



2019 Annual Report



RecoveryPeople is a 501c3 nonprofit based in Texas, which was founded in 2009.

Our Mission

We support peer- and family-led recovery by:

- Connecting people, communities and resources
- Building the capacity of the recovery workforce and support services, and
- Shaping recovery policy and program development

Our Vision

RecoveryPeople envisions a unified accessible system of care for individuals and families seeking recovery from substance use and related mental health.

Our Values

- We are led and governed by individuals and family members in recovery
- We believe in participatory and grassroots engagement
- We support fidelity to best practices
- We pledge to be transparent, collaborative, and inclusive in the way we conduct business
- We are focused on consumer protection
- We operate with a high level of integrity
- We are action oriented and socially entrepreneurial
- We work together and with others to weave a network that has a shared purpose

Governance and Staff

Ongoing Directors

Kimberly Allen
Craig Crisler
Sandra Eames
Jan Pompei

Outgoing Directors

Rhonda Graham
Thomas Graham
Kyle Infante
Gail Zorne

Incoming Directors

Jack Brown
Mary Eberlein
Garrett Higley
William Zaney

Employees

Jason Howell
Carl Hunter
Pace Lawson
Elizabeth Henry

Statewide Network

RecoveryPeople serves and empowers a statewide recovery community network, including: consumers (individuals and family members in recovery), the recovery workforce (e.g. house managers, peer specialists, instructors and supervisors) and service providers (e.g. centers, schools and housing). Statistically, 1 in 10 Texans (2.8+ million) identify as being in recovery and 1 in 3 households in Texas (2.4+ million) are impacted by substance use issues. Our social media channels include: facebook.com/recoverypeople (4,000 likes), twitter.com/recoverypeeps (600+ Followers) and e-newsletters (2,000+ subscribers). Together we solve complex social and public health problems, focusing in three areas: advocacy, training and technical assistance and certification.

Advocacy

Training and Technical Assistance

Certification

Advocacy

RecoveryPeople strengthens the voice of the recovery community, who are uniquely qualified to identify barriers and solutions and in turn, to shape funding, policy, and program development. RecoveryPeople accomplishes this through leadership, collaboration, legislative advocacy, and promoting recovery rights.

Leadership Roles

- **Behavioral Health Advisory Committee (BHAC)** - RecoveryPeople's Executive Director serves as an appointed member of the Behavioral Health Advisory Committee (BHAC), which provides consumer and stakeholder input to the Health and Human Services system in the form of recommendations regarding the allocation and adequacy of behavioral health services and programs within the State of Texas. He also chairs the BHAC's Housing Subcommittee, which is the most prolific subcommittee in terms of meetings, engagement, policy recommendations and educational resource development.
- **Reentry Roundtable** - RecoveryPeople's Peer Policy Fellow serves as an Executive Officer of the Austin Travis County Reentry Roundtable, which is an ongoing forum for academics, practitioners, community leaders, policy makers, advocates, and formerly incarcerated individuals working to address the challenges to effective reentry and reintegration of persons with criminal histories.
- **National Advisory Council (NAC)** - RecoveryPeople's Executive Director serves as an appointed member of the Center for Substance Abuse Treatment (CSAT) National Advisory Council (NAC), which advises, consults with, and make recommendations to the U.S. Health and Human Services Secretary, the SAMHSA Administrator and the CSAT Director.
- **National Alliance for Recovery Residences (NARR)** - RecoveryPeople's Executive Director serves on the Board of the National Alliance for Recovery Residences, which sets the national standards and codes of ethics for recovery housing.
- **Rural Recovery** - Because 75% of farmers have been directly impacted by the opioid crisis and nearly 70% of Texas counties are designated as rural, RecoveryPeople submitted sustainable rural recovery case studies to the USDA and SAMHA as well as attended Senate Bill (S.B.) 633, "All Texas Access", work group meetings to increase the capacity of services in rural counties.



Collaborative Partnerships

- **Recovery Day at the Capitol** - With the support of 15 sponsors, RecoveryPeople, in collaboration with the Association of Substance Abuse Programs (ASAP) and the Texas Association of Addiction Professionals (TAAP), hosted Recovery Day at the Capitol during the 86th Texas Legislative Session. Advocating for a comprehensive prevention, treatment and recovery continuum, 165 individuals from across the state made legislative visits to 55 State Representative offices and 29 State Senate offices.
- **Substance Use Disorder Coalition of Texas (SUD-C)** - As a members of the Substance Use Disorder Coalition of Texas, RecoveryPeople collaborated with 14 other stakeholders, identifying and distributing policy priorities aimed at addressing substance use issuing in Texas.
- **Texas Coalition of Health Minds** - RecoveryPeople collaborated with 41 other stakeholders in the Texas Coalition of Health Minds, which is a diverse group of members—advocate organizations, professional service agencies, professional associations, providers, peer organizations, and other groups—that seek to improve mental health and substance use disorder care in Texas.
- **Big Texas Rally for Recovery** - In celebration of National Recovery Month, RecoveryPeople was a “Dugout” Sponsor at the 2019 Big Texas Rally for Recovery, which as held in Fort Worth, Texas. At the Rally, RecoveryPeople had a booth, and our Peer Policy Fellow facilitated a discussion group on advocacy.

Legislative Advocacy

- **Recovery Housing** - Prior and during the Texas Legislative Session, RecoveryPeople provide lawmakers with policy briefs and testimony on recovery housing which resulted in several bills being authored and filled. For example, [HB-1465 \(Rep. Moody/Rep. Murr\)](#) relating to a study on expanding recovery housing, which would have directed the Texas Health & Human Services Commission (HHSC) to develop a report that evaluates the opportunities, challenges, and needs to expand recovery housing and to identify and evaluate state and federal regulations relevant to recovery housing. The bill was voted out of the House of Representative and was referred to the Senate Committee on Health & Human Services where it was heard but left pending.
- **Recovery Community Organizations** - Prior and during the Texas Legislative Session, RecoveryPeople provided lawmakers with whitepapers and policy recommendations on recovery community organizations, which resulted in several bills being authored and filed. For example, [HB-1758 \(Rep. White\)](#) relating to a grant program and interagency review of resources to support and sustain a network of five (5) recovery community organizations in rural counties of less than 100,000 in population. This bill would have also directed a broad base of state agencies to identify available resources under their control that may be used to support and sustain recovery community organizations throughout this state. The bill was voted out of the House of Representative and referred to the Senate Committee on Health & Human Services where it was left pending.



- **SUPPORT Act and Recovery Housing Best Practices** - At members of Congress request, RecoveryPeople offered legislative language regarding recovery housing in the SUPPORT Act of 2018, which directed Health and Human Services to develop guidelines. Once passed, the Substance Abuse and Mental Health Administration asked RecoveryPeople to provide edits and feedback on an early draft of the recovery housing guidelines. We also provided public comment on the final draft.
- **Legislative Appropriations Request** - RecoveryPeople submitted recommendations to the Texas Health and Human Services Commission (HHSC) regarding Legislative Appropriation Requests (LAR) for 2022-2023, regarding recovery housing, rural recovery community centers and a comprehensive system of care.

Recovery Rights

- **Fair Housing** - RecoveryPeople is a leading advocate for fair housing rights for persons in recovery from substance use issues in Texas and across the nation. We educate individuals on their housing rights and link them to educational resources, subject matter experts and legal aid.
- **Consumer protection** - Although most recovery service organizations are well run, every industry has “bad players”. To support consumer protection, RecoveryPeople administers a grievance process for recovery housing residents, families and allies. <https://recoverypeople.org/grievance/>
- **Recovery Votes** - RecoveryPeople encourages the recovery community to exercise their right to vote. RecoveryPeople conducted a survey of the recovery community in 2018, which indicated that many do not know how to register or mistakenly believe they are not eligible to register to vote. In 2019, we helped dispel misconceptions and linked people to voter registration.



Training and Technical Assistance

RecoveryPeople provides training and non financial resources, known as technical assistance, to recovery consumers, workforce and service providers. We exceed our goal of an 80% satisfaction rating from participants. On average in 2019, we received a 95.24% rating on staff knowledge, 92% rating on the service enhancing their skills, 94% on the expectation to use the information and a 96.4% rating on the materials being useful.

Consumers: Individuals and Family Members

- **Recovery Residence Directory** - A directory of recovery residences that have been certified to national standards is listed on RecoveryPeople’s website.

- **Developing a Buyers Guide to Recovery Services** - Individuals, family members and referral agents often have a difficult time knowing what recovery support services are available, how to choose between the options and how to get the most out of the experience. In 2019, RecoveryPeople started hosting community forums amongst individuals who are currently or have formerly utilized recovery support services, such as recovery housing. The findings will be used to develop a comprehensive and empowering consumer resource.

Workforce Development

- **Training Entity** - RecoveryPeople is a recognized training entity through the Texas Certification Board to provide Recovery Support Peer Specialist and Peer Supervisor training and by the Health and Human Service Commission to provide Peer Recovery Coach training.
- **Peer Recovery Specialist Training** - Leveraging the instructor capacity across Texas, RecoveryPeople partnered with other organizations, such as the Center for Recovery & Wellness Resources and Central Plains Center, to address workforce disparities in communities of color and rural areas. This initiative trained over 40 Peer Recovery Specialist in 2019.
- **Peer Supervisor Curriculum Development** - To empower peers leaders in the development of a Texas supervisor curriculum, RecoveryPeople partnered with the Texas Health and Human Services Commission, the Southwest Region Addiction Technology Transfer Center and the Texas Institute for Excellence in Mental Health to host a strategic planning meeting.
- **Qualified Peer Supervisor** - To address the shortage, RecoveryPeople staff became Qualified Peer Supervisors.
- **Rural Peer Workforce** - In collaboration with UTHealth, RecoveryPeople won a HRSA grant to increase the number of Peer Specialists in rural Texas. This project launched in September 2019.
- **Motivational Interviewing** - RecoveryPeople provided virtual training on Motivational Interviewing, a person-centered approach that supports behavioral change.
- **Family Recovery Specialist** - RecoveryPeople is developing family-to-family recovery support services, educational resources, curriculums, and credentials similar to Peer Recovery Coaches, because addiction is a family disease that stresses the family and impacts the stability of their home, health, and finances.
- **Curriculum Development** - After piloting a family curriculum in 2018, RecoveryPeople facilitate a retreat where participants provided guidance towards finalizing the curriculum.
- **Family Recovery Coach Training** - RecoveryPeople continued the expansion of its family recovery coach training program across Texas, adding a training in the Panhandle region.
- **CRAFT Facilitator Training** - RecoveryPeople partnered with Utah Support Advocates for Recovery Awareness (USARA) to provide Community Reinforcement and Family Training (CRAFT) facilitator training to our Texas Family Recovery Coaches. The training was provided to 15 participants.
- **CRAFT in rural communities** - Through partnering with RecoveryPeople, Central Plains Center has started CRAFT groups in the Texas Panhandle.

Recovery House Manager Training - RecoveryPeople was contracted to deliver our Recovery House Manager training in Oklahoma.



Recovery Support Service Providers

In 2019, RecoveryPeople provide technical assistance to recovery support service providers in Texas and across the nation (e.g. Oklahoma, Ohio, West Virginia and Missouri) through a wide variety of funding sources, including grants (e.g. Recovery Community Services Program), federal contracts (e.g. State Targeted Response and Opioid Response Network), state contracts (e.g. West Virginia) and other fee for service contracts.

- **Recovery Housing** - Based on the most common technical assistance requests, we developed several resources:
 - ◆ **So, you want to start a recovery home** - This is a collection of resources geared toward individuals who want to open a recovery home, including realistic return on investment projections. Individuals also requested additional support, regarding the development of their business, service and staffing plans.
 - ◆ **Standard by Standard Review** - Although the National Alliance for Recovery Residence standards provide a valuable road map, recovery housing providers often do not know how to meet a particular standard. Through a NARR subcontract, RecoveryPeople developed a standard by standard guide that support providers in developing their policies, procedures, and staffing and service plan.
 - ◆ **MAT Proficient Recovery Housing Learning Collaborative** - In partnership with C4 Invitations, RecoveryPeople developed a 6 week learning series for recovery housing providers who are adapting their programs, policies and procedures to support residents on medication assisted treatment.
 - ◆ **Helping Recovery Residences Adapt to Support People with Medication-Assisted Recovery** - RecoveryPeople contributed to developing a resource published by the National Alliance for Recovery Residences that helps recovery housing providers support residents undergoing medication assisted treatment while supporting other residents and staff.

- **Recovery Community Organizations** - Through our SAMHSA grant, RecoveryPeople linked recovery community organizations in Texas with a nationally recognized consultant to explore commercial insurance reimbursement and contract negotiations. In addition, Ohio Citizen Advocates for Addiction Recovery (OCAAR) contracted RecoveryPeople to conduct a qualitative survey amongst Ohio's RCOs aimed at identifying their training and technical assistance needs.

- **Peer Recovery Support Treatment Improvement Protocol (PRS TIP)** - RecoveryPeople was contracted to support the development of a Substance Abuse and Mental Health Services Administration (SAMHSA) Treatment Improvement Protocol (TIP) for Peer Recovery Support. The document's primary audience is service providers who are incorporating peer and/or family recovery support. In addition, the document will support workforce development and supervision.



Certification

To help promote access to quality recovery support services, RecoveryPeople supports certification and accreditation programs that are linked to national fidelity standards.

- **National Alliance for Recovery Residences (NARR)** - RecoveryPeople administers the state affiliate of the National Alliance for Recovery Residence: the Texas Recovery Oriented Housing Network (TROHN). As such, we

are responsible for certifying recovery homes in Texas that meet national standards. RecoveryPeople was able to leverage grant dollars to develop and launch a new certification platform, which is designed to increase efficiency and decrease the operating cost of certification. Beyond that, TROHN is RecoveryPeople’s only project that is not yet supplemented, which is a significant barrier because most recovery housing cannot afford the full cost of the certification program.



- ◆ **LBJ School of Public Policy** - Graduate students in the LBJ School of Public Policy choose TROHN as their class project. A team of 6 students worked with RecoveryPeople’s Executive Director to develop a strategic plan for incentivizing recovery housing certification in Texas. This includes commercial insurance reimbursement and workforce development linked to certification.
- **Council on Accreditation of Peer Recovery Support Services (CAPRSS)** - RecoveryPeople is an Onsite Reviewer for CAPRSS, a national accreditation program for recovery support service providers. CAPRSS is a very comprehensive process that includes a 2-day onsite visit, where reviewers interview participants, staff, leadership, governance board, referral agents and community stakeholders.

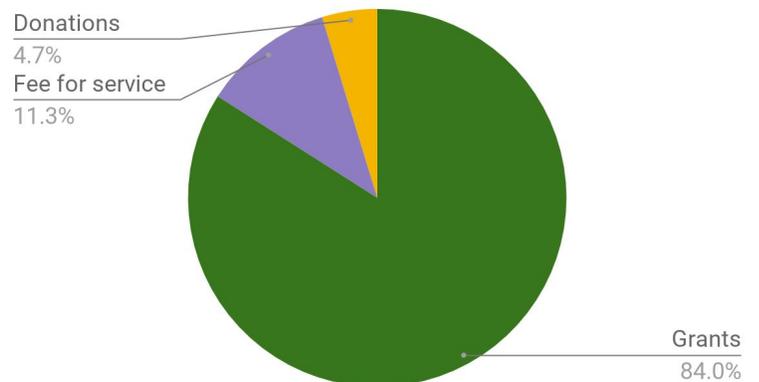
Funding

In 2019, RecoveryPeople’s revenue came from three sources: grants, service fees and donations.

Grants

- **Substance Abuse and Mental Health Services Administration (SAMHSA) Recovery Community Service Program (RCSP) State Network (SN)** - This is RecoveryPeople’s second consecutive time winning this 3-year funding opportunity. This grant funds our Recovery Incubator services, which expanded and enhanced recovery support services across Texas.
- **Hogg Foundation for Mental Health Peer Policy Fellow** - This grant allowed RecoveryPeople to hire a Peer Policy Fellow to focus on advocacy and empower the voice of lived experience in program and policy development.

2019 Revenue Mix



Service fees

RecoveryPeople’s strategic goal is to increase revenue from service fees in order to generate unrestricted dollars and balance our revenue mix. In 2019, this included:

- **Consulting**

- ◆ **Out-of-state contracts** - RecoveryPeople delivered consulting services through several out-of-state contracts, serving individuals in Ohio, Oklahoma, Missouri and West Virginia.
- ◆ **Research consultant** - The Public Health Institute (PHI) subcontracted RecoveryPeople to support a National Institute of Health research grant award. The research project is entitled, *Recovery Housing for Alcohol and Drug Use Disorders: A National Study of Availability, Characteristics, and Factors Associated with Evidence-based Practices*.

→ **Training and supervision services**

- ◆ **Health Resources and Services Administration (HRSA) Opioid Workforce Expansion Program (OWEP)** - In 2019, UTHealth subcontracted RecoveryPeople to coordinate Recovery Support Peer Specialist training across rural communities in Texas. A hybrid approach will leverage technology to centralize application screenings, didactic trainings, knowledge assessments, group supervision and evaluation and will leverage local partnerships to decentralize experiential trainings in an array of service settings including behavioral health treatment, Medication Assisted Treatment (MAT) prescriber clinics, telehealth, jail diversion programs, recovery community centers and housing.
- ◆ **Oklahoma Alliance for Recovery Residences (OKARR)** - In 2019, the National Alliance for Recovery Residences subcontracted RecoveryPeople to provide training to recovery housing providers in Oklahoma.

→ **Recovery Housing Certification** - In May 2019, RecoveryPeople launched a more efficient certification platform. New certification applications have been slow but steady. The platform will be launched in Oklahoma in 2020.

Donations

Donations are a critical source of unrestricted funds. Grant dollars have restrictions around how they can be spent, including indirect expenses. As a result, donations are needed to cover or supplement overhead costs. In addition, some grant opportunities require “matching funds”. Without unrestricted dollars, RecoveryPeople can not pursuing these funding opportunities. Plus, some of RecoveryPeople’s programming and important activities are under- or un-funded. For example, our consumer protection and recovery housing certification programs.

- **Fundraiser** - In 2019, the RecoveryPeople Board of Directors hosted a Saturday Night Disco fundraiser, which definitely put the “fun” in “fundraising”.
- **Contributions** - RecoveryPeople receives donations in the form of individual contributions, corporate matches, and event sponsorships.



Make online donation at
<https://recoverypeople.org/contribute/>

Mail donations to
 SoberHood, dba RecoveryPeople
 P.O. Box 4616, Austin, TX 78765