

# Annual Report 2024



Established  
1965

United  
Way



United Way of  
Central Alabama, Inc.

# A letter from our CEO

## Elizabeth Norman



As we reflect on 2024, we are grateful for the incredible dedication of our staff, the leadership of our board, the generosity of our donors, and the unwavering support of our community partners.

This collective commitment has driven significant growth and allowed us to expand our reach to better serve individuals in need.

One of our most impactful achievements this year was the addition of a Level 1 outpatient center within the Walker County Jail. This expansion enables us to provide treatment and support at a critical intervention point, helping to break the cycle of substance use and incarceration.

Beyond expanding services, we remain committed to raising awareness that substance use is not just an individual issue, it is a community crisis that affects families, workplaces, and public health. By strengthening partnerships and increasing access to treatment, we are working to create a healthier, more supportive environment where recovery is possible for all.

Looking ahead, 2025 brings even greater opportunities. We are excited to open a new women's treatment facility, expanding access to specialized care, and we continue to lay the groundwork for future residential treatment programs to meet the needs of our community.

None of this would be possible without the dedication and generosity of those who believe in our mission. Thank you for your continued support, together, we are making a lasting impact and building stronger communities.

With gratitude,

*Elizabeth Norman*

# Mission



Fellowship House provides substance use treatment services designed to serve the special needs of individuals suffering from substance use and co-occurring disorders.



Fellowship House provides a comprehensive recovery program for individuals struggling with substance use and co-occurring mental health disorders. We aim to offer a supportive, therapeutic environment where individuals can achieve long-term sobriety, stability, and a renewed sense of purpose. Recovery is not just about abstinence, it is about restoring dignity and helping individuals build productive, self-sufficient lives.

Our goal is to aid each individual in the personal, social, and vocational adjustments necessary for the maintenance of a sober and productive life. With 72 medium-intensity residential beds, 42 transitional apartment beds, interim services, and multiple outpatient sites we offer a continuum of care that meets individuals at different stages of their recovery journey. We tailor treatment to each person's unique needs, ensuring they receive the right level of support.

At Fellowship House, we take a holistic approach, recognizing that recovery involves more than clinical treatment. Through intensive case management, recovery coaching, and community partnerships, we help individuals access housing, employment opportunities, and mental health support. Our multidisciplinary team, including case managers, clinicians, recovery coaches, and specialized coordinators, work closely with each individual to develop a personalized recovery plan.

Guided by evidence-based practices such as ASAM criteria, the National Institute on Drug Addiction's 13 Principles of Effective Treatment, and Recovery-Oriented Systems of Care, we provide structured, adaptable care that supports long-term success. Fellowship House believes that substance use is a complex but treatable disease. With the right support, individuals can break free from the cycle of substance use and lead fulfilling, productive lives.

## Core Values

- Accessible
- Compassionate
- Equitable
- Culturally Responsive
- Collaborative
- Adaptive

# Levels of Care



## Level 3.3 Medium Intensity Residential

Our residential program offers a structured and supportive environment for both men and women who are unable to maintain sobriety in an outpatient or home setting. Each individual is assigned a treatment team, which consists of a counselor, a case manager, and a peer who develops an individualized treatment plan to meet their individualized needs.

**695 individuals**



## Low-Intensity Apartments (Recovery Housing)

The Low-Intensity Residential Apartment Program provides a transitional, step-down living environment designed to support individuals as they progress toward greater independence and stability in their recovery. This program offers 42 beds and allows residents to maintain close engagement with treatment services while developing the skills necessary for sustained sobriety. While there is no predetermined length of stay, the average duration of residency is between 6 to 12 months, allowing for individualized progression based on clinical needs and recovery goals.

**92 Individuals**



### **Medication Assisted Treatment**

Medication Assisted Treatment (MAT) is targeted treatment for individuals who have an Opioid Use Diagnosis. These FDA-approved medications include Buprenorphine and Naltrexone and aid in withdrawal management and cravings. MAT medications are prescribed and monitored by a physician and continuously managed by the treatment team to ensure effectiveness.

**873 Individuals**



### **Level 1 Jefferson County Outpatient**

Our Outpatient Program in Jefferson County was established in 2019 to address the Opioid Epidemic and has since offered individuals treatment for any substance use diagnosis. This level of care enables participants to be independent while still receiving services to address their substance use. This level of care gives each individual access to a counselor, case manager, peer, and MAT physician to create an individualized treatment plan to assist with maintaining long-term sobriety.

**498 Individuals**

### **Level 1 Walker County Outpatient**

Our Outpatient Program in Walker County was established in 2019 to address the Opioid Epidemic in a rural community. This level of care enables participants to be independent while still receiving services to address their substance use. While in Outpatient, each individual has access to a counselor, case manager, peer, and MAT physician to create an individualized treatment plan to assist with maintaining long-term sobriety.

**207 Individuals**

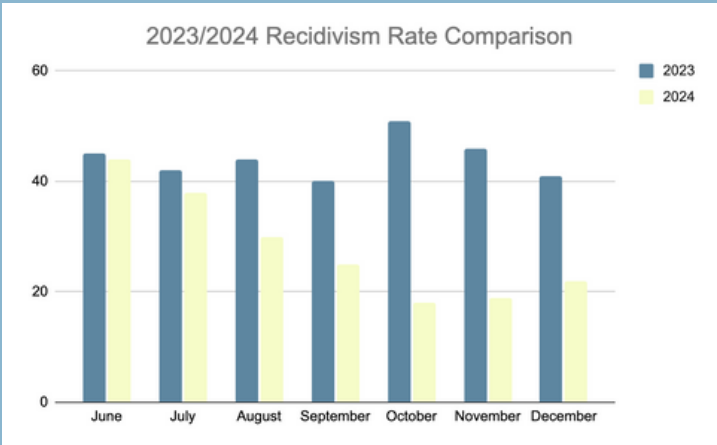
### **She Recovers**

She Recovers is an extension of our Walker County Outpatient program in conjunction with UAB and Walker Women's to provide substance use treatment to women who are pregnant and who have dependent children. Women who are a part of this program also have access to a specific curriculum and classes that target specific needs. The individuals' OB-GYN team and substance use team work together to ensure the health of the fetus, baby, and woman.

**60 women**

**Level 1 Walker County Jail Program**

Fellowship House provides groundbreaking Level 1 services within Walker County Jail for individuals with Opioid Use Disorder, offering Medication-Assisted Treatment (MAT) to reduce withdrawal risks and recidivism. Certified by the Alabama Department of Mental Health (ADMH), this program delivers integrative treatment, including counseling, peer support, case management, and pharmacological interventions. Upon release, participants transition seamlessly to our Jasper Outpatient location for continued care. This initiative is a critical step in breaking the cycle of repeat incarceration by making treatment accessible within the criminal justice system. In collaboration with the Walker County Sheriff's Office, Recovery Resource Center, ADMH, and ROSS, this program sets a new standard for jail-based recovery services.



\*Jail program started in June 2024

# Other Programs



## Pretreatment

The Pretreatment Program is a structured, twice-weekly intervention designed for individuals who have not yet enrolled in formal treatment but are seeking support in initiating the recovery process. Led by Intake Case Managers, these sessions provide case management services, stabilization support, and linkage to essential resources to facilitate treatment readiness. The program offers interim services that help expedite admission into residential care while fostering early engagement with the recovery process. This program serves as a critical bridge to formalized care, ensuring participants receive guidance and support as they transition into structured recovery services.



## Co-Occurring Program

Individuals diagnosed with serious mental illnesses, including bipolar disorder, major depressive disorder, and schizophrenia, engage in a specialized curriculum that explores the intersection of mental health and substance use disorders. This integrated approach ensures that mental health education is incorporated into treatment plans, addressing co-occurring disorders to enhance treatment outcomes and promote long-term recovery. By reducing barriers to care and providing targeted interventions, this program supports sustained stability and improved clinical outcomes.

## Family Program

Our Family Program fosters family involvement in the recovery process, recognizing the vital role of a strong support network. Clients work with our Family and Placement Case Manager to integrate their families into the treatment through group and individual sessions. This program strengthens relationships, promotes healing, and enhances recovery outcomes. Thirty days post-discharge, clients report a 4.56 out of 5 satisfaction level in family relationships, underscoring its impact.

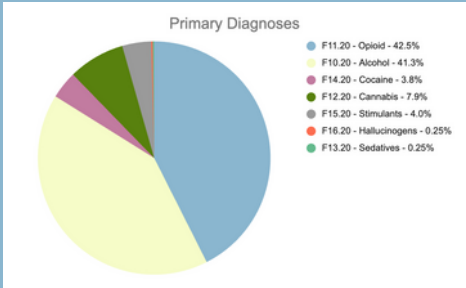


## Continuing Care

Fellowship House prioritizes long-term recovery through our Continuing Care program, ensuring ongoing support and systematic program evaluation. Every individual discharged from our services is enrolled in this program, allowing staff to conduct structured follow-ups at 30, 90 days, 6 months, and 12 months post-discharge. These follow-ups align with National Outcome Measures (NOMs), enabling us to assess treatment effectiveness, track long-term recovery outcomes, and refine our services based on data-driven insights. Additionally, this program provides critical opportunities to offer continued support, recovery resources, and re-engagement in treatment when necessary. Recognizing that recovery is a lifelong process often requiring multiple interventions, this program is essential in maintaining connections and ensuring individuals receive the care they need for sustained success.

# At a Glance

44% of all residential clients had a mental health diagnosis prior to admission



1664 physician visits paid for



491 months worth of medication provided



Total Services Provided: 82,870

Peer Services Provided: 8,004



Basic Living Skills: 1326



Telehealth Services: 2737



Days of Residential Treatment: 24,669



Infectious Disease Screenings: 1176



Case Management Services Provided: 10,484

Average client age: 42

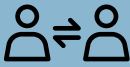


Served individuals from 51 counties across Alabama

67% Jefferson County residents

14% Walker County

Tuscaloosa, Shelby, and Madison follow



Referrals



50% of our clients are referred by other treatment facilities



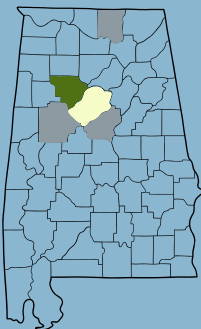
17% by criminal justice related referral



16% hospitals and other community organizations



15% self referred



# Community

Community engagement and outreach are vital to our growth and our commitment to serving those in need. By partnering with other organizations, we build a strong network of resources that ensures seamless, continuous care for our participants.

Our mission is to remove barriers for our clients, and we achieve this by cultivating relationships with community partners to keep services accessible and affordable. Through these collaborations, we not only strengthen existing support but also create new programs and initiatives tailored to the unique needs of each individual we serve.

This year, we took part in over 123 outreach events, including educational meetings, resource fairs, and community gatherings. These events allowed us to connect with the community, foster growth, and share Fellowship House's mission of supporting individuals in their personal, social, and vocational journey toward a sober and fulfilling life.



Mariah Wick, B.S set up at End Addiction Walk in Birmingham, AL



Elizabeth Norman sharing about She Recovers to Curt Lindsey, Executive Director of AARR

## Community Outreach:

- Wellhouse Women's Education Group
- BHAM Recovery Rally
- End Addiction BHAM Event
- AL Association of Nonprofit Summit
- Walker Co. Jail women's group
- Pardon's & Paroles for DRC Program
- Recovery Rocks Event in Jasper
- The Healing Network
- Overdose Awareness Walk

## Partnership in-kind/service Donations

- Addiction Prevention Coalition
- Thanksgiving meal
- Addiction Prevention Coalition
- Christmas Cards
- Regions donated basic hygiene supplies

# Engagement



Wynn Dixie Foundation & Magic City Harvest donates Thanksgiving turkeys



Board of Directors & Staff serve our clients and their family members a Christmas feast



Left to Right: Kady Abbott, PhD, Camille Holcomb, LPC, Clifford Keenon, Ed.S., Elizabeth Norman M.S., Mariah Wick, B.S., Carlos Richardson, LPC, at LEARN'd (Listening, Engaging, and Acting to Reduce Neighborhood Disparities) Conference



APC Staff donating a Thanksgiving lunch to clients and staff



Mariah Wick B.S. and Isabel Dixon, M.S. set up at the annual BHAM Recovery Rally



CAC Corporate Volunteers Painting our building



Andrea Lashley, LPC and UAB staff promoting She Recovers resources



Lunch & Learn Program in Walker County, advocating for Level 1 Outpatient and MAT in the jail



Deidre Wilson, CRSS, set up at End Addiction Walk in Huntsville, AL



# Giving



**Support from our community is vital to sustaining Fellowship House's mission. Every donation, whether financial, in-kind, or through advocacy, helps provide critical substance use and mental health treatment to those in need. Contributions not only fund essential services but also create lasting change.**

## Ways to Give:

- One-Time or Recurring Monetary Donations
- In-Kind Donations
- Amazon Wish Lists Support
- Purchase a Tshirt
- Legacy Giving and Planned Donations
- Stock & Asset Donation
- Event Participation
- Apply for Junior Board or Board of Directors
- Volunteer and Intern



Scan to make a donation today!

## Junior Board

Since 2021, the Junior Board has continued to grow in advancing Fellowship House's mission through fundraising, volunteerism, and advocacy alongside United Way. Comprising young professionals, it serves as a pipeline for future board leadership while offering members valuable mentorship, networking, and nonprofit leadership experience. Bringing fresh perspectives, the Junior Board drives innovative fundraising and community engagement efforts, expanding resources and strengthening Fellowship House's impact.

# Financials



Our main source of funding comes from the Department of Mental Health and United Way of Central Alabama, but it continues to be our goal to find new sources of funding to provide services for clients and to offset operational costs. This is done through foundation grants, donations, contracts, fundraising, and client fees.

		Highlights	
United Way Allocation	\$254,553	Addiction Prevention Coalitions Intake	
Other Grants	\$580,502	Fee Scholarship	
Donations	\$33,177	\$9,186 Total - helping 283 clients with their intake fees	
Community Foundation of Greater Birmingham	\$60,000		
Misc. & Interest Income	\$77,138		
Program Service Contracts		AL Department of Mental Health Grants	
ADMH Contract	\$2,700,618	SOR3	\$463,633
Federal Probation	\$3,618	SOR3 Jail	\$500,000
VA Contract	\$6,480	She Recovers	\$313,899
JBS Contract	\$154,200	Jefferson County Commission-Opioid Settlement Funds	
COSSUP Grant	\$33,252	Granted \$262,700 for construction for new women's facility	
Client Fees			
Transitional Apartments	\$172,098		
Outpatient	\$76,999		
Residential	\$136,215		
Total Income	\$4,288,850		

# Leadership & Governance



## **Chief Executive Officer**

Elizabeth Norman

## **Medical Consultant**

Dr. Cayce Paddock

## **Leadership Team**

A.W. Kady Abbott - Clinical Director

Dante Holley - Finance & HR Director

Takeyla Heard - Residential Coordinator

Greg Billings - Low Intensity Coordinator

Camille Holcomb - Outpatient Coordinator

Mike King - Intake and Placement Coordinator

Mariah Wick- Development & Community Engagement Coordinator



## **2024 Board of Directors**

Monique Campbell - President

Misty Williams - Vice President

Jessica Drummond - Secretary/Treasurer

Jack Carney - Member at Large

Jack Brasher - Member at Large

Jeannine Bailey - Member at Large

Denise Torossian

Camille Edwards

Dr. Mark Campbell

Judge Debra Weston-Pickens

James Walsh

Clifford Kennon

Kay Laumer

Eason Blanch, III

# Looking Ahead



2025 brings exciting new developments to our services. We have acquired an adjacent building to our downtown residential location and are renovating it to create a gender-specific residential facility for women in recovery. This space will provide specialized programs addressing trauma, relationships, and family dynamics to help break the cycle of addiction through comprehensive, gender-responsive treatment.

Our impact would not be possible without the unwavering support of our community, volunteers, interns, and staff. As we approach our 60th anniversary, we remain committed to growing and adapting to the evolving needs of our community, ensuring we continue to make a lasting difference in the lives of those we serve.