ALTERRA
MOUNTAIN COMPANY

COMMUNITY FOUNDATION

SPECIALIZED TREATMENT GRANTS (STG)
INITIATIVE OVERVIEW & GUIDANCE

Mountain first responders are routinely exposed to traumatic incidents, critical events, serious injuries, fatalities, and other highly stressful situations. Repeated exposure to these events may contribute to significant stress injuries, substance use disorders, post-traumatic stress disorder (PTSD), anxiety, depression, and other behavioral health challenges. The Alterra Mountain Company Community Foundation Specialized Treatment Grants (STG) Initiative provides financial assistance to ski patrollers, bike patrollers, and helicopter guides seeking specialized, evidence-based trauma treatment.

The Foundation recognizes the critical role that patrol and guide personnel play in mountain safety and is committed to supporting their behavioral health and long-term well-being. While many employees have access to Employee Assistance Programs (EAPs) and traditional behavioral health benefits, certain evidence-based trauma treatments often require specialized providers, extended treatment duration, or out-of-pocket expenses not fully covered through existing resources. This initiative is intended to help remove financial barriers to care and facilitate access to clinically appropriate treatment.

Program Goal
To improve access to evidence-based trauma treatment and specialized psychotherapy services for ski patrollers, bike patrollers, and helicopter guides serving Alterra Mountain Company and Ikon Pass communities.

Program Objectives
The Specialized Psychotherapy Grants Initiative seeks to:

1. **Increase Access to Specialized Care**
   Help applicants obtain evidence-based, professional mental and behavioral health treatment services that may otherwise be financially inaccessible.

2. **Support Recovery and Resilience**
   Assist first responders experiencing the effects of trauma exposure, stress injuries, substance use challenges, or related behavioral health concerns.

3. **Reduce Barriers to Treatment**
   Provide financial assistance that encourages timely access to appropriate behavioral health care.

4. **Promote Long-Term Wellness**
   Support positive behavioral health outcomes that contribute to individual well-being, job performance, and career longevity.

Scope of Funding
Grant funds may support evidence-based trauma treatment and related behavioral health services.

Covered treatments may include, but are not limited to:

- cognitive behavioral therapy (CBT)
- cognitive behavioral therapy for post traumatic stress disorder (PTSD)
- cognitive processing therapy (CPT)
- prolonged exposure therapy
- eye movement desensitization and reprocessing (EMDR)
- substance use treatment
- trauma-focused psychotherapy
- other evidence-based behavioral health interventions recommended by a qualified provider

The Foundation reserves the right to determine whether a requested service is consistent with the objectives of this initiative.

Eligibility
Eligible applicants must:

- be a ski patroller, bike patroller, first responder, or helicopter guide,
- be affiliated with an Alterra Mountain Company destination or an eligible Ikon Pass destination located in the United States or Canada,
- demonstrate a need for specialized psychotherapy or trauma treatment, and
- intend to use grant funds for eligible treatment-related expenses.

Applicants may seek services from a provider of their choice or may request assistance from the Foundation in identifying an appropriate local or virtual provider.

Eligible & Ineligible Expenses
Eligible expenses may include:

- psychotherapy session fees
- trauma-specific treatment programs
- substance use treatment services
- behavioral health assessments
- provider consultation fees
- telehealth counseling services
- treatment-related co-pays or deductibles
- relevant transportation expenses related to accessing treatment
- other approved behavioral health treatment expenses

Grant funds may not ordinarily be used for:

- non-clinical coaching services
- general wellness activities not connected to a treatment plan
- recreational activities
- lost wages

- travel unrelated to treatment
- expenses incurred before approval

Scoring & Criteria
To promote consistency, transparency, and fairness in decision-making, the Foundation, agents, and affiliates will evaluate all applications using a 4-point scoring rubric assessing the following criteria:

- Eligibility: 0-1 point
- Demonstrated need: 0-1 point
- Treatment appropriateness: 0-1 point
- Potential benefit: 0-1 point

The Foundation will use the application scoring to inform decision-making, with high scores favoring an affirmative recommendation and approval. While the scoring rubric serves as the primary assessment framework, the Foundation may award one exception point for compelling circumstances outside the rubric, such as catastrophic events, unforeseen crises, urgency of need, or other applicant circumstances. Use of this exception should be rare and supported by written justification.

Score	Recommendation
4-5	Strong recommendation for funding
3	Recommended for funding if resources are available
2	Consider funding following additional review
0-1	Not recommended for funding

Scores serve as a decision-support tool and help inform funding recommendations. While higher scores generally indicate stronger alignment with program priorities and a greater likelihood of funding, the Foundation reserves the right to approve, modify, or decline any request in its sole discretion and in accordance with applicable policies and available resources.

Award Size
Grant awards are for a maximum of $1,000 per individual recipient

The Foundation may approve an amount that differs from the amount requested.

Award Process
Grant funds may be distributed:

- directly to the applicant,
- directly to an approved treatment provider,
- through reimbursement of eligible expenses, or
- through another payment method approved by the Foundation.

The Foundation will determine the most appropriate distribution method based on the circumstances of the award.

Reporting Requirements
Recognizing the sensitive nature of behavioral health treatment, reporting requirements will be kept to a minimum.

Recipients may be asked to:

- confirm use of funds for approved purposes,
- provide documentation of eligible expenses, and
- share voluntary information regarding outcomes or program effectiveness.

The Foundation will seek to balance accountability with applicant privacy and confidentiality.

Withdrawal of an Award
The Foundation may suspend, modify, or terminate an award if:

- funds are used for unauthorized purposes,
- material information was omitted or misrepresented,
- required documentation cannot be provided, or
- continued funding would be inconsistent with Foundation policy or applicable law.

The Foundation may require the repayment of improperly used funds.

Oversight
This guidance outlines procedures for implementing the Specialized Treatment Grants Initiative and remains in effect until further notice. The Foundation reserves the right to revise these guidelines and make exceptions when circumstances warrant and doing so advances the initiative's goals.