

Renews

From Recovering Hope Treatment Center



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Taking Care of the Caretakers Recovering Hope's HR Leader Looks Forward



Kayla DeBaere
Human Resources
Generalist

When you ask Kayla DeBaere what excites her most about her new role as Human Resources Generalist at Recovering Hope Treatment Center, she sums it up with two words: **Employee potential.**

The 10-year HR veteran sees potential in Recovering Hope's strong employee team; and in the willingness of management to empower employees, explore new ideas and promote a healthy culture. And with the *Kanabec Times* readers recently honoring Recovering Hope as a 2021 Best Place to Work, you might say the organization is on a roll.

DeBaere believes this potential provides the perfect platform to leverage her professional experience in ways that further strengthen the organization's employee experience.

"I am looking forward to using my HR skills to build upon the strong foundation that already exists at Recovering Hope, DeBaere said. "Through training, regular employee engagement and team-building activities, we can continue to foster a culture that brings Recovering Hope's core values to life and ensures employees feel welcome and appreciated when they come to work every day. That will help us provide consistent care to our clients, retain good employees and attract new employees who share our passion for caring for others."

In addition to culture-building activities, DeBaere will be responsible for an aggressive employee recruiting effort to attract top talent to work at Recovering Hope. Given the attractive benefits package and opportunities for professional growth, DeBaere is looking forward to the challenge.

"Recovering Hope offers an excellent benefits package that is competitive with packages offered by area state, county and private employers. And when you factor in the opportunity to make such a difference in the lives of the clients we serve, it's a win-win opportunity for everyone involved."



Specifically, Recovering Hope provides the following full-time employee benefits:

- **A compassionate, supportive culture**
- **Comprehensive health insurance including medical, dental and vision coverage**
- **Workplace wellness program**
- **Employer matched 401K**
- **Education scholarships**



If you or someone you know shares a passion for working with others, please visit www.RecoveringHope.life to learn more about career opportunities.

Women and Residential Treatment Pandemic Pressures Disrupt Caregiver Self-Care

The Centers for Disease Control (CDC) reports that two out of three caregivers in the United States are women, which means they provide daily or regular support to children, adults and people with chronic illnesses or disabilities. Research indicates that caregivers are at greater risk for poor physical and mental health, including depression and anxiety. With the added strain of the pandemic, women have experienced a significantly increased emotional, physical and mental toll as they have assumed additional responsibilities created by daycare, school and work closures.

“Women have felt the weight of the world on their shoulders during the pandemic,” said Sadie Broekemeier, president, Recovering Hope Treatment Center. “During the pandemic, we have seen increases in substance use disorder recurrences and overdoses, yet we’ve also seen a significant decrease in the number of women seeking residential treatment. This leads us to believe women have been sacrificing their own physical and mental wellness to continue caring for their families.”

According to the National Institute on Drug Abuse (NIDA), data on how many people in the U.S. have developed substance use disorders in 2020 have not yet been released. However, thought leaders in the behavioral health field have long understood that stress, trauma, mental illnesses, and other types of mental distress make people more vulnerable to developing substance use disorders. Since the pandemic began, the NIDA indicates that public health officials have noted increased reports of mental distress for many populations, including individuals with no history of mental illness, younger adults, racial and ethnic minorities, essential workers, and unpaid adult caregivers.

Seeking residential substance abuse treatment was difficult for women before the global pandemic shut down our lives, Broekemeier said. As primary caregivers, women not only have to think about admitting themselves for treatment, but also what happens to their family while they’re away.

“At Recovering Hope, we believe a holistic, evidence-based approach yields better outcomes for moms and children by keeping family bonds strong and supporting the family,” she said.



Sadie Broekemeier
President
Recovering Hope
Trauma Center



Recovering Hope’s 108-bed residential treatment facility is the state’s largest dedicated to helping women overcome substance use disorders.

Individualized programming includes the following amenities:

- **Direct access to comprehensive assessments.** Recovering Hope offers comprehensive confidential assessments onsite within two days so they can start residential treatment as soon as possible. If assessments indicate a need for services other than those offered by Recovering Hope, clients will be referred to an appropriate program.

- **An onsite licensed daycare facility.** While moms focus on treatment programming, children up to the age of five are cared for by daycare providers who are specially trained to recognize and address adverse childhood behavior and trauma responses. Child therapists provide individualized therapy as needed.
- **On-site mental health therapy.** In addition, to substance use disorder treatment conducted by licensed alcohol and drug counselors, Recovering Hope offers a full complement of mental health therapy provided by clinical therapists.

- **Mother and child(ren) accommodations.** Mothers and children live together in comfortable rooms. They receive three nutritious meals each day.
- **Parenting and family education programs.** Substance use disorder treatment and mental health therapy are supplemented with parenting and family education programs to help maintain, repair and strengthen family bonds.
- **Suboxone treatment.** Used to treat opioid use disorders, suboxone is administered onsite at Recovering Hope.

- **Complimentary transportation.** Recovering Hope offers free transport for potential clients for assessments, residential admission and to medical appointments.
- **Telehealth sessions and outpatient group therapy.** Depending on the severity of their condition, clients also may have the option to pursue treatment with licensed alcohol and drug counselors and clinical mental health therapists via one-to-one telehealth sessions or through outpatient group therapy.

“Each woman who seeks residential care comes to us with a unique mix of needs. Our team is dedicated to helping each person receive the right combination of care and support to bring their lives – and those of their family – back into balance.”

Sadie Broekemeier, President, Recovering Hope Treatment Center



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Breaking Free from the “Man Box” Grief and the Male Experience

Winter is upon us. That means fewer daylight hours and what seems like endless cold, dark weather, which can increase feelings of grief and sadness. Those feelings have been further exacerbated by the isolation and loss of life stemming from the pandemic.

While grief affects all genders, Recovering Hope Clinical Therapist Carissa White said men often find it especially difficult to cope with grief because of the dichotomy between their feelings and societal expectations for male behavior. Mental health researchers describe this dichotomy as the “man box.”

“The man box places men in an emotional straight jacket where they think they must act strong, stoic and non-emotional,” White said. “Often, when men suppress feelings of grief for too long, those feelings manifest themselves in unhealthy ways through anger, self-doubt and poor health,” White said. “It’s high time we normalize the fact that no matter what your gender is, maintaining good mental health practices is as important as keeping your physical health in good working order.”

For further information on men and grief, White suggests the following resources:

<https://grief.com/>

<https://www.samhsa.gov/find-help/national-helpline>

<https://www.counseling.org/knowledge-center/mental-health-resources/grief-and-loss-resources>

<https://good-grief.org/resources/>

Warning signs offer clues.

Everyone reacts to grief and sadness differently. However, White says men often exhibit changes in behavior that provide signals that they might be suffering silently. Those behaviors include:

- ❑ **Withdrawal** Cancelling plans at the last minute, decreased contact with friends and loved ones
- ❑ **Suppressed emotions** Avoiding subjects, situations that cause pain
- ❑ **Anger** Overreacting to simple situations; making people feel like they’re walking on eggshells in their presence
- ❑ **Lack of follow-through** Shirking work and personal responsibilities; losing interest in hobbies or social activities
- ❑ **Increased physical problems** (e.g., backaches, sickness, etc.) Logging unusually high sick time at work
- ❑ **Workaholism** Burying oneself in work to avoid personal issues or situations
- ❑ **Substance Abuse** Increasing reliance on alcohol and/or addictive substances to escape mental and physical anguish



Ways to help.

If you suspect someone you know is dealing with grief, White offers the following suggestions for offering help and support:

- **Reach out with empathy.** Do your best to maintain a connection.
- **Minimize feelings of making them feel “singled out.”** Offer to work together as a family to manage grief.
- **Suggest activities that honor or celebrate a loved one’s life.** (e.g., going ice fishing at dad’s favorite spot or making a wife’s favorite meal).
- **Recommend professional help.** Recovering Hope offers confidential and private one-on-one assessments and counseling services tailored to each client’s individual needs. Telehealth options also are available from the comfort of the individual’s home.

For more information on Recovering Hopes wide range of mental health services, please visit www.RecoveringHope.life

