



Fiscal Year 2025

# ANNUAL REPORT

9/1/24-8/31/25

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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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# From transition to transformation, **advancing through change.**



## A Letter from Our CEO

Dear Friends and Supporters,

Fiscal Year 2025 was a year of transformation, perseverance, and momentum for the Council. It was a year that tested our adaptability, strengthened our resolve, and reaffirmed the power of a committed team united by a shared mission. Through change and uncertainty, the Council did more than endure—we advanced.

In February 2025, the Council marked a historic milestone with the ceremonial groundbreaking of our Transforming for Tomorrow Campaign, launching construction of our new Fort Worth office. This moment symbolized far more than bricks and mortar—it represented growth, stability, and our long-term commitment to the communities we serve. Just months later, we said goodbye to our longtime home on Airport Freeway as demolition began to accommodate TXDOT's highway expansion.

Behind the scenes, this transition required extraordinary planning and collaboration. Staff across every department worked together to reimagine how we operate—relocating more than 60 Fort Worth-based employees, designing flexible work arrangements, and managing the logistics of downsizing and temporary space. Their creativity, resilience, and solution-oriented mindset made the move seamless and positioned us to step confidently into our new building just behind our former site—a powerful reminder that progress often begins right where we stand.

As we navigated physical relocation, the Council faced an unexpected financial challenge: a \$650,000 retroactive funding cut driven by a federal COVID-related mandate. The impact was immediate, affecting our Overdose Response Team (ORT), which provides rapid follow-up care within days of an

overdose. We met this moment with transparency, partnership, and resolve. Five of six local emergency medical services (EMS) and fire-rescue partners chose to remain in the program, recognizing its life-saving impact and stepping up to sustain it. Through strategic problem-solving, we preserved ORT services without staff layoffs—affirming our commitment to our mission, our partners, and the people we serve.

Despite these pressures, FY25 was rich with opportunity and program growth. We proudly launched Project AIM, an innovative school-based prevention program backed by five years of federal funding. Our Recovery Services team doubled funding for outpatient substance use treatment, expanding capacity to serve up to 120 individuals at a time. Support for veterans also grew, with expanded funding for Enduring Families and a \$1.2 million increase to our Supportive Services for Veteran Families program, extending housing services across North Texas with steps to expand to West Texas and the Panhandle in FY26.

FY25 stands as a testament to what is possible when mission, teamwork, and vision align. It reflects the trust of our funders, the dedication of our staff, and the real impact felt in the lives of those we serve. As we look ahead, we do so with confidence, gratitude, and renewed determination—ready to build on this momentum and continue transforming lives for years to come.

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

# Strengthening the foundation for **our next chapter.**



## A Letter from Our Board Chair

Dear Recovery Resource Council Community,

As we reflect on Fiscal Year 2025, I am honored to share this update on behalf of the Board of Directors. This past year was one of meaningful progress, expanded community impact, and bold steps toward a stronger future for the Council. It is a privilege to serve in support of an organization that continues to meet the growing behavioral health and recovery needs of North Texans with compassion, professionalism, and an unwavering commitment to hope.

FY25 was marked by substantial growth in visibility and public engagement. The Council was featured across multiple regional news outlets and public awareness campaigns—including billboards that helped elevate the conversation around mental health, substance use prevention, and recovery at a time when these services are needed more than ever.

Our community partnerships also continued to flourish. We maintained our long-standing collaboration with Birdies for Charity and successfully hosted three signature events—Power of Prevention, Golf Classic, and Stars in Recovery—bringing together partners and advocates committed to advancing recovery across our region.

We were honored this year to welcome a delegation from Thailand seeking to learn best practices in behavioral health and recovery support. Their visit underscored the Council's reputation as a leader in evidence-based, community-focused recovery work—locally and globally.

FY25 was pivotal in shaping the Council's long-term future. In February, we celebrated the groundbreaking

of the Transforming for Tomorrow Campaign—a major milestone that marked the beginning of construction on the new Fort Worth campus. This transformative project represents more than a building; it is a promise to future generations that recovery resources will remain accessible, integrated, and centered in dignity and care.

This year also strengthened our governance foundation with the addition of four new Board members, each bringing expertise, passion, and a commitment to advancing the Council's mission. As the organization invests in expanded facilities and infrastructure, the Board remains focused on strategy, sustainability, and fiduciary oversight—ensuring the Council remains financially strong, mission-aligned, and positioned to meet the evolving needs of our region.

On behalf of the entire Board, I want to express our deep appreciation for our CEO, executive leadership team, staff, volunteers, and community partners. Their dedication fuels the Council's mission each day, and their resilience continues to inspire us.

The Board remains steadfast in its commitment to strong governance, strategic growth, and ensuring the Council is equipped to serve our community in the years to come. Together, we are building an organization prepared not just for today's challenges, but for tomorrow's opportunities—and for every individual who will one day walk through our doors seeking hope.

With gratitude,

A handwritten signature in black ink, appearing to read "Paul F. Boyd". The signature is fluid and cursive.

Paul F. Boyd  
Board Chair

## FY25 Board of Directors

Paul Boyd, Chair  
Rosa Maria Berdeja, Vice Chair  
Sarah Caldwell, Finance Chair  
Tanisia Castillo-Queppet  
William (Butch) Clemons

Ali Crocker Russell  
Bryce Dahm  
Jesse Galvan  
Stephen Gomez  
Brenda Matamoros-Beveridge

Michael McMillan  
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 individuals and families facing mental health, substance use, and housing challenges. Founded in 1946, the Council is now one of the leading nonprofit behavioral healthcare providers serving 61 counties across North Texas, West Texas, and the Panhandle. Its mission is to promote wellness and recovery from disorders relating to alcohol, substance use, trauma, and mental health.



The Council provides mental health services, outpatient treatment and recovery services, prevention programming, and housing services for adults and at-risk youth—including veterans and their families—at no cost. Services are delivered in person at offices in Fort Worth, Dallas, Denton, Amarillo, and Lubbock, as well as through telehealth, expanding access to care across Texas.

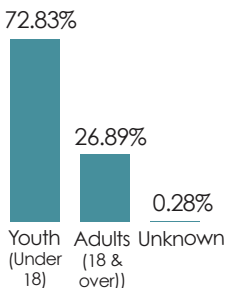
The Council is licensed by the State of Texas as an outpatient treatment provider and has been accredited by the Joint Commission since 2014, reflecting its commitment to quality, accountability, and continuous improvement.



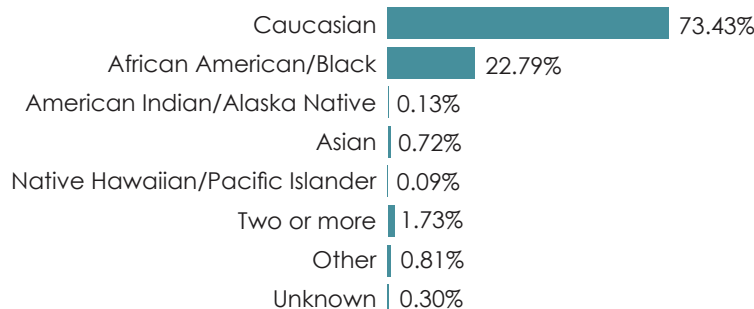
# Agency Impact

In FY25, the Council made a difference in the lives of **83,190 individuals**.

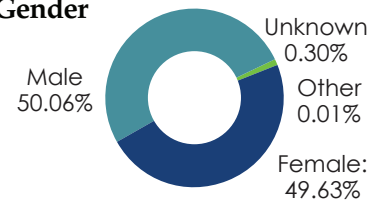
### Age



### Race



### Gender



### Ethnicity



# Transforming for Tomorrow Campaign

FY25 marked a major milestone as the Council's Transforming for Tomorrow Campaign moved from planning to construction. In February 2025, we celebrated the groundbreaking of our new building in Fort Worth—a central hub that will unite key programs and expand access to behavioral health, housing, and veteran services. By summer, demolition of the old buildings was complete and site work for the new facility was well underway.

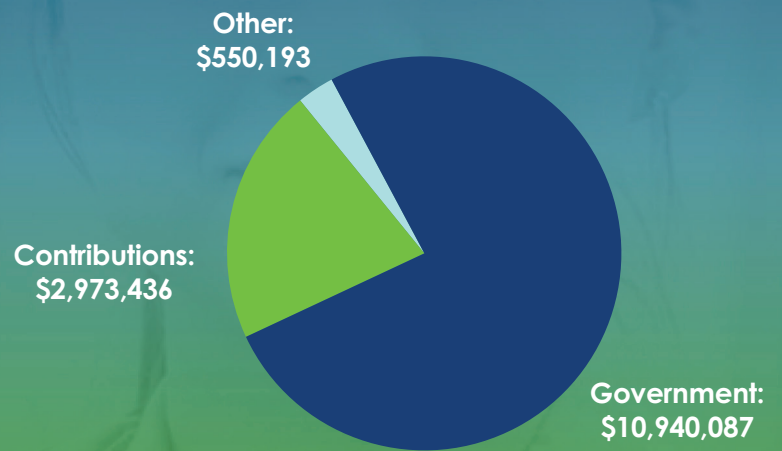
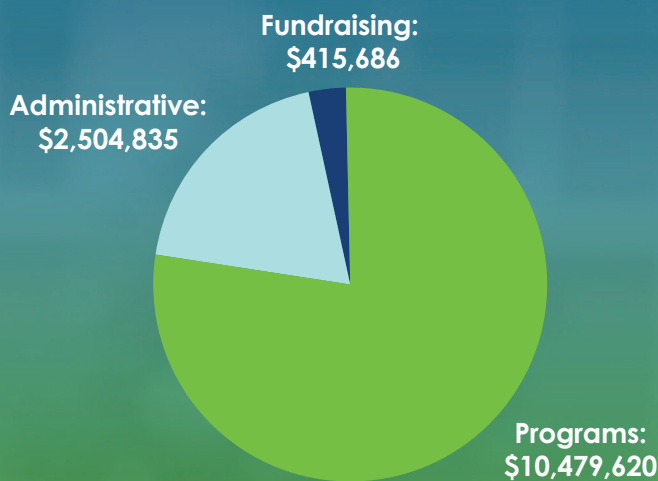
This \$5.1 million capital effort—paired with ongoing renovations at our Dallas office—will modernize our facilities and strengthen our ability to deliver high-quality, accessible care across North Texas. With strong community support and steady construction progress through the close of FY25, the Council is well on its way to creating spaces that reflect the dignity and hope we strive to restore every day.



## FY25 Financial Summary

**Total Expenses: \$13,400,141**

**Total Revenue: \$14,463,716\***



\* Please note: FY25 net income includes contributions with donor restrictions for capital and program expenses that will support future activities.

# Veterans Mental Health Services

## Enduring Families

Our Enduring Families program provides free individual, couples/ marriage, and family mental health counseling for veterans and their family members, as well as child-centered play therapy for children ages 4 and older. The 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.

**73%**

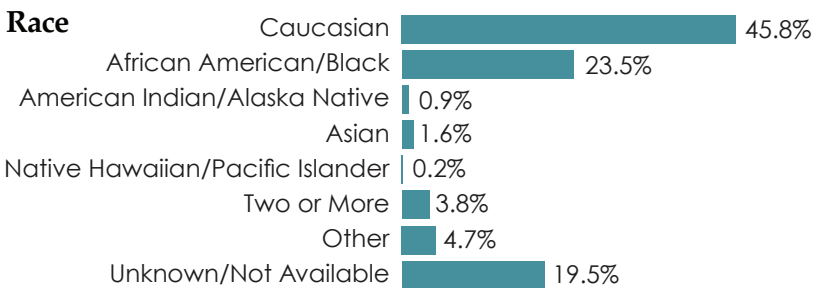
of clients showed improvement from pre- to post-program scores on anxiety, depression, or quality of life.

**Total Served:**  
**553**

Veterans: **417**

Adult Family Members: **108**

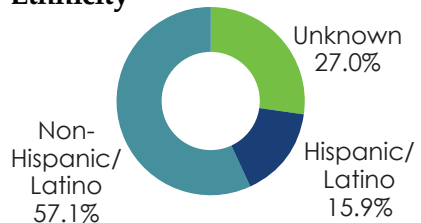
Children: **28**



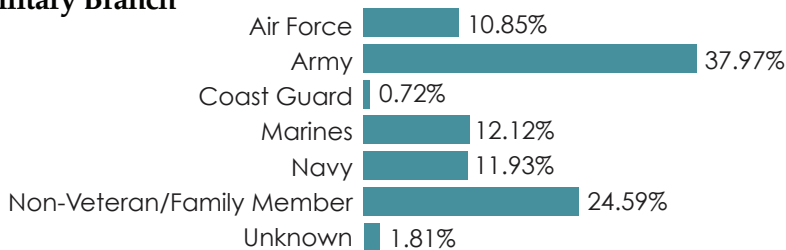
**Gender**



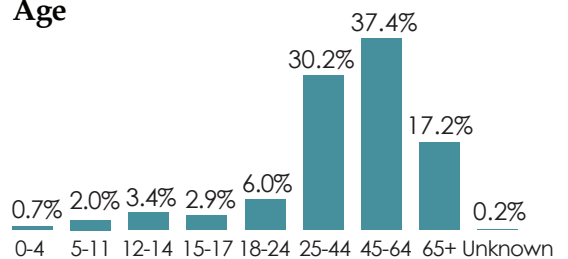
**Ethnicity**



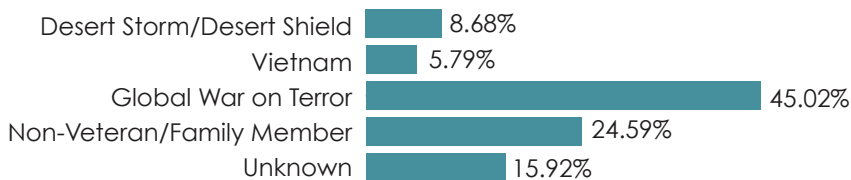
**Military Branch**



**Age**



**War Time Served**



## 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.

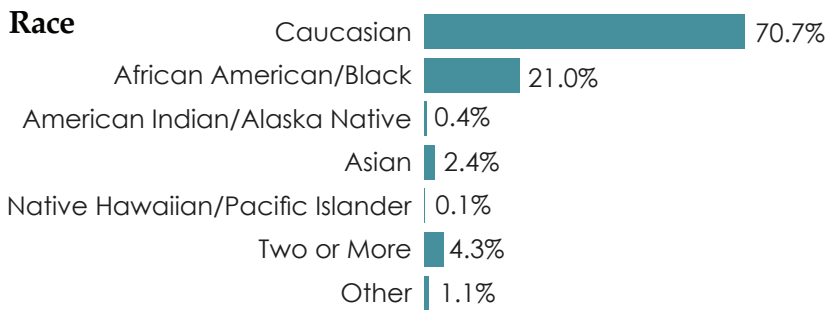
**72%**

of students in support groups reported a commitment to living crime, violence, and drug-free.

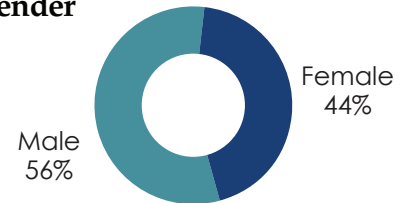
**77%**

of counseling participants reported improved mental health and emotional/behavioral regulation.

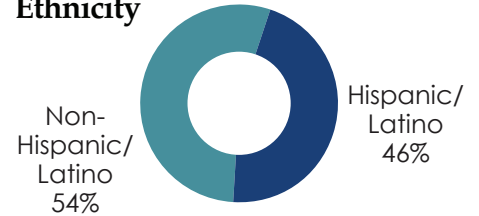
**Total Served:  
5,376**



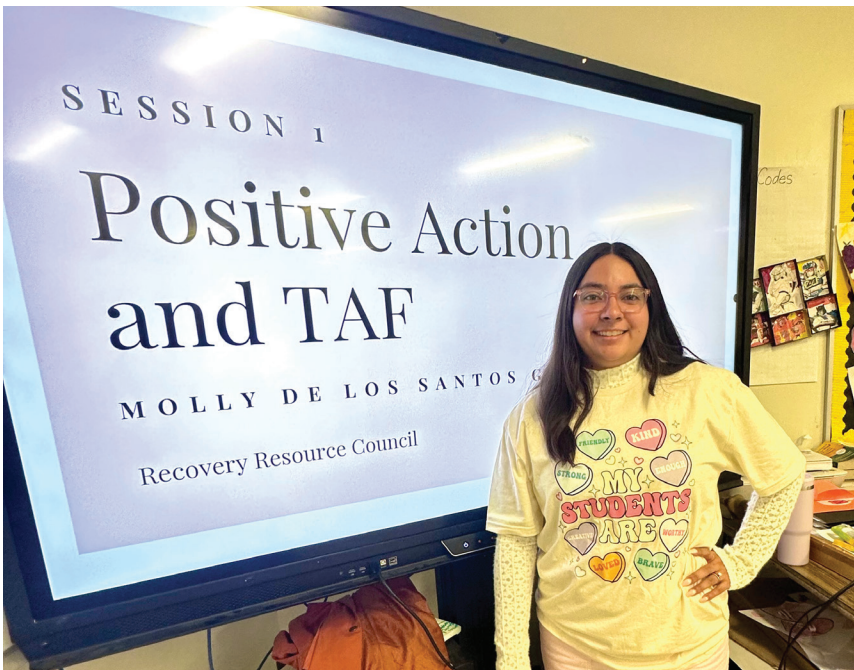
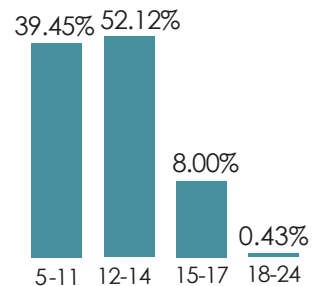
**Gender**



**Ethnicity**



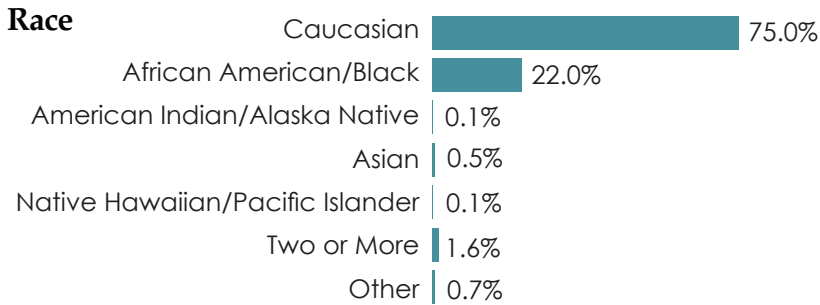
**Age**



## Prevention Services

# Non-Curriculum Based Youth Prevention Services

Prevention Services also provide 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.



**1,401**

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

**Total Served:**  
**72,889**

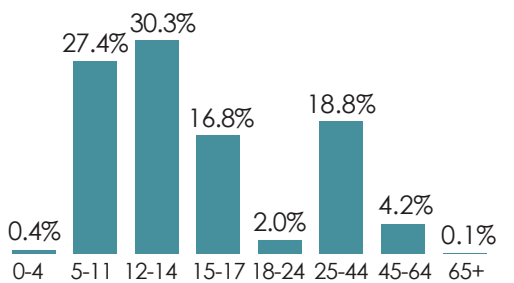
### Gender



### Ethnicity



### Age



# Prevention Services

## Camp L4 & Teen Retreat

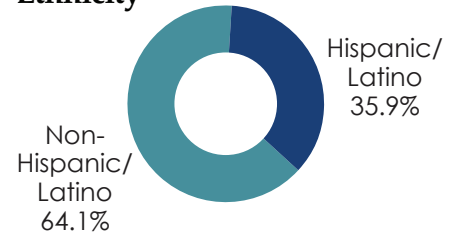
Camp L4 (Live, Learn, Laugh, Love) and Teen Retreat offer crucial 4-day programs for at-risk children and youth in Tarrant County, who have faced adverse childhood experiences (ACEs) and currently reside in domestic violence and homeless shelters. The camps provide essential support, offering positive experiences that mitigate the health and behavioral impacts of ACEs, enhance resilience, and equip youth with vital life skills. Each session is nearly a 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 Teen Retreat twice a year for ages 13-16, evaluations consistently show increased resilience and positive behaviors among participants.

Total Served:  
**92**

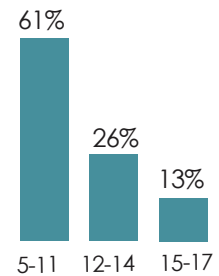
### Gender



### Ethnicity



### Age



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

**"I learned that my feelings are valid."**

**"I learned about safety."** "I learned you can't

trust everybody."

My favorite activity was **"I learned what substances can do."** **"Camp L4 is the every activity!"** **"I learned that alcohol and tobacco are not good."** **best camp ever!"**

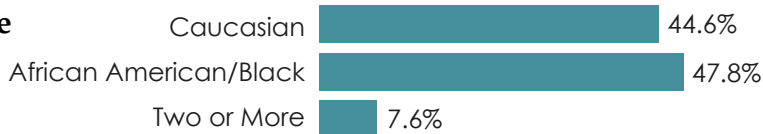
**"Camp L4 is amazing!"**

**"I learned what healthy choices are."**

**"Next time I wish we could stay the night!"** **"I will always remember the fun I had."**

**"Camp L4 is a very fun, educational camp with great food, counselors, and activities."**

### Race



# 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:

### Dallas Area Drug Prevention Partnership (DADPP)

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.

### Region 3 Prevention Resource Center (PRC3)

PRC3 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 to reduce the incidence and impact of substance use in North Texas.

### 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

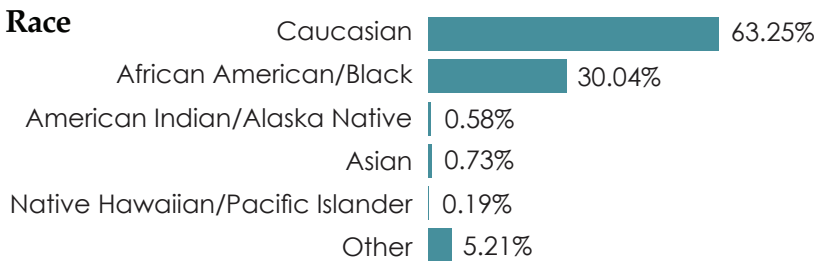
# Outreach, Screening, and Referral

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.

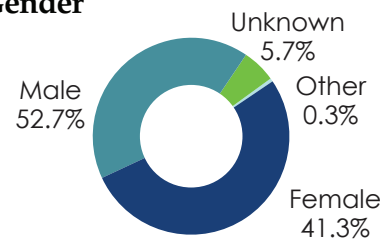
**86%**

of OSAR's annual screening goal was achieved, with only two case managers completing **2,057** screenings.

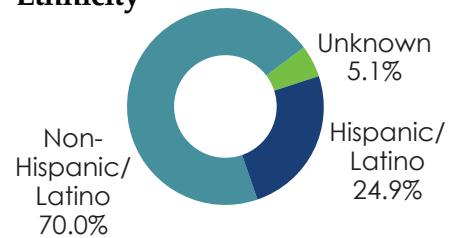
**Total Served:**  
**2,057**



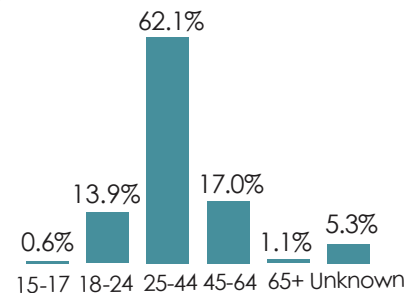
### Gender



### Ethnicity



### Age



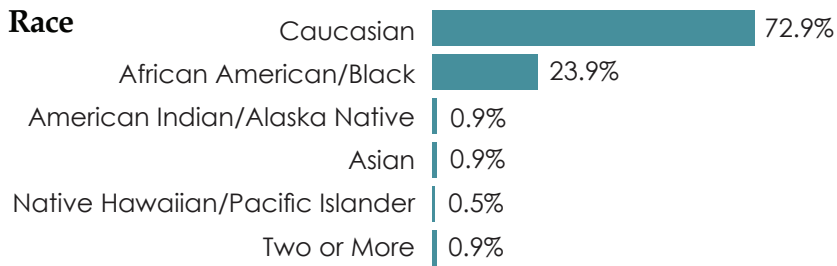
## Recovery Services

# Recovery Now Outpatient Treatment

Recovery Now provides intensive and supportive outpatient treatment for individuals with substance use and co-occurring disorders. Clients participate in individual and group counseling sessions for 12 to 24 weeks, with all services delivered virtually by licensed chemical dependency counselors using a trauma-informed approach.

In FY25, Recovery Now entered its largest chapter yet. A significant funding increase from the Texas Health and Human Services Commission doubled program capacity—allowing up to 120 clients to receive care at any given time. This expansion also added new clinical staff and group sessions, strengthening access to treatment for uninsured and low-income individuals across North Texas.

Recovery Now remains the only fully virtual outpatient program of its kind in Tarrant County, removing barriers like transportation and childcare while ensuring clients receive expert, compassionate care.



## 70%

of clients were successfully discharged after completing their full course of treatment and reporting abstinence at program completion.

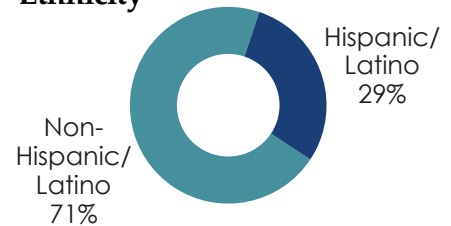
**Total Served:**

## 218

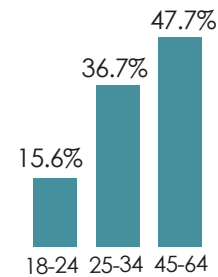
**Gender**



**Ethnicity**



**Age**



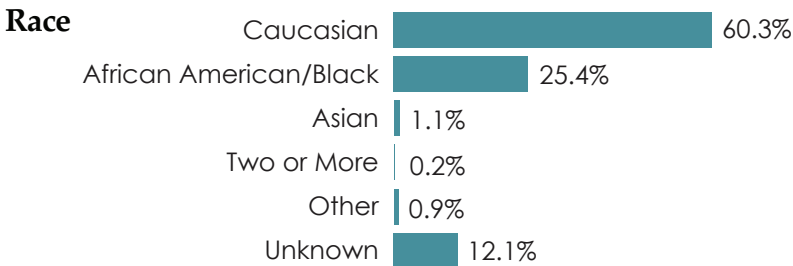
# Recovery Services

## Overdose Response Team

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 the information they need to make informed decisions about their health and wellbeing.

Collaborating with local emergency medical service (EMS) providers, we've successfully launched ORT programs in Dallas, Denton, McKinney, and Plano, as well as in Hunt and Tarrant counties, and are actively expanding into other areas.



**310**

boxes of Narcan were distributed by ORT to local EMS providers.

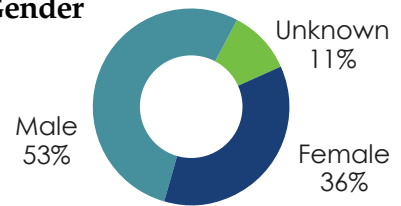
**703**

boxes were distributed through community events and training sessions.

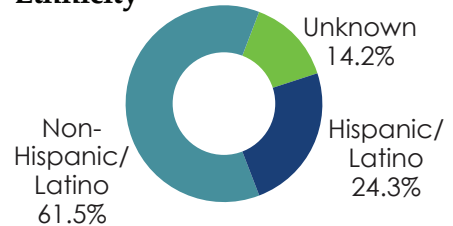
**Total Served:**

**551**

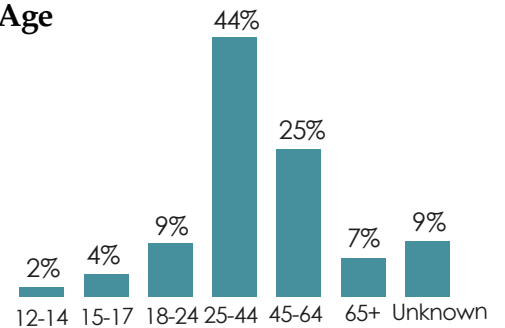
**Gender**



**Ethnicity**



**Age**

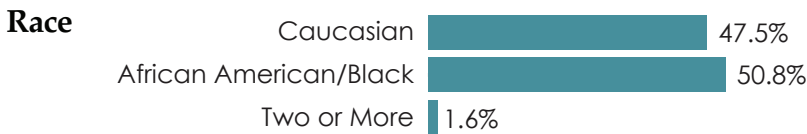


## Recovery Services

# 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.

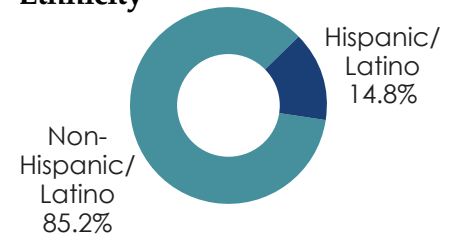


Total Served:  
**61**

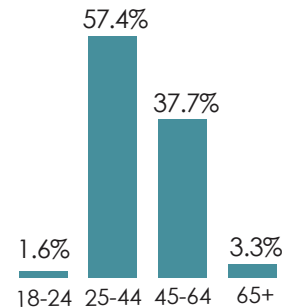
### Gender



### Ethnicity



### Age



## Peer Specialist Training

In FY25, the Council continued to grow its Peer Specialist Training to support the increasing demand for certified peer professionals across Texas. Through interactive, state-approved virtual trainings, 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 with the skills needed to provide meaningful peer support and prepare for state certification, strengthening the peer workforce in our region.

**72**

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 in the Tarrant and Parker County Continuum of Care, administered by Partnership Home, 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.



**88%**

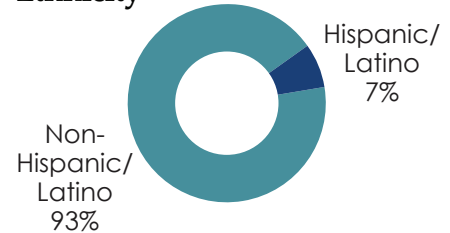
of participants remained stably housed. Of those entering with no income, **31%** gained income. Overall, participants with income increased from **47%** at entry to **69%** by year's end.

**Total Served:**  
**166**

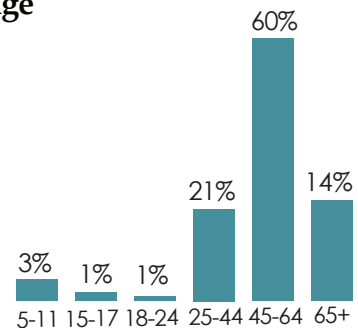
### Gender



### Ethnicity



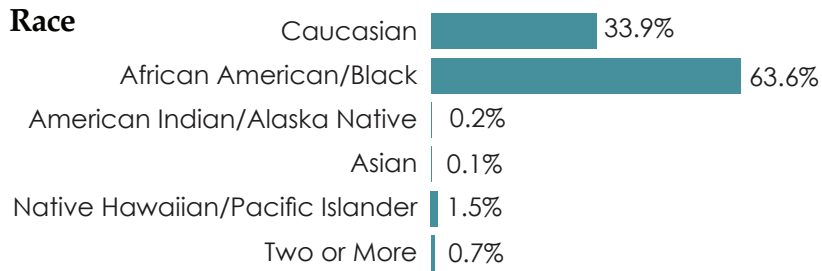
### Age



## 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 FY25, services were provided in Tarrant, Dallas, Denton, Collin, Parker, Wise, Palo Pinto, and Wichita counties, with plans to expand to additional counties across West Texas and the Panhandle in FY26. Our dedicated staff promote housing stability among low-income veteran families by enhancing independent living skills and providing financial assistance. Through personalized case management, we assess the unique needs of each veteran and their family.



**99%**

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

**Total Served:**

**1,155**

**Total Households Served:**

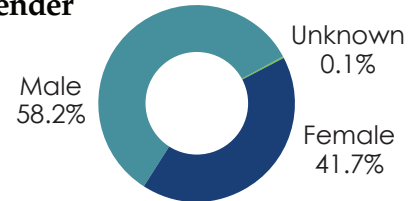
**620**

Veterans: **625**

Family Members: **157**

Children: **373**

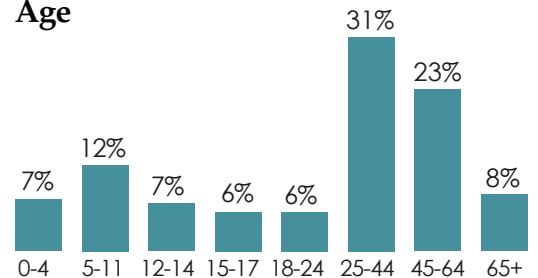
**Gender**



**Ethnicity**



**Age**



# From Setback to Strength: Nikkia's New Chapter



## Client Impact Story

After six years of military service, Nikkia is no stranger to discipline or hard work. But like many veterans navigating major life transitions, there came a season when everything seemed to hit at once. When a sudden injury left her unable to work and housing instability became a real possibility, she found herself confronting a future she never imagined.

When she contacted Recovery Resource Council, she wasn't sure what would happen. Instead, she experienced something she hadn't felt in a long time: steady, unconditional support. **"It totally obliterated any idea that veterans don't get help,"** Nikkia shared. **"I never had unconditional help. I never had a support system that I actually believed in. For me, that was the momentum that I needed."**

Through the Council's Supportive Services for Veteran Families (SSVF) program—which provides homelessness prevention, rapid rehousing, and case management services—Nikkia received immediate assistance to remain housed. Just as importantly, she received consistent guidance focused on long-term stability from team members Jose, Rochelle, Stephanie, and Mark—her "boots on the ground" throughout the process. What stood out most wasn't only the financial assistance; it was the personal connection that made her feel supported by people, not just connected to a

program. **"It makes you feel like it's more than just a check,"** she said. **"They're like, 'We're here for you,' and hearing that resonated with me."**

With stable housing secured, Nikkia was able to focus on the future. She worked with the SSVF employment specialist, secured a job, and began mapping out her next steps. **"Once I knew they had my back, I never looked back at a homeless shelter again,"** she said. **"I was looking forward—trying to find options that I could grab onto."**

Today, Nikkia is enrolled at Texas Woman's University studying Human Resource Management while working full time. The stability created through SSVF gave her the foundation to pursue education, employment, and long-term goals with renewed clarity. **"I have my confidence back in myself,"** she shared. **"I'm looking at everything now with fresh eyes."**

When asked what she is most proud of in her journey, her answer is simple: **"Not giving up."** Because of timely support during a critical moment, Nikkia didn't just avoid homelessness—she regained stability, confidence, and direction. What began as a crisis became a turning point—one that continues to shape her future.

# FY25 Events

Throughout FY25, the Council continued to engage the community through events that raised awareness, celebrated recovery, and supported our mission to promote wellness across North Texas. These gatherings were made possible through the dedication of our staff, volunteers, sponsors, and community partners.



## Power of Prevention

On September 5, 2024, the 21st Annual Power of Prevention was held at Howell and Dragon in the Dallas Design District. The event featured longtime recovery advocate Robin Bagwell as keynote speaker and Lauren Gillette as honorary chair, offering a powerful morning of reflection and inspiration for attendees across the region.



## Golf Classic

The 35th Annual Golf Classic took place on October 1, 2024, at Texas Star Golf Course in Euless. More than 80 community leaders and supporters participated in the tournament, enjoying a day of camaraderie and connection on one of North Texas's most scenic courses.



## Stars in Recovery

On May 6, 2025, the 37th Annual Clifton Morris & Jim Bradshaw Memorial Stars in Recovery Luncheon was held at River Ranch Stockyards in Fort Worth. The event welcomed more than 300 guests and featured Quincy Carter as the keynote speaker, with Jody Dean moderating a fireside chat and Fort Worth Mayor Mattie Parker serving as honorary chair.

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