



Fiscal Year 2024

# ANNUAL REPORT

9/1/23-8/31/24

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**VETERANS, UNHOUSED, YOUTH, FAMILIES**

Promoting wellness and recovery from disorders relating to alcohol, substance use, trauma, and mental health.

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# Leading with vision, growing with purpose.

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## A Letter from Our CEO

Dear Friends and Supporters,

In 1946, Recovery Resource Council began its journey as one of the first organizations in North Texas to address the struggles of alcoholism, a term barely recognized in medical or everyday language at the time. Alongside it, trauma and mental health were concepts often left unspoken. Today, these very words are at the core of our mission: *promoting wellness and recovery from disorders relating to alcohol, substance use, trauma, and mental health*. This evolution reflects not only societal progress but also the growth and adaptability of our organization over nearly eight decades.

As I look back on fiscal year 2024, it's clear that this spirit of resilience and transformation continues to define us. Key achievements include:

- Launching the implementation of an electronic health record system.
- Renewing the Texas Health and Human Services Substance Use Prevention grant.
- Continuing the expansion of our Overdose Response Team to additional counties.
- Welcoming new program directors to our Veterans Mental Health Services and Recovery Services.
- Launching online training and certification programs for certified mental health and recovery support peer specialists across Texas.

The most significant transition in FY24 was the sale of our Fort Worth properties to TXDOT for a planned highway expansion. What we once believed would be our forever home is now paving the way for a future centered on adaptability and strategic growth. The fundraising and initial renovations at our East Campus during FY23 and FY24 laid the groundwork for what will become the Transforming for Tomorrow

Campaign, a \$5.1 million effort launching in FY25 to construct a new West Campus and complete renovations at the East Campus. These improvements will enhance service delivery and support our continued evolution as a hybrid organization.

In addition to this physical transformation, we are laying the groundwork for leadership continuity. As I reflect on my 22 years as CEO and nearly five decades in social services, I'm proud of how the Council has grown to meet the needs of North Texas veterans, unhoused, youth, and families. While I remain deeply committed to our mission, I recognize the importance of preparing for the Council's future leadership. Internally, our leadership team has restructured to strengthen operations and better support both current and future leaders.

Looking ahead, we are embracing both challenges and opportunities. By next year's annual report release, we anticipate moving into our new Fort Worth facility and completing major renovations at our Dallas campus. I have every confidence that our staff, Board, and dedicated supporters like you will continue driving our mission forward.

Thank you for being an essential part of this journey. Together, we are building a stronger, healthier future for North Texas.

Sincere regards,

A handwritten signature in black ink that reads "Eric R. Niedermayer". The signature is written in a cursive, flowing style.

**Eric Niedermayer**  
Chief Executive Officer

# Creating lasting strides toward a **healthier, more resilient community.**



## A Letter from Our Board Chair

Dear Recovery Resource Council Community,

Reflecting on the past fiscal year, the Board of Directors is proud of the Council's unwavering dedication to *promoting wellness and recovery from disorders relating to alcohol, substance use, trauma, and mental health*. This fiscal year has been one of both transition and progress, as we strategically positioned the organization for sustainable growth and long-term impact.

Guided by strong leadership and the collective efforts of our staff and supporters, the Council achieved significant milestones in fiscal year 2024. First, we moved into our new East Campus building, which was purchased in April 2023, and began limited renovations to make the space functional for immediate use. We successfully completed the sale of our West Campus buildings in Fort Worth to TXDOT, creating the opportunity to re-envision our capital goals. These efforts led to the development of a new vision for our facilities — the Transforming for Tomorrow Campaign — which formally launched in FY25 to fund the construction of a new West Campus and complete the transformation of the East Campus.

The Board has also taken proactive steps to ensure the Council's continued strength by developing a CEO succession plan. This initiative reflects our commitment to thoughtful governance and long-term stability. Under Eric Niedermayer's leadership since 2002, the Council has thrived through strategic initiatives and expansions, positioning us for future success. We are confident that the foundation we've built will support the organization's mission for years to come.

As we move through 2025, our focus remains on expanding community impact, enhancing operational sustainability, and fostering innovation. We are grateful to Eric, our dedicated staff, and to each of you, our supporters, for making this work possible. Together, we are making lasting strides toward a healthier, more resilient community.

With gratitude,

A handwritten signature in black ink, appearing to read "Paul F. Boyd".

**Paul F. Boyd**  
Board Chair

## FY24 Board of Directors

**Paul Boyd, Chair**  
**Rosa Maria Berdeja, Vice Chair**  
**Sarah Caldwell, Finance Chair**  
**Chris Ammann**  
**Butch Clemons**  
**Bryce Dahm**

**Melissa Dorman Matthews**  
**Chip Emms**  
**Jesse Galvan**  
**Michael McMillan**  
**Terri Mossige**  
**Stephanie Rabey**

**Marshall Ryan**  
**Eric Spomer**  
**Lance Sumpter**  
**Stephen Taylor**  
**Kenn Webb**



## Who We Are

Since 1946, Recovery Resource Council (the Council) has been a beacon of hope for North Texans facing mental health, substance use, and housing challenges. As one of the leading nonprofit behavioral healthcare providers in the region, we see the growing demand for community support firsthand. From veterans to at-risk youth to unhoused individuals, our programs are essential in addressing diverse needs. Our mission is to promote wellness and recovery from disorders relating to alcohol, substance use, trauma, and mental health.



With campuses in Fort Worth, Dallas, and Denton, the Council provides mental health services, outpatient treatment and recovery programs, prevention education, and housing services across 20 North Texas counties to over 60,000 youth and adults annually, including veterans and chronically unhoused individuals. The Council is licensed by the State of Texas as an outpatient treatment provider and has been accredited by the Joint Commission since 2014, which ensures that the Council maintains a standard of excellence through ongoing oversight and routine monitoring.



## Transforming for Tomorrow Campaign

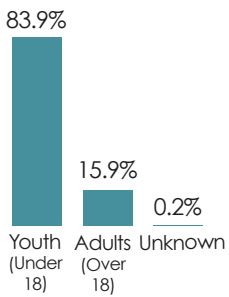
Throughout FY23 and FY24, the Council took important steps that laid the foundation for a new capital campaign. These included acquiring and partially renovating our East Campus in Dallas and completing the sale of our West Campus to TXDOT. In FY25, we formally launched the Transforming for Tomorrow Campaign — a \$5.1 million initiative to build a new West Campus and complete renovations at the East Campus. This next phase will ensure that our facilities support high-quality, accessible care for years to come, aligning with our goals to restore hope, empower individuals, and strengthen communities.



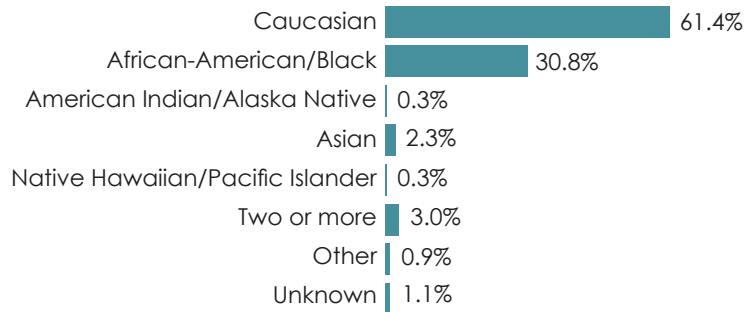
# Agency Impact

In FY24, the Council made a difference in the lives of **61,383 North Texans.**

## Age



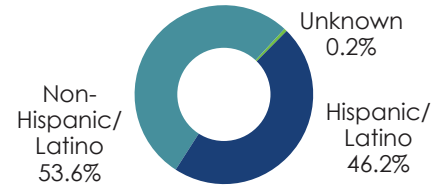
## Out of the 60,776 clients who provided race information in FY24:



## Gender



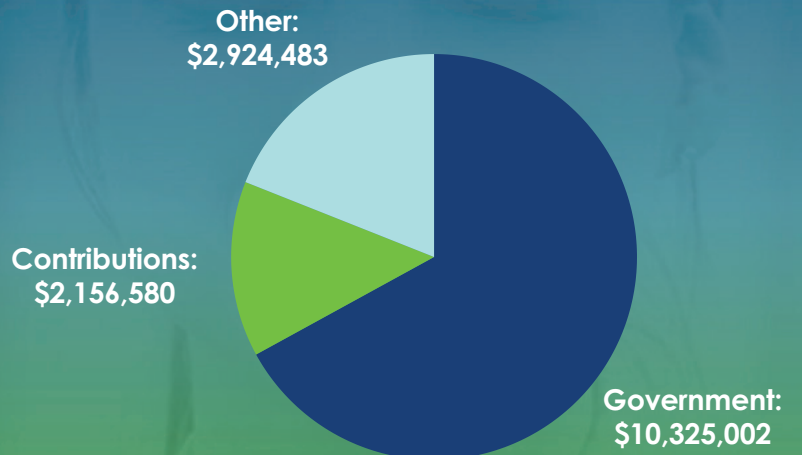
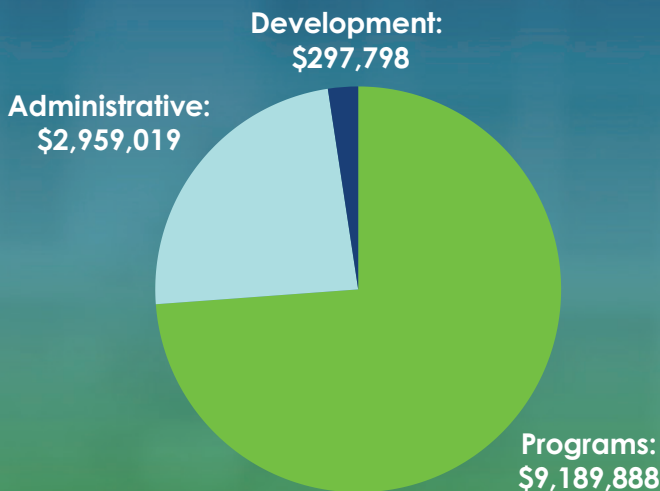
## Out of the 59,387 clients who provided ethnicity information in FY24:



# FY24 Financial Summary

**Total Expenses: \$12,446,705**

**Total Revenue: \$15,406,065\***



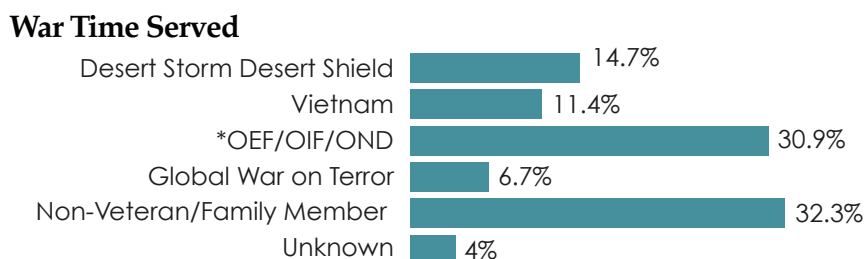
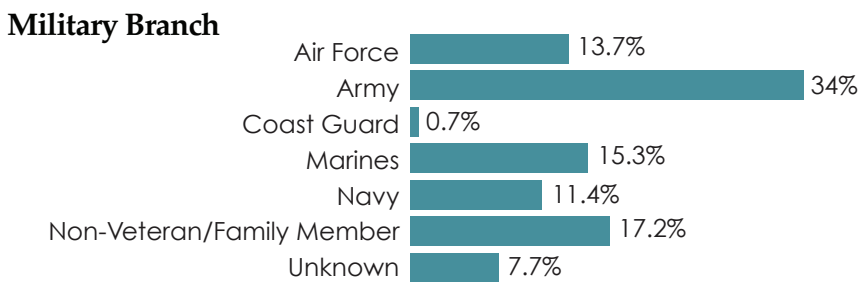
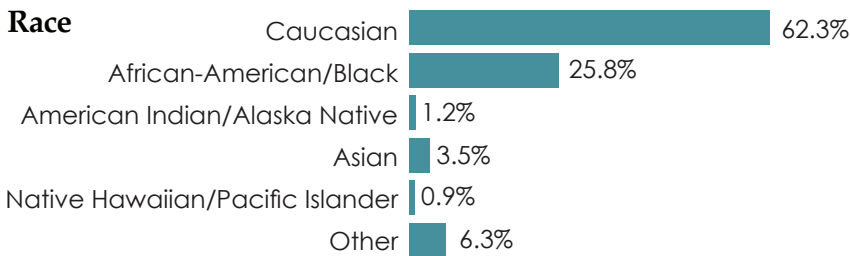
\*Please note: The Council's FY24 net income increase was due to the sale of our West Campus buildings to TXDOT as a result of its planned highway expansion.

# Veterans Mental Health Services

## Enduring Families

Our Enduring Families program provides free individual, couples/ marriage, and family psychotherapy for veterans and their family members, as well as child-centered play therapy for children ages 4 and older. This program focuses on the veteran and their family's unique needs ranging from coping with symptoms of PTSD, depression, anxiety and substance use to teaching effective decision-making, parenting and communication skills.

As the lead agency of the Texas Veterans + Family Alliance Behavioral Health Collaborative, Enduring Families offers referral services to a comprehensive array of free treatment options, such as integrative therapies and non-clinical services, whether independently or as a complement to psychotherapy. In addition, our program works closely with the Department of Veterans Affairs to connect veterans, their families, and caregivers to benefits and services earned through military service.



\*Operation Enduring Freedom, Operation Iraqi Freedom, Operation New Dawn

**75%**

of clients showed improvement from pre- to post-program scores on anxiety, depression, or quality of life.

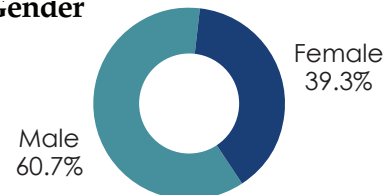
**Total Served:**  
**430**

Veterans: **315**

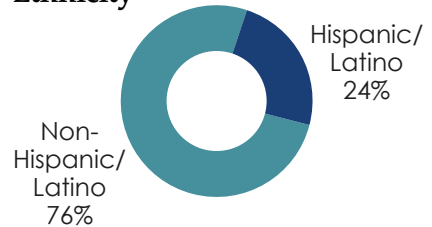
Family Members: **93**

Children: **22**

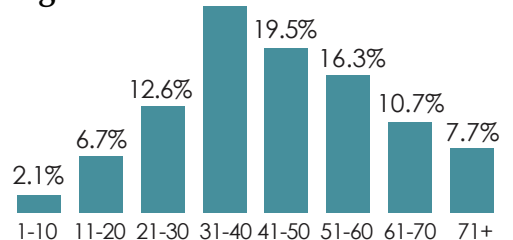
**Gender**



**Ethnicity**



**Age**

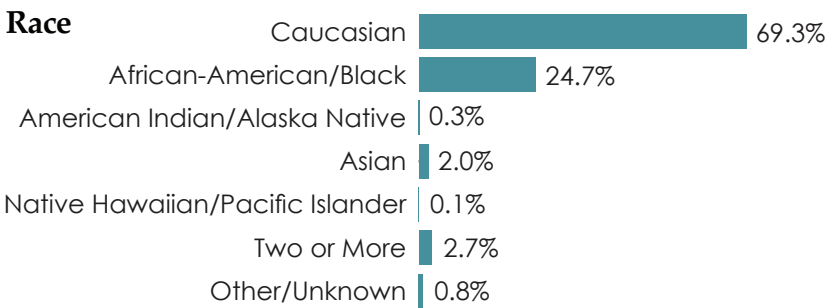


## Prevention Services

# Evidence-Based Youth Prevention Curricula

Our Youth Prevention (YP) program helps children and teens build resilience, develop healthy coping skills, and make positive choices through evidence-based curriculum delivered in schools, partner sites, and community settings. Serving students in grades K–12, YP fosters personal growth and peer connection through structured group sessions, classroom presentations, and hands-on prevention activities, including health and wellness camps.

In addition to group-based education, YP offers free mental health counseling for youth ages 11–19 in Dallas and Tarrant counties, with up to 10 sessions available at no cost. Whether in the classroom or in the community, our team meets youth where they are—supporting them with the knowledge, relationships, and skills they need to live healthy, drug-free lives and reach their full potential.

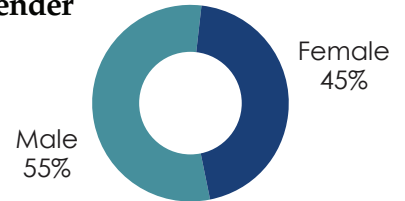


**91%**

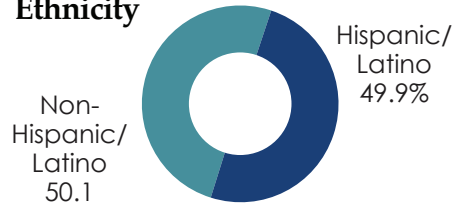
of students that completed **80%** of curriculum sessions reported a decrease in substance use/misuse, violence, stress and anxiety or improved refusal skills, goal setting and decision making, or personal and social communication skills.

**Total Served:**  
**8,459**

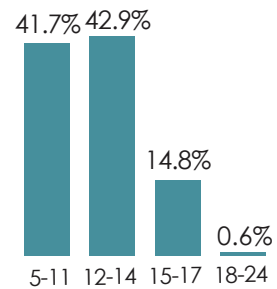
### Gender



### Ethnicity



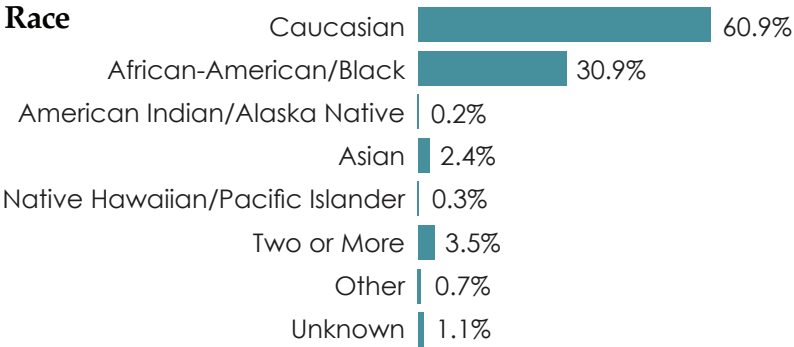
### Age



## Prevention Services

# Non-Curriculum Based Youth Prevention Services

Prevention Services also provides educational and interactive presentations and activities for youth throughout the community on a variety of drug prevention and education topics. Services are offered across Dallas, Tarrant, Denton, Johnson, Parker, Wise, Collin, Grayson, Ellis, and Palo Pinto counties.

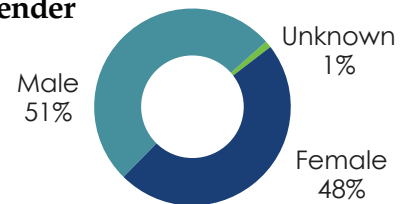


**2,058**

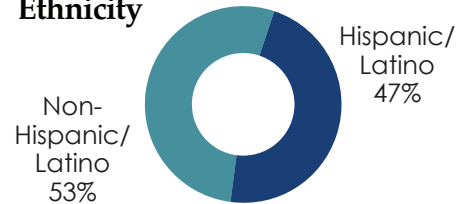
free interactive presentations and activities were provided for youth throughout the community.

**Total Served:**  
**42,989**

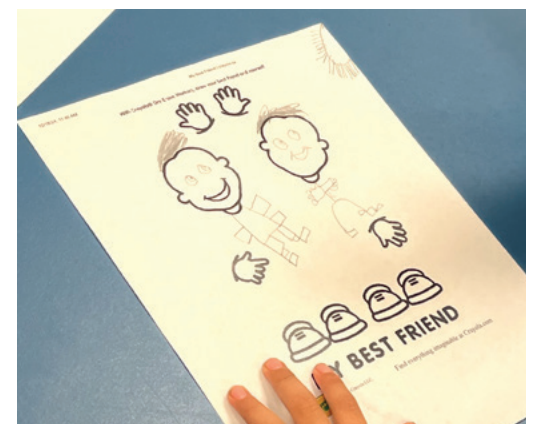
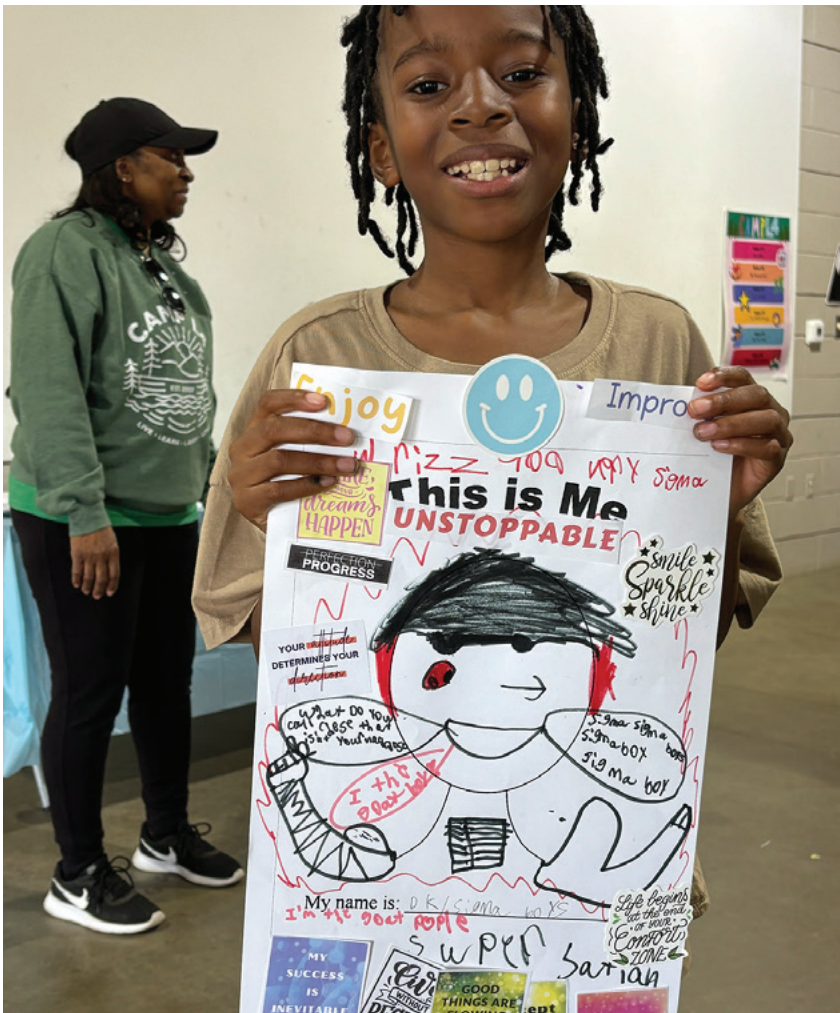
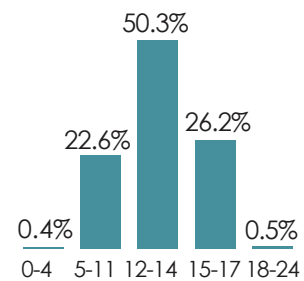
### Gender



### Ethnicity



### Age



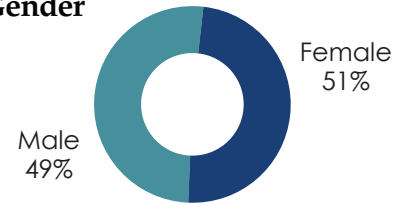
# Prevention Services

## Camp L4 & Teen Retreat

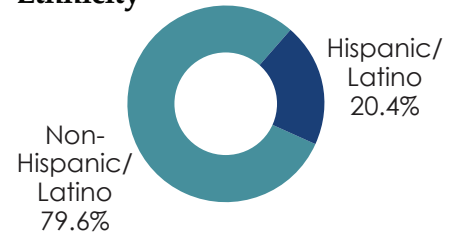
Camp L4 (Live, Learn, Laugh, Love) and Teen Retreat offer crucial 4-day programs for at-risk children and youth in Tarrant County, who have faced adverse childhood experiences (ACEs) and currently reside in domestic violence and homeless shelters. The camps provide essential support, offering positive experiences that mitigate the health and behavioral impacts of ACEs, enhance resilience, and equip youth with vital life skills. Each session maintains a nearly one-to-one ratio of participants to counselors, allowing for personalized support and meaningful mentorship. With Camp L4 held four times a year for ages 6-12 and the Teen Retreat twice a year for ages 13-16, previous evaluations have shown increased resilience and positive behaviors among participants.

**Total Served:**  
**137**

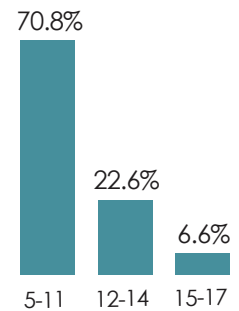
### Gender



### Ethnicity



### Age



When asked what they learned at the end of the camps, youth participants stated:

**"I learned about feelings."**

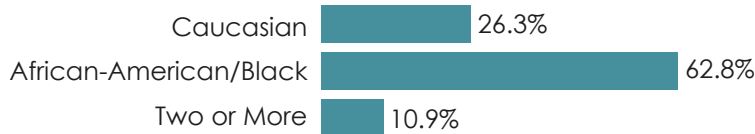
**"I learned how to be safe."** "My favorite activity was **"I learned how to be a bucket filler."** "Camp L4 is the **best camp ever!**"

**"I learned how to make friends."**

**"I learned about healthy and unhealthy things."** "I will always remember the **good times that I had."**

**"Camp L4 is amazing and I hope it is open forever."**

### Race



## Prevention Services

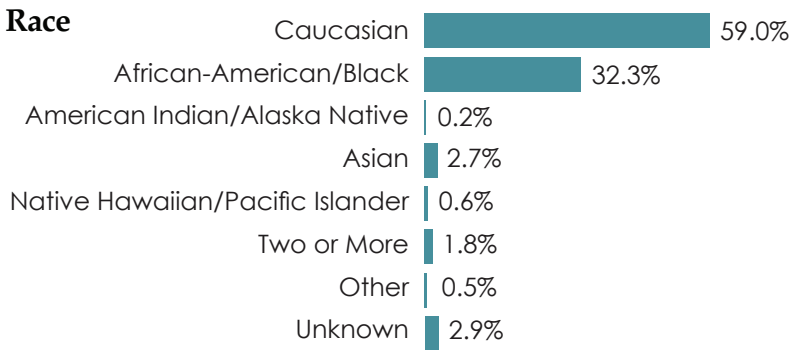
# Adult Prevention Education Services

Until mid-FY24, Adult Prevention Education Services include drug and alcohol education classes such as driving while intoxicated (DWI) education, drug offender education, and DWI intervention (repeat offender) for adults (18+) who have a court order to participate because of charges, such as DWI, public intoxication, and various drug offenses. The program was discontinued in the second half of FY24.

**97**

adult prevention education classes were provided.

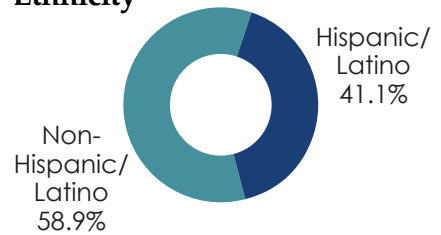
**Total Served:  
5,090**



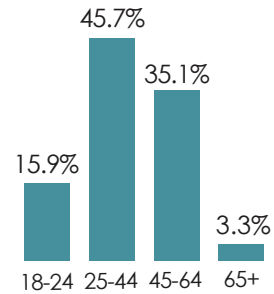
### Gender



### Ethnicity



### Age



# Prevention Services

## Community Engagement

Our community engagement efforts are multifaceted, aiming to provide valuable resources and support to the residents of North Texas. Here is an overview of our key initiatives:

**Prevention Resource Center (PRC)** provides information about substance use to the 19 counties of Texas Health and Human Services Region 3. Our team tracks data, provides training, supports community programs and partners, and connects people and organizations with resources in an effort to reduce the incidence and impact of substance use in North Texas.

**Dallas Area Drug Prevention Partnership (DADPP)** is a coalition of concerned community members and agencies who have joined forces to facilitate accurate data collection, parent and student education, media messages, and community outreach.

### Tobacco Compliance

Recovery Resource Council staff conduct voluntary, on-site compliance checks and provide education to ensure businesses follow state guidelines.

### Community Service

Our Community Restitution Program offers a convenient way for individuals to fulfill court-mandated service hours through the completion of service projects designed to support the Council's mission.

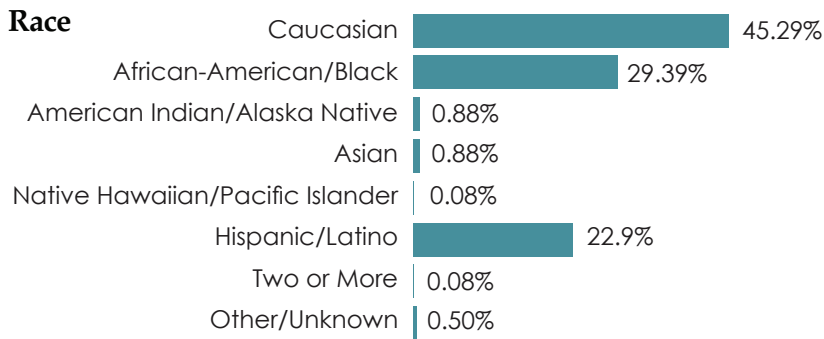


## Recovery Services

# Outreach, Screening, and Referral

As the designated Outreach, Screening, and Referral (OSAR) program for 12 counties across North Texas, we offer a range of free resources for individuals affected by substance use. Our team works closely with individuals, their families, and their support networks to determine the type of care needed and help them navigate treatment options.

Our OSAR program serves as a comprehensive starting point for anyone in need. For uninsured or underinsured individuals, the OSAR team can determine if you are approved for full or partial financial assistance towards your referred treatment services.



**99%**

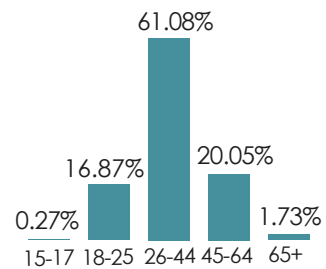
of clients screened were connected to substance use treatment and education services.

**Total Served:  
2,603**

### Gender



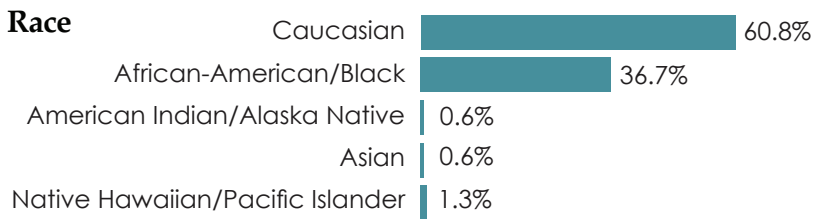
### Age



## Recovery Services

# Recovery Now Outpatient Treatment

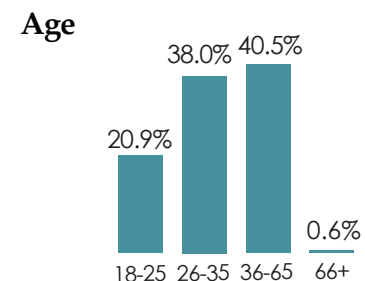
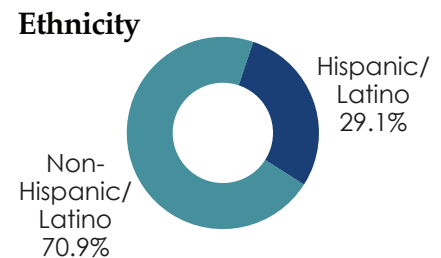
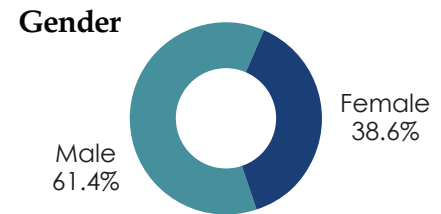
Our Recovery Now outpatient program provides intensive and supportive outpatient treatment for individuals with substance use and co-occurring disorders. Clients attend individual and group counseling sessions for 12 to 24 weeks based on their treatment needs. All services are trauma-informed and provided virtually by licensed chemical dependency counselors with expertise in substance use disorder treatment.



Among Texas Health and Human Services programs, Recovery Now is the **only fully virtual outpatient program** available in Tarrant County, providing accessible and flexible recovery treatment for individuals in the region.

In addition, Recovery Now supported **21** veterans referred by Veteran Treatment Court, a specialized court system that connects justice-involved veterans to treatment, recovery support, and VA services as an alternative to incarceration.

**Total Served:**  
**158**



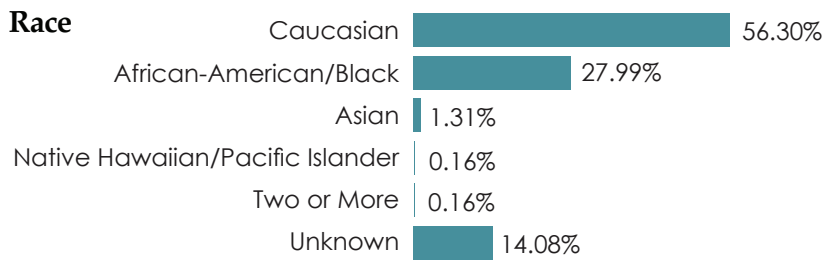
# Recovery Services

## Overdose Response Team

Established in 2021, the Overdose Response Team (ORT) is a post-overdose follow-up program that allows a recovery support peer specialist to visit a person who has experienced an overdose in the last 24-72 hours. The ORT provides support, education, and access to evidence-based treatment such as medication for opioid use disorder (MOUD) and a variety of wraparound health and social services.

The ORT follows the lead of the individual to guide the frequency, type, and amount of follow-up services provided by Recovery Support Peer Specialists. Utilizing both in-person and virtual service delivery, we ensure participants have access to all of the information they need to make informed decisions about their health and wellbeing.

Collaborating with local emergency medical service (EMS) providers, the Council's ORT expanded its program from Tarrant County and the City of Dallas to include the cities of Denton and Plano in FY24, and is actively expanding into other areas.



### 467

doses of Narcan were distributed during targeted visits with individuals identified as opioid users. In Tarrant County, there was an **85.4%** decrease in overdose-related EMS calls and a **27.4%** decrease in all 911-related calls for those served by the ORT.

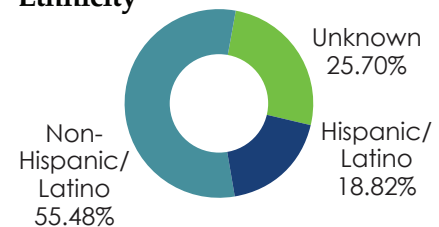


**Total Served:**  
**611**

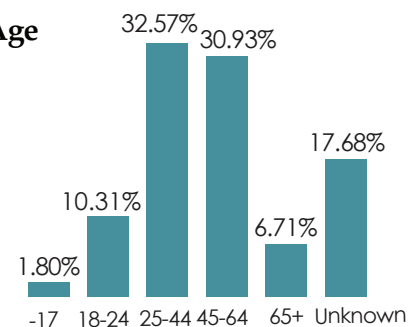
**Gender**



**Ethnicity**



**Age**



## Recovery Services

# Recovery Support Services

Recovery Support Services provide both short and long-term support for individuals in recovery, including individualized recovery coaching, weekly peer-driven support and educational groups, and connections to community resources such as financial assistance, health and wellness support, and housing services.

Our program consists of a team of Recovery Support Peer Specialists who are in long-term recovery and trained to support individuals navigating recovery from substance use disorders. Their "lived experience" provides clients with expertise that professional training cannot replicate. All services are provided free of charge, in person or online.

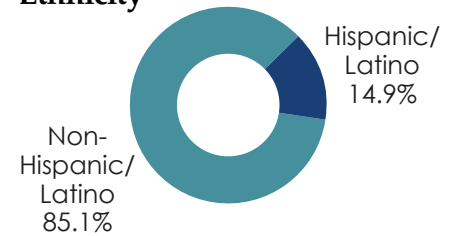


Total Served:  
**74**

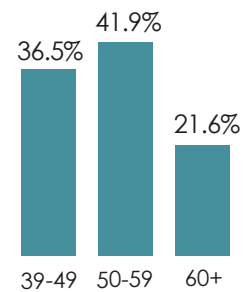
### Gender



### Ethnicity



### Age



## Peer Specialist Training

In FY24, the Council launched a robust Peer Specialist Training initiative to support the growing need for certified peer professionals across Texas. Through interactive, state-approved virtual training, the Council now prepares individuals with lived experience in mental health or substance use recovery to become Certified Peer Specialists. Led by experienced trainers, these courses equip participants to provide meaningful peer support and pursue state certification, strengthening the peer workforce in our region.

**42**

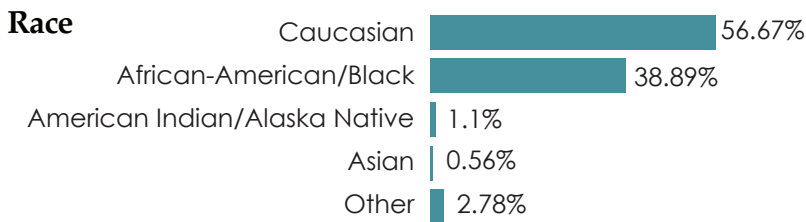
individuals completed the Council's Peer Specialist Training.

# Housing Services

## Permanent Supportive Housing

Our Permanent Supportive Housing (PSH) program uses a "Housing First" approach to meet the needs of chronically homeless individuals and their families at scattered site locations throughout Fort Worth and Arlington. This program pairs affordable housing with trauma-informed intensive case management and wraparound supportive services to maximize housing stability and prevent returns to homelessness. Its goal is to help participants obtain and remain in permanent housing, increase their skills and/or income, and achieve greater self-determination.

As a partner of the Tarrant County Homeless Coalition Continuum of Care, the Council has been dedicated to addressing the multifaceted issues of substance use, mental health disorders, and homelessness since 2007. Our capacity has doubled since the program's inception, fostering hope and stability in our community.



**87%**

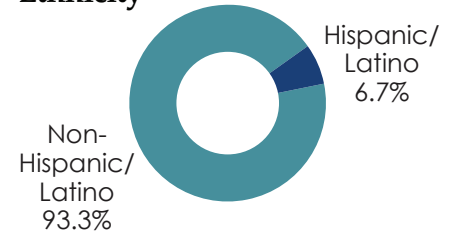
of clients remained housed without any evictions.

**Total Served:**  
**180**

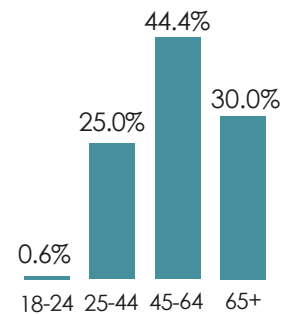
**Gender**



**Ethnicity**



**Age**



# Housing Services

## Supportive Services for Veteran Families

Our Supportive Services for Veteran Families (SSVF) program offers homelessness prevention and rapid rehousing services to eligible Texas veterans and their families in Tarrant, Denton, and Wichita counties, with expanded coverage to Dallas, Collin, and Parker counties beginning in FY25. Our dedicated staff promote housing stability among low-income veteran families by enhancing their independent living skills and providing financial assistance. Through personalized case management, we assess the unique needs of each veteran and their family.

**80%** of veteran households achieved housing stability within 3 to 6 months.

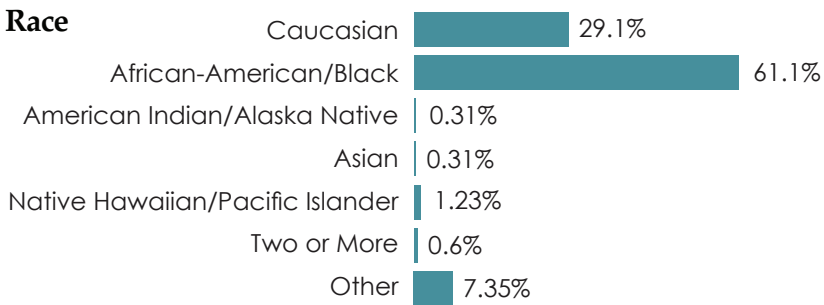
**Total Served:**

**653**

Veterans: **382**

Family Members: **86**

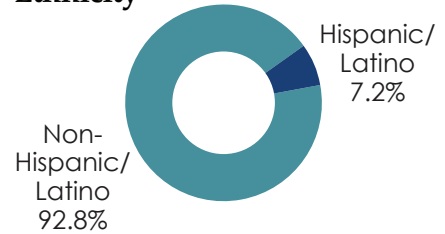
Children: **185**



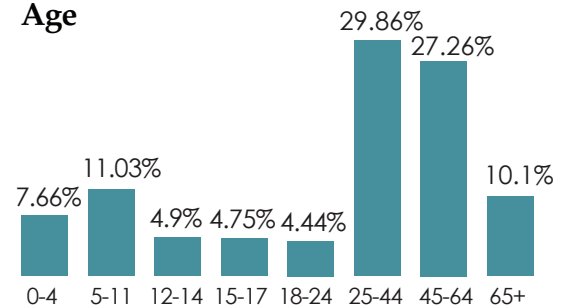
**Gender**



**Ethnicity**

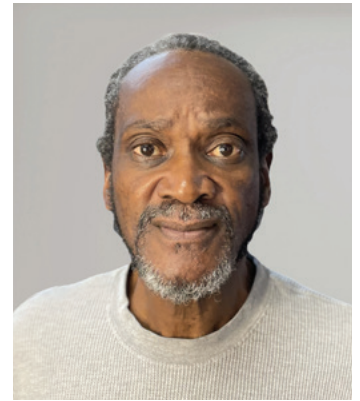


**Age**



# From hardship to hope: Kenneth's journey home.

## Client Impact Story



Kenneth, a veteran from Southeast Texas, has faced numerous hardships throughout his life. After serving 6.5 years in the military, Kenneth began to struggle with substance use, which led to legal issues and periods of homelessness. Despite these obstacles, Kenneth never gave up on his dream of finding stability and a place to call home.

Kenneth's journey took a positive turn when he contacted the Council's Supportive Services for Veterans Families (SSVF) program. With the support of his case managers, Toni Sue and Stacey, Kenneth was able to navigate the process of securing housing and was placed in his own townhome in Fort Worth.

This new home provided Kenneth with the stability he desperately needed. **"I'm grateful there was somebody there to help me get my own place,"** Kenneth

said. Kenneth's story is a testament to the impact that compassionate support and resources can have on an individual's life. He encourages others facing similar struggles to seek help and trust the process. **"First thing you need to do is get a case manager,"** he advised. **"I didn't expect to be where I'm at today,"** Kenneth shared, reflecting on how quickly he was able to receive housing.

Today, Kenneth is focused on his recovery and building a better future alongside his furry companion, Chocolate. He remains grateful for the assistance he received from the Council and the chance to rebuild his life. **"I thank Miss Toni Sue and Stacey for giving me another opportunity and having my own place,"** Kenneth expressed. **"They took a chance on me, and that's all I needed."**

# FY24 Events

Throughout the year, the Council hosted a variety of in-house and community partner events designed to raise awareness and address the mental and behavioral health needs of vulnerable individuals in North Texas. These efforts were made possible thanks to the dedication and collaboration of our entire community – staff, volunteers, supporters, and partners.



## Power of Prevention

On November 16, 2023, we held an impactful Power of Prevention event at Howell and Dragon in the Dallas Design District, featuring Kristin Dickerson, award-winning TV host on NBC Texas Today.



## Golf Classic

Despite the wintry weather on October 30, 2023, our Golf Classic tournament turned out to be a huge success at Texas Star Golf Course in Euless, TX.



## Stars in Recovery

On May 14, 2024, our 36th Annual Clifton Morris and Jim Bradshaw Memorial Stars in Recovery Luncheon was held at River Ranch Stockyards in Fort Worth, featuring Susan Ford Bales, daughter of former U.S. President Gerald Ford and former First Lady Betty Ford.

# Many Thanks to Our FY24 Donors

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