Overcoming Barriers and Investing in Human Potential

Demand for our services at Career and Recovery Resources, Inc. (CRR) has doubled in the past ten years, and continues to grow. On May 15, 2015, we broke ground for a new Employment and Technology Building that will enable our agency to meet this demand and to fulfill our mission.

Our new 15,000 sq. ft. Employment & Technology Building is planned to be located on San Jacinto Street, adjacent to our main program building near the corner of McGowen. This building would be utilized for all employment services, including programs for Veterans and persons who are deaf or hard of hearing. We also plan, at this point, to move the Administrative offices, Career Counseling, Youth Empowerment Services and the THRIVE program from our Fannin location to the new Employment & Technology Building, resulting in an occupancy savings of approximately $50,000.00 annually.

During Phase 1 of the Capital Campaign we raised $1,643,079. With these funds, Career and Recovery Resources purchased 41,250 sq. ft. which included 27,500 sq. ft. of property with a 5,000 sq. ft. facility located at 2403 Caroline. We also replaced the roof, air conditioning, heating system and some flooring at 2525 San Jacinto, the main program building named for Albert and Ethel Herzstein. The purchase of property at 2403 Caroline with the 5,000 sq. ft. facility was very timely in allowing the agency to serve Veterans in two major programs, the Homeless Veterans’ Reintegration program and the Supportive Services for Veterans Families.

During Phase II we are seeking $1,500,000 in additional funds to help complete the agency’s Capital Campaign by 2018. We have naming opportunities available for the new building. Donations can be made by contacting our CEO @ 713-754-7008 or online at www.careerandrecovery.org. Our mission is very consistent with the American dream and spirit, with ideas which encourage self-sufficiency and the free enterprise system. Our agency’s approach is to serve all clients in a holistic manner with employment services, counseling, case management, computer training, literacy education and other appropriate forms of assistance and support. As economic factors take shape within our clients’ lives, CRR helps families acquire sufficient income and achieve financial stability. We also help individuals deal with drug and alcohol addiction, and expand employment and housing services for them and their families.

None of this could have happened without your financial support and outstanding encouragement. Thank you!

Career and Recovery Resources, Inc. is a nonprofit multi-service United Way of Greater Houston agency established in 1945 by B’nai B’rith as the Jewish Vocational Guidance Services. Our mission is to help people identify and overcome barriers to employment. Our vision is to be the premier agency providing services for people with barriers. The agency empowers job seekers with job readiness training, career guidance, job placement assistance, job retention counseling, and employment-related supportive services. Enrichment classes include GED exam preparation, computer classes, and both adult basic education and computer classes in American Sign Language for persons who are deaf or hearing-impaired. Our agency is a collaborative member of United Way’s THRIVE initiative aimed at elevating low-income workers to livable wages, self-sufficiency and a better quality of life. Teens and older youth are served with career exploration workshops. We also provide adult outpatient substance abuse treatment and aftercare, and HIV/STD testing and risk reduction counseling.

Our specialized programs, include but are not limited, to persons who are unskilled, disabled, homeless, deaf or hearing-impaired, ex-offenders, older workers, persons challenged by a disability or chronic illness, and individuals recovering from substance use disorder. Many of our clients are economically disadvantaged and need intensive employment services with case management to overcome these obstacles. We also assist professionals who are highly skilled or possess college degrees, but need guidance to enter their chosen fields, change careers, or transfer skills to another source of employment.

Career Campaign and Honorary Co-Chairs, Hon. Sheila Jackson Lee and Hon. Pete Olson

Inventure Design

Capital Campaign Co-Chairs, Hon. Tom Ramsey and Christine Romsdahl
A Message from the Board Chairperson and Chief Executive Officer

We are proud to present the 2015 Annual Report on behalf of Career and Recovery Resources, Inc. (CRR). Founded in 1945, our agency continues, as a multi-service agency of the United Way of Greater Houston, to reach our goals of getting people to work.

Our services that help people identify and overcome barriers to employment have become ever more critical as job seekers move to the Houston area in search of employment. In December 2015, the unemployment rate in the Houston-Galveston region, according to the U.S. Bureau of Labor Statistics, was 4.6%. Local employment in the Houston-Sugarland-Baytown Metropolitan Statistical area stood at 3,096,900 in December 2015, up 175,200 from one year earlier. Because of our clients’ barriers and enormous increase in migration into the area, there are many job seekers needing our services. People without work often cannot meet house or car payments and other major obligations. The stress on families can lead to divorce, domestic violence, substance abuse, and even homelessness.

Career and Recovery Resources’ mission is to help people identify and overcome barriers to employment. Our clients are from all walks of life. They range from highly educated or skilled job seekers to persons disadvantaged by homelessness, disabilities, older age, ex-offender status, and other significant barriers.

Through the generosity of our funding sources and supporters, we continue to help meet the needs of the Greater Houston community. This year we served over 13,000 individuals through a variety of activities, including providing Fred Wiener college scholarships. As CRR’s employment services team works with clients to enter the job market, their methods include job readiness workshops, career counseling, computer training, case management, METRO cards, work attire, tools, TWIC cards, vocational training referrals and fee assistance, certifications leading to employment, GED exam preparation, and referral to the agency’s highly respected Alternative Services program for those with substance and/or alcohol abuse issues. This was accomplished through partnerships with more than 135 community organizations and employers.

We thank each of you for supporting Career and Recovery Resources, Inc. Our work is dedicated to helping people find meaningful and relevant employment which we feel is vital to enhancing one’s quality of life. We served 5,573 job seekers in our Employment Services programs with 2,515 enrolled for employment assistance and 1030 persons becoming employed at an average wage of $12.41 per hour. The job market in Houston has been impacted by the recent reductions in the energy sector. Career and Recovery Resources Inc. is focused on assisting every client with excellent employment and counselling services as feasible. We look forward to a bright future of continued service to the community.

Sincerely,

Carol Heliker
Chairperson, Board of Directors

Vernus C. Swisher
Chief Executive Officer
**Clients Placed in Jobs**

Average Hourly Wage

2014 = $12.00 / 2015 = $12.41

**Employment Services**

Career and Recovery Resources, Inc. empowers job seekers, who often have the greatest barriers to employment, through preparation for, attainment, and sustainment of employment. Our participants are provided a hand up rather than a hand out – building on their strengths and helping to reduce or eliminate any barrier to employment. Case Managers provide intensive support services and work with participants to develop customized employment and housing stability plans.

**Deaf and Hard of Hearing Services (DHHS)**

Adult basic literacy, computer, and life skills training, and employment services, interpret job interviews and job coaching offered in American Sign Language.

**THRIVE Program**

Provides long-term, case management including job placement, financial literacy, debt reduction, and asset-building for hard-working, low-income families, in collaboration with other United Way supported agencies.

**Special Populations Services**

Employment programs and case management address challenges such as employment for former inmates.

**Youth Empowerment Services (YES)**

We empower and equip youth ages 14-24 to make a successful transition into the workforce or back to school. The program enables youth to take stock of their interests and abilities, explore career options, define career goals, and determine the steps needed to pursue higher education or land a job.

**Educational Services**

Self-paced basic literacy classes are supported by an educational specialist.

**Community Technology Center**

Free internet access and computer training sessions are offered for the general public.

**Career Counseling Services**

We provide confidential, individual Career Counseling sessions to assess career interests, résumé assistance, skill development in interviewing and job retention counseling to resolve work concerns and outplacement assistance.

**Veteran & Housing Services**

Homeless Veterans Reintegration Program, Supportive Services for Veteran Families, and Returning Veterans. Employment and supportive services, links to mainstream and veteran benefits, education, job training, housing, and other assistance particularly for job seekers affected by homelessness, ex-offender status, and the challenges of substance abuse recovery. Veterans Services are offered in partnership with Federal, State, and local resources. We serve Harris, Fort Bend, Brazoria, Liberty, Montgomery, Galveston, and Waller Counties.
**Alternative Substance Abuse Treatment Services**

Drug and Alcohol Abuse and Dependence are chronic, progressive health conditions that also contribute to many major social problems. People who suffer from this illness typically cannot see the signs of addiction or break free of its destructive progression without experienced guidance. Although substance abuse problems are complex, they are successfully treatable.

Since 1964, the Alternative Drug and Alcohol Treatment Program has helped people recognize and recover from addiction through assessment, counseling and aftercare. Treatment services, available to adults on an outpatient basis, enables them to maintain normal activities during the treatment process. Counseling is conducted in a supportive, gender-specific environment and clients receive direction on ways to achieve a positive, drug and alcohol-free lifestyle. All clients receive a combination of group and individual counseling, and are also held accountable for their behavior through the use of urinalysis and strong case management.

**Evidence Based Interventions**

The Alternative Program utilizes several different nationally recognized targeted treatment strategies and best practices to help clients achieve and maintain recovery from their drug and alcohol use.

**Special Areas of Focus for Treatment**

CRR received additional funding from the Department of State Health Services for specialized female treatment. Women have unique needs in treatment that are addressed through the addition of coping skills, parenting education, planning for financial independence, personal safety and health and pregnancy issues in recovery. Male clients also receive anger management, communication and parenting skills training.

**Services for Deaf and Hard of Hearing Persons**

Deaf and hard of hearing clients with drug and alcohol problems are provided interpreter assistance during treatment as well as videophones with live links to America Sign Language interpreters, if needed.

**Testing for HIV and Hepatitis C.**

Confidential testing for HIV and Hepatitis C are available and encouraged for all agency clients and their family members at no cost. CRR conducted 1,519 HIV/Hepatitis C tests in the Know Your Status (KYS) program funded by Gilead Focus Foundation; utilizing rapid testing that yields test results in one-half hour as compared to the previous two week wait time.

**Job Placement Assistance**

These services prepare recovering individuals (many of whom are also ex-offenders) to enter the job market and consist of job-readiness, job placement training, and career counseling.

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**2015 Treatment Goals vs. Results**

![Graph: Abstinence, Program Completion, Employment](image)

Samantha W. was honored as a STAR client. She is attending school at HCC and is in her second year there. She intends to further her education by obtaining her bachelor’s degree.

**Clients Receiving Substance Abuse Treatment**

![Bar Chart: 2014 vs. 2015](image)

*Reduction in the number of clients served in 2014 & 2015 reflects a newly opened Harris County in-house treatment facility.*
Profiles

Indrani and Hemant Goradia

Dr. Vernus C. Swisher, Hemant Goradia, Indrani Goradia, and Swatantra Jain

Cynthia Cisneros, Indrani Goradia, and Spencer Tillman

Spencer Tillman, Cynthia Cisneros, Abdulrazzaq Al Jumaili, and Carol Helliker

Mark Lee, Susan Floyd-Toups, and Terry Gaul

James Davis

Indrani Goradia

Nancy Olson, wife of Congressman Pete Olson

Kaye Horn

Dr. Kathy Flanagan

Indrani Goradia and Swatantra Jain

Melanie Sharry, Indrani Goradia, Andrea J. Lee, and Kay Wailen

Spencer Tillman, Cynthia Cisneros, Samantha W., and Carol Helliker

Courtney Blackburn and Paula Sutton

Vishnu Nathu, brother of Indrani Goradia

Kim Roxie and her dad Rev. Charles Wiggins

Beverly Muguerza, Paula Sutton, and Philamena Baird

Christine Romsdahl, and Paula Sutton

Indrani Goradia, Vrinda and Dr. Dinesh Pejaver

Dr. William A. Lawson

Gary Tuma

Dr. Ira Adelman and wife Dr. Maria Wiener

Hon. Tom and Marsha Ramsey

Spencer Tillman and Mark Lee

Paula Sutton, and her husband Bill Gross

Board Members of CRR at the Ground Breaking Ceremony

Photography by Ken Jones
2015 Highlights

We honored Indrani Goradia and Indrani’s Light Foundation (ILF) for her outstanding global leadership during the 19th Annual Barrier Breaker Awards Luncheon on June 30, 2015. ILF is a nonprofit foundation dedicated to providing solutions to Gender Based violence. ILF has recently partnered with PSI, a global health organization in Washington, D.C., and The Bill and Melinda Gates Foundation to begin a pilot project on reducing gender violence in Delhi, India and in Port of Spain Trinidad, Ms. Goradia’s birthplace. The luncheon raised $255,134 for CRR’s employment and training programs. Indrani and Hemant Goradia were the Underwriters. The Co-Chairs and Sponsors were Bimla and Swatantra Jain. Event Major Supporters included Eagle Global Advisors/Edward Allen, H-E-B, Macy’s, Scurlock Foundation, Wells Fargo Bank, and Marc & Jeri Shapiro Family Foundation.

On May 15th, CRR and its friends and supporters came together to break ground for the new Employment and Technology building.

We served more than 138 Veterans that received intensive employment services with roughly 20% receiving specialized training services through partnering agencies. These Veterans were placed in jobs with an average hourly wage of $13.97 per hour.

CRR’s Outpatient Drug and Alcohol Abuse Program received a three year, National accreditation from Commission on Accreditation of Rehabilitation Facilities (CARF) in August of 2015. Quoting the CARF award letter “This achievement is an indication of your organization’s dedication and commitment to improving the quality of the lives of your clients.” It demonstrates that CRR Drug and Alcohol treatment services, personnel and documentation clearly indicate an established pattern of treatment excellence.

CRR was recognized for its commitment to excellence in Compensation, Benefits and Employee Solutions by The Best and Brightest Companies to Work For™, for the third consecutive year. Some of the agency’s strong points, highlighted by the Best and Brightest survey, are the health benefits, flexible work schedules, Long Term/Short Term Disability, and Life Insurance policies covered by the agency at 100%.

The Matt Musil ALLSTAR Golf Classic in November was a real highlight for golf fans and the agency. The turnout on that beautiful day was outstanding and Matt Musil invited Sports Legend Nolan Ryan to be the honoree at the post tournament dinner. Team Sponsors for the tournament were Capital One, CenterPoint Energy, EEPB, P.C., Federal Maintenance, GulfGate Dodge, Gregg Laswell/Stephen Barrick, Primeway Credit Union, Smart Financial Credit Union, The Rotary of Houston, and WellsFargo. Over $20,000 was raised and donated to CRR as the Musil Foundation covers all costs of the tournament.
**Financial Statements of Financial Position**  
**June 30, 2015 and 2014**

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
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<tbody>
<tr>
<td><strong>Assets:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>$2,889,891</td>
<td>$1,141,108</td>
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<tr>
<td>Short-term investments</td>
<td>112,148</td>
<td>112,036</td>
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<tr>
<td>Grants receivable</td>
<td>232,893</td>
<td>242,091</td>
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<td>Accounts receivable</td>
<td>5,475</td>
<td>5,615</td>
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<tr>
<td>Contributions receivable</td>
<td>637,394</td>
<td>652,576</td>
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<td>Prepaid expenses</td>
<td>44,846</td>
<td>48,798</td>
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<tr>
<td>Property and equipment, net</td>
<td>985,262</td>
<td>1,956,078</td>
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<tr>
<td>Deposits</td>
<td>16,400</td>
<td>16,400</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td>$4,924,309</td>
<td>$4,174,702</td>
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<tr>
<td><strong>Liabilities and Net Assets:</strong></td>
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<td></td>
</tr>
<tr>
<td>Accounts payable</td>
<td>$36,504</td>
<td>$45,624</td>
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<tr>
<td>Accrues expenses</td>
<td>163,619</td>
<td>191,204</td>
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<td><strong>Total Liabilities</strong></td>
<td>$200,123</td>
<td>$236,828</td>
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<td><strong>Net Assets:</strong></td>
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<tr>
<td>Unrestricted</td>
<td>$4,156,625</td>
<td>$3,295,959</td>
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<tr>
<td>Temporarily restricted</td>
<td>567,561</td>
<td>641,915</td>
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<td><strong>Total Net Assets</strong></td>
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<td>$3,937,874</td>
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<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td>$4,924,309</td>
<td>$4,174,702</td>
</tr>
</tbody>
</table>

**Statements of Activities and Changes in Net Assets**  
**June 30, 2015 and 2014**

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue and Other Support:</strong></td>
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<td></td>
</tr>
<tr>
<td>Contributions</td>
<td>$1,591,798</td>
<td>$1,672,994</td>
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<td>Government fees and grants</td>
<td>2,612,872</td>
<td>2,765,327</td>
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<td>Program service fees</td>
<td>28,497</td>
<td>32,690</td>
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<tr>
<td>Interest income &amp; Gain On Sale Of Property</td>
<td>883,684</td>
<td>526</td>
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<tr>
<td><strong>Total Revenue and Other Support</strong></td>
<td>$5,116,851</td>
<td>$4,471,537</td>
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<tr>
<td><strong>Expenses</strong></td>
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<td></td>
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<tr>
<td>Employment related services</td>
<td>$2,091,282</td>
<td>$2,104,975</td>
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<tr>
<td>Drug and Alcohol abuse program</td>
<td>1,315,006</td>
<td>1,425,860</td>
</tr>
<tr>
<td>Management and general</td>
<td>809,855</td>
<td>926,756</td>
</tr>
<tr>
<td>Development</td>
<td>114,396</td>
<td>97,625</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>$4,330,539</td>
<td>$4,555,216</td>
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<td><strong>Change in Net Assets</strong></td>
<td>$786,312</td>
<td>$(83,679)</td>
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<tr>
<td><strong>Net assets at beginning of year</strong></td>
<td>$3,937,874</td>
<td>$4,021,553</td>
</tr>
<tr>
<td><strong>Net assets at end of year</strong></td>
<td>$4,724,186</td>
<td>$3,937,874</td>
</tr>
</tbody>
</table>

Information was extracted from the 2015 audit performed by Carr, Riggs & Ingram, LLC
We salute our two Volunteers of the Year, Karen Jenkins and Michael Joplin. Their recognition highlights the positive impact corporate and volunteer organization involvement can make on non-profits and our community.

Karen Jenkins serves as co-chair of CRR’s Board Development Committee and has been on the Board since 2011 to present. Karen has been very instrumental in support of the Veteran programs and the recruitment of Board Members. Additionally, Karen has participated in the agencies Matt Musil ALLSTAR Golf Classic and has been a very active supporter of Career and Recovery Resources, Inc.

Michael Joplin has served on the Board from 2009 to present. Michael has served as Secretary of the Board at CRR and has been very actively involved with providing Information Technology expertise and support. Michael and his company, Oasis Petroleum, were supportive of our special events activities, the Barrier Breaker Awards Fundraising Luncheon and our Matt Musil ALLSTAR Golf Classic.

Special Recognition

Joel Diaz joined our Board in 2014. He currently serves as Secretary of the Board and is on the Executive Committee. Joel has been very instrumental in providing support for CRR’s programs. He served several years as a Corporate volunteer within our Veteran’s programs. Joel is Vice President/Private Banker with Capital One. Joel and Capital One have been very supportive of CRR’s fundraising activities such as our Barrier Breaker Awards Luncheon, the Annual Campaign and the Matt Musil ALLSTAR Golf Classic. Joel has served over twenty three years in active & reserve duties in the U.S. Navy.

On behalf of clients and staff, Career and Recovery Resources, Inc. expresses its deepest appreciation for the service and support of these exceptional volunteers!
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Susan Floyd-Toups, Treasurer

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Cindy Berkman
Pradnya Bhawalkar
Courtney Blackburn
Susan R. Bock
Marina Angelica Coryat
James Davis

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Frederick Gee
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Bonar A. Luzey, II
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Joel Diaz, Secretary

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Richard Yuen
Annette Zimmerman

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The Hon. Sheila Jackson Lee, Honorary Co-Chair
Christine Romsdahl, Campaign Co-Chair

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J. Stephen Barrick
Leslie Blanton
Indrani Goradia
Kaye Horn

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Gregg C. Laswell
Jacqueline S. Martin
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Jeffery O. Rose

Amb. Arthur L. Schechter
Michelle Sabino
Paula S. Sutton
Fred Zeidman
Annette Zimmerman

Chief Executive Officer

Dr. Vernus C. Swisher

Vision: To be the premier agency providing services for people with barriers.
Mission: To help people identify and overcome barriers to employment.

Career and Recovery Resources, Inc.
2525 San Jacinto
Houston, Texas 77002
(713) 754-7000
www.careerandrecovery.org

Charles H. Wilson
Featured Advisory Board Member
Vice Chair, Officer Managing Partner, Cozen O’Conner

Marina Angelica Coryat
Featured Board Member
Senior Manager, Media & Community Relations, Blue Cross & Blue Shield of Texas