



# THE PHOENIX

RISE | RECOVER | LIVE



## PHOENIX IOI PARTICIPANT'S GUIDE

# PHOENIX IOI AGENDA



**Overview:** In Phoenix 101, we teach the essential elements that makes The Phoenix...The Phoenix. This session helps to define and inspire participants to their next level engagement, regardless of their role.



**Total Time:** 2 hours webinar, 2.5 hour in-person

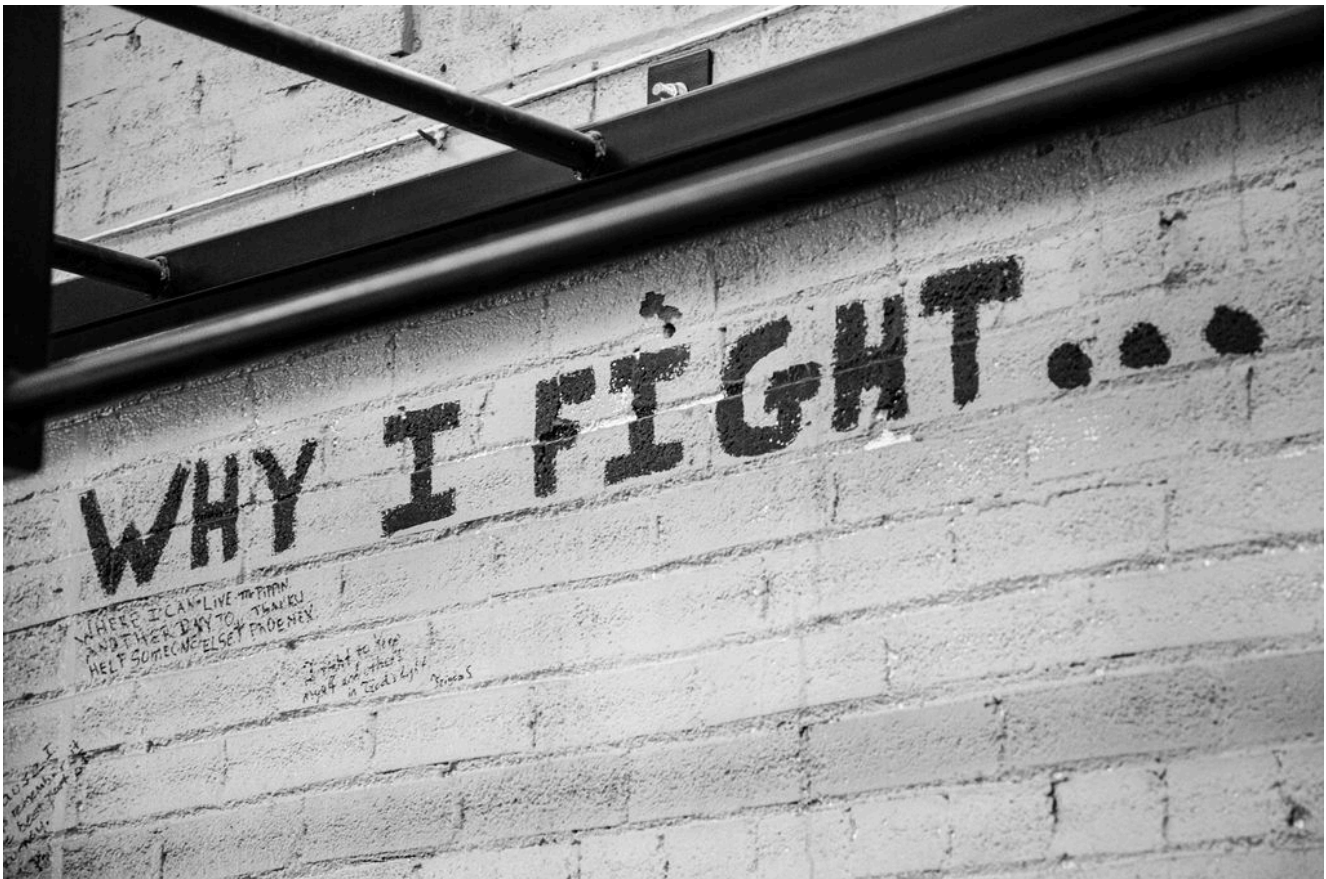
Agenda Item	Materials Referenced and Included in this Guide
Logistics (Webinar or Instructor Led Seminar) and Introduction	
Why Phoenix: Defining the Problem	The Problem We Are Solving
The Mission, Vision and Guiding Principles	The Phoenix Mission The Phoenix Guiding Principles
Phoenix Modalities	
Healing Culture	The Phoenix Principles of a Healing Culture The Phoenix Community Standards
Measuring Success	Putting the Pieces Together
A Variety of Approaches	The Phoenix Approaches
Next Steps...	Next Steps...

## THE PROBLEM WE ARE SOLVING

Faced with toxic levels of stress and trauma, people today are experiencing unprecedented amounts of pain and hopelessness. Unable to manage the discomfort, they are drawn to coping strategies that allow them to momentarily avoid their reality, but the temporary relief is never enough to allow healing to happen.

## THE PHOENIX MISSION

The Phoenix's mission is to build sober active community that fuels resilience and harnesses the transformational power of connection so that together we rise, recover and live.



## THE PHOENIX VISION

In the United States 29% of people will suffer from an Alcohol Use Disorder and 10% from a Substance Use Disorder at some point in their lives. By growing our impact and reach nationally and by changing how people think and feel about recovery, Phoenix will mobilize a movement of millions. Because Phoenix has established itself as an evidence informed, innovative and successful approach to recovery and healing, we are uniquely positioned to ignite and fuel the movement.

To achieve our goal of serving one million people over five years, Phoenix will drive thoughtful and targeted exponential growth. We believe that when people can easily access Phoenix's transformational programs, the intergenerational transmission of adverse experience, addiction and poverty will be significantly reduced, improving the lives of individuals, families and communities forever.

Together, we rise, recover and live.

# THE PHOENIX GUIDING PRINCIPLES

## HEALING CULTURE



- Ensure the community and organization is free from stigma and judgment
- Welcome all
- Leverage the power of diversity by embracing different perspectives, experiences, aptitudes, knowledge, skills and pathways of recovery
- Exhibit hope and empathy in all situations
- Always act with integrity and approach relationships in a genuine and honest way
- Express gratitude and appreciation to and for others

## PERSONAL GROWTH



- Walk a pathway that incorporates self-care, ongoing emotional growth, and healing, so we are better prepared to help others
- Challenge mental models about what is possible for yourselves and others

## PROFESSIONAL GROWTH



- Embrace a process of lifelong learning to advance the organization, create value for Phoenix members and realize your potential
- Remain open to adaptation and change
- Seek and share knowledge to identify solutions and enhance effectiveness

## INTROSPECTION AND HUMILITY



- Cultivate the courage to give direct and constructive feedback and practice humility through active listening
- Challenge assumptions and seek out alternative points of view
- Exhibit intellectual honesty and deal with reality constructively

## BE OF SERVICE



- Be kind
- Be helpful
- Create value for Phoenix members, our organization, and the communities we serve

# PRINCIPLES OF A HEALING CULTURE

## A HEALING CULTURE INCORPORATES:

- Realizing the prevalence of trauma
- Recognizing how it affects all individuals
- Resisting re-traumatization
- Responding by putting this knowledge into practice

## PRINCIPLES OF OUR HEALING CULTURE

### SAFETY



Throughout the organization, the staff and the people they serve feel physically and emotionally safe.

### TRUSTWORTHINESS AND TRANSPARENCY



Organizational operations and decisions are conducted with transparency and with the goal of building and maintaining trust among staff, clients, and family members of those receiving services.

### PEER SUPPORT AND MUTUAL SELF-HELP



These are integral to the organizational and service delivery approach and are understood as a key vehicle for building trust, establishing safety, and empowerment.

### COLLABORATION AND MUTUALITY



There is true partnering and leveling of power differences between staff and clients and among organizational staff from direct care staff to administrators. There is recognition that healing happens in relationships and in the meaningful sharing of power and decision-making. The organization recognizes that everyone has a role to play in a trauma-informed approach. One does not have to be a therapist to be therapeutic.

### EMPOWERMENT, VOICE, AND CHOICE



Throughout the organization and among the clients served, individuals' strengths are recognized, built on, and validated and new skills developed as necessary. The organization aims to strengthen the staff's, clients', and family members' experience of choice and recognize that every person's experience is unique and requires an individualized approach. This includes a belief in resilience and in the ability of individuals, organizations, and communities to heal and promote recovery from trauma. This builds on what clients, staff, and communities have to offer, rather than responding to perceived deficits.

### CULTURAL, HISTORICAL, AND GENDER ISSUES



The organization actively moves past cultural stereotypes and biases (e.g., based on race, ethnicity, sexual orientation, age, geography), offers gender responsive services, leverages the healing value of traditional cultural connections, and recognizes and addresses historical trauma.

# THE PHOENIX COMMUNITY STANDARDS

## PHOENIX STAFF AND INSTRUCTORS ARE HERE TO HELP!

Whether you have technical questions, want to find a workout partner, need help finding recovery resources or have concerns about another team member's conduct, Phoenix instructors are available to assist you. We encourage you to approach us with any questions or concerns.

### 1. SOBRIETY

- Anyone with at least 48 hours of continuous sobriety is welcome to attend events.
- If you attend events on a regular basis, we ask that you make a commitment to recovery.

### 2. PHYSICAL AND EMOTIONAL SAFETY

- Behavior or language that could be perceived as violent or threatening is unacceptable.
- Language or conduct that could be perceived as racist, sexist, homophobic, or otherwise inappropriate is not tolerated.
- Phoenix is not a dating club. Unwelcome advances, physical contact and/or sexually suggestive speech or actions are never acceptable.
- Tell an instructor if you have a physical limitation, injury, or condition that could affect your participation.
- Weapons are not allowed at Phoenix events.
- Let staff know immediately if you feel unsafe or have concerns.

### 3. CONTRIBUTE TO THE COMMUNITY

- In order for Phoenix to remain free to anyone with 48 hours of sobriety, members are encouraged to give back through volunteering or by making financial contributions when able to do so.
- Phoenix aims to foster a sense of community in a supportive, nurturing environment. At Phoenix events, everyone is welcome. Members should be kind and courteous to one another at all times.

### 4. TOBACCO AND E-CIGARETTES

- Use of tobacco of any kind (including e-cigarettes) is not permitted at or in the proximity of Phoenix events.

### 5. FAMILIES, FRIENDS, AND SUPPORTERS

- Family, friends, and supporters are expected to abide by all Phoenix standards.
- Children are welcome at designated Family Events. Please check the calendar as some events may have age requirements.
- Parents/guardians are solely responsible for child supervision.
- Phoenix staff will report suspected child abuse.
- Behavior or language that could be perceived as threatening, shaming, physically abusive, or neglectful are never acceptable.

### 6. MEMBERS ARE THE FACE OF PHOENIX

- When you attend Phoenix events and/or wear Phoenix attire in public, you help shift public perceptions about recovery. Please be thoughtful, kind, and courteous to all.



## **7. APPAREL**

- Athletic attire must be appropriate for the physical activity in which you are participating.
- Shirts or tank tops must be worn and midriffs covered, except when swimwear is required.
- Swimwear and shorts should provide full coverage and remain in place while allowing for movement during physical activity.
- Shirts or tank tops must be worn and midriffs covered, except when swimwear is required.

## **8. RECOVERY**

- Sobriety is a first step to a full and meaningful life. Members should use recovery strategies that suit their individual needs.
- There is no one right way to recover.
- Phoenix staff and instructors are here to help you. Please approach us with any questions or concerns.

**FAILURE TO ABIDE BY THESE STANDARDS MAY RESULT IN SUSPENSION OR TERMINATION OF YOUR MEMBERSHIP. FINAL JUDGMENT ON ALL POLICY MATTERS IS AT PHOENIX STAFF/INSTRUCTOR'S SOLE DISCRETION.**



# PUTTING THE PIECES TOGETHER

## RESOURCES

The Phoenix works because it's a replicable model. And it's replicable because we have discovered and then brought together our resources to impact communities across the nation. For example, we've combined our resources including:

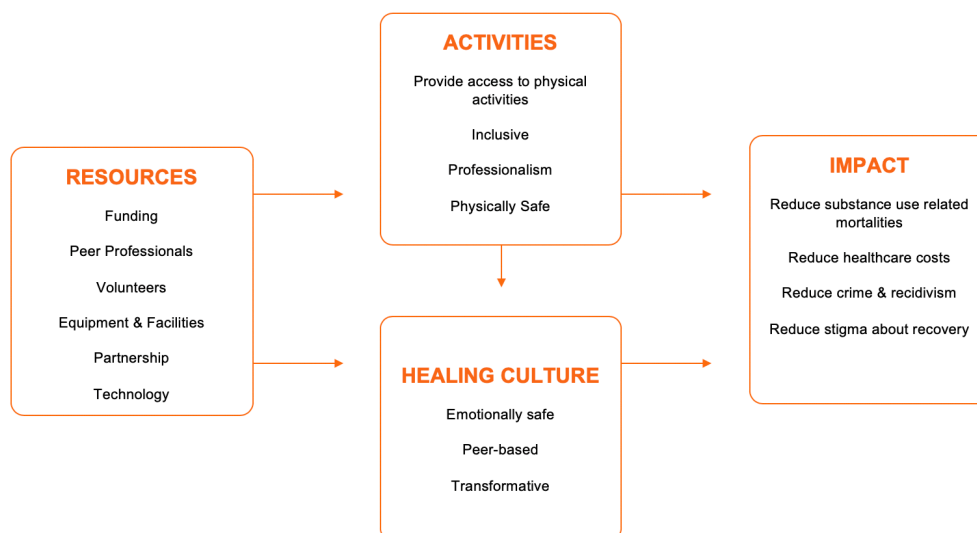
- Exceptional funding through grants and private donations
- Peers in recovery who participate in and operate the events
- Volunteers trained in The Phoenix model
- Clean, well equipped and accessible facilities
- Partnerships in the community
- And state of the art technology, such as our new app

## ACTIVITIES/HEALING CULTURE

We deliver inclusive, professional and physically safe events, in an environment that is reflective of our Healing Community Culture that is emotionally safe, peer-based and simply transformative for our members.

## IMPACT

Ultimately, we create a positive impact in the community including reduced substance use, a reduction in healthcare costs, crime and recidivism rate and a reduction in stigma around being in recovery.



# THE PHOENIX APPROACHES

## APPROACH #1: CENTERS OF EXCELLENCE

Our chapters in Denver and Boston are examples of centers of excellence. They are showcase sites from which we can more efficiently grow and support remote and volunteer programs, connecting people in person with each other and to the organization.

## APPROACH #2: IMPACT HUBS

Impact hub locations, such as our chapters in Orange County, CA and Colorado Springs, CO, are physical locations which vary in size from one full time staff member to a team of volunteers. Locations may be owned, leased or even borrowed.

## APPROACH #3: PARTNERSHIP PROGRAMS

Partnership Programs bridge the gap between substance use rehabilitation and recovery providers and the broader community. Partnership Programs can occur in our facility, where Partnership Programs bring team members to a Phoenix site or at a Partner location. These partnerships may be free of charge or as part of a contracted service. Partnership Programs require additional training and approvals.

## APPROACH #4: REMOTE CHAPTERS

Remote Chapters do not involve a Phoenix owned location and are led by trained volunteers or even sometimes paid Phoenix staff members. This model is managed, but not operated by, the Phoenix headquarters.

## APPROACH #5: VIRTUAL PROGRAMMING

Virtual programming is led exclusively by trained staff and volunteers who have completed The Phoenix Virtual Instructor training requirements. These classes are held online throughout the day, seven days a week.