



north central vermont  
RECOVERY  
CENTER

ANNUAL  
REPORT  
2023

# LETTER FROM THE DIRECTOR

Dear Community and Friends,

My drive through Worcester Woods each day commuting to and from NCVRC offers me the space and time to prepare for my day in what lies ahead and in return the space to decompress during my journey home. I'm fortunate that this is a very scenic and peaceful ride. I'm always excited to share what wildlife I've seen on this particular route. This year I can report seeing a bear, mink, coydog, and a fox as some unique sightings. A turkey collision resulted in some car repairs.

The work and energy that NCVRC is collectively putting forth on a daily basis is worth the mileage. I have let go of the idea that things will "slow down" as far as work load goes. In 2023 NCVRC continued to press forward and expand its boundaries. We consolidated locations, and now primarily operate out of our founding location, of fourteen years, on Brooklyn St. in Morrisville, VT. We were able to gain an additional 1500 sq. ft and as a result are providing more office space, a Health and Wellness gathering area, and dedicated space for our Parents in Recovery Program. Our Open House in September of 2023 was a way to bring people together and share our space and vision with our community. We heard feedback about our space such as; warm and welcoming, safe, inviting, bright, spacious...

Our Board, Staff and Volunteers continue to strengthen their dedication to our mission and vision through our shared values:

**Excellence** – We set high standards to cultivate an atmosphere of peer professionalism with non-judgmental compassion. Our facility and conduct represent a clean, safe, welcoming, positive experience for all.

**Empowerment** – Through education, support, and encouragement, we empower all people to make the best choices to fill their own needs for healing and growth in their lives.

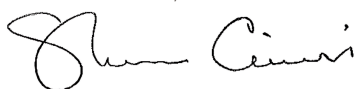
**Community** – We genuinely and transparently collaborate with our community partners toward an effort to holistically serve and support the human being and the community as a whole.

**Good Stewardship** – We use all funds contributed to organization wisely, ensuring ethical and prudent financial practices.

This report will illustrate some of the work we've performed over the last year, and I invite you to take a look. I wish I could accurately represent and quantify all of the work of my staff, volunteers and board members. They deserve so much recognition. We create a culture and space that empowers community members to open our door and step through. That door and step can oftentimes be so heavy, and we're here to bear the weight.

I am a woman committed to my long-term sobriety and NCVRC plays a role in that on a daily basis, and for this organization I'm grateful.

With Gratitude,



Shannon Carchidi



# ABOUT

North Central Vermont Recovery Center (NCVRC) has been offering Peer Recovery support services to the Lamoille Valley community FREE of charge since 2010. As we enter our 15th year of service, we have seen significant changes to the landscape affecting individuals and loved ones on their journeys to lasting recovery from Substance Use Disorder (SUD). Substances are becoming stronger, more addictive, easier to acquire, and harder to recover from.

Our mission, however, remains consistent and strong. We steadfastly provide a safe, welcoming, supportive, and substance-free environment for people through all stages of their recovery. We have adapted by creating strong partnerships throughout our community, increasing our range of offerings to meet the needs of a broader demand, provide Recovery Friendly Workplace trainings for our community's largest employers. We also make our voices heard and advocate for those we serve.

Our core staff members and volunteers are individuals in recovery themselves. We are who we serve. 2023 was monumental for NCVRC, allowing us to carry out our own Mission internally as well as externally. Becoming a member of Recovery Partners of Vermont has provided us the opportunity to offer our staff health, vision, and dental insurance for the first time in our organization's history. One of NCVRC's own staff members won the bid to provide no-cost Employee Assistance Program (EAP) mental health services to recovery support workers statewide. Through the generous support of our donors and funders, we have been able to increase staff's earnings, paid time off, and overall wellness.

## PROGRAMS AND OFFERINGS

- Recovery Coaching
- Recovery Coaching in the Emergency Department (RCED) Program
- Parents in Recovery (PIR) Support Program
- Volunteer opportunities
- Animal Safety Net program (partnership with North Country Animal League)
- All Recovery
- Reiki
- Reset Acupuncture
- Writers for Recovery
- Create with Clay
- Community Garden
- Community Lunch
- Sound Healing Therapy
- Book Club
- Families Anonymous (FA)
- Al-Anon
- Alcoholics Anonymous (AA)
- Narcotics Anonymous (NA)
- Overeaters Anonymous (OA)
- Women's Meeting
- Seeking Safety
- Vermont Food Bank site
- Harm reduction packs
- Narcan training
- Recovery Friendly Workplace training
- Family-friendly crafts and events
- Sober social activities and holiday events
- Resource Navigation

## OUR STAFF

### Shannon Carchidi

Executive Director  
Emergency Dept. Recovery Coach

### Liam Reynolds

Assistant Director  
Emergency Dept. Recovery Coach

### Alicia Crosby

Recovery Coaching Programs Manager  
Emergency Dept. Recovery Coach

### Megan Goulet

Operations Supervisor

### Aliah Montgomery

Programs Coordinator

### Wolf Whitney

Volunteer Program Coordinator  
Emergency Dept. Recovery Coach

### Liza Ryan

Community Outreach Coordinator  
Emergency Dept. Recovery Coach

### Meredith Williams

Bookkeeper

### Sarah Henshaw

Grants Manager

### Phil Kirk

Emergency Dept. Recovery Coach

### Holly Baker

Emergency Dept. Recovery Coach

## BOARD OF DIRECTORS

### Imelda Turner

Board President

### Becca Dill

Board Treasurer

### Greg Wells

Board Member

### Dale Porter

Board Member

A judgement-free zone supporting all paths to recovery

## RECOVERY COACHING

North Central Vermont Recovery Center's Recovery Coaching Program is a peer-to-peer service, offering one-on-one, confidential guidance to help individuals achieve and maintain a fulfilling life in recovery. Our Recovery Coaches support all pathways to recovery, and work to identify and support each individual's personal recovery goals.

**83**

TOTAL 2023  
RECOVERY  
COACHING  
PROGRAM  
PARTICIPANTS

**66**

NEW INDIVIDUALS  
ACCESSING  
RECOVERY  
COACHING  
**UP 29% FROM 2022**

### PRIMARY SUBSTANCE

ALCOHOL	48%	OTHER, UNKNOWN, OR N/A (FAMILY MEMBER)	7%
OPIOIDS	4%	POLYSUBSTANCE USE (MORE THAN ONE PRIMARY SUBSTANCE)	23%
COCAINE /CRACK	18%		

## RECOVERY COACHING IN THE EMERGENCY DEPARTMENT

NCVRC's, Peer Recovery Coaching in the Emergency Department (RCED) team knocks down barriers of stigma by providing professional, compassionate, respectful, resource navigation and support from a place of lived experience for individuals in a time of crisis. Our RCED team provides on-call coverage 24 hours a day, 7 days a week, 365 days a year to patients on the Copley Hospital campus. We offer immediate access to specially trained Peer Recovery Coaches for individuals who have experienced an adverse effect from substance use. Through our well established community partnerships we are able to offer patients next-day appointments for recovery supports services that were once unheard of, such as harm reduction supplies, medication to support recovery (MAT), and access to mental health screenings. The RCED team continues to provide follow-up calls to patients seen at Copley Hospital for an additional 10 days following the initial visit. This effort has the potential to further engage patients with referrals and support services.

**7**

RCED  
RECOVERY  
COACHES

**183**

HOSPITAL VISITS  
BY NCVRC'S  
RCED TEAM  
**UP 8% FROM 2022**

**2023**

### PRIMARY SUBSTANCE

ALCOHOL	68%
OPIOIDS	14%
COCAINE	9%
METHADONE (WITHDRAWAL)	1%
BUPRENORPHINE (WITHDRAWAL)	1%
BENZODIAZEPINES	1%
XYLAZINE	1%
OTHER, UNKNOWN, OR N/A	3%
POLYSUBSTANCE USE (MORE THAN ONE PRIMARY SUBSTANCE)	5%

**2022**

### PRIMARY SUBSTANCE

ALCOHOL	69%
OPIOIDS	10%
COCAINE	5%
METHADONE (WITHDRAWAL)	2%
MARIJUANA/CANNABIS, METHAMPHETAMINES, BENZODIAZEPINES	1% EACH
OTHER, UNKNOWN, OR N/A	11%
POLYSUBSTANCE USE (REPORTED, NOT PRIMARY)	12%

# MILESTONES

- NCVRC expanded their space by 1500 sq ft. This enabled us to revive our Parents in Recovery Support Program, add additional offices for our growing staff, and the room to grow our holistic offerings.
- A partnership with North Country Animal League (NCAL) allowing our program participants to utilize the Animal Safety Net Program. This program allows the temporary safe harbor of pets so their humans can access Substance use Disorder (SUD) treatment.
- All NCVRC employees now have access to Health, Vision, and Dental insurance.
- Implemented Recovery Friendly Workplace trainings throughout the community's largest employers.

# WHAT'S NEXT

- We are acquiring a Community Health Vending Machine! It will be fully stocked with Naloxone and other essentials. This resource will be operational 24/7 on the exterior of our building. Increasing accessibility for harm reduction supports for our community is a priority.
- We will be executing Strategic Planning in 2025.



## A MESSAGE FROM OUR BOARD OF DIRECTORS

We are thrilled to share with you highlights of the past year through the North Central Vermont Recovery Center 2023 Annual Report. It was a year of healing and restoration for the families we serve. These are the goals we strive for every day when working in the recovery community. Over the past year, we continued to see the impacts of trauma, addiction, and stress ripple across the lives of so many families in our community. Even though so many lives were being affected by difficult situations, we saw families being empowered to take charge of their lives. This could not be possible without the help of our dedicated staff and community partnerships. Families were energized in new and profound ways.

Our staff are dedicated to providing families in recovery with resources to help them discover their strengths and passions. At the same time, advocating that each individual take ownership of skills necessary for moving forward in healthy ways. Our recovery coaches are professionally trained to use their own lived experience with addiction to support a community member's journey in recovery.

The culture at the Recovery Center is one where people feel safe and are heard and respected. We help change lives from the inside out allowing people to become the best versions of themselves. We also understand the changing needs of the families we serve. For that reason, we are committed to advocating for innovative recovery programming as well as working in collaboration with local and state partners.

Together we can help build a better future for our recovery community. We are so grateful for the generous support of our community partners and donors.

Best regards,  
-NCVRC Board