

# VAADAC VIEWS

Virginia Association of Alcoholism & Drug Abuse Counselors,  
an affiliate of NAADAC, The Association for Addiction Professionals

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**12/15/11**

## **VAADAC POSITION STATEMENT:**

### **Recovery-Oriented Systems of Care (ROSC)**

The field of treatment in Substance Use, Addictive and Related Disorders is currently experiencing one of its more dynamic and critical changes. At a time when the expected Diagnostic and Statistical Manual V (DSM V) changes and health care reforms are expected to significantly impact and revise the traditional models of care, it is imperative that client safety with adequate clinical oversight be kept in the forefront of service delivery. VAADAC regards the emergence of new, more formalized assistance to the continuum of care as a very positive addition to the provision of services to assist those suffering directly or indirectly from substance use disorders.

One of VAADAC's central objectives as an association is the promotion and advancement of Alcoholism and Drug Counseling through the Professional Code of

Ethics of the Association, and the adoption of standards of competence which will insure the highest quality of counseling treatment to help persons who have problems related to the use of alcohol and/or other drugs.

In our continuing efforts to meet this objective VAADAC provides:

- a) professional consultation, education, cooperation, and collaboration with members of the medical, educational, legal communities and other social and welfare workers and agencies at all levels of government, community, and private organizations concerned with the prevention, management, and treatment of individuals who have problems related to the use of alcohol and/or other drugs; and
- b) stimulation of essential professional standards and ethics among those persons engaged as professional or voluntary counselors in the Commonwealth of Virginia.

VAADAC will continue to seek various ways to further integrate this position on ROSC with the public health community. VAADAC supports ROSC as

#### **VAADAC Board**

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#### **VAADAC Web Address:**

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#### **Editor**

Patrice Porter

#### **Advertising:**

VAADAC VIEWS does accept advertising for publications, treatment centers, clinics, and job postings. Contact us if you are interested in advertising.

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designed to focus on collaboration and accountability.

The ROSC (Recovery-Oriented Systems of Care) model supports person-centered and self-directed approaches to care that build on strengths and resilience of individuals, families, and communities to take responsibility for their sustained health, wellness, and recovery from alcohol and drug problems. ROSC requires an ongoing process of systems improvement that incorporates the experiences of those in recovery and their family members. ROSC offers a comprehensive menu of services and supports that can be combined and readily adjusted to meet the individual's need and chosen pathway to recovery. ROSC encompasses the coordination of multiple systems, providing responsive, outcome-driven approaches to care. (NASADAD Annual Meeting, & NAADAC Annual Meeting, 2008).

Goals of a recovery-oriented systems approach are:

- to support preventive strategies related to substance use problems and disorders;
- to intervene early with individuals with substance use problems;
- to support sustained recovery for those with substance use disorders; and
- to improve individual, family and community outcomes.

These peer-based recovery support roles go by various titles: Recovery Coaches, Recovery Mentors, Personal

Recovery Assistants, Recovery Support Specialists, and Peer Specialists. An emerging concern within the professional treatment community is that complex ethical and legal issues are arising within the performance of these roles. There is little specific guidance currently found in existing literature. Effective utilization of these support roles will be achieved if they are well-integrated into the recovery dynamic and accepted by treatment providers.

Systems change requires conceptual clarity, overcoming resistance, organizational commitment, strong leadership, roles definition, transparency, and an infrastructure to support the process, including staff buy-in and education/training. The paradigm shifts being advocated necessitate changes in addiction treatment service philosophies, service technologies, service roles relationships, as well as the relationship between service organizations and other community recovery support resources. There is little within the existing system of addiction treatment that will not be challenged in the coming decades as new service roles (recovery coaches, recovery support specialist, personal recovery assistants) and recovery support organizations (community recovery support centers) emerge and stand-alone levels of care become obsolete within the transformed world of addiction treatment (White, 2005, 2006; Compton, Glantz &

Delaney, 2003).

In fiscally challenging times, there is always the pressure to do more with less. However, in the treatment field meaningful collaboration, clear professional ethics, and client/staff accountability cannot be compromised. Toward this end, VAADAC will act as one of the coordinators for the change process. VAADAC will offer professional consultation, education, cooperation, and collaboration with members of the Recovery-Oriented Systems of Care (recovery coaches, recovery mentors, personal recovery assistants, recovery support specialists, and peer specialists) to define the core responsibilities of the peer recovery specialist and stimulate appropriate, necessary professional standards and ethics among those persons engaged in ROSC.

In Workforce Development workshops and papers it is clear that retaining and developing staff is particularly challenging. The call for recovery-focused clinical supervision would be experienced as a framework for integrating many of these recent initiatives and a means of recapturing the importance and integrity of clinical supervision within addiction treatment. As a field, we are calling for services that are developmentally appropriate, gender specific, family centered, culturally competent, trauma-informed, strengths-based and evidence-based (to name just a few).

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Clinical supervision will include service system and clinical practice in the following areas: engagement, assessment, retention, role of client, service relationship, clinical care, service dose/duration, service delivery sites, post treatment checkups, support, and attitude toward readmission (White, 2007, p.36). Clinical Supervision will also include as core recovery competencies capacity for self-observation, self-expression, sober problem-solving, recovery-based reconstruction of personal identity and interpersonal relationships, freedom from coercive institutions, economic self-sufficiency, positive citizenship and beneficial public service demonstrating values such as gratitude, acceptance and tolerance.

VAADAC will collaborate to develop a model of ethical decision-making that can be used by recovery coaches and those who supervise them. VAADAC recognizes the need for adequately trained supervisors for those working in peer-based recovery support roles. VAADAC will provide related training in the form of presenting ethical vignettes related to personal conduct, conduct in service relationships, conduct in relationships with the larger community, and stands ready to provide sample statements of ethical principles and guidelines. Material and training will be appropriate to specific levels of care. This training will address how

current laws governing roles in addiction treatment, such as confidentiality, duty to warn, and personal/organizational liability are applicable to recovery specialists and their organizations.

VAADAC's purpose fits the role of building workforce competencies and skills through training, education, and consultation. Regarding ROSC, VAADAC seeks to promote recovery by identifying those programs and service structures within ROSC which may have less than a positive recovery message. To fulfill this potential, VAADAC will carefully distinguish the functions of peer-based recovery support services from those of the professional addiction counselor and the traditional role of the AA/NA sponsor while exhibiting deep respect for these allied roles

VAADAC is currently developing a proposed Amendment to its State Bylaws to open membership to those formally engaged in ROSC and ROSC-related support. Membership will provide eligibility for appointments to the VAADAC Board, reduced fees to training events, eligibility for appointment to National Boards and committees and other membership benefits. It is also our intent to forward this Amendment to NAADAC, our parent organization, to seek its inclusion into the Bylaws of other states. VAADAC sees

ROSC as a necessary addition to successful recovery for those affected directly and secondarily by Substance Use, Addictive and Related Disorders.

VAADAC looks forward to cooperative partnerships with others engaged in the application of ROSC and similar peer support models in Virginia.

### References

- Curtis, L. & Werner, D. (2011, July 17). *Toward core competencies for recovery-oriented behavioral healthcare practitioners*. Submitted by Advocates for Human Potential, Inc. to Substance Abuse and Mental Health Services Administration. (Working Paper)
- White, 2005, 2006; Compton, Glantz & Delaney, 2003).
- White, W.L. (2007). A recovery revolution in Philadelphia. *Counselor*, 8(5), 34–38.
- Whitter, M. (2008, June 6). *Recovery in the community: An emerging framework - A recovery-oriented systems approach*. NASADAD Annual Meeting.
- Whitter, M. & Taitt, S. (2008, August 27-31). An emerging framework-A recovery oriented systems approach. NAADAC Annual Meeting.

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## Free 1st Time Student Membership to VAADAC/NAADAC

VAADAC and NAADAC are providing a free first time student membership good for one calendar year for qualifying students. The year starts during 2012. This free membership opportunity is only available during the year 2012.

Student membership is available to individuals who are currently enrolled in a college/university or are currently involved in a full/part-time internship. Proof of student/intern status must accompany your membership application. Proof of student status may be a copy of your student ID card and transcript or a letter from your faculty advisor. Those involved in internships need to submit a letter from their supervisor to verify their status.

The application for the free Student membership is on page 7 of this edition of VAADAC Views. Please distribute to qualifying students.

## Annual Member's Meeting

The VAADAC Annual Member's Meeting on March 23, 2012 will feature two speakers, including Executive Director of NAADAC, Cynthia Moreno Tuohy, NCAC II, CCDC III, SAP. She will provide an overview of SBIRT, Screening, Brief Intervention and Referral to Treatment.

The 2012 Annual Meeting Theme is Rookies and Veterans Surviving Change. The meeting will be held at Holiday Inn Koger Conference Center, 1021 Koger Center Boulevard, Richmond, Va. 23235. (Tel: (804)-379-3800 Fax: (804)-379-2763). Contact hours will be provided.

## Nominations Deadline: January 5, 2012

January 5, 2012 is the deadline for nominations for the 2012 VAADAC awards. Please submit your nominations to: Chair, VAADAC Nominations Committee at paul.harmon@dbhds.virginia.gov

Awards qualifications are:

**Counselor of the Year:** An active VAADAC member for the past year who is not a Board member, who has made outstanding contributions to the treatment and recovery of clients, has exceptional dedication to the field, and a high level of professionalism.

**Distinguished Service Award:** A person or organization distinguished by outstanding contributions in the field of addiction and recovery (award limited to one per year). Current members of the Association Board are not eligible for nomination.

**Citizen of the Year Award:** A person who has made significant contribution to the field of addiction and is not employed in addiction counseling.

**Walter Kloetzli Award:** This award is in honor of Walter

Kloetzli, a long time VAADAC member and past President of VAADAC, who has spent the better part of three decades advocating on behalf of addiction professionals and those in their care. His relentless pursuit of appropriate support and recognition for substance abuse professionals has been unmatched and integral to the growth and development of VAADAC and the profession. The recipient of this award will be VAADAC member who has served at the chapter, regional or state board level and who has demonstrated extraordinary dedication in advocating for the addiction profession and VAADAC." --Excerpt from VAADAC By-Laws

## VSIAS July 16<sup>th</sup> – 17<sup>th</sup>, 2012 at Williamsburg Hospitality House

At this time, all VSIAS Working Scholarships will be made available through a process provided by SACAVA, VAADAC, VADAP and any other VSIAS organization that decides to make them available.

(Previously, working scholarships were awarded to those called Master Facilitators.)

VAADAC will offer 6 Working Scholarships to VAADAC individual members. 2 will be drawn at the SE training on January 26, 2012. (See VAADAC Upcoming Events in this newsletter.) 2 will be drawn at the Annual Members meeting. The



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final two scholarships will be drawn from those who submit their names following the information on the VAADAC web site. Further information about the application process will be in our next newsletter and from your VAADAC representative.

## Two VAADAC Board Positions Open

Two Delegate At Large Positions are open on the VAADAC Board of Directors. If you have ever wanted to give back to your profession and receive appreciation for your service, this is your chance to be on the Board of Directors of VAADAC as a Delegate at Large. Contact the President of VAADAC, John Savides, President LPC at: [jsavides@augustahealth.com](mailto:jsavides@augustahealth.com) (540) 941-2544

## VAADAC Views Seeks Editor

The editor position begins in spring, 2012, with the Spring Edition. There are four editions each year, one per season. If you are interested in being our editor, please contact VAADAC president, John Savides at [jsavides@augustahealth.com](mailto:jsavides@augustahealth.com) (540) 941-2544.

## NAADAC Moving

Due to the poor economy, NAADAC is preparing to sell its property and move to something "more economical." NAADAC staff has also been given a

temporary salary decrease. Most NAADAC staff is working from their homes during this transition.

New grants are expected to carry NAADAC through to the end of 2011. Revenues vs. expenses are expected to be level soon.

## Other NAADAC News

NAADAC continues to be the "organization of first contact" when consultation is sought on a national level about addiction issues related to policy and legislation.

NAADAC will maintain a collaborative relationship with NCC (currently called the National Certification Commission for Addiction Professionals). Findings on ethics board cases will be placed in NAADAC publications.

## Around the State

### Northern Region

The Prince William Chapter of the Northern Region has closed.

The northern region president is working on developing a plan to address the needs of his region.

### Southwestern Region

The regional president discussed initial planning for training in the region in 2012.

The regional president talked to the Commonwealth Attorney's office in Franklin County. There was agreement that the region has unique needs and resources.

## Southeastern Region

VAADAC/SEVAADAC was represented at the monthly SAARA meetings held at the Hampton Newport News CSIB in October and November.

Cindy Levy EdD, LPC, LSATP presented Ethics and boundaries in the Workplace on December 14, 2011. The workshop focused on understanding and respecting boundaries, what constitutes boundary violations, and what is deemed safe when working with clients who have mental health or addictions problems.

On January 26, 2012, training, Signs and Symptoms of Substance Abuse will be presented by Ron Pritchard, CSAC, CAS from 2:00 – 4:00 PM. This will take place at the Downing-Gross Cultural Arts Center on 2410 Wickham Ave in Newport News, Va. Two free VAADAC member scholarships for VSIAS will be drawn at the training.. For Pre-registration & Information Contact:

John Haywood (757) 247-2370

## Central Region



Ethical considerations of Substance Abuse Clinicians in School Settings was presented by Jennifer Smith Ramey, LPC on December 2, 2011 in Staunton, Va. The presentation was well received. Attendees discussed ethical dilemmas which

took into account addiction related ethical considerations, working with minor clients, expectations of school administrators and/or school supervisors, as well as ethics and regulations related to the addiction counselor's employer

## Newport News Drug Court Celebrates Thanksgiving



The Newport News Drug Treatment Court Program received food baskets that included turkeys. The baskets were donated by Pastor Wash Carthon, The School of Tyrannus International Ministries Inc, in Newport News; this is the third year that Pastor has donated baskets.

He also makes sure that the program receives assistance throughout the year. Seen above from left to right are program participants Lynton Whiteside, James Walker and Pastor Carthon and his wife Mrs. Susan Carthon.

## Advertising: Counseling Position

Higher Ground Recovery, Inc. in Henrico, Virginia is seeking qualified applicants for contract positions.

Candidate must possess a Master's Degree in related field in addition to 4 years of work experience in the Addictions field.

Preference is licensed; LPC, LSATP, LCSW or LMFT and Virginia Insurance paneled.

Opportunities are available for Assessments, Individual, Family and Couples therapy in addition to other practice involvement. This position can be developed as a full time or part time job and flexible work hours depending on your needs.

Ideal therapist has experience with substance abuse and co-occurring disorders specifically possess group therapy experience, psycho-educational with Adult and Pre-Adult populations.

Therapist to possess skills with Diagnostic Evaluation using the DSM IV TR criteria and is comfortable with a wide variety of clientele, especially mandated, resistant and/or challenging. Ideal candidate is on Insurance panels but for the right person we will assist with this process which typically takes 3-4 months.

Qualified individuals may submit their resume to: Higher Ground Recovery, Inc. 8527 Mayland Dr. Suite 103 Richmond. VA 23294 or

by email:

[highergroundrecovery@comcast.net](mailto:highergroundrecovery@comcast.net)

Applications will be accepted up to position being filled or a closing date of 1/30/2012.

If licensed salary is based on a percentage paid by the insurance companies.

If CSAC, NCAC or ADC compensation is based on experience.

Christine Galli, LPC, LSATP, NCC

Higher Ground Recovery, Inc.  
Director

Office: (804)363-2583

Fax: (804)747-5805

## Reminders

### Submitting Articles

Articles submitted may be edited for length and content. The maximum length of submitted articles is three-quarters of a page, single spaced. The editor reserves the right publish only articles which relate to the VAADAC's mission.

Articles will not be printed with a recovering person's name, identifying data, or photograph without the person's written permission submitted to the editor with the related article. The name of treatment facilities or providers will not be printed.

If you wish a by-line, submit your name and credentials as you wish it to be published. If desired, your e-mail address can also be listed.

If you would like to submit a newspaper article or an article that you have written yourself such as articles on current topics of interest, trends in counseling, or book reviews to VAADAC VIEWS for publication, contact the editor.

**Changes to the Newsletter**

Any changes or articles submitted after the deadline will be noted in the next edition of the newsletter.

**Update Your Colleagues**

Have you received a professional award? Do you know a VAADAC member who has received a professional award? Please send VAADAC Views this information so that the accomplishments of our members do not go unrecognized

**Change in Your E-Mail Address**

E-blasts to VAADAC members about VAADAC trainings and other events are performed by NAADAC, who maintains the VAADAC membership list. If you need to change your e-mail address, please write: Diana Kamp at dkamp@naadac.org

**First Time Free Student Membership Application for VAADAC & NAADAC**

I want to join VAADAC, The Virginia Association of Alcoholism and Drug Abuse Counselors and NAADAC, the National Association of Alcoholism and Drug Abuse Counselors.

I know that this free student membership is good for one calendar year.

What school are you enrolled at (or what school is your internship affiliated with): \_\_\_\_\_

What is your expected year of completion: \_\_\_\_\_

Ms.  Mr.  Dr.

Name  
\_\_\_\_\_

Home or  Work Address

(Provide your preferred address for all NAADAC mailings)

\_\_\_\_\_

City  
\_\_\_\_\_

State  
\_\_\_\_\_

Zip Code  
\_\_\_\_\_

Country: \_\_\_\_\_

Work Phone  
\_\_\_\_\_

Home Phone  
\_\_\_\_\_

Email  
(Required receiving NAADAC's bi-monthly newsletter, NAADAC News, and VAADAC Views Newsletter)

**YES**, sign me up for the e-LAN (*e-mail Legislative Alert Network; an e-mail address is required*).

**NOTE:** From whom and where did you hear about NAADAC \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Submit with Application:**

- 1) **Your completed application**
- 2) **Proof of student or intern status** (Proof of student status may be a copy of your student ID card and transcript or a letter from your faculty advisor. Proof of intern status requires a letter from your supervisor to verify your status as an intern.)

**Mail to:**

**VAADAC  
C/O Free Student Membership  
P.O. Box 25779  
Richmond, VA. 23260**

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# VAADAC Upcoming Events

## January 5, 2012

**Deadline:**

2012 Awards Nominations

**Contact:**

Chair, VAADAC Nominations Committee  
paul.harmon@dbhds.virginia.gov

## January 26, 2012

**SE Region Training**

Signs and Symptoms of Substance Abuse  
By Ron Pritchard, CSAC, CAS

**Event:**

2:00 – 4:00 PM

**Cost:**

Free as a benefit to individual members

**Location:**

Downing-Gross Cultural Arts Center  
2410 Wickham Ave  
Newport News, Va

**Pre-registration & Information Contact:**

John Haywood (757) 247-2370

## March 23, 2012

**Annual Member's Meeting****Theme:**

Rookies and Veterans Surviving Change

**Hours of Education:**

To Be Determined

**Event:**

AM - PM

**Cost:**

Free as a benefit to individual members

**Location:**

Holiday Inn Koger Conference Center  
1021 Koger Center Boulevard  
Richmond VA 23235  
Tel: 804-379-3800  
Fax: 804-379-2763

**Contact:**

See preregistration flyer.

## July 16- 17, 2012

**Conference:**

Virginia Summer Institute for Addiction  
Studies (VSIAS)

**Theme:**

VSIAS 2012: Professional Treatment-  
Saving Lives, Saving Dollars

**Hours of Education:**

Contact hrs. o provided for attending  
AM., PM, and lunchbox sessions

**Event:**

Register at [www.vsias.org](http://www.vsias.org)

Reduced fee for early bird registration.

Registration also available on site.

**Location:**

Williamsburg, Virginia  
At the Hospitality House  
VAADAC VIEWS

**Parking:**

On site

## VAADAC Sustaining Members

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INOVA Comprehensive Addiction Treatment

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Life Center of Galax (CRC)  
112 Painter Street  
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877-762-3747

Pathways Treatment Center  
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