



# Recovery Community Organizations

Basics for Increasing a Communities Recovery Capital within a Recovery Oriented System of Care Framework



This training is supported by Florida Department of Children and Families  
Office of Substance Abuse and Mental Health

# Learning Objectives

1.

- Identify both the fundamental concepts and building blocks of the a recovery community organization.

2.

- Distinguish between peer based and clinical services.

3.

- Draw connections between recovery community organizations and other recovery oriented agencies recognizing that all are essential to a recovery oriented system of care.



# Wildfire Analogy

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**We need  
Everyone's  
Bucket of  
Water**

**Communities of recovery**

**Recovery community organizations**

**Other human service providers**

# Recovery Community Organizations

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**Why?  
What?  
Who?  
How?  
When?**

A Quote from  
the Book  
“Creating  
Sanctuary”



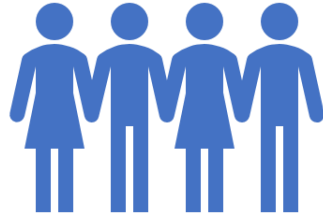
By Sandra Bloom

*“We must begin to create naturally occurring, healing environments that provide some of the corrective experiences that are vital for recovery.”*

**Why**



# Why were Recovery Community Organizations Developed ?



- Response to unmet needs in the community by individuals and families.
- To offer opportunities to express a collective voice.
- To bring about positive change in community life through public action.
- To assist individuals in sustaining long-term recovery post-treatment.



**What**



# What are Recovery Community Organizations?



- RCO's are independent, non-profit organizations
- They governed by representatives of local recovery communities
- They do not provide clinical services
- They offer a variety of peer based services and programs
  - Public education
  - Policy advocacy
  - Recovery support services

*Valentine, P., White, W.& Taylor, P. (2007) The recovery community organization: Toward a definition.*



“to mobilize resources within and outside of the recovery community to increase prevalence and quality of long term recovery from substance use disorder for both individuals and family members”

**What is the Mission of a Recovery Community Organization?**

# What are the Different Types of Recovery Community Organizations?

Statewide organizations

Peer service and advocacy organizations

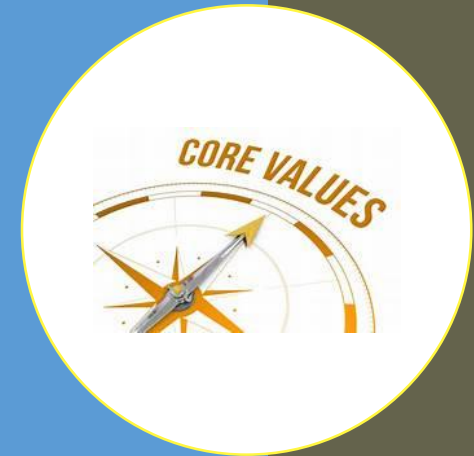
Peer service and recovery housing organizations

Peer service and training organizations

Peer service training and technical assistance organizations

# What are the Core Values of a Recovery Community Organization?

- RCO's, their staff and programs always focused on recovery first
- RCO's gear their services to all people. Their programs and services reflect cultural diversity and inclusion
- Decisions are made through the participatory process from the staff, stakeholders, partnerships, and individuals receiving services
- They run on the peer-helping-peer model
- Programs allow for leadership development in staff, volunteers and individuals receiving services
- All programs, services, communications and policies are strength-based
- All programs and services encourage individual autonomy and choice



# What are the Core Principles of a Recovery Community Organization?

- Recovery vision-Long-term recovery from substance use disorder happens
- Authenticity of voice-person's in long-term recovery drive the programs and services
- Accountability to the greater recovery community to help and support
- Continued public education & awareness to reduce stigma and help community members understand that recovery is possible
- Continued policy advocacy
- Offer peer-based and other recovery support services that support multiple pathways of recovery



# What are Peer Recovery Support Services?

- Peer recovery services are designed and delivered by people who have experienced both substance use disorder and recovery.
- These services help individuals and families stay engaged in the recovery process after initial acute care.
- The services embody a powerful message of hope & experiential knowledge.
- They extend the reach of treatment beyond clinical settings.



# Understanding the Differences

## Peer Support Services

- Minimal role differential
- Non-clinical settings
- Long-term
- Community-based
- Multiple pathways

## Clinical Support Services

- Power differential
- Clinical settings
- Short-term
- Diagnosis
- Medication
- Boundaries



# Understanding the Differences

## 12-Step Programs

- Prescriptive
- Abstinence-based
- One pathway
- Program to follow

## Peer Support Services

- Non-prescriptive
- Multiple pathway
- Self-directed program

# What are the Domains of Peer Recovery Services?

Developed by the  
Substance Abuse and  
Mental Health Services  
Administration

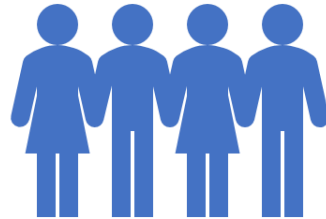
Emotional

Informational

Instrumental

Affiliational

# Emotional Domain



## Examples

- Peer coaching
- Peer led support groups

Peer service providers demonstrate empathy and caring to bolster a person's confidence and self-esteem

# Informational Domain



## Examples

- Job readiness training
- Wellness seminars

Peers share knowledge and information and provide vocational or life skills training.

# Instrumental Domain



## Examples

- Childcare
- Transportation

Peers provide concrete services to help others perform tasks.

# Affiliational Domain



## Examples

- Recovery centers
- Sports leagues
- Fitness classes

Peer service providers facilitate contacts with other people to promote learning of social and recreational skill, create community, and acquire a sense of belonging.



# What are the Benefits of a Recovery Community Organization?

- There is a unique capacity for individuals to help each other based on a shared issue and a deep understanding of this experience
- Peer based services and programs offer support, strength and hope through role modeling
- There is no power differential between a peer service provider and an individual receiving the service. This allows for rapid trust building
- In many centers, the services offered are of no cost to the individual being served
- There are many opportunities to develop a sense of belonging for those who have been isolated due to their addiction or for families who often feel alone.
- Recovery community centers provide a variety of pathways of recovery and don't direct individuals or families to go about recovery in any particular way.
- These centers provide on-going and long-term help.

# Who Comprises a Recovery Community?

- People in long-term recovery from substance use disorder
- Family members
- Friends
- Recovery-focused addiction and recovery professionals
- Organizations that reflect religious, spiritual and secular pathways of recovery
- Allies
  - Business owners
  - Law enforcement
  - Others in the community who want to help

*The Role of Community in Addiction Recovery William L. White, M.A., and Christy K. Scott, PhD*



**Who?**



# Who Works at a Recovery Community Organization?



- Recovery community organizations are peer-based.
- The majority of staff, volunteers and board members are in personal & long-term recovery from substance use disorder.

**Where**



# Where are Peer Recovery Support Services Delivered?



## Examples

- In recovery community organizations
- In emergency rooms
- In hub and spoke models
- In medical and behavioral health settings

*National research provided by Faces & Voices of Recovery-2018*

# Where do Recovery Community Organizations Fit in the Recovery Oriented Systems of Care?



*White, W. (2009). Peer-based Addiction Recovery*  
*White, W. (2008). Recovery management and recovery-oriented systems of care*

- Precede formal treatment
- Accompany inpatient treatment
- Accompany outpatient treatment
- Follow treatment to assist in relapse prevention
- Apart from treatment

**How**



# How to Establish a Recovery Community Organization

## The Building Blocks

Faces & Voices of Recovery-







# Step One-Visioning

The first step in establishing a recovery community organization is community visioning.

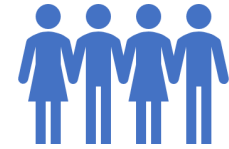
Visioning can be done in three steps.

- Establish a core group
- Develop a shared vision
- Create vision and mission statements



# Establish a Core Group

- Identify a core group of dedicated and committed volunteers.
- These individuals should demonstrate leadership, communication and active listening skills.
- This group should also represent the diversity of the greater recovery community.
- A clear structure of the meetings will need to be created along with a variety of meeting options within regions, by conference call or virtually for easier accessibility.



# Develop a Shared Vision

- A shared vision should reflect the divergent views and ideas of the greater recovery community and encourage ongoing involvement in your organization.
- There are multiple ways to gather this information. This process will assist you in prioritizing your agenda.



# Create Mission and Vision Statements

- A mission statement will be your organization's compass, outlining your fundamental purpose or "mission."
- Mission statements clearly identify who the organization serves, what needs you are trying to satisfy and how you will serve your constituents.
- A vision statement is a process to look to the future, and will help identify any obstacles that may occur.



## Step Two

# Developing an Organizational Structure



A solid organizational infrastructure defines governance roles and processes and establishes authority and decision-making procedures that help recovery community organizations be accountable to the community and funders.

- Board development
- Organizational infrastructure
- Financial planning
- Sustainability planning

# Step Three

## Communications



- Build and develop a database of members and supporters.
- Make sure to ensure the confidentiality of their information.

## Step Four

# Build Your Agenda



- Based on the priorities expressed by the recovery community during your visioning process, will help you to prioritize what programs and activities your organization has the capacity to do.
- Your organization's leadership will need to decide how decisions will be made and how you are going to get things done.

# Connections

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<https://facesandvoicesofrecovery.org>

<http://caprss.org>

[www.fadaa.org](http://www.fadaa.org)





## Additional Resources

- <http://www.williamwhitepapers.com>
- [Facesandvoicesofrecovery.org](http://Facesandvoicesofrecovery.org)
- [www.recoveryanswers.org](http://www.recoveryanswers.org)
- [Substance Abuse and Mental Health Publications| SAMHSA Store](#)

# Final Questions



**Thank You for Participating**

