



## **Framing the Future**

### **Preamble**

*For many years the Castro Country Club (the Club) has thrived as the center of social life for the clean and sober community. Active engagement from volunteers, financial and administrative support from Baker Places, and long-term access to our space have been key to the Club's success.*

*In 2011 the Club encountered two challenges, an impending transfer of the building to new ownership and the subsequent decision by Baker Places to dissolve its fiscal sponsorship with the Club. These events have resulted in a level of instability the Club has not faced in many years. Yet the commitment of our volunteers and the need for the space have not waned.*

*The purpose of the Vision Statement below is to guide us in building our road to stability: to thriving as a healthy and sustainable organization that will serve our community for years to come.*

### **Mission**

*The Castro Country Club is a clean & sober gathering place for all people and a home for the queer recovery community. We endeavor to be a space where all can seek wisdom, serenity, courage and joy.*

### **Vision**

*The Castro Country Club will develop a sustainable organization, which is financially self-supporting, within the next two years. Our success in achieving stability and sustainability is intrinsically tied to the participation and investment of the clean and sober community in our shared social space.*

*The foundation of this vision is threefold: the **Needs** we aim to meet, the **Programs** we aspire to grow, and the **Values** that light our path.*

### **Needs**

*Having access to a community of peer support is essential to recovery from addiction. Both the structured space of a meeting and the unstructured space of a social setting create environments where people seeking recovery from a wide range of addictions can find safe and meaningful connections to help them live clean and sober lives.*

*There is in particular a need for a clean and sober space in the Castro. The Club is a counterbalance to the bars and the prevalence of drug and alcohol addiction. The Club is a home for anyone seeking refuge from the bar culture or an alternative to active addiction, a place where there is spirituality and hope. The Club welcomes and celebrates all cultures, lifestyles, and backgrounds in an environment free of drugs, alcohol and other destructive behaviors.*

### **Programs: How the Club meets these needs**

#### **Providing Space – Creating Community – Peer-led Support**

*The Club has important assets to build upon including a visible and central location, a volunteer-run cafe, a space used for a range of 12-step meetings, and a community of stakeholders that want the Club to succeed. Our task is to make strategic investments in these assets so that the Club can grow and achieve our goal of sustainability.*

#### **Providing Space**

*As a space, the Club fulfills two equally important needs: a clean and sober space for socializing and space for a wide range of recovery meetings. How we use the space is a cornerstone to every aspect of our vision for the Club.*

*The space will be reconfigured to expand the café and the meeting room. The café will improve by having more offerings (better food, better selection) and improved efficiency and design. The overall feel will continue to be light and airy, with flexible and comfortable seating that works for a wide range of social activities. The meeting space will have the flexibility to host a range of meeting sizes, as well as be easily transformed for social and fundraising events.*

*The social and meeting use of the space are equally important resources for supporting people in recovery. Keeping a balance between these uses is a priority, even if it means expanding into additional space in the future.*

#### **Creating Community**

*The Club is a clean & sober gathering place for all people in recovery; because of its Castro location, it is a home for the queer recovery community. We have no other. The environment is carefully nurtured as a safe space where all people in recovery find mutual support. Each person who comes to the Club is part of the community.*

*We all play a role in keeping the space safe and free of behaviors and activities likely to trigger self-destructive behaviors of others. Whether seeking social connections, a place to do step work with a sponsor/sponsee, or seek spiritual guidance, the Club is a space where anyone in recovery can find peaceful surroundings free of alcohol and drugs.*

*Members of the clean and sober community are encouraged to create activities, events, games, entertainment and art. We currently offer movies, drag shows, game nights, creative art shows, anniversary events, and more.*

### **Peer-led Support**

*Peer support is woven into all aspects of the Club; the volunteers who staff the café, the meeting organizers, and the Advisory Board all play a critical role in the Club's sustainability.*

*The Club offers structured and unstructured peer support. The dominant model for structured support at the Club is the 12-step meeting (additional models for support meetings are always a possibility if members of the recovery community decide to organize them). A tremendous amount of unstructured peer support happens simply as a social setting – the Club is a hang-out, a place to meet with friends, a place to relax with a cup of coffee. Friendships and kinships flourish. The Club is a space where people share their stories, wisdom, experiences, challenges and successes to help each other in recovery.*

*The Club is also a place where we will develop other types of peer-led support; the future may include expanding the Club's resources so that it provides career counseling, develops a mentoring program or incorporates new or different formats for meetings.*

### **Values**

*The road to sustainability and financial self-sufficiency for the Club will be built over the next two years and be guided by these values:*

- **Transparency** – *The Advisory Board strives to maintain open access to all information about the business of the Club by holding open board meetings, sharing financial information and providing regular updates to the community.*
- **Peer Support** – *At the Club, peer support is woven into all we do. Recovery is successful when we share our experiences with each other. We may have come from different places, but our stories are often the same; people come to the club to share their experience, strength and hope.*
- **Safe Space for Recovery** – *The Club has clearly marked rules to keep the community safe. These include maintaining the drug- and alcohol-free environment and prohibiting sexual harassment, discrimination or hatred. We all share responsibility for keeping the space free of behaviors and activities that may trigger others to relapse.*
- **Accountability** – *The Club is accountable to the recovery community for how we conduct our business, utilize our resources, and resolve our differences.*
- **Welcoming and Respectful** – *The recovery community is diverse, in sexuality, gender identity, ethnic backgrounds, experiences and beliefs.*

*Everyone is welcome as long as they show respect.*

- **Self-Determination** – *The Club, as embodied by the Advisory Board and those who participate, has the right and the responsibility to chart a course of action that is in the best interest of the recovery community. The Club ensures that the needs of the recovery community inform all decisions about use of resources and space and incorporate new activities or programs.*
- **Social Interactions** – *Social interactions are an informal source of support for individuals and fundamental to creating a healthy and supportive climate at the Club. The relationships that are developed and nurtured through social interactions are the glue that holds the Club together as a community.*
- **Happy, Joyous and Free** – *The Club's clean and sober environment is a safe place for people in recovery to play, laugh, entertain and be entertained. We embrace recovery that is happy, joyous and free.*