



Growing Together

# Sustainable Recovery Operations

An Overview and Case Study



BREAKTHROUGH  
ISOLATION WITH  
COMMUNITY

BREAK  
THROUGH  
ADDI

Seed Sower *Sowing Change  
Harvesting Hope*

WELCOME

# The Team

At Seed Sower, our mission thrives thanks to the incredible dedication of our team. Every step forward in the journey of recovery is supported by the passion and hard work of those who believe in the power of change and the strength of community.



**Guided by purpose.  
Driven by values.**

## Mission

Seed Sower provides safe, supportive housing, comprehensive recovery services, and transportation to empower adults in active recovery from substance use disorders (SUD).

## Vision

We envision a West Virginia where sustainable ecosystems of holistic recovery from substance use disorders empower individuals and communities to thrive.



# Part 2: Core Initiatives

Leading in holistic and sustainable recovery services



## Housing

Our primary focus is to offer safe, supportive housing for women as it serves as the foundation for long-term recovery.

## Transportation

We are proud to help bridge the transportation gap for the recovery community by providing on-demand transportation that supports and sustains recovery.

## Recovery Support

We implement evidence-based assessments, goal planning, and peer recovery support. In addition, our Mobile Recovery Team meets people where they are, sharing pathways to recovery.



## Community-Based Engagement

The Well, our RCO, is now in its larger, permanent location, offering a welcoming space for adults to access community resources and receive support to sustain their recovery.

## Workforce Development

Women in the Seed Sower program enroll in a nationally certified farm-to-table culinary program with our partner, Fruits of Labor, Inc., providing meaningful training and employment opportunities which are also eligible for college credit.

*Coming Soon*

## Behavioral Health

We will soon provide behavioral health care services as part of our whole-person approach to recovery and wellness.



# Recovery Housing

Seed Sower began with the vision of creating safe, supportive, alcohol- and drug-free housing for women in recovery. In 2020, we launched our nonprofit and opened our first recovery residence for women in the Greenbrier Valley in the fall of 2021.

Our housing, based on the Recovery Kentucky model, utilizes a peer-led, peer-driven social model approach guided by state certified Peer Recovery Support Specialists who are on-site and engaged around the clock.

Today, Seed Sower operates four recovery residences in Dawson, Rainelle, Montgomery, and Beckley, West Virginia with a total capacity of 45 beds for women, including pregnant women and up to eight beds for children. All our houses are certified by the West Virginia Alliance of Recovery Residences and adhere to the highest national standards for recovery housing.

# Recovery Housing Locations

Four locations serving Greenbrier, Fayette, and Raleigh Counties in West Virginia



 Seed Sower  
VILLAGE

## Dawson, WV (Greenbrier County)

- NARR Level III Recovery Residence
- 12-month duration
- Peer Led Social Model
- 24-7 PRSS Support
- 16 beds for women



 Seed Sower  
MANOR

## Montgomery, WV (Fayette County)

- NARR Level III Recovery Residence for Pregnant and Parenting (PPW)
- Up to 18 months, including up to 6 months postpartum
- Peer Led Social Model
- 7 adult beds up to 5 children



 Seed Sower  
VILLA

## Beckley, WV (Raleigh County)

- NARR Level II Transitional Residence
- 4-year eligibility
- Independent living with 11 beds for women plus beds for PPW and 1 child
- PRSS Support through The Well



 Seed Sower  
FLAT

## Rainelle, WV (Greenbrier County)

- NARR Level II Transitional Residence
- 4-year eligibility
- Independent living with 2 beds for women, option for PPW and 1 child
- PRSS Support through The Well

# Impact Highlights: Recovery Housing

## Safe Nights

More than 6,200 safe housing nights in 2025, supporting women in recovery, including pregnant and parenting women.

## Length of Stay

We saw a 23% increase average length of stay for program participants—from 169 to 208 days. This is significant because length of engagement is the single strongest predictor of positive recovery outcomes.

## Graduates & Current Enrollment

Current Enrollment: 22 active clients and 4 children  
Graduates in 2025: 7  
Residential/Non-graduate: 20  
Graduate/Transitional Housing: 4

## Recovery Community

Roughly 35 people were active in Seed Sower's RCO, The Well, in 2025.





# Transportation

It is widely accepted that after safe housing transportation is the second largest barrier to socioeconomic mobility. That's why we started Seed Sower Transport.

We are proud to help bridge the transportation gap for the recovery community by providing on-demand transportation that supports and sustains recovery. As a contracted in-network provider for ModivCare, we provide non-emergency medical transportation, as well as transportation supporting vocational training, education, and employment for people in recovery across six counties—Raleigh, Fayette, Greenbrier, Nicholas, McDowell, and Wyoming.

# Transportation Services

Reliable transportation services are fundamental to recovery



## Seeing a Doctor

About 85% of West Virginians live in “primary care deserts,” with one primary care provider for every 10,499 people. Access to transportation ensures people in recovery can attend medical appointments and prioritize their health, no matter where they live.



## Meeting Obligations

Reliable transportation helps individuals meet court and other civic or legal obligations, supporting accountability and continued progress in recovery.



## Meaningful Employment

For many people in recovery, reliable transportation is the key to accessing vocational training, education, and employment opportunities that would otherwise be out of reach in rural southern West Virginia.



## Taking First Steps

Taking the first step in the recovery journey is often the hardest. For those ready to begin, we provide immediate transportation to residential inpatient treatment facilities located across West Virginia.

# Impact Highlights: Transportation Services

## Overall Impact

In 2025, we provided transportation services to 907 individuals, completing 27,763 trips and covering 613,792 miles.

## Reducing Critical Barriers

After housing, transportation is often cited as one of the biggest barriers to recovery.

## Workforce Development

More than 60% of our 27,763 trips, provided through our partnership with Jobs & Hope, support education, training, and employment—key drivers of workforce development.

## Beginning The Recovery Journey

We provided transportation to 352 adults in active addiction to medically managed detox or inpatient treatment programs across West Virginia (in coordination with PRSS and partner organizations).

## Supporting the Recovery Journey

Of the 27,763 trips provided to support recovery across southern West Virginia, 16,657 connected individuals to treatment and other recovery services.



# Workforce Development

We know that meaningful employment means more than just getting a job. That's why we partner with Fruits of Labor, Inc.

Fruits of Labor provides women enrolled in Seed Sower employment and training opportunities through an impressive, nationally certified, farm-to-table culinary and agricultural program. Beginning this year, participants earn certificates eligible for college credit through WVU Potomac State College. Once enrolled, these credits place them just six courses away from an Associate of Applied Science (A.A.S.) in Technical Studies. The program offers meaningful job training and real-world experience in an environment that understands and supports the unique challenges faced by adults in early recovery.

For many, gaining these skills and securing employment is key to rebuilding confidence, fostering independence, developing valuable professional skills, and envisioning a brighter, more sustainable future beyond recovery.

This is where transformation truly takes root.



# Employment & Vocational Training Partners

We value the relationships built with these incredible organizations



Fruits of Labor Inc provides Seed Sower residents enrollment in their exceptional culinary and agricultural training, certification and employment program – certified as the only Quality Program by the American Culinary Federation in West Virginia.



Jobs & Hope West Virginia is the state's comprehensive response to the substance use crisis, offering recovery support through statewide agency collaboration to help West Virginians secure career training and meaningful employment.



WorkForce West Virginia is dedicated to connecting individuals with meaningful career opportunities and supporting businesses in building strong and skilled workforces.



# Impact Highlights

## Employment & Vocational Training

### Meaningful Training

Seed Sower participants are enrolled in the Fruits of Labor nationally certified culinary and agricultural training program. An estimated 128 training days were provided in 2025.

### Vocational Certifications

In partnership with Fruits of Labor, Seed Sower program participants earned 217 nationally recognized culinary and agricultural certifications through the American Culinary Federation, including 24 ServSafe Manager Certifications (valid for five years.)

### Continuing Education

People participating in the culinary credentials program are collectively eligible for 489 college credit hours, creating a clear pathway to an associate degree.

### Employment Stats

11 residents began employment under the WorkForce WV Transitional Jobs program at Fruits of Labor.





## Recovery Support

We provide evidence-based assessments, goal planning, and peer recovery support to help individuals build stability and move forward in their recovery.

Our Mobile Recovery Team goes into the community to meet people where they are, helping individuals recognize their worth. The van carries critical supplies including food, clothing, hygiene products, and risk reduction materials to distribute to people in need. Through this consistent presence, the team shares information about recovery options and pathways to care available within each community.

When the Seed Sower Mobile Recovery van arrives in town, we often partner with other organizations to better understand local needs and work together to build a broader coalition of caring.

# Mobile Recovery Support

Sharing pathways to recovery



## Meeting People Where They Are

Our Mobile Recovery Team meets people where they are – building connections, nurturing trust, and sharing pathways to recovery with those in need. Through pop-up events, we offer food, clothing, hygiene products, and risk reduction supplies.



## Recognizing Worth and Dignity

We engage individuals who are often overlooked with a simple, consistent message: You matter, and you are enough. Through compassionate presence and conversation, we help people reconnect with their inherent worth and potential.



## Judgement-Free Conversation

Our team listens without judgment, meeting people where they are in their journey. Whether or not someone is ready for recovery, we offer hope, understanding, and information about recovery pathways available within their community.



## Ongoing Community Connection

Trust grows through presence. By returning to communities and reconnecting over time, we deepen relationships and remain available – ensuring support is there when individuals are ready to take the next step.

# Impact Highlights: Mobile Recovery Support

## Mobile Recovery Support

Our Mobile Recovery Support Team goes out into the community to engage with people in need of recovery services who are often overlooked to deliver a personal message of hope and self-worth.

## Recovery Events

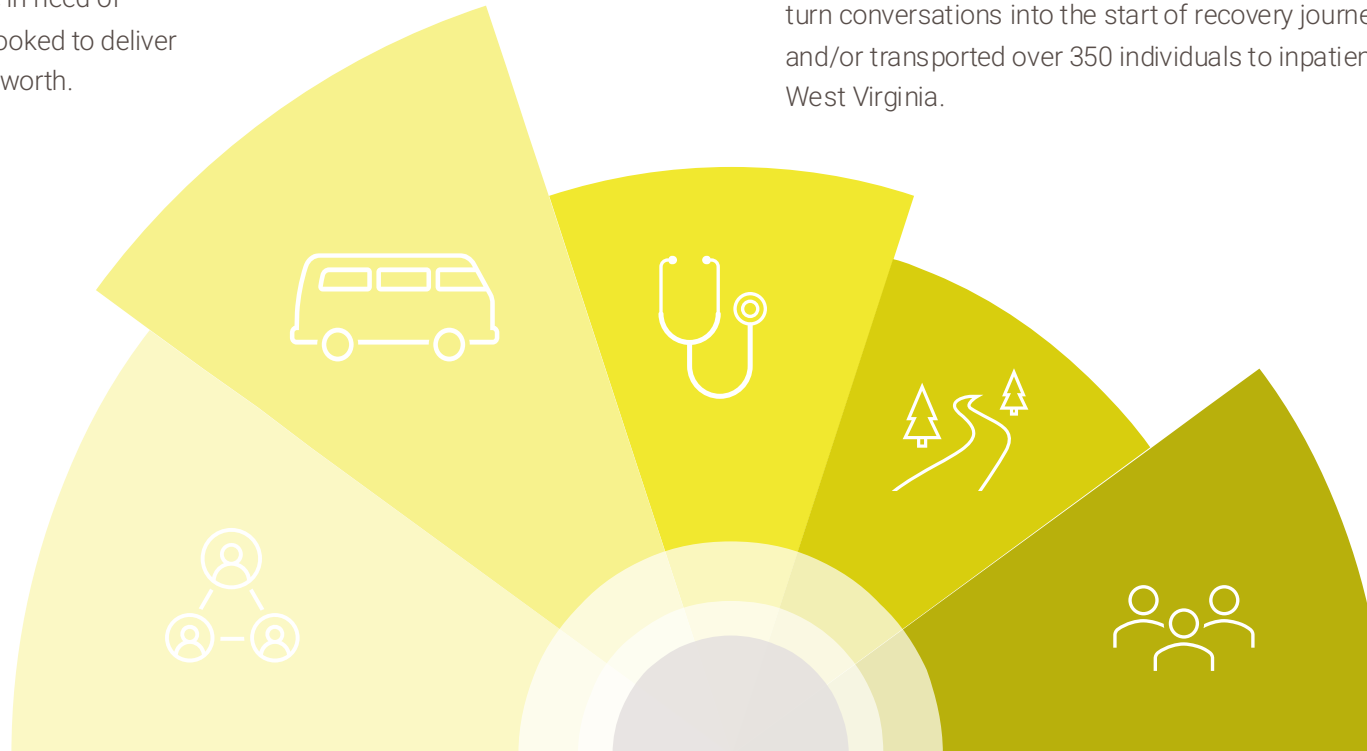
We hosted 250 pop-up events, partnered with 150 outreach organizations, and engaged in over 4,700 direct interactions with people needing support across southern West Virginia.

## Facilitating Essential Treatment

Consistent interactions with our Mobile Recovery Team build relationships and help turn conversations into the start of recovery journeys. In 2025, we coordinated and/or transported over 350 individuals to inpatient treatment facilities throughout West Virginia.

## Collaboration & Support

We partner with numerous organizations throughout southern West Virginia to create a network of support for people ready to begin their recovery journey. These include day report centers, quick response teams, and other outreach agencies.



# Community-Based Engagement

When we first opened our recovery community organization in 2023, space was tight and parking was limited, but even then, the heart of The Well was clear: Let's have more services available *under one roof* to reflect our commitment to the entire continuum of care.

In 2025, we moved to our permanent home on Howe Street in Beckley and were thrilled to have widespread community support.

Thank you to the City of Beckley and Raleigh County Commission, WV First Foundation, State Attorney General's Office, our State Delegate, and representatives from local recovery support organizations, prevention groups, churches, and city councils.



# Community-Based Engagement: The Well

Peer-led support and community connection



## Welcoming Space

The Well is our Recovery Community Organization, a welcoming place where adults find real-world support, practical tools, and connection. With our move in August 2025, we now bring services together at our permanent home at Howe Street in Beckley, West Virginia.



## Engagement

We engage with advocates in education, business, and the criminal justice system to identify critical gaps in the continuum of care and coordinate solutions. This helps ensure people can more easily access the services, support, and opportunities they need to move forward in their recovery journey.



## Training & Peer Support

Peer-led support and community connection guide our work, and additional meeting space allows for groups, trainings, and one-on-one peer coaching. Weekly recovery meetings, including AA, NA, and recovery-focused refugee groups, foster consistency, connection, and peer support essential to long-term recovery.

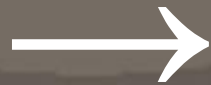


## SUD Prevention

Through a regional partnership, Seed Sower supports youth prevention efforts focused on reducing vaping and underage drinking. We use evidence-based education, outreach, and activities that encourage healthy choices and honest, open dialogue.

# The Problem

**Nobody pays for  
most of what you do**



## Housing

Phrasing that discusses insufficient housing funds

## Transportation

## Professional Service Needs

## Basic Supplies and Services



# Traditional Approach

## Grants

Phrasing that discusses insufficient housing funds

## Fundraising

## Service Contracts

## Social Enterprises



# Pitfalls

## Grants

Inconsistent and unreliable

## Fundraising

Expensive, time consuming, and inconsistent ROI

## Service Contracts

Stable, if you can get them

## Social Enterprises

Business challenges, UBIT



# Sustaining Operations **CREATE THIS SLIDE**



## Overall Impact

In 2025, we provided transportation services to 907 individuals, completing 27,763 trips and covering 613,792 miles.

Insert heat maps from UpMetrics

Discuss P&L analysis and feasibility

Table with basic numbers from this info →

## Beginning The Recovery Journey

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## Supporting the Recovery Journey

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## Reducing Critical Barriers

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## Workforce Development

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# Financial Management



# Seed Sower Financials

Demonstrating our stewardship in action

## TRANSPARENCY

We value open and clear sharing of financial information.

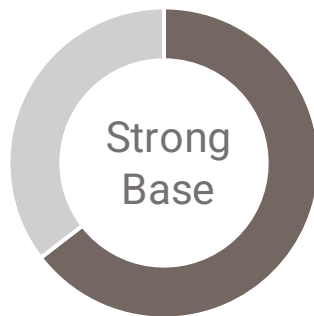


Transparency in Action

Continuous improvement in open communication and reporting.

## ACCOUNTABILITY

We recognize responsible stewardship of resources to fulfill our mission.



Driving Accountability

Focused on measurable outcomes and ethical practices.

## SUSTAINABILITY

We are building long-term financial health for lasting impact.



Building Sustainability

Ensuring a resilient future for our mission and those we serve.

Form **990** Return of Organization Exempt From Income Tax OMB No. 1545-0047  
**2024**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)  
Do not enter social security numbers on this form as it may be made public.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Department of the Treasury Internal Revenue Service

**A For the 2024 calendar year, or tax year beginning 2024, and ending 2024**

**B** Check if applicable:  
 Address change  
 Name change  
 Initial return  
 Final return/terminated  
 Amended return  
 Application pending

**C** Name of organization: **SEED SOWER INC.**  
 Doing business as:  
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite:  
**3162 MORRIS BRANCH ROAD**  
 City or town, state or province, country, and ZIP or foreign postal code:  
**MEADOW BRIDGE, WV 25976**

**D** Employer identification number: **46-3190359**  
**E** Telephone number:  
**G** Gross receipts: **1,406,818**

**F** Name and address of principal officer:  
**H(a)** Is this a group return for subsidiaries?  Yes  No  
**H(b)** Are all subsidiaries included?  Yes  No  
**H(c)** If "No," attach a list. See instructions.

**I** Tax-exempt status:  501(c)(3)  501(c)(2)  (insert no.)  4947(a)(1) or  527

**J** Website: **N/A** **M(c)** Group exemption number

**K** Form of organization:  Corporation  Trust  Association  Other **L** Year of formation: **2020** **M** State of legal domicile: **WV**

**Part I Summary**

		2024	2023
Activities & Governance	1 Briefly describe the organization's mission or most significant activities: <b>SEED SOWER PROVIDES SAFE, SUPPORTING HOUSING, COMPREHENSIVE RECOVERY SERVICES, AND TRANSPORTATION TO EMPOWER ADULTS IN ACTIVE RECOVERY FROM SUBSTANCE ABUSE DISORDERS.</b>		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	4
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	4
	5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	5
	6 Total number of volunteers (estimate if necessary)	6	
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0	
Revenue	8 Contributions and grants (Part VIII, line 1h)	971,489	1,296,514
	9 Program service revenue (Part VIII, line 2g)		0
	10 Investment income (Part VIII, column (A), lines 3, 4, and 14)		0
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 6e, 10c, and 11e)	143,897	110,304
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,115,386	1,406,818
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0
	14 Benefits paid to or for members (Part IX, column (A), line 4)		0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	464,309	592,670
	16a Professional fundraising fees (Part IX, column (A), line 11e)		0
	b Total fundraising expenses (Part IX, column (B), line 25)	17,635	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	521,623	770,632
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	985,932	1,363,302
19 Revenue less expenses. Subtract line 18 from line 12	129,454	43,516	
Assets and Liabilities	20 Total assets (Part X, line 16)	Beginning of Current Year: 1,775,617	End of Year: 1,939,231
	21 Total liabilities (Part X, line 26)	442,784	727,677
	22 Net assets or fund balances. Subtract line 21 from line 20	1,332,833	1,211,554

**Part II Signature Block**

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

**Sign Here** **JAMES PHILLIPS** Signature of officer **JAMES PHILLIPS, DIRECTOR** Date

**Paid Preparer Use Only** Preparer's name: **JEFFERY S HOLLIFIELD CPA** Preparer's signature: **JEFFERY S HOLLIFIELD CPA** Date: **09-29-2025** Check  if self-employed  if not self-employed **P01448032** Firm's name: **HOLLIFIELD & ASSOCIATES** Firm's EIN: **304-425-4001** Firm's address: **106 PARK AVENUE PRINCETON WV 24740** Phone no.: **304-425-4001**

May the IRS discuss this return with the preparer shown above? See instructions  Yes  No  
 For Paperwork Reduction Act Notice, see the separate instructions. Form 990 (2024)



WHAT COMES NEXT

# Behavioral Health

In 2026, Seed Sower's behavioral health care services will begin as part of our whole-person approach to recovery and wellness.

We will offer care for those facing mental health challenges, substance use disorders, and other barriers to wellness. Our team supports individuals across the full continuum of care, from early intervention through treatment and recovery.

- Intensive Outpatient Program (IOP)
- Individual therapy and mental health counseling
- Trauma-informed care
- Peer support



# Bringing it All Together **CREATE THIS SLIDE**

Conclusion slide that recaps operations,  
sustainability, funding, and strategic plan



A YEAR OF GROWING TOGETHER

# 2025 ANNUAL REPORT

Contact:  
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