BRIDGE TO 100

Bridge to 100 Network

Finding Freedom - NC

NOV/DEC 2025

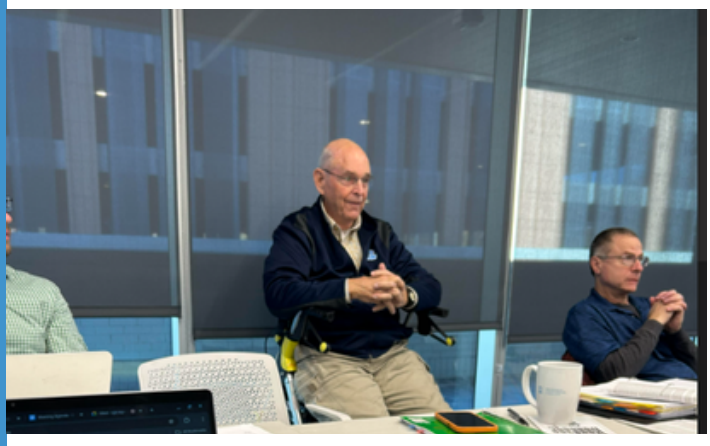
RECOVERY CONNECTION

The Bridge to 100 Network Pilots and Partners met in Chapel Hill on November 17, 2025, to outline the core vision of combining science and faith in "proper proportions" to be most effective, where faith provides a sense of purpose to complement proven scientific tools. Robin Hayes shared that the Bridge to 100 Network organization is focused on being in the "faithful business."



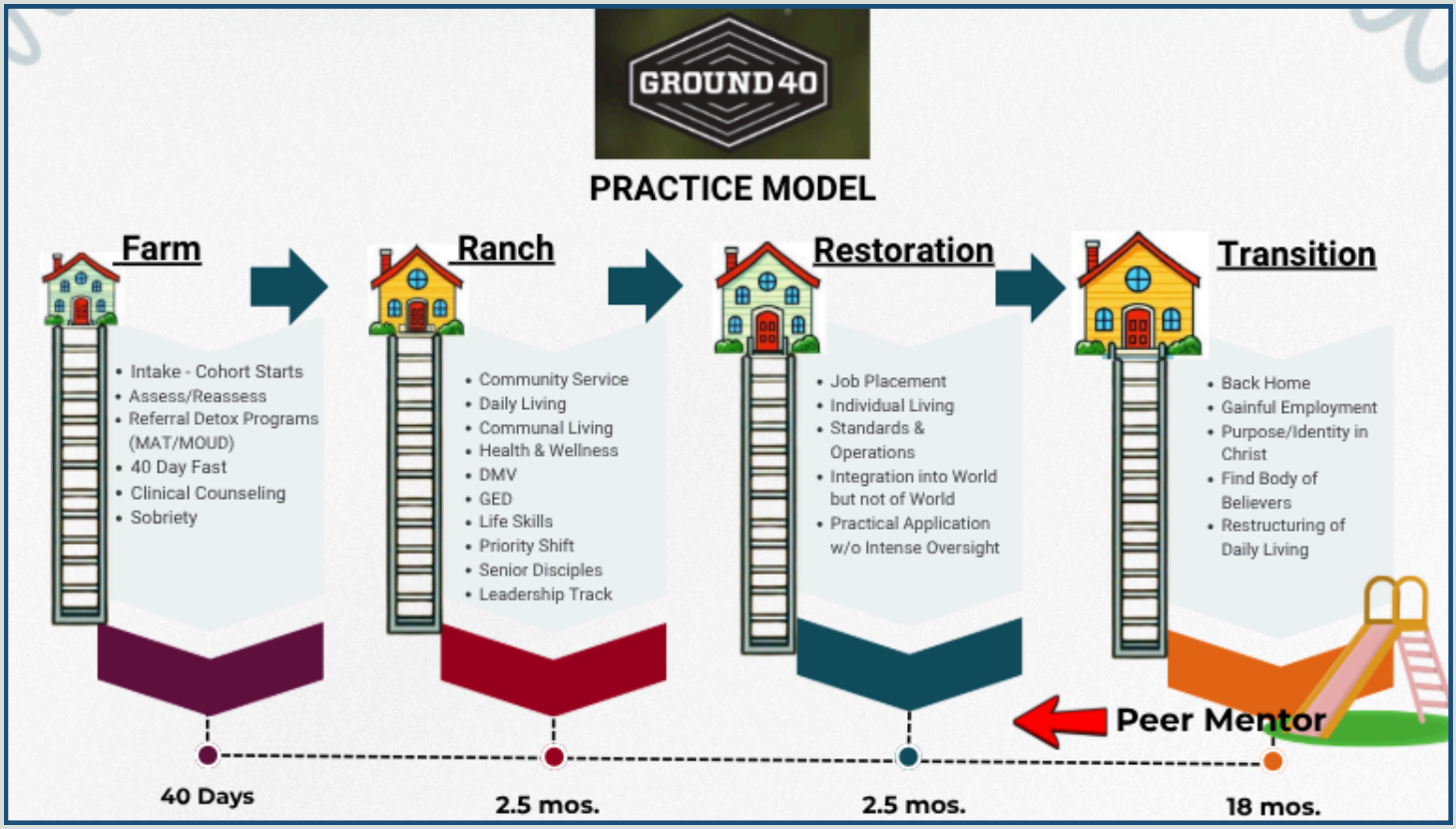
The initiative, which is funded by the N.C. Collaboratory will run a "proof of concept" phase from February 2025 through January 2026 to provide individuals in recovery coordinated access to various supports, community involvement, and science, using the Aspire instrument for a social health determinant assessment, Leadership Fellows Academy and Collective Impact.

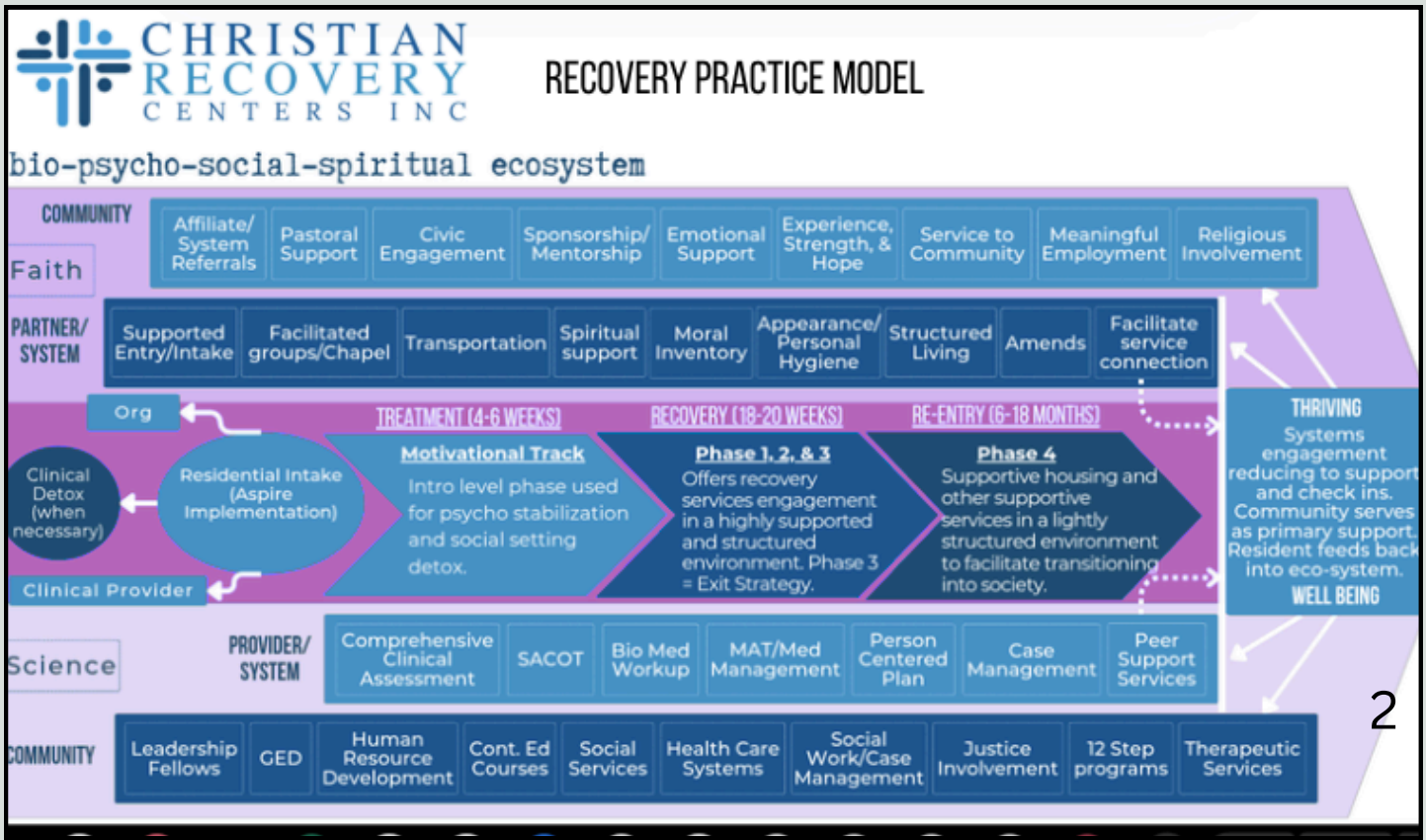
- **Program Design and Goals:** The goals of the program are to provide individuals in recovery access to a coordinated "myriad of different kinds of supports and community involvement and science". The core interventions involve "faith, a relationship with Jesus Christ and devotion and community," which provides trust, belonging, guidance, and a sense of agency for individuals in recovery. The program uses the Aspire instrument for a coordinated social health determinant assessment to identify an individual's strengths, weaknesses, and freedom from the past.

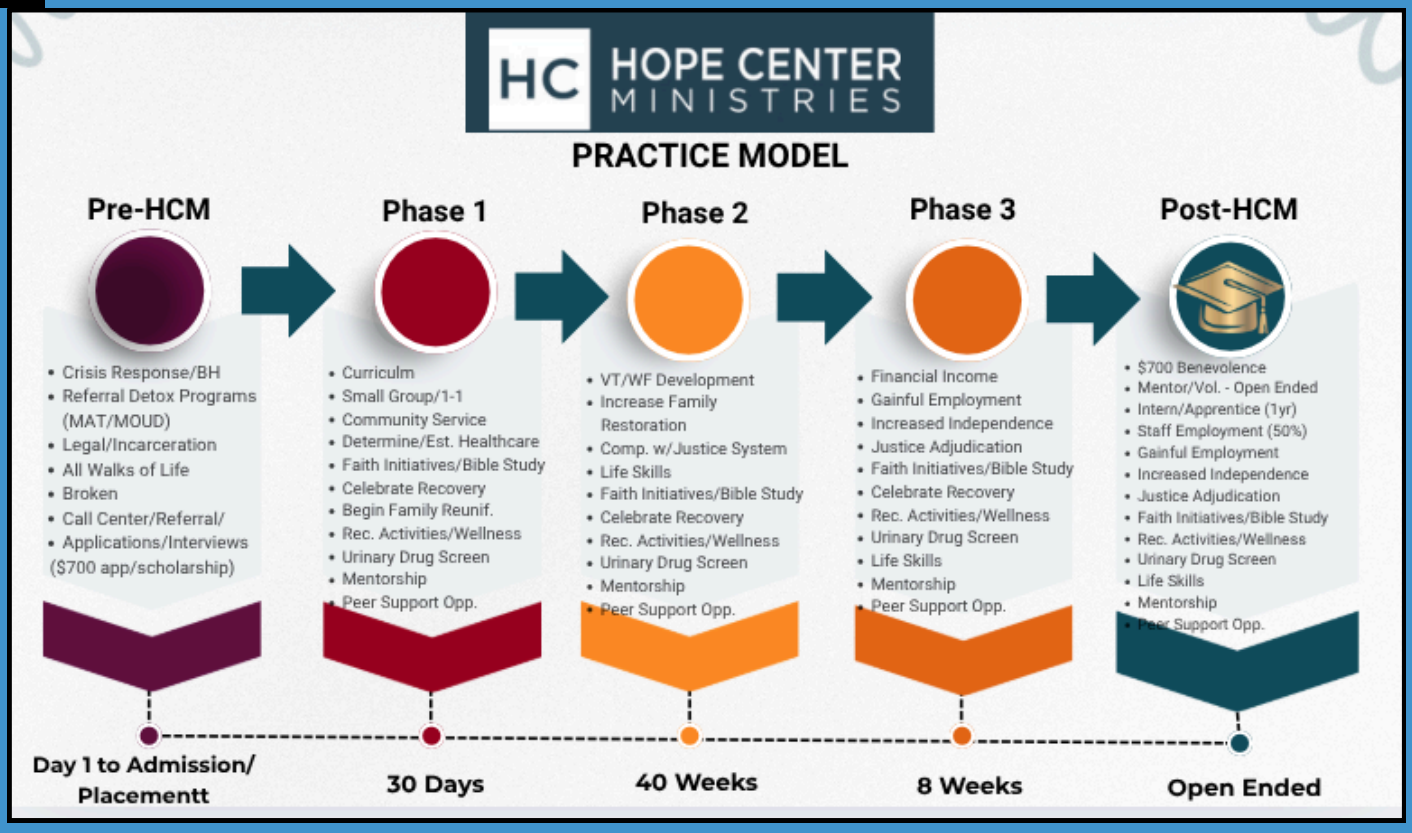


- **Core Principles vs. Structure in Program Models:** Gary underscored that government programs often prioritize form and structure over underlying principles and values, which can lead to a standardized approach. He emphasized the need to hold tight to common principles, values, and outcomes, while maintaining flexibility in the structure and means used to achieve them.

- **Pilot Practice Models:** The strength of the three pilots discussed lies in their common principles and values, despite having different structures and approaches, allowing them to learn from each other. The Group reviewed and discussed each of the three Pilots' Practice Models shared below.







- **Scaling for Impact:** Next steps in the Research Design process for the NC Collaboratory include bringing the faith and science design model to scale from three Pilot recovery programs to twelve in 2026. Interested affiliates were asked to complete a Readiness Assessment survey. In addition to the three Pilots, Freedom Farm Ministries, Bridge to Recovery, Bethel Colony of Mercy, Living Free Ministries, Samaritan Colony and Adult & Teen Challenge - Sandhills attended the convening. We will be seeking to add three more interested programs in the coming months to bring the total to twelve.
- **Funding for Evidence Informed Impact:** The group discussed various funding sources identified to continue this work and scale the design for impact. Once the State passes a budget, we will continue to pursue additional funding from the NC Collaboratory. Other funding opportunities include Novant Health/Duke Endowment, NC DHHS, and private philanthropic partners.
- **Key Takeaways and Deliverables:** Each Bridge to 100 Network member will have access to the Faith and Science Informed Recovery Model, the Aspire tool, Leadership Fellows Academy, and Collective Impact.
- **Feedback and Value of Collaboration:** New participants shared their positive outlook on the design model, seeing it as an opportunity to compound influence and build data-driven points crucial for securing funding, especially for opioid grants. Participants mentioned the need for measurable outcomes, which the collaboration offers. They also noted that collaboration would bring "wisdom for recovery" by enabling shared resources, reducing time spent on administrative tasks, and elevating the quality of services, including legal and HR matters.
- **Focusing on Need Over Philosophy:**Gary stressed that collective impact sessions should prioritize conversations around community needs rather than philosophical differences.
- **The Vision for a Fully Built-Out Network:** Gary outlined the ideal structure of a fully developed network, which would include specialized talents in research evaluation, behavioral health, community engagement, and media/marketing support. The goal is for the network to become a self-sustaining organization within three to five years, independent of government grants, and driven by community needs rather than funding requirements, which will lead to greater effectiveness and stability.

First Board Meeting

On Thursday, November 6, 2025, the Bridge to 100 Network held its first Board Meeting. Serving as Board Members are: Robin Hayes - Founder and President, Jim Quigley - Freedom Farm Ministries, Russ Cambria - Adult/Teen Challenge Sandhills, Lori Feezor - Attorney, Josh Torbich - Christian Recovery Centers, Wesley Keziah - Ground 40, Mark Hall - Hope Center Ministries, Dr. Gary Nelson - Emeritus Professor UNC-CH, Hon. Wayne Sasser - Pharmacist/Former NC Representative, and Karen Calhoun - Research Design Project Manager. Others in attendance from the UNC-CH School of Law were Rachel Stuart and Hayden Ford.
Elections of the Officers.

The Board of Directors resolved that the following people are elected as Officers of the Corporation to serve terms according to the Corporation's Bylaws:
President Emeritus: Robin Hayes
President: Josh Torbich
Vice President: Wayne Sasser
Secretary: Lori Feezor
Treasurer: Karen Calhoun



The Board of Directors resolved that the Officers of the Corporation, subject to the control and direction of the Board of Directors, are authorized to take actions necessary and appropriate to commence and carry on the activities that the Corporation was formed to conduct.
Seeking Exemption from Federal and State Taxes.

The Board of Directors resolved that the Corporation shall apply for recognition of tax-exempt status as a charitable organization under Section 501(c)(3) of the Internal Revenue Code and under applicable provisions of the laws of the State of North Carolina.
Implementation

The Board of Directors agreed that the elected officers of the Corporation are authorized and directed to execute all documents and take all such actions necessary or advisable to effectuate the purposes of the foregoing resolutions.

The full meeting Minutes will be posted to the Bridge to 100 Member website upon review and approval by the Board.

LEADERSHIP FELLOWS ACADEMY



Two webinars were conducted since the last newsletter: (1) Performance Measurement, Program Evaluation, and Assessing Outcomes and (2) Networking and Building Relationships.
Performance Measurement topics included Trends in Health Care; How to Define Value; Identifying relevant stakeholders and their interests: Connecting Stakeholders' Needs to Outcomes; Critical Performance Domains for Measuring, Managing, and Reporting on Performance and Outcomes; Models for Program Evaluation; and Telling Your Outcomes and Value Story.

Networking topics included Stakeholder Mapping; Developing Strategic Partnerships; Barriers to Collaboration; Vetting potential partners and collaborators; Administrative Consolidation; Joint programming; Corporate integration opportunities; and Strategic restructuring.
Future webinars will include sessions on Human Resources and Workforce Development.

In collaboration with the Center for Creative Leadership, 360 feedback processes were initiated with both executive directors and senior staff at the three pilots. Following receipt of confidential feedback from the leader's direct reports, peers, boss, and others who are familiar with the leader's personal style, each leader participates in a confidential debriefing about their leadership style.

Please contact Rich or Noel for further information and/or to discuss your program's interest in leadership development.



For further information, please contact either:

Dr. Rich Clerkin - clerkinr@uncw.edu

Dr. Noel Mazade - nmazade@aol.com

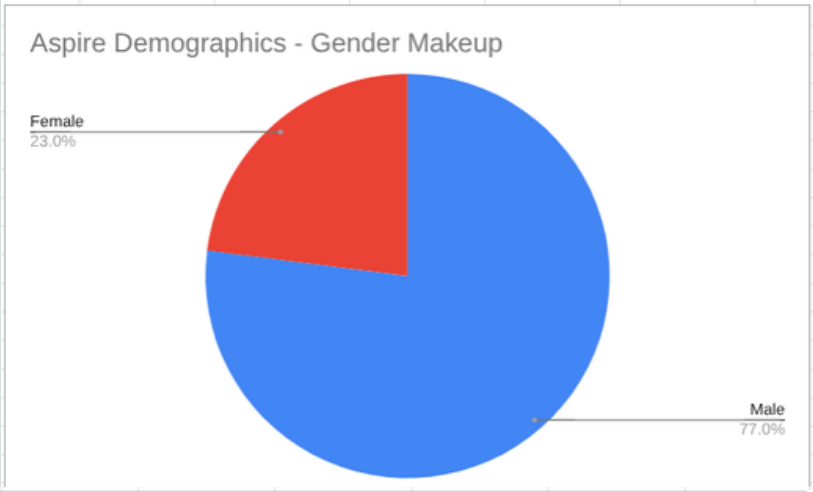
ASPIRE DATA DASHBOARD

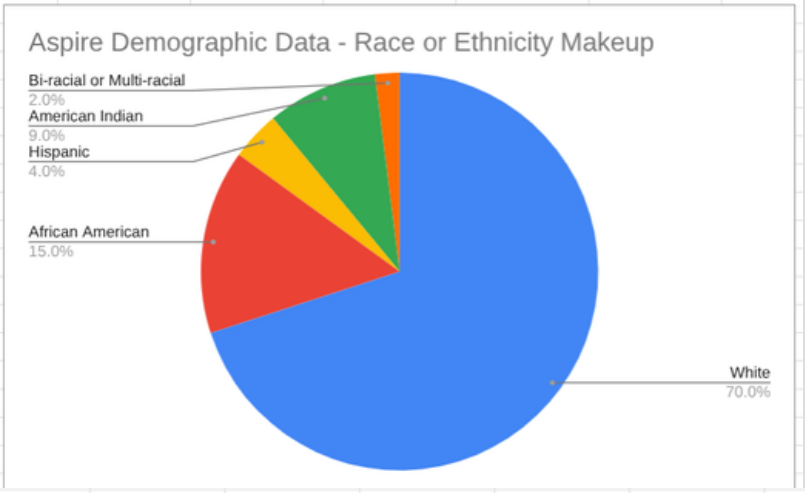
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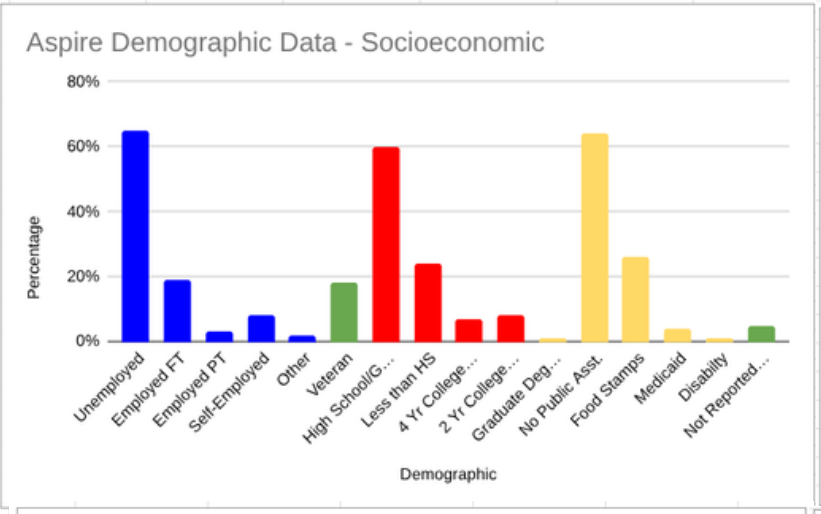
Stoplights

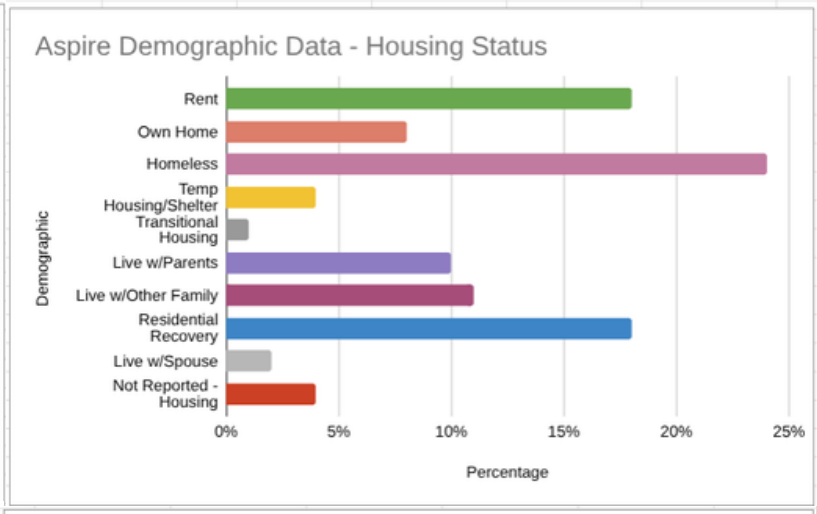
780 Stoplights

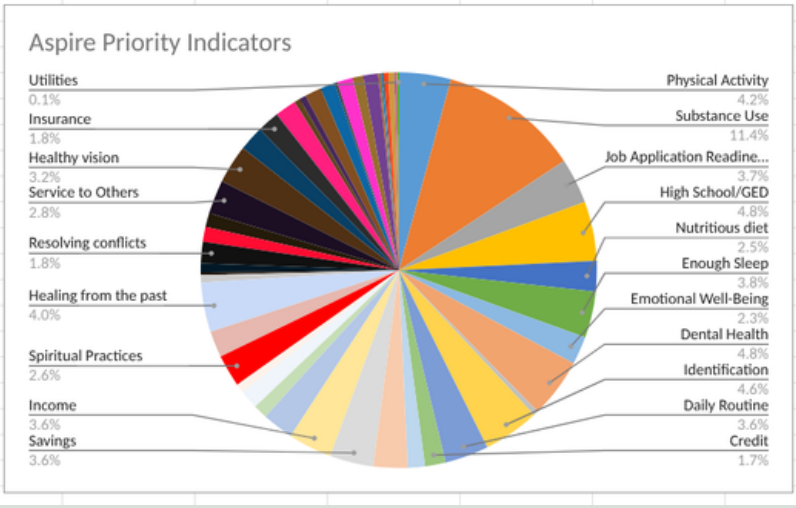
373 Baseline surveys
407 Follow-up surveys

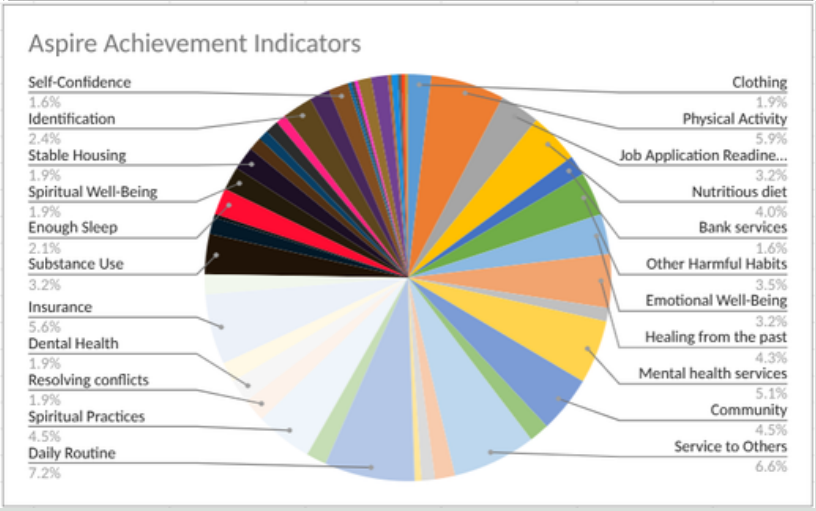












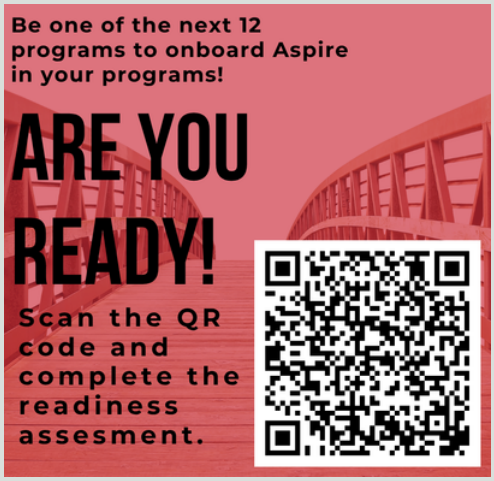
Priority Indicator for Substance Use and what the Resident will do to reach goals:

"Attend recovery meetings regularly, build a support network, and work with a sponsor or counselor. I will also avoid high-risk situations and focus on building new, healthier routines."

Important Dates and Next Steps...



- **We need more Affiliates for Scaling for Impact in further development of the Faith & Science Informed Recovery Model in 2026. Readiness Assessment Survey to Bridge to 100 Affiliates for Project On Boarding.**



- **Aspire Facilitator/Coaches available to train staff - contact Karen Calhoun to schedule training - calhounkc@gmail.com**
- **Leadership Fellows Academy with original 3 Pilots runs July 2025 through January 2026.**



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https://bridgeto100.org