

2005 Annual Report



Addiction Resource Council, Inc.

An Affiliate of the National Council on Alcoholism and Drug Dependence since 1971

As most of us know all too well, the human and financial costs of substance abuse and addiction to individuals, families, and communities is a burden we cannot afford to ignore. Today we are thankfully at a turning point where we can recognize and embrace a rich and growing body of research necessary to confront alcohol-related social problems and address the healthcare needs of individuals with addiction.

Science-based, culturally-specific programming has provided outcome-based services that produce community change through rigorous prevention and education efforts that embrace the unique characteristics of every individual and every community. These efforts recognize that prevention is not only possible but it is incredibly effective in reducing the demand for drugs. But prevention must be recognized as a developmental process and not an event. Science-based, individually-focused prevention can be effective in achieving certain outcomes. But alcohol-related behavior does not occur in isolation. Rather it is shaped by our physical, cultural, and social settings. To be effective in reducing alcohol and other drug problems communities must take shared responsibility for creating conditions that support positive choices. We must take care to assure that our community is not saturated with alcohol outlets, pro-alcohol messages, and norms that endorse underage alcohol use. Our children do not create the way in which we integrate the use of alcohol or even illicit substances into our society, they reflect it. Thus, the most effective, comprehensive prevention approach must be based on environmental strategies that weave prevention messages into our daily lives, our family life, and our community.

Today we also have the opportunity to assist communities and families by supporting the capacity of providers to deliver active prevention and treatment programs and services for people in need. But much of this opportunity comes from what has been termed self-directed health care that allows informed consumers to assess their own needs and monitor the quality of services they receive. Both private and public substance abuse and addiction care delivery systems are responding by developing new consumer directed programs. This system of care is closely related to both the recovery orientation and self-determination that defines recovery as the process in which people are able to live, work, learn, and participate fully in their communities.

Science has also shown that having hope plays an integral role in individual recovery. And if you understand the disease of addiction you know that hope is the most essential element of all. Each of us can help restore hope for people with addiction by continuing to support a community that cares and a care system that responds to the needs of the community.

Executive Director



President



2005 Board of Directors

Clark Skelton - President

President, Suburban Tool & Machine

John Hopkins – Vice President

New Berlin Alderman

Lesli Schmidt – Treasurer

Assistant District Attorney,
Waukesha County

Kathy Bullermann – Secretary

Vice President of Human Resources,
CleanPower

Lynn Bardele

Chester Dobrowski

James Fletcher

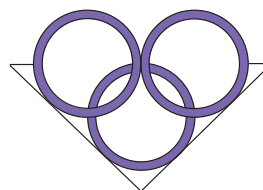
Sue A. Kazmarek

Anita Pagel, RN

Duane Stamsta

James Wroblewski

Natalie Zimmerman



Our Mission and Beliefs

The Addiction Resource Council, Inc. is committed to serving the residents of Waukesha County by providing alcohol and other drug prevention education, intervention, assessment, referral services, as well as leadership for collaboration among institutions, organizations and community-based agencies.

We believe that:

- All human beings are unique, valuable, worthwhile, and deserving of respect.
- Alcohol and other drug abuse affects everyone and can be prevented and treated.
- Alcohol and other drug abuse services should be easily accessible and available to everyone.
- It is essential that services be individualized to the person's identified needs.
- Alcohol/other drug information and education can assist people in making positive choices.
- There is hope.

We are committed to:

- promoting organizational cultures and partnerships that improve the quality, effectiveness and efficiency of services through the adoption of best practices for program management and service delivery;
- developing resources aligned with program goals, incorporating performance measures and outcomes standards, and ensuring resources sufficient to cover costs and support reinvestment;
- employing a clear strategic framework committed to leadership, establishing and maintaining healthy internal partnerships, and strong external collaborations; and
- changing attitudes that work together to promote community health, social and environmental development.

A Congressman was once asked by a constituent to explain his attitude toward whisky. "If you mean the demon drink that poisons the mind, pollutes the body, desecrates family life, and inflames sinners, then I'm against it," the Congressman said. "But if you mean elixir of Christmas cheer, the shield against winter chill, the taxable potion that puts needed funds into public coffers to comfort little crippled children, then I'm for it. This is my position, and I will not compromise."

~ Popular anecdote¹

¹ Taken from *Drinking in America A History The Revised and Expanded Edition*, Mark Edward Lender and James Kirby Martin, (New York, 1987).

2005 Service and Activities Highlights

Community Reinforcement and Family Training (CRAFT): Helping Families Get A Loved One Sober

The Addiction Resource Council held its 7th annual conference on Special Topics in Addiction entitled: **Community Reinforcement and Family Training (CRAFT): Helping Families Get A Loved One Sober** on May 2-4, 2005. The conference featured Robert J. Meyers, Ph.D. from the Center on Alcoholism, Substance Abuse, and Addiction (CASAA) at the University of New Mexico. Dr. Meyers received the 2003 Young Investigator Award from the Research Society on Alcoholism for his pioneering work with CRAFT.

The CRAFT intervention is a scientifically-based intervention designed to help concerned significant others to engage treatment-refusing substance abusers into treatment and uses an overall positive approach steering clear of any confrontation. It is a culturally sensitive program that works with the client's mores and beliefs to develop an appropriate treatment plan. The program emphasizes learning new skills to cope with old problems. Some of the components include how to stay safe, outlining the context in which substance abusing behavior occurs, teaching concerned significant others how to use positive reinforcers (rewards) and how to let the substance user suffer the natural consequences for their using behavior.

Drug Court Training

December 5-6, 2005 the Council hosted the professional conference: **Drug Court and Addiction Treatment: Blending Systems with Community Reinforcement to Break the Cycle of Addiction & Crime** at the Sheraton Four Points Hotel in Milwaukee. This conference was designed to better understand the values and perspectives of the substance abuse treatment system and the criminal justice system and to encourage successful collaboration among them to: reduce criminal behavior; better use limited jail space and other resources; improve delivery of more effective treatment services; and improve long-term recovery and productivity and reduce dependence on social services and local health systems.



Dr. Robert Meyers

It assisted criminal justice system and addiction treatment professionals to find collaborative solutions to help establish long-term recovery and decrease the likelihood of continued offending behavior and featured Dr. Robert Meyers providing training for treatment professionals on the Community Reinforcement Approach, and Bridget Kiely, a Certified Criminal Justice Addictions Professional and Alcohol and Drug Counselor and current Director for Northern Illinois TASC (Treatment Alternatives for Safe Communities) provided the training on treatment courts.

Intoxicated Driving Prevention Presentations to Community Service Clubs

In 2005, the Council launched a new initiative designed to assist local citizens to prevent driving under the influence of alcohol or other drugs. It includes presentations at local community service club meetings such as the Rotary and Kiwanis. They include personal sharing by a volunteer – a social drinker who admits making the deadly decision to get on his motorcycle when he had been drinking, and causing an accident that took the life of a 26 year-old woman.

Her life ended, and his life, the life of his family and the life of his victim's family changed forever because of the choice he made. Frank shares his story and the Council provides information on intoxicated driving, decision-making and how to prevent tragedies such this.

The program has been well-received and in 2006 plans are underway to expand the presentations to local employee groups through an expansion of the Lunch and Learn educational series.

Expanded Workplace-based Programming:

In 2005, the Council began expanding community awareness and educational support activities into the workplace with several new services. We participated at GE Healthcare Systems and the Internal Revenue Services employee Health & Safety Fairs with a booth and *Fatal Vision*[®] activities designed to inform participants about and prevent intoxicated driving. Using these unique goggles that simulate impaired vision similar to that of an individual with a blood alcohol concentration of .07-.10, individuals can “drive” a course, “walk the line” and perform other balance and coordination activities to learn firsthand how alcohol affects decision-making, balance and coordination and other driving skills along with the associated dangers and legal consequences of intoxicated driving.

In addition, tobacco cessation services were expanded by offering the American Lung Association's *Freedom From Smoking Clinic* at local workplaces. Seven-week groups were conducted for staff at the State of Wisconsin Department of Community Corrections in Waukesha and at HUSCO International.

Plans are underway to expand the availability of workplace education and support activities in 2006.

Recovery Ambassadors

On October 22, 2005 the Council was pleased to be the first site in Wisconsin to host the Johnson Institute's *Recovery Ambassadors Leadership Workshop*. This leadership training prepares individuals to advance public understanding and appropriate responses to addiction and recovery according to Johnny W. Allem, President of the Johnson Institute.

The one-day workshop attended by over 20 local recovery advocates included instruction in recruiting volunteers, building messages, organizing community action, engaging policy makers, raising money and renewing team effort. Each participant received a copy of the text, "Speaking Out for Addiction Recovery" by Johnny Allem as well as a workbook.

NCADD President Stacia Murphy Addresses Annual Meeting

On Wednesday, March 30, 2005 the Council celebrated its 33rd Annual Meeting and Community Awards Presentations at a luncheon at the Embassy Suites Hotel, Brookfield, Wisconsin. Stacia A. Murphy, President of the *National Council on Alcoholism and Drug Dependence (NCADD)* addressed attendees as the keynote speaker. She discussed "*Issues in Advocacy and Reducing the Stigma of Addiction*" and the importance of speaking out about the healing that recovery brings to individuals, families and their community.



*Stacia Murphy with Board
Vice President John Hopkins*

2005 Best Year Yet For Waukesha County Compliance With Tobacco Laws

Wisconsin Wins teams visit the retail community and reward store clerks when they refuse to sell tobacco products to minors. The Wisconsin Wins team also reminds clerks who would sell that doing so is illegal and could result in a fine of up to \$500. In 2003, when Waukesha County became involved in the Wisconsin Wins program, the rate of illegal sales of tobacco to minors was at 13.7 percent. In just 2 years, Wisconsin Wins has slashed illegal tobacco sales in Waukesha County to under 10%, the state's rate considered most likely to have an impact on reduced tobacco use and addiction by teens. Police departments in the cities of Oconomowoc, New Berlin, and Waukesha are working with the Wisconsin Wins program to further decrease the rate of illegal tobacco sales. The Wisconsin Wins teams, accompanied by officers in these communities, perform enforcement visits in which local clerks receive immediate citations if they sell tobacco products to the teens.

Client Services

Client services address specific needs of individuals through assessment, referral, and case management activities. The goal of assessment is to encourage early identification of alcohol/drug abuse problems, improve referral outcomes, and provide support for ongoing recovery.

Intake Assessment: Assessment services provided to Waukesha County residents on referral or walk-in basis. This program includes services to individuals who are court-ordered for assessment for reasons other than intoxicated driving.

A total of 621 individuals were assessed.

Intoxicated Driver Assessment Services: In Wisconsin, individuals convicted of operating a motor vehicle under the influence of alcohol or other intoxicants are required to complete an assessment. This program serves Waukesha County residents only.

A total of 2,311 individuals were assessed and of those, 585 individuals attended the Victim Impact Panel.

Of the 1,676 court orders for assessment received, 1313 or 78% of clients scheduled their assessments as ordered.

Of individuals receiving assessment services, the following indicated they strongly agreed or agreed:

- 88.1% that they felt more confident in their ability to make responsible decisions regarding alcohol and other drug use;
- 91.5% that they reached a better understanding of their presenting concern;
- 77.4% that they left the assessment with more knowledge of alcohol or other drug problems;
- 77.7% that they knew more about community services; and
- 85.5% that they were able to look more closely at the impact of alcohol and other drug use on their life.

"Before I brought my son to the Council, no one took the time to find a doctor who could help him with his mental illness and drinking. We were seeing doctors at three separate locations." – Mother

"[My counselor] was awesome. I was dreading this as another "shameful" incident in my life and he helped me see what I was doing already and needed to do. Thanks." – Intoxicated Driving Assessment Client

"I really respect the work you people are doing for everyone." – Assessment Client

"I was very ashamed to come in, but I was treated very well by all of the staff that I came in contact with." – Intoxicated Driving Assessment Client

"Very knowledgeable, created good comfort level, explained "next steps" and paperwork very thoroughly!" – Assessment Client

Community Awareness and Support Programs

Community Awareness and Support Programs empower and support individuals, families, and communities to make informed choices regarding their use of alcohol or other drugs, heighten awareness and improve understanding of alcohol and other drug use within our community.

Prevention Education services are provided to increase alcohol/drug awareness, improve the understanding of addiction as a disease, and provide the necessary tools to assist individuals and the community in working toward the reduction/prevention of alcohol/other drug-related social problems.

A total of 1,021 unduplicated client contacts were made in community education, 33 in support groups, and 40 in community-based processes. An additional 125 contacts were made through participation on local coalitions, committees and task forces.

Individuals receiving Prevention/Education services demonstrated:

- a 16.6% increase in knowledge through the Stop and THINK Program as evidenced in scores from the pre- and post-tests;
- a 28.8% increase in knowledge for the Spanish AODA Awareness Class as evidenced in scores from the pre- and post-tests; and
- 93% of professionals receiving professional education indicated they learned new information and resources they would use in their work settings.

Participant drives ARC's simulated intoxicated driving course at GE Healthcare Technologies Employee Safety Fair.



As a result of these services, here is what some of our clients are saying:

"I want to become a positive role model for my sister who is giving my parents a hard time and hanging out with the wrong crowd. I want to help her so she won't make the same mistakes as me." –20 y/o female Stop and THINK Class Participant

"This class made me think a lot." –17 y/o female Stop and THINK Class Participant

"Opened my eyes to where my life is headed." –20 y/o male Stop and THINK Class Participant

"I thought the class was real fun! I learned a lot of new and interesting facts. The teacher was really nice." – 20 y/o female Stop and THINK Class Participant

"[As a result of this class] I am going to put forth my best qualities as a human being to respect society and be a better father for my family." – Participant of the Spanish Alcohol and Other Drug Abuse Awareness Class

"The class taught us a lot of wisdom. Thank you for the examples in order not to fall back into the same behavior." – Participant of the Spanish Alcohol and Other Drug Abuse Awareness

"The ideas are solution focused rather than problem orientated." – CRAFT Conference Participant

"Great ideas that are very practical and that can be used immediately." – CRAFT Conference Participant

Information and Referral services maximize the effectiveness of the available substance abuse service system by assisting individuals in accessing appropriate care and coordinating referrals. Information on services available throughout Waukesha County is maintained as well as maintaining a website, literature, films, and a small library for public use.

In 2005, we hosted five booths reaching 730 individuals with information about substance abuse and addiction. 180 press releases were issued resulting in 50 published newspaper articles and one television interview, twenty-six radio spots aired, 1,466 *Advocate* newsletters and 6,642 other pieces of literature were distributed.



ARC booth at
Wal-Mart Women's
Health Fair

Crisis Intervention services assess the immediacy of need and assist individuals in crisis to access appropriate care utilizing a 24-hour crisis telephone line, on-site assessment, and family intervention training.

Three hundred ninety-two callers utilized the crisis phone service; five walk-in assessments were completed; three formal interventions were facilitated, 45 involuntary commitment screenings performed, and 14 assessments were completed at the Waukesha County Mental Health Center following emergency detention for alcohol use.

"Program that is statistically relevant & effective" – Drug Court Conference Participant

"It renewed awareness of the potential of success of recovery and renewed passion for action to get involved. Another excellent workshop made available in Waukesha County through the efforts of ARC." – Recovery Ambassadors Workshop Participant

"Informed me that there is A LOT more going on out there politically & promoting recovery open-mindedness & disease education than I thought there was.

The speakers had life experience which appeals to me as a recovering person myself to relate to them. They also have PASSION which encourages my PASSION to spread the word, 'to change the world', to improve my life as well as others affected by this disease." – Recovery Ambassadors Workshop Participant

"Thank you. Thank you. Thank you." – Mother of an adult son who relapsed and needed a quick and intense intervention

2005 Outreach Programs

Outreach Services

Outreach Services identify service needs within specific populations in the community and involves networking with a variety of service agencies, developing and maintaining service referral networks for special populations (women, Spanish-speaking, dually diagnosed, etc.), and providing community support services for un-served or underserved populations.

- Eleven AODA assessments to determine eligibility for recovery-supportive permanent housing at Gander Housing were performed.
- Seven individuals from local homeless shelters, one individual in a nursing home, one individual in the County Jail, and six youth at the Juvenile Center were assessed and referred to AODA-related services as a result of the outreach program efforts.
- Alcohol and other drug-related educational support presentations were conducted on a regular basis at local shelters as well as providing AODA resource materials and staffing expertise to local shelters to help identify clients in need of services and link them to those services.

Perinatal Substance Abuse Services is a collaborative program between the Addiction Resource Council and UP Connection Pregnancy and Parenting Support Services providing assessment and case management services to women who are pregnant or newly delivered and experiencing substance abuse/addiction problems. In addition, ongoing training is provided to the UP Connection Case Management Staff and healthcare professionals to better assist them in identifying and case managing women with substance abuse issues and intervening early to ensure the healthiest possible birth outcomes.

A total of two high-risk women were actively engaged in full Perinatal Substance Abuse Case Management Services during 2005. One baby (100 %) was delivered during 2005 and had no sign of alcohol or other drugs in its system at the time of birth and the mother (100 %) tested drug-free at the time of delivery. Both mothers were engaged in active recovery from their addiction. The program's goals to assist these mothers in giving birth to drug-free babies and becoming alcohol/drug-free and constructing and maintaining a healthy, recovering lifestyle appropriate to raising children was successfully accomplished.

The Recovery Center of Waukesha County is based on a service model that combines elements of community supervision generally provided within the criminal justice system, and clinical case management, a service closely aligned with treatment and rehabilitation to provide assessment, monitoring and support, an integrated community service referral network, and a process of progressive transference of responsibility from recovery support services to the individual as recovery stabilizes.

During 2005:

- 89.1 % of participants remained abstinent;
- 99.7 % of participants remained arrest-free;
- 100 % of participants were employed or enrolled in education; and
- 66 % of participants were actively engaged in community recovery support.

Home Supportive Care provides community-based care in support of ongoing recovery for individuals who are 55 years of age or older by providing companionship and transportation to recovery support meetings until such time that services are no longer needed to maintain ongoing sobriety.

In 2005, 1,088 miles of transportation to community-based recovery support groups was provided to older adults in recovery and 100% of participants in the program maintained active recovery from their addiction while involved in the program.

Tobacco Prevention and Control Services

In collaboration with the Waukesha County Tobacco Free Coalition, programs were implemented in 2005 to improve the health of Waukesha County by partnering with residents, community organizations and businesses to reduce tobacco use and second hand smoke exposure through cessation programs, prevention efforts, health education and advocacy.

- Ten organizations signed a resolution in support of smoke-free policies in Waukesha County.
- Ten Waukesha County community leaders increased their knowledge about the impact and dangers of second hand smoke.
- Three health care clinics in Waukesha County implemented the *Fax to Quit* program.
- Through the Wisconsin Wins program, 630 compliance checks at licensed tobacco retail vendors in Waukesha County were completed resulting in a reduction of youth access rates from 12.9% in 2004 to 10.3% in 2005.
- Over 15,000 middle and high school students increased their knowledge of the addictive nature of tobacco and the tobacco industry's marketing and advertising tactics.
- 375 Waukesha County middle and high school students committed to take action to expose the tobacco industry marketing tactics to adults.
- Three anti-tobacco strategies were implemented by youth in Waukesha County to support local and state initiatives.
- Students at three institutes of higher education engaged in anti-tobacco education and advocacy initiatives.



Radio Disney Stamp Out Tobacco Street Jam youth volunteers

Income Statement

Income Statement Year ended 2005 (Unaudited Report)

Revenues

Fees & Grants-Government	\$	308,578
United Way		72,450
Program Fees		482,141
Contributions		13,348
Other		18,784
Total Revenues		895,301

Expenses

Wages & Salaries		496,252
Employee Benefits		78,470
Payroll Taxes		37,012
Occupancy		73,761
Subcontractor Payments		48,097
Operational Costs		142,932
Total Expenses		876,524

Increase in Net Assets	\$	18,777
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2005 Advisory Committee

Sam Benedict

Wisconsin State Public
Defender Office

Kathleen Books

State of Wisconsin Department
of Corrections

Mike Bundy

Waukesha County
District Attorney's Office

Mickey Gabbert

Rogers Memorial Hospital

Nancy Healy-Haney

Waukesha County Department
of Public Health

Mary Iverson

Waukesha County Technical
College

Bernadine Juno

Hebron House of Hospitality

Lynn Ketchum

The Women's Center, Inc.

Carol Lombardi

Waukesha Mayor

Dawn Rolling

ARO Counseling Centers

Fred Syrjanen

ProHealth Care, Inc.

John Wirkus

Cornerstone Counseling
Services

Agency Staff

Claudia Roska	Executive Director
David Bahr.....	Stop & THINK Instructor
Shonda Biddle	Tobacco Program Coordinator
Sally Burbank	Program Assistant
Evelyn Breutzmann.....	WI Wins Compliance Check Administrator
Denise Cashmore.....	Budget & Finance Manager
Esther Canales	Assessment Specialist
Nicole Cresson	Community Services Specialist
Len DacQuisto	Information Technology Analyst
Ann Daniels.....	Executive Secretary
Tana Feiner.....	Program Coordinator
Kathryn Finley	Program Assistant
Jennifer Groves	Outreach Specialist
Patricia Gutierrez	Assessment & Case Management Specialist
Carol Hanneman-Garuz.....	Associate Director
Christine Hansburg-Hotson	Development Coordinator
Mary Hansen-Harrison	WI Wins Compliance Check Administrator
Henry Hoffman.....	Stop & THINK Instructor
Matthew Huettl	Stop & THINK Instructor
Danielle Johnson	Client Services Assistant
Agatha Kelly.....	Home Supportive Care Worker
Amy Knoblauch.....	Program Assistant
Angela Krueger.....	Stop & THINK Instructor
Patricia Lectenbergl	Case Management Specialist
Bernie Mangers.....	Assessment Specialist
Velia Martin	Assessment Specialist
Maria Martinez	Program Assistant
Sarah Meyer.....	Stop & THINK Instructor
Jaye Mindiola.....	WI Wins Compliance Check Administrator
Melanie Musial.....	WI Wins Assistant
Lori Nolan.....	WI Wins Compliance Check Administrator
Debra Orth	Community Education & Advocacy Specialist
James Pearson	Program Coordinator
Carey Pucel.....	WI Wins Intern/Assistant
John Reitan	Assessment Specialist
Jennifer Sikorski	Program Coordinator
Chara Sype.....	Stop & THINK Instructor
Samantha Torres.....	Program Assistant
Leslie Wilson	Administrative Assistant
Stephan Yanny.....	WI Wins Compliance Check Administrator
Liliana Zuniga.....	Program Assistant

2005 Membership

Mike Bundy	Cal Huizenga	Les Prausa
Gail Burnside	Ann Marie LaForce	Brad Schimel
Cedar Creek Family Counseling	Rev. Robert Lambert	Joyce Gonis-Schmitz
John Hopkins	George Liberatore	Lynn Stadler
Bill Graham	Anita Pagel	James Wroblewski
	Lynn Powers	Richard Wutt

2005 Contributions

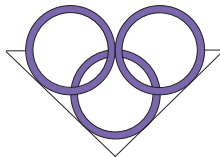
ARO Counseling Centers	Robert & Theresa Bullermann
Aurora Health Care	Sally Burbank
B. Stier Company	Denise Cashmore
Benefit Directions	Ann Daniels
Canyon City Wood Grill & Saloon	Dan Finley
CleanPower	James Fletcher
Cooper Power Systems	Ricardo & Carol Garuz
Cornerstone Counseling Services	LaVerne Grady
David Schultz and Associates LLC	Carol Hanneman-Garuz
Eli's Fine Casual Dining	John Hopkins
Kay & Kay Law Firm	Duane & Joanne Jenders
Norris School District	Danielle Johnson
Northwestern Mutual Foundation	David & Vicki Krystowiak
Pitney Bowes	Bernie Mangers
ProHealth Care, Inc.	Steve & Judy Nick
Radisson Hotel – Pewaukee	Debra Orth
Rogers Memorial Hospital	Anita Pagel
Starbucks Coffee Company	James Pearson
Steinhafels Furniture	John & Tara Reitan
VPW AUX Soat/Vergenz	Claudia Roska
WKMR	Lawrence Twerion
Waukesha Golden K. Kiwanis Club	James & Katherine Wicker
Weissgerber's Seven Seas	Natalie Zimmerman

2005 Volunteers

Lynn Bardele	AnnMarie LaForce
Sam Benedict	Carol Lombardi
Kathy Bullermann	Bernie Mangers
Mike Bundy	Frank Mendoza
Sally Burbank	Debra Orth
Denise Cashmore	Anita Pagel
Ann Daniels	James Pearson
Chester Dobrowski	John & Tara Reitan
James Fletcher	Dawn Rolling
Mickey Gabbert	Brad Schimel
Andy Garuz	Leslie Schmit
Lexi Garuz	Connie Schwabe
John Hopkins	Clark Skelton
Danielle Johnson	Duane Stamsta
Jim Johnson	John Wirkus
Bernadine Juno	James Wroblewski
Sue Kaczmarek	Natalie Zimmerman
Lynn Ketchum	

In 2005, volunteers contributed 487 hours of service to the Council.

*Fighting discrimination by reducing the
stigma associated with addiction*



Addiction Resource Council, Inc.

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private contributions.