



**DIVE DEEP,
EMERGE RENEWED**
12-STEP IMMERSION

WHAT IS 12-STEP IMMERSION?

GOALS

- UNDERSTAND HISTORY OF 12-STEP IMMERSION
- UNDERSTAND DIFFERENT COMPONENTS (PEER-LED, RECOVERING EMPLOYEES, STRUCTURE, ACCOUNTABLE, ETC.) OF THE PROGRAM AND THEIR IMPORTANCE
- DIFFERENCE BETWEEN 12-STEP IMMERSION AND TREATMENT
- WHO IS APPROPRIATE FOR 12-STEP IMMERSION

HISTORY OF 12-STEP IMMERSION

- THE BIRTH OF ALCOHOLICS ANONYMOUS IN 1939
 - HIGH WATCH – “FIRST SUBSTANCE ABUSE COMMUNITY IN THE WORLD”
 - FOUNDED ON THE 12-STEP PRINCIPLES OF ALCOHOLICS ANONYMOUS
 - ORIGINALLY DESIGNED AS A RETREAT FOR THOSE IN AA

HISTORY OF 12 STEP IMMERSION (CONT.)

- THE FOUNDING OF HAZELDEN AND THE MINNESOTA MODEL IN 1949
 - BEGAN AS A “GUEST HOUSE” WITH 3 STAFF AND A DAILY CENSUS OF 7 PATIENTS
 - FIVE BASIC EXPECTATIONS: BEHAVE RESPONSIBLY, ATTEND LECTURES ON THE 12- STEPS OF AA, TALK WITH OTHER PATIENTS, MAKE YOUR BED, AND STAY SOBER.
 - ALL FIVE RULES FOCUSED ON OVERCOMING WHAT THE AA FOUNDERS CALLED “SELF-WILL RUN RIOT” (SECRETIVE, SELF-CENTERED, AND RESENTFUL ASPECTS OF THE ALCOHOLIC).
 - TO OVERCOME THIS, PATIENTS WERE TAUGHT TO TEND TO THE DETAILS OF DAILY LIFE, TELL THEIR STORIES, AND LISTEN TO EACH OTHER.
 - THE AIM WAS TO HELP ALCOHOLICS SHIFT FROM “A LIFE OF ISOLATION TO A LIFE OF DIALOGUE”

HISTORY OF 12-STEP IMMERSION (CONT.)

- THE FOUNDING OF HAZELDEN AND THE MINNESOTA MODEL IN 1949 (CONT.)
 - FROM THE FOUNDING OF ALCOHOLICS ANONYMOUS, AND LATER THE ORIGINATION OF HAZELDEN'S GUEST HOUSE/MINNESOTA MODEL OF TREATMENT; IT WAS DISCOVERED THAT AFTER YEARS AND YEARS OF ASKING DOCTORS, MEDICAL PROFESSIONAL, CLERGY, AND ANYONE WHO WOULD LISTEN TO HELP THEM, THE BEST WAY FOR AN ALCOHOLIC OR ADDICT TO RECOVER IS TO HELP ONE ANOTHER (MUTUAL HELP).
 - SINCE THESE HUMBLE BEGINNINGS, THE 'MUTUAL HELP' MINNESOTA MODEL HAS EVOLVED TO INCLUDE MUCH MORE OF WHAT IS CONSIDERED CLINICAL MODALITIES AND PROGRAMMING. THESE PROGRAMS NOW USUALLY ALSO REQUIRE MASTER LEVEL AND LICENSED COUNSELORS. STUDIES SHOW THAT TODAY, ONLY AROUND 38% HAVE BOTH RECOVERY AND MASTER'S/LICENSE CREDENTIALS (CURTIS AND EBY, 2010).

HISTORY OF 12-STEP IMMERSION (CONT.)

- THE FOUNDING OF HAZELDEN AND THE MINNESOTA MODEL IN 1949 (CONT.)
 - WHAT BEGAN AS A PURELY NON-CLINICAL, MUTUAL HELP, PEER LED, 12-STEP 'LIVING' APPROACH TO WORKING WITH THE ALCOHOLIC/ADDICT, EVOLVED INTO THE MORE CLINICAL/MEDICAL 12-STEP 'BASED' APPROACH TO TREATMENT THAT WE SEE TODAY.
 - SOME OF THE OLDEST TREATMENT PROGRAMS IN THE COUNTRY BEGAN AS THIS PEER-LED, 12-STEP, MINNESOTA MODEL APPROACH TO TREATMENT, INCLUDING HIGH WATCH, CARON FOUNDATION (ORIGINALLY KNOWN AS CHIT-CHAT FARMS), WILLINGWAY, AND OF COURSE, CUMBERLAND HEIGHTS.

Transformed People...



...Transform People

RE-EMERGENCE OF THE NON-CLINICAL, MUTUAL HELP PHILOSOPHY

- IN 1991, A GROUP IN MINNEAPOLIS, MN., COMPRISED OF NUMEROUS LONG TIME PROFESSIONALS IN THE ADDICTION TREATMENT FIELD AS WELL AS FOUNDERS OF THE ORIGINAL MINNESOTA MODEL, AND MEDICAL DIRECTORS FROM A NUMBER OF WELL-KNOWN ADDICTION TREATMENT PROGRAMS, CREATED A NON-PROFIT CALLED THE COMMUNITY OF RECOVERING PEOPLE (CORP).
- ALL THE FOUNDING MEMBERS OF CORP WERE ALSO INDIVIDUALS IN LONG-TERM SOBRIETY. THEIR GOAL WAS TO FIND A SIMPLER AND MORE AFFORDABLE WAY TO HELP PEOPLE RECOVER. THIS APPROACH WOULD BE SPIRITUALLY BASED AND BE HIGHLY EFFECTIVE.

RE-EMERGENCE OF THE NON-CLINICAL, MUTUAL HELP PHILOSOPHY (CONT.)

- THE CULMINATION OF CORP'S EFFORTS RESULTED IN THE OPENING OF THE RETREAT IN WAYZATA, MN. IN 1998. THE RETREAT PROVIDED AFFORDABLE, ACCESSIBLE, AND HIGHLY EFFECTIVE RESIDENTIAL SERVICES. THESE SERVICES WERE OFFERED IN A SUPPORTIVE, SAFE, EDUCATIONAL SETTING AND WERE GROUNDED IN THE SPIRITUAL PRINCIPLES OF AA. IT ALSO EMPHASIZED REGULAR 12-STEP MEETING ATTENDANCE AND FELLOWSHIP WITH OTHER RECOVERING INDIVIDUALS. IT WAS A RETURN TO THE MUTUAL HELP, NON-CLINICAL APPROACH TO DEALING WITH THE PROBLEM OF ALCOHOL AND DRUG ADDICTION.
 - THESE CHARACTERISTICS OF THE RETREAT MODEL APPROACH TO RECOVERY IS PRESENT IN THE VAST MAJORITY OF ALL CURRENT 12-STEP IMMERSION PROGRAMS.



SO, BACK TO THE
ORIGINAL QUESTION.

WHAT IS 12-STEP
IMMERSION?

WHAT IS 12-STEP IMMERSION?

- THE TERM 12-STEP IMMERSION WAS FIRST COINED BY JOHN CURTISS, A CO-FOUNDER OF THE RETREAT, IN A PAPER HE WROTE ABOUT CORP AND THE RETREAT.
 - IT HAS BECOME SYNONYMOUS WITH PROGRAMS WHO UTILIZE THE RESIDENTIAL, NON-CLINICAL, MUTUAL HELP APPROACH TO WORKING WITH ALCOHOL AND DRUG ADDICTED INDIVIDUALS


CHARACTERISTICS OF 12-STEP IMMERSION (MOST PROGRAMS HAVE MANY, IF NOT ALL)

- SAFE RESIDENTIAL ENVIRONMENT
- NON-CLINICAL PROGRAMMING
- PURELY 12-STEP CURRICULUM
- BASED ON THE SPIRITUAL PRINCIPLES OF THE 12-STEPS
- ENTIRELY PEER-STAFFED WITH 12-STEP RECOVERING INDIVIDUALS WHO HAVE AN ACTIVE 12-STEP RECOVERY (“FRONT-ROW 12-STEPPERS”). VERY FEW EXCEPTIONS TO THIS.
- AFFORDABLE
- PEER-GUIDED COMMUNITIES (ELDER STATESMEN/WOMEN, ROCKS, MAYORS, ETC.)
- HIGHLY STRUCTURED (STRUCTURE IS SACRED. MAKE YOUR BED!)
- HIGH DEGREE OF ACCOUNTABILITY HELD BY BOTH STAFF AND PEERS.
- INTEGRATES 12-STEP VOLUNTEERS INTO THEIR PROGRAMMING
- EMPHASIS ON 12-STEP MEETING ATTENDANCE
- EMPHASIS ON AA/NA LITERATURE STUDIES
- INTENSE AND THOROUGH STEP WORK

Practicing the
12 Spiritual Principles of Recovery

Everyday

1. Honesty	8. Brotherly Love
2. Hope	9. Justice
3. Faith	10. Perserverance
4. Courage	11. Spiritual Awareness
5. Integrity	12. Service
6. Willingness	
7. Humility	

 Still Waters

SPIRITUAL PRINCIPLES OF THE 12-STEPS

WHAT IS 12-STEP IMMERSION?

- TYPES OF 12-STEP IMMERSION MODEL
 - COMMUNITY BASED, VOLUNTEER MODEL
 - SOME OF THESE PROGRAMS HAVE AS MANY AS 200-400 VOLUNTEERS PER MONTH
 - STAFF DRIVEN MODEL
 - MANY TIMES THE RESULT OF GEOGRAPHIC LOCATION AND LACK OF ACCESS TO VOLUNTEERS
 - HYBRID – DEEPER STEP WORK AND INCLUSION OF STEP WORKING GUIDE
 - WHAT'S THE DIFFERENCE IN A TRADITIONAL TREATMENT PROGRAM'S 1ST STEP AND A STEP GUIDE 1ST STEP?

WHAT IS 12-STEP IMMERSION?

- HOW TO KEEP INTEGRITY AND PURITY OF THE IMMERSION PROGRAM
 - KEEP “FRONT ROW” STAFF AND VOLUNTEERS
 - ONLY AA/NA APPROVED LITERATURE
 - DO NOT ALLOW “IMPROVEMENTS” TO THE PROGRAM BY ALLOWING INDIVIDUALS TO ADD CLINICAL PROGRAMMING
 - ALWAYS USE NON-CLINICAL TERMINOLOGY



THE HISTORY OF STILL WATERS



**STILL WATERS MEN & WOMEN WOULD NOT BE WHAT IT IS
TODAY WITHOUT THE GUIDANCE AND SUPPORT OF THE
BOARD OF DIRECTORS, LEADERSHIP TEAM, AND STAFF AT
CUMBERLAND HEIGHTS.**

THANK YOU!!

THE HISTORY OF STILL WATERS

- CH PROPERTY IN LOBELVILLE
- JIM MOORE'S VISION
- MY MEETING WITH JIM
- RECRUITMENT OF RICHARD DORN
- VISIT WITH JOHN CURTISS
- ADJUSTMENTS MADE DUE TO DISTANCE FROM TOWN
- WRITING OF PROGRAM
 - DECIDED ON A STAFF DRIVEN HYBRID MODEL (FIRST OF THIS KIND)
 - NA STEP GUIDE – FIRST TO UTILIZE AND HAS SINCE BEEN A PART OF OTHER IMMERSION PROGRAMS
 - NEEDED THE MOST THOROUGH STEP WORK AVAILABLE
- HIRING OF “FRONT-ROW” 12-STEPPERS
 - 4 STAFF TO COVER 24/7 (INCLUDING ME)
- IN 2015, STILL WATERS FOR WOMEN OPENS

THE STILL WATERS 12-STEP IMMERSION MODEL

HOW WE DO IT!

STILL WATERS 12-STEP IMMERSION MODEL

- RESIDENTS OF STILL WATERS WILL DEVELOP A WORKING KNOWLEDGE OF THE PRINCIPLES OF RECOVERY FOUND IN THE TEXT OF ALCOHOLICS ANONYMOUS AND NARCOTICS ANONYMOUS. STILL WATERS TEACHES THESE PRINCIPLES THROUGH THE USE OF AA/NA APPROVED LITERATURE, GROUP DISCUSSIONS, STEP WORK, LECTURES, TWELVE STEP MEETINGS, THE FELLOWSHIP OF ALCOHOLICS ANONYMOUS AND A COMMUNITY APPROACH TO RECOVERY.

STILL WATERS 12-STEP IMMERSION MODEL (CONT.)

- STILL WATERS APPROACH TO RECOVERY IS BASED ON THE CONCEPT OF BROTHERHOOD/SISTERHOOD AND THE SPIRITUAL PRINCIPLES OF ALCOHOLICS ANONYMOUS. WE BELIEVE BY DEVELOPING STRONG TIES WITH YOUR RECOVERY PEERS AND THE 12-STEP COMMUNITY THE CHANCES OF SUCCESS INCREASE EXPONENTIALLY. COMBINE THAT WITH A VERY STRONG SPIRITUALLY BASED, 12-STEP 'LIVING' APPROACH TO RECOVERY, EDUCATION AND GROUP PROCESS. THIS RESULTS IN AN ENVIRONMENT THAT ALLOWS OUR RESIDENTS TO GROW BOTH EMOTIONALLY AND SPIRITUALLY AND LAYS THE GROUNDWORK FOR LONG-TERM RECOVERY.

STILL WATERS 12-STEP IMMERSION MODEL (CONT.)

- STAFF AND VOLUNTEERS OF STILL WATERS MENTOR OUR RESIDENTS BY SHARING THEIR WISDOM, EXPERIENCE, STRENGTH, AND HOPE. THEY ARE COMMITTED TO HELP THOSE WHO ARE SUFFERING FROM ADDICTION TO MAKE THE NEEDED ADJUSTMENTS AND COMMITMENTS TO REALIZE A DAILY LIFE FREE FROM ALCOHOL AND DRUGS AND BASED ON THE PRINCIPLES OF ALCOHOLICS ANONYMOUS AND NARCOTICS ANONYMOUS.
- WE CHOSE A STAFF DRIVEN MODEL DUE TO LOCATION
- PEER-LED COMMUNITY
 - ELDER STATESMEN/WOMEN
 - YOU ARE YOUR BROTHERS/SISTERS KEEPER
- WORK-BASED NOT DAY-BASED
- HIGHLY STRUCTURED- "STRUCTURE IS SACRED"
 - ALCOHOLICS AND ADDICTS LACK STRUCTURE.
 - GOES BACK TO THE SELFISH, SELF-CENTERED ASPECT OF THE DISEASE
 - MAKE YOUR BED, CLEAN YOUR ROOM, DO YOUR CHORES (SHOWS RESPECT FOR THE PROGRAM AS YOU WOULD YOUR HOME)

STILL WATERS 12-STEP IMMERSION MODEL (CONT.)

ACCOUNTABILITY

- ALWAYS BE ON TIME (BEING LATE IS SELFISH AND DISRESPECTFUL OF OTHER PEOPLE'S TIME)
- FOLLOW THE RULES
- BE PREPARED FOR GROUP
- STAY AWAKE DURING GROUP
- GIVE FEEDBACK
- HOLD YOUR BROTHERS/SISTERS ACCOUNTABLE
- HOLD YOURSELF ACCOUNTABLE (DO THE RIGHT THING, EVEN WHEN NO ONE IS WATCHING)
- 12-STEP "LIVING" IN ACTION - NO THEORY - ALL PRACTICE (HAVE THEM DO DAILY WHAT INDIVIDUALS WITH LONG-TERM SOBRIETY DID TO GET SOBER AND STILL DO TO STAY SOBER)

STILL WATERS 12-STEP IMMERSION MODEL (CONT.)

PSALMS W/ SERVICE

P – PRAYER AND MEDITATION

S – SPONSOR (CALL AND REALLY TALK TO THEM)

A – ASK FOR HELP

L – LITERATURE (STUDY IT)

M – 12-STEP MEETING (GO...GO...GO)

S – STEPS (ALWAYS BE WORKING ONE)

WITH SERVICE – DO SOMETHING GOOD
FOR SOMEONE ELSE (BE OF SERVICE)

- PACK INTO THE STREAM OF LIFE

Regular Daily Schedule

- **7:00am** – Morning Meditation and goals for the day (AA/NA approved meditation book and 86-88 AA BB)
- **7:45am** – Breakfast
- **8:20am** – Make bed, clean room, do chores
- **9:00-11:00am** – Step Presentation Group
- **11:00am** – Personal Time
- **12:00pm** – Lunch
- **12:45pm** – Speaker, Meditation, Book Study, YOGA
- **2:00-4:00pm** – Step Presentation Group
- **4:00pm** – Personal Time
- **5:00pm** – Dinner
- **6:00pm** – Outside or In House AA/NA Meeting
- **7:00pm**- Call sponsors
- **9:00pm** – Accountability Group/review PSALMS w/Service (pg.86 AA BB)

THE BROTHERHOOD & SISTERHOOD OF SW



- KNEW WE WOULD HAVE A GREAT PROGRAM BUT NEVER IMAGINED HOW THIS PROGRAM WOULD BOND THESE MEN AND WOMEN
- THESE ALUMNI ARE BONDED FOR LIFE
- COME VISIT AND STAY OVERNIGHT IF BEEN SOBER
- CAME BACK ON THEIR VACATION
- LARGEST AFTERCARE GROUP AT CH RIVER ROAD LOCATION
- CLOSED FB ALUMNI GROUPS
- PSALMS BRACELETS

WHO IS A GOOD FIT FOR STILL WATERS?

STILL WATERS PROFILES

WHO IS A GOOD FIT FOR STILL WATERS?

HIGHLY MOTIVATED INDIVIDUAL

INDIVIDUALS WHO ARE TRULY READY FOR CHANGE. THEY WANT AND NEED HELP WITH THE PRACTICAL APPLICATION OF THE 12-STEPS

THE MULTIPLE RELAPSER

THE MULTIPLE TREATMENT EPISODE CLIENT IS A CONSISTENT SUCCESS STORY FOR STILL WATERS. TYPICALLY, 21-35 WITH MULTIPLE STAYS IN RESIDENTIAL, PHP, IOP, ETC. USUALLY HAS A SENSE OF ENTITLEMENT AND SOMETIMES CAN BE CONSIDERED "FAILURE TO LAUNCH". THESE ARE TYPICALLY CLIENTS FROM MIDDLE CLASS FAMILIES THAT USUALLY HAVE SOME FINANCIAL STRAIN DUE TO REPEATED TREATMENT AND FAMILIES ARE TYPICALLY READY TO SET AND MAINTAIN BOUNDARIES. THEIR WILLINGNESS VARIES FROM EXTREMELY WILLING TO UTTERLY UNWILLING. TREATMENT SAVVY TO THE POINT THEY BELIEVE THEY CAN MANIPULATE STAFF TO GET WHAT THEY WANT. THEY TALK A BIG GAME BUT OFTEN THEY HAVE VERY LITTLE TO BACK IT UP BECAUSE THEY ARE DEPENDENT ON THEIR FAMILIES FOR FINANCES.

WHO IS A GOOD FIT FOR STILL WATERS?

THE CAREER ADULT

THIS CLIENT IS USUALLY, BUT NOT ALWAYS, 30+. MORE THAN HALF HAVE A SPOUSE AND CHILDREN. THESE ARE EDUCATED CLIENTS TYPICALLY WITH CAREERS. A LOT OF THE TIME THEY HAVE SUPPORT FROM THEIR EMPLOYERS TO SEEK OUT LONGER TERM PROGRAM. FAMILIES RANGE FROM VERY SUPPORTIVE TO HAVING DIVORCE PAPERS SERVED AT THE STILL WATERS CAMPUS. MOST OF THE TIME, THESE CLIENTS EXCEL IN THE FINE TUNED 12-STEP RECOVERY APPROACH. ITS APPLICABLE IN THEIR HOME LIVES AND THEY RECEIVE THE BENEFIT OF HAVING REAL WORLD 12-STEP EXPERIENCE TO TAKE WITH THEM BACK TO THEIR RESPECTIVE HOMES AND MEETINGS.

THE YOUNG MAN OR WOMAN

THE 18-25-YEAR-OLD WITHOUT EXTENSIVE USING OR TREATMENT HISTORY HAS ALSO OUTPERFORMED EXPECTATIONS AT STILL WATERS. INITIALLY LAUNCHED AS A PROGRAM FOR THOSE WITH A HIGH RATE OF RELAPSE, IT WAS SURPRISING TO SOME TO SEE HOW WELL YOUNG ADULTS WITH LIMITED TREATMENT EXPERIENCE PERFORMED. THE MAKE-UP OF THE BROTHERLY/SISTERLY ENVIRONMENT CAN CREATE A SAFE SPACE FOR THESE YOUNG MEN AND WOMEN. THE PEER LED, HIGHLY STRUCTURED SETTING SEEMS TO WORK WELL WITH THESE YOUNG MEN AND WOMEN TO HELP THEM MATURE QUICKLY WHILE IN THE PROGRAM.

WHO IS A GOOD FIT FOR STILL WATERS?

LEGAL TROUBLES

THIS IS THE MAN OR WOMAN WHO HAS RECEIVED CONSEQUENCES WITH THE LAW AND/OR DEPARTMENT OF CHILD SERVICES (DCS). THEY ARE CURRENTLY AWAITING A COURT DATE, ARE ON PROBATION, OR UNDER SUPERVISION WITH DCS. THE LONG-TERM ASPECT OF STILL WATERS IS PARTICULARLY BENEFICIAL TO THESE CASES. A JUDGE, PROBATION OFFICER, DCS WORKER, ETC. ARE GIVEN WEEKLY UPDATES FROM STILL WATERS STAFF MEMBERS AND FOLLOW ALONG CLOSELY WITH THE CLIENTS' PROGRESS AT STILL WATERS. WE'VE SEEN MULTIPLE SITUATIONS WHERE A 90 DAY TO 6 MONTH STAY AT STILL WATERS NOT ONLY HELPS THE CLIENT TO ACHIEVE LONG-TERM SOBRIETY BUT SHOWS A PHYSICAL REPRESENTATION OF THE PERSONS WILLINGNESS TO ACHIEVE A NEW WAY OF LIFE

***PLEASE NOTE THAT WITH ALL THE ABOVE PROFILES STILL WATERS HAS THE ABILITY TO WORK VERY WELL WITH MANY ISSUES, INCLUDING TRAUMA, BY WORKING CLOSELY WITH CUMBERLAND HEIGHTS COMMUNITY RESOURCES (CHCR). WE WORK EXCEPTIONALLY WELL WITH CHCR AND TAKE RESIDENTS TO CHCR REGULARLY FOR ANCILLARY SERVICES TO INCLUDE: EMDR WITH LICENSED THERAPIST, PSYCHIATRIC EVALUATIONS, AND MEDICATION MANAGEMENT WITH THE CH PSYCHIATRIC NURSE PRACTITIONER.

CONCLUSION

IN CONCLUSION, 12-STEP IMMERSION CAN BE TRACED BACK TO THE EARLY DAYS OF ALCOHOLICS ANONYMOUS AND THEIR AA RETREATS AT HIGH WATCH, AS WELL AS THE HUMBLE BEGINNINGS OF THE ORIGINAL MINNESOTA MODEL. IT IS A PURELY NON-CLINICAL, MUTUAL HELP, PEER-LED, 12-STEP 'LIVING' APPROACH TO WORKING WITH THE ALCOHOLIC/ADDICT. IT IS STAFFED BY "FRONT ROW" 12-STEPPERS AND VOLUNTEERS. BASED ON THE SPIRITUAL PRINCIPLES OF ALCOHOLICS ANONYMOUS, THE APPROVED LITERATURE OF AA & NA, 12-STEP MEETINGS, IN DEPTH STEP WORK, AND THE BROTHERHOOD AND SISTERHOOD OF THE FELLOWSHIP. THIS MODEL IS APPROPRIATE FOR A WIDE VARIETY OF INDIVIDUALS AS LONG AS THEY ARE MEDICALLY AND PSYCHIATRICALY STABLE. STILL WATERS MEN & WOMEN ARE THE CULMINATION OF MANY YEARS OF DEDICATION TO THIS MODEL OF CARE. THEY COMBINE THE BEST OF STAFF DRIVEN AND PEER-LED WITH THE ADDITION OF INTENSE STEP WORK USING THE NA STEP WORKING GUIDE. THE PROGRAM CREATES AN IMMEASURABLE LIFELONG BOND BETWEEN ALUMNI.

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ADDITIONAL QUESTIONS;

HEATH_CHITWOOD@STILLWATERSMEN.ORG