Effective Treatment Communities Workshop

From Individual Treatment to Community Transformation

Facilitator packet

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Workshop Purpose

Recovery happens in community, not in isolation. This workshop helps treatment centers assess their current community-building capacity, identify gaps, and develop strategic plans to transform from service providers into community builders. Effective treatment communities create lasting networks of support that sustain recovery long after formal treatment ends.

Assess Capacity

Current community building

Identify Gaps

Missing community elements

Build Strategy

Create transformation plan

Part 1: Your Treatment Center Profile

Understanding your current context

Organization Name (Optional)

Your Role

Treatment Setting

Average Daily Census/Active Clients

Average Length of Stay/Treatment Duration

Part 2: Community Building Effectiveness

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Rate: 1 = Strongly Disagree, 5 = Strongly Agree

Current Community Building Assessment

Our program actively builds connections to external recovery communities
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

We have a thriving alumni program with regular engagement
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Clients develop meaningful peer relationships during treatment
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

We create opportunities for recovery storytelling and identity development
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Our facility hosts on-site recovery community meetings
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

We celebrate recovery milestones as a community
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Clients are exposed to multiple recovery pathway options
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

We maintain digital platforms for ongoing community connection
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Our program trains and supports peer recovery specialists
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

We have partnerships with community organizations
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Clients leave with concrete plans for ongoing community involvement
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Our physical space promotes community gathering and connection
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

We offer recovery advocacy training and opportunities
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Alumni mentor current clients in meaningful ways
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Community building is central to our treatment model, not an afterthought
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Community Building Score: ____ / 75

✓ Excellent Community Building: Your program demonstrates strong community integration. Continue enhancing and innovating.

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ℹ Moderate Community Focus: Solid foundation but significant opportunities for expansion and deepening.

⚠ Limited Community Building: Basic elements present but major development needed for community transformation.

⚠ Individual-Focused Model: Treatment is primarily individual-focused. Community building requires complete strategic reimagining.

Part 3: Community Building Components

Check all components currently in place

Existing Community Elements

External Connection

- ☐ 12-Step Program Integration
- ☐ Active Alumni Program
- ☐ Community Organization Partnerships

On-Site Community

- ☐ Peer Support Groups
- ☐ On-Site Recovery Meetings
- ☐ Milestone Celebrations & Rituals

Identity Development

- ☐ Recovery Storytelling Opportunities

Digital Innovation

- ☐ Digital/Online Community Platforms

Social Impact

- ☐ Recovery Advocacy Training
- ☐ Speakers' Bureau/Outreach

Professional Development

- ☐ Peer Recovery Coach Training

Inclusive Practice

- ☐ Multiple Recovery Pathway Exposure

Part 4: External Recovery Community Integration

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Bridging to lasting community support

External Community Connection Assessment

What external recovery communities do you connect clients with?

How systematic is this connection process?

- ○ Highly systematic - formal process for all clients
- ○ Somewhat - depends on staff initiative
- ○ Rarely - happens informally if at all

Do clients attend external recovery meetings during treatment?

How do you help clients find sponsors or recovery mentors?

What prevents better integration with external communities?

Part 5: Alumni Program Development

Living recovery communities beyond discharge

Alumni Engagement Assessment

Do you have an active alumni program?

- ○ Yes, very active
- ○ Exists but minimal
- ○ No program

What alumni activities/events do you offer?

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What percentage of graduates stay engaged with alumni program?

How do alumni interact with current clients?

What would make your alumni program more vibrant and meaningful?

Part 6: On-Site Recovery Community Culture

Building community within treatment

On-Site Community Assessment

Do you host on-site recovery meetings?

What rituals or traditions create community identity?

How do you celebrate recovery milestones?

Does your physical space promote community gathering?

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What prevents stronger on-site community development?

Part 7: Recovery Identity Development

Building positive recovery identity through community

Identity Development Assessment

How do clients share their recovery stories?

Are storytelling opportunities structured or spontaneous?

- ○ Structured programs
- ○ Both
- ○ Informal only
- ○ Limited opportunities

How do you help clients develop positive recovery identity?

Do clients leave treatment with clear recovery community identity?

Part 8: Digital Community Platforms

Modern connection beyond geography

Digital Community Assessment

What digital platforms support community connection?

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Are these platforms actively moderated and engaged?

- ○ Yes, actively
- ○ Minimally
- ○ No platforms exist

Do you offer virtual recovery meetings or support groups?

How do you ensure healthy digital community boundaries?

Part 9: Recovery Advocacy & Social Impact

Transforming personal recovery into community change

Advocacy & Impact Assessment

Do you offer recovery advocacy training?

- ○ Formal program
- ○ Informal opportunities
- ○ Not offered

What public outreach or education opportunities exist?

How do you help clients develop recovery leadership skills?

Do clients participate in stigma reduction or awareness activities?

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Part 10: Peer Recovery Specialist Development

Creating career pathways from lived experience

Peer Professional Development

Do you employ peer recovery specialists?

- ○ Yes, multiple peers
- ○ Yes, one peer
- ○ No peer staff

Do you offer peer recovery coach training or certification support?

How are peer specialists integrated into the clinical team?

What career development pathways exist for individuals with lived experience?

Part 11: Community Partnership Networks

Collaborative support ecosystems

Community Partnership Assessment

What community organizations do you partner with?

Are these partnerships:

- ☐ Active and collaborative

☐ Primarily referral-based

☐ Formalized with MOUs/agreements

☐ Informal and inconsistent

What additional community partnerships would strengthen recovery support?

Part 12: Evidence-Based Community Building Recommendations

Research-backed strategies for transformation

✓ Essential Community Practices

External Integration:

- Take clients to multiple types of meetings
- Facilitate sponsor connections
- Create discharge plans with specific community commitments
- Provide transportation to external meetings

Alumni Program Excellence:

- Monthly alumni events (social, recovery-focused)
- Alumni mentorship matching with current clients
- Digital platforms for ongoing connection
- Alumni speakers in weekly programming
- Volunteer opportunities for giving back

On-Site Community:

- Host multiple recovery meeting types on-site
- Create recovery milestone celebration rituals
- Establish peer support groups
- Design spaces that promote gathering
- Develop community traditions and culture

Identity Development:

- Structured storytelling opportunities
- Recovery identity exploration groups
- Public speaking skill development
- Written narrative projects
- Celebrate recovery as identity, not shame

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Advocacy Training:

- Formal advocacy curriculum
- Speakers' bureau training and placement
- Policy education and engagement
- Media training for recovery storytelling

✗ Barriers to Community Building

Isolation Patterns:

- Treatment operates in isolation from community
- No external meeting attendance
- Discharge with no community connections
- Competition with community resources

Alumni Neglect:

- No post-discharge engagement
- Alumni not welcomed back
- No tracking or follow-up
- Treating graduates as "done" vs. community members

Individual Focus Only:

- All individual therapy, no community building
- Discouraging peer connections
- No community spaces or gathering times
- Treating clients as patients, not community members

Identity Shame:

- Treating recovery as private, shameful secret
- No positive recovery role models
- Pathology language instead of recovery language
- No storytelling or identity exploration

Peer Devaluation:

- No peer staff or peer programs
- Viewing peers as "less than" clinical staff
- No career pathways for lived experience
- Missing unique value of peer perspective

Part 13: Community Building Action Plan

Concrete implementation steps

IMMEDIATE (Months 1-3):

Quick wins to establish community focus:

SHORT-TERM (Months 4-6):

Building infrastructure and systems:

MEDIUM-TERM (Months 7-12):

Expanding and deepening initiatives:

LONG-TERM (Year 2+):

Cultural transformation and innovation:

Resource Requirements

What resources do you need to build effective treatment communities?

- ☐ Dedicated community building staff
- ☐ Physical community spaces
- ☐ Transportation for external meetings
- ☐ Digital platforms/technology
- ☐ Staff training in community building
- ☐ Budget allocation for community programs

What's the biggest barrier to community building in your organization?

Part 14: Inclusive Community Development

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Honoring diverse recovery pathways

Diversity & Inclusion Assessment

What recovery pathways are represented in your programming?

- ☐ 12-Step (AA, NA, etc.)
- ☐ SMART Recovery
- ☐ Faith-based (Celebrate Recovery, etc.)
- ☐ Buddhist-based (Refuge Recovery, Recovery Dharma)
- ☐ Secular/Lifering
- ☐ Culturally specific programs
- ☐ Harm reduction communities

How do you prevent pathway sectarianism or dogmatism?

Are all clients able to find recovery community approaches that resonate with them?

Part 15: Measuring Community Building Success

What excellent community looks like

Success Indicators & Metrics

How will you measure community building success?

Recommended Success Indicators:

- 90%+ clients attend external meetings during treatment
- 80%+ have identified home group at discharge
- 60%+ have sponsor/mentor connection
- 50%+ alumni engage within first year
- 70%+ clients report peer friendships formed
- 40%+ participate in advocacy or volunteer activities
- Digital platform has active weekly engagement

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- 5+ active community partnerships

How often will you assess community building effectiveness?

Community Building Excellence Commitment

We commit to transforming from individual service providers to community builders. We will systematically integrate with external recovery communities, develop vibrant alumni networks, create on-site community culture, support peer professional development, and build partnerships that create comprehensive recovery support ecosystems. Recovery happens in community, and we will be community builders.

Your Signature:

Date:

Organizational Workshop Facilitation Guide

Preparation:

- Leadership, clinical, and peer staff complete worksheets
- Invite alumni representatives to planning discussion
- Gather current community connection data
- Research community partnership opportunities
- Schedule full-day strategic planning session

Discussion Format (4-6 hours):

- Opening (30 min): Community imperative - why this matters
- Assessment Review (45 min): Current state analysis and scores
- Gap Identification (60 min): Missing community components
- Vision Development (60 min): What excellent community looks like
- Strategic Planning (90 min): Phased implementation plan
- Resource Allocation (45 min): Budget, staff, partnerships
- Accountability (30 min): Metrics, ownership, timeline

Essential Participants:

- Executive leadership (decision-making authority)
- Clinical director and supervisors

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- Peer recovery specialists (if employed)
- Alumni representatives (if program exists)
- Marketing/community relations
- Finance (for resource allocation)

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