

2024 ANNUAL REPORT

Sowing Change.
Harvesting Hope.



Sowing Change, Harvesting Hope

Welcome to Seed Sower's 2024 Annual Report Presentation



James Phillips

Executive Director & Board President



Welcome to Seed Sower Inc.'s Annual Report presentation. Together, we'll explore our **initiatives**, share the **impact** of lives changed, and highlight our spirit of **innovation**. We might be best known for our recovery housing for women, and yet Seed Sower is so much more. From graduates thriving in their new lives to the development of a wide-ranging recovery ecosystem, we're sowing change and harvesting hope every day.

Let's celebrate the journey and look to what lies ahead.

Today's Roadmap

We will touch on these priorities in our annual review

1

Mission

Understand our purpose and what drives our mission.

2

Recovery Housing

Explore our three locations and the critical role safe housing plays in recovery.

3

Transportation

Discover the innovation of Seed Sower Transport and its role in removing another critical barrier to recovery.

4

Recovery Support

Learn how peer support with employment and vocational training helps continue the recovery journey.

5

Community Partnership

We are creating pathways for people in our hometowns to start and sustain their recovery.

6

Team & Financials

Meet our leadership team, hear from program graduates, and view our commitment to transparency.

Mission & Vision

Guided by purpose. Driven by values.

Mission

Seed Sower provides safe, supportive housing, comprehensive recovery services, and transportation to empower adults in active recovery from substance use disorders (SUD).

Vision

We envision a West Virginia where sustainable ecosystems of holistic recovery from substance use disorders empower individuals and communities to thrive.



Our Core Initiatives

Leading in holistic and sustainable recovery services



Recovery Housing

Our primary focus is to offer safe, supportive housing, as it serves as the foundation for long-term recovery.



Transportation

Seed Sower Transport is providing on-demand transportation in support of recovery, health, training, and employment. We provide transportation in five counties as a contracted provider with ModivCare and a provider partner with Jobs and Hope WV.



Recovery Support Services

We provide a broad array of support services, including peer recovery support, vocational training, education, and employment support, mobile outreach, and evidence-based recovery assessments and goal planning.



Community Partnership

We believe that sustainable recovery happens when individuals heal and reconnect within their communities. The Well and Mobile Recovery Support Services are two approaches we'll share in this report.

Recovery Housing

Seed Sower began with the vision of creating safe, supportive, alcohol- and drug-free housing for women in recovery. In 2020, we launched our nonprofit and opened our first recovery residence for women in the Greenbrier Valley in the fall of 2021.

Our housing, based on the [Recovery Kentucky model](#), utilizes a peer-led, peer-driven social model approach guided by state certified Peer Recovery Support Specialists who are on-site and engaged around the clock.

Today, Seed Sower operates three recovery residences in Dawson, Montgomery, and Beckley, West Virginia with a total capacity of 45 beds for women, including pregnant women and up to 8 beds for children. All our houses are certified by the West Virginia Alliance of Recovery Residences as adhering to the highest national standards for recovery housing.



Recovery Housing Locations

Serving Greenbrier, Fayette, and Raleigh Counties in West Virginia



Dawson, WV (Greenbrier County)

- NARR Level III Recovery Residence
- 12-month duration
- Peer Led Social Model
- 24-7 PRSS Support
- 16 beds for women



Montgomery, WV (Fayette County)

- NARR Level III Recovery Residence for Pregnant and Parenting (PPW)
- Up to 18 months including up to 6 months postpartum
- Peer Led Social Model
- 11 adult beds up to 7 children



Beckley, WV (Raleigh County)

- NARR Level II Transitional Residence
- 4-year eligibility
- Independent living with 11 beds for women including beds for PPW and 1 child
- PRSS Support through The Well

Impact Highlights

Recovery Housing

"It is evident that individuals at Seed Sower tend to experience greater increases in recovery strengths and meaningful reductions in barriers."

- Recovery Outcomes Institute – May 2024

Graduates & Current Enrollment

6 graduates in 2024 - Current Enrollment: 23
Residential. Non-graduate 16.
Graduate/Transitional Housing 7.

Safe Nights

Over 7,400 safe nights provided to Seed Sower program participants in 2024.

Addressing Barriers

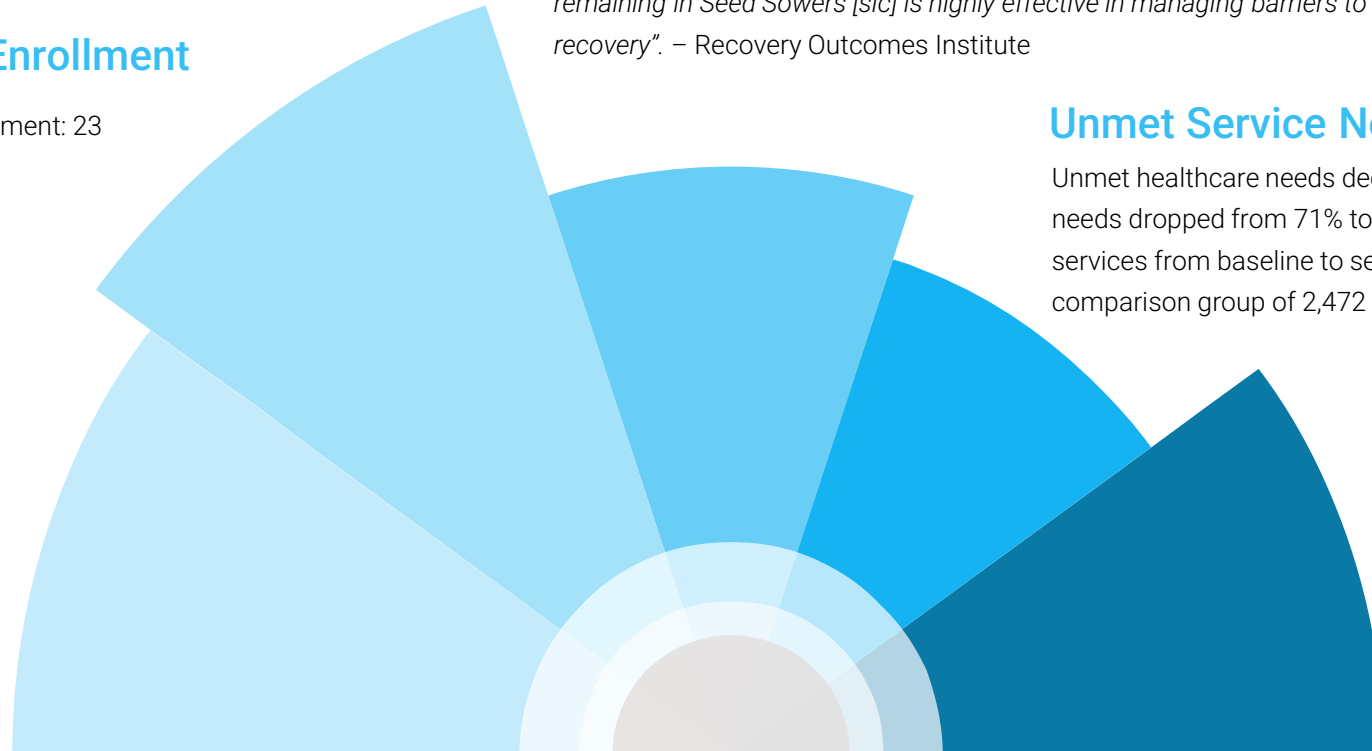
Overall barriers for program participants reduced 93%. *"Engaging and remaining in Seed Sowers [sic] is highly effective in managing barriers to recovery".* – Recovery Outcomes Institute

Unmet Service Needs

Unmet healthcare needs decreased from 75% to 4%. Mental health needs dropped from 71% to 4%. Unmet needs decreased across all services from baseline to second follow-up at a rate faster than a comparison group of 2,472 individuals.

Overall Recovery Progress

Overall Recovery Capital Index (RCI) for program participants improved from 17.59 to 87.47, - a faster increase in RCI compared to a group of 2,500 REC CAP participants.*



* Recovery Capital Report conducted by Recovery Outcomes Institute's with data from 2021 – 2024.

Transportation

It is widely accepted that, next to having a safe place to live, **transportation** is often cited as the second largest barrier to recovery and socioeconomic mobility. That's why we started Seed Sower Transport.

We are proud to assist in bridging the transportation gap, providing on-demand transportation for the recovery community supporting access to health and wellness, education, training, employment, and addiction treatment and recovery support services. As a contracted in-network provider for ModivCare, we deliver non-emergency medical and other supportive transportation services for underserved populations in five counties—Raleigh, Fayette, Greenbrier, Nicholas, and Wyoming.



Transportation Services

Reliable transportation services are fundamental to recovery



Seeing a Doctor

84.66% of West Virginians live in areas known as ‘Primary Care Deserts’ – described as having just one primary care provider for every 10,499 people. Access to transportation ensures people in recovery can attend medical appointments and prioritize their health beyond their geographical limitations.



Meeting Obligations

Reliable transportation helps individuals meet court and other civic, justice, or legal obligations, supporting accountability and progress in their journey.



Getting to Work

Reliable transportation for many is the key to accessing vocational training, education, and employment opportunities otherwise inaccessible to them due to the rurality of southern West Virginia.



Staying Connected

Transportation supports CHIME (Connectedness, Hope, Meaning, Identity, and Empowerment) by providing linkages to recovery communities, meetings, activities, social events, and civic engagements – fostering a connection and sense of belonging.

Impact Highlights

Transportation Services



Supporting the Recovery Journey

Over 264,000 miles driven to support individuals in their recovery right here in southern West Virginia.

Beginning The Recovery Journey

Through our PRSS engagements, or through referrals from partner organizations, we provided transportation for **over 100** adults in active addiction to medically managed detox or inpatient treatment programs throughout West Virginia.



Transportation Stats

10,059 trips taken in 2024 supporting treatment, health, education, employment, and connections to communities.

Recovery Support Services

At Seed Sower, we know that recovery is a marathon, not a sprint. Through our **Employment and Vocational Training** focus, we partner with outstanding community organizations to provide meaningful job training and real-world experience that is understanding of, and supportive of, the unique challenges faced by adults in early recovery.

For many, gaining these skills and securing employment is the key to rebuilding confidence, fostering independence, learning valuable professional skills, and envisioning a brighter, more sustainable future beyond recovery.

This is where transformation truly takes root.



Employment & Vocational Training Partners

We value the relationships built with these incredible organizations and the benefits they provide to our program participants.



WorkForce West Virginia is dedicated to connecting individuals with meaningful career opportunities and supporting businesses in building strong and skilled workforces.



Jobs & Hope West Virginia is the state's comprehensive response to the substance use crisis, offering recovery support through statewide agency collaboration to help West Virginians secure career training and meaningful employment.



Fruits of Labor Inc provides Seed Sower residents enrollment in their exceptional culinary and agricultural training, certification and employment program – certified as the only Quality Program by the American Culinary Federation in West Virginia.



Impact Highlights

Employment & Vocational Training

Meaningful Training

Seed Sower participants completed 825 training days in the Fruits of Labor Culinary and Agricultural Training Program

Employment for Residents

12 Seed Sower residents currently employed with 10 at Fruits of Labor.

Vocational Certifications

Seed Sower program participants received 37 various culinary and on-the-job trainings certifications.

Employment Services

Engagement with employment services increased 61% and employment needs declined 54%.*

Employment Stats

13 residents began employment under the WorkForce WV Transitional Jobs program at Fruits of Labor.



* Recovery Capital Report conducted by Recovery Outcomes Institute's with data from 2021 – 2024.

Community Partnership

At Seed Sower, our **Community Partnership** initiative is built on the belief that sustainable recovery happens when individuals heal and reconnect within their communities. By working together with residents and organizations, we are creating pathways for people in our hometowns to start and sustain their recovery.

As part of our 2024 Annual Report, we will focus on two vital programs The Well, (our RCO), and our Mobile Recovery Support Services.



In Partnership with Our Community

Building a holistic recovery ecosystem



Recovery Community Organization (RCO)

Our recovery community organization – **The Well** -- provides peer recovery services, advocacy, outreach and engagement, and support for the entire recovery community in Raleigh and surrounding counties. The Well is the first RCO in southern West Virginia and opened in Spring 2023.



Mobile Outreach

Seed Sower's **Mobile Recovery Support Team** brings the heart of our Recovery Community Organization, The Well, directly to those in need. By meeting people and needs where they are, we offer opportunities to build community connections, start meaningful conversations, and explore pathways to treatment and recovery.

Impact Highlights

Community Partnerships and Mobile Recovery

Recovery Support Agreements

We partner with organizations like the Marshall University Research Corporation, the Collegiate Recovery Network, and the Robert C. Byrd clinic to offer peer support on college campuses and in support of community-based State Opioid Response programs.

Facilitating Essential Treatment

Coordinated and/or transported over 100 individuals to inpatient treatment facilities throughout West Virginia

Collaborative Impact

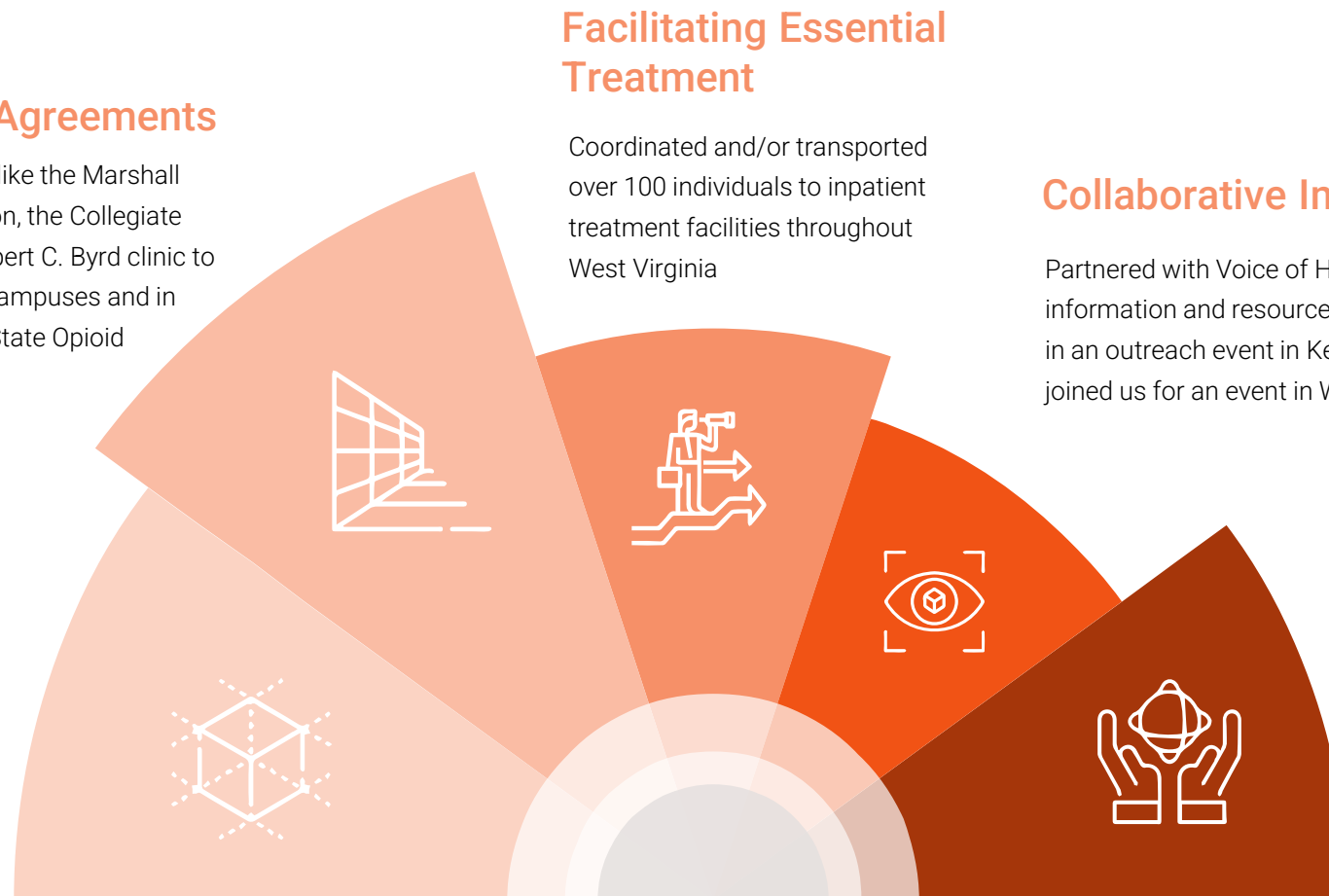
Partnered with Voice of Hope RCO in Lexington, KY, to exchange information and resources. Seed Sower's mobile unit participated in an outreach event in Kentucky, and in return, their mobile unit joined us for an event in West Virginia.

RCO Representation

The Well is proud to offer our support as members of the Raleigh County Drug Court team and the Fayette County Family Treatment Court team

Mobile Recovery Events

Completed 65 mobile outreach events in 5 counties, 14 of which were partnered with local organizations (Raleigh, Fayette, Greenbrier, Mercer, Wyoming), resulting in over 600 individual engagements



The Team

At Seed Sower, our mission thrives thanks to the incredible dedication of our team. Every step forward in the journey of recovery is supported by the passion and hard work of those who believe in the power of change, and the strength of community.

Our dedicated staff and board members are the heart of our mission. Together, they inspire hope and create opportunities for individuals to rebuild their lives and find lasting recovery.



Leadership Team

The dedicated people making a difference every day

James Phillips Executive Director & Board President



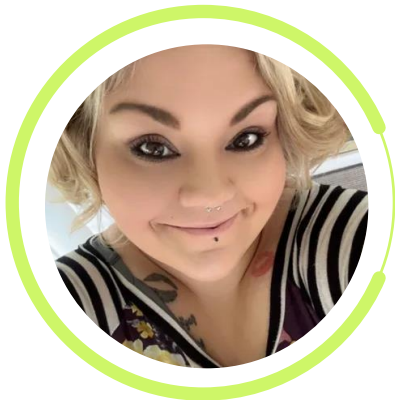
Jessi Ennis

Program Director – Dawson



Justin Rogers

Program Director - Beckley



Stephanie Wilkes

Program Director - Montgomery

There are many variations
of passages of Lorem
Ipsum available



Ana Fagan

Transportation Director

Introducing our Board Members



James Phillips
Board President



Beth Shoemaker
Treasurer



Katie Ickes
Secretary



Johnetta Windon



Andy Knapp



Deborah Harris

Seed Sower Financials

Demonstrating our stewardship in action

TRANSPARENCY

We value open and clear sharing of financial information.

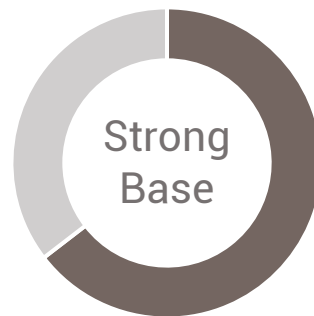


Transparency in Action

Continuous improvement in open communication and reporting

ACCOUNTABILITY

We recognize responsible stewardship of resources to fulfill our mission.



Driving Accountability

Focused on measurable outcomes and ethical practices

SUSTAINABILITY

We are building long-term financial health for lasting impact.



Building Sustainability

Ensuring a resilient future for our mission and those we serve

Form **990** Return of Organization Exempt From Income Tax

OMB No. 1545-0047

2023

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

A For the 2023 calendar year, or tax year beginning **2023**, and ending **2023**

B Check if applicable:
☐ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization **SEED SOWER INC.**

D Employer identification number **46-3190359**

E Telephone number

F Gross receipts **\$ 1,115,386**

G Name and address of principal officer:
MEADOW BRIDGE, WV 25976

H(a) Is this a group return for subsidiaries? ☐ Yes ☒ No
H(b) Are all subsidiaries included? ☐ Yes ☒ No
If "No," attach a list. See instructions.

I Tax-exempt status: ☒ 501(c)(3) ☐ 501(c)(1) ☐ 501(c)(29) ☐ 4947(a)(1) or ☐ 527

J Website: **N/A**

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation: **2020**

M State of legal domicile: **WV**

Part I Summary

1 Briefly describe the organization's mission or most significant activities: **SEED SOWER INC. WORKS TOGETHER WITH BUSINESSES AND INDIVIDUALS TO ADDRESS, AND ULTIMATELY OVERCOME, SUBSTANCE USE DISORDER, POVERTY, HOMELESSNESS, AND UNEMPLOYMENT - EACH MEETING THE NEED**

2 Check this box ☐ If the organization discontinued its operations or disposed of more than 25% of its net assets.

3 Number of voting members of the governing body (Part VII, line 1a) **3**

4 Number of independent voting members of the governing body (Part VII, line 1b) **4**

5 Total number of individuals employed in calendar year 2023 (Part V, line 2a) **5**

6 Total number of volunteers (estimate if necessary) **7a**

7a Total unrelated business revenue from Part VIII, column (C), line 12 **0**

7b Net unrelated business taxable income from Form 990-T, Part I, line 11 **0**

8 Contributions and grants (Part VIII, line 1h) **967,511**

9 Program service revenue (Part VIII, line 2g) **0**

10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) **1**

11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 10c, and 11e) **11,291**

12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) **978,803**

13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) **0**

14 Benefits paid to or for members (Part IX, column (A), line 4) **0**

15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) **153,424**

16a Professional fundraising fees (Part IX, column (A), line 11e) **0**

17 Total fundraising expenses (Part IX, column (D), line 25) **19,718**

18 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) **357,869**

19 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) **511,293**

20 Revenue less expenses. Subtract line 18 from line 12 **467,510**

21 Total assets (Part X, line 16) **1,395,619**

22 Total liabilities (Part X, line 25) **208,974**

23 Net assets or fund balances. Subtract line 21 from line 20 **1,186,645**

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here **JAMES PHILLIPS**
Signature of officer
Type or print name and title **JAMES PHILLIPS, DIRECTOR**

Paid Preparer Use Only
Print/preparer's name **JEFFERY S HOLLIFIELD CPA** Preparer's signature **JEFFERY S HOLLIFIELD CPA** Date **06-20-2024** Check ☐ self-employed ☒ **P01448032**
Firm's name **HOLLIFIELD & ASSOCIATES** Firm's EIN
Firm's address **106 PARK AVENUE** Phone no. **304-425-4001**
Princeton WV 24740

May the IRS discuss this return with the preparer shown above? See instructions ☐ Yes ☒ No
For Paperwork Reduction Act Notice, see the separate instructions. Form 990 (2023)

Summary Impact

Annual Report presentation

*There are three things you need for recovery:
Somewhere to live, something to do, and someone to love.
-David Best, Ph.D, Director of the Center for Addiction Recovery Research,
Leeds Trinity University, U.K.*

Recovery Capital

Program participants Recovery Capital Scores improved from 17.59 to 87.47 (on a scale of - 100 to 100)

Connections

Seed Sower participants accrued recovery capital at faster rate (based on Recovery Capital Scores) in a comparative study with 2,500 other assessments.

Supporting Community

65 mobile outreach events in 5 counties (Raleigh, Fayette, Greenbrier, Mercer, Wyoming)

Meaningful Employment

Seed Sower participants completed 825 training days in the Fruits of Labor Culinary and Agricultural Training Program.

A Safe Home

Over 7,400 safe nights provided to Seed Sower program participants. Average length of stay: 152 days.

Peer Support

200+ recovery capital assessments completed in 2024.



Celebrating our Graduates

Hear from a handful of our impressive graduates

Kathryn

Recovery is Possible

The program has taught me to believe in myself and set goals. Now I have strong peers that pushed me to be a better person and showed me that recovery is possible.

Jessica

Going Beyond What's Expected

When I think about the Seed Sower program and the staff, the five words that come to mind include - inspiring, safe, encouraging, hope and sincere. But I would also add loyalty and going beyond what is expected.

Taylor

Acceptance and Love

When I think about the Seed Sower program many things come to mind: Unconditional Love. Welcoming. Discipline. Acceptance.

Heather

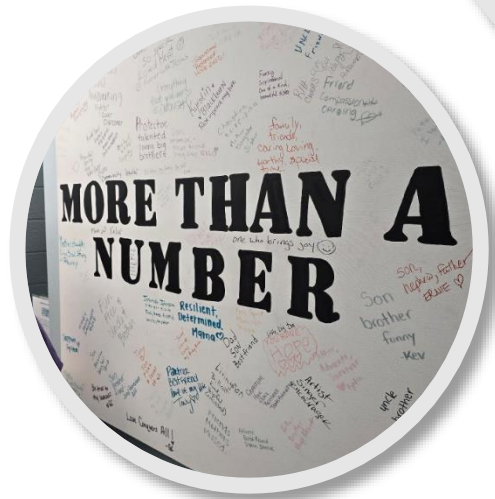
Miraculous and More

The Seed Sower is miraculous, inspiring and astonishing. Those are my words to express my experience.

Casey

Totally Worth it

Upon program graduation there were many thoughts and reflections. What did come through over and over regarding the Seed Sower program was the difficulty, the fun, and just totally worth it in every way.



2024 Summary

Seed Sower's Annual Report Presentation

It Takes All of Us

Recovery is a journey we take together—because it affects all of us, it requires all of us. Each one of us has a role to play, and every contribution matters.

Together, we are building a stronger, healthier community for everyone.



Thank you



Sowing Change.
Harvesting Hope.

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Address:

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West Virginia 25801