



RIMROCK
IS RECOVERY

2025 Annual Report

(800) 227-3953

www.Rimrock.org



ABOUT THE COMPANY

Rimrock Foundation is a nonprofit behavioral health organization dedicated to creating opportunity for those impacted by addiction and mental illness through innovative, compassionate, and life-changing care. Rimrock provides a full continuum of evidence-based services—including detoxification, residential and inpatient treatment, day treatment, intensive outpatient and outpatient care, peer support, and community-based programs—serving individuals and families across Montana regardless of their ability to pay. Guided by trauma-informed practices and strong community partnerships, Rimrock works to reduce stigma, strengthen recovery, and build healthier communities where hope and healing are possible.

Our History

Rimrock Foundation was founded in 1968 by a small group of community members who believed recovery from addiction was possible when people were met with dignity, compassion, and support. Over the decades, Rimrock expanded from early counseling services into a comprehensive continuum of care, responding to the evolving needs of individuals, families, and communities across the state. Today, Rimrock remains rooted in its founding belief—that recovery is real, treatment should be accessible, and community plays a critical role in healing—while continuing to innovate and lead in behavioral health care throughout Montana.



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A LETTER FROM THE CEO



Jeffrey Keller

CEO

Jeff has served as CEO of Rimrock for three years, leading the organization through financial stabilization, leadership restructuring, and focused strategic growth. Under his leadership, Rimrock has strengthened operational accountability, expanded services into Bozeman, and launched the Garden of Hope to enhance client recovery environments. He remains focused on expanding access to evidence-based treatment across Montana and positioning Rimrock for sustainable, long-term impact.

As Rimrock enters its 58th year, I'm proud to share our first annual report, a milestone that reflects the stability, accountability, and momentum built through disciplined rebuilding over the past two years. What began as a focused effort to stabilize the organization, rebuild leadership and culture, and restore operational strength has positioned Rimrock for responsible growth. While our roots remain firmly planted in Montana communities, the impact of our work, partnerships, and outcomes is increasingly extending beyond our state.

In Billings, we partner with six treatment courts and served 3,200 unique clients this year alone. In late 2025, we expanded into Bozeman, our first location outside of Billings since 1968, a significant milestone reflecting renewed stability and our commitment to expanding access to recovery across Montana. We are adding four treatment courts and expect to serve 1,200 individuals annually as services scale, putting us on a path to double the number of people we serve by 2028, a central goal of our strategic vision.

We also launched the Garden of Hope, a therapeutic green space featuring a gazebo, firepits, and cascading water features designed to provide clients with a calming, restorative environment.

Our growth is grounded in disciplined stewardship. Over the past two years, we strengthened financial controls, enhanced operational accountability, and positioned Rimrock for long-term sustainability in an increasingly complex reimbursement environment.

I am deeply grateful to our Board of Directors for their steady governance and unwavering commitment to Rimrock's mission. Representing diverse professions and backgrounds, each carries a personal understanding of how addiction touches families and communities. Their willingness to serve, not just with expertise, but with conviction, has been instrumental in guiding Rimrock through change and positioning us for lasting impact.

Most importantly, I am proud of our staff. They carried this organization through change while continuing to deliver exceptional care. They embraced higher expectations, strengthened accountability, expanded services, and never lost sight of the dignity of those we serve. Their professionalism, compassion, and resilience are the reasons why Rimrock's impact continues to grow.

The work is not finished, but Rimrock is stronger, more accountable, and better positioned than we were two years ago.

On behalf of Rimrock, I want to personally thank you for standing with us, because hope grows wherever access exists, and together we are making recovery possible for more people than ever before.

Jeffrey Keller

A LETTER FROM THE BOARD PRESIDENT

Dear Friends and Supporters,

It is my honor to serve as Board President of Rimrock Foundation and to witness firsthand the life-changing work taking place every day within our organization. Being a lifelong resident of Billings and having family members who have struggled with addiction, I am deeply committed to ensuring that Rimrock remains a trusted leader in behavioral health, serving over 3,000 individuals each year across our inpatient and outpatient services. Behind every number is a person, a family, and a future restored.

This year has been marked by resilience, growth, and strategic progress. From expanding services into new communities to strengthening partnerships across Montana, Rimrock remains committed to innovation, accountability, and compassionate care. Our leadership team and dedicated staff work tirelessly to ensure individuals receive the support they need, regardless of their ability to pay.

On behalf of the Board of Directors, I extend my sincere gratitude to our staff, donors, community partners, and advocates. Your belief in our mission makes recovery possible. Together, we are building a healthier community where hope is stronger than stigma and recovery is within reach.

With appreciation,

Allen Halter
Board President
Rimrock Foundation



Allen Halter

Allen has spent more than 35 years serving Montana businesses and nonprofits. As Board President of the Rimrock Foundation, he brings strong business acumen, strategic leadership, and a deep commitment to strengthening behavioral health services across our region. Allen is passionate about building community partnerships that expand access to compassionate, life-changing care.

DR. MALCOLM HORN, WHY CLINICAL MATTERS

At Rimrock, our clinical programs are built on a simple but powerful belief: recovery is possible when individuals are met with dignity, evidence-based care, and a team that refuses to give up on them. Every day, our clinicians provide integrated treatment for substance use and co-occurring mental health disorders across detoxification, residential, day treatment, intensive outpatient, outpatient, peer support, and community-based services. This full continuum allows us to meet clients where they are and support them at every stage of change.

In 2025, our team delivered thousands of hours of direct service to individuals and families navigating addiction, trauma, and mental illness. Many of those we serve face complex challenges, housing instability, justice involvement, chronic health conditions, and limited rural access to care. Addiction is not solely about substances; sustainable recovery requires building recovery capital, the internal and external resources that support long-term stability. At Rimrock, we help individuals strengthen the foundations of recovery through access to stable housing, meaningful employment, educational opportunity, mental health treatment, healthy family and social relationships, and the broader life factors that can either mitigate or intensify the symptoms of addiction.

Our approach is trauma-informed, person-centered, and grounded in clinical best practices. We integrate therapeutic interventions, medication-assisted treatment when appropriate, family engagement, and peer recovery support to create individualized treatment plans that address the whole person, not just symptoms.

Clinical excellence requires continuous improvement. We invest in workforce development, supervision, and professional credentialing to ensure our staff remain highly trained and supported. We also partner with courts, hospitals, primary care providers, and community agencies to reduce fragmentation in the behavioral health system and improve outcomes.

Recovery is not linear, and it is never one-size-fits-all. But with collaboration, accountability, and compassion, we continue to see lives transformed. I am deeply proud of our clinical team and grateful to our community partners and supporters who make this work possible. Together, we are building a healthier Montana—one person, one family, and one future at a time.



Dr. Malcolm Horn, PhD, LCSW, LAC, MAC, SAP, serves as Chief Behavioral Health Officer at Rimrock, providing clinical oversight across the full continuum of addiction and co-occurring mental health services and bringing 20 years of behavioral health experience. She currently serves as President of NAADAC, advancing evidence-based, compassionate care for individuals, families, and communities in Montana and nationwide.

EVERYDAY HEROES. EXTRAORDINARY IMPACT.



HUMAN RESOURCES REPORT

STACEY HINDMAN, DIRECTOR OF HR

Rimrock proudly became an officially designated Recovery Friendly Workplace in 2025, reinforcing our commitment to building a culture where recovery, resilience, and professional excellence thrive side by side.

Almost 40% of our employees have personal lived experience with addiction or recovery, many of them using Rimrock for services. This lived experience strengthens our organization, fostering empathy, authenticity, and a deep understanding of the individuals and families we serve.

As we reflect on the past year, we are proud of the progress made in building a resilient, inclusive, and high-performing workforce. At the heart of our success are dedicated individuals whose talent, commitment, and adaptability continue to propel Rimrock forward.



ACHIEVEMENTS

We continued investing in our people through:

- Enhanced learning and development programs
- Leadership training initiatives
- Focus groups and culture-building events
- Performance management improvements
- Professional development opportunities designed to unlock potential at every level

GROWTH

As Rimrock continues to expand services and strengthen its role as Montana's premier addiction treatment provider, our investment in people remains our highest priority.

Recovery begins with connection. Connection begins with people. Service begins with heart. Our people remain the driving force behind everything we accomplish.



FINANCIAL REPORTS

DENNIS WIZEMAN, SENIOR DIRECTOR OF FINANCE



In a time of financial pressure and workforce challenges across healthcare, Rimrock chose resilience over retreat. We tightened operations, strengthened partnerships, and stayed focused on outcomes. Our responsibility is not just to provide care, but to ensure that care remains accessible for generations to come.

REVENUE DIVERSIFICATION

Reduced federal reliance from 88% to under 7%. Expanded local partnerships, earned revenue, and community support to strengthen financial independence.

BUDGET DISCIPLINE & PRODUCTIVITY

Implemented measurable productivity benchmarks and operated within approved budgets. Maintained a low operating expense ratio.

SUSTAINABLE GROWTH

Stability allowed for strategic reinvestment in workforce, infrastructure, and program expansion without compromising fiscal responsibility.



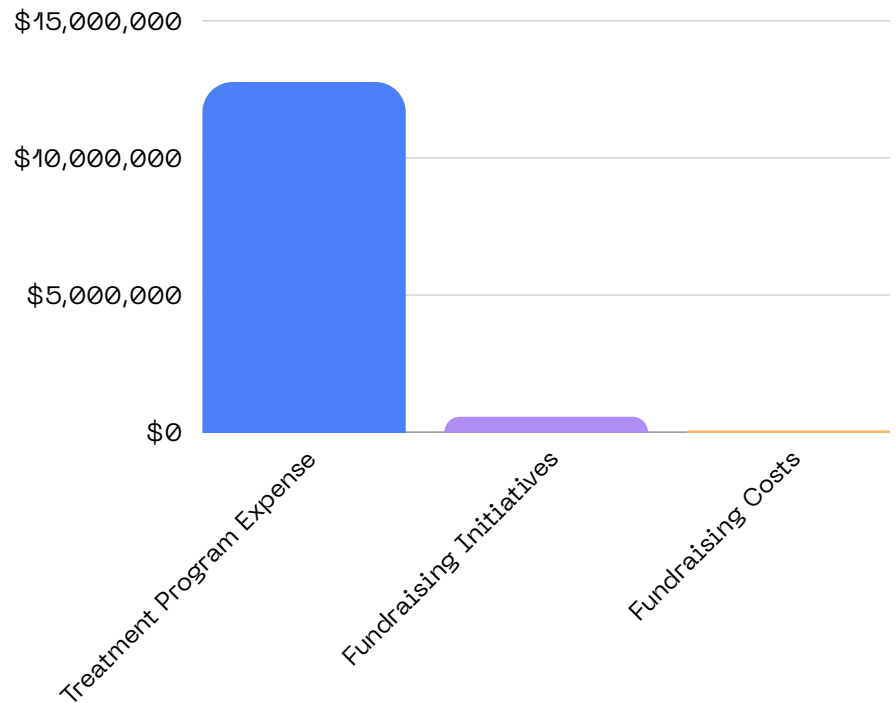
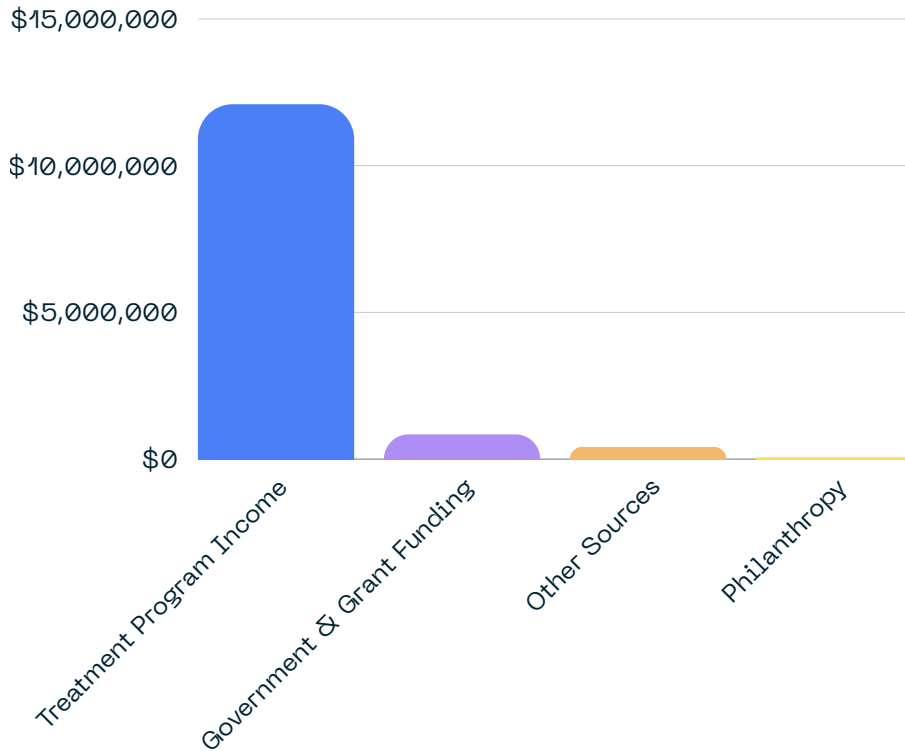
2025 Income & Expense

2025 Revenue Sources

From:	Amount
Treatment Program Inc	\$12,092,896
Government & Grant	\$842,629
Other Sources	\$415,902
Philanthropy	\$65,524
Total	\$13,416,951

2025 Expenses

To:	Amount
Treatment Program Expense	\$12,768,618
Operating Expense	\$558,869
Fundraising Initiatives	\$59,280
Total	\$13,386,766



OPERATIONS AND GROWTH

Operational excellence isn't about systems alone, it's about creating a structure strong enough to support hope. In 2025, our focus was on strengthening infrastructure, expanding access to Bozeman, and ensuring every program reflects the quality, dignity, and accountability our clients deserve. Behind every service hour is a team working intentionally to make recovery possible.

**DEBBIE KNUTSON,
SENIOR DIRECTOR OF OPERATIONS**



RIMROCK
FOUNDATION

BOZEMAN EXPANSION

Rimrock successfully launched and operationalized its expanded outpatient services in Bozeman by establishing staffing models, compliance systems, and referral partnerships that strengthened access to behavioral health care in Gallatin County.

CROSS-PROGRAM ALIGNMENT

Operations standardized workflows across inpatient, outpatient, and court services to improve communication, streamline admissions, reduce documentation bottlenecks, and enhance overall client flow.

COMPLIANCE & QUALITY

The organization strengthened policy alignment, audit readiness, and documentation standards to ensure regulatory compliance and support long-term Medicaid and third-party reimbursement stability.

WORKFORCE & EFFICIENCY IMPROVEMENTS

Operational improvements in scheduling, onboarding, and cross-department collaboration increased efficiency, supported staff retention, and sustained service capacity across programs.

[#RimrockIsRecovery](#)





**Alana Lafko - Former Client,
Current Employee**

I have been in long-term recovery for nearly six years and have been part of the Rimrock Foundation team for more than five of them. My addiction began at 13. For years, I cycled through alcohol and drugs. By 2017, my life had fallen apart. I felt hopeless. I had lost custody of my children, pushed away the people who loved me, and couldn't see a way forward. In 2018, after legal trouble, I entered Rimrock for a 90-day treatment program. That decision changed everything. It was there I was introduced to Narcotics Anonymous and began building a foundation for lasting recovery. After completing treatment, I returned — not as a patient, but as an employee. I wanted to work at the place that helped save my life. Rimrock saw my potential and reminded me that I am more than my addiction. Today, I have restored relationships with my children and family. I share my life with my husband, Ryan, my stepdaughter, Izabella, and my youngest son, Syllas. The life I live today — grounded in recovery, gratitude, and growth — is one I once believed was impossible.

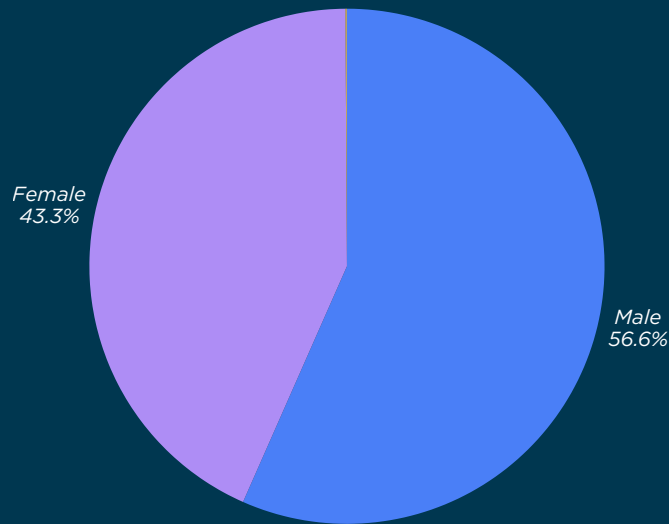


Cynthia Paker, Former Client

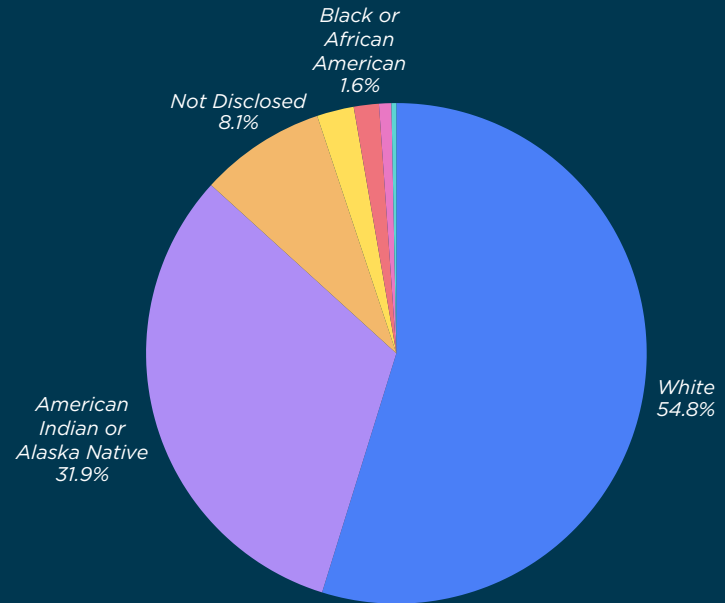
I entered treatment at Rimrock in May 2023. Since that time, I have remained drug- and alcohol-free and am approaching three years in recovery. Seeking care at Rimrock was a turning point in my life and the beginning of an extraordinary journey of healing and growth. Today, I am pursuing a Bachelor's degree in Social Work and will graduate this December. I am also raising my two-year-old son, and experiencing parenthood in sobriety has been one of the greatest gifts of my life. Recovery has transformed my perspective and given me renewed purpose, passion, and fulfillment each day.

3,298 UNIQUE CLIENTS SERVED

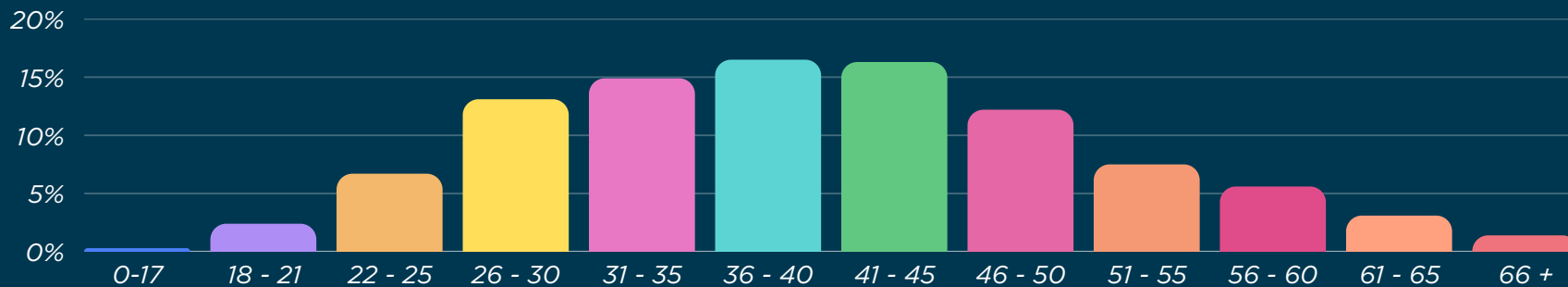
Client by Gender



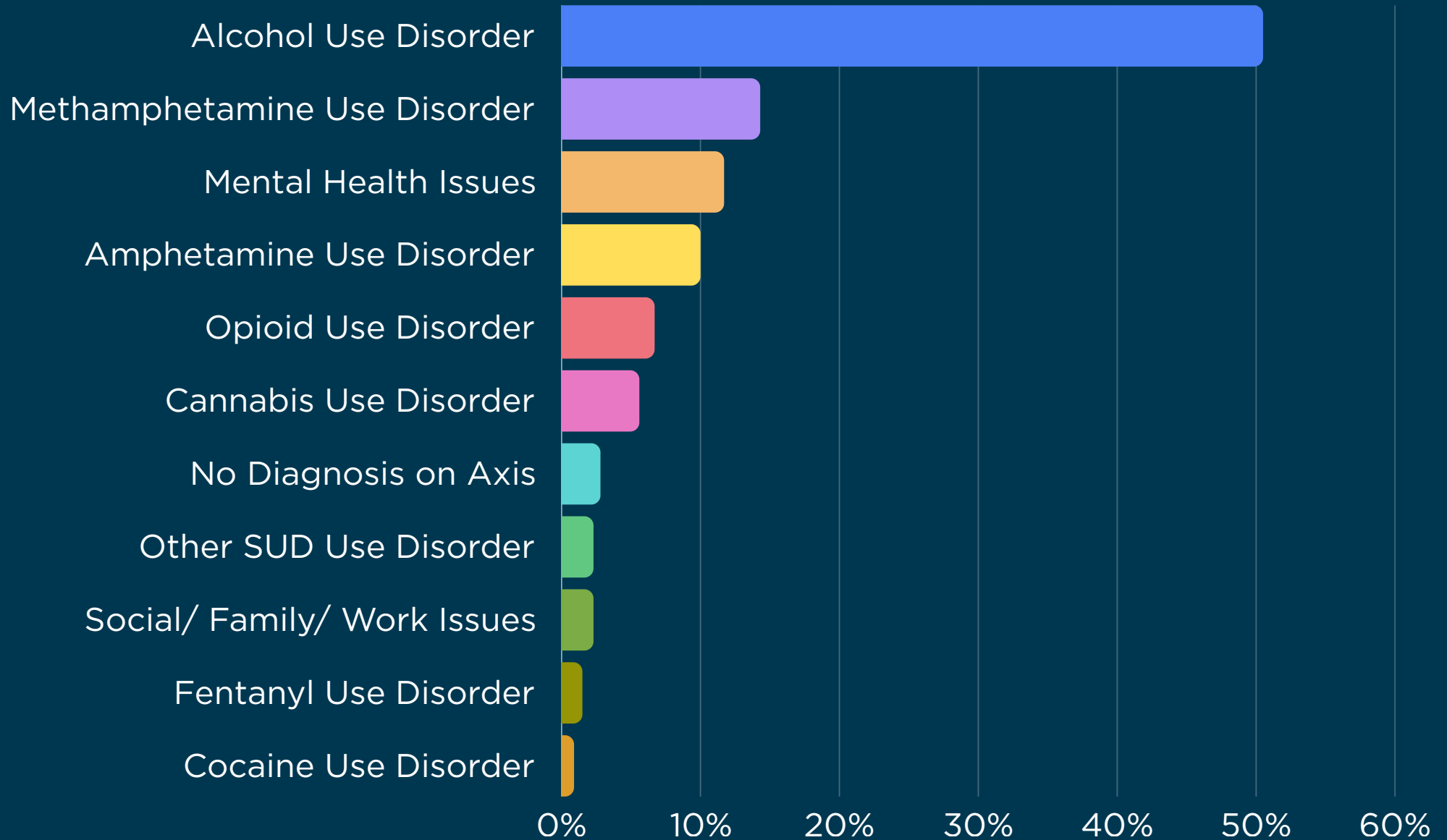
Clients by Ethnicity



Clients by Age



PRIMARY DIAGNOSIS



PATIENTS BY STATE



DONORS AND SUPPORTERS

We are deeply grateful for the individuals and organizations whose generosity sustains hope, expands access to care, and transforms lives every day.

Community Events & Initiatives

**Austin Martin Recovery Concert
Diamond X Community Giving
Flash Tattoo Event
Bingo Night**

**March Against Drugs and Violence
Overdose Day Awareness Day MT
Yellowstone County Suicide
Prevention Coalition
Emerging Health Careers
Collaborative**

Individual & Community Partners

**Nick Wagner
Roger Daniel
Lori Garding
Kyle Stone
Malcolm Horn-Charnesky
Sharon Mulvehill
John Roberts
John Grimstad
Matthew & Elise Budin
Chrystal Ohlin
Connie Job
Kimberly Tripp
Chyrel Garding
Jessica Nostrum
Jaran Schwend
Kim Edinger
Joshua Keller
Stacey Hindman
Jody Arvanetes
Love Inc.
D Bat
PayPal Giving Fund**

Organizational Supporters

**406 Ink
Dick Anderson Construction Inc
First Montana Title
Altana Federal Credit Union
Black Hills Federal Credit Union
Western Security Bank
Marsh McLennan Agency
Montana Silversmiths
Pepsi Cola Bottling Company
Pharmacy 1
Coca-Cola High Country
Scheels
Montana's Peer Network
Corebridge Financial
MasterLube
The Pub Station
Austin Martin Montana
Marie Crowley Foundation
Ashley Furniture
Big Open LLC
James House LLC
Red Robin
See's Candy**



#RimrockIsRecovery



2025

YEAR IN PHOTOS





2025

YEAR IN PHOTOS



**RECOVERY BEGINS
WITH
ACCOUNTABILITY,
GROWS THROUGH
COMMUNITY, AND
BECOMES THE
RESILIENCE THAT
TRANSFORMS LIVES
AND THE FUTURE WE
BUILD TOGETHER.**



CONTACT INFORMATION

If you would like to learn more about our programs, partner with us, volunteer, or support our mission, we invite you to connect with us. Every conversation, referral, and contribution helps expand access to life-changing care. Together, we are building a healthier community where recovery is possible and no one has to walk the journey alone.



Phone Number

1 (800) 227-3953



Our Website

rimrock.org



Email Address

info@rimrock.org



Our Address

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151 Evergreen Drive Bozeman, MT 59701



THANK YOU

RIMROCK.ORG

For more than five decades, we have stood as a place of accountability, compassion, and possibility. The work is not finished - and neither is our resolve.

With your partnership, we will continue redefining recovery, transforming lives, strengthening families, and shaping a healthier Montana for generations to come.