



Idaho Recovery Community Organization Development Process

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Introductions

- Your name?
- From where?
- Doing what?
- Recovery status?
 - *In recovery*
 - *Family member in recovery*
 - *Ally of recovery*
- Motivation for being a part of this process?
- Give/Get?

Agenda

- Introductions, overview, working agreements
- Brief overview of recovery oriented systems of care, recovery community organizations and recovery support services
- The CCAR Experience
- Visioning Exercise
- Writing a vision statement
- Developing the components of a mission statement
- Naming the recovery community organization
- Developing core values
- Initial ID RCO road maps
- RCO development – components of bylaws and potential board invitees
- Projects, strategies, committees and volunteers
- Next steps
- Closing and celebration!

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The Process

- Group drives the process, the agenda and the product
- Process insures authenticity of voice
- Decisions are consensus-based

A Word About Decision Making

- Autocratic
- Autocratic with input
- Democratic
- Consensus
- Unanimity

Working Agreements

- Respect
- Openness
- One person speaks at a time
- Practice good listening skills
- Strive for consensus
- Confidentiality
- “Stretch” rule
- “Ouch” rule
- ?
- ?
- ?

A Brief Overview

- ROSC – Recovery Oriented System of Care
- RCO – Recovery Community Organization
- RSS – Recovery Support Services

What is a Recovery Oriented System of Care?

Recovery oriented systems of care are health and human service organizations that affirm hope for recovery, exemplify a strength-based (as opposed to pathology-focused) orientation, and offer a wide spectrum of services aimed at the support of long-term recovery.

Recovery Community Organization

Is an independent, non-profit organization led and governed by local communities of recovery. The broadly defined recovery community – people in long-term recovery, their families, friends and allies, including recovery-focused addiction and recovery professionals – includes organizations whose members reflect many pathways to recovery.

Defining Peer Recovery Support

Peer-based recovery support is the process of giving and receiving non-professional, non-clinical assistance to achieve long-term recovery from severe alcohol and/or other drug-related problems. This support is provided by people who are experientially credentialed to assist others in initiating recovery, maintaining recovery, and enhancing the quality of personal and family life in long-term recovery.

From Peer-based Addiction Recovery Support: History, Theory, Practice and Scientific Evaluation by William L. White

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THE CCAR Experience

Phil Valentine
Executive Director

March 2014

Visioning Exercise

- On the top half of the easel sheet, please draw (with pictures only) what is the state of the state right now in regard to supporting people in recovery and/or seeking recovery.
- On the bottom half of the easel sheet please draw your vision of what this could look like.

Visioning Statements

Vision statements offer the hope of the future, the end point of the organization's successful outcome. Vision statements should be short and to the point. A vision statement works best when it can be remembered and articulated by all stakeholders.

Writing a Visioning Exercise

- Small group writing of a vision statement
- Report outs
- Consensus seeking exercise
- Narrowing down the options
- Creating a statement

Core Values/Foundational Principles

CCAR Values – CCAR meets people where they are. We don't push any one form of recovery on anyone. Over the years CCAR has develop some foundational principles on which we base our work. They are:

- *You are in recovery if you say you are*
- *There are many pathways to recovery*
- *Focus on the recovery potential, not the pathology*
- *Err on the side of the recoveree*
- *Err on the side of being generous.*

Idaho's RCO Core Values/Foundational Principles

- In your small group, develop a list of 5-6 core values/foundational principles
- Report outs
- Find consensus

Mission Statements

- An organization's Mission Statement acts as the company's compass. The mission is the path. (The vision is the end point.) The mission directs the company to its vision (dream).
- Mission statements tell us who we serve.
- Mission statements tell us what needs we are trying to satisfy.
- Mission statements tell us how we will get there.

Writing a Mission

- Small group writing of a mission statement
- Report outs
- Consensus seeking exercise
- Narrowing down the options
- Creating a work group

Let's find a name!

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Road Maps

- At the center of your map is the person seeking help in finding and maintaining recovery
- The spokes coming out from the central focus (the person seeking), are the “roads” in Idaho that one might travel down to find help. These can be recovery supports and/or advocacy
- Along the spokes you can note both supports and roadblocks.

RCA Development

Possible by-law input

- Membership
- Board of Directors
 - *Size*
 - *Authenticity of Voice*
 - *Elections*
 - *Meetings*
 - *Terms*
 - *Quorum*
 - *Compensation*

- Officers
 - *How many*
 - *Authenticity of Voice*
 - *Removal*
- Committees
 - *Executive?*
 - *Finance?*
 - *Nominating?*
 - *Personnel?*
 - *Ad Hoc?*

Potential Board Members

- In your small group, develop a list of potential board members.
- You may also list a skills or knowledge set that would be needed if you don't have a specific person in mind.

Next Steps

- Projects
- Strategies
- Committees
- Volunteers

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Let's celebrate!

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