



Recovery Connection

Community Notes to Our Affiliates

March 2025 Edition

Aspire Training with Pilots!

by Karen Calhoun, Project Manager on March 14, 2025

UNC-Chapel Hill, School of Social Work's Family & Children's Resource Program Community Aspirations Hub staff conducted Aspire training with our three Pilots on



March 13 and 14, 2025, hosted at Christian Recovery Centers, Inc. in Shallotte, N.C. Rick Zechman and Jonathan Rockoff facilitated Aspire Train the Trainer coaching for our Bridge to 100 pilot staff. Participants were from Ground 40, Hope Center Ministries, and Christian Recovery Centers, Inc.

Once the Aspire tool is finalized for assisting the recovery population with Thrive Lights USA, we will begin

administering the survey assessment to recovery residents. This multidimensional assessment tool is instrumental in helping individuals and families set realistic, achievable goals addressing critical social drivers of health. Our training participants had fun while learning, were engaged, and super eager to get started with using Aspire to work



with recovery residents. They learned about Aspire core values of “collaboration, relationships, trust, human potential, equity, strengths-based, and agency.” Our class participants also learned to navigate the Aspire platform, complete a demo survey



assessment, review the life map by setting priorities and highlighting achievements. They learned about S.M.A.R.T. goals - Specific, Measurable, Achievable, Relevant/Realistic, and Time Tracked goals when creating priorities with residents. Hands-on learning activities included connecting individuals to formal and informal resources, encouraging warm hand-offs and follow-ups, and advocating for residents to assist with achieving goals and meeting needs. Our heartfelt thanks

and gratitude to UNC-Chapel Hill, Rick and Jonathan, and CRCI for a fantastic two days of growth and learning!

Meet Our **Aspire** Facilitator/Coaches

by **Karen Calhoun**, Project Manager on March 14, 2025

As part of the Emergent Design model for creating faith and science-informed recovery, the scope of work design includes implementing the Aspire multidimensional assessment tool across all Bridge to 100 affiliates. Christian Recovery Centers, Inc. has agreed to serve as the Aspire hub for housing the Aspire tool and hiring trainers.



Meet **Chris Smith** - one of two Aspire Facilitator/Coaches available to all Bridge to 100 affiliates for training and assisting with implementing the Aspire assessment tool. Chris joined the Christian Recovery Centers, Inc. (CRCI) program in February of 2024, and graduated from the initial phases of the program in June of 2024. From there, Chris progressed into the Leadership Development Initiative (LDI), which is a select six month internship program

that provided the opportunity to be mentored and work hand and hand with CEO Josh

Torbich, and Dwane Richardson, Executive Assistant of CRCI. Working as the Front-Desk Agent, Chris assisted in the daily business administration activities and operations of CRCI. That is where he had the opportunity to learn about the Aspire assessment tool and accepted the position of Facilitator/Coach for the implementation of Aspire for CRCI and the Bridge to 100 affiliate programs. Chris is originally from Chapin, SC and received a Bachelor of Science Degree in Health Science from The Citadel, The Military College of South Carolina. He completed a six month educational training program in Nonprofit Leadership from Francis Marion in Florence, S.C., and has 20+ years experience in Nonprofit trade association leadership and management.

Meet **Scott Brookes** - Aspire Facilitator/Coach.

Scott came to Christian Recovery Centers, Inc. in April 2023. Scott's transformation to purpose journey began when he entered the CRCI residential treatment program for drugs and alcohol in seeking a fresh start. Completing the program was just the beginning of his journey. He decided to stay on as part of the Leadership Development Initiative (LDI) as the kitchen manager dedicating five months to personal growth and leadership. Recognizing the need to



begin saving and working toward his financial goals, Scott took the steps to work outside the agency. Although his heart never truly left CRCI or the mission they embraced, his desire to stay connected with the residents and contribute meaningfully to their journeys remained strong. When the Aspire Facilitator/Coach position opened up, it was a role perfectly aligned with his aspirations. Scott knew it was the next chapter for his journey. Thanks to the gracious support of CRCI's CEO Josh Torbich, he was given an incredible opportunity to give back to a program that has profoundly transformed his life. Reflecting on his past, Scott knew he could have ended up in a much darker place, perhaps even behind bars but for the grace shown to him by the courts and the Lord who allowed me to stay at CRCI. Since then, Scott has witnessed countless lives being changed through the program and discovered a purpose for his own life. Today, he is committed to following that purpose by working with CRCI, his church, and the broader community. Scott's journey has been one of redemption, gratitude, and faith, and he is thankful to God for every moment that has brought him here.

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Launching Leadership Fellows Academy Training

by **Dr. Richard Clerkin and Dr. Noel Mazade** on April 2, 2025

Now that the University of North Carolina Wilmington has secured funding from the North Carolina Collaboratory, we have begun working with executives and senior

leadership teams at the three pilot affiliate programs (Ground 40, Hope Center Ministries, and Christian Recovery Center) on enhancing their individual and organizational leadership capacities.

To initiate the Bridge to 100 Leadership Fellows Academy training, we compiled information from all three pilots to inform the curriculum and provide benchmarks to evaluate its effectiveness at the conclusion of the Academy. The three pilot executive directors, along with three members of their senior leadership team with decision making authority, will be participating in the Leadership Academy. We also conducted a brief survey to profile each pilot’s senior leadership team. Finally, each pilot will complete an organization capacity assessment to assure that the curriculum is relevant to each organization’s needs and interests.

An opening in-person institute will be followed by synchronous webinars:

	Date	Time
Opening Institute (Shallotte, NC)		
Day 1	4/10/25	9am - 4pm
Day 2	4/11/25	9am - 4pm
Webinars		
Board Governance	4/24/25	1pm - 3pm
Data and Principles of Performance Measurement and Outcomes 1	5/8/25	9:30am - 11:30am
Data and Principles of Performance Measurement and Outcomes 2	5/22/25	9:30am - 11:30am
Developing Strategic Partnerships	6/12/25	1pm - 3pm
Financial Management 1	7/10/25	1pm - 3pm
Financial Management 2	7/24/25	1pm - 3pm
Work Force Development and Management 1	8/14/25	1pm - 3pm
Work Force Development and Management 2	8/28/25	1pm - 3pm
Closing Institute (Shallotte, NC)		
Day 1	12/11/25	9am - 4pm
Day 2	12/12/25	9am - 4pm

Post-Webinar Technical Assistance

September – December

Focus on follow-up from institutes and webinars to increase individual organization's capacities

PERSONAL EXECUTIVE COACHING

The executive director at each site will have access to an International Coaching Federation-certified coach providing confidential monthly sessions on each executive's leadership journey.

360-DEGREE PERSONAL FEEDBACK

Selected executives and managers at each site will be provided with feedback about their individual leadership via two instruments:

[PAR2904256_Pat-Sample-Benchmarks-for-Executives_PROJ811_SRID413664_LCEN_2025-02-27-21-10-25.pdf](#)

BMKS for Managers

For further information, contact either Rich or Noel at:

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Bridge to 100 Affirming Vision & Mission Retreat

by **Dr. Gary Nelson** on March 31, 2025

The Bridge to 100 Leadership Design team and our three Pilot Leadership teams met in Chapel Hill on March 31, 2025. We met to discuss and affirm the vision, mission and values of our collective design work. The goal for our Retreat was also to develop consensus and understanding of our emergent design. The design asks all to

understand the mindset that got us into this epidemic of substance abuse disorders is not the mindset that will get us out. Our mindset and design ask each of us to

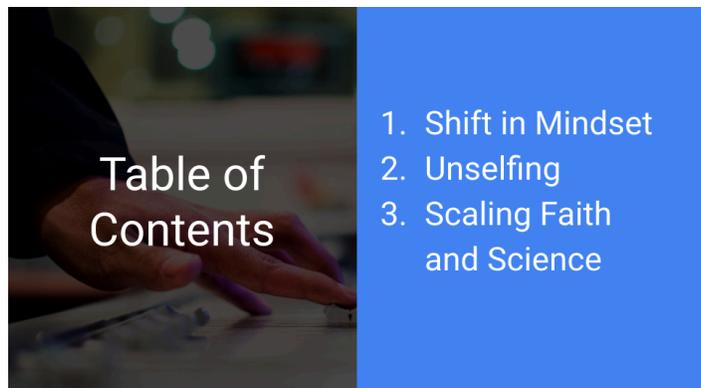


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‘unself’ what are often individual and collective transactional relationships and learning to better model the reciprocal, collaborative relationships and learning essential to scaling faith and science informed, and evidence backed recovery centers across the state.

Why is a shift in mindset necessary? My belief is that this epidemic is a function of both past individual and collective cultural choices. Taken all together, our past and current choices reflect something bigger that has been going on. They reflect a moral collapse where substance use disorders represent the canary in our state and nation’s cultural, social and economic coal mine. We have been warned. Since 2000, this epidemic has resulted in the deaths of over one million people from Opioids. In contrast, we lost a little more than six hundred thousand lives in the Civil War. Each of us has a story of who we are, where we situate ourselves and are impacted by this still unfolding epidemic. I am responsible for the assumptions and research that informs our emergent design to address this epidemic. These assumptions and research yield a broad macro framing of the issue of substance use disorders and a set of action-based recommendations to address this epidemic.

The Design Overview we offer includes a macro and micro level executive summary of program goals, methods, governance and infrastructure. It also includes a proposed Institute for Workforce, Research, and Community Engagement for Bridge to 100. Our vision is faith and science informed recovery and well-being in families and communities. The mission is for freedom found in recovery earned through private and public accountability, met obligations to others. In recovery, the residents have one primary care facilitator rather than a case manager. We changed the name to ‘care facilitator’ to better align our language with our values. There are four primary program methods in our emergent design approach. These methods include: 1) Christian faith, devotions, belonging and service to others; 2) Leadership Fellows Academy Curriculum to support leaders as stewards of a faith and science evidence-informed recovery and well-being; 3) an Aspire multi-dimensional social and health determinant assessment of one’s lived experiences and aspirations; and 4) Collective Impact, a faith and science informed method of collaborative problem-solving, self-evaluation, adaptive learning and change.

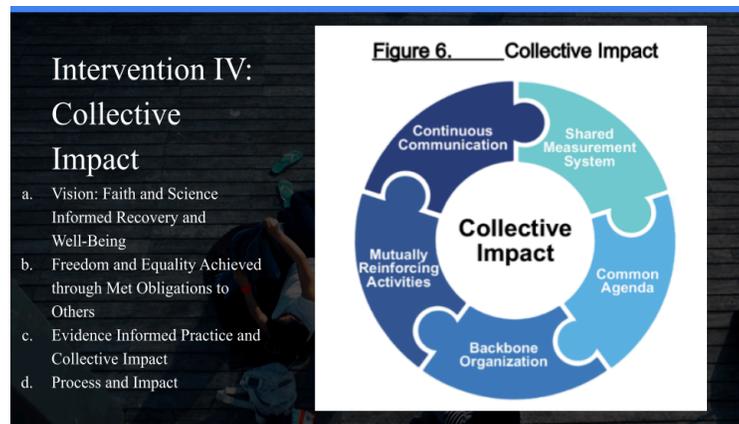
In our current transactional culture, the dominant value is I want something you have. In a culture where relationships are characterized by reciprocal altruism the approach to engagement begins by identifying with the other needs from me to

support their aspirations and goals as opposed to what I might take and gain from my relationship with you. In this manner, I earn your support in the future for my goals and aspirations by first contributing to your goals and aspirations. Reciprocal, collaborative relationships are best accomplished through a demonstration of trust, faith in others, religious devotions and instruction to guide our choices and behaviors, the experience of belonging, whereby we pay these gifts forward in service to others. All are evidence of lived Christian beliefs.

Method number two, a Leadership Fellows Academy, serves to develop leaders at all levels as stewards of faith and science informed recovery. Aspire, our third intervention, is designed to breathe life into our overall design and each individual participant. Aspire subjective self-assessment data will be anchored by parallel administrative data measures and case studies, stories that will show us how residents and recovery centers have and are succeeding with the help and support of others to address the multiple interrelated problems that contribute to substance use disorders. The data will also tell us who is dropping out of our interventions, so we can adapt our outreach and support measures to help all stay and succeed. We are committed to learning from both our missteps and from positive deviance, the lessons of those who succeed against the odds.

In our fourth program intervention and learning method, Collective Impact, we will ask the respective recovery center communities and stakeholders to tell us what outcomes they hope to achieve

The process will affirm that different communities are often in pursuit of a shared set of outcomes as well as outcomes unique to each creating what will in turn serve as learning communities within and across centers for improving the outcome of each. When centers and their respective communities identify the outcomes they seek, they will have greater ownership of the solutions they will create, and the learning associated with those solutions.



Each of the proposed intervention methods, faith, leadership, Aspire, and collective impact are designed to foster greater individual and collective engagement, self-

knowledge and efficacy measure in recovery within one and well-being within two years. Greater self-knowledge of what doesn't work will serve to optimize our performance. Innovation, trial and error, iterative learning within and across centers optimizes our impacts, our individual and collective success. Greater individual and collective self-knowledge informed by an openness to different perspectives and viewpoints and people and their unique contributions will get us closer to achieving the outcomes that we all want. We will initiate our collective impact learning with Christian Recovery Centers, Inc. early this summer and work with the other two pilots in the fall of 2025.

Important Dates and Next Steps...

- ❖ Completed Aspire Implementation Training for CRCI Hub and Pilots - March 13 & 14, 2025
 - ❖ Aspire Facilitator/Coaches available to train Pilot staff - contact Karen Calhoun to schedule training - calhounkc@gmail.com
 - ❖ Bridge to 100 Project Team Planning Retreat - March 31, 2025
 - ❖ Readiness Assessment Survey to Bridge to 100 Affiliates for Project Onboarding - early April 2025
 - ❖ Finalize the Aspire assessment tool version for recovery population - early April 2025
 - ❖ Establish an Aspire implementation Go-Live date & roll-out schedule for pilots - mid-April - projected Aspire Go-Live date June 1, 2025
 - ❖ Leadership Fellows Academy Opening Institute - April 10 & 11, 2025 in Shallotte
 - ❖ Leadership Fellows Academy with Pilots runs April through December 2025
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Check out Aspire!



Welcome to the Demo Platform!

Bridge to 100, Aspire for Recovery demo - the case-sensitive login info:
<https://demo.povertystoplight.org/login> (use any web browser except for Internet Explorer)

Username: crci_facilitator

Password: CRCIStoplight1!

On the right hand side of the page, there will be several versions of Aspire listed to choose from. Each version of the survey begins with a series of demographic questions followed by the indicator questions. Please note: the data entered in the demo survey is not private, so feel free to make up information while testing the platform.

Bridge to 100



Finding Freedom - NC

<https://bridgeto100.org/>