



An inside job, with outside love.

larecoveryconnect.org

Three-Year Strategic Plan

July 2024 - June 2027

Vision

To empower under-resourced people impacted by substance use in Los Angeles to maintain their recovery.

Mission

To provide housing and supportive services that foster self-confidence and build healthy connections for people in recovery from substance use.

Core Values

Self-Love

Integrity

Connection

Resilience

Dignity

OVERVIEW OF GOALS AND STRATEGIES

The goals and strategies in this plan reflect the six (6) pillars of recovery: housing; education; health and wellness; peer services; autonomy; and dignity.

#1: Meet community members' basic needs

- Ensure safe housing
- Provide nutritious food
- Connect community members to basic needs and resources
- Maintain an individual-led recovery lifestyle

#2: Provide education that supports individual growth

- Support community members in working toward financial freedom
- Teach about the drug landscape
- Cultivate positive mental health
- Cultivate long-term physical health
- Teach and foster daily life skills

#3: Maintain meaningful and trusting relationships

- Teach boundaries
- Build connection among residents, community members, and organizations committed to recovery
- Create recovery job opportunities
- Build trust among residents and staff

#4: Ensure staff retention and well-being

- Expand the Board of Directors
- Hire Recovery Coaches and a House Manager
- Offer all employees liveable wages and salaries based on Los Angeles' cost of living
- Offer employees good health and wellness benefits

Key

Italics = aspirational strategies and activities, which will be the focus of LARC's fundraising efforts

GOALS (what matters most)	STRATEGIES (<u>how</u> are we going to meet this goal at the 5,000 mile view)	ACTIVITIES (specific things we <u>do</u> related to this strategy)	KEY PERFORMANCE MEASURES (KPM)¹ (how we'll know we're reaching our goals)
#1: Meet community members <u>basic needs</u>	A. Ensure safe housing <i>B. Provide nutritious food</i> C. Connect community members to community based basic needs and resources D. Maintain an individual-led recovery lifestyle	1. LARC House - Recovery Residence: <ol style="list-style-type: none"> a. Weekly House Council b. Daily Check ins c. Exit planning for success d. Random drug testing 2. In-kind donations to help residents pay for basic needs (clothing, toiletries, school/work supplies, etc.) 3. <i>Seek funding for:</i> <ol style="list-style-type: none"> a. House Manager b. Nutritious food c. Larger LARC House 	#1: LARC provides a <u>residence</u> that houses 6 people in recovery at any one time. #2: Residents maintain <u>recovery</u> during their stay in the LARC House as demonstrated by random alcohol & drug testing as well as daily check ins.
#2: Provide <u>education</u> that supports individual growth	A. Work toward financial freedom B. Teach about the drug landscape C. Cultivate mental health D. Cultivate physical health E. Teach and foster daily life skills	1. Health and Wellness <ol style="list-style-type: none"> a. Open Spaces b. Breathwork c. <i>Daily fitness</i> d. <i>Weekly nutrition classes and groceries for healthy meals</i> 2. Education <ol style="list-style-type: none"> a. Overdose reversal and 	#3: Community members who are with LARC for at least one (1) year demonstrate increased <u>independence and self-efficacy</u> as evidenced by maintaining 3 of the following 5

¹ Use bi-weekly survey results (i.e., sobriety)

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		<ul style="list-style-type: none"> naloxone use trainings with support from the lukelove Foundation b. Free naloxone kits c. <i>Financial courses</i> d. <i>Credit score support</i> 3. Encourage daily life skills 4. <i>Seek funding for:</i> <ul style="list-style-type: none"> a. Certified Fitness Instructor and Nutrition Specialist b. Overdose reversal and naloxone trainings (harm reduction specialist) c. Financial advisor d. Recovery coaches 	<p>measures:</p> <ul style="list-style-type: none"> 1. ability to choose their housing 2. freedom from continued use of alcohol/substances 3. employment or school enrollment 4. reliable transportation 5. Ability to remain outside the criminal legal system <p>#4: Data from bi-weekly surveys shows improvement, as determined by residents' responses, to specific questions related to the five pillars of recovery: housing; education; health and wellness; and peer services, respect & autonomy.</p>

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#3: Maintain meaningful and trusting relationships	A. Teach healthy boundaries B. Build connection among residents, community members, and organizations committed to recovery C. Create recovery job opportunities D. Build trust among community members and staff	1. Peer services <ol style="list-style-type: none"> a. Recovery Coaching b. Rides/Connection to Outside Meetings/Counseling/Mentorship c. Grief Support d. Meeting Leadership opportunities e. Weekly All Recovery Meeting/Fireside chats f. Building recovery capital g. Individual Led Recovery Plan h. Goal setting i. Weekly House Council j. Daily Check ins 2. Opportunities to be of service 3. Career path connections 4. Healthy Relationship Workshops 5. <i>Seek funding for:</i> <ol style="list-style-type: none"> a. Recovery Coaches b. LARC vehicle 	#5: Each LARC Resident is connected to a Recovery Coach during their stay at the LARC House with whom they meet in-person weekly. #6: LARC Residents participate in a minimum of 2 LARC programs/offerings per month as evidenced by LARC Check-Ins.
#4: Ensure staff retention and well-being	A. Expand Board of Directors B. Recruit and retain qualified and dedicated staff who will uphold LARC's core values C. Support the staff's professional development D. Setback Prevention Plan	1. <i>Seek funding for organizational capacity building, including professional development</i> 2. <i>Make caseloads manageable</i> 3. <i>Offer all employees a liveable wages and salaries based on Los Angeles' cost of living</i> 4. <i>Offer employees good health and</i>	#7: Staff remain with the organization for the entire length of their contract/engagement or for longer than 3 years. #8: Data from LARC's semi-annual and annual

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		<p><i>wellness benefits</i></p> <ol style="list-style-type: none"> 5. <i>Do regular check-ins with Board and staff members to encourage input and retention</i> 6. <i>Use collective and/or shared services for personnel-related functions (bookkeeping, payroll, benefits, etc.)</i> 7. <i>Have clear job descriptions for all Board and staff positions</i> 8. <i>Board development process map</i> 9. <i>Develop an Onboarding Guide</i> 10. <i>Develop a Policy and Procedures Handbook</i> 11. <i>Develop an Employee Handbook</i> 	<p>Employee Satisfaction Survey shows that employees are satisfied with their jobs.</p>

ADDENDUM

Detailed Description of Key Activities and Terms Used.

COMMUNITY MEMBERS: LARC House residents, who receive more in-depth services, as well as other people affected by alcohol and substance use who are not residents at a LARC House.

HOUSING (Open to LARC House Residents)

- **LARC House:** A recovery residence for single individuals who identify as women ages 18+. The LARC house offers women who are exiting incarceration or 30-60 day treatment programs a place to continue their recovery journey. It is a safe space to thrive, learn and live for up to two years.
- **Criteria for Determining LARC House Residents:** Individuals seeking LARC housing connect with LARC in one of two ways:
 - They reach out to LARC directly via word-of-mouth or LARC's website. If a bed in a LARC House is available, they are asked to apply [online](#) to a LARC House. When a bed isn't available, LARC invites them to participate in LARC's recovery support services.
 - One of LARC's community partners refers individuals to LARC or first checks with LARC regarding availability before making the referral. If LARC has a bed available, the individual is invited to apply [online](#) to a LARC House. If a bed is not available, LARC invites them to participate in LARC's recovery support services.
- **Weekly House Council:** The House Manager meets with LARC House weekly to discuss general house happenings such as chores, activities and schedules. This gives the residents a chance to build relationships, be heard if need be, and to be directly involved in how the house is run.
- **Daily Check-ins:** The House Manager is present at the house daily for morning and/or night time check in, therefore listening and peer support happen daily. Problems are brought to light and worked through. Successes and challenges are shared and celebrated.

- **Exit Planning for Success:** At the six-month and one-year mark, the House Manager collaborates with each resident to create an exit plan that details what happens after they leave the LARC House. The House Manager connects for a bi-weekly check in about the plan to see where residents stand.
- **Random drug and alcohol testing:** To ensure a safe environment, the House Manager tests residents at random to ensure maintained abstinence from alcohol and drugs in the LARC House.
- **Nutritious Food:** Coupled with a nutrition program, residents receive a budget for groceries, shopping for food, and meal planning support. The House Manager supports a weekly grocery run and meal planning/sharing.

HEALTH AND WELLNESS (Open to all in recovery and family and friends who support recovery)

- **Open Spaces:** Bi-weekly walks/hikes provide community members with the knowledge and drive to get out and have fun exploring while taking charge of their physical health. The added benefit of connection to nature is for good mental health.
- **Breathwork:** Monthly opportunity where community members find peace in the chaos of everyday life. Mental health comes with allowing our brain the space it needs to breathe and be quiet, this activity allows that space.
- **Daily Fitness:** Each day on the patio outside of the LARC house, LARC community members get in some daily stretching, cardio and/or muscle building activity. Whether it's 15 minutes or an hour of exercise, this instills the idea that we can fit in some kind of daily movement, no matter where we are.
- **Weekly Nutrition/Cooking Classes:** Breaking bread together is an age old practice and the positive weight that it carries in strengthening relationships still holds strong today. LARC community members come together to cook and learn about healthy food habits, thus helping their physical health and connecting to benefit mental health too.

EDUCATION (Open to all in recovery and family and friends who support recovery)

- **Overdose Reversal and Naloxone Trainings with lukelove Foundation:** This training empowers people to save a life. LARC and Lukelove provide education about the drug landscape, myths, truths and laws and naloxone use.
- **Naloxone Kits:** LARC distributes free naloxone kits (contain two 4 mg. doses of Narcan) thanks to the California Department of Health Care Services' Naloxone Distribution Project.
- **Financial Classes and Credit Score:** One of the biggest barriers to success for people in early recovery is financial freedom. A financial advisor teaches community members to budget, understand interest rates and work on fixing credit scores. This sets community members up for long term success in housing and life.

PEER SERVICES (Open to all in recovery and family and friends who support recovery)

- **Recovery Coaching:** Data confirms that a peer mentor is crucial to one's successful recovery. Each LARC Community Member has access to a recovery coach. LARC community members have the opportunity to become recovery coaches themselves, thereby allowing the community to build and weave strong bonds.
- **Rides/Connection to Outside Meetings/Counseling/Mentorship:** Working your recovery and creating a recovery village is a major part of making it stick. LARC Recovery Coaches support community members by making sure they can get to therapy sessions/recovery meetings to stay connected.
- **Grief Support:** LARC offers grief groups and individual grief support led by the lukelove Foundation.
- **Meeting Leadership Opportunities:** Community members take a leadership role at LARC meetings, health and wellness events, and in Open Spaces. They receive a stipend for their time.
- **Weekly All Recovery Meeting/Fireside Chats:** Open to all who struggle with addiction, are affected by addiction, and live or support the recovery lifestyle, these open discussion/topic meetings are held weekly on the LARC House patio. The meeting is led by a peer in recovery.

- **Building Recovery Capital:** Working with a Recovery Coach, LARC community members build internal and external assets that initiate and sustain long term recovery from severe alcohol or other drug problems. “Recovery capital is conceptually linked to natural recovery, solution-focused therapy, strengths-based case management, recovery management, resilience and protective factors, and the ideas of hardiness, wellness, and global health,” according to author and researcher [William White](#).
- **Individual Led Recovery Plan:** We are the only one who knows what’s best for us. From the beginning, LARC Recovery Coaches guide LARC community members to create their own recovery plan. As they learn to trust and love themselves, they mold and shape their plan to create success and purpose for themselves.
- **Goal Setting:** Using a Plan for Success worksheet, Recovery Coaches help residents map out a five-year goal.
- **Opportunities to be of Service:** Los Angeles, like most places, offers a wealth of opportunities to reach out and help the community. LARC community members are encouraged to participate in service commitments.
- **Career Path Connections:** Recovery Coaches help community members on their career path by working to create a resume/cover letter; connecting to job opportunities; and helping community members set up transportation to jobs.
- **Healthy Relationship Workshops:** Recovery Coaches and outside specialists lead workshops on boundaries and healthy relationships.