



INO Adolescent Recovery Academy™

Executive Partnership Portfolio

Restoring Hope. Transforming Lives. Building Legacies.



EVIDENCE-BASED • FAMILY-CENTERED • COMAR 10.63 ALIGNED

itsnotoverllc.com



The Joint Commission
Gold Seal of Approval®



— IT'S NOT OVER, LLC —

*Restoring Hope.
Transforming Lives.
Building Legacies.*

INO Adolescent Recovery Academy™

EXECUTIVE OVERVIEW

The INO Adolescent Recovery Academy™ is a clinically driven Intensive Outpatient Program (IOP) for adolescents ages 12–17 who are experiencing substance use and co-occurring behavioral health challenges.

We deliver medically necessary, evidence-based treatment in a safe, supportive, and structured environment—empowering youth to heal, grow, and build a future of purpose and possibility.

Our mission is to restore hope and transform lives through high-quality, evidence-informed behavioral health services that empower adolescents and families to heal, grow, and build a brighter future.

WHO WE SERVE

Adolescents ages 12–17
Experiencing substance use disorders
Co-occurring mental health challenges
Referred by families, schools, courts, hospitals,
and community partners

WHAT WE DO

We provide a comprehensive, integrated approach that addresses the whole adolescent—mind, body, and spirit.

CLINICAL TREATMENT | MEDICAL NECESSITY | FAMILY ENGAGEMENT
CASE MANAGEMENT | EXPERIENTIAL THERAPIES | LIFE SKILLS & REINTEGRATION



AT A GLANCE

Intensive Outpatient Program (IOP)
9–12 hours per week

Evidence-Based. Trauma-Informed.
Youth-Centered.

COMAR 10.63 Compliant

Collaborative Care with Families
and Community Partners

Serving Baltimore City and
surrounding communities

Compassionate Care. Clinical Excellence. Lasting Change.



Restoring Hope.
Transforming Lives.
Building Legacies.



Welcome

Dear Partners and Community Leaders,

Thank you for taking the time to learn more about the INO Adolescent Recovery Academy™. This portfolio represents our shared vision, our clinical commitment, and our deep belief that every young person deserves a second chance and a stronger future.

As a mother and daughter leadership team, we have combined our professional expertise, lived experience, and unwavering faith to create an academy that meets adolescents where they are—with compassion, clinical excellence, and hope. We know that healing happens when young people are surrounded by support, structure, and a community that believes in their potential.

The INO Adolescent Recovery Academy™ is more than a program. It is a movement—restoring hope, transforming lives, and building legacies for generations to come. We are honored to partner with organizations, systems, and community leaders who share our passion for creating safer, healthier, and stronger futures for the youth we serve.

We invite you to join us on this journey. Together, we can make a lasting impact—one life, one family, and one community at a time.

With gratitude and purpose,

IRA DANIELLE JARRETT
Chief Executive Officer
Co-Founder

JAMIA JONES
Chief Administrative Officer
Co-Founder

*“Every adolescent
deserves to be seen,
supported, and
given the opportunity
to rise.”*



The Challenge

THE REALITY OUR YOUTH FACE

Adolescence is a critical stage of development—and for too many young people today, it is also a time of overwhelming pressure, trauma, and limited access to the help they need. Substance use and co-occurring behavioral health challenges are rising at an alarming rate.

A GROWING CRISIS

Substance use remains one of the leading threats to youth health and future potential.

Mental health disorders affect 1 in 5 adolescents.

Early use increases the risk of addiction, academic failure, legal involvement, and lifelong consequences.

Many youth lack access to timely, appropriate, and adolescent-specific care.

ROOT CAUSES

The challenges our youth face are complex and often interconnected:

TRAUMA | FAMILY DYSFUNCTION | POVERTY & INSTABILITY
PEER PRESSURE | SOCIAL MEDIA | ACADEMIC PRESSURE
VIOLENCE EXPOSURE | SYSTEMIC BARRIERS TO CARE

*“Behind every statistic
is a young person with
a story, a family,
and a future that
still matters.”*

WHY THIS MATTERS

When adolescents do not receive early, effective intervention, the consequences ripple across families, schools, communities, and systems.

But with the right support, healing is possible, change is real, and futures can be restored.

The INO Adolescent Recovery Academy™ exists to meet this moment—bringing hope, clinical excellence, and a pathway to a brighter tomorrow.

We believe every adolescent deserves to be seen, supported,
and given the *opportunity to rise*.



*Restoring Hope.
Transforming Lives.
Building Legacies.*



Our Solution

THE INO ADOLESCENT RECOVERY ACADEMY™

The INO Adolescent Recovery Academy™ is our answer to the urgent need for high-quality, adolescent-centered behavioral healthcare. Our Intensive Outpatient Program (IOP) provides medically necessary, evidence-based treatment in a safe, structured, and supportive environment—empowering youth to heal, grow, and build a future of purpose and possibility.

WHAT WE PROVIDE

Our IOP delivers 9–12 hours of clinically intensive services each week, combining individual, group, and family support with case management and experiential therapies. Treatment is tailored to each adolescent's unique needs and designed to promote lasting change.

WHO WE SERVE

Adolescents ages 12–17 who are experiencing substance use disorders and/or co-occurring behavioral health challenges.
We partner with families, schools, courts, hospitals, and community organizations to ensure youth receive the support they need—when they need it most.

OUR SIX PILLARS OF RECOVERY

- 1 CLINICAL EXCELLENCE**
Evidence-based, trauma-informed treatment delivered by experienced, compassionate professionals.
- 2 FAMILY ENGAGEMENT**
Families are partners in the process—empowered, educated, and supported every step of the way.
- 3 CASE MANAGEMENT**
Comprehensive coordination of care to address clinical, educational, legal, and social needs.
- 4 EXPERIENTIAL THERAPIES**
Innovative approaches that build confidence, resilience, and life skills beyond the classroom.
- 5 LIFE SKILLS & REINTEGRATION**
Preparing youth for real-world success through education, vocational readiness, and community connection.
- 6 COMMUNITY PARTNERSHIPS**
Strong collaborations that expand resources and create lasting impact.

We exist to restore hope, transform lives, and build legacies.

Through clinical excellence, compassionate care, and community collaboration, we are building a pathway to healing—and a brighter tomorrow—for every adolescent we serve.

Compassionate Care. Clinical Excellence. Lasting Change.



*Restoring Hope.
Transforming Lives.
Building Legacies.*



About INO

OUR STORY. OUR MISSION. OUR COMMITMENT.

It's Not Over, LLC (INO) was founded on a simple but powerful belief: *every person deserves a second chance*. What began as a vision to provide compassionate, high-quality behavioral health services has grown into a trusted organization known for clinical excellence, integrity, and unwavering dedication to the people we serve.

OUR BEGINNING

INO was founded in 2019 in Baltimore, Maryland, with a heart for serving individuals and families impacted by substance use and co-occurring behavioral health challenges.

From day one, our focus has been clear: to provide evidence-based, compassionate care that meets people where they are—and walks with them toward healing, growth, and purpose.

WHO WE ARE

INO is a Maryland-based behavioral health organization providing comprehensive outpatient and intensive outpatient services for individuals struggling with substance use and co-occurring disorders.

With a team of experienced clinicians, a strong foundation in evidence-based practice, and a heart for service, we create a safe, supportive environment where healing happens and hope is restored.

OUR EXPERIENCE SINCE 2019

Since our inception in 2019, INO has impacted hundreds of lives across Baltimore City and surrounding communities. Our success is built on:

- Years of clinical expertise
- A deep understanding of community needs
- Collaboration with families, systems, and partners
- A commitment to accountability and continuous improvement

At INO, it's not just what we do—
it's why we do it.

Because we believe in potential. We believe in transformation.
And we believe it's not over.

BY THE NUMBERS

100+

Lives Impacted
Individuals and families
served with compassion
and clinical excellence.

5+

Years of Service
Proudly serving our community
since our founding in 2019.

Evidence
Based

Clinical Excellence
Our programs are grounded
in proven, evidence-based
practices and aligned
with COMAR 10.63.

Community
Focused

Partnership Driven
We collaborate with families,
schools, courts, hospitals,
and community organizations
to expand access and create
lasting change.

One
Mission

Restoring Hope.
Transforming Lives.
Building Legacies.
This is more than our slogan—
it's our promise.

Compassionate Care. Clinical Excellence. Lasting Change.

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Restoring Hope.
Transforming Lives.
Building Legacies.



Our Approach to Adolescent Recovery

WHOLE-PERSON. WHOLE-FAMILY. WHOLE-COMMUNITY.

At the INO Adolescent Recovery Academy™, we take a comprehensive, trauma-informed, and culturally responsive approach that addresses the mind, body, and spirit of every young person we serve. We believe lasting recovery happens when evidence-based clinical care is combined with real-life skills, strong support systems, and meaningful opportunities for growth.

OUR APPROACH IN ACTION

CLINICAL CARE THAT HEALS

We provide individualized, evidence-based treatment using proven modalities that address substance use, mental health, trauma, and co-occurring disorders.

FAMILY ENGAGEMENT THAT STRENGTHENS

We partner with families to improve communication, rebuild trust, and create healthy home environments that support recovery.

REAL-LIFE SKILLS THAT EMPOWER

We equip youth with the tools they need to succeed in school, work, and life—building confidence, resilience, and purpose.

EXPERIENCES THAT TRANSFORM

Through experiential therapies and enrichment activities, youth discover new passions, build self-esteem, and learn to cope in healthy ways.

COMMUNITY CONNECTIONS THAT LAST

We link youth and families to resources, mentors, and opportunities that extend support far beyond treatment.

OUR CORE VALUES

COMPASSION

We lead with empathy, kindness, and unconditional respect.

INTEGRITY

We do what is right—always—with honesty and accountability.

EXCELLENCE

We are committed to the highest standards in every service we provide.

EMPOWERMENT

We believe in the potential of every young person to change and grow.

COLLABORATION

We work together—with families, partners, and communities—to create lasting impact.

HOPE

We never give up on the possibility of a better tomorrow.

*“If we can reach them **now**, we can change everything.”*

EARLY INTERVENTION. LASTING RECOVERY. BRIGHTER FUTURES.

Compassionate Care. Clinical Excellence. Lasting Change.



Our Clinical Treatment Model

EVIDENCE-BASED CARE. PURPOSE-DRIVEN RESULTS.

At INO, we follow a structured, compassionate, and evidence-based treatment model that meets the unique needs of youth and families. Each step is designed to promote healing, build skills, and support long-term recovery.

THE INO TREATMENT JOURNEY™

- 1 **ASSESSMENT**
Comprehensive clinical and psychosocial assessment to identify needs, strengths, and goals.
- 2 **MEDICAL NECESSITY**
Clinical review to determine appropriate level of care based on ASAM criteria and individual needs.
- 3 **ADMISSION & ORIENTATION**
Warm welcome, program overview, and introduction to team, peers, and expectations.
- 4 **INDIVIDUALIZED TREATMENT PLAN**
Collaborative plan created with the youth and family, focused on goals, interventions, and progress.
- 5 **GROUP THERAPY**
Evidence-based group sessions that build insight, connection, and coping skills.
- 6 **INDIVIDUAL THERAPY**
One-on-one sessions that address personal challenges, trauma, and recovery goals.
- 7 **FAMILY THERAPY**
Strengthening family relationships and creating a supportive home environment.
- 8 **CASE MANAGEMENT**
Linking families to resources, addressing barriers, and coordinating care.
- 9 **TREATMENT REVIEW**
Ongoing evaluation of progress with adjustments to ensure success.
- 10 **DISCHARGE & AFTERCARE PLANNING**
Preparing for continued growth, relapse prevention, and long-term support.

“
*We don't just treat
symptoms—
we transform lives.*
”

Our clinical model is guided by evidence and grounded in compassion. Every decision we make is driven by one mission: to help youth and families heal, grow, and thrive.

TRAUMA-INFORMED CARE
Safety, trust, and healing at the center.

EVIDENCE-BASED PRACTICES
Proven interventions.
Measurable outcomes.

YOUTH & FAMILY CENTERED
Empowering youth.
Engaging families.

CONTINUOUS IMPROVEMENT
Data-driven.
Outcome-focused.

HOPE-DRIVEN ENVIRONMENT
Where every young person is seen, valued, and believed in.

Every step. Every youth. Every family. One mission.

It's Not Over.

COMPASSIONATE CARE • CLINICAL EXCELLENCE • LASTING CHANGE

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*Restoring Hope.
Transforming Lives.
Building Legacies.*

The INO Philosophy

PRACTICE NO. STRENGTHEN PATHWAYS. BECOME WHO YOU ARE.

At It's Not Over, we believe every young person can change. Neuroplasticity—the brain's ability to rewire—is the foundation of lasting recovery. Through repeated healthy choices, new pathways are built, and lives are transformed. This is the journey: I Practice NO... until I KNOW.

It's Not Over.

There is hope.
There is help.
There is always
a new beginning.

I Practice NO.

RECOVERY IS NOT A
SINGLE DECISION.
IT IS A DAILY PRACTICE.

I Practice NO to:

- Drugs
- Alcohol
- Violence
- Self-destruction
- Shame
- Hopelessness
- Old thinking
- Self-betrayal
- Giving up

Anything that keeps me
from becoming who I was
created to be.

Practice CREATES PATHWAYS.
PATHWAYS CREATE TRANSFORMATION.
TRANSFORMATION CHANGES LIVES.

Every time I Practice NO, my brain strengthens a healthier pathway.
Through neuroplasticity, repeated healthy choices become new patterns of thinking,
new habits of living, and a new future.

Until one day...
I KNOW.

I KNOW.

Over time...
Repeated healthy choices
strengthen new neural
pathways.

I KNOW...

- My worth.
- My purpose.
- My strengths.
- My voice.
- My boundaries.
- My value.
- My future.
- That recovery
is possible.

*I am becoming
who I was
created to be.*

Why the Hummingbird?

The hummingbird is small, yet unstoppable. It moves forward with purpose, even against the wind. It represents the heart of our work and the hope we bring.

The hummingbird reminds us that transformation is possible—one moment, one choice, one heartbeat at a time.

Just like the brain can rewire, lives can be rewired, too. No matter where you've been, *It's Not Over.* You are becoming.



“
We are
small but
mighty,
and our
purpose is
bigger than
our size.

”
JUST LIKE YOU.

The hummingbird reflects our commitment to every young person and family we serve.

RESILIENT • PURPOSEFUL • TRANSFORMING • HOPEFUL

RESILIENT WE KEEP GOING.

Like the hummingbird, we keep moving forward no matter the challenges. We model resilience and help youth discover their own inner strength.

PURPOSEFUL WE FLY WITH INTENT.

Everything we do has purpose. From clinical care to life skills, we are intentional about creating change that lasts beyond our walls.

TRANSFORMING WE CREATE CHANGE.

Through evidence-based care, neuroplasticity, and compassionate support, we help young people rewire their minds, rebuild their lives, and rise into their future.

We are the reminder that
IT'S NOT OVER.
We are the proof that
CHANGE IS POSSIBLE.

We are the place where
HOPE TAKES FLIGHT
and new beginnings
become legacies.

Every youth. Every family. Every story matters.

It's Not Over.

COMPASSIONATE CARE • CLINICAL EXCELLENCE • LASTING CHANGE



IT'S NOT OVER, LLC

Restoring Hope.
Transforming Lives.
Building Legacies.

Built by Family. *Driven by Purpose.*

CONNECTED BY LOVE.

It's Not Over began as a family's vow to never give up on each other—and to never give up on the young people who need us most.

Our story is proof that healing is possible, that change is real, and that legacy is built one life at a time.

“
We rise
together.
We heal
together.
We build
together.”

OUR ROOTS

Born from love, tested by challenges, and strengthened by faith. Our family's journey became the foundation for a mission that now serves many.

OUR COMMITMENT

We show up with compassion, integrity, and excellence. Every decision, every program, every relationship is guided by our commitment to transforming lives.

OUR LEGACY

We are building more than a program—we are building a legacy of hope, resilience, and lasting change for generations to come.

THE VALUES THAT GUIDE US

COMPASSION We meet people where they are with love and understanding.

INTEGRITY We do what is right, even when no one is watching.

HOPE We believe in new beginnings and brighter tomorrows.

EXCELLENCE We deliver high-quality, evidence-based care every time.

RESPECT We honor every individual's worth and dignity.

RESILIENCE We keep going, growing, and getting stronger together.

We don't care where you've been or how you got there—
IT'S NOT OVER.

COMPASSIONATE CARE • CLINICAL EXCELLENCE • LASTING CHANGE

INO



— IT'S NOT OVER, LLC —

Restoring Hope.
Transforming Lives.
Building Legacies.



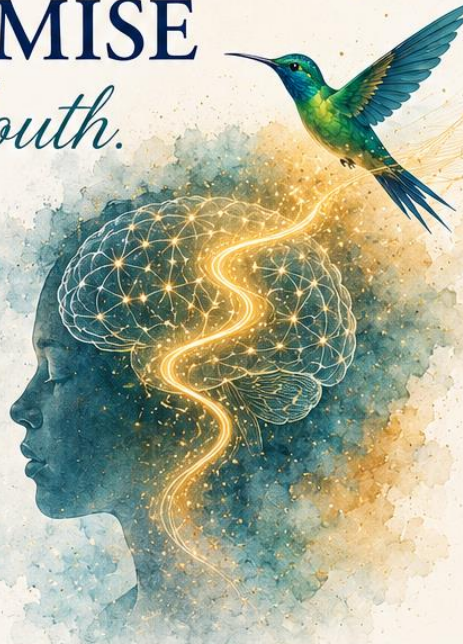
OUR PROMISE *To Every Youth.*

You are not too far gone.
You are not too broken.
You are not too late.

At It's Not Over, we see your
potential, not your past.
We believe in your ability to
change, grow, and rise.

We are here to walk with you,
believe in you, and fight for you.

YOU ARE NOT ALONE.



“

*Alone
we can do
so little;
together
we can do
so much.*

”

— HELEN KELLER

TOGETHER, WE CREATE ENVIRONMENTS WHERE
Hope Grows • Healing Happens • Futures Change

WE SEE YOU.

We see your pain,
your potential,
and your purpose.
You are more than
your mistakes.
You are more than
your story.
You are seen.

WE BELIEVE IN YOU.

We believe change is possible.
We believe you can rebuild.
We believe in your dreams,
your goals, and the person
you are becoming.
You are believed in.

WE WALK WITH YOU.

We provide the tools,
the support, and the guidance
you need to move forward.
We celebrate every victory,
no matter how small.
You are never alone.

OUR COMMITMENT TO YOU

WHERE YOU START
does not define
where you finish.

YOUR CHOICES
today shape
your tomorrow.

YOUR JOURNEY
matters. Your life
has purpose.

YOUR FUTURE
is worth fighting for—
and we will fight with you.

We don't care where you've been or how you got there—
IT'S NOT OVER.



COMPASSIONATE CARE • CLINICAL EXCELLENCE • LASTING CHANGE

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*Restoring Hope.
Transforming Lives.
Building Legacies.*

CLINICAL EXCELLENCE

DELIVERING MEDICALLY NECESSARY, EVIDENCE-BASED BEHAVIORAL HEALTHCARE

At It's Not Over, we are committed to the highest standards of clinical quality, safety, and integrity. Our programs are built on proven practices, guided by compassion, and designed to support meaningful, lasting change for every youth we serve.

JOINT COMMISSION ACCREDITED

We are accredited by The Joint Commission, the nation's leading accreditor of healthcare organizations, demonstrating our commitment to national standards of quality, safety, and continuous improvement.

COMAR 10.63 COMPLIANT

Our programs are in full compliance with Maryland's COMAR 10.63 regulations, ensuring safe, effective, and ethical behavioral health services for all youth.

LICENSED BEHAVIORAL HEALTH PROVIDER

We are licensed by the Maryland Department of Health, Office of Health Care Quality, upholding strict standards of clinical care, oversight, and accountability.

MEDICALLY NECESSARY SERVICES

All treatment is based on clinical need and necessity, ensuring youth receive the right level of care at the right time for the right reasons.

INDIVIDUALIZED TREATMENT PLANNING

We create personalized treatment plans for each youth, built around their unique needs, strengths, goals, challenges, and stage of change.

EVIDENCE-BASED PRACTICES

Our care is grounded in research and includes proven modalities such as CBT, DBT-informed skills, motivational interviewing, trauma-informed care, and neuroplasticity-based strategies.

TRAUMA-INFORMED CARE

We understand the impact of trauma and create safe, supportive environments where youth can heal, build trust, and regain control of their lives.

FAMILY-CENTERED APPROACH

We engage families as true partners in the healing process, providing education, support, and resources to strengthen relationships and improve outcomes.

CONTINUOUS QUALITY IMPROVEMENT

We consistently evaluate, measure, and enhance our services through data-driven practices, performance monitoring, and a culture of excellence.

COMPASSION. INTEGRITY. EXCELLENCE.

These core values guide every decision, every interaction, and every program we deliver—because every young person deserves our very best.

Clinical excellence is more than a standard—
it is our promise.

WE PROVIDE HOPE. WE DELIVER HEALING. WE CREATE CHANGE.

COMPASSIONATE CARE • CLINICAL EXCELLENCE • LASTING CHANGE



*Restoring Hope.
Transforming Lives.
Building Legacies.*

THE TREATMENT TEAM

A MULTIDISCIPLINARY TEAM UNITED BY PURPOSE,
COMMITTED TO YOUTH AND FAMILY WELL-BEING.

Our strength lies in our people. Our team brings together a diverse group of licensed professionals and dedicated support staff who collaborate every day to deliver compassionate, coordinated, and clinically excellent care.

CSC-AD SUPERVISION

Certified Supervisor of Counselors – Alcohol and Drug. Ensures clinical oversight, quality of care, and regulatory compliance across all services.

LICENSED CLINICIANS

Therapists and counselors who provide individual, group, and family therapy using evidence-based and trauma-informed approaches.

MEDICAL PROFESSIONALS

Psychiatric providers, nurses, and medical consultants who address co-occurring conditions and support whole-person care.

CASE MANAGEMENT TEAM

Coordinates services, monitors progress, and ensures all youth and families receive the resources and support they need.

PEER RECOVERY SPECIALISTS

Individuals with lived experience who mentor, inspire, and empower youth through hope and connection.

FAMILY SUPPORT SERVICES

Professionals who engage and equip families to strengthen relationships and support long-term success.

QUALITY ASSURANCE & COMPLIANCE

Dedicated team members who monitor outcomes, ensure regulatory compliance, and drive continuous improvement.

DIFFERENT ROLES. ONE MISSION.

Every Youth. Every Day.

We work together with professionalism, respect, and heart—because every young person deserves a team that believes in their potential.

COLLABORATIVE

We communicate, coordinate, and care as one team.

COMPASSIONATE

We lead with empathy and meet youth where they are.

ACCOUNTABLE

We take ownership and follow through.

EXPERT

We bring knowledge, experience, and excellence to every interaction.

EMPOWERING

We equip youth and families to discover strengths and build brighter futures.

TOGETHER, WE ARE MORE THAN A TEAM—

We are the difference.



Restoring Hope.
Transforming Lives.
Building Legacies.

EVIDENCE-BASED CARE

CLINICALLY PROVEN. PERSONALLY TRANSFORMATIVE.

At It's Not Over, our programs are built on the foundation of evidence, guided by compassion, and tailored to the unique needs of each youth and family. We use proven, research-supported approaches to promote healing, build resilience, and support lasting change.

COGNITIVE BEHAVIORAL THERAPY (CBT)

Helps youth recognize and change unhelpful thought patterns and behaviors. CBT builds coping skills, improves decision-making, and supports healthy responses to life's challenges.

DBT-INFORMED SKILLS

Dialectical Behavior Therapy teaches emotional regulation, distress tolerance, interpersonal effectiveness, and mindfulness—essential tools for managing intense emotions and building stability.

MOTIVATIONAL INTERVIEWING (MI)

A collaborative, person-centered approach that strengthens intrinsic motivation and empowers youth to take ownership of their choices and recovery.

TRAUMA-INFORMED CARE

We recognize the impact of trauma and create safe, supportive environments where youth can heal, feel seen, and regain a sense of control and trust.

NEUROPLASTICITY-FOCUSED INTERVENTIONS

We leverage the brain's ability to change and grow by teaching practical strategies that rewire thought patterns, strengthen self-regulation, and build healthier habits for life.

FAMILY SYSTEMS APPROACH

We engage families as partners in the healing process, improving communication, repairing relationships, and creating supportive home environments.

MINDFULNESS & WELLNESS PRACTICES

Mindfulness, breathwork, and wellness activities promote self-awareness, reduce stress, and support emotional and physical well-being.

SCIENCE MEETS COMPASSION.

Hope Becomes Change.

Our evidence-based practices are more than methods—they are the pathway to transformation. We treat the whole youth. We walk with the family. We build the future.

INDIVIDUALIZED TREATMENT PLANNING

Every youth receives a personalized plan based on clinical assessment, strengths, needs, and goals—ensuring the right care at the right time.

CULTURALLY RESPONSIVE CARE

We honor the unique backgrounds, experiences, and identities of the youth and families we serve, creating care that is respectful, relevant, and effective.

CONTINUOUS CLINICAL MONITORING

Progress is tracked consistently, and treatment plans are updated to ensure quality outcomes and meaningful growth.

DATA-INFORMED OUTCOMES

We use data and measurable results to guide decisions, improve services, and ensure accountability across all levels of care.

SAFETY, EVIDENCE, EXCELLENCE

Every intervention is grounded in research, guided by best practices, and delivered with integrity and excellence.

EVIDENCE GUIDES US. COMPASSION DRIVES US. PURPOSE DEFINES US.

Stronger Minds. Healthier Hearts. Brighter Futures.



*Restoring Hope.
Transforming Lives.
Building Legacies.*

PARTNERING FOR BETTER OUTCOMES

STRONG PARTNERSHIPS. SHARED PURPOSE. LASTING IMPACT.

At It's Not Over, we know transformation happens in community.
We work alongside key partners to create coordinated care,
reduce barriers, and build brighter futures for youth and families.

FAMILIES

We empower families through education, support, and engagement—recognizing they are essential partners in the healing process.

SCHOOLS & EDUCATIONAL PARTNERS

We collaborate to support academic success, address behavioral challenges, and promote positive youth development.

HOSPITALS & HEALTHCARE PROVIDERS

We coordinate care with medical professionals to ensure youth receive comprehensive, integrated behavioral health services.

JUVENILE SERVICES

We partner to provide clinically appropriate services that support rehabilitation, accountability, and successful reintegration.

COURTS & PROBATION

We provide court-referred programming and work collaboratively to support compliance, progress, and positive outcomes.

COMMUNITY-BASED ORGANIZATIONS

Together we address community needs, expand resources, and create pathways to hope and opportunity.

FAITH COMMUNITIES

We engage faith partners to provide encouragement, mentorship, and a foundation of values and hope.

MANAGED CARE ORGANIZATIONS & MEDICAL ASSISTANCE

We work within healthcare systems to ensure youth receive quality, accessible, and coordinated care.

WE BELIEVE PARTNERSHIPS CHANGE TRAJECTORIES.

Together, We Transform Lives.

No single organization can do this work alone.
By combining strengths, sharing resources, and aligning our mission, we break down barriers and open doors to healing, growth, and success for every youth we serve.

OUR COMMITMENT TO OUR PARTNERS

COLLABORATE with transparency and respect.

COMMUNICATE with clarity and consistency.

COORDINATE care to ensure seamless services.

INNOVATE to meet evolving needs.

MEASURE outcomes that matter.

CELEBRATE successes together.

ADVOCATE for every youth and family.

*Stronger together.
Changing futures.*



WE BUILD CONNECTIONS. WE CREATE SOLUTIONS.
WE CHANGE LIVES.

COMPASSIONATE CARE • CLINICAL EXCELLENCE • LASTING CHANGE

THE REFERRAL JOURNEY

From Referral to Recovery

We've designed a seamless, youth-centered process that ensures every young person receives timely access to the right care, at the right time, with the right support.

- 1 REFERRAL**
A youth is referred by a partner, family member, school, hospital, or community agency.
- 2 INITIAL CONTACT**
Our team makes meaningful contact, provides information, and answers initial questions.
- 3 COMPREHENSIVE ASSESSMENT**
A clinical assessment is completed to understand needs, strengths, and areas of concern.
- 4 MEDICAL NECESSITY DETERMINATION**
We verify medical necessity and confirm that our services are the right fit.
- 5 ADMISSION**
Youth and families are welcomed, oriented, and transitioned into the program.
- 6 INDIVIDUALIZED TREATMENT PLAN**
A personalized plan is created with clear goals, strategies, and measurable outcomes.
- 7 INTENSIVE OUTPATIENT TREATMENT**
Youth participate in focused therapeutic services three to four times per week.
- 8 FAMILY ENGAGEMENT**
Families are engaged through education, support, and ongoing involvement in the healing process.
- 9 CASE MANAGEMENT & CARE COORDINATION**
We connect youth and families to resources, monitor progress, and remove barriers to care.
- 10 CONTINUING CARE**
We prepare youth for successful reintegration with aftercare and long-term support.
- 11 LONG-TERM RECOVERY**
Our goal is lasting change, renewed purpose, and brighter futures.

EVERY STEP MATTERS.

Every Youth Matters.

Our referral process is built on compassion, communication, and collaboration. From the first call to long-term recovery, we walk alongside youth and families every step of the way.

OUR COMMITMENT

TIMELY ACCESS | We respond quickly and remove delays.

PERSONALIZED CARE | We tailor services to meet unique needs.

WHOLE-PERSON FOCUS | We address mind, body, and spirit.

FAMILY-CENTERED | We believe families are essential partners.

EVIDENCE-BASED | We use proven practices that create real change.

CONTINUITY OF CARE | We support youth beyond treatment.

LASTING IMPACT | We measure what matters and celebrate every victory.

We don't care where you've been
or how you got there—

It's Not Over. 



*Restoring Hope.
Transforming Lives.
Building Legacies.*



OUR APPROACH

**We meet youth where they are
and walk with them toward
where they want to be.**

At INO, we believe that every young person has strengths, even when life has made it hard to see. Our approach is built on respect, safety, and trust. We listen first, respond with care, and create an environment where change can take root.

We address the whole person—mind, body, and spirit—while helping youth build practical skills for daily life. Our approach is family-centered, trauma-informed, and culturally responsive.

Through consistent support and meaningful relationships, we help youth develop the tools, confidence, and resilience to create a future they can believe in.

“

*This is not a quick fix.
This is real work.
This is transformation.
This is how we build
stronger youth,
stronger families,
and a stronger Baltimore.*

OUR GUIDING PRINCIPLES

RESPECT | DIGNITY | SAFETY
COLLABORATION | EMPOWERMENT
ACCOUNTABILITY | HOPE

*Every young person deserves a safe place,
a second chance, and a future full of possibilities.*

1626 East Fort Avenue
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IT'S NOT OVER, LLC

*Restoring Hope.
Transforming Lives.
Building Legacies.*

CASE MANAGEMENT & CARE COORDINATION

ONE TEAM. ONE PLAN. ONE PURPOSE.

Our case management team ensures that every youth and family receives the support, resources, and coordination they need—before, during, and after treatment.

We believe healing happens in real life. Our case managers walk alongside youth and families every step of the way, helping them navigate systems, remove barriers, and stay connected to care.

OUR ROLE IN YOUR JOURNEY

We serve as advocates, connectors, and supporters—ensuring no one has to face the journey alone.

CORE AREAS OF SUPPORT

● ADVOCACY

We advocate for youth and families to ensure their voices are heard and their needs are met.

● ACCESS TO RESOURCES

We connect families to essential services such as housing, employment, healthcare, education, and financial assistance.

● SYSTEM NAVIGATION

We help families understand and navigate complex systems including schools, courts, probation, and community services.

● CARE COORDINATION

We collaborate with providers, agencies, and partners to ensure services are coordinated and goals are aligned.

● ONGOING SUPPORT

We provide consistent follow-up and encouragement to promote stability, growth, and long-term success.

WHAT WE DO

INDIVIDUALIZED CARE PLANNING

We develop personalized plans that address each youth's unique strengths, needs, and goals.

SERVICE COORDINATION

We ensure all services work together seamlessly to support the youth and family.

FAMILY ENGAGEMENT

We involve families in the process, providing education, support, and resources.

CRISIS INTERVENTION

We respond quickly to challenges and connect youth with immediate support when needed.

PROGRESS MONITORING

We track progress, adjust plans as needed, and celebrate milestones along the way.

TRANSITION SUPPORT

We prepare youth for successful reintegration into their homes, schools, and communities.

WE COORDINATE CARE.

You Focus on Recovery.

STRONG COORDINATION CREATES STRONGER OUTCOMES.

Together, we build brighter futures.

COMPASSIONATE CARE • CLINICAL EXCELLENCE • LASTING CHANGE



IT'S NOT OVER, LLC

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MEASURING SUCCESS

Results That Matter. Lives That Change.

We are committed to accountability, continuous improvement, and outcomes that make a real difference in the lives of youth and families. Our success is measured by the transformation we help create—one life at a time.

OUTCOMES WE PURSUE

CLINICAL IMPROVEMENT

Youth will demonstrate reduced substance use, improved mental health, and healthier coping skills.

EDUCATIONAL ENGAGEMENT

Youth will show increased school attendance, improved behavior, and progress toward academic goals.

FAMILY STRENGTHENING

Families will experience improved communication, stronger relationships, and increased ability to support recovery.

COMMUNITY REINTEGRATION

Youth will build positive connections, pursue meaningful activities, and contribute to their communities.

LONG-TERM RECOVERY

Youth will sustain recovery, achieve personal goals, and lead healthy, productive, purpose-filled lives.

HOW WE MEASURE IMPACT

We use a combination of data, feedback, and observation to ensure our services are effective and evolving.

CLINICAL OUTCOMES

Pre- and post-assessments, treatment progress, relapse prevention, and sobriety rates.

SCHOOL & BEHAVIOR DATA

Attendance, grades, disciplinary referrals, and academic progress reports.

FAMILY FEEDBACK

Surveys, family sessions, and ongoing input to guide care.

CLIENT SATISFACTION

Youth voice is essential. We listen, learn, and respond.

QUALITY REVIEWS

Regular chart reviews, team consultations, and program evaluations.

CONTINUOUS IMPROVEMENT

We analyze outcomes to refine our services and deliver the highest quality care.

“ We don't just track numbers—we **transform lives.** Every data point represents a young person's story of hope, healing, and possibility.

OUR STANDARDS OF EXCELLENCE

INTEGRITY

We do what we say.

ACCOUNTABILITY

We own our outcomes.

COMPASSION

We lead with care.

EXCELLENCE

We never stop getting better.

SUCCESS IS NOT JUST AN OUTCOME—IT IS OUR COMMITMENT.

We celebrate progress. We pursue excellence.



Changing lives today. Building brighter futures tomorrow.



RESTORING HOPE.
TRANSFORMING LIVES.
BUILDING LEGACIES.

LET'S WORK TOGETHER.

Change Happens Here.

The challenges facing today's youth cannot be solved by one organization alone. They require strong partnerships built on trust, clinical excellence, and a shared commitment to brighter futures.

We welcome the opportunity to collaborate with healthcare providers, schools, government agencies, courts, community organizations, and funding partners who share our vision of helping every young person discover that *it's not over*.



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WE DON'T CARE WHERE YOU'VE BEEN
OR HOW YOU GOT THERE—

It's Not Over.



*Restoring Hope.
Transforming Lives.
Building Legacies.*



Why Partner With INO?

Lasting change happens when organizations unite around a common purpose. The challenges facing Baltimore's youth cannot be solved by healthcare providers alone. They require collaboration among government, education, behavioral health, healthcare, families, faith communities, and neighborhood organizations. The INO Adolescent Recovery Academy™ was built to be that partner.

TOGETHER, WE CAN

Expand access to adolescent behavioral healthcare.

Strengthen families through coordinated care.

Support schools and community partners.

Improve outcomes through evidence-based treatment.

Reduce barriers to recovery.

Build brighter futures for Baltimore's youth.

*We don't seek partnerships simply to grow our organization.
We seek partnerships because no single organization
can transform a community alone.*

We welcome the opportunity to meet with you,
learn about your priorities, and explore how
*together we can create lasting change for
Baltimore's youth and families.*

COMPASSIONATE CARE. CLINICAL EXCELLENCE. LASTING CHANGE.

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WHY BALTIMORE CAN'T WAIT.

Behind every statistic is a young person with a future still worth fighting for.
Behind every headline is a family praying for help that arrives too late.
Behind every tragedy is a system that was never designed to catch them in time.

Baltimore's youth are navigating trauma, violence, loss, and uncertainty—often in silence.
Too many are left without the support, treatment, and hope they need to heal.
The cost of inaction is measured in potential lost, families broken, and
communities carrying more pain than any child should have to bear.

*We cannot wait for another child to be discovered in crisis.
We cannot wait for another family to lose hope.*

The time to act is now—together.
The INO Adolescent Recovery Academy™ is our response to this urgent call.
A place where care is accessible, healing is possible, and new futures are built every day.
Baltimore deserves a system that sees, believes in, and invests in its young people
before it's too late.

*"The future belongs
to those who believe
in the beauty of
their dreams."*

— ELEANOR ROOSEVELT



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A SHARED RESPONSIBILITY.

**No one organization can create lasting change alone.
Real change happens when we come together.**

Every young person in Baltimore is influenced by many systems—family, school, healthcare, community, and faith. When these systems work together, the impact is transformational.

Our youth face challenges no one can solve alone. But together, we can remove barriers, create opportunities, and build a community where every young person has the chance to heal, grow, and thrive.

Government sets the vision. Healthcare provides the care. Schools open doors. Families offer love. Faith communities bring hope. And neighborhoods provide the foundation. When we unite our strengths and resources, we create support that reaches further and changes lives more deeply.

The INO Adolescent Recovery Academy™ exists to walk alongside you—sharing our expertise, extending our reach, and strengthening the work you do every day.

**Together, we can build a Baltimore where no young person is overlooked,
no family is unsupported, and no potential is wasted.**

*This is our city. These are our children.
This is our shared responsibility.*



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THE FUTURE WE ARE BUILDING TOGETHER.

*Our vision is bold. Our commitment is real.
Our future is built on hope, healing, and opportunity.*

STRONGER YOUTH. STRONGER FAMILIES.

Every young person deserves the chance to heal, to dream, and to build a life filled with purpose.

When youth thrive, families grow stronger, and communities flourish.

HEALTHIER COMMUNITIES. SAFER NEIGHBORHOODS.

Investing in adolescent behavioral health creates safer schools, healthier neighborhoods, and a stronger Baltimore.

We prevent crises, interrupt cycles, and build pathways to lasting change.

ENDLESS POSSIBILITIES. LIMITLESS POTENTIAL.

When we remove barriers and provide the right support, young people discover their strengths, pursue their passions, and become leaders in their families, careers, and communities.

This is more than a program. This is a movement.
This is a promise to every young person that their story is not over.

*Together, we will restore hope.
Together, we will transform lives.
Together, we will build legacies that last.*



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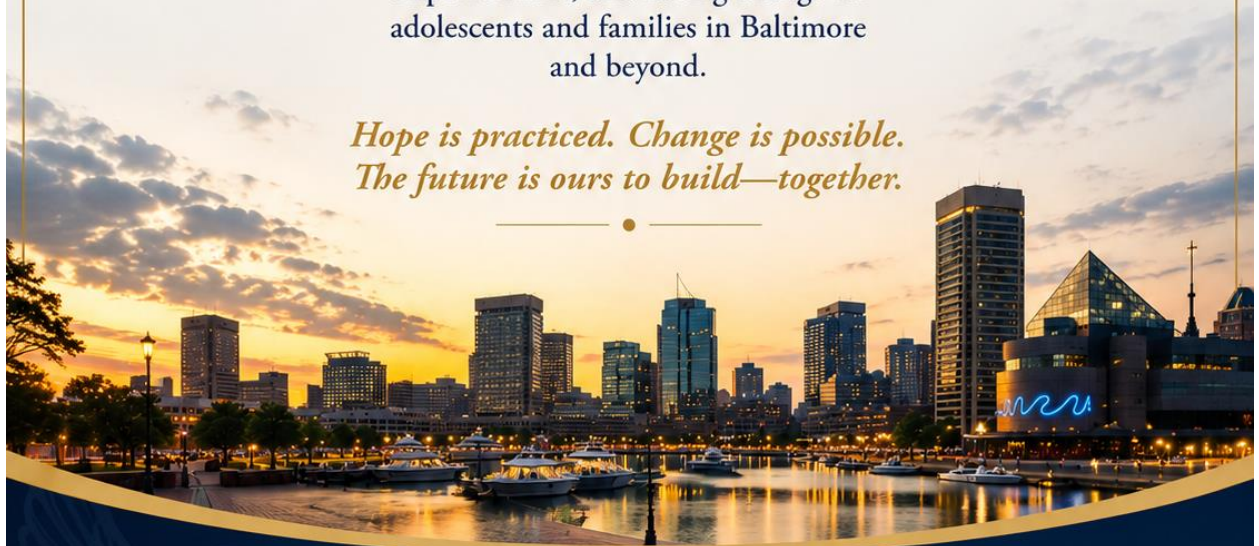


— IT'S NOT OVER, LLC —

IT'S NOT OVER.

We exist to restore hope, transform lives,
and build legacies through compassionate,
evidence-based behavioral health care.
Together, we create pathways to healing,
empowerment, and lasting change for
adolescents and families in Baltimore
and beyond.

*Hope is practiced. Change is possible.
The future is ours to build—together.*



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