



HOUSING & BUILDING
ASSOCIATION
OF COLORADO SPRINGS

4585 Hilton Parkway Suite 100, Colorado Springs, CO 80907
Phone: 719-592-1800 · CSHBA.com

Dear HBA Members:

The National Association of Home Builders has identified two major issues affecting the building industry: workforce and addiction. The Housing & Building Association of Colorado Springs' (CSHBA) Workforce Development Committee has taken charge of this by creating the Careers in Construction program and the Back to Work Program.

Now, the CSHBA Board of Directors is tackling the issue of addiction head on by bringing to you a cutting-edge program called Face It TOGETHER that provides confidential peer counseling to help you and your loved ones overcome these addictions. This service is available in person, by phone or video.

Addiction is an illness that directly afflicts more than 1 in 10 adults and 3 to 4 times as many loved ones. In the construction industry, it is about 1 in 7 workers affected by addiction, the second highest of any sector. Unfortunately, most of those impacted don't seek support because of stigma, shame and fear – oftentimes, fear of losing a job or consequences at work. The impact on a business can be significant and includes loss of productivity, increased healthcare expenses, more absenteeism, higher turnover and much more.

On behalf of the Board of Directors of the Housing & Building Association, I am proud to announce that we have created a new partnership with Face It TOGETHER to help the CSHBA members, employees and their loved ones impacted by addiction. **Our goal with this partnership is to provide easy, confidential and free access to high quality peer coaching for employees and their loved ones struggling with this disease.**

I've known families torn apart by addiction and the pain, isolation and frustration they experienced is something I won't soon forget. I want to ensure that no CSHBA member has to face that situation alone.

If someone you care about is impacted by addiction, Face It TOGETHER is ready to help. For loved ones, they reject approaches that emphasize conflict – like tough love – and





help you develop positive and supportive tools to motivate the person with addiction to get help.

For those with addiction, Face It TOGETHER's peer coaches help develop practical strategies to overcome hurdles, learn to manage the disease and improve all aspects of their lives.

Face It TOGETHER's coaching is completely confidential and flexible to fit your schedule. They offer coaching to any location by secure video, phone or text through the Face It TOGETHER mobile app, or in person one of at their centers.

If you're impacted by addiction, I personally encourage you to reach out to Face It TOGETHER at (855) 539-9375 (text or call), care@wefaceittogether.org or www.wefaceittogether.org to connect with a coach.

Sincerely,

A handwritten signature in black ink, appearing to read "Todd Anderson".

Todd Anderson
Shepherd's Staff Consulting
2019 HBA President

