

2025

# 49<sup>th</sup> Annual Alabama School of Alcohol and other Drug Studies



## CONFERENCE BROCHURE

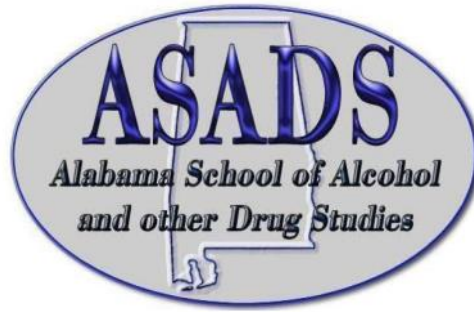
BRYANT CONFERENCE CENTER  
TUSCALOOSA, AL

March 17-21, 2025

[www.asadsonline.com](http://www.asadsonline.com)



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## IMPORTANT REMINDERS

- Please keep your name badge easily accessible for scanning.
- Ensure you scan in and out of each session to receive full credit; partial credits are not available.
- Arrive promptly at the scheduled session times.
- Please silence your cell phone during sessions to minimize disruptions.

# WELCOME

*Hello ASADS friends and welcome to the 49<sup>th</sup> Alabama School of Alcohol and other Drug Studies!*

We are so excited you have chosen to participate in this year's conference. This year's conference theme is ***"Lighting the Path to a Brighter Future: Prevention, Treatment, and Recovery."*** I absolutely love the vivid imagery and analogies that instantly come to mind, perfectly aligning with this year's theme! Go there with me for just a moment...

- ◇ *We do not walk this path alone – thank goodness!*
- ◇ *There is much light to be shared along the way...so don't miss the chance!*
- ◇ *We are heading in the right direction; but the past is behind us. You may pause - but carry on.*
- ◇ *All we learn and take with us along the way makes the path easier!*
- ◇ *Light – isn't it so much better than what is dimly visible?*
- ◇ *We don't have as far to go as we have already been....and we are still here!*
- ◇ *The path is winding, for sure. Stay the course...one step at a time.*
- ◇ *The best sights are those unseen and ahead of us as long as we keep moving forward!*
- ◇ *When we come together, learn, grow, and collaborate, we will go farther than we've ever gone before. Together!*

Over the next four days, we invite you to imagine your own path...both where you have been and can share with others, as well as the dreams you have for the road ahead. Our hope for this year's Conference is that we will celebrate and hold close all the experiences which enrich our lives to be better care providers– both personally, and professionally!

We have carefully crafted an array of experiences, workshops, and plenaries presentations to highlight not only personal journeys, but to also equip learners in skill acquisition, developing more innovative ideas, adopting best and emerging practices, assistance in meeting credentialing and licensing requirements, and enhancing personal care and growth. The power of connection to resources and extending our reach is a key to greater success in our respective fields of prevention, treatment, and recovery support. You will certainly have that opportunity engaging with our many exhibitors and sponsors throughout the week. Please take every advantage of their resources and tools.

Our daily plenary guests and break-out session speakers are ready to lead the way! We have carefully selected courses that are current and rich with content. Gearing up for what will be a bit of a change in our typical school routine, the week's events will culminate with four very special sessions on Friday, featuring as our guest, Mackenzie Phillips. Mackenzie was someone many of us "grew up with" and remember well her capacity to both humor and intrigue us with her TV screen character portrayals in shows such as "One Day at a Time". Her personal account of trauma along her path will inspire you. You simply do not want to miss Friday!

The Conference App is your go-to tool for a seamless conference experience. It features daily schedules, an attendee directory, maps, handouts, access to presentation slides, and serves as the platform for attendance tracking and evaluations. If you need assistance with the app, visit the Cavalier Room, where Jaime or Andrea will be happy to help.

A heartfelt thanks to the ASADS Board of Directors for their dedication since April 2024 in planning this year's conference. This exceptional team is eager to assist you throughout the week. We are excited to welcome Dr. Ellen Robertson as our new General Manager, marking a year of significant leadership changes. Looking ahead, we're thrilled to share some surprises as we prepare for our 50th Anniversary in 2026! Enjoy the conference as we reflect on our progress, explore new paths, and honor those who've enriched our journey. Let's cherish this experience together!

You are much loved and appreciated!



Debbi Metzger, MA, NCC, ADC, MAC  
ASADS President 2024-2026



# ASADS BOARD OF DIRECTORS

## NAME

Debbi Metzger, *President*  
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Donna Oates  
Sheree Logan Towne

## AGENCY

Alabama Department of Mental Health  
Montgomery Family Court  
The University of Alabama  
Veteran Military Crisis Line (VMCL)  
Alabama Department of Public Health  
Alabama Department of Rehabilitation Services  
Alabama Bureau of Pardons and Paroles  
Tuscaloosa VA Medical Center  
Federal Bureau of Prisons  
Drug Education Council  
Moorehouse School of Medicine/Opioid Response Network  
Alabama Department of Youth Services  
Alabama Department of Corrections  
Walker Recovery Center  
Alliance Health Center  
Rhonda Lawless Consulting, LLC.  
Troy University  
Alabama Board of Nursing  
Alabama Administrative Office of Courts  
Alabama Association of Addition Counselors/NAADAC

## Advisory Board Members

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Savanah Fell  
Curt Lindsley  
Derek Osborn  
Denise Shaw

Alabama Department of Mental Health  
Tuscaloosa VA Medical Center  
Calloway Consulting  
Alabama State University  
Walker Recovery Center  
Alabama Alliance for Recovery Residences  
Turning Point Treatment Facility  
Shelby County Community Corrections

## Staff

Ellen Robertson, *General Manager*  
Jaime Vasquez, *Administrative Coordinator*

# ABOUT THE 2025 PROGRAM

The 49<sup>th</sup> Annual conference 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 and will begin on Tuesday March 18, 2025 at 8:00 a.m. and end on Friday, March 21, 2025 at 12:30 p.m.

## CONFERENCE REGISTRATION FEES

Advance Registration* Deadline: March 1, 2025**		Late Registration* after March 1, 2025 + Onsite	
Attendance	Rate	Attendance	Rate
4 Day	\$490.00	4 Day	\$525.00
3 Day	\$430.00	3 Day	\$470.00
2 Day	\$310.00	2 Day	\$340.00
1 Day	\$185.00	1 Day	\$200.00
Half-Day	\$120.00	Half-Day	\$130.00

\*Students may register with a 50% discount. Please email [asadsalabama@gmail.com](mailto:asadsalabama@gmail.com) to receive a code. You must include a copy of the university student ID (with picture).

\*\*Registrations postmarked after March 1, 2025, will incur an increased fee.

## CONFERENCE REGISTRATION INFORMATION

Participants may register online at [www.asadsonline.com](http://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](mailto:asadsalabama@gmail.com).

## INDIVIDUAL COURSE REGISTRATION\*

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.

\*Many courses are filled prior to **March 1, 2025**. To ensure the class of your choice register early!

## ONSITE REGISTRATION INFORMATION

Onsite registration will be offered in the Cavalier Room at the Bryant Conference Center during conference week. However, we highly recommend registering online in advance, as course and session availability cannot be guaranteed. Register early to ensure your spot!

# ABOUT THE 2025 PROGRAM

**FOOD AND REFRESHMENTS:** Breakfast is served from 7:00 a.m. - 8:00 a.m. each day. Lunch is served from 12:30 p.m. - 1:30 p.m. Tuesday, Wednesday, and Thursday. Beverages and light snacks will be offered during break times. Visit [www.asadsonline.com](http://www.asadsonline.com) for more detail on breakfast and lunch menus.

**HANDOUTS/SLIDES:** Participants must go to [www.asadsonline.com](http://www.asadsonline.com) two weeks prior to the conference start date to download and/or print course-specific handouts/slides. The handouts and certain slides will be available up to June 1, 2025.

**SPECIAL NEEDS:** Please indicate any accommodations needed when registering for the conference, in compliance with the Americans with Disabilities Act. For additional assistance, contact Jaime Vazquez at (256) 620-3304 or email [asadsalabama@gmail.com](mailto:asadsalabama@gmail.com).

**LODGING HOST HOTEL:** A special room rate of \$134.00 per night (plus tax) has been arranged for ASADS Conference participants at the Hotel Capstone, located adjacent to the Bryant Conference Center at 320 Bryant Drive, Tuscaloosa, Alabama 35401. The rate applies to Traditional Single King or Double Queen rooms. To reserve your room, call (205) 752-3200 or 1-800-477-2262, and mention the ASADS Conference.

The special room block and rate are available until **February 17, 2025**. After this date, the hotel may discontinue the discounted rate. A one-night deposit is required when making your reservation. Click here to book your room at Hotel Capstone.

## **ALABAMA SCHOOL OF ALCOHOL AND OTHER DRUG STUDIES 2025**

How to use the link --

- Hold down control and double click on the link above to open up the webpage
- Choose your date of arrival by clicking on “check-in” and departure in “check-out”; select “search”
- Select the room type you prefer by clicking on “Show Rooms” and it will drop down your available options
- Select “Book Now” for the room that fits your needs
- Complete your reservation by entering all requested information and click “Continue”; you will receive a confirmation number upon completion.

Only the dates above and room types contracted are available at the contracted rate -- rooms requested outside of your block dates or different room types are based on availability and at the prevailing rate

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

<b><u>Embassy Suites</u></b> 205-561-2500	<b><u>Homewood Suites</u></b> 205-349-2727	<b><u>Holiday Inn Express and Suites</u></b> 205-464-4000
<b><u>Hotel Indigo</u></b> 205-469-1660	<b><u>Home2 Suites</u></b> 205-349-2002	<b><u>Hampton Inn</u></b> 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.

# CONTINUING EDUCATION

## CONTINUING EDUCATION HOURS

Continuing Education (CE) acknowledges the commitment of individuals attending approved educational programs. Conference participants can earn up to **25** CE contact hours based on documented daily attendance.

## CE PROFESSIONAL ASSOCIATIONS

Alabama Alcohol and Drug Abuse Association  
Alabama Alcoholism and Drug Counselor Certification Board  
Certified Rehabilitation Counselor  
National Board of Certified Counselors-6600  
Alabama State Board of Social Work Examiners-0502  
Alabama Psychological Association  
Alabama Board of Nursing Home Administrators  
Alabama Board of Nursing-ABNP 1475 \***Participants must bring nursing card for onsite electron scanning.**

## CE PROVIDER STATEMENTS

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.

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

**CRSS:** This program has been approved for continuing education credit hours for Certified Recovery Support Specialists.



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.



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

# CONTINUING EDUCATION

To qualify for continuing education (CE) credits, participants must:

- **Register:** Ensure you identify the type of CE requested when registering for the conference. Specific designations will also need to check in at the designated registration desk upon arrival (see below for designations).
- **Attend Sessions in Full:** CE credit is awarded based on full attendance at approved sessions. Partial credit will not be given.
  - ◆ Participants are responsible for selecting the course that meets the requirements of their certifying/licensing body for contact hours and renewal needs.
- **Complete Evaluations:** Submit required conference/session evaluations by the specified deadline to receive credit.

## **Verification of Attendance:**

Attendance will be monitored through sign-in sheets (for specific designations) and badge scanning (for all attendees). Be sure to follow the specific procedures outlined during the conference.

## **Certificate Distribution:**

CE certificates will be issued via email within 6 weeks following the conference, provided all attendance and evaluation requirements have been met. In accordance with CE granting authority guidelines, certificates cannot be issued early, transferred, or awarded for unapproved courses.

## **DESIGNATIONS THAT REQUIRE SIGN IN**

**CRC/CRCC**—All CRC/CRCC need to locate the “*CRC/CRCC Signage Station*” and complete the course completion form at the end of each day.

**ABN** - All nurses need to locate the “*ABN Signage Station*” and swipe their nursing license upon arrival and departure each day.

**aPA**— Forms will be available at the registration desk which must be completed after the end of each day by participant seeking aPA CE.

All other designations must have badge scanned for each session attended and must complete the evaluation before receiving CE certificate.

If you have questions regarding CE and the ASADS course content, contact Dr. Ellen Robertson at [erobertson@asadsonline.com](mailto:erobertson@asadsonline.com) or 501-352-6192.



# CONFERENCE AGENDA AT A GLANCE

## MONDAY - THURSDAY AGENDA

	Monday	Tuesday	Wednesday	Thursday
			<b>ASADS T-shirt Day</b>	
<b>7:00 a.m. - 8:00 a.m.</b>		Registration Breakfast*	Registration Breakfast*	Registration Breakfast*
<b>8:15 a.m. - 9:15 a.m.</b>		Welcome Opening Session  <i>Instilling Servant Leadership into Substance Use Treatment Environments</i>  <u>Presenter:</u> Scott Luetgenau	Welcome Opening Session  <i>MOUD in a "Village Behind Walls:" Insights on Teamwork and Innovation in a Correctional System</i>  <u>Presenters:</u> Ed Kern and Deborah Crook	Welcome Opening Session  <i>Cultivating Resilience and Recovering Authenticity on the Journey to Long-term Recovery</i>  <u>Presenter:</u> Garret Biss
<b>9:15 a.m. - 9:30 a.m.</b>		Break	Break	Break
<b>9:30 a.m. - 12:30 p.m.</b>		Workshops	Workshops	Workshops
<b>12:30 p.m. - 1:30 p.m.</b>		Lunch*	Carl Nowell Awards Luncheon*	Lunch*
<b>1:30 p.m. - 4:45 p.m.</b>		Workshops	Workshops	Workshops
<b>4:00 p.m. - 6:00 p.m.</b>	Registration			

\* Check [www.asadsonline.com](http://www.asadsonline.com) for additional breakfast/lunch details.

## FRIDAY AGENDA SELLERS AUDITORIUM

	7:00 a.m. - 8:00 a.m.	8:15 a.m. - 9:15 a.m.	9:15 a.m. - 10:15 a.m.	10:15 a.m. - 10:30 a.m.	10:30 a.m. - 11:30 a.m.	11:30 a.m. - 12:30 p.m.
<b>Friday</b>	Registration Breakfast	Welcome Opening Session  <i>What I Love About You</i>  <u>Presenter:</u> Lou Lacey	<i>Trauma Misinformed Care</i>  <u>Presenter:</u> James Campbell	Break	<i>Creating a Trauma Informed Resilient Focused Community</i>  <u>Presenter:</u> Becky Haas	<i>Hopeful Healing</i>  <u>Presenter:</u> Mackenzie Phillips

# CARL NOWELL



## LEADERSHIP AWARD

The Carl Nowell Leadership Award is presented each year to honor a person who shows dedication and persistence through leadership in the field of prevention, treatment and recovery support services to those struggling with substance misuse. Candidates may serve on a local, state, or national level.

We are currently **accepting nominations** for the 2025 Carl Nowell Award. The deadline for submission is **March 3, 2025**. To nominate someone, visit our website at [www.asadsonline.com](http://www.asadsonline.com).



Join us for the Awards Luncheon

Wednesday  
12:30 a.m. - 1:30 p.m.  
Sellers Auditorium

# PLENARY SESSIONS

**Tuesday— 8:15 a.m. to 9:15 a.m.**

## ***Instilling Servant Leadership into Substance Use Treatment Environments***

**Presenter:** Scott Luetgenau, MSW, LCAS, CSI



### **Course Description:**

This training focuses on infusing servant leadership principles into substance use treatment environments, emphasizing the vital role of compassion, empathy, and collaboration in leadership roles. Through thought-provoking case studies and engaging interactive exercises, participants will explore the core tenets of servant leadership, including selfless service, community building, and team empowerment. By examining real-world examples and best practices, attendees will gain valuable insights into applying servant leadership principles to enhance organizational culture and client outcomes. This training empowers leaders within substance use treatment settings with the essential skills and mindset to cultivate a thriving culture of servant leadership and excellence. Participants will leave with a deep understanding of how servant leadership can transform treatment environments, fostering a sense of shared purpose, trust, and dedication to providing the highest quality care for individuals in recovery.

### **Course Objectives:**

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

- identify and explain the core principles of servant leadership and their relevance to substance use treatment settings.
- develop strategies to implement servant leadership principles to enhance organizational culture and improve client outcomes in substance use treatment facilities.
- analyze approaches to sustaining effective servant leadership in treatment environments.

# PLENARY SESSIONS

**Wednesday—8:15 a.m. to 9:15 a.m.**

***MOUD in a "Village Behind Walls:" Insights on Teamwork and Innovation in a Correctional System***

**Presenters:** Ed Kern, MD and Deborah Crook, M.A.



**Course Description:**

The introduction of a Medication for Opioid Use Disorder (MOUD) program within a state correctional system requires overcoming challenges shared within any complex system when change is needed. Lessons from the field of "Diffusion of Innovations" provide a framework that can inform strategies and plans that enable a pilot initiative to expand toward sustainable systemwide success. The presentation will use a combination of individual presentations and recorded interviews to provide attendees a "you are there" perspective that will set the stage for the in-depth educational sessions to follow.

**Course Objectives:**

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

- recognize how a correctional facility functions like a "village behind walls."
- summarize five principles of "Diffusion of Innovations" that can guide efforts to foster sustainable change within any complex system.
- name four potential barriers to introducing an MOUD program into a correctional system.
- name several visible outcomes important to program success in a correctional system.
- describe how a multidisciplinary team can use the five principles of effective innovation to guide actions that overcome barriers to program success.

# PLENARY SESSIONS

**Thursday—8:15 a.m. to 9:15 a.m.**

## ***Cultivating Resilience and Recovering Authenticity on the Journey to Long-term Recovery***

**Presenter:** Garret Biss, Capt. USMC (Ret), MRED, CPRC



### **Course Description:**

In our lives, we are often forced to make choices between living authentically and seeking a connection with others. Sadly, sacrificing one's authenticity can lead us down the treacherous path of Substance Use Disorder or behavioral addiction. The only sure way out is committing to finding authentic fulfillment - through self-acceptance, love for oneself, greater meaning in life and purposeful pursuits. This journey plays an integral role not just in recovery but also overall life satisfaction.

### **Course Objectives:**

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

- explain the signs and symptoms experienced when individuals have sacrificed their authenticity or need help reconnecting with their authentic self.
- explain and lead others through simple techniques for promoting authenticity and authentic connections with others.
- explain various methods for promoting authenticity and cultivating resilience by improving self-efficacy and demonstrating acceptance.

# PLENARY SESSIONS

**Friday—8:15 a.m. to 9:15 a.m.**

## *What I Love About You*

**Presenter:** Lou Lacey, MA, LPC



### **Course Description:**

No doubt about it, your job is hard. Your efforts touch, change and save the lives of people every day, but it can be easy to lose sight of the difference you make. This conversation will aim to remind you of just how fabulous you are. Lou Lacey's unique insight into trauma, recovery, survival, and care of the caregiver will provide learners with a stronger understanding of the power in valuing one's personal story. This plenary will offer a fresh perspective that will inspire, encourage, and ignite your passions once again for all you do and are in the lives of those you serve.

### **Course Objectives:**

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

- explore practical approaches to building community resilience, emphasizing the importance of unity and collaboration in overcoming challenges.
- delve into believing in collective strength as a driving force for positive change while empowering individuals and communities to navigate adversity and work towards common goals.
- equip participants with tools and insights to become proactive agents of positive change by showing them their active role in shaping a better future for others.
- learn strategies to create a supportive environment that enhances the well-being of individuals while fostering a sense of belonging and purpose in harmony.

# GUEST SPEAKERS

**Friday—9:15 a.m. to 10:15 a.m.**

## **Trauma Misinformed Care**

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



### **Course Description:**

There is a significant correlation between trauma and substance use. This has resulted in "Trauma-Informed Care" being implemented to varying degrees in a multitude of settings. Unfortunately, what is called Trauma-Informed Care is often based on an incomplete or else inaccurate understanding of the fundamentals of what it means to be Trauma-Informed. Trauma-Misinformed Care is an exploration of the basics of what it means to be Trauma-Informed as well as common pitfalls and misunderstandings related thereto.

### **Course Objectives:**

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

- list various forms of trauma.
- describe the impact of trauma on the brain.
- identify the fundamentals of Trauma-Informed Care.
- articulate common pitfalls related to Trauma-Informed Care.
- apply Trauma-Informed Care principles to their work environment.

**Friday—10:30 a.m. to 11:30 a.m.**

## ***Creating a Trauma Informed Resilient Focused Community***

**Presenter:** Becky Haas



### **Course Description:**

Trauma is a widespread, harmful, and costly public health problem. It occurs because of violence, abuse, neglect, loss, disaster, war, and harmful experiences. National statistics indicate that at least 70% of adults have experienced some form of trauma. Challenges faced by every city have their roots in a common problem--the childhood trauma experienced by the individuals who are living there. Upon recognizing the connection between trauma and poor physical and social outcomes, communities have a responsibility to develop a plan to raise awareness about trauma by educating local partnerships and service providers on what trauma is and how to systematically identify it. This presentation provides compelling reasons why a community needs to understand trauma and how by using the practical steps of "Advocate, Educate, and Collaborate" you can create more resilient organizations and community. This presentation includes lessons learned from Becky's pioneering work in creating community resilience that received national recognition from SAMHSA in 2018.

### **Course Objectives:**

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

- define trauma.
- discuss the impact trauma has on a community.
- examine the steps of advocate, educate, and collaborate for creating a resilient organization and community.

# KEYNOTE SESSION

**Friday—11:30 p.m. to 12:30 p.m.**

## ***Hopeful Healing: Managing Recovery and Surviving Addiction***

**Presenter: Mackenzie Phillips**



### **Course Description:**

As the daughter of lead singers of the 1960s band The Mamas and The Papas, Mackenzie Phillips grew up in a dysfunctional environment and subsequently battled a near-fatal drug addiction. Now, delivered with warmth and candor, she presents the wisdom she gained from her own personal journey through addictions and her understanding of practical treatment from her work as a rehabilitation counselor. Using her own life experiences as examples of proven recovery methods, she shares the tools and holistic approaches that are available to help you on your journey to recovery.

### **Course Objectives:**

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

- discuss insight into unique perspective of the recovery process.
- explain the topics of shame and guilt to forgiveness and their importance of them in the recovery process.
- describe the process of self-care and self-compassion.





# Lighting the Path

**MARCH 21, 2025**  
**8:00 AM - 12:30 PM**

Sellers Auditorium

*Reflections on Trauma, Hope & Healing*



*ASADS presents*  
**MACKENZIE PHILLIPS**  
**Hopeful Healing**

*Also featuring.*



**Lou Lacey**

What I Love About You



**James Campbell**

Trauma Misinformed Care



**Becky Haas**

Creating a Trauma Informed  
Resilient Focused Community

# COURSES AT A GLANCE

Course registration is available on a first-come, first-served basis, so be sure to register early! If you need assistance during the conference, visit the Cavalier Room.

You must attend the course you are registered, changing from one half-day course to another half-day course is NOT allowed.

**No Partial Credits will be awarded.** You must scan IN and OUT of each course.

<b>TUESDAY PLENARY 8:15 a.m. - 9:15 a.m.</b> Instilling Servant Leadership into Substance Use Treatment Environments <span style="float: right;">Presenter: Scott Luetgenau</span>		
<b>March 18, 2025</b> <b>9:30am to 12:30pm (3 hours)</b>		
<b>TAM01</b>	Substance Use Disorder Across the Life Span	Dr. Merrill Norton
<b>TAM02</b>	EMDR: Addressing the Role of Trauma In SUD Treatment and Recovery	Will Bomar
<b>TAM03</b>	Understanding Employee Burnout and Ethics of Self Care	Samson Teklemariam
<b>TAM04</b>	Balancing Act: Strategies for Career Sustainability and Personal Wellness	Johnece Smith
<b>TAM05</b>	Maintaining Professional Boundaries in the Social Media World	Lena Sheffield
<b>TAM06</b>	Implementing the National CLAS Standards	Pierluigi Mancini
<b>TAM07</b>	Managing Disruptive Behaviors with Gang-Involved Youth	Marc Fomby
<b>TAM08</b>	Thinking Upstream	Nichole Dawsey
<b>TAM09</b>	Honoring Culture in Prevention-Cultural Interactions, Awareness, & Responsiveness	Michael Browning
<b>TAM10</b>	Developing a Comprehensive Wellness Plan for Agencies Exposed to Trauma	Julianna Davis
<b>March 18, 2025</b> <b>1:30pm to 4:45pm</b>		
<b>TPM01</b>	Nursing and Behavioral Health Practitioner Substance Use Disorders (SUDS)	Dr. Merrill Norton
<b>TPM02</b>	Diversity Equity and Inclusion: Strategies for Treatment and Recovery	Lawrence Bryant
<b>TPM03</b>	The Ethics of Clinical Humility: Person-Centered Care & Modulation of Self-Interest	Scott Luetgenau
<b>TPM04</b>	COACH Presents New Thoughts on SUD	Karen Marlowe, Marilyn Bulloch, Jan Kavookjian and Miranda Andrus
<b>TPM05</b>	Burning-Out While Providing Compassionate Care: A Problem for Staff, Organizations and Clients	Dr. Lisa Williams
<b>TPM06</b>	How to Lead When Not in Charge	Steve Mason
<b>TPM07</b>	Collaborative Approaches for Systems of Care: Building Effective Cross Sector Partnerships for Community Resilience	Talisha Moody and Rosalyn Davis
<b>TPM08</b>	Fostering Insight: The Role of Reflective Supervision in Supporting Professionals in the Community	Johnece Smith
<b>TPM09</b>	How Can I Help You?	Jennifer Nelson
<b>TPM10</b>	Culturally Competent Prevention, Treatment & Recovery: The Humble Approach	Jerria Martin

# COURSES AT A GLANCE

<b>WEDNESDAY PLENARY 8:15 a.m. - 9:15 a.m.</b>		
A Village Behind Walls: An Extension of the Community		Presenter: Ed Kern and Deborah Crook
<b>March 19, 2025 9:30am to 12:30pm (3 hours)</b>		
<b>WAM01</b>	How the Brain Heals in Recovery: The Neuroscience of the Twelve Steps	Dr. Merrill Norton
<b>WAM02</b>	Essentials of Good Board Governance for Substance Abuse Prevention, Care and Treatment for Nonprofits	Drew Reynolds
<b>WAM03</b>	The Message in the Music: How our Youth are Inundated, Influenced, and Impacted	Marc Fomby
<b>WAM04</b>	Ethics and Culture	Pierluigi Mancini
<b>WAM05</b>	Treatment of Justice Involved Populations Continuum of Care from Incarceration to Community	Rebecca Bensema
<b>WAM06</b>	Spirituality in Addiction & Recovery	James Campbell
<b>WAM07</b>	Stress to Strength: Preventing Suicide in High-Pressure Professions	Tamela Hughes
<b>WAM08</b>	STDs, HIV, PreP and Tuberculosis Prevention	Jennifer Collins and Tammy Langlois
<b>WAM09</b>	A Peer Perspective on Trauma Informed Responses with Justice Involved Individuals	Mark Litvine and Amanda Gray
<b>WAM10</b>	Parenting Skills for Recovering Parents - Breaking Cycles of Generational Dysfunction	Janice Johnson Dowd
<b>March 18, 2025 1:30pm to 4:45pm (3 hours)</b>		
<b>WPM01</b>	Confidence, Competence, and Capacity: Helping Veterans Achieve Sustainable, Long-Term Recovery	Garret Biss
<b>WPM02</b>	Pharmacy of the Streets	Dr. Merrill Norton
<b>WPM03</b>	Program Evaluation in Substance Use Prevention, Care and Treatment	Drew Reynolds
<b>WPM04</b>	Overstimulated: Stimulant Use, Trends, and Treatments	James Campbell
<b>WPM05</b>	Ethics for the Substance Abuse Professionals	Steve Mason
<b>WPM06</b>	Collaborative Approaches to SU Treatment with Specialty & Drug Court Programs in Rural & Urban Communities	Lacy Rowan-McGuire, Yakima Burch and Paula Thomas
<b>WPM07</b>	Advancing Health Equity through the Strategic Prevention Framework	Nicole M. Augustine and Priscila Giamassi
<b>WPM08</b>	Introduction to Acceptance & Commitment Therapy for Substance Use Disorders	Scott Luetgenau
<b>WPM09</b>	Addicted to Technology	Michael Nerney
<b>WPM10</b>	Addiction Care for Justice-Involved Individuals	Davis Bradford

# COURSES AT A GLANCE

<b>THURSDAY PLENARY 8:15 a.m. - 9:15 a.m.</b> Cultivating Resilience and Recovering Authenticity on the Journey to Long-term Recovery <span style="float: right;">Presenter: Garret Biss</span>		
<b>March 20, 2025 9:30am to 12:30pm (3 hours)</b>		
<b>THAM01</b>	Complexities of Behavioral Health Interpreting	Pierluigi Mancini
<b>THAM02</b>	Psychopharmacology for Psychologists and Behavioral Health Practitioners 2025	Dr. Merrill Norton
<b>THAM03</b>	A Matter of Trust: How Language and Behaviors Create Trust	Michael Nerney
<b>THAM04</b>	Introduction to CADCA’s Over the Counter Medicine Safety Program	Erin Burleson & Brandon Folks
<b>THAM05</b>	Bridging Health and Ethics: Inclusive Approaches to Infectious Diseases	Scott Luetgenau
<b>THAM06</b>	De-escalation, Crisis Management, and Emotional Regulation	James Campbell
<b>THAM07</b>	Overcoming the Struggle of Family Reunification in Early Sobriety - Improving Outcomes by Incorporating Family Involvement in Early Treatment	Janice Johnson Dowd
<b>THAM08</b>	Creating Opportunities Improves Outcomes	Angela McElrath & Contenna Moore
<b>THAM09</b>	Optimizing Maternal Health: Psychiatric and Substance Use Disorders in Pregnancy	Aniket Malhotra, Li Li, Peter Lane & Badari Birur
<b>THAM10</b>	Adolescents, Family Court and Substance Use Treatment: An Integrative Approach to Care	Jennifer Doty and Daphne Garner
<b>March 20, 2025 1:30pm to 4:45pm (3 hours)</b>		
<b>THPM01</b>	Alabama's Crisis System: Access to Care, Mobile Crisis Services, and Crisis Stabilization	Anthony Reynolds, Dana Williams and Sabrina Scott
<b>THPM02</b>	Tranq Update 2025: The Deadly Combination of Xylazine, Methamphetamine, and Fentanyl	Dr. Merrill Norton
<b>THPM03</b>	Worlds Apart: What Works in Adolescent Treatment and Why	James Campbell
<b>THPM04</b>	From Roots to Branches: Understanding Early Childhood Trauma and Its Lifelong Impact	Kori Novak
<b>THPM05</b>	HIV/STI's: An Overview for Substance Abuse/Mental Health Professionals	Rick Meriwether
<b>THPM06</b>	Ethics for Prevention Professionals	Erin Burleson
<b>THPM07</b>	The Role of Family in Relation to Substance Use Disorder and their Critical Influence in Recovery	Kimberley Lamar, Kimberly Holder & Brandy Drake
<b>THPM08</b>	Injectable Buprenorphine Formulas: What We Know, What We Don't Know and Potential for Integration into Residential Treatment	Leah Leisch & Jeffrey Gilliland
<b>THPM09</b>	Diversity Equity and Inclusion Strategies: Implication for Prevention and Recovery	Lawrence Bryant
<b>THPM10</b>	Demystifying the Forensic Mental Health Process to Reduce Stigma and to Support People	Virginia Scott-Adams

# COURSES AT A GLANCE



## FRIDAY FOCUS

### LIGHTING THE PATH: REFLECTIONS ON TRAUMA, HOPE, AND HEALING

<b>March 21, 2025</b> <b>Sellers Auditorium</b>		
<b>PLENARY</b> <b>8:15 a.m.—9:15 a.m.</b>		
<b>FriPL</b>	What I Love About You	Lou Lacey
<b>GUEST SPEAKER</b> <b>9:15 a.m.—10:15 a.m.</b>		
<b>FAM01</b>	Trauma Misinformed Care	James Campbell
<b>GUEST SPEAKER</b> <b>10:30 a.m. - 11:30 a.m.</b>		
<b>FAM02</b>	Creating a Trauma Informed Resilient Community	Becky Haas
<b>KEYNOTE</b> <b>11:30 a.m. - 12:30 p.m.</b>		
<b>FAM03</b>	Hopeful Healing: Managing Recovery and Surviving Addiction ⇒ Followed by a <i>Hopeful Healing</i> book signing	Mackenzie Phillips
<b>2024 Adjournment - SEE YOU ALL MARCH 24-27, 2026!</b>		

# TUESDAY MORNING COURSES

## **TuesPL - Instilling Servant Leadership into Substance Use Treatment Environments**

### **Presenter:**

Scott Luetgenau, MSW, LCAS, CSI

### **Course Description:**

This training focuses on infusing servant leadership principles into substance use treatment environments, emphasizing the vital role of compassion, empathy, and collaboration in leadership roles. Through thought-provoking case studies and engaging interactive exercises, participants will explore the core tenets of servant leadership, including selfless service, community building, and team empowerment. By examining real-world examples and best practices, attendees will gain valuable insights into applying servant leadership principles to enhance organizational culture and client outcomes. This training empowers leaders within substance use treatment settings with the essential skills and mindset to cultivate a thriving culture of servant leadership and excellence. Participants will leave with a deep understanding of how servant leadership can transform treatment environments, fostering a sense of shared purpose, trust, and dedication to providing the highest quality care for individuals in recovery.

### **Course Objectives:**

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

- identify and explain the core principles of servant leadership and their relevance to substance use treatment settings.
- develop strategies to implement servant leadership principles to enhance organizational culture and improve client outcomes in substance use treatment facilities.
- analyze approaches to sustaining effective servant leadership in treatment environments.

## **TAM01 - Substance Use Disorders Across the Lifespan**

### **Presenter:**

Dr. Merrill Norton, Pharm.D.,D.Ph.,CMAC,CCS

### **Course Description:**

The adverse effects of illicit drug use have been well-documented. Methamphetamines destroy your teeth, cocaine can cause convulsions, and smoking marijuana irritates the respiratory tract. These short-term consequences pale in comparison, though, to the ultimate price that drug users often pay - a life that's cut short by substance misuse. Indeed, there is an inversely proportional relationship between drug use and life expectancy, proving that recovery is often a matter of life and death.

### **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 alcohol, Kratom, Ketamine, Delta 8 THC, Delta 9 THC, Delta 10 THC, Xylazine, and Wasp Dope.
- comprehend the severe adverse drug effects of alcohol, Kratom, Ketamine, Methamphetamine, Delta 8 THC, Delta 9 THC, Delta 10 THC, Xylazine, and Wasp Dope when it comes to growth and development.

## **TAM02 - Eye Movement Desensitization and Reprocessing (EMDR): Addressing the Role of Trauma In SUD Treatment and Recovery**

### **Presenter:**

Will Bomar, LMSW

### **Course Description:**

This course will be an overview of the use of EMDR therapy and how it pertains to the treatment of people with Substance Use Disorder.

### **Course Objectives:**

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

- identify and understand the basic principles of EMDR.
- understand the efficacy of integration of trauma informed care for SUD treatment in both Veteran and civilian populations.
- analyze a case study of a person with both substance related disorders and PTSD who received EMDR as a treatment

# TUESDAY MORNING COURSES

## **TAM03 - Understanding Employee Burnout and the Ethics of Self-Care**

### **Presenter:**

Samson Teklemariam, LPC, CPTM

### **Course Description:**

The concepts of burnout, compassion fatigue, and vicarious trauma are not novel to those in the addiction profession, but many still report an inability to prevent or rebound from burnout. The NAADAC national code of ethics, in principle 3 - 18 states "Self-Monitoring: addiction professionals shall continuously self-monitor in order to meet their professional obligations. Providers shall engage in self-care activities that promote and maintain their physical, psychological, emotional, and spiritual well-being." Building resilience for all helping professionals must include professional empathic skills turned inward - learning how to love and care for oneself is part of the job. In this training, participants will begin with an evidence-based tool to assess burnout potential and presence of vicarious trauma and incorporate professional development goals within 8 domains of self-care.

### **Course Objectives:**

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

- examine practical application for the 8 domains of self-care in systems of addiction treatment and recovery.
- build an individualized vicarious trauma prevention toolbox that will include prevention skills, intervention strategies, and recovery steps.
- acquire industry-specific best practices for self-care of the addiction professional.

## **TAM04 - Balancing Act: Strategies for Career Sustainability and Personal Wellness**

### **Presenter:**

Johnece Smith, MS, Eds, LPC, NCC, IMH-E®

### **Course Description:**

"Balancing Act: Strategies for Career Sustainability and Personal Wellness" addresses the pervasive challenge of achieving equilibrium between professional success and personal well-being in today's fast-paced work environments. This presentation dives deep into the concept of balance, offering participants valuable insights into the importance of nurturing both professional ambitions and personal fulfillment. Through practical strategies for career sustainability and self-care, attendees learn to navigate the complexities of modern work life with resilience and foresight. By aligning their professional goals with personal values and prioritizing holistic wellness, individuals can cultivate a sense of purpose and satisfaction that transcends the confines of the workplace. With an emphasis on self-awareness, boundary-setting, and integration, "Balancing Act" provides a holistic blueprint for sustainable success and well-being.

### **Course Objectives:**

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

- understand the impact of the modern professional landscape on personal well-being, including the challenges posed by the relentless pace, high expectations, and constant demands of work.
- identify the essential tools and techniques for achieving harmony between professional aspirations and personal health, including skill development, goal setting, and professional networking.
- learn to align professional goals with intrinsic motivations, fostering greater authenticity and fulfillment in work while honoring personal values and well-being.
- cultivate a culture of self-compassion and resilience, empowering individuals to navigate the complexities of their professional journeys with grace and confidence.
- develop a holistic blueprint for achieving harmony between professional aspirations and personal well-being, integrating principles of self-care, integration, and boundary-setting into everyday practices.

# TUESDAY MORNING COURSES

## **TAM05 - How to Lead When Not In Charge**

### **Presenter:**

Steve Mason, LPC-S, ADC

### **Course Description:**

In today's dynamic and collaborative work environments, the ability to lead without formal authority is an invaluable skill. This course provides participants with views and strategies needed to influence, motivate, and guide others when they are not in charge. When clients see staff members as leaders it is easier for them to follow the staff member and not just follow the person with the title.

### **Course Objectives:**

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

- demonstrate knowledge on how to lead themselves.
- examine the role that choosing positivity can play.
- assess their ability to think critically about themselves and situations they are in.
- examine the role rejecting passivity can play.

## **TAM06 - Implementing the National CLAS Standards**

### **Presenter:**

Pierluigi Mancini, PhD, MAC

### **Course Description:**

The National Standards for Culturally and Linguistically Appropriate Services in Health and Healthcare (CLAS Standards) are a set of 15 action steps intended to advance health equity, improve quality, and help eliminate health care disparities by providing a blueprint for individuals and health and health care organizations to implement culturally and linguistically appropriate services.

### **Course Objectives:**

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

- understand the History of the National CLAS standards.
- describe the CLAS standards.
- analyze how the CLAS Standards apply to decreasing health disparities in behavioral health.
- demonstrate how to successfully implement the CLAS standards in your organization.

## **TAM07 - Managing Disruptive Behaviors with Gang-Involved Youth**

### **Presenter:**

Marc Fomby, CPS

### **Course Description:**

Statistically, a great number of gang-involved and/or delinquent youth have experienced community and/or domestic violence as well as some type of neglect, abuse, or maltreatment. Whether a youth is traumatized before or during gang involvement, the display of disruptive behaviors seen within the community is oftentimes the result of fear and anxiety associated with an experienced trauma. Community violence, in particular, has long been considered as a risk factor for gang involvement. When associated with gang culture, disruptive behaviors are menacing and destructive to communities. Violence related chaos, which poses a major public health problem and can prove disastrous to our youth's future, is the outcome most times.

### **Course Objectives:**

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

- recognize Disruptive Behaviors in Youth.
- explain the importance of preventive intervention efforts.
- identify Risk Factors that aid in risk related behaviors.



# TUESDAY MORNING COURSES

## **TAM08 - Thinking Upstream**

### **Presenter:**

Nichole Dawsey, MPH

### **Course Description:**

What is prevention? And how do we know that it works? In this interactive session, we will explore the foundations of prevention and the science behind it.

### **Course Objectives:**

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

- distinguish between the three types of prevention.
- identify several developmental assets and list why each asset is critical to adolescent development.
- describe elements of a successful prevention program.

## **TAM09 - Honoring Culture in Prevention-Cultural Interactions, Awareness, & Responsiveness**

### **Presenter:**

Michael Browning, BA

### **Course Description:**

Explores honoring culture by considering strategies that incorporate racial and cultural equity into prevention messaging, training and other communication. The session presents considerations for advancing client and community centered services while considering differing viewpoints and division related to DEI programs and services.

### **Course Objectives:**

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

- review Cultural Humility, Equity, Health Literacy, and Customer Service Concepts.
- incorporate racial and cultural equity, customer service, and health literacy into prevention messaging, training and other communication.
- practice methods to incorporate racial and cultural equity into prevention messaging, training and other communication.
- develop a plan to incorporate racial and cultural equity into prevention messaging, training and other communication. share experiences and learn from others.

## **TAM10 - Developing a Comprehensive Wellness Plan for Agencies Exposed to Trauma**

### **Presenter:**

Julianna Davis, Ed.D

### **Course Description:**

This course is designed to teach qualified mental health professionals how to partner with first responder agencies in their communities to develop a comprehensive mental health plan. Few professions are exposed to potentially traumatic events with the frequency and severity of first responders. While first responders receive training of how to do the job legally and tactically, they receive little to no training on how to cope with the physical and psychological stress of the job. Caring for first responders requires an in depth knowledge of how the brain and body perform under stress, the long-term effects of stress on overall wellbeing, training, education, critical incident response, as well as medical and therapeutic treatment options. Using the DOJ's publication on best practices for Law Enforcement Mental Health, this course describes in detail the risks for first responders as well as the most effective treatment methods. Common concerns and obstacles are addressed as well as the importance of incorporating auxiliary forms of treatment into the everyday life of first responders.

### **Course Objectives:**

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

- identify common mental health challenges that First Responders face.
- understand the most common barriers to treatment in the First Responder Community.
- explain the three main parts of a comprehensive wellness plan for First Responder Agencies.
- describe the positive impact that wellness plans have on first responder mental health.
- analyze the need for a wellness plan in their own community.

# TUESDAY AFTERNOON COURSES

## **TPM01 - Nursing and Behavioral Health Practitioner Substance Use Disorders (SUDS)**

### **Presenter:**

Dr. Merrill Norton, Pharm.D.,D.Ph.,CMAC,CCS

### **Course Description:**

In 2024 over 200,000 deaths will occur from substance use disorders (SUDS) and unfortunately today's healthcare practitioners are not appropriately trained in the prevention of those at risk and the treatment for individuals with a substance use disorder. This seminar will prepare nursing and other behavioral health practitioners with the basic tools required for effective intervention and treatment of SUDS. The workshop will discuss:

- The Neuroscience of SUDS
- SBIRT training and Screening instruments
- SUD Clinical Assessment & Intervention
- SUD Medications

### **Course Objectives:**

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

- gain an understanding of the neuroscience of SUDS.
- develop a skill with the use of SBIRT.
- learn about screening tools related to drug and alcohol use.
- review and compare pharmacological treatment options for individuals with OUD, including methadone, buprenorphine (SL and injectable formulations), and naltrexone (oral and long-acting intramuscular formulations).
- review more detailed substance use, medical, and psychiatric assessment considerations.

## **TPM02 - Diversity Equity and Inclusion: Strategies for Treatment and Recovery**

### **Presenter:**

Lawrence Bryant, PhD, MPH, BSW, RRT

### **Course Description:**

Diversity, equity & inclusion recognize that diversity alone is not enough; equal attention must be given to creating and cultivating an inclusive and equitable environment. This workshop will provide realistic and practical strategies for creating an inclusive, respectful, and anti-racist workspace and address some of our biggest challenges in promoting these strategies. For example, we will examine the role of language in combating stigma, bias, and stereotypes and discuss how providers can be more culturally responsive to their client's needs regarding treatment strategies. Secondly, we will explore the role of equity in helping providers be more culturally responsive to the needs of underserved populations, including LGBTQ+, African Americans, and Latinos. In further illuminating this topic, we will explore notions of intersectionality, cultural humility, and anti-racist strategies in substance use disorder treatment. Lastly, we will examine issues related to community engagement by providing insight into the lived experiences of persons in recovery and glean insight into their successes, barriers, and challenges regarding treatment. This will be a highly interactive workshop where participants will engage in anti-bias activities such as the ADDRESSING Model Framework by Pamela Hays. We will also engage in polling activities such as Mentimeter, where participants can provide input to the discussion based on their own professional and personal experiences.

### **Course Objectives:**

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

- define at least five terms related to diversity, equity and inclusion (DEI).
- describe at least five treatment strategies related to integrating DEI into their daily practice and interactions with clients.
- describe at least five strategies for destigmatizing language in SUD treatment and recovery.
- examine the role of cultural humility in self-assessment.
- include at least five evidence based action strategies they can incorporate in their daily work, both short and long-term.

# TUESDAY AFTERNOON COURSES

## **TPM03 - The Ethics of Clinical Humility: Person-Centered Care & Modulation of Self-Interest**

### **Presenter:**

Scott Luetgenau, MSW, LCAS, CSI

### **Course Description:**

This training focuses on nurturing clinical humility and embodying person-centered care in addiction treatment settings. Participants will explore the importance of acknowledging biases, power differentials, and cultural humility within therapeutic relationships. Attendees will gain insights into fostering trust, collaboration, and empowerment in clinical practice by examining the impact of provider attitudes and behaviors on client outcomes. This training aims to cultivate a culture of humility and empathy, strengthening the therapeutic alliance and supporting positive treatment outcomes. Participants will leave with a renewed commitment to prioritizing the unique needs of each individual they serve while engaging in continuous self-reflection.

### **Course Objectives:**

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

- recognize personal biases and power differentials in therapeutic relationships within addiction treatment settings.
- demonstrate techniques for practicing cultural humility and fostering trust in client interactions.
- evaluate the impact of provider attitudes and behaviors on client outcomes and develop strategies for continuous self-reflection.

## **TPM04 - COACH Presents New Thoughts on SUD**

### **Presenters:**

Karen Marlowe, PharmD

Marilyn Bulloch, PharmD, BCPS, FCCM, SPP

Jan Kavookjian, PhD, MBA, FAPhA, FADCES

Miranda Andrus, PharmD, BCPS, FCCP

### **Course Description:**

Substance abuse is a well discussed topic, both among healthcare professionals and the lay public. With the intensified efforts to curb abuse of more traditional substances, such as opioids, cocaine, and amphetamines, a growing culture of misuse and abuse medications and other substances often thought to "lack abuse potential" has emerged. We will evaluate several unexpected and under recognized substances of abuse. Secondly a description of the evolution of electronic cigarettes and discuss the rapid increase in use will be included. Device quality issues, concerning ingredients, and health risks of vaping will be discussed. Strategies to address electronic cigarette use in different populations and settings will be provided. In addition, we will evaluate the role of alternatives in pain management as part of the CDC guidelines, describe the alternative and complementary approaches to pain management, and discuss available resources for utilization of the described alternative and complementary approaches. Finally, this session will provide a brief overview of the problem of stigma and how that is perpetuated in the language used to communicate with or about persons at risk for substance use disorder (SUD). Example conversation starters will also be presented for lay persons in the community as well as for those in health care provider contexts.

### **Course Objectives:**

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

- discuss pharmacologic and toxicologic effects of nontraditional substances of abuse and misuse.
- provide information and counseling regarding the use of electronic cigarettes.
- evaluate the role of alternatives in pain management as part of the CDC guidelines.
- define stigma in substance use and describe the evidence base for its impact on outcomes for the person with substance use disorder (SUD).
- describe at least three Motivational Interviewing communication skills that can be effective for reducing stigma in persons with or at risk for substance misuse or SUD.

# TUESDAY AFTERNOON COURSES

## **TPM05 - Burning-Out While Providing Compassionate Care: A Problem for Staff, Organizations and Clients**

### **Presenter:**

Scott Luetgenau, MSW, LCAS, CSI

### **Course Description:**

This training focuses on nurturing clinical humility and embodying person-centered care in addiction treatment settings. Participants will explore the importance of acknowledging biases, power differentials, and cultural humility within therapeutic relationships. Attendees will gain insights into fostering trust, collaboration, and empowerment in clinical practice by examining the impact of provider attitudes and behaviors on client outcomes. This training aims to cultivate a culture of humility and empathy, strengthening the therapeutic alliance and supporting positive treatment outcomes. Participants will leave with a renewed commitment to prioritizing the unique needs of each individual they serve while engaging in continuous self-reflection.

### **Course Objectives:**

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

- gain knowledge on the multifaceted definitions of Burn-Out to include: (a) emotional exhaustion,(b) depersonalization, and (c) reduced personal accomplishment.
- gain knowledge on the correlation between burnout with other mental health conditions.
- answer the following questions: 1) To what extent is burnout a problem for mental health staff and the service delivery system? 2) What can and should be done to address burnout among mental health providers?

## **TPM06 - Maintaining Professional Boundaries in the Social Media World**

### **Presenter:**

Lena Sheffield, LMHC, CAP, MAC, CEDS

### **Course Description:**

Professional boundaries separate helpful behaviors from those that are not helpful for clients and our behavioral health industry. With increasing trends in electronic communication, we run the risk for exploitation of the client/counselor relationship. Whether you choose to actively participate or not, you can still be a part of the social media experience which can have negative consequences to our arousal and reward system. Understanding the benefits, limitations and risks involved are very important for you professionally, as well as personally. This workshop will explore the areas where it is especially important to maintain proper boundaries and strategies for reducing your risks, while still enjoying the benefits of social media and improving self-care.

### **Course Objectives:**

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

- identify appropriate boundaries, boundary crossings and boundary violations in the work setting.
- identify vulnerabilities for blurry or unhealthy boundaries online.
- identify tips for setting healthy and appropriate professional boundaries online.
- acquire at least three strategies to encouraging practice of healthy boundaries with your participants.

## **TPM07 - Collaborative Approaches for Systems of Care: Building Effective Cross Sector Partnerships for Community Resilience**

### **Presenters:**

Talisha Moody, LPC, CPCS, MS

Rosalyn Davis, MCRJ, MATS, CADC-II, ICADC

### **Course Description:**

This course is designed to provide clinicians with the knowledge and skills needed to collaborate effectively with professionals from different sectors, including public health, education, and law enforcement. Participants will learn the importance of cross-sector collaboration, develop skills to build strong partnerships, and create a framework to implement collaborative initiatives that promote mental health and strengthen community resilience.

### **Course Objectives:**

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

- recognize the importance of cross-sector collaboration.
- describe skills for effective partnership building.
- construct a framework for implementing collaborative initiatives.

# TUESDAY AFTERNOON COURSES

## **TPM08 - Fostering Insight: The Role of Reflective Supervision in Supporting Professionals in the Community**

### **Presenter:**

Johnece Smith, MS, Eds, LPC, NCC, IMH-E®

### **Course Description:**

"Fostering Insight: The Role of Reflective Supervision in Supporting Professionals in the Community" highlights the transformative power of reflective supervision in nurturing the growth and well-being of professionals serving diverse populations within the community. Through structured sessions of guided reflection and dialogue, reflective supervision offers a safe and supportive space for professionals to explore their experiences, challenges, and successes in their work. By encouraging self-awareness, empathy, and critical thinking, reflective supervision empowers professionals to gain deeper insights into their practice, enhance their clinical skills, and navigate complex situations with confidence and compassion. Moreover, reflective supervision plays a vital role in promoting resilience, preventing burnout, and fostering a culture of continuous learning and growth among community-based professionals. Ultimately, by providing a reflective lens through which to view their work, reflective supervision supports professionals in delivering high-quality, client-centered care that positively impacts individuals, families, and communities within the broader social fabric.

### **Course Objectives:**

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

- recognize the importance of reflective supervision in promoting the growth and well-being of professionals serving diverse populations within the community.
- understand how structured sessions of guided reflection and dialogue create a safe and supportive space for professionals to explore their experiences, challenges, and successes in their work.
- apply reflective techniques and strategies learned during the presentation to their own professional practice, ultimately enhancing their ability to deliver high-quality, client-centered care that positively impacts individuals, families, and communities within the broader social fabric.
- assess the significance of reflective supervision in promoting resilience, preventing burnout, and fostering a culture of continuous learning and growth within community-based settings.
- appreciate the role of reflective supervision in encouraging self-awareness, empathy, and critical thinking among community-based professionals.

## **TPM09 - How Can I Help You?**

### **Presenter:**

Jennifer Nelson, LICSW-S

### **Course Description:**

The desire to operate in one's purpose as a helper/caregiver is one that calls for a depth of self-awareness, acceptance, genuineness, and, at times, immersing oneself into the labors of said roles. Providing assessment, planning, collaboration, and intervention, can prove fulfilling and yield positive outcomes; alternatively, the recipient's/client's/consumer's/patient's readiness to accept, receive, and comply with needed interventions/care may prove to be a greater obstacle than the formal identified need/request. So how do we help those with needs that are not as motivated or ready to align with us as helpers? How do we operate in our respective capacities, which are often delegated by codes of ethics, agency guidelines, client needs/expectations, and influences of our own perspectives of outcome/success? This workshop aims to aid helping professionals with strengthening self-awareness skills, increasing appreciation for professional self-care, assessing comprehension of client populations' needs and barriers, and identifying methods to honor client autonomy and strengthen partnership with clients.

### **Course Objectives:**

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

- gain/strengthen self-awareness skills related to their respective roles within the helping profession.
- identify and engage in processing common and/or unique barriers to aiding clients/recipients/consumers/patients.
- gain/increase comprehension of automatic thinking distortions and the influence of personal motivations and convictions when working with clients/recipients/consumers/patients that desire autonomy that may be conflictual to positive outcomes.

# TUESDAY AFTERNOON COURSES

## **TPM10 - Culturally Competent Prevention, Treatment & Recovery: The Humble Approach**

### **Presenter:**

Jerria Martin, MDIV, CADCA TOT, ORN Certified

### **Course Description:**

Cultural competence is the ability to work respectfully with people from diverse cultures, while recognizing one's own cultural biases. Cultural humility is the ability to recognize one's own limitations in order to avoid making assumptions about other cultures. This is why it is imperative for coalition leaders, treatment and recovery partners to take the "humble" approach to cultural competency. Join us for this hands-on and engaging session as we work to identify our own biases and strategize to fill cultural gaps in our organization through the power of friendship.

### **Course Objectives:**

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

- engage with diverse populations by finding common ground and filling gaps of service.
- articulate the differences between cultural competency and cultural humility and how they both empower coalitions to build a diverse team.
- brainstorm community specific strategies to recruit, engage, and retain diverse clients, partners, and team members.

# WEDNESDAY MORNING COURSES

## **WPL - MOUD in a "Village Behind Walls:" Insights on Teamwork and Innovation in a Correctional System**

### **Presenters:**

Ed Kern, MD  
Deborah Crook, M.A.

### **Course Description:**

The introduction of a Medication for Opioid Use Disorder (MOUD) program within a state correctional system requires overcoming challenges shared within any complex system when change is needed. Lessons from the field of "Diffusion of Innovations" provide a framework that can inform strategies and plans that enable a pilot initiative to expand toward sustainable systemwide success. The presentation will use a combination of individual presentations and recorded interviews to provide attendees a "you are there" perspective that will set the stage for the in-depth educational sessions to follow.

### **Course Objectives:**

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

- recognize how a correctional facility functions like a "village behind walls."
- summarize five principles of "Diffusion of Innovations" that can guide efforts to foster sustainable change within any complex system.
- name four potential barriers to introducing an MOUD program into a correctional system.
- describe how a multidisciplinary team can use the five principles of effective innovation to guide actions that overcome barriers to program success.
- name several visible outcomes important to program success in a correctional system.

## **WAM01 - How the Brain Heals in Recovery: The Neuroscience of the Twelve Steps**

### **Presenter:**

Merrill Norton, Pharm.D.,D.Ph.,CMAC,CCS

### **Course Description:**

This presentation will explore the impact that the neurobiological basis of the 12 steps can have on Reward Deficiency Syndrome (RDS) despite addiction risk gene polymorphisms. This exploration has already been accomplished in part by Dr. Ken Blum. The purpose of this research outlines the neurobiological and genetic links, especially as they relate to the role of epigenetic changes that are possible in individuals who regularly attend mutual help meetings. It begs the question as to whether "12 steps programs and fellowship" does induce neuroplasticity and continued dopamine D2 receptor proliferation that leads to recovery one day at a time.

### **Course Objectives:**

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

- gain an understanding into the neurobiological brain's response to attending 12 step meetings.
- learn about the improvement of the brain's memory and pleasure systems of 12 step attendees.
- explore the evidence that through the 12-step program and fellowship cross-talk between the Pre-Frontal Cortex-Cingulate (site of decision-making) and the Nucleus Accumbens (NAc) [site of craving behavior] is developed.

## **WAM02 - Essentials of Good Board Governance for Substance Use Prevention, Care, and Treatment Nonprofits**

### **Presenter:**

Drew Reynolds, PhD, MSW, Med

### **Course Description:**

This three-hour workshop is designed to provide nonprofit leaders and board members with essential tools and strategies to strengthen board governance practices and maximize the impact of their boards.

### **Course Objectives:**

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

- define the roles, responsibilities, and duties of board members within substance use prevention, care, and treatment nonprofits, ensuring they fulfill their fiduciary and strategic oversight obligations effectively.
- describe strategies to strengthen the partnership between the board and the executive director, fostering a collaborative relationship that aligns with the organization's mission, vision, and strategic objectives.
- describe strategies to improve board effectiveness, including techniques for increasing board member engagement, recruiting diverse and skilled members, and ensuring ongoing board development.
- identify practical strategies for organizing and leading efficient, productive board meetings that focus on strategic decision-making and advancing the organization's goals in substance use prevention, care, and treatment.

# WEDNESDAY MORNING COURSES

## **WAM03 - The Message in the Music: How our Youth are Inundated, Influenced, and Impacted**

### **Presenter:**

Marc Fomby, CPS

### **Course Description:**

Media outlets seek to communicate certain messages that will insight audiences in multiple ways and influence their choices and decisions, particularly youth. Today many of the messages contained in the lyrical content of music and portrayed on the big screen communicate acceptance and glorification of crime, violence, drug and alcohol abuse, and other risk related behaviors. Youth who may be particularly susceptible to the influences of peer pressure, life-stressors, and societal messaging tend to engage in certain negative behaviors that often result in youth with substance use disorders (SUDs).

### **Course Objectives:**

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

- recognize song lyrics specific to Substance Use (SUD).
- explore unhealthy messages in music/media.
- describe the importance of understanding Risk and Protective Factors Theory.

## **WAM04 - Ethics and Culture**

### **Presenter:**

Pierluigi Mancini, PhD, MAC

### **Course Description:**

As the population of the United States becomes increasingly diverse, considerable attention is being directed to a critical examination of the quality of services received by ethnic minority groups, immigrants, refugees, and marginalized communities especially in substance use disorder and mental health services.

### **Course Objectives:**

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

- describe current behavioral health status of marginalized communities.
- identify ethical issues that arise when serving this population.
- discuss therapeutic strategies and interventions to serve this population.



# WEDNESDAY MORNING COURSES

## **WAM05 - Treatment of Justice Involved Populations Continuum of Care from Incarceration to Community**

### **Presenter:**

Rebecca Bensema, MS

### **Course Description:**

The Alabama Department of Corrections currently houses 18,089 inmates (ADOC Annual report 2021). The Alabama Bureau of pardons and paroles supervises over 44,000 justice involved individuals within the state of Alabama. Justice involved individuals and treatment providers frequently face unique challenges in the delivery of substance use treatment.

Substance Use Treatment, medically assisted treatment, and Medications for Opioid Use Disorder (MOUD) is vital to the health and wellbeing of incarcerated populations as well to the successful reentry of the justice involved population with identified substance use disorder.

The Alabama Department of Corrections (ADOC) has expanded resources to incorporate MOUD in the correctional setting. The continuum of care from community supervision to the incarcerated setting is key to the successful reintegration of our justice involved population. Substance Use Treatment, MAT and MOUD Programs:

- Reduce substance use.
- Reduce risk of death from opioid overdose
- Increase retention in treatment programs.
- Decrease criminal behavior.
- Increase the ability to attend education/vocation programs.
- Increase the ability find work and maintain employment.
- Improve maternal and infant health outcomes for pregnant women who use opioids.
- Decreases risk of contracting infectious diseases such as HIV and hepatitis C

Successful continuum of care ensures that justice involved individuals are connected either directly via referral or direct appointment to professional treatment providers at ABPP and within Alabama communities to ensure that there is no lapse in treatment, medications supporting treatment and peer support.

### **Course Objectives:**

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

- define terminology used in justice involved settings. Describe treatment provided Incarcerated vs community.
- define and describe the Continuum of Care- the Warm handoff.
- describe challenges and success in providing treatment to specialized populations. Identifying a justice involved individual-Is it important?
- identify when and why that knowledge maybe beneficial in treatment efforts what can be done to further assist this specialized population?
- recognize terminology used in a justice setting. Apply this knowledge for best efforts in treatment. Interpret terminology for best efforts in accuracy during assessments. Identify what treatment options are available within an incarcerated setting. Identify what continuum of care is and why it is important. Incorporate best efforts in treatment and support with the knowledge of this specialized treatment journey. Incorporate best efforts in treatment support for future treatment and support efforts within this population.

## **WAM06 - Spirituality in Addiction and Recovery**

### **Presenter:**

James Campbell, LPC, LAC, MAC, AADC

### **Course Description:**

As the population of the United States becomes increasingly diverse, considerable attention is being directed to a critical examination of the quality of services received by ethnic minority groups, immigrants, refugees, and marginalized communities especially in substance use disorder and mental health services.

### **Course Objectives:**

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

- identify distinctions between religion and spirituality.
- articulate the strengths and limitations of insight and awareness in changing behavior and be able to articulate them.
- describe the role of mindful practice as a tool for emotional regulation, craving management, and recovery.
- discuss intentionality and empowerment as a means for reducing relapse/recurrence of substance use disorders and recidivism.

# WEDNESDAY MORNING COURSES

## **WAM07 - Stress to Strength: Preventing Suicide in High-Pressure Professions**

### **Presenter:**

Tamela Hughes, LPC

### **Course Description:**

This session is designed to equip professionals in high-pressure fields, such as therapists, counselors, healthcare providers, educators, and first responders-with the tools, strategies, and resources to recognize, prevent, and address suicide risks. Participants will leave with actionable insights to foster resilience, build supportive cultures, and take meaningful steps toward suicide prevention.

### **Course Objectives:**

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

- identify personal, professional, and organizational risk factors contributing to suicide in high-pressure professions.
- recognize subtle and overt warning signs that someone may be at risk for suicide.
- implement actionable strategies to build resilience and prevent burnout in themselves and their colleagues.
- foster supportive cultures by addressing stigma and creating open dialogues around mental health and suicide prevention.
- utilize evidence-based tools and resources to support individuals at risk and create long-term prevention plans.

## **WAM08 - STDs, HIV, PreP and Tuberculosis Prevention**

### **Presenters:**

Jennifer Collins, BS

Tammy Langlois, RN

### **Course Description:**

Information will be provided on commonly reported sexually transmitted infections amongst high risk individuals in Alabama. Information will be shared on the impact of substance use on STI rates and TB transmission in Alabama. Participants will learn about the benefits of Early Intervention Services including PrEP Treatment, prevention education throughout the continuum of treatment, pre and post test counseling services, and the value of integrating rapid testing in substance use treatment settings. Presenters will provide information on how to partner with county health departments to provide infectious disease education for professional staff development, provide client/patient education, and facilitate private and confidential access to STD and TB treatment services.

### **Course Objectives:**

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

- provide an overview of STD's, HIV high risk behaviors and its link to substance use in Alabama.
- explain how PrEP can be used as early intervention strategy to reduce and prevent the spread of HIV.
- provide an overview of Tuberculosis in Alabama and its link to intravenous drug use.
- list public health initiatives that are available to prevent, track and treat infectious diseases in Alabama.

## **WAM09 - A Peer Perspective on Trauma Informed Responses with Justice Involved Individuals**

### **Presenters:**

Mark Litvine, CRSS

Amanda Gray, CRSS

### **Course Description:**

This session will provide an overview of an evidence based practices for providing trauma informed responses to justice involved individuals in jails, prisons and other law enforcement settings. Information will be discussed about the impact of trauma on justice involved males and females, traumas impact on behavior and how to avoid retraumatizing individuals who have been impacted by mental health and substance use disorders by using trauma informed responses. Participants will receive information from Certified Recovery Support Specialist that have lived experiences and have survived the trauma associated with incarceration in correctional settings.

### **Course Objectives:**

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

- provide an overview of the importance of being trauma responsive when working with justice involved individuals.
- discuss the value of communication, stigma free language and interpersonal skills as a strategy for re-traumatizing people who are linked to the criminal justice system.
- explain the benefits of being trauma responsive from survivors with lived experiences and the positive impacts on long-term recovery, public safety and quality of life.

# WEDNESDAY MORNING COURSES

## **WAM10 - Parenting Skills for Recovering Parents - Breaking Cycles of Generational Dysfunction**

### **Presenter:**

Janice Johnson Dowd, LMSW

### **Course Description:**

Do your clients state that they no longer feel effective as parents, have lost the trust and respect of their children, or never really had basic parenting skills? This workshop will address essential parenting skills, the specific needs of the recovering parent, and provide tools for establishing trust. We will also discuss the implications of this early preventative measure for the children of the clients we work with in the hope of preventing generational dysfunction.

### **Course Objectives:**

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

- briefly review the adverse childhood experiences (ACEs) Quiz and Erikson's Eight Stages of Psychosocial Development.
- describe the major hurdles of the recovering parent and specific tools for addressing these challenges.
- learn specific skills to support individual and family resiliency.
- discuss generational trauma and the therapist and parent's opportunity to create long-term change for future generations.

# WEDNESDAY AFTERNOON COURSES

## **WPM01 - Confidence, Competence, and Capacity: Helping Veterans Achieve Sustainable, Long-Term Recovery**

### **Presenter:**

Garret Biss, Capt. USMC (Ret), MRED, CPRC

### **Course Description:**

With addiction recovery, success hinges on the mastery of three essential elements: Confidence, Competence, and Capacity. Recovery is not merely a process; it's a lifelong journey, and understanding the intricacies Veterans face along this path is crucial for those guiding them through it. This presentation delves into the underlying principles that drive enduring recovery, with a specific focus on Veterans.

### **Course Objectives:**

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

- acquire an in-depth understanding of the role of confidence in addiction recovery, including its impact on motivation, resilience, and the willingness to initiate change.
- gain proficiency in recognizing and fostering competence within individuals seeking recovery, including the application of knowledge, skills, and tools necessary to support their progress effectively.
- develop the skills to assess and enhance an individual's capacity for resilience, stress management, and emotional well-being, equipping them to navigate life's challenges without relapse.

## **WPM02 - Pharmacy of the Streets**

### **Presenter:**

Merrill Norton, Pharm.D.,D.Ph.,CMAC,CCS

### **Course Description:**

The adverse effects of illicit drug use have been well-documented. Methamphetamines destroy your teeth, cocaine can cause convulsions, and smoking marijuana irritates the respiratory tract. These short-term consequences pale in comparison, though, to the ultimate price that drug users often pay - a life that's cut short by substance misuse. Indeed, there is an inversely proportional relationship between drug use and life expectancy, proving that recovery is often a matter of life and death.

### **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 alcohol, Kratom, Ketamine, Delta 8 THC, Delta 9 THC, Delta 10 THC, Xylazine, and Wasp Dope.
- gain an understanding of the pharmacodynamics and pharmacokinetics of alcohol, Kratom, Ketamine, Delta 8 THC, Delta 9 THC, Delta 10 THC, Xylazine, and Wasp Dope.

## **WPM03 - Program Evaluation in Substance Use Prevention, Care, and Treatment**

### **Presenter:**

Drew Reynolds, PhD, MSW, MEd

### **Course Description:**

Program evaluation is a critical tool for enhancing the effectiveness of substance use prevention, care, and treatment initiatives. This condensed, three-hour workshop is designed for professionals looking to build a strong foundation in program evaluation tailored to the unique challenges of substance use programs.

### **Course Objectives:**

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

- define specific and measurable evaluation goals that align with the core mission and objectives of their substance use prevention, care, or treatment programs.
- describe core components of logic models that clearly map out the connections between program resources, activities, and intended outcomes, providing a structured framework for evaluation.
- select and apply basic qualitative and quantitative evaluation methods suitable for assessing the effectiveness of their substance use programs.
- analyze and interpret evaluation data to inform decision-making, enhance program outcomes, and effectively communicate impact to stakeholders.

# WEDNESDAY AFTERNOON COURSES

## **WPM04 - Overstimulated: Stimulant Use, Trends, and Treatments**

### **Presenter:**

James Campbell, LPC, LAC, MAC, AADC

### **Course Description:**

Stimulant Use has received less emphasis in the public eye in recent years; but its presence has been consistent, and its impact is being increasingly seen both locally and across the United States. This session will focus on central nervous stimulants and their impact on the user's brain, body, and behavior. Specific topics covered will include the scope of stimulant use in the United States, the impact of stimulants on the brain and cognition, stimulant use and psychosis/psychiatric comorbidity, short- and long-term health consequences of stimulant use, and effective evidence-based behavioral treatments and recovery approaches for people with a stimulant use disorder.

### **Course Objectives:**

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

- list at least three types of stimulants.
- describe the patterns and trends of stimulant use.
- identify at least three impacts of stimulant use on people who use them.
- summarize at least two specific treatment interventions that have proven effective in treating people with a stimulant use disorder.

## **WPM05 - Ethics for the Substance Use Professional**

### **Presenter:**

Steve Mason, LPC-S, ADC

### **Course Description:**

Professional ethics is a cornerstone of the client relationship. Establishing yourself as an ethical professional can be a foundation that can be built on to create strong working relationships over the years. This course will examine the critical roles that can build or hurt the client relationship.

### **Course Objectives:**

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

- demonstrate understanding of what makes an ethical professional.
- discuss knowledge of details of the informed consent process.
- describe boundary setting and its importance.
- explain issues surrounding electronic and social media.

## **WPM06 - Collaborative Approaches to Substance Use Treatment with Specialty and Drug Court Programs in Rural and Urban Communities**

### **Presenters:**

Paula Thomas, MS

Lacy Rowan-McGuire, MA/ADC

Yakima Burch, LPC

### **Course Description:**

This session will provide an overview of how to effectively implement substance use treatment services with specialty courts and drug court programs in rural and urban communities. Information will be shared on developing partnerships with courtroom officials, the benefits of integrating substance use treatment services into judicial settings, and how to foster collaborative relationships with state and federal probation and parole officers. Substance use treatment providers will share experiences on how to balance the dual role of navigating through the operational structure of the court system while delivering quality substance use clinical treatment services to individuals who are charged with drug related offenses.

### **Course Objectives:**

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

- list the different types of specialty courts and drug court programs in urban and rural communities.
- discuss the value of developing collaborative partnerships between substance use treatment providers and court officials as an early intervention strategy to reduce continued drug use amongst community offenders.
- explain how to integrate substance use treatment services in the judicial setting and partner with court officials to facilitate screenings, assessments and referrals to care.

# WEDNESDAY AFTERNOON COURSES

## **WPM07 - Advancing Health Equity through the Strategic Prevention Framework (SPF)**

### **Presenters:**

Nicole M. Augustine, MPH, MCHES, PS  
Priscila Giamassi, CP

### **Course Description:**

This training equips prevention professionals with the skills to address health disparities through the Strategic Prevention Framework (SPF). The SPF is a structured, data-driven approach to substance use prevention that helps communities reduce risks and increase protective factors. Participants will learn how to incorporate health equity at every stage of the SPF, ensuring that prevention strategies are inclusive and tailored to meet the diverse needs of different populations.

### **Course Objectives:**

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

- describe the Strategic Prevention Framework (SPF) and its key components.
- explain the importance incorporating health equity into the SPF process.
- evaluate the effectiveness of prevention efforts and their impact on health equity.

## **WPM08 - Introduction to Acceptance & Commitment Therapy for Substance Use Disorders**

### **Presenter:**

Scott Luetgenau, MSW, LCAS, CSI

### **Course Description:**

This training introduces participants to Acceptance and Commitment Therapy (ACT) as an empirically-supported approach for treating substance use disorders. Through interactive presentations and experiential activities, attendees will explore ACT's theoretical underpinnings and core processes, including mindfulness, cognitive defusion, acceptance, self-as-context, and committed action. Participants will develop skills in delivering ACT-consistent interventions such as mindfulness exercises, metaphors, and values clarification work. The training will highlight strategies for integrating ACT into substance use treatment protocols while addressing unique challenges faced by this population. Attendees will gain insights into cultivating a therapeutic stance grounded in presence, compassion, and psychological flexibility to support clients' recovery journeys. By the end, participants will have foundational ACT competencies to enhance their clinical practice and improve treatment outcomes for individuals with substance use disorders in individual and group settings.

### **Course Objectives:**

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

- explain the theoretical foundations and core processes of Acceptance and Commitment Therapy (ACT) in the context of substance use disorder treatment.
- demonstrate proficiency in delivering ACT-consistent interventions, including mindfulness exercises, metaphors, and values clarification work.
- develop strategies for integrating ACT principles into existing substance use treatment protocols, addressing the unique challenges faced by this population.

## **WPM09 - Addicted to Technology**

### **Presenter:**

Michael Nerney

### **Course Description:**

Social media is used to make friends, share pictures, and exchange ideas, but emerging research indicates that some users will become compulsive viewers or possibly addicted to their technology. How does social media impact on adolescent brain development, and on the acquisition of social/emotional skills? In this presentation, participants will learn about changes in brain structure and neurotransmitters related to excessive use of digital technology, and will explore how these changes may indicate addictive potential. In addition, participants will discuss new mental health research on Facebook Depression, Social Media Anxiety, and Internet Gaming Disorder, as well as other dependencies.

### **Course Objectives:**

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

# WEDNESDAY AFTERNOON COURSES

## **WPM10 - Addiction Care for Justice-Involved Individuals**

### **Presenters:**

Davis Bradford, MD

Dr. Charles Elliott, MD

Dr. Ben Howell, MD, MPH, MHS

Judge Charles B. Elliott, J.D.

### **Course Description:**

This course will begin by reviewing evidence-based practices for addiction care for patients involved with the criminal justice system-both during incarceration and during reentry into the community. We will then present innovations from sites across the country that meet the unique needs of justice-involved individuals and close by exploring recent local successes from programs around Alabama.

### **Course Objectives:**

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

- assess risks faced by individuals being released from jail or prison.
- appraise the unique needs of justice-involved individuals and identify tools and innovations to meet these needs.
- demonstrate local solutions for providing addiction care and supporting recovery for justice-involved individuals in Alabama.

# THURSDAY MORNING COURSES

## **ThurPL - Cultivating Resilience and Recovering Authenticity on the Journey to Long-term Recovery**

### **Presenter:**

Garret Biss, Capt. USMC (Ret), MRED, CPRC

### **Course Description:**

In our lives, we are often forced to make choices between living authentically and seeking a connection with others. Sadly, sacrificing one's authenticity can lead us down the treacherous path of Substance Use Disorder or behavioral addiction. The only sure way out is committing to finding authentic fulfillment - through self-acceptance, love for oneself, greater meaning in life and purposeful pursuits. This journey plays an integral role not just in recovery but also overall life satisfaction.

### **Course Objectives:**

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

- explain the signs and symptoms experienced when individuals have sacrificed their authenticity or need help reconnecting with their authentic self.
- explain and lead others through simple techniques for promoting authenticity and authentic connections with others.
- explain various methods for promoting authenticity and cultivating resilience by improving self-efficacy and demonstrating acceptance.

## **THAM01 - Complexities of Behavioral Health Interpreting**

### **Presenter:**

Pierluigi Mancini, PhD, MAC

### **Course Description:**

In the field of behavioral health, effective communication is paramount to achieving successful outcomes in client care. This workshop addresses the complexities and challenges of providing mental health and substance use services to non-English-speaking clients using interpreters.

### **Course Objectives:**

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

- identify and define the key roles and responsibilities of interpreters in the context of mental health and substance use care.
- develop and apply basic interpreting techniques tailored to clients with mental health disorders, ensuring accurate and culturally sensitive communication.
- analyze the impact of culture on mental health and cross-cultural communication and integrate this understanding into clinical practice and interpretation.
- enhance collaboration between providers and interpreters to improve mental health care outcomes for non-English-speaking clients, particularly in the context of the U.S. mental health system.

## **THAM02 - Psychopharmacology for Psychologists and Behavioral Health Practitioners 2025**

### **Presenter:**

Merrill Norton, Pharm.D.,D.Ph.,CMAC,CCS

### **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 practitioner monitoring for medication efficacy will be discussed. The workshop will also highlight the body of knowledge of the new psychotropic medications including the latest anti-depressants, anti-psychotics, anti-anxiety, mood stabilizers, psychostimulants, and herbal psychotropic. A recent review of the latest research in the neurobiology of fentanyl, psychedelics, xylazine and other drugs involved in substance use disorders and the treatment of mental illness will also include in this presentation.

### **Course Objectives:**

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

- discuss and identify the new drugs used to treat the spectrum of mental disorders.
- discuss the most recent advances in drug therapies in mental health and substance use treatment applications.
- review the latest research of the neurobiology of esketamine and psychedelics used to treat mental disorders.
- describe the latest gas station drugs, including xylazine, kratom, CBD, fentanyl, and their impact on the human brain.



# THURSDAY MORNING COURSES

## **THAM03 - A Matter of Trust: How Language and Behaviors Create Trust**

### **Presenter:**

Michael Nerney, BS

### **Course Description:**

A major finding in research regarding effective prevention, intervention, and treatment identifies social/emotional connections or a therapeutic alliance as a critical element of good outcomes. For adolescents, developing trust is complicated by the onset of normal developmental issues of early adolescence, such as increased skepticism, increased risk taking, imaginary audience and associated self-consciousness. In this session, participants will learn the three components of trust, and the language and demonstrated behaviors that create and maintain a trusting relationship with adolescents.

### **Course Objectives:**

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

- identify two adverse childhood experiences that might impair the development of trust.
- list three conditions that adolescents require for the development of trust.
- describe the effect of abuse on neurodevelopment.
- list the three components of trust.
- list two elements of "Predictability".

## **THAM04 - Introduction to CADCA's Over the Counter Medicine Safety Program**

### **Presenters:**

Erin Burlison, B.S., CPS

Angela Powe, B.S.

### **Course Description:**

The presenters will review CADCA's "Over-the-Counter (OTC) Medicine Safety Guide" program, a free curriculum for teaching health literacy and medicine safety as a cornerstone of primary prevention. For many years, CADCA has worked with community-based prevention coalitions, youth leaders, and statewide representatives to train and disseminate this powerful prevention program. The guide will focus on building health literacy in the community as well as prepare and guide coalitions and prevention agencies in primary medicine safety efforts, health promotion messaging, and program implementation, while also offering a toolkit to access authoritative sources on medicine safety initiatives.

### **Course Objectives:**

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

- introduce the audience to the Over-the-Counter Safety Guide.
- enable participants to utilize the guide in their communities to educate the public on OTC safety.
- raise awareness on the importance of medicine safety and potential risks while training participants to serve as leaders in medicine safety.

## **THAM05 - Bridging Health and Ethics: Inclusive Approaches to Infectious Diseases**

### **Presenter:**

Scott Luetgenau, MSW, LCAS, CSI

### **Course Description:**

This course explores the intersection of infectious diseases and ethical considerations in healthcare delivery, emphasizing inclusive and compassionate care for marginalized populations. Focusing on people who use drugs and the LGBTQIA+ community, participants will learn how stigma, social determinants of health, and public health policies influence outcomes. The presentation highlights the importance of balancing public health priorities with respect for individual dignity and cultural competence through case studies and discussions.

### **Course Objectives:**

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

- recognize how stigma and systemic inequities affect access to prevention, treatment, and support for infectious diseases in marginalized communities.
- discuss how foundational ethical principles apply to the care of people who use drugs and the LGBTQIA+ population during infectious disease outbreaks.
- explore real-world examples where ethical decision-making intersected with public health interventions for these populations.
- develop strategies to foster equitable and inclusive approaches to infectious disease management, ensuring respect for diverse identities and experiences.

# THURSDAY MORNING COURSES

## **THAM06 - De-escalation, Crisis Management, and Emotional Regulation**

### **Presenter:**

James Campbell, LPC, LAC, MAC, AADC

### **Course Description:**

Individuals struggling with mental health and/or substance use disorders often struggle with de-escalation and emotional regulation. This session provides a physiological understanding of stress and tension as a survival mechanism. It also provides a practical exploration of how to help both ourselves as well as those we serve de-escalate and self-regulate more effectively during difficult times.

### **Course Objectives:**

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

- articulate the physiology of emotional regulation.
- verbalize the phases of the Stress/Stress-reduction cycle.
- list three traits associated with being a "Solid Object".
- describe one situation that could challenge their own emotional regulation.
- identify three practical intervention techniques for working with people experiencing crisis.

## **THAM07 - Overcoming the Struggle of Family Reunification in Early Sobriety - Improving Outcomes by Incorporating Family Involvement in Early Treatment**

### **Presenter:**

Janice Johnson Dowd, LMSW

### **Course Description:**

We all acknowledge the impact of addiction on the family, but what about the influence of the family on the recovering individual during early recovery? Early treatment focuses on the designated patient. The family is often overlooked as a resource or tool to help build a foundation of sobriety and prevent relapse. This workshop will go beyond the traditional family roles of Virginia Satir and Sharon Wegscheider-Cruse's models and discuss family systems in greater depth. We will discuss the benefits of a more active family program in treatment and offer specific tools for enabling recovering individuals to repair relationships with family.

### **Course Objectives:**

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

- review the history of the development of the Family Roles Theory in Dysfunctional Families.
- identify and discuss five facts about the benefits of having family support for the recovering alcoholic or addict.
- discuss the common mistakes that recovering individuals usually make when attempting to reintegrate with their family after treatment or Interventions.
- identify barriers and biases that may impact a recovering individual's ability to truly examine the impact of their illness on their family and friends without inducing shame.
- analyze and discuss creative, social, recreational, and emotional tools that create motivation or change beyond traditional marital and family therapy.

# THURSDAY MORNING COURSES

## **THAM08 - Creating Opportunities Improves Outcomes**

### **Presenters:**

Angela McElrath, LMSW

Contenna Moore, Masters of Psychology

### **Course Description:**

When we have the resources to enable the next generation no matter what barrier(s) they may face, the duty lies with each of us. African proverb quotes, "It takes a village to raise a child," this is not just a saying but a duty. The responsibility of providing innovative resources to our youth is vital to their communities, family, and peers. If obtaining a better understanding of our ability to provide a safe, healthy environment for all our youth, where children are given the security, they need to develop and flourish, and become productive and engaged adults.

Through case examples, family engagement, social/peer engagement, education and academic performance, this research will allow us to gain insight and understanding of effectiveness of our youth becoming positive change agents for the next generation to come. Current terminology of at-risk youth has now changed to opportunity youth, in the age group 16-24. This study will show if resources are provided to this population between the ages of 10-19 during school age years, will it change the outcome? This study will show whether the disparities in the opportunity youth group continue to prevent fairness across the board for youth in the U.S. If the disparities continue the U.S. will not be able to form a productive adult force. Current research has shown that every state in the U.S. is failing to reach children, especially children of color. Lack of provisions of attention or resources has not allowed our children to reach essential milestones of well-being that extend into adulthood (Annie E. Casey Foundation). The participating sample group will complete a youth assessment, parent(s) of participating youth will complete full assessment and provide signed permission form for each youth for participation in the study, school attendance will be monitored by collaboration with school administrative staff, counselors, and teacher conference. Participation and social engagement will be monitored by providing therapeutic individual and group(peer) interaction, mentoring, social skills, family therapy, educational tutoring, enrichment activities and tracking of all participants.

### Focus Group- Opportunity Youth

- Youth between ages 10-19
- Youth with incarcerated parent/s
- Youth with 2 or more races

### Factor's

- Socioeconomic status
- Age
- Race/ethnicity
- Educational opportunity
- Nuclear family household
- Single parent household (male or female head of household)
- Sex
- Family dynamic

### **Course Objectives:**

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

- identify quantifies of a focus group to fall into Opportunity Youth category.
- identify sources afforded to Opportunity Youth group.
- identify resources not readily available to Opportunity Youth group.
- identify resources used that would be beneficial to opportunity youth.

# THURSDAY MORNING COURSES

## **THAM09 - Optimizing Maternal Health: Psychiatric and Substance Use Disorders in Pregnancy**

### **Presenters:**

Aniket Malhotra, MD  
Li Li, MD; PhD  
Peter Lane, DO  
Badari Birur, MD

### **Course Description:**

Substance use among pregnant women is an increasing concern, with recent data showing that 5.2 percent of pregnant adults reported binge drinking within the past 30 days, and 13.5 percent reported current alcohol consumption. Additionally, maternal opioid use in the U.S. has quadrupled between 1999 and 2014. Depression is also prevalent during pregnancy, with an estimated 7 to 9 percent of pregnant women experiencing unipolar major depression and 17 percent experiencing minor depression. Other psychiatric disorders, such as anxiety and bipolar disorder, also show increased prevalence during the perinatal period. This course addresses the urgent need for comprehensive strategies in managing psychiatric and substance use disorders during pregnancy. Participants will explore the complexities of these disorders, integrating the latest research and clinical practices into real-world healthcare settings. The course provides a deep understanding of the epidemiology and impacts of these conditions, emphasizing the importance of early detection through effective screening and assessment strategies. Attendees will gain actionable insights into nuanced treatment approaches that balance maternal and fetal health, particularly in the management of alcohol and opioid use disorders. Special emphasis will be placed on the role of interdisciplinary care, where collaboration among obstetricians, psychiatrists, addiction specialists, and other healthcare professionals is vital for optimizing outcomes, especially in cases involving dual psychiatric and substance use diagnoses. Through case studies and interactive discussions, participants will refine their skills in delivering care that meets the unique needs of pregnant patients with psychiatric and substance use disorders. By the end of this course, participants will not only have enhanced their understanding of the epidemiology and impact of these disorders but will also be better equipped to implement effective, compassionate, and coordinated care strategies. This course is designed for healthcare professionals dedicated to improving the lives of both mothers and their children by addressing the complex needs of this population.

### **Course Objectives:**

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

- describe the prevalence of psychiatric and substance use disorders in pregnancy and assess their impacts on fetal development and long-term health outcomes.
- evaluate and apply evidence-based screening and assessment tools for identifying psychiatric and substance use disorders in pregnant women.
- evaluate and apply evidence-based treatment options for alcohol and opioid use disorders during pregnancy.
- evaluate and apply evidence-based treatment strategies for perinatal depression, and other psychiatric disorders.
- evaluate the unique challenges in managing pregnant patients with dual psychiatric and substance use disorders, emphasizing the role of interdisciplinary care and collaboration.

## **THAM10 - Adolescents, Family Court and Substance Use Treatment: An Integrative Approach to Care**

### **Presenters:**

Jennifer Doty, ADC, AMFT  
Daphne Garner, ALC

### **Course Description:**

This topic will provide an overview of substance use treatment services with adolescents who are on probation and other justice related programs. Information will be shared on an integrative approach to care with specialty courts, juvenile probation officers and clinical service providers. Information will be shared on how to facilitate successful inpatient and outpatient treatment outcomes with adolescents and family members in rural and urban areas of Alabama.

### **Course Objectives:**

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

- list commonly used substance used substances of choice amongst adolescents and its impact on their involvement with the justice system.
- discuss integrative approaches to clinical treatment between outpatient substance use treatment providers, family court programs and law enforcement officials.
- describe evidence based approaches to treating adolescents with co-occurring needs including substance use and mental illness.
- list resources that are available to assist adolescents and their family members that have been impacted by substance use.

# THURSDAY AFTERNOON COURSES

## **THPM01 - Alabama's Crisis System: Access to Care, Mobile Crisis Services, and Crisis Stabilization**

### **Presenters:**

Anthony Reynolds, M.S., LPC, CAC  
Dana Williams, ED.D, LICSW-S  
Sabrina Scott, LPC, MAC, NCC, CPCS, ACS

### **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 a 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.

## **THPM02 - Tranq Update 2025: The Deadly Combination of Xylazine, Methamphetamine, and Fentanyl**

### **Presenter:**

Merrill Norton, Pharm.D.,D.Ph.,CMAC,CCS

### **Course Description:**

There is a rapidly expanding crisis in the United States involving a psychoactive form of fentanyl and the street drug Xylazine. Over the past year, thousands of overdoses have been reported. While efforts to stop the sales and import of "Tranq", the drug presents a serious public health risk of potentially wider impact than the original opioid crisis. This presentation will update the latest neurobiological research on Xylazine, fentanyl, methamphetamine, and other street drugs, their legal status, and adverse effects. Drug testing requirements, management of "Tranq" overdose and other street drugs toxicities will also be a part of our discussions. Now medetomidine and dexmedetomidine have been added to the fentanyl formula which adds a more deadly component to the street. Also included in the talk will be a discussion of the latest update on the possible Xylazine overdose rescue medications.

### **Course Objectives:**

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

- develop an understanding of the pharmacology of Xylazine, methamphetamine, and Fentanyl.
- understand the procedures of managing a Xylazine, methamphetamine, and Fentanyl overdose.
- discover the concerns of the influx of the counterfeit drugs that contain Xylazine, medetomidine, dexmedetomidine, methamphetamine, and Fentanyl.
- explore the possible Xylazine overdose rescue medications that are currently being researched.

# THURSDAY AFTERNOON COURSES

## **THPM03 - Worlds Apart: What Works in Adolescent Treatment and Why**

### **Presenter:**

James Campbell, LPC, LAC, MAC, AADC

### **Course Description:**

Sometimes adolescents can seem as though they come from an entirely different world, and in some regards they do! There has been a wealth of recent discoveries about adolescent development and learning. 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 discoveries and explores how to best apply that knowledge to effectively treat adolescents with a strong emphasis on practical application.

### **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 particular to adolescent development related to substance use.
- articulate an understanding of the role of family, support systems, and traditional and social media in adolescence and how to help build support for the adolescents we serve.
- list three techniques designed to enhance engagement with adolescents.

## **THPM04 - From Roots to Branches: Understanding Early Childhood Trauma and Its Lifelong Impact**

### **Presenter:**

Kori Novak, PhD, MBA

### **Course Description:**

In the intricate dance of life, our earliest experiences shape the very fabric of our existence. But what happens when those experiences are tainted by trauma? "From Roots to Branches" invites attendees to explore the profound implications of trauma on decision-making, relationships, and personal growth. This keynote delves into the heart of human resilience, unraveling the complex interplay between past traumas and present choices. Through compelling narratives, expert insights, and interactive exercises, participants will embark on a journey of self-discovery and healing. We'll illuminate the invisible threads connecting trauma to decision-making, shedding light on the subconscious patterns that govern our lives. From adverse childhood experiences to intergenerational trauma, this keynote confronts the shadows of the past with courage and compassion. Attendees will gain a deeper understanding of how trauma shapes perceptions, influences behaviors, and manifests in unexpected ways. Armed with this knowledge, individuals and communities can embark on a path of healing and transformation. Whether you're a mental health professional, educator, or individual seeking to navigate the complexities of trauma, "From Roots to Branches" offers a roadmap for understanding, empathy, and empowerment. Join us as we unravel the intricacies of trauma-informed choices and forge a path towards healing and wholeness.

### **Course Objectives:**

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

- acquire insights into the profound impact of adverse childhood experiences on lifelong patterns of thought, emotion, and behavior.
- develop skills to identify the various ways trauma can manifest in individuals and communities.
- cultivate a deeper sense of empathy and compassion among attendees by illuminating the often-invisible struggles of those affected by early trauma.

# THURSDAY AFTERNOON COURSES

## **THPM05 - HIV/STIs: an Overview for the Substance Abuse/Mental Health Professional**

### **Presenter:**

Rick Meriwether, BS

### **Course Description:**

This three-hour course will provide an overview/update 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 w/a dual diagnosis, i.e. alcohol/drug addiction AND a STI, including HIV and/or HBV/HCV.

### **Course Objectives:**

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

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

## **THPM06 - Ethics for the Prevention Professional**

### **Presenter:**

Erin Burleson, BS, CPS

### **Course Description:**

This course is designed for the alcohol and other drug use prevention professional and is intended to improve the understanding of and ability to apply a set of accepted standards/principles, which are expected to guide the behaviors and actions of both individuals and organizations working in the prevention field. Participants will be able to identify standards of conduct for prevention professionals, utilize a method of decision-making for difficult ethical decisions in prevention, and set professional goals with the prevention ethical standards in mind. Participants will also discuss cultural competency and how it applies to work in the prevention field. Material covered will be specific to the prevention field and will focus on the prevention code of ethics as a guidance for the course.

### **Course Objectives:**

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

- define Ethics and related terms.
- describe the six principles in the Prevention Code of Ethics.
- review an ethical decision-making process to apply the Prevention Code of Ethics.

## **THPM07 - The Role of Family in Relation to Substance Use Disorders and Their Critical Influence in Recovery**

### **Presenters:**

Kimberley Lamar, ADC, ICADC, CRSS

Kimberly Holder, ADC, ICADC, CRSS

Brandy Drake, MA, LPC, ADC

### **Course Description:**

Understanding the disease model of substance use disorders and its implications for families, highlighting both the challenges faced and the avenues available for recovery.

### **Course Objectives:**

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

- identify substance use disorders as an illness.
- recognize substance use disorders as a family concern.
- apply practical strategies to support families in their recovery process.

# THURSDAY AFTERNOON COURSES

## **THPM08 - Injectable Buprenorphine Formulations; What we know, what we don't know, and potential for integration into residential treatment sites**

### **Presenters:**

Leah Leisch, MD  
Jeffrey Gilliland, CRSS

### **Course Description:**

This course will review the current state of research on long-acting injectable formulations of buprenorphine, including monthly and weekly formulations, and their potential role in residential rehabilitation sites. We will discuss the uses of these medications, their mechanisms of action and pharmacokinetics. Current data on commencing care, maintaining sobriety and tapering off MOUD using these formulations. We will then discuss practical aspects of the use of these formulations within residential treatment sites, including state-funded and faith-based organizations.

### **Course Objectives:**

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

- analyze clinical trials exploring dosing and efficacy of long-acting injectable buprenorphine products.
- anticipate expected clinical course during early treatment, stabilization and cessation of these products.
- explore practical aspects of the use of these formulations within their own treatment sites.

## **THPM09 - Diversity, Equity and Inclusion Strategies: Implication for Prevention and Recovery**

### **Presenter:**

Lawrence Bryant, PhD, MPH, BSW, RRT

### **Course Description:**

Diversity, equity and inclusion recognize that diversity alone is not enough; equal attention must be given to creating and cultivating an inclusive and equitable environment. This workshop will provide realistic and practical strategies for creating an inclusive, respectful, and anti-racist workspace and address some of our biggest challenges in promoting these strategies. For example, we will examine the role of language in combating stigma, bias, and stereotypes and discuss how providers can be more culturally responsive to their clients' needs. Secondly, we will explore the role of equity in helping providers be more culturally responsive to the needs of underserved populations, including LGBTQ+, African Americans, and Latinos. In further illuminating this topic, we will explore notions of intersectionality, cultural humility, and anti-racist strategies in substance use disorder prevention. Lastly, we will examine issues related to community engagement by providing insight into the lived experiences of persons in recovery and glean insight into their successes, barriers, and challenges. This will be a highly interactive workshop where participants will engage in anti-bias activities such as the ADDRESSING Model Framework by Pamela Hays. We will also engage in polling activities such as Mentimeter, where participants can provide input to the discussion based on their own professional and personal experiences.

### **Course Objectives:**

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

- define at least five terms related to diversity, equity and inclusion (DEI).
- describe at least three strategies related to integrating DEI into their daily practice and interactions with clients.
- describe at least five strategies for destigmatizing language in SUD prevention and recovery.
- examine the role of cultural humility in self-assessment.
- incorporate at least five evidence based action strategies they can incorporate in their daily work, both short and long-term.



# THURSDAY AFTERNOON COURSES

## **THPM10 - Demystifying the Forensic Mental Health Process to Reduce Stigma and to Support People**

### **Presenter:**

Virginia Scott-Adams, Psy.D.

### **Course Description:**

People involved in the forensic mental health system often experience stigma due to people making assumptions about their behavior, history, and stigma based on their involvement with the criminal justice system. This stigma can result in people who are involved in the forensic mental health system not having access to supports that could address their mental and behavioral health needs. This training will address stigma by providing facts about the legal process, the services that people need to effectively navigate the legal process and to address their legal situations, and to discuss strategies and approaches that can expand access to services for this population.

### **Course Objectives:**

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

- describe the basic legal process and where forensic mental health patients fall within this process.
- differentiate between forensic mental health patients who are incompetent to stand trial versus those adjudicated Not Guilty by Reason of Insanity (NGRI) and the goals of treatment based on legal status.
- identify areas of bias and stigma that defendants who are forensically involved experience.
- formulate strategies to reduce stigma and to foster collaboration to support people with mental health issues who are forensically involved.
- develop two interventions to foster relationships and to promote the provision of services to support a person navigating the forensic mental health system.

# FRIDAY MORNING COURSES

## **FriPL - What I Love About You**

### **Presenter:**

Lou Lacey, MA, LPC

### **Course Description:**

No doubt about it, your job is hard. Your efforts touch, change and save the lives of people every day, but it can be easy to lose sight of the difference you make. This conversation will aim to remind you of just how fabulous you are.

### **Course Objectives:**

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

- describe the impact of trauma/vicarious trauma, and how this may cause compassion fatigue.
- associate the importance of positive relationships with themselves and others, and how these relationships can heal trauma/vicarious trauma, and alleviate compassion fatigue.
- describe the brain science behind positive relationships and how connectedness can heal the brain.

## **FAM01 - Trauma Misinformed Care**

### **Presenter:**

James Campbell, LPC, LAC, MAC, AADC

### **Course Description:**

There is a significant correlation between trauma and substance use. This has resulted in "Trauma-Informed Care" being implemented to varying degrees in a multitude of settings. Unfortunately, what is called Trauma-Informed Care is often based on an incomplete or else inaccurate understanding of the fundamentals of what it means to be Trauma-Informed. Trauma-Misinformed Care is an exploration of the basics of what it means to be Trauma-Informed as well as common pitfalls and misunderstandings related thereto.

### **Course Objectives:**

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

- list various forms of trauma.
- describe the impact of trauma on the brain.
- identify the fundamentals of Trauma-Informed Care.
- articulate common pitfalls related to Trauma-Informed Care.
- apply Trauma-Informed Care principles to their work environment.

# FRIDAY MORNING COURSES

## **FAM02 - Creating a Trauma Informed Resilient Community**

### **Presenter:**

Becky Haas

### **Course Description:**

Trauma is a widespread, harmful, and costly public health problem. It occurs because of violence, abuse, neglect, loss, disaster, war, and harmful experiences. National statistics indicate that at least 70% of adults have experienced some form of trauma. Challenges faced by every city have their roots in a common problem--the childhood trauma experienced by the individuals who are living there. Upon recognizing the connection between trauma and poor physical and social outcomes, communities have a responsibility to develop a plan to raise awareness about trauma by educating local partnerships and service providers on what trauma is and how to systematically identify it. This presentation provides compelling reasons why a community needs to understand trauma and how by using the practical steps of "Advocate, Educate, and Collaborate" you can create more resilient organizations and community. This presentation includes lessons learned from Becky's pioneering work in creating community resilience that received national recognition from SAMHSA in 2018.

### **Course Objectives:**

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

- define trauma.
- discuss the impact trauma has on a community.
- examine the steps of advocate, educate, and collaborate for creating a resilient organization and community.

## **FAM03 - Hopeful Healing: Managing Recovery and Surviving Addiction**

### **Presenter:**

Mackenzie Phillips

### **Course Description:**

As the daughter of lead singers of the 1960s band The Mamas and The Papas, Mackenzie Phillips grew up in a dysfunctional environment and subsequently battled a near-fatal drug addiction. Now, delivered with warmth and candor, she presents the wisdom she gained from her own personal journey through addictions and her understanding of practical treatment from her work as a rehabilitation counselor. Using her own life experiences as examples of proven recovery methods, she shares the tools and holistic approaches that are available to help you on your journey to recovery.

### **Course Objectives:**

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

- discuss insight into unique perspective of the recovery process.
- explain the topics of shame and guilt to forgiveness and their importance of them in the recovery process.
- describe the process of self-care and self-compassion.

# SPEAKERS

## **Miranda Andrus**

Dr. Miranda Andrus currently serves as Clinical Professor of Pharmacy Practice with Auburn University Harrison School of Pharmacy (HSOP) and Clinical Professor of Family Medicine with the University of Alabama-Birmingham (UAB) School of Medicine in Huntsville. Dr. Andrus earned a Doctor of Pharmacy degree (Magna Cum Laude) from the Samford University McWhorter School of Pharmacy in 1999. She completed a post-graduate Specialty Residency in Primary Care at the Durham VA Medical Center and UNC-Chapel Hill School of Pharmacy in 2000. In 2002, Dr. Andrus became a Board Certified Pharmacotherapy Specialist. In 2009 she received the distinction of Fellow of the American College of Clinical Pharmacy (FCCP). Dr. Andrus practices at the UABHuntsville Family Medicine Center where she provides pharmacotherapy services to patients and actively educates medical residents and pharmacy students in the clinical setting. Dr. Andrus previously worked for HSOP in Tuscaloosa for four years, where she practiced in rural primary care. Her areas of interest include the scholarship of teaching and learning in experiential education, tobacco abuse and treatment, diabetes, hypertension and dyslipidemia.

## **Nicole Augustine**

Nicole M. Augustine is a behavioral health and public health expert, social entrepreneur, and social justice advocate. A passionate prevention thought leader, she is dedicated to using innovative strategies to strengthen communities, address health inequities, and drive change. An experienced training and technical assistance (TA) specialist, she specializes in integrating equity throughout the strategic prevention framework.

## **Rebecca Bensema**

Officer Rebecca Bensema proudly serves the Alabama Bureau of Pardons and Paroles as Assistant Director for Reentry. In this role, she oversees all operations of Electronic Monitoring, Day Reporting Centers, Day Reporting Center Lite's, the Transition Centers and other programs.

## **Badari Birur**

Badari Birur, MD is a board certified psychiatrist, who completed residency in Psychiatry at National Institute of Mental Health and Neurosciences (NIMHANS), India. He then moved to US and completed general psychiatry residency training at East Tennessee State University, Johnson City. He currently serves as faculty in the Department of Psychiatry and Behavioral Neurobiology at University of Alabama, Birmingham, where he is primarily involved in providing clinical care to in-patients.

## **Garret Biss**

Garret Biss is a retired Marine Corps Pilot. Post-retirement in 2015, Garret confronted challenges common among veterans: anxiety, depression, and a sense of displacement. Turning to alcohol as a crutch, it wasn't until suicidal ideation took hold that he sought change. Rather than traditional addiction treatments, Garret's path was shaped by mentoring that emphasized self-worth, rediscovering identity, and tapping into inherent strengths. This transformative experience sparked a commitment to assisting others with mentorship and training that is grounded in positivity and personal strengths.

## **Will Bomar**

As a mental health therapist at Clarity Counseling and social worker at the Tuscaloosa Veterans Affairs Medical Center, Will Bomar provides individual, couples, and group psychotherapy to people with various mental health challenges such as trauma, depression, dissociation, anxiety, and addiction. Since graduating with his second master's degree, Will has become fully trained in Eye Movement Desensitization and Reprocessing therapy (EMDR) under the EMDR Institute which was founded by Dr. Francine Shapiro (the originator and developer of EMDR). He then further specialized in early interventions for trauma and became fully trained in additional EMDR protocols known as ASSYST and PRECI. These protocols can be used to help prevent PTSD from ever developing after a person experiences a traumatic event. In addition to EMDR, he also received training in Cognitive Behavioral Therapy for Substance Use Disorder (CBT-SUD) from the US Department of Veterans Affairs.

## **Davis Bradford**

Dr. Davis Bradford is a clinician-educator at the University of Alabama at Birmingham (UAB) School of Medicine, board-certified in internal medicine and addiction medicine. After completing internal medicine residency and serving as a chief resident at Boston University, he joined UAB to co-lead the addiction consult service with Dr. Peter Lane in addition to providing care at UAB's Beacon Integrated Healthcare and previously at the Birmingham VA's Opioid Reassessment Clinic. He is committed to expanding addiction education in Alabama and serves as associate program director for UAB's newly accredited addiction medicine fellowship.

# SPEAKERS

## **Michael Browning**

Michael Browning, nationally recognized public health and Substance Abuse Disorder program developer, policy analyst, and trainer, has a passion for constituent-led community advocacy. He has provided support to several governmental agencies by providing alcohol, tobacco, and other drug prevention proven practices in capability building, training, and day-to-day technical assistance to assist the departments in planning, grantee support and technical assistance and community engagement. Including and not limited to: US Federal government, State of California, District of Columbia, Atlanta, County of Los Angeles, Kern County, the County of San Bernardino, and other CA counties. He is a proven grant writer and program developer. He was a senior administrative analyst for the University of California, Berkeley - Institute for the Study of Social Change (now: Institute for the Study of Societal Issues, Prevention by Design. He is currently the president of the Insight Center for Community Economic Development.

## **Lawrence Bryant**

Dr. Bryant brings a plethora of experiences and knowledge dealing with substance use disorders (SUD), HIV/AIDS prevention, diversity, equity, and inclusion (DEI), as well as anti-racism education; he also provides training and consulting services on working with underserved populations; including AA, mature persons, homeless and LGBTQ+ persons.

## **Marilyn Bulloch**

Marilyn Novell Bulloch, Pharm.D. BCPS, FCCM is an Associate Clinical Professor in the Department of Pharmacy Practice at the Auburn University Harrison School of Pharmacy. Dr. Bulloch holds an Adjunct Associate Professor appointment with the University of Alabama-Birmingham School of Medicine Department of Medicine and the University of Alabama College of Community Health Sciences Department of Family, Internal, and Rural Medicine. Additionally, Dr. Bulloch serves as the Director of Strategic Operations. Dr. Bulloch grew up in Collinsville, Virginia and received her Doctor of Pharmacy degree from the Ernest Mario School of Pharmacy at Rutgers, the State University of New Jersey in 2007. She completed a post-graduate pharmacy practice residency at the University of Alabama-Birmingham Hospital in 2008. In 2009, Dr. Bulloch completed post-graduate specialty residency in critical care pharmacy at Charleston Area Medical Center in Charleston, West Virginia. Additionally, Dr. Bulloch completed a Faculty Scholars Program in geriatrics through the University of Alabama-Birmingham Geriatric Education Center in 2011. Dr. Bulloch began in her role as faculty at Auburn in August 2009 and her current practice site is at DCH Regional Medical Center in Tuscaloosa, Alabama. She participates in an interprofessional education inpatient rounding service that also includes academic physicians from the University of Alabama, medical residents and fellows, and third and fourth year medical students. Her practice includes adult critically ill and acute care patients, with a large contingent of geriatric patients. Dr. Bulloch provides comprehensive pharmacotherapy management for the patients on the inpatient service, with specific focus on infectious disease and other acute and critical illness needs. Dr. Bulloch has and continues to serve on multiple committees and in leadership positions for many local, state, and national pharmacy and interdisciplinary medical organizations. She was inducted as a Fellow of the American College of Critical Care Medicine in 2017. Her research interests include geriatric pharmacotherapy, interdisciplinary education, alternative professional education instructional methods, infectious disease, care transitions, and acute and critical care pharmacotherapy.

## **Yakima Burch**

Yakima Burch is currently a Clinical Director for a local non-profit agency and founder of F.E.E.L.Counseling & Wellness Services. She has a passion, professionalism and purpose aimed in helping guide others in accomplishing their identified goals. Ms. Burch is a licensed professional counselor with over a decade of experience in counseling wellness services, substance use disorders, mental health and family relationships; currently certified as an adult mental health aid and trainer in trauma responses. She acquired a Bachelor's degree from Alabama State University and Master's degree in Clinical Mental Health Counseling from Troy State at Montgomery.

## **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.

## **James Campbell**

James Campbell, LPC, LAC, MAC, AADC has worked professionally in the human services field for over twenty-nine years in a wide range of clinical settings, currently serving as the Associate Director for the Southeast Addiction Technology Transfer Center. His passion is equipping providers to support individual and family wellness effectively and build on the strengths they possess. He's a member of both NAADAC and ACA and is a nationally recognized author and speaker.

# SPEAKERS

## **Deborah Crook**

Deborah Crook has had a long career in medical services beginning in 1992. She currently serves as the ADOC Deputy Commissioner of Health Services and Director of Mental Health Services since November of 2018.

## **Julianna Davis**

Dr. Julianna Davis works as the Community Outreach Specialist for Mountain Lakes Behavioral Healthcare. She developed a comprehensive wellness plan for mental health alongside the Albertville Police Department and now facilitates that plan in police and fire departments all over North Alabama. She graduated from Liberty University in 2023 with a Doctorate of Education in Community Care and Counseling: Traumatology. As a trauma specialist, working with veterans and first responders is her passion.

## **Rosalyn Davis**

Rosalyn Davis is a 37 year Criminal Justice professional with experience in all phases of the criminal justice system. Mrs. Davis is a Certified Alcohol and Drug Counselor 2, an International Certified Alcohol and Drug Counselor, a Medication Assisted Treatment Specialist, and a Sr. Instructor through the Georgia Peace Officer Standards and Training Council (POST). Rosalyn is a part-time Instructor for Middle Georgia State University having served for 14 years teaching Criminal Justice Courses. She has served in multiple leadership positions in the private sector and in State Government over the last 32 years, some include Program Manager III, Probation Officer III, Director of a Day Reporting Center, a Statewide Manager of Day Reporting Centers, Community Counseling Services Manager, and Programs Manager. She is a National Trauma Informed Response Trainer, a Crisis Intervention Officer, and a 24 year sworn probation/parole Officer in the State of Georgia. She holds a Bachelor and Master's degree in Criminal Justice and is a member of various professional organization including serving as President of the Georgia Professional Association of Community Supervision. Rosalyn enjoys traveling, shopping, crafting, and spending time with her family and friends.

## **Nichole Dawsey**

Nichole Dawsey is the Deputy Director of the Addiction Prevention Coalition in Birmingham, AL. Prior to this role, she was the Executive Director at PreventEd in St. Louis, MO.

## **Jennifer Doty**

With over 25 years of experience, Jennifer Doty, MS Psy, LMFTA, ICADC, is a dedicated Educator, Substance Abuse Counselor and Allied Mental Health Professional specializing in adolescent care. She is currently an Adolescent Assessor and Substance Abuse Counselor at UAB Beacon Recovery. She has held leadership roles such as Program Director and Clinical Director, developing initiatives like the Moving Forward Women's Group for IPV Survivors and Learning To Do Life Challenge for Adolescents. Beginning in 2025, she will take part in the prestigious LEAP program under the JCOIN Initiative, funded by the National Institute on Drug Abuse, enhancing her research skills to address the opioid crisis. As a Marriage and Family Therapist Associate under the Supervision of Rhonda Stalb, LMFT-S, she is pursuing a Doctorate in Education focused on Operational Leadership in Behavioral Health Management. Beyond her career, she is a proud mother and "Jen Jen" to her grandson, who inspire her passion for making a difference.

## **Brandy Drake**

Brandy Drake returned to academia at the age of 33. In 2012, she graduated from Wallace State Community College with an associate's degree. She then pursued further education at Athens State University, where she earned a Bachelor of Arts in Psychology with a minor in Sociology in December 2014. In May 2018, she completed her Master of Arts in Vocational Rehabilitation Counseling at The University of Alabama. Brandy began her professional journey at Bradford Health Services in January 2013 as an assistant counselor. She achieved her Alcohol and Drug Counselor (ADC) certification in January 2015 and subsequently accepted a position as a Qualified Substance Abuse Professional (QSAP 2) at Cullman Mental Health. In 2018, she joined Mt. Lakes Behavioral Health at Cedar Lodge. Following the attainment of her master's degree, she also received her Associate Licensed Counselor (ALC) certification. In January 2023, she met all necessary requirements to obtain her Licensed Professional Counselor (LPC) credential. Brandy has experience working with specialized populations, including individuals with co-occurring disorders and pregnant women. Currently, she operates a small private practice in Vinemont, Alabama, and collaborates with The Partnership for a Drug-Free Community, conducting assessments both in-office and virtually.

## **Dr. Charles E. Elliott**

Dr. Charles E. Elliott received his medical degree from the University of Alabama School of Medicine in 1979, completed internship and residency in internal medicine at Carraway Methodist Medical Center from 1979 to 1981, and finished his residency at the University of Alabama at Birmingham (UAB) Hospital in anesthesiology in 1983. After a career in anesthesiology, Dr. Elliott returned to UAB in 2023 as the inaugural addiction medicine fellow. After completing his addiction medicine fellowship, Dr. Elliott continues to serve his community in Decatur, Alabama, and works alongside his son, Judge Elliott, as medical advisor for the Morgan County Drug Court program.

# SPEAKERS

## **Judge Charles B. Elliott**

Charles B. Elliott obtained his J.D. from Cumberland School of Law at Samford University in 2011. He currently serves as the circuit court judge for the 8th Judicial Circuit of Alabama and is the presiding judge for the Morgan County Drug Court program-- working with individuals arrested for drug and drug-related offenses to help them achieve and maintain long-term sobriety.

## **Marc Fomby**

Marc Fomby is a Certified Prevention Specialist and the founding CEO of FTC Prevention Services, LLC in Pearl, MS. He is a member of the Metro Jackson Community Prevention Coalition, dedicated to youth life skills and peer education training. Marc is a member of the Recovery School District of New Orleans, a national initiative committed to breaking the cycle of violence and providing support assistance to youth. He is also the conference coordinator of the Mississippi School for Addiction Professionals, the first statewide educational hub for prevention, intervention and treatment specialists in the state of Mississippi as well as the conference coordinator for the annual statewide Juvenile Justice Symposium. He received his Bachelor's degree in business management from Belhaven University. He has also been preaching and teaching the Gospel since 2005. He served as Co-Youth Pastor at Pilgrim Rest Missionary Baptist Church in Brandon, MS after being Licensed and Ordained in the Ministry. He now serves as the Dean of Chapel for The Piney Woods School in Braxton, MS. He is in his ninth year as Chaplain where he serves the students and faculty of the school weekly by spreading the Gospel.

## **Daphne Garner**

Daphne Garner has been with Southern Wellness since 2023. Her primary caseloads consist of adolescents in the juvenile justice system who are substance users. Daphne has a bachelor's in psychology from the University of North Alabama and a master's in clinical mental health counseling from Walden University. She enjoys working with several populations including adolescents and women. Besides being a counselor, Daphne is an assistant pastor and musician at her local church. Her hope is that she can help individuals discover their autonomy to create and support a healthy life.

## **Priscila Giamassi**

Priscila Giamassi is an EDC training and technical assistance (TA) associate and Certified Preventionist. As a Latina, woman, and immigrant living in the United States, she is dedicated to using her voice and resources to advocate for mental health and substance use disorder prevention for all, especially BIPOC communities. She brings strong project management, capacity-building, group work facilitation, and business development skills.

## **Jeffery Gilliland**

Jeff Gilliland, a Birmingham, AL native, is a dedicated individual in long-term recovery with a decade of experience in faith-based recovery and the clinical sector. Serving as a Peer Support Specialist, spiritual counselor, intake coordinator, and currently the program manager at The Foundry Farm Recovery Program, Jeff's commitment to helping others navigate their recovery journey is evident. Additionally, he holds the role of Director of Outreach at Spirit Life Church and, alongside his wife, leads the Celebrate Recovery Group on Friday evenings. Jeff achieved Certification as a Recovery Support Specialist in 2017.

## **Amanda Gray**

Amanda Salter Gray is a Person in long-term recovery, and a survivor and overcomer of many years of Trauma and abuse. Amanda struggled with substance use and Mental Health for 26 years of her life and it was through the A.D.O.C. she learned skills on how to manage her life issues. Because of the events in her life this has motivated Amanda to be a change, and help others learn and cope with different struggles individually and help those who work in the criminal justice system have a better understanding of people who are dealing with trauma, substance use, and dealing with incarceration. She had done many forms of programming and classes herself along with Therapy to understand how to live with the disorders that her own trauma and substance use created. She has now worked for P.E.I.R. for almost 4 years. Amanda is a trauma trainer for the criminal justice system and is also able to work in our jails and prisons with individuals as they prepare for the next chapter after incarceration. Amanda does not consider what she does as a job but a passion to fulfill a need to help other individuals like herself.

## **Becky Haas**

Becky Haas is an international advocate and trainer on using a trauma informed approach and the Adverse Childhood Experiences (ACEs) study. She is a pioneer in creating trauma informed communities. Work she led in Northeast Tennessee was recognized by SAMHSA in 2018 as a model for cities to follow. Becky authors sector specific professional development trainings with two receiving statewide accreditation in Tennessee as evidence-based training and one earning national accreditation. She is uniquely distinguished for her work promoting trauma informed resilient communities as well as training police officers and others in the justice system to understand trauma. She has a deep understanding of the importance for every professional sector to have intimate knowledge of healthy early childhood development and the potential for early adversity to disrupt that healthy development. Among many accolades she's received, in 2022, she was awarded the Friends of Children Award by the Tennessee Commission on Children and Youth for her statewide efforts to reduce the effects of childhood trauma.

# SPEAKERS

## **Kimberly Holder**

Kim Holder is Family Program Coordinator for Not One More Alabama (NOMA) where she shares her compassion, street smarts and education with hundreds of family members with loved ones in the trenches of alcohol and/or drug addiction. Kim is a person in long-term recovery and has worked in the field of substance use disorders for the past 10 years. She is a passionate advocate for others who are affected by the disease of addiction and is thankful for the opportunity to build NOMA's Family Support Group. Kim is certified as an Alcohol and Drug Counselor, Peer Support Specialist and Parent Coach. She is just months away from earning a degree in Social Work from Troy University.

## **Ben Howell**

Benjamin A. Howell, MD, MPH, MHS received his medical degree from the University of California, San Francisco along with a Masters of Public Health from the UC Berkeley School of Public Health. He completed residency and chief residency in the Internal Medicine-Primary Care residency at Yale-New Haven Hospital. Following residency, he completed a health services research post-doctoral fellowship in the Yale School of Medicine's National Clinician Scholars Program. He is faculty in the Section of General Medicine, the SEICHE Center for Health and Justice, and the Yale Program in Addiction Medicine, all at the Yale School of Medicine. As a general internist board certified in addiction medicine, his clinical role involves general internal medicine and addiction medicine in both inpatient and outpatient settings. His research is broadly focused on improving the health outcomes of individuals, families, and communities impacted by mass incarceration, increasing access to harm reduction services, and policy interventions to improve access and quality to evidence-based treatments for substance use disorders.

## **Tamela Hughes**

Tamela Hughes is a Licensed Professional Counselor and the Founder of Courage To Overcome. Specializing in maternal mental health, suicide prevention, and supporting the Black community, Tamela is committed to breaking the stigma surrounding mental health through compassionate, culturally informed care. Her work empowers individuals to navigate life transitions, health challenges, and personal growth.

## **Janice Johnson**

Janice Johnson is a Licensed Master Social Worker, Retired Therapist, Author, Speaker, Mother, and Recovering Alcoholic. Janice is a Licensed Master Social Worker (LMSW) with over 20 years of experience, specializing in teens, addiction, and family therapy. She has worked in both inpatient and outpatient settings and community organizations. Janice is the mother of four and a recovering alcoholic with over 11 years of sobriety. She has combined her personal and professional experience to author a book and blog. Her platform is focused on prevention, education, breaking patterns of generational dysfunction, and working with families. She has been a guest speaker on over 20 Podcasts and a presenter at numerous conferences, workshops, and community organizations.

## **Jan Kavookjian**

Dr. Jan Kavookjian has a behavior sciences focus in outcomes research, with nearly twenty-five years of experience applying an adult learning theory basis for motivational interviewing (MI) training for practitioners across health professions, and teaches advanced MI electives (PharmD and PhD programs). She has trained over 3,300 practitioners across health professions in MI skills. Her research includes outcomes from disease management interventions, particularly using MI for self-management behaviors in diabetes, obesity, and other chronic conditions, and prevention initiatives including diabetes prevention, substance use disorder prevention, and vaccination uptake. She has published her research in peer reviewed journals (e.g., Quality of Life Research, Pediatrics, Diabetes & Complications, Journal of Developmental & Behavioral Pediatrics, The Science of Diabetes Self-Management and Care, Translational Behavioral Medicine, Patient-Centered Outcomes Research, Patient Education and Counseling, Clinical Therapeutics, Journal of the American Pharmacists Association (APhA), AIDS Care, and others), was selected to lead the ADCES published 'Being Active', 'Hypoglycemia Outcomes', and 'Quality of Life Outcomes' systematic reviews, developed several invited webinars related to MI, served on the ADCES Research Committee and Board of Directors, and was elected by ADCES membership to serve as 2022 President for the association. She was invited by the CDC/NDEP to lead a panel of MI experts in a national webinar for MI in diabetes care, was invited to deliver an MI webinar for the Population Health Improvement Learning Collaborative, was invited for MI programs and mini training workshops at the American Diabetes Association Clinical Conferences in 2016, 2017, 2021, and 2022, wrote the MI book chapter for American College of Clinical Pharmacy PSAP book 8, gave three featured MI training programs for APhA Foundation's Diabetes Advanced Practice Institutes, and was named by the National Community Pharmacists Association as the 2015 Outstanding Adherence Educator. She was selected as a Fellow of the APhA Academy of Pharmacy Research Scientists in 2018 and a Fellow of ADCES in 2020. She is frequently invited to give MI presentations at national or local meetings, and MI trainings for practitioner groups in their care settings or virtually via zoom.



# SPEAKERS

## **Ed Kern**

Dr. Ed Kern, a board-certified psychiatrist, has served since 2018 as the Director of Psychiatry for the Office of Health Services (OHS) within the AL Dept of Corrections (ADOC). In this position he works closely with Deputy Commissioner for Health Services, Deborah Crook and Director of Mental Health Services, Felicia Greer along with others to develop policies, provide mental health program oversight and collaborate with the department's contracted healthcare vendor.

## **Lou Lacey**

Lou Lacey is an author, Licensed Professional Counselor, and the Director of Emotional Wellness at Children's of Alabama. She works to prevent Compassion Fatigue among the medical caregivers at the pediatric hospital by providing individual and group counseling on site. She has a 35-year history of providing therapy for victims of trauma. Lou is the former Director of Rape Response and of CHIPS Center at Children's (child abuse assessment and treatment clinic.) She has been a speaker and instructor for over 25 years in the areas of Post-Traumatic Stress Disorder, Compassion Fatigue Prevention and Treatment and finding joy in living a life of service to others. Lou believes in the healing power of laughter, connection, and the wearing of weird shoes, all of which are included in her new book, Pickle Jar Diaries.

## **Kimberley Lamar**

Kimberley Lamar began her journey in the recovery field in 2002 at Family Support Services, LLC in Huntsville while working towards her associate's degree in human services-Alcohol and Drug Option from Wallace State. In 2007, she was recognized with a nomination for alumni of the year. By 2004, Kimberley received certification as an Alcohol & Drug Counselor through the Alabama Alcohol and Drug Abuse Association and the ICRC Board. She devoted 17 years of her career to Bradford Health Services in Birmingham, specializing in detoxification and extended care. In 2019, she became certified as a Peer Support Specialist and transitioned to Pathway Healthcare. Kimberley was named Mentor of the year in 2022 by the Minds and Mentors Paraprofessional Training Program at the University of Alabama. Her previous work experience includes serving at New Vision Withdrawal Management in Sylacauga, AL, where she was nominated for administrator of the year on a national level. Kimberley is an active volunteer with Not One More Alabama in Huntsville, AL, and Addiction Prevention Coalition in Birmingham, AL. Presently, she serves as the administrator at the Recovery Resource Hub within the Partnership for a Drug-Free Community. In 2023, Kimberley celebrated 25 years of sobriety.

## **Peter Lane**

Dr. Pete Lane is a board-certified addiction medicine physician and family medicine provider, and an Associate Professor in the Department of Psychiatry and Behavioral Neurobiology at the University of Alabama at Birmingham (UAB). Dr. Lane is also the Medical Director for Addiction Recovery Program at UAB. He has led addiction services in the different settings at UAB, including medically supervised detoxification unit, ambulatory service, and consultation/liaison service. He has had extensive experiences in evaluating and treating patients with substance use disorders. He is also a great educator who has provided numerous lectures to medical students, residents, and fellows in the past 20 years.

## **Tammy Langlois**

Tammy Langlois is a Registered Nurse with 37 plus years of experience in direct patient care, with experience in home health care, post-operative recovery, pediatrics, med-surg, Program Integrity, Tuberculosis case management (12 years), infectious diseases and outbreaks management (6 years), healthcare associated infections (6 years), utilization review. After two years of working in med-surg in a rural hospital Tammy started her career with the Alabama Department of Public Health as a staff home health nurse July 31, 1989. Through the years with the Alabama Department of Public Health, there have been numerous experiences that contributed to a wealth of knowledge...including a contract to work with the Medicaid Agency during their Maternity Waiver Programs where providers had to bid a case management of maternity patients and nearly 2 weeks in North Carolina during the hurricane response, working in community shelters to provide some relief to local public health staff and I was a part of that team...it was a rewarding experience.

## **Leah Leisch**

Dr. Leah Leisch is a physician Board Certified in Internal Medicine and Addiction Medicine. She is the Program Director of the Addiction Medicine Fellowship at University of Alabama at Birmingham and the Medical Director of UAB's Beacon Integrated Healthcare and a physician at the Birmingham Veteran's Affairs Medical Center.

## **Li Li**

Dr. Li Li is a board-certified general psychiatrist and addiction medicine specialist, and an Associate Professor, tenured, in the Department of Psychiatry and Behavioral Neurobiology at the University of Alabama at Birmingham (UAB). She has been funded by the NIH, SAMHSA, and Foundation of Opioid Response Efforts for her studies. Her research focuses on the intersection between stress, depression, and addiction. She has published about 80 peer-reviewed articles in this field and has been recognized nationally and internationally for these topics. She has served as a mentor for over 20 mentees in the past 15 years. She has lectured regionally, nationally, and internationally on addiction and mental health-related topics. Dr. Li is also the Medical Director for Outpatient Public Sector Addiction Services at UAB and leads addiction services at UAB and has had extensive experiences in evaluating and treating patients with both addiction and psychiatric disorders.

# SPEAKERS

## **Mark Litvine**

Mark Litvine is a person in long term recovery from a substance use disorder and Mental Health Diagnosis. Mark uses his lived experience to provide hope, assistance, guidance, understanding and encouragement to the individuals that he serves. Mark started out by volunteering as a peer at the Birmingham Fellowship House and was in the first class of state Certified Recovery Peer Support Specialists in Alabama in March 2016. Mark is also a Certified Peer Specialist on the Mental Health side as well. Mark is one of the founders of R.O.S.S. the first Recovery Community Organization in Alabama and Mark was the Director Of Marketing for the Recovery Organization Of Support Specialist. Mr. Litvine started out training the state Certified Recovery Peer Support Specialists in 2016. Today Mark is the Substance Use Peer Coordinator for the Alabama Department of Mental Health. Mark received the Peer Warrior Award in 2017 for his hard work and dedication to the peers in Alabama. Mark serves on the Alabama Opioid Task Force and Ethical Peer Accountability Committee for the state Certified Peers in Alabama. Mr. Litvine was taught early on in his recovery that he lives a life of purpose today which is to advocate for and serve those in his community.

## **Scott Luetgenau**

Scott Luetgenau, BSW, MSW, LCAS, CSI, is a person in long-term recovery and a respected leader in addiction treatment and recovery support. With a background in social work and specialization in addiction treatment, Scott has progressed from founding a Collegiate Recovery Community to directing North Carolina's largest Opioid Treatment Program. As founder of Gatespring, a consultation firm, and a SAMHSA consultant, he provides nationwide guidance on opioid treatment, clinical pathways, and workforce development. Scott's expertise in Acceptance and Commitment Therapy and Motivational Interviewing, combined with his experience in program management and policy development, makes him an influential voice in the field. He has held leadership positions in several prominent organizations, including the North Carolina Association for the Treatment of Opioid Dependence and Addiction Professionals of North Carolina. Scott's work continues to shape policies, improve treatment methodologies, and positively impact communities affected by substance use disorders.

## **Aniket Malhotra**

Dr. Aniket Malhotra completed his medical education at Maulana Azad Medical College in India before moving to the United States to pursue a psychiatry residency and addiction psychiatry fellowship at Emory University. He currently serves as an Assistant Professor in the Department of Psychiatry and Behavioral Neurobiology at the University of Alabama at Birmingham (UAB). At UAB, Dr. Malhotra focuses on the treatment of addiction disorders, providing expert care in both outpatient settings and through the consultation-liaison service. His work integrates the latest research and clinical practices to address the complex needs of patients with substance use disorders.

## **Pierluigi Mancini**

Dr. Pierluigi Mancini is a national and international consultant and speaker about mental health and addiction specializing in cultural and linguistic responsiveness, immigrant behavioral health, social and racial justice, health equity and health disparities. His new book "...And Healthcare for All - How to become a high-performing, equity-centric organization: A Practical Guide for Health Care Leaders" has just been published and is being heralded as a timely and important book. It is available now in English and soon it will be available in Spanish at Amazon.com.

## **Karen Marlowe**

Karen F. Marlowe assumed her role as the Associate Dean for Academic Programs and Davis Professor in the Department of Pharmacy Practice on July 1, 2022. Marlowe oversees a broad portfolio including recruiting and admissions, student services, curricular planning, academic policies and procedures, student organizations, budgeting, and personnel management. In addition, she serves as a member of the college's senior leadership team and advises the dean in all aspects of the day-to-day management of the college. After graduating from Auburn University, she completed her pharmacy practice residency at Children's Healthcare of Atlanta. In 2000, she accepted an appointment with Auburn University with a practice affiliated with the University of South Alabama Medical School, Department of Internal Medicine. She provided care for inpatient internal medicine patients but maintained a consulting service and patient advocacy program for patients with chronic pain or terminal illness. Initially coming to HCOP as an assistant professor, she was promoted to associate professor with tenure in 2006 and was named Davis Professor in 2015. She was promoted to associate department head and served as the Assistant Dean for the Mobile Campus since its inception in 2007. Since 2019, Marlowe has served as the founding director of the Auburn University Center for Opioid Research, Education, and Outreach. She is board certified in pharmacotherapy by the Board of Pharmaceutical Specialties and is credentialed in pain management by the American Academy of Pain Management. Her areas of scholarship and research include pain management, ethics and professionalism related to pain management, patient attitudes and success of pain management strategies, patient acceptance of non-medicinal strategies for pain management in combination with their medication, the current state of medical education related to pain management and pharmacokinetics.

# SPEAKERS

## **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).

## **Steve Mason**

Steve Mason is a licensed professional counselor, supervising counselor, and certified addiction counselor who has worked in the substance use field since 1999. During his tenure in the field, he has worked with both adolescent and adult populations in outpatient, residential, and home-based settings. He recently ended his time serving as the clinical director for the Aletheia House and started New Direction Counseling Inc, where he is the executive director. He also serves as adjunct faculty for Alabama A&M University's psychology and counseling program.

## **Angela McElrath**

## **Rick Meriwether**

Richard "Rick" 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.

## **Talisha Moody**

Talisha Carter-Moody has over 30 years of experience conducting training and providing counseling services to some of the most resistant and difficult populations. She has a Bachelor of Science Degree in Criminal Justice and a Master's Degree in Community Counseling. She is a Licensed Professional Counselor and a Certified Professional Counselor Supervisor. She is trained in multiple evidenced based programs. She has created and overseen the implementation of new training and programs and provided continuous quality updates as the statewide counseling manager for Georgia Department of Corrections.. She has been responsible for overseeing contracts with vendors who provide training and training other trainers to become subject matter experts. She was a trailblazer in understanding how to influence change utilizing evidence-based practices. She is a skilled communicator, trainer, counselor, mentor, manager, leader in the area of counseling services and beyond. She was promoted to the Statewide Counseling & Cognitive Behavioral Unit Manager in 2013, where she oversaw all the counseling services and training for the Georgia Department of Corrections until her retirement in October 2021. She is currently active in her community and does private practice providing counseling services for adolescents and adults. She is wife to Ronnie for 29 years and they have two wonderful sons, Carter and Seth and two beautiful granddaughters who she is affectionately called "Ouma"-Kennedi and Kensleigh. She is a woman of God, who is constantly working to give the world what she was born to do, her goal is to not leave anything on the field when she leaves this world.

## **Contenna Moore**

Contenna Moore is the CEO/Co-Founder of a nonprofit organization CHOICES, INC and MoMc Reentry Services, LLC. She worked as a case manager in the juvenile system for six years and also mentored young ladies ages 9-18. Contenna currently serves as the ADOC Psychological Associate II, Employee Assistance Program and Equal Employee Opportunity Representative at William E. Donaldson Correctional Facility and has been working in the adult criminal justice system for 12 years. Contenna is a graduate of Auburn University, where she received both my Bachelor's, and master's in clinical psychology. I also have a master's in human services/management of Nonprofit Organizations I am currently working on my Doctorate in Clinical Psychology. She is a grant writer and has secured funds through grants and funding opportunities for other organizations as well as the organizations that she has co-founded. Contenna is the mother of one son, who is also a recent graduate of Auburn University.

# SPEAKERS

## **Jennifer Nelson**

Jennifer Nelson is a native of Birmingham, AL, and matriculated in the Birmingham City School System. A graduate of the University of Montevallo and the University of Georgia, Jennifer holds a B.A degree in Social Worker and Master's Degree in Clinical Social Work. Jennifer has operated in the capacity of social worker and therapist for nearly 15 years, with experience serving various at-risk populations. Jennifer is the CEO and founder of Kintsugi Counseling & Consulting, LLC, and holds the license of LICSW-S in the state of Alabama.

## **Micheal Nerney**

Michael Nerney is a consultant in Substance Abuse Prevention and Education, with over forty-two years of experience in the field. As the former Director of the Training Institute of Narcotic and Drug Research, Inc. (NDRI), his responsibilities included the management of a statewide training system which delivered more than 450 training programs to substance abuse treatment and prevention professionals annually.

## **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 recently updated book, *Understanding Substance Use Disorders Pharmacology*, has been used to train thousands of mental health professionals nationally and his latest book, *The Pharmacist's Guide to Opioid Use Disorders* was released in December 2018.

## **Kori Novak**

Dr. Kori Novak is an accomplished Senior Executive and highly sought-after consultant with more than 25 years of success spanning eldercare, tribal healthcare, and criminal justice. Throughout her extensive career, she has leveraged her in-depth knowledge and leadership skills to drive significant advancements in these fields. Dr. Novak has served as a CEO for various for-profit and not-for-profit healthcare organizations, where her broad areas of expertise have included elder and end-of-life care, rural chronic disease management, healthcare strategy, and public affairs.

## **Mackenzie Phillips**

Not long before her fiftieth birthday, Mackenzie Phillips walked into Los Angeles International Airport. She was on her way to a reunion for *One Day at a Time*, the hugely popular 70s sitcom on which she once starred as the lovable rebel Julie Cooper. Within minutes of entering the security checkpoint, Mackenzie was in handcuffs, arrested for possession of cocaine and heroin.

## **Angela Powe**

Angela Powe is a Prevention Associate for the Alabama Department of Mental Health- Office of Prevention. She received her Bachelor of Science in Criminal Justice from Alabama State University. Ms. Powe has 17 years of service with the State of Alabama. She previously worked with the Alabama Department of Corrections, where she held positions as a Drug Treatment Counselor, Drug Treatment Specialist, ADA Facility Coordinator, EEO, and EEO Senior. She began her career in the prevention field in 2023. As a prevention associate, Ms. Powe oversees the Block Grant for all 67 counties in Alabama.

## **Anthony Reynolds**

Anthony Reynolds is a Licensed Professional Counselor and a Certified Addiction Counselor with over 40 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 and special populations. 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.

## **Drew Reynolds**

Drew Reynolds, PhD, MSW, MEd is Principal Consultant at Common Good Data, where he provides data and program evaluation services to nonprofits and the public sector. In his consulting work, he advises organizations in how to use data-driven decision-making to design and evaluate effective programs, secure funding, and improve community wellbeing. While he serves organizations across many sectors, Drew - a social worker - has developed an expertise in providing data and program evaluation services for organizations in prevention, mental health, human services, and education. Drew also advises organizations on how to improve data and evaluation activities through a diversity, equity, and inclusion lens that attends to the culturally, linguistically, and racially diverse contexts in which many organizations serve.

# SPEAKERS

## **Lacy Rowan-McGuire**

Lacy Rowan-McGuire received her Bachelor's Degree in Psychology with a minor in Sociology from Jacksonville State University. Behavior analysis was highly integrated into her degree and included research and history of methods in psychology with practicum hours focused on studying substance use disorders. She completed an independent study on the correlation of unhoused individuals who also struggle with use of substances. In 2019 Lacy obtained her Master's Degree in Addiction and Recovery through Liberty University and has since returned to Liberty University for a Doctorate in Education in Traumatology. In 2014 Lacy began a career as a counselor at Cedar Lodge and quickly certified as an Alcohol Drug Counselor through The Alabama Alcohol and Drug Abuse Association (AADAA). She later served as the Program Coordinator at Cedar Lodge where she oversaw the Level 3.5 crisis residential substance abuse program. She now serves as the Clinical Director at Recovery Services and she has recently gained certification in the Court Referral Education Program through the Alabama Administrative Office of Courts. Lacy loves working in the field of substance use where she sees miracles happen everyday. She loves to spend her down time with her husband and 3 dogs sitting on the shores of the beautiful Lake Guntersville which is her hometown where she grew up. She has raised two children, Caitlyn and Hunter and they are her biggest blessings. Lacy is a person in long-term recovery and has celebrated 16 years of sobriety.

## **Sabrina Scott**

Dr. Sabrina Scott is a Licensed Professional Counselor in Alabama and Georgia with over 17 years of clinical, managerial and leadership experience. She currently serves as the Director of the JBS Craig Crisis Care Center in Birmingham, Alabama. Dr. Scott's management, leadership and supervisory experience includes overseeing and managing clinical, crisis, and residential programs for at-risk youth, adults, couples and families struggling with mental health and substance use related diagnoses. In her various roles throughout her career, Dr. Scott has collaborated and worked with numerous stakeholders, community providers and partners to address the mental health and substance use related problems for individuals who are underserved and underinsured. Dr. Scott is committed to improving access to care and treatment services for those that are most vulnerable in our communities.

## **Virginia Scott-Adams**

Dr. Virginia Scott-Adams became a licensed psychologist in 2008 subsequent to her earning her Doctoral Degree in Psychology (Psy.D.) in 2006 from Hofstra University in Long Island, New York. Dr. Scott-Adams began serving in her current position with the Alabama Department of Mental Health as the Director of the Office of Forensic Mental Health Services during 2020 and is responsible for maintaining and coordinating a forensic system of care for Alabamians who have mental health issues and who have involvement with the legal system.

## **Lena Sheffield**

Lena Sheffield earned her Bachelor's degree and Master's degree from the University of Miami. She is a Florida Licensed Mental Health Counselor, Florida Certified Addiction Professional, Master Addiction Counselor through NAADAC and Certified Eating Disorder Professional through iaedp. Additionally, she is level I certified in Radically Open DBT and holds Health Care Administration certification from Florida International University.

## **Johnece Smith**

Johnece Smith is native and resident of Birmingham, Alabama. She works as an Infant and Early Childhood Mental Health Consultant with the Alabama Department of Mental Health. In this role, she develops and implements new programs for families. Smith also collaborates with caregivers to share social-emotional activities that promote positive mental health and relationships. Her long-term aspirations include building her skills and tools for families, children, and adults that support holistic counseling and healthier communities. She enjoys presenting on topics historical trauma and care, infant and early childhood development, self-care, attachment styles and exploring mental health from holistic viewpoint of care. She also collaborate with other community providers.

## **Samson Teklemariam**

Samson Teklemariam, LPC, CPTM, is the Vice President of Clinical Services for Behavioral Health Group (BHG). Samson also serves as the Southeast Regional Vice President for NAADAC, the Association for Addiction Professionals. He is an accomplished leader with a history of driving organizational results with learning and development solutions. He was formerly the Director of Training and Professional Development for NAADAC and National Director of Learning and Development for Phoenix House Foundation. Samson is a certified lead trainer for the Cognitive Behavioral Interventions for Substance Abuse (CBISA) curriculum, Calm Every Storm: Crisis Prevention & Intervention curriculum, and experienced in treatment trauma-related disorders using trauma-focused cognitive behavioral therapy (TFCBT) and Seeking Safety. He is passionate about culturally-responsive care for co-occurring conditions, clinical supervision and mentorship, improving access to care barriers, and advocacy for communities in greatest need.

# SPEAKERS

## **Paula Thomas**

Paula Thomas received her Masters in Counseling from Jacksonville State University and has worked in the field of substance abuse since 1987. She was one of the first six Court Referral Officers in the state in Tuscaloosa before the Treatment Act of 1990 and has been the Executive Director of Recovery Services since 1997. Recovery Services serves Madison, Marshall, Jackson, DeKalb & Cherokee Counties providing substance abuse education and treatment. Recovery Services contracts with both the Alabama Department of Mental Health and The Administrative Office of Courts. She loves to spend her down time with her husband boating and enjoying all things outdoors. They share four children and four grandchildren who keep life fun and with lots of joy.

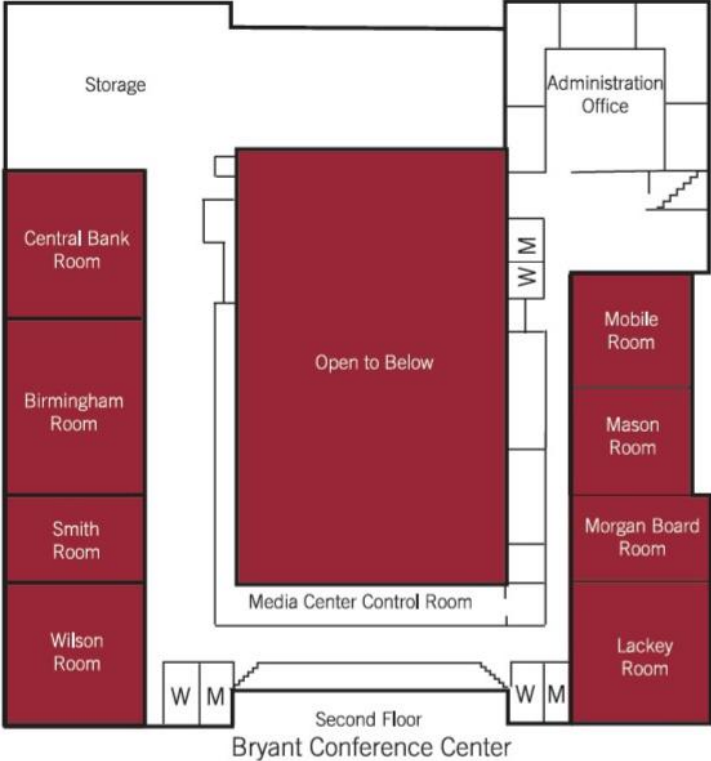
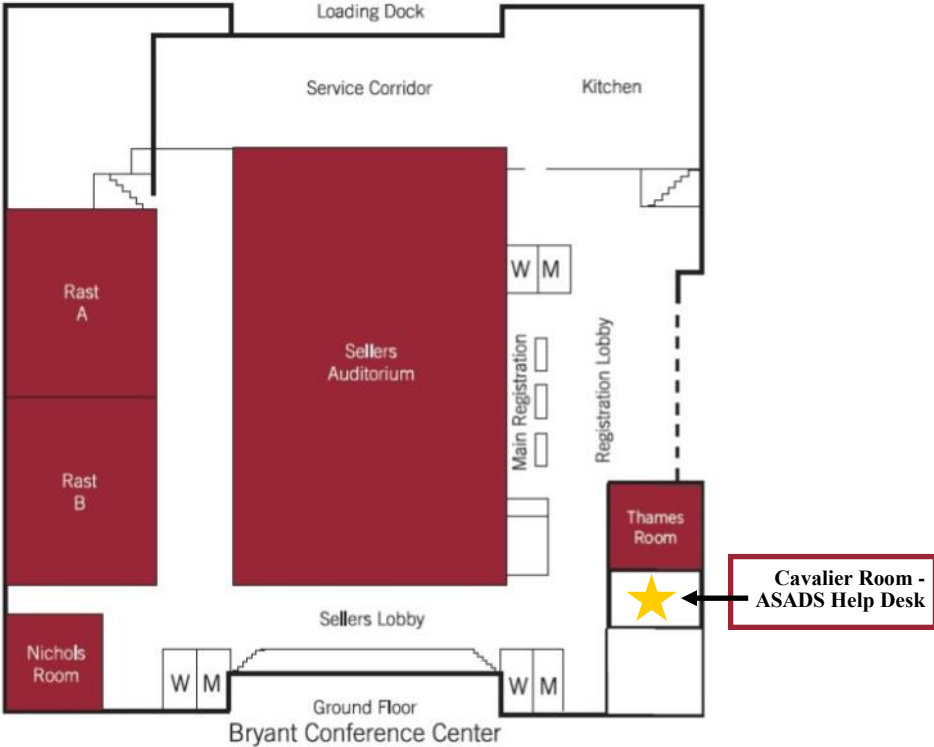
## **Dana Williams**

Dr. Dana Williams is a Licensed Clinical Social Worker with over ten years of experience. She found her passion for clinical care as the Manager of Student Support Initiatives for The University of Alabama's Student Care and Well-Being Office. During her time at UA, she also received her Doctorate in Education in Higher Education Administration. Dr. Williams believes that care should be client-centered and that everyone deserves dignity and respect during the therapeutic process.

## **Lisa Williams**

Dr. Lisa Williams currently holds a Doctor of Public Administration, a Master's Degree in Criminal Justice, a Master's Degree in Rehabilitation Counseling and a Masters in Social Work, and Bachelor's Degree in Criminal Justice, with a minor in Anthropology, from Valdosta State University, Thomas University and Tulane University. My education is complemented by over 20 years of experience providing a wide variety of correctional, educational, counseling, and public safety support services to a diverse population.

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STUDIES

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