

Rise Recovery Board Retreat

April 22, 2017
8:00 am – 12:00 pm

Participants:

Board of Trustees:

Robert Bondurant
Chris Butler
William Dwight Chumbley
Edna Cruz
Jane Edwards
W. Carroll Jackson

Craig McMahon
Maggie Odigie
Benoit Rioux
Phil Sagebiel
Lorenzo Suter
Reagan Williamson

Staff:

Evita Morin, LMSW, Executor Director
Kimberly Ball, CPA, Director of Finance and Admin.
Nickie Murchison, Development Director
Michelli Ramon, LCSW, **TITLE?**

Retreat Summary:

Under the leadership of Board Chair, W. Carroll Jackson and Executive Director, Evita Morin, Rise Recovery's Board of Trustees gathered for a half-day of engagement, focused on imagining the future of the organization. An overview of the current year's strategic planning process focused on building from the 2016 tactical plan. The participants reviewed and discussed outcomes, elements of developing a case statement and highlights from the organization's past and present. Opportunities and threats were discussed, creating a focus for future aspirations. Evita and the Rise Recovery staff leadership presented highlights from the most recent twelve months, noting strengths and weaknesses, financial performance and program participant's age demographics.

Trustee's participated in an interactive brainstorming session to articulate Rise Recovery's desired state of being in three years. New ideas, and a reiteration of current projects provided insight into developing consensus around a practical vision that includes realizing Rise Recovery as:

- A premier recovery program
- Focused on providing quality measureable outcomes
- A community recovery center
- Supporting a culture of innovation and empathy
- Sustainable

Next steps include identifying the key strategies that will ensure the realization of the Rise Recovery practical vision and the development of an operational plan that aligns resources and identifies responsibilities.

Situation Assessment

Past		Present		Future	
Accomplishments	Setbacks	Strengths	Weaknesses	Threats	Opportunities
<p>What have been important milestones and results? What have been significant efforts? What are important areas of progress?</p>	<p>What events and happenings have impeded progress? What things required taking a few steps back? What factors intruded on plans?</p>	<p>Where do we have real advantages and momentum? What have we built that we do not want to lose?</p>	<p>What are the areas that need development? What are the gaps in effectiveness? What are major organizational issues?</p>	<p>What forces are working against us? What could “blow up” if not dealt with? Where are potential dangers in the future?</p>	<p>What forces are working with us? What doors are open to us? What are ideas whose time has come?</p>
<ul style="list-style-type: none"> • Change in executive director • State grant • Fundraising success 	<ul style="list-style-type: none"> • Personnel issues • Low salaries • Separate administrative and program offices • Division of programs • Clarity of program division and activities • No processes/bylaws 	<ul style="list-style-type: none"> • Program model • Passionate staff and board • Leadership • Quality of staff • Community awareness • More organized and structured • Credibility • Recognition of addiction and substance abuse as a disease 	<ul style="list-style-type: none"> • Staff development • Board growth • Turnover in development department • Facility • Data/outcomes • Communication with community • Board/staff communication and support 	<ul style="list-style-type: none"> • Securing operating income and funding for new building • Staff growth and retention • Culture 	<ul style="list-style-type: none"> • Face of recovery nationally • Growth industry • People interested in support • Mental health funding opportunity • Prevention and education opportunities • Outcomes! • Robert Wood Johnson Foundation RFP • New people – new energy

Practical Vision Workshop

Responding to the question: “What do we want to see in place in 3 years because of our work?”

Participants in each group individually brainstormed responses to the focus question. Represented by the bulleted statements below, the group organized similar individual responses to create the group’s consensus and response as represented in each column’s title statement.

Premier Recovery Program	Providing Quality Measureable Outcomes	Community Recovery Center	Culture of Innovation and Empathy	Sustainability
<ul style="list-style-type: none"> • Better coordination of all recovery programs in San Antonio • Community awareness of where to go for help • Known for excellence like the Spurs • Known because our clients talk about us all the time • Being in touch with the San Antonio recovery community • Darling of the press • Better known: loved in San Antonio • The first annual national conference at the Center for Recovery with national speakers • State recognition that Rise Recovery is <u>the</u> model for all YRCC programs • A recovery place like no other 	<ul style="list-style-type: none"> • A program where we serve 3x more teens, young adults and families than we serve today • Legacy of staff and peer leaders • Provide participants with all life skills • Recognized for positive community impact and partnerships • A place where we focus on substance <u>use</u> vs. substance <u>abuse</u> • Recognized for addiction prevention • Reduced rate of addiction in Bexar County • Stability <ul style="list-style-type: none"> - Staff - Resources - Finances • Communicating data driven outcomes 	<ul style="list-style-type: none"> • The Phil S. debt-free facility • Building opening April 2020 • One campus - one mind as an organization • Childcare facility (a single, poor mom of young kids is able to attend) • The grand opening of the completely funded Center for Recovery • In the process of opening the 1st San Antonio Recovery School • Space <ul style="list-style-type: none"> - Innovative - Beautiful - Open • Warm, welcoming building for recovery 	<ul style="list-style-type: none"> • HUB <ul style="list-style-type: none"> - Research - Resources - Recovery • Creating a unique culture of acceptance • A stigma-free zone • Remove the stigma of addiction • Give life, growth, guidance • Variety of non-clinical therapies (art, music, aroma) • Leaders in the community for recovery 	<ul style="list-style-type: none"> • Independent <ul style="list-style-type: none"> - Consistent source of income - Recovery mall • Smoking cessation programs that work/generate \$ • Offer training as revenue source • Attract board members who are on board with our vision • Revenue generating coffee shop

Professional Facilitation and Strategic Planning Services Provided By:

Jennifer Moriarty Moriarty Consulting Group

Jennifer Moriarty is unique in the facilitation community due to her more than three decades in corporate and non-profit finance roles, coupled with extensive involvement in the local community. She draws deeply from this leadership base to provide a solid experiential foundation to support her clients. Jennifer believes in the power of shared ideas and thoughtful, intentional processes to determine actions that will create successful outcomes.

Jennifer holds an MBA in Operational Management from St. Mary's University, and a BBA in Finance from Texas State University. She is certified as an Economic Development Finance Professional by the National Development Council. Jennifer holds a certificate in Public Participation from the International Association for Public Participation and is a Board Source Certified Governance Trainer. She is a Qualified Trainer through the Institute of Cultural Affairs and carries a national certification as a Certified ToP® Facilitator (CTF). Jennifer has been approved by the TCC Group as a Core Capacity Assessment Tool (CCAT) Certified Facilitator and is a Texas Education Agency registered provider for continuing education for Texas school board members. Prior to launching the Moriarty Consulting Group, Jennifer served as Vice President, Community Development for Wells Fargo Bank for ten years, managing the bank's commitment to community through lending, investments and grants, volunteerism and services with a specific focus on diverse communities. Jennifer's experience includes that as President of the Community Development Loan Fund, a United States Department of Treasury Community Development Financial Institution and as the Community Investment Administrator for USAA Federal Savings Bank.

Married to Kevin C. Moriarty, Jennifer has one son, age 20, and four step-children.