

Strengths Based Training Project

Final Report

Mental Health & Addictions

For the Atlantic Policy Congress of First Nation Chiefs



Electronic Copy

Prepared by: Cheryl Copage, Project Lead

Copage Proposal Development Services (CPDS)

Date: March 26th, 2015

Table of Contents

Project Background.....	3
Introduction	3
Project Overview:.....	3
Strengths Based Training Scope:.....	5
Training Facilitators Bios	7
General Training Notice	8
AFNHPC/MWC/ HC Invitation Letter	10
Registration Form	12
Agenda	13
Strengths Based Training Participants	16
Workplan.....	22
Strengths Based Training Coordination Deliverables:	25
Evaluations.....	26
Contact Information:.....	33
Appendix A: National Native Addictions Partnership Foundation Report.....	34
Appendix B: Indigenous Wellness Framework and Outcomes	35
Appendix C: Strengths Based Training - PowerPoint Presentation	36
Appendix D: Resources	37
Appendix E: Addictions Treatment Using Emotional Intelligence	38
Appendix F: Dr. Bruce Perry 2015.....	39
Appendix G: Strengths Based Workbook.....	40
Appendix H: Literature Review	41

Project Background

The Atlantic Policy Congress of First Nation Chiefs (APC) has received funding from Health Canada to coordinate and the Strengths Based Training for Atlantic Region Mental Health & Addiction Workers. The Atlantic Policy Congress of First Nation Chiefs Secretariat is a policy research organization that analyzes and develops culturally relevant alternatives to federal policies that impact on the M'ikmaq Maliseet Passamaquoddy, and Innu Communities and people.

The Mental Health & Addictions Training Session was held from March 24th- 26th, 2015 at the Park Place Hotel & Conference Centre Ramada Plaza.

Introduction

The Atlantic Policy Congress of First Nation Chiefs contracted the National Native Addictions Partnership Foundation (NNAPF) to facilitate the Strengths Based Training. NNAPF is a non-governmental organization that was established in 2000 with membership from all regions of Canada and 3 national organizations. NNAPF advocates for Inuit and First Nations culturally-based addictions services. NNAPF is committed to developing their capacity through policy and research, providing support and advocacy on emerging issues and raising awareness among mainstream providers about the nature and extent of substance abuse. NNAPF has eight staff located in Ontario. NNAPF's annual operational budget is 1.5 million, including self-generated funds.

NNAPF provides objective, culturally-based and relevant information and advice aimed at supporting the National Native Alcohol and Drug Abuse Program (NNADAP) and the National Youth Solvent Addiction Program (YSAP). These national addiction programs include 55 residential treatment centers and over 500 community based addictions prevention programs. NNAPF is focused on cultivating and empowering relationships to uphold cultural strengths and identity to promote holistic and healthy communities. In this regard, NNAPF played a leadership role in co-chairing a national process with the Assembly of First Nations and the First Nations Inuit Health Branch of Health Canada to develop a renewed program framework to address substance use issues among First Nations in Canada, known as; the *Honouring Our Strengths: A Renewed Framework to Address Substance Use Issues Among First Nations in Canada*. NNAPF also plays a leadership role in the development and now the implementation of the *First Nations Mental Wellness Continuum Framework*. Both frameworks promote a systems approach with Indigenous Culture as the foundation.

Project Overview:

This project supported training for health care workers in the Mental Health and Addictions field in order to support systematic change to a new Mental Health and Addictions Continuum of Care. APC coordinated training for the region in order to facilitate the use of strength based approaches in Mental Health and Addictions. A small component of this training focused on change management approaches in order to help facilitate and support systematic change.

Strengths Based Framework for Training:

The following outline provides a framework for the training program that was provided on March 24th-26th, 2015. Training focused on the structure of the services including its policies for treatment and care, the way it manages its human resources, for example in clinical supervision, and the workers knowledge, skills and attitudes towards using a strengths based approach in addressing substance use and mental health issues.

Engagement – this is about establishing and maintaining relationships with the client and the service environment so that the client feels culturally safe in the service environment with a culturally competent worker. The foundation to strengths based approaches lies in both the knowledge and skills of the workforce and even more critically in the environment which includes treatment and human resource policy, organizational structure and environmental supports.

The training program assisted the service providers in examining their skills, knowledge, practice processes, policies and treatment protocols to facilitate client's engagement with services vs. the requirements that often become unrealistic pre-requisites for treatment and services. The outcome of this exercise will identify where change can be facilitated to increase access to services.

Assessment – this aspect of training looked at both assessment of client needs and the assessment of what are the changing needs of individual families and communities that increase pressure to change towards a strength based approach to service deliver.

Tools to facilitate the discovery of one's own strengths will be critical to establishing a safe foundation for the client to engage. Ensuring the assessment instrument is culturally relevant is also important to ensuring the client is able to identify those critical areas of their life that may only be understood within the context of oppression and various agents of colonization. Also important to the assessment process is the discovery of inherent strengths which can be understood in the context of cultural identity.

The strengths based assessment process focused on the client and counsellor relationship which will require that the counsellor is aware of their own identity and emotional intelligence as this will form the foundation for the counselor / service provider to understand the meaning and intent of strengths based program policy and can devote attention to helping clients realize their resiliency traits.

Planning – this aspect of training helped the service provider ensure there is devoted attention to ensuring service structure and program delivery can meet client needs. Often clients are required to fit into a pre-established group program that assumes all clients are equally prepared for engaging in services to address substance use and mental health issues. The best way to facilitate client engagement with one's own healing journey is to plan for constructive ways to establish a strong relationship with the client. Here the training focused on program design, including policy and treatment protocols, as well as ways to ensure strengths based approaches are foundational to care planning.

Planning for managing change towards a strengths based approach was also included in this phase of the training.

Accessing – services is a challenge when the both the service provider is not sure what protocols are necessary to ensure good and safe client services. Setting up a strengths based approach to service access will examine service outreach and intake processes to minimize barriers to access while also ensuring there is an appropriate process in place for helping people get to the right service to meet their needs. The training helped service provider’s map out the care pathway options for individuals and families looking for support to address substance use and mental health issues.

Advocacy – no service can provide all things to meet the needs of clients. However, care facilitation can play a role in advocating for appropriate client care and services by promoting client strengths. The training provided some techniques for advocating for client and community services across service providers and across jurisdiction.

Coordination – training will focus on care facilitation and help service providers to clarify roles and responsibilities for ongoing client care. Tools such as protocols for care facilitation across service providers will be used to support the distinction between the care provider’s roles and the client’s roles and responsibility.

All aspects of the strengths based training program utilized indigenous cultural knowledge, the expertise of addictions and mental health service providers and draw upon the work of strengths based theory for social work, resiliency theory and emotional intelligence.

Strengths Based Training Scope:

The Session Coordinator will handle all of the logistics of the providing the Strengths Based Training for Mental Health and Addictions Workers.

NNAPF Provided 2.5 day training in the Strengths Based Training for regional workers. Part of this project will also focus on implementing a plan towards a Strength Based approaches in their respective communities/organizations.

The four main themes for implementing a plan towards a strengths based approach include:

- A. Assess the situation**
- B. Prepare a plan and build capacity**
- C. Implement a comprehensive initiative**
- D. Evaluate** all parts with both process and outcome evaluation

With this in mind, this training focused on this outline to expand on the stated requirements and include a process of community pre work as follows:

- A. Assess the situation:

- i. Care providers assessment of their strengths based practices,
 - ii. community needs assessment
- B. Prepare a plan and build capacity:
 - i. Establish a plan for research and development of program materials and accompanying training program
 - ii. Identify employed staff of the First Nation in the community NNADAP program, community health generally, and NNADAP Treatment centers
 - iii. Develop a plan to Involve these individuals in session planning,
 - iv. community based work & develop a plan for building a strengths based approach to services to address substance use and mental health issues
 - v. Develop capacity by establishing a training plan for the community based employees to develop competency in the strengths based approach, including program material, facilitation skills, program monitoring & evaluation, client pre and post assessments & further care planning when necessary.
- C. Implement a comprehensive Initiative

The proposed project will include the development of a 10 session strengths based material suitable for delivery in several formats community based and treatment center environments. Those formats will include material to facilitate training other care providers in the model, care planning templates, sample policy templates, and strengths based assessment processes. The program material itself will be delivered by local community members who have received a 2.5 day training session. The ongoing development of the trainers will occur by utilizing an online education site for both refresher and new trainer certification. The teaching methodology and program material components will be loaded online into a virtual training centre, so that ongoing capacity building can be maintained, in the event of local community employee turnover. An e-based community of practice site will be implemented to facilitate on-going discussion for the community-based trainers regarding implementation and ongoing idea development for the program material.

The program will be derived from latest research and culturally specific teachings about inherent strengths, resiliency, and care facilitation which research has identified as critical for engaging clients in addressing substance use and mental health issues. The program will provide an understanding of the role of colonization in community, family and individual wellness along with the resiliency traits that persist despite impacts of colonization and as derived from First Nations culture. The strengths based program will incorporate a combination of care facilitation and structural approaches to care provisions with a strong emphasis on emotional intelligence theory for the workforce. It will focus on teaching care providers the skills needed to recognize client strengths and facilitate value for First Nations culture and cultural identity. In addition, lessons will focus on providing information about drugs, the neurobiology of addiction, decision-making skills, building appropriate care pathways for client care.

The opportunity also exists to include those trained in year one of the program implementation to assist in training from learned experience for those trained in year two. Research demonstrates that understanding, knowledge development and competency increases by teaching the material one is concurrently learning.

D. Evaluate all parts with both process and outcome evaluation

As well as follow up by the program coordinator & trainer, the e-based community of practice, pre and post assessments and overall program evaluation, the project includes ongoing community support through the maintenance of the on-line training.

The on-line training will also include a test of comprehension while the 2.5 day training program will also include a measure of comprehension and capacity for facilitating and accurate application of all program material.

Training Facilitators Bios

Debra Dell

Debra holds a Master's Degree in Counselling Psychology and has a 28 year history of working in residential addictions treatment in Manitoba and Saskatchewan. She has developed curriculum for both residential treatment as well as community based prevention as well as relevant training programs and curriculum for the national network of youth solvent abuse treatment centres. Some of her more specific and relevant projects include:

Lead developer on the *Positive messages build Positive Minds Inhalant Abuse Curriculum*, a K-12 school based curriculum that covers inhalant education, poisons awareness, peer refusal, and identity development areas.

Sole developer of the Sturgeon Lake First Nation Health Program school-based drug and alcohol prevention curriculum. Designed to be used by health and teaching personnel.

Lead developer on the *Alberta First Nations Treatment Curriculum*, designed to be used in all residential drug and alcohol centres in the Alberta NNADAP group. Debra has co-authored many journal articles related to addressing substance use, residential treatment, and equine assisted therapy and has co-authored a book chapter on solvent abuse.

Debra is certified at the Masters level by Six Seconds Emotional intelligence Institute and is Certified in the utilization of both the SEI-YV and MSCEIT Emotional Intelligence assessment instruments.

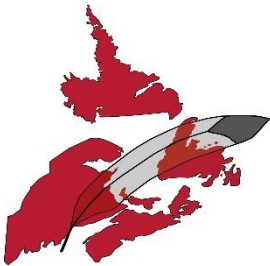
Carol Hopkins:

Carol currently manages and leads an organization of 8 staff and is an expert in cultural programming for First Nations addictions services, a trainer, Post-Secondary Course developer and Professor in Social Work, researcher, and has 13 years of experience with youth solvent abuse treatment services. Carol is certified at the Masters level by Six Seconds Emotional intelligence Institute. Carol is the sole developer of the *Indigenous Governance Training Program, Culture as Treatment for Substance Abuse and Mental Health, Trauma and Youth Addictions Treatment*, which has been utilized by all NNADAP and YSAP treatment centres in Alberta, Manitoba, and many treatment centres in Ontario, British Columbia and First Nations Community Government and Health Services. Carol has co-authored many journal articles related to addressing substance use, Culture, and equine assisted therapy and has co-authored a book chapter on solvent abuse.

Nora Bressette

Nora Bressette is a professional teacher with a bachelor of education degree with a specialization in adult education, who has spent many of her teaching years working directly in addiction treatment facilities, in First Nations schools on reserve and has served as a principal of a First Nations community school. Nora has a proven track record of adapting provincial curriculum to meet the unique learning needs of First Nation youth who are experiencing substance misuse conditions. A lifelong learner, Nora has continually put effort into her own personal and professional development as both a teacher and a program manager in areas of substance misuse. Nora has experience in developing curriculum and programs for youth substance abuse treatment that tends to: First Nations and Inuit culture, resiliency theory and emotional intelligence theory.

General Training Notice



ATLANTIC POLICY CONGRESS OF FIRST NATIONS CHIEFS SECRETARIAT

www.apcfn.ca

**National Native Addictions Partnership Foundation-Strengths Based Training
For Addictions/ Prevention Workers**

Training Notice

To: Atlantic Community Based Addiction Workers/Prevention Workers
CC: Addiction Programs Services/ Atlantic Health Directors/Tribal Organization
Fr: Cheryl Copage, Training Coordinator
Date: February 9th, 2015
Re: **National Native Addictions Partnership Foundation-Strengths Based Training**

Dear Addiction/Prevention Workers and Health Directors:

On behalf of the Atlantic Policy Congress, it is my pleasure to inform you of the upcoming National Native Addictions Partnership Foundation (NNAPF) - Strengths Based Training ("Training"), held at the Ramada Park Place Hotel & Conference Centre in Dartmouth, NS. The Training will take place from **March 24th-26th, 2015.**

NNAPF Training Program teaches strength based approaches to addressing substance use issues and mental health issues among First Nations people seeking help from community based and residential treatment services.

The Strengths Based Training will focus on:

- Engagement
- Assessment
- Planning
- Accessing
- Advocacy
- Coordination
- Change Management

APC will only sponsor two staff members that work in the addiction field to represent your respective community/organization.

Interested participants must submit their registration forms before the deadlines noted below. Participants will be responsible for making your own hotel reservations and travel arrangements.

Please Note: Limited Space is available for this training. If you are interested in participating in this training you must complete the registration form by **Friday, March 6th, 2015.**

Due to the limited seating & budget limitations, selected participants will be notified that have been chosen to attend the training. Selected Participants will be notified by **Tuesday, March 10th, 2015.**

Meeting Particulars:

Dates: March 24th-25th, 2015

Travel Day: March 23rd, 2015

Time: 9:00 AM- 4:00 PM (All three days)

Location: Ramada Park Place Hotel & Convention Centre

240 Brownlow Ave, Dartmouth, NS, B3B 1X6

Travel & Accommodations:

Travel: Expenses will be reimbursed to selected delegates in accordance with APC travel rates.

Mileage will covered for one vehicle per community/organization at APC travel rates.

Accommodations: Participants are responsible for booking their own rooms. Please contact the Ramada Park Place Hotel & Convention Centre, Dartmouth, NS at (902) 468-8888. Please book as soon as possible to ensure that you receive the negotiated first nation rate for this training.

I am enclosing the registration form. We have provided a link for an online registration form.
<http://www.nnapfstrengthstraining.com>.

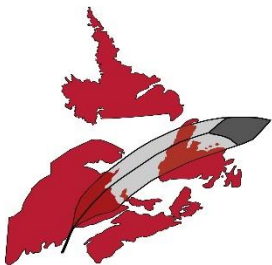
Please complete your form and submit online or return your registration forms by fax, C/O Wanda Paul at (902)897-7162.

Should you have any questions, please contact Cheryl Copage, Conference Coordinator or Wanda Paul Conference Staff (902) 893-7402 or via email strengthbased.apc@gmail.com .

We look forward to hearing from you,

Cheryl Copage, Conference Coordinator
Phone: (902) 893-7402
Fax: (902) 897-7162
Email: strengthbased.apc@gmail.com

AFNHPC/MWC/ HC Invitation Letter



ATLANTIC POLICY CONGRESS OF FIRST NATIONS CHIEFS SECRETARIAT

www.apcfn.ca

**National Native Addictions Partnership Foundation-Strengths Based Training
For Addictions/ Prevention Workers**

Training Notice

To: Atlantic First Nations Health Partnerships Committee/ Mental Wellness Committee/ Health Canada Staff
Fr: Cheryl Copage, Training Coordinator

Date: March 1st, 2015

Re: **National Native Addictions Partnership Foundation-Strengths Based Training**

Dear AFHP Committee/ Mental Wellness Committee/ Health Canada Staff

On behalf of the Atlantic Policy Congress, it is my pleasure to inform you of the upcoming National Native Addictions Partnership Foundation (NNAPF) - Strengths Based Training ("Training"), held at the Ramada Park Place Hotel & Conference Centre in Dartmouth, NS. The Training will take place from **March 24th-26th, 2015.**

NNAPF Training Program teaches strength based approaches to addressing substance use issues and mental health issues among First Nations people seeking help from community based and residential treatment services.

The Strengths Based Training will focus on:

- Engagement
- Assessment
- Planning
- Accessing
- Advocacy
- Coordination
- Change Management

APC will only sponsor official AHFP and Mental Wellness members represent your committee at this event.

Interested participants must submit their registration forms before the deadlines noted below. Participants will be responsible for making your own hotel reservations and travel arrangements.

Please Note: Limited Space is available for this training. If you are interested in participating in this training you must complete the registration form by **Thursday, March 12th, 2015.**

Meeting Particulars:

Dates: March 24th-25th, 2015

Travel Day: March 23rd, 2015

Time: 9:00 AM- 4:00 PM (All three days)

Location: **Ramada Park Place Hotel & Convention Centre**

240 Brownlow Ave, Dartmouth, NS, B3B 1X6

Travel & Accommodations:

Travel: Expenses will be reimbursed to selected delegates in accordance with APC travel rates.

Mileage will covered for one vehicle per community/organization at APC travel rates.

Accommodations: Participants are responsible for booking their own rooms. Please contact the Ramada Park Place Hotel & Convention Centre, Dartmouth, NS at (902) 468-8888. Please book as soon as possible to ensure that you receive the negotiated first nation rate for this training.

I am enclosing the registration form. We have provided a link for an online registration form.
<http://www.nnapfstrengthstraining.com>.

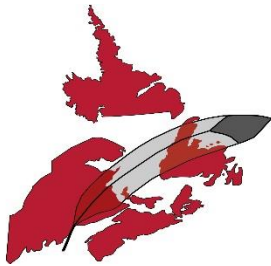
Please complete your form and submit online or return your registration forms by fax, C/O Wanda Paul at (902)897-7162.

Should you have any questions, please contact Cheryl Copage, Conference Coordinator or Wanda Paul Conference Staff (902) 893-7402 or via email strengthbased.apc@gmail.com .

We look forward to hearing from you,

Cheryl Copage, Conference Coordinator
Phone: (902) 893-7402
Fax: (902) 897-7162
Email: strengthbased.apc@gmail.com

Registration Form



**ATLANTIC POLICY CONGRESS
OF FIRST NATIONS CHIEFS
SECRETARIAT**
www.apcfn.ca

NNAPF-Strengths Based Training
Registration Form

Community/Organization	
Name:	
Position:	
Number of years in this position:	

Please list any training that you have already taken.	
Please list Training Requirements	
Mailing Address:	
Participant's Email Address	
Participant's Contact Numbers	
Fax Number	
Dietary Requirements (Please list)	
Approval for training consideration granted by Supervisor/ Health Director	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Pending Selection

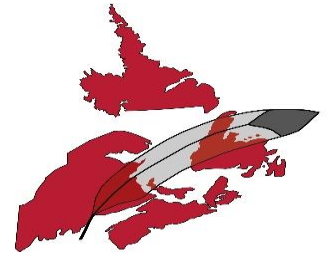
FAX/ EMAIL COMPLETED FORM TO (902)897-7162 or strengthbased.apc@gmail.com

Agenda



Strengths Based Training

For Addictions/ Prevention Workers



Strengths Based Training AGENDA – Tuesday, March 24, 2015

Strengths Based Training AGENDA – Tuesday, March 24, 2015			
7:00 - 8:30 AM	Registration – Foyer – Breakfast Served in Restaurant		
8:30 AM Main Meeting Room: Park Centre	Opening Prayer		
8:45 AM Main Meeting Room Park Centre	Welcoming Remarks <ul style="list-style-type: none"> • Georgianna Barlow , APC Policy Analyst • Patrick Small Legs- Nagge, Mental Wellness Director, FNIHB, Health Canada • Tammy Arsenault , Mental Wellness Co-Chair 		
9:00 AM Main Meeting Room Park Centre	Introduction to Training <ul style="list-style-type: none"> • Facilitators: Carol Hopkins, Nora Bressette, Debra Dell • Review Agenda & Expectations: Nora • “Celebrate What’s Right with the World”: Debra • Cross Cutting Themes: Carol 		
10:30 - 10:45 AM	Wellness Break (Coffee/ Tea served in the foyer)		
10:45 AM - 12:00 PM	Celebrate What’s Right with You: Screening Engagement: Intake Welcoming New Life: Orientation		
12:00 - 1:00 PM	Networking Lunch (Provided) – Blessing for Food - smudging		
1:00 PM– 2:00 PM	Concurrent Workshops – <i>Treatment Core Functions</i>		
1:00 PM– 2:00 PM	Group A: Meeting Needs & Mining for Strengths: Assessment Commodore A	Group B: New Pathways: Treatment Planning Commodore B	Group C: Listening Relationships: Counselling Commodore C
2:00 PM– 3:00 PM	Group C: Meeting Needs & Mining for Strengths: Assessment Commodore A	Group A: New Pathways: Treatment Planning Commodore B	Group B: Listening Relationships: Counselling Commodore C
3:00 - 3:15 PM	Wellness Break (Coffee/ Tea Served Foyer)		

3:15 PM - 4:30 PM	Group B: Meeting Needs & Mining for Strengths: Assessment Commodore A	Group C: New Pathways: Treatment Planning Commodore B	Group A: Listening Relationships: Counselling Commodore C
Strengths Based Training AGENDA – Wednesday, March 25, 2015			
8:00 AM	Coffee and Tea – Foyer		
8:30 AM Main Meeting Room Park Centre	Housekeeping		
8:45 – 10:15 AM Main Meeting Room Park Centre	Care Facilitation: Strengths based partnerships between care providers		
10:15 - 10:30 AM Wellness Break (Coffee/ Tea served Foyer)			
	Concurrent Workshops		
10:30 AM - 12:00 PM	Group A: Leveraging Assets to Increase Wellness: Crisis Intervention Commodore A	Group B: Client Education Commodore B	Group C: Linking Services to Connect People: Referral Commodore C
12:00 - 1:00 PM Networking Lunch (Provided) – Blessing for Food - Smudging			
1:00 PM – 2:30 PM	Group C Leveraging Assets to Increase Wellness: Crisis Intervention Commodore A	Group A: Client Education Commodore B	Group B: Linking Services to Connect People: Referral Commodore C
2:30 – 2:45 PM Wellness Break (Coffee/ Tea served in the Foyer)			
2:45 PM – 4:00 PM	Group B Leveraging Assets to Increase Wellness: Crisis Intervention Commodore A	Group C: Client Education Commodore B	Group A: Linking Services to Connect People: Referral Commodore C
4:00PM – 4:30 PM Main Meeting Room Park Centre	Reflections, Review of Tools and application of Learning		

Strengths Based Training AGENDA – Thursday, March 26, 2015

8:00 AM	Coffee and Tea - Foyer
8:30 AM Main Meeting Room Park Centre	Housekeeping
8:45 – 9:45 AM Main Meeting Room Park Centre	Writing the Story: Record Keeping
9:45 – 10:45 AM Main Meeting Room Park Centre	Circle of Care: Consultation
10:45 – 11:15 AM	Wellness Break (Coffee/ Tea served in the Foyer) & Check Out
11:15 – 12:15 Main Meeting Room Park Centre	Wrap Up and Evaluations Closing Prayer

Strengths Based Training Participants

Participant's Name	Address	Job Title	Organization
Blair Paul	17 L'Nu Ave, Membertou, NS B1S 3P9	Community Addictions Counsellor	Membertou Addictions, Community Addictions Counsellor

Lily Norwegian	10 Turtle lane, Woodstock First Nation, E7M 3B4	NNADAP; Alcohol and Drug Councillor	NNADAP, Woodstock First Nation
Priscilla Googoo	P.O. box 30004, Wagmatcook, NS B0E 3N0	Community Addictions Counsellor	Wagmatcook Health Center
Brian Knockwood	601 Church Street, Indian Brook, NS B0N1W0	Community Addictions Prevention Counsellor	Sipeknekatik Band
Betty Ward	1922 Micmac Rd, Red Bank E9E 1B3	Addiction Counsellor, CAC II	Metepeaguag Health
Christine Mclean	P.O. Box 109, Sheshatshiu, NL, 1 Shimun, St, NL A0P 1M0	Youth & Family Treatment Centre	Charles J Andew Youth Centre
Kathleen Mallak	P.O. Box 109, Sheshatshiu, NL, 1 Shimun, St, NL A0P 1M0	Nutshimit Counsellor	Charles J Andew Youth Centre
Cheryl Ward	36 Micmac Road, Eel Ground, NB E1V 4G3		Eel Ground Health & Wellness Centre
Nelson Solomon	370 Wilsey Road, Fredericton,, NB E3B 6E9	Health Director	Union of New Brunswick Indians
Peter Gloade	111 Abenaki Rd, Truro, NS B2W 6Y7	Prevention and Addictions Worker	Millbrook Health Center
John Denny Sylliboy	30 Medicine Trail, Eskasoni, NS B1W 1B3	Crises Worker	Eskasoni Mental HEALTH
Joseph Francis	30 Medicine Trail, Eskasoni, NS B1W 1B3	Crises Worker	Eskasoni Mental HEALTH
Billie Jean Morrison	30 Medicine Trail, Eskasoni, NS B1W 1B3	Crises Worker	Eskasoni Mental HEALTH
Dalton Francis (Doc)	610 Bayview Dr, Burnt Church, NB E9G 2A8	Esgenoopetitj Rising Sun Eel Ground	NNADAP Worker, Addictions
Theresa Martin	2 Tpegunset, Listuguj, QOC 2R0	Community Wellness	Listuguj Community Health
Michelle Knockwood	38 Bernard Trail, P.O. Box 1007, Dorchester, NB, E4K 3B3	NNADAP WORKER	Fort Folly First Nation

Mike Taylor	128 Saqamaw Road, Antigonish Co., B0N 1A0	Addiction Counsellor	Paqtnkek Health Center
Walter Isadore	P.O. Box 3023, Wagmatcook, NS B0E 3N0	Addictions Councillor	Wagmatcook addictions
Theresa Morris	P.O. Box 263, Shubenacadie, NS B0N 2H0	Director / Interim	Eagles Nest Recovery House
Madonna Prosper	93 Reservation Road, Waycobah First Nations, NB B0E 3M0	Addictions Coordinator	Waycobah Addictions Services
Stuart Basque	93 Reservation Road, Waycobah First Nations, NB B0E 3M0	Addictions Councillor	Waycobah Addictions Services
Rodney Martin	93 Reservation Road, Waycobah First Nations, NB B0E 3M0	Addictions Councillor	Waycobah Addictions Services
Darrell M. Sack	601 Church Street, Indian Brook, NS B0N1W0	Addictions Prevention Counsellor	Sipeknekatick Health Center (Indian Brook)
Laurie Ann Nicholas	P.O. Box 3091, Perth, NB E7H 5K2	Health Coordinator	Mawiw Council Inc
Norma Jean Saulis	13309 Rt 105, Tobique, NB E7H5K1	Manager	Wolastoqewiyik Healing Lodge
Cindy Ginnish	31 Riverview Rd, W. Eel ground, NB E1V 4G2	Executive Director	Rising Sun Treatment Centre
Kari Patles	31 Riverview Rd, W. Eel ground, NB E1V 4G2	PDM, Day Program Coordinator	Rising Sun Treatment Centre
Robert Brewer	13309 Route 105, Tobique, NB E7H 5K1	Addictions Councillor	Wolastoqewiyik Healing Lodge
Tracy MacLennan	327 Sweet Grass Trail, Lennox Island, PE, C0B 1P0	Community Health Representative	Lennox Island Health Centre
Jean Tuplin	117 Low Point Rd, Tyne Valley, Pei C0B 2C0	Community NNADAP Representative	Lennox Island Health Centre

Wade MacRae	6 F.J. McAulay court Charlottetown, PE C1A 9M7	NNADAP Coordinator	Native Council of PEI
Kara Acorn	6 F.J. McAulay court Charlottetown, PE C1A 9M7	NNADAP	Native Council of PEI
Delton McDonald	P.O. box 30004, Wagmatcook, NS B0E 3N0	Social Worker	Wagmatcook First Nation
Nicholas Prisk	123 Prisk St., Pabineau, NB E2A 7M9	Addictions Councillor	Pabineau First Nations
Lloyd Gould	P.O. Box 7824, Eskasoni, Cape Breton, NS B1W 1B4	clinical Director / counsellor	Eskasoni / Mi'kmaq Lodge Treatment ctr.
Nelson (Inkin) Young	P.O. Box 7820, Eskasoni, Cape Breton, NS B1W 1B4	Certified Addictions counsellor (CAC)	Eskasoni / NADACA
Josh Whittall	P.O. Box 7820, Eskasoni, Cape Breton, NS B1W 1B4	Addictions worker	Eskasoni / NADACA
Vincent Stevens	P.O. Box 7820, Eskasoni, Cape Breton, NS B1W 1B4	Manager - Addictions Services	Eskasoni / NADACA
Dawn Prosper	P.O. Box 7820, Eskasoni, Cape Breton, NS B1W 1B4	Education & Accreditation Manager	Eskasoni / NADACA
Thomas Christmas	2158 Gottingen Street, Halifax, NS B3K 3B4		NADACA
Francis Doucette	264 Sitmuk Rd, Comp 645, RR#1 St. Peter's, NS B0E 3B0	Community Addictions	Potlotek Health Center
Nora LaBillois	38 Beach Rd., Eel River Bar, NB E8C 2t4	Certified Addictions counsellor II	Eel River Bar
Ann LaBillois	18 Beach Rd, Eel River Bar, NB E8C- 2Y4	Certified Addictions Counsellor II	Eel River Bar
Tammy Rafuse	157 Smith Road, Hantsport, NS B0P 1P0	Community Addictions Worker	Glooscap First Nation

Lawrence E Wells Sr.	20 Pikun Ave, Membertou, NS B1S 3S4	Community Counsellor	Membertou Wellness
Danielle Hennessey	640 Ratchford Rd, Cambridge Station, B0P1G0	Community Addictions counsellor	Annapolis valley First Nation, NADACA
Sarah Marie Clark	RR#2, Site 6 Box 52, Trenton, NS 4 B0K 1X0	Mental Health & Addictions support	Pictou Landing Health
Alex Tomer	77 French Village Rd, Kingsclear, NB E3E 1K3	Drug / Alcohol Councillor	Kingsclear First Nation
Jeannette Martin	85 Main St. Gesgapegiag, Qc, G0C 1Y1	Project Coordinator, Multi -Disciplinary Team, Addictions / Mental Health	Gesgapegiag Health & Community Services
Alison Dawn Sappier	1319 Aroostook Road, Tobique, NB	Prevention / NADAP	Tobique First Nation
Corey Metallic	6 Pacific Drive, Listuguj, Qc G0c 2R0	Suicide Prevention Program Coordinator	Listuguj Community Health
Alma MacDougall	200 Read Drive, Summerside Pei	IRS RHSW	MC PEI
Tammy Jo Knockwood	48 Bernard Trail, Fort Folly, E4K 3B3	Family Violence Worker	Fort Folly First Nation
Ruben Pillay	PO Box 570 Northwest River, Labrador A0P 1M0	Manager Youth Services	Sheshatashiu Innu First Nation
Lloyd Simon	205-2 Big Cove RD Elsipogtog, NB E4W 2S1	Addictions Counsellor	Health & Wellness Centre
J Kenneth Larry	50 Church Rd. Eel Ground, NB E1V 4E7	NAADAP	Eel Ground Health & Wellness Centre
Philippa Pictou	RR#2, Site 6 Box 52, Trenton, NS B0K 1X0	Health Director	Pictou Landing Health
Catherine Sanipass	61 Island Drive, Indian Island, NB E4W 1S9	Councillor /ADI	Indian Island Band
Ingrid Brooks	61 Island Drive, Indian Island, NB E4W 1S9	Councillor / CHR	Indian Island Band

Tammy Arsenault	Box 135, Lennox Island PEI C0B 1P0	MCPEI, Rep Mental Health Coordinator	Lennox Island Health Centre
Michel Nana	P.O. Box 118, Sheshatshiu, Labrador, NL A0P 1M0	Addictions Councillor	Mary May Healing Centre
Paula McNally	250 Main St. Tobique,, NB, E7H 2Y8	Community Health Nurse	Negotkuk Health Center
Tracy Day	17 Raven Trail, Box 178, Lennox island, PE C06 1P0	Shelter Worker	Women's Shelter
Melanie Robinson - Purdy	10526 HWY #3, Yarmouth, NS B5A 5J7	Community Enhancement	Acadia First Nation
Rose Purdy	3059 Mainshore Road, Port Maitland, NS B5A 5C5	NADACA - L	Acadia First Nation
Lorinda Francis	P.O. Box 7820, Eskasoni, Cape Breton, NS B1W 1B4	Counselling	Mi'kmaq Lodge
Ruby Paul	P.O. Box 7741, Eskasoni, Cape Breton, NS B1W 1A9	Administrative Assistant / Crises Worker	Eskasoni Mental Health
Pamela C Gallant	P.O. Box 151, Miswiche,O'Leary, PE C0B 1V0	Support Worker	Chief Mary Bernard Memorial Women's Shelter
Derry Fontaine	10 Turtle lane, Woodstock First Nation, E7M 3B4	Health Director	Woodstock Health Center
Karen Paul	8 Maliseet Drive, Woodstock First Nations, NB E7M 4J6	Wellness / Community Health Programs	Woodstock Health Center
Cheryl Copage	PO Box 805 Truro, NS, B2N 5E8	Project Lead, CPDS	Copage Proposal Development Services

Heidi Marshall	PO Box 805 Truro, NS, B2N 5E8	Consultant	Copage Proposal Development Services
Wanda Paul	PO Box 805 Truro, NS, B2N 5E8	Consultant Admin	Copage Proposal Development Services
Andrea Colfer	APC IRS	IRS RHSW	APC
Connie Nevin	APC IRS	IRS RHSW	APC
Vanessa Nevin	Cole Harbour	Senior Health Policy Analyst	APC
Georgianna Barlow	Cole Harbour	Health Policy Analyst	APC
Patrick Small Legs Nagge	Halifax	Mental Wellness Co-Chair	FNIHB-HC
Josephine Muxlow	Halifax	Clinical Nurse Specialist, Adult Mental Health	FNIHB- HC
Bert Milberg	Halifax	Senior Program Officer	FNIHB-HC

Workplan

Project Timeframe: December 18th, 2014 - March 31st, 2015

Specific Objective	Activities	Deliverables	Timeframe
1.0 Coordinate Organizing Committee Meetings	1.1 Conference Committee established 1.2 Organizations of conference committee meetings (face to face & conference calls) 1.3 Meeting Notices 1.4 Meeting Logistics (Catering, Meeting Space) 1.5 Meeting Packages (Coordination of Materials and package assembly) Material to be provided in paper format for face-to-face meetings. Electronic Format at least 3 days prior to meeting or conference call. 1.6 Agenda Development in conjunction with Senior Advisor 1.7 Generation of committee minutes 1.8 Generation of rolling action items matrix 1.9 Regular email updates on progress of planning coordinators	Committee Minutes Rolling Action Matrix	Completed
2.0 Conference Preparation	2.1 Creation of Brochure for the conference 2.2 Design a Registration Template (On-line/	Registration Forms	Completed

	<p>Traditional)</p> <p>2.3 Design Invitation letter for Community Participants/ Health Partnership/ Mental Wellness Committee other identified target audiences</p> <p>2.4 Send out Invitation to target audiences</p> <p>2.5 Prepare community based information sheet for inclusion in community newsletters/ flyers</p> <p>2.6 Development of Accommodations List</p>	<p>Invitation Letter (s)</p> <p>Conference Advertisement Save the Date</p> <p>On-Line Registration Site</p>	
3.0 Creation of Conference Agenda	<p>3.1 Work in cooperation with conference organizing committee and consultants to create an agenda for the event</p> <p>3.2 Exploration of format (panel/workshops/ plenary etc)</p> <p>3.3 Identification of potential presenters for event</p> <p>3.4 Contracting Staff members and development staff to begin Jan. 19, 2014</p>	<p>Conference Agenda</p> <p>Presenters Contracts</p>	Completed
4.0 Coordination of Presenters	<p>4.1 Contact identified presenters/ speakers</p> <p>4.2 Determine availability</p> <p>4.3 Contract generation in accordance with APC policies</p> <p>4.4 Coordinate travel and accommodations for presenters</p> <p>4.5 Work with finance if speakers fees are required</p>	Presenters Contract	Completed
5.0 Coordination of the Resources, Materials, Curriculum, Online Modules	<p>5.1 Curriculum Resourcing and development</p> <p>5.2 Development of Online Facilitator training modules</p> <p>5.3 Sort materials to be provided for participants at training session</p> <p>5.4 Send material to session coordinator for uploading on to USBs for distribution to participants</p>	<p>USB upload with supporting materials for participants</p> <p>Workbooks and materials provided at registration for participants</p>	Completed
6.0 Conference Logistics	<p>6.1 Registration Compiled. Creation of excel template to track registration data</p> <p>6.2 Registration Onsite Development & Management Process</p> <p>6.3 Participant Name Tags</p> <p>6.4 Accommodations Coordination for selected invites and selected participants in accordance with APC policies</p> <p>6.5 Conference Package Preparation. Creation of paperless conference package. Bios/</p>	<p>Registration Data</p> <p>Conference Package</p>	Completed

	Presentations/etc.		
7.0 Budget Expenditures Tracking	7.1 Standing Agenda items for all conference calls/ face to face meeting of conference committee	Standing Agenda item on Committee Meetings	Completed
8.0 Communications and Publicity	8.1 Refinement of Media Material as identified in objective 2.0. 8.2 Distribution of Media material to advertise conference.	On pager-Invitation and Save the Date Flyer	Completed
9.0 Accommodations Management	9.1 Block Rooms for conference participants. In accordance with APC policies 9.2 Depending on agreed upon format (Meeting Room Assignment/Room Supplies/Signs for Workshops) 9.3 Meal Selection- Direction of Conference committee and finance /coordination with hotel 9.4 Audio and visual requirements (work with Frishorn to meeting the Audio visual requirements as directed by committee. Video Conference etc) 9.5 IT requirements: Laptops, recorders, LCD projectors for presenters if necessary 9.6 On site troubleshooting: Negotiate with Freeman to have one of their staff on site. 9.7 Troubleshooting with venue staff: One staff member will be main contact with hotel catering staff.	Contract with Venue Contract with Freeman	Completed
10.0 Participant Management	10.1 Recruitment of planning committee members as workshop monitors if required. 10.2 Development of task outlines for volunteers (workshop introductions etc) 10.3 Participant Control Management (Ensure participants are attending workshops etc) 10.4 Participants/ Chiefs claim process if applicable.		Completed
11.0 Evaluation	11.1 Design Evaluation Form for training 11.2 Entry Form for evaluation completion 11.3 Prize for completed evaluation form draw.	Evaluation Form	Completed

13.0 Final Report	12.1 Generation of Final Report for Conference by March 31 st , 2015 12.2 Documents and presentation from training in report 12.3 Evaluations Report 12.4 Participant Roll Up Report	Final Report (APC)	Completed
-------------------	--	--------------------	-----------

Strengths Based Training Coordination Deliverables:

- Coordinated Mental Health and Addictions Session - Handle all the logistics associated with the coordination of this event for APC.
- Complete high level handling of planning and logistics of conference
- Project lead established a planning committee with Health Professionals and APC Health staff that will meet regularly by teleconference to monitor and supervision the progress of work on the coordination of the event.
- Project lead attended all planning committee meetings via teleconference.
- Regular updates provided to APC Senior Health Policy Analyst to provide logistic updates on planning and potential issues.
- Verbal or written updates or progress reports as requested by APC /Planning Committee
- Coordination of all bookings for the venue location, promoting and advertising of the Training Session.
- Provided logistical support for the training facilitator(s).
- Contacted potential participants and attendees to attend this training session.
- Provided multiple mediums for registration and distribution of materials. Traditional Method/Fax /Emails & Calls as well as an online registration format.
- Worked with personnel from the venue to ensure all snacks and meals are ordered and available.
- Worked with personnel from the venue to ensure meetings rooms, audio visual equipment, etc. is available for the event.
- Booked of speakers for workshops, contract development, management of professional fees and maintaining Speakers check lists (It Requirements/ Bios/ Presentations etc)
- Ensured guest speakers/ participants have travel arrangements made and that they are reimbursed for travel and fees.
- Participated in preparing, finalizing and printing the agenda.
- Prepared conference material for each participant.
- Ensured all participants are reimbursed for travel expenses at predetermined rates.
- Prepared evaluation forms for overall event (facilities, food, administration, etc.).
- Roll-up all evaluations.
- Prepared a final report (included list of participants, agenda, workshop material and roll up of evaluations,)

Evaluations

APC STRENGTH BASED TRAINING-Evaluation Results

Learning – please indicate you knowledge about the following items both before and after the course.

RATE FROM 1-10=11

Statement	Before	After
1) I understand the definition of Strength Based Practice		
2) I understand the historical impact of colonization as a contributing factor in hopelessness, depression anxiety and addiction.		
3) I have a range of tools to intervene in a strength based way		

S1. Before	1	2	3	4	5	6	7	8	9	10
	2	2	4	0	2	9	7	5	5	12
S1. After	1	2	3	4	5	6	7	8	9	10
	8	1	1	2	6	4	6	2	7	7
S2. Before	1	2	3	4	5	6	7	8	9	10
	1	1	3	1	6	10	5	7	3	7
S2. After	1	2	3	4	5	6	7	8	9	10
	1	0	0	0	6	2	5	3	9	17
S3. Before	1	2	3	4	5	6	7	8	9	10
	2	1	5	6	10	9	4	5	0	0
S3. After	1	2	3	4	5	6	7	8	9	10
	0	0	0	1	4	2	7	9	7	15

Specific Units

How confident do you feel about recognizing and practicing ways to practice strength based addictions care.

Unit	Very confident	Confident	Somewhat confident	A little confident	Not confident	Don't know
Screening/	7	31	3		1	

engagement						
Client Intake/ matching services	10	31	1			
Client Orientation/ Welcoming a new Life	12	27	3			
Client Assessment/ Mining for Strengths	10	24	6			
New Pathways	11	23	2			
Counselling/ Listening Relationships	16	27	2			
Case Management/ /Care Facilitation	5	24	8	1	1	
Client Education/ Sharing Knowledge	13	24	5			
Crisis Intervention/ Leveraging Community Assets	11	17	4			
Referral /Linking Service	19	19	4			
Record Keeping- Writing the story	9	30	5	1		
Consultation- Circle of Care	12	22	5	3		

How confident do you feel about the following?

	Ver y conf iden t	Confiden t	Some what confi dent	A littl e conf iden t	Not conf iden t	Don't know
Knowing useful things you can do to work from a strength based framework	10	29	3			
Articulating 5 new ways to create client engagement in the early stage of our relationship	8	27	7			
I can name traditional or local methods of welcoming	10	20	9	1		
I can articulate the elements of appreciative inquiry	6	29	7			
I feel confidence about my ability to use asset mapping when discussing community initiatives	13	22	8			
I feel inspired to change/improve the way I work within the addictions continuum of care.	17	16	4	1		

Objectives -- How well did the course meet its key objectives (1-10)? 10 being totally.

1. Define Strength based practice	
2. Develop an understanding of treatment centre practices that contribute to building on inherent strengths	
3. Introduce natural ways to promote adoption of strength based practice at my organization	
4. Expand your awareness about strength based interventions	

O1.	1	2	3	4	5	6	7	8	9	10
	0	0	0	0	1	3	5	10	7	17
O2.	1	2	3	4	5	6	7	8	9	10
	0	0	0	0	2	5	4	15	6	11
O3.	1	2	3	4	5	6	7	8	9	10
	0	0	0	0	1	1	8	11	7	14
O4.	1	2	3	4	5	6	7	8	9	10
	0	0	0	0	1	2	3	10	9	17

Additional Objectives -- How well did the course meet these additional objectives (out of 10)?
10 being totally

1.The course is relevant to my work	
2.I will use what I learned in this course to improve performance at work	
3.The course has real value to my organization	
4.I will use what I learned in this course to assist staff in developing themselves	
5.The facilitators demonstrate expertise in the subject matter	
6.The facilitators model the messages they're teaching	
7.My work will notice improvement because I took this course	

AO1.	1	2	3	4	5	6	7	8	9	10
	0	0	0	0	0	0	4	5	6	27
AO2.	1	2	3	4	5	6	7	8	9	10
	0	0	0	0	0	0	3	5	7	26
AO3.	1	2	3	4	5	6	7	8	9	10
	0	0	0	0	0	1	3	4	7	27
AO4.	1	2	3	4	5	6	7	8	9	10
	0	0	0	0	0	1	3	7	6	25
AO5.	1	2	3	4	5	6	7	8	9	10
	0	0	0	0	0	1	3	1	6	32
AO6.	1	2	3	4	5	6	7	8	9	10
	0	0	0	0	0	0	5	2	4	31
AO7.	1	2	3	4	5	6	7	8	9	10
	0	0	0	0	0	3	3	5	6	23

What will you take away most from this course?

<ul style="list-style-type: none"> Be positive and focus on strength not the negative (Trauma). 	<ul style="list-style-type: none"> Hope that we will be able to shift all our services in all our communities to take a strength based approach.
<ul style="list-style-type: none"> Listen to listen 	<ul style="list-style-type: none"> To see the value of our people and not just a client.
<ul style="list-style-type: none"> Changing forms to positive wording 	<ul style="list-style-type: none"> All the stories showed listening – strength in others
<ul style="list-style-type: none"> More positive approach 	<ul style="list-style-type: none"> I will take a lot away from the course.
<ul style="list-style-type: none"> Hope that we will all work for the same objectives, same time. 	<ul style="list-style-type: none"> I will try to find ways to include my community in a positive engaging way.
<ul style="list-style-type: none"> We all have a common goal and will use new tools I've learned. 	<ul style="list-style-type: none"> The \$20 – bill example of life continuing its value.
<ul style="list-style-type: none"> Strength in all of us. 	<ul style="list-style-type: none"> Practice strengths of encourage to promote change.
<ul style="list-style-type: none"> 4-D. 	<ul style="list-style-type: none"> The necessary collaboration of community and treatment centers working together

<ul style="list-style-type: none"> • The people I met doing this course and their knowledge in their communities 	<ul style="list-style-type: none"> • Everyone is important and we all have strengths focus on them
<ul style="list-style-type: none"> • So much, so very much 	<ul style="list-style-type: none"> • I will take the strengths from the clients and apply them to their own personnel issues.
<ul style="list-style-type: none"> • “Possibilities” Try to see the possibilities 	<ul style="list-style-type: none"> • To listen more, be available, open door. and when writing the story; record keep focus on the successes not so much negative
<ul style="list-style-type: none"> • More information about SBT 	<ul style="list-style-type: none"> • Being able to work with people who have addictions issues without judgment. This has been reinforced inn me because I am a recovering alcoholic.
<ul style="list-style-type: none"> • Knowing my strengths 	<ul style="list-style-type: none"> • New Beginnings
<ul style="list-style-type: none"> • Positivity 	<ul style="list-style-type: none"> • New Way of Thinking
<ul style="list-style-type: none"> • That I am working in the right way. Have implemented positive thinking and self-help techniques already. Reinforces the Positivity 	<ul style="list-style-type: none"> • Looking at the glass as half full. Listening to clients stories and understand historical trauma.
<ul style="list-style-type: none"> • Being patient and listening 	<ul style="list-style-type: none"> • Knowledge and understanding
<ul style="list-style-type: none"> • What strengths based really means 	<ul style="list-style-type: none"> • All of the gifts
<ul style="list-style-type: none"> • How to read the story 	<ul style="list-style-type: none"> • The value of importance of using strength based lens in health living
<ul style="list-style-type: none"> • I will take everything I learned and the visual aids that tell a simple story yet gets the message through. 	<ul style="list-style-type: none"> •

How would you describe this course to others?

<ul style="list-style-type: none"> • It was very interesting, a lot of good information and I would recommend it to all works in these fields. Wonderful, loved it!! 	<ul style="list-style-type: none"> • Inspiring
<ul style="list-style-type: none"> • Creates motivation for yourself, new ideas and ways of thinking. 	<ul style="list-style-type: none"> • Very exciting and very interesting
<ul style="list-style-type: none"> • Strength! Finding that in our client 	<ul style="list-style-type: none"> • Very Interesting, recommend to other staff members.
<ul style="list-style-type: none"> • Very informative – but don’t just talk about it – do it 	<ul style="list-style-type: none"> • “Strengths” recognizing strengths
<ul style="list-style-type: none"> • One of the best workshops I’ve been involved in. 	<ul style="list-style-type: none"> • Very eye opening
<ul style="list-style-type: none"> • Yes 	<ul style="list-style-type: none"> • Intense and helpful.
<ul style="list-style-type: none"> • Mind-expanding 	<ul style="list-style-type: none"> • Awesome well worth the time
<ul style="list-style-type: none"> • We need to able to focus on the individual, the gifts that they bring. 	<ul style="list-style-type: none"> • I will share
<ul style="list-style-type: none"> • Definite a course to take 	<ul style="list-style-type: none"> • Very interesting, learning about people with addictions or people with issues.
<ul style="list-style-type: none"> • Looking at things in a positive way. 	<ul style="list-style-type: none"> • Very informative!! Feel great and thank you. Enjoy meeting new people and

	listening to others stories
<ul style="list-style-type: none"> • Encouraging / inspiring for change 	<ul style="list-style-type: none"> • Very attend able
<ul style="list-style-type: none"> • A program driven by compassion, a cultural and spiritual manner. 	<ul style="list-style-type: none"> • It was very interesting and had some aa ha moments
<ul style="list-style-type: none"> • Informative 	<ul style="list-style-type: none"> • It's a great tool
<ul style="list-style-type: none"> • Fantastic 	<ul style="list-style-type: none"> • Excellent way to improve your client interactions & community interactions
<ul style="list-style-type: none"> • Very good course, instructors are very well reversed in the training 	<ul style="list-style-type: none"> • This is a refreshing also that it was fun and great it is meeting old and new friends
<ul style="list-style-type: none"> • Working together as a team 	<ul style="list-style-type: none"> • Inspiring
<ul style="list-style-type: none"> • A great teaching 	<ul style="list-style-type: none"> • Excellent
<ul style="list-style-type: none"> • Get involved- do something 	<ul style="list-style-type: none"> •

What were the best elements of the course? Was there a particular module that was really well done?

<ul style="list-style-type: none"> • Strengths and knowing who we are to help others understand theirs. 	<ul style="list-style-type: none"> • Group /together – breaking up groups and listening to others thought it was well done and very engaging.
<ul style="list-style-type: none"> • Writing their stories in great detail. 	<ul style="list-style-type: none"> • That we all came all together, working together.
<ul style="list-style-type: none"> • Client engagements 	<ul style="list-style-type: none"> • Linking services to connect people.
<ul style="list-style-type: none"> • Native ways of doing 	<ul style="list-style-type: none"> • The different parts broken up and groups
<ul style="list-style-type: none"> • All great 	<ul style="list-style-type: none"> • On-hands experience. The survey
<ul style="list-style-type: none"> • All elements are excellent 	<ul style="list-style-type: none"> • First Nations instructions with experience
<ul style="list-style-type: none"> • Another Emotional Intelligence training. 	<ul style="list-style-type: none"> • Small group work
<ul style="list-style-type: none"> • The course functions, refills 	<ul style="list-style-type: none"> • Networking, liked it all
<ul style="list-style-type: none"> • Linking services to connect people. Referral circle and CANDS were good learning exercises. 	<ul style="list-style-type: none"> • The best elements was the value of a person
<ul style="list-style-type: none"> • The one on writing a person's story 	<ul style="list-style-type: none"> • All good! Thank you!
<ul style="list-style-type: none"> • Small group activities 	<ul style="list-style-type: none"> • All was great
<ul style="list-style-type: none"> • Learning my strengths 	<ul style="list-style-type: none"> • All the awesome nitaps
<ul style="list-style-type: none"> • Sharing of knowledge 	<ul style="list-style-type: none"> • The art therapy during discussions (modules) helps me to remember to manage time chunks and thought process of clients
<ul style="list-style-type: none"> • Screening and assessment 	<ul style="list-style-type: none"> • Being straight up positive
<ul style="list-style-type: none"> • It was all done very good, equally 	<ul style="list-style-type: none"> • client management
<ul style="list-style-type: none"> • Circle of care 	<ul style="list-style-type: none"> • Culture has to be essential to everything we do
<ul style="list-style-type: none"> • Honesty 	<ul style="list-style-type: none"> • Group work and group sharing
<ul style="list-style-type: none"> • Focus on the positivity in regard to people with addiction issues 	<ul style="list-style-type: none"> • The 20 Dollar Bill

Please list additional or future training programs that you would like to receive?

<ul style="list-style-type: none"> • Emotional intelligence in July level 1 	<ul style="list-style-type: none"> • Emotional intelligence 1 and 2
<ul style="list-style-type: none"> • Emotional Intelligence, 	<ul style="list-style-type: none"> • Any other addictions courses, grief counselling.
<ul style="list-style-type: none"> • Emotional intel 	<ul style="list-style-type: none"> • Any that teach us to “walk with” not in front and not behind.
<ul style="list-style-type: none"> • Follow-up to the above 	<ul style="list-style-type: none"> • Counseling in a higher level
<ul style="list-style-type: none"> • Any and all 	<ul style="list-style-type: none"> • Additional addiction training • Re: methadone withdrawal maintenance
<ul style="list-style-type: none"> • Emotional Intelligence 	<ul style="list-style-type: none"> • Solution focused, CBT, motivational coaching
<ul style="list-style-type: none"> • Little more training in Strength base 	<ul style="list-style-type: none"> • Emotional Intelligence training, restorative practices training.
<ul style="list-style-type: none"> • Methadone training 	<ul style="list-style-type: none"> • Traditional teachings from elders.
<ul style="list-style-type: none"> • I would like to take emotional training 	<ul style="list-style-type: none"> • Emotional intelligence for leadership
<ul style="list-style-type: none"> • Any Program available to educate and help me to become a reliable resource to anyone with addiction issues 	<ul style="list-style-type: none"> • More Addictions
<ul style="list-style-type: none"> • More about drugs 	<ul style="list-style-type: none"> • More about counselling
<ul style="list-style-type: none"> • Harm Reduction 	<ul style="list-style-type: none"> • Strength Based with practical applications
<ul style="list-style-type: none"> • Next Level 	<ul style="list-style-type: none"> • Resiliency modules for this course
<ul style="list-style-type: none"> • Motivational Speakers 	<ul style="list-style-type: none"> • Workshop on teaching elders
<ul style="list-style-type: none"> • All of the remaining parts 	<ul style="list-style-type: none"> • Emotional intelligence
<ul style="list-style-type: none"> • Be more persistent towards helping and connecting to other first nations 	<ul style="list-style-type: none"> •

Other appreciations, recommendations, and/or ideas to improve the course in the future...

<ul style="list-style-type: none"> • It was great but could spend more time with it all. Thank you 	<ul style="list-style-type: none"> • It was great to be in small groups that stayed the same however if there were a couple of opportunities to network more with others be great
<ul style="list-style-type: none"> • Not at this hotel 	<ul style="list-style-type: none"> • None, everything worked out
<ul style="list-style-type: none"> • Practicing on role-playing our native ways 	<ul style="list-style-type: none"> • Had I known what exactly this course was about – perhaps we could have brought additional people who could benefit from this course. The more people who understand this the more people move in the same direction
<ul style="list-style-type: none"> • Little more movement not just sitting around 	<ul style="list-style-type: none"> • More time on training and getting more experience.
<ul style="list-style-type: none"> • Some entertainment in the evenings, AA meetings, music or something. 	<ul style="list-style-type: none"> • The hotel wasn't too welcoming
<ul style="list-style-type: none"> • Thank you. 	<ul style="list-style-type: none"> • Felt so isolated, the restaurant staff were

	not the best. Dreams do come true!
<ul style="list-style-type: none"> • Need to include Mi'kmaq Family and Children's services in these trainings to enhance collaboration. 	<ul style="list-style-type: none"> • Excellent course.
<ul style="list-style-type: none"> • Sharing of success stories 	<ul style="list-style-type: none"> • Not to pick people in spots
<ul style="list-style-type: none"> • Have us put our cell phones in the basket 	<ul style="list-style-type: none"> • Great course, well done ladies
<ul style="list-style-type: none"> • We have to be intentionally talking about our culture 	<ul style="list-style-type: none"> • Very good as is
<ul style="list-style-type: none"> • Excellent Job 	<ul style="list-style-type: none"> • More to accommodate the new workers

Contact Information:

Atlantic Policy Congress of First Nation Chiefs

(902) 435-8021 Office

(902) 435-8027 Fax

(506) 521-0116 Cell

Georgianna.barlow@apcfn.ca

Attention: Georgianna Barlow, Health Policy Analyst

Appendix A: National Native Addictions Partnership Foundation Report

Insert Reports from Carol

Appendix B: Indigenous Wellness Framework and Outcomes

Appendix C: Strengths Based Training - PowerPoint Presentation

Master Presentation

Appendix D: Resources

- Strength- Based Practice: The ABC's of Working with Adolescents Who don't want to work with you.
- Change-Focused Youth Work-Critical Ingredients of Positive Behavior Change Michael D. Clark
- Addressing Methadone Myths: NNAPF
- Community Resilience: Models, Metaphors and Measures
- First Nation Mental Wellness Continuum Framework
- Prescription Drug Abuse Training Guide- For First Nation Communities
- A cultural safety toolkit for Mental Health and Addictions Workers In-Service with First Nation People
- Honouring our Strengths-A Renewed Framework to address Substance use issues among First Nation people in Canada.
- Attraction and Retention Guidebook for Program Managers and Directors- Honouring our Strengths Continuum of Care Workforce Development
- Developing a Basket of Mental Health & Addictions Screening and Assessment Tools for use with First Nation Clients
- Guidelines supporting use of Natural Medicines in Culturally-Based Healing Practises for NNADAP/ NYSAP Counsellors
- Guidelines for Supervisors/Program Manager and Clinical Supervisors in NNADAP/ NYSAP
- Guidebook on Protocols for Indigenous Practitioners Specific to Substance Abuse Treatment, Cultural Interventions and Healing
- Guidebook for NNADAP Services with a focus on Inclusion of Community Development as a Cultural Practice and Culture Specific Prevention Strategies
- Human Resources Planning Guidebook for NNADAP/ NYSAP

Appendix E: Addictions Treatment Using Emotional Intelligence

Appendix F: Dr. Bruce Perry 2015

Appendix G: Strengths Based Workbook

Appendix H: Literature Review

Carol to send