



# 1<sup>st</sup> Step Annual Report 2020

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Abstract 3<sup>rd</sup> Annual report from 1<sup>st</sup> Step Male Diversion Program, outlining not only the achievements of the Program, but the direction the programs plans to take.

**David Phillips-** *Executive Director*



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# Mission Statement:

“Keeping young men from prison by helping them build better lives.”

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# Vision Statement:

“Our goal is to stop the school to prison pipeline in Oklahoma for young men by providing necessary survival skills and services, facilitating the need for career opportunities and instilling positive behavior change for lifetime success.”





## Letter from Executive Director: David Phillips

Many see the 1<sup>st</sup> Step Male Diversion Program as simply a diversion program designed to divert young men from prison. I see it as an opportunity program. It provides a safe space for young men to begin to mature, make adult decisions, learn a trade, skill or advance professionally. It nurtures families and children. It breaks the bonds of toxic peer relationships and builds a network of caring, supportive persons that last a lifetime.

The job of the 1<sup>st</sup> Step Program is to promote an environment where opportunity exists. Every day, we evaluate ourselves and our program to ensure that we deliver the finest care, instructions, and counseling to our participants to help them develop their appropriate goals. We create that environment through staff who provide the emotional and supportive care necessary for the participant to achieve success.

Last year was a trying year but we survived and thrived. Despite the Covid pandemic we increased the number of people served to 24 participants. We expanded our donor base and increased funding by \$163,000.00. We moved our offices and added staff. Despite the pandemic, we graduated three participants in February of 2021, five participants in August of 2020 and two in January of 2020.

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## Letter from Executive Director Cont.

Although some of our young men were exposed to Covid none got sick. Our young men were able to continue to attend substance abuse and cognitive behavioral counseling. There were many zoom meetings and online learning classes that were created due to the covid pandemic. Our participants went to Driller's game, an AA/NA sponsored weekend camping trip and we held our family " Annual Unity Picnic."

Our staff demonstrated their commitment to our mission by continuing their education. Our Quincy house manager received his Peer Support Specialist Certification, one of our house managers is going to Oklahoma State University, two of our case managers are studying for their case manager's certificate and I am finishing my MBA.

We have started the fifth year of our incorporation and fourth year of actual operations. Fourteen children have seen their fathers graduate from the program. The State of Oklahoma had recommended that the thirteen graduates serve collectively 118 years in prison which if all the time serves would have cost the state over 3.4 million dollars. Our recidivism rate is 8% while the State of Oklahoma's rate is 23% a testament to the effectiveness of our program. Our graduates have paid thousands of dollars in taxes and are supporting their families without state assistance. Our graduates are forklift drivers, line workers, draftsmen, welders and more. They are proud productive citizens of the State of Oklahoma, and our program continues to thrive.

Sincerely,  
David C Phillips  
Executive Director



# 2020 Board Members

## Officers/Directors

William C. Kellough – President

Chris Schroeder

Jeanie Kvach – Vice President/Secretary

Alexis Gardner

David Harris – Treasurer

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Stephanie Horten J.D.

Jordan Dalglish, Intern

Mark Davis

Millie Hardesty York

Jon Jacobs

Jerry Dillion

Shawn Waldron

Rep. John Waldron

## Staff

David Phillips, Executive Director

Lindy Myers, Administrative Assistant

Joseph Buck West, Case Manager/House Manager

Alyssa Orcutt, Development Director

Clay Ijams, Mentor Coordinator

Brian Cagle, House Manager





# 2020 Major Donors

Paul Woodul

Gentner Drummond

Hardesty Family Foundation

Morningcrest Healthcare  
Foundation

Phil Frohlich

Ruth Nelson Family Foundation

The Anne and Henry Zarrow  
Foundation

The Sharna and Irvin  
Frank Foundation

George Kaiser Family  
Foundation

Oklahoma Bar Foundation  
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Helmerich Trust

Hasbrouck Schneider  
Charitable Trust

OneOK Foundation

Mervin Bovaird  
Foundation



# Treatment Program

1<sup>st</sup> Step is a four-phase program. The young men progress through the program as they meet milestones. Everyone's progress is monitored and evaluated in bi-weekly staff meetings.

In addition to the basic core programs listed our men attend life skills classes, parenting classes, financial literacy classes and if needed couple counseling and anger management.





# Treatment Program: Phase I

The first phase of the program consists of relapse prevention and early recovery skills. It focuses on educating the participant on methods of avoiding relapse, identifying internal and external triggers, coping skills, lifestyle changes and addiction as a disease process of the brain. Phase I participants attend four treatment groups, one individual treatment session and two Peer Recovery Support groups per week.

Phase I participants are encouraged not to work, have no driving privileges and are housed at one of 1<sup>st</sup> Step's residential, sober living, supervised houses.



# Treatment Program: Phase II

Treatment focus is on early recovery skills, addiction as a brain disease discussion, and critical decision-making skills. The curriculum Moral Recognition Therapy (MRT) and “How to Escape Your Prison”, focuses on restructuring thought / decision-making habits. The participant explores his attitudes and beliefs about substance abuse and criminal behavior. Phase II participants attend two treatment groups one individual treatment session, and two Peer Recovery Support groups per week.

Phase II participants are expected to have a part-time employment, have driving privileges and may reside in a 1<sup>st</sup> Step residential, sober living, supervised house. Participants without a High School Diploma are enrolled in G.E.D. classes.





# Treatment Program: Phase III

Treatment focuses on the curriculum “Helping Men Recover” which explores the role of men in the multiple domains of their life. Other areas covered are cognitive restructuring and identifying benefits of recovery. Understanding internal and external triggers and the importance of coping/life skills to manage disease recurrence are continued themes of treatment.

Phase III participants attend two treatment groups, one individual treatment session and one Peer Recovery Support group per week. Participants are expected to have a full-time job and/or be in school. Participants are encouraged to seek independent housing. Once the participant is employed full-time, he becomes responsible for paying rent and paying for random urine analysis.



# Treatment Program: Phase IV

Phase IV treatment continues to focus on thoughts, beliefs and concepts of the role of a man. Treatment towards the end of the final phase focuses on relapse readiness and maintenance needs after graduation.

Phase IV participants attend one individual treatment session and one Peer Recovery Support group per week. Participants are working at a full-time job paying a living wage and living independently. For the participant to graduate, he must work at the living wage job for no less than ninety days.





# Aftercare:

After a participant graduates from the program, 1<sup>st</sup> Step remains a source of support for our graduates. Graduates are encouraged to continue to participate in the 1<sup>st</sup> Step Program.

Graduates are offered a lifetime wrap-around service of continuous treatment and mentorship contact. Aftercare services include case management and employment/education advice. We encourage our graduates to participate in our annual pro-social events such as picnics, Christmas celebrations, camping and other 1<sup>st</sup> Step sponsored events.



# Mentoring

Most of the 1st Step program participants have had few positive role models before applying to our program. Therefore, exposing them to as many positive models is important. Every one of our team members has a positive influence on our participants. However, 1<sup>st</sup> Step utilizes individuals from the community to supplement the need for positive models. 1<sup>st</sup> Step collaborates with Stand in the Gap Ministries to help recruit and train mentors for our participants.

Stand in the Gap has a long history of successful relationship mentoring. The model surrounds an individual mentee with teams of mentors. Our approach allows for the fostering of positive environments that can last a lifetime.





# Program Collaborators

The program also collaborates with many community partners to provide services for these young men.

Below is a short list of community partners.

Share House

OU Medical Center

Workforce Tulsa

Action Steps Counseling

Recovery Monitoring Solutions

Weaver Drug Testing

YMCA

Stand in the Gap

100 Black Men of Tulsa

Family and Children's  
Services

Arvest Bank

OCARTA

CEO

Union Adult Learning  
Center

North Tulsa

Counseling

Oklahoma Mental  
Health Association

Family Eye Care

A Better way



# A Better Way: The 1<sup>st</sup> Step Way

*"Don't ruin someone's life because of his/her one mistake, because if this thinking will become then your turn will become, and you will not be able to escape. Because everyone makes mistakes."*

*-Abu Shahin*

1<sup>st</sup> Step is about removing obstacles and providing support for young men to escape the behavior that has negatively impacted their lives. Obstacles such as a safe home environment, financial stability, educational achievement, financial literacy, skill development, safe family and community relationships. We do that by employing a personal growth model that encourages intrapersonal transformative motivation (the process of self- assessment and personal growth through cognitive behavioral therapy.)

We know the brain is the last organ to reach maturity and that the prefrontal cortex (the region of the brain that controls reasoning) is the last area of the brain to develop. We know brain development is complex and influenced by social, environmental and cultural factors. It is theorized that drug and alcohol usage may also affect brain development and many of our young men are substance abusers.



# A Better Way: The 1<sup>st</sup> Step Way Cont.

1<sup>st</sup> Step believes work is foundational to much of the goals of intrapersonal transformative motivation. Through work the individual improves his sense of self-worth. He is able to obtain desired goals and give support to others.

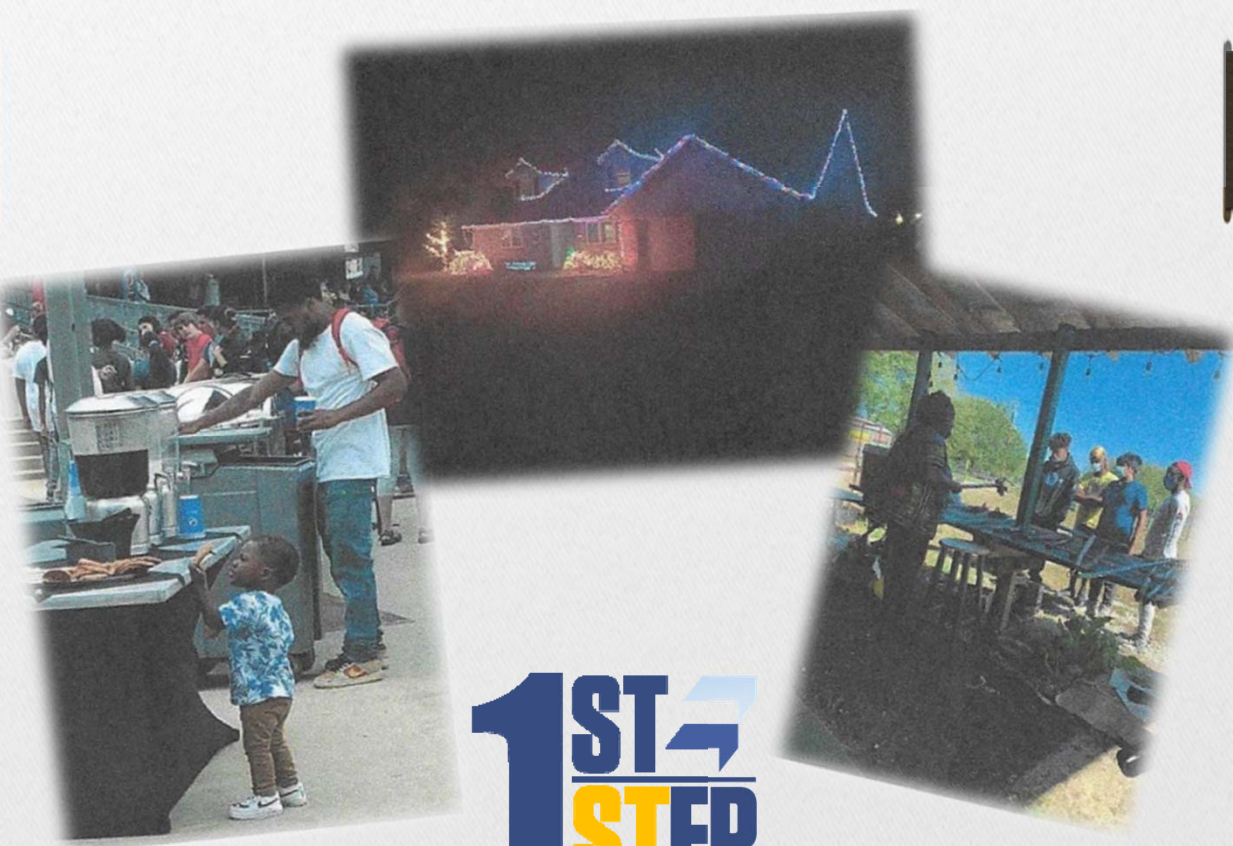
Approximately 40% of the young men in the 1<sup>st</sup> Step program have children and almost all in a relationship. 1<sup>st</sup> Step offers parenting classes as well as couple counseling with a goal of strengthening families.

Good paying jobs are usually only obtainable if you have the skills or education required to obtain them. 1<sup>st</sup> Step requires young men to at least attempt to obtain their G.E.D. and encourages them to further their education beyond high school if possible.



# Program Social Activities

Part of the 1<sup>st</sup> Step Program is the promotion of positive social activity. We do this in part by engaging our participants, their families, and children in healthy group activities. Our participants and their children went to a Tulsa Driller game, attended a family cookout and went camping at Lake Tenkiller with other recovering addicts. We continually promote healthy family and community relationships.



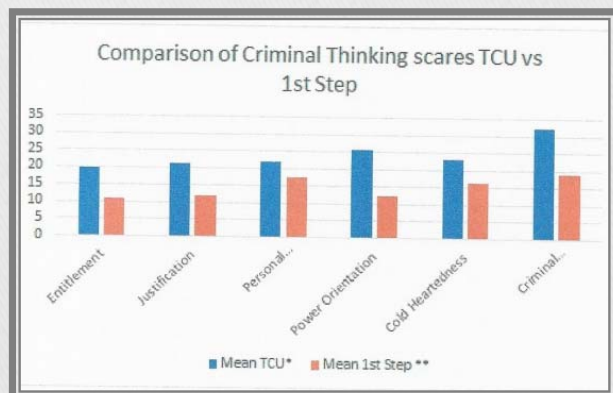


# What We Have Learned

In our previous annual reports, we have emphasized that the criminal behavior problem is multifaceted. Identification of three major components (Criminal Thinking, Substance Abuse and Mental Health) is just the beginning of understanding this problem. Inherent in this fundamental complex problem is whether the behavior is environmental or cognitive.

Although there is a definite interplay between these two factors, the dominance of one over the other can substantially affect the outcome of rehabilitation programs. Most of our participants live in a toxic environment from birth. Most are born into, observe, and experience substance abuse, domestic and neighborhood violence, criminal trauma and poverty early in their development.

These adverse experiences are reflected in our participant's ACE (Adverse Childhood Experiences) scores. Generally, Oklahomans score high on the ACE score, with about 60% of the population scoring two or more adverse experiences. Our participants scored even higher than the Oklahoma score with a participant mean of 3.43 and a range of adverse experiences from 0 (1 participate) to 10 (the maximum number of scorable incidents.)

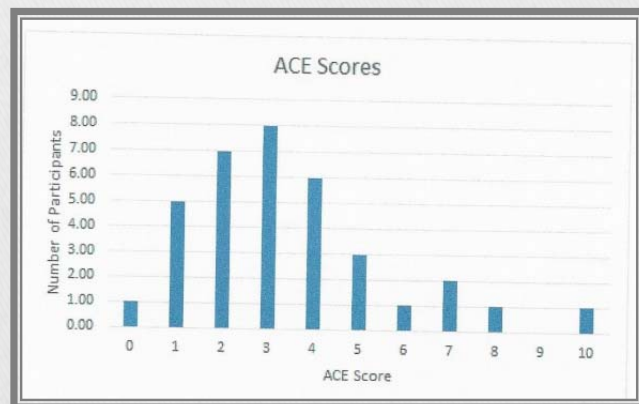


# What We Have Learned Cont.

To evaluate what part criminal thinking may not influence criminal behavior, 1<sup>st</sup> Step assesses criminal thinking using the Texas Christian Criminal Thinking Scale. This assessment is used to primarily measure the progress of changing thought process. The scale was developed using the self-assessments from over 3,200 criminally involved individuals.

The population size, age, gender make-up is not comparable for statistical purposes but give a general feel for the type of participants in the 1<sup>st</sup> Step program. For example, even though men may score high to moderate on their chances to re-offend, their criminogenic thinking scores may indicate that cognitive behavior may not be the primary driver.

A deeper dive into the ACE scores reveals the number one adverse experiences of 1<sup>st</sup> Step participants (88%) is whether their parents are separated or divorced. Followed by did you live with someone that was a problem drinker or substance abuser (61%.) We are in the process of evaluating toxic environment trauma and its role in criminal behavior.

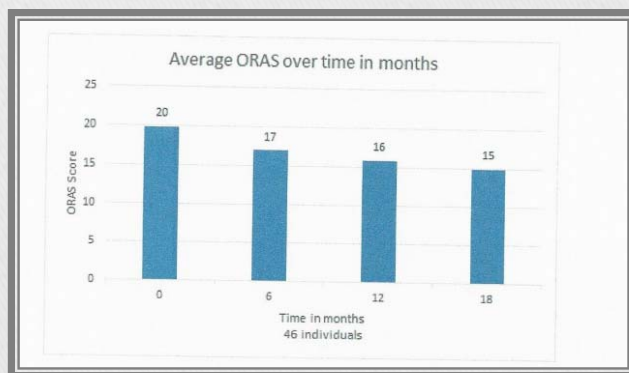




# Program Outcomes

1<sup>st</sup> Step is a new program that continues to grow and improve. After four years of operation, we see positive results. The program is a minimum of eighteen months. We have graduated thirteen young men with a 92% success rate. We continuously improve our program and have added staff, community partners and programs to enhance the chances of success for each of our young men. We hire house managers to supervise and manage our recovery houses. We do random drug testing and mentoring.

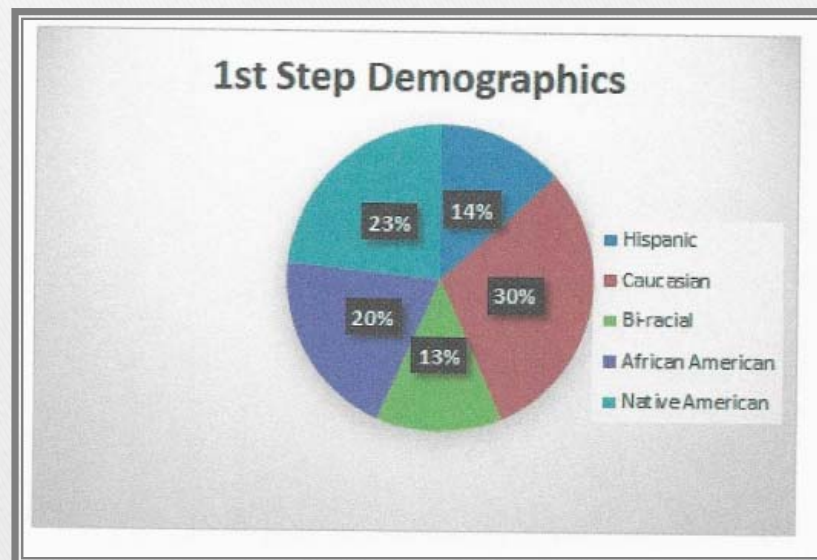
1<sup>st</sup> Step employs multiple assessments in order to better understand the population that it serves. Some of the assessments that are employed are the Ohio Risk Assessment System (ORAS), Adverse Child Experience (ACE), Texas Christian University Criminal Thinking Scale, and a bio-psych-social evaluation. 1<sup>st</sup> Step uses assessments in designing treatment regimens and in evaluating the predictive value of the assessments themselves. 1<sup>st</sup> step is truly a fact-based data driven program. Plans are underway to increase our testing capabilities. 1<sup>st</sup> Step prioritizes those individuals that score high or moderate on the ORAS (a predictor on the chances of the person reoffending). A high score predicts a high likelihood of the person reoffending.



The graph above illustrates the reduction of risk or reoffending for the 1<sup>st</sup> Step population as they progress through treatment

# What We Look Like

1<sup>st</sup> Step serves a diverse ethnic community that reflects the incarcerated population in Oklahoma 20% Afro American, 30% Caucasian, 14% Hispanic and 23% Native American. Generally, our participants are from financially insecure families.





# Achievements

- Raised over \$420,000 from numerous private foundations and individual donors
- Graduated six successful participants
- Attended Oklahoma Mental Health Association Symposium in Oklahoma City
- Entered several collaborations including OCARTA for peer support groups, parenting classes, Thinking for a Change, and Life Skills, OU-TU School Community Medicine Medical for Medical needs, Arvest Bank for Financial Literacy
- Used Workforce Tulsa Job Skills and Job Training, CEO Works for employment and job readiness
- Collaborated with the YMCA for health and wellness
- Recognized by GuideStar as a Silver Medallion nonprofit
- Expanded and moved our offices
- Added two new positions (Mentor Coordinator and Development Director)



# Financials

## Income

### Revenue & Support

|                   |    |            |
|-------------------|----|------------|
| Contributions     | \$ | 530,000.00 |
| Grants            |    |            |
| Other             | \$ | 100.00     |
| Investment Income | \$ | 20,000.00  |

**Total Revenue & Support** \$ 550,100.00

### Administrative Costs

#### General Mangement

|                     |    |          |
|---------------------|----|----------|
| Accounting          | \$ | 7,500.00 |
| Audit/Review        | \$ | 6,000.00 |
| Insurance Liab./D&O | \$ | 6,000.00 |
| Meeting Expense     | \$ | 1,000.00 |

**Total General Management** \$ 20,500.00

#### Fund Raising

|                |    |          |
|----------------|----|----------|
| Donor Software | \$ | 3,240.00 |
| Mailing        |    |          |
| Marketing      |    |          |

**Total Fundraising** \$ 3,240.00

**Total Administrative Costs** \$ 26,980.00

#### Participant Program Costs

|                          |    |            |
|--------------------------|----|------------|
| Counseling and Therapy   | \$ | 150,000.00 |
| Supervision and Security | \$ | 100,200.00 |
| UA testing               | \$ | 18,000.00  |

|   |    |           |
|---|----|-----------|
| Mentoring                               | \$ | 5,000.00  |
| Mental Health                           | \$ | 7,000.00  |
| Program Incentives and prosocial events | \$ | 20,000.00 |

**Counseling Services** \$ 300,200.00



# Financials Cont.

## Supportive Program Costs

### Salaries

|   |    |           |
|---|----|-----------|
| Executive Director                          | \$ | 37,500.00 |
| Administrative Assistant                    | \$ | 25,000.00 |
| Program Director/Case Manager/House Manager | \$ | 30,000.00 |
| House Manager Quincy                        | \$ | 9,000.00  |
| Mentor/Volunteer Specialist                 | \$ | 14,400.00 |
| Development Director                        | \$ | 25,000.00 |

**Total Salaries** \$ 140,900.00

### Employee Related Expenses

|                     |    |           |
|---------------------|----|-----------|
| Payroll Tax Expense | \$ | 13,775.00 |
| Worker's Comp Ins   | \$ | 2,175.00  |

**Employee Related Expenses** \$ 15,950.00

**Total Employee Salaries & Expenses** \$ 156,850.00

### Housing

|                       |    |           |
|-----------------------|----|-----------|
| Rent                  | \$ | 24,000.00 |
| Taxes                 | \$ | 4,500.00  |
| Insurance             | \$ | 3,500.00  |
| Utilites              | \$ | 14,000.00 |
| Supplies              | \$ | 5,000.00  |
| Maintenance           | \$ | 1,000.00  |
| Overflow Housing Rent | \$ | 5,000.00  |

**Total Housing** \$ 57,000.00

# Financials Cont.

## Other Program Costs

|  |           |                         |
|--|-----------|-------------------------|
| Bank Services                                  | \$        | 400.00                  |
| Office Rent                                    | \$        | 9,000.00                |
| Office Supplies                                | \$        | 9,000.00                |
| Dues and Subscriptions                         | \$        | 750.00                  |
| Website hosting and maintenance                | \$        | 2,400.00                |
| Telephone and Tech Services                    | \$        | 6,000.00                |
| Community Outreach & Continuing Education      | \$        | 2,500.00                |
| Courthouse Parking                             | \$        | 1,080.00                |
| Travel and Conferences                         | \$        | 3,500.00                |
| Office Equipment                               | \$        | 2,000.00                |
| Case Management Software                       | \$        | 7,200.00                |
| Transportation (van, mileage, maintenance)     | \$        | 3,100.00                |
| Cell Phones                                    | \$        | 2,000.00                |
| Miscellaneous (outside office)                 | \$        | 2,000.00                |
| <b>Total Other Program Costs</b>               | <b>\$</b> | <b><u>50,930.00</u></b> |
| <b>Total Participant Program costs</b>         | <b>\$</b> | <b>514,157.00</b>       |
| <b>Total Program Costs plus Administration</b> | <b>\$</b> | <b>541,137.00</b>       |





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Thank  
You!