

Welcome Volunteers!

Christian Recovery Centers, Inc. is a faith-based organization, and its volunteers come from a variety of spiritual backgrounds. Volunteers, management, and staff work together as a team, in a respectful and considerate manner, to support the mission of CRCI. We believe this is the key to a successful organization and aligns with the standards of our faith-based member supporters

Welcome, and Thank You for your willingness to volunteer at Christian Recovery Centers, Inc., and our ministry for recovery. Our volunteers reduce our operating expenses and maximize our ability to support our charitable service by providing care for our current and graduated residents, as well as assisting in many other program and administrative areas at CRCI. Through the contribution of personal time, talent, and spiritual gifts, your volunteer impact will support the mission of CRCI and our goal of providing the spiritual and educational tools necessary for a long-term recovery from the illness of addiction and the beginning of a successful life for our Residents.

Sincerely,

A handwritten signature in blue ink that reads "Josh Torbich".

Joshua A Torbich



Agreement for Volunteers and Employees Interacting with Residents

As a volunteer or employee, you agree to:

- 1. Constant Supervision:** Ensure that residents are supervised at all times during off-campus activities. Residents will not be left unattended in any public or private setting, including but not limited to, stores, parks, and vehicles. Additionally, residents must not be allowed to enter any premises alone, such as gas stations or stores.
 - 2. Adhere to Communication Restrictions:** Understand and respect the communication restrictions placed on residents, particularly the prohibition against unsupervised contact with outsiders, including visits, phone calls, and mail. Never allow a resident to use your phone to contact any person outside of the CRCI program. Volunteers additionally commit to refraining from using information shared, to communicate directly with the resident's friends or family members, case workers, probation officers, etc. (via social media, phone call, email, etc.) without CRCI supervision.
 - 3. Prohibit Financial Transactions:** Do not provide residents with money or allow them to engage in any financial transactions. Always direct any donations or tips directly to the Resident Management office.
 - 4. Transportation and Travel:** Ensure safe transportation of residents. Residents are not permitted to drive vehicles at any time during off-campus activities unless specifically approved by Resident Management *and* are in possession of a valid driver's license at the time of operating a vehicle.
 - 5. Uphold CRCI Guidelines:** Comply with and enforce all CRCI guidelines regarding resident behavior, including but not limited to restrictions on substance use, personal conduct, and inappropriate behavior with persons of the same or opposite sex. Never condone behavior that would contradict CRCI guidelines or biblical principles, regardless of your personal opinion of those behaviors.
 - 6. Report and Document:** Promptly report any concerns or violations of CRCI policies to the appropriate CRCI staff. Documentation may be required in certain instances to maintain accurate records of residents' activities and violations of procedures.
 - 7. Conduct yourself in a professional manner consistent with the teaching of CRCI recovery and biblical principles.** The lifestyle decisions you make as an associate of CRCI will directly affect your ability to supervise residents. Offensive language and behavior are strictly prohibited.
 - 8. Any volunteer who wishes to provide a gift or purchase item(s) for a resident, must communicate with program staff for approval.**
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Respecting Staff & Understanding Boundaries

At Christian Recovery Centers, we deeply value the contributions of our volunteers. You are an essential part of our mission, and we're grateful for your service. In order to maintain a healthy, respectful, and effective work environment, it's important to establish clear boundaries between staff and volunteers.

Respect for Employees

Volunteers are expected to treat all employees with courtesy, respect, and professionalism. Just as we expect our staff to show the same in return, a mutual tone of honor and teamwork is essential to the culture we're building.

Please keep in mind:

- Staff have the final say in operational decisions and the daily workflow.
- Volunteers should not correct, override, or challenge staff decisions in front of others.
- Any concerns or suggestions should be brought privately and respectfully to a supervisor or designated point of contact.

Respecting Confidentiality & Avoiding Gossip

At CRCI, we are committed to protecting the dignity and privacy of every individual. Respecting personal information about staff, volunteers, or residents is not only a professional courtesy-it's a core value of our organization.

- Sharing or discussing personal information about others without their presence or permission is considered gossip and is strictly against CRCI policy.
- Gossip can be damaging to relationships, trust, and unity within the community. We encourage a culture of direct, respectful communication and accountability.

At Christian Recovery Centers, Inc., we prioritize the health and well-being of all individuals within our community. As such, smoking and drinking is strictly prohibited on the premises, including all indoor and outdoor areas. We recognize that certain smells, logos, and other reminders of smoking and/or alcohol can be triggering for some individuals, particularly residents who may be in recovery from substance use disorders or who have sensitivities to smoke. Therefore, we ask all volunteers to be mindful of their actions and refrain from the use of any substances (drugs, alcohol, and nicotine products) while on any CRCI property, or during any interactions with program residents. Additionally, it is strictly prohibited to provide the resident with any substances, whether legal or illegal. This includes, but is not limited to, all medications (prescription, and over the counter), drugs, alcohol, and nicotine products. This policy applies to all volunteers, staff members, visitors, and guests. We appreciate your cooperation in creating a safe and supportive environment for everyone in our community.





OUR MISSION

Providing the spiritual and educational tools necessary for a long-term recovery from the illness of addiction and the beginning of a successful life.

Who Are We ?

Christian Recovery Centers, Inc (CRCI) is a non-profit organization that provides free drug and alcohol treatment, recovery, and re-entry services for men and women struggling with substance use disorder. CRCI offers a faith-based, evidence-based program supported by scientific interventions. CRCI's programmatic elements work to support individuals through their recovery process to reach not only long-term sobriety but also overall well-being. CRCI works with program residents to first create a sense of spiritual, mental, and emotional well-being that allows them to create a more motivated and healthy decision-making process. The ultimate goal is a person who has achieved independence and self-governance from a positive sense of agency.

Core Values

Continued Growth

With continued personal growth, we develop a change in our mindset, allowing us the capacity for gratitude. This gratitude compels us to give more than we take.

God Honoring

We do all things as if they are unto Him who made us. Being called to serve the highest of purposes we treat others as the children of the One we are called to serve.

Community

It is through healthy connection with others that we thrive. With a new sense of community, we decrease our dependence on outside sources that have proven to be detrimental in the past.

Compassion

Meeting others where they are and sharing with them the love of Jesus - His mercy and grace - Believing change is possible for others even when they cannot believe it themselves.

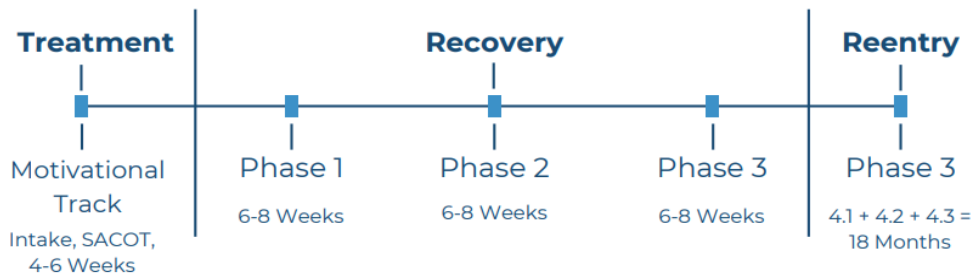
Self-Awareness

One's lack of awareness of their own potential is a common misconception that keeps people from living a high impact life. Our interaction with others leads to a public perception and we constantly work to recognize and improve this perception.

Residential Services for Men and Women - Phases

CRCI encourages residents on their pathway to recovery by working the 12-step program, establishing meaningful roles in their daily living, continuing therapy, counseling sessions, increasing community involvement, adopting higher moral ideals, and adhering to a rigorously structured environment. We have proposed a continuous plan of action that incorporates evidence-based recovery into long-term daily living. After completion of each Phase, each resident will be reviewed by staff and senior residents. The areas of review will include spiritual and emotional growth, personal responsibility, compliance with rules and regulations, trust, willingness, and active recovery.

CRCI FULL PROGRAM MAP



Total: 2 Year Program

Note: Residents participate in the phase up process by applying when they feel they have sufficiently met phase up requirements and are comfortable with the next step of the program.

Our hope is that every resident will be able to share their positive experience in an active recovery lifestyle with another person as they find success in their future. We believe that the student doesn't truly learn the lesson until he becomes the teacher.



Aspire:

“With Aspire we want to ensure they (resident/individual) set applicable smart goals and achieve “whole person care.” This will ultimately generate a positive “self agency” for the individual to re-integrate into their community and/or society in general.”



Sample Aspire Spotlight

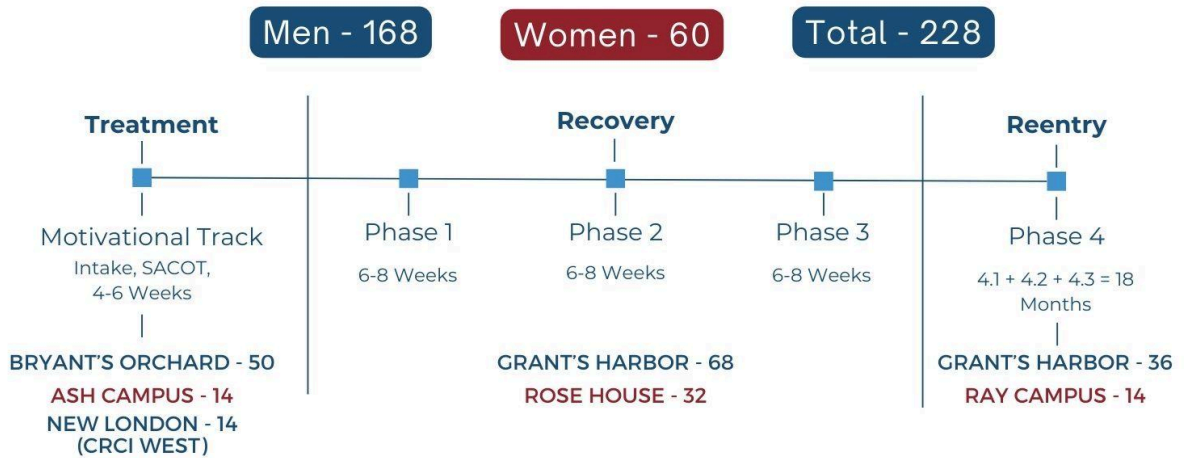


What is Aspire? Aspire is an innovative tool that empowers individuals to self-assess their strengths and needs related to well-being and create a personalized plan to improve their lives—on their own terms—with the goal of achieving whole-person care. At CRCI, our residents are able to identify certain indicators they wish to prioritize, and they’re able to develop a life map to show them in which areas of their life need more support and guidance. Each resident completes this survey in every phase of their recovery journey.

PHASE Roadmap



**Each resident is identifiable by the lanyard they wear, which securely displays their name tag.*



CAMPUS PURPOSE & FOCUS

Bryant's ORCHARD

Male treatment phase campus for the first 30 days. Residents attend 9am-3pm SACOT treatment at SEIC. Volunteer Opportunities: evening and weekend, one-on-one support.

New LONDON

CRCI West in New London, NC. Another campus for the initial 30-day treatment phase. Volunteers are needed for multiple areas.

Grant's HARBOR

Main recovery campus for males (1-5 months), completing Recovery Phases 1-3. Volunteers needed for various areas. Opportunities by appointment / approval by leadership only to align with resident schedules. Grant's Harbor also serves as the reentry campus for Phase 4 male residents.

Rose HOUSE

Main recovery campus for females (1-5 months), completing Recovery Phases 1-3. Volunteers needed for various phases. Visits by appointment/schedule only to align with resident schedules.

RAY CAMPUS

Reentry phase campus for women. 14 women in Phase 4 that are involved in Workforce Redevelopment Program, CRCI Internship, or outside employment.

ASH CAMPUS

Female treatment phase campus for the first 30 days. Offers all-day SEIC activities, evening and weekend volunteer opportunities, and one-on-one support.

WORKFORCE REDEVELOPMENT

The WRP helps residents gain meaningful employment after completing the recovery curriculum by providing opportunities that translate into real-world experience, training hours, and resume-building skills



CRCI Volunteer Opportunities

Residential Treatment Programs Grant's Harbor & Rose House

1. **One-on-One** ('Heart2Heart')
2. **Group Class Leader** ('1:99's')
3. **Transportation** ('Driving Force')
4. **Additional Support/Other** ('Helping Hands')

1. One-on-One ('Heart2Heart')

Resident Life Coach: Meet individually with residents to support their personal and recovery goals.

- *Spiritual Life Coach:* Faith-based support using scripture and theology. Example: Guiding scriptural reflection.
- *General Life Coach:* Help with goal setting, coping skills, self-esteem, and positive behavioral change.
- *Graduate Mentor:* Guide Phase 4 graduates as they reintegrate, offering encouragement and trusted support (1-3 mentees).
- *12-Step Sponsor:* Walk residents through the 12 steps. Must meet CRCI vetting, be living biblically, in fellowship, and on or beyond Step 4.

2. Group Class Leader ('1:99's')

Chapel & Speaker Meeting Leader: Facilitate group discussions, Bible studies, workshops, or testimonies.

- *Time:* 10:15-11:00 AM, based on program schedule.
- *Materials:* CRCI provides Life Recovery Bible, workbook, and writing tools. *Expectations:* Bring additional approved materials if needed (books, videos, etc.); all extras must be reviewed by CRCI staff before use.



3. Transportation ('Driving Force')

Drive residents to appointments, work, or events.

- Must have valid license, reliable vehicle, and meet CRCI volunteer requirements.
 - CRCI insurance is only needed for those driving CRCI vehicles.
 - Flexible, as-needed hours. Serve practically and show Jesus' love in action.
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4. Additional Support ('Helping Hands')

Weekend Warrior: Bi-monthly life skills or fellowship activities—arts, crafts, gardening, cooking, etc.

Admin Support: Help with office tasks, outreach, event planning, or fundraising.

Special Projects: Join in short-term events (e.g., service days, maintenance, fundraisers).

Thrift Store Volunteer: Greet customers, organize donations, keep store clean, and support team goals.

General Guidelines for All Volunteers:

- All volunteers are recognized for their service hours and must adhere to CRCI standards, expectations, and requirements as outlined in the Volunteer Handbook.
- Volunteers must sign in and out at the campus and wear a "Volunteer" lanyard at all times.

CRCI Thrift Store

Shallotte, NC: 593 Holden Beach Rd SW, Shallotte, NC 28470
Phone: (910) 754-7544

Sunset Beach: 1680 Seaside Rd, Sunset Beach, NC 28469
Phone: (910) 754-7544

New Location : Coming November 2025

Thrift Store Hours of Operation:

Monday	9 AM-7 PM
Tuesday	9 AM-7 PM
Wednesday	9 AM-7 PM
Thursday	9 AM-7 PM
Friday	9 AM-7 PM
Saturday	9 AM-7 PM
Sunday	Closed

Volunteers

Helping Hands'

Volunteers are always welcome to join our team to help sort and tag donated items, greet customers, test products, appraise jewelry, merchandise, photograph products, and more!

General Thrift Store Volunteer

*Availability to work all operations as requested by the Thrift Store manager.

Volunteers who are interested in partnering directly with our program residents or at the CRCI Thrift Store in any capacity must attend either a Volunteer Onboarding for Program/Resident Impacting Volunteers, or an On-Site Onboarding for CRCI Thrift Store Volunteers as part of our vetting/training process. This is to ensure that volunteers have an understanding of our programs of recovery, practices and procedures, guidelines when interacting with someone currently in a recovery program as a resident, and much more.



together



Contact Information:

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