

# ANNUAL REPORT FY 2024

**SCADD**   
PROVEN PATHWAYS TO RECOVERY™

# TIM GILMAN

## *Chairman SCADD Board of Directors*



Dear Friends and Supporters,  
I am proud to share the progress we've made and the impact we've achieved in FY2024. Our commitment to providing quality care and support to the community guides all our efforts to expand and enhance our services.

One major accomplishment this year was advancing Primary Care services within our organization. This integrated approach allows us to address both the behavioral and physical health needs of our clients, reducing barriers to care and providing comprehensive support in one location. We continued to invest in facility upgrades to create welcoming and efficient spaces for both clients and staff.

These improvements go beyond aesthetics, they reflect our dedication to providing an environment where everyone feels valued and supported.

To meet growing demands, we focused on building our team through targeted recruitment and professional development. We remain committed to providing training and career advancement opportunities, creating a more resilient and adaptable organization. Our commitment to treatment and the community remains at the core of everything we do. By continuously improving our programs, we aim to create lasting change and deliver essential services to those in need.

I want to extend my heartfelt gratitude to our dedicated staff for their hard work and commitment to our mission. Your efforts make all the difference.

Thank you to all for your ongoing support and partnership. Together, we will continue to make a meaningful impact.

Sincerely,

Tim Gilman  
Chairman of the Board

# STACEY LAWTON

## *President and CEO*



Dear Friends,  
As we reflect on the accomplishments of FY 2024, I am proud to share that our organization has achieved significant milestones that underscore our commitment to providing exceptional care. The high utilization of our agency programs reflects the trust our community places in us and the effectiveness of our services.

This year, we proudly attained full certification of our residential programs, reinforcing our dedication to the highest standards of service. We made strides in holistic health by integrating primary care services at three of our sites, ensuring that our residents receive comprehensive support for their recovery journeys. In May, our medical team developed a groundbreaking stimulant protocol, the first of its kind in the state, demonstrating our leadership in addressing the evolving needs of our community.

Over the summer we completed property renovations that will allow for the expansion of our residential programs in 2025. I am also thrilled to announce that SCADD was recognized as a Top Workplace

this year, a testament to our strong organizational culture and the dedication of our exceptional team.

These achievements are a direct result of the hard work, vision, commitment, and passion of our employees, whose dedication makes a profound difference in the lives of those we serve. I would like to express my sincere gratitude to the SCADD team and to our Board of Directors for their steadfast support and guidance. Together, we are not just building programs; we are creating a brighter future for those we serve.

Thank you for being a vital part of our mission.

Sincerely,

Stacey Lawton  
Chief Executive Officer

# LEADERSHIP TEAM

## BOARD OF DIRECTORS

**Timothy Gilman**  
*Chairman*

**Lonnie Braxton**

**Colleen Sullivan**  
*Vice-Chairwoman*

**Danielle Cassista**

**Rev. Stacy Grayson**  
*Secretary*

**Erica Correia**

**Arthur Cox**

**Lauren Vincent**  
*Treasurer*

**Peter DiNapoli**

**Thomas Riley**

**Jennifer Rowland**

**H. William Sugden**

## EXECUTIVE LEADERSHIP

**Stacey L. Lawton**  
*Chief Executive Officer*

**Dr. Lawrence Peacock**  
*Chief Medical Officer*

**Maria T. Sullivan**  
*Chief Operating Officer*

**Jennifer Chadukiewicz**  
*Chief Strategy Officer*

**Alan Aleia**  
*Chief Financial Officer*

**Cheri Golia**  
*Chief Human Resources Officer*

**Kathryn DeMars**  
*Chief Compliance Officer*

**Katie Ramos**  
*Deputy Chief of Operations*

# YOUR FUTURE STARTS HERE in Southeastern Connecticut

- 1 Lebanon Pines
- 2 William M. Walsh Recovery Center
- 3 John Dempsey Outpatient Clinic
- 4 Gordon House
- 5 Transitional Treatment Program for Men
- 6 Transitional Treatment Program for Men
- 7 Braxton House
- 8 Pineview
- 9 Liberty House



The Southeastern Council on Alcoholism and Drug Dependence, Inc, SCADD, has been providing quality treatment services to people seeking recovery since 1966.

# WHO WE ARE

The Southeastern Council on Alcoholism and Drug Dependence, Inc. (SCADD) has been providing quality treatment services to people seeking recovery since 1966. SCADD provides a continuum of treatment services, licensed by the State of Connecticut, Department of Public Health. We are an agency that believes in second chances and the ability of people to find recovery. Our empathetic, compassionate staff are dedicated to supporting people in their pathway to recovery.

# OUR MISSION

To provide quality, affordable treatment services centered around hope, connection and empowerment for every person who is seeking recovery while making a positive impact in the communities we serve.

# OUR VISION

To create a community where individuals and families are healthy, connected and resilient.

# PLEDGE TO OUR COMMUNITY

Our agency is dedicated to fostering a thriving community and values our role as a trusted community partner. We are committed to responding to our community partners and stakeholders promptly and professionally. In all our communications, we prioritize the rights and confidentiality of our clients, ensuring full compliance with all applicable laws and regulations. If you would like to make an inquiry please contact us at 860-447-1717.



# CORE VALUES



## SECOND CHANCES

We are an agency that believes in second chances and the ability of people to find recovery.



## CHOICE

We empower individuals to define their own life goals and design their unique paths toward these goals.



## AUTHENTICITY

We strive to practice self-awareness and value our team for being their true selves.



## DIGNITY AND RESPECT

We treat those we serve and each other with kindness, compassion, dignity and respect.



## DIVERSITY

We value the unique contributions of each person and believe that diverse backgrounds, opinions and experiences lead to better outcomes.

# WILLIAM M. WALSH RECOVERY CENTER



**SCADD'S WITHDRAWAL MANAGEMENT PROGRAM** is a medically monitored withdrawal management program delivered by medical and nursing professionals and enhanced by skilled clinicians and technicians. The services are delivered under a defined set of physicians monitored protocols. Twenty-four-hour nursing observation, medical monitoring and treatment are available on site. Counseling and case management services are available on site seven days per week.

- Safe and effective medically monitored withdrawal management
- Individualized assessment and treatment during active withdrawal phase
- Comprehensive screening, evaluation & referral services
- Individual and group therapy
- Case management, including discharge planning
- Peer support
- Medication Assisted Treatment (MAT)
- Primary Care



PERSONS SERVED: 1431

# LEBANON PINES

**THE LEBANON PINES PROGRAM** offers high intensity residential treatment for men with substance use and co-occurring mental health disorders on a 56-acre campus in the southeastern region on Connecticut. "The Pines" provides a structured recovery environment with a focus on the psychosocial aspects of treatment. Residents work on recovery skills, managing the signs and symptoms of relapse and making meaningful lifestyle changes. Under the direction of our skilled and experienced staff, residents learn to recognize their potential, prevent relapse and develop skills for reintegration into the community.

- Individual and group counseling sessions
- Individualized treatment planning
- Integrated substance use and mental health treatment, including medication management
- On-site primary care and Hepatitis C treatment
- Work therapy and educational services
- Comprehensive discharge planning
- On-site recovery meetings from a variety of recovery pathways
- Peer support
- Medication Assisted Treatment (MAT)



PERSONS SERVED: 595

# TRANSITIONAL TREATMENT PROGRAMS



**SCADD'S LOW INTENSITY RESIDENTIAL TRANSITIONAL TREATMENT PROGRAMS** are designed to assist and support men and women in their recovery. The program affords individuals the opportunity to apply learned recovery skills, prevent relapse and promote personal responsibility. Residents in these house settings are able to reintegrate into educational, vocational, familial and social structures.

- Individualized treatment planning
- Relapse prevention through group and individual counseling
- Integration into the workforce
- Case coordination with primary care and mental health providers
- Involvement with community activities, including local 12-step meetings
- Peer support
- Medication Assisted Treatment (MAT)
- Gender specific programming

PERSONS SERVED: 182



# PINEVIEW

**PINEVIEW** is an Intensive Outpatient Program (IOP) with housing for men, designed to support individuals in their journey to recovery. The program includes IOP sessions five days a week, focusing on relapse prevention, recovery skills, emotion regulation, and identifying triggers. What makes Pineview special is the housing component, which offers a safe and supportive living environment. Residents have access to meals, laundry facilities, and recreational activities, making it easier to focus on their recovery. The length of stay is personalized to meet the individual's needs.

- Comprehensive screening, evaluation & referral services
- Individualized treatment planning
- Gender specific services
- Discharge planning to ensure continuation of care
- Medication Assisted Treatment (MAT)
- Medication management
- Peer support
- Primary care services available

PERSONS SERVED: 55



# JOHN DEMPSEY OUTPATIENT CLINIC



**SCADD'S OUTPATIENT CLINIC** offers expert evaluation, treatment, and recovery services for mental health and substance use needs through group and individual sessions. Our Intensive Outpatient Program (IOP) provides comprehensive treatment three days a week, focusing on relapse prevention, psychoeducation, trigger identification, and integrating recovery principles into daily life.

- Comprehensive screening, evaluation & referral services
- Individualized treatment planning
- Gender-specific psychoeducation and therapy groups
- Anger management, processing grief and loss, cognitive behavioral skill-building
- Day and evening groups available
- Aftercare Planning
- Primary care services available
- Medication Assisted Treatment (MAT)



PERSONS SERVED: 581

# LIBERTY HOUSE

**SCADD'S LIBERTY HOUSE** provides a substance-free living environment in a supportive, staff-assisted setting. Residents may be currently participating in clinical services or have recently completed treatment. This program is designed to help men in recovery by offering a moderately structured environment where they can integrate relapse prevention skills, achieve autonomy, and maintain employment.

- State certified recovery housing
- On-site staff
- Integration into the workforce
- Case management
- Medication Assisted Treatment (MAT)



PERSONS SERVED: 59



# RECOVERY SUPPORTS



SCADD offers a host of programs and initiatives to aid individuals in achieving and maintaining their recovery. These services may be available to individuals engaged in one of SCADD's programs, or individuals from the community.

- Fatherhood Initiative groups
- Employment Services
- Recovery Coach Services
- NARCAN training
- Case management
- Case management for special populations
- Medication Assisted Treatment (MAT)



PERSONS SERVED: 208

# PRIMARY CARE

SCADD's Primary Care offers services to individuals including preventive screenings, routine check-ups, and management of chronic conditions. With a patient-centered approach, our primary care locations promote overall health and well-being by emphasizing the importance of a healthy lifestyle and preventive healthcare measures. SCADD's Primary Care Locations:

- 932 Bank St, New London, CT 06320
- 47 Coit St, New London, CT 06320
- 37 Camp Mooween Rd, Lebanon, CT 06249  
-Lebanon Pines and Pineview clients only



PERSONS SERVED: 478



For more information on program outcomes please visit: <https://portal.ct.gov/dmhas/divisions/eqmi/eqmi-provider-quality-reports-info>

# HONORING A LEGACY

## Bill Sugden 1944 - 2024

It was with great sadness that we announced the passing of Bill Sugden, a beloved leader of SCADD and former Director of Lebanon Pines. Bill's journey with recovery began in the early 1980s, and he went on to become a lifelong advocate for SCADD's mission.

In 1984, after battling alcoholism, Bill sought treatment at Lebanon Pines. His determination and resilience became a source of inspiration for many. He found strength in Alcoholics Anonymous (AA), where his steady presence brought hope to countless others. Through the carpentry program at Lebanon Pines, Bill rediscovered his purpose and became known for his meticulous craftsmanship and attention to detail in every project.

Motivated by a deep desire to help others, Bill became a certified substance abuse counselor, bringing empathy and understanding to his role. His leadership qualities shone as he rose through the ranks to become the Director of Lebanon Pines—the very program that had transformed his own life. In September 2023, SCADD dedicated a Lebanon Pines residence hall in his honor, a building shaped by Bill's hard work and dedication.



In his memoir, Bill wrote, "I considered myself lucky to be back at the Pines. The Director could have said no, but he was the type of guy who didn't give up on a person." This sentiment captures the heart of SCADD's mission and Bill's legacy: we do not give up on people. Bill embodied this belief, leading with compassion and determination for over 20 years.

Bill Sugden's legacy lives on through the countless lives he touched and the impact he had on our community. He will be deeply missed but never forgotten.

# A LEGACY OF INSPIRATION

It is with deep sadness that we share the passing of our dear friend and former colleague, Gene Wright. Gene was a beacon of hope and recovery in the Lebanon Pines kitchen, touching the lives of all who had the privilege of knowing him.

Beyond being an exceptional cook, Gene was a mentor and a guiding force for countless men at Lebanon Pines. His unwavering dedication and compassion left a profound impact, and his legacy of inspiration will continue to echo throughout our community.

In September of 2023, SCADD proudly dedicated the Lebanon Pines Culinary Arts Center in honor of Gene Wright. Gene often said that his work at Lebanon Pines was like “a meeting [he’d] come to every day.” He believed deeply that “the clients taught him as much about recovery as he taught them.” His compassion and respect for those seeking recovery remains a cornerstone of our community today.

Gene wanted everyone to know that “SCADD isn’t a last stop, but a new beginning”—just as it had been for him more than 30 years ago. His spirit and legacy will continue to inspire all who walk through our doors.



# Gene Wright 1956 - 2024





Shaun Cashman, friend of SCADD and friend of Bill W. for over 40 years, was an inspiration to many. It is an honor to carry on his legacy of service every year with our Memorial Golf Outing.

# SHAUN CASHMAN GOLF TOURNAMENT

A heartfelt thank you to our donors! SCADD's July 2023 golf tournament raised over \$27,000, bringing our total donations to an incredible \$302,000. Special thanks to Nancy and Tony Cashman, Jack Malone, and Tom Burke, whose dedication and commitment to our mission make this event a success each year.

Thanks to the generosity of our donors and participants at the SCADD/Shawn Cashman Golf Outing, SCADD has made remarkable progress in our substance use treatment programs over the past year:

- Expanded care to include licensed Primary Care at three locations

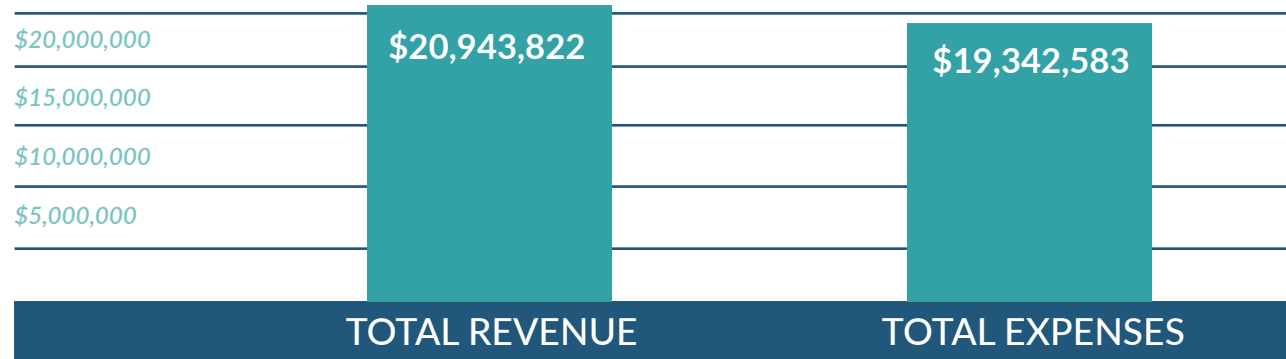
- Introduced an innovative stimulant withdrawal protocol at our Withdrawal Management Center
- Implemented a groundbreaking Hepatitis C treatment at our Lebanon Pines facility
- Fully renovated living spaces across all facilities
- Planned the opening of two new Transitional Treatment Programs in New London

Your support enables us to continue advancing our mission and making a lasting impact. Thank you!



# FINANCIAL REPORT 2024

7/1/2023 - 6/30/2024

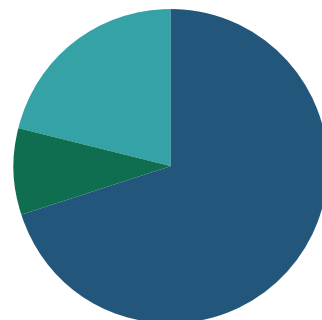


SCADD was able to make significant investments in all our client programs this year. Direct spending on client programs increased by 11% or \$1.3 million this year. The increased spending was attributed to program improvements and additional clinical staff. In addition, new spending on capital improvements to our facilities was \$1.7 million. These investments underscore SCADD’s commitment to improve the client experience and outcomes.

Program spending and facility capital improvements total **79% of all dollars spent.**

EXPENSES

- Direct Program Expenses **70%**
- Facility Capital Improvements **9%**
- General & Administrative **21%**



# GRANTS

## GRANTS AWARDED – 7/1/2023 – 6/30/2024

### Community Foundation of Eastern Connecticut Women & Girls Fund:

This opportunity funded career coaching and opportunities in collaboration with OIC for the women’s Transitional Treatment Program. **\$10,000**

**Neighborhood Assistance Act (NAA):** This funding opportunity provided much needed upgrades to the exterior lighting at SCADD’s Lebanon Pines Campus. **\$150,000**

**Judicial Branch CSSD ARPA:** This opportunity provided funding to purchase and install a new fire alarm system at Lebanon Pines. **\$65,000**

**Town of Groton Request for Funding:** This opportunity gave SCADD general funds to fund agency programs. **\$3,000**

**Community Development Block Grant:** This opportunity funded the Fatherhood Initiative, a collaboration with the Madonna Place to bring the nationwide program to the men of SCADD’s New London Transitional Treatment Program for Men. **\$3,250**

**Norwich Rotary Club:** This opportunity also supported the Fatherhood Initiative, a collaboration with the Madonna Place to bring the nationwide program to the men of SCADD’s New London Transitional Treatment Program for Men. **\$1,000**

**Ledyard Rotary Club:** This opportunity also funded the Fatherhood Initiative, a collaboration with the Madonna Place to bring the nationwide program to the men of SCADD’s New London Transitional Treatment Program for Men. **\$1,000**

**Chelsea Groton Bank:** This opportunity funded sound masking at the Transitional Treatment Program to protect patient privacy at 1000 Bank Street. **\$5,000**

# FRIENDS OF SCADD

## TO OUR GENEROUS DONORS

7/1/2023 – 6/30/2024

We extend our deepest gratitude to our generous donors, whose unwavering support has been instrumental in helping SCADD continue its life-changing work. Over the past year, your contributions have enabled us to expand and enhance our programs, bringing hope and healing to those struggling with substance use disorders.

Because of you, we've been able to introduce new services, upgrade our facilities, and make significant strides in providing innovative care. Your belief in our mission drives us forward, and we thank you for standing by us as we continue to make a lasting impact in the lives of so many.

### Thank you for your dedication, generosity, and commitment to SCADD's mission!

#### 360 Alignment Advisors

Alan Aleia  
Alex Ohlandt  
Alison Marie Kucinkas  
Amanda Kobryn  
Ashland Hayes  
ASJ Realty Partners  
Barber Electric, Inc.  
Bill Whittle  
Blackbaud Giving Fund  
Blue Duck  
Bonnie's Plants  
Bouvier Insurance  
Bozrah Light & Power  
Brandon DeMars  
Brian Marquis  
Brien Beakey  
Bryan Lentini  
C.B Construction  
Capitol Strategies Group, LLC.  
Carl Johnson  
Carol Ann Gordon

#### Carol Warren

Carwild Corporation  
Cashman Katz  
Chaddha Construction  
Charles Herbert  
Chelsea Groton Bank  
Chinigo, Leone, Maruzo, LLP  
Christy Kelaher  
CLA Engineers, Inc  
Coit Excavation  
Connecticut Group  
Connecticut Lighting Centers  
Connoisseur Media  
Craig & Linda Rydin  
Craig Campise  
CT Self Storage Management LLC  
Cynthia Goodrow  
Daniel O'Brien  
David McQuade  
Dean Scinto  
Deborah Larew  
Diane and Harold Fallon

#### Dinarte Soares

Douglas DeMars  
Douglas Smith  
Duffy & Cynthia Ayers  
Eastern Connecticut Symphony Orchestra  
Ed Moed  
Edward J Feeney Jr  
Edward Spinella  
Elkinson Sloves  
Essex Steam Train & Riverboat  
Eversource Energy  
Eyewitness News WFSB  
Fox61  
Frank Lacaprucia  
Gitlin & Company, LLC  
Glendale Dining Services  
Groton Utilities  
GVA Architects  
Hoffman Auto  
IBEW Local 90  
J. Kevin Kinsella  
J.R. Cody

James Altman  
James O'Brien  
James Sullivan  
Jennifer Blanco  
Jennifer Chadukiewicz  
Joan Feeney  
John Hamilton  
John Malone  
John Rapo  
Jon Slater  
Jonathan Pickard  
Joseph & Barbara Feeney  
Justin Beale  
Kate Alves  
Kelly Voss  
Kemper Associates Architects  
Kenneth Kron  
Kenneth Przybysz  
Kevin Reimer  
Kimberly Bergman  
Levine Insurance Group  
M.J. Sullivan  
Marshely Tourtellotte  
Mary Pelletier  
Mashantucket Pequot  
Matt Kern  
MCCA  
McKenna's Flower Shop  
Medical Billing of CT  
Michael Chadukiewicz  
Michael Delales  
Michael Guinan  
Michael Lawton  
Michael Seaver  
Michelle Ryan  
Mike Doyle  
Mike Guinan  
Mike McGrath  
Mohegan Sun

Mr. & Mrs. Smith  
Murtha Cullina, Attorneys at Law  
Mutual of America  
Mystic Aquarium  
Mystic Seaport  
NFP  
Nicole Biancuzzo  
Norwich Public Utilities  
Norwich Arts Center  
Norwich Sea Unicorns  
Pastor Mark Love  
Peter Maneri  
Peter Rafala  
Peter Rockholz  
Peter Wm. Maneri, Jr. CPA Accounting Svcs  
Pride's Corner  
ProTech Heating & Cooling, LLC  
Rafael Mercado  
Recovery Network of Programs, Inc.  
Reliance Health  
Robert Hancock  
Rocco Sanzo  
Rosann Rafala  
Rozann Valenti  
Sandro Carnevale

Scepanski Roofing  
Scott Barber  
Sign Professionals  
Stacey Lawton  
Stephen Carrabba  
Stuart W. Cosgriff  
Supercharge Indoor Karting & Axe Throwing  
Supreme Pizza  
Surinder Chaddha  
Surplus Unlimited  
The Booth Family  
The Goetz Family  
The Vince Group, Inc.  
The Walker Group  
Theresa Madonna  
Thomas LaFreniere  
Thomas St. George  
TIAA  
Timothy Gilman  
Tom & Sue Riley  
Tomasso Brothers, Inc.  
Tony Cashman  
Tracy Nerkowski  
United Way of Southeastern Connecticut  
Vince Group



# OUR DEDICATED STAFF

7/1/2023 – 6/30/2024

Adams Kailee  
 Adams, Kanisha  
 Aleia, Alan  
 Allen, Peyton  
 Baldovin, Emily  
 Barone, Meredith  
 Baxter, Jenifer  
 Bell, Alfredo  
 Bell, Robert  
 Bennett, Dark  
 Bergman, Kimberly  
 Bickel, Jarrod  
 Brandau, Bobbi  
 Brisson-Thompson, Taylor  
 Browder, Stephane  
 Brown, Robert  
 Browning, Niles  
 Burnham, Geoff  
 Byers, John  
 Camargo, Yuseika  
 Caraballo, Radamez  
 Carmichael, Lilyana  
 Carmichael, Patrick  
 Carner, Lawrence  
 Cassarino, David  
 Chadukiewicz, Jennifer  
 Cianci, Crystal  
 Clark, Karen  
 Conklin, Patricia  
 Cook, Christopher  
 Cornish, Michelle  
 Craven, Lori

Cronan, Mark  
 Curcio, Christian  
 Deer, Kristin  
 DeJesus, Martin  
 DeJoseph, Ashley  
 Delgado, Stefanie  
 DeMars, Douglas  
 DeMars, Kathryn  
 Deynes, Nikki  
 Dixon, Gregory  
 Dodd, Jennifer  
 Donaghy, Benjamin  
 Egan, Erin  
 Elci, Samantha  
 Esposito, Suzan  
 Evans, Tanisha  
 Fabre, Miranda  
 Fitch, Steven  
 Flammia, David  
 Foote, Timothy  
 French, Jessica  
 Garcia, David  
 Gaston, Brittany  
 Gaston, Marq  
 Germon, Kara  
 Gilbert, Douglas  
 Giverdon, Melissa  
 Gladue, Kim  
 Golia, Cheri  
 Gosselin, Sharon  
 Grabber, Joanna  
 Gumbs, Uri



Hage, Faouzi  
 Hage, Katia  
 Hansen, Steven  
 Harrison, DuJuan  
 Harvey, Emeline  
 Hayes, Arion  
 Hayes, Ashland  
 Helfrich, Lindsay  
 Henderson, Leticia  
 Herbert, Jeffrey  
 Hewathanthri, Nisal  
 Hicks, Megan  
 Hightower, Dorothy  
 Hubbard, Jason  
 Johnson, LaRee

Johnson, Steve  
 Jones Jr, Cur  
 Jones, Navarre  
 Juan, Frank  
 Keefe, Jonathan  
 Kelsey, Carla  
 Korzeniewski, Kaylee  
 Kotecki, Lisa  
 Kovalik, Sheri  
 Kramer, Lindi  
 Lamarre, Sephora  
 Larew, Deborah  
 Lawton, Stacey  
 Levan, Lindsay  
 Litchke, Lyn

Lotkowski, Pawel  
 Lucas, Dawn  
 Macke, Curt  
 Maldonado, Ashley  
 Mapp Tupasi, Ashley  
 Marsh, Kristi  
 Martin, Kym  
 Mazyck, Tyrone  
 McLennon, Tamara  
 Meakem, Michael  
 Milanese, Steven  
 Morris, Johnnie  
 Morton, Tiffany  
 Mueller, Daniel  
 Neigel, Elizabeth

Novosad, Evan  
 Orbe, Nicole  
 Ortega, Gary  
 Ortiz, Jose  
 Padilla, Jose  
 Palma, Joseph  
 Palmer, Zachary  
 Paterson, Lauren  
 Patterson, Gregory  
 Payton, Brandi  
 Peacock, Lawrence  
 Pellerin, Liberte  
 Perez, Gabriel  
 Perkins, Claire  
 Petrucci, Nicole

Philidor, Larionne  
 Pierre-Louis, Woodrich  
 Pimienta, Linda  
 Polk, Alexandria  
 Poole, Samantha  
 Przekop, Andrew  
 Punsalan, Meghan  
 Racine Moon, Dori-Anne  
 Rafala, Peter  
 Rafala, Rosann  
 Ramos, Katherine  
 Reale, Mark  
 Reininger, Aaron  
 Revis, William  
 Reyes, Ilka  
 Reynoso, Jennifer  
 Rice, Fay  
 Rivera, Leslieann  
 Rivera, Marcie  
 Rogers, Jennifer  
 Roldan, Roberto  
 Rosenberger, Faith  
 Ross, Matthew  
 Saleem, Robert  
 Sanabria, Naomi  
 Sanchez, Davean  
 Seaver, Michael  
 Seyler, William  
 Sherbanee, Angela  
 Silva, Victoria  
 Simkowski, Elizabeth  
 Sirois, Jason  
 Slack, Clarence  
 Smith, Caitlin  
 Smith, Jason

Smith, Molly  
 Soares, Dinarte  
 Spina, Suzanne  
 Star, Angela  
 Stevens, Heather  
 Stoch, David  
 Strickland, Jeaneecca  
 Sullivan, Maria  
 Sullivan, Veronica  
 Sybblis, Ricardo  
 Sylvain, Marc  
 Szczerbicki, Benjamin  
 Taylor, Alissa  
 Taylor, Kamel  
 Taylor, Lentionette  
 Taylor, Yvonne  
 Thomas, Ariel  
 Thomas, Patrice  
 Thurstan, Ayla  
 Tomanelli, Hope  
 Tourtellotte, Marshely  
 Tsai, Iris  
 Turney, Taylor  
 Upton, Paula  
 Veit, Tammi  
 Walsh, Kelly  
 Warsop, Androl  
 Weaver, Maurice  
 Wettemann, Heather  
 White, Jeffrey  
 White, Jessica  
 White, Mary  
 Whitney, Melinda  
 Wolchesky, Tabitha  
 Zacchio, Leonore

# AWARDS & ACHIEVEMENTS

In 2024, SCADD was proudly designated as a Recovery Friendly Employer. Becoming a Recovery Friendly Workplace (RFW) strengthens organizations by fostering a culture that reduces stigma surrounding employees experiencing or recovering from substance use disorders (SUD). A positive workplace culture that embraces recovery practices leads to enhanced financial performance, improved customer satisfaction, increased productivity, and higher employee engagement.



In October 2023, SCADD was honored with the Top Workplace Culture Excellence Award in the Woman-Led category. This remarkable success we celebrate is a direct result of the valuable feedback from our dedicated employees, highlighting the vibrant culture and core values that define SCADD, Inc.



## JOSEPH SULLIVAN Young Professionals Award

Ms. Smith was recently awarded the Joseph Sullivan Young Professionals Award. This award is given to a young professional, who has made a noticeable impact in the field. SCADD is grateful for Ms. Smith's ongoing efforts and the positive influence she brings to our organization.

In January 2024, SCADD was honored to be named the 2023 Non-Profit Agency of the Year by the Greater Norwich Area Chamber of Commerce. This prestigious recognition reflects the unwavering dedication of our team to delivering compassionate and innovative care. Thank you to our staff for making this achievement possible!



## Greater Norwich Area Chamber of Commerce LEADERSHIP DEVELOPMENT PROGRAM

SCADD celebrated the graduation of two employees, Jeff Herbert, Service Coordinator and Heather Wettemann, Nurse Coordinator, from the Greater Norwich Area Chamber of Commerce - Norwich, CT (GNACC) Leadership Development Program.



# WORKFORCE DEVELOPMENT

In FY24, SCADD made significant investments in workforce development, ensuring our team remains equipped with the latest tools and knowledge to address the evolving needs of our clients. Through these conferences, our employees gained valuable insights into emerging best practices, innovative treatment protocols, and strategies for enhancing client care. By prioritizing staff development, SCADD is not only improving the skills of our workforce but also reinforcing our commitment to providing exceptional care for those we serve.



## EMPLOYEE NUMBERS

### Hires from 7/1/2023 to 6/30/2024 – Welcomed 58 new employees

In FY24, SCADD welcomed 58 new employees across various departments. These new team members play essential roles in supporting our mission to provide comprehensive care and resources to individuals on their journey to recovery.

### Promotions numbers from 7/1/2023 to 6/30/2024 – 6 promotions in FY 24

In FY24, SCADD celebrated the growth and development of our team by promoting six dedicated employees across the agency. These promotions reflect our commitment to recognizing talent from within and supporting the professional advancement of our staff.

## CONFERENCES

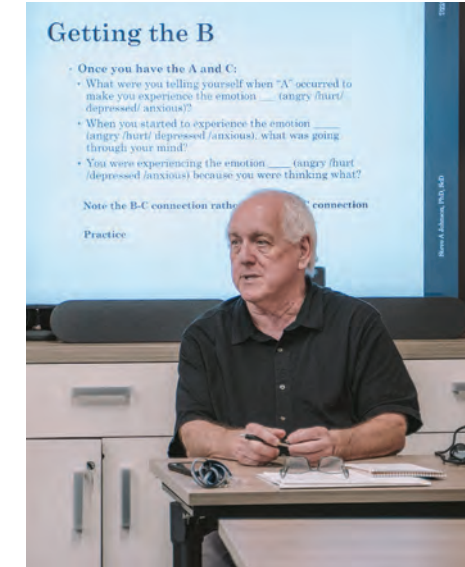
**NATCON - National Council for Mental Wellbeing**  
*Staff members attended from April 15, 2024, to April 17, 2024*

**AABH - Association for Ambulatory Behavioral Healthcare**  
*Staff members attended from April 29, 2024, to May 2, 2024*

**CTAMFT - Connecticut Association for Marriage and Family Therapy**  
*Staff members attended on May 10, 2024*

**AATOD- American Association for the Treatment of Opioid Dependence**  
*Staff members attended from May 18, 2024, to May 22, 2024*

**CT-NASW - National Association of Social Workers**  
*Staff members attended on May 31, 2024*



## TRAINING

**Physical & Psychological Management Training©**  
*Ashland Hayes, RN, Dinarte Soares, RN CNML*

**CBT/REBT Training**  
*Dr. Steve Johnson, PHD SCD*

**Trauma Informed Training**  
*Dr. John Watts, DCJ*

**Welbriety Training**  
*Sparrow Goudey*

**Supervisor & Performance Review Training**  
*Scott Migdole, MSW LCSW*

**Recovery Coach Academy©**  
*Jennifer Chadukiewiez, RCPF CPRS*

**Recovery Culture Training©**  
*Jennifer Chadukiewiez, RCPF CPRS*

**Ethical Considerations for Recovery Coaches©**  
*Jennifer Chadukiewiez, RCPF CPRS*



**Mental Health First Aid**  
*Tiffany Morton, LPC LADC CAC*

**Trauma Training**  
*Dr. Steve Johnson, PHD SCD*

**Code of Conduct**  
*Maria Sullivan, LCSW*

**Suicide Risk Assessment Training**  
*Dr. Lawrence Peacock, MD Psychiatry*

# COMMUNITY PARTNERSHIP EVENTS



**In August of 2023**, SCADD's team began a yearlong commitment of volunteering at the New London Community Meal Center. One Wednesday a month our team shows up and serves meals to individuals and families in need. This initiative not only allows us to give back to the community, but it also strengthens the bond between our staff members as we work together to make a difference. Our commitment reflects SCADD's dedication to supporting those in our local area, promoting compassion, and fostering a spirit of service that aligns with our organization's values. We are proud to be part of this effort and look forward to continuing our partnership with the New London Community Meal Center throughout the year.

**In April**, SCADD joined many of its community partners at the Governor Lamont Luncheon hosted by the Eastern Chamber of Commerce. Governor Lamont, currently serving his second term, discussed his objective to grow Connecticut's economy, providing long-term solutions to strengthen the state's fiscal position and attracting the next generation of talent to Connecticut. For SCADD, this event provided an excellent opportunity to engage with state leadership and other local organizations, ensuring that the needs of the health and human services sector are part of the larger conversation about Connecticut's future.



**In April**, SCADD joined numerous nonprofits at the State Capitol for Nonprofit Funding & Advocacy Day, united in the mission to advocate for crucial funding for community-based organizations. We invited our staff to stand with us and lend their voices in support of securing meaningful increases in the state budget for nonprofits. It was a powerful day of collaboration, as we shared stories, engaged with policymakers, and emphasized the vital role nonprofits play in delivering essential services. Together, we amplified our message that adequate funding is not just necessary, but critical to sustaining the programs that serve our most vulnerable populations. Our collective efforts highlighted the importance of continued investment in the work that strengthens communities across Connecticut.

**In May**, SCADD was honored to receive support through the United Way Day of Caring. United Way brought their incredible team of volunteers, who worked alongside us to transform our Lebanon Pines Campus. Together, we planted flowers, weeded garden beds, and revitalized the outdoor spaces, creating a more welcoming and peaceful environment for our clients. This partnership not only enhanced the beauty of our campus but also demonstrated the power of community collaboration. We are deeply grateful for United Way's dedication and the positive impact they've made on Lebanon Pines.

**In June**, SCADD co-hosted alongside of GASP (Groton Alliance for Substance Use Prevention) the ORCA (Ocean Recovery Community Alliance) Esker Point Beach Clean Up in Groton. The cleanup brought together community members, volunteers, and local organizations, all united in the mission to protect our coastal environment while raising awareness about the impact of substance use on both individuals and the community. SCADD remains committed to supporting both environmental and community health initiatives, and we look forward to continuing this partnership in the years to come.



# STRATEGIC PLAN

In FY24, SCADD continued the strategic planning process initiated in 2022, focusing on goals aimed at fostering continuous improvement and promoting organizational excellence. Agency successes were increasing SCADD's retention rate, the continuation of significant facility upgrades, and introducing primary care services to enhance our holistic approach to support individuals in their recovery journey.

## GOAL 1

### Awareness & Marketing

Increase awareness of agency mission, vision, and services

## GOAL 2

### Access & Engagement

Improve client access to and engagement in agency services

## GOAL 3

### Workforce

Recruit, retain and develop a qualified, culturally competent and diverse workforce



## GOAL 4

### Continuum

Expand and enhance SCADD's continuum of services

## GOAL 5

### Financial

Strengthen financial sustainability

## GOAL 6

### Technology

Adopt new technologies and invest resources aimed at infrastructure security

## GOAL 7

### Board


Evaluate and update agency governance and corporate structure to ensure the protection of assets and maximize business prospects

## GOAL 8

### Property

Improve the indoor and outdoor conditions of all properties to be more aesthetically inviting



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The Southeastern Council on Alcoholism and Drug Dependence, Inc. universally denounces racism, discrimination, and oppression.

The Southeastern Council on Alcoholism and Drug Dependence, Inc. embraces diversity, equity and inclusion in its service delivery and in its workforce and in the community at large.

We recognize the existence of structural racism, and universally condemn all forms of discrimination and oppression. We are committed to providing education and taking actions that hold ourselves and others accountable while advancing our mission. We lead with our values and fully appreciate the strengths brought about by our diversity.