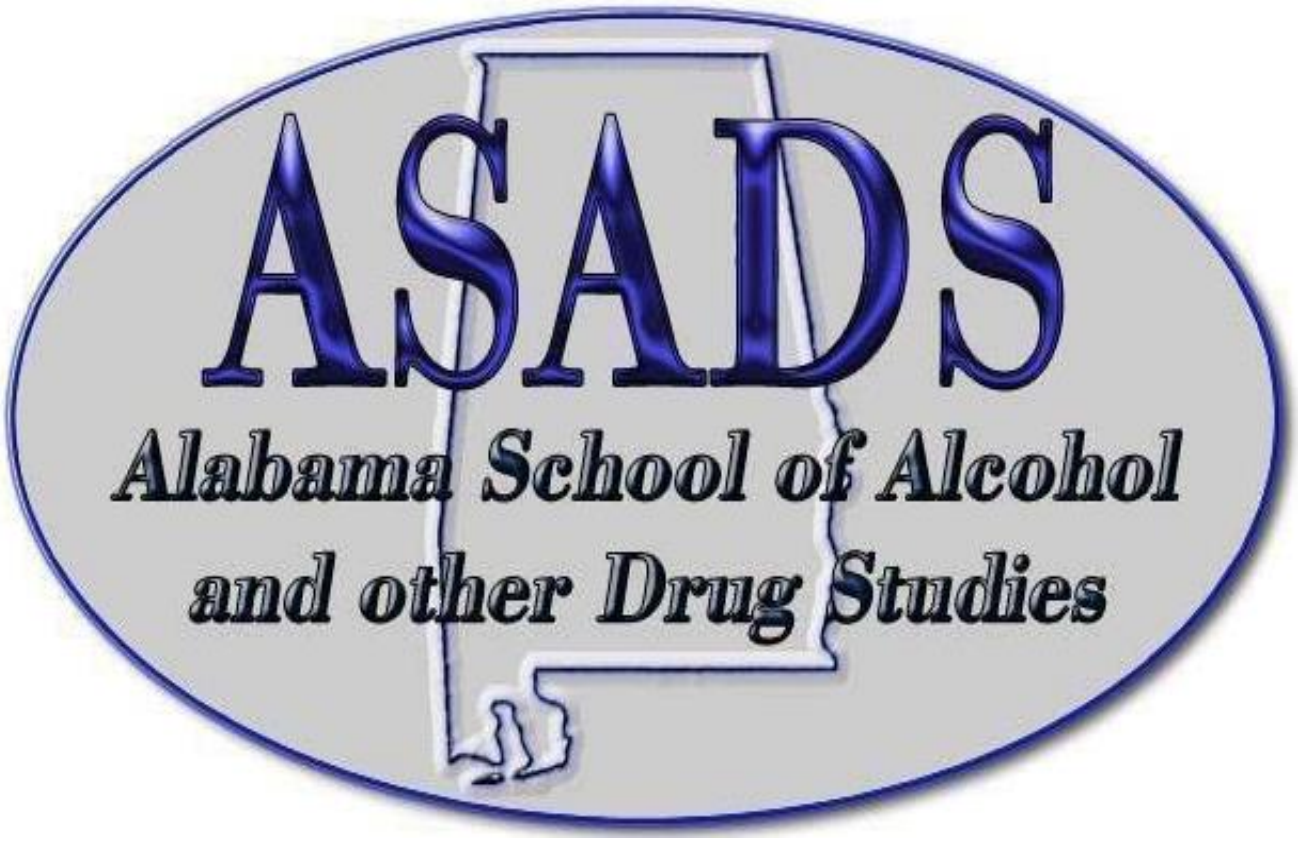
47th Annual



March 21 – 24, 2023

Bryant Conference Center
240 Paul W Bryant Dr, Tuscaloosa, AL 35401

The Alabama School of Alcohol and Other Drug Studies **(ASADS)** is preparing for another well-attended and highly informative annual conference on March 21 – 24, 2023. **ASADS**'s 47th Annual conference will take place at the Bryant Conference Center on the campus of the University of Alabama. This year's theme is **"*MEETING THE CHALLENGE, CHANGING THE NARRATIVE: CONNECT. ADAPT. THRIVE*".** You can look forward to vibrant programming, impactful networking, and opportunities to reflect and connect over emerging and relevant topics.

NEW this year, ASADS is excited about adding a virtual component to the conference. The virtual component will allow access for many to attend the training courses via Zoom.

ASADS is hosted annually by numerous state agencies, treatment/prevention programs, community partners, and primary health care providers. This year ASADS will offer a special plenary speaker each day, over forty courses throughout the week, and very presentation of the Carl Nowell Award.

The **ASADS** Board consists of up to twenty-three members, which plan and operate the annual conference. Planning is conducted for twelve months to provide the best workshops possible for attendees. Registration fees, exhibit fees, and corporate sponsorships are used to pay for the faculty and expenses of the conference. Included in registration fees are workshop content, conference materials, logistical support, and breaks. Members of the Board serve as volunteers to coordinate the conference.

The objectives of **ASADS** are to:

1. Foster and maintain the integrity of substance abuse-related services by assisting professionals whose duties include law enforcement, prevention, intervention, treatment, victim services, and rehabilitation or related social services.
2. Promote a broader understanding of response to, and acceptance of, the process of addiction and its impact in the areas of health, family, community, crime, and the workplace.
3. Encourage the exchange of professional knowledge through educational conferences and programs of continuing education.
4. Encourage, establish, and maintain high standards of professional education and training for all component groups of the human service community.
5. Involve federal, state, and local agencies/organizations in efforts to enhance the development of comprehensive continuing educational programs focusing on substance abuse issues.
6. Disseminate knowledge and information concerning the training and continuing education program.

ASADS wants to ensure that our event will be safe for all attendees. **ASADS** will follow the Bryant Conference Center guidelines and observe any health and safety precautions that the site may require.

Thanks for choosing *ASADS*.

We look forward to seeing you again!

ABOUT THE 2023 PROGRAM

WHO SHOULD ATTEND?

The **Alabama School of Alcohol and Other Drug Studies (ASADS)** is designed to meet the continuing educational needs of professionals involved in the enforcement, prevention, identification, assessment, treatment, and rehabilitation of chemical dependency, including:

- Certified Addiction Professionals
- Licensed Professional Counselors
- Court Referral Officers
- EAP Managers
- Human Resource Professionals
- Clergy
- Physicians
- Probation/Parole Officers
- Educators
- Community Corrections Professionals
- Social Workers
- Trauma Counselors
- Child Protective Staff
- Correctional Personnel
- DUI Program Staff
- Rehabilitation Specialists
- Law Enforcement Professionals
- Nurses
- Prevention Specialists
- Psychologists
- School Counselors
- Drug Education Coordinators
- Substance Abuse Treatment Staff
- Court Referral Education Staff

Whether you are new to the chemical addictions field or an experienced professional, represent a public or private organization, or work in other related areas, you will benefit personally and professionally from this major educational event. Please note **ASADS** offers courses on prevention, treatment, recovery, and rehabilitation career fields.

2023 ASADS BOARD OF DIRECTORS and ADVISORY BOARD

Kathy House, President, AL Dept. of Mental Health
Debbi Metzger, Vice President, AL Dept. of Mental Health
Vanessa Goepel, Treasurer, University of Alabama
Rachel Kiefer, Secretary, AL Dept. of Public Health
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Sharmen Rutherford, Advisory Board, All Things New Counseling Services
Greg Snodgrass, Cumberland Heights
Sheree Logan Towne, NAADAC
Shannon Weston, AL Dept. of Youth Services

GENERAL INFORMATION

TUITION

Deadline for early registration is **March 13, 2023**. To provide a larger array of courses ASADS is now offering **HALF-DAY COURSES**. Registrations will be accepted until the first day of the conference; however, registrations post marked or faxed after **March 13, 2023,** will include an increased fee. Please see registration fees below.

Please Note: Many classes are filled prior to March 13, 2023. To ensure the class of your choice register early!

Registration Fees for In-Person Participation

EARLY Registration: March 13, 2023, and prior	
4-day attendance	$440.00
3-day attendance	$380.00
2-day attendance	$260.00
1-day attendance	$135.00
Half Day attendance	$70.00

Registration: March 14, 2023, or after	
4-day attendance	$475.00
3-day attendance	$420.00
2-day attendance	$290.00
1-day attendance	$150.00
Half Day attendance	$80.00

Registration Fees for Virtual Participation

NEW

Registration: March 14, 2023, or after	
4-day attendance	352.00
3-day attendance	292.00
2-day attendance	208.00
1-day attendance	108.00
Half Day attendance	56.00

NEW

REGISTRATION NOW OPEN FOR IN-PERSON + VIRTUAL

REGISTRATION INFORMATION

Participants may register online at www.asadsonline.com. Registrations will also be accepted by mail or fax for those who do not have internet access. Organizations may mail/fax a Purchase Order or Voucher for approval with names of participants identified. To request a registration form, contact the ASADS Office at 256-620-3304 or asadsalabama@gmail.com.

REGISTRATION PRIOR TO CONFERENCE

Every effort will be made to ensure participants are enrolled in their first choice; however, enrollment is limited, and reservations are made on a first-come, first-serve basis. ASADS reserves the right to cancel any course for which minimum enrollment is not reached. If a course is cancelled and a transfer is not possible, a full refund of the tuition fee will be made.

ON-SITE REGISTRATION INFORMATION

Registering online prior to the conference is strongly encouraged so that you may attend the class(es) you need or desire to take. will be made available the days of the conference in the lobby of the Bryant Conference Center.

CANCELLATIONS AND REFUNDS

Cancellations received after **March 6, 2023,** will be subject to a 25% cancellation fee. No refunds are made after the conference has begun; however, participant substitutions are welcome. In the event an instructor cancels or changes a presentation, ASADS reserves the right to **ASADS** reserves the right to cancel or postpone classes.

FOOD AND REFRESHMENTS

Beverages and light snacks will be offered during break times.

HANDOUTS

ASADS has gone green! Therefore, **ASADS** will not provide copies of course handouts before or during the conference. Participants may go to the **ASADS** website two weeks prior to the conference start date to download and/or print course-specific handouts.

SPECIAL NEEDS

In accordance with the Americans with Disabilities Act, please indicate any needs when registering for the conference. If further assistance is needed, please contact Tom Mihokanich at (256) 595-2219 or email asadsalabama@gmail.com

CONTINUING EDUCATION HOURS

Continuing Education (CE) is designed to recognize the efforts made by individuals who attend approved continuing education programs. Participants at this conference can earn up to **27** continuing education contact hours. Participants attending courses, as documented by daily attendance, will receive a certificate upon completion of the approved courses by email. CE granting authority requirements state that certificates cannot be issued early or given to another participant, and only those courses approved by the certification issuing authority will be approved.

NEW! APOSTC: This conference can be used for Alabama Peace Officers Standards and Training Commission (APOSTC) credits if approved by your agency head.

Professional Associations

- Alabama Alcohol and Drug Abuse Association
- Alabama Alcoholism and Drug Counselor Certification Board
- Alabama State Board of Social Work Examiners-0502
- National Board of Certified Counselors-6600
- Certified Rehabilitation Counselor
- Alabama Board of Nursing-ABNP 1475 **PARTICIPANTS MUST BRING THEIR NURSING CARD TO BE SWIPED THROUGH THE ELECTRONIC SCANNER ONSITE.**
- Alabama Psychological Association
- Alabama Board of Nursing Home Administrators

Continuing Education (CE) Provider Statements

ASADS has been approved by NBCC as an Approved Continuing Education Provider, ACEP # 6600. Programs that do not qualify for NBCC credit are clearly identified on the Workshop Schedule. ASADS is solely responsible for all aspects of the program.

This school is sponsored by ASADS and the Alabama Psychological Association (aPA). The aPA is approved by the American Psychological Association (APA) to sponsor continuing education for psychologists. aPA maintains responsibility for this program and its contents. Partial attendance, late arrival, or early departure will preclude the issuance of CE credits.

ASADS has been approved as a Continuing Education Provider with the Alabama Board of Social Workers and may offer approved clock hours for programs that meet Alabama Board of Social Workers guidelines.

The Alabama Department of Rehabilitation Services is approved by the Commission on Rehabilitation Counselor Certification (CRC) to sponsor continuing education credits for counselors. Sponsor number 00060639.

Sign In Stations

Certified Rehabilitation Counselor (CRC/CRCC) – All Counselors need to locate the ***"CRC/CRCC Signage Station"*** and complete the Course Completion Form at the end of each day.

Alabama Board of Nursing (ABN) – All nurses need to locate the ***"ABN Signage Station"*** and swipe their nursing license upon arrive and departure each day.

aPA forms will be available at the registration desk. To be completed after the end of each day by participant.

Note:
Participants are responsible for selecting the course that meets the requirements of their certifying/licensing body for contact hours and renewal needs. If you have questions regarding the ASADS course content, contact Tom Mihokanich at (256) 595-2219 or asadstommiho@gmail.com

LODGING

HOST HOTEL: Special arrangements have been made with the Hotel Capstone, which is adjacent to the Bryant Conference Center, for participants at a special rate of $129.00 per night for single or double occupancy, plus tax. The hotel is located at 320 Bryant Drive, Tuscaloosa, Alabama 35401. Phone: (205) 752-3200 or 1-800-477-2262. Please indicate you are attending the ASADS Conference when making your reservation. This special room block, and rate is reserved until **February 21, 2023**. The hotel reserves the right to discontinue the special rate after that date. One night's deposit is required when making your reservation.

ADDITIONAL HOTELS: Additional rooms are available close to the Bryant Conference Center. Please refer to the following:

Embassy Suites	**Homewood Suites**	**Holiday Inn Express and Suites**
205-561-2500	205-349-2727	205-464-4000
Hotel Indigo	**Home2 Suites**	**Hampton Inn**
205-469-1660	205-349-2002	205-553-9800

** Please note these are “some” of the lodging options available to you. The Hotel Capstone is our contracted site based on location and ability to negotiate a special rate due to large number of reservations during the school.

Make the Most of Your Conference Experience with the

47th Annual ASADS Conference Mobile App!

Notetaking | Create & Share Schedules | Personal Summary | Social Features

1. Download the eventScribe App

Scan the QR Code or go to the Apple App Store or Google Play and search for **eventScribe**.

eventScribe App Icon

Install and **open** the eventScribe app. Find your event icon in the Upcoming Events (bottom row) or **search** for .**ASADS**.

Tap the event icon to launch your event's app.

Event Icon

2. Login to the App

Log in to your account by signing in with your **Email (the one you registered with)** and **Registrant ID** to begin using the app immediately.

Forgot Registrant ID? Tap on Registrant ID at the top of the screen to have it emailed to you.

3. App Tips

Download the app before you go! Wi-Fi connection on-site can affect the functionality of the app.

Browse the event information and create a personal schedule by tapping on the star next to presentation titles.

WEEK AT A GLANCE

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
		ASADS T-Shirt Day		
	7:00 – 8:00AM **REGISTRATION**	7:00 – 8:00AM **REGISTRATION**	7:00 – 8:00AM **REGISTRATION**	7:00 – 8:00AM **REGISTRATION**
	8:15 – 9:15AM **Welcome**	8:15 – 9:15AM **Welcome**	8:15 – 9:15AM **Welcome**	8:15 – 9:15AM **Welcome**
	OPENING SESSION *Leadership as a Process In and Around Us* ***Presenter:*** ***Joshua Nirella***	**OPENING SESSION** *The First Choice & A Second Chance* ***Presenter:*** ***Stephen Hill***	**OPENING SESSION** *From Disgrace To Grace: The Neurochemistry of Shame, Recovery, Recovery, and the Twelve Steps* ***Presenter:*** ***Dr. Merrill Norton***	**OPENING SESSION** *What's Love Got To Do With It?* ***Presenter:*** **Mansfield Key**
4:00 – 6:00PM **Registration**	9:15 – 9:30AM **BREAK**	9:15 – 9:30AM **BREAK**	9:15 – 9:30AM **BREAK**	9:15 – 9:30AM **BREAK**
	9:30AM – 12:30PM **WORKSHOPS**	9:30AM – 12:30PM **WORKSHOPS**	9:30AM – 12:30PM **WORKSHOPS**	9:30AM – 12:30PM **WORKSHOPS**
	12:30 – 1:30PM **LUNCH**	12:30 – 1:30PM **LUNCH**	12:30 – 1:30PM **LUNCH**	**Adjourn 12:30pm**
		Carl Nowell Award		
	1:30 – 3:00PM **WORKSHOPS**	1:00 – 3:00PM **WORKSHOPS**	1:00 – 3:00PM **WORKSHOPS**	
	3:00 – 3:15PM **BREAK**	3:00 – 3:15PM **BREAK**	3:00 – 3:15PM **BREAK**	
	3:15 – 4:45PM **WORKSHOPS**	3:15 – 4:45PM **WORKSHOPS**	3:15 – 4:45PM **WORKSHOPS**	
		5;30 – 7:30PM **COMMUNITY EVENT** *How Can We Help this Kid?* ***Presenter:*** ***Stephen Hill***		

ASADS will provide lunch each day for participants who attend a full day.

OPENING SESSIONS

Tuesday: 8:15am to 9:15am *Leadership as a Process In and Around Us*

Presenter: Joshua Nirella

In his book, Leadership for the Twenty-First Century, (1991), Joseph C. Rost wrote, "Leadership is a process, not a person." Over the past three years, the behavioral/addiction healthcare workforce has been severely tested, as staffing shortages and operational challenges have quickly risen to the top. These issues have always been there, but the COVID pandemic only exacerbated these areas to bring them to the surface. This called for leadership to identify solutions overnight, while continuing to maintain services and increase market-share. It also forced our entire workforce to "do more with less" while providing solutions to the challenges that they faced, oftentimes becoming overwhelmed with that burden. We suddenly began to see Rost's words start to ring true—groups of people rallied as one to identify, then solve problems. We live in a society that is fixated on elevating a single person as the solution to our problems. From NFL teams to Wall Street, individuals have risen in importance far more than groups of people ever will. However, leadership really isn't about one individual, but more about the message (i.e., vision/mission) and the process to have that message become central to who we are. In this session, we will discover more about the process of leadership and the importance of focusing on our people, connecting them to the vision/mission to do and become the message we have set out to become.

CE: 1 hour

Wednesday: 8:15am to 9:15am *The First Choice & A Second Chance*

Presenter: Stephen Hill

This program begins with an introduction video aimed at knocking down the stigma attached to the disease of addiction, educating the audience on the current drug epidemic, and setting the stage for a powerful, honest and heartfelt story. During interviews with Stephen's family, it becomes clear he had a great childhood. "No one saw this coming." Stephen shows his audience, through his life experience, how addiction can unfold, the consequences of substance use, and how stigma contributed to his inability to recover. His storytelling technique allows each individual person to draw conclusions in their own meaningful way as it relates to their own life. Stephen focuses on the progression of his addiction—beginning to end—leaving people with a better understanding of how the choices they make today will affect them, and those around them, for the rest of their lives. The trifecta gateway drugs of nicotine, marijuana, and alcohol introduced to Stephen in 8th grade by older peers was just the beginning, eventually leading to self-destructive behaviors, criminal convictions, and a deadly opioid addiction. Stephen directly discusses why it is currently the most dangerous time in history to be using drugs because of fentanyl. He takes you through his dark days in addiction and slowly transitions into sobriety, emphasizing that recovery is possible. The pivotal moment is when Stephen was given a second chance to turn his mess into a message by working in the field of addiction treatment and prevention. In recovery, Stephen gained the confidence to go back to college and eventually law school. He closes with hope and motivation to be kind and understanding, never give up on someone, help others chase their dreams, leads by example, and to live a happy and healthy lifestyle.

CE: 1 hour

Thursday: 8:15am to 9:15am

From Disgrace To Grace: The Neurochemistry of Shame, Recovery, and the Twelve Steps

Presenter: Dr. Merrill Norton

In the treatment of alcohol use disorder (AUD), there are medications that have been approved by the FDA to ease the transition into abstinence. Medications can be used for detoxification, withdrawal, and cravings associated with AUD. When it comes to treating alcohol cravings and deterring individuals from drinking alcohol, medications are an efficacious resource. Currently, less than 10% of patients with AUD receive medications as part of their treatment plan, even though it is an evidence-based treatment recommended by SAMHSA in combination with behavioral interventions. When individuals show an inadequate response to counseling alone, adding medication may be the next step. Anti-craving medications include Naltrexone, Acamprosate, Disulfiram, anticonvulsants (off-label), and herbal preparations.

CE: 1 hour

Friday: 8:15am to 9:15am

What's Love Got To Do With It?

Presenter: Mansfield Key

This ed-u-training (educational and entertaining) training session will have its audience participating in lively discussions and engaging activities using music and drama. We want to help them discover sustainable ways to keep the passion for their purpose. Let's work together to help your team identify what's draining their emotional, mental battery and determine what is causing their engine to have a slow start and sometimes stall. We will bring the Booster Cables to give them a charge and help create a spark to energize the people around them. Let's work together to discover ways to relieve their personal and professional stress to their personal and professional best. This session will clearly prepare participants to leave the conference ready to illustrate what it means to make a difference in the lives of others: "Someone's Destiny is tied to your assignment".

CE: 1 hour

MEETING THE CHALLENGE 2023
CHANGING THE NARRATIVE
CONNECT. ADAPT. THRIVE.

ASADS WEDNESDAY NIGHT COMMUNITY EVENT

KEYNOTE SPEAKER: STEPHEN HILL

HOW CAN WE HELP THIS KID?

Stephen shows his audience, through his life experience, how addiction can unfold, the consequences of substance use, and how stigma contributed to his inability to recover. Stephen focuses on the progression of his addiction—beginning to end—leaving people with a better understanding of how the choices they make today will affect them, and those around them, for the rest of their lives.

Free Event*
Registration required
Refreshments provided

March 22, 2023 I 5:30 pm-7:30 pm
Bryant Conference Center
240 Paul W. Bryant Dr.
Tuscaloosa, AL 35401

*Open to the public
*Conference attendance not required to attend this event

VitAL Improving Wellness in Alabama

ADMH Alabama Department of Mental Health

For more Information and Registration
ASADSonline.com

COURSES AT A GLANCE

Participants need to select a first and second choice for the course they desire to attend on a specific day. The **ASADS** Board will work diligently to accommodate your need. However, courses are on a first come, first served basis and, occasionally the course may be full. Additionally, please be aware when selecting courses, do not select a course that overlaps another course.

Due to the short duration of the course, changing from one half day course to another half day course is NOT allowed.

Course No.	TUESDAY 9:30am – 12:30pm (3 hours)	Course No.	TUESDAY 1:30pm - 4:45pm (3 hours)
TAM01	Strategic Productivity, Engagement, and Retention of Staff	TPM01	Strategic Productivity, Engagement, and Retention of Staff
TAM02	Psychotropics and Pregnancy	TPM02	Ethnicity and Substance Use Disorders
TAM03	Creating Change: A Past Focused Model of Trauma and Addiction	TPM03	Women and Addiction – Listening to the Themes the Untold Story
TAM04	Working with Families Who Have Lost and Still Love	TPM04	Drug University Returns! Drug Culture, the Cartels, and Problems with Prevention
TAM05	HIV/STIs: an Overview for the Substance Abuse/Mental Health Professional	TPM05	Value of Peer Support
TAM06	Creative/Collaborative Strategies for Rural Alabama Communities to Address the Mental Health Crisis	TPM06	Entrepreneurship for All
TAM07	Mental Health and Wellness in Nurses and Healthcare Workers	TPM07	Engaging Community Members through interactive Data Sharing Strategies
TAM08	Taking Care of the Caregivers: Identifying and Preventing Compassion Fatigue in the Peer Work Force	TPM08	Re-Creation, De-stressing in a Stressed-out World
TAM09	From Grief to Gratitude: Finding Hope in Recovery	TPM09	Ethics for the Substance Use Professional
TAM10	The BIG PITCH: Prevention, Recovery and Treatment Shark Tank	TPM10	Incorporating Recovery Planning into Service Notes: Documentation Training for Certified Peer Recovery Supporters
Course No.	**WEDNESDAY 9:30am – 12:30pm (3 hours)**	**Course No.**	**WEDNESDAY 1:30pm - 4:45pm (3 hours)**
WAM01	Psychopharmacology of Mental Health Medications	WPM01	The Effects of the Latest Street Drugs on Pregnancy
WAM02	Finding Your Best Self: A New Trauma/Addiction Model for Self-Help, Family, Peers, and Professionals	WPM02	Seeking Safety: An Evidence-Based Model for Trauma and/or Addiction
WAM03	Veterans, Post Traumatic Stress and Wild Mustangs- what is happening?	WPM03	Bringing a Treatment Plan to Life
WAM04	Understanding Stimulant Use Disorders – Addressing the 4th Wave of the Opioid Crisis	WPM04	Vicarious Trauma: Signs, Symptoms and Management for the Healthcare Provider
WAM05	Human Trafficking and Its Intersection with Substance Use	WPM05	Tele-behavioral Health: Clinical Practices and Risk Management Considerations
WAM06	Boots on the Ground: Supporting Families In Your Backyard	WPM06	The Impact of Health Literacy on Underserved Populations
WAM07	Family and Dyadic-Based Intervention Strategies for the Treatment of Alcohol and Substance Abuse Disorders	WPM07	Human Trafficking and Its Intersection with Substance Use
WAM08	Prevention Works	WPM08	The “Hidden Addiction” - Understanding and Treating Chronic Marijuana and Cannabis Dependency
WAM09	Ethics: History and Applied Ethical Dilemmas	WPM09	Rocking the Roles: Family Systems in Treating SUD
WAM10	Stormy Seas and Beautiful Shores: Adolescents and Family Dynamics	WPM10	Medications for Opioid Use Disorder (MOUD) Overview and Surrounding Stigma

ASADS Wednesday Night Community Event

5:30 – 7:30pm
How Can We Help this Kid?
Presenter: Steven Hill

Course No.	THURSDAY 9:30am – 12:30pm (3 hours)	Course No.	THURSDAY 1:30pm - 4:45pm (3 hours)
THAM01	Vaping and the Adolescent Brain	THPM01	Opioid and Other Medications: How Do They Interact
THAM02	The Fierce Urgencies of Now! Changing the Conversation about The Role of Prevention, Commercialization, and Inequity in a Time of National Crisis	THPM02	Measurable Assessments Improve SUD Treatment Outcomes
THAM03	Treating PTSD in Veterans with Prolonged Exposure	THPM03	Multicultural Counseling in the Treatment Setting
THAM04	Introduction to Prevention Ethics	THPM04	Ethical Considerations for the SUD Treatment Provider
THAM05	Faith-Based Support Specialist Training (FBSS)	THPM05	Exploring Stimulant Use Disorder Treatment and Therapies
THAM06	Medications for Opioid Use Disorder (MOUD) Overview and Surrounding Stigma	THPM06	Recovery Residences: Is it a Very, Very, Very Fine House?
THAM07	Decreasing Stigma and Developing Empathy	THPM07	Drug Trends in Alabama
THAM08	Rise in Fentanyl and Other Dangerous Opioids	THPM08	Dynamic Ideas for Group Therapy
THAM09	Traumatic Brain Injury Recovery and Mental Health	THPM09	The Battle at Home: Exploring the Complexities of PTSD, Substance Abuse, and Other Cooccurring Conditions in the Veteran Population
THAM10	It's Mine, It's Yours, It's Ours: The Role of Servant and Stewardship in Organizational Leadership	THPM10	Prevention Professional Essentials: What Should I Know Before I Go?

Course No.	FRIDAY 9:30am – 12:30pm (3 hours)
FAM01	Prevention Education through Coalition Building & Community Involvement
FAM02	Creating Patient-Centered Care for Pregnant and Postpartum Populations with Substance Use Disorder
FAM03	Perspectives in Clinical Supervision
FAM04	Alabama's Crisis System: Access to Care, Mobile Crisis Services, and Crisis Stabilization
FAM05	Siloed no more: Achieving Health Equity by Addressing the Pervasive Interconnections Among Substance Use, Social, and Structural Determinates of Recovery.
FAM06	Assessing Alabama's Opioid Epidemic
FAM07	Drug Trends in Alabama
FAM08	Sexting, Pornography, and Addiction…OH MY! How Pornography Affects Our Youth and is Pornography Addictive?
FAM09	Taking a Public Health Approach in Prevention with Local Policy Change
FAM10	How Can Positive Ethics Improve Our Wellbeing – A Brief Presentation

TUESDAY MORNING HALF DAY COURSES
9:30am to 12:30pm

TAM01: Strategic Productivity, Engagement, and Retention of Staff

Presenter:
Joshua Nirella, MSOL

Course Description:
Productivity, engagement, and retention of staff has long been seen as the "Bermuda Triangle" of healthcare, especially in the field of addiction treatment. Staff shortages, burnout, and turnover can plague an organization for years and cost a company at least 33% of that staff member's annual salary to replace them. This presentation will focus on approaches that organizations can use to develop staff productivity, engagement, and retention in STRATEGIC ways. Participants should expect an engaging seminar, along with a re-grounding of the passion for people that led them to this field in the first place. The presentation will be focused specifically on providing deliverables that organizations and individuals can immediately implement into their programs to help develop strategic productivity, engagement, and retention of their staff. These deliverables will be focused on the model of Strategic Productivity (SP3O), including Building a Culture of Engagement; Attentive Supervision; Effective Systems and Operations; and Alignment. Organizational Culture will include a scientific study and definitions of Org. Culture, along with a discussion on effective leadership and listening to our workforce. Attentive Supervision will focus primarily on the important role that supervisors play in the success of their teams and the implementation of SP3O. Effective Systems & Operations will focus on developing systems/ops that work for the workforce and that helps solve problems. We will discuss solutions as well as symptoms of systems/ops that work in reverse, thereby taxing the workforce's abilities to operate with Strategic Productivity. Finally, Alignment will focus on getting your operations and people aligned to one purpose, passion, and presence. We will be utilizing several audience break-out sessions and participation activities throughout the presentation, including utilizing balloons to demonstrate building effective systems; ping pong balls to demonstrate attentive supervision; and an entire audience participation activity that will "make it rain". The plan is to fully engage the audience, to fully envelop the participants in the theme of the presentation. The presentation will be conducted by Josh Nirella, who has held leadership positions in behavioral healthcare for the last 20 years, including the current President of PAATOD. The presentation will run 3 hours in length, with several opportunities for break-out sessions and question/answer segments to engage the audience. The target audience is behavioral healthcare leadership who have the ability to make organizational changes, along with clinicians and medical personnel, who have the ability to impact an organization's vision/mission.

Course Objectives:
After attending the course, a participant will be able to:

- apply specific deliverables that will impact employee engagement and retention;
- identify specific areas and/or processes within an organization that need enhanced/optimized for greater productivity; and
- develop specific tactics to bolster current processes/operations to create better engagement of staff and patients.

TAM02: Psychotropics and Pregnancy

Presenter:
Dr. Merrill Norton, Pharm.D., D.Ph., CMAC

Course Description:
With the recent changes in the states' abortion laws, a new awareness for practitioners is necessary for when their patients are taking psychotropics. This presentation will update behavioral health professionals to the latest FDA guidelines concerning pregnancy and lactation risk categories for psychotropic medications. Discussions of antidepressant, antipsychotic, anxiolytic, and mood stabilizers' birth defects and safety of breastfeeding will be the focus of this course.

Course Objectives:
After attending the course, a participant will be able to:

- become familiar with the major birth defects of various psychotropic classifications;
- develop a practical approach of patient education in discussing the use of psychotropic medication during pregnancy; and
- understand the safety use of psychotropic medication for the breastfeeding mother.

TAM03: Creating Change: A Past Focused Model of Trauma and Addiction

Presenter:
Summer Krause, LPC, CADCIII

Course Description:
This presentation offers a description and implementation of Creating Change, a new evidence-based counseling model for trauma and/or addiction. This new model focuses on processing of past memories and emotions. By the end of the training participants can conduct Creating Change if they choose to. The training is highly clinically oriented and experiential, addressing key issues such as client readiness and engagement, clinician self-care, complex cases, and the evidence-base of the model.

Course Objectives:
After attending the course, a participant will be able to:

- identify the use of past- versus present-focused counseling;
- describe the key features and clinical implementation of the Creating Change model;
- explore how Creating Change can be used in conjunction with other treatments; and
- address how the model can be adapted for various populations and settings.

TAM04: Working with Families Who Have Lost and Still Love

Presenters:
Jack Sykstus, LMFT, CSAC
Maggie Banger, LPC-S

Course Description:
With an increase in substance-related fatalities year over year, more and more family members of all types are experiencing the pain of losing someone they love. This course will walk through the clinical perspective of supporting grieving people and share learnings from hosting weekend-long grief workshops providing hope and healing to families who have experienced a substance-related loss.

Course Objectives:
After attending the course, a participant will be able to:

- conceptualize clinically salient grief states and how to identify them;
- integrate grief programming into their clinical programs; and
- evaluate the impact of grief programming for internal insights.

TAM05: HIV/STIs: an Overview for the Substance Abuse/Mental Health Professional

Presenter:
Rick Meriwether, B.S.

Course Description:
This three-hour course will provide an overview of current developments in Sexually Transmitted Infections (STIs)/HIV diagnosis & management to the lay person/professional especially those involved in the counseling & education of individuals living with a dual diagnosis, i.e., alcohol/drug addiction AND a STI, including HIV and/or HBV/HCV. Attendees will receive instruction on the nine most common STIs diagnosed in Alabama. Also, key Alabama laws regarding STIs/HIV will be discussed.

Course Objectives:
After attending the course, a participant will be able to:

- define/identify the following terms: abstinence, safer sex, risk reduction, HIV, AIDS, STI/STD, nPEP, PrEP;
- conduct a brief, accurate and sensitive assessment of an individual's sexual risk-taking behavior;
- discuss the epidemiology, clinical manifestations, diagnosis, and treatment for the following STIs: HIV, gonorrhea, chlamydia, syphilis, herpes, bacterial vaginosis, venereal warts, viral hepatitis, and pubic lice; and
- review risk reduction/behavior change theories and models as they relate to STI/HIV infection.

TAM06: Creative/Collaborative Strategies for Rural Alabama Communities to Address the Mental Health Crisis

Presenters:
Chief Joseph Stanford
Kathleen Saucier

Course Description:
This course will provide an overview of the process to identify and address the mental health and law enforcement needs in rural Alabama communities. You will have the opportunity to learn from leaders of the Clay County Law Enforcement Agencies and the Clay County Children's Policy Council about the collaborative efforts they utilized to create and put in place a Law Enforcement Mental Health Liaison position within their rural community.

Course Objectives
After attending the course, a participant will be able to:

- utilize an online needs assessment and identify 3 unique needs of their community;
- develop an action plan to address the identified needs;
- identify key organizations/individuals within the community;
- organize a round table discussion session; and
- facilitate a round table discussion session.

TAM07: Mental Health and Wellness in Nurses and Healthcare Workers

Presenter:
Abby Migliore, MSN, MBA, RN

Course Description:
As COVID-19 emerged, healthcare workers found themselves in unprecedented situations related to the increase in patients, acuity, risk to themselves, and changing safety requirements. This has been shown to have a large effect on the mental health and wellness of healthcare workers. This presentation examines what is mental health and wellness in

healthcare workers today. It looks at recent surveys, studies or articles written by organizations to include by Mental Health America about the increase in things such as stress, anxiety, feeling overwhelmed, loneliness and powerlessness in healthcare workers. It also discusses the increase in rates of Pandemic Fatigue, Burnout, Compassion Fatigue, Posttraumatic Stress Disorder, and Suicide Rates in healthcare workers. It has approximately 23 references and looks at multiple reports or articles form organizations or experts such as the American Psychological Association, Scientific America, Global Wellness Institute, and more. When doing this review, we learned important statistics, for example in one survey conducted from June-September 2020, 55.14% of the healthcare workers surveyed were questioning their career path and 52.19% reported having Compassion Fatigue. These same healthcare workers reported that only 27.7% felt hopeful and 19.66% felt pride. These are important statistics for regulatory agencies and healthcare associations to hear. Challenges faced included that this is an evolving situation and the studies looking at it are relatively new. Long term mental health effects on healthcare workers may not be completely realized yet. Many healthcare workers express a decline in their mental health and wellness since the pandemic started. These studies, though focused on healthcare in the United states, are issues that are being felt around the world. Healthcare workers are expressing similar effects of stress and concern globally. This can increase concerns for regulatory bodies, employers, and the healthcare workers themselves, related to increase in substance use or mental health concerns that would prevent the healthcare worker's ability to provide safe care. It also can cause decrease in the number of healthcare workers in the field which can be concerning for the lack of enough workers to cover the number of patients who need care. These are important issues to be aware of and to find ways to assist our healthcare workers with their mental health and wellness.

Course Objectives:
After attending the course, a participant will be able to:

- describe mental health and mental wellness;
- discuss the impact of COVID-19 on the mental health of and suicide prevalence in healthcare workers; and
- summarize mental health concerns among healthcare workers that have been exacerbated by the COVID-19.

TAM08: Taking Care of the Caregivers: Identifying and Preventing Compassion Fatigue in the Peer Work Force

Presenter:
Ed Johnson, LPC, LAC/S, MAC, CCS, CPRS

Course Description:
Individuals who work with vulnerable populations that have experienced trauma experience Secondary Traumatic Stress (STS). Without intervention, STS results in compassion fatigue, which in turn leads to burn out. This didactic and experiential session will increase participants awareness related to why Peer Support Workers are especially vulnerable to compassion fatigue. Participants will explore the causes and contributing factors of compassion fatigue. Additionally, it will allow participants to explore skills and lifestyle changes they can use to reduce the impact of compassion fatigue and promote compassion satisfaction.

Course Objectives
After attending the course, a participant will be able to:

- identify what behavioral traits place peers at higher risk for compassion fatigue and secondary traumatic stress;
- list 3 of the things that individuals can do to prevent and reverse compassion fatigue and secondary traumatic stress; and
- define compassion satisfaction.

TAM09: From Grief to Gratitude: Finding Hope in Recovery

Presenter:
James Campbell, LPC, LAC, MAC, AADC

Course Description:
Grief is defined as the normal process of reacting to a loss. Though there are a wide variety of losses that can lead to grief, there are also many commonalities in how we experience it and how we begin the healing process. This training is designed to explore various types of loss, aspects of grief, and pathways to healing. Specific attention will be given to the process of grieving as it relates to substance use disorders, and participants will gain practical tools for assisting those struggling with grief and bereavement.

Course Objectives
After attending the course, a participant will be able to:

- identify diverse types of loss and common experiences related to each;
- explore differing models of the grief process;
- examine the specific impact of grief on substance use disorders and recovery; and
- gain practical tools to assist others in healing following loss.

TAM10: The BIG PITCH: Prevention, Recovery, & Treatment SHARK TANK!

Presenter:
Jerria Martin, MDIV, CADCA TOT

Course Description:
Having the opioid crisis raging forward, new synthetic drugs like fentanyl being pushed to users, and chronic stress being induced by the COVID-19 pandemic, 2023 brings a unique set of challenges for the dedicated drug preventionist, treatment providers and recovery partners who work with people struggling with addiction. The Mexican Cartel has gone as far as changing the colors and shapes of dangerous drugs to appeal more to the young adult and teen community. Creative strategies have been weaved together by dealers nationwide, getting these substances in the hands of the most vulnerable community members, they've mastered their "pitch". Thus, to successfully reach the same community, coalitions, organizations, and other entities must effectively and creatively market and pitch their work on a dime-size budget. This "Shark Tank" designed session will prepare you to use basic marketing strategies to increase community support, involvement, and engagement. Get ready to make the "BIG PITCH" and win even BIGGER PRIZES from our local Sharks.

Course Objectives
After attending the course, a participant will be able to:

- analyze their current outreach efforts within the prevention, recovery, and treatment community and enhance them using targeted marketing strategies;
- construct marketing strategies that are culturally relevant and culturally competent; and
- explain the psychology of marketing, and how to use creative techniques to attract and strategically engage their community.

TUESDAY AFTERNOON HALF DAY COURSES
1:30pm to 4:45pm

TPM01: Strategic Productivity, Engagement, and Retention of Staff

Presenter:
Joshua Nirella, MSOL

Course Description:
Productivity, engagement, and retention of staff has long been seen as the "Bermuda Triangle" of healthcare, especially in the field of addiction treatment. Staff shortages, burnout, and turnover can plague an organization for years and cost a company at least 33% of that staff member's annual salary to replace them. This presentation will focus on approaches that organizations can use to develop staff productivity, engagement, and retention in STRATEGIC ways. Participants should expect an engaging seminar, along with a re-grounding of the passion for people that led them to this field in the first place. The presentation will be focused specifically on providing deliverables that organizations and individuals can immediately implement into their programs to help develop strategic productivity, engagement, and retention of their staff. These deliverables will be focused on the model of Strategic Productivity (SP3O), including Building a Culture of Engagement; Attentive Supervision; Effective Systems and Operations; and Alignment. Organizational Culture will include a scientific study and definitions of Org. Culture, along with a discussion on effective leadership and listening to our workforce. Attentive Supervision will focus primarily on the important role that supervisors play in the success of their teams and the implementation of SP3O. Effective Systems & Operations will focus on developing systems/ops that work for the workforce and that helps solve problems. We will discuss solutions as well as symptoms of systems/ops that work in reverse, thereby taxing the workforce's abilities to operate with Strategic Productivity. Finally, Alignment will focus on getting your operations and people aligned to one purpose, passion, and presence. We will be utilizing several audience break-out sessions and participation activities throughout the presentation, including utilizing balloons to demonstrate building effective systems; ping pong balls to demonstrate attentive supervision; and an entire audience participation activity that will "make it rain". The plan is to fully engage the audience, to fully envelop the participants in the theme of the presentation.

Course Objectives:
After attending the course, a participant will be able to:

- apply specific deliverables that will impact employee engagement and retention;
- identify specific areas and/or processes within an organization that need enhanced/optimized for greater productivity; and
- develop specific tactics to bolster current processes/operations to create better engagement of staff and patients.

TPM02: Ethnicity and Substance Use Disorders

Presenter:
Dr. Merrill Norton, Pharm.D., D.Ph., CMAC

Course Description:
Factors that have a dramatic effect on substance use and mental health disorders and their treatment include gender, age, and ethnicity. The impact of ethnic and cultural influences on treatment adherence, compliance and persistence needs to be considered in order to fully treat a patient successfully. This presentation will explain the importance of the application of various cultural, gender, and ethnic treatment guidelines for various patient populations, highlighting those aspects of the literature that may be used toward developing a level of cultural competency that will benefit your patients.

Course Objectives:
After attending the course, a participant will be able to:

- identify cultural influences that have an impact on Substance Use Disorder treatment choices and outcomes; and
- recognize and identify bias factors that affect medication usage in different ethnic and cultural groups.

TPM03: Women and Addiction: Listening to Themes

Presenter:
Summer Krause, LPC, CADCIII

Course Description:
This workshop focuses on women's addiction. The goal is to deepen understanding of how gender impacts both the addiction process and its treatment. Topics include: rates; the telescoped course of women's addiction; barriers to treatment; subgroups of women who appear to be prone to higher rates of addiction; staff reactions toward women with addiction, and current assessment tools. The workshop will focus on supportive and specific tools to aid recovery, including experiential exercises, clinical role-plays, video clips, self-tests, workbook materials, and questions and discussion.

Course Objectives:
After attending the course, a participant will be able to:

- increase awareness of how the addiction and its treatment are different for women than for men;
- explore clinical interventions that are sensitive to women's recovery needs, with a focus on evidence-based practice;
- learn about empirical studies of gender differences;
- obtain resources for further learning on gender differences in addiction; and
- understand diversity issues in relation to women's addiction.

TPM04: Drug University Returns! Drug Culture, the Cartels, and Problems with Prevention

Presenter:
Derek Osborn, CPS, CPM

Course Description:
The illicit and licit drug markets are constantly evolving based on the demand for substances in the United States and driven by the constant eluding of law enforcement, legislation, and drug screening procedures. The question we all should be asking ourselves is, "How do we curb that demand?". Cultural change takes time, effort, and evolving strategies as the markets and technology are constantly changing right before our eyes. For those of us in the battle against addiction, keeping up to date on current trends, the cartels, and dark net operations, and discussing problems in prevention are key in hopes of future successes.

Course Objectives:
After attending the course, a participant will be able to:

- demonstrate knowledge of current trending drugs, their availability, and the direct effects and withdrawal symptoms;
- explain how the dark net operates and updated status of its use plus the role of the cartels; and
- discuss the role of societal acceptance of drug culture and continued problems in prevention.

TPM05: Value of Peer Support

Presenter:
Pamela Butler, MSW

Course Description:
This workshop will define the role and value of peer support services in the substance use disorder system of care. When utilized appropriately a peer's lived experience of the impact of a substance use disorder and their experience in recovery is valuable to an individual's success in their recovery. Acute care substance use treatment without other recovery supports has often not been sufficient in helping individuals to maintain long-term recovery. Substance use disorders are currently understood to be chronic conditions that require long-term management, like diabetes. Peer-based recovery support provides a range of person-centered and strength-based supports for long-term recovery management. These supports help people in recovery build recovery capital-the internal and external resources necessary to begin and maintain recovery. Peers can assist with retention in recovery and/or treatment services by helping individuals break down barriers of experience and understanding, as well as power dynamics that may get in the way of working with other members in the substance use disorder system of care. The peer can keep an individual engaged in the recovery process by allowing individuals to find and follow their own recovery path, without judgment, expectation, rules, or requirements.

Course Objectives:
After attending the course, a participant will be able to:

- define the role and value of peers and recovery support services;
- recognize the value of "Recovery Capital".
- utilize peers as part of an emerging transformation of systems and services addressing substance use disorder; and
- recognize how to utilize peers for engagement and retention in recovery and treatment process.

TPM06: Entrepreneurship for All

Presenter:
Dale O Smith, Jr.

Course Description:
This course is designed to help participants understand what entrepreneurship is and how they can make changes in their life to either become a successful entrepreneur, business owner, or a better employee. Becoming successful as an entrepreneur, business owner or employee is a valuable tool to use in a treatment plan for felons, drug addicts or others that need to make changes in their lives.

Course Objectives:
After attending the course, a participant will be able to:

- identify elements of the Entrepreneur’s Mindset;
- learn the keys to success as an Entrepreneur; and
- understand how to start a business.

TPM07: Engaging Community Members through Interactive Data Sharing Strategies

Presenter:
Lauren Barrette, B.A.
Dr. Jason Wheeler, Ph.D., MS

Course Description:
This will be an interactive session that trains attendees on how to use prevention data in their work and how to share it with community partners and stakeholders. First, attendees will learn how to present data for a specific audience and purpose. They will practice answering the Who, What, Why, and How of sharing a data set to decide how to best engage a particular audience and learn how to make customized decisions based on an engagement strategy they develop. In addition, they will participate in a discussion on how to center equity in data when sharing a data story. With this knowledge, attendees will then work together to build a data story that clearly explains data and key points to a chosen audience. Next, attendees will learn about a specific strategy for engaging individuals in reviewing and reflecting on data: data galleries. Attendees will participate in an interactive data gallery featuring Alabama prevention data so they can directly experience this data-sharing strategy. They will receive materials and tips that will provide step-by-step instructions, so they are prepared to facilitate an interactive data gallery in their community in the future. At the end of this training, attendees will have tools and resources to prepare engaging data summaries and will know how to conduct an interactive data gallery to share information with and gather input from community partners.

Course Objectives:
After attending the course, a participant will be able to:

- describe key considerations for sharing prevention data to engage community members in prevention work;
- prepare prevention data summaries that are tailored to a specific audience and designed to convey a clear message; and
- conduct an interactive data gallery session that engages stakeholders in reviewing and reflecting on their local prevention data.

TPM08: Re-Creation, De-stressing in a Stressed-out World

Presenter:
James Campbell, LPC, LAC, MAC, AADC

Course Description:
Many of us encourage our clients to participate in effective stress management and self-care, and with good reason. Unfortunately, we often have limited suggestions for our clients as to practical ways to participate in self-care. Even more concerning, we often fail to practice it ourselves. This session explores the importance of and practical means of participating in healthy self-care.

Course Objectives:
After attending the course, a participant will be able to:

- understand the fundamental role of good self-care in good client-care;
- explore factors that contribute to stress;
- evaluate the benefits and costs associated with stress; and
- identify and prioritize self-care as a means of greater health, effectiveness, and longevity in the field.

TPM09: Ethics for the Substance Use Professional

Presenter:
Steve Mason, LPC-S, ADC

Course Description:
This course will look at ethical issues that are faced in the counseling and substance use field. We will look at ways to identify ethical issues and navigate them to give the best outcome for the client and the counselor. Issues that contribute to ethical issues will be examined. Multiple frameworks for ethical decision making will be evaluated.

Course Objectives:
After attending the course, a participant will be able to:

- demonstrate familiarity with ethical dilemmas;
- identify issues that arise around confidentiality;
- recognize issues that arise around dual relationships and maintaining boundaries;
- determine an ethical decision-making process; and
- examine the importance of self-care as it relates to ethical decisions.

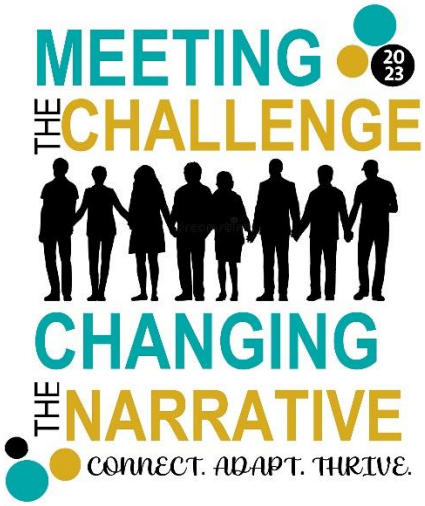
TPM10: Incorporating Recovery Planning into Service Notes: Documentation Training for Certified Peer Recovery Supporters (CPRS)

Presenter:
Ed Johnson, LPC, LAC/S, MAC, CCS, CPRS

Course Description:
If it isn't documented, it didn't happen! The basis for CPRS work with patients should be recovery planning. Service Notes should incorporate the recovery planning for continuity of patient care and billing. It is important to learn how to write a service note that incorporates recovery planning. Through the use of case studies, this experiential session will review recovery planning and different formats for creating recovery focused session notes and provide participants the opportunity to practice writing service notes.

Course Objectives:
After attending the course, a participant will be able to:

- list 3 things that should be in every service note;
- describe 2 formats for writing a service note; and
- identify 3 differences with using "Recovery Planning" vs. "Treatment planning".



WEDNESDAY MORNING HALF DAY COURSES
9:30am to 12:30pm

WAM01: Psychopharmacology of Mental Health Medications 2022

Presenter:
Dr. Merrill Norton, Pharm.D., D.Ph., CMAC

Course Description:
The primary purpose of this workshop is to bring to the participants the latest pharmaceutical applications to the diagnostics of the DSM 5. Many of our patients take medications to function at their highest level of success, but psychotropics do present adverse drug effects and monitoring is required. An overview of counselor monitoring for medication efficacy will be discussed. The workshop will also highlight the body of knowledge of psychotropic medications including the latest anti-depressants, anti-psychotics, anti-anxiety, mood stabilizers, psycho-stimulants, and herbal psychotropics. A recent review of the latest research in the neurobiology of anxiety, ADHD, and depression will be presented.

Course Objectives:
After attending the course, a participant will be able to:

- discuss and identify classes of drugs used to treat the spectrum of mental disorders;
- outline the neurobiology of anxiety, ADHD, depression, and psychotic disorders; and
- discuss the most recent advances in drug therapies in the treatment of mental disorders.

WAM02: Finding Your Best Self: A New Trauma/Addiction Model for Self-Help, Family, Peers and Professionals

Presenter:
Summer Krause, LPC, CADCIII

Course Description:
This presentation will describe Finding Your Best Self, a new recovery model for trauma and/or addiction. It can be used as self-help, by family members, peers, as well as by counselors in group or individual format. It offers 36 short chapters, each addressing a specific facet of trauma and/or addiction. Examples include: How do people change; The world is your school; Listen to your behavior; Wish versus reality; Possible selves; The language of trauma and addiction. Each chapter can be done at a session, and in any order and in as few or many sessions as time allows. We will cover practical recovery skills from the model, with role plays of exercises and discussion of implementation strategies across any clinical setting, by any provider, for any client.

Course Objectives:
After attending the course, a participant will be able to:

- describe current understanding of trauma, addiction, and their combination;
- identify how to use the book topics in provider-led format;
- describe how to engage clients in book topics based on their clinical needs;
- list key principles of the model;
- identify how topics relate to phase-based treatment for trauma and/or addiction;
- provide resources for trauma and addiction; and
- address adaptation with respect to culture.

WAM03: Veterans, Post Traumatic Stress and Wild Mustangs- What is Happening?

Presenters:
David J Flounders, Sr.
Kathleen Saucier
Mike Cassedy

Course Description:
This course will provide an overview of the different types of equine experiences presently in place in mental health and substance use treatment programs throughout the United States- to include programs utilizing Wild Mustangs. You will have an opportunity to learn from David J Flounders Sr- Co Founder and President of Samson's Strength Sustainable Veterans Project, Mustang TIP Trainer Trainee and Kathleen Saucier- Co Founder and Case Manager of Samson's Strength Sustainable Veterans Project about the benefits of utilizing Wild Mustangs working with Veterans and their families. In addition, you will learn about the recent research being done to provide data of the benefits of alternative therapies such as Equine Experiential Learning for Veterans with PTS, depression, and anxiety.

Course Objectives:
After attending the course, a participant will be able to:

- determine whether equine programs- in particular Wild Mustangs- is appropriate for their program/population;
- establish an equine program within their agency or establish a relationship with a program outside their agency to provide equine interaction; and
- develop strategies to measure the effectiveness of utilizing equine interaction with participants.

WAM04: Understanding Stimulant Use Disorders and Utilizing Evidenced Based Practices for Effective Treatment

Presenter:
Nick Szubiak, LCSW

Course Description:
Stimulant Use Disorder (StimUD) is referred as the fourth wave of the opioid crisis. Nationally, stimulant use is on the rise and for some communities has been a problem for quite some time. This training will review the basic science of addiction related to stimulants. The session will explore how stimulants impact the people who use them and how providers can adapt and utilize evidenced based approaches to meet the specific needs associated with recovery planning and treatment from stimulants. This session will talk about practical implementation of evidenced based treatment such as contingency management, incentives, and cognitive behavioral therapy specifically for people who use stimulants.

Course Objectives:
After attending the course, a participant will be able to:

- identify three specific national patterns and trends in stimulant use;
- specify two examples of the cognitive impact of stimulant use; and
- apply at least two specific behavioral treatment interventions and two recovery approaches that have been proven effective in treating people with a stimulant use disorder.

WAM05: Human Trafficking and Its Intersection with Substance Use

Presenters:
Lillian Agbeyegbe, DRPH
Robert Bieser, MPA, BA

Course Description:
This course will provide fundamental knowledge in human trafficking and its intersection with substance use. This knowledge will enable learners understand how to provide tailored support to people experiencing substance use disorders and human trafficking.

Course Objectives:
After attending the course, a participant will be able to:

- describe human trafficking, how it happens and who the victims are;
- explain how substance use intersects with human trafficking; and
- identify resources and relationships for responding to substance users experiencing trafficking.

WAM06: Boots on the Ground: Supporting Families In Your Backyard

Presenters:
Jack Sykstus, LMFT, CSAC
Patty Sykstus, RDN/LDN

Course Description:
"What can I do?" is a question we often ask family members and allies in the community. Well, there is a lot one can do to help support families in your community. Learn more about how peers and professionals can support families, resources to offer, and Alabama-specific resources near you!

Course Objectives:
After attending the course, a participant will be able to:

- recognize some of the challenges that families experience while having a loved one with an active Substance Use Disorder;
- apply CRAFT-specific interventions in their own programs when working with families; and
- identify family specific resources that they can use for continuing care.

WAM07: Family and Dyadic-Based Intervention Strategies for the Treatment of Alcohol and Substance Abuse Disorders

Presenter:
Dr. Brian S. Canfield, Ed.D., LPC, LMFT

Course Description:
This 3-hour workshop will provide an overview of the most current clinical outcome research regarding the efficacy of dyadic and systems-based treatment protocols for helping clients reach alcohol and substance abuse disorder treatment goals. Ethical considerations will be examined when working with therapy participants. The workshop will present and demonstrate specific clinical techniques, including both in-session and client self-directed assignments, which may be utilized in out-patient and in-patient settings.

Course Objectives:
After attending the course, a participant will be able to:

- conceptualize and utilize a dyadic and family-systems based treatment model for assisting clients in addressing the challenges of alcohol and substance abuse issues;
- gain an expanded understanding of ethical considerations when working with multiple participants (e.g., "identified patient", significant partner, family members, etc.) in a therapeutic context; and
- learn and apply specific clinical intervention techniques for facilitating desire client changes.

WAM08: Prevention Works

Presenter:
Zina Cartwell, CPM, ICPS

Course Description:
The objective of the course is to identify prevention providers tools to develop and sustain coalitions and community committees using the Strategic Prevention Framework.

Course Objectives:
After attending the course, a participant will be able to:

- engage diverse community stakeholders;
- develop and strengthen a prevention team; and
- raise community awareness of the issue.

WAM09: Ethics: History and Applied Ethical Dilemmas

Presenter:
Vanessa Goepel, MA, LPC-S

Course Description:
Overview of the history of ethics, development of professional ethics, impact on society, implications for treatment providers, and discussion of real-life scenarios.

Course Objectives:
After attending the course, a participant will be able to:

- illustrate the historical and foundational basis of ethics, common terms, and theory;
- evaluate the provider's responsibility to the client, including the importance of goodness of fit, counselor competence, confidentiality, and informed consent; and
- evaluate the provider's responsibility to self in order set appropriate boundaries, roles of the counselor, social media issues, self-disclosure, and power differentials.

WAM10: Stormy Seas and Beautiful Shores: Adolescents and Family Dynamics

Presenter:
James Campbell, LPC, LAC, MAC, AADC

Course Description:
Being an adolescent comes with some unique challenges. Having an adolescent in a family system does as well. The adolescent stage of development is also full of opportunities both for the individuals as well as the systems they are a part of! There has been a wealth of recent discoveries about adolescent development, learning, and family dynamics. Unfortunately, there is frequently a disconnect between what we know works best with adolescents and the treatment modalities we use when working with them. This session reviews recent research and explores how to best apply that

knowledge to effectively treat adolescents. It also considers adolescents within the context of a family system and how to engage families in treatment and recovery.

Course Objectives:
After attending the course, a participant will be able to:

- identify the fundamental developmental task of adolescence, why knowing this task matters, and how to leverage it effectively in prevention, intervention, and treatment;
- verbalize the vulnerabilities and opportunities particular to adolescent development;
- articulate an understanding of the role of family and support systems in adolescence and how to help build support for the young people and families we serve; and
- experience techniques designed to enhance our understanding of our own family's role in influencing the people we have become.

WEDNESDAY AFTERNOON HALF DAY COURSES
1:30pm to 4:45pm

WPM01: The Effects of the Latest Street Drugs on Pregnancy

Presenter:
Dr. Merrill Norton, Pharm.D., D.Ph., CMAC

Course Description:
The Gas Station Drugs, such as tianeptine, phenibut, kratom, delta 8, and other street drugs, have profound effects on the unborn. This presentation will discuss the current list of various herbal and pharmaceutical products, including phenibut, tianeptine, kratom, ketamine, and delta 8, known as "gas station drugs" and their pharmacological profiles to include their dangerous adverse drug effects on the pregnant woman and her unborn child.

Course Objectives:
After attending the course, a participant will be able to:

- develop a vocabulary of the current herbal and pharmaceutical drugs known as the gas station drugs;
- gain an understanding of the pharmacodynamics and pharmacokinetics of phenibut, tianeptine, kratom, ketamine, and delta 8; and
- comprehend the severe adverse drug effects of phenibut, tianeptine, kratom, ketamine, and delta 8 on the pregnant mother and her unborn child.

WPM02: Seeking Safety: An Evidence-Based Model for Trauma and/or Addiction

Presenter:
Summer Krause, LPC, CADCIII

Course Description:
This workshop explores how Seeking Safety is implemented in clinical settings. Seeking Safety is an evidence-based integrated model for addiction and/or trauma. It is present-focused, offering coping skills to help clients attain safety in their lives. It is highly flexible and designed for a wide variety of clients, clinicians, and settings. The workshop addresses frequently asked questions when implementing Seeking Safety; offers the opportunity to try out parts of the model; and explores topics such as adaptation and ways to make it as effective as possible. The workshop will be highly clinically-oriented, interactive, and allow ample time for questions.

Course Objectives:
After attending the course, a participant will be able to:

- describe the Seeking Safety model;
- learn frequently-asked questions in implementing Seeking Safety;
- explore challenges that may arise when conducting Seeking Safety;
- address clinical dilemmas in the treatment of PTSD and addiction; and
- understand how a manual-based treatment is implemented.

WPM03: Bringing Treatment Planning to Life

Presenter:
Nick Szubiak, LCSW

Course Description:
This course will focus on breathing life and energy back into the treatment planning process. Participants will explore new ways and approaches to developing treatment plans that are client centered and motivate and support client change and retention in treatment. We will review implementing and utilizing treatment plan goals in counseling sessions and ways to document and support the integration of strength-based problem statements, goals and action steps. Participants will learn how to take a developed treatment plan and discuss the skills and approaches to support the plan with evidenced based interventions and approaches in counseling session. Participants will learn how to integrate the treatment planning process into counseling sessions and then finally into the client chart by way of accurate and effective documentation.

Course Objectives:
After attending the course, a participant will be able to:

- integrate and identify key components from assessments into the treatment plan;
- learn and utilize approaches to developing treatment plans that are client centered and motivate and support client change and retention in treatment; and
- implement and utilize treatment plan goals in counseling sessions and ways to document and support the integration of strength-based problem statements, goals, and action steps.

WPM04: Vicarious Trauma: Signs, Symptoms and Management for the Healthcare Provider

Presenter:
Denice Morris, MS, MEd

Course Description:
According to Substance Abuse Mental Health Service Administration (SAMSHA), individual trauma results from an event, series of events, or set of circumstances experienced by an individual as physically or emotionally harmful or life-threatening with lasting adverse effects on the individual's functioning and mental, physical, social, emotional, or spiritual well-being. The term vicarious trauma (Perlman & Saakvitne, 1995), sometimes also called compassion fatigue, is the latest term that describes the phenomenon generally associated with the "cost of caring" for others. It is believed that counselors working with trauma survivors experience vicarious trauma because of the work they do. Vicarious trauma is the emotional residue of exposure that counselors have from working with people as they are hearing their traumatic stories and become witnesses to the pain, fear, and terror that trauma survivors have endured.

Course Objectives:
After attending the course, a participant will be able to:

- define and identify common types of trauma;
- define vicarious trauma and accompanying factors;
- address survivor's guilt; a common form of trauma identified during the pandemic; and
- identify the signs and symptoms of vicarious trauma and how to manage them.

WPM5: Tele-behavioral Health: Clinical Practices and Risk Management Considerations

Presenter:
Elana Parker Merriweather, Ed.S., LPC, AADC

Course Description:
The purpose of this session is to review and discuss the evolving use of technology in clinical practice and behavioral health settings. Information will be shared on risk management considerations when planning for the delivery of substance abuse and mental health treatment and prevention services. This session will offer a multi-disciplined perspective on the legal and ethical guidelines, patient/client/provider assessment for technical fit, service delivery and responding to technical emergencies.

Course Objectives:
After attending the course, a participant will be able to:

- provide an overview of tele-behavioral health planning considerations for the prevention and treatment of substance use disorders;
- provide a multi-discipline perspective on clinical practice guidelines for delivering tele-behavioral health therapy in nontraditional and community settings; and
- explain how to identify and eliminate risk factors that could result in potential legal and ethical dilemmas in the tele-behavioral health culture.

WPM06: The Impact of Health Literacy on Underserved Populations

Presenter:
Bretia Gordon, EdD, MPA

Course Description:
This course will provide an overview and define key concepts of health literacy. It will review social determinants of health and their impact on health outcomes. Effective health communication strategies will also be discussed.

Course Objectives:
After attending the course, a participant will be able to:

- define key concepts of health literacy;
- discuss the influence of health literacy on underserved populations; and
- discuss the impact of health literacy on disease management.

WPM07: Human Trafficking and Its Intersection with Substance Use

Presenter:
Lillian Agbeyegbe, DRPH
Robert Bieser, MPA, BA

Course Description:
This course will provide fundamental knowledge in human trafficking and its intersection with substance use. This knowledge will enable learners understand how to provide tailored support to people experiencing substance use disorders and human trafficking.

Course Objectives:
After attending the course, a participant will be able to:

- describe human trafficking, how it happens and who the victims are;
- explain how substance use intersects with human trafficking; and
- identify resources and relationships for responding to substance users experiencing trafficking.

WPM08: The "Hidden Addiction" - Understanding and Treating Chronic Marijuana and Cannabis Dependency

Presenter:
Dr. Brian S. Canfield, Ed.D., LPC, LMFT

Course Description:
The use of marijuana and cannabis products for both medical and recreational purposes have gained increased popularity throughout the United States. As 2022, 37 States permit the use of marijuana for medical purposes and 19 States allow use for recreational purposes. Marijuana users do not die from overdoses and majority of users report minimal deleterious effects of cannabis use. However, a growing body of research indicates that between 5-10% of long-term cannabis users report significant clinical symptoms related to chronic use, along with debilitating symptoms associated with attempts to discontinue use. This course will present the most current research findings regarding marijuana and cannabis use, and specific intervention strategies and cessation techniques for assisting clients in reducing or discontinuing cannabis use.

Course Objectives:
After attending the course, a participant will be able to:

- cite specific and current research studies regarding the growing impact of marijuana and cannabis use;
- learn and utilize specific clinical intervention techniques for assisting clients in reducing or discontinuing chronic marijuana use;
- relate to clients, students, and the general community how changing societal attitudes and liberalization policies have paralleled an increase in marijuana and cannabis related distress among 5-10 percent of users; and
- understand ethical considerations of confidentiality when addressing marijuana use among minor age clients.

WPM09: Rocking the Roles: Family Systems in Treating SUD

Presenter:
James Campbell, LPC, LAC, MAC, AADC

Course Description:
Families are our first teachers for how to interact with the world, but not all teachers are equally equipped to instruct us. This session explores the continuum between dysfunctional and functional families, roles within those families, and how we carry those family roles from childhood into adult relationships. Codependency and its impact, both on the person with an active substance use disorder as well as those who love them, is specifically examined. Participants will also gain practical interventions to use in aiding families in their recovery.

Course Objectives:
After attending the course, a participant will be able to:

- define historic views of family roles and how those have impacted family engagement;
- distinguish between families of origin and families of support;
- identify at least three roles often present in dysfunctional families;

- articulate the three rules of dysfunctional families; and
- explore how to engage and leverage families in fostering recovery through practical, effective steps and suggestions for engaging families in treatment.

WPM10: Medications for Opioid Use Disorder (MOUD) Overview and Surrounding Stigma

Presenters:
Brenda J. Davis, MSW,CMA
Valentin Bonilla Jr., PA, CASAC

Course Description:
A stigma is a negative attitude or idea about a mental, physical, or social feature of a person or group of people. This implies that there is social disapproval. Stigmas are a major concern because they can lead to negative effects such as discrimination. This course will focus on stigma associated with drug use (specifically opioid use), addiction, and the treatment associated with opioid use disorder (OUD). The course will also provide an overview of the FDA approved medications for opioid use disorder (MOUD), and the successful evidenced-based outcomes associated with their appropriate use.

Course Objectives:
After attending the course, a participant will be able to:

- acquire a general understanding of the disease concept of addiction and the effective use of medications as a medical treatment;
- describe the use of FDA approved opioid medications as valuable clinical tools for treatment of opioid use disorder;
- recognize the need for MOUD as a long-term treatment modality; and
- discuss how Stigma influences attitudes towards persons with OUD and MOUD.

THURSDAY MORNING HALF DAY COURSES
9:30am to 12:30pm

THAM01: Vaping and the Adolescent Brain

Presenter:
Dr. Merrill Norton, Pharm.D., D.Ph., CMAC

Course Description:
This presentation is for professionals who work with adolescents challenged with vaping nicotine and marijuana. An explanation of the effects of vaping of tobacco and marijuana products on the developing adolescent brain from recent neuroscientific research and the serious aspects of e-cigarette and vaping use associated lung injury (EVALI) will also be a part of our discussions.

Course Objectives:
After attending the course, a participant will be able to:

- explain the detrimental effects of vaping e-cigarettes and THC products; and
- understand the serious aspects of e-cigarette and vaping use associated lung injury (EVALI).

THAM02: The Fierce Urgencies of Now! Changing the Conversation about The Role of Prevention, Commercialization, and Inequity in a Time of National Crisis

Presenter:
Carlton Hall, MHS, CPS

Course Description:
The role of prevention is critical in addressing addiction, which is directly and indirectly, impacting all Americans from coast to coast. The cost of marijuana use is high, but it's not that simple. Communities are still in the midst of an opioid epidemic, while addressing emerging challenges like rising vaping injuries and a meth resurgence, during a global pandemic. This session will discuss poly-drug misuse, racial disparities, and other social factors. The implications of creating an inequity among those who misuse, seek recovery, and are exposed to the emerging commercialism should be considered. The presenter will reframe perceived "gaps in the national conversation" as opportunities to change the conversation and offer "strategies" as critical skills required to specifically impact population-level reductions in polysubstance misuse and abuse with scale and scope in diverse communities.

Course Objectives:
After attending the course, a participant will be able to:

- understand the importance of addressing vulnerable populations;
- define behavioral health disparities and understand the importance of equitable engagement;
- define the relationship between polysubstance misuse and youth; and
- understand the relationship between commercialization and marijuana myths/dangers.

THAM03: Treating PTSD in Veterans with Prolonged Exposure

Presenter:
David W. Hollingsworth, PhD

Course Description:
PTSD is one of the most common psychological disorders seen in the veteran population and is associated with other negative mental health outcomes (e.g., depression, substance use, suicidal thoughts). This course will review and discuss common forms of trauma experienced among veterans and common military vocabulary that would be helpful to know as a clinician. In addition, the course will review how to assess PTSD symptoms and treat PTSD in veterans using Prolonged Exposure.

Course Objectives:
After attending the course, a participant will be able to:

- assess symptoms of PTSD in veterans;
- identify common forms of trauma among veterans; and
- apply prolonged exposure to their clinical skillset when treating veterans with PTSD.

THAM04: Introduction to Prevention Ethics

Presenter:
Erin Burleson, B.S./CPS

Course Description:
As a substance misuse prevention professional, we regularly face situations that require us to make ethical decisions. Often it is clear how to act ethically; sometimes it is not. This brief overview of Prevention Ethics explores the six principles of the Prevention Code of Ethics and possible dilemmas for each principle.

Course Objectives:
After attending the course, a participant will be able to:

- define Ethics and related terms;
- define the six principles of the Prevention Code of Ethics; and
- apply the six principles of Prevention Ethics to their work in prevention.

THAM05: Faith-Based Support Specialist Training (FBSS)

Presenter:
Rev. Byron Jackson, M.Div.

Course Description:
Training senior-level religious leaders closes the gap between the faith-based community and the mental health field. Church, mosque, and parish readiness is imperative for community preparedness and readiness to respond in substance misuse support and advocacy. FBSS training is the provision of tools, skills, and resources to aid them in better counseling and caring for those with substance use disorder. Pastors are further prepared to act in this area of ministry by having the certified treatment resources at their disposal.

Course Objectives:
After attending the course, a participant will be able to:

- understand the general education of substance use disorder;
- evaluate their ministries and assess the care they are able to provide spiritually, socially, and ethically; and
- apply the information they have received in conjunction with other clergy men and women, preparing them to put it into practice in the field.

THAM06: Medications for Opioid Use Disorder (MOUD) Overview and Surrounding Stigma

Presenters:
Brenda J. Davis, MSW, CMA
Valentin Bonilla Jr., PA, CASAC

Course Description:
A stigma is a negative attitude or idea about a mental, physical, or social feature of a person or group of people. This implies that there is social disapproval. Stigmas are a major concern because they can lead to negative effects such as discrimination. This course will focus on stigma associated with drug use (specifically opioid use), addiction, and the treatment associated with opioid use disorder (OUD). The course will also provide an overview of the FDA approved medications for opioid use disorder (MOUD), and the successful evidenced-based outcomes associated with their appropriate use.

Course Objectives:
After attending the course, a participant will be able to:

- acquire a general understanding of the disease concept of addiction and the effective use of medications as a medical treatment;
- describe the use of FDA approved opioid medications as valuable clinical tools for treatment of opioid use disorder;
- recognize the need for MOUD as a long-term treatment modality; and
- discuss how Stigma influences attitudes towards persons with OUD and MOUD.

THAM07: Decreasing Stigma and Developing Empathy

Presenters:
Michelle Brown, PhD, MLS(ASCP)SBB, CHSE
Wendi Hogue, M.Ed., LPC, NCC

Course Description:
The first part of the presentation will include an Opioid Simulation which is a tabletop simulation intended to provide health profession students and practicing healthcare professionals the opportunity to understand opioid use disorder as a chronic, relapsing disease for which there is treatment and recovery. The objective of this experiential learning tool is to give current and future healthcare professionals an opportunity to experience opioid use disorder and to increase empathy and decrease stigma associated with opioid use disorder. The second part of the presentation will define stigma and further explore how stigma affects people with a substance use disorder.

Course Objectives:
After attending the course, a participant will be able to:

- describe the impact of resilience on opioid use;
- express the role of stigma in the opioid epidemic;
- experience opioid use disorder as a chronic, relapsing disease for which there is treatment and recovery; and
- describe various types of stigma affecting people who use drugs and people in substance use treatment.

THAM08: Rise in Fentanyl and Other Dangerous Opioids

Presenter:
Sean Malloy, B.A./A.P.O.S.T. Certification

Course Description:
The opioid epidemic continues to be a serious national public health issue causing addiction (opioid use disorder), overdoses and overdose-related deaths. We will cover the emerging history of the opioid epidemic which started roughly around 1999 and has been described as occurring in three waves since then. The State of Alabama was declared in 2015 as #1 nationwide concerning the opioid epidemic and it was then that a collaborative effort began to address the epidemic in Alabama. The current prescribed opioids of abuse shall be discussed as well as other prescribed medication that is not being abused by those with OUD with a specific interest on fentanyl. We will address law enforcement efforts to help combat the epidemic and more importantly, we shall discuss collaborative efforts between medical personnel, first responders, mental health and substance use treatment providers along with community-based programs to address the ever-changing dynamics of this epidemic to prevent future OUD's, overdoses, and deaths.

Course Objectives:
After attending the course, a participant will be able to:

- identify current opioids of abuse effecting communities;
- describe the effects of opioid abuse (specifically fentanyl) on abuse of other controlled medication; and
- explain the importance of collaboration between agencies to combat the Opioid problem on local, state, and national levels.

THAM09: Traumatic Brain Injury Recovery and Mental Health

Presenters:
Katie Beaugez, M.Ed., B.A.
Amy Lamb-Eng, M.A.

Course Description:
A recent study conducted by the Alabama Department of Rehabilitation Services and the Alabama Department of Mental Health indicated that as many as 33% of people who seek mental health services in Alabama may have a history of head injury. This course is designed to educate clinicians about working with clients who have survived traumatic brain injuries (TBI). The course will cover general information about TBI, treatment implications for working with those who have TBIs, and the overlap between TBI diagnosis and mental health diagnoses.

Course Objectives:
After attending the course, a participant will be able to:

- identify clients who have a history of TBI that might affect their mental health;
- apply knowledge of TBI recovery in working with clients to manage their mental health; and
- utilize techniques specifically designed to help clients with a history of TBI.

THAM10: It's Mine, It's Yours, It's Ours: The Role of Servant and Stewardship in Organizational Leadership

Presenter:
Thurston Smith, MPA, LAC/S, CCS, CAADC

Course Description:
While high employee turnover, staffing shortages, budget and funding issues, and other challenges can place considerable strain and great demand on supervisors, administrators, and employees, good organizational leadership is never negotiable! Researchers suggest that organizational leaders require well-rounded skills, a foundational knowledge of business and strategy, and good interpersonal skills (Harvard Business School, 2022). This three-hour skills-development course will explore some of the more common challenges in organizational leadership, with an emphasis on behavioral healthcare settings, while discussing effective tools and techniques in organizational leadership, personnel management, team building, and strategic planning. Through didactic lecture, interactive discussion, and other experiential learning methods, participants will establish an applicable framework towards the execution of organizational leadership.

Course Objectives:
After attending the course, a participant will be able to:

- recognize the role of "servant leadership" and "stewardship" in organizational development;
- contrast and compare the roles of "manager" vs. "leader"; and
- examine team-building approaches, while demonstrating flexibility and adaptability in working with others.

THURSDAY AFTERNOON HALF DAY COURSES
1:30pm to 4:45pm

THPM01: Opioid and Other Medications: How Do They Interact

Presenter:
Dr. Merrill Norton, Pharm.D., D.Ph., CMAC

Course Description:
Medication drug-drug interactions is the leading cause of accidental poisoning deaths in the US according to the CDC. Opioid and other substance overdose deaths are responsible for over 50,000 deaths a year and the numbers are increasing without any sign of slowing down. This presentation will discuss the major drug-drug interactions with psychoactive drugs that may cause bodily injury or death and appropriate information that patients taking these medications can use to prevent the drug interactions.

Course Objectives:
After attending the course, a participant will be able to:

- explain why practitioner education is important;
- review of current epidemiologic data on drug-drug interactions between opioids and other medications;
- review possible explanations for increases in drug-drug interactions;
- review physiological and pharmacokinetic basis for adverse drug interactions;
- develop strategies for reducing risk; and
- list general drug information for opioid analgesic products.

THPM02: Measurable Assessments Improve SUD Treatment Outcomes

Presenters:
Boni-Lou Roberts, RCD AL, CADC II, MATS
Samson Teklemariam, VP Clinical Services, LPC, CPTM
Shalisha Curry-Nash, Program Director, MSCE, ICADC, ALC

Course Description:
Substance Use Disorder (SUD) treatment is unique in that treatment outcomes are often predicated on individualized assessment experiences. The experienced addiction treatment professionals understands that you never know what you're going to get. Thorough assessment of the patient's identifying problems can lead to a more accurate diagnosis and prognosis for treatment, which allows the helping professional to tailor fit the treatment experience to the patient's primary needs. In this presentation, participants will explore how to aggregate data collected during assessment to provide individualized treatment and improve treatment outcomes.

Course Objectives:
After attending the course, a participant will be able to:

- explain and summarize the importance of the assessment process in person-centered care;
- evaluate assessment findings to explore and organize strengths, needs, abilities, and preferences (SNAP), including cultural considerations for treatment; and
- practice using the SNAP data through the treatment process, maintaining an open-assessment-posture through client directed, outcome-informed treatment.

THPM03: Multicultural Counseling in the Treatment Setting

Presenter:
Lisa Anderson Akine, BS/CADC II

Course Description:
The session begins with counselors identifying cultural factors that significantly impact the counseling relationship. Next, the workshop determines what multicultural counseling is, moving on to the importance of being a culturally competent counselor. Throughout the workshop, participants will engage in role-playing and problem-solving and explore counseling interventions to integrate their professional counseling style.

Course Objectives:
After attending the course, a participant will be able to:

- determine how history contributes to their worldview, bias, beliefs, and feelings about cultures;
- gain a basic concept of multiculturalism, a general understanding of why it is essential to become a culturally competent counselor; and
- identify multicultural counseling competencies awareness, knowledge, and skills.

THPM04: Ethical Considerations for the SUD Treatment Provider

Presenter:
Zach Ludwig, MA, LPC-S, NCC

Course Description:
This course provides ethics and professional boundary information for providers who treat substance use disorders. In addition to discussions on responding to common ethical and boundary dilemmas, topics include informed consent, mandated reporting laws, HIPAA, and 42 CFR Part 2. This course provides content relevant for the treatment of adult and adolescent clients.

Course Objectives:
After attending the course, a participant will be able to:

- define ethics and use in practice including differentiation between ethics and values/morals in the context of treating patients with substance use disorders;
- compare/contrast 42 CFR and HIPAA and will be able to identify times when confidentiality is waived; and
- identify common legal and ethical issues for all helpers with emphasis on dilemmas common when working with patients with a substance use disorder.

THPM05: Exploring Stimulant Use Disorder Treatment and Therapies

Presenters:
Sabrina Nuckols, CRNP
Wendy Sprayberry, LPC, CCS

Course Description:
Stimulant use is rising in America and has become a public health crisis like the opioid epidemic. Illicit stimulants have evolved and are now cheaper, purer, and more potent. These factors along with their increasing availability have led to a 50% increase in overdoses. While the harmful effects of stimulants are well understood, little is known about treating addiction to stimulants. Stimulant use disorder is especially challenging because unlike opioids, there is no FDA approved

medication currently available for stimulant use disorders. This program aims to examine the current treatment options for stimulant use disorder and review the research on current up and coming pharmacological treatments. Additionally, we plan to support the identification and adoption of evidence-based practices to support the increased provision of SUD treatment. The practical applications of evidenced based practice will be incorporated through case studies and hands on behavioral therapy approaches.

Course Objectives:
After attending the course, a participant will be able to:

- define the neurobiology of addiction and identify key cultural factors and comorbidities of stimulant use disorder;
- cite evidence of pharmacological management for stimulant use disorder; and
- identify behavioral evidence-based practices to address stimulant use disorder and practical applications.

THPM06: Recovery Residences: Is it a Very, Very, Very Fine House?

Presenters:
John Bayles, BA, CRSS
Robby Keeble, MS
Page Rubin, LICSW-PIP

Course Description:
Recovery residences are vital to recovery-oriented systems of care. The social model of recovery is foundational and often blended with behavioral health treatment. This training overviews the National Alliance for Recovery Residences' (NARR) Standard as implemented by the Alabama Alliance of Recovery Residences (AARR). Come learn best practices for operators and allies.

Course Objectives:
After attending the course, a participant will be able to:

- identify five aspects of the foundational social model of recovery that distinguish recovery residences from other housing types;
- distinguish among key operational elements that are applied across NARR's four Recovery Residence Levels;
- recognize the four domains and 11 principles in the NARR Standard for Recovery Residences that are addressed by the AARR when certifying recovery residences; and
- discuss three collaboration best practices for recovery residence operators and allied organizations including a Personal Recovery, Individual Development and Expectations (PRIDE) Monthly Progress Report and an Overnight Recovery Exploration Outing Request (OREO) for allies.

THPM07: Drug Trends in Alabama 2023

Presenter:
Mike Reese

Course Description:
This course will provide law enforcement, health, education, and professional attendees with information necessary to identify the newest drug threats facing Alabama and our country. 2021 saw a record number of overdose deaths which have doubled in the past five years alone. From 50,000 to 109,783 lost souls in five short years. We are in the middle of an opioid epidemic and our citizens, both young and old, are at risk and we know the answer lies in education, prevention, enforcement, and treatment of those affected.

Course Objectives:
After attending the course, a participant will be able to:

- identify the newest forms of both legal and illegal substances that our young students have access to in convenience stores. "Gas Station Dope" has become a major problem and has led to many overdose cases in our schools;
- identify the source and the methods used to flood our country and state with the different types of opioid drugs many of which are laced with fentanyl which is a synthetic form of opioids. Identify the different forms that fentanyl is being used and abused. From being vaped to being laced into candy form, marijuana, and prescription pills; and
- identify the exploding problem with marijuana products. We will describe the differences in marijuana a few short years ago to marijuana today. We will demonstrate the increased levels of THC and rapid rise of alternative methods of use including: vaping, dabbing, CBD, delta 8 products and synthetic forms.

THPM08: Dynamic Ideas for Group Therapy

Presenter:
Steve Mason, LPC-S, ADC

Course Description:
This course will look at the most successful forms of group facilitation, examine approaches to group therapy, and look at topics and interventions to use to reach clients as effectively as possible. This course would be great for new counselors who have recently entered the field and seasoned counselors as a way to share ideas about what makes successful group therapy.

Course Objectives:
After attending the course, a participant will be able to:

- identify therapeutic forces that impact groups;
- summarize the types of groups and their purpose;
- examine common approaches and interventions in group therapy; and
- identify effective group interventions and ideas to use with their current work population.

THPM09: The Battle at Home: Exploring the Complexities of PTSD, Substance Abuse, and Other Co-occurring Conditions in the Veteran Population

Presenter:
Thurston Smith, MPA, LAC/S, CCS, CAADC

Course Description:
While the list of individuals and groups receiving mental healthcare in the United States is both broad and diverse, veterans remain amongst the most unique and complex of all special populations. According to the Substance Abuse and Mental Health Services Administration (SAMHSA), serious mental illness (SMI), major depressive episode (MDE), and substance use disorder (SUD), are on the rise in this population, and in 2020 alone, 5.2 million veterans experienced a behavioral health condition in (2022). This three-hour course will examine the prevalence and complexities of substance misuse, PTSD, and other co-occurring conditions among the veteran population, and explore efficient strategies in clinical care, case coordination, and referral. Through didactic lecture and discussion, participants will acquire useful skills for the treatment of veterans with co-occurring conditions.

Course Objectives:
After attending the course, a participant will be able to:

- discuss the prevalence of cooccurring disorders among veterans and its impact on interpersonal functioning;
- analyze the complicated nature of behavioral healthcare practice with veterans; and
- examine and demonstrate the application of evidence-based approaches in treating and responding to veterans with complex cooccurring conditions.

THPM10: Prevention Professional Essentials: What Should I Know Before I Go?

Presenter:
Carlton Hall, MHS, CPS

Course Description:
This course is designed for new and emerging anti-drug coalition leaders, community leaders, drug prevention personnel, education professionals, or those who want to launch a community anti-drug coalition in their environment. Course topic areas include reviewing the history and evolution of the coalition movement, the public health model, assessing risk and protective factors, stages of community readiness, and associated strategies for engaging key stakeholders.

Course Objectives:
After attending the course, a participant will be able to:

- understand the foundations of prevention science;
- define the Public Health Approach and the Strategic Prevention Framework; and
- define methods for effective community problem solving.

FRIDAY MORNING HALF DAY COURSES
9:30am to 12:30pm

FAM01: Prevention Education through Coalition Building & Community Involvement

Presenter:
Jason Lindell, B.S., C.P.S.

Course Description:
Assessing community readiness, in particular, helps prevention professionals determine whether the time is right and whether there is social momentum towards addressing the issue or issues they hope to tackle. Community readiness is just as important in addressing community needs as having tangible resources in place. Evaluation is the systematic collection and analysis of information about program activities, characteristics, and outcomes. Providers should ensure the sustainability of prevention outcomes by building stakeholder support for your program, showing, and sharing results, and obtaining steady funding.

Course Objectives:
After attending the course, a participant will be able to:

- identify opiate and other substance misuse related barriers within their communities;
- evaluate by collecting and analyzing information from programming and their outcomes;
- differentiate the six CSAP strategies: Environmental, Community-Based, Problem Identification and Referral, Information Dissemination, Education and Alternatives; and
- identify the Strategic Prevention Framework (Assess, Capacity, Planning, Implementation, Evaluation, Sustainability).

FAM02: Creating Patient-Centered Care for Pregnant and Postpartum Populations with Substance Use Disorder

Presenters:
Dr. Holly Horan, Ph.D.
Amie Martin, MSW, M.Ed.

Course Description:
Pregnant and postpartum populations with substance use disorder (SUD) experience stigma and bias in the clinical setting and in their personal lives. These lived experiences lead to barriers to accessing necessary treatment. This course will introduce attendees to the different types of stigma and barriers experienced by pregnant and postpartum populations with SUD and those who serve and support them. Attendees will also learn effective interpersonal communication and collaboration skills that will facilitate rapport building and trust with this population.

Course Objectives:
After attending the course, a participant will be able to:

- identify barriers and stigma related to supporting expecting individuals and families with SUDs;
- examine the rates of substance use and mental health occurrence among people of childbearing age and the implications of these comorbidities;
- understand how policies can affect how pregnant people with the treatment seeking and SUD recovery process;
- discuss ways to engage and empower families of pregnancy and postpartum individuals living with SUDs; and
- demonstrate and practice using supportive language when working with pregnant and postpartum populations.

FAM03: Perspectives in Clinical Supervision

Presenters:
Elana Parker Merriweather, Ed.S., LPC, AADC
Scott Holmes, PsyD, LPC, ICAADC

Course Description:
The purpose of this session is to provide an overview of the culture of supervision for behavioral health and health care professionals who work in substance abuse and mental health treatment and prevention settings. Information will be shared on the dual roles and responsibilities of different types of clinical supervisors, legal and ethical considerations in supervision, and best practices that can be used to support the needs of supervisees while maintaining compliance with state and federal regulatory agencies.

Course Objectives:
After attending the course, a participant will be able to:

- discuss the evolving roles and responsibilities of clinical supervisors in multi service behavioral health settings;
- explain how to avoid common ethical dilemmas when providing clinical supervision to licensed and unlicensed professionals and paraprofessionals in the helping profession; and
- list common supervision methods and tools that can be used with new and existing supervisees and student interns in clinical treatment and prevention settings.

FAM04: Alabama's Crisis System: Access to Care, Mobile Crisis Services, and Crisis Stabilization

Presenters:
Anthony Reynolds, LPC, CAC
Dr. Cindy Gipson, Ph. D
Jim Crego
Paula Steele, LICSW
Donna Leslie, LPC-S
Jaime Garza, Ph.D., NCAC II

Course Description:
Each year, there are thousands of preventable tragedies that may be addressed with proper access to care and mental health resources. The Alabama Crisis System of Care was developed to reduce the number of emergency room admissions and jail bookings due to behavioral health crisis. The Alabama Crisis System of Care promotes access to care, integrated services, and crisis stabilization in six (6) regional crisis centers. These crisis services provide an ease of access to care and decrease the rate of expensive referrals while providing a regional approach to crisis services. This training will provide an in-depth look of the Alabama Crisis System of Care, access to care, and best practices utilized within each crisis center. Participant will gain an understanding of each of the six (6) Crisis Centers, referral, assessment, and admission process for a Crisis Center. The course will review in detail current Crisis Center's treatment, case management, and referral processes.

Course Objectives:
After attending the course, a participant will be able to:

- describe and utilize the 9-8-8 Suicide & Crisis Lifeline to access care;
- describe and utilize Mobile Crisis Services;
- identify and refer to a Crisis Center;
- describe the core services provided by an effective Crisis System;
- recognize the best practices within a highly functioning Crisis System of Care;
- recognize how the Alabama Crisis System of Care will benefit individuals, families, law enforcement, hospitals, communities, and Alabama residents;
- differentiate between "Temporary Observation" and "Extended Observation" and the assessment and treatment processes within a Crisis Center;
- describe each current Crisis Center's location, contact staff, and process of referral and admission to each;
- recognize the importance of community partners and stakeholders for a successful Crisis System of Care; and
- identify the requirements and staffing of a Crisis Center.

FAM05: Siloed no more: Achieving Health Equity by Addressing the Pervasive Interconnections among Substance Use, Social, and Structural Determinates of Recovery.

Presenters:
Mercy Ngosa Mumba, PhD, RN.
Jessica Jaiswal, PhD, MPH.
Tiffany L. Marcantonio, PhD

Course Description:
Achieving health equity for all is a national priority. However, for many individuals with substance use disorders, recovery is not a linear progression and is often complicated by social and structural determinants of recovery. Furthermore, structural, and intersectional stigma are barriers to substance use prevention, treatment, and harm reduction services. In fact, substance abuse is strongly associated with other behavioral and health outcomes, including sexual violence. Although many social determinants of health influence substance use trajectories, employment can be and should be explored as a significant facilitator of recovery and a viable avenue to achieving health equity. This class will examine the

complex integrationists among substance use, social, and structural determinants of health, as well as offer comprehensive, multilevel strategies to address these issues. Siloed no more, provides a lens through which we can achieve health equity for individuals with substance use disorders, by addressing social and structural determinates of recovery.

Course Objectives:
After attending the course, a participant will be able to:

- evaluate the impact of social and structural determinants of recovery, particularly employment on achieving health equity among individuals with substance use disorders;
- examine structural and intersectional stigma as barriers to substance use prevention, treatment, and harm reduction services; and
- evaluate the intricate interconnections between substance use and sexual violence as barriers to achieving health equity.

FAM06: Assessing Alabama's Opioid Epidemic

Presenters:
Christopher Sellers, MHP
Matthew Hudnall, PhD

Course Description:
This course will present the state's substance use data repository as a tool to monitor and report the impact of substance use upon resources across justice, health, and human service stakeholders. This course will examine how this tool was developed as a solution to creating a comprehensive story about the opioid epidemic using previously siloed data from various state agencies and partners.

Course Objectives:
After attending the course, a participant will be able to:

- access statewide and county-level substance use data;
- interpret statewide and county-level substance use data; and
- use statewide and county-level substance use data to:
    - Monitor trends in the impact of substance use disorder
    - Allocate community funds and resources to the impact of substance use disorder
    - Justify funding requests to support community projects to prevent, treat and reduce the impact of substance use disorder

FAM07: Drug Trends in Alabama 2023

Presenter:
Mike Reese

Course Description:
This course will provide law enforcement, health, education, and professional attendees with information necessary to identify the newest drug threats facing Alabama and our country. 2021 saw a record number of overdose deaths which have doubled in the past five years alone. From 50,000 to 109,783 lost souls in five short years. We are in the middle of an opioid epidemic and our citizens, both young and old, are at risk and we know the answer lies in education, prevention, enforcement, and treatment of those affected.

Course Objectives:
After attending the course, a participant will be able to:

- identify the newest forms of both legal and illegal substances that our young students have access to in convenience stores. "Gas Station Dope" has become a major problem and has led to many overdose cases in our schools;
- identify the source and the methods used to flood our country and state with the different types of opioid drugs many of which are laced with fentanyl which is a synthetic form of opioids. Identify the different forms that fentanyl is being used and abused. From being vaped to being laced into candy form, marijuana, and prescription pills; and
- identify the exploding problem with marijuana products. We will describe the differences in marijuana a few short years ago to marijuana today. We will demonstrate the increased levels of THC and rapid rise of alternative methods of use including: vaping, dabbing, CBD, delta 8 products and synthetic forms.

FAM08: Sexting, Pornography, and Addiction…OH MY! How Pornography Affects Our Youth and is Pornography Addictive?

Presenter:
Wes Wiginton, MS, LPC-S, CJSOTS, CTAPSB

Course Description:
Sexting, Pornography, and Addiction....Oh My! This course looks at how current sexual trends such as sexting and pornography viewing affect our youth from ages 8-18 years of age. The course will discuss current sexual trends for children and adolescents, will discuss the history of pornography and what is considered pornography, list how pornography effects the brain and emotions of children, and discuss the addictive qualities of pornography. The course will also identify solutions to help our youth with exposure to pornography.

Course Objectives:
After attending the course, a participant will be able to:

- identify sexual trends in youth ages 8-18 years old;
- define what is pornographic and be able to explain how exposure to pornography at a young age effects the brain, emotions, and sexual development of youth; and
- identify the addictive qualities of pornography and discuss possible solutions.

FAM09: Taking a Public Health Approach in Prevention with Local Policy Change

Presenter:
Kristin Kidd, M.A.

Course Description:
In prevention, environmental strategies like policy implementation can be intimidating and are often under-utilized. This interactive workshop will discuss how policies, systems and environmental strategies expand the reach of prevention services to affect upstream, population-level change. Participants will learn about our guided 10-step policy framework. This session will encourage participants to think more broadly about the benefits of changing the social context and the opportunities that policy and system change can provide to impact alcohol, tobacco, and other drug (ATOD) issues at the community level.

Course Objectives:
After attending the course, a participant will be able to:

- describe the importance of the public health approach in prevention work;
- explain the steps involved in a 10-step proven framework for local policy change; and
- practice some of the early policy steps to build their confidence.

FAM10: How Can Positive Ethics Improve Our Wellbeing – A Brief Presentation

Presenter:
Dr. Patrick K. Faircloth, Ph.D., LPC-S(AL), NCC

Course Description:
Through a lecture and Socratic reasoning process, participants will be familiarized with the difference between traditional ethics and the positive ethics movement. The following areas will be addressed: Virtue Ethics, Consequentialism or Utilitarian Ethics, Deontology Ethics, Basic Moral Principles to guide decision making, the history of positive ethics, elements of positive ethics and the aim of positive ethics. Additionally, participants will be familiarized with key terms used in ethics decision making and mental health. A positive ethics decision making model will be presented. Participants will then engage in using a model to address hypothetical vignettes and demonstrate their decision process by using a provided template for documentation. Participants will also engage in small group decisions around wellness, positive ethics, and personal blind spots, all of which can lead to assessing personal wellness.

Course Objectives:
After attending the course, a participant will be able to:

- identify and demonstrate the various types of ethics including positive ethics, an ethical decision model, and concepts of mental health;
- engage in using a positive ethical decision model to analyze and design responses to hypothetical vignettes; and
- demonstrate their ability to evaluate a positive ethical decision model to expose and work through personal blind spots, move toward greater wellness, and document their decision process from an interpersonal and psychosocial perspective.

Presenter Biographies

Lillian Agbeyegbe

Dr. Lillian Agbeyegbe joined Polaris in 2018. She is the lead author of "Human Trafficking at Home: Labor Trafficking of Domestic Workers." She is a contributing author to the "Human Trafficking on Temporary Work Visas: A Data Analysis 2015-2017" and "On-Ramps, Intersections and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking." Currently, Dr. Agbeyegbe is coordinating a Safety Net Expansion Initiative of Polaris's Strategic Initiative on Sex Trafficking. Prior to joining Polaris, Dr. Agbeyegbe worked on the issues that disproportionately affect women including human trafficking, healthy housing, homelessness, domestic violence, HIV/AIDS, and female genital mutilation. She is currently serving a third-term as an appointee of Governor Larry Hogan on the state of Maryland Family Violence Council. She is a member of the Safety Advisory Council at Care.com. She is the Maryland Network Against Domestic Violence (MNADV) 2022 Leadership Award Honoree. Dr. Agbeyegbe earned her Doctor of Public Health degree from University of North Texas Health Science Center, and her Master of Public Health (MPH) in Community Health Education from The City University of New York – Hunter College. She earned her Bachelor of Science (BSc) in Economics from the University of Lagos, Nigeria. She is a Certified Health Education Specialist (CHES) and Certified in Public Health (CPH).

Lisa Anderson Akine

Lisa Anderson Akine is originally from Harrisburg, Pennsylvania, and moved to Georgia in 2007. She started her professional counseling career in substance use disorder in 1996, with 16 years of experience in medication-assisted treatment. She has an extensive career background working in Georgia's criminal justice system, along with being a conference speaker and consultant. Lisa earned a degree in Clinical Mental Health Counseling from Capella University and Criminal Justice from Pennsylvania State University. She is also a level II Certified Substance Abuse Counselor in Georgia.

Maggie Banger

Mrs. Banger is a Supervising Licensed Professional Counselor in the state of Alabama and a Nationally Certified Counselor. She also is a Certified Grief Recovery Specialist® through the Grief Recovery Institute, as well as an Advanced Certified Relapse Prevention Specialist® through the CENAPS Corporation. Mrs. Banger worked in a nationally acclaimed long-term residential treatment facility for substance use disorders, working specifically with grief groups and the professionals' program for over a decade. In October of 2017, Mrs. Banger opened Restore Counseling Services, a private counseling practice, to pursue her continued call as a therapist in aiding clients with grief, addiction recovery, spiritual issues, and multiple other mental health and life skills issues. Since that time, Mrs. Banger has also pursued and completed a scholar's and master's certification with The Institute for Conscious Being in Enneagram studies. Mrs. Banger periodically runs grief intensives in the Birmingham metro-area, in addition to doing individual and group work on grief and addiction recovery. Due to Ms. Banger's experience in working with professionals and addiction, she also conducts professional assessments on the outpatient level of care for licensed healthcare and attorneys.

Lauren Barrette

Lauren Barrette, a consultant on the Learning and Development team at OMNI, brings expertise around how to build equitable learning experiences where participants grow professionally and personally through new and engaging content. Learning content expertise includes substance use prevention, how to serve children and families equitably, and language justice. In her role she provides capacity building technical assistance to improve prevention program implementation, how to use prevention best practices, and training and/facilitation supports. Lauren also designs online trainings (both live and asynchronous) that focus on tapping into adult learning styles so that online content can be absorbed.

John Bayles

John Bayles, the Program Director at the Recovery Resource Center, a program of the Crisis Center, has worked in the substance abuse treatment and recovery field for 6 years serving as a program manager, treatment guide, crisis consultant and community outreach coordinator. He has also worked as a journalist in development and public relations for non-profit. John is a person in long-term recovery, a father and a husband who finds purpose through helping others find recovery.

Katie Beaugez

Katie Beaugez is a licensed professional counselor and the director of counseling for the Alabama Head Injury Foundation (AHIF). She received her degree in mental health counseling from the University of Montevallo and works with AHIF by providing counseling services for clients and caregivers since 2019. She is interested in understanding the brain/body connection and hopes to expand knowledge of neurological disabilities among mental health professionals.

Robert Beiser

Robert Beiser is the Director of the Strategic Initiative on Sex Trafficking at Polaris. He previously spent several years at Microsoft then left the tech world to work in the nonprofit sector as a social justice advocate. Prior to his work at Polaris, Robert was the Executive Director of Seattle Against Slavery, where he worked in anti-trafficking policy for over a decade and helped dramatically increase the number of sex trafficking survivors connecting with support services in Washington State. He holds a master's degree in Public Affairs from the University of Washington, presents domestically and internationally on human trafficking prevention, and has appeared on the BBC, CNN, and NPR. and the New York Times.

Valentin Bonilla

Valentin Bonilla is a Physician Assistant (PA) and Credentialed Alcohol and Substance Abuse Counselor (CASAC) who recently retired from the Mount Sinai Beth Israel (MSBI) Opioid Treatment Program (OTP), which is the oldest and one of the largest OTPs in the country. He was inspired to become a PA when he heard about the program while serving as a Combat Medic in the Republic of Vietnam. He provided medical care for over 40 years in the OTP, and in the inpatient Detox and Rehab Units at the hospital. He also provided clinical and administrative direction and oversight of the medical staff as the Chief PA for the last 24 years. Most recently, he was the Opioid Overdose Prevention Program Director. Additionally, he has many years of experience providing medical care at large juvenile and adult correctional facilities in NYC. He received recognition in 2012 as the State of New York "Distinguished Addictions Professional, CASAC of the Year." He was the 1999 recipient of the Beth Israel Medical Center and NYS Healthcare Chaplaincy "Wholeness of Life Award" He was the 1991 recipient of the Beth Israel medical Center "Heart Award" His most recent experiences include consultant, technical assistance, and multiple presentations and training sessions at Substance Abuse and Mental Health Services Administration (SAMHSA) sponsored events and other events throughout the country. He is currently a volunteer at Stop Stigma Now where he serves as the Chair of the Speakers Bureau.

Michelle Brown

Michelle Brown, PhD is a passionate educator, Associated Professor, and Director of the Master of Science in Healthcare Simulation program at the University of Alabama at Birmingham. She believes curiosity and the power of pause allow us to reflect and to bring others into the conversation. She is the recipient of the President's Award for Excellence in Teaching and the Graduate Dean's Award for Excellence in Mentorship. Her interests include faculty development, behavioral factors associated with decision-making, and using simulation to better understand stigma associated with opioid use disorder. She believes authenticity and vulnerability are superpowers that help us create and sustain meaningful relationships.

Erin Burleson

Erin Burleson is a prevention consultant for the Alabama Department of Mental Health-Office of Prevention. She received her BS from Auburn University and began her career in the prevention field in 2002. Mrs. Burleson worked for a prevention agency for seven years, serving as a community outreach coordinator and prevention director where she also became certified as a Prevention Specialist in 2004. In 2009, she transitioned to her current position as a prevention consultant. As a prevention consultant, Mrs. Burleson provides technical assistance and training to prevention agencies throughout the state.

Pam Butler

Ms. Butler has been in long-term recovery for over 29 years. She has worked in substance use disorder services in different capacities for over 26 years as well as actively participating and promoting recovery in the community. Her experience spans a variety of services to individuals and their family members including direct care in residential and outpatient settings. She worked for 17 years at the University of Alabama at Birmingham as a primary substance use disorder counselor, aftercare coordinator for health care professionals, treatment coordinator for Jefferson County Drug Court, and Coordinator of Recovery Resources for the Alabama Department of Mental Health. She worked for 10 years at Aletheia House as a primary counselor serving consumers and family members. Ms. Butler is the Director of Zoe Helpful, a recovery support agency providing trainings, consulting, and recovery coaching services. Ms. Butler promotes recovery resources through contact with recovery community, advocate groups, faith-based community coalitions, substance abuse consumers, their family members, prisons, court offices, universities, and other community stakeholders. Ms. Butler is dedicated to the promotion of individual driven, evidence-based, recovery focused, easily accessible substance use services for all those in need.

James Campbell

James Campbell has been working professionally in the human services field for over twenty-five years. His passion is helping individuals, families, and relationships to heal through leveraging their strengths and supporting other helping professionals as they cultivate their skills and expertise to assist others more effectively. James is a Licensed Professional Counselor, Licensed Addiction Counselor, Master Addictions Counselor, and an Advanced Alcohol and Drug Counselor. He is also a member of both NAADAC and ACA. James is a past President and continues to serve on the Board of Addiction Professionals of South Carolina and has worked in a wide range of clinical settings over the years. Currently he serves as the Training and Technical Assistance Manager for the Southeast Addiction Technology Transfer Center located at the National Center for Primary Care at Morehouse School of Medicine and works privately as a nationally recognized author, consultant, professor, and speaker.

Brian Canfield

Dr. Brian S. Canfield is an internationally recognized expert in the fields of psychology and family counseling. He has more than thirty years of clinical experience working with a wide range of mental health and life adjustment issues – specializing in contextual relationship issues with “high-risk” clients. He has provided training to professional groups throughout the USA and in 27 countries. He is a licensed psychologist, a certified master addiction counselor, a licensed professional counselor, and a licensed marriage and family therapist. He holds appointment as Professor of Clinical Mental Health Counseling at Florida Atlantic University in Boca Raton, Florida. He is a past president of the International Association of Marriage and Family Counselors (IAMFC), and a Fellow and Past President of the American Counseling Association (ACA), and a founding Director of the International Association of Psychology and Counseling (IAPC) – www.intapc.org.

Zina Cartwell

Zina Cartwell is the Prevention Director for Central Alabama Wellness. She has over 17 years’ experience in drug prevention, counseling, program development, and community outreach. Ms. Cartwell is a self-published author, motivational speaker, and Adjunct Professor for Lawson State Community College. Ms. Cartwell has worked extensively with schools, communities and coalitions in Shelby and Chilton Counties. In 2015, she launched her motivational speaking

company, “I Heard You Cry for Help LLC” and developed a self-esteem program called, “Why am I so?”. Empowering youths to reach their full potential is her calling. Ms. Cartwell has a bachelor’s in criminal justice, bachelor’s in ministry, and master’s in human services with a Specialization in Social and Community Services. She is a Certified Prevention Manager, International Certified Prevention Specialist and Certified Moral Reconation Therapy Instructor.

Mike Cassedy

The foundation of Mike's horsemanship came from the Rosebud Sioux Reservation, in South Dakota from his Lakota relatives. His Uncle Albert White Horse could be considered one of the original Horse Whisperers as his understanding and relationship with the horse was a gift. Taking his understanding of the horse through “see what they see, think what they are thinking, and you will have the horse”, helped Mike to establish his foundation of horsemanship 60 years ago. Mike has worked with almost every breed, confirmation, and attitude of the horse over the last 30 years. In 2017, Mike had his first opportunity to work with the untouched "Wild" Mustang and since that time “Team Pappa Mike” has worked with 30-40 Mustangs of all different levels from untouched to problem Mustangs. During that period Mike has worked with 5 different Veteran programs that have included Veterans from World War II to present day. His most recent Mustang Clinic involvement was the November 2022 Mustang Summit in CA. The clinic featured Mike's involvement with the many Veterans focused programs across the United States and the healing power of horses with humans. Mike's presence with Mustangs is AMAZING! His mission is to support the connection between humans and Mustangs and to raise awareness of the over 50,000 of these National Treasures/Institutions awaiting adoption. In his words "The transformation of the Veterans and the love of the Mustang have kept me focused on what can be accomplished by “The Way” we work with horses".

James Crego

James Crego serves as Executive Director of the Jefferson-Blount-St. Clair Mental Health Authority in Birmingham, where he has been employed for over 26 years. Recognized in 2020 as the Professional of the Year by NAMI Alabama. Married, with three daughters, and a graduate of Birmingham-Southern College.

Shalisha Curry-Nash

Shalisha Curry-Nash is the Program Director for Huntsville Treatment Center and Stevenson Treatment Center. Shalisha has over 15 years of experience in the area of Addiction and Mental Health and 8 years of experience specifically with Opioid Treatment Services. Shalisha is an associate license counselor and certified alcohol and drug abuse counselor and is currently working on a Doctoral Degree in Professional Counseling. Due to her own family experiences with drugs and alcohol, she has a great passion for the people she serves and believes that it is her ultimate purpose.

Brenda Davis

Ms. Davis graduated Magna Cum Laude from the Touro School of Social Work where she was also the recipient of the Tikkun Olam award. Ms. Davis currently holds a position as the Patient Advocate Manager at the Addiction Institute of Mount Sinai at Beth Israel’s OTP and inpatient division. As the patient advocate for this premier New York institution, Ms. Davis spends most of her time providing crisis intervention, conflict resolution and supportive services to all the patients in need of services. Prior to being promoted to this prestigious position, she worked as a clinic manager providing administrative oversite, direction, and supervision of the clinic staff. Ms. Davis serves on the board of directors for the National Alliance for Medication Assisted Recovery (NAMAR) and Stop Stigma Now. She has devoted many years of direct services to individuals, and technical assistance to organizations providing services to individuals in need of treatment and recovery, as well efforts to eliminate substance use related stigma. Ms. Davis’s own history of long-term sustained recovery after many years of opioid use along with her educational achievements uniquely qualify her to understand the importance of treatment from a patient and provider perspective. She is well liked and respected by colleagues and patients. Her achievements and acumens are well known at local and national levels. She has received multiple awards and recognition from various organizations including the prestigious “Lane/Holden” award from the American Association for the Treatment of Opioid Dependence (AATOD) in 2017.

Patrick Faircloth

Dr. Patrick K. Faircloth, PhD, LPC-S (AL) LPC (MI), NCC, AMHCA Diplomate, is a Retired - Associate Professor. In brief, Dr. Faircloth has worked in private practice, community, agency, and university settings for over seventeen years as a clinician, supervisor, and researcher. He has conducted counseling, supervision, research, or presented on the following areas: End of Life Issues with Later Stage Adults, Positive Ethics, Scope of Practice and Standards of Care, Gender & Career Issues, Police and Military Issues, Masculinity Issues, Assessment and Testing Issues, Trauma and Grief Issues, Attachment Issues, Bullying/Cyber bullying Issues, Student At-Risk Issues, Infant Mental Health, LGBTTQQIA2SFAGPBDSM. He is one of the co-creators of the Infant and Early Childhood Mental Health Counseling Certificate Program for the Department of Counseling, Rehabilitation, and Interpreter Training at Troy University. Dr. Faircloth has served in several leadership/service positions in the chapters and divisions of the Alabama Counseling Association for a detailed account please see his curriculum vita.

David Flounders

David is a 31 + year Veteran of the United States Military- Navy and Army. He holds a bachelor's in science in Liberal Arts. He was medically retired in 2014 after a yearlong struggle with medical and mental health issues to include PTSD and a survived suicide. He is presently 100% VA service-connected disabled and recently attended the DLR Mustang Ranch PTSD/Veteran Mustang program. He attended for 13 weeks- July-October 2022 to learn about gentling/training wild mustangs and utilizing them at Samson's Strength Sustainable Veterans Project, Inc with Veterans. Following the program, Dave and Kathleen adopted 2 Wild Mustangs, Super Moose and Mustang Blaze, to add to their Mustang herd- Until Grace and Samson.

Jaime Garza

Dr. Jaime Garza is a person in long-term recovery who has worked in the behavioral health field for over fifteen years. He has developed several nationally recognized programs, the latest being a comprehensive substance use disorder program at the University of Alabama. Dr. Garza served as a Board member for Indian Rivers Behavioral Health for two years before making the decision to step down and take on the role as Director at the new Hope Pointe Behavioral Health Crisis Center. He feels that both his professional and personal experience in the behavioral health field provides him a unique perspective to help bring services based in compassion and empathy to the community.

Cindy Gipson

Dr. Cindy Gipson has a Ph.D. in psychology from the University of Texas at Austin and a 30-year career in mental health. Dr. Gipson has worked in the Alabama state psychiatric hospital system, at Searcy Hospital in Mt. Vernon, and as a first responder in Central Texas doing Mobile Crisis Outreach with the Williamson County Sheriff's Department. She has been with AltaPointe Health for the past ten years, developing crisis and jail diversion services to address the growing disparity in mental health treatment for high utilizers of emergency services and the increasing number of people with mental illness and co-occurring disorders who are incarcerated. Most recently, Dr. Gipson has worked on several grants for Assisted Outpatient Treatment in Mobile and Baldwin Counties, a grant for Day Reporting Centers through the Department of Corrections, several Bureau of Justice Assistance Police Mental Health Collaborative grants, and grants through the Alabama Department of Mental Health for the Stepping Up Initiative and the Behavioral Health Crisis Center. Dr. Gipson heads up the BHCC, located in Mobile, serving seven counties providing urgent care, 23-hour observation, and extended observation for individuals in a behavioral health crisis. Dr. Gipson has a long history of providing training, including mental health first aid, annual mental health training, segments of the Crisis Intervention Team (CIT) curriculum, and specialized mental health training to local law enforcement in Mobile and Baldwin County.

Vanessa Goepel

Ms. Vanessa Goepel is Licensed Professional Counselor Supervisor (LPC-S), with more than 15 years' experience in behavioral health treatment. She earned her B.A. in Psychology and Criminal Justice from The University of Alabama and her M.A. in Psychology from Pepperdine University in Los Angeles, California. She is the Director of The University of Alabama's Office of Disability Services, which regulates academic accommodations, and has been with UA since 2014. She also manages a small private counseling practice in Tuscaloosa and offers counseling to adolescents and adults with a

variety of behavioral health concerns. She has extensive experience in program management, including managing the substance use programming at Indian Rivers Mental Health Center for 5 years. She is the current Board President of Alabama AHEAD (Association of Higher Education and Disability), is the former Board President for PRIDE of Tuscaloosa, a local substance use prevention program, and has been a member of the Alabama School of Alcohol and Other Drug Studies (ASADS) Board since 2017.

Bretia Gordon

Bretia Gordon is a Health Literacy Specialist with Trenholm State Community College. She works on the Central Alabama Neighborhood Health Initiative grant through the City of Montgomery and is responsible for spearheading health literacy professional development activities and community health initiatives. Bretia has worked in Public Health and Human Services in different capacities for the past 16 years. She has worked with Trenholm since June 2022, but prior to that she worked for Medical Advocacy and Outreach (MAO), an agency focused on HIV prevention and treatment. During her 7 years at MAO, she worked as a Clinical Research Coordinator, Manager of Systems Outreach and most recently, Education & Training Officer where she oversaw the agency's HIV prevention and community outreach efforts, managed the Southeast AL Education and Training Center, and managed multiple grants and data collection efforts. Bretia has a bachelor's degree in Psychology from Tuskegee University; a Master of Public Administration from Troy University; and a Doctorate in Education with an emphasis in Human Services Administration from Nova Southeastern University. She will be graduating in Spring 2023 with a Master of Public Health from the University of Alabama-Birmingham. She is married with four children – Brenden, Kaleb, Kennedi, and Brielle, and has two fur babies – King and Polo. In her spare time, she likes to travel and shop.

Carlton Hall

Carlton Hall is the President and CEO of Carlton Hall Consulting LLC (CHC), a multi-faceted, full-service consulting firm designed to provide customized solutions and enable measurable change for communities, organizations, families, and individuals. Currently, he and the CHC team provide executive training and technical assistance support to the Southeast Prevention Technology Transfer Center for Region 4. He has been providing intensive substance abuse prevention focused and community problem solving services to the nation for the last 25 years. His responsibilities, unique set of skills and experience have made him one of the most highly sought-after instructors and guides for community problem solving in every state and territory in the nation as well as internationally, with successful achievements in South Africa, Ghana, Bermuda, Kenya, and others.

Stephen Hill

Stephen Hill—founder of Speak Sobriety, young person in recovery, bestselling author, recovery coach, and a fierce attorney advocating for treatment over incarceration—is a renowned national speaker on substance use prevention & mental health awareness with a truly inspiring comeback story that everyone must hear. Stephen has presented in front of thousands of people for over 400 schools, drug free community coalitions, alliances, and organizations across the country, sharing his cautionary tale of addiction to recovery and beyond, leaving people better educated, feeling hopeful, and motivated to make smart choices and positive change. But before Stephen had these accolades attached to his name, his reputation was filled with negative stigmas—junky, dropout, felon, failure. A once promising student-athlete barely graduated high school, dropped out of numerous colleges, was arrested several times, misused deadly amounts of drugs for nearly a decade, was in and out of countless treatment programs, lost his friends, and cost his family tremendous emotional and financial hardship. Just when it seemed like there was no hope for Stephen, he finally began his journey from drug & alcohol addiction to recovery when he entered an extended care treatment program on September 30, 2012. After 180 days in treatment when Stephen was able to start thinking clearly, he made a choice to give himself a real second chance at life. Through inner strength, patience, hard work, and support from others, Stephen turned his mess into a message by using both his positive and negative life experiences to live out a meaningful life with passion. Today, Stephen teaches people to be resilient by not only maximizing their strengths, but also taking what most people perceive as a weakness or negative experience and turning it into a life lesson for personal growth. This shift in thinking is how Stephen was able to overcome a severe substance use disorder, work in the field of addiction prevention, treatment and recovery, start his own speaking and coaching company, receive his bachelor's with honors from John Jay College of Criminal Justice, earn his J.D. from Brooklyn Law School, pass the New York bar exam, publish his memoir A Journey to Recovery which was

a #1 New Release in Drug Dependency on Amazon, and live a happy and healthy lifestyle with his friends and family. Some of the personal experiences that Stephen shares are difficult for him to talk about, but he knows it's worth it if his story helps just one person every time he speaks.

Wendi Hogue

Wendi Hogue is the FREEDOM Project Director with the VitAL Initiative in the School of Social Work at The University of Alabama. VitAL is committed to improving the wellness of Alabama's communities through training and education, service and implementation, research and evaluation, and community engagement. FREEDOM is a grant-funded program to reduce the number of opioid-related deaths in Alabama. She holds her M.Ed. from The University of Montevallo in Clinical Mental Health Counseling and Marriage and Family Therapy. She is a Licensed Professional Counselor and a National Certified Counselor. She came to The University of Alabama after working in Community Mental Health for four years. She began at Brewer Porch Children's Center as a Therapist moving to The Office of Disability Services as an Accommodation Specialist prior to coming on board with FREEDOM in 2019. She works part-time in her private practice, treating clients struggling with substance use disorder, anxiety, ADHD, depression, and trauma.

David Hollingsworth

Dr. David W. Hollingsworth is a licensed clinical psychologist at the Tuscaloosa VA Medical Center, where he also serves as the Training Director of Psychology and the LGBTQ+ Veteran Care Coordinator. Dr. Hollingsworth received his B.A. in psychology from Morehouse College and PhD from Oklahoma State University. He completed his clinical residency at the University of Mississippi Medical Center-Jackson VA Medical Center Consortium. Dr. Hollingsworth primary area of research is in suicide among minorities and clinical areas of interest include treating depression, anxiety disorders, and PTSD.

Scott Holmes

Dr. Scott Holmes currently serves as the Montgomery County Youth Detention Director for the Montgomery, Alabama Sheriff's Department. He is the former Statewide Clinical Treatment Coordinator for the Alabama Department of Youth Services where he served for five years, as a ten-year tenure with the Alabama Department of Corrections as the Senior Psychologist Supervisor for Mental Health and Drug Treatment Services for Tutwiler Prison for Women and Kilby Correctional Facility. In addition, Dr. Holmes served as a Behavior Interventionist for Montgomery Public Schools at the Montgomery Co. Youth Detention Facility, as well as a Mental Health Forensic Consultant with Montgomery Family Court & the Montgomery Police Department. He currently serves on the National Faculty for the National Institute for Corrections-U.S. Department of Justice-Board of Prisons Division, facilitating training in the area of Operational Practices for Women's Prisons, Executive Management in Correctional Healthcare, and Mental Health Crisis Intervention in Prisons and Jails. Dr. Holmes holds a B.A in Public Relations, M.S in Counseling/MFT, Master of Divinity, Education Specialist Degree (Ed. S) in Clinical Mental Health Counseling., as well as a Doctor of Psychology. Dr. Holmes is a Certified Drug Counselor, Licensed Professional Counselor (LPC), as well as an ordained Elder in the Church of God in Christ (COGIC). As of recent, he was affirmed and consecrated duly as an Apostle and Bishop in Kingdom Connection Fellowship of Pentecostal Churches Worldwide, Inc. He is a member of the Alabama Counseling Association, American Psychological Association, as well as 27-year membership in Phi Beta Sigma Fraternity, Inc. In his leisure, he enjoys running, singing, playing the piano, and reading.

Dr. Holly Horan

Holly Horan, PhD, is an Assistant Professor of Anthropology at the University of Alabama, a birth and postpartum doula, and a perinatal health advocate. Her research focuses on the relationship between maternal stress and birth outcomes and the scaling up of collaborative perinatal care with an emphasis on the inclusion and recognition of doulas as members of the maternity care team. She is the primary investigator on two projects in the state of Alabama: a state-wide, community led MIH research needs assessment and the development of a prospective data collection project for community doulas in Central Alabama. She recently served as the program coordinator for the Community Doula Program, a Medicaid-funded program providing doula services to priority populations in three counties in Oregon. She currently leads the program's research team and is the president of the program's non-profit fiscal agent, Heart of the Valley Birth

and Beyond. At the University of Alabama, she is also a lead member of an emerging transdisciplinary collaborative, Partners for Alabama Families and Communities.

Matthew Hudnall

Dr. Matthew Hudnall, who is currently the Associate Director for the Institute of Business Analytics (IBA) in the Culverhouse College of Business and is an Assistant Professor in Management Information Systems. Prior to joining Culverhouse, Dr. Hudnall served as Deputy Director of the University of Alabama Center for Advanced Public Safety (CAPS) (2001-2017) and specialized in developing statewide software data integration and analytics solutions for law enforcement, traffic safety, medical, and other state-level sectors. During his 21 years at UA, Dr. Hudnall has been the principal investigator on over 30 funded applied research projects and has managed over $30M in grant funds.

Byron Jackson

Byron Anthony Jackson is a native of Anniston, Alabama. He is the pastor of the Greater Thankful Baptist Church for over seven years. Byron earned a Bachelor of Science in Criminal Justice from Jacksonville State University and holds a Master of Divinity from Beeson Divinity School at Samford University. Byron is married to his lovely wife, Bria. Together they have a lovely daughter, Mila Elise. Byron has a passion for his work in ministry and loves reaching people by helping them in any way possible.

Jessica Jaiswal

Dr. Jessica Jaiswal is an Assistant Professor in the Department of Health Science at The University of Alabama and a Visiting Scholar at Yale University in the Center for Interdisciplinary Research on AIDS. She earned her PhD in Sociomedical Sciences from Columbia University in the City of New York, her MPH in Behavioral Science and Health Education from Emory University Rollins School of Public Health, and her bachelor's degree from the University of Michigan in Women's Studies, Native American Studies, and Latin American Studies. Her two main research areas focus on HIV-related inequalities along the HIV prevention and HIV care continua and among people using medications for opioid use disorders. Her current work on HIV prevention efforts in methadone clinic settings is funded by the National Institute on Drug Abuse (NIDA). This qualitative pilot study examines the acceptability and feasibility of offering pre-exposure prophylaxis (PrEP) in methadone clinics. PrEP is a daily pill that HIV negative people can take that is extremely effective in preventing HIV acquisition from sexual and drug using partners. Although approved by the FDA in 2012, PrEP uptake among the communities most in need of HIV prevention. The purpose of this study is to understand methadone clinic staff and patients' HIV and PrEP-related attitudes, perceptions, and beliefs. For more information about Dr. Jaiswal's current and recent research, please visit the Research tab at the top of this page. She serves as a senior associate editor for the Annals of LGBTQ Public and Population Health Journal and as an associate editor for Behavioral Medicine. Her research has been published in AIDS and Behavior, Journal of the Association of Nurses in AIDS Care, Culture, Health and Sexuality, Behavioral Medicine, Journal of Racial and Ethnic Health Disparities, and the Journal of Health Care for the Poor and Underserved. Prior to joining the faculty at UA and completed postdoctoral training at New York University in the College of Global Public Health as a Provost Fellow and was a Research Fellow in the Behavioral Science Training Program in Substance Use, funded by the National Institute on Drug Abuse (NIDA).

Ed Johnson

Ed Johnson obtained a bachelor's degree from Auburn University and a master's degree in Clinical Counseling from the Citadel. He has been with the Southeast Addiction Technology Transfer Center (Southeast ATTC) located at the National Center for Primary Care, Morehouse School of Medicine in Atlanta since March 2010 and currently is the Director of Training and Technical Assistance. For the previous twenty (20) years, he held various clinical positions at Charleston Center (Charleston County Department of Alcohol and Other Drug Abuse Services) in Charleston, South Carolina, working in the Opioid Treatment Program (OTP) and HIV Early Intervention Service. He has provided numerous trainings in the Southeast on Recovery-Oriented Systems of Care, Professional Ethics, HIV/Addiction, Opioid Use Disorders/Treatment, and issues related to Lesbian, Gay, Bisexual and Transgender (LGBT) Individuals and Addiction and Clinical Supervision He is currently credentialed/licensed as a Master Addiction Counselor (MAC), a Certified Clinical Supervisor (CCS), and a Licensed Professional Counselor (LPC).

Robby Keeble

Robby has a long and successful career in the addiction/recovery profession. He is recently retired as the founder and senior partner of Any Length Resources LLC which operates recovery residences in Alabama and Florida. He also was Executive Director of the Genesis Center in Georgia and The Center For Addiction and Mental Health Services at Lloyd Noland Hospital in Alabama. He has served as a consultant for the development of several programs over the last 30 years. He has presented to professional groups including social workers, counselors, nurses, physicians, and recovery residence operators. He is the creator of "Time to Recover", a time management tool for recovering people, and "The Broken Brain" a layman's view of the brain of an addict. He also presents extensively on topics related to healthy recovery communities and spiritual virtue in healthy sober living facilities. He currently serves on several boards of directors for recovery organizations. He also serves as a board member for The Alabama Alliance for Recovery Residences and is a founding member.

Mansfield Key

Mansfield (Pete) Key III is the leading Growth Development Strategist and International Motivational Speaker. He's a Life Coach, mentor, consultant, speechwriter, and certified HIV/AIDS Instructor. He holds multiple certifications in grief counseling and 21st Century Leadership. He's certified in Relationship Smarts, Fatherhood Initiative, Together We Can, and Basic Training for Relationships from the Human Development Department at Auburn University. He has provided technical assistance to the Federal Government's Health and Human Service for all 50 states and has worked directly with the U.S. Centers for Disease Control. He has consulted for the Departments of Education and Public Health in several states. He has also provided presentations for the Juvenile Justice System, Dream Development Center in Johannesburg, South Africa, and Liverpool, England's Hope Organization. He is the creator of the Lunch with The Keys Program, teaching Character Education to kindergarten through twelfth-grade students. The youth services program, Lunch with The Keys, won the School of Distinction for Florence High School and went on to be awarded the 2019 CLAS Banner for Alabama School District 7. Pete's Fatherhood program also won the Community Action Head Start Fatherhood Program of the year. He was named Humanitarian of the Year for the Alpha Phi Alpha Fraternity. He's also a member of the 2016-2017 Class of Leadership Alabama and the 2020 President of the Florence Rotary Club. His speaking engagements include the Ryan White National Conference; Substance Abuse and Mental Health Services Administration (SAMSA); Alabama Education Association; Alabama Associate of School Boards; and the School Superintendents of Alabama. He has authored three books and released multiple curriculums. Besides his relationship with God, he is most proud of his wife, Sharlene, and two daughters, Erin and Joi. Key believes everyone has something special, but sometimes people need others to help them discover it.

Kristin Kidd

Kristin Kidd is Director of the North Carolina Behavioral Health Equity Initiative. This project collaborates with North Carolina agencies and communities to address the structural or root causes of behavioral health inequities in historically underserved neighborhoods and communities of color. Kristin also provides local policy training and technical assistance for the SAMHSA-funded Southeast Prevention Technology Transfer Center (PTTC) at Wake Forest University School of Medicine. She has developed and delivered both synchronous and asynchronous trainings focused on the policy process across the region and internationally. Prior to joining the Southeast PTTC, Kristin led the Tobacco Control Training and Technical Assistant Team at the Colorado School of Public Health. Her team provided statewide advocacy and policy guidance to local health agencies focused on eliminating tobacco-related disparities. Kristin collaborated with multiple Colorado communities to pass local tobacco control policies such as retailer licensing and expanded smoke-free/vape-free ordinances.

Summer Krause

Summer Krause, LPC, CADCIII is a Licensed Professional Counselor and Certified Alcohol and Drug Counselor III, with a clinical practice that includes adolescent and adult Seeking Safety, in both individual and group modality. She has worked with Treatment Innovations since 2011. She counsels children, adolescents and adults and has spent the majority of her career working with adolescents. Her specialties are grief, trauma, and addiction. After volunteering in juvenile detention

centers for many years, starting in 1996, Summer went to graduate school to help address some of the underlying issues that contribute to youth entering the juvenile justice system. She completed her master's degree in counseling with a focus on children and adolescents and has specialized training in trauma-informed care. She has worked in nonprofit, group home, juvenile justice, residential and outpatient settings. After being trained by Lisa Najavits in Seeking Safety, Summer implemented Seeking Safety groups for adolescent boys and girls in a residential treatment program. She is based in Washington state.

Amy Lamb-Eng

Amy Lamb-Eng is the Program Director and Education Coordinator for the Alabama Head Injury Foundation. She received degrees in speech language pathology and worked as a speech therapist for 12 years before being promoted to an administrative role at HealthSouth Rehabilitation Hospital. In 2016, she joined the Alabama Head Injury Foundation management team. She lives in Montgomery with her husband and two daughters, and in her free time she raises bees and harvests honey.

Donna Leslie

Donna Leslie is the Executive Director for Montgomery Area Mental Health Authority, a community mental health center that covers Montgomery, Elmore, Lowndes, and Autauga counties. She received her bachelor's in psychology from Auburn University at Montgomery in 1999 and moved to Boston where she received her Master of Arts in Counseling Psychology from Boston College in 2001. She remained in Boston for almost ten years, becoming a Licensed Mental Health Counselor in 2003 and serving as Clinical Director for Wild Acre Inns. In 2010, she returned to Alabama to be near family and raise her son with her husband and an increasing number of cats and dogs. She has been with Montgomery Area Mental Health Authority since 2011, serving as Executive Director since 2018. She enjoys reading, writing, music, and spending time with her family.

Jason Lindell

Jason Lindell is the Prevention Coordinator at the Agency for Substance Prevention in Oxford AL. Jason graduated from Jacksonville State University with a bachelor's degree in criminal justice and minored in business. He is passionate about traveling, hunting, hanging out at the lake and spending time with his family. Jason is happily married to Natalie, and they have a 10-year-old daughter and twin six-year-old boys.

Zach Ludwig

Zach Ludwig is the Director of Clinical Record Logistics and Continuing Education for Bradford Health Services. He is a Licensed Professional Counselor in Alabama, a Licensed Professional Counselor with Mental Health Service Provider designation in Tennessee, and a Licensed Mental Health Counselor in Florida. He has experience working adults, adolescents, and families of those struggling with substance use disorders and has worked for Bradford since 2011. He worked as a primary counselor and clinical program director at one of Bradford's outpatient locations in Tennessee prior to assuming a position as Corporate Director of Clinical Programs from 2016 through 2018. In his current role he is part of a team that develops and provides oversight for clinical services and provides continuing education to staff across Bradford Health Services locations.

Sean Malloy

Investigator Sean Malloy has been in law enforcement for the last 22.5 years consecutively with the last 1.5 years as an investigator with the Alabama State Board of Pharmacy. He is currently responsible for 15 counties that comprise Southeast Alabama. He has worked in several different aspects of law enforcement to include violent crimes, narcotics and juvenile investigations, SWAT Team Operator, DEA Task Force Officer, numerous undercover operations at local, state, and federal levels as well as a supervisor over Vice/Intelligence unit and department training. He has been an APOST certified instructor for the last 8 years with an emphasis on Opioid trends over the last 3 years. Investigator He has served honorably in the U.S. military in both active Army and Air Guard units with 11.5 years combined. He is married with 3 adult sons and a precious 7-year-old daughter who has daddy wrapped around her little finger.

Tiffany Marcantonio

Dr. Tiffany L. Marcantonio is an Assistant Professor at the University of Alabama within the Department of Health Science. Prior to joining the University of Alabama, Dr. Marcantonio completed her doctoral training at the University of Arkansas in Community Health Promotion. While in her doctoral program, Dr. Marcantonio also completed fellowship training at Indiana University in the Applied Health Science Department where she completed an F31 NRSA Fellowship funded by the National Institute of Alcohol Abuse and Alcoholism. The overarching aim of Dr. Marcantonio program of research is to reduce alcohol related sexual violence via understanding how alcohol use impacts prevention efforts to sexual violence or increases the risk for sexual violence to occur. To address alcohol-related sexual violence, her research program has three focus areas. First, she examines how alcohol use could influence people's sexual consent communication or how they communicate their willingness to engage in sexual activity. Second, she examines how alcohol use could impede someone's ability to stop, or by stand, when they witness a potential experience of sexual violence. Finally, she examines how people communicate a sexual refusal or how people communicate their unwillingness to engage in sexual activity and how alcohol intoxication relates to refusing.

Amie Martin

Amie Martin received her Master's in Social Work from the University of Alabama. She also holds a master's in special education from National University, California, and a bachelor's in social work from Kansas State University. She has 18 years of experience working with families and children in the areas of mental health, traumatic brain injury, substance misuse, domestic violence, and Child Welfare Services. While working for Child Welfare Services, she supported families involved in fatherhood initiatives and cultural broker programs. Prior to accepting position with VitAL, Amie was a therapist with the Child Advocacy Center. She has been involved with research to improve maternal-infant outcomes and parental mental health. She has a passion working with families from pre-conception through the early parenting years to support parent-child bonding and child development. For fun she enjoys teaching caregiver and baby music, line dancing and babywearing classes.

Jerria Martin

Jerria Martin serves as Executive Director of Drug Free Communities of Dallas County and a substance abuse prevention consultant headquartered in historic Selma, AL. As a consultant, Jerria works with a variety of government entities and organizations including the United States Substance Abuse & Mental Health Services Administration (SAMSHA), Community Anti-Drug Coalitions of America (CADCA), the Center for Disease Control (CDC) and the Opioid Response Network (ORN). As a licensed and ordained minister, her vision, strategies, and communication skills have helped influence public policies with programs that reach out across the cultural divide. With a bachelor's degree in English from Stillman College and a Master of Divinity degree from Princeton, Jerria has preached and presented nationally and internationally, working with a host of world renown leaders. Jerria currently serves as President of the Rotary Club in Selma and Vice President of Leadership Selma. In 2017, she was elected as an honoree of Birmingham Magazine's 30 Women Who Shape Alabama and in 2016, as a Top 20 Under 30 Honoree. In 2018, Jerria was named a National TIAA Difference Maker, securing a $10,000 award for her coalition. She is a 2020 Graduate of the CADCA Graduate Coalition Academy and a CADCA trainer. In October of 2020, Jerria was recognized by Former First Lady Melania Trump, Former President Trump, and the ONDCP as one of the top drug prevention leaders in the country. As a leader in her community, she hosts three radio shows and serves on several boards, including the Board of Directors for Vaughan Hospital. Jerria was most recently appointed by Governor Kay Ivey to serve on the Alabama Public Library Service Executive Board, as the representative for District 7.

Steven Mason

Steve Mason is the clinical director of the Aletheia House. He holds a master's degree in Rehabilitation Counseling from the University of Alabama-Birmingham. He started his career in the addiction field in 1999, since that time he has held multiple positions in residential and outpatient settings with both adolescents and adults. Steve currently holds his LPC-S where he supervises counselors for licensure and his ADC/ICADC as a certified alcohol and drug counselor. Steve has presented topics at ASADS in previous years as well as speaking at other mental health and substance use events and trainings.

Elana Merriweather

Elana currently serves as the new Director of Behavioral Health Prevention for the Council on Substance Abuse in Montgomery. She is responsible for providing management and oversight to ADMH substance abuse prevention programs for the agency. Elana provides grant monitoring and implementation, administrative support, compliance monitoring, staff supervision, training and technical assistance to prevention staff who implement substance abuse prevention services in Central Alabama. Prior to joining COSA, Elana served as the Director of Behavioral Health for Medical Advocacy and Outreach/Copeland Care Clinic where she developed, implemented, and monitored substance abuse and mental health clinical services for Ryan White patients with co-occurring disorders across central and southeast Alabama. Previously, she worked at the Alabama Department of Public Health for 15 years where she served as a Health Services Administrator, AIDS Service Coordinator, Program/Training Coordinator, and Public Health Educator for the HIV/AIDS Division, Cancer Screening Division, Office of Minority Health, Office of Women's Health, and Center for Emergency Preparedness. She has maintained an ongoing commitment of service to minority and underserved communities that have been impacted by social and health disparities. She has a background of service delivery to people living with chronic health conditions, individuals who are impacted by substance abuse and mental illness, incarceration and offender issues, individuals with disabilities, and homeless individuals. She has served as a trainer at numerous local, statewide, and national conferences to address behavioral health issues including substance abuse, mental health, health disparities, and specialized topics that impact social and minority communities. She has acquired an Ed.S. in Clinical Mental Health Counseling from Alabama State University. She also received an M.Ed. in Community Agency Counseling and a Bachelor of Business Administration Degree in Marketing from the University of Montevallo. Elana serves as the Co-Chair for the Statewide Prevention Advisory Board. She is a member of the Alabama Counseling Association and the Alabama Alcohol and Drug Abuse Association.

Rick Meriwether

Richard Meriwether is currently serving as an Independent Health Educator. He had been employed with the University of Alabama at Birmingham (UAB), Department of Medicine, Division of Infectious Diseases, as a Program Manager/Health Educator/Trainer beginning in 1994. Prior to his employment with UAB, he was employed by the Alabama Department of Public Health, STI/HIV/AIDS Divisions, as a Disease Intervention Specialist in the STI/HIV program. He has worked in several areas of STI/HIV prevention & control, i.e., epidemiology, research, surveillance, education, clinical/medical/community relations, etc. His work has allowed him opportunities for working with several medical entities, as well as community-based organizations in the areas of prevention education on both the individual and community-based levels.

Abby Migliore

A native of South Bend, Indiana, Abby Migliore is a graduate the University of Nebraska -Lincoln. Following graduation, she decided to pursue her passion -professional nursing - ultimately earning Associate of Science in Nursing, Master of Science in Nursing, and a Master of Business Administration degrees. Since completing her education, Abby has enjoyed a distinguished career as a primary care and emergency department RN in facilities in Omaha, Nebraska and Montgomery, Alabama, most recently serving in a primary care facility at Maxwell AFB in Montgomery. Over the course of more than a decade in nursing, she has earned recognition for a steadfast commitment to patient safety and preserving the integrity of the nursing profession. That commitment serves her well in her present role as the Administrative Director for Discipline/Compliance Monitoring with the Alabama Board of Nursing (ABN), where she has served since 2015. Abby oversees the ABN's Voluntary Discipline Alternative Program (VDAP), which monitors nurses with admitted substance abuse, mental health or physical health concerns that may impede professional performance, and the Probation Department, which monitors nurses who have received probation as a condition of discipline against their licenses. She also supervises Compliance Nurses, who apply professional nursing judgement to alleged violations of the Alabama Nurse Practice Act.

Denice Morris

Denice attended Tuskegee University and Miles College receiving her bachelor's in criminal justice and later received a double masters from the University of West Alabama in Counseling Psychology and Adult Continuing Education. She began

her career in the substance abuse treatment field at the Aletheia House in Birmingham, AL in 2004. She has also served as Clinical Supervisor and later Director of Substance Abuse, Vocation and Re-entry services at Gadsden Correctional Facility in Tallahassee, FL. Her current occupation is with the Alabama Department of Mental Health Substance Use Division as the Director of SU Treatment Services.

Mercy Mumba

Dr. Mercy Ngosa Mumba is an award-winning scientist and philanthropist. She is a published author in peer-reviewed scientific journals, and her research is widely funded by various agencies, including the National Institutes of Health (NIH). She is an Associate Professor in the Capstone College of Nursing at the University of Alabama. She graduated with her PhD from the University of Texas at Arlington College of Nursing and Health Innovation in December 2016 and with her Honors Bachelor of Science in Nursing in December 2010. Her research focuses on substance use disorders, addictive behaviors, and their comorbid mental health conditions. She is particularly interested in the impact of social determinants of health and the role of health disparities in preventing, treating, and managing these conditions. She is passionate about improving the human condition through evidence-based initiatives and interventions, and is a strong advocate for increasing research productivity, infrastructure, and human capital globally. She is personally involved in many initiatives that improve health care outcomes and promote holistic wellness and quality of life among individuals and communities. As a Professor, she enjoys transferring knowledge to the next generation of nurse clinicians, nurse educators, nurse leaders, and nurse scientists. She is especially grateful for the opportunity to mentor the next generation of scientists, regardless of discipline and profession. She is an exceptional researcher and her intra-professional research lab at the University of Alabama is home to several undergraduate and graduate honor students from various professions and disciplines, including nursing, medicine, biochemistry, psychology, public health, social work, engineering, and education. She has worked collaboratively with and mentored high achieving students for almost 10 years. She believes that mentoring has benefits for both the mentor and mentee, because it invigorates passion for inquiry and discovery. She is also a passionate servant leader who believes in the power of advocacy to affect policy changes that result in positive population outcomes. She serves on many boards and committees internationally, nationally, and locally, Including the International Organization of African Nurses, Lovebound International, the American Psychiatric Nurses Association, the Southern Nurses Research Society, and Sigma Theta Tau International Honor Society of Nursing. She believes in giving back to the profession of nursing through service, scholarship, and mentorship. Professional engagement and service makes her work worthwhile and allows her the opportunity to interact with people from all walks of life from around the world. Every summer, she takes a group of nursing students to Zambia, Africa where she was born and raised on medical mission trips. They set up mobile clinics in rural areas, providing free healthcare services to some of the most vulnerable and disadvantaged communities in Zambia. This is something she is especially passionate about and prioritizes because it is her way of giving back to the communities in which she grew up in. She also works collaboratively with the University of Zambia School of Nursing and Lusaka Apex Medical University to provide consultative services related to uptake and implementation of evidence-based nursing in both the nursing school curricula and practice settings. Her long-term goal as relates to Africa is to improve the quality of nursing education in Zambia and other African countries, increase the number of doctoral prepared nurses on the African continent, and to improve patient outcomes through implementation of person-centered health care systems and processes.

Joshua Nirella

Joshua has been working in the addiction field since 2001, when he began working with Auberle, a local group home for kids. In 2006, Joshua achieved his Master of Organizational Leadership through Geneva College and obtained a leadership position with Discovery House, a national organization offering methadone maintenance treatment. He has been serving as Regional Director with Acadia Healthcare since 2016, where he oversees nine MAT facilities in Western PA and Ohio, serving over 3,000 patients. For over two decades, Joshua has been providing care to thousands of people directly affected by addiction. He has consulted with and taken part in regulation reform with the Department of Health for Pennsylvania and Ohio, MCO's, hospitals, residential treatment facilities, and prisons. He is the President of PAATOD and was a CARF Surveyor. Joshua is passionate about patient care, leadership principles, and employee engagement and their involvement in an organization's direction. Joshua is happily married to his "college sweet heart" since 2002, has five children and is an ordained minister.

Merrill Norton

Dr. Merrill Norton is an EMMY winning Clinical Associate Professor Emeritus of the University of Georgia College of Pharmacy with his specialty areas to include psychopharmacology and addiction pharmacy. He was most recently honored by the Georgia Addiction Counselors Association's Board of Directors and Certification Board with being bestowed the first Certified Master Addiction Counselor (CMAC) credential in the state. His book, Understanding Substance Use Disorders Pharmacology, has been used to train thousands of mental health professionals nationally and his latest book, and The Pharmacist's Guide to Opioid Use Disorders was released in December 2018. Dr. Norton completed his undergraduate and graduate work at the University of Georgia College of Pharmacy. He accomplished a three-year addiction medicine fellowship under the direction of Douglas Talbott MD at Ridgeview Institute and has state, national, and international credentials in the treatment of mentally ill/addicted/chronic pain individuals. He has also been a faculty member of the Fairleigh-Dickinson University Postdoctoral Training Program in the Masters of Psychopharmacology, Alliant International University of San Francisco College of Psychology, University of Georgia School of Continuing Education, and Berry College in the areas of Psychopharmacology and Addiction Pharmacy. His areas of specialty in addiction pharmacy are the management of chronic pain in the substance use disordered patient and the neuroscience of substance use disorders. Since his recent retirement from UGA, Dr. Norton's primary focus is to provide the latest scientific information to communities, educators, healthcare professionals, prevention specialists, treatment providers, and especially families, on the diseases of substance use disorders.

Sabrina Nuckols

Sabrina Nuckols is a Family Nurse Practitioner and part of a multi-disciplinary at MAT Medical. For over 26 years, she has been a noteworthy provider of healthcare in Alabama. She specializes in caring for patients suffering from addiction. Sabrina strives to assist patients and families as they pursue recove1y from drugs and alcohol. Sabrina believes that recove1y is possible. Her goal is to provide quality patient care while reducing barriers and stigma to treatment. Sabrina holds a master's degree from UAB and resides in Gadsden with her husband, son, and fur baby Lola. When not keeping busy with work, you can find her keeping busy with cooking. While not a gourmet chef, she enthusiastically enjoys creating new dishes for her family.

Derek Osborn

Derek Osborn, CPS, CPM is a native of Tuscaloosa, Alabama who earned his B.S. in Criminal Justice with a concentration in Law and the Courts from the University of Tennessee in Chattanooga. Derek is the Executive Director of Turning Point Domestic Violence & Sexual Assault Services in Tuscaloosa serving nine counties in the West Alabama area. He is a Certified Prevention Manager and Specialist through the International Certification and Reciprocity Consortium and AADAA. He has been a featured presenter regarding drug trends including date-rape substances and the dark net at multiple conferences and webinars across the United States including NCAD and the CADCA Mid-Year Institute. Derek has been involved in the non-profit industry for years and continues to serve as a consultant for other non-profit entities. Derek is a West Alabama Leadership Award Winner of 2017, graduate of Leadership Tuscaloosa class of 2009, a member of the Druid City Business League and the Non-Profit Policy Council, a member of the NCAD faculty, an instructor at the Alabama School for Alcohol and Drug Studies and has served on multiple advisory and planning committees for the State of Alabama. Under his leadership, the non-profit "PRIDE Drug Prevention Programs" was awarded Non-Profit of the Year in 2019 by the West Alabama Chamber of Commerce.

Mike Reese

G. Michael "Mike" Reese retired in 2011 as a Lieutenant with the Alabama ABC Board after a fulfilling Law Enforcement career and after taking one month off, was asked by Chief of Enforcement, Jeff Rogers, to return as a part-time employee to conduct drug and alcohol prevention programs throughout the state. Since that time Lt. Reese has worked as a part time State of Alabama employee for the ABC Board. In 2001, Lt. Reese identified a need for drug and alcohol prevention/education programs that are available to the public and in response to this need developed the Operation Save Teens Program. This program was recognized as the "Innovative Liquor Law Enforcement Program of the Year" in 2006 by the National Liquor Law Enforcement Association. He continues to conduct these programs today. He has been

employed with the ABC Board since 1987 and prior to that, had 5 years law enforcement experience with the Anniston Police Department. Lt. Reese began his career with ABC as an Undercover Narcotics Agent, working in this capacity for 9 years, during which time he participated in over one thousand seven hundred undercover cases all over the State of Alabama. Lt. Reese is a certified Instructor with the Alabama Peace Officers Standards and Training Commission (APOSTC). He has had extensive training and field experience in Narcotics law enforcement has recently focused on the newest threat to the youth of our country, synthetic and opioid based drugs. Lt. Reese has been conducting Drug Trends in Alabama since 2011 and these programs have been conducted at APOSTC Police Academies, Police Departments, Law Enforcement Seminars and Conferences and a version has been created for public education that is not Law Enforcement sensitive. Lt. Reese has done training for the Alabama Office of the Courts for Judges, Probation Officers, Court Referral Officers as well as training for Healthcare Workers for the Alabama Department of Public Health. Under the leadership of Director Summer Childers and Administrator Mac Gipson it is the goal of the ABC BOARD to provide this training to identify and educate Law Enforcement and the public to the newest drug and alcohol trends that the youth of our country is facing. Our hope is to prevent senseless loss of life due to this never-ending use and abuse of both illegal and legal but dangerous substances.

Anthony Reynolds

Anthony Reynolds is a Licensed Professional Counselor and a Certified Addiction Counselor with over 35 years working in substance use and mental health treatment. During his career he has developed and managed treatment programs while always participating in direct clinical counseling throughout his career. Mr. Reynolds is very passionate about meeting patients where they are and intervening to promote change when needed, especially those suffering from substance use disorders. He has a very broad and unique knowledge of addiction and mental health having worked with literally thousands of individuals and families. He has direct experience working and managing inpatient, outpatient, hospital, and corrections-based programs. He currently serves the Alabama Department of Mental Health as Crisis Care Project Director. In this role he provides oversight of the implementation of the Alabama Crisis System of Care.

Boni-Lou Roberts

Boni-Lou Roberts is a Certified Alcohol and Drug Counselor and Medication Assisted Treatment Specialist from Albany, GA. She has been in the field of working with individuals with substance use disorders for 8 years having experience in residential, out-patient, abstinence-based and medication assisted treatment programs. She has been working as with Behavioral Health Group for the past 6 years with the last 2 being the Regional Clinical Director supporting the Alabama Region. She recently had the honor to present at the NAADAC Annual Conference 50th Anniversary Celebration with members of her team.

Page Rubin

Page Rubin is the owner and director of EvenStill's Women's Program in Birmingham, Alabama, a sober living program whose primary goal is to cultivate the desire for long term recovery so that the residents can be proud to share their experience, strength, and hope with others. Prior to opening EvenStill Page spent 10 years with Bradford Health Services. He is a licensed clinical social worker. She believes that the brokenness caused by drug and alcohol addiction can be restored by establishing a strong clinical foundation and working a 12-step program.

Kathleen Saucier

Kathleen began her career in community mental health in 1991 when she volunteered as an on-call crisis counselor and ride along law enforcement advocate at a domestic violence sexual assault center. She completed her Associate degree in legal assistance and criminal justice, Bachelor's degree in criminology and psychology and in 2000 completed a dual master's degree in community mental health and school counseling- with an extended curriculum focus on students with disabilities. Throughout the years while seeking her degrees and since, Kathleen has served her community in for profit, nonprofit and governmental agencies providing counseling and case management to a wide variety of populations and age groups. Since 2009 she has served her local and national community through her work with first responders, military members, veterans, and their families. She has extensive background in the field of trauma recovery/suicide prevention/substance use as well as utilizing new innovative healing strategies to include animal assisted therapy,

experiential therapy- equine, farm based and outdoor adventure. Kathleen has advised startup organizations in program development to include equine experiential programs, emotional support canine programs and Veteran case management programs. She is Co-Founder and of Samson's Strength Sustainable Veterans Project- where she volunteers her time to provide case management to Veterans struggling with homelessness and joblessness. Since 2017, she has provided Telemental Health utilizing her mental health licenses in Connecticut- LPC, Florida- LMHC and Washington LMHC, - with a strong focus on working with individuals with depression, anxiety, sleep disorders, trauma recovery and other stress related disorders. She presently provides clinical consultation two days a week at a 12 Step Men's Residential program in Odenville, AL. Kathleen also holds these certifications - NCC- Nationally Certified Counselor and a Board Certified Telemental Health Counselor.

Christopher Sellers

As Director of Analytics for Mental Health and Substance Abuse at the Alabama Department of Mental Health, Christopher Sellers is the grant administrator for the Department of Justice grant that developed the statewide repository for substance use data. He also provides analytic support for Mental Health, Forensic and Prevention services. Additional professional interests include development of quality-of-care metrics to evaluate health programs.

Dale Smith

Dale Smith is a successful entrepreneur and educator living in Anniston, AL. He started his first business at age 14 earning enough in 3 years to pay for his entire college education. Smith graduated from Mississippi College with a BS in Psychology before going on to earn his Master of Arts from Southwest Baptist Theological Seminary. He has spent more than 30 years in churches and in the private sector leading workshops, seminars, and educational activities. He developed an online application for Churches to use in guiding church members into ministry positions based on their skills and gifts. Churches throughout the country have relied on the training developed by Mr. Smith. Continuing his focus on volunteerism and training he joined SCORE which is the largest Business Mentoring business in the US. SCORE is a non-profit organization owned by the Small Business Administration. It was while he was the District Director for SCORE, he developed the Preparing Entrepreneurship Prison Program (PREP) program for the Alabama Department of Corrections, training over 500 students in the past three years. The program now includes 65 titles. Training inmates in how to start their own business upon release is the sole purpose of the program.

Thurston Smith

Rev. Smith or "Thurston" is an Associate Professor of Psychology and Sociology at Graceland University, a surveyor for CARF International, and Project Team Member for Paramount Consulting Group, PLLC. He's a community organizer and civic activist, possessing a broad range of expertise in the areas of public policy, behavioral healthcare, and professional training, and has a distinguished service history replete with numerous public service appointments. With an over 25-year service history on the municipal, county, state, and federal levels, Thurston is a retiree from the U.S. Veterans' Health Administration, serving in a variety of leadership roles throughout his civil service career. He's an ordained minister, licensed counselor, clinical supervisor, and holds advanced credentialing in cooccurring disorders. Commensurate with his strong commitment to public advocacy, through joint proclamation, he was honored by the Tennessee House of Representatives, Tennessee Senate, and governor, for outstanding public service. Following his three-year Federal Advisory Committee appointment to the U.S. Treasury Department, he received the 2020 Presidential Service Award, and in January 2021, was tapped by the Biden/Harris Presidential Transition Team to host a pre-Presidential Inauguration National Day of Service program commemorating the 50th Anniversary of Dr. Martin Luther King, Jr.

Wendy Sprayberry

Wendy Sprayberry is a supervising LPC and a certified drug and alcohol counselor/supervisor with 35 years of experience in the substance abuse treatment field. She has her master's degree in Guidance and Counseling from Jacksonville State University and found her footing as administrator in medication-assisted treatment settings for the last 28 years. Wendy lives in Oxford, Alabama with her husband and is blessed to be the mother of twin sons & their wives, as well as Gigi to the sweetest grandson ever. As a supervising LPC and certified clinical supervisor through AADAA, Wendy has had the privilege to coach many interns and counselors throughout the years on evidence-based treatment practices and

challenge them to incorporate these practices into their individual approach. When not working to expand access to MAT treatment to our communities and their families, Wendy looks for every opportunity to spend time with her family, especially if it involves a craft show or farmer's market!

Joseph Stanford

Chief Joseph Stanford serves as the Chief of Police for the City of Ashland, a position that he has served in since 2013. He is a graduate of Columbia Southern University, where he received his bachelor's degree in Criminal Justice. He is married to his wife, Heather, for 15 years, and they have three children; Greenleigh, 14, Rorie, 12, and Briggs, 2. He also serves as the Pastor of Student Ministries at Mt. Zion Missionary Baptist Church in Ashland, and also coaches multiple sports for the community. He is a Certified Police Chief and recognized by the state for such. He has a heart for the community and desires that people receive the very best from his department, to include services for all citizens. Chief Stanford took the initiative to research and write grants that fully funded the Mental Health Liaison position in Clay County- 2022.

Paula Steele

Paula Steele is a passionate mental health professional who joined WellStone as an outpatient therapist when she and her family moved to Huntsville in 2017. She transitioned to Acute Care Director in June 2019 and became the Director of WellStone Emergency Services (WES) last February. Paula graduated magna cum laude from the University of Arkansas with a BA in Psychology, and later earned her Master of social work from Fayetteville State University in North Carolina. Before coming to Huntsville, Paula traveled the world over with her husband, Matt, who served in the military for 20 years. During that time, she volunteered with care teams, responding to crisis situations in the military community. She received the Order of St. Joan D'Arc Medallion, the top volunteerism award given by the United States Armor Association, along with the Order of Our Lady of Loreto, which honors individuals who demonstrate outstanding support to the Army Aviation Family and Army Aviation Community. Paula learned to be a servant worker from her parents and that core value significantly influenced her career path. "Working in mental health is a humbling experience as the individuals we serve are so brave and become very vulnerable, sharing their innermost thoughts and problems when seeking help," she said. She and Matt have a full house. Besides three kids, they have two dogs, two cats, a hamster, and a snake.

Jack Sykstus

Jack Sykstus is a Marriage and Family Therapist based in Washington DC. Jack has worked in the substance use space for the past 10 years, working primarily in guiding families and couples through the impact substance use disorders have in their relationships. He also is a certified grief specialist through the Grief Recovery Institute and has implemented grief clinical interventions in PHP & IOP programs. Jack previously worked as Associate Director of Clinical User Experience at the Partnership to End Addiction and now works as a Product Manager for a behavioral health telehealth company building technologies allowing for providers and patients to easily use insurance for sessions.

Patty Sykstus

Patty Sykstus is a Registered and Licensed Dietitian from Huntsville, Alabama. She has worked with families impacted by substance use for the past 10 years. As a trained Parent Coach with the Partnership to End Addiction, she has worked to educate and support families throughout the country with loved ones using substances. Patty worked as the Continuum of Care Liaison with Bradford Health Services and the Family Program Coordinator for The Reprieve prior to founding Not One More Alabama (NOMA) in 2016. Patty has been the President of NOMA since its inception and has been a part of the development of programs to support families.

Nick Szubiak

Nick Szubiak brings more than 20 years of experience in direct service, administration, and clinical experience to the healthcare field. He is the Founder of NSI Strategies, an organization that provides support to integrated healthcare environments and currently serves as an Advanced Implementation Specialist for SAMHSA's Opioid Response Network. Nick is the former Assistant Vice-President of Addiction and Recovery at the National Council for Behavioral Health and Director at the SAMHSA-HRSA Center for Integrated Health Solutions. Prior, he served as the Director of Behavioral Health for a rural FQHC. Nick provides technical assistance, consultation, and training toward bi-directional integration of

behavioral health and primary care, substance use disorders, medication assisted treatment (MAT), SBIRT, measurement-based care, population health management and utilizing implementation science to maximize clinical pathways to better care. His experience includes MAT implementation, FQHC integration models and partnerships, trauma informed care, recovery-oriented systems of care, health homes, and developing high functioning teams to provide integrated care to the communities they serve. His expertise also involves systems change management, leadership development and supervisory skills. Nick is known for his heartfelt presentations, keynote speeches, and has sat on various expert panels, partnering with many organizations as a behavioral health subject matter expert. He earned his master's degree in Social Work from Rutgers University.

Samson Teklemariam

Samson is an industry thought leader with a track record for leading large-scale transformations that generated new thinking, shifted business models, and disrupted the marketplace. As a catalyst for innovation, Samson constructs clinical leadership models designed to navigate change in the healthcare sector and deliver results that improve quality patient care. He was formerly the Director of Training and Professional Development for NAADAC. He is a certified lead trainer for the Cognitive Behavioral Interventions for Substance Abuse (CBISA), Calm Every Storm: Crisis Prevention & Intervention, and experienced in treating trauma-related disorders using trauma-focused cognitive behavioral therapy (TFCBT) and Seeking Safety.

Jason Wheeler

Dr. Jason Wheeler is a Researcher at OMNI who performs data collection, analysis, and reporting for clients and their communities to assist them in understanding important behavioral health topics and outcomes. He has provided evaluation, reporting, and technical assistance support for projects including the Substance Abuse Block Grants in Alabama, and Virginia. Dr. Wheeler received his M.S. and Ph.D. in Prevention Science from Washington State University, and a Bachelor of Science in Psychology from Portland State University. His education and training put him on an interdisciplinary path to help prevent mental, emotional, and behavioral disorders in a population health context. One of Jason's values is curiosity, and he always dives deep into learning about health topics to better understand them.

Wes Wiginton

Wes Wiginton received his master's degree in Counseling from Faulkner University and has his bachelor's degree from Jacksonville State University and is currently licensed by the State of Alabama as an LPC-S and provides counseling services for families in The State of Alabama. Wes is also a Certified Adjudicated Juvenile Sex Offender Therapist from State of Alabama Department of Youth Services and provides assessments and counseling with this population. Wes is a member of The NAFC (National Association of Forensic Counselor's) as a Certified Juvenile Sex Offender Treatment Specialist, a member of ATSA (Association for the Treatment of Sexual Abusers), and a Certified Therapist for Adolescents with Problematic Sexual Behaviors by The State of Alabama Department of Youth Services. Wes resides in Oxford, Al and is owner of Cheaha Counseling and Consulting LLC. Wes currently speaks in the U.S. about working with children with problematic sexual behaviors and how sexting and pornography effects our youth.

2024 Call for Proposals

ASADS is in the process of planning our 48th 2024 conference and would love for you to consider applying as a presenter. The conference will be held **March 18-22,2024** at the Bryant Conference Center in Tuscaloosa, Alabama.

ASADS offers a unique opportunity for professional development, information exchange and networking. It is designed to address the need for knowledge and skill development through advanced training. We have had a proud history of providing education encompassing the fields of Prevention, Treatment and Recovery for over forty (40) years. Throughout the four-day school more than 900 participants will have access many half-day courses as well as in-depth skill building one day courses, exciting plenary speakers, and the presentation of the Carl Nowell Award.

We expect participants to come from a variety of settings and possess a range of skills and experience. Attendees may include prevention practitioners, treatment, recovery and youth development practitioners, state and community leaders, agency directors and staff, juvenile justice and adult corrections practitioners, people in recovery and their allies, health care practitioners, educators, and faith-based groups.

If you are interested in supporting ASADS by becoming a presenter, please complete this form including the required attachments **no later than May 31, 2023**.

Suggested Topics are listed below but not limited to the following:

Prevention Topics include, but are not limited to, HIV/AIDS, prevention ethics, managing disruptive behavior, sustainability planning, cultural competency and addressing behavioral health disparities, underage drinking, community level change strategies, coalition building/development, prescription drug abuse, prevention advocacy, marijuana prevention education/legalization, mental health promotion, suicide prevention, prevention programs geared toward specific populations (youth, college, military, etc.) and impact on the workplace.

Youth Development Topics include, but are not limited to, evidence-based practices in working with youth, relationship between youth development and prevention, treatment and/or recovery, youth voice and choice, youth led campaigns, high-impact activities, creating youth friendly spaces, understanding the teen brain, and building effective relationships with youth.

Treatment Topics include, but are not limited to, abstinence-based treatment, addiction counseling competencies, treatment addressing the need of specific populations (veterans, adolescents, collegiate, gender, LGBTQ, young adults), co-occurring disorders, ethics, evidence-based programs, strategies for family treatment, medication-assisted treatment, motivational interviewing, relapse prevention, senior population and substance use, technology-based therapeutic tools, trauma, and clinical supervision.

Recovery Topics include, but are not limited to, recovery support services, role of peer-based recovery support, forensic peer specialists, youth peer support, creating a culture of recovery, medication in support of recovery, recovery community organizations (funding and making the business case), science of addiction and recovery, creating the expectation of recovery, role of family and community in recovery, and addiction advocacy in local communities.

Wellness for Professionals Topics include, but are not limited to, personal wellness for substance abuse counselors, doing our own work: a parallel process, impairment prevention, setting boundaries for self-care, identifying risk factors, life balance, self-checkup, finding renewal, cultivating habits of self-care, career-sustaining strategies, burnout, coping skills, stress management, practicing mindfulness, and wellness activities: cognitive, emotional, physical and spiritual.

Primary Care and Behavioral Health Integration Topics include, but are not limited to, best practices for creating and implementing integrated care systems, care best practices to facilitate changes in culture towards integrated health best practices to recruit, train, and retain an integrated health workforce, including practical ways to involve peer support specialists and community health workers.

Final selection of proposals will be completed by October 1, 2023. Selected presenters will be notified by email. Those not selected will be advised**. If you are interested in submitting a proposal for the 2024 Alabama School of Alcohol and Other Drug Studies, please visit our website at** www.asadsonline.com.

ASADS

Alabama School of Alcohol and other Drug Studies

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