</b>	<b>\$760,000</b>

### **CAMPAIGN EXPENSES**

Clerical (11/hour, 20 hrs/wk, 78 weeks)	19,700
Supplies	3,500
Postage	4,500
Promotion, Printing & Letterhead	30,000
Events	7,500
Recognition	15,000
Equipment (furniture, computer)	3,500
<b>SUBTOTAL CAMPAIGN EXPENSES</b>	<b>\$83,700</b>
<b>TOTAL CAMPAIGN GOAL</b>	<b>\$1,900,846</b>

# ***Gryphon Place - An Overview***

***When Gryphon Place opened its doors in 1970, no one imagined how many lives would be touched. This year, more than 90,000 people will receive help from***

## **2-1-1/HELP-Line**

A 24 hour a day/seven days a week immediate response to individuals and families by delivering crisis intervention, and linking them to health and human service agencies. This service provides a single entry point to Kalamazoo's human service agencies and prevents duplication of services by referring people to appropriate agencies. This year, more than 90,000 calls from people in need will be answered. This is an increase of 125% over the last eight years.

"I would not be here today if it were not for the lady at Gryphon Place on the other end of the telephone. I am so grateful."

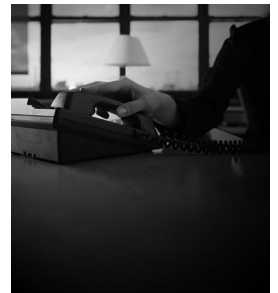
*Anonymous Caller*

- \* More than 6,050 will be considering suicide, over fifty will require rescue
- \* More than 12,600 will be suffering from severe and persistent mental illnesses
- \* More than 25,950 will be struggling to keep their homes, to provide food for their families; to find assistance with utility shutoff, mortgage foreclosure, or eviction
- \* More than 4,960 will be victims of sexual or domestic assault, or involved in child abuse or neglect
- \* Thousands of calls will come from people in crisis due to events in their lives. Events such as divorce, loss of employment, conflicts with others, and many other challenges.

***These people will find help because Gryphon Place is there***

Some community benefits include:

- \* 2-1-1 provides benefit to cost ratios of an estimated 2.26
- \* Duplication of services is reduced in our community
- \* People know that 2-1-1 is their first call for help and they will be directed to the appropriate community service
- \* Human Service workers achieve efficiencies across the system
- \* Increased tax revenues come to poor families and to the community



## **Critical Incident Stress Management Teams (CISM)**

CISM Teams are administered and coordinated by Gryphon Place using volunteers from the community. Teams of trained debriefers respond immediately to groups that have been impacted by a traumatic event, helping them to process their reaction and educating them on stress symptoms.

## **Suicide Prevention Programs**

Gryphon Place is nationally recognized in suicide prevention and crisis intervention. Our services are comprehensive and begin with the premise that, by recognizing the warning signs for suicide and what to do when noted in others, individuals can intervene - lives can be saved! Gryphon Place works with individuals, families, schools and groups, knowing that it takes an entire community to impact the incidence of suicide and suicide attempts.

- \* Training and educational prevention programs are delivered to adults across our community consistent with the National, State, and Local suicide prevention plans.



- \* We provide support groups and information to persons who have lost someone to suicide (Survivors of Suicide)
- \* Gryphon Place staffs the Suicide Prevention Action Network (SPAN)
- \* School Year 2009-2010, 4,569 students were reached by the middle school and high school Gatekeeper Program.
- \* Our services spanned 16 different school districts, 33 buildings, 188 classes and were delivered in five counties - Kalamazoo, St. Joseph, Allegan, Barry, and Van Buren.
- \* 106 in-school referrals were made to in-school staff for students considered to be at risk.

"I liked this program because it helped me realize that my friend committing suicide wasn't my fault."

*A participant*

## **Dispute Resolution Services (DRS)**

Dispute Resolution Services is a program of Gryphon Place providing a full array of conflict management options to residents of Kalamazoo, Calhoun, and Barry Counties. Primary funding comes through the Michigan State Court Administrative Office (SCAO), which also identifies it as one of the State's 20 Community Dispute Resolution Programs (CDRP).

*All conflicts DRS attempts to resolve will result in a high percentage of agreements achieved as measured by an agreement rate of 70% as shown on the CDRP quarterly reports. The agreement rate achieved for 2010 was 86% compared to 71% in 2009.*

### **Case information**

- \* Conciliated: 19 (Conflicts resolved via telephone)
- \* Mediated: 320 (face-to-face meetings between disputants)
- \* Facilitated: 5 (meetings where settlement is not the goal)
- \* Number of Court Ordered Cases: 103
- \* Number of individuals served: 992

### **Major Referral Sources**

- \* Schools
- \* Courts
- \* Community

### **PEER MEDIATIONS**

- \* Program has 85 new and returning student mediators
- \* 225 mediations were completed to an agreement
  - \* 29% physical conflicts
  - \* 29% verbal
  - \* 6% threats
  - \* 13% emotional
  - \* 37% combined

"I am so pleased for the kids to have this opportunity. I did publicize your good work in last week's newsletter. I really do appreciate what you are doing for our children. They really need this skill set."

*Carol Steiner, Principal  
Parkwood Upjohn*

### **GRYPHON PLACE YOUTH RISK PROGRAMS**

- **Peer Mediation Program**
- **Gatekeeper Suicide Prevention Program**

help create successful kids by bridging the gap between life challenges and safe solutions. Safe, healthy, connected kids are successful kids. Some of the outcomes of these programs are:

- \* Identify and connect high risk kids to lifesaving services
- \* Empower youth with the skills to solve problems and to help their peers
- \* Develop conflict management skills that reduce bullying, discipline referrals and absenteeism
- \* Contribute to safety and a positive learning environment in our schools
- \* Develop lifelong skills and connections that are known to be protective factors for a wide variety of potential difficulties

# *The Campaign Cabinet*

## **HONORARY CHAIR**

Martha Hilboldt

## **CAMPAIGN CHAIR**

Emily Parfet

## **CAMPAIGN CO-CHAIR**

Judy Lewis

### **FAMILY DIVISION**

Michelle Tombro Tracy  
Jared Arnold

### **MAJOR GIFTS DIVISION**

### **MEDICAL DIVISION**

Dr. Michael Raphelson

### **BUSINESS DIVISION**

Brian Kaufman

### **FOUNDATION DIVISION**

Emily Parfet  
William Pell

### **LEGAL DIVISION**

Pamela Enslin

### **BANKING/ INVESTMENT DIVISION**

Nancy Springgate  
Patti O'Toole

## **EXECUTIVE DIRECTOR**

William H. Pell, MA, LMSW

## **GRYPHON PLACE BOARD OF DIRECTORS**

Andrew Vorbrich, *Chair*  
Michael Raphelson, MD, *Vice Chair*  
Sarah K. W. Avink, *Secretary*  
Kathy Crepas, *Treasurer*  
Bruce Bejcek, Ph.D.  
Tim Charron  
Pamela Enslin  
Richard Fuller III

Cindy Gaines  
Melissa Gilbert  
Polly Kragt  
Judy Lewis  
Emily Parfet  
Tara Sharp  
Michael Shutkas  
Milton Wells

## **DISPUTE RESOLUTION SERVICE PROGRAM ADVISORY COMMITTEE**

Clifford Barry, Co-Chair  
Michael Boersma, Co-Chair  
Honorable Curtis Bell  
Dee Callander  
Pamela Enslin  
Karla Fales

Jeff Fink  
Brent Hepp, Secretary  
Elizabeth Moeller  
Kelly J.M. Quardokus

Barry Lee Burnside  
DRS Program Coordinator

## **GRYPHON PLACE'S MISSION**

Gryphon Place connects people to information, resources and support systems to assist them in resolving crises and meeting life challenges.