



WESTERN OHIO REGIONAL
TREATMENT AND HABILITATION
CENTER

Fiscal Year 2009

Annual Report

July 1, 2008 thru June 30, 2009

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MISSION

The W.O.R.T.H. Center is a residential probation center, operated by the Judicial Corrections Board for the district comprised of Allen, Auglaize, Hancock, Hardin, Mercer, Paulding, Putnam, Shelby, and Van Wert Counties for male and female offenders from the nine counties placed on probation by the Common Pleas Court that otherwise would be sentenced to incarceration in a state penal institution.

The W.O.R.T.H. Center seeks to strike a balance between control, punitive sanctions, and rehabilitative treatment in an intensive, self-contained and positive psychological environment which emphasizes face-to-face staff-to-resident interaction. It will be a highly structured program and is staff intensive with an aftercare component.

It is the basic philosophy of the W.O.R.T.H. Program that the correctional system should be viewed as a continual process with the emphasis on treatment in the community for nonviolent male and female offenders and incarceration at state institutions reserved for control of offenders who are judged dangerous, violent, or incapable of rehabilitation. W.O.R.T.H. supports the concept of keeping offenders in touch with their home community where the mutual adjustment of community and offender must eventually take place. It is the task of W.O.R.T.H. to facilitate the socialization of offenders in such a way as to preserve the dignity and safety of the general community.

Prison is only one sentencing alternative. Other alternatives, less expensive to the tax payers, are possible and provide a more measured response. Punitive sanctions, victim restoration, societal restitution and treatment intervention in a community-based corrections setting, close to family support and employment, can more successfully reintegrate the individual back into the mainstream of his community. Community corrections can be more effective, for some offenders, in addressing the underlying contribution factors that often lead to criminal behavior.

W.O.R.T.H. will address positive values such as self-esteem, self-reliance, and human dignity, and make an effort to create a sense of belonging as if in a family structure, to promote stability so that an environment is created where the individual can internalize positive change.

As residents progress through the W.O.R.T.H. Program, privileges will be earned as individuals become more responsible for their lives. Conversely, if negative behavior warrants, more controls can be imposed and privileges can be restricted in a progressively intrusive manner to the point of probation revocation and sentence to long term incarceration in a state prison institution.

It is realized that crime originates locally and offenders are returned to their home communities from prison usually without assistance upon their release, which, often perpetuates the cycle of crime and dependence upon the local community.

INTRODUCTION

Fiscal Year 2009 marks sixteen years of operation for the Western Ohio Regional Treatment and Habilitation (W.O.R.T.H.) Center. The W.O.R.T.H. Center staff continues to strive to provide the best and the most appropriate programming.

The capacity of the male wing of the facility expanded to seventy-two (72) beds while the female wing capacity is now at twenty-five (25). The female treatment program continues to improve. This was the eleventh full year of operation for the female wing. All intakes are accepted from the W.O.R.T.H. Center's Judicial District of Allen, Auglaize, Hancock, Hardin, Mercer, Paulding, Putnam, Shelby, and Van Wert Counties. The W.O.R.T.H. Center also serviced Defiance, Erie, Fulton, Henry, Huron, Logan, Marion, Richland, Ross, Williams, Wood, and Wyandot Counties on an available bed basis during Fiscal Year 2009.

This year continues to be a year of growth and progress. Our staff continued to work hard this year to improve and further enhance our current programming and training. The W.O.R.T.H. Center staff participated in state mandated training with Oakwood Correctional Facility, therefore enhancing the relationship with the prison. There has been a steady flow of programming during Fiscal Year 2009 within the facility. A strong emphasis in the area of cognitive behavioral continues. This emphasis will continue into Fiscal Year 2010. The W.O.R.T.H. Center staff members are dedicated to excellence, while holding on to the philosophy that *individuals are responsible for their choices and the consequences of those choices*.

Major highlights of Fiscal Year 2009 include:

- Finalist for the Cliff Skeen Award for the second year in a row (2008, 2009)
- 100% compliance to the Bureau of Community Sanctions Audit
- Expansion of bed capacity on the male side to seventy-two (72) and twenty-five (25) females
- Treatment Staff were trained in a new curriculum known as Trauma Recovery Empowerment Model (TREM). This curriculum will become a component in the facility in future years.
- Operational staff continue to be trained in cognitive curriculums. Some Resident Supervisors have begun to hold Skills Groups.
- The recession has affected the employability of residents while at the W.O.R.T.H. Center.
- The W.O.R.T.H. Center entered into a collaborative effort on the ABLE Grant with the Lima City Schools. This has afforded more classroom hours for male residents, a new Manufacturing Class taught within the facility, and additional funds for supplies and classroom equipment.

- The Center now offers all residents the Epitetus Club on the male and female side. This is a cognitive behavioral class based on true stories of inmates on death row. It parallels the curriculum, Thinking For A Change.
- The facility was awarded Capital Improvement funds from the Ohio Department of Rehabilitation and Corrections (ODRC) in the amount of \$180,000.00. The monies are being used for a new facility generator, new track lighting, as well as expansion of the female recreation area.
- There was continued improvement on the Financial Audit. This audit has been the strongest ever!
- Patricia Clark, an original hire of the W.O.R.T.H. Center ended her employment with the Center in the Summer of 2009. Patricia has been a strong hold in the facility; working through several Directors as well as several treatment approaches. She will be missed. With Pat's vacancy, Ms. Vivian (Lorrie) Wilson has moved to the male side for Case Management and Mrs. Misti Harlow was employed and placed on the female side for Case Management.

The W.O.R.T.H. Center is committed to providing programming that draws a balance between behavioral sanctions and treatment, while offering solid treatment services to male and female offenders. Our commitment and mission remain focused on providing the best programming available to our residents and integrating them successfully into their communities.

FY OBJECTIVES & PERFORMANCE INDICATORS

OBJECTIVE

To

recommend CBCF placement for all eligible felony offenders, this will result in two hundred thirty-six (236) offenders being admitted into the program, for an average of one hundred and twenty-one (121) days.

EVALUATION

In Fiscal Year 2009, one hundred ninety-eight (198) male and sixty-six (66) female residents (264 total residents) were admitted into the W.O.R.T.H. Center constituting an overall diversion rate of one hundred twelve percent (112%) of the states goal. A total of thirty-three thousand seven hundred thirty-six (33,736) mandays were served as a result of the two hundred sixty-four (264) residents admitted during this Fiscal Year.

OBJECTIVE

To

provide chemical dependency services to eligible offenders placed in the W.O.R.T.H. Center.

EVALUATION

Of the one hundred ninety-eight (198) male and sixty-six (66) female residents entering the W.O.R.T.H. Center, one hundred ninety (190) or ninety-six percent (96%) of males and sixty (60) or ninety-one percent (91%) of females were determined to have a substance abuse issue due to a current or former dependency on drugs and/or alcohol.

One hundred forty (140), seventy-three percent (73%), of males and fifty-four (54), eighty-two (82%), of females completed substance abuse intervention in Fiscal Year 2009. Forty-five (45), twenty-four percent (24%), of males and eleven (11), seventeen percent (17%), of females failed substance abuse intervention. Six (6) male, three percent (3%), and one (1) female, one percent (1%), were not applicable.

For Fiscal Year 2009, Chemical Dependency Education was given for a total of four thousand nine hundred seventeen (4,917) hours for the males and one thousand five hundred sixty-four (1,564) hours for females.

OBJECTIVE

To provide Employment Training Services to W.O.R.T.H. Center Residents in need, and to obtain an employment rate of seventy-five percent (75%) for those residents completing the program.

EVALUATION

Of the one hundred ninety-eight (198) male and sixty-six (66) female residents, seventy-nine (79) or forty percent (40%) of male and sixty-two (62) or ninety-four percent (64%) of female residents were enrolled in the Job Readiness Program. Of the one hundred sixty-eight (168) eligible residents, seventy-six (76) or forty-six percent (46%) male and nine (9) or six percent (6%) female residents maintained regular employment during their stay at the W.O.R.T.H. Center.

Eighty-eight (88), fifty-two percent (52%) eligible male and thirty-five (35), twenty-one percent (21%) eligible female residents were unable to locate employment during their stay at the W.O.R.T.H. Center.

OBJECTIVES

To provide Literacy, ABLE, and GED services to one hundred percent (100%) of eligible W.O.R.T.H. Center residents and to improve literacy levels of education participants.

EVALUATION

In Fiscal Year 2009, two hundred sixty-four (264) residents (198 males/ 66 females) were assessed for educational needs. Out of those, one hundred fifty-four (154) or seventy-eight percent (78%) of males and sixty-three (63) or ninety-six percent (96%) of females were assessed as needing educational services. One hundred percent (100%) of those assessed as needing educational services received educational services. Thirty-three (33) males and fifteen (15) females for a total of forty-eight (48) residents in the GED program took the GED test. Out of which, twenty-five (25) or percent (76%) of male and four (4) or twenty-seven percent (27%) of female residents passed the GED while at the W.O.R.T.H. Center.

The average male literacy rate at program entrance was 9.18 grade levels. At exit for successful completions, the average grade level was 11.06, which is an improvement of 1.88 grade levels. The average female literacy rate at program entrance was 9.26 grade levels. At exit for successful completions, the average grade level was 10.79, which is an improvement of 1.53 grade levels.

The Education Department was able to provide services to all offenders needing the literacy program. The W.O.R.T.H. Center is proud of this achievement and looks forward to strengthening the education program even more in Fiscal Year 2010.

OBJECTIVE

To provide aftercare services to one hundred percent (100%) of successful participants needing W.O.R.T.H. aftercare, to reduce the number of resident's recidivating within three months of completing programming, and to provide participants with follow-up services in the community.

EVALUATION

The Center no longer sends staff out into the community to connect with residents that have been released. The Center has worked over the last five (5) years to network with various mental health, chemical dependency, and probation departments to offer training of various curriculums that teach approaches to work with released residents and various other clientele. There are a few residents that choose to come to the facility to continue working in particular curriculums. However, the vast majority of released residents seek services outside of the facility, which constitute aftercare. In FY2009, twenty-one (21) residents chose to come back and continue in a curriculum utilized in aftercare known as Moral Reconciliation Therapy (MRT).

OBJECTIVE

To statistically track and report Recidivism Rates for individuals at the W.O.R.T.H. Center for three (3) years following their release.

In FY2007, the W.O.R.T.H. Center implemented a system to track residents who recidivate. Six (6) months following release in Fiscal Year 2007, ninety-two (92) or thirty-six percent (36%) of residents had recidivated, one hundred fifty-one (151) or sixty percent (60%) remained on probation, seven (7) or three percent (3%) were successfully released from probation, and one (1) or one percent (1%) of the residential population is deceased. Twelve (12) months following release in Fiscal Year 2007, one hundred twenty-seven (127) or fifty percent (50%) of residents had recidivated, ninety-two (92) or thirty-seven percent (37%) remained on probation, thirty (30) or twelve percent (12%) were successfully released from probation, and two (2) or one percent (1%) of the residential population is deceased.

Six (6) months following release in Fiscal Year 2006, ninety-six (96) or thirty-five percent (35%) of residents had recidivated, one hundred sixty-five (165) or sixty-one percent (61%) remained on probation, and ten (10) or four percent (4%) were successfully released from probation. Twelve (12) months following release in Fiscal Year 2006, one hundred forty-two (142) or fifty-two percent (52%) of residents had recidivated, one hundred twelve (112) or forty-two percent (42%) remained on probation, and seventeen (17) or six percent (6%) were successfully released from probation. Eighteen (18) months following release in Fiscal Year 2006, one hundred fifty-five (155) or fifty-seven percent (57%) of residents had recidivated, eighty-seven (87) or thirty-two percent (32%) remained on probation, and twenty-nine (29) or eleven percent (11%) were successfully released from probation. Twenty-four (24) months following release in Fiscal Year 2006, one hundred sixty-six (166) or sixty-one percent (61%) of resident had recidivated, sixty-seven (67) or twenty-five percent (25%) remained on probation, thirty-seven (37) or thirteen percent (13%) were successfully released from probation, and one (1) or one percent (1%) of the residential population is deceased.

OBJECTIVE

To

ensure all residents complete community service work before completion of the program by providing local community service work sites, and to improve public relations by providing community service to the local community.

EVALUTION

In FY2009,

the W.O.R.T.H. Center had five (5) outside community service work sites: West Ohio Food Bank, Habitat for Humanity, Habitat Restore, Perry United Methodist Church, and the Roller Hockey Rink. Community service is also offered within the W.O.R.T.H. Center. The total number of community service hours worked for males was eight thousand six hundred eighty-nine (8,689) and seven hundred nineteen (719) for females, for a total of nine thousand four hundred eight (9,408) hours. The W.O.R.T.H. Center will continue to consider community service sites and opportunities for residents in Fiscal Year 2010.

W.O.R.T.H. CENTER LEADERSHIP

JUDICIAL ADVISORY BOARD

Honorable Judge Richard K. Warren, Allen County, Chair
Honorable Judge Joseph H. Niemeyer, Hancock County, Vice Chair
Honorable Judge Jeffrey R. Ingraham, Mercer County, Secretary
Honorable Judge Jeffrey L. Reed, Allen County
Honorable Judge Frederick D. Pepple, Auglaize County
Honorable Judge James F. Stevenson, Shelby County
Honorable Judge William D. Hart, Hardin County
Honorable Judge J. David Webb, Paulding County
Honorable Judge Randall L. Basinger, Putnam County
Honorable Judge Charles D. Steele, Van Wert County

FACILITIES GOVERNING BOARD

Michael Rumer, Allen County
Mark Fuerstenau, Auglaize County (RESIGNED)
Kim Switzer, Hancock County
Maria Santo, Hardin County
Michael Huber, Mercer County
Marv Ankney, Paulding County
Gary Lammers, Putnam County
Charles R. Craynon, Shelby County
Steve Diller, Van Wert County

ADMINISTRATIVE TEAM

Sandra Monfort, Executive Director
Mary McClish, Clinical Services Director
Diane Wilson, Operations Director
Peggy Elmquist, Administrative Assistant

FACILITY MANAGEMENT & OPERATIONS

One of the W.O.R.T.H. Center’s priorities is to ensure the safety and security of residents and staff. In order to maintain a protective environment, our security and facility management employees perform random facility and resident searches, resident drug screening, resident monitoring in the facility and in the community, sanitation and behavior reports as needed to supplement the work of the treatment team in counseling the residents.

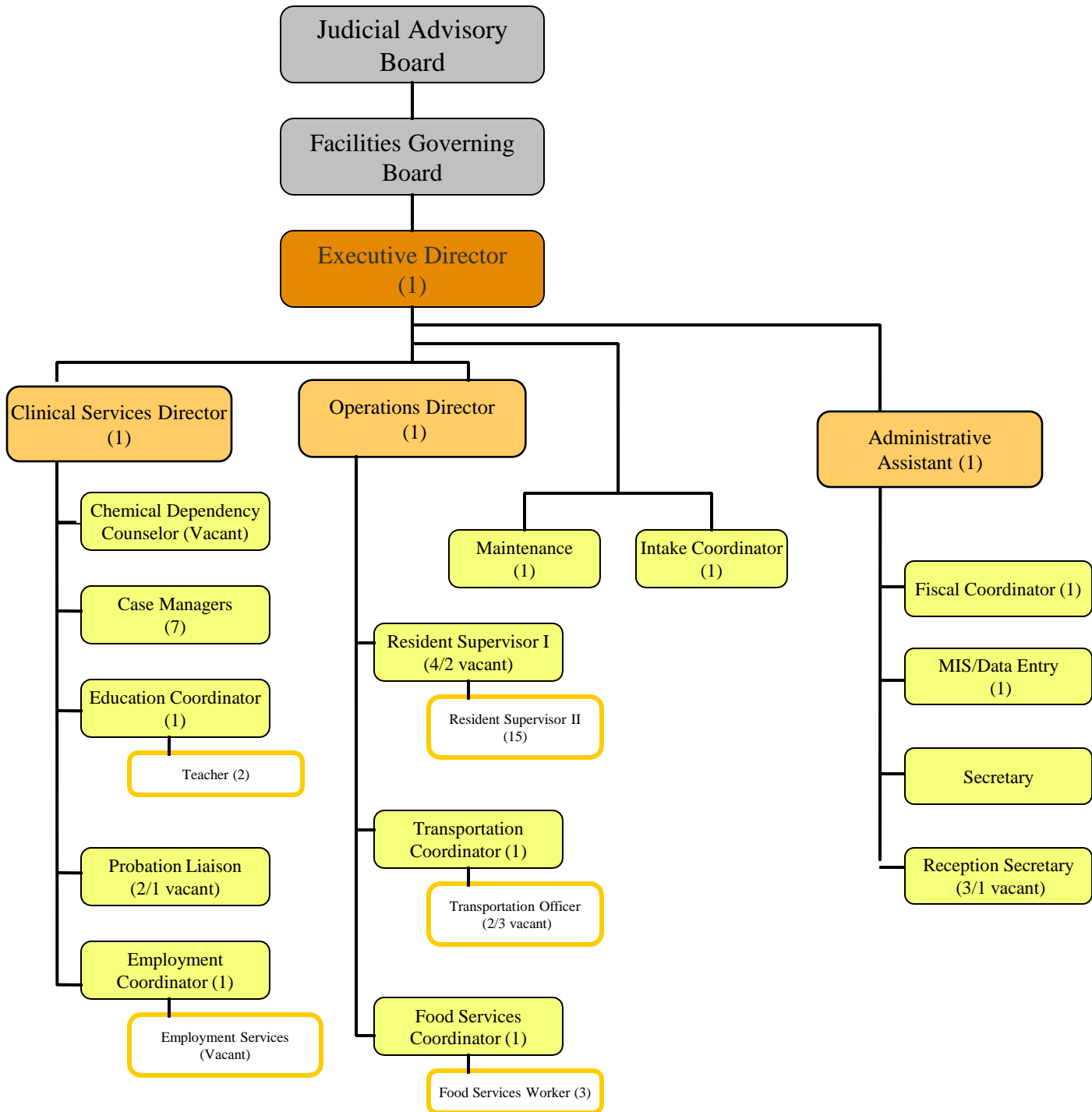
The partnership between Oakwood Corrections Institute with the W.O.R.T.H. Center continued throughout Fiscal Year 2009. Staff attended Unarmed Self Defense Recertification Training through Oakwood Correctional Institute.

Staff also attended training in CPR and First Aid and Suicide Prevention to further enhance the security of the facility.

	Fiscal Year 2009
Number of Fire Drills	12
Number of “Shake Downs”	16
Number of Maintenance and Sanitation Inspections	411
Number of Safety Inspections	352
Number of Security Counts	1,728
Number of Behavior Observations	289
Number of Major Rule Violations	314
Number of Minor Rule Violations	27
Number of Community Meetings	53
Total Miles Logged for Transportation of Residents	77,300
Average Daily Number of Residents Transported	20
Number of Drug Dog Walk-Through	0

	<i>Males</i>	<i>Females</i>
Number of Resident Visitors	1,928	946

W.O.R.T.H. CENTER ORGANIZATIONAL CHART



GENDER AND RACE FISCAL YEAR 2009

POSITION	STATUS	GENDER		RACE				TOTAL
		Male	Female	Caucas	Hispan	Afr-Am	Other	
Administrative Assistant / Fiscal Coordinator	F	0	1	1	0	1	0	1
Case Manager	F	3	5	6	0	2	0	8
Chemical Dependency Counselor/ Clinical Serv. Dir.	F	0	1	0	0	0	1	1
Education Coordinator	F	1	0	1	0	0	0	1
Employment Coordinator	F	0	1	0	0	1	0	1
Executive Director	F	0	1	0	1	0	0	1
Food Service Coordinator	F	0	1	1	0	0	0	1
Food Service Worker	F	0	4	4	0	0	0	4
Intake Coordinator	F	0	1	0	0	1	0	1
Intake Secretary	F	1	0	1	0	0	0	1
Maintenance	F	1	0	1	0	0	0	1
MIS/Data Entry Coordinator	F	0	1	1	0	0	0	1
Operations Director	F	0	1	0	0	1	0	1
Probation Liaison	F	1	0	1	0	0	0	1
Receptionist/Secretary	F	0	1	1	0	0	0	1
Resident Supervisor I	F	2	6	3	0	5	0	8
Resident Supervisor II	F	9	7	8	0	8	0	16
Secretary	F	0	2	2	0	0	0	2
Teacher	F	0	2	2	0	0	0	2
Transportation Coordinator	F	1	0	1	0	0	0	1
Transportation Officer	P	2	1	2	0	1	0	3
Totals		21	36	36	1	19	1	57
Percentage		37%	63%	63%	2%	33%	2%	100%
TOTAL EMPLOYEES:	FULL TIME: 60			PART-TIME: 4				

TRAINING & CONTINUING EDUCATION

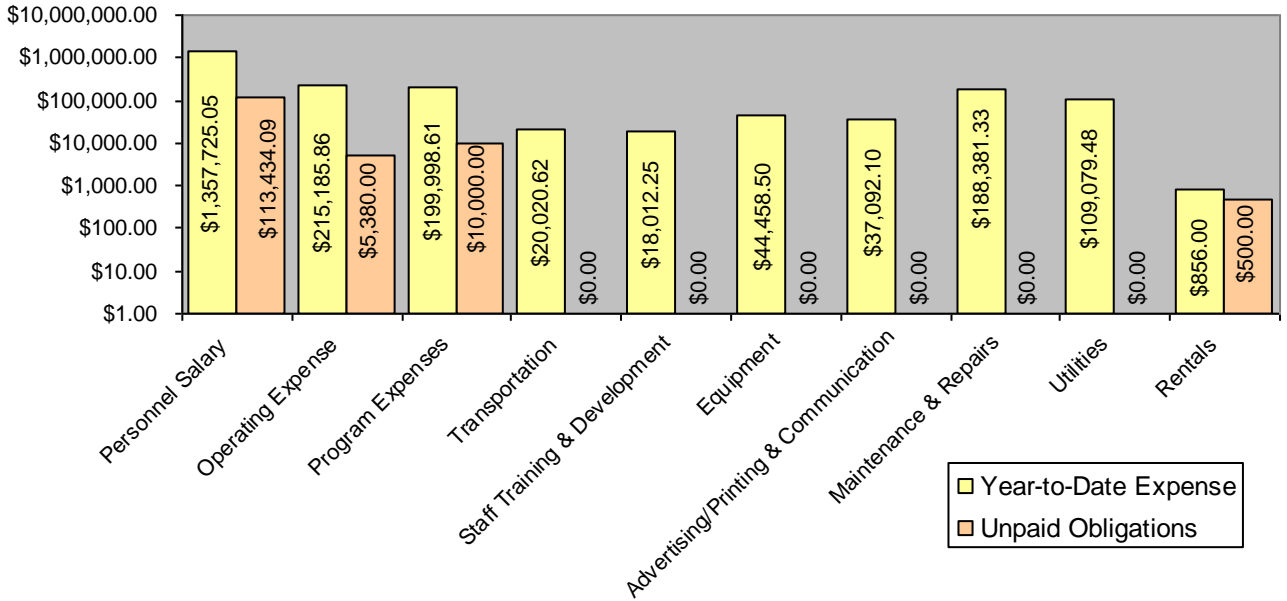
Training and continuing education are emphasized at the W.O.R.T.H. Center so staff may provide the most recent and effective programming to our resident population. Staff attended state mandated training as well as outside training. Some staff have taken time to facilitate training for the entire facility to allow new skills to be shared.

TOPIC	FACILITATOR
Skill Path Seminars	Various Instructors (Outside Training)
Stress Management	Kevin Riggs (EAP)
First Aid Training	Randy McGuire & Diane Wilson (ASHI Certified First Aid Instructors)
Fire Procedure & Equipment Training	Lima Fire Department
Suicide Prevention	Dr. Schafer (W.O.R.T.H. Center)
Moral Reconciliation Therapy (MRT)	Katherine D. Burnette (Correctional Counseling, Inc.), Sandra Monfort (Executive Director)
Unarmed Self Defense	Oakwood Correctional Institute
CPR	Diane Wilson and Randy McGuire (ASHI Certified CPR Instructors)
Thinking for a Change (TFAC)	Steve Weichart (Case Manager), Ed Monfort (ASTOP), Sandra Monfort (Executive Director)
Various State Trainings	Ohio Chief Probation Officers, OCCA, OCCO
Drug-Free Workplace	Allen County Commissioners
Ohio Chief Probation Conference	Various Presenters
OJAAC Training	Various Presenters

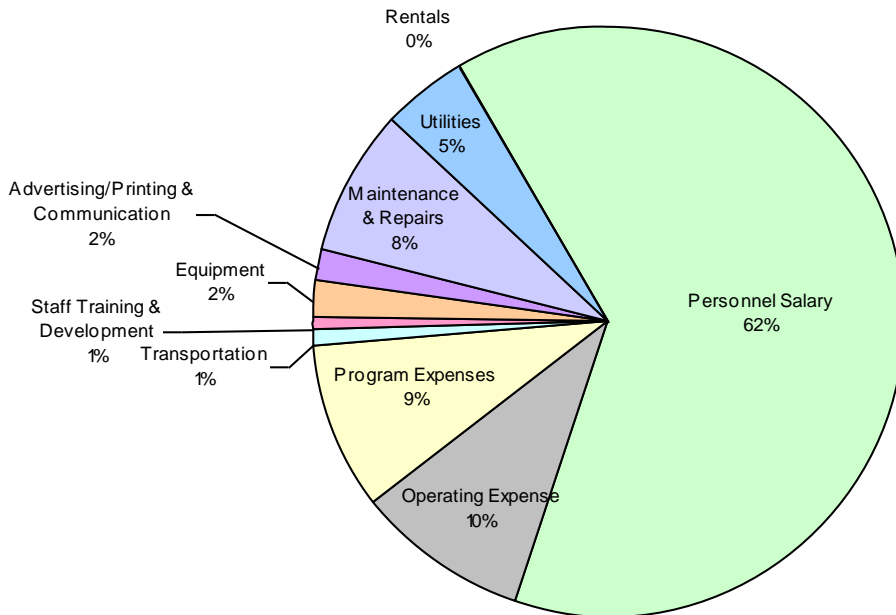
FISCAL YEAR FUNDING

TOTAL GRANT FUNDING FY 2009: \$ 2,807,167.00

FY2009 EXPENSES BY AMOUNT



FY2009 TOTAL EXPENSES BY PERCENTAGE



COST ANALYSIS

The Ohio Department of Rehabilitation and Corrections provides 100% of the W.O.R. T.H. Center's funding.

Diversion, Bed Occupancy, & Manadays	Male	Female	Total
Projected Diversions	--	--	236
Actual Diversions	198	66	264
Percentage of Diversions Met	--	--	112%
Beds Available	72	25	97
Daily Population	68.73	23.70	92.43
Total Mandays Served	23,086	8,650	33,736
Occupancy Rate	98%	99%	98%

Personnel Costs	FY07 Grant Money	FY07 Actual Cost	Total
Personnel Fringe Benefit	\$ 233,457.95	\$ 233,851.42	\$ (393.47)
Personnel Health Insurance Coverage/Costs	\$ 325,507.25	\$ 321,451.20	\$ 7,056.05
Life Insurance Coverage/Costs	\$ 5,879.79	\$ 6,180.69	\$ (300.90)
Dental Coverage/Costs (Included in Health Insurance)	\$ -	\$ -	\$ -

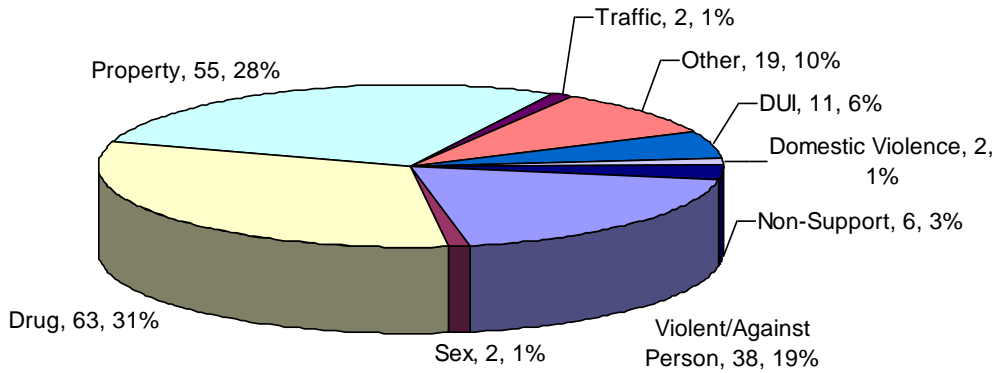
Per Diem Costs & Total Expenditures	
Per Diem Cost	\$ 79.50
Cost Per Meal	\$ 1.49
Cost Per Diversion	\$ 10,633.21
Cost Per Drug Screen	\$ 6.23
Actual Total Expenditure*	\$ 2,806,866.85

*Includes Title One/ABLE Grant Reimbursement for 4th Quarter to 501.

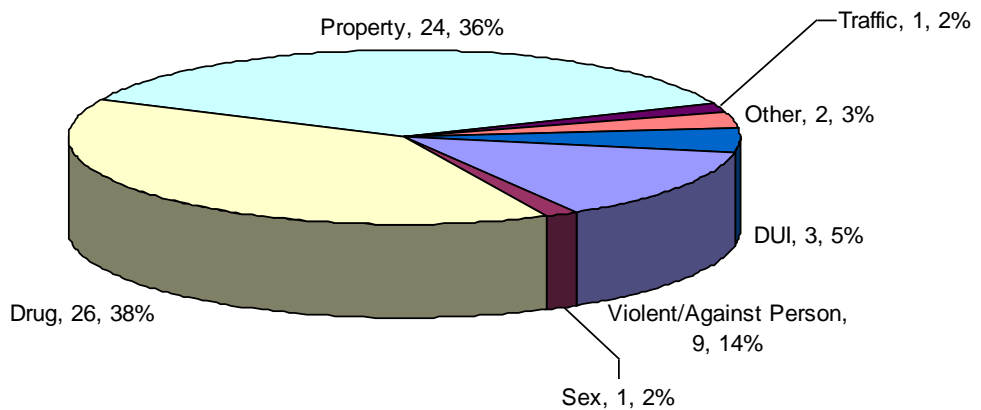
RESIDENT OFFENSES

During Fiscal Year 2009, the W.O.R.T.H. Center admitted two hundred sixty-four (264) offenders. Below is a breakdown of offenders by most serious offenses:

Male Category Totals & Percentage



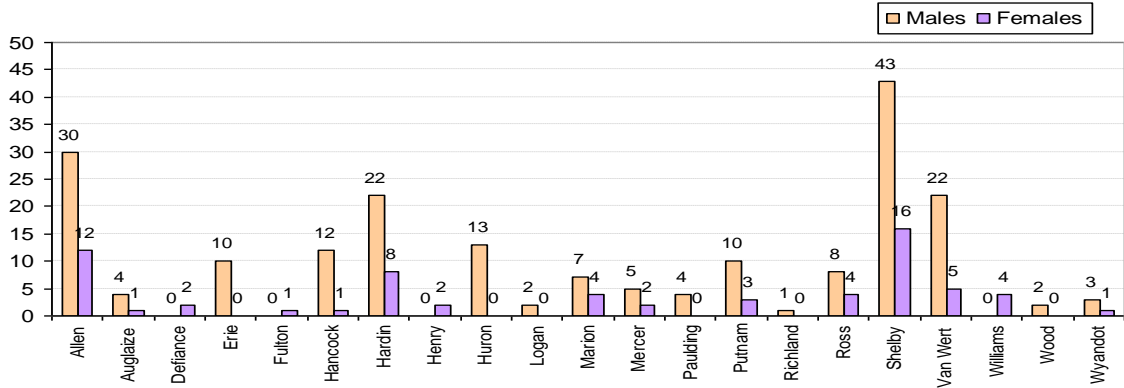
Female Offense Category Totals & Percentages



PROGRAM ANALYSIS

The Intake Department is responsible for the screening, assessment, and selection of eligible offenders, as defined by ORC Section 2301.55, for participation in the W.O.R.T.H. Center Program. During Fiscal Year 2009, residents were accepted from twenty-one (21) counties. Three hundred sixty-three (363) referrals were made to the W.O.R.T.H. Center.

RESIDENT INTAKE BY COUNTY



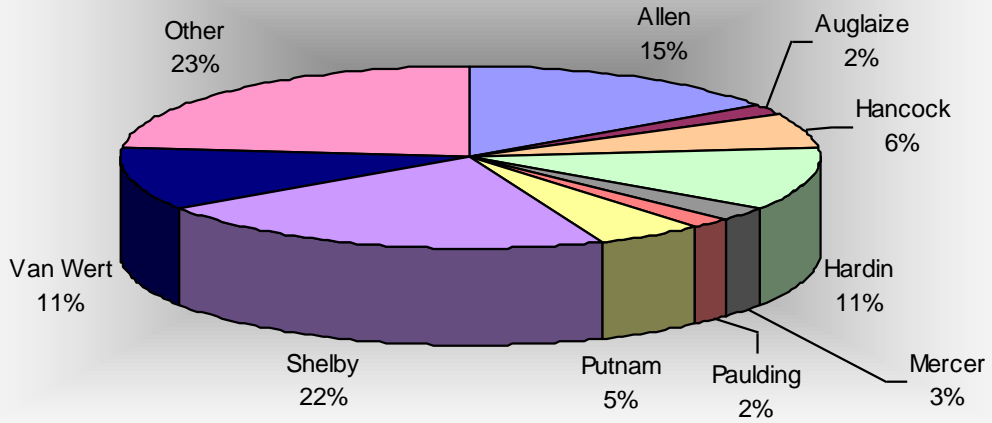
	Totals
Number of Offenders Screened for Entry	363
Number of Offenders Eligible	332
Number of Offenders Ineligible for Entry	26
Number of Offenders Eligible But Refused Entry	0
Number of Offenders Eligible But Court/Judge Refused Entry	24
Number of Offenders Admitted to Program	264
Number of Eligible Offenders Carried-over for Admission in Fiscal Year 2010	18

Two hundred (200) offenders were admitted from the nine (9) counties listed as the W.O.R.T.H. Center’s Facilities Governing Board (FGB) Region. Sixty-four (64) offenders were admitted from counties outside of the FGB Region.

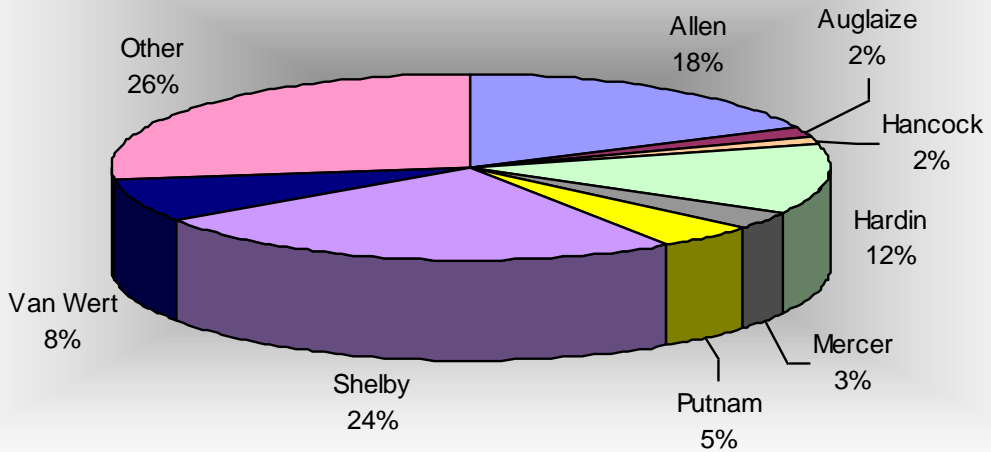
There were two major reasons for rejection of screened offenders:

1. The offender had several mental health issues that would preclude him/her from participating effectively in the program and that required extensive mental health counseling.
2. The offender had a history of assault that indicated that he/she would be a direct threat to staff and/or residents.

MALE ADMISSIONS



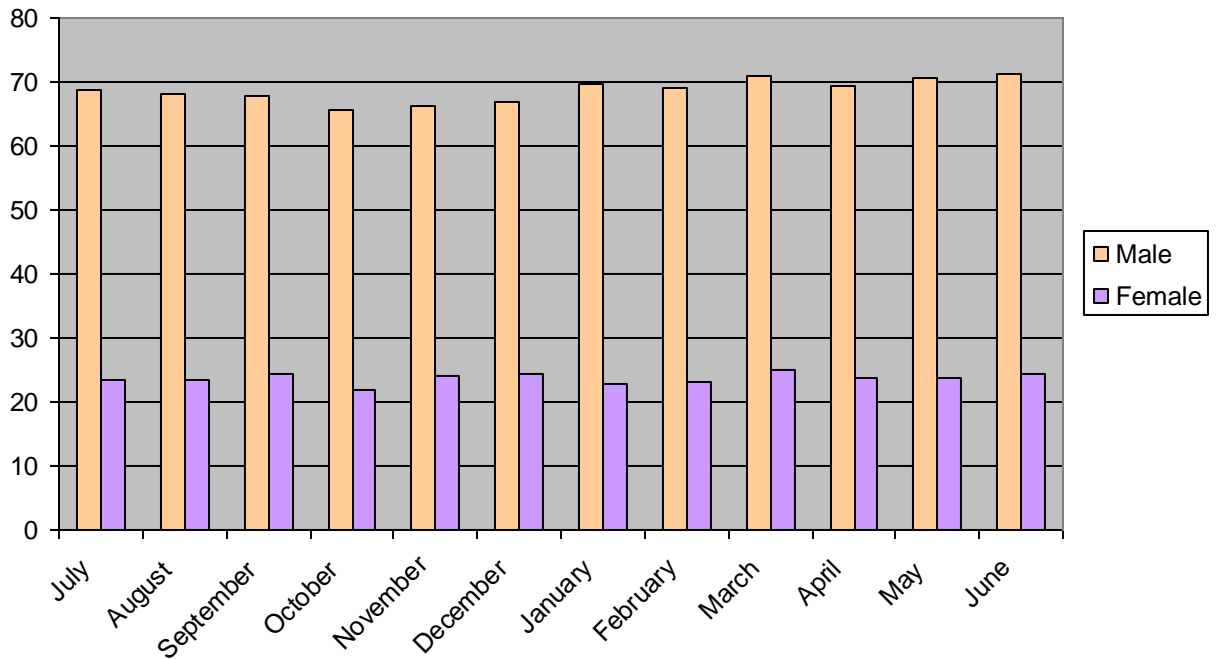
FEMALE ADMISSIONS



DAILY POPULATION CHART

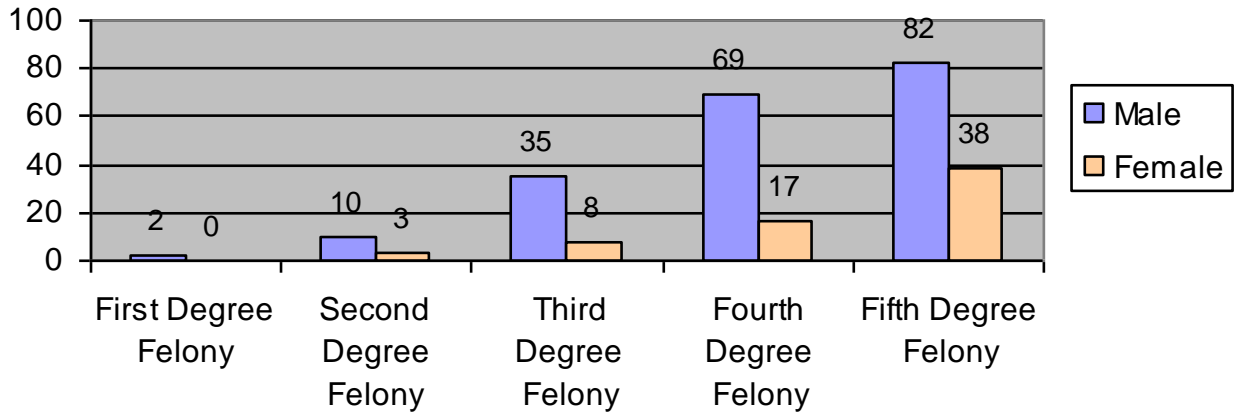
Average Population by Month

	Male	Female	Total
July	68.90	23.43	92.33
August	68.04	23.43	91.47
September	67.82	24.37	92.19
October	65.65	21.98	87.63
November	66.33	24.09	90.42
December	67.00	24.47	91.47
January	69.70	22.91	92.61
February	69.11	23.12	92.23
March	70.96	24.89	95.85
April	69.33	23.76	93.09
May	70.58	23.65	94.23
June	71.36	24.30	95.66
Average	68.73	23.70	92.43

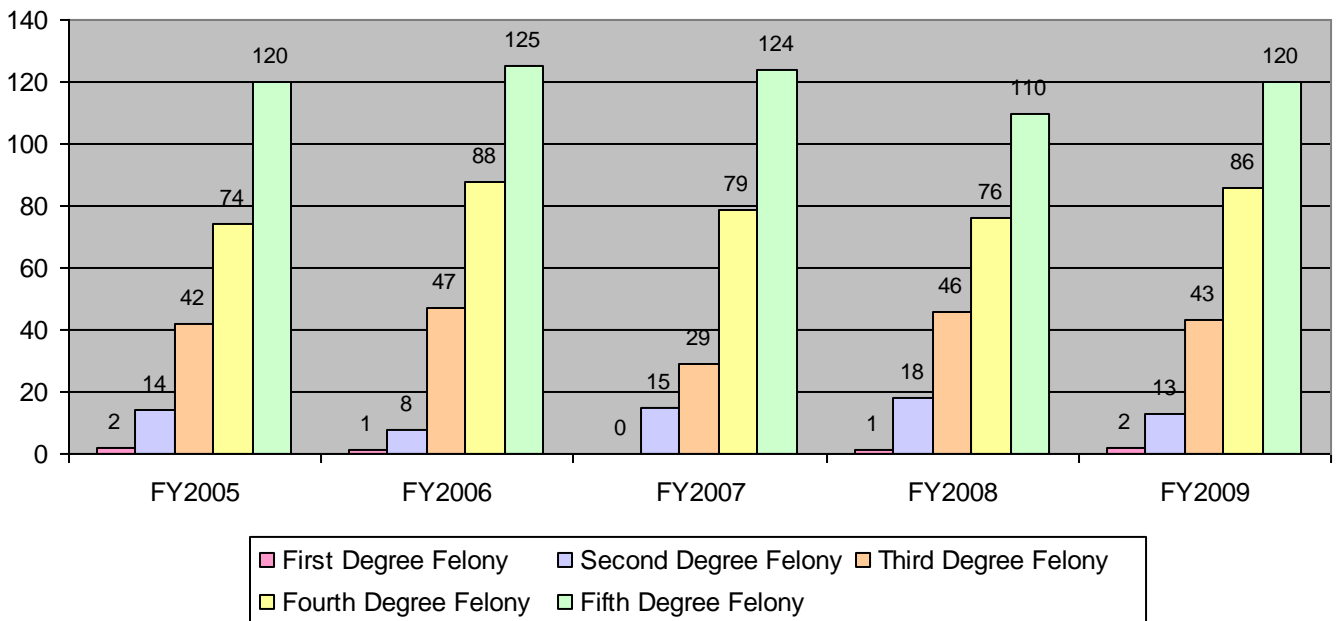


ADMISSION BY FISCAL YEAR & FELONY DEGREE

LEVEL OF MOST SERIOUS OFFENSE: FY2009



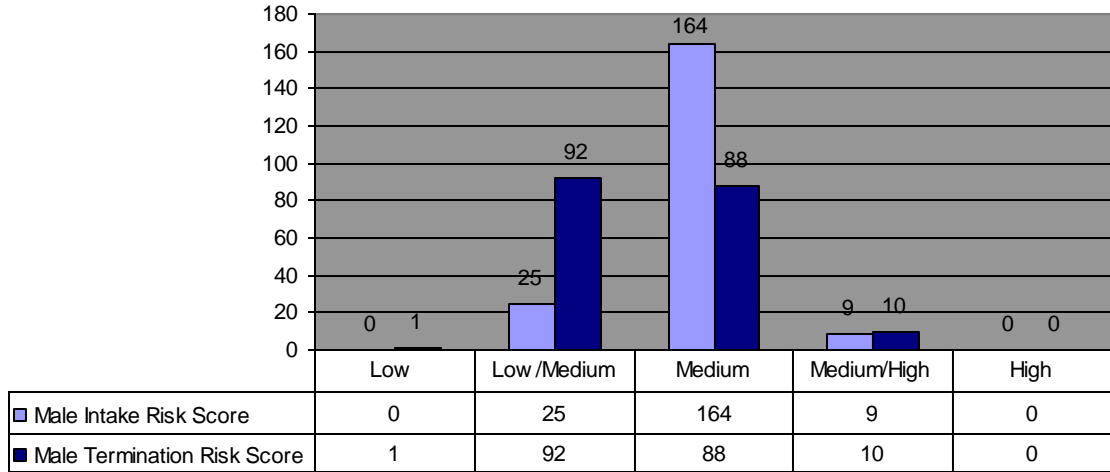
FIVE YEAR OVERVIEW OF MOST SERIOUS OFFENSES



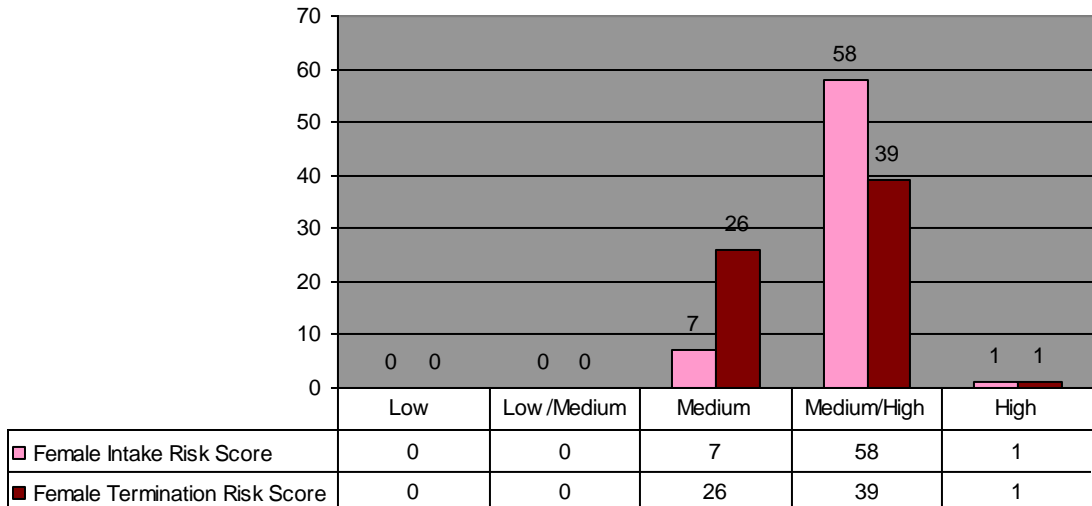
OFFENDER RISK

All residents who enter the W.O.R.T.H. Center are given the Level of Service Inventory Revise (LSI-R) to measure risk. This is given upon entrance and exit of the program. The results of intake and termination LSI-R assessments are summarized below.

MALE RISK SCORE: INTAKE & TERMINATION



FEMALE RISK SCORE: INTAKE & TERMINATION

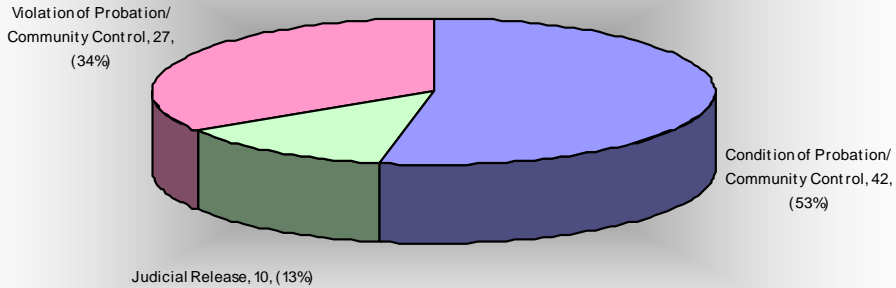


Please note that the Intake LSI-R Scores and Termination LSI-R Scores are not based on the same population.

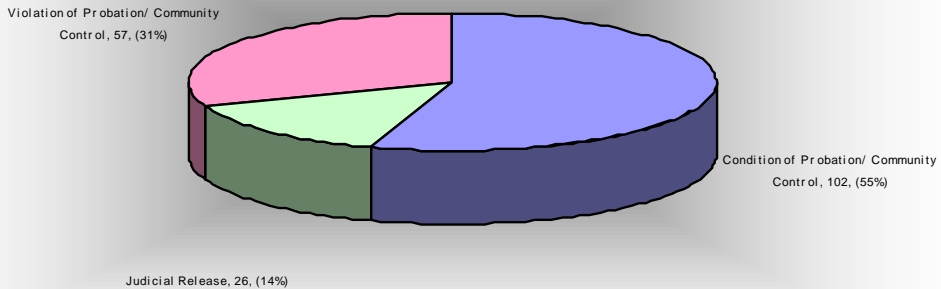
REASON FOR PLACEMENT

Residents entering into the W.O.R.T.H. Center fall into one (1) of three (3) categories for placement. The total of active and non-active (released) male and female offenders during FY2009 is graphed below.

REASON FOR PLACEMENT: ACTIVE OFFENDERS



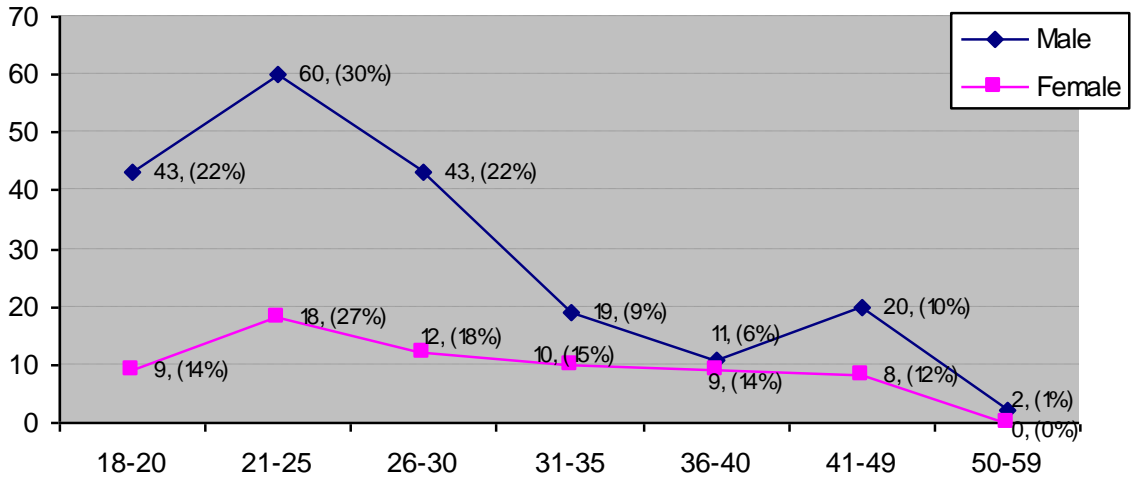
REASON FOR PLACEMENT: NON-ACTIVE OFFENDERS



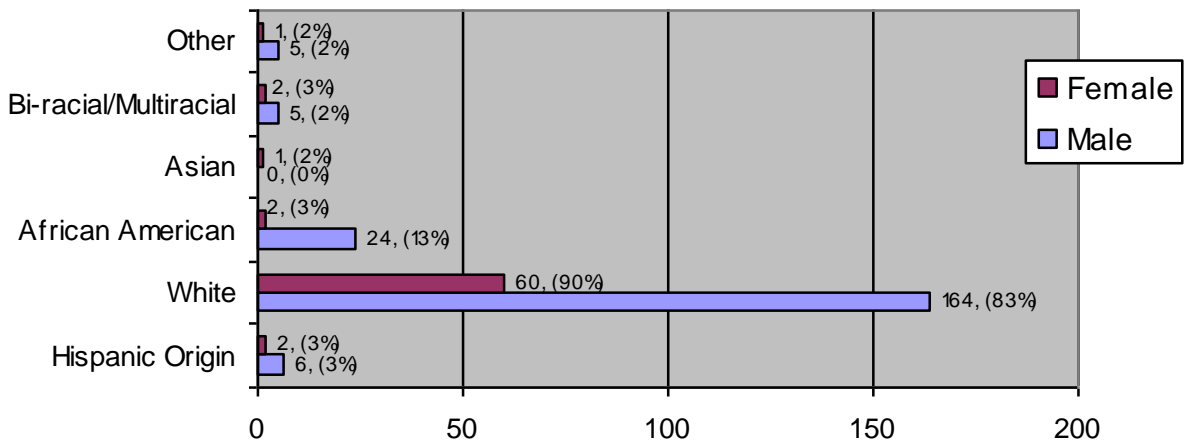
Active offenders are those defined as residents who were admitted during this fiscal year and were still in the W.O.R.T.H. Center, participating in the program as of 06/30/2009. Non-Active offenders are those who have been released from the facility for any reason during Fiscal Year 2009.

OFFENDER DEMOGRAPHICS

AGE



RACE



*SPECIAL POPULATION

During Fiscal Year 2009, the W.O.R.T.H. Center admitted ninety-three (93) residents with known mental health issues for a total of thirty-five percent (35%) of the population. Upon termination, ninety (90) residents were found to have known mental health issues for a total of thirty-five percent (35%).

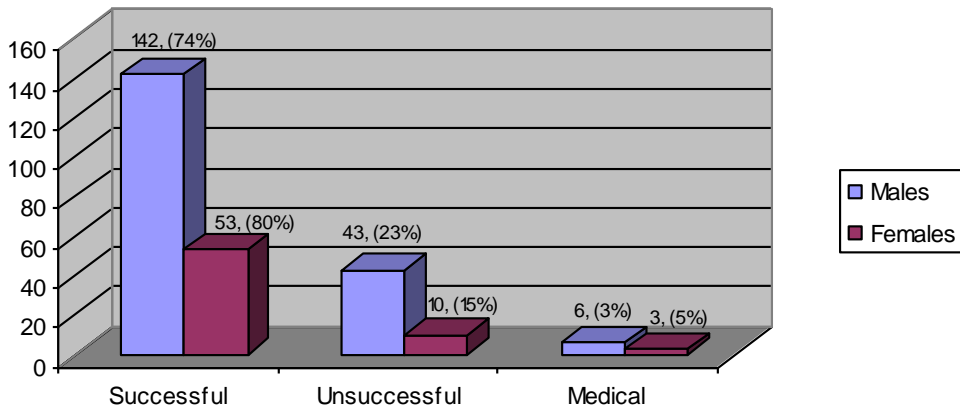
* Calculations are based on two separate populations.

PROGRAM PARTICIPATION, RELEASE, & RESIDENT EVALUATIONS

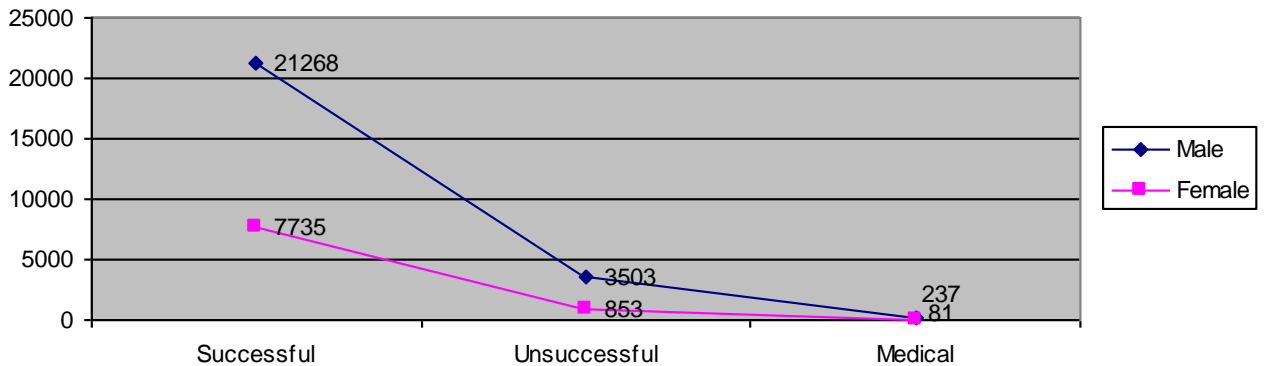
During Fiscal Year 2009, a total of two hundred fifty-seven (257) residents were released from the W.O.R.T.H. Program. One hundred ninety-five (195) were successful completions. Fifty-three (53) were unsuccessful completions. Nine (9) were released under other circumstances.

There were no offenders AWOL from the W.O.R.T.H. Center's supervision in Fiscal Year 2009.

PROGRAM COMPLETIONS



AVERAGE DAYS IN W.O.R.T.H. PROGRAM



The average length of stay for a resident was one hundred thirty-one (131) days.

There was a total of thirty-three thousand seven hundred thirty-six (33,736) days served at the W.O.R.T.H. Center.

TREATMENT PROGRAM

The Treatment/Habilitation Program at W.O.R.T.H. has continued to refine its programming efforts. The Program offers cognitive behavioral curriculums, providing residents with a wide range of choices regarding behaviors and concerns, while holding them responsible of their actions and decisions. Information is presented through multiple channels to equip residents with the knowledge and skills necessary to lead a more positive, healthy, and productive lifestyle. The program is interactive and integrative in nature, which assists residents in internalizing the information gained in order to affect a positive attitude change. Through in-house services and community referrals, a treatment plan is developed to address individual issues for each resident. This individual plan is reviewed weekly. Various aspects of the treatment plan include:

CASE MANAGEMENT & LIFE SKILLS

During residency, residents participate in intensive treatment interventions designed for self-assessment and the beginning of internalization of behavioral change. Case Managers provide goal-oriented individual and group sessions, utilizing reality therapy and cognitive behavioral intervention. Group sessions focus on acceptance of responsibility, anger management, and thinking errors. As part of the resident’s personal growth and development, each resident participates in classes such as Moral Reconciliation Therapy (MRT), Parenting, Domestic Violence MRT, Anger Management MRT, Thinking for a Change (TFAC), and Skills Class.

The first thirty (30) days is an Orientation Phase, which enables the resident to learn to “open up” to others within a “safe” group, where confidentiality is required. Also, this allows many residents to begin understanding their own feelings and actions as well as assist staff in pinpointing the core issues of the resident and aids in treatment scheduling to better suit the resident’s needs.

	<i>Males</i>	<i>Females</i>	<i>Totals</i>
<i>Resident Sessions of Individual Face-to-Face Contact with Case Managers</i>	3,409	1,080	4,489
<i>Resident Hours of Special Topics Group Counseling</i>	42,242	14,177	56,419
<i>Number of Family/Significant Other Sessions</i>	208	113	321
<i>Number of Residents Referred to Post Release Counseling</i>	177	92	269

COGNITIVE BEHAVIORAL INTERVENTION

Thinking for a Change:

The W.O.R.T.H. Center utilizes a curriculum known as Thinking for a Change (TFAC). In Fiscal Year 2002, Treatment Staff were trained in the use of Thinking for a Change. It is now a foundation curriculum being utilized within the W.O.R.T.H. Center. Thinking for a Change is a cognitive intervention program for the National Institute of Corrections that has been researched and proven to be effective with criminal offenders. In FY 2006, two (2) staff members were trained and approved as TFAC Trainers, which will allow for continued training of staff as well as other area agencies.

Moral Reconciliation Therapy (MRT):

A cognitive behavioral curriculum known as How to Escape Your Prison (MRT) was piloted in March of 2003. A male and female group was created to try this new approach. In July 2003 all case management and some treatment personnel were taught in this facility process and curriculum. In September of 2003, residents in W.O.R.T.H. began this process. This has become a mandatory curriculum for all W.O.R.T.H. residents. The Executive Director completed a Trainer of Trainers education seminar in FY 2006 allowing staff to attend MRT training for more cohesiveness with staff in their approach.

Anger Management:

An Anger Management (MRT) curriculum from Correctional Counseling, Inc. was piloted in Fiscal Year 2004. These classes are done on a group basis, twice a week. Residents that need additional anger management assistance are being referred to Anger Management MRT. Anger Management MRT became the curriculum to utilize in the facility. Anger Management MRT is offered to all appropriate male and female referrals.

Domestic Violence:

Bringing Peace to Relationships, a Domestic Violence curriculum, began in Fiscal Year 2004. This curriculum is continued for select residents. Referrals are made by the Case Managers for appropriate clients.

Chemical Dependency:

Chemical Dependency group is facilitated by treatment staff, utilizing the curriculum "Group Treatment for Substance Abuse". It was piloted in 2005 and has been the primary chemical dependency curriculum utilized at the facility since such time. This curriculum is based on the stages of change model, utilizing motivational interviewing and cognitive behavioral approaches. The approach is to be supportive versus confrontational, thereby increasing an individual's motivation, desire, and readiness to change.

The initial phase work, which is comprised of fourteen (14) sessions, focuses on the evaluation of substance use and the impact it has had on one's life, ending with the setting of a goal and a plan for change. Later stage work, which is comprised of fifteen (15) sessions, focuses on 'the how' of accomplishing a set goal, with relapse prevention being the primary focus by giving individuals tools and coping skills that can be utilized to avoid relapse. Although this curriculum was designed for substance abuse in particular, it has been found to work with individuals whose addiction is a behavior rather than a substance; therefore, every resident of this facility participates in Chemical Dependency. Upon completion, residents are referred to MRT/Relapse Prevention for additional and more specific work in the area of relapse prevention, a cognitive behavioral curriculum.

SKILLS Group:

There are fifty (50) additional skills referenced in the Thinking For A Change curriculum. Time does not allow for the teaching of these skills during TFAC, thus Skills Groups were instituted. On a weekly basis residents are in their respective groups, learning one of the advanced skills. Teaching these skills on a weekly basis allows for an additional option of role playing practice for residents. Case Managers have been facilitating these classes. Now, some Resident Supervisors are learning how to facilitate those classes, allowing them to assume that responsibilities.

SMART Recovery:

SMART is an acronym that stands for Self Management and Recovery Training. SMART Recovery is a support group whose focus is to help individuals gain independence from addictive behavior, inclusive of substances and behaviors. It is facilitated by an individual in recovery, using a cognitive behavioral approach, which challenges and empowers individuals to change. SMART Recovery groups involve cross talk and dialogue in a safe, supportive environment. It focuses on four main areas:

1. Enhancing and maintaining motivation to abstain from addictive behavior.
2. Learning to cope with urges and cravings.
3. Learning rational ways to manage one's thoughts, feelings, and behaviors.
4. Learning how to balance short-term and long-term pleasures and satisfactions in life.

SMART Recovery does not label people as addicts or take the approach that individuals are powerless, but rather empowers an individual through reasoning and scientific knowledge, viewing addictive behavior primarily as a bad habit, rather than as a disease. Most importantly, SMART Recovery believes that people are largely responsible for their own behavior.

Twelve Step Class:

Lutheran Social Services (LSS) has been willing, over the last several years, to provide a staff member to come into the facility and work with our residents. This LSS employee meets with the men one day and the ladies one day. The purpose of this group is to provide an overview of what Twelve Step programs are all about. This allows residents to be acquainted with the general theme of 12 Step Programs, be they Alcohol Anonymous, Cocaine Anonymous, Narcotics Anonymous, etc. Many of our residents are required to attend these types of meetings upon their release. This 12 Step Education class helps to prepare them for their release, as well as introduce them to the 12 Step Programs being offered within the facility that are optional (See APPENDIX A).

Family Group:

Mimi Zarzar revised the Family Support Group that has been offered on Wednesday evenings at the facility. She chose to utilize the Claudia Black's Curriculum, Family Strategies: Practical Tools for Professionals Treating Families Impacted by Addiction. This is cognitive behavioral based and includes the residents with their families and sponsors. An initial pilot occurred in the Winter of 2008 and was a success. This curriculum will be continued in Fiscal Year 2010 (See APPENDIX B).

CHEMICAL DEPENDENCY

One hundred three (103) residents were sentenced to W.O.R.T.H. on drug related charges. Of the two hundred sixty-four (264) residents admitted, two hundred fifty-one (251) were determined to have some form of chemical dependency issue due to a present or former chemical dependency issue on drugs and/or alcohol. All residents must attend a new curriculum piloted by Mimi Zarzar using the curriculum, Group Treatment for Substance Abuse. This is a group process utilizing motivational interviewing. It was found to be so successful that it became the primary chemical dependency curriculum within the facility. There are two (2) separate groups based on the Stages of Change Model. As residents progress, determination is made as to what group is appropriate. Additionally, a separate Relapse Prevention curriculum from the Correctional Counseling Inc. was introduced. The facility now has chemical dependency throughout the stay for all appropriate residents.

	<i>Males</i>	<i>Females</i>	<i>Totals</i>
<i>Number of Residents Screened by Case Managers After Having Been Determined as Having a Present/Former CD Issues</i>	196	64	260
<i>Number of Residents Presenting as Having a Current CD Issues</i>	190	60	250
<i>Number of Residents Entering into CD Counseling Group</i>	166	74	240
<i>Number of Residents participating in Family Group</i>	45	27	72
<i>Number of Resident Hours of CD Counseling Group</i>	4,917	1,564	6,481
<i>Number of Resident 12 Step Group Hours</i>	453	333	786
<i>Number of Resident Hours of Relapse Prevention</i>	4,186	1,490	5,676
<i>Number of Resident Drug Screens at Admission</i>	185	64	249
<i>Number of Positive Drug Screens at Admission</i>	16	5	21
<i>Number of Drug Screens in Programming</i>	1,610	672	2,282
<i>Number of Positive Drug Screens in Programming</i>	20	7	27
<i>Number of Alcosensor Tests at Admission</i>	185	64	249
<i>Number of Positive Alcosensor Tests at Admission</i>	0	0	0
<i>Number of Alcosensor Tests in Programming</i>	1,591	672	2,263
<i>Number of Positive Alcosensor Tests in Programming</i>	0	0	0

EDUCATION

In FY 2009 the total number of residents who improved their literacy level was one hundred forty-three (143). Twenty-nine (29) of the forty-eight (48) residents who took the GED test passed leading to a completion rate of sixty-one percent (61%). The W.O.R.T.H. Center had four (4) tutors from Bluffton University help in the Education Department during Fiscal Year 2009.

	<i>Males</i>	<i>Females</i>
<i>Average Reading Level on Intake</i>	10.21	9.68
<i>Average Reading Level on Termination</i>	11.27	11.57
<i>Average Reading Level Improvement</i>	1.06	1.89
<i>Average Math Level on Intake</i>	9.00	8.55
<i>Average Math Level on Termination</i>	10.70	9.98
<i>Average Math Level Improvement</i>	1.70	1.43
<i>Average Language Level on Intake</i>	8.34	9.61
<i>Average Language Level on Termination</i>	10.46	10.96
<i>Average Language Level Improvement</i>	2.12	1.35
<i>Average Overall Education Level for Successful Completions</i>	11.06	10.79
<i>Average Grade Level Improvement</i>	1.63	1.51

	<i>Males</i>	<i>Females</i>	<i>Total</i>
<i>Number of Residents Taking GED Test</i>	33	15	48
<i>Number of Residents Passing GED Test</i>	25	4	29
<i>Total Number of Resident Hours in Adult Basic Education</i>	12,045	4,039	16,084

COMMUNITY SERVICE

Community Service opportunities were offered to residents through West Ohio Food Bank, Habitat for Humanity, Habitat Restore, Perry United Methodist Church, Roller Hockey Rink, and the W.O.R.T.H. Center.

	<i>Males</i>	<i>Females</i>
<i>Number of New Intakes with Court Ordered Community Service</i>	61	5
<i>Total Number of Community Service Hours Completed</i>	8,689	719

EMPLOYMENT

All residents participate in a Job Readiness Course, which assists them in preparing for productive employment. The Career Exploration Inventory is utilized to provide residents with information on interests, skills, possible employment, and/or education opportunities. Employment opportunities varied from general labor and fast food service to highly skilled positions. Employment earnings are used to pay victim restitution, court fines, child support, and outstanding debts.

	<i>Males</i>	<i>Females</i>	<i>Totals</i>
<i>Number of Residents Beginning Job Readiness</i>	79	62	141
<i>Number of Resident Hours of Money Management</i>	224	147	371
<i>Number of Residents Employed</i>	76	9	85
<i>Number of Resident Eligible for Employment</i>	140	37	177
<i>Number of Job Sites Monitored</i>	26	8	34
<i>Number of Residents Released with Employment</i>	16	7	23

The W.O.R.T.H. Center has utilized various job sites and temporary services in order to provide our residents with employment. The following is a list of these places:

Allstaff / Tri-Staffing
 Brown-Lee
 Custom Staffing
 Patrick Staffing
 Spherion
 International Brake
 TJ Painting
 Lessbury Looms, Inc.
 Keith Seaman, Contractor
 West Ohio Food Bank
 Crothall Laundry Services
 Fidelity Builders
 Nickles Bakery
 Proscap
 Waffle House
 Arby's
 Wendy's
 Golden Corral

	<i>Males</i>	<i>Females</i>	<i>Totals</i>
<i>Total Offender Dollars Earned While in Residency (GROSS)</i>	\$ 81,205.00	\$ 5,352.00	\$ 86,557.00
<i>Taxes Paid by Offenders</i>	\$ 7,396.00	\$ 282.00	\$ 7,678.00
<i>Savings While in Residency</i>	\$ 36,336.00	\$ 3,280.00	\$ 39,616.00
<i>Total Court Cost Paid</i>	\$ 13,795.00	\$ 1,048.00	\$ 14,843.00
<i>Total Restitution Paid</i>	\$ 2,408.00	\$ 95.00	\$ 2,503.00
<i>Total Child Support Paid</i>	\$ 3,521.00	\$ 0.00	\$ 3,521.00

AFTERCARE

In the past, the Aftercare Program has been an integral part of treatment at W.O.R.T.H. Over the last four (4) years, the Center has worked to offer training in MRT, TFAC, and Cognitive Restructuring to outside agencies within the regional area. This has allowed aftercare to be conducted within the resident's home communities.

The Center no longer sends staff into the community to connect with residents that have been released. Very few residents choose to return to the facility to continue working in particular curriculums. The vast majority of released residents seek services outside of the facility, which constitute as aftercare. In FY 2009, twenty-one (21) residents chose to return and continue with the curriculum utilized in aftercare known as Moral Reconciliation Therapy (MRT).

ADDITIONAL OPTIONS

Recreation:

Indoor activities are made available that include: fitness equipment, ping pong, cards, board games, and television viewing. Outdoor activities include: basketball, volleyball, frisbee, etc.

Black History Month:

Minority Enrichment activities, such as the Black History Month Celebration, are typically held once a year.

A New Direction:

A curriculum from Hazelden, known as A New Direction, is offered to applicable male and female residents on an individual basis. This is an intervention covering thinking errors, socialization, and relapse intervention.

Parenting Classes:

The W.O.R.T.H. Center piloted a Parenting MRT class in Fiscal Year 2004. This continues to be offered. This is a male and female group and is held once a week.

Bible Study:

The W.O.R.T.H. Center has various volunteers that offer Bible Study for the men and women, while in the Center. Bible study typically meets once a week. It is much appreciated by the residents as an option of new or renewed support for the residents, which can be transferred back into their respective communities.

ADDITIONAL OPTIONS

AA and NA Groups:

The W.O.R.T.H. Center has various volunteers that come in throughout the week for offer either AA or NA groups for the men and/or women of the facility. It is much appreciated by the residents as an option of new or renewed support for the residents, which can be transferred back into their respective communities.

Church Services:

Perry United Methodist church has chosen to make church services available, typically twice a week, for women of the facility. This is offered by volunteers who come to pick up the residents, take the to church on Sundays, and return them safely to the facility. These efforts are much appreciated. Another local church is considering offering this service to men of the facility in FY 2010.

MEDICAL SERVICES

Medical services are provided to residents as part of the general operations of the W.O.R.T.H. Center. All residents are given an intake exam to ensure the general health and well-being of the resident population. Staff was trained in CPR and First Aid to further enhance their skills in dealing with medical emergencies.

	<i>Males</i>	<i>Females</i>
<i>Number of Residents Seen by Doctor or Nurse</i>	486	344
<i>Number of Emergency Treatments</i>	18	20
<i>Number of TB Screens (Residents)</i>	193	78
<i>Number of Resident Intake Exams</i>	193	59
<i>Number of DNA Samples Taken by Outside Source</i>	0	0

REPORT SUMMARY & CONCLUSION

The W.O.R.T.H. Center was very successful in Fiscal Year 2009. Listed is a highlight of the Center's achievements:

- Diversion rate of two hundred sixty-four (264) for projections, with an average length of stay one hundred thirty-one (131) days.
- Continuation of community service programs for the male and female wing.
- Educational opportunities to one hundred percent (100%) of all eligible residents.
- Continued education in cognitive behavioral training.
- Continuation of implementation of cognitive behavioral strategies.
- The Center held quarterly Alumni Days, in which, residents who had previously been in the Center came back to share their experiences, challenges, and successes with the residents in the facility.
- We continue to offer Family Day within the Center. Family Day allows residents to invite two (2) approved visitors for a three (3) hour visit, involving meal, treatment presentations, allowing an opportunity for the visitors to see the facility, learn about the scheduling, and get a small taste of the programming that occurs within the facility. The first Family Day was held in August of 2005. It has continued on a quarterly basis and has been overall successful.
- Family Group expanded from a pilot project to a weekly offering to residents in transitional and conditional phases. It allows a resident to have a family member attend a two (2) hour group working on cognitive behavioral issues. It has expanded and now utilizes the female community area to allow for the numbers attending.
- Resident Supervisors as well as support staff continue to be trained, allowing several of them to become involved in the actual delivery of treatment services. This will continue until all staff are trained in the fundamental programs offered (Thinking for a Change, Moral Reconciliation Therapy, Skills Group, etc.).
- Vivian (Lorrie) Wilson transferred to the male side as a Case Manager and new hire, Misti Harlow (Case Manager) became an integral part of the female wing.

➤Patricia Clark, a Case Manager, finished her employment with the W.O.R.T.H. Center. Patricia was an original employee of the Center. Patricia saw many directors, many changes in treatment, and chose to stay, believing in the importance of what the W.O.R.T.H. Center had to offer. We will forever be grateful to you, your commitment, and your efforts, Pat.

The Center's success can only be attributed to dedicated staff; working to improve their skill level, the excellent leadership of the Facilities Governing Board; and of course, the continued funding and support of the Ohio Department of Rehabilitation and Correction.

All treatment staff continues to dedicate themselves and hold a commitment to reaching the program goals in their various areas. The need for treatment and habilitation while maintaining security is a priority to all personnel. Staff has made a commitment to work in their respective areas toward the dual focus.

Special thanks go out to those individuals who volunteered and gave their time to the residents and their efforts to the W.O.R.T.H. Center.

<i>Name of Volunteer</i>	<i>Number of Hours Given</i>
Madeleine Armstrong – Bible Study	71.5
Steve Blanchard – AA	11.25
Andy Borgelt – Bible Study	29.5
Lee Brodman – Bible Study	2.5
David Burkhart – Bible Study	52.5
Barb Coffin – AA	9.75
Sadonna Coy-Sterling – Bible Study	28
Tara Driskell – Tutoring	9
Chris Duer – AA	5
Bill Evans – NA	12.25
James Hollar – SMART Recovery	1.5
Wendy Hubbard – AA	11.5
John Jacob – Bible Study	35.5
Ryan Kanter – Tutoring	4
Ricky Lyons – AA	2.25
Julie Miller – AA	5.5
Ed Monfort – MRT	171.75
Christine Montgomery – AA	4
Katherine Morgret – Bible Study	5
Dave Mosler – Bible Study	32.25
Leslie Oakes – SMART Recovery	1

<i>Name of Volunteer</i>	<i>Number of Hours Given</i>
Lesley Parks	1.25
Gary Phipps	1
Barb Reeder – Bible Study	75.25
Bill Reeder – Bible Study	93
Russ Ricker – AA	11
Nadin-Sarah Salkic – Tutoring	4
Maureen Schaefer – Lutheran Social Services	87
Bruce Schomaeker – Bible Study	22.25
Dick Shaneyfelt – Bible Study	34.5
Brad Smith – AA	19.5
Joe Sutter – Tutoring	13
Elaine Sutton – AA	15.25
Kenny Yoakam – Bible Study	2.25
TOTAL HOURS GIVEN	885

PERSONNEL FY2009

ADMINISTRATION

Sandra Monfort
Mary Ann McClish
Diane Wilson *
Peggy Elmquist

Executive Director
Clinical Services Director
Operations Director
Administrative Assistant

SUPPORT STAFF

Dorothy Forest *
Jim Burkheimer
Marilyn Roberts
Lindsey Vowell
Margaret Harless (NO LONGER EMPLOYED)
Lynn Cary

Intake Coordinator
Intake Secretary
MIS/Data Entry
Receptionist/Secretary
Secretary
Secretary

PROGRAMMING STAFF

Candice Simpson
Dawn Tarr
Jacob Joseph
Patricia Clark * (RESIGNED)
Steve Wiechart
Vivian Wilson
William Keith
Misti Harlow
Robert Brinkman
Mary Jane Bacome
Saundra Davis
Michele Simmonds
Randy McGuire

Case Manager
Case Manager
Case Manager
Case Manager
Case Manager
Case Manager
Case Manager
Case Manager
Education Coordinator
Teacher
Teacher
Employment Coordinator
Probation Liaison

FOOD SERVICE STAFF

Felicia Bohn
Carol Musto
Jean Adams (RESIGNED)
Teresa Wimer
Stephanie Tapia

Food Service Coordinator
Food Service Worker
Food Service Worker
Food Service Worker
Food Service Worker

OPERATIONS DEPARTMENT

Desiree Wurst
Diann Williams (NO LONGER EMPLOYED)
Dianna Layson

Resident Supervisor I
Resident Supervisor I
Resident Supervisor I

Dominique Badea
Donna Jacobs (RESIGNED)
Patricia Tatum
Rashonna Shurelds
Terrence Glenn

Adam Secession
Brian Fuhrman
Cie'ra Phillips
David Dailey
Gloria Hokanson (RESIGNED)
Kennedy Dennard
LaShone Thomas
Lesley Campbell
Mark Anderson
Matthew Smith
Nelson Fuqua (RESIGNED)
Paul Painter
Robert Seech
Roslyn Burton
Tamara Beach
Vonetta Gardner

Joe Robbins
Donald Claypool
Mitchell Bracy
Deb Binkley (RESIGNED)
Humberto Ramos

CONTRACT STAFF

Cathy Fisher
Penny Kill
Darin Lamem
Dr. Mathew Jose
Dr. Michael Shafer

Resident Supervisor I
Resident Supervisor I
Resident Supervisor I
Resident Supervisor I
Resident Supervisor I

Resident Supervisor II
Resident Supervisor II
Resident Supervisor II
Resident Supervisor II
Resident Supervisor II
Resident Supervisor II
Resident Supervisor II
Resident Supervisor II
Resident Supervisor II
Resident Supervisor II
Resident Supervisor II
Resident Supervisor II
Resident Supervisor II
Resident Supervisor II
Resident Supervisor II

Maintenance
Transportation Coordinator
Transportation Officer
Transportation Officer
Transportation Officer

* Represents employees who have been with the W.O.R.T.H. Center since it's opening.

APPENDIX A

TWELVE STEP CLASS CURRICULUM

STEP ONE - We admitted we were powerless over alcohol – that our lives had become unmanageable
The two key words in this step are “powerless” and “unmanageable”.

Step One is the only step with the word alcohol or drug in it. Step One is the step many believe should be done perfectly.

STEP TWO – Came to believe that a Power greater than ourselves could restore us to sanity.
This step requires a willingness to be open-minded; realizing that there is Someone/Something out there to bring us peace.

STEP THREE – Made a decision to turn our will and our lives over to the care of God *as we understood Him*.
Action step as we are willing to allow a Higher Power guide our daily life. This step for many, is the beginning of their spiritual journey.

STEP FOUR – Made a searching and fearless moral inventory of ourselves.
This is considered the most detailed action step; it involves looking at ourselves and our past. We are to look at those we hurt and write down the part we played in these actions. It is also an opportunity to examine good points about ourselves that we perhaps have overlooked for many years. Realizing there is something good in ourselves can be the beginning of re-writing the blueprint of our life.

This step is one that cannot be omitted, and many times it is. Individuals may be afraid to take a good and honest look at themselves, because this will involve facing feelings and relationships that many times were buried with alcohol/drugs.

There are websites on the computer that contain fourth step worksheets to detail the information needed. Also a section in the Big Book refers to making a worksheet.

It is imperative that we “clean house” in this step to continue working the action steps that follow.

STEP FIVE – Admitted to God, to ourselves, and to another human being that exact nature of our wrongs.

This step goes hand in hand with step four. When we admit to God, our creator, this is the beginning of true healing for us. Many feel the weight is lifted from their shoulders. Talking to another human being (preferably a sponsor) brings the individual out of isolation and darkness and into the light of day, realizing that we are not “special” or “unique”; that we share similar hurt and shame with other alcoholics/addicts. We begin to realize the fellowship angle of the program and its importance.

It is also important in this step that we begin to see that one need we have is to forgive ourselves, which many find difficult to do. At a meeting several years ago when I said I couldn't forgive myself because my actions were too bad to be forgiven, an old-timer posed this question to me. He asked me if I believed that God had forgiven me, had I asked for His forgiveness? When I replied yes, that I confessed to God and believed He has forgiven me, the man then asked me if God forgave me, why not forgive myself? Did I think I was smarter than God? That conversation was the beginning of self-forgiveness for me.

STEP SIX – We're entirely ready to have God remove all these defects of character.

Not only accepting the wrongs we had done to others, but also accept the fact that we all have defects of character, this step requires humility.

Action step as we agree that we are ready for change. Also strengthens our relationship with our Higher Power.

STEP SEVEN – Humbly asked Him to remove our shortcomings.

Working from step six, we realize the bizarre attitudes and actions we had while drinking/using. We also begin to draw from the positive points we listed about ourselves in step four, to create a new blueprint for life.

We begin to see that for us to achieve true peace and serenity, we must re-learn our actions, many times learning to do the opposite of our old behaviors. This can be difficult at times as our old behaviors made up our "comfort zone."

STEP EIGHT – Made a list of all persons we had harmed, and become willing to make amends to them all

The beginning of our list can come directly from the work we did in step four, when doing our inventory. By doing this step, we are practicing total opposite behavior and the byproduct of that is peace and serenity.

In doing your list, you may list people that you may never be able to physically make amends to. But putting them on your list will bring you a sense of accountability for your actions, and this will make you stronger.

STEP NINE – Made direct amends to such people whenever possible, except when to do so would injure them or others.

Review your list and determine which individuals you can make amends to personally, face to face, and list others who you may have to call or write letters to.

At this time, you may want to review this list with your sponsor, who should have plenty experience at making amends. Many do not recommend that you admit to any love affairs which would hurt your spouse/ significant other at this time. I would tell anyone asking my opinion of doing that, you should really make sure that if you do choose to share that, you have a strong foundation of recovery to fall back on to protect yourself from the other individual's emotions and reactions.

STEP TEN – Continued to take personal inventory and when we were wrong promptly admitted it.

This is a step that is recommended to be done daily when saying nightly prayers. It is done this way so that resentments will not have the opportunity to creep in and snowball into large issues that can threaten your peace, serenity, and sobriety.

Practicing this step on a daily basis will develop into a new and good habit. It will reinforce the positives you want/need to see in your life as well as dealing with situations head on. "I'm sorry" will become a phrase that will be do-able.

STEP ELEVEN – Sought through prayer and mediation to improve our conscious contact with God *as we understood Him*, praying only for knowledge of His will for us and the power to carry that out.

This is the step that brings us peace daily. It is recommended that each morning we hit our knees, asking God to keep us sober for the day. Then in the evening we hit our knees again, thanking Him for keeping us sober for the day.

We evaluate what we wish our prayer routine to be daily. Some people walk and pray, some pray while in the car, and some set a time aside daily for readings from meditation books, incorporating prayer.

This step determines the relationship with our Higher Power; how much or how little.

STEP TWELVE – Having had a spiritual awakening as the result of these steps, we tried to carry this message to alcoholics, and to practice these principles in all our affairs.

Practicing this step leads to peace of mind.

With this step comes service work; making coffee, reading at meetings, setting up chairs and taking down chairs. Service work is giving back to the organization that has given so much to you.

We are all responsible to reach the hand of AA out to the newcomer, expecting nothing in return, just as it was offered to us.

There are other topics that come into 12-Step, such as Relapse Prevention which can generate many ideas as residents share with each other. The emphasis I make in this call is that EVERY individual deserves recovery, and it is our responsibility in recovery to reach out to the newcomer, in their case, the newcomer in the facility.

APPENDIX B

FAMILY GROUP AGENDA

- I. Viewing the Family Addiction
 - *Codependency As An Addiction
 - To recognize codependency as an addictive disorder
 - To identify addictive symptoms, behaviors, feelings
 - *Sharing the Disease
 - To develop a better understanding that addiction is a family disease
 - To enhance communication
 - *Family Tree
 - To recognize the generational legacy of the addictive disorder
 - *Assumptions
 - To stop making assumptions
 - To establish clear communication
- II. Stepping out of the Shadows
 - *Denial
 - To recognize further awareness of the denial process
 - To understand the role of the Don't Talk Rule
 - *Powerlessness and Unmanageability
 - To recognize powerlessness and identify unmanageability
 - *Enabling
 - To identify enabling behaviors
 - To recognize the futility of enabling behaviors
- III. Recognizing the Family Dance
 - *Roles
 - To identify the strengths and vulnerabilities of roles within the addictive family system
 - *Drama Triangle
 - To identify ones role in unhealthy relational behaviors
 - *Impaired Family
 - To allow every family member to take ownership for his/her contribution to the impairment of the family
 - *To allow every family member to identify what he/she can do to contribute to the greater health of the family
- IV. Developing Emotional Clarity
 - *Feelings
 - To recognized personal belief systems about expressing emotion
 - To identify the consequences of these beliefs
 - *Emotional Sociogram
 - To recognize emotional connections within the family
- V. Walking the Path of Recovery
 - *Forgiveness
 - To ascertain the meaning of forgiveness
 - *Assertive Rights
 - To reinforce personal rights
 - To establish a framework for healthy communication
 - *Recovery Plan/Closure
 - To create a recovery self care plan

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Western Ohio Regional Treatment & Habilitation Center

Enhancing the WORTH of individuals by giving them skills and insight to become successful, caring and involved community members.

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