

Recovery Partners  
of Vermont

## Recovery Roundup | June 2024

Promoting wellness for all who are affected by  
Substance & Alcohol Use Disorders

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### The Changing Role of the Executive Director



a message from  
Gary De Carolis



*The role of the Executive Director has drastically changed over the past decade. When I started in 2012 as the Executive Director of the Turning Point Center of Chittenden County, it was common practice among Executive Directors to manage just about every facet of the operations of the recovery center. Among the tasks were grant writing, fundraising, supervision of staff, marketing, IT, program development, and payroll. It was basically a one-person show. The recovery centers rose and fell on the backs of the Executive Directors. Fast forward to 2024, and we have a very different situation. The circumstances driving this change are many. The infusion of new federal funds, the recognition by legislative leaders of the need for a robust recovery system, and the growing diversity of the guests walking through our doors have all required much more dynamic leadership.*

*As with most change management situations, there are the early adapters, those that incrementally approach change, and those that are holding on to the way things used to be. It is the last group that worries me the most. When I see the recovery organizations that are thriving, there is a team of savvy leaders running the recovery center, and there are experts brought in to help fill gaps in the operation of the organization. Contracts with IT providers, web hosts, financial expertise in the bookkeepers and accountants hired (some organizations have hired business managers), grant writers, and fundraisers. Boards have expanded to include lawyers, accountants, medical administrators, and business leaders. All of this is to enhance the ability of the recovery organization to meet its mission and goal of supporting people in recovery from an alcohol and/or substance use disorder.*

*The beauty of having a member organization is that we can learn from each other. Those who are pioneers can share their lessons learned with those who have yet to adopt the needed changes. Also, probably the most important part of the Recovery is the Answer Conference, is having each member organization share what they do best so others can learn. This knowledge dissemination strategy has helped immensely in moving all of us together into the future. So, in the end, yes, I worry, but overriding those concerns is the faith that all of our organizations will gather themselves with many bright recovery stars and march into the future with a wide-open lens.*





## Myths About Self Care

By: Liza Ryan, MSW, CRC



*In last month's newsletter, the topic of self-care, and what it really can mean for people in the recovery workplace setting, was addressed. This month we are going to cover some myths around self-care. There are many myths and misconceptions around self-care, and it is important to be able to challenge these myths so that there are less barriers for everyone to practice their own type of self-care.*

**Myth #1: Self-care must look a certain way**

*False!! Self-care can look like exactly what you need it look like. Some people feel re-energized by going on a nice hike while others full up their cup by cozying up on the couch with a good book or TV show. We are all different, we all cope differently, and we all have different life circumstances, therefore our self-care is going to look different. Try not to compare with others when it comes to your self-care!*

**Myth #2: Self-care is selfish**

*True and False! Sometimes we need to be selfish for our own health and wellness AND at the same time, taking time to ensure that we can be the best version of ourselves in order to help others....*



[Continue Reading](#)



# Steps for Recovery



## Fundraiser Results



- \$1,585 raised
- 34 supporters
- 5 team members

Thank you for your support!

June 3 - 9, 2024

## Job Openings Within Our Membership



*Are you looking for a new direction in your life?  
Are you looking for a new purpose, where you  
can help others on their journey to recovery?  
Many of our members are hiring, see below for  
a full list and learn how to apply!*



- **Vermont Foundation of Recovery** - Essex Junction Men's House Coordinator, Morrisville Women's House Coordinator, Bennington Women's House Coordinator, Community Relations Manager, & Human Resources Manager| Learn more and apply **here**.
- **North Central Vermont Recovery Center** - Recovery Coach in the Emergency Department, apply **here**.

**CEU Approved**  
Professional Development



New England (HHS Region 1)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

## Trauma-Informed De-escalation: Calming the 'I' of the Storm

One of the most difficult tasks for staff in human service work is to successfully respond instead of react to agitated clients. While many trainings teach de-escalation approaches, few are explicitly grounded in an understanding of how trauma and stress impact the brain.

[Register Here](#)



## Peer Supervisors: Building Skills to Step into a Supervisory Position

In this community of practice\* we'll discuss relevant skills that may be needed when moving into a supervisory role. We'll talk about specific supervisory models, budget management, report writing, and staff management skills.

\*The intended audience of this community of practice is those who are not yet in supervisory roles, but who are interested in moving into them.

[Register Here](#)



Northwest (HHS Region 10)

**ATTC**

Addiction Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

## Professional Boundaries

Professional boundaries set the parameters of effective and appropriate interaction between professionals and the people they serve. Boundaries protect clients and patients as well as providers. This interactive course will discuss professionalism and ethics, dual relationships, and how to build a safe working environment.

Register Here



### CCAR Training Schedule

> Wednesday through Friday, August 7th through 9th  
*This training will be held 2 pm to 6 pm EST.*

**Ethical Considerations for Recovery Coaches©**

> Monday through Friday, August 12th through 16th  
*This training will be held 2 pm to 6 pm EST.*

**Recovery Coach Academy©**

See CCAR Training Schedule

## Member Events & Triumphs

Hike for Hope Fundraiser with Turning Point Center  
of Windham County!

# *Hike for Hope*

## *Fundraiser*

**When: August 17, 2024 | 9AM -4PM**

**Where: Madame Sherri Forest,  
Wantastiquet Mountain**

*"Hike for Hope" is more than just a beautiful walk. It's a powerful statement of hope and solidarity for individuals and families battling substance use disorder. By hiking together, we raise awareness, break down stigma, and demonstrate that recovery is possible.*

*We need your help to make this event a beacon of hope. Whether you hike, donate, or both, you will boost Turning Point's ability to continue serving Vermonters*

- ➡ **Hike with us!**
- ➡ **Donate!**
- ➡ **Spread the word!**



SCAN ME



**For more info please contact**  
**Justin Johnston**  
**8024909525**  
**[jjohnston@turningpointwc.org](mailto:jjohnston@turningpointwc.org)**

[Learn More Here!!](#)

Support Jenna's Promise & TPC of Addison County by buying a raffle ticket for your chance to win a Kingquad four-wheeler!!



**WIN** A NEW  
2023 Suzuki  
King-Quad 750 AXi  
ATV for \$50

**'23 KINGQUAD 750AXi**

**KINGQUAD 750AXi POWER STEERING**

- Bold, angular styling, and a relaxed riding position with low-effort electronic power steering.
- Generous towing capacity and fully independent suspension helps you take on any chore.
- Torque-rich, EFI-fueled engine, and Quadmatic™ transmission with effective engine braking.
- Fender- and handlebar-mounted headlights, LED taillight plus full LCD instrument panel.
- Rugged, renewable cargo rack protectors help you set up your KingQuad for any mission.



Drawing will be held once 200 raffle tickets are sold. Registration, taxes, and transportation are responsibility of winner.

Join Journey to Recovery for their 1st Annual 5K Run/Walk on September 7 at the North Country Union High School!



# SEPTEMBER 7, 2024

Located at NCUHS  
Registration 7:30-8:45 AM  
Event from 9 AM - 1 PM



Stop By, Visit Us on  or Scan QR code to Pre-register

**\$35.00 PER ENTRANT**

For More Info:  
[jtr-cc.org](http://jtr-cc.org)



**FREE T-SHIRT TO THE FIRST 50 ENTRANTS**



Come join us for a fun-filled day of running and walking to support recovery! Our 5k event is open to all fitness levels, so whether you're a seasoned runner or just looking for a leisurely stroll, this event is for you. Lace up your sneakers and hit the pavement with us as we raise awareness for mental health and addiction recovery. Let's journey together towards a healthier, happier future. See you at the starting line!

Join Bennington Turning Point for their 1st Annual SoberFest on September, 7 at Lower Willow Park!



# SoberFest

Brought to you by,

Turning Point Center of Bennington

Saturday, September 7 | 1PM

Lower Willow Park, Bennington

**All are welcome!**

Donations appreciated but not expected.

**Live music starts at 2PM**

**Headliner - Reed Foehl**

Alli & Adam  Dave Pettigrew  John Dillon

- Vendor Village
- Family Village
- Wellness Village
- Games & More!
- Dinner Provided by Turning Point

**Candle Lighting at Dusk**

**“Hope Starts Here”**

**Our Sponsors:**



La Casita Restaurant

**LUNDRÉN**

Subaru of Bennington

Harvest Christian Ministries



**MISSION CITY CHURCH**



**Bennington Banner**

*\*Agenda can change without notice*

VFOR is opening Bennington County's very first Recovery House, located in downtown Bennington for women and children!!

# Bennington County has its first Recovery Home, Squires House!



*VFOR was able to make this home happen with the help of multiple community partners in Bennington, a true collaboration and testament to making recovery homes accessible to all Vermonters! This home will be for Women & Children with room for 2 families and 6 VFOR members! Follow VFOR on Facebook for updates.*

## Other Professional Development



### Training Institute

Our goal is to make our communities stronger through mental health and trauma education.

We support agencies wanting to improve the skills of their staff as they work with people experiencing mental health concerns and trauma. We bring the experience of a leading mental health agency to help in practical ways as our community works to create shared and supportive

spaces for all people. We offer skills for connecting in crisis, recognizing a better way to work with those experiencing the effects of trauma, and working with the many different ways that mental health presents.

[Learn More](#)



## Fundraising for Small Organizations

Feeling overwhelmed by fundraising? Are you a new Executive Director or Board member looking to gain fundraising skills? Are fundraising tasks always at the bottom of your to-do list? If you answered yes to any of these, this workshop is for you!

[Register Here](#)




## Operate Intentionally to Grow Sustainably

Growth can be exciting and is often a major goal for mission driven organizations and their funders, as they seek to expand their impact and solve critical societal challenges. Yet many growing organizations find themselves facing similar internal challenges, as the operational practices that met their needs when they were small begin to fall short when faced with growth. Despite thriving by many measures – with expanding budgets, staff, and programs – growing organizations often find themselves grappling with decreasing effectiveness and increasing staff burnout and turnover.

[Register Here](#)

Resources

*Coming Together* 


**A SUBSTANCE USE ADDICTION SUMMIT**

**Friday, July 19, 2024  
Champlain Valley Expo  
Essex Jct, VT**

**ABOUT US**

We are very excited for the 3rd Annual Substance Use Addiction Summit, scheduled for Friday, July 19, 2024 at the Champlain Exposition in Essex Junction, Vermont. Over the last few years, we have seen progress on substance use addiction awareness and identifying valuable resources for help and change. We also know that there is a lot of work to do.

This event is open to the public. We urge anyone who is interested in knowing where resources are for themselves or someone they love, who is battling addiction, to attend. It is about hope for anyone struggling with substance use, making more resources available statewide and saving lives.



**OUR DAY**

- 01 SUMMIT PRESENTATION**  
A recovery program featuring amazing, inspiring guest speakers and presentations. We have some surprises too!
- 02 RESOURCE BOOTHS**  
100s of Recovery and Recovery-related Booths. Excellent networking and resource opportunities. We look for programs that model success.
- 03 BREAK OUT SESSIONS**  
We are highlighting several Key Summit Goals. Listening and learning from "boots on the ground" input.

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*Coming Together* 

**A SUBSTANCE USE ADDICTION SUMMIT**

**HIGHLIGHTS OF THIS YEAR'S SUMMIT:**

- Recovery Program:** A 1 1/2-hour session featuring inspiring guest speakers and presentations. Expect some surprises!
- Resource Booths:** Explore 100 recovery and recovery-related booths offering excellent networking and resource opportunities. **Discover successful programs** and share these models statewide.
- Vermont Health Department Statistics:** Learn about substance use deaths in Vermont & trends, underscoring the importance of our efforts.
- Break-out Rooms:** Participate in sessions focused on specific recovery topics.
- Memorial Wall:** Pay tribute to loved ones lost to substance use.
- Live Music:** Enjoy performances throughout the day.
- Food Vendors:** Delight in a variety of food options.
- Free Admission & Parking:** Everyone is welcome and encouraged to attend!

**KEY SUMMIT GOALS**

- Increase Residential and Recovery Beds:** Addressing the urgent need for more residential and recovery residence beds in Vermont.
- Extend Residential Stays:** Advocating for longer residential stays and increased Medicaid reimbursements to support these beds.
- Tri-State Treatment Model:** Proposing a collaborative treatment/recovery model for Maine, New Hampshire, and Vermont.
- Longer Recovery Model:** Highlighting comprehensive programs like Jenna's Promise that include workforce development.
- Humanizing Addiction:** Emphasizing the distinction between addiction and the individual, recognizing their humanity.
- Support for Law Enforcement:** Integrating recovery and mental health workers with law enforcement efforts.
- Political Attention:** Drawing more political focus to substance use addiction.

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**NATIONAL LGBTQIA+ HEALTH EDUCATION CENTER**

A PROGRAM OF THE FENWAY INSTITUTE

**LGBTQIA+ Health Education Center**

This publication is designed to support health centers in promoting physical activity and sports participation for transgender and gender diverse (TGD) patients. TGD people experience multiple mental and physical health disparities throughout the life course, including increased cardiometabolic risk. Despite these increased risks, preventive health guidelines rarely address the unique needs of TGD people.

[Read More](#)



■ QIN-QIO  
■ HQIC

**NQIC**  
Network of Quality Improvement and  
Innovation Contractors  
CENTERS FOR MEDICARE & MEDICAID SERVICES  
EQUALITY IMPROVEMENT & INNOVATION GROUP

## Compendium of Resources for Providing Affirming Care to LGBTQ+ Individuals

Individuals that identify as lesbian, gay, bisexual, transgender, queer or other sexual orientations and gender identities face unique health-related challenges and disparities due to discrimination and stigma in health care settings. They are more likely to avoid medical care, experience mental illness, have health-related social needs, and worse health outcomes. The IPRO QIN-QIO has developed this compendium of tools and resources for healthcare professionals to help promote more affirming, inclusive, and equitable care for the LGBTQ+ community.

### Personal Pronouns and Definitions

<b>National Center for Transgender Equality</b>	<a href="https://transequality.org">https://transequality.org</a>	This website provides information and resources on transgender equality. It includes a <a href="https://transequality.org/issues/resources/frequently-asked-questions-about-transgender-people">FAQs page</a> with definitions and how people who are in the LGBTQ+ community would like to be identified.
<b>Human Rights Campaign</b>	<a href="https://www.hrc.org/resources/glossary-of-terms">https://www.hrc.org/resources/glossary-of-terms</a>	This website includes a comprehensive glossary of terms for the LGBTQ+ community. The glossary was written to help give people the words and meanings to help make conversations easier and more comfortable.
<b>Pronouns.org</b>	<a href="https://pronouns.org">https://pronouns.org</a>	Pronouns Matter offers detailed information on LGBTQ+ pronouns such as how to use personal pronouns, what to do if one makes a mistake and mis-pronouns someone, how to share personal pronouns, how to use gender inclusive language, and how to ask someone their personal pronouns. There are also several videos on pronouns.

### Cultural Competency

<b>SAGE USA Cultural Competency Resources</b>	<a href="https://www.sageusa.org/resource-category/cultural-competency">https://www.sageusa.org/resource-category/cultural-competency</a>	SAGE offers a variety of resources on culturally competent care to promote compassionate eldercare to LGBTQ+ older people. The LGBTQ+ senior population has unique needs because of persistent discrimination and harassment. The cultural competence resources help those providing care to this population ensure affirming care.
<b>Think Cultural Health</b>	<a href="http://www.thinkculturalhealth.hhs.gov">http://www.thinkculturalhealth.hhs.gov</a>	The U.S. Department of Health and Human Services' (HHS) Think Cultural Health website features information, continuing education opportunities, resources, and more for health and health care professionals to learn about culturally and linguistically appropriate services or CLAS. CLAS is a way to improve the quality of services provided to all individuals, which will ultimately reduce health disparities, by respecting and responding to an individual's health needs and preferences.



RECOVERY  
RESEARCH  
INSTITUTE



MASSACHUSETTS  
GENERAL HOSPITAL



HARVARD MEDICAL SCHOOL  
TEACHING HOSPITAL

## Offering treatment rather than punishment as part of a pre-arrest diversion program

Treatment can be critical in reducing addiction-related crimes and overdoses. In the US, however, some do not receive treatment until interfacing with the legal system. This study examined the feasibility of a pre-arrest diversion program designed to refer people to treatment in lieu of arrest and prosecution.

Read More

## Patients Visiting the Emergency Department Benefit from Specialized Hospital-Based Addiction Support

When people experience substance-related consequences, they may show up to emergency departments, providing an opportune time to help alter the future course of their substance use – not just provide acute care. This study compared outcomes for those presenting to the emergency room who received substance use disorder services to those who did not.

Read More

## *Have you visited our Memory Wall?*

*We will never forget the  
beautiful lives lost to alcohol or  
other substance use disorders.*



Visit our memory wall here:  
[www.vtrecoverynetwork.org/memory-wall/](http://www.vtrecoverynetwork.org/memory-wall/)



When you donate to *Recovery Partners of Vermont*, you help us support Vermonters working tirelessly with those affected by an alcohol or substance use disorder such as...

**Advocating**  
Healthcare  
& Wages

**Training**  
Board  
Development

**Fundraising**  
Conference

**Wellness**  
Employee  
Assistance  
Program

**Increasing  
access to  
Recovery  
Services for all  
Vermonters!**

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Recovery!*



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