



# NHADACA

Annual Report 2017

The NH Alcohol & Drug Abuse Counselors Association

November 17, 2017

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Immediate Past President

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**Mission:** *NHADACA's mission is to provide quality education, workforce development, advocacy, ethical standards and leadership for addiction professionals. We empower efforts in prevention, treatment and recovery.*



## President's Report

The old adage “time flies when you’re having fun” couldn’t be more true for my first year in Presidency of this wonderful organization. I wish to take a moment to send my deepest appreciation for your membership, dedication, and passion in our profession and to tell you that I couldn’t do what I do as your President without your support and kindness. We are a wonderful bunch.

As the 2017 year comes to close, I ponder where our organization, profession, and leadership has taken us thus far. On September 28<sup>th</sup>, NHADACA celebrated our 2<sup>nd</sup> Annual Day of Giving. The highlight of this event was not necessarily the generous donations that we received, but the one on one contact I had with many of you members. I personally telephoned about 25 members for their feedback on NHADACA trainings, suggestions for future trainings, and areas of improvement for Association. During each of these phone calls, you, the members, impressed me considerably. The feedback was unanimous that NHADACA is doing a wonderful job with our trainings, advocacy, and support around workforce development issues in the state. I was impressed with the enthusiasm that each of you displayed while talking to me, your willingness to take the time to speak with me, and your candidness. One member even said, “It’s such an honor to get a call from the President.” Alas, the members and my colleagues in this profession never cease to make me smile.

Other notable events include the annual NAADAC Conference in beautiful Denver, CO. This year’s conference was one of the largest attended with a host of keynote speakers and breakout groups from wonderful professionals across the country. A highlight from the conference was definitely the NAADAC board meeting where we had representatives from SAMHSA present to listen to our concerns, opinions, and recommendations for support. It was such a great, positive feeling to have a face to face conversation about the issues that NH faces on a daily basis- workforce development issues, increasingly long wait lists for clients, uncertain funding for our work, and the increasing overdoses in our state. I truly felt that SAMHSA was listening and mindful of the recommendations we brought forward and appreciative of all our efforts.

In recapping the year, I also need to talk about Dianne Pepin’s outstanding research, collaborative efforts, and plain and simple HARD WORK in organizing the Substance Use Counselor & Recovery Credentialing: An Overview and Comparison Report. This report entailed countless hours of phone calls, emails, research, collaborations with New England and Mid-Atlantic states to help NH better understand credentialing requirements. This report was crucial to the response of SB 54 legislative study committee examining “why we do what we do”. From Dianne’s extensive research and collection of data, NHADACA has proposed significant streamlining efforts for the process of applying for

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## Treasurer's Report

The treasurer has worked closely with the Executive Director to ensure that the NHADACA budget was followed and the fundraising activities and contracting opportunities were maximized.

As of November 3, 2017 the assets of the association total \$172,320.63. As of November 8, 2017 NHADACA had a total of \$138,055.33 in the organization's checking account.

NHADACA has worked hard to maintain and grow in its financial position over the course of this year. There has been a significant increase in the number of contracts and training agreements. Although the current net income is – \$76,726.56, there are outstanding invoices in the amount of \$39,042.40 at the current time. The remaining deficit should be offset by NAADAC membership dues that have not been received from NAADAC since June 2017. Fundraising efforts, training registrations and smaller co-sponsorship agreements are also expected to be received by year's end.

NHADACA continues to contract with Rowley and Associates, P.A. to do our tax preparation and required financial audits. To date our audits have revealed no problems in budgetary management or financial policies and procedures. The most recent audit, completed on May 22, 2017, concluded that the information provided for the audit fairly represented the financial position of the organization for the fiscal year ending December 2016 in accordance with accounting principles generally accepted in the United States. NHADACA uses Quickbooks for accounting and contracts with Janet Weymouth for this service. Because the schedule by which Quickbooks is updated and the schedule of NHADACA Board of Directors' meetings, reports are accurate to a month prior to the meeting.

NHADACA has been increasing its contracts for training through the Training Institute. The Association continues to subcontract with the Bureau of Drug and Alcohol Services through its collaboration with JSI/Community Health Institute; the current contract is for \$108,000.00 which is reimbursed at a rate of \$18,000.00 per month through December 2017. Although an additional contract to complete SFY 2018 is anticipated, it is unclear when it may be processed.

NHADACA has worked diligently to establish new relationships and gain additional contracts. In addition to the BDAS trainings, the Association has secured a contract with Granite Pathways to provide family support trainings between November 2017 and June 2018. This contract, in the amount of \$54,244.00 will be reimbursed at \$5,242.40 per month. NHADACA contracted with Antioch University for \$10,000; the University of NH Institute on Disabilities for \$2,000 and various other training co-sponsorship agreements.

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### Financial Position as of November 3, 2017:

#### ASSETS

##### Current Assets

Checking/Savings	
NHTIAD	128,386.61
Petty Cash Account	<u>9.55</u>
Total Checking/Savings	128,396.16

##### Other Current Assets

Registration Receivable	8,425.00
Prepaid Expense	1,828.13
Prepaid Rent	3,000.00
Security Deposit	<u>2,800.00</u>
Total Other Current Assets	16,053.13

Total Current Assets  
144,449.29

##### Fixed Assets

Furniture and Equipment	<u>61,436.58</u>
Accumulated Depreciation	<u>-33,565.24</u>
Total Fixed Assets	<u>27,871.34</u>

**TOTAL ASSETS** **172,320.63**

#### LIABILITIES & EQUITY

##### Liabilities

##### Current Liabilities

Other Current Liabilities	
Accounts Payable Other	336.66
Lease Payable-WB Mason	<u>11,108.24</u>
Total Other Current Liabilities	<u>11,444.90</u>

Total Current Liabilities 11,444.90

Total Liabilities 11,444.90

##### Equity

Unrestricted Net Assets	88,507.59
Opening Balance Equity	149,094.70
Net Income	<u>-76,726.56</u>
Total Equity	160,875.73

**TOTAL LIABILITIES & EQUITY** **172,320.63**

~ Jacquie Abikoff, LICSW, MLADC, Treasurer



## Executive Director Report

This year has seen more staff changes, a growth in training offerings, significant workforce development involvement, fundraising, grant writing, and advocacy on many levels. Through this, NHADACA continues to grow, in September we even topped 307 members! Overall our membership has grown another 11 people this year and is now at 290 people. Here are highlights:

**Staffing:** This year we added two more wonderful ladies to our staff: Bridgett Taylor is our part-time Development Director. She was hired through grant funding from the Dobles Foundation.

Bridget has written a fundraising plan for NHADACA and secured several grants, including \$5,000 from the Hypertherm HOPE Foundation and \$2,500 from Franklin Savings Bank, for the education

and training of LICSWs and LCMHCs in substance use/co-occurring disorders treatment issues. She was also the primary writer of an article in the Concord Chamber of Commerce's Chamber Review. Great job Bridgett! Our newest staff member is Lin Huelle. Lin is a part-time Training Assistant and because of her drive and dedication, we are hoping to support 2018 contracts through hiring her fulltime. She is quickly an asset for our training functions.

**Training:** The current JSI/Community Health Institute BDAS training subcontract ends December 31, 2017. It is unclear the status of the contract going forward and if the process will be a full competitive bid for 6 months to finish out SFY18, or if there may be a subcontract going through SFY19. It all feels up in the air; however we are not nervous given that there is an obvious, recognized need for workforce development and our partnership with JSI/Community Health Institute is solid, strong and beneficial to all parties and well as providers. We believe the intent of BDAS and JSI are to renew the contract in some form, we will wait to find out.

NHADACA has also increased efforts in partnering and co-sponsoring with other agencies for training. We have a subcontract with Granite Pathways for \$54,244 to provide recovery support trainings for family support providers through June 2018. We are also contracted with Antioch University for \$10,000 for the provision of training and seminar services that benefit their substance use counseling students. It is a new partnership that continues into 2018.

We have been talking with several of the integrated delivery networks and in December will be offering training in collaboration with Southern AHEC/Seacoast Mental Health. Both Carrie and Dianne are involved with the IDN Workforce Development Education and Training Subcommittee and Dianne participates in the Workforce Development Public Policy Subcommittee, in addition to NHADACA being affiliate members of 2 IDNs (Region 2- Capital Region Health Care; and Region 5- Community Health Services Network). We anticipate and are hopeful for additional training involvement with the IDNs in the next year.

Please see Carrie McFadden's report on pages 4 & 5 to see all the events that have been offered. Prior to Carrie's coming to NHADACA, we offered about 45 events per year. In 2017, she has scheduled over 80 events! That doesn't even count the numerous events, such as the NH Behavioral Health Conference and Public Policy Summit, co-sponsored with other partners. As of today, 2,369 registrations (plus an additional 400 for the conference last week) were received for 2017 events. If you estimate that for each registration, the person positively influences individuals impacted by substance use at 2 per workday, its a reach of 1,137,120 clients/recovering persons over one year!

**Scholarships:** Scholarships were awarded to Julie Gamache (\$500) to the New England School of Best Practices in Waterville Valley, NH; and Heather McMahon (full scholarship + travel) to the NAADAC Annual Conference in Denver, CO. Congratulations to our scholarship winners! We have also awarded seven Train It Forward Scholarships to Melissa Kimball, Cody Gauthier, Pamela Brown, Lisa Girard, Cheri Bryer, Pauline Anton, Matthew Humer, Jessica Parnell and Lynette Nason. We also have funds generously donated from the Bank of New Hampshire for additional Train It Forward scholarships specifically for LICSW, LCMHC and LMFT clinicians that are working toward obtaining the MLADC credential. Additionally, the trainings offered in partnership with Granite Pathways also include 3 Recovery Coach Academies with 8 scholarships each for family support group facilitators. It is wonderful having so many types of scholarships available to the workforce!

**Advocacy:** NHADACA has been represented at several stakeholder meetings and groups including the Governor's Commission Treatment Taskforce, Prevention Taskforce and Recovery Taskforce, the legislative study committee, senate bill hearings, LADC Board public sessions and Peer Review, and JLCAR rules sessions and several others. We continue to post information on our website about our activities as well as those of other key stakeholders as we learn of them.

This year we invested a significant amount of time and energy in the review of credentialing requirements for

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## NH Training Institute on Addictive Disorders

The Training Institute has had a very busy and productive year. Since the 2016 NHADACA annual meeting we've held 80 professional development events, **double** the number at this time last year, as well as co-sponsored various other in-person events in collaboration with partners throughout NH and New England. There were 2,369 individuals in attendance at these events so far. We've offered in-person trainings, webinars, as well as trainings requested by the state on specific topic areas. Ten additional trainings are planned for November and December. We continue to expand our content available for online learning. Over the past year we have added 7 more webinars to our online library. Webinars can be accessed on our website at <http://www.nhadaca.org/webinars/>. As of November 2017 we have 28 webinars that are available on demand. Two others are in the editing process. Webinars are free for anyone to view without a certificate. However, non-members would need to complete a quiz and pay a \$15 certificate fee. The topics of the latest 7 webinars are: Suicide Postvention; Core Function 5: Treatment Planning; Core Function 6: Counseling; Understanding, Identifying & Screening for Problem Gambling; Recovery Management: Initiating and Sustaining Recovery; and Basics of HIV.

In early November, we hosted a Nigerian delegation of professionals participating in an international professional development program through the US Department of State to learn about drug use prevention. The delegation was particularly interested learning how substance use professionals were trained to provide their services especially in prevention. We met with 12 delegates and shared information on NHADACA/NHTIAD infrastructure, our training offerings with special focus on prevention topics and best practices for offering education and skill-building.

The professional development opportunities that we have hosted in the past year are:

- 11/2/16 Project SUCCESS: Advanced Group Skills; Andrea Fallick, LCSW, CASAC, CPP
- 11/11/16 Gender Sensitivity in Assessment & Treatment of Co-Occurring Disorders; Danielle Moreggi, PhD
- 11/14/16 Suicide Postvention; Ann Duckless
- 11/17/16 Advanced Ethics: Issues in Clinical Supervision; Jacqui Abikoff, LICSW, MLADC
- 11/29 & 30/2016 Essentials for Asset Building for Trainers and Facilitators; Jim Conway
- 12/2/16 Recovery Supports for Individuals with Intellectual and Developmental Disabilities; John de Miranda
- 12/14 & 15/16 Ethical Issues for Recovery Support Workers; Jacqui Abikoff
- 1/26/17 Certified Recovery Support Worker (CRSW) Performance Domains; Michael Lawless
- 2/10/17 HIV Trends & Treatment; Peter DalPra
- 2/15/17 Logic Models in Substance Misuse Prevention Planning, Implementation & Evaluation; Anna Gosh & Katy Shea
- 2/24/17 Substance Use Counseling Skills and Core Functions; David Parisi
- 2/27/17 Ethics & Clinical Practice: A Review for Clinicians; Danielle Moreggi
- 2/28/17 Assessment & Treatment of Personality Disorders for Advanced Clinicians; Danielle Moreggi
- 3/8/17 A Providers Intro to SUD Treatment for Lesbian, Gay, Bisexual & Transgender Individuals; Marissa Carlson
- 3/13/17 The Connect Program: Recognizing and Responding to Suicide Risk in Those Impacted by SUDs; Ann Duckless
- 3/17/17 HIV Update for Substance Use Professionals; James Figueiredo
- 3/24/17 Ethical Challenges in the Behavioral Health Field: Cutting Edge Issues; Frederic Reamer, PhD
- 3/27/17 Treatment Planning: Translating Required Paperwork into Clinically Useful Information; Margaret O'Hagan-Lynch
- 3/28/17 Suicide Prevention & Intervention for School Personnel & Educators: Recognizing Individuals at Risk, Connecting with them & Connecting Them to Help; Ann Duckless
- 3/29/17 Opiate Addiction and Treatment Options; Margaret O'Hagan-Lynch
- 3/31/17 Working Effectively With Challenging Clients; Catherine Iacuzzi, PsyD
- 4/13/17 Prevention Ethics; Mary Drew & Sarah Johnston
- 4/14/17 Supervising a Peer Recovery Workforce; Annette Escalante, MLADC
- 4/15/17 Certified Recovery Support Worker (CRSW) Performance Domains; Michael Lawless
- 4/19/17 Stages of Change (Trans-Theoretical Model); Haner Hernandez-Bonilla
- 4/21/17 Substance Use Counseling Skills and Core Functions; David Parisi
- 4/24/17 Motivational Interviewing Basic: Spirit and Power of Motivational Interviewing to Guide Change
- 4/28/17 Suicide Postvention for School Personnel: Reducing Risk/Promoting Healing After a Death by Suicide; A. Duckless
- 4/29/17 Caring for Substance-Exposed Infants; Bonny Whalen
- 5/4/17 HCV (Hepatitis C) Current: Resources for Medical and Behavioral Health Professionals; Haner Hernandez-Bonilla

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## NHTIAD Report (continued from page 4)

5/6/17 The Connect Program: Recognizing and Responding to Suicide Risk in Those Impacted by SUDs; Ann Duckless  
 5/9/17 The Role of Nutrition in Substance Use Disorder Prevention, Treatment & Recovery; Kelly Lang, CHC  
 5/12/17 Social-Emotional Learning (SEL) & Mindfulness in School-Based Settings; Carla Tantillo Philibert  
 5/15- 5/16/17 Co-Occurring Medical Diagnosis: Being a Behavioral Health Professional in a Medical World; D. Moreggi  
 5/17- 5/18/17 Ethical Issues for Recovery Support Workers; Jacqui Abikoff, LICSW, MLADC  
 5/19/17 Issues of Complicated Grief: Effectively Working with Families after Death; Tana Bridge, PhD  
 5/22/17 Co-Occurring Disorders Among Older Adults: Challenge of Assessment, Intervention & Treatment; G. Shulman  
 5/23 & 24/17 Understanding & Using ASAM Criteria: Advanced Skill-Building for Clinicians; Gerald Shulman  
 5/25/17 Creating Connections That Count; Ty Sells  
 5/26/17 HIV Trends & Treatment; Peter DalPra  
 5/31/17 Increasing Cultural Humility on Issues of Human Trafficking; Erin Albright & Kate D'Adamo  
 6/2/17 Basic Mental Health Concerns: Increasing Recovery Support Workers' Knowledge and Skill Set; Scott Meyer  
 6/10/17 HIV Update for Substance Use Professionals; James Figueiredo  
 6/12/17 LADC/MLADC Administrative Rules Overview; Dianne Pepin, MEd, MLADC  
 6/13/17 The Connect Program: Recognizing and Responding to Suicide Risk in Those Impacted by SUDs; Ann Duckless  
 6/14/17 Confidentiality & Ethical Practice: Issues for Substance Use, Mental Health & Healthcare Providers; J. Abikoff  
 6/16/17 "Self-Disclosure:" Clinical Considerations for Behavioral Health Professionals and CRSWs; Barry Timmerman  
 6/20/17 Connect Suicide Postvention for Recovery Supports: Responding to Sudden Deaths; Ann Duckless & Debbie Baird  
 6/21/17 Confidentiality & Ethical Practice: Issues for Substance Use, Mental Health & Healthcare Providers; J. Abikoff  
 6/22/17 MI Basics: Spirit and Power of Motivational Interviewing to Guide Change; Stephen Andrew  
 6/23/17 HIV Trends & Treatment; Peter DalPra  
 6/27/17 NH Impaired Driver Care Management Program & DWI Laws; Dan Burnford, Susan Conboy & Brian Estee  
 6/29/17 Coalition Capacity Building & Community Engagement; Dave Shavel  
 7/17/17 The Connect Program: Recognizing and Responding to Suicide Risk in Those Impacted by SUDs; Ann Duckless  
 7/20/17 Certified Recovery Support Worker Performance Domains; Michael Lawless  
 8/2- 8/3/17 Ethical Issues for Recovery Support Workers (2day); Jacqui Abikoff, LICSW, MLADC  
 8/18/17 Supervising a Peer Recovery Workforce; Annette Escalante, MLADC  
 8/23/17 Addiction Interaction Disorder & Relapse; Eric Webber, MA, CADC, ASAT, CCPG  
 8/24/17 How 24:7 Connectedness to Technology Can Contribute to Anxiety & Depression; Ann Duckless, MA  
 8/25/17 Substance Use Counseling Skills and Core Functions; David Parisi, LICSW, MLADC  
 9/14/17 Impact of Trauma on Substance Use Disorders; Danielle Moreggi, PhD  
 9/21-22/17 Spirituality for Health & Wellness; Kimberley Grace  
 9/25-27/17 Project SUCCESS; Ellen Morehouse, LCSW, CASAC, CPP  
 10/5/17 A Providers Intro to SUD Treatment for Lesbian, Gay, Bisexual & Transgender Individuals; Marissa Carlson, CPS  
 10/6/17 Substance Use Counseling Skills and Core Functions; David  
 10/11/17 CRSW Administrative Rules Overview; Dianne Pepin, M.Ed, MLADC  
 10/12/17 Understanding Adverse Childhood Experiences/Working with Complex Trauma; Tana Bridge, PhD, LMSW, CTP  
 10/13/17 The Impact of Our Work: Compassion Fatigue & Vicarious Trauma; Tana Bridge, PhD, LMSW, CTP  
 10/17/17 Suicide Postvention for School Personnel: Reducing Risk/Promoting Healing After a Death by Suicide; A. Duckless  
 10/18/17 LADC/MLADC Administrative Rules Overview; Dianne Pepin, MEd, MLADC  
 10/19/17 Confidentiality & Ethical Practice: Issues for Substance Use, Mental Health & Healthcare Providers; J. Abikoff  
 10/20/17 HIV Update for Substance Use Professionals; James Figueiredo  
 10/26/17 Ethics & Clinical Practice: A Review for Clinicians; Joseph Zannella, MA, LADC  
 10/27/17 Advanced Ethical Issues for Clinicians; Joseph Zannella, MA, LADC  
 11/1/17 Project SUCCESS: Advanced Group Skills; Andrea Fallick, LCSW, CASAC, CPP  
 11/3/17 Ethics & Boundaries for Recovery Support Workers; Jacqui Abikoff, LICSW, MLADC  
 11/9/17 The Connect Program: Recognizing and Responding to Suicide Risk in Those Impacted by SUDs; Ann Duckless  
 11/13/17 Motivational Interviewing for Prevention Specialists; Stephen Andrew  
 11/14/17 Motivational Interviewing for Recovery Support Workers; Stephen Andrew  
 11/16/17 Ethics & Confidentiality; Jacqui Abikoff, LICSW, MLADC

~ Carrie McFadden, MPH, Training Institute Director

## Public Policy Committee

What a great time it is to be a Substance Abuse Professional. It does not matter if we define ourselves as Substance Misuse Professionals, Addiction Counselors, Clinicians or plain old Drug and Alcohol Counselors from my perspective. Call it what you will, we help people overcome a disease that changes lives in incredible ways. We help people improve themselves, their families and the community at large. How many wonderful stories of triumph have we heard and been privileged to witness? In the press we hear about fatalities. It's been 47 years since congress declared alcoholism a disease. We Substance Abuse Professionals finally get a "seat at the table" to help shape policy to overcome these illnesses. Let's not squander the opportunity. The opioid epidemic has brought attention to our professional expertise. Let's take the lead to provide direction and overcome this public health emergency.

On a cautionary note, we must move in a thoughtful, controlled manner to help our clients overcome these problems with drugs and alcohol. We need to ensure that the provision of quality care requires rigorous training and supervision (3000 hours). Do not allow our professional standards to be diluted by others who want to "just get the job done". We definitely need more qualified clinicians in our profession. We can help by encouraging our students, mental health peers, and supervisees get the required education, training and supervision to become the next generation of LADCs and MLADCs.

Through the political process we can help get the best and brightest students tuition reimbursement. Also, we can help new professionals by increasing salaries that are commensurate to the training and skills needed to become an effective counselor. Salary increases will also help in the retention of quality staff. We are in a growing, changing and necessary profession.

In conclusion, it has been both a privilege and an honor to serve as Public Policy Chair. It is with both satisfaction and comfort that I leave this position in capable hands. Our future looks bright with 19.5 million more in federal and state funding for treatment recovery and prevention services in 2017 then 2016. Please keep a watchful eye to see that it all gets to the clients we serve and not be diverted to other "good causes".

Wishing you all well in your public policy endeavors.

Respectfully submitted,  
Charles B Bussison MS, LCMHC, LADC



James Gamache, Charles Bussison and Suzanne Thistle represented NHADACA and issues of Addiction Professionals in Washington, DC at the NAADAC Advocacy Leadership Summit. Pictured above with NH Senator Maggie Hassan.

## Ethics Committee



The NHADACA Board voted to support the Ethic's Committee's recommendation to discontinue its Peer Assistance Committee. This decision was based on significant research by the Committee and the agreement of the Board that the need for peer assistance has become significantly more specialized. The committee submitted a letter to the NH Board of Licensing for Alcohol & Other Drug Professionals notifying them of this change, thanking them for many years of collaboration, and recommending the NH Health Professionals Program as an alternative. The Committee also revised their committee description as follows, which was reviewed & approved during the July Board of Directors meeting.

*NHADACA is an affiliate of NAADAC. As a professional organization, our mission is to provide quality education, workforce development, advocacy, ethical standards, and leadership for addiction professionals. We follow the most recently updated NAADAC Code of Ethics. The primary activities of the Ethics Committee foster a spirit of collaboration among our colleagues by providing:*

- *consultation, as requested, to address ethics questions using an ethical decision making model ;*
- *educate members and participants at regional and state conferences about ethical practice in a changing clinical environment;*
- *provide ethics trainings that keep members and service providers up-to-date on current issues;*
- *promote standards of practice and core competencies expected of professionals and service providers in the addictions profession;*
- *inform members about their professional, ethical, legal obligations;*
- *communicate standards of practice to the public;*
- *request consultations with the NAADAC Ethics Chair or Committee to address specific concerns and seek direction and guidance; and*
- *analyze common ethical conflicts and recommend guidelines.*

The chair of the Committee presented a workshop on September 8, 2017 on Ethics of Treating SUD requested by the NH Mental Health Counselors Association held at Holiday Inn in Concord was attended by 32 participants. Four panel members contributed to final discussion at end of the 6-hour workshop.

The committee also responded to NHADACA membership requests including use of NHADACA Blog regarding appropriate use of professional credentials, scope of practice application, peer collaboration, and clinical supervision.

After completing all of its tasks in relation to NHADACA current strategic plan, the committee reached out to the NHADACA Executive Board for guidance and direction of next steps/activities to help further the goals and mission of the Association. The Committee offered to work with the following tasks:

- follow up on proposed sustainability plan
- update NHADACA Website, Bi-laws, & Board Handbook for consistency

The Committee seeks guidance in prioritizing these next steps according to recently adopted strategic plan goals.

Respectfully submitted,

~ Angela T Jones, LCMHC, MLADC, LCS, RYT and Alex Hamel, MA, MLADC

## By-Laws Committee

The By-Laws committee reviews and discusses revisions proposed by NAADAC to the national by-laws and then reflects them in our NHADACA by-laws. There are no new or proposed changes in 2017.

~Peter DalPra, LADC, LCS, Committee Chair

## President's Report (continued from page 1)

certification and/or licensure, adding an entry level counselor certification, and posting clear, concise instructions for alternative paths to licensure, just to name a few! I would be remiss to acknowledge all the hard work, attention to detail, and countless hours Dianne and her staff do each day to make NHADACA the wonderful organization that it is.

Membership rates continue to increase and we have reached just over 300 members this year! We are so excited to be spreading the word about our mission and values, and hope that you will continue to spread the word and work of NHADACA. We couldn't do what we do without the support and care of our members. We exist because you care...and care to be connected.

Looking forward to another year as your President with vigor and passion,

~Kelly Luedtke, MLADC, President

## Nominations/Annual Meeting Committee



There are three specific components to the work of this committee. The first is to work in conjunction with the NH Training Institute on Addictive Disorders to select a speaker for the training portion of the Annual Meeting. This year the Annual Meeting will be held on Friday, November 17, 2017 at the Manchester Country Club in Bedford, New Hampshire. This year's topic is Drug Courts in New Hampshire. There will be a three- hour presentation by Alex Casale, NH Statewide Drug Offender Program Coordinator and Jacqui Abikoff LICSW, MLADC. Alex will present on Drug Courts in general and Jacqui will present on the challenges around confidentiality with a multi-disciplinary team.

The second component of this committee's responsibility is to manage nominations for the Board of Directors. Board vacancies for the upcoming election include: Treasurer, Central Rep., Seacoast Rep., Lakes Region Rep., Southern Rep., North Country Rep and (2) At-Large Representatives. These are all two year positions with terms from 01/01/18 to 12/31/20. A request for nominations for all other open position was sent out by email to membership on October 2, 2017 and we had seven responses from NHADACA members. Three were current Board members interested in being considered to continue in a Board position and four were members that are interested in joining the Board for the first time. Ballots were emailed to members on November 3, 2017 with a return by date of Wednesday November 8, 2017 by 5pm to allow time to calculate results of the election for the Annual Meeting.

In addition to the above vacancies, there was a vacancy in the position of President-Elect due to the resignation of Annette Escalante. The by-laws require that this vacancy is filled by a vote of the Board of Directors. We had two Board members nominated for the position, Alex Hamel and Linda Brewer. Ballots were cast by the Board with Alex receiving nine votes and Linda receiving six votes.

The final component for this committee is the solicitation and selection of NHADACA Annual Awards. Each year we seek nominations for the following awards: Counselor of the Year, Thomas McTague Lifetime Achievement Award, Lifetime Advocacy Award, Legislative Advocacy Award and the Kathleen Taylor Legislator Award. In addition, the NHADACA President selects an award to be given at their discretion. This year, we tried something different and accepted nominations from Board members at our September meeting. All nominations were discussed at the full Board meeting in September and a ballot was emailed out to the full membership on October 26, 2017 with a return date of October 30, 2017 by 5pm. There were twenty-two ballots cast by members and all award categories were selected in this manner by simple majority. Dianne agreed to order the award plaques.

Many thanks to the committee members (Regent Champigny, Annette Escalante and Linda Brewer) for their support throughout the year.

Respectfully submitted,

~ Lynne T. Towle LCMHC, MLADC, Committee Chair



## NH Board of Licensing for Alcohol & Other Drug Use Professionals Liaison



This year has been very active for the Board despite the moratorium on rules for all state agencies issued by the Governor at the beginning of the year. Alc-300 Rules relative to initial credentialing were adopted in October 2016. Public Hearing on Alc 400-500 Rules relative to ongoing requirements and ethical standards was held on October 12, 2017. The following individuals brought forward their recommendations: Jeff Davis, Bret Smith, Michelle Merritt, Dean Lemire, Shannon Quinn and Dianne Pepin. The proposed Alc-400 and 500 Rules are currently being revised and are on target to be adopted in January 2018.

Doreen Wittenberg was welcomed as the new Board Administrative Supervisor in September 2017. The Administrator position for the Board remains vacant.

Current members of the Board of Licensing and Other Drug Use Professionals are:

**Jacqueline Abikoff, LICSW, MLADC Chair**  
Term expires: January 28, 2020

**Serene Eastman, Public Member**  
Term expires: January 28, 2019

**Annette Escalante, LICSW, MLADC**  
Term expires: January 28, 2019

**Nicholas Pfeifer, LICSW, MLADC**  
Term expires: January 28, 2020

**Kathleen Russo, LADC**  
Term expires: January 28, 2019

**Tim Turmelle, Public Member**  
Term expires: January 28, 2020

The Board actively recruited via the website to fill positions on Peer Review. Current members of Peer Review are: Angela Jones, Dianne Pepin, Bret Smith, Marco Thompson, and Alex Hamel.

Tim Turmell, is working on the Boards website creating enhancements that will make the site more user friendly with built in workflow systems and the ability for users to complete electronic applications and payments.

The board recommended to the legislature that requirements for LADC supervision hours be consistent with IC&RC requiring 300 hours.

NHADACA advised the Board that they we will not be providing peer assistance services and offered the board an alternative resource.

The Board began the transition to a new 2-year June to June cycle of re-licensure and recertification.

The Board nominated Dianne Pepin to travel to San Diego, CA to attend the IC&RC meeting as a voting delegate representing the Licensing Board. She attended and reported the following:

- As of July 1, 2017 there will be an increase in general dues from \$500 to \$600 to be an IC&RC member board.
- Credentialing dues for the boards increased from \$2.00 to \$2.50 per LADC and MLADC license; \$5.00 per Clinical Supervisor and \$2.50 per recovery credential.
- There is no reciprocity for the CRSW credential until the Board applies/registers to provide the credential through reciprocity which costs \$500 for credentialing and another \$2.50 per person seeking the credential.
- Reciprocity fees increased from \$100 to \$150 per person
- IC&RC raised exam fees for the LADC and MLADC from \$115 to \$125. NH has not yet changed its fees to address this change.

The Board approved recommendations made by the NHADACA Board of Directors as presented by Executive Director, Dianne Pepin entitled *NH Substance Use Credentialing: Recommendations for Workforce Development*. The board unanimously approved NHADACA recommendations. This comprehensive body of work will guide and inform future discussions with regard to credentialing, reciprocity and workforce development for NH going forward.

In 2017 the number of new licenses and certifications issued held steady when compared to 2016 with little variation in the numbers. In 2017 we have 11 new MLADCs, 13 new LADCs, and 20 new CRSWs.

NHADACA continues to make positive contributions to the Board of Licensing for Alcohol and Other Drug Counselors. Executive Director of NHADACA, Dianne Pepin worked tirelessly this year in her efforts to support the Board with the many challenges they faced. Dianne's commitment to conducting the research on behalf of NHADACA to inform recommendations for workforce development has greatly contributed to placing the Board in a better position to move forward with its agenda in 2018.

Respectfully submitted,

~ Linda Brewer, LICSW, MLADC Liaison

## Prevention Certification Board Liaison

The PCB is an all-volunteer board with the important role of providing oversight for the process of certifying individuals as Prevention Specialists in New Hampshire through IC&RC credentialing. The board also has the responsibility of reviewing and approving continuing education for Certified Prevention Specialists for various types of training events (workshops, webinars, trainings, conferences, etc). The mission of the NH Prevention Certification Board (NH PCB) is to prevent the misuse of alcohol, tobacco and other drugs by providing a professional credential, CPS. The purpose of prevention certification is to recognize and ensure that substance misuse prevention practitioners meet competency standards established by the International Certification & Reciprocity Consortium (IC&RC) and NH PCB.

The NH PCB continues to serve the growing profession of prevention in New Hampshire by conducting meetings on the fourth Monday of every other month at the Community Health Institute (CHI), 501 South Street, 2<sup>nd</sup> Floor, Bow, NH 03304 at 8:30 am – 10:00 am.. Telephone: (603) 573-3302. Email: [nhprevcert@gmail.com](mailto:nhprevcert@gmail.com) Priscilla Davis is the Board Administrator. All board meetings are open to the public. The Board invites you to join them anytime! You can even do so remotely by calling in at: 1-866-210-1669, Participant code: 6375709. Minutes for each meeting are posted on the NH PCB website upon approval at the subsequent meeting. To review Board Meetings, go to <http://nhprevcert.org/>

Over the previous year the NH Prevention Certification Board activities worked on the following activities: (1) Testing for the Prevention Specialist certification has gone to an on-line format. The exam can be taken throughout the year at an IC&RC designated testing site. This new format has resulted in a new fee structure for those taking the test. The initial application fee is \$250 which includes the exam testing fee and the application fee for certification as a prevention specialist; (2) The Workforce Development Committee has rolled out the Professional Mentoring program for Substance Misuse Professionals in May of 2017. There are 6 pairs of mentors/mentees in the first cohort. The Mentoring program has been very successful and interest is high for participation in the second cohort. As part of this process, the committee has identified overlap between the Prevention Specialist credential and the School Social Work credential. Work is ongoing with the Department of Education to cross-promote the CPS credential and potentially involve the Student Assistance Professionals in the mentoring program; (3) Ongoing review of applications and re-certifications by the Peer Review Committee; (4) Workforce Development Committee is also looking at potential collaborations for developing a CPS course through local colleges/universities. Manchester Community College, SNHU and NHTI have expressed an interest; and (5) Kelly Gaspa was selected to receive “CPS of the Year” award.

~ Carrie McFadden, MPH, Training Institute Director

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## Treasurer’s Report (continued from page 2)

NHADACA has secured grants with the Franklin Savings Bank in the amount of \$2,500.00 and the Hypertherm HOPE Foundation in the amount of \$5,000.00 to do a training series for LCMHCs and LICSWs to facilitate their gaining education and training specific to co-occurring substance use disorders. Another small contract was developed with Seacoast Mental Health/ Southern NH AHEC for the implementation of a behavioral health integration confidentiality training in Epping. NHADACA also co-sponsored trainings with Harbor Homes/ Keystone Hall in the amount of \$4,993.97 for the coordination of 4 training events in Nashua.

New contracting initiatives that are in process or in the planning stages include a grant application submitted to the Dobles Foundation for \$25,000.00 for co-occurring disorders cross training for mental health professionals and further support of NHADACA’s part-time Development Director position.

The revenue potential of the Training Institute is expanding significantly, with the possibility of further work and training contracts with NH’s integrated delivery networks (IDNs). Dianne Pepin and her staff should be commended for their hard work and programmatic creativity that is making this growth possible.

Finally, NHADACA’s fundraising efforts have realized \$7,230.03 in funds with pledges for a \$1,000 corporate match from Dell that is not yet received and \$45 in other pledges yet to be received. There is also an anonymous pledge to match \$10,000 if we are able to raise an additional \$1,724.97 by December 31, 2017.

Respectfully Submitted,

~ Jacqui Abikoff, LICSW, MLADC, Treasurer

## Fundraising Committee



The fundraising committee had a good year overall, working diligently at securing donations and making connections in the community that will benefit NHADACA. Areas of focus were the Cribbage Fundraiser which yielded a total of \$213.80 and increased in attendance over last years by two participants, New Hampshire Gives Day, and the Annual Day of Giving. The Cribbage Night winner and King is Peter DalPra for the second year in a row, and the beginner highest score/winner is Princess Sue DalPra. Their names are engraved on a crown-shaped plaque in NHADACA's large training room. NH Gives Day and the Annual Day of Giving also saw NHADACA gain new supporters/donors (see page 12 for a list of our many donors and sponsors). Thank you to everyone who added to these events and supported the workforce development and scholarship activities of NHADACA!

In addition to donations, NHADACA also raised funds through the sale of exhibit tables at training events, and NHADACA logo items such as jackets, T-shirts and mugs. We were able to secure a \$10,000 matching pledge and are under \$2,000 away from securing this match. We are also anticipating a \$1,000 matching donation for the Annual Day of Giving from Dell Computers. Grappone Automotive Group provided us with a volunteer for the day in addition to a \$250 donation. We are very grateful for their support. These two corporate donors are just two of our new donors and strong community connections that were made this year through the Fundraising Committee. At this time, we are working towards securing additional corporate donors and matches for the upcoming year and maintaining all relationships that we have made previously throughout the community.

Respectfully,

~ Lindsey Ducharme, Fundraising Committee Chair

## Executive Director Report (continued from page 3)

LADCs, MLADCs and CRSWs. We attended the spring 2017 IC&RC board meeting in Sacramento, CA, as well as researched comparable credentials in our neighboring states of New York, New Jersey, Pennsylvania, and all of New England. This body of work was compiled and relied upon to educate the SB54 legislative study committee and make recommendations for credentialing to the Board of Licensing for Alcohol & Other Drug Use Professions, BDAS and other key stakeholders.

**Other Activities:** NHADACA has been implementing our strategic plan, finalized toward the close of 2016. We have been expanding our reach, increasing partnerships and relationships with other organizations. We have returned to our mission, to be sure all new activities are in alignment with our mission and goals. And in the process, I believe we have become a stronger organization, more invested and articulate on the workforce development needs of our members and a powerful force in our advocacy efforts.

In May, Kelly Luedtke spoke at the Concord Rotary representing NHADACA and several times this year, Lindsey Ducharme and Dianne Pepin represented NHADACA at the Concord Chamber of Commerce events.

In addition to the discussion and involvement with Antioch University, Dianne has met with Plymouth State University around credentialing requirements and course requirements. She has been approached by other colleges/universities as well.

Carrie McFadden attended the National Prevention Network Research and Training Conference in Anaheim, CA. Dianne Pepin and Kelly Luedtke attended the NAADAC National Conference in Denver, Colorado. Carrie and Alyssa Demers also attended several website and computer coding workshops. Attendance at these events keeps NHADACA current and helps us bring quality presenters to NH.

NHADACA did several fundraising projects this year including our 2nd cribbage night. Our NHADACA 2016 cribbage royalty, King Peter DalPra and his royal court Princess Sue DalPra continue to reign.

Wow! What an active full year!!

~ Dianne Pepin, MEd., MLADC, Executive Director

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## Thank You to Our Donors & Supporters

In our 3rd year of operating as a 501c3, we held several fundraising events as well as applied for various funding/grants to help support the provision of training to NH, We would like to thank you ALL of our generous donors and supporters:



Since the annual meeting in October 2016, the following companies and individuals have supported or donated to NHADACA. The total dollar equivalent of donations in goods and services is \$7,236.03. We also have a matching pledge from Dell for \$1,000 that has not yet been received as well as \$45 in individual pledges that are yet to be received. Taking these pledge amounts into consideration, we are \$1,718.97 away from reaching our 2017 fundraising goal and receiving a \$10,000 anonymous matching donation!

Grappone Automotive Group  
Hypertherm HOPE Foundation  
Serenity & Summit New England  
NH Charitable Foundation  
Franklin Savings Bank  
Anonymous Donors  
Lindsey McKitterick  
Bridgett Taylor  
Regent Champigny  
Dick Castrucci  
Dan Donahue  
Kim Haney  
Connie Hyslop  
Peter & Sue DalPra  
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Camila Delaney  
Benjamin Goldrich  
Angela Jones  
Carol Houghton  
Judy Leavitt  
Daron Freeman  
Kelly Luedtke  
Dell

Linda Brewer  
Sara Tracy  
Granite Pathways  
Dawn Gooden  
Susan Bailey  
Camila Fonseca Simard  
Dawna Jones  
Cheryle Pacapelli  
Tracy Robinson Wood  
Linda Brewer  
Susan Almy  
Kayleigh Ash  
Rhonda Bishop  
Kristy Moen  
Quentin Estey  
Rich Kania  
Jane Quigley  
  
Joseph Kilcullen in mem-  
ory of  
his beloved wife