

**24**  
**HOUR CLUB**  
*A Brand New Start*



**2025**  
**IMPACT REPORT**

# 2025 Word of the Year **UNITY**

In 2025, Dallas 24 Hour Club staff adopted “Unity” as its word of the year to reflect the importance of connection, collaboration, and shared purpose across our community. Weekly examples of unity were shared throughout the year to highlight unity in action.

Unity reminds us that recovery is not achieved in isolation—it is built through supportive relationships among Residents, staff, alumni, volunteers, partners, and supporters. As the organization continued to grow and evolve in 2025, unity served as a guiding principle, reinforcing the strength that comes from working together toward a common mission and ensuring that every individual is supported, valued, and connected on their path to recovery.



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## Real People. Real Recovery.

.....

*Dallas 24 Hour Club was a crucial part of my recovery because it provided the structured environment and accountability I needed to stay on the path in my early days of sobriety. I highly recommend this program for anyone seeking to live a life free from drugs and alcohol!*

.....

*Dallas 24 Hour Club provided a solid foundation for me to continue the lifestyle of sobriety and the opportunity for me to continue to become the person that I was always supposed to be. I will always be grateful.*

.....

*Dallas 24 Hour Club is one of the few places I would recommend for people who are serious about recovery and a new way of life. Thank you for all you do.*

.....

*Dallas 24 Hour Club gave me more than my sobriety, it gave me my life back. If you are looking to reunite with your family (two or four legged), this is the place and program where it happens. A place where you can belong. I will never fail myself and others again and I owe it all to The 24.*

.....

*Without The 24, I would not be where I'm at today. Because of The 24, I am able to be a partner, a father, and a person others can look up to.*

# Letter from CEO Tim Grigsby

As we reflect on 2025, I am filled with deep gratitude for the supporters, partners, and friends who make the mission of Dallas 24 Hour Club possible. Your belief in recovery, stability, and second chances continues to transform lives across North Texas. Every milestone we reach is the result of your generosity and commitment to those we serve.



This year marked a significant step forward with the addition of Trevor's Place, expanding our programs and strengthening our ability to meet individuals where they are on their recovery journey. Trevor's Place represents more than a new facility—it is a reflection of our ongoing dedication to innovation, compassion, and long-term recovery outcomes. Because of your support, more individuals now have access to safe and sober living, structured support, and a real community there to help them.

We are also excited to share that Dallas 24 Hour Club has entered a new chapter of learning and accountability by systematically gathering and interpreting long-term outcome data from our alumni. As we reconnect with those who have completed our programs, the results have been nothing short of inspiring. Early findings show strong indicators of sustained recovery, housing stability, ongoing self-sustaining employment, and improved quality of life. These outcomes affirm what we have long believed: recovery works when people are given the right support at the right time.

In the year ahead, we look forward to sharing more insights from this data and using it to continuously strengthen our programs. Thank you for walking alongside us, for investing in recovery, and for helping build a future where individuals and families can thrive beyond addiction.

With gratitude and determination,

A handwritten signature in black ink that reads "Tim Grigsby". The signature is written in a cursive, flowing style.

Tim Grigsby  
Chief Executive Officer



*Tim with his son, Cayden*

# Whom We Serve

# 621

Total Residents Served



72%  
male

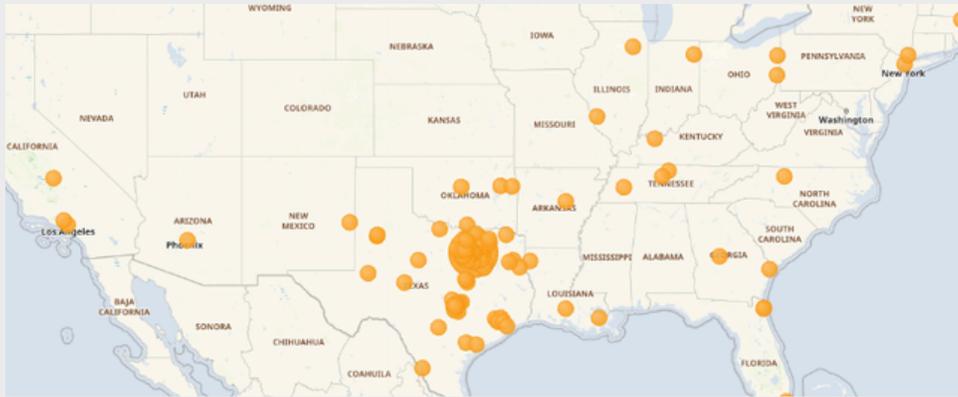


28%  
female

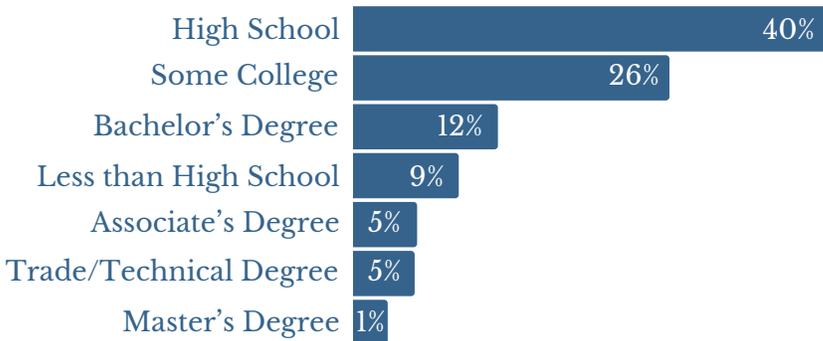
Individuals served in 2025.

## RESIDENT ZIP CODE MAP

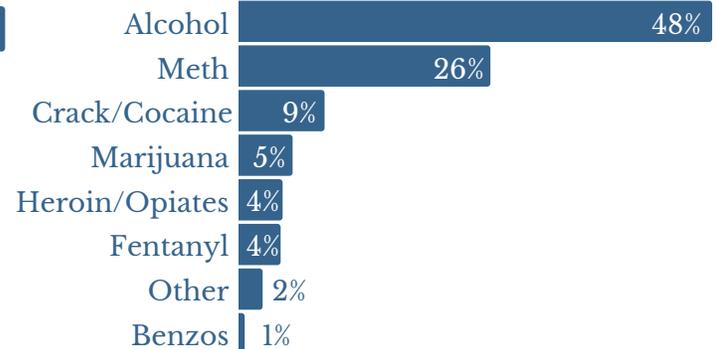
Residents arrive at The 24 from all over the United States, with 60% coming from Dallas and the surrounding counties.



## EDUCATION LEVEL



## DRUG OF CHOICE

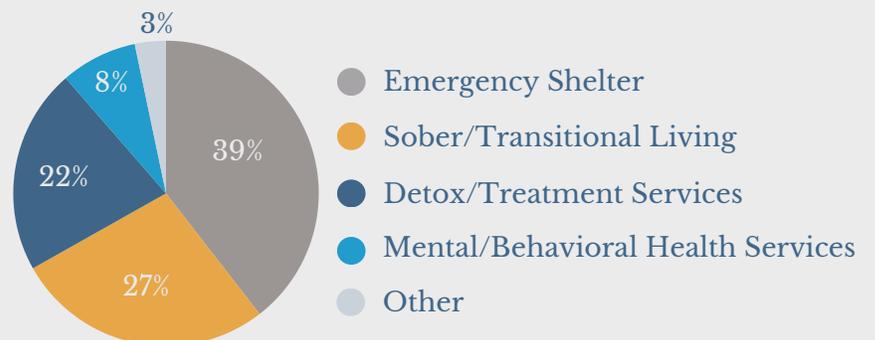


## DIVERSION REFERRALS

If someone cannot immediately enter or is not eligible for our program, The 24 staff help connect them to safe alternatives.

# 395

Individuals Helped



# The Impact

At The 24, we measure outcomes to ensure accountability, strengthen our programs, and demonstrate impact to supporters. From intake to discharge, Residents report significant gains in belonging and connection, while our recidivism rate continues to decline.

Sense of Belonging (Intake vs Discharge)		
Intake	Inclusion Measure	Discharge
59%	Feels accepted by others	87%
61%	Has close bonds with family/friends	83%
60%	I have a place at the table with others	90%

*I came in broken and hopeless. As a former Alum, I didn't know if it was going to work this time either. But this time, it feels different. I've always known The 24 was special. This time, I feel connected and a part of the power and strength that comes from The 24.*  
 - Anonymous 2025 Resident

### Decreased Recidivism Rate

The 24's recidivism rate\* has substantially decreased since 2021 thanks to our efforts to provide education and life skills through wrap-around services, and additional support through Tillman House. This reduction reflects increased stability and strong recovery networks.

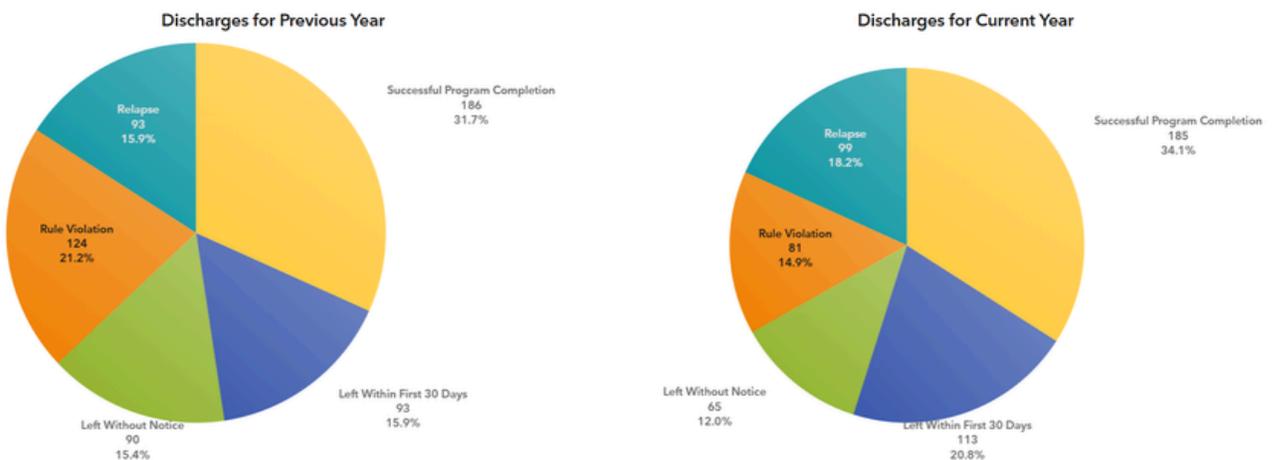
28%	22%	19%	17%	16%
2021	2022	2023	2024	2025

*\*Recidivism - Any Resident who was previously an active participant in the program and returned to The 24 due to relapse into substance abuse and homelessness.*

## Data-Driven Impact

The Center for Nonprofit Management (CNM) partners with The 24 to strengthen accountability and improve outcomes through trusted data. By tracking progress from intake through discharge and beyond, CNM helps The 24 refine programs and demonstrate measurable impact to supporters.

### Dashboard for Discharge Overall (2024 vs 2025)



# Alum Impacts

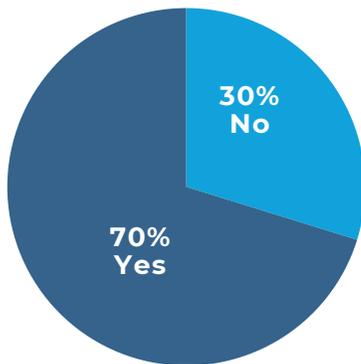
In 2025, The 24 launched a more intentional alumni follow-up process to maintain updated contact information and better understand outcomes after discharge. Alumni are contacted at 3 months and 6 months post-discharge, with future reports expanding to include 1 year follow-up data to help strengthen services and support sustained recovery.

## Alumni Surveyed 3 Months Post-Discharge

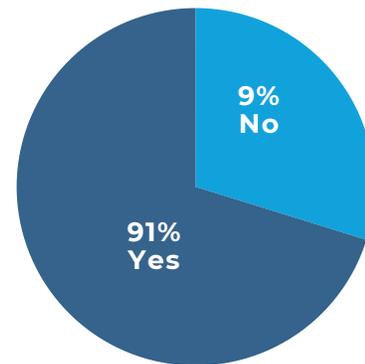
Based on follow-up surveys with 64 out of 110 eligible alumni (58% response rate).

- 70% maintained continuous sobriety
- 91% were employed
- 95% had a safe and stable place to stay
- Among those who relapsed, 74% reestablished sobriety, 94% were currently sober (at the time of survey)

### Maintained Sobriety Since Leaving The 24



### Currently Employed



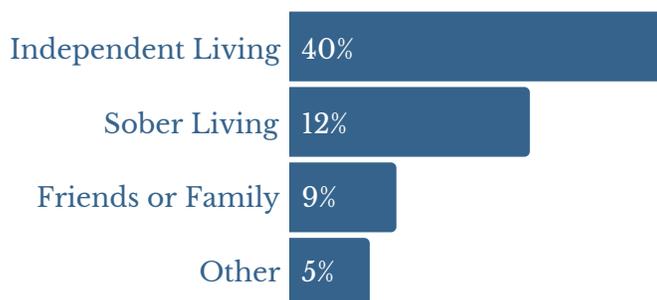
## Alumni Surveyed 6 Months Post-Discharge

Based on follow-up surveys with 29 out of 59 eligible alumni (49% response rate).

- 70% maintained continuous sobriety
- 97% were employed
- 97% had a safe and stable place to stay (living situation categories shown below)
- Among those who relapsed, 55% reestablished sobriety, 86% were currently sober (at the time of survey)

### Safe and Stable Living Situation

(Most common living situations reported)



### Recovery Involvement

(Multiple responses allowed)



# The 24: Programs

**Phase 1** is the first step in a Resident's journey at The 24, providing a highly structured and accountable environment designed to support early sobriety and stability. Through daily routines, employment requirements, mentorship, and consistent accountability, Residents reset their lives and begin building the foundation for long-term recovery.

547

Total Intakes

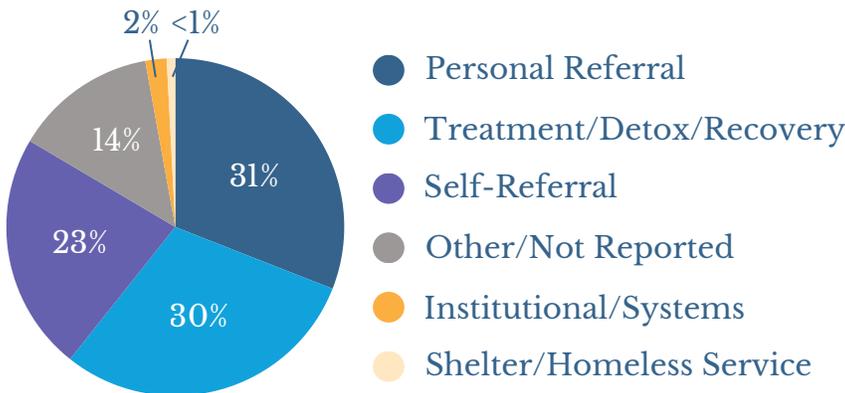
27

Average Days in Phase 1

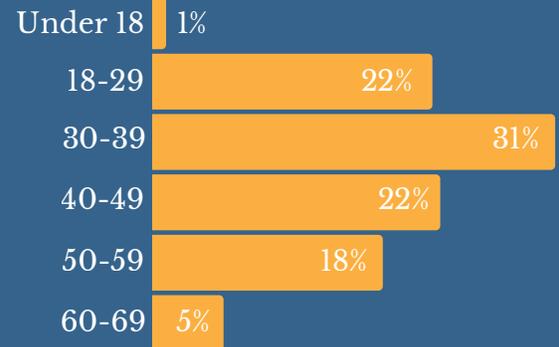
2,915

Bus Passes Distributed so Residents Could Find Employment or Attend a Doctor Appointment

## Referral Source for Resident Intake



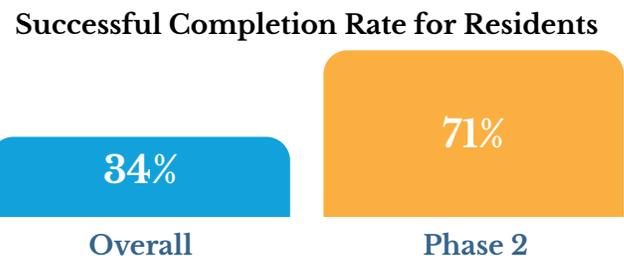
## Age Group at Intake



**Phase 2** is the next step in a Resident's recovery journey, offering increased independence while maintaining structure and accountability. As trust is earned, Residents strengthen healthy routines, maintain full-time employment, mentor new intakes, and continue building the skills needed for successful independent living.

45%

Residents Entering Phase 2



*If a Resident moves into Phase 2, the likelihood of successful completion doubles.*

## Planning to Live After Successful Discharge



# Tillman House

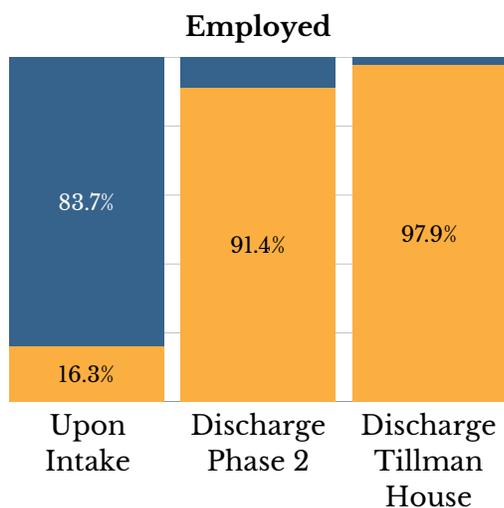
Tillman House provides apartment-style sober living for Residents who successfully complete Phase 2, offering increased independence while maintaining access to dedicated staff support. Residents focus on long-term stability through full-time employment, financial responsibility, family reconnection, and continued mentorship as they transition to independent living.

## 80

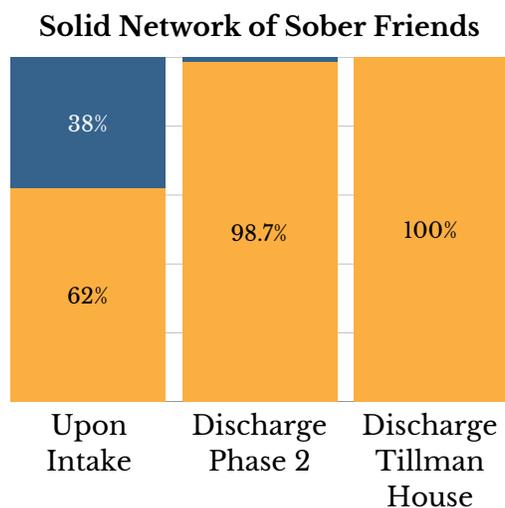
Total Intakes

## 74%

Successful Completion



● Yes  
● No



## Financial & Educational Outcomes at Tillman House Discharge

Residents make measurable progress toward financial stability and long-term independence. By discharge, many Residents have reduced outstanding child support, are meeting current financial obligations, have begun saving, and are advancing their education and workforce readiness through programs such as Dallas College's *WorkReadyU*.



The average hourly wage for cost of living in Dallas County is **\$23.06**.

Ashlie R.  
Tillman House Women's Liaison



Alum Michael B. and Ashlie at a Steak Night

”

*Living at Tillman House helped me get my life back on track, especially after being homeless for 10 years. I'm meeting my obligations, learning how to manage my finances, and starting to save for the future. Having the support here has allowed me to stay focused on my recovery while building stability that I can carry with me beyond this program.*

# Trevor's Place

## Trevor's Place Impact Highlights

- Opened November 2025 as a 6,336 square foot hub and a major step toward expanding wrap-around support for Residents
- Adjacent to Tillman House to relieve long-standing space limitations and create room to grow supportive programming
- Creates the space and infrastructure to build out comprehensive wrap-around services, with expanding programming in job training, education, legal advocacy, life skills, technology access, wellness, and additional Resident support

## Community Collaboration

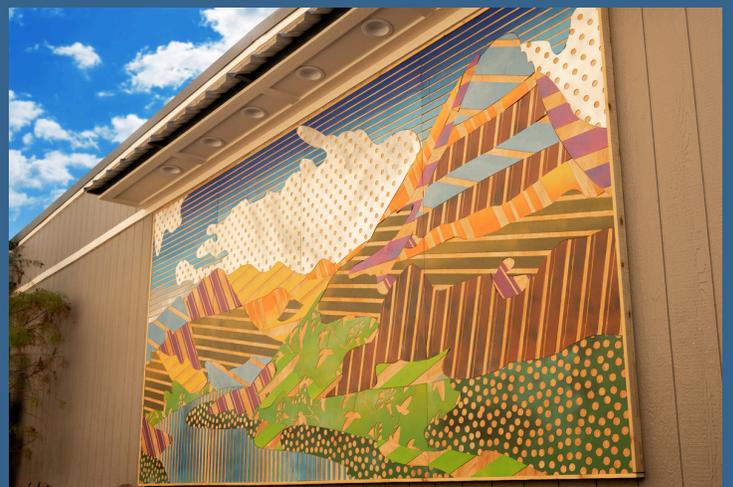
- Made possible through the generosity and partnership of HKS and Gordon Highlander
- Citizen HKS, an impact initiative dedicated to uplifting people through public interest design and community service at HKS, selected Trevor's Place as a recipient of its Citizen HKS Grant and raised funds through donations as part of its campaign as well as donated plans in-kind
- Gordon Highlander delivered construction services and secured in-kind and discounted contributions from subcontractors across the community

## Art at Trevor's Place

- Features two site-specific art installations intentionally integrated into the recovery environment to promote healing, dignity, and hope
- *Empathy for Everyone* by Sam Durant is an exterior electric sign symbolizing compassion and inclusion for all who enter the space
- *Glacier Lake* by Dallas-based artist Zeke Williams is a large scale painting installed in the Jack Zogg Meditation Garden, inspired by the restorative power of nature
- Art commissions generously funded through the support of Dana Nearburg and Deedie Rose



Sam Durant — *Empathy for Everyone*



Zeke Williams — *Glacier Lake*

*I'm very happy to have this painting depicting the grandeur of Glacier Lake National Park installed at The 24's new facility. The National Park system is very important to my family as my grandparents worked in the parks for twenty years during their retirement. It's a privilege to bring the natural world to the Residents at Trevor's Place. I hope it inspires the same awe and reflection it inspired in me as a child.*

*- Zeke Williams*

# Trevor's Place: From Conception to Reality



HKS Rendering - North View of Building



Final Building - Jan. 2026



HKS Rendering - Library

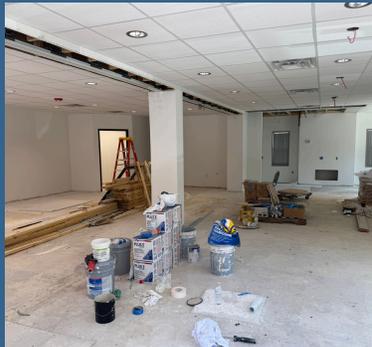


Finished and awaiting books - Jan. 2026

## Community Room Progress to Completion



May 2025



June 2025



September 2025



November 2025

## Thank You To Our Partners

**HKS**

**Gordon Highlander**

ABC Supply Co  
 ALA Lighting, LLC  
 Allegion  
 Artografx  
 Avid Electrical Contracting  
 AVAdek  
 Barber Specialities Inc.  
 Blum  
 Circle B Deck

CenterPoint Productions, Inc.  
 Concrete Preservation  
 Eagle Plumbing  
 focusEGD  
 Holter Inc.  
 Knickerbocker Bathroom Partitions, LLC  
 Kitchen Kings  
 Lone Star Stripes  
 NCS

Nova's Landscaping  
 PCS Support  
 Solo Interiors and Painting  
 Southwest Glass Inc.  
 Streamline Fire & Life Safety  
 SWG Supply  
 TRW Dallas  
 USG Ceilings  
 WRG, LLC

# Resident Services

## Women's Empowerment Program

The Women's Empowerment Program creates space for healing, connection, and self-discovery through creative and experiential activities that support confidence, healing of trauma and community for women in recovery.

# 72

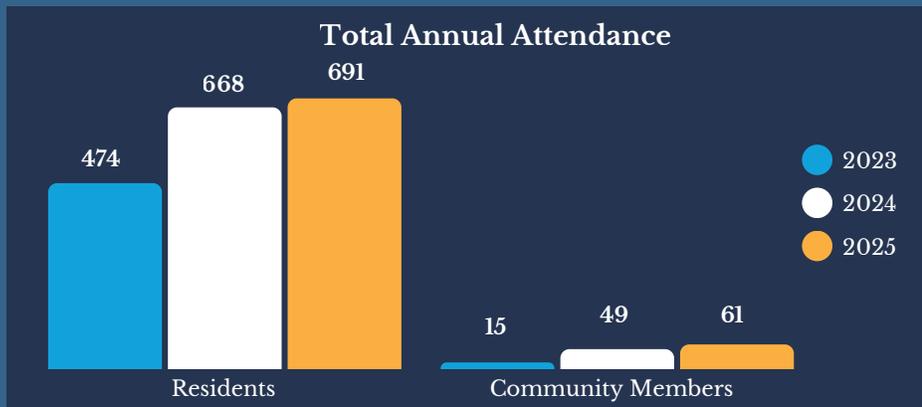
Women Attended the Sessions



Creating art during a Recovery in Color session

## Stuart Bright Life Skills Program: *A Brighter Life!*

The goal of the Stuart Bright Life Skills Program: *A Brighter Life!* is for Residents to achieve sustained, stable, and independent living post Dallas 24 Hour Club. Classes are held on a topic from the six essential Life Skills: Financial, Employment, Education, Technology, Self-Care and Legal.



## Recovery Job Training Program

The Recovery Job Training Program is designed to train and provide necessary certifications such as CPR, Narcan training, Non-Violent Crisis Intervention (NVC) and Abuse, Neglect, and Exploitation (ANE), Sexual Harassment, etc., as well as hands-on experience, so participants can embark on a career in the treatment industry.

# 8

Individuals Completed the Program



Austin R.

Austin R. has served as a Resident Liaison at The 24 for over eight months through the Recovery Job Training Program. He first supported Phase 1 Residents as the Men's Phase 1 Liaison for three months before moving into his current role as a Phase 2 Liaison.

Growing up in Dallas, Austin began using drugs at 16. Ten years ago, he first learned about The 24 from conversations with patrons on the DART rail, and the impact of the program stayed with him. After a short jail sentence, Austin knew he was done with his past life and remembered that The 24 was still here, ready to help. Since arriving in February 2025, Austin has fully committed to his recovery and now gives back by helping others take their first steps toward sobriety.

# Resident Services

## Parkland HOMES Unit

Parkland's Homeless Outreach Medical Services (HOMES) Program provides critical medical and behavioral health services to our Residents multiple times per week. Parkland Health Peer Recovery Navigators are individuals with lived recovery experience who support patients by reducing barriers to primary health care and promoting long-term recovery.

# 270 700

New Residents Received Assistance from Peer Recovery Navigators  
575 Residents Received Follow Up Visits

Medical Visits by Residents (Medical, Nurse, New and Established Virtual Visits, and Tests)

## Catalyst Fund

The Catalyst Fund exists to remove immediate financial barriers that prevent a Resident from moving forward in recovery. By covering the cost of vital documents and essential needs, the fund ensures Residents have what they need to become contributing, self-sufficient members of the community. With an average cost of just \$38 per item, the Catalyst Fund can provide essentials like vital documents or necessary work attire that help Residents secure employment and build a stable future.

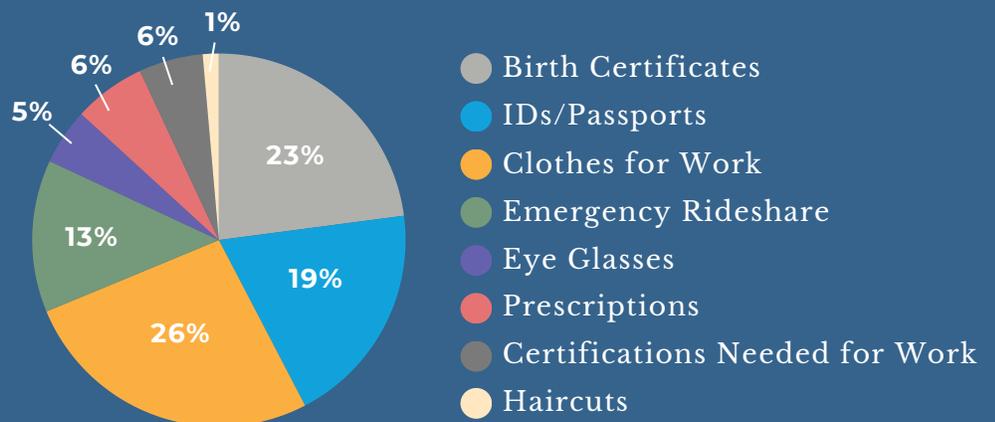
# 146

Individuals Received Support

# \$38

Average Cost to Remove a Barrier to Recovery

### 2025 Catalyst Fund Provided



Note: Bus passes are funded through the Catalyst Fund but are not included in the chart.

## Resident Dental Program - The Grace Center Texas

With support from the Creek Tea Cup Foundation, Residents receive free dental care through the Dental Fund in partnership with Dr. Kim Freeman and Dr. Grace Smart at The Grace Center Texas, restoring health, relieving pain, and rebuilding confidence to support recovery.

# 29

Residents Received Free Dental Care



Before



After

Dallas 24 Hour Club gave me more than sobriety. It gave me my smile, my confidence, and a life I am proud of today. After losing a front tooth, The Grace Center's free dental care helped restore my smile and my health, giving me the confidence to show up for job interviews and move forward in my recovery with dignity.  
- Larry H., Alum

# The Hubcap Café

Through daily meals, workforce development, and shared experiences around the table, The Hubcap Café, The 24's on-site restaurant, supports both recovery and long-term stability.

## Steak Night

Steak Night is a monthly event led by The Hubcap Café staff and Resident volunteers that provides hands-on training, builds teamwork, and generates revenue to support operations. Each event gives kitchen staff the opportunity to practice large-scale food preparation and customer service in a fast-paced, real-world setting.

# 396

Free Steak Dinners  
for Phase 1 Residents

# 933

Steak Plates Sold

## Kitchen Training Program

The six-month training program is designed for Residents to receive hands-on experience and learn culinary skills in the restaurant, The Hubcap Café, so they can enter into a career in the food service industry. In addition to training and skills, they receive uniforms, food service certifications, and mentorship from the culinary field.

# 5

Individuals Completed  
the Program



CEO Tim Grigsby, Kitchen Supervisor CJ Morgan with  
Kitchen Staff Eric F. and Ryan O.

*I chose the Kitchen Training Program because I wanted to learn skills I could take with me when I leave The 24. Having real responsibilities helped me start trusting myself again. I've learned kitchen prep, cooking, teamwork, customer service, and a stronger work ethic, and I'm building a routine that supports my recovery. This program gave me a sense of purpose, and I'm very grateful for the opportunity and the second chance it gave me.*

- Ryan O., Kitchen Staff

## No Cost Meals & Holiday Celebrations

Nutritious meals are a cornerstone of daily life at The 24, particularly during Phase 1 when Residents are establishing routine and stability in early recovery. These no-cost meals support both physical health and emotional well-being. On holidays, shared meals foster connection and a family-like environment for those not yet reunited with loved ones.

# 36,135

No Cost Meals served to  
Phase 1 Residents



Juneteenth



Labor Day

# 14

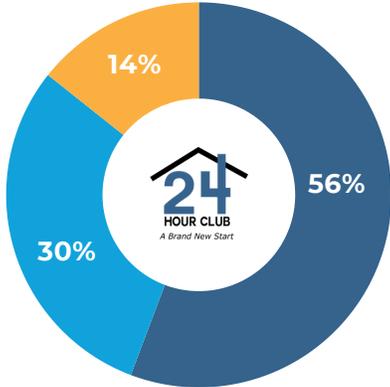
Holidays Celebrated

# 1,983

Holiday Meals Served to  
Residents and  
Community Members

# Revenue & Expenditures

In 2025, Dallas 24 Hour Club raised \$3.45 million through event income, non-profit donations, program income and in-kind donations. Program income includes Resident program fees.



## Revenue Sources (2025)

- \$1.92M from Event Income and Non-Profit Donations
- \$1.03M from Program Income
- \$494K from In-Kind Donations

## Fundraising Events Impact

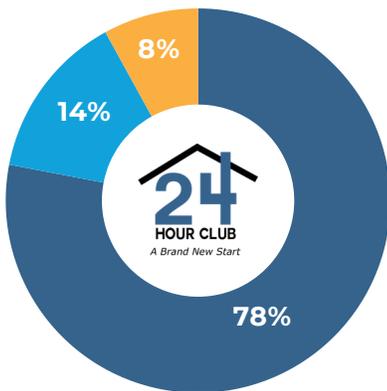
Thanks to the generosity of our community, The 24 raised more than \$1.05 million from *Tea for Recovery*, *Fore The 24* Golf Tournament and *Dallas All Star Chef Classic*. Of funds raised through special events, 78% directly supported programs and services.



## Use of Funds

The 24 is committed to responsible stewardship of all resources. Across the organization, the majority of expenses directly support program services. Event fundraising efficiency reflects how funds raised through special events are allocated. Functional expenses reflect total organizational spending.

## Functional Expenses (2025)



### ● Program Services

Seventy-eight cents of every dollar directly supports The 24's program and its efforts to help our Residents recover from addiction. This includes safe living spaces, wrap-around support services, nutritious meals, and so much more.

### ● General & Administrative

Supports essential operations, including IT services, administrative staffing, utilities, and accounting services.

### ● Fundraising

Includes expenses that assist with fundraising efforts such as costs to host the *Tea for Recovery*, *Fore The 24*, and *Dallas All Star Chef Classic* fundraising events.

Program services increased from 75% in 2024 to 78% in 2025, reflecting continued investment in direct recovery services.

# Real People. Real Recovery.

At The 24, we have the privilege of witnessing countless individuals transform their lives through sobriety. Here are a few stories that stand as a testament to the power of determination and support.



**Miguel arrived in desperation and is now sober, working, and giving back.**

Miguel grew up just blocks from Dallas 24 Hour Club, never imagining it would one day help him rebuild a life he thought was lost. After years of addiction, incarceration, and homelessness, he walked to The 24 in desperation and surrendered to recovery. Since that turning point, Miguel has been sober for over a year, secured meaningful work, repaired relationships with his family, and transitioned from Tillman House to living with his grandmother, where he helps care for her. Today he returns regularly to share his experience and hope with others still struggling, proving that with support and determination, lasting recovery is possible.



**Kathy is now helping young women overcome homelessness and addiction.**

Kathy's journey to recovery was shaped by early trauma, an abusive relationship, and years of using substances to cope with deep pain. When she arrived at Dallas 24 Hour Club, she was lost and searching for meaning, unsure of her purpose or future. During her time living at The 24, Kathy found stability, spiritual grounding, and the tools that helped her begin healing. Today, as an alum of The 24, she serves as a house manager in Irving, working with young women ages 18–24 who are overcoming homelessness and addiction. Drawing on the lessons she learned at The 24, Kathy now passes on a message of love, tolerance, and kindness, honoring the second chance she was given by helping others find their own path to recovery.



**Andrew arrived with \$3 and is now rebuilding his life at Tillman House.**

Andrew arrived at Dallas 24 Hour Club with nothing but three dollars, no identification, and nowhere else to go, still detoxing after years of addiction and homelessness. For a long time, substances had taken everything from him, leaving him disconnected from his family, his health, and his sense of self. At The 24, Andrew found safety, support, and the chance to rebuild his life one step at a time. Today, he has over a year of sobriety, is employed full-time, and living at Tillman House, where he continues to strengthen his recovery, reconnect with loved ones, and reclaim the dignity he once thought was lost.

# A Year in Photos



*Assistant Program Manager Ladona Couch with Alums Michael A., Esther H., and Larry H., and Tillman Resident Harold P. at our 56<sup>th</sup> Birthday Steak Night Celebration*



*Tea for Recovery: Kyla McClintock, Claudette Hatfield, Ryan Wheelis, Paulette Farrar, Reed Wheelis, Patricia Mejia, CEO Emeritus Marsha Williamson, Greg Hatfield, Dr. M. Joan Terry*



*Development Director Adrienne Santaularia signs the wall during construction at Trevor's Place. Messages of hope by staff and Residents became a part of the foundation at Trevor's Place*



*Fore The 24 Tournament Winners: Brent Schreinier, Andy Pung, Chris Halloran, Alan Kramer*



*Staff celebrating at The 24 Holiday Party*



*Dallas All Star Chef Classic Resident Volunteers*



*Residents taking a "Karate with Carl" self-defense lesson*



*Kitchen Staff Alex P. serving a Community Member during a Holiday Meal*

# Our Leadership & Staff

## BOARD OF DIRECTORS

Michael Young, Chair  
Gavin Delahunty, Vice Chair  
Thomas Ricks, Treasurer  
Lindsay Billingsley, Secretary

Brendan Fikes  
Rick Hubbard  
Harry Ingram  
Maureen Jamieson-Quilling  
Joe Pitch  
Michael Stamolis  
Tom White  
Shannon Wynne

Tim Grigsby, CEO, *ex-officio*  
Marsha Williamson, CEO Emeritus, *ex-officio*

## ADVISORY COUNCIL

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Robin Bagwell  
Reed Carroll  
John Clark  
Judge Tina Yoo Clinton  
Judge Dominique Collins  
Trey Dowdy  
David Elliott  
Dan Garrigan  
Claire Gogel  
Howard Hallam  
Ashlee Kleinert  
Matthew McCallister  
Denise Nixon  
Micki and Mike Rawlings  
Jay Staples  
Lee Ann Van Amburgh  
Nancy Zogg

## DALLAS 24 HOUR CLUB STAFF

Brittney Bradshaw, Accounting Manager  
Darrell Colwell, Safety Officer  
Ladona Couch, Assistant Program Manager  
Mikhael Corsi, Tillman House Program Manager  
Kristen Eddy, Community and Events Manager  
Tim Grigsby, CEO  
Jason Holmes, Facilities Manager  
Dawn LaQuay, Women's Program Manager  
Lisa Maddox, Business Office Manager  
Eric Mingori, Safety Officer  
CJ Morgan, The Hubcap Café Kitchen Supervisor  
Holly Murdoch, Communications Manager  
Rachel Petty, Auxiliary Programs Coordinator  
Frank Ramirez, Trevor's Place Coordinator  
Austin Reigel, Safety Officer  
Darren Renfro, Program Manager  
Adrienne Santaularia, Development Director  
Joseph Sapienza, Operations Director  
Carl Whitaker, Program Manager  
Erin Wilkerson, Development Coordinator



*Staff at the Dallas All Star Chef Classic*

*Front Row: Kristen Eddy, Holly Murdoch, Joseph Sapienza, Dawn LaQuay, Ladona Couch, Lisa Maddox, Audrey Schmit, Adrienne Santaularia  
Back Row: Tim Grigsby, Josh Ervin, CJ Morgan, Carl Whitaker, Darren Renfro, Frank Ramirez, Jason Holmes, Mikhael Corsi, Brittney Bradshaw, Erin Wilkerson, Darrell Colwell*

# Our Partners

## Advocates for The 24

The Advocates for The 24 are a dedicated group of individuals committed to building community, connection, and recovery support for Residents and alumni. Membership is open to all who support the mission of The 24, and Advocates' dues directly fund the following service projects:

- **Welcome Kits** for Residents entering the program, providing essential hygiene items
- **Toy Market**, allowing Residents to provide a gift to a child in their lives
- **Resident Stockings**, ensuring every Resident receives a holiday stocking filled with essentials and treats
- **Tillman House Move-Out Gifts**, helping Residents purchase a needed item as they transition into their own space

# 450

Welcome Kits Created

# 299

Toys Distributed

# 144

Stockings Given to Residents

# 14

Move-Out Gifts Provided



*Advocates group stuffing welcome kits*



*Advocates Chair, Tami Darlington, with a Resident at the Toy Market*



*Advocate Monica stuffing stockings for Residents*

## Resource Partners



## Corporate Partners



## In-Kind Partners



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