



# ANNUAL REPORT

FINANCIAL YEAR 2025



# LETTER FROM THE DIRECTOR

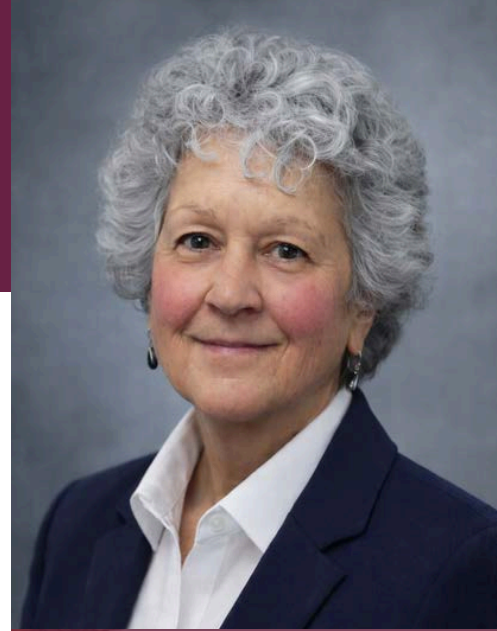
Desert Waters Correctional Outreach (DWCO) is a Colorado-based 501(c)(3) nonprofit organization supporting the wellness of corrections staff and their families since 2003. For more than two decades, DWCO has advanced the health, resilience, and sustainability of the corrections and public safety workforce through three strategic pillars: Training & Education, Research & Evaluation, and Consultation.



## Strategic Pillar 1: Training & Education

DWCO's Training & Education pillar equips corrections and public safety professionals of all ranks and job roles with evidence-informed, job-relevant skills that support mental health, resilience, ethical conduct, and healthy workplace cultures. Recognizing the essential role families play in workforce stability, our training extends to adult family members and to staff themselves, addressing family-related challenges and providing practical tools to support and protect the well-being of loved ones in high-stress public safety environments.

Programs are delivered through certified instructor-led courses or directly by DWCO Master Instructors, through educational webinars, and through professional conferences—ensuring broad access and practical applicability. DWCO's training is prevention-oriented, scalable, "wholistic," trauma-responsive, and relevant both on and off the job.



Caterina Spinaris, Ph.D., LPC  
FOUNDING & EXECUTIVE DIRECTOR



## OUR MISSION

Improving the wellbeing of corrections and other public safety professionals through training, consulting, and other essential resources to foster resilience, mental health, and overall wellness in these challenging professions.

## Strategic Pillar 2: Research & Evaluation

DWCO's Research & Evaluation pillar provides data-driven assistance to corrections and other public safety agencies to support informed leadership, workforce well-being, and system sustainability. Through applied research, program evaluation, and tailored assessment, we translate credible data into actionable insights—helping agencies evaluate programs, understand workforce risks and strengths, and implement evidence-informed strategies that enhance safety, resilience, and organizational performance.

## Strategic Pillar 3: Consultation

Through its Consultation pillar, DWCO supports system-level change by partnering with agencies to assess needs, interpret data, strengthen leadership practices, and implement wellness-informed policies. Consultation services are tailored to each agency's operational context and are designed to support leadership decision-making, workforce stability, and long-term cultural sustainability.

## 2025 Impact and Looking Ahead

Throughout the year, DWCO expanded access to data-driven wellness programming aligned with these strategic priorities. Efforts focused on measurable outcomes, including increased reach, stronger partnerships, and enhanced capacity to serve agencies, staff, and families nationwide. Collectively, this work contributed to a healthier, more resilient workforce equipped to meet the demands of high-stress public safety environments.

This report highlights the programs, research, and outcomes that defined DWCO's impact in 2025. Together, these achievements reflect our continued commitment to rigorous, ethical, and data-informed practice and provide a strong foundation for sustained progress in the years ahead.

*Caterina Spinaris*

*Executive Director  
and Founder*

## OUR VISION

To advance the well-being of corrections and other public safety professionals by strengthening healthy workforce cultures that protect employee health and functioning, support retention, and enable agencies to fulfill their mission effectively and sustainably.

## OUR VALUES

Promoting dignity, wellness, and sustainable workforce cultures in high-stress corrections and other public safety environments.



# 2025 ACCOMPLISHMENTS

## Training & Education

- **Certified Instructors: 82**
- **Certified Peer Supporters: 26**
- **Peer Supporter Instructors/Master Instructors: 11**
- **Instructor/Certification trainings: 15**
  - **From Corrections Fatigue to Fulfillment™ (CF2F): 5**  
*(3 in-person; 2 live online)*
  - **Correctional Family Wellness™ (CFW): 3**  
*(live online)*
  - **Peer Supporter Training™ (PST):**
    - **Regular: 2**  
*(in-person)*
    - **Instructor/Master Instructor: 2**  
*(1 in-person; 1 live online)*
  - **Towards Corrections Fulfillment: For New Staff™ (TCF): 3**  
*(2 in-person; 1 live online)*
- **Direct Delivery trainings: 2**
- **Correctional Agencies: 10**
- **Webinars: 16**  
*(All but two offered at no charge; webinar invitations were dispatched to a list of approximately 5,000 recipients)*
- **Product Overview presentations: 5**  
*(offered at no charge; live online)*
- **Conferences: 3**  
*(in person)*

# 2025 ACCOMPLISHMENTS

## Research and Evaluation

In 2025, DWCO completed two internal, unpublished studies.

The first study was conducted for a community supervision officers' union to assess the impact of **DWCO's CF2F course**, offered as an instructor training, on multiple outcomes. Using an intervention-and-control group design with two measurement points one month apart, data were collected in 2024, with analysis and final reporting completed and submitted in 2025. Results indicated a general pattern of greater improvement among training participants compared with the control group, with some evidence that benefits were sustained over the one-month evaluation period. Findings should be interpreted with caution due to small sample sizes and high rates of missing data.

The second study, conducted in 2025, was a system-specific, unpublished evaluation examining workforce stressors and well-being trends. The study informed leadership decision-making and program development, supporting organizational learning and workforce well-being. It was not intended for public dissemination or for generalization beyond the participating system.

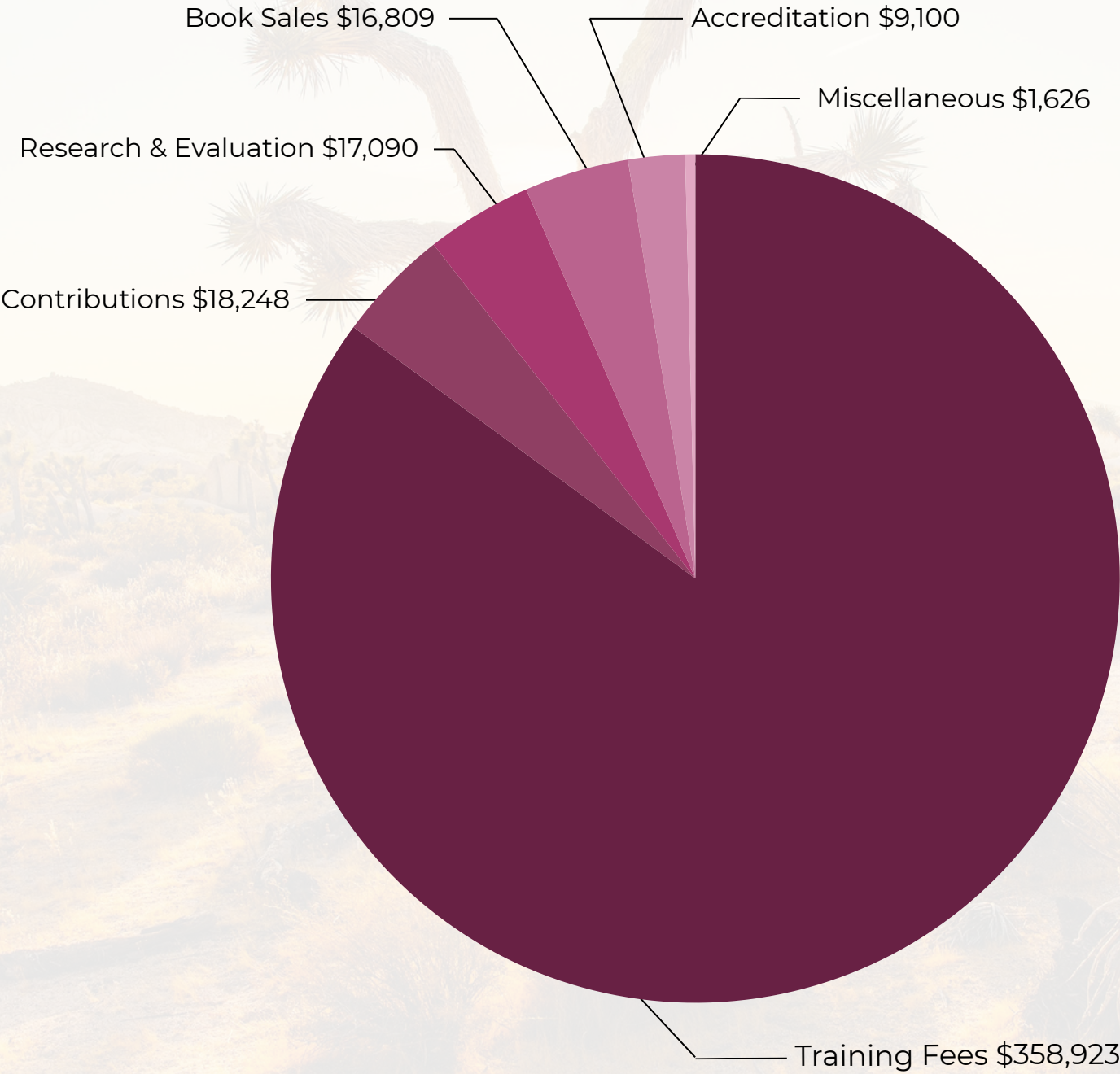
## Other 2025 Accomplishments

- **Monthly e-zine (Correctional Oasis) education and engagement:**  
*Approximately 3,300 subscribers, including facilities that share content internally via email or intranet.*
- **Book sold: 1,389**
- **Books donated: 25**

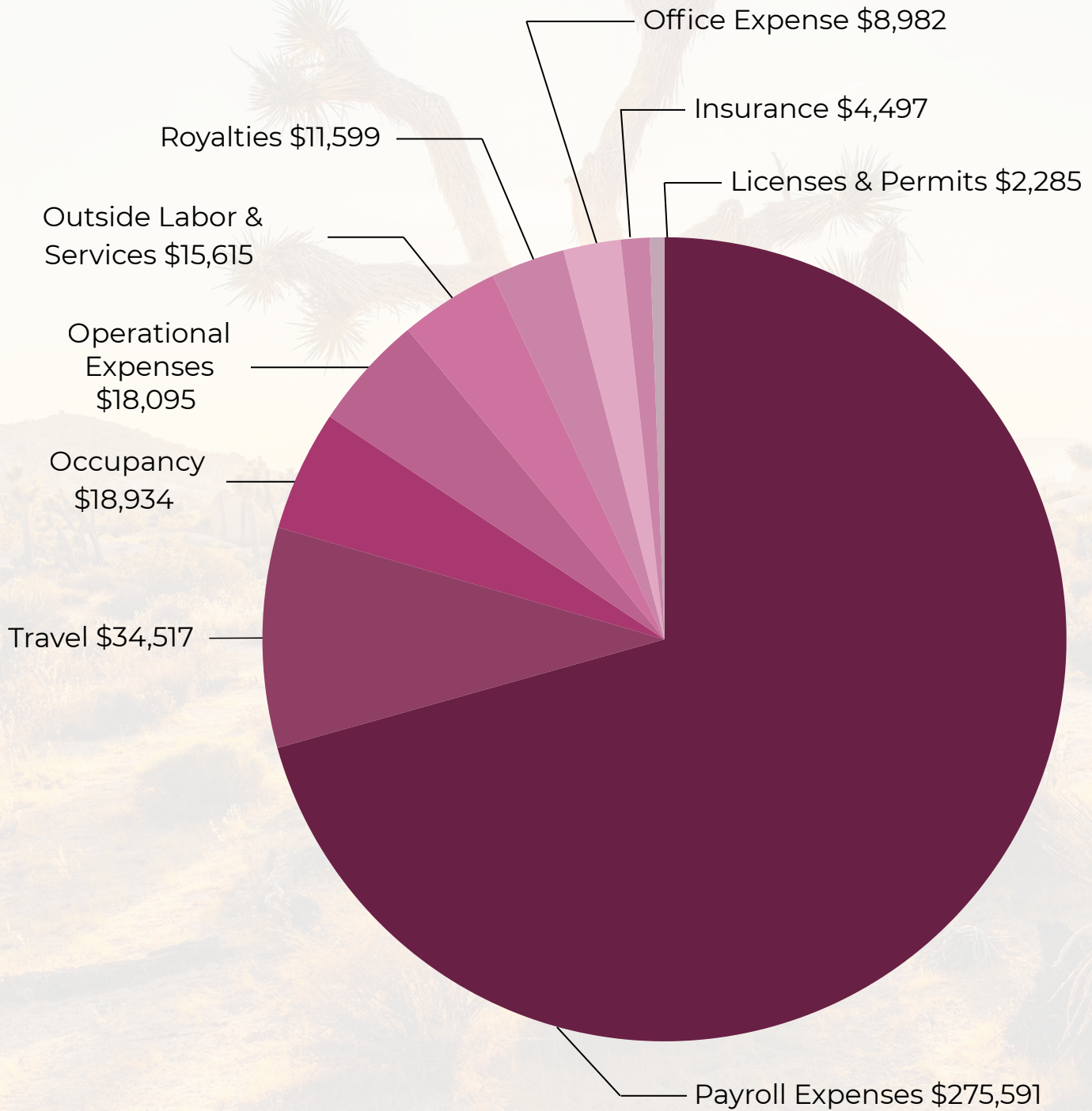
## Partnerships

- Pursuit of Excellence

# 2025 INCOME



# 2025 EXPENSES



# 2025 BOARD OF DIRECTORS

**Ted Tudor**

Chair

**Stephen B. Walker**

Treasurer

**Joan Shoemaker**

Secretary

**Brian Koehn**

Director

**Bob Bowen**

Director

# 2025 DWCO TEAM MEMBERS

Caterina Spinaris, Ph.D., LPC

Nicole Whyms Brocato, Ph.D.

Corrin Hogan

Steve Howerter

Gregory R. Morton, M.S.

Judy Myers, B.A.

Brent Parker, B.S.

Craig Rawlings

Stephanie Rawlings, M.S.

Jeffrey Rude

Chris Stanley

Justin Stevens

Joseph Zonno, Ph.D.

# CALL TO ACTION

DWCO's work is made possible through the engagement and support of individuals, agencies, and partners who share our commitment to strengthening the well-being and sustainability of corrections and public safety systems.

Readers are invited to:

- **Donate** to support evidence-informed training, research, and resources that advance staff wellness and organizational resilience.
- **Partner** with DWCO to bring training, consultation, or research and evaluation services to your agency or organization.
- **Attend** training to build leadership capacity, resilience, and healthier workplace cultures in high-stress public safety environments.
- **Advocate** for policies and practices that prioritize workforce well-being, safety, and humane systems.
- **Learn** more by exploring our publications, resources, and educational offerings.

Together, we can support the people who work every day to keep our communities safe—by equipping them with the tools, knowledge, and support they need to thrive.