

Annual Report 2025



**Established
1965**



United Way of
Central Alabama, Inc.

Reflecting on 60 Years

In 2025, Fellowship House proudly celebrated 60 years of service to individuals and families impacted by substance use and co-occurring mental health disorders. This milestone year marked one of the most significant expansions in decades: the opening of our 20-bed, women-specific residential treatment facility, our first new residential addition in a generation.

Designed to provide trauma-informed, gender-responsive care, this program expands access and strengthens long-term recovery outcomes for women across Alabama.

As we honor our history, we are also preparing for the future. In the year ahead, we will relocate our Bessemer Level 1 Outpatient program to be more closely connected with our main campus. By centralizing services, we aim to reduce transportation barriers, strengthen continuity of care, and increase engagement across our full continuum of treatment.

These milestones are possible because of the commitment of our staff, the leadership of our board, and the generosity of partners and supporters who believe in our mission. Because of you, recovery remains accessible to those who need it most. Sixty years later, our purpose is unchanged: recovery is possible, and access matters.

With Gratitude,

Elizabeth Norman, CEO

Jack Brasher, 2025 Board President,
and 13 year board member

When asked what the 60th Anniversary
means to him:

“The 60th Anniversary of the Fellowship House means countless lives changed and families restored, every person made whole, and has carried that healing home, multiplying far beyond what we see.”

Emory Pollard, 28 year staff member

When asked what a message of
appreciation for the 60th Anniversary:

“I am sober today because of Fellowship House and it helped return some of the values that were instilled in me when I was a kid. Hope is what I have gained from Fellowship House and it is what I try to instill in all those who come through this program.



Mission

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



Vision

To aid each individual in the personal, social, and vocational adjustments necessary for the maintenance of a sober and productive life.



Values

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

History

1965 - Fellowship House began as a 6-bed residential facility tailored to males with an alcohol-use disorder.

1980s - We expanded to a 72-bed facility and included both men and women and those with any substance use diagnoses.

1990s - We pioneered the treatment integration of co-occurring addiction and mental health disorders. This evolution was before the Alabama Department of Mental Health (ADMH) required it to be a part of the treatment curriculum.

2008 – Fellowship House introduced pretreatment classes to provide early engagement for individuals interested in treatment, offering education, documentation support, and connections to Intake Case Managers who address participants' immediate needs.

2016 – Fellowship House added services in response to the opioid epidemic by opening a Level 1 outpatient program in Jefferson County. By increasing access to Medication-Assisted Treatment (MAT), including Suboxone and Naltrexone, the program addressed rising overdose rates.

2019 - Fellowship House expanded outpatient services to Walker County and improved access to care in rural communities.

2022 – With funding from the ADMH and in partnership with UAB, She Recovers was launched to support pregnant women and women with dependent children facing substance use in a rural community, addressing a critical gap in care for this priority population.

2024 – The Fellowship House implemented Alabama's first Level 1 Outpatient program within the Walker County Jail, providing substance use treatment in a structured environment and supporting continued care after release. This approach helps lower overdose deaths and recidivism while easing the burden on community services.

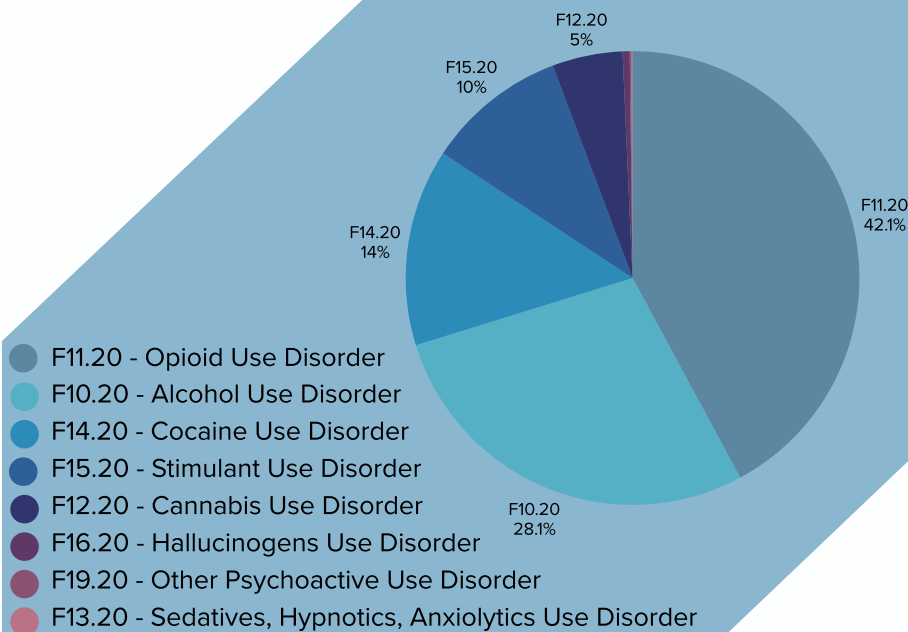
2025 – We opened a 20-bed, women-specific residential facility designed to address the unique needs of women. By reducing trauma associated with co-ed environments and fostering connection among women with shared experiences, the program promotes stronger engagement, longer treatment stays, and improved outcomes.

Impact in Numbers

+ Launched gender-specific, trauma-informed training in our residential program to support more integrated, targeted treatment responsive to gender-specific needs.

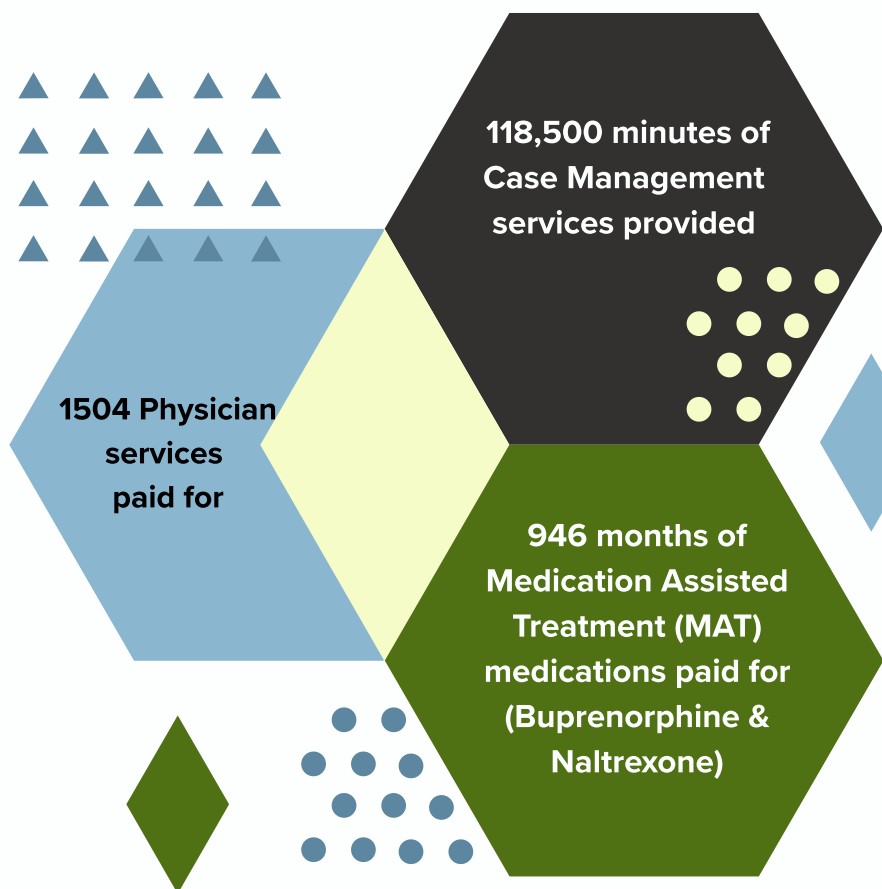
+ Building on Fellowship House's establishment of Alabama's first Level 1 Outpatient jail-based program in Walker County, we worked with the Alabama Department of Mental Health and Etowah County to launch the second program within the Etowah County Jail.

Top Primary Diagnoses



54% of individuals in our residential program had a diagnosed mental health condition and participated in integrated treatment addressing both substance use and mental health, equipping them with a stronger understanding of how these conditions influence long-term recovery.

Impact in Numbers

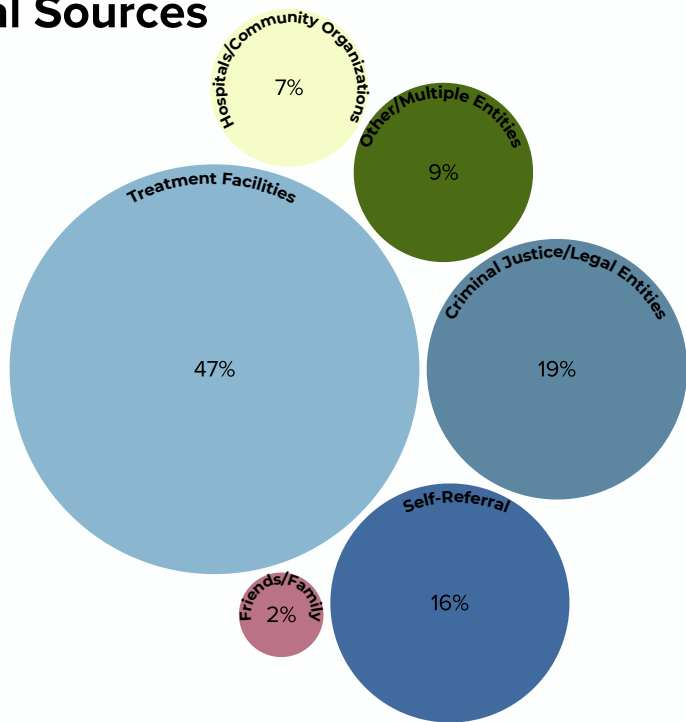


These services provide vital connections to resources that address basic needs, physical and mental health care, and the establishment of MAT for individuals with opioid use disorder, making a critical impact on the opioid epidemic and reducing barriers to accessing essential recovery resources.

Access & Referral

The referral categories shown represent just a portion of our access points. In 2025, Fellowship House received referrals from more than 45 unique agencies and community partners across Alabama, including hospitals, courts, probation offices, community mental health centers, faith-based organizations, treatment providers, and family members. By maintaining relationships across healthcare, criminal justice, and community systems, we reduce barriers to treatment and ensure individuals can access care through multiple pathways, whether self-referred, court-mandated, or connected through a trusted provider. Expanding referral partnerships remains central to our strategy for increasing access and meeting individuals at critical intervention points

Referral Sources



Programming

Pretreatment classes were offered more than **80** times and supported **291** individuals awaiting a bed and seeking to remain engaged prior to entering formal care.

In 2025, we had **483** individuals enrolled in our co-occurring program that bridges the connection between substance use and mental health treatment.

The Continuing Care program enrolls all discharged individuals in follow-ups at 1, 3, 6, and 12 months post-discharge to evaluate outcomes, guide program improvements, and provide ongoing support as needed. In 2025, individuals scored a 4.77 out of 5 satisfaction level in participation in Fellowship House services and a 4.48 out of 5 satisfaction score of mental health status at the 30-day mark post-discharge

Community & Engagement

This year, we participated in more than 90 outreach events, including educational meetings, resource fairs, national summits, and community gatherings. These engagements strengthened community connections, supported growth, and increased awareness of Fellowship House's mission.



Larry Leeth, Deidre Wilson, Pam Salter, Billie Beasley, Cynthia Rice, and Barbara Gooden at the Peer Conference



Mariah Wick and Deidre Wilson at APC's End Addiction Walk



LaShunda Powell RN, supervising UAB Nursing students

Community Outreach

- ~Wellhouse Women's Group
- ~BHAM Recovery Rally
- ~End Addiction BHAM
- ~AL Assoc. of Nonprofit Summit
- ~RX Summit
- ~Recovery Rocks Jasper, AL
- ~The Healing Network
- ~Overdose Awareness Walk

Partnership/Donations

- ~Church of the Highlands - Thanksgiving meal catered by Top Notch Catering
- ~Addiction Prevention Coalition Christmas cards
- ~IPC Community Ministries Christmas meal
- ~Regions donated basic hygiene supplies
- ~ROSS donated sweets for Thanksgiving



Mariah Wick and the Total Rewards team with Regions Bank helping move women into the new building

Donor Impact

Donor support is essential to our work. Through volunteer service, internships, in-kind contributions, and financial gifts, donors provide the resources and partnerships that make our mission possible. This year, their exceptional engagement expanded our reach, enabling us to serve more clients and help more individuals and families meet their treatment needs.

2,859 hours

Total volunteer and intern service hours dedicated to delivering services, maintaining and improving campus facilities, and supporting overall program operations.

The amount of service hours equates to roughly the addition of 1 full-time employee.

\$7,189

Total unrestricted amount donated by private and community contributions to continue our mission and serve our clients in any way needed.

The amount of unrestricted donations is the equivalent of covering 205 individual's \$35 intake fee.

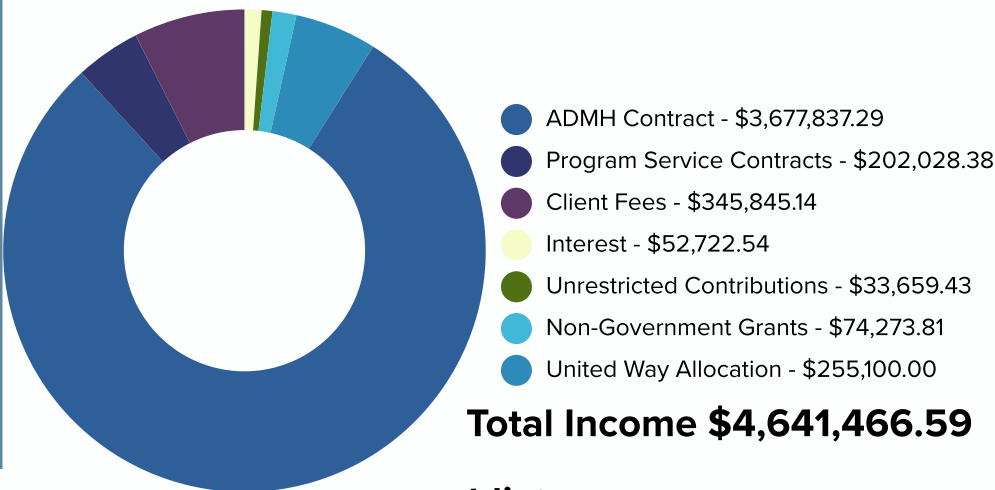
Junior Board

Our Junior Board, made up of dedicated young professionals, plays a vital role in extending our mission and amplifying donor impact.

Through community-based outreach and creative fundraising events, these emerging leaders help raise critical resources, increase awareness, and connect new supporters to our work, expanding our reach and strengthening our ability to serve more individuals and families in need.

Financials

The majority of our funding comes from the Alabama Department of Mental Health (ADMH) and United Way of Central Alabama; however, it continues to be our goal to diversify our funding streams to continue to provide services for clients and to offset operational costs. This is done through foundation grants, donations, contracts, fundraising, and client fees.



Highlights

Addiction Prevention

Coalition Intake Fee

Scholarships

\$7,712.00 total scholarship

231 clients assisted with intake fees

ADMH Grants

SOR3 - \$1,000,000

Opioid Settlement Fund - \$309,590

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 Apartment Coordinator

Camille Holcomb - Outpatient Coordinator

Mike King - Intake and Placement Coordinator

Mariah Wick- Development & Community Engagement Coordinator



2025 Board of Directors

Jack Brasher - President

Jessica Drummond - Vice President

Jeannine Bailey - Secretary/Treasurer

Monique Campbell - Past President

Eason Balch, III - Member at Large

Judge Debra Weston-Pickens - Member at Large

Dr. Mark Campbell

Jack Carney

James Walsh

Camille Edwards

Kay Laumer

Clifford Kennon

Louis Baxley