



FAITH-BASED RURAL RECOVERY HOUSING & SUPPORTS

Presented by:
Josh Torbich & Tyler Smith



A Holistic Approach to Treatment Success Through Personal Connection

About your Presenters

Joshua Torbich, CEO
Christian Recovery Centers, Inc

Education

- Master of Arts in Education
 - Business Management and Leadership
- Certified Peer Support Specialist

Experience

- Led growth for rural substance use disorder treatment program from 12-70 beds in 4 years
- Led financial growth from 160k annual budget to 3 mill plus in 6 years.

Service work

- Board Chair – BC Substance Use and Disorder Commission
- Celebrate Recovery Director



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Tyler Smith, COO of Programs
Christian Recovery Centers, Inc

Education

- Bachelor of Arts in Pastoral Psychology
- NC Certified Peer Support Specialist

Experience

- Assisted growth for rural substance use disorder treatment program from 12-70 beds in 4 years
- 6 Years Hands-On Recovery Program Leadership

Service & Occupational

- Digital Literacy Instructor, Brunswick Community College
- Executive Board Member Oceanside Family Resources
- Celebrate Recovery Team Leader



“Key Relationships” WHO HAS THE LARGEST MEGAPHONE

- Community Members/Groups
 - Service Clubs
 - Churches
 - Other Non-profits
- County Administration
 - County Commissions
 - County Staff
- Businesses
 - Signage and donations through front desk interactions with customers
- Word of Mouth
 - Reputation Matters!

Staff Management (Without the expensive Software)

The screenshot displays a web application titled "Staff Management Systems". The interface includes a top navigation bar with "Interfaces" and "Staff Management Systems" tabs, and a sidebar with "Workflow Trackers" and "CP_Engagement Manager" views. The main content area shows a table of project assignments, filtered by "Status of Project" and "Type of Project/Task". The table has columns for "Project / Assignment", "Additional Notes", "Status of Project", "Type of Project/Task", and "Priority Level".

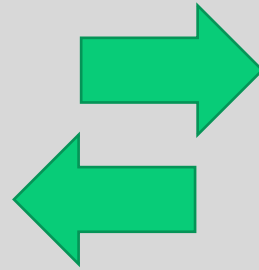
| Project / Assignment | Additional Notes | Status of Project | Type of Project/Task | Priority Level |
|--|---|-----------------------|----------------------|----------------|
| STATUS OF PROJECT In Progress - Started Count 8 | | | | |
| TYPE OF PROJECT/TASK One Time 5 | | | | |
| 15 Fundraiser (ROSE HOUSE GRAND OPENING) | Event can have many components that would prove to be impactful for the community. The following is an ongoing... | In Progress - Started | One Time | High |
| 16 Elevator speech | At our next Wednesday session I like to spend a little bit of time hearing what you've been able to formulate for ... | In Progress - Started | One Time | High |
| 17 Remembrance items for Rose House | Locate vendors to provide remembrance items for donors contributing to Rose House. ... | In Progress - Started | One Time | High |
| 18 sams club scholarship | Working with sams club to complete filing to see if we can qualify for any support | In Progress - Started | One Time | Medium |
| 19 Benches for Rose house | Continue to follow up with Dave Campbell at St James wood workers with how the benches and swings are ... | In Progress - Started | One Time | High |
| TYPE OF PROJECT/TASK Monthly 2 | | | | |
| 20 Spokes of Hope Need List | House Need list requested by Kristin to pass on to Chuck at Spokes of Hope. These items EBT does not cover.... | In Progress - Started | Monthly | High |

57 records

(CO)OPERATION

Program Operations

- Staffing
- Residential Care
 - Daily Schedule
 - Organization
 - Education
 - Occupational Training
 - Therapy
 - Counseling
- Internal Growth
 - Staff Education & Experience



Business Operations

- Funding
- Asset Acquisition
- Financial Management
- Resources
 - Supporters
 - Donors
 - Local & State Level Politicians
- Personnel Management

STAFFING THE PROGRAM

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- Hiring pre-qualified people vs. Hiring People who understand the “Why”
 - One of the biggest issues we’ve faced is deciding how we are going to staff the recovery centers.
 - Traditionally, we have the option to take two different routes: Hire from within; or hire externally.
 - We Chose to Blend these approaches based on the specific need to fill a position
 - For program related jobs, we hired from within from the very beginning. However, we had several years of operating on a smaller scale to lay the foundation of developing key personnel- many mistakes were made along the way, but we discovered that the best approach for laying a foundation of a faith-based program is through a process of keeping our convictions strong and not compromising our beliefs for anyone, no matter how immediately valuable they would have been as a staff member.

STAFFING THE PROGRAM

- Training graduates immediately from a program can come with dangerous OR rewarding results, which is most often determined by the leaders rather than the individual
- First year staff from program graduates are part of the Leadership Development Initiative (LDI)
- Being hired into the LDI comes with many **responsibilities** and **restrictions**
 - Work phone for official use only until after the day is finished
 - Must be sponsored and follow all sponsor guidelines as well as company policies
 - Finances managed by supervisor; expenses approved by sponsor
 - Thorough adherence to a 12-step program
- Most of the failures we've witnessed over the years has consistently been related to having more freedoms than restrictions
- BALANCE is key!
 - Provide accountability while simultaneously allowing them to see the value of what they are working toward

RESIDENTIAL CARE

This faith-based recovery program is balanced on 3 core topics of growth. This type of program has been developed from the ground up based on the successes and failures of the organization since its inception. Feedback is valued! We heavily consider the feedback provided from graduates and from residents who did not complete the program to better understand how this balance can generate positive results.

Notably, we incorporate these parts of the program under a strict ratio to ensure maximum exposure to multiple facets of understanding what it means to become a productive and mature person living in active recovery.



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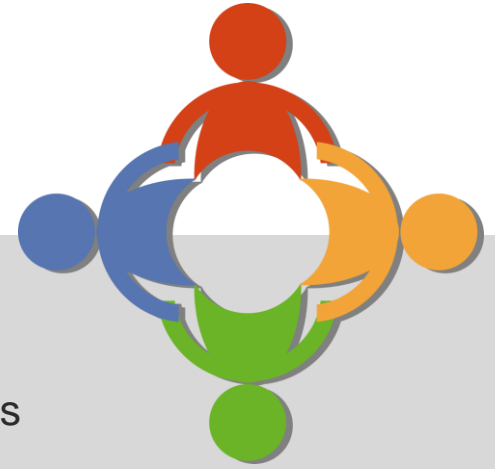
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- Occupational & Organizational Skills
 - (Re)Establishing a responsible work ethic that displays and effort to go above and beyond what is required
 - Altruistic lifestyle of dedicating your time to something you aren't directly benefiting from
 - Taking time each day to clean/organize personal and community living space to encourage an outward display of what is being done on the inside



COMMUNITY CARE



Professional and Community-Based Counseling

- Pastoral Counseling: Local pastors have weekly times scheduled for one-on-one meetings with the residents to discuss any personal questions or other matters related to faith. This has typically been one of the more encouraging interactions that residents have with members of the community
- Peer Counseling Services: These services are provided by staff members who are in their own personal recovery and, as live-in staff members, are available to talk/listen at any time. This availability gives them an edge to see what the immediate reactions of the residents are when they encounter things that affect their emotions.
- Mentorships: These roles are filled by volunteers from the community who have proven to be established leaders and can provide positive spiritual guidance based on lived experience. Mentors provide guidance to resident leaders and new hires from the program for the first year. These mentors are assigned based on their expertise and their areas of interest- we look for common ground to help create a quick bond.

Internal GROWTH



One of the most fruitful programs we have established involves the personal development of each individual employed by our program. We provide tuition benefits to any person who wishes to improved their ability to provide services to the residents in our care.

Some of these benefits include:

- Certified Alcohol and Drug Counselor Classes (formerly CSAC)
- Costs associated with CADC Supervision Hours
- Certified Peer Support Specialist Training
- Digital Literacy Classes
- OSHA Certification
- Work-Based Degree Credits from Accredited Seminary



SE Trade School “Sustainability 101”

- WRP
 - (Endorsed by Department of Commerce)
 - Partners with Community College
- Trains Residents
 - Increases employable
 - Viable resume items
- Employs Graduates
 - Creates meaningful employment for graduates
- Generates Revenue

Sustainability While Generating Growth