Sharing The Journey from grassroots to fully operational

Jeffrey Kamms

The Road to Hope, Elyria, OH
and
The Margeau House, Oberlin, OH
Jeff Kamms

- Executive Director of the Road To Hope, a recovery housing provider for both men and women in Lorain County, Ohio.
- Board Member of Ohio Recovery Housing (ORH)
- Original member of the Treatment Team for the Lorain County Recovery Court
- Recipient of the 2016 Community Leadership Award, presented by Leadership Ohio.
- Veteran of the United States Air Force
- All-Around Good Guy
Our philosophy

“Nobody said it would be easy,
They said it would be worth it.”
What is this “Journey” we are going to share, Jeff?
This journey will take us from one person in my home to 52 men and women sharing the experience of peer supported recovery housing.

- 2002, The Road To Hope begins with my wife and I helping individuals sober-up in our basement.
- 2007, first home opened, RTH files Articles of Incorporation with the state.
- 2011, the RTH is a 501c (3) non-profit organization, with an active Board of Directors, 3 houses, and 22 male residents.
- 2014, purchase of present Irondale campus with 3 full time employees, and a total of 34 men in recovery housing.
- 2015, opening of Margeau House, with 18 beds for women in recovery, and the addition of a Women’s Program Director.
- 2015, Irondale campus and Margeau House become Level III associates of Ohio Recovery Housing.
- 2018, RTH has two Level III, one Level II, and one Level I recovery housing facilities. RTH qualified and received two capital improvement grants from OMHAS that will increase capacity by 48%
Definition of recovery

A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.”

Substance Abuse and Mental Health Services Administration (SAMHSA)
Jeff,
How does the Road To Hope promote this “change “ called Recovery?
We engage people in a process of change

What do we know about change?

- Change requires a desire to be different and a belief that change is possible (HOPE)
- Change = fear
- Change requires courage
- Change requires time
- Change requires participation from both sides
- Change requires constant reinforcement to make new thoughts and behaviors habitual
Translating into practice . . .

RECOVERY SUPPORT:
- Our interactions with the residents (TRUST)
- Providing unconditional positive regard
- Understanding that we are dealing with people who are--or at least feel they are--alienated from the larger community
- Building community (FAMILY)
- Promoting health
- Promoting a sense of purpose
- Providing a home
“We deal with the day-to-day realities of our residents’ lives in peer to peer relationships over a period of time and gain insights that clinicians might not pick up on for long periods of time.”
Jeff,
How did the Road To Hope improve its support to its residents?
Peer Driven Goal Plans

- Initiated in 2011
- Facilitated by the resident’s Program Director, who also is in recovery.
- Initial Needs Assessment
- Goal Plan meetings every 30 days
- Resident driven goal setting
- Discontinuation of residency interview.
Data Collection and Outcomes

- Demographics
- Length of stay
- Length of Sobriety
- Employment, Initial and at Departure
- Criminal justice Involvement
- RTH has its own Outcomes Dashboard with Ohio Recovery Housing
Jeff,
What other factors help contribute to providing the best possible environment for the residents?
Continuous Improvement

Continuous Quality Improvement (CQI) Survey
- Completed by residents after 6 months
- Survey measures Administrative and Program components
- Resident receives an incentive for completing the survey

Data Collection and Interpretation
- Data is recorded from goal plans
- Graphed and analyzed to indicate areas of improvement
- New data points are added as required
Fiscal Responsibility

- Use of up to date non-profit accounting software (TRANSPARENCY)
- Treasurer of the Board of Directors is a CPA
- Purchases above a designated financial limit require prior approval from the Board.
- Insurance coverages; General & Professional Liability, Director & Officers
- Adequate Board Trainings and establishing their roles, and where their talents are best utilized.
- External audits conducted by an accounting firm.
Becoming an Employer

- The Hiring Process
- Establishing Payroll
- Workers Comp/ Unemployment
- Ethics/ Boundaries
- Training (How??)
- Performance Reviews
From Our Very First Home

(Invite Them In)
To Five
Different Homes
It’s ALL ABOUT Our RESIDENTS
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Domains, Core Principles and Standards

**FOUR DOMAINS**

1. Administrative and Operational Domain
2. Recovery Support Domain
3. Property and Architecture Domain
4. Good Neighbor Domain

**ELEVEN CORE PRINCIPLES**

1. Operate with Integrity
2. Uphold Residents’ Rights
3. Be Recovery Oriented
4. Use Peers to Staff and Govern
5. Create a Healthy Recovery Environment
6. Provide a Home-like Experience
7. Inspire Purpose
8. Cultivate Community
9. Provide a Home-like Space
10. Promote Health and Safety
11. Be a Good Neighbor

**STANDARDS**

Which demonstrate compliance with the social model of recovery