

9th Annual MS School for Addiction Professionals



Monday, May 9th, 2016

9:00 am – 11:00 am	Exhibitors' Registration and Set up
10:00 am – 12:45 pm	Speakers' check in / Room Set up
11:00 am – 1:00 pm	Participants' Registration (Convention Center)
12:00 noon	Moderators Meeting (Garden Room) (Lunch provided for BADS staff and Moderators only)
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1:00 pm – 1:30 pm	Welcome: Diana Mikula, Executive Director of the Mississippi Department of Mental Health Greetings/Directions for the Day/Brief Overview: Karen McGee & Dee Anna Lechtenberg, Co-Directors of The MS School for Addiction Professionals, Bureau of Alcohol and Drug Services CEU Information: Michael Jordan, Division of Professional Development
1:30 pm – 3:00 pm	Opening Plenary Address: Dr. Adrian Hickmon, It Ain't Just Drinkin – The Whole 'Nother World of Young Adult and Adolescent Addiction
3:00 pm – 3:30 pm	Break (snacks provided in Exhibitors Hall)
3:30 pm – 5:00 pm	Plenary Address: Mark Stovall, Innovations in Mississippi's Substance Use Disorder Continuum of Care
6:00 pm – 7:00 pm	Narcotics Anonymous Meeting: Open to all school participants and their invited guests (Magnolia Room, Holiday Inn & Suites) Curtis O.



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Tuesday, May 10th, 2016

6:30 am – 7:30 am	Beginner Yoga and Mindfulness: Techniques and Benefits (Pine Belt Room, Holiday Inn & Suites, *Mats will be provided if you do not have one to bring.)	Susan Bone
7:30 am – 8:30 am	Registration and Continental Breakfast (Convention Center)	
8:30 am – 11:15 am	B Classes:	
	B – 1 Substructures of Chemical and Process Addictions: Trauma, Shame, Intimacy, Voids, and Family Language of Relationships	Dr. Adrian Hickmon
	B – 2 Clinical Documentation: The Importance of an Effective and Individualized Service Plan	Debbie Graham
	B – 3 Do the Right Thing: Ethics	Karen Aderer
	B – 4 Behavioral Health in Primary Care: An Integrated Practice Model	Dr. Tim Rehner
	B – 5 Medication Assisted Treatment (MAT)	Dr. Jerri Avery Melody Winston
	B – 6 Getting Started: The Basics of Prevention	Allan Barger
	B – 7 LGBT and Substance Abuse: Realizing What You Are Facing	Holiday Simmons
10:00 am – 10:15 am	Break (coffee and water only)	
11:30 am – 1:45 pm	Luncheon & Plenary Address: Judge Hatchett, Addressing Challenges in Prevention, Treatment and Recovery (12:00 – 1:30)	
2:00 pm – 5:00 pm	B Classes Repeat (Participants will change classes)	
3:30 pm – 4:00 pm	Extended Networking Break (snacks provided in Exhibitors Hall)	
5:00 pm – 6:00 pm	Poster Presentations & Networking Dinner Reception for ALL (Convention Center)	Thia Walker
6:00 pm – 7:30 pm	Evening with Judge Hatchett, Dare to Take Charge: How to Live Your Life With Purpose and Passion	



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Wednesday, May 11th, 2016

6:30 am – 7:30 am	Beginner Yoga and Mindfulness: Techniques and Benefits Continued (Pine Belt Room, Holiday Inn & Suites, *Mats will be provided if you do not have one to bring.)	Susan Bone
7:30 am – 8:30 am	Continental Breakfast	
8:30 am – 11:15 am	C Classes:	
C – 1	SASSI 4 and SASSI A2: Substance Abuse Subtle Screening Inventory Certification Training <i>**Special Session – must attend both morning and afternoon sessions for certification, session will not have morning or afternoon breaks, limited to 30 attendees</i>	Wallace Jones
C – 2	A Systemic Perspective for Understanding & Impacting Today’s Teenager	Dr. Samuel E. Jones
C – 3	Into to TREM: Trauma Recovery and Empowerment Model	Dr. Taunya Lowe
C – 4	Treating Addictive Disorders in Teens Utilizing Evidenced-Based Tools in Community Settings	Ann Rodio Erin Gray Adrian James Melanie Elmore
C – 5	CLAS: Cultural and Linguistically Appropriate Services	Albertstein Johnson- Pickett
C – 6	Substance Use and Older Adults: Sex, Drugs, & Temper Tantrums	Misty Woods
C – 7	Legalization of Marijuana in Washington state	Diana Cockrell
10:00 am – 10:15 am	Break (coffee and water only)	
11:30 am – 1:45 pm	Awards and Recognitions Luncheon (11:30-12:30) Plenary Address: Dr. Andrea Barthwell, Adolescent Brain Development (12:30-1:30)	
2:00 pm	Advisory Council and Bureau of Alcohol and Drug Services Meeting	
2:00 pm – 5:00 pm	C Classes Repeat (Participants will change classes)	
3:30 pm – 4:00 pm	Extended Networking Break (snacks provided in Exhibitors Hall)	
6:00 pm – 7:00 pm	Narcotics Anonymous Meeting: Open to all school participants and their invited guests (Magnolia Room, Holiday Inn & Suites)	Curtis O.



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Thursday, May 12th, 2016

8:00 am – 8:45 am

Deluxe Country Breakfast
(Convention Center)

9:00 am – 10:30 am

Plenary Address: **Dr. Samuel L. Jones, The Power to Make a Difference**

10:30 am – 10:45 am

Break (coffee and water only)

10:45 am – 12:15 pm

Closing Plenary Address: **Gloria Gudmundson & Jason Semanas, Through the Darkness
There is Light: A Mother and Son's Journey Through Addiction**

12:15 pm – 1:00 pm

Acknowledgements/Door Prizes/Evaluations/Closing Announcements/Dismissal

1:00 pm – 2:30 pm

Planning Committee Luncheon and Debriefing Meeting



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Session Descriptions

MONDAY, MAY 9, 2016

Opening Plenary

It Ain't Just Drinkin – The Whole 'Nother World of Young Adult and Adolescent Addiction

Adrian Hickmon, PhD

Founder and CEO of Capstone Treatment Center

Young people are very different than fully developed adults in three primary areas: neurobiology, family context, and culture. These differences are so significant they necessitate a different paradigm for successful treatment. This plenary presentation will identify and explain these differences, as well as discuss the opportunity for successful treatment through the use of a specifically designed treatment paradigm for the adolescent and young adult population.

Objectives:

- List the eight neurobiological differences in adolescents and young adults and apply this knowledge to treatment planning protocols for that population
- Describe the family systems dynamic of generational transmission of shame and incorporate family treatment planning into the therapy process when working with a struggling adolescent and their family
- Explain the significance of assessment and diagnosis within this family treatment paradigm and provide recommendations for increasing successful outcomes for treatment planning

Plenary

Innovations in Mississippi's Substance Use Disorder Continuum of Care

Mark Stovall, MS, CMHT, CAT

Director of the Bureau of Alcohol and Drug Services, Mississippi Department of Mental Health

The continuum of care in Mississippi has changed significantly in the last few years. In order to offer the best care available in the field today, the Bureau of Alcohol and Drug Services and our certified providers are utilizing the latest evidenced-based techniques and programs. This presentation will highlight these programs and services and provide vision for future innovations in our state's continuum of care in both prevention and treatment services.

Objectives:

- Discuss the current prevention and treatment service system in Mississippi
- Explain integrated treatment and prevention strategies for working with adolescents and adults
- Disseminate relevant data and data gathering tools utilized by the state for assessing and improving outcomes

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TUESDAY, MAY 10, 2016

Morning Session

Beginner Yoga and Mindfulness: Techniques and Benefits

Susan Bone, PhD

Certified Yoga Instructor, Greenhouse Yoga

This experiential session for beginners will help professionals utilize yoga and mindfulness to improve their personal well-being, as well as learn proper techniques and tools to implement in their clinical work with individuals in treatment. Participants will be led through gentle yoga movements, breath work, and guided visualization. Additionally, meditation will be used to create an environment that supports the body, mind, and spirit. Participants will learn the tools to cultivate their own unique inner body experience and compassion for self that can be taught to others.

Objectives:

- Learn and demonstrate alternate nostril breathing to help with relaxation by restoring balance to the body's nervous, lymphatic, circulatory, and respiratory systems
- Experience the benefits of physical hatha yoga postures and practice demonstrating postures according to comfort level
- Utilize guided imagery techniques to enhance relaxation and discuss the related changes in body, mind, and spirit

B-1

Substructures of Chemical and Process Addictions: Trauma, Shame, Intimacy, Voids, and Family Language of Relationships

Adrian Hickmon, PhD

Founder and CEO of Capstone Treatment Center

Successful treatment unravels the foundational substructures that underpin addiction and sabotage recovery. Regardless of age, identifying the components of relationships in relation to addiction is crucial to successful treatment. This presentation dissects those underpinnings and delineates treatment approaches for healing, health, and wholeness.

Objectives:

- Discuss both chemical and process addictions and identify the roles of trauma, shame, intimacy, voids, and family language of relationships
- Identify the components of family dynamics related to addiction and family involvement
- Explain how the incorporation of trauma, shame, intimacy, voids, and family language of relationships improves treatment outcomes for chemical and process addictions

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B-2

Clinical Documentation: The Importance of an Effective and Individualized Service Plan

Deborah Graham, MSW, LCSW

Clinical Instructor for the School of Social Work, The University of Southern Mississippi

Addressing an individual's drug use alone is not enough. By focusing holistically on substance use, medical, psychological, social, vocational, and legal concerns, treatment planning and effectiveness significantly improve. This presentation will work with clinicians to improve their skills in constructing and implementing individualized service plans to guide service delivery and ultimately improve client retention and success.

Objectives:

- Explain how service planning has evolved over time and define successful service planning
- Show how research supports holistic service planning over all life domains
- Identify ways to write effective and individualized service plans as well as provide guidelines for continuous updating and revision as directed by treatment progression

B-3

Do the Right Thing: Ethics

Karen Aderer, MSW

Clinical Instructor for the School of Social Work, The University of Southern Mississippi

Social networking sites can offer increased connectivity and support for those recovering from addiction, as well as tools for professionals working with this population. However, this rapidly changing technology also requires professionals to consider their ethical responsibilities in regards to setting appropriate boundaries, avoiding dual relationships, and maintaining confidentiality. This presentation will explore the changing dynamics of ethics including social networking and the professional field.

Objectives:

- Define potential boundary issues and dangers of dual relationships related to social media, and discuss the different means of networking
- Explain issues of confidentiality pertaining to social media beyond the walls of the office
- Examine professional presence online and how that may complement or conflict with ethical standards

B-4

Behavioral Health in Primary Care: An Integrated Practice Model

Tim Rehner, PhD

Principle Investigator, Mississippi Integrated Health and Disaster Program



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Director of the School of Social Work, The University of Southern Mississippi

The recognition of the relationship that exists between emotional and physical health has led to numerous initiatives to integrate mental and behavioral health services into primary care. These efforts seek to improve physical well-being, increase access to mental and behavioral health services, and decrease the stigma associated with seeking mental health care. Existing models define integration and detail the types of services that should be included to ensure a complete system of care. Clinicians interested in working within integrated care settings must have a better understanding of factors that affect the success of an integrated care program. Information and outcome data will be presented outlining a current initiative operating on the Mississippi Gulf Coast.

Objectives:

- Understand how to adapt behavioral health competencies to create an integrated system in a primary care environment
- Identify the educational and clinical skills needed to impact the social, emotional, and behavioral health needs of primary care patients with emphasis on individuals with chronic health conditions
- Identify needed practice components and potential barriers to implementing an integrated health program in a primary care setting

B-5

Medication Assisted Treatment (MAT)

Jerri Avery, PhD

Partner, Strategic Planning, Evaluation and Training, Burton & Associates, LLC

Melody Winston, MS, CMHT, CIDDT, CPM

Division Director of Prevention Services, Bureau of Alcohol and Drug Services, Mississippi Department of Mental Health

Addictions to opiate painkillers and heroin continue to plague communities across the United States. All levels of government have focused on implementing strategies designed to prevent the use of these substances or mitigate the effects of opiate-based substance use disorders. A primary focus has been on increasing the treatment options of individuals seeking care using proven scientific methods to improve outcomes. Medication Assisted Treatment (MAT) has long been advocated for by scientists, but states, community-based organizations and practitioners have been slow to integrate MAT within existing models of treatment even though access can make the difference between life and death. This presentation aims to improve the understanding of MAT and its potential in improving outcomes.

Objectives:

- Provide an overview of the current national and community issues related to opiate addictions
- Describe the science related to the use of MAT
- Describe current medications and proper treatment integration techniques

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B-6

Getting Started: The Basics of Prevention

Allan Barger, M.Div., MSW

Research Analyst and Trainer, Prevention Research Institute

While the alcohol and drug prevention profession is fairly new, it is built upon a long history of prevention efforts in the United States. This history has consequences, placing into our society a number of views and beliefs that still impact professional practice today. The philosopher George Santayana noted, "Those who cannot recall the past are condemned to repeat it." This course is especially beneficial for new professionals in the prevention field, but it also offers valuable perspective for any prevention professional. This session will review both the lingering impact of earlier non-scientific prevention efforts, as well as the currently known effective, research-based prevention strategies.

Objectives:

- Define the place of prevention practice in the broader field of substance use services
- Explore the continuum of prevention services and ways in which professional strategies must change to be effective with varied audiences
- Define what makes a prevention model, and identify historical and current models used in the United States

B-7

LGBT and Substance Use: Realizing What You Are Facing

Holiday Simmons, MSW

Director of Community Education and Advocacy, Lambda Legal

Providing quality services to all individuals in need is a top priority in the substance use field. This session will provide an overview of the most up-to-date terminology related to Lesbian, Gay, Bisexual, Transgender (LGBT), and two-spirit (2S) people. The risk factors that LGBT2S people face and these intersections with addictions will be discussed in detail. Strategies of resilience and best practices when working with LGBT2S people will then be introduced.

Objectives:

- Learn and incorporate the most-up-to-date terminology that relates to LGBT people and experiences
- Identify risk factors that affect LGBT2S people and the implications related to addiction
- Introduce and explore best practices when working with LGBT2S people

Luncheon Plenary

Addressing Challenges in Prevention, Treatment, and Recovery

Glenda Hatchett, Judge

Founder, The Hatchett Firm



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There are various challenges to be faced by individuals and professionals related to substance use. This plenary address will share information, research, and practical experience related to each of the three areas of prevention, treatment, and recovery. Years of experience in the justice community as a judge will be utilized to help make the information relevant and interesting to those working as a service provider, no matter the discipline.

Objectives:

- Explain the concept and purpose of prevention illustrated by practical examples and courtroom experiences
- Discuss treatment benefits and roadblocks through the lens of resilience and perseverance
- Highlight recovery through commitment, support, and encouragement

Special Evening Session

Dare to Take Charge: How to Live Your Life with Purpose and Passion

Glenda Hatchett, Judge

Founder, The Hatchett Firm

This evening will be an exciting challenge to define your purpose and passion in life. How do you transform your dreams into reality? How do you find your life's purpose? How do you connect that purpose with a meaningful legacy? What are you doing now that will live on beyond your lifetime? This evening will help you form a blueprint for a purposeful life by setting goals that reach beyond the imagined possibilities, and learning that the past does not have to dictate the future. You control what is next and what is possible in your life. Come to this special event session to have a serious conversation about the potential paths that can wait in your future.

Objectives:

- Survey current and relevant issues in your life that define your purpose and passion
- Outline successful strategies for making progressive changes in life
- Empower each person to effectively promote change within their spheres of influence to lead a more self-directed, enriched life

WEDNESDAY, MAY 11, 2016

Morning Session

Beginner Yoga and Mindfulness: Techniques and Benefits Continued

Susan Bone, PhD

Certified Yoga Instructor, Greenhouse Yoga

This experiential session for beginners will help professionals utilize yoga and mindfulness to improve their personal well-being, as well as learn proper techniques and tools to implement in their clinical work with individuals in treatment. Participants will be led through gentle yoga movements, breath work, and guided visualization. Additionally, meditation will be used to create an environment that supports the



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body, mind, and spirit. Participants will learn the tools to cultivate their own unique inner body experience and compassion for self that can be taught to others.

Objectives:

- Learn and demonstrate alternate nostril breathing to help with relaxation by restoring balance to the body's nervous, lymphatic, circulatory, and respiratory systems
- Experience the benefits of physical hatha yoga postures and practice demonstrating postures according to comfort level
- Utilize guided imagery techniques to enhance relaxation and discuss the related changes in body, mind, and spirit

C-1

SASSI 4 and SASSI A2: Substance Abuse Subtle Screening Inventory Certification Training

Wallace Jones, MA, CAP

CEO, Infinity Solutions and Crossroads Consulting Group, Inc.

**Special Session – Participants must attend both morning and afternoon sessions to receive certification. Session limited to 30 participants.*

Session will not have morning or afternoon breaks.

The SASSI training is offered in two parts over both the morning and afternoon sessions. In Session I: Administration and Scoring, participants will be taught how the Adult SASSI 4 and the Adolescent SASSI A2 was developed and how it should be used, administered, and scored. Information on the questionnaires and basic knowledge of individual scales will also be covered. In Session II: Clinical Interpretation, participants will learn the clinical use of the SASSI 4 scales, screening, and assessment information and how to give feedback to the client.

Objectives:

- Gain an understanding of how the SASSI was developed and how it should be used
- Learn how to administer, score, and interpret the SASSI
- Develop basic knowledge of the meaning of each of the individual scales

C-2

A Systemic Perspective for Understanding and Impacting Today's Teenager

Samuel E. Jones, PhD

Owner and Therapist, Samuel E. Jones Counseling

Understanding today's teenager may appear to be impossible. However, this session will help participants to systemically examine the concepts of growth and development as they impact teenager thinking and behaviors. The primary focus will center on utilizing this information in a positive way to improve prevention efforts related to substance use and addiction.

Objectives:

- Understand development and its role in teen thinking and behavior patterns



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- Define and utilize strengths to improve prevention efforts
- Discuss systemic approaches to helping youth

C-3

Into to TREM: Trauma Recovery and Empowerment Model

Taunya Lowe, PhD

The Resurgent Group of Metro Atlanta

Trauma is a significant component of substance use treatment work. Being trauma informed and recovery focused is not only important, but necessary. This workshop will explore the definition of trauma, identify what trauma looks like, and examine how men and women experience trauma differently. Additionally, this session will look at ways to create trauma informed environments to cultivate recovery and empowerment.

Objectives:

- Define trauma and what it looks like in substance use treatment interactions
- Describe how men and women respond to trauma differently
- Identify how to create trauma informed environments to cultivate recovery and empowerment

C-4

Treating Addictive Disorders in Teens Utilizing Evidence-Based Tools in Community Settings

Adrian James, MS, NCC, LPC-S

ADAPT Coordinator, Pine Belt Mental Healthcare Resources

Melanie Elmore, LPC

Lead Therapist and Coordinator of Marshall County ADAPT Program, Region 2 Communicare

Treating adolescents with addictive disorders has become a top priority in Mississippi over the past few years. This presentation will highlight the Advanced Drug and Alcohol Program for Teens (ADAPT) program designed to serve youth ages 12-18 and families who have a substance use disorder and/or co-occurring mental health disorder. The session will discuss how youth participating in this program receive evidence-based individual, group, and family therapy. The EBPs utilized are the Adolescent Community Reinforcement Approach (ACRA)/Assertive Continuing Care (ACC), Cognitive Behavioral Therapy (CBT), and Trauma-Focused CBT (TF-CBT) along with Wraparound Facilitation. ADAPT youth also participate in various organized pro-social activities monthly, including community service and volunteer activities appropriate for their level of functioning. This session will provide data to support the development of similar programs throughout the state.

Objectives:

- Provide an overview of the ADAPT program by discussing the goals and current progress



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- Discuss the EBPs utilized in the ADAPT program and highlight the positive impact of family engagement in treatment of youth with substance use and co-occurring disorders
- Provide information to increase awareness about youth substance use and the need for improvement of prevention and treatment programs in Mississippi

C-5

CLAS: Cultural and Linguistically Appropriate Services

Albertstein Johnson-Pickett, M.Ed., NBCC, CMHT, CIDD, LA

Division Director, Children and Youth Services, Mississippi Department of Mental Health

Culturally and linguistically appropriate services require intentional efforts by both organizations and professionals. In the busy and continuously changing field of behavioral health, staying up-to-date is sometime put on the back burner. In an effort to make services available and applicable to all individuals, this presentation will focus on the Culturally and Linguistically Appropriate Services (CLAS) Standards in behavioral and primary health. Each standard will be discussed in depth, and examples and activities will facilitate personal application of each.

Objectives:

- Discuss cultural lens and cultural vocabulary, and identify how it impacts perception and actions
- List and define the CLAS Standards
- Explain how to implement the CLAS Standards in professional practice

C-6

Substance Use and Older Adults: Sex, Drugs, and Temper Tantrums

Misty Woods, LPN

Field Nurse, Care Cycle Solutions

Substance use in older adults is often missed or misleading. This session will describe substance use activity in older adults, including methods of self-medication, common motivations and desires to use, and typical use activities. Special consideration will be given to sexual desire, intimacy, and behavioral issues such as combativeness. Implications for treatment and prevention will be considered.

Objectives:

- Describe substance use activity in older adults
- Consider older adult sexual desire, intimacy, and behavioral issues
- Explore implication for substance use treatment and prevention with the older adult population

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C-7

Legalization of Marijuana in Washington State

Diana Cockrell, MA

Washington State Department of Social and Health Services, Division of Behavioral Health and Recovery

Given Mississippi's recent initiatives to legalize marijuana, this presentation will discuss the state of Washington's experience with legalization. Through the sharing of experiential information, current data, and research from Washington, participants will be more equipped to make informed decisions related to the topic and direct services as appropriate. Additionally, the impact of legalization on youth substance use disorder treatment and prevention will be addressed.

Objectives:

- Expand current knowledge and gain understanding of the elements of commercial marijuana with special attention to the cultural shifts that have already happened
- Discuss the changing environment around marijuana, the challenges the state is facing, and their responses
- Describe the impact on treatment and prevention efforts, specifically in youth

Awards Luncheon Plenary

Adolescent Brain Development

Andrea Barthwell, MD, FASAM

Founder and CEO, Two Dreams

Drawing from extensive knowledge of the clinical, research, regulatory, and policy fields, this plenary will offer a careful review of existing literature to identify and address emerging trends in the treatment of substance use disorders (SUDs). It will bring order to issues that span multiple disciplines and discuss various topics such as the prescription drug abuse epidemic; spikes in related heroin use; the need for increased access to addiction treatment; earlier onset use of high potency marijuana; rapidly evolving science used to prevent, diagnose, and treat SUDs; best practices for therapeutic responses to drug use in clinical and non-therapeutic settings; imprecise and confusing terminology that is often politically charged; and calls to legalize drug use. It will also provide an explanation of how a new skill set is necessary to overcome industry-wide confusion and balance tension in SUD prevention, identification, and treatment.

Objectives:

- Identify the connection among, and understand the consequences of, pain treatment policy, marijuana policy, technology used to assess SUDs, medicalization of SUDs and treatment, and access under the ACA and Equity acts as sources of change in the industry
- Develop an action plan for staff- or self-development that manages distractions from recovery focused care
- Describe the components of care essential to recovery enhancement in an ever-evolving world of prevention, intervention, and treatment



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THURSDAY, MAY 12, 2016

Plenary

The Power to Make a Difference

Samuel L. Jones, PhD

Professional Speaker, Facilitator, Author, and Owner, Life Changing Presentations

Addictive activities can be pleasurable, but if they are continued, they can result in the interference with ordinary life responsibilities. This presentation will give participants the strategies to help individuals use The Power to Make a Difference in order to overcome addictive behaviors and substance use disorders.

Objectives:

- Cultivate a sense of self-awareness by identifying a personal leadership vision and purpose
- Identify beliefs that help individuals serve in various roles of supporting individuals with addictions
- Learn strategies to implement that will create long lasting success that will make a difference

Closing Plenary

Through the Darkness there is Light: A Mother and Son's Journey through Addiction

Gloria Gudmunson, MSN

Retired Nurse Educator and Manager

Jason Semanas

Individual in Recovery

In this powerful closing plenary, a son and his mother will share their personal experiences with addiction and the family's path to recovery. They will discuss the development and manifestations of addiction, the effects on family and other interpersonal relationships, and the factors that contributed to the eventual and continuing recovery process. A parental perspective will be provided to give a personal viewpoint on parenting and coping with a child's addiction.

Objectives:

- Describe the addiction pathway shared by one person recovering from addiction, including the development and manifestations of the addictive pathway
- Identify factors that may have contributed to a turning point toward recovery
- Discuss the stages experienced during the addiction journey, such as the recognition of warning signs, problem behaviors, and coping strategies