

2021 Annual Report



Apricity provides those impacted by substance use disorders a full spectrum of care including treatment, employment and support services in a safe, progressive recovery community.



Michelle Devine Giese, CEO

"Individually we are one drop; but together we are an ocean."

— Ryunosuke Satoro

Community is essential for recovery from substances. It helps us avoid feelings of isolation and loneliness. Having peers that understand our struggles and can offer support without judgement is one of the reasons STEP Industries (now Apricity Contract Packaging) was started in 1982. Having the proper environment, knowledge, support, and tools to do the work needed to build a foundation in recovery is a formula for success.

Apricity could not provide its services without collaborative partners and the local community. Over the last two years, many community members and organizations have supported our programs. We also have long-standing partnerships that continue, evolve and grow. Relationships with St. Joseph's Food Pantry, Empty 2 Full Pans, Partnership Health, Tri-County Dental, and LEAVEN, to name a few, have been critical to helping clients. The collaboration and sharing of resources is impactful as well as heartwarming.

We also enjoy a long-term relationship with Fox Valley Technical College (FVTC). Over the years, Apricity has utilized FVTC for education, training and strategic planning. The vast offerings, flexible staff and ability to discuss our needs has made the organization a wonderful resource. We have also been able to provide staff resources for FVTC conferences, the



Apricity staff members who have enhanced their education through FVTC.

Substance Use Disorder Counseling (SUDC) Advisory Committee, class guest speakers and internships.

Many Apricity staff members have received FVTC degrees in accounting, business administration, and other fields of study. One program that is imperative to Apricity's work is the SUDC program. Many staff members received their counseling degree or certificate from FVTC. Each year the program provides multiple interns, many of whom are hired by Apricity upon graduation.

Over the past 18 months Apricity has helped its staff and others become counselors as a result of a partnership with the Fox Valley Work Force Development Board (FVWFDB). The FVWFDB saw a need for additional people going into the field to help those suffering from substance use disorders. The FVWFDB has helped with the cost of higher education for 21 people going into a program that supports people getting into recovery, those in recovery, or afflicted family members. This has been an amazing opportunity for the recovery community.

We appreciate the past and ongoing support of our work. We could not continue to help hundreds of people annually without all of those who back our people, mission, and organization each year.

Michelle Devine Giese, CEO

Support Apricity at apricityservices.com

Community Program Impacts



Apricity Residential Treatment provides clients individualized, comprehensive 24/7 services and support for substance use disorders:

- 320 men and women served
- Average length of stay was 54 days

Co-ed and virtual therapy were provided for the first time due to COVID; gender-specific treatment resumed mid-year.

Apricity Contract Packaging, with locations in Neenah and Milwaukee, provides job/soft skills training for adults in recovery:

- 188 people participated
- 78,000 hours of job training and over 4,500 hours of personal, professional, self-care, one-on-one recovery support and group programming provided



Neenah employees thank donors and funders for their donations that provide job training, recovery support, and life skills programming.

Emergency Department 2 Recovery + (ED2R+) is Apricity's 24/7 peer support program. Recovery Coaches are called in to support patients in emergency departments and behavioral health clinics who have experienced an opioid or stimulant overdose or history of misuse. Coaches can provide continued support for up to 18 months after the first call.

- 48 people trained as Certified Recovery Coaches
- 212 calls made to Recovery Coaches



"My job at Apricity has taught me how to be more organized, more self-sufficient. While here, I am working to save money to buy a house. I work here because this job environment provides me recovery support I don't get anywhere else."



Lynn works at ACP in Milwaukee on a project for Plastic Components.



Life-skills programming includes shopping on a budget, meal planning and food preparation. Jason's meal prep with a recovery coach included baking a cake!

Apricity Sober Living provides safe, supportive community living with recovery support:

- 60 people early in recovery participated
- Average length of stay was 203 days

Thank you to funders of the men's Sober Living kitchen remodel and flooring updates: WHEDA Foundation and Wallace Family Foundation

Community Partner Impacts

Motivo, Inc. partners with Apricity Contract Packaging (ACP) to produce the Motivo Tour, a reinvented mobility walker.



December 2021 - Motivo and ACP celebrate 1,000 Motivo Tours shipped.

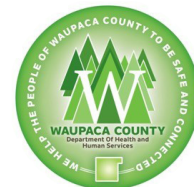
"It's important to know Apricity's mission is not the only reason we chose to partner with Apricity Contract Packaging (ACP). It was ACP's culture of quality workmanship, quality workforce, attention to detail and management that set them apart from all others."

— Jeremy Knopow, Motivo Co-Founder

Waupaca County Department of Health and Human Services partners with Apricity Residential Treatment (ART).

"I know when I refer someone to Apricity's Mooring House and Casa Clare residential treatment programming they are getting all the tools and support that they need. Of those I know who have attended, all have had great reviews of the kindness of staff, competency of programming and support. I'm proud to consider Apricity a partner for us. They have had a massive impact on our community."

— Amber Bloecher, CSW, SAC, Waupaca County DHHS



The Fox Valley Workforce Development Board (FVWDB) provides job training and retraining, resume development, job hunting support and skills assessments.

A new grant in 2020 allowed the FVWDB to focus resources on people in recovery. As an allied partner, the FVWDB connects with individuals at Apricity when they are ready and has helped them complete associate or bachelor degrees as well as train to become certified substance use disorder counselors.



"Our mission is to work with individuals who need a hand finding their next role. Thanks to our growing partnership with Apricity, we have assisted individuals who normally may not have found us. Together, we've only just begun a journey that will continue long after this grant has been completed."

— Anthony E. Snyder, MBA, IOM, FVWDB Chief Executive Officer

Fox Valley Technical College (FVTC) Substance Use Counseling Department has partnered with Apricity's Residential Treatment for over 20 years to provide hands-on experience through student internships.

Stephanie Good, five years in recovery, says learning is doing, and the internship has given her confidence in herself. She shares advice for those considering this career: Do it!

"Go outside of your comfort zone. Be willing to get uncomfortable to grow."



"You have really created a great work culture at both of your residential treatment facilities and are helping mold some of today's best counselors. Thanks for all that you do."

— Jeremiah "Miah" Olson, BA, CSAC, ICS
Substance Use Disorder Counseling
Department Chair/Instructor

Brooke Diemel, Substance Abuse Counselor in Training, found satisfaction being part of a well-functioning team where people work together and help each other.

"What Apricity stands for, what it does... I instantly fell in love."

As a former client, Brian Miller, four years in recovery, feels connected to Apricity. His internship has allowed him to see the different levels of care ART offers.

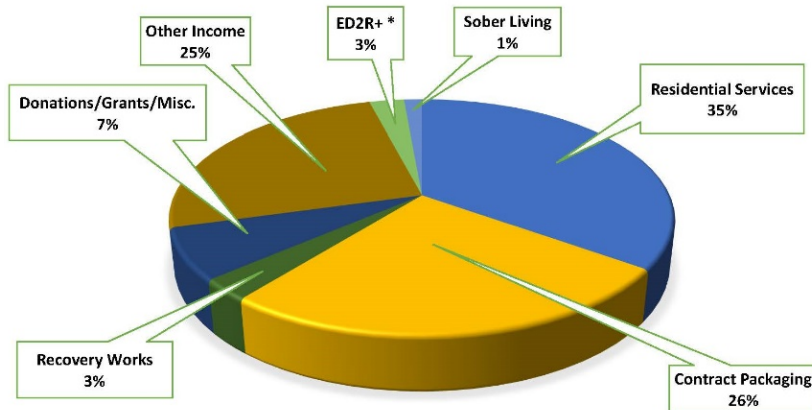
"This program allows you to build a relationship with clients on a daily basis."



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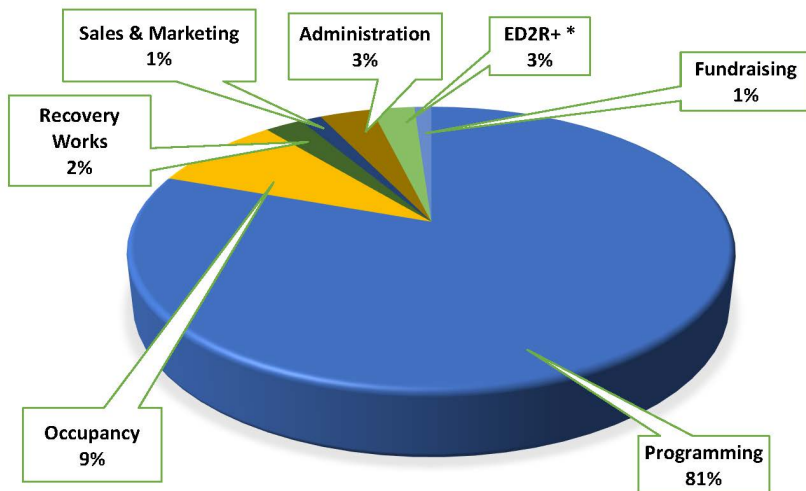
2021 Apricity Revenue

Residential Services	\$2,432,851
Contract Packaging	\$1,796,932
Recovery Works	\$201,469
Donations/Grants/Misc.	\$488,100
Other Income	\$1,761,638
ED2R+ *	\$186,558
Sober Living	\$95,717
Total Revenue **	\$6,963,265



2021 Apricity Expenses

Programming	\$5,481,958
Occupancy	\$583,256
Recovery Works	\$164,105
Sales & Marketing	\$92,210
Administration	\$228,932
ED2R+ *	\$186,557
Fundraising	\$73,720
Total Expenses **	\$6,810,738



* Emergency Department 2 Recovery + Program

**Revenue and Expenses based on unaudited financials

Board of Directors

Chairperson

Mike Frisch, Appleton Police Department

Vice-Chair

Cor Bosselaar, Kimberly-Clark Corporation

Treasurer

John Pranica, School Software Group (retired)

Secretary

Mary Jane Grissman, Little Chute Area School District (retired)

Michelle Devine Giese, Apricity

Greg Biese, Associated Risk & Benefits Consulting (retired)

Karen Laws, Community Advocate

Dan Squires, Fox Valley Technical College

Mike Sandercock, Pierce Manufacturing

Sean Kuether, Plexus

Advisory Committee

Charles Gorham, Community Advocate

Tammy Hemmen, Community Advocate

Katie Blom, Davis Kuelthau, S.C.

Apricity Contract Packaging

Corporate Office

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Neenah WI 54956
920-722-2345

3525 W. Wisconsin Avenue
Milwaukee WI 53208
414-263-1625

Apricity Residential Treatment

Mooring House for Men
607 W. Seventh Street
Appleton WI 54911
920-739-3235

Casa Clare for Women
201 S. Glenridge Drive
Appleton WI 54914
920-731-3981