



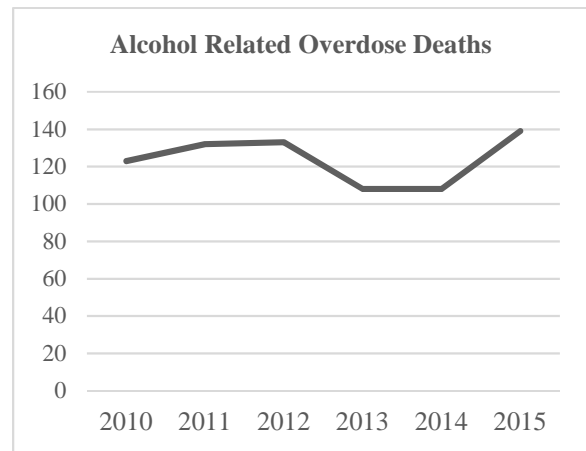
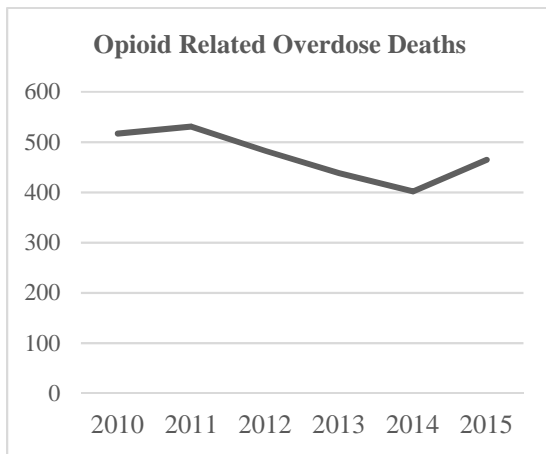
## CURRENT SITUATION

Las Vegas, Nevada is no stranger to the consequences of substance abuse and addiction. Rates of dependence on opioids continues to increase in Nevada, while Nevada experts and other policy-makers indicate the need for more recovery services. Unfortunately, while communities of recovery continue exploring new outreach and recovery programs, rates of drug abuse and addiction continue to be prevalent among young adults in Southern Nevada. A community of recovery is only as strong as its group, every Peer Recovery Support Specialist (PRSS) and Project Manager relying on one another. Using Alternative Peer Group (APG) as a tool to build networks of recovery in Las Vegas, we will create and strengthen bonds among families by committing and coming together as a community to build networks of recovery for young adults in secondary school.

APG is operated by There is No Hero in Heroin Foundation (TINHIF), a local Las Vegas non-profit organization dedicated to providing support for students in recovery and decreasing the stigmas associated with substance abuse and recovery. With the help of the Clark County School District (CCSD) and countless others, TINHIF helped develop Mission High School (MHS), the first ever secondary school in the nation designed for students in recovery. APG currently operates afterschool and summer programs at MHS for students in recovery, providing them afterhours support and helping them achieve their secondary degree. APG works with families and local school staff to help support students in recovery through different types of programs such as music, fitness, book clubs, and counseling services. While the APG program at MHS has been very successful in building networks of recovery, APG is limited to school operating hours. And because of lack of funds, we currently do not have the ability to extend our network and programs to other secondary schools in Las Vegas, Nevada.

Meanwhile, Las Vegas continues to follow the same old community support model, where programs offer counseling and group sessions at single locations that do not effectuate enough change among young adults and their families or help extend networks. Young adults in recovery are seeking help without resources located in proximity to their community. If we expect that young adult drug addiction and abuse will decrease through more of the same singular approach, limiting these networks to single locations while the population continues to increase, Las Vegas will likely not have adequate recovery support for young adults in secondary school, much less the support needed to help students attain their secondary degree and potentially attend college.

With one in 10 adults reporting alcohol or illicit drug abuse, drug abuse for young adults in Nevada is even greater. Not only do young adults in Nevada have greater rates of alcohol or illicit drug abuse, young adults report needing, *but not receiving*, support for dependency more than their older counterparts. The Nevada Division of Public and Behavioral Health agrees that Las Vegas, Nevada must enhance its local and regional ability to be responsive to the needs of local populations by certifying and developing additional recovery support programs. In fact, according to the Office of Public Health Informatics and Epidemiology, opioid and alcohol related overdose deaths have been on the rise in Nevada since 2014. After it appeared that a decline was trending, by 2014 Nevada started witnessing significant increases in overdoses.



**Substance Abuse and Prevention Treatment Agency, Bureau of Behavioral Health, Wellness and Prevention. NDPPH (June, 2017)<sup>1</sup>**

This proves that the same, singular approach to recovery is not working, and APG understands this. For instance, the University of Las Vegas (UNLV), Nevada hosts the successful Rebel Recovery Community (RRC), a peer support recovery group for students attending UNLV. By extending the APG model to other secondary schools throughout Las Vegas, a proper network can function where high school and college students in recovery can help support one another. APG and RRC are no strangers to one another, and the two remain in constant contact. However, RRC and APG can work together more efficiently to help create a cohesive network of students in recovery by extending the support to other schools. Whether RRC members assist high school students obtain scholarships or help them transition from secondary school to college, there are significant gaps that can easily be filled to inevitably lead to a stronger network—the moment is now. If we continue spending resources on programs with the same, singular approach, without exploring other opportunities to build community bonds among young adults and their families, Las Vegas will continue spinning its wheels only to see similar fluctuations of substance addiction and abuse.

<sup>1</sup>[http://dpbh.nv.gov/uploadedFiles/dpbhnavgov/content/Programs/ClinicalSAPTA/SAPTA%20Situational%20Analysis\\_Final.pdf](http://dpbh.nv.gov/uploadedFiles/dpbhnavgov/content/Programs/ClinicalSAPTA/SAPTA%20Situational%20Analysis_Final.pdf).

The existing models of non-profit recovery services sit in locations outside of concerning areas, as opposed to a local, at-school service that commits outreach through uniting familiar and likeminded participants within a specific community. Without a community-based program, there will be less likelihood of referrals, word-of-mouth, and active participation among families needing support. Even if existing recovery centers are located very close to active areas of concern, it does not build as strong of a bond as joining with others who share a common goal that moves beyond recovery – a commonality among friends, neighbors, and families. Without these networks based in the same neighborhoods, stigma reduction, sustained support, and public outreach and education become only as significant as the center itself, whereas a community-based network of young adults in recovery creates a bond that only similarly situated young adults could share. The fact is, the larger the connection between participants and robust support from PRSSs who are intertwined in the education system, working hand-in-hand with staff at the school, the more likelihood of building a strong, successful community of families and young adults in recovery.

A recovery community appears like a half-moon; the dark side representing communities needing, *but not receiving*, support, and the lighter side representing our current support area. We cannot see the areas needing support until we see the tides turn. If our proposal is funded, we will increase our infrastructure, thus increasing our project planning, execution, and management. Simply put, our plan develops the resources and infrastructure necessary to meet the demand of our Las Vegas community. Our goals include acquiring resources, space, and hiring additional personnel to help develop and manage new projects, organize, purchase supplies, conduct outreach, and hold events, so that we can finally witness the way a full-moon illuminates at night.

The drug problems facing Las Vegas are a result of spinning the same wheel over and over again, expecting it to move faster when there are just too many hurdles. Existing programs and centers currently function and do their part, but we need something beyond functionality, something that builds small societies of prevention, support, and recovery through common bonds and connections among young adults. The more that unites participants in a community, the more likelihood of success for a community of recovery. We believe we can help do this.



## **PROJECT NARRATIVE**

### **Section A: Population of Focus and Statement of Need**

#### **A-1. School Catchment Area**

There is No Hero in Heroin Foundation (TINHIIH) currently operates its Alternative Peer Group (APG) at Mission High School (MHS) in Las Vegas, Nevada, which provides afterschool and summer programs for students in recovery. TINHIIH helped develop MHS, the first-ever public secondary school in the nation designed for students in recovery. This proposal extends APG's outreach in Las Vegas, Nevada by developing a new, central facility, creating new relationships with families in the Las Vegas community, and in three years engaging 14 additional schools to host new APG afterschool and summer recovery programs. Specifically, by attending community school events and engaging with the community, while extending our hours at a central location to host events and manage projects, we will develop a network within every participating secondary school and join together to offer support to students in recovery.

#### **A-2. Enhanced Infrastructure**

Our goal is to extend our recovery network and create a circle of support among adolescents, young adults, and their families. We have numerous local relationships in place, including with Rebel Recovery, Clark County Juvenile Justice System, and many ongoing relationships with national agencies and organizations. But in order to expand our recovery network to other secondary schools, we need to enhance our infrastructure.

As with anything that needs to grow, enhanced infrastructure for APG is crucial to growing its recovery network throughout Las Vegas, Nevada. Currently, we are restricted to only MHS operating hours, from 3 p.m. to 7 p.m. Our afterhours events and social gatherings that occur outside of MHS hours are often limited to sites that charge fees to families, such as bowling night or attending baseball games, since we currently have no space to host events ourselves. In addition to properly managing projects, a new location would allow us to hold events with no fees for the communities we serve. We need a space to hold afterhours special events, such as film night or other new programs we develop, in addition to a location to properly develop, manage, and execute other outreach and support projects at other secondary schools.

Our lack of infrastructure creates even more problems than just no place to host events. The ability to grow our recovery network runs parallel with the need to expand. By hiring two additional employees and leasing space, we can extend our outreach to other schools and build additional APG programs. The central location would serve as both a place to manage and a place to host students. Additional personnel would increase outreach, project planning, and reporting. More supplies would help the additional APG programs function. This proposal would help us move beyond one school and successfully reach other families who yearn for support that is missing in their communities. There are families in Las Vegas needing the same support that MHS is provided, but because of no space to organize, limited personnel, and inability to create new classes and programs, we have no option but to operate in a small room during limited hours solely

for the benefit of students at MHS. The funds from this grant would not be used for the existing APG program at MHS, only for new APG programs and an APG facility.

## **Section B: Proposed Implementation Approach**

### **B-1. Goals**

APG's mission is to promote awareness, decrease stigmas, educate, promote recovery, and encourage those struggling with addiction. In our first year, our goal is to engage a total of four schools. While maintaining our model, and through our well-executed plan, our goals are to (1) find a location; (2) hire personnel; (3) purchase supplies; (4) hold outreach efforts to secondary schools; (5) conduct outreach to families that surround the participating school; and (6) develop and provide new afterschool and summer recovery support programs and classes at participating schools, and begin hosting events at the APG location. Every year thereafter will be focused strictly on outreach to families, engaging other schools, and developing new afterschool and summer recovery support programs, classes, and events (steps 4-6). In three years, our goal is to extend the APG recovery network to 14 other secondary schools that hold our afterschool and summer programs while also managing other support services outside of school.

Upon funding, our team will consist of four Peer Recovery Support Specialists (PRSS) (full-time), Rhonda Fairchild as our Director (full-time), Joseph Engle as Owner and Operator (volunteer, full-time), Heather Engle as Advisor (volunteer, part-time), and Lori Hair as our Treasurer (part-time). The PRSSs will support the APG program, its students and families, attend events as necessary, and manage projects facilitated by the Owner, Director, and other advisors. Part-time and full-time employees work between 10-30 hours and 40 hours every week, respectively. Volunteers assist upon availability.

### **B-2. Implementation**

Within the first year, our goal is to lease space, hire additional personnel, purchase supplies, begin outreach to other schools and families, and develop and establish new APG programs at participating schools. Joseph Engle (CEO) and Rhonda Fairchild (Director) will lead these efforts, along with advisement from Heather Engle (Advisor). After our first year of operating independently, our goals will turn into triannual goals (every four months) focused on outreach, signing schools, developing programs, and data management and analysis.

Within the first month during the first year, the CEO and Director will rent space and hire additional personnel. From the outset, we will have two part-time PRSSs to begin the process, who will be given the option to transition to full-time employment. The PRSSs run the support groups alongside other peer support that coexist at the school, while the CEO and Director develop and manage APG from a high-level perspective. We will lease space and hire two additional full-time PRSSs directly responsible for managing some of the day-to-day administrative operations, creating new outreach efforts, implementing new programs, and attending and running these programs with the other two PRSSs. These new PRSSs will work alongside the Director, since a majority of the position will involve tasks that go beyond administrative, requiring guidance from the Director and CEO, both of whom are very familiar with the organization and its efforts. The reason why two additional PRSSs are needed is because, in addition to running APG programs twice a week, they will be coordinating outreach, attending community events, developing classes,

managing data collection and records, and drafting reports, most of which will occur during regular business hours.

By our second month operating, after we lease space and hire additional personnel, the Director and PRSSs will purchase supplies such as office equipment, furniture, and class materials, and develop the space into an APG headquarters alongside the CEO. Some of the supplies will include a ping-pong table, furniture, electronics, and other entertainment for students to use at any time during APG operating hours. This new location will be open from 9am to 5pm, Monday through Friday, and open on the weekend as needed. This location will provide a space for APG to function beyond afterschool and summer school hours, managed by APG staff, so that students have a place to be active during the times they need it the most, when secondary schools are not open. APG's leased space will be open during regular business hours, from 9am to 5pm. With this new location, we can concentrate our efforts to develop programs and outreach, and collect, analyze, and report data in order to continually and effectively build communities of recovery.

Once we have our location, hire personnel, and purchase supplies, we will start our outreach to other secondary schools and families. With four PRSSs, Director, and CEO attending community events and school functions, meeting with families, and engaging the proper channels to establish the programs, we will lay the groundwork necessary to extend our network. We will engage schools to hold our events and circulate information to the families through school and community events. As we develop bonds with families, we will develop relationships with schools, no matter which comes first, while finding and building a recovery network that is tailored to that specific community.

After we engage 2 additional secondary schools and connect with local families, by the fourth month the PRSSs, Director, and CEO will develop and implement additional APG afterschool and summer programs at every participating school. Part of this plan includes developing new programs, events, and activities, while continuing outreach within each specific community. Each program will be designed around the number of participants to ensure every student in recovery receives the support they need—if each community is not proportional, we will find the balance necessary to adequately provide support to the students. The afterschool and summer programs will not only be for students and families, but also for any adolescents and young adults in the community who develop connections with APG.

After our first four months operating independently at a new location, within the proceeding four months we will follow the above-referenced timeline and engage an additional two schools. By our twelfth (12) month, we will engage two additional schools, totaling five schools hosting APG afterschool and summer programs. In total, we will engage a total of four schools within the first year, five more the second year, and an additional five in the third year, totaling 14 schools. For each APG program, we estimate an average of 10-20 students and families at one time. Our goal is to serve 50-75 students and families by the first year; 100-125 by the second year; and 150-175 by the third year.

**B-3. Timeline**

**Year 1**

<b>DATE</b>	<b>DETAILS</b>	<b>RESPONSIBLE STAFF</b>
Month 1	Lease space and hire personnel.	Joseph Engle Rhonda Fairchild PRSSs
Month 2	Purchase supplies and develop APG space	Joseph Engle Rhonda Fairchild PRSSs
Month 3	Outreach to new schools and families (ongoing)	Joseph Engle Rhonda Fairchild PRSSs
	Sign 2 additional schools	Joseph Engle
Month 4	Begin and manage new APG programs	Joseph Engle Rhonda Fairchild PRSSs
Months 5-8	Sign 2 additional schools	Joseph Engle Rhonda Fairchild PRSSs
	Begin and manage new APG programs	Joseph Engle Rhonda Fairchild PRSSs
Months 9-12	Sign 2 additional schools and begin implementing APG programs.	Joseph Engle Rhonda Fairchild PRSSs

**Years 2 & 3**

<b>DATE</b>	<b>DETAILS</b>	<b>RESPONSIBLE STAFF</b>
Months 1-4	Outreach to new schools and families (ongoing)	Joseph Engle Rhonda Fairchild PRSSs
	Sign 2 additional schools	Joseph Engle
	Begin and manage new APG programs	Joseph Engle Rhonda Fairchild PRSSs
Months 5-8	Outreach to new schools and families (ongoing)	Joseph Engle Rhonda Fairchild PRSSs
	Sign 2 additional schools	Joseph Engle Rhonda Fairchild PRSSs
	Begin and manage new APG programs	Joseph Engle PRSSs Rhonda Fairchild
Months 9-12	Outreach to schools and families (ongoing)	Joseph Engle Rhonda Fairchild PRSSs
	Sign 1 additional school	Joseph Engle
	Begin and manage new APG programs	Joseph Engle Rhonda Fairchild PRSSs

## **Section C: Staff and Organizational Experience**

### **C-1. Organizational Experience**

#### ***There is No Hero in Heroin (TINHIIH)***

TINHIIH Foundation is a certified 501(c)(3) non-profit organization operating in Las Vegas, Nevada since 2013. Through a partnership with CCSD, TINHIIH helped developed Mission High School (MHS), the first-ever public secondary school designed for students in recovery. In support of this project, TINHIIH developed the Alternate Peer Group (APG) which currently operates afterschool and summer programs that offer group counseling, as well as arts, music, dance, book clubs, and fitness classes for students in recovery.

TINHIIH received the Recovery Community Organization (RCO), an accreditation from the national accrediting agency, Faces and Voices of Recovery. TINHIIH is nationally connected to the Association of Recovery in Higher Education (ARHE), Association of Recovery Schools (ARS), and Association of Alternative Peer Groups (AAPG). These entities all work together to provide a natural continuum of care on a national level, and TINHIIH uses these resources to localize recovery services in Las Vegas, Nevada.

TINHIIH is currently funded by individual and corporate donations, in-kind donations, and through local and state grants. Since its inception, TINHIIH has awarded more than \$35,000 in sober-living housing scholarships to people recently released from detoxification or medical centers. It has worked with countless partners including WestCare Nevada, State of Nevada Department of Public and Behavioral Health, IBEW, Southern Nevada Health District, Las Vegas Recovery Center, Las Vegas Alcoholics Anonymous Central Office, Nevada Al-Anon Family Groups, Clark County School District (CCSD), the Addict's Mom, and Turning Point Nevada to help raise awareness and provide resources for treatment and recovery support services to families in Southern Nevada.

TINHIIH understands the value of building communities of recovery. It was established with a specific purpose to build a network of recovery and reduce the stigmas associated with substance abuse, use, and dependency. The staff of TINHIIH are uniquely qualified, through its existing partnerships and its ability to successfully develop, deploy, and manage outreach, to support substance abuse recovery networks for students and families in the Southern Nevada region. As a recognized member of the Las Vegas community with proven experience building networks of recovery for families, and through partnerships and a progressive stance, TINHIIH can effectively expand recovery support communities and help eliminate the stigmas associated with substance use, abuse, and dependency by developing a new location to extend and advance its APG program in other schools in Las Vegas, Nevada.

#### ***Alternative Peer Group (APG)***

In 2017, TINHIIH developed APG, an afterschool and summer program at MHS that offers painting, fitness, dance, music, classes, counseling, and other programs to students in recovery. APG was designed as a teen drop-in center for peer-support activities at MHS, carried out by peer mentors who oversee the program and engage with each student daily. The Peer Recovery Support Specialists (PRSS), CEO, Director, and advisors all work together with CCSD staff and the State of Nevada to properly manage each case of recovery. APG continues to work with other affiliates, such as Rebels for Recovery (RRC), a supportive community where students in recovery can



continue long-term recovery, interact socially, excel academically, and be of service to their community.

APG was recently asked to sit in on a “think tank” panel with other stakeholders from the State of Nevada to develop new language for a bill to Nevada’s Senate that recognizes Peer Recovery Support Specialists (PRSS) as a Nevada State certification. The bill is expected to be signed into law by this year, 2019.

## **C-2. Staff Positions**

### **TINHIIH: Board of Directors**

*Joseph Engle, Founder and President (2013)*

Joseph Engle founded the non-profit organization, TINHIIH, in 2013, with a specific mission to build communities of recovery and eliminate the stigmas associated with substance use and recovery. Following the death of his son in 2011 from a heroin overdose, Joseph began a mission to expand recovery support services through Southern Nevada, and he has been recognized by the Las Vegas community numerous times for his dedication and commitment to combating drug addiction and its associated stigmas. As a matter of fact, in 2013 he was recognized by the *Las Vegas Sun* for his dedication in the field, and in 2016 he was recognized as a “Local Hero” by the Las Vegas, NBC affiliate, Channel 3 news. Most recently, Mr. Engle was awarded the “Best START UP APG in 2018” from AAPG, an accrediting body for Alternative Peer Groups.

*Donn Jersey, Vice President, Board Member (joined 2015)*

Mr. Jersey joined TINHIIH in 2015. In addition to being VP and a board member at TINHIIH, he is the Director of Development for the Utah Shakespeare Festival. He worked for years in publishing, including on digital platforms for *Las Vegas Sun* and *Vegas Inc.* He also helped publish several magazines, such as *The Sunday*, *Healthcare Quarterly*, and *Vegas Inc.* In 2015, Mr. Jersey began focusing his efforts on helping teenagers who struggle with addiction by assisting with the development of MHS, the first ever public recovery secondary school in the country.

*Rhonda Fairchild, Secretary, Board Member (joined 2017)*

Ms. Fairchild is currently the Director of APG (APG) at MHS. Since APG opened in 2017 at MHS, Ms. Fairchild has helped develop and manage the afterschool and summer events, programs, and classes for students in recovery. Rhonda graduated from Chaparral High School in Las Vegas, Nevada, and attained a Bachelor of Science degree in Geology from the University of Las Vegas.

*Randa Shea, Treasurer, Board Member (joined 2013)*

Ms. Shea graduated from the University of Arizona Law School in 1982, and admitted to the Nevada State Bar in 1983. Ms. Shea has volunteered her services to the American Cancer Society for the last twenty-years, and for the last seven years has served as Board Member for the Southern Nevada Association of Women Attorneys. She also serves the principle owner of Reiff Shea, a private law practice, and serves as a Truancy Diversion Judge for the Clark County Courts.

*Jeff Horn, Board Director*

Mr. Horn and his family arrived to Southern Nevada in 1981, and has called it home since. As a professional educator, he served as Principle of Green Valley High School for eleven years, and was responsible for the implementation of a random-drug testing program for high school athletes, one of the first such systems in the nation. Mr. Horn is currently Associate Superintendent at CCSD, and continually plays an integral part in the development, approval, and implementation of MHS and the current APG program.

*David Slattery, M.D., Board Director (member since 2017)*

Dr. Slattery is the Professor of Emergency Medicine and Director of Emergency Medicine Research at the University of Las Vegas School of Medicine. He practices at the Trauma Center at University Medical Center of Southern Nevada and currently serves as Deputy Chief and Emergency Medical Services Director for the City of Las Vegas and Las Vegas Fire & Rescue. Not only has he been instrumental in recovery support, but Dr. Slattery organized numerous Las Vegas Fire & Rescue programs that train authorities how to properly administer Naloxone. He regularly attends local and national conferences involving recovery and treatment.

*Krista Hales, Board Director (member since 2017)*

Ms. Hales graduated from the University of Nevada in 2012 with her Masters in Clinical Mental Health Counseling. Since then, Ms. Hales has served as Substance Abuse Counselor for the Center of Behavioral Health (CBH) at Cheyenne, and was promoted to Clinical Director and Program Director in 2017. She works closely with TINHIH to find Medication-Assisted Treatment (MAT) grants for individuals who seek treatment at CBH, and since then has helped 87 individuals receive grants.

**Key Personnel: Alternative Peer Group (APG)**

*Joseph Engle, Principle and Chief Executive Officer (100% level of effort)*

Mr. Engle graduated from Western High School in 1985 and is currently a low-voltage Senior Technician at Safe Electronics in Las Vegas, Nevada. After the loss of his son in 2011 to a heroin overdose, he has dedicated his life to helping students in recovery receive the support they need, while decreasing stigmas associated with drug abuse and recovery. Mr. Engle has been recognized locally by his community and nationally by organizations in the recovery support network.

*Rhonda Fairchild, APG Director (100% level of effort)*

Ms. Fairchild is currently the Director of APG at MHS. Since APG opened in 2017, Ms. Fairchild has helped develop and manage the afterschool and summer events, programs, and classes for students in recovery. Rhonda graduated from Chaparral High School in Las Vegas, Nevada, and attained a Bachelor of Science degree in Geology from the University of Las Vegas.

*Lori Hair, APG Bookkeeper and Treasurer (50% level of effort)*

Ms. Hair worked for over thirty-years with American Airlines at McCarran Airport, and currently works part-time as a teacher aid at CCSD. For years, Ms. Hair has been serving her community through her church and multiple charity organizations, some of which include JDRF's

Annual Hope Gala and TINHIH's signature event, Black Monday. Ms. Hair is a volunteer for APG.

*Heather Engle, APG Advisor (50% level of effort)*

Ms. Engle is the CEO of the Las Vegas Rescue Mission (LVRM), a facility dedicated to southern Nevada's homeless population and persons suffering from substance use disorder. LVRM is the only on-demand transitional living/substance use disorder facility in Las Vegas. She is a woman in long term recovery since January 1, 2007. Heather's previous jobs as the Westcare Woman and Children's campus executive director, Shannon West Youth adolescent transitional living and founding member of TINHIH's APG has offered a wealth of experience.

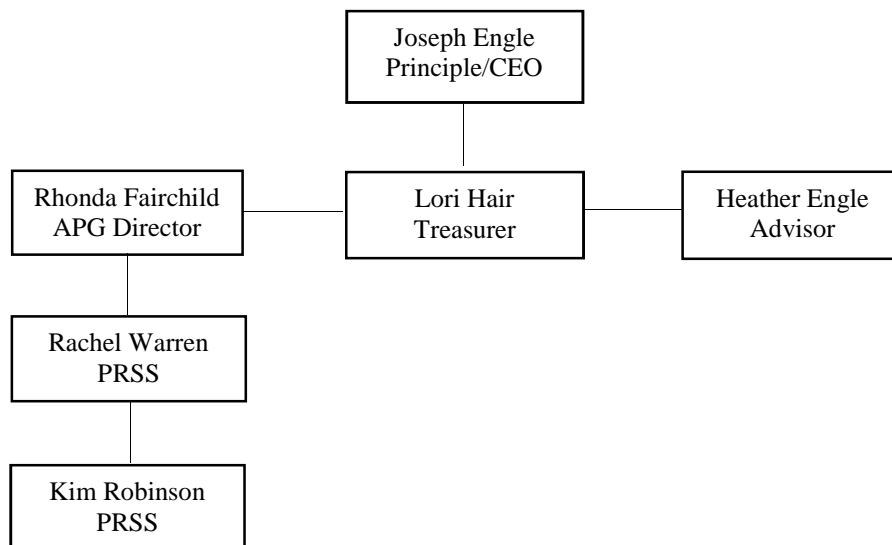
*Rachel Warren, APG Peer Recovery Support Specialist (100% level of effort)*

Ms. Warren has worked at MHS as one of APG's Peer Recovery Support Specialists since 2018. Her current duties include coordinating volunteer opportunities, administration, mentoring and supporting students, and acting as a liaison between CCSD administration, TINHIH, and APG.

*Kim Robinson, APG Peer Recovery Support Specialist (100% level of effort)*

Mr. Robinson is a licensed alcohol and drug counselor (LADC) in Las Vegas, Nevada. He has been working in recovery support for the last 25 years, and currently assists APG in coordinating volunteer opportunities, administration, mentoring and supporting students, and acting as a liaison between CCSD administration, TINHIH, and APG.

### APG Organizational Chart



## **Section D: Data Collection and Performance Measurement**

Data collection and performance measuring is critical to properly managing and improving overall recovery support for students and families. To do this, our goal will be to collect data and measure performance through evaluations, interviews and discourse with the participant, reporting, and discussing the reports with the participant and their family. Because APG is focused on the recovery and support for each participant, we believe it is critical to meet with participants to both evaluate them and work together with their families to improve the overall support.

Our certified PRSSs have the most one-on-one, day-to-day, contact with participants, so it is vital that they manage data collection, meet with students and families, and report their findings. To do this, the CEO and Director will manage the process while the PRSSs implement every approach and execute their directives. The operating evaluation form we will use will be the standard, CSAT GPRA Client Outcome, Measures for Discretionary Program form, provided by the Substance Abuse and Mental Health Services Administration.

Once a student enters the program, following initial evaluations by APG employees and its advisors, an initial evaluation will be administered to a student by a PRSS. This form will collect personal identifiable information, history about drug and alcohol use, living conditions, education and income, criminal and disciplinary history, mental and physical health, and their current social conditions and connections. At this time, the PRSS will also meet with the student and family to discuss their goals. The PRSS will write up a formal report that includes all of this information, provided to the family and student. All electronic records will be stored on one portable hard-drive and physical files will be stored in a filing cabinet, both of which will be locked and secured every night.

After three months, and every third-month thereafter, a follow-up evaluation will be administered, specifically focused on drug and alcohol use, mental and physical health, and current social conditions and connections. Following the evaluation, but before results are reviewed, the PRSS will meet with the student individually to discuss their experience in support so far, their goals, and any other items relevant to their recovery. After the three-month evaluation, the PRSS will review the evaluation and write a report with findings, both of which will be provided to the student and family for review and discussion. The PRSSs will meet in-person with the family and student to review the evaluation and accompanying reports, and establish additional goals as necessary.

After one year in the program, the student will, again, take the initial evaluation previously administered on day-one. The PRSS will, again, finalize a report, except this report will address all four evaluations and compare all of the results over the last year. The year-end report will review goals, experience, results, and other relevant items from the last year and address each aspect line-by-line in a narrative form as necessary. In this report, it will not only address student progress, experience, and goals, but it will attach all reports from the prior year as part of the report. The PRSS will meet with the student and family to review the year-end report.

Every six-months, Joseph Engle (CEO) and Rhonda Fairchild (Director) will review all of the evaluations and reports and develop a high-level report measuring and comparing overall performance that will assist in developing other metrics necessary to enhance recovery support.

The personal information, living conditions, criminal histories, mental health, and social connection information we collect will assist us with measuring diversity in the program and susceptible populations, not to mention help us determine which communities to target next during our outreach efforts. The drug use history will provide us with the necessary information to properly balance the recovery needs of our students, along with evaluating progress and goal achievement on behalf of the student and the APG program, and help us evaluate which programs, classes, and events that build the strongest connections. This report will also illustrate graphics that compare results of each community, such as number of participants, demographic make-up, goal achievement, successes, and results. This report will not list any confidential or identifiable information or data about any participant.

Every six months, all of the PRSSs, Director, and CEO will meet to review the six-month report prepared by the Director and CEO. They will evaluate progress, results, and goals, and establish additional goals for APG to enhance recovery support and the APG programs. This report and meeting will assist every member of APG in evaluating the program – it's a great time to brain-storm and discuss points of improvement for support and outreach, as well as evaluate program achievements. The CEO will be in charge of reporting findings to the Board of Directors at TINHIH and any other relevant partners, such as CCSD and the State of Nevada.

All together, the reports will serve to improve and enhance our recovery network, support, and APG programs. As a team, we will analyze data, draft reports summarizing our findings, and meet with students, families, and CCSD staff, all the while using all data and feedback to enhance our recovery network. Our main priority is to use the data we collect and reports we draft to further enhance our ability to provide support to students, families, and all participating communities in the APG program.



## **BUDGET NARRATIVE & JUSTIFICATION**

The budget for this proposal is to provide a breakdown of yearly costs for the Alternative Peer Group (APG) expansion and continuation project, in support of the Building Communities of Recovery (BCOR) grant provided by the United States Department of Health and Human Services, Substance Abuse and Mental Health Services Administration (SAMHSA). In accordance with the requirements set forth in the Funding Opportunity Announcement and applicable rules, the federal costs in this proposal will be matched by non-federal sources, specifically from in-kind contributions from New Orleans Square (NOS) for property centrally located in Las Vegas, Nevada, and Laurie Hair for her volunteer work at APG. Our costs are primarily focused on staff and property, along with small costs for supplies and other operating costs. The budget outlined below is for year one. Our current budget estimates remain the same for years two and three. The APG plans to use BCOR funds to help support its mission to build communities of recovery for young adults, adolescents, and their families in Las Vegas, Nevada.

The total federal request:       \$191,920

The total non-federal funds:   \$42,080

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Total Budget:                    \$234,000

### **Federal Request - Personnel<sup>1</sup>**

Currently, we have two part-time, certified PRSSs, a part-time Bookkeeper, part-time Advisor, part-time Director, and full-time CEO. All of them are active in APG and regularly attend events, interact with participants, conduct outreach, work with staff at CCSD, and lead and develop new classes and programs for APG. In this proposal, only PRSSs, the bookkeeper, and Director will be paid employees. The CEO and Advisor will be unpaid, strictly volunteers. All APG staff are focused on MHS, but this proposal would allow us to conduct outreach to new families and schools with enough resources to adequately implement and manage new APG programs and events in other communities. Because our mission is focused on people, including the success of both the participant and our key staff, most of the funds from this proposal would be used for personnel costs.

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<sup>1</sup> Part-time employees work 20 hours and full-time employees work 40 hours every week.

No.	Position	Name	Key Staff	Annual Salary/Rate	Level of Effort	Total Salary Charge to Award
1.	CEO	Joseph Engle	Yes	\$0	100%	\$0
2.	Director	Rhonda Fairchild	Yes	\$40,000	100%	\$40,000
3.	2 full-time Peer Recovery Support Specialist	Rachel Warren Kim Robinson	Yes	\$60,320	100%	\$60,320
4.	2 part-time Peer Recovery Support Specialist	TBD	Yes	\$30,160	100%	\$30,160
5.	Instructors and special guests	TBD	No	\$7,200	100%	\$7,200
<b>Federal Request</b>						<b>\$137,680</b>

1. The CEO, Joseph Engle, will lead all of the efforts on behalf of APG. Mr. Engle is so dedicated to the success of APG and actively participants at events, fundraising, and class and counseling sessions. He manages staff, advises the Director, attends special events, develops charity events, communicates with the press, develops programs, and works with schools and families in the Las Vegas, Nevada community. He continually engages with participants and staff, and oversees all of the operations by APG. Joseph Engle will donate
  
2. The Director, Rhonda Fairchild, will manage all APG staff, provide oversight and advisement on all activities related to all the APG programs, manage bookkeeping, and oversee the implementation of all goals and projects included in this proposal. She will conduct meetings, cultivate projects, coordinate events, hire special instructors, develop curriculum, and communicate internally and externally on behalf of APG. As a Nevada licensed teacher at MHS, scheduled to retire this year and joining APG full-time, not only does Ms. Fairchild have the experience mentoring adolescents, but she has special connections and relationships with CCSD necessary to be successful. By working at APG and with CCSD, she is best suited to help manage and ensure that all the PRSSs are compliant with internal policies related to managing confidential records, interviewing participants, reporting data, and conducting outreach.
  
3. Our existing PRSSs, Kim Robinson and Rachel Warren, will transfer to full-time status, mentoring the two new part-time PRSSs during their probationary period. Our two-full PRSSs, both of whom already have the experience, education, and certifications in place to properly engage participants and manage projects, will lead APG events and classes, interview participants, manage data collection and performance evaluations, and ensure all ethical standards are properly followed by all PRSSs. All PRSSs will be assigned to manage the day-to-day operations of every program at every school.
  
4. We will hire two new, part-time PRSSs that will be based at our central location, directed to conduct outreach to specifically target other communities and help develop other APG programs and curriculum, meet with school personnel, lead

classes and events, interview participants, and manage data collection and performance evaluations. Within four months of hire, the new two PRSSs will attain their Peer Recovery Specialists certification.

- We will also be hiring instructors on an ad-hoc basis. These instructors include yoga teachers, film, music, and art instructors, and other special educators from Las Vegas, Nevada. These instructors will help attract participants and families, engage participants, discipline and educate students, and propel the program beyond counseling and normal class events. We have found that special instructors making appearances at APG help propel the program in a very special way, making connections between participants and interests and increasing the likelihood of continuing recovery.

**Non-Federal Match – Personnel**

No.	Position	Name	Key Staff	Annual Salary/Rate	Level of Effort	Total Salary Non-Federal Match
5.	Bookkeeper	Lori Hair	Yes	\$15,080	100%	\$15,080
<b>Non Federal Match</b>						<b>\$15,080</b>

- Our bookkeeper, Lori Hair, a volunteer who creates documents, enters data, manages accounting, and performs other administrative tasks, will continue donating her time and contributing to in-kind donations toward APG. She committed to work 20 hours per week at a rate of \$14.50 per hour. Ms. Hair is necessary in order to adequately provide support to other personnel, attend the front desk at the APG facility, develop document templates, and manage and track accounting.

**Federal Request – Other**

Item	Rate	Costs
Rent 900 Karen Ave. Las Vegas, Nevada 89101 2,250 sq. ft.	\$2 per sq. ft. per month.	\$36,180
Water, sewer, gas, electricity utilities	\$500 per month average	\$6,000
Internet	\$50 per month	\$600
<b>Federal Request</b>		<b>\$42,780</b>

- Our facility will include yearly costs for space for APG. The total lease for the first year will be \$63,180, costing \$5,265 per month for the facility and building maintenance and security fees. The total charge to the award will be \$36,180.
- The property will serve as APG’s headquarters, where staff work on development, outreach, and other relevant projects. It will also serve as a central hub to hold events, meetings, counseling sessions, and host volunteers and paid instructors. Not only will it be opened for students who attend APG programs at their schools, but it will be open to other adolescents and young adults in the community who want to be a part of



the recovery community. It will be supplied with furniture, a computer, table-tennis, books, televisions, video games, and other entertainment for students. All PRSSs and staff will report to this location and manage the facility during operating hours, from 9 a.m. – 5 p.m. Monday through Friday, and 9 a.m. – 3 p.m. on Saturdays. The facility will be closed Sundays.

3. Our utilities include water, sewer, gas, and electricity at the APG facility, all of which are necessary for it to operate independently.
4. Internet service will be used to communicate with families, students, CCSD staff, and other partners. It will also serve as a resource to develop programs and find and communicate with instructors who are hired on an ad-hoc basis.

**Non-Federal Match – Other**

Item	Rate	Costs
Rent 900 Karen Ave. Las Vegas, Nevada 89101 2,250 sq. ft.	\$2 per sq. ft. per month.	\$27,000
<b>Non-Federal Match</b>		<b>\$27,000</b>

1. New Orleans Square (NOS) will cover \$27,000 in yearly costs for rental of the property. Through our existing relationship, we were able to secure a commitment from NOS to lease us space and contribute \$27,000 toward the total costs of the rental space. NOS is a non-federal source of matching funds, as required and described in the BCOR grant opportunity.

**Federal Request – Supplies**

Item	Rate	Costs
Art, music, and fitness supplies	\$1,500	\$1,500
Computers	\$2,500	\$2,500
Televisions	\$500	\$500
Video Gaming hardware	\$500	\$500
Furniture	\$1,200	\$1,200
Office supplies	\$2,500	\$2,500
<b>Federal Request</b>		<b>\$8,700</b>

Supplies include costs for arts, music, books, and fitness supplies for students to use and maintain at APG events on campus, while other costs include in-house supplies such as video games, televisions, furniture, computers, and other entertainment for students in the APG facility. Certain computers will be designated for APG staff use only. Although we expect significant number of supplies donated by our partners and other members in the Las Vegas community, we currently do not have any written commitments, and as such, no section for non-federal supplies match.

1. Art supplies include items such as paint, easels, brushes, and other relevant items; music supplies include musical instruments such as travel guitars and keyboards; and fitness supplies include yoga mats and equipment. All of these materials will help facilitate afterhours sessions at schools and the APG facility, necessary to provide entertainment and education to our students in recovery. The costs for every individual item will vary, but the overall costs associated with each item category will be consist throughout the year. The costs for every item is a variable cost that will fluctuate depending on number of participants at every school.
2. Computers will be purchased for use by both APG staff and students. For the staff, the computers will be used to conduct research, communicate externally and internally, develop reports and other documents, and track relevant projects.
3. Televisions will be purchased for the APG facility for use as entertainment for students to watch shows and movies and use video gaming equipment.
4. Furniture will be purchased for use at the APG facility by students and staff, including sofas, chairs, tables, and stands.
5. Our office supplies include items such as a computer, desks, pens, paper, binders, clips, lights, furniture, and other relevant items necessary for a professional office. These supplies will be used by all APG staff for project work and planning.

**Federal Request – Travel**

Item	Rate	Costs
Gasoline	\$100 per month average	\$1,200
Vehicle insurance	\$130 per month	\$1,560
<b>Federal Request</b>		<b>\$2,760</b>

1. APG currently has a company van, completely paid for, that is insured according to Nevada State requirements. This eight-person van is used by APG staff to travel to and from events, programs, classes, and meetings with families, including transporting supplies and equipment to events and classes. The average cost for gasoline for the van will be \$100 per month.
2. The eight-person van requires insurance in the State of Nevada. Our current insurance policy has a yearly premium of \$1,440. We pay the insurance company \$130 monthly toward the yearly premium.

In this budget, we are utilizing people to spread the APG mission. Similar to how we developed this program for people, the majority of the costs for the APG programs are for professionals—the people who support the community of recovery. We believe in investing in people and time, and the success we can achieve through building recovery support systems only help propel that mission further. In support of the SAMHSA and APG missions, both of which

run parallel, approval of our budget will help expand our community of support to help students recover and achieve secondary degrees, similar to what we already achieved at Mission High School (MHS).



## **BIOGRAPHICAL SKETCHES AND POSITION DESCRIPTIONS**

### **Position Description**

- 1. CEO**
- 2. Job Description**

The CEO oversees every aspect of APG, including personnel. The CEO works closely with the Director to implement and develop projects, maintain records, conduct outreach, hire employees, find volunteers, communicate and meet with partners and families, develop documentation, lead fundraising efforts, develop new programs, attend community and school events, review evaluation reports, draft year-end reporting, coordinate objectives with CCSD staff, and oversee record management.

- 3. Qualifications**

N/A

- 4. Supervisory Relationships**

The CEO manages all staff at APG. The Director, PRSSs, bookkeeper, advisors, and all instructors report to the CEO in addition to their direct supervisor.

- 5. Skills and Knowledge Required**

N/A

- 6. Travel**

CEO travels to and from APG events, community events, and school events. The CEO is frequently traveling to meet with families, court and school staff, and other relevant organizations.

- 7. Salary Range**

The CEO takes no salary.

- 8. Hours**

40 hours per week, Monday – Friday and Saturday as necessary.

**1. Advisor**

**2. Job Description**

Advisors provide input and opinions on an ad-hoc basis. Some of the advisement could include how to handle sensitive situations, such as homelessness and certain disorders, as well as program related information, such as making additional connections with organizations or women care.

**3. Qualifications**

N/A

**4. Supervisory Relationships**

The advisor reports directly to the CEO and Director.

**5. Skills and Knowledge Required**

Specific knowledge as to the situation requiring advice.

**6. Travel**

The advisor may travel to and from an APG facility, activity, or event, at their own expense.

**7. Salary Range**

Volunteer. No salary is paid to advisors.

**8. Hours**

Situational

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**1. Director**

**2. Job Description**

The Director oversees every aspect of APG and manages activities performed by all the PRSSs. The Director assists the PRSSs, from a high level, coordinate volunteer opportunities, document and record management, correspond with students and families, develop documentation, evaluate students through interviews and questionnaires, develop new programs, coordinate objectives with CCSD staff, conduct outreach by attending community and school events, manage student files, and draft evaluation reports. The Director also maintains relationships with CCSD staff and other organizations that assist APG.

**3. Qualifications**

- Bachelor's Degree
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- Nevada licensed teacher
- Must meet CPR and NARCAN State qualifications
- Experience managing personnel
- Project management experience
- Experience providing support to students in recovery

#### **4. Supervisory Relationships**

The Director reports to the CEO, Joseph Engle. The Director manages the entire APG program and all PRSS staff.

#### **5. Skills and Knowledge Required**

- Skilled in Microsoft Office
- Understands the education system and process
- Good communication skills and ability to write well
- Self-motivator
- Able to supervise others
- Able to maintain confidentiality
- High energy with strong work ethic and ability to multi-task

#### **6. Travel**

The Director travels to and from APG events, school events, and community events as necessary. The Director also meets with families and CCSD staff regularly, which requires travel to other locations as necessary.

#### **7. Salary Range**

\$40,000 annual salary

#### **8. Hours**

40 hours per week, Monday – Friday and Saturday as necessary.

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### **1. Peer Recovery Support Specialists**

#### **2. Job Description**

Our Peer Recovery Support Specialists (PRSSs) are trained and certified peer recovery specialists. PRSSs attend and manage APG events and activities, coordinate volunteer opportunities, correspond with students and families, evaluate students through interviews and questionnaires, coordinate objectives with CCSD staff, conduct outreach by attending community and school events, manage student files, and draft evaluation reports. PRSSs are expected to maintain all certifications while employed by APG.

Full-time PRSSs work 40 hours per week, from 10am – 7pm Monday through Friday, starting their day at the APG facility and attending APG events and activities from 3pm – 7pm. Part-time PRSSs will work 20 hours per week, from 3pm – 7pm Monday through Friday, starting their day at either the APG facility or by attending APG events and activities from 3pm – 7pm as necessary. All PRSSs attend Saturday events as necessary.

### **3. Qualifications**

- High School diploma, Bachelor’s Degree preferred.
- Must meet CPR and NARCAN State qualifications
- Previous experience in recovery support
- Able to attain PRSS certification within six months upon hire

### **4. Supervisory Relationships**

All PRSSs report to the Director, Rhonda Fairchild. Joseph Engle (CEO) oversees all of the work performed by the Director and PRSSs. None of the PRSSs have any supervisory duties.

### **5. Skills and Knowledge Required**

- Skilled in Microsoft Office
- Good communication skills and ability to write well
- Self-motivator
- Able to maintain confidentiality
- High energy with strong work ethic and ability to multi-task

### **6. Travel**

The PRSSs regularly travel to and from the APG facility to APG events and activities. The PRSSs will travel to meet with families, as necessary, and meet with CCSD staff on location.

### **7. Salary**

\$14.50 per hour

Full-time: \$30,160 (40 hours)

Part-time: \$15,080 (20 hours)

### **8. Hours**

40 hours per week, Monday – Friday and Saturdays as necessary; or

20 hours per week, Monday – Friday and Saturdays as necessary.

**1. Bookkeeper and Treasurer**

**2. Job Description**

The bookkeeper and treasurer maintains all accounting and financial records, pays and tracks payments and receipts, and reports budgetary information to the Director and CEO. The bookkeeper also serves as an administrative assistant, helping with data entry, scanning, copying, attending the front-desk, answering phones, and tracking schedules.

**3. Qualifications**

- Bachelor's Degree
- 2+ years of accounting experience

**4. Supervisory Relationships**

The bookkeeper reports directly to the Director and regularly meets with the CEO to discuss accounting and reporting.

**5. Skills and Knowledge Required**

- Skilled in Microsoft Office
- Good communication skills and ability to write well
- Good at math
- Self-motivator
- Able to maintain confidentiality
- High energy with strong work ethic and ability to multi-task

**6. Travel**

No travel necessary. The bookkeeper works strictly at the APG facility.

**7. Salary**

No salary. Strictly volunteer position.

**8. Hours**

20 hours per week, Monday – Friday.

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**1. Instructors**

**2. Job Description**

Lead APG events and activities through specialized classes that teach students new skills. Instructors are hired for one session and follow-up sessions as requested.

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**3. Qualifications**

- Advanced degree
- 10+ years in specific industry

**4. Supervisory Relationships**

The instructor reports directly to the CEO and Director.

**5. Skills and Knowledge Required**

- Expert knowledge in specific industry
- Experience teaching and mentoring others

**6. Travel**

No travel required, except to attend the activity or class.

**7. Salary range**

\$100-200 per session, depending on field, expertise, and equipment provided.

**8. Hours**

One day per week, Monday – Friday or Saturdays as necessary.

## **Biographical Sketches**

### **Joseph Engle, CEO**

Joseph Engle founded the non-profit organization, TINHIH, in 2013, with a specific mission to build communities of recovery and eliminate the stigmas associated with substance use and recovery. Following the death of his son in 2011 from a heroin overdose, Joseph began a mission to expand recovery support services through Southern Nevada, and he has been recognized by the Las Vegas community numerous times for his dedication and commitment to combating drug addiction and its associated stigmas. As a matter of fact, in 2013 he was recognized by the *Las Vegas Sun* for his dedication in the field, and in 2016 he was recognized as a “Local Hero” by the Las Vegas, NBC affiliate, Channel 3 news. Most recently, Mr. Engle was awarded the “Best Start-up APG in 2018” from AAPG, an accrediting body for Alternative Peer Groups.

### **Heather Engle, Advisor**

Mrs. Engle is the CEO of the Las Vegas Rescue Mission (LVRM), a facility dedicated to southern Nevada’s homeless population and persons suffering from substance use disorder. LVRM is the only on-demand transitional living/substance use disorder facility in Las Vegas. She is a woman in long term recovery since January 1, 2007. Heather’s previous jobs as the Westcare Woman and Children’s campus executive director, Shannon West Youth adolescent transitional living and founding member of TINHIH’s APG has offered a wealth of experience.

### **Rhonda Fairchild, Director**

Ms. Fairchild is currently the Director of APG (APG) at MHS. Since APG opened in 2017 at MHS, Ms. Fairchild has helped develop and manage the afterschool and summer events, programs, and classes for students in recovery. Rhonda graduated from Chaparral High School in Las Vegas, Nevada, and attained a Bachelor of Science degree in Geology from the University of Las Vegas.

### **Rachel Warren, Peer Recovery Support Specialist**

Ms. Warren has worked at MHS as one of APG’s certified Peer Recovery Support Specialists since 2018. Her current duties include coordinating volunteer opportunities, administration, mentoring and supporting students, and acting as a liaison between CCSD administration, TINHIH, and APG. Ms. Warren is CPR and NARCAN trained.

### **Kim Robinson, Peer Recovery Support Specialist**

Mr. Robinson is a licensed alcohol and drug counselor (LADC) in Las Vegas, Nevada, and is one of APG’s certified Peer Recovery Support Specialists. He has been working in recovery support for the last 25 years, and currently assists APG in coordinating volunteer opportunities, administration, mentoring and supporting students, and acting as a liaison between CCSD administration, TINHIH, and APG. Mr. Robinson is CPR and NARCAN trained.

### **Lori Hair, Bookkeeper and Treasurer**

Ms. Hair worked for over thirty-years with American Airlines at McCarren Airport, and currently works part-time as a teacher aid at CCSD. For years, Ms. Hair has been serving her

community through her church and multiple charity organizations, some of which include JDRF's Annual Hope Gala and TINHIH's signature event, Black Monday. Ms. Hair is a volunteer for APG.