



ANNUAL REPORT ~ FY 2023

~ Recovery IS Possible for Everyone ~

Board of Directors:

Our Board helps us make our goals a reality!

Officers:

President – Daniel Ramos
 Secretary – Cathy Chapman
 V-P & Treasurer – Chris Heyer

Directors:

Leanne Gandy
 Gwen Henderson
 Donna Michaels
 Tom Taylor

Staff:

Damien Browning, CEO
 Anji Dickson, Director of Operations, BHT
 Anne Browning, Housing Director, AR/BHT
 Quinton Ellis, Job Development Coord/BHT
 Kelly Minehan, Men's House Supervisor/BHT
 Keith Wilson, Men's House Supervisor/BHT
 Katie Brown, Event Coordinator

KONNECT:

Maureen Michael, MS, LPC, ICGC-I,
 Clinical Director
 Patty May, LISAC, Lead Therapist
 Nora Jenkins, Therapist
 Teri Okon, Administrative Specialist/HR/BHT
 Shelly Meyers, Lead Admission/BHT/PSS

Miracles Happen ReSale:

Cory Goss, Store Manager/BHT/PSS
 William Lopez, Online Sales Technician

CEO's Message:

With so many people in our society and community needing services, we are dedicated to making an impact. Steps to Recovery Homes offers a comprehensive, comprehensive approach that works. Our success rate is above industry standards because of our approach to Substance Use and other Co-Occurring disorders. As we reflect on our past 10 years, Steps to Recovery Homes has made real and dramatic progress to assist individuals seeking sobriety and a purpose in their lives.

2023 Evolution

- We completed the build out of our New Facility
- Opened our Admin Offices
- Opened a new vent venue – Connection Room
- Reopened our Resale Store – Miracles Happen
- Modified and Reopened our Job Development, and hired a full time Job Development Coordinator
- Implemented Insurance billing for Konnect Wellness
- Offered both day & evening Intensive Outpatient
- Started Peer Support Specialist training.
- Began Therapy and Job Development to community clients who do not live in our housing.
- Secured a transit van to transport our clients.
- Started a Scholarship Fund for uninsured and underinsured.
- Secured a CBDG Grant from the City of Sedona to purchase a workforce transitional house for people in recovery.

THE NEED FOR OUR PROGRAM:

Most of the clientele we serve are indigent and have lost everything. *Steps to Recovery Homes (STRH)* receives these individuals from a variety of places and situations and provides an affordable, structured, safe, clean, and example-driven environments where individuals find hope, wrap around services and a chance at long term recovery and contentment in their lives. We offer a 3 to 6 month program that builds a healthy foundation for a productive life.

Steps to Recovery Homes is located in Cottonwood Az. This is in the beautiful northern part of the great state of Arizona. We offer services for people around the United States.

SPECIFICS –ORGANIZATION & PROGRAMS:

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

The organization is comprised of a seven-member Board of Directors with a variety of backgrounds from finance to education to Native relations, and the following staff: Executive Director; Director of Operations; Clinical Director and Therapy staff; Housing Director and House Supervisors; Job Development Coordinator; Event Coordinator; ReSale Store Manager; and an Online Sales Specialist.

Steps to Recovery Homes operates an Outpatient Treatment Center, an Event Center, a ReSale Store, a Warehouse for the store, Admin Offices and two Recovery Homes.

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

- ▶ 98 % 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 our clients life skills; how to develop healthy relationships, communication skills, and be a productive member of their families and their environments.
- ▶ We are bringing awareness to our community of what addiction is, what we can do about it, and what real long-lasting recovery looks like and the true impact it has.
- ▶ We are building a reliable, sober workforce. We teach clients job skills; how to be accountable and responsible. We address their barriers to employment and work with them on goals to achieve a career. We empower them to Embrace a Purpose in their lives.

Vision & Mission:

Our Vision ~ Turning Despair into Hope & Transforming Lives ~

We believe that recovery begins with a single step forward

We believe Recovery is Possible

Our Mission: To provide safe, clean and structured environments to education 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

In our Recovery Program, we focus on:

- Behavior Modification, communication skills, and internalizing personal responsibility.
- Awareness of substance-use and other co- occurring disorders.
- Mental, Physical and Spiritual health.
- 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 use disorders. In addition to their substance use disorders, 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 their families and community.

Program statistics (as of 12/18/2023):

- Total clients served – 467.
 - 297 Male (63.5%)
 - 170 Female (36.5%)

- Caucasian – 369 (79%)
- Hispanic – 55 (12%)
- African American – 13 (2.5%)
- Asian American – 1 (0.5%)
- Native American 29 – (6%)

- Sober, Functioning well – 209 (48%)
- Relapsed, Still Struggling – 28 (6%)
- Passed Away – 20 (4.5%)
- Moved / Lost Contact – 212 (44.5%)

Steps to Recovery Homes ***Steps to Recovery Homes*** partners with many local, regional and national foundations, sponsors, and donors, who all help our programs to ensure the following:

1. Provide Safe, clean, and respectful residential facilities and personnel.
2. Maximize long-term recovery.
3. Sustain a stable recovery environment so clients may access guidance and a broad spectrum of recovery techniques, tools, support systems, and peer support.
4. Provide necessary therapy and counseling to begin the process of recovery.
5. Reduce local recidivism rates.
6. Provide Job Development to assist clients to obtain necessary documents, assess their capabilities and career interests, and develop life and job skills.
7. Create a workforce with trained, clean and sober individuals that have addressed barriers to employment and are looking for purpose and fulfillment in their lives.
8. Reduce negative impacts in our community, such as substance use disorders, drug prevalence, domestic violence, child neglect, street crime, and homelessness.
9. Raise awareness and educate the community on what addiction is and the resources available.

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 \$10,000-\$60,000 per month, in which significant numbers of individuals seeking recovery are unable to access/afford or frequently do not deliver the comprehensive program support that addicts need. In contrast, ***Steps to Recovery Homes*** offers indigent individuals wrap around services that are affordable and work. ***STRH***'s long--term recovery is affordable and takes AHCCCs and other insurances and can scholarship housing and other essential services.

FUNDING PARTNERS:

- Arizona Community Foundation
- Arizona Community Foundation of Sedona
- Arizona Community Foundation of Yavapai
- Burton Family Foundation
- City of Cottonwood
- City of Sedona
- Health First Foundation of Northern Arizona
- NARBHA
- Perry and Sandie Massie Foundation
- USDA
- Vitalyst Healthcare Organization
- Yavapai County
- United Way
- Summit Life

2023 SPONSORS:

- AZ Values
- Blazin' M Ranch Wild West Adventure
- Cambium Legacy & Wealth Strategies
- Candy Corporation
- Caring Transitions
- Go To Business Media
- Edward Jones Investments
- Horse Therapy Arizona
- Hot Yoga
- Larson Newspapers
- Lawler Construction
- Out of Africa Wildlife Park
- Outdoors Adventure Centers
- Precision Laboratories
- Red Rock TV
- Salt River Materials Group/Phoenix Cement
- Stephanie Larsen Interior Design
- Straightline Custom Painting
- Verde Independent News
- Vixen Vapes

Steps to Recovery Homes is on the Charitable Organizations List through the Arizona Department of Revenue allowing a 100 percent tax credit of up to \$421 per year for individual donors.

In addition to grants, tax credits and events, *Steps to Recovery Homes* is funded in a variety of ways:

- ♦ Individual Sponsors and Donors – financial and volunteer hours
- ♦ Sales from Miracles Happen ReSale Store and Warehouse
- ♦ Business Sponsors – financial and in-kind support

- **Sources of Income:**
 - Connection Room – Event Venue
 - Konnect Wellness Center
 - Miracles Happen Resale Store
 - Housing
 - Donations
 - Rental Income
 - eBay Online sales

- **Inventory of physical assets:**
 - Building – 637 N. Main St. Cottonwood Az. 86326
 - Building - 1321 Birch St. Cottonwood Az. 86326
 - Building – 4060 Mission Lane Cottonwood Az. 86326
 - Resale Store Inventory
 - 2014 Ford 350 Econoline – Men's Van
 - 2006 Kia Sedona – Women's Van
 - 2023 Star Craft Transit Bus

PRIMARY PROGRAMS & OPERATIONAL HIGHLIGHTS:

Listed below are our primary programs and our operational highlights.

Housing – The Verde Valley has very few housing resources for active recovery. We provide and have continually upgraded our housing to be able to provide a licensed, clean-living facility. We also include more amenities to maximize the success rate of our clients.

Konnect Therapy –Konnect has been a welcome addition to our program. We continue to work on securing experienced, well-versed therapists and obtain in-network insurance providers. We have expanded our services to include Job Development, Peer Support and Nighttime Groups and Counseling.

Job Development – We have revamped our program to include Emotional Intelligence. Our program includes obtaining legal identification, career assessment, resume-building, job interviewing, and job-related hard and soft skills. We continually strive to meet each client where they are with what they need to work toward financial stability and live and work in society. Clients can elect to begin work experience in our Miracles Happen ReSale Store, which addresses practical work skills to learn – or re-learn – valuable behaviors to help them be successful in any occupation. Our Warehouse also allows clients to sort, clean, and refurbish items for sale, and allows for new skills in technology to sell online (eBay and community Facebook sites).

Community Connection Event Space – We opened a community event venue to lease out to individuals and the community. We also use the space to raise awareness of addiction, to inform and involve our community, and to hold fundraisers for our organization.

Administrative Offices – We now have all the administrative functions in one building to be more efficient and to better serve our clients and community.

Facilities – We have secured our own building that brings all programs together in one location to strengthen financial assets for the long term.

Transportation – We have secured a transit bus to be able to get clients to meetings, training, job assessments, jobs, and other resources as necessary.

FUNDRAISING & AWARENESS EVENTS

- 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 – Typically held in June, this event educates our community on the stigma of addiction and how to address these challenges. It is well attended with speakers and agencies from around the county and state.

- Fall brings us Roots, Roll & Ride – A sober, live music festival that includes a silent auction and raffle, and provides clients and community substance-free entertainment.

