



The Recovery Council

# RECOVERY JOURNAL

January 2023

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*in  
this  
issue*



# Site Updates



## ADMIN SITE

Our collage of pictures were taken during and after our holiday meal. We had fried chicken, mashed potatoes, gravy, green beans, rolls and several desserts. Our yearly Christmas luncheon is one of the MANY things provided to us throughout the year that makes The Recovery Council a great place to work!

We all appreciate our maintenance men for taking care of the needs and wants of the agency. Bryan, you and Kelly do an awesome job!

We will be **closed** Monday, January 16, 2023 in observance of **Martin Luther King, Jr. Day.**

W2 deadline is January 31st. We will send out an email when W2's and 1099's became available.

This is the first month of a new year. Let's all make this year the best year yet!

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## ADMIN SITE (continued)



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# GEORGIE HARRIS HOUSE

SUBMITTED BY: NATALIE HILL

Ho, Ho, Holy Santa what a December! The ladies here at GHH made some amazing memories this past month! We made ugly sweaters and participated in an Ugly Sweater Contest at the *Recovery is Beautiful* event in Columbus. Some even left with door prizes! The ladies also stayed busy attending the Waverly United Methodist Church Christmas Service/Event and checking out the gorgeous Christmas Lights in Gallipolis. To throw a little extra fun in there, the ladies even made themselves into snowmen as part of a team building exercise. To say the least the ladies at GHH have had a very Merry Christmas season. From all of us, to all of you, look out 2023 and happy New Year too!

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## GEORGIE HARRIS HOUSE (continued)



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GEORGIE HARRIS HOUSE (continued)



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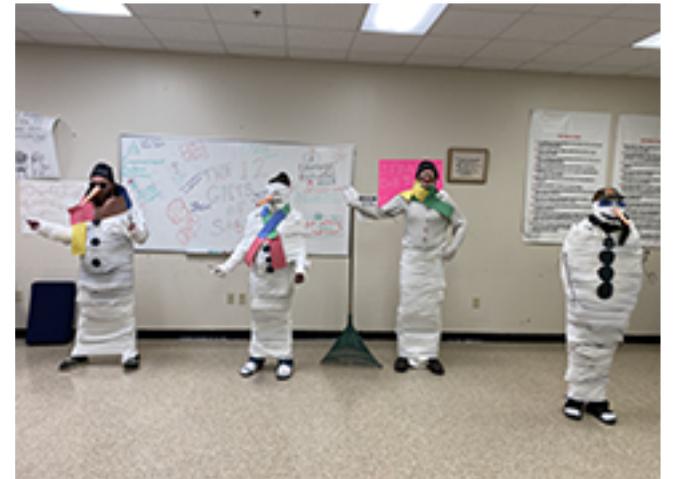
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# KENT'S PLACE

SUBMITTED BY: ASHLEY PENNINGTON

Kent's Place clients and staff celebrated Christmas with lots of laughs and good cheer. We hope everyone enjoyed the holidays and are ready for a new year filled with plenty of opportunities to laugh! Welcome to 2023!



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## KENT'S PLACE (continued)



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# PREVENTION

SUBMITTED BY: KAYLA HAMLIN

Happiest of Holidays, PCRC! We hope you have enjoyed the days leading up to Christmas and time spent with your family.

In prevention land, Christmas is always a busy time of year for us. But this year it looked a little different. We wrapped up with some of our classes, and began prep for the new group of students we will have once they return from break.

Outside of the classroom, things have been much busier than normal. OHYES! results were released for Pike County, and the results were very troubling. For those of you who are not aware of what the OHYES! is, it is a behavioral health screening tool that schools can use for their students that identifies risk factors for youth. This tool is pushed widely by the state and opens the door to a lot of funding for those who participate. However, with that, it exposes the problems amongst youth in our area. Compared to the rest of the

state, our numbers are much higher—which we could have assumed.

We met with the Pike County Suicide Coalition and discussed the results and decided the youth would be the focus of the coalition in 2023. We will be working with a subcommittee to help address these areas of concern and continue our prevention efforts. Our hope is that through this data, we will be able to apply for more prevention grants and begin devising a plan to combat our main areas of concern.

On a more positive note, a date has been set for our prevention conference. The conference will be March 2 and 3, 2023 at Ohio University Chillicothe. Anyone who is interested in becoming certified in prevention or has an interest in youth can sign up. We have a lot of fantastic speakers lined up, and are super proud of the work that has been accomplished thus far. Jess and Kayla will be presenting during the conference on Effective

“One resolution I have made, and try always to keep, is this: ‘To rise above little things’.”

~ John Burroughs

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## PREVENTION (continued)

School-Based Prevention. We hope to see a good representation from our agency so we can all strengthen our understanding of prevention as a whole.

The save the date for the conference will be sent out to staff, with registration links to follow.

We hope you all have a blessed New Year!

“I may not be as strong as I think, but I know many tricks and I have resolution.”

~ Ernest Hemingway



“I will be generous with my love today. I will sprinkle compliments and uplifting words everywhere I go. I will do this knowing that my words are like seeds and when they fall on fertile soil, a reflection of those seeds will grow into something greater.”

~ Steve Maraboli

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# WAVERLY OUTPATIENT

SUBMITTED BY: WILLA BOWMAN

Hello and Happy New Year from Waverly Outpatient! We hope everyone had a great holiday season.

We wanted to share our holiday pictures and some of the special things we did with our clients. During Christmas week, we served treats in the lobby for the clients every morning and afternoon. We did creative activities in the groups each day, such as ornament making, blessing Christmas tree and garland, and gratitude wall hangings. We were able

to give those clients who attended a Walmart gift card and a treat bag.

On the last day of Christmas week we had a gingerbread house building contest. We divided the group into teams and judges chose who created the most interesting house. Those winners won an extra gift card. Clients seemed to really enjoy the week of fun.



Four clients successfully completed the program in December.

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WAVERLY OUTPATIENT (continued)



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# WAVERLY WOMEN'S TRANSITIONAL

SUBMITTED BY: HEATHER TYLER-WOOTEN

Waverly Women's Transitional has been celebrating the holidays and enjoying their first year of recovery.

The clients attended the Christmas Caves, Wonderlights in Columbus, and several holiday parties at 12-step support meetings.

There have been changes with the staff. **Amber Hatfield** moved to GHH and **Kari Molebash** joined the transitional living crew. At the beginning of the new year **Heather Tyler Wooten** moved to Waverly Outpatient and **Veronica Middleton** took over as the program manager of WWTL.

Clients not out being productive members of society celebrated New Year's Eve in New Boston at a New Year's Eve recovery

event. Despite the changes, we celebrated our Christmas party together and were able to celebrate with the work family, AKA second family. We hope everyone had a great holiday and a Happy New Year.



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WAVERLY WOMEN'S TRANSITIONAL (continued)



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# What's Happening?

“The problem with resolutions is they're only as solid as the person making them.”

~Ellen Hopkins

## FY22 ANNUAL REPORT IS HERE

JANUARY 5, 2023



## HELP ME, HELP YOU!

JANUARY 11, 2023

Hopefully most know that is a Jerry Maguire reference: Help me, help you!

But seriously, I am trying to review the financials to be able to determine raise amounts and when it can go into effect.

However, it seems many people have notes out there and that impacts the report information! For example, if you have an assessment that's not completed, it will hold up EVERY SINGLE SERVICE until it's complete! That can mean the data is way low because the system can't count any service (CM, group, individual, etc.) until the assessment is completed and the diagnosis entered.

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“Be resolutely and faithfully what you are; be humbly what you aspire to be.”

~Henry David Thoreau

## WHAT'S HAPPENING: HELP ME, HELP YOU! (continued)

Same thing for late groups or other services. If the notes aren't complete, the system can't count them and so the data is under-reported.

Please get your notes done. I can't get accurate information until it's all caught up through December and January. It will hold up every decision about raises. If you need help, please talk to your supervisor.

Thanks in advance!  
Pam

## FUN BUT SERIOUS QUESTION

JANUARY 5, 2023

This is for real a legit question. I hope some of you all take the time to answer. We have something planned but need to settle on one thing first:

If we had an agency mascot, what would it be?



## BOWL FOR KIDS SAKE

JANUARY 6, 2023

I'm sending a link with information for our annual Bowl for Kids Sake at Big Brothers Big Sisters. This is a fun opportunity to help kids in the community! If you have any questions feel free to contact me. Also if anyone is interested in volunteering as a big brother or big sister I can get you the information.

<https://www.bbbs-co.org/bowl-for-kids-sake.html#/>

Carly Price

## MORE EXCITING NEWS FOR THE END OF THE YEAR

DECEMBER 30, 2022

I'm excited to share we finalized plans to bring in country-music singer Jamie Johnson (not to

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“Divide each difficulty into as many parts as is feasible and necessary to resolve it.”

~René Descartes

## WHAT'S HAPPENING: MORE EXCITING NEWS FOR THE END OF THE YEAR (continued)

be confused with country singer Jamey Johnson)

In February, he will be coming to our agency and spend 2 days with our clients (and staff). On each day, he will spend time sharing his story and recovery music and then lead people through the process of writing their own recovery song or reading. People will have a chance to sing a bit, too.

Here are a few links to Jamie [sharing parts of his story](#), [an article about him](#), and [one of his recovery songs](#)

He will be here on February 2 and February 3. We will talk shortly about how to divide up the programs but it might be easiest to do men on one day and women on the other.

I hope this will be meaningful for those we serve as well as for all of us..



## END OF YEAR UPDATE

DECEMBER 30, 2022

Hello, everyone,

As we speed into 2023, I wanted to share a few updates and pieces of information. It's a long one - grab a cup of coffee or bottle of water and start reading!

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“How few there are who have courage enough to own their faults, or resolution enough to mend them.”

~Benjamin Franklin

## WHAT'S HAPPENING: MORE EXCITING NEWS FOR THE END OF THE YEAR (continued)

### Merger

The biggest change coming is, of course, our merger with FRS in Hillsboro Ohio. We are excited about this and nervous at the same time! I mentioned that the merger would result in a few changes/upgrades to our upgrades to our benefit package. You might already know about most of them, but I want to briefly go over those:

1. Increase 401K match to 5% (you will receive official notification of this change soon)
2. Relaxation Day - if no sick time is used within a quarter, you earn 8 hours of a Relaxation or Wellness Day the following quarter. This applies to full time staff only. They must use it or lose it. It cannot be 'sold back'. The first quarter starts Jan. 1 and ends March 31. If you don't use sick time during that quarter, you will have an 8-hour Relaxation Day to use the following quarter (April 1 - June 30). If you come to work sick, you will be sent home. This is not an incentive to come to work sick but rather a reward for those who

are able to consistently come to work and keep our programs and practices running. This is something FRS has done for years, and we will just adopt it.

3. Increase Holiday Pay to 2.5 x regular pay for staff and contract employees (already implemented)
4. We increased how much vacation and sick time you can accrue (already implemented)

### Insurance

Our insurance provider will be changing in February. Instead of JP Farley, we will switch to CareFactor. Our broker (Mike Kerns) will be the same and has worked hard to make sure there is no change to our coverage. There will be no change to employee contribution either –the agency will pay 100% of premiums for employees and 50% of premiums for eligible spouses and dependents (raises to 75% after 5 years of employment). I will give a prize to anyone that can bring me confirmation of another behavioral health organization in a 60-mile radius that pays 100% of insurance

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“Resolve, and thou  
art free.”

~Henry Wadsworth Longfellow

## WHAT'S HAPPENING: END OF YEAR UPDATE (continued)

Aye yi yi. You all know personally how much inflation is hurting people, yet the state has not raised the rates to stay even with inflation. Our wages have gone up and the cost of every single thing to run this agency – gas for our cars, food for our clients, supplies, furniture, utilities – has increased. Our associations are noisily advocating for the State to raise the Medicaid rates at the same rate as inflation.

In the meantime, we balance what is coming in with what is going out. Our annual report is out and I encourage you all to read it and learn about the agency where you work. We spend around 88% of our income on staff salaries, benefits, and assistance. The rest goes to program and facility management and if there is some left over, it goes into our bank account. This allows us to have a cushion to be able to maintain operations while the cost of doing business goes up and the rates stay the same.

I share all of that because I think it is

important for people to understand how the organization works. I also say all that to say this: In addition to the changes above, the board voted to support my recommendation for an across-the-board increase. We are finalizing the calendar year activities and seeing where we are financially to determine the amount of the raise. More will be coming about that in the next few weeks. We hope to put the raise into effect for the Jan. 22 pay period.

Bonuses (or extra pay) continue to be based on whether we meet projected service goals. I cannot commit to a bonus at this time. Do not count on a bonus. Across the board increases help build financial health for people more so than bonuses. We've given multiple across the board increases over the past year. If it is possible, we will give another bonus. We actually gave one in December as most people opted for the cash value. We have no control over many aspects of meeting service goals – the things we have control over are getting people admitted and making sure

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“Conflict brings  
out truth,  
creativity, and  
resolution.”

~Chris Voss

## WHAT'S HAPPENING: END OF YEAR UPDATE (continued)

services are being appropriately provided. If we just work to serve those, we have in front of us, the financials take care of themselves. It's really that simple.

### **Staff Support and Wellness Services**

In 2023, we will continue with our expanded EAP (employee assistance program) and add some support services. We have a few staff lined up to provide some in-house coaching and support services to individuals who are looking for some support. They will each advertise their open times and staff can schedule the coaching and support service **ON THE CLOCK WITHOUT USING LEAVE TIME!** Oftentimes, going to a counselor or work coach or meeting with your mentor becomes a burden because you must take off work or go during your off-time and it's just another thing you have to do! We are trying to remove some of those barriers. We are working through the details of liability and confidentiality. More to come in January on how to access these services. Right now, we are working with Kip Bryant, Brenda Jones,

and Janet Delay. We hope to add some sessions with Rachel Bertner (surprise, Rachel!) and Sargina Engle, who is completing a Coaching certification program. These are all very different people with different skill sets. We hope that every person that is interested will be able to find a good fit from this diverse group of people.

I am sure there are other things to discuss but this is a lot of information already! We'll talk about other things later on.

I wish you all a gentle entry into 2023 - we've had enough chaos and loudness this past year. I hope we all enter quietly and peacefully into the new year. **NOBODY** make eye contact and **NOBODY** claim 2023 as 'their year'. **NOBODY** make any sudden moves. Let's just quietly sneak in and keep our fingers crossed!

Be kind to yourself and others - it costs zero dollars to be kind.

Pam

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“Be bloody bold  
and resolute.”

~William Shakespeare

## WHAT'S HAPPENING (continued)

### AGENCY SUPPORTED CEU EVENT

DECEMBER 23, 2022

Our fantabulous prevention team has been busy coordinating this training. Plan on attending or sending staff—prevention hours for CDCAs are sometimes hard to find. These hours also good for all renewals.



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### FOLLOW-UP ON EMOTIONAL CULTURE QUESTIONNAIRE

DECEMBER 21, 2022

On Friday 12/16 I sent out a questionnaire that was designed to measure the perceived emotional culture of staff within the agency. I appreciate those who responded to the questionnaire and ask those who have not to consider completing the questionnaire. This form is completely anonymous which means I only have the information provided in the completed questionnaire. I do not have

access to who completes the form. The reason that I am interested in collecting this data is it is a subject that I have become interested in and want to develop ways to improve the agency as a whole. I also believe that the best way to do that is to work as a team and have growth focused conversations. This is your opportunity to add to the conversation.

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“Loyalty... A will, a decision, a resolution of the soul.”

~Pascal Mercier

## WHAT'S HAPPENING: FOLLOW-UP ON EMOTIONAL CULTURE QUESTIONNAIRE (continued)

Understanding emotional culture is important to an effective agency. I have included information on reasons this concept is important.

1. Emotions are a central component in building the right culture and employee experience.
2. Negative emotions have an impact on job satisfaction, connection, motivation, and engagement.
3. Emotions have an impact on how staff interact with clients, what behaviors they are modeling, stress response, and person to person communication.

This questionnaire helps in defining the emotional culture of the agency and identifying opportunities for change.

I have included a link for those who have not completed the form to make it easier to access. If you have already completed the form do not complete it a second time.

[https://docs.google.com/forms/d/e/1-FAIpQLSc2mfvg5pfYFZT0ZTR-byVTw4utaDM6by4Ay3amaQgURsvIZuA/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1-FAIpQLSc2mfvg5pfYFZT0ZTR-byVTw4utaDM6by4Ay3amaQgURsvIZuA/viewform?usp=sf_link)

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## DOCUMENT LIBRARY INSTRUCTIONS

For the future to make sure we don't lose the ability to access documents, please make sure you don't upload documents that you secured with a password into the document library. Carelogic is secure and doesn't need documents within it to be secured.

Dave Laverick

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“Tenderness and kindness are not signs of weakness and despair, but manifestations of strength and resolution.”

~Kahlil Gibran

# From the Director

## HAPPY 2023, EVERYONE!

As we sneak into a new year, I hope everyone had time to reflect on 2022. What did you accomplish? What wishes came true? What new goals did you set? Are you pleased with how you spent your time in those 525,600 minutes of 2022?

What are your plans for the 525,600 minutes that are to come in 2023?

We are responsible for how we show up in our own lives and what steps we take to accomplish the goals we set for ourselves. All of that is on us. We get to make our own decisions and reap the benefits or suffer the consequences of those decisions. Whether we choose to go to school or not; whether we stay in a relationship or leave it;

whether we are productive at work or not; whether we are kind to ourselves and others or not – all of those things are within our realm of responsibility.

And it's up to us to decide if we are going to reach out the hand of help for those who need treatment.

I can't answer for all of you, I can only answer for myself and this agency.

This agency will continue to serve those in need in 2023. We will admit people who don't have insurance when we have empty scholarship or Michael's beds. We will pick people up and bring them to services. We will work to get people

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“Always bear in mind that your own resolution to succeed is more important than any one thing.”

~Abraham Lincoln

## FROM THE DIRECTOR (continued)

insurance so that not only do they get access to SUD treatment but they can also access ALL health care services.

We will continue to work with people where they are, understanding the stages of change and the right of people to make decisions about their own lives – even when we don't agree with them. We will love them regardless of their decisions.

We will continue to push to improve skills and practices so people we serve have a better chance at graduation and ongoing abstinence. We will continue to grow and learn. We will continue to improve and be better so we can do better.

I personally will serve this agency and mission during 2023. I will answer my phone, respond to the texts, and reply to my emails. I will communicate clearly. I will listen to what people have to say and consider other points of view. I will advocate locally and at the state level for rate

increases, reduction in paperwork requirements, and increased access to treatment. I will be better at my job than I was last year. I will extend grace to myself and others.

I'm going to end with some sappy quotes – cause that's how I roll. Pick a few that speak to you.

Cheers to a new year and another chance for us to get it right.” ~[Oprah Winfrey](#)

“Don't live the same year 75 times and call it a [life](#).” ~[Robin Sharma](#)

“Write it on your heart that every day is the best day in the year.” ~[Ralph Waldo Emerson](#)

“Your [success](#) and [happiness](#) lies in you. Resolve to keep happy, and your joy and you shall form an invincible host against difficulties.” ~[Helen Keller](#)

“Make New Year's goals. Dig within, and discover what you would like to have happen in your life

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## FROM THE DIRECTOR (continued)

this year. This helps you do your part. It is an affirmation that you're interested in fully living life in the year to come." ~Melody Beattie

As always, be kind to yourself and others.  
Pam



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# January Birthdays & Anniversaries



## Happy Birthday

Jodi Bates \* January 6<sup>th</sup>  
Mary Irwin \* January 7<sup>th</sup>  
Lynn Miner \* January 8<sup>th</sup>  
Scott Jones \* January 11<sup>th</sup>  
Kayla Arrowood \* January 13<sup>th</sup>  
Elizabeth Ward \* January 14<sup>th</sup>  
Danielle Snyder \* January 21<sup>st</sup>  
Kelly Watson \* January 21<sup>st</sup>  
Rikki Stanley \* January 27<sup>th</sup>  
Benjamin Glispie \* January 29<sup>th</sup>  
Phillip Summers \* January 30<sup>th</sup>

## Congratulations

Shawna Rose \* January 2<sup>nd</sup> \* 4 years  
Dustin Shorter \* January 5<sup>th</sup> \* 3 years  
Joshua Adkins \* January 7<sup>th</sup> \* 4 years  
Kathy Conklin \* January 7<sup>th</sup> \* 7 years  
Ashley Pennington \* January 10<sup>th</sup> \* 12 years  
Kari Molebash \* January 18<sup>th</sup> \* 1 year  
Eric Bennett \* January 22<sup>nd</sup> \* 4 years  
Natoshia Summers \* January 25<sup>th</sup> \* 2 years  
Elizabeth Mockler \* January 27<sup>th</sup> \* 1 year  
Amy Fyffe \* January 31<sup>st</sup> \* 9 years

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# Meeting Information



Complete AA/NA meeting listings for Pike & Ross County available in all treatment facilities and in the Administrative Building.

## REJOICING IN RECOVERY

Cornerstone UMC  
808 Offnere Street • Portsmouth, Ohio 45662  
Dinner 5:30 pm  
Loved Ones Group meets 6:15 pm

## LIGHTHOUSE

291 South Paint St.  
Chillicothe, Ohio 45601  
Big Book Study 7 pm Wed (AA)  
Women's Meeting 7 pm Tues (AA)  
Keep it 100 8 pm Thurs (NA)  
Daily Meetings at noon

## CELEBRATE RECOVERY

Vanguard Ministries  
706 E Main Street  
Piketon, Ohio 45661  
Mondays at 6 pm

## FREEDOM SEEKERS (NA)

111 E. Water Street  
Chillicothe, Ohio 45640  
Wednesdays at 6:00 pm

## HANG IN THERE

Grace United Methodist Church  
104 S. High Street • Waverly, Ohio 45690  
Tuesdays at noon.  
Everyone is welcome!!  
Contact Jody Colley 740-935-6083 or  
Kayla Havens 740-648-5116

## UNSPUN MEETING (NA)

Grace United Methodist Church  
104 S. High Street • Waverly, Ohio 45690  
Fridays at 8:00 pm.

## BASEMENT MEETING

Grace United Methodist Church  
104 S. High Street • Waverly, OH 45690  
Tuesdays at 7:00 pm (NA)  
Thursdays at 7:00 pm (AA)



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# Contact Us

**Give us a call for more information about our services and updates.**

The Recovery Council  
P.O. Box 226 • Waverly, Ohio 45690  
(740) 947-6727

Visit us on the web at

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

[www.facebook.com/therecoverycouncil](https://www.facebook.com/therecoverycouncil)

The Recovery Council is a Contract Agency of the Paint Valley ADAMH Board and is governed by a Board of Directors as well as community leaders who give their time and talents to further the mission.



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