

2020 ANNUAL REPORT



**FACES & VOICES
OF RECOVERY**

ADVOCATE. ACT. ADVANCE.



Photo by Denys Nevozhai on Unsplash

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ADVOCATE. ACT. ADVANCE.

FROM US

Patty McCarthy

Chief Executive Officer

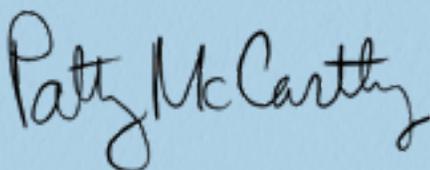
Over the past two decades, Faces & Voices of Recovery has evolved in response to opportunities and trends in the addiction recovery space. 2020, like no year before, was a year of significant growth despite the challenges of a global pandemic. Our Board of Directors and leadership team created a vision for the future and a new strategic plan to carry us through the next five years.

Our new mission statement is more concise: *Changing the way addiction and recovery are understood and embraced through advocacy, education and leadership.* Our new vision is more inspiring: *We envision a world where the diverse voices of individuals and families affected by addiction are embraced and connected in communities, free from discrimination and injustice.* Our values are affirming of our collective beliefs: *authenticity, integrity, wellness, leadership, diversity, inclusion & participation, equality, equity and activism.* Our new branding tells the story of what we do: *Advocate, Act, Advance.*

We wouldn't be where we are without our talented and dedicated staff. The quality and success of our advocacy efforts is due to the involvement of dozens of volunteers and partners advising our programs, outreach, public policy, membership, and fundraising activities.

In 2020 we reorganized our committees with a focus on the inclusion of diverse voices on all levels. We have become stronger by addressing our shortcomings and vulnerabilities and are now instituting a race equity impact analysis across all facets of our organization.

With a new roadmap in hand, we are eager to navigate the future- making recovery possible for even more individuals, families and communities!



Philip Rutherford

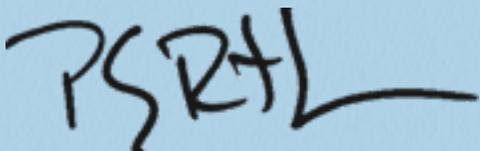
Chief Operating Officer

One thing is certain. 2020 was unlike any year that I have ever experienced. Our organization started with a clear understanding of what we were going to attempt for the year, and like everyone, had to make immediate adjustments. We were blessed to be a group that already had some experience working remotely, but the pandemic produced barriers to delivering services we hadn't even imagined. I am proud of the collective efforts our team put together to get information out and connect with the recovery community.

As we stood vigil on the devastating toll of COVID-19 and the associated lack of services, connection, and support, it seemed as if we could bear no more. Unfortunately, just

then, on a street corner in Minneapolis, an all too familiar, but rarely told recovery story unfolded. George Floyd, a fellow traveler on the recovery road, was murdered before our very eyes. This sparked a reckoning not just in the broader world, but specifically within the landscape of the National Recovery. Again, I am immensely proud of the role we are playing in the journey toward Racial Equity specifically as it pertains to Recovery Support Services. As I move into my fifth year at Faces & Voices of Recovery,

I am thrilled with the possibilities for growth and leadership for our organization. We celebrate our 20th anniversary this year, and I am confident that the best is yet to come!

A handwritten signature in black ink, appearing to read 'PSRATL' followed by a long horizontal stroke.



**FACES & VOICES
OF RECOVERY**

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COMPANY HISTORY

Our Vision: We envision a world where the diverse voices of individuals and families affected by addiction are embraced and connected in communities, free from discrimination and injustice.

Faces & Voices of Recovery is dedicated to organizing and mobilizing the over 23 million Americans in recovery from addiction to alcohol and other drugs, our families, friends and allies into recovery community organizations and networks, to promote the right and resources to recover through advocacy, education and demonstrating the power and proof of long-term recovery.

Mission

Changing the way addiction and recovery are understood and embraced through advocacy, education and leadership.

Vision

We envision a world where the diverse voices of individuals and families affected by addiction are embraced and connected in communities, free from discrimination and injustice.

We have extensive experience with public policy work on the Federal level and have worked hard to educate policymakers about the impact of addiction on individuals, families and communities across the nation. We provide a voice for the organized recovery community advocating for funding for authentic peer recovery support services provided by recovery community organizations.

Public Policy

At Faces & Voices of Recovery, we educate about the issues of discrimination and prejudice against people in need of treatment and people in recovery, which are barriers that require a clear, concise and coordinated advocacy approach. We offer educational webinars and messaging training and tools that offer advanced guidance on the federal legislative process and how to work with legislators and staff to advance policy priorities.

We have extensive experience working on criminal justice and substance use disorder policy issues at the federal level and have worked hard to ensure the Comprehensive Addiction and Recovery Act (CARA) of 2016 was passed. Our efforts have launched effective public awareness campaigns across the nation which have helped to significantly challenge the negative public perceptions of people living with substance use and mental health disorders.

What we do

Mobilize and Organize

- We strive to raise the profile of the organized recovery community and help more people find recovery by demonstrating that over 23 million Americans from all walks of life have found recovery and promote widespread understanding that long-term recovery is a reality and a process that takes time and support.

Build the Capacity of Recovery Community Organizations

- We thrive and participate in local, state and national policy arenas, deliver peer recovery support services; and mobilize the local recovery community.

Address Public Policy

- We strive to reduce the discrimination that keeps people from seeking recovery or moving on to better lives once they achieve it and support recovery-oriented policies and programs.



*Photo by Tingey Injury Law
Firm on Unsplash*

ADVOCATE. ACT. ADVANCE.

ADVOCATE

Faces & Voices of Recovery works hard to advocate for public policies and funding that support addiction recovery for all.

- Stigma Reduction
- Public Policy
- Recovery Advocacy Movement
- Recovery Voices Count
- Recovery Bill of Rights
- Family Recovery Advocacy
- Sign Petition- Change the Name: End the Stigma

ACT

By uniting RCOs around the nation through ARCO, Faces & Voices of Recovery recognizes and supports all pathways of recovery.

- Capacity Building
- Share Your Story
- Become A Member
- Join Our Affiliates
- Donate Today
- Volunteer Now
- Careers at Faces & Voices of Recovery
- Recovery Leadership Summit (RLS)
- Our Stories Have Power:
Recovery Messaging
- Recovery Ambassador Training
- Recovery Leadership Forum

ADVANCE

Through public events, trainings, workshops, webinars and conferences, Faces & Voices of Recovery works to educate and advance the recovery community.

- National Recovery Month
- National Advisory Council
- Capacity Building
- Association of Recovery Community Organizations (ARCO)
- Council on Accreditation of Peer Recovery Support Services (CAPRSS)
- National Recovery Institute (NRI)
- Recovery Data Platform (RDP)



Photo by Benjamin Child on Unsplash

WHO WE ARE

Our Goals:

Advocacy

- Establish Faces & Voices of Recovery as the national voice in advocating for public policies and funding that support addiction recovery for all.

Resource Development

- Strengthen Faces & Voices of Recovery's financial health and sustainability through a strategic assessment of financial performance, diversification of funding sources, and smart resource management and growth.

Governance and Operations

- Strengthen organizational effectiveness through increased Board engagement and enhanced internal operations.

Programs

- Increase impact of the Faces & Voices of Recovery training services and programs.

Board of Directors

The elected board members of Faces & Voices of Recovery are a voluntary group of leaders who serve the addiction recovery community. The board jointly oversees the activities of the organization, supports its membership, and the implementation of the strategic plan. The board is organized in terms of officers — Chairperson, Vice Chair, Secretary, and Treasurer. As a national organization led and governed by the recovery community, over 51% of our Board members are individuals in long-term recovery from addiction to alcohol and/or other drugs and bring their personal lived experience of recovery to guiding the organization.

National Advisory Council

Our National Advisory Council is composed of activists, musicians, actors, artists, comedians and other public figures who are dedicated to being Ambassadors of Faces & Voices of Recovery's mission. They carry a strong and effective message of hope in recovery and each have made a significant impact on improving the public's perception of addiction and recovery through their own work in the United States and internationally.

STIGMA REDUCTION

At Faces & Voices we provide the addiction treatment and recovering community with practical information and tools to enhance their capacity to engage in effective stigma reduction efforts.

We facilitate a national conversation for Americans in recovery, their friends, families and allies and we welcome people who use drugs and those exploring all pathways of recovery to join us! We are committed to eliminating stigma, shaping public policy and educating people by bringing recovery into the consciousness of Americans.

We accomplish this through the promotion and celebration of recovery, by demonstrating recovery as a positive healing force, and by being the voice for those who have not yet found theirs.

We support all pathways to recovery, and we support initiatives such as International Recovery Day, Rally for Recovery and National Recovery Month.

We encourage those in recovery from addiction, and their friends, family members and allies to build awareness, challenge societal stigma, and celebrate the role that recovery plays in improving the lives of individuals, families, and communities.

We believe that recovery saves lives. We envision a world in which recovery from addiction is a common, celebrated reality - a world where individuals will not experience shame when seeking help. We are passionate about sharing our stories of recovery in the hope of inspiring others to join us on the rewarding yet diverse path to wholeness. Together we will demonstrate the power and proof of recovery from addiction.

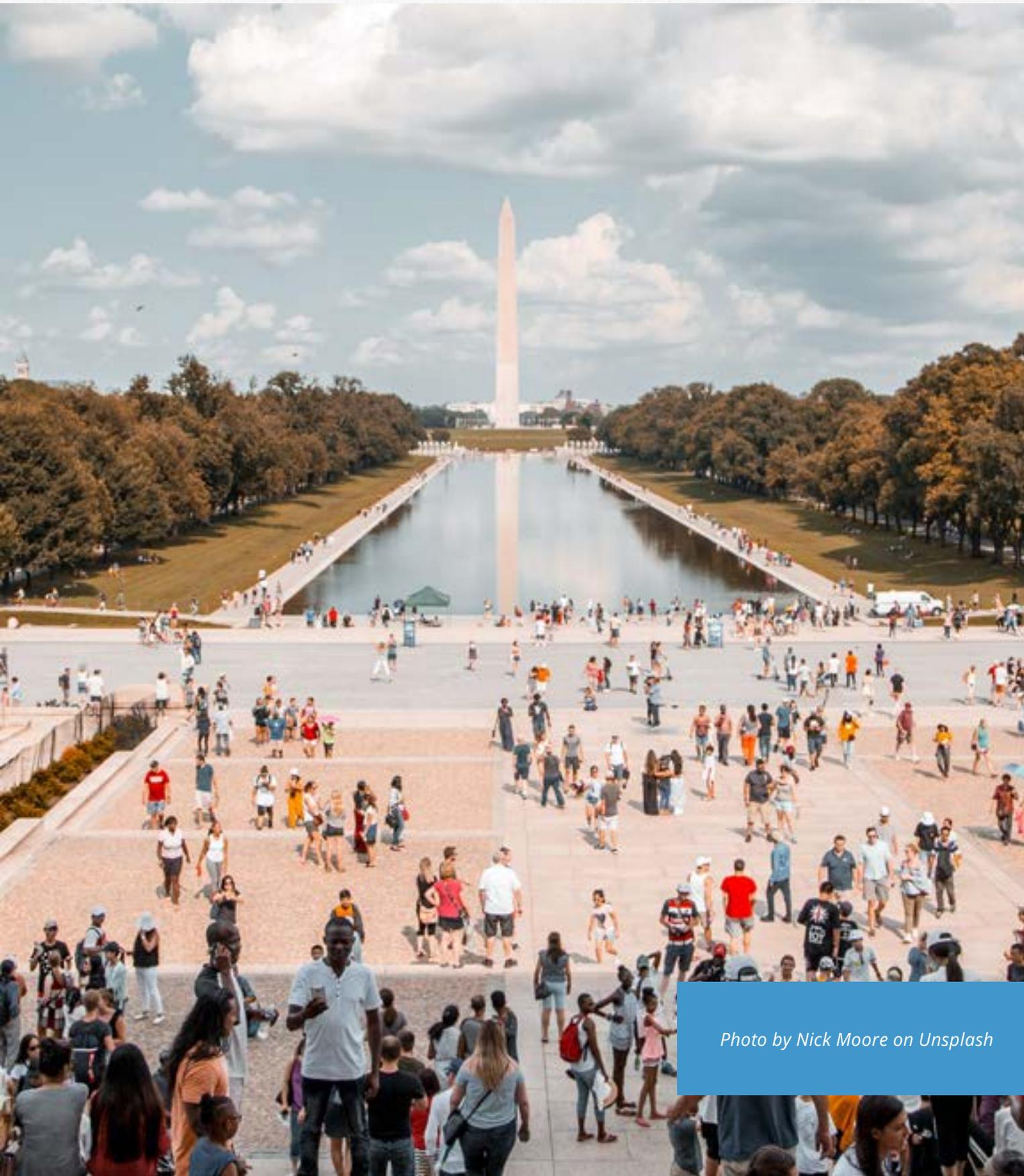


Photo by Nick Moore on Unsplash

DIVERSITY, EQUITY AND INCLUSION

In May of 2020, Faces & Voices released an action plan with the commitment to address diversity, equity, and inclusion (DEI) and to lift voices from communities of color or other marginalized groups. With the assistance of an outside consultant, both the Faces & Voices board of directors and staff made a commitment to conduct ongoing all-staff DEI trainings as well as public forums for the community at large in regard to Diversity, Equity & Inclusion. These actions will in no way solve the problems associated with race, gender, and other marginalized populations within the national recovery movement. Our goal is to amend our mistakes, move forward, and continue to grow in recovery.

MAKING RECOVERY COUNT

In 2020 Faces & Voices of Recovery launched the Recovery Voices Count site as a part of the ongoing mission to build a powerful recovery advocacy movement by supporting non-partisan civic engagement in local, state, and national elections.

It is important to lift all voices in advocacy efforts. Access to voting is a constitutional guarantee and should be openly available. For Black, Brown, Indigenous, and other marginalized



Our goal is to amend our mistakes, move forward, and continue to grow in recovery.



communities, this ideal has been abridged, suppressed, and in some cases threatened with violence. For many involved with the criminal justice system, information about restoring the right to vote for individuals with felony convictions is overly complex and varies from state to state. As advocates, we are compelled to support and engage in the free and fair electoral process and make sure all voices are heard.

Our work is nonpartisan, meaning not associated with any one particular political party. Recovery Voices Count is a campaign designed to be woven into existing civic engagement events and activities that recovery community organizations are already working on to register and educate voters, and educate candidates.

For more information visit: facesandvoicesofrecovery.org/rvc



NATIONAL RECOVERY MONTH

RECOVERY IS FOR EVERYONE: Every **Person**, Every **Family**, Every **Community**

National Recovery Month is an international observance held every September to educate people about how substance use and mental health services can enable individuals and their families to live healthy and rewarding lives. This observance celebrates the millions of people in recovery from mental health and substance use issues, reminding us that behavioral health is an essential component to overall health, that prevention works, treatment is effective, and people can, and do, recover.

Previously, Recovery Month was sponsored by the Substance Abuse and Mental Health Services Administration (SAMHSA). In June, SAMHSA announced its decision to retire its annual convening of Recovery Month stakeholders as well as the development of future themes and assets, and the management of the events calendar. Faces & Voices proudly took the reins to convene a Recovery Month steering committee and host the stakeholder meetings where the theme for 2021 was developed.

As members of the National Recovery Community, Faces & Voices launched a new website for Recovery Month. This website, NationalRecoveryMonth.org, will continue to service as the central location for recovery events and assets that make our celebrations possible during the month of September now and in the future.

ADVOCATE. ACT. ADVANCE.

Our goal is to impact the decisions about proposed Bills and funding cuts, and to raise awareness that every dollar spent on substance use services has personal benefit to American citizens in need of help.

Since 2001, Faces & Voices of Recovery has been leading national advocacy efforts to educate policymakers and the public about substance use disorders and recovery. We want our legislators to make informed decisions about individuals who need access to health care and organizations that provide prevention, treatment and recovery support services.

Faces & Voices of Recovery hosts and supports a variety of annual “Rally for Recovery” events during Recovery Month throughout the nation. The events include Recovery Advocacy in Action and provides an opportunity for the community and policymakers to see the benefits of recovery through storytelling and other activities.

These advocacy efforts bring together thousands of people across the nation, who are the Voices of Recovery, to communicate to our government leaders the positive impact that prevention, treatment and recovery support has on the individuals and families in recovery.

Our goal is to impact the decisions about proposed Bills and funding cuts, and to raise awareness that every dollar spent on substance use services has personal benefit to American citizens in need of help. As we increase our advocacy efforts and this level of support we will continue to reduce the barriers that many people seeking help often face.

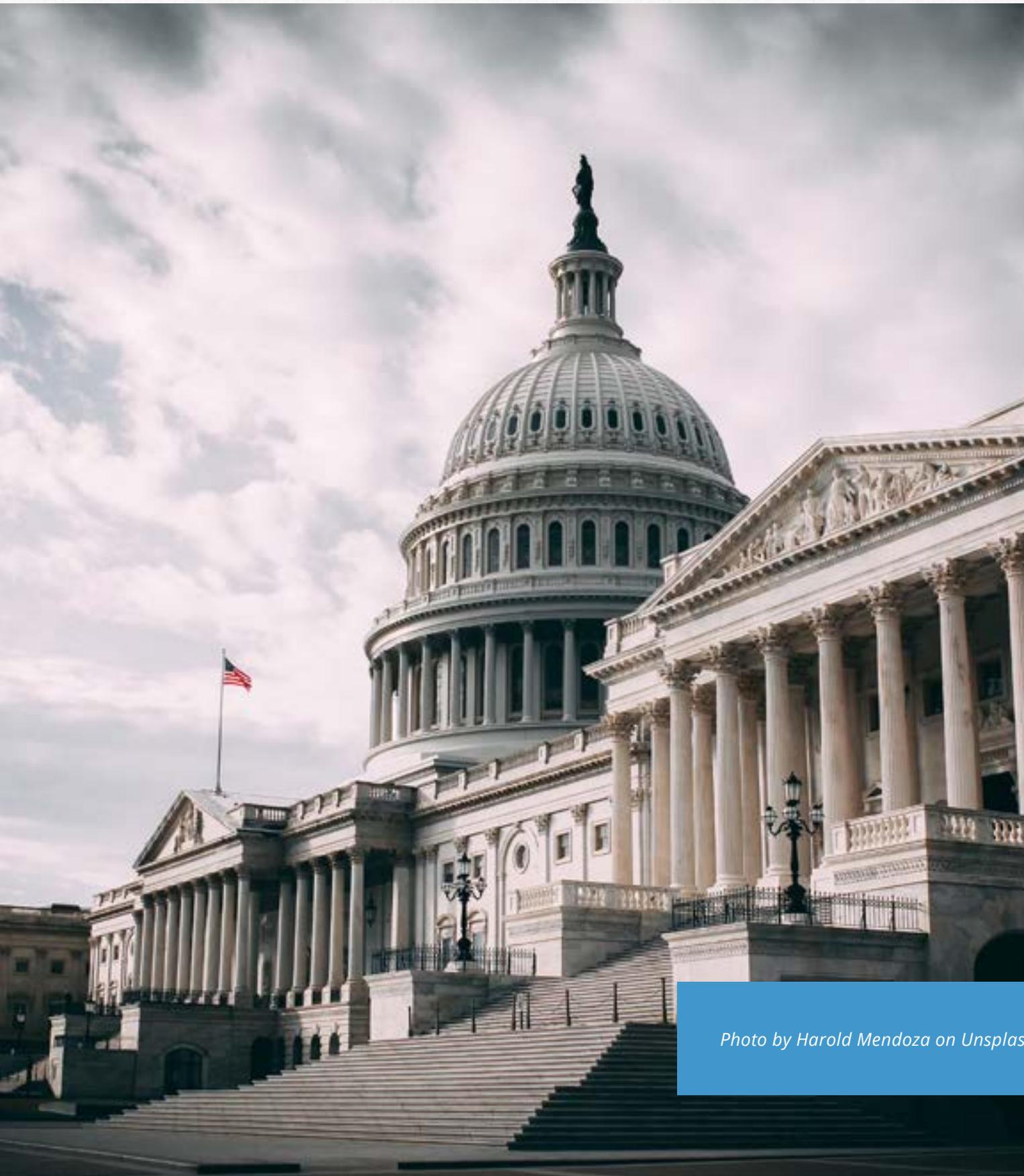


Photo by Harold Mendoza on Unsplash

FEDERAL POLICY & ADVOCACY PRIORITIES

Federal Policy

- 1. Enact and Fund CARA 2.0**
Authorizes \$765 million in dedicated resources to evidence-based programs
- 2. Enact and Fund Family Support Services for Addiction Act**
Establishes a grant program for nonprofit family community organizations that provide support for families
- 3. Enact and Fund Honoring Recovery Month Act**
Authorizes \$1 million annually for SAMHSA to convene Recovery Month. If SAMHSA declines, they may enter into an agreement with a national organization to use those funds for Recovery Month activities
- 4. Enact legislation that requires Black, Indigenous, and People of Color Set-Aside for recovery**
Ensure all behavioral health federal funding dedicates 20% set-aside for recovery support service providers led by or serving Black, Indigenous, and People of Color
- 5. Enact legislation securing telehealth funding and eligibility for peer recovery support services**
Ensure all recovery support services receive equal-to in-person reimbursement for audio-only and video telehealth services indefinitely

Advocacy

- 1. Expand community-based recovery support services**
Through recovery community organizations, recovery housing, high school and collegiate recovery programs, and alternative peer groups
- 2. Support and protect individuals' right to treatment and recovery support services**
From self-determined selection of care to nondiscriminatory practices, promote access to evidence-informed services across the first five-years of recovery
- 3. Elevate the role of harm reduction and low-threshold barriers for recovery**
Through safe consumption sites, fentanyl test strips, and evidence-informed, low-threshold treatment options
- 4. Reject harmful practices for justice-involved individuals**
Especially those disproportionately impacting Black, Indigenous, and People of Color

OUR SERVICES



The Association of Recovery Community Organizations (ARCO)

The Association of Recovery Community Organizations (ARCO) at Faces & Voices of Recovery unites and supports the growing network of local, regional and statewide recovery community organizations (RCOs).

ARCO links RCOs and their leaders with local and national allies and provides training and technical assistance to groups. ARCO helps build the unified voice of the organized recovery community and fulfill our commitment to supporting the development of new groups and strengthening existing ones.

All RCOs that are led and governed by the recovery community are welcome to apply to become an ARCO Member.

Our ARCO Member list keeps growing as we have reached 140 member organizations.

The National Recovery Institute (NRI)

The National Recovery Institute Center for Best Practices in Recovery Support Services is Faces & Voices of Recovery's national peer-run training and technical assistance center. Its mission is to increase the knowledge, capacity, and accountability of recovery support providers throughout the United States and territories.

The National Recovery Institute is Faces & Voices of Recovery's primary vehicle for delivering training, technical assistance, evaluation, research, translation, and capacity building products and services to support individuals, organizations and states on topics related to recovery support services and policy development. The team is always working on the next round of groundbreaking offerings to support recovery support providers and other related entities.

Our global focus, along with the changing national landscape, as it pertains to recovery from addiction, requires Faces & Voices of Recovery, including the Institute, to innovate and pave the way for future recovery support services providers.

There are a variety of approaches to professional and organizational development including consultation, communities of practice, on-site training, eLearning, technical assistance and toolkits. In 2020, The NRI team delivered virtual training and TA to over 2700 attendees.

Recovery Data Platform (RDP)

Recovery Community Organizations are not just places where people receive life-changing healing and support, they are virtual beacons of recovery data that tell the world our story. RDP unleashes the power of quantitative and qualitative data stores to identify the specific Recovery Vital Signs™ and hallmarks of recovery on a systemic, regional and national scale.

Launched by Faces & Voices of Recovery in 2018, the Recovery Data Platform (RDP) is a cloud-based software solution that aids RCO's and Peer Service Providers with the tools and assessments needed to effectively implement peer recovery coaching programs. Through the use of robust reporting and scheduling tools, RDP provides organizations with better outcomes data and service management tools.

As of early 2021, Recovery Vital Signs™ are being collected for over 65,000 individuals by our recovery support organizations across the United States.

Council on Accreditation of Peer Recovery Support Services (CAPRSS)

The Council on Accreditation of Peer Recovery Support Services (CAPRSS) is the only accrediting body in the United States specifically for recovery community organizations (RCOs) and other programs offering addiction peer recovery support services (PRSS).

The mission of CAPRSS is to identify and support excellence in the delivery of peer recovery support services and other activities by recovery community organizations (RCOs) and qualifying programs.

As of early 2021 there are 23 CAPRSS accredited organizations and programs around the country.

CAPRSS is the culmination of years of work by recovery community advocates and allies, who work every day to secure, promote and provide pathways to long-term recovery for millions of Americans, their families and their communities.



Photo by Dylan Gillis on Unsplash

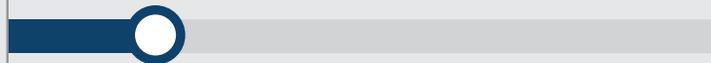
BY THE NUMBERS



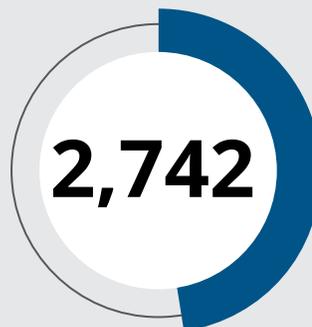
140 ARCO Members



39 States



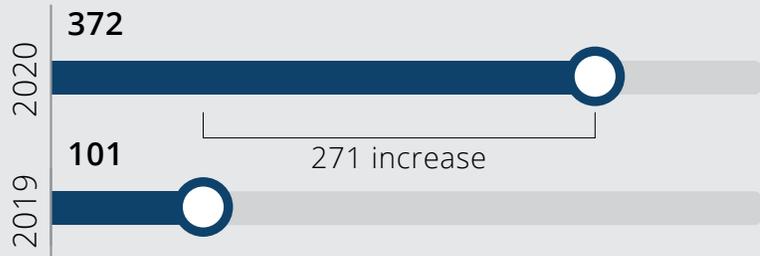
15,215 meetings trainings and interactions



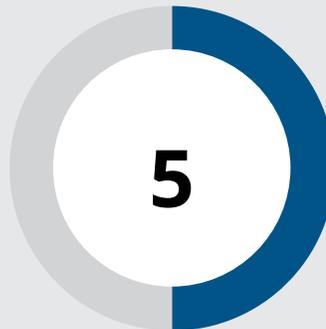
Training Attendees



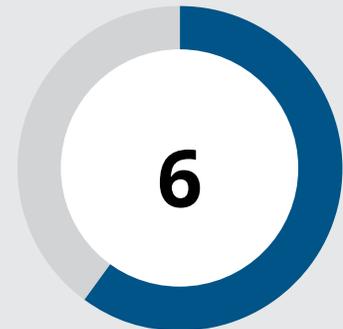
Active RDP Users in 2020 vs. 2019



Newly Accredited/Reaccredited in 2020

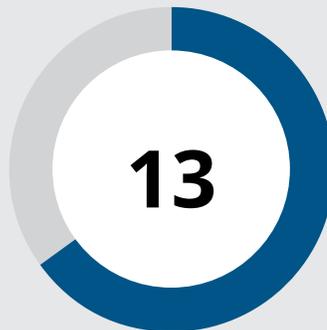


States

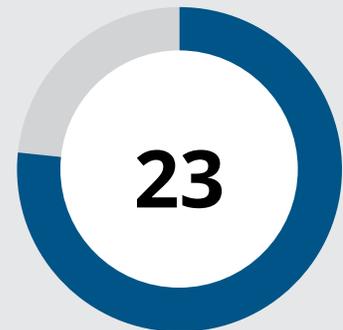


Organizations

Accredited/Reaccredited since inception



States



Organizations

Recovery Leadership Summit (RLS)



Advocacy

38
Policy Interactions



7 Strategies

- Close work with Congress
- Heavy involvement with developing guidelines/whitepapers
- Working with the Transition team
- Congressional Testimony
- Campaigns
- Action Alerts
- Sharing personal recovery stories with policy makers

Operating Revenue and Expenses



JOIN US

Being a Member means being part of the largest recovery advocacy organization in the world.

Membership

Membership means something. By becoming a Member of Faces & Voices of Recovery, you will help eliminate the stigma of addiction and make recovery possible for even more Americans. Our Members are putting a face and a voice on recovery and organizing campaigns and events to raise awareness while celebrating recovery in their communities. Being a member means being part of the largest recovery advocacy organization in the world. Just as there are Multiple Pathways to Recovery, there are multiple pathways to membership with Faces & Voices of Recovery.

Individual Membership

Type: Individual, Student

Term: Annual, Monthly

Individual membership is for anyone who believes in our cause and wants to join us along the pathway to next level recovery. You can invest in our efforts to eliminate stigma and develop innovative solutions for recovery by becoming a Member. Members provide us with the critical financial support we need to advocate for the rights of the recovery community.

Individual and Student Membership benefits Include

- Be the first to hear about Faces & Voices of Recovery news and events through our online Member-only newsletter.
- Take advantage of discounted rates for trainings and events, including our annual America Honors Recovery Awards Dinner & Gala.
- Receive Action Alerts on relevant policy issues in the #recovery advocacy movement.

ARCO Membership

The Association of Recovery Community Organizations (ARCO) at Faces & Voices of Recovery is a specialized program for organizations that meet the rigor and standards of best practices for Recovery Community Organizations. This application begins the process.

Faces & Voices of Recovery welcomes all local, regional and statewide non-profit organizations that are led and governed by the addiction recovery community (people in recovery, their families, friends, and allies)

to apply to join the Association of Recovery Community Organizations.

ARCO members are Recovery Community Organizations (RCOs) that are independently accountable to the recovery community which means that people in recovery, their families, friends and allies are involved in managing the organization and decision-making at every level. If your organization is a program, project or division of another larger organization (fiscal agent/ parent agency), it should nevertheless be independent of the larger organization with respect to its own mission, vision and governance structure.

ARCO Membership Benefits

- Public Policy Representation on Capitol Hill
- Annual Hill Day Event for ARCO Members
- Heightened National Audience/Profile
- ARCO National Leadership Summit
- Monthly ARCO Member Meetings via Zoom
- Members-only ARCO E-Newsletter
- Faces & Voices of Recovery Webstore Merchandise Discount
- Closed Facebook Group
- Welcome Packet
- Access to Grantstation Online Grant Search Website
- Recovery Data Platform (RDP) license discount
- National Recovery Institute

Affiliate memberships

Affiliate memberships are for organizations who also support the Faces & Voices mission and want to join the journey.

When you become a Faces & Voices of Recovery Affiliate, you're joining a movement to build recovery-ready communities, eliminate stigma and discrimination, and celebrate over 23 million Americans in recovery from alcohol and drug addiction. Your organization will part of the nation's leading recovery advocacy organization. Your voice will be heard in the halls of Congress. Your efforts will be recognized on a national level. You will be part of our growing family. We look forward to being part of yours!

Additional benefits

- Your logo and website link on the affiliates page
- Social media recognition
- Affiliate e-newsletter
- 10% off training fees
- 10% discounts on webstore purchases
- Reduced price tickets for America Honors Recovery Awards Dinner

IMPORTANT LINKS

Donate

facesandvoicesofrecovery.org/get-involved/donate/online-giving/

Memberships

facesandvoicesofrecovery.org/get-involved/membership-options/

RDP

facesandvoicesofrecovery.org/rdp/

ARCO

facesandvoicesofrecovery.org/arco/

CAPRSS

<https://facesandvoicesofrecovery.org/services/caprss/>

RCO Emergency Preparedness Toolkit

facesandvoicesofrecovery.org/rco-emergency-preparedness-toolkit/

Recovery Voices Count

facesandvoicesofrecovery.org/rvc/

COVID-19 Resources

facesandvoicesofrecovery.org/resources/covid-19-resources/

National Recovery Institute

<https://facesandvoicesofrecovery.org/services/nri/>

Recovery Blog

facesandvoicesofrecovery.org/about/news-and-events/recoveryblog/

Publications

facesandvoicesofrecovery.org/resources/our-publications/

Webinars

facesandvoicesofrecovery.org/resources/our-webinars/

Resource Library

facesandvoicesofrecovery.org/resources/resource-library/

Mutual Aid Resources

facesandvoicesofrecovery.org/resources/mutual-aid-resources/

Recovery Stories

<https://facesandvoicesofrecovery.org/resources/recovery-stories/>

National Recovery Month

<https://rm.facesandvoicesofrecovery.org/>





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