



**501(c)(3) Nonprofit Organization**  
[928.649.0077](tel:928.649.0077)

## ***Recovery IS Possible for Everyone***



## **Message from the Founders**

Steps to Recovery Homes offers a comprehensive, holistic approach that works. Our success rate is above industry standards because of our approach to addiction and substance abuse disorders. As a member of Arizona Recovery Housing Association (azRHA) and the National Association of Recovery Residences (NARR), we hold ourselves to a higher standard, focused on maximizing our client's long-term recovery goals.

As we reflect on our past 5 years, Steps to Recovery Homes has made real and dramatic progress in assisting those individuals seeking sobriety and a purpose to their lives. In 2018, we focused on increasing our capacity and expanding our Job Development Program.

## **Some Accomplishments in Five Short Years**

- We expanded our Job Development Program started in 2018. We received funding to employ more staff for education, awareness and recovery in our community.
- We continue with our events – *Dinner for Hope* – *Erase the Stigma* – *Roots, Roll & Ride*, and hope to expand Erase the Stigma to other cities.

- With the help of USDA funding, we purchased a larger, new Men’s Facility to assist additional clients with recovery.
- We expanded our [Miracles Happen ReSale Store](#) to include a warehouse, a new clothing boutique, and we redesigned the store layout.

We continue to look forward to additional funding to purchase a Women’s House and Transitional Housing.

## **The Need for our Program**

Nationally, over 24 million people suffer from addiction every day in the United States. Substance abuse and addiction affects all our communities; overdose and suicide, homelessness, crime, and drug sales in schools. Addiction also affects our families; family distress, domestic violence, child neglect, and many other drug-related issues.

*Steps to Recovery Homes (STRH)* receives these individuals from a variety of places and situations and gives them an affordable, structured, safe, clean, and example-driven environment where they find hope and real recovery. We offer a 6- to 18-month program to build a healthy foundation for a productive life.

The geographic location and catchment area served by *Steps to Recovery Homes* is Cottonwood and the adjoining Verde Valley communities in Yavapai County, including Sedona and Camp Verde in the State of Arizona; however, *STRH* serves Coconino County (Flagstaff), as well as clients from the Phoenix area and out-of-state, if requested.

According to the **MATFORCE** Intervention Group Report (March 28, 2019):

- 8% to 9.2% of the population of the USA have used an illicit drug or abused psychotherapeutic medication in the past month (alcohol not included).
- 2017 Population of Yavapai County = 228,168; Coconino County = 140,776
- Applying the national statistics to Yavapai County, approximately 18,253 to 20,991 people, have used an illicit drug or abused psychotherapeutic medication in the past month. And would qualify for Substance Use Disorder (SUD) treatment. Nationally only about 11% of individuals who meet SUD criteria receive treatment.

## **Specifics – Organization & Programs**

*Steps to Recovery Homes* is a not-for-profit 501(c) (3) organization, which was founded in 2013, and was incorporated in Arizona in February 2014.

*Our Vision ~ Turning Despair into Hope & Transforming Lives ~*  
*We believe that recovery begins with a single step forward*  
*We believe recovery is possible*

The organization is comprised of an eight-member Board of Directors, an Executive Director & Development Director, Office Manager, ReSale Store Manager, and a Job Development Coordinator, and more than 20 volunteers who contributed over 1,700 hours of service. Steps to Recovery Homes operates two recovery homes; one for men and one for women. We also operate a ReSale Store to help fund our awareness programs and our job development program where clients are employed and develop employment and work experience.

Steps to Recovery Homes is making a real impact in our community.

- 90 % of our clients come into our program with no money. We work with them on an individual day-to-day basis to change their perception and attitudes.
- We teach them life skills; how to better relationships and develop verbal communication skills, and how to become more socially acceptable in appearance.
- We teach clients job skills; how to be accountable and responsible, how to assess their job skills, and how to hold a job and contribute to our community.

***Our Mission:*** *To provide safe, clean, and structured environments to educate and assist individuals to obtain long-term recovery and embrace a purpose in life.*

We have a holistic approach to recovery using a behavior modification program, which gives our clients a real chance at turning their lives around. It combines the crucial, evidence-based elements:

1. Cognitive Behavior Therapy
2. Health & Wellness Program; Comprehensive Life Planning and Coaching
3. Job Development and career assessment
4. Mentoring from health professionals with expertise in substance abuse and mental health issues (recently added)

In our Recovery Program, we focus on:

- Behavior Modification, communication skills, and internalizing personal responsibility
- Awareness of substance-use disorders and mental health issues
- Core issues that perpetuate self-destructive patterns
- Removing barriers that limit individuals from living successfully
- Goal Setting, including education and personal finance
- Comprehensive job and career development
- Integration of individuals back into our community and society

***Steps to Recovery Homes*** serves individuals on every spectrum of the socio-economic platform; however, by the time they reach our program, the majority are low-income and have lost everything, including jobs, family, housing, and more because of their substance abuse issues. In addition to their substance abuse issues, many of our clients are victims of emotional, mental, and physical abuse. We assist them in developing appropriate life-transforming habits to help them live a more productive life and become participating members of the community. Our program statistics show that:

- 51% are women and 49% are men;
- 93% did not have jobs upon entering the program; 12% were on SSI and 71% had no help financially
- 76% are white; 13% Hispanic; 7% Native American; 3% Black and 1% Asian

*Steps to Recovery Homes* has served **361** people since opening in 2013. At present, there are more than 140 former clients in the Cottonwood community are living productive lives and continue attending daily recovery meetings and 90% are gainfully employed. Over the past six years, 40 graduates worked full or part-time *Steps to Recovery Homes* and *Miracles Happen ReSale Store* employees including two House Supervisors, three warehouse assistants, *Miracles Happen Store Manager* and *Steps to Recovery Homes Office Manager*.

*Steps to Recovery Homes* has partnered with Yavapai United Way and the Northern Arizona Northern Arizona HealthCare Foundation. Their funding helps our programs to ensure the following:

1. Residential facilities and personnel maximize our client opportunities to achieve long-term recovery via provisions of calm, stable recovery environments in which clients are able to access guidance and a broad spectrum of recovery techniques, tools, support systems, peer support
2. Reduce local recovery program client recidivism rates
3. Better assist our clients to develop life skills and job skills
4. Positively impact the local community job market with trained, clean and sober workers for our labor force
5. Reduce negative impacts in our community, such as substance use disorders, community and drug prevalence, domestic violence, child neglect, street crime, and homelessness

*Steps to Recovery Homes* behavior modification program is derived out of the disease model of addiction and follows a *Life Skills Coaching Approach* to client recovery. This “approach” encompasses the following critical components:

Some recovery homes and programs are prohibitively expensive, costing \$3,000-\$30,000 per month, in which significant numbers individuals seeking recovery are unable to access/afford or frequently do not deliver the comprehensive program support that addicts most need. In contrast, *Steps to Recovery Homes* offers prospective clients lacking insurance or financial means find that *STRH’s* long-term recovery is affordable at \$175 weekly rate. If clients choose to participate in our Job Development Program, those bed fees are waived for the first six to eight weeks. This allows the clients to focus on a) their recovery, and b) assess their career/job-readiness skills needed to gain financial security.

## **Funding, Partnerships & Accomplishments**

Recently, *Steps to Recovery Homes* has been placed on the Charitable Organizations List through the Arizona Department of Revenue allowing a 100 percent tax credit of up to \$400 for donors. In 2018, *STRH* was awarded *Non-profit of the Year* by the Arizona Community

Foundation (ACF) of Sedona. The organization received a total of \$75,640 from the following grant awards:

- Arizona Community Foundation of Sedona \$ 7,640
- Arizona Community Foundation of Yavapai County \$10,000
- OneAZ [Credit Union] Community Impact Grant \$ 2,400
- Northern Arizona HealthCare Foundation \$45,600
- United Way of Yavapai County Social Enterprise Grant \$10,000
- Tax Credit Contributions \$11,000

In addition to grants, tax credits, Dinner for Hope Fundraiser, and other events, *Steps to Recovery Homes* is funded in a variety of ways, including:

- Individual Sponsors and Donors – financial and volunteer hours
- Sales from [Miracles Happen ReSale Store](#) and warehouse
- Business Sponsors – financial and in-kind support

## List of Business Sponsors & Supporters

<b><i>Gratitude Sponsors</i></b>	<b>\$5,000 Annually</b>
A Premiere Estate Sale	
In Recovery Magazine	
<b><i>Unity Sponsors</i></b>	<b>\$2,500 Annually</b>
Gandy Corporation	
Go to Business Media	
Hot Yoga	
Lawler Construction	
Ravus Raven Web Design	
South by Southwest Adventures	
<b><i>Selfless Service Sponsors</i></b>	<b>\$1,000 Annually</b>
Caring Transitions	
Horse Therapy – Arizona	
Lawyer Title	
Oxendale Auto Group	
Papa Murphy’s Pizza	
Sterling Financial	
Taylor & Huntley Financial Group	
Taylor Waste	
The Williams Family	
Todd’s Appliance	
<b><i>Awareness Sponsors</i></b>	<b>\$ 500 Annually</b>
Credit Union West	
Edward Jones,	
Mark Carlile	
Chris & Skip Heyer	

Home Sweet Home Antiques  
Larson Newspapers  
State Farm, Jennifer Griffin  
Straight Line Painting  
Verde Independent  
Verde Valley Rentals

***Hope Sponsors***

**\$ 250 Annually**

Active Resort Properties  
Century 21,  
Sexton Realty  
OneAZ Credit Union  
Randall's Restaurant

***Perseverance Sponsors***

**\$ 100 Annually**

Chocolate Blonde Salon  
NAMI: National Alliance on Mental Illness-Cottonwood  
Trophies Unlimited

## Events and Awareness Programs

*Steps to Recovery Homes* holds three main events per year: Dinner for Hope, Erase the Stigma, and Roots, Roll & Ride.



**Dinner for Hope** – We celebrated our 5<sup>th</sup> Annual Dinner in April 13, 2019. This is our main fundraiser each year, and each year the event grows larger. We utilize local celebrities for entertainment, and local artistic talent for live and silent auction items. We recognize our Donors, Board, and especially our clients.



**Erase the Stigma** – We held our 4<sup>th</sup> annual event on June 20, 2019 in Cottonwood, Arizona. This event educates our community to discuss and “erase” the stigma of addiction and substance abuse, how to deal with issues around addiction and mental health and provides speakers and resources for recovery. Over 200 people attended, and 40 community agencies and mental health providers were represented. Participants heard from eight keynote speakers, enjoyed refreshments and day passes to the Cottonwood Rec Center. A future goal is to provide “Erase the Stigma” in other cities in Yavapai County and Arizona.



**Roots, Roll & Ride** – This is a sober live music festival event in which our clients and community can enjoy the substance-free and alcohol-free entertainment for the entire family. This event was held on October 5, 2019. The event begins with a Motorcycle & Poker Run to the Fairgrounds. It continues with 8 live bands, food, balloon creatures, and fun for the entire family. The event includes a silent auction and a raffle as well.

## **Program & Operational Highlights**

### **Addiction Recovery Residential Program**

The Verde Valley has very few resources for people who need help recovering from addiction. Drug Addiction is a serious problem that can no longer be avoided in all the country. Yavapai County needs a serious affordable place for people to recover from substance abuse issues and,

in turn, help build a healthier community by lowering the recidivism rate and giving individuals the tools to stay clean for multiple years and be able to provide financially for themselves and families.

When we talk about long term recovery, we talk about a significant change in the core issues of our community. By addressing core issues of addiction, not only do we lower the rate of relapse and lower tax dollars, we also help with other issues that come with addiction. Some of these issues include but are not limited to loss of jobs, neglect of children, health problems, domestic violence, thievery, incarceration, and other dysfunctional symptoms of this disease.

One of the things that happens with our program is we get people to become employable and this in turn helps our community's economy. We mandate our clients to be of service to the community, which helps them to begin surrounding themselves with healthier situations and healthier role models.

Another aspect to our structured recovery program is the expectations on each client. There are daily and weekly check-ins with house supervisors. Clients are expected to obtain a Sponsor, attend 12-Step Meetings, such as Alcoholics Anonymous or Narcotics Anonymous, and attend Life Coaching several times a week.

### **Life Coaching & Community Volunteers**

Our Life Coaching is done by Volunteers in our community; Cottonwood, Sedona, Camp Verde, Cornville, and Clarkdale. These sessions contain a variety of topics:

- Basic First Aid and CPR
- Behavior Changes
- Boundaries
- Communication
- Goal setting
- Hygiene & Health
- Job Skills
- Parenting
- Personal Finance
- Relationships
- Self-Acceptance
- Understanding Recovery

We also created a Job Development Program for our clients, which has helped us create a place for these needs. The Program has also helped to maximize the success rate of long-term recovery.

### **Job Development**

2019 was our 2<sup>nd</sup> full year of assisting our clients with Job Development. With funding from Northern Arizona Healthcare Foundation, Arizona Community Foundation of Sedona &

Yavapai, OneAZ Credit Union, Wells Fargo, and On the Greens Hear Fund, we were able to assist 70 clients with learning career skill awareness and assessment, understand workplace communication and behaviors, identify barriers to employment, build comprehensive resumes, job clothing, and interviewing skills. There is a daily and weekly check-in with the Program Coordinator.

Clients in the Program utilized, “What Color is Your Parachute” a career assessment workbook to identify skills and barriers to long-term employment and financial stability. Most of these individuals are working today and holding the same job for which they were initially hired. We were able to mentor these individuals one on one to address some behaviors and situations that would most likely result in job termination. We were able to provide clothing and interview skills with our clients. By week 4 to week 6, they were ready to formally look for employment with a workable resume, successfully interview and present themselves positively, and communicate their skills presentation, and communication their training and skills.

Our Job Development Program has helped build the local work force as well in a challenging time to find stable employees. Our Job Development Program is helping to reduce the recidivism rate in our community and lowering the rate of individuals relapsing or returning to the medical facilities for help. Individuals completing the entire 8-week program, have found good jobs and embraced long term recovery, as well as learning the skills to be productive members of the workforce.

- 90 % of our clients come off the streets with no money; we work with them on an individual day-to-day basis to change their perception and attitudes – of themselves and of the world in which they live.
- We teach them life skills, how to become more socially acceptable in appearance, develop verbal communication skills, how to hold a job and bring revenue into our communities.
- Not only are we raising the recovery recidivism rate in our communities, we are also building extremely important individuals with values, and a purpose to show others that a life of active addiction and dysfunction can change; that they can make a difference in this world.

### **Miracles Happen ReSale Store & Warehouse**

[Miracles Happen ReSale Store](#) opened in 2014 with a dream and a “miracle”. Five years later, we have a 3,000 sq. ft. store filled with quality, donated merchandise in just about every area – furniture, clothing, kitchen and bath, tools, office items, and much, much more. In July, 2019, we opened a new Clothing Boutique, which has been a huge success, and helped us to almost double our store’s growth – in size and in sales. This growth has allowed us to expand our recovery programs and community awareness events. Our donors have been very generous to us, and we sincerely appreciate it!

[Miracles Happen ReSale Store](#) also allows practical work skills and behaviors for our Job Development clients to learn – or re-learn –valuable behaviors to help them be successful in their employment. Our Warehouse also allows clients in the Job Development Program to sort, clean,

and refurbish items for sale. Our Warehouse even allows for new skills in technology to be able to sell online (eBay and community Facebook sites). Not only do clients learn skills with sorting and refurbishing, but with merchandising and arranging items for sale, as well as customer service; a win-win for all.

### **Administrative Talent**

Our organization began with Founders, Anne and Damien Browning. Damien serves as the Development / Executive Director. Anne coordinates our Life Coaching and Volunteers. We added an Office Manager and in 2014, we opened Miracles Happen ReSale Store. We have been blessed to add a Manager to the Store, a Warehouse Manager, and several staff members. We have a talented and active Board of Directors with many talents. We expand our client numbers each year – but, only because of the support, generosity, care, and caring of our community.

### **The Board of Directors**

### **Special Time & Talent**

- 8% increase in volunteer hours. We can always use volunteers for grant research, typing, filing, mailings, phones, and running errands, and in our resale store
- Our volunteers logged an average of 2,000 hours.
  - At a \$15.00 hourly rate, these hours equate to \$30,000 in value to our community.
- Miracles Happen ReSale Store is open 7 days a week.
  - Volunteer in our Store or Warehouse!

### **Special Recognition of Staff**



**Anji Dickson**

Since Anji joined our staff as Store Manager, we have seen increased sales each month and quarter. Anji's extensive experience in international business and hotel management has been our benefit. Thanks to Anji and her staff, we have a new clothing Boutique, new store arrangement, special sales and promotions, and efficient methods of keeping merchandise staged and current. *Thanks, Anji, for all you do!*



**Evan Hirschelman**

Evan is our Warehouse Manager and keeps things humming for inventory, resale store stocking, as well as pickups and deliveries. Evan supervises two grant-funded employees who are former clients, and mentors our Job Development Clients as part of our program. *Thanks, Evan, for all you do!*



**Scott Fischer**

Scott is our Job Development Coordinator. This program has grown over the last two years, and Scott's mentoring and involvement with Job Development clients has been instrumental in their job growth and employability. Scott has taken on oversight of several events as well. *Thanks, Scott, for all you do!*



**Kelly Minehan**

Kelly is the Men's House Supervisor. Kelly became our Men's House Supervisor after graduating from STRH's Program. He has gone from supervising eight men in one house to 16 men in a 4-plex. Needless to say, he handles a lot; from transportation to meetings, to medical appointments, to special events. *Thanks, Kelly, for all you do!*

[All Staff](#)