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Spring Core Training

From May 17-19, 2017, new and experienced PCAP staff joined together to take the PCAP Core Training in Edmonton, Alberta. Passionate trainers Tracey Knowlton and Alaina Thursby took the trainees through the PCAP Council User Manual, addressing everything from PCAP origins and history and theoretical framework to real life examples, tips, and the “dreaded” paperwork. Trainees were also joined by PCAP Quality Assurance, Keith Covey, who presented on Penelope and its importance to maintaining fidelity and expansion of PCAP accuracy.



Interested in PCAP Core Training? Join us in the Fall in Calgary, Alberta—more information on page 2!

The Difference Game

promotes a conversation around the various avenues of support that might benefit our PCAP women most effectively.



Congratulations to all who took the Core Training!

Thank you for your support towards the continuation of successful PCAP programs.

Upcoming PCAP Trainings

PCAP Core Training

The PCAP 3-Day Core Training is an essential training to introduce new staff to the PCAP Model and provide strategies for challenges you may face in your role as a PCAP Mentor. Our Alberta PCAP Trainers have been trained by Dr. Therese Grant from the University of Washington, founder of the PCAP Model. Trainers deliver the content in an interactive and engaging way, providing stories from personal experience in PCAP and related programs. Participants will receive a PCAP Training Manual, the Difference Game card deck, and handouts of information and resources.

Calgary, Alberta
October 2-4, 2017

Register at
www.tinyurl.com/y78pk68l

Your PCAP Council is in the process of finalizing a date for the PCAP Refresher Training. Check upcoming mail outs for more information!

*Want to renew your membership for the 2017-18 year?
Email main@alberta-pcap.ca.*

A PCAP Membership entitles you or your agency to discounts to trainings and a vote at the AGM.

Thank you Linda!



As Executive Director for Healthy Families Healthy Futures in Westlock and Banker to the PCAP Council, Linda West has been an active part of the evolution of the PCAP Council since the beginning, starting as part of the first "Knowledge Transfer Committee." Linda has helped the Council to be grounded and practical in our work, and she pays attention to details and often adds clarity and understanding through her questions and contributions. Linda has great wisdom and insight that helps us to make informed decisions and plans as a council. We felt very confident in Linda's ability to manage our budget and funds for the best possible outcomes. Thank you Linda for your valued contributions.

We wish Linda a happy retirement!

We are now welcoming Brandy Berry, new Executive Director for Healthy Families Healthy Futures, who will be representing the Banker on the PCAP Council.

CanFASD Research: Learning Together Article



On August 29 & 30, 2016 the FASD Research: Learning Together workshop was held at the University of Regina. The 60 participants gathered with purpose to:

- *Share and discuss new knowledge about FASD prevention, diagnosis, and intervention specific to the interests of people affected with this disability, and their support systems. And,*
- *Initiate a conversation between FASD researchers, families, and people with FASD to inform CanFASD's future research and knowledge exchange priorities*

An article highlighting the key findings of the workshop was published. The key aspects to FASD research were separated into branches and each branch of the research tree was discussed and expanded upon. The four key findings were around the following topics:



FASD as a whole body disorder

Those living with or working with those affected with FASD know it to be a complex disability. An FASD diagnosis also means facing a higher risk of a multitude of other health concerns. The best practices approach to treating those with FASD is holistically—with multiple health care providers to address all components of the disability. With this approach, it is imperative to be FASD informed at all levels, including support services, health care providers, and families. It was also discussed that the quality and continuity of care is crucial.

Aging and transition

At the workshop, participants discussed the necessity of informing those affected with FASD on the impact it will have on the individual's life, and that the presence of support is vital for youth and adults. Support systems can encourage education on a variety of topics to help the individual live a more balanced life; such as money management, transportation options, protecting against social media dangers, self-harm, and healthy sexual development.

Strategies and supports

Being a caregiver to an individual with FASD is a complex role. Effects of age and stress on the caregiver's mental and physical abilities should be counteracted by accessing a multitude of support systems in one's community. Supports should also be long-term, participants discuss the need for a change in the stigmatization of FASD and its portrayal in media and training to support workers.

Advocate for supports

The more education, diversification and awareness of FASD will lead to a better understanding and treatment of FASD as a whole body disorder. Prevention still remains a leading goal in many support systems, such as Alberta PCAP. Along with this, we also need to be thinking about what success in FASD treatment looks like. Success should be weighed on an individual basis and can present itself in many different ways.

The full article has further research linked for each of these findings, found on pages: 8, 11, 14 and 16.

Day 2 of the workshop was dedicated to research collaboration and answering the question: What is the best method of conducting and proving research? A focus on continuing training and developing relationships with those in the service provider industry will help build foundational knowledge and allow for the transition of information among workers. The article also describes next steps for FASD based research.

View the full article and other resources here:
www.canfasd.ca/researchers/resources

Article Summary by Laudine Herzog

Supervisors Gathering & Mentor Days 2017

Supervisors Gathering

On March 10th, Supervisors met for an all day meeting to share ideas, strategies, programs, and experiences with fellow supervisors. This was the first time Supervisors had met in person in over three years! They discussed how to improve the support structure that PCAP programs receive, and swapped excellent resources to bring back to their respective communities. This included references to other support programs, each others contact information, and useful tips supervisors have learned over time.



The next steps for the Supervisors and the Alberta PCAP Council is to have a finalized province-wide client satisfaction survey that will create consistency and viability in reporting. Also, to have more sites activated and trained to use Penelope.

Mentor Days

On March 27 & 28 2017, mentors from PCAP programs across the province gathered for a collaborative, two-day event. The purpose of this event is to share learnings and helpful information for mentors to take back to their respective programs, but also to meet with one another, share stories and experiences, and of course—show appreciation for the Mentors of PCAP!

Mentors received a presentation on Being a Self-Care Leader, presented by Dr. Thomas Barker from the University of Alberta and project lead for HWHP. He covered how to address signs of stress, how to deal with burn out, and creating that work-life balance. Mentors then worked together to come up with suggestion for self-care. These included socializing, changing up your personal style, exercising, dancing, and bubble baths. The mentors then spent the evening partaking in a paint night, getting massages, and having their nails done as to promote the necessary self care our mentors need and deserve.



On day two, PCAP Council Director Pam van Vugt presented on biannuals and the importance of the new 0-month biannual. Mentors then collaborated on a practice biannual and compared notes and tips. Feedback on the biannuals was collected and brought to the PCAP Council in the effort of making the biannual intake process more understandable.

Mentors then learned about how to raise and respond to sensitive topics from Michelle LaRue, Provincial Coordinator for The Alberta Network For Safe and Healthy Children. This included what constitutes a sensitive topic, and how to structure a conversation to successfully address the topic respectfully and work towards ways to help the individual



For the last speaker of the event, Carey Lai—community pharmacists specializing in providing training and support to those living with mental health illness—spoke to the group about Crystal Meth and other prescription drugs. He provided information on trends in drug use, common misconceptions, and safety precautions, and provided insight to the lives of those living with addictions.

Presentations, documents and resources from the Mentor Days event can be found here:

www.tinyurl.com/MentorDays2017Resources

Penny's Corner

NEW WEBSITE ADDRESS – Penelope users - please update your bookmarks!

This spring Athena Software, the owner and host of our Penelope database software proposed a new, more accessible and secure web address for Alberta PCAP.

New web address: www.alberta-pcap.athena-ca.com

Users first attempting to access the site may find it blocked. Access may just be a matter of allowing your browser to allow the site's pop-ups. Some PCAP programs may have firewalls and other restrictions preventing access. If so, please notify you IT people of the website change. Our PCAP Support Site also contains the following document to assist you:

Unblocking pop-ups: www.penelope441.wordpress.com/2013/06/18/troubleshooting-unblocking-pop-ups

Nothing else will change, and you can still use your current login and password. Athena Software, the company that makes Penelope, are making this change for accessibility and security reasons. Please update your bookmarks. Additionally, our old website address will remain up and running for a few weeks so all users will have a seamless connection to Penelope whichever web address they are using. Even after this automatic forwarding ends, users going to the old web address will be brought to a landing page to be advised to contact the PCAP QA Keith Covey.



ONE TIME PENELOPE FUNDING

Late in Alberta PCAP's fiscal year, we tried something new. We offered up some modest funding to enable PCAP programs to catch up on their document inputs to the Penelope database. This proved very successful. Despite it being a very time limited offer, six agencies were able to assign staff towards eliminating their backlog of un-entered PCAP documents. At least one PCAP program had a marathon weekend session to input as many backlogged documents as possible. As a result of this push, Penelope now contains both the past and present client backgrounds and experiences of *over 80 previously unrecorded clients*.

Approximately 430 ASIs and Biannuals were entered! Great work everyone!

OTHER HELPFUL LINKS

New client? Submit this form and we'll set the client up in Penelope: www.tinyurl.com/AddNewPCAPID

New simplified procedures? Penelope Support site (incl. Biannual forms): www.penelope441.wordpress.com



Penny's Corner is written by Keith Covey, Quality Analyst. For more information about Penelope, report building, or data management, contact Keith at qa@alberta-pcap.ca

PCAP Around the Province

Coffee With Confidence

Beginning in January 2017, Catholic Social Services of Edmonton, Alberta have started *Coffee with Confidence*, a social time for mentors and clients to connect and share information for an afternoon over a nice cup of coffee. The meet ups alternate between being structured, sometimes with guest speakers, and other times being informal and having a social lunch time.

At one of these Coffee with Confidence groups, a nutritionist was brought in to talk about healthy food choices and the team provided homemade lentil soup. They then provided the ingredients and the recipe for the clients to take home with them and prepare on their own!

These types of gatherings are a perfect example of the extra effort PCAP programs put in to connect and assist clients. Conversations with those who care while also learning valuable skills is the combination that makes this group a success.



Thank you Catholic Social Services for the great work you do!

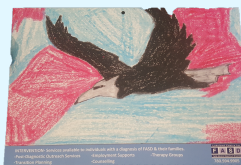
Catholic Social Services' Coffee with Confidence

Lakeland FASD Calendars

Lakeland Centre for FASD in Cold Lake, Alberta have created a calendar for the 2017 year, which features art work from the center's clients, including PCAP clients. The calendar includes dates for activities and programs such as art classes and help groups. Lakeland Centre has highlighted art in past years from its programs such as Children's Camp and Adult Works. This year, the art work came from the 2nd Floor Recovery Centre's art classes. The 2nd Floor Recovery Centre is a residential treatment program for women experiencing or are at risk of drug or alcohol affected births.

The women of PCAP are talented and have had positive reactions from seeing their accomplished art works shared across the province.

Thank you Lakeland Centre for the creative expression of our women!



Would you like to share a project or special event from your program? E-mail Laudine at main@alberta-pcap.ca to share it in a future newsletter!

New PCAP Faces!

Laudine Herzog – Alberta PCAP Administrator

I have been with PCAP for only a few months and am excited to be working with a great group of people who are passionate about what they do. Last year, I graduated from the University of Alberta with a Bachelor of Arts in Economics and had been working summers at the Government of Alberta for the Environment and Aboriginal Relations ministries. In my free time I enjoy reading, heading to the mountains for some hiking, spending time with my (or anyone's) pets, and cross-stitching. I am looking forward to meeting more of the PCAP group in the upcoming months!



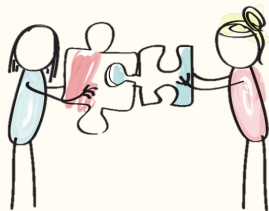
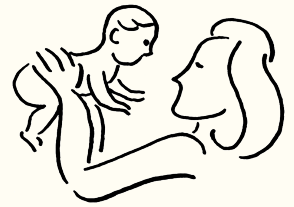
Sharing Success of PCAP

What is success?

To *laugh* **often** and much; to win the *respect* of *intelligent* people and the *affection* of children;
to earn the *appreciation* of **honest** critics and *endure* the betrayal of *false friends*;
to *appreciate* **beauty**, to find the *best* in others; to leave the world a *bit better*,
whether by a *healthy child*, a *garden patch* or a **redeemed** social condition;
to *know even one life* has breathed *easier* because *you* have lived.
THIS IS TO HAVE SUCCEEDED.

-Ralph Waldo Emerson

A client expressed gratitude for the increased confidence in parenting skills that she has gained since enrolling with PCAP 2 years ago. There was Child and Family Services involvement when her first child was born, due to admitted drug and alcohol use during pregnancy, as well as issues with mother/infant bonding. The client admit that she “didn’t know what she was doing” in regards to caring for her newborn. She made steady progress in developing her parenting skills, and Child and Family Services was able to close the file when baby was around 6 months old. This client is now eagerly anticipating the birth of her second child, and remains open to new ideas and parenting strategies.



A client was in breach of probation for not attending meetings with her probation officer. She became so fearful of incarceration that she did not want to attend court dates. I was able to discuss issues with her probation officer, and the client asked that I assist with the presentence report. The client’s lawyer and probation officer felt this would help the judge develop a better understanding of issues and barriers the client was facing. Probation was moved to the town that the client now resides in, and activities that involve family betterment will count towards community service hours. This includes working with PCAP.

Would you like to share a success story from your program? E-mail Laudine at main@alberta-pcap.ca to share it in a future newsletter!

For the first 10 months of working with one client, she had no fixed address, and had essentially been couch surfing. The client was pregnant during this time. I was able to assist her with a number of services including registering her on the subsidized housing waiting list. I encouraged her to stay with her parents towards the end of her pregnancy. Upon baby’s birth, she qualified for subsidized housing and was able to relocate with wrap-around supports in place. She is still working with many service providers towards personal betterment. She recently underwent a psychological assessment that revealed an IQ of less than 70. This came as a surprise to me, as she presents very well. This client qualifies for PDD as well as AISH, which will benefit her and her daughters immensely in regards to long-term supports.



Alberta PCAP Women's Quilt

The Alberta Parent Child Assistance Program Women's Quilt project began in 2014 by members of the Council, Rhonda deLorme and Kristin Bonot. They were joined by Dr. Dorothy Badry, associate professor at the University of Calgary's Faculty of Social Work and expert in fetal alcohol spectrum disorder and related research. The PCAP Women's Quilt: A Qualitative Participatory Action Research Project was completed in 2015, and stitched by master quilter Lin Taylor.

This unique project allowed women of the PCAP community to come together and create a quilt square depicting their experiences within the PCAP program.

Participants contributed to this quilt from across Alberta and from multiple programs, including the Camrose Association for Community Living and Catholic Social Services. The purpose of the quilt was to have a final visual that represented what it means to be a part of the PCAP journey, but also to experience the process of coming together to create the squares.



Photo by Riley Brandt, University of Calgary

Findings from this process showed key themes PCAP women felt, experienced, and the core values promoted by Alberta PCAP Council. The PCAP model invites openness and candidness from its clients, mentors and supervisors, and encourages learning through reflection on past and present experiences and taking an honest look at oneself. The quilting project brought together these ideals and was a supportive setting for sharing experiences.

Recurring themes included: *Love, Freedom, Trust, Hope, and Family.*

The Women's Quilt has made many appearances at PCAP events, including the 2015 AGM, The University of Calgary Social Work Conference, and this year's Mentor Days!



This year, the Alberta PCAP staff have made up and delivered thank you gifts to the women who participated in the Women's Quilt. The gift includes a thank you letter, and framed picture of their individual square and the quilt as a whole!



For more information on the PCAP Women's Quilt, visit the research page on the University of Calgary's website:

www.ucalgary.ca/utoday/issue/2016-04-06/social-work-research-project-weaves-together-womens-stories

The Happy Healthy Nonprofit: Avoiding Burnout

Beth Kanter is the author and nonprofit trainer who wrote a book titled “The Happy Healthy Nonprofit” in which she outlines the best practices for not only working but thriving in the nonprofit sector.

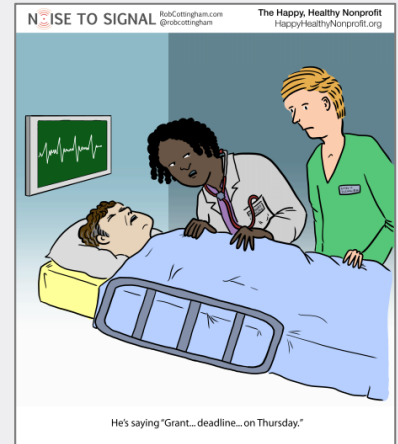
The problem? *Burnout*. What is it, and how to avoid it.

Burnout is not just feeling tired or overwhelmed, but a gradual increase in stress and overworking until we lose productivity and become negative and uninterested in work.

Recipe for burnout:

- Saying “yes” to everything
- Having no time for self care and hobbies
- Thinking success means to be busy all the time
- Taking on all responsibilities yourself

It has been proven that overworking does not equal getting more work done, when a mind is overworked it goes into “scarcity mode” lowering its cognitive abilities. Taking preventative measures towards overworking the mind and body are imperative to avoiding mental and physical energy depletions. If you are not sure how you are feeling in terms of burnout, take the *Nonprofit Burnout Assessment* here: www.tinyurl.com/y9kekq6x



4 Tips to Avoiding Burnout in the Workplace:

Be Active

Moving frequently can help to revitalize your train of thought and make you feel more energized. Try taking your meeting out for a walk, stand at your desk a few hours a day, or take an hourly 5-minute stretch break.

Take a Step Away From Devices

“Continuous partial attention” is the act of trying to pay attention to many things at once but at a superficial level. This results in lowered productivity and increased stress. While being on the phone and computer too much can lead to neck and shoulder pain, eye strain, and nervousness or frustration.

“Continuous use of devices blurs the line between work and downtime”

Try keeping phones out of the bedroom, off the table when eating, and put away when meeting with someone.

Work in Cycles

Focus and productivity works in cycles. The average cycle is between 90-120 minutes, set a timer and find your ideal productivity cycle. When the time is up, step away from your work for a few minutes.

Bregman’s “18 minutes a day” method for an average 8-hour day: Spend 5 minutes in the morning writing down 3 things you want to accomplish that day, then set a timer or your phone to ding every hour and spend 1 minute asking yourself if you are on track. At the end of the day, spend 5 minutes reflecting your day what did or didn’t you accomplish? Why?

Set Boundaries

Only work within your defined work hours. Commit to work time or self time, try to minimize the overlapping of both.

For more information on Beth or her book, visit:

www.happyhealthynonprofit.wordpress.com

Dr. Mate's Compassionate Inquiry Workshop



Locally sponsored by:

Rhonda deLorme at
Hand Over Healing

cihealing@hotmail.com

780-689-1800

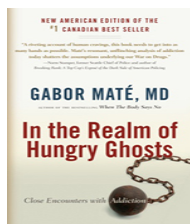
You will learn –

- how to cultivate presence
- to enhance your perception of what is not being revealed overtly
- to enable clients to access emotional states through body awareness
- how to create and maintain a safe sacred space between client and therapist
- how to facilitate the expression of what has remained unexpressed
- how to keep a client engaged in present moment experience
- the importance of patience, respect and choice in the therapeutic process
- how to uncover early traumatic events of childhood and unconscious feeling states through compassionate inquiry
- to decode the unconscious beliefs that contribute to personal suffering in self and others

For more information and to register, visit :

www.beyondaddiction.ca/event/compassionate-inquiry-with-dr-gabor-mate-sept-14-15

In The Realm of Hungry Ghosts: Close Encounters With Addiction, explores addiction as a symptom of distress, from the pain of individual trauma and family history to the spiritual emptiness pervading our entire society. Dr. Maté weaves brain science, case studies, personal testimony, and social critique into a powerful and kaleidoscopic look at one of our culture's most perplexing epidemics. *In the Realm of Hungry Ghosts* won the 2010 Hubert Evans Award for Best BC Non-Fiction Book.



In this book Dr. Maté quotes the following by Eckhart Tolle regarding the fundamental source of human anxiety:

Basically, all emotions are modifications of one primordial, undifferentiated emotion that has its origin in the loss of awareness of who you are ...it includes a deep sense of abandonment and incompleteness. It may be best to...simply call it "pain".

As eloquent as Tolle's description of pain is Dr. Maté effectively interprets and contextualizes the loss of awareness of who one is in the realm of addiction, whether chemical or behavioural, by taking the reader beyond theory and into understanding his or her life experience and the lives of others with great compassion. Dr. Maté's sharing of many easy-to-understand studies and insights lead to a profound revelation, 'The question is not, "Why the addiction", but "Why the pain?"' *In the Realm of Hungry Ghosts: Close Encounters with Addiction* creates the beginning of a massive paradigm shift regarding years' old assumptions of addiction. The reader is spellbound in one of the most fascinating reads ever published. This is a marvelous work!

Book Review by Rhonda deLorme

If you have a book or article that you would like to share then let us know about it and why you recommend it.
Please submit it to main@alberta-pcap.ca for the next PCAP Newsletter!

Recommended PCAP Training



Mandated

- ☐ Alberta PCAP Core Training
- ☐ Addiction Severity Index Training (*if applicable*)
- ☐ Biannual Training (NEW)
- ☐ Outcomes Tracking Application (Penelope)

Priority

- ☐ First Aid & CPR
- ☐ Applied Suicide Intervention Skill Training (ASIST)
- ☐ Cultural Competency
- ☐ FASD: The Basics
- ☐ Motivational Interviewing 1
- ☐ Addictions Training (Alcohol and Drug Abuse Help Kit Training)
- ☐ Family Planning-Sexual Health (methods, contraception, side effects)
- ☐ Trauma Informed Practice
- ☐ Grief and Loss
- ☐ Domestic Violence
- ☐ Harm Reduction
- ☐ Mental Health First Aid
- ☐ Car Seat Safety for Infants and Children
- ☐ Confidentiality and Freedom of Information and Protection of Privacy (FOIP)

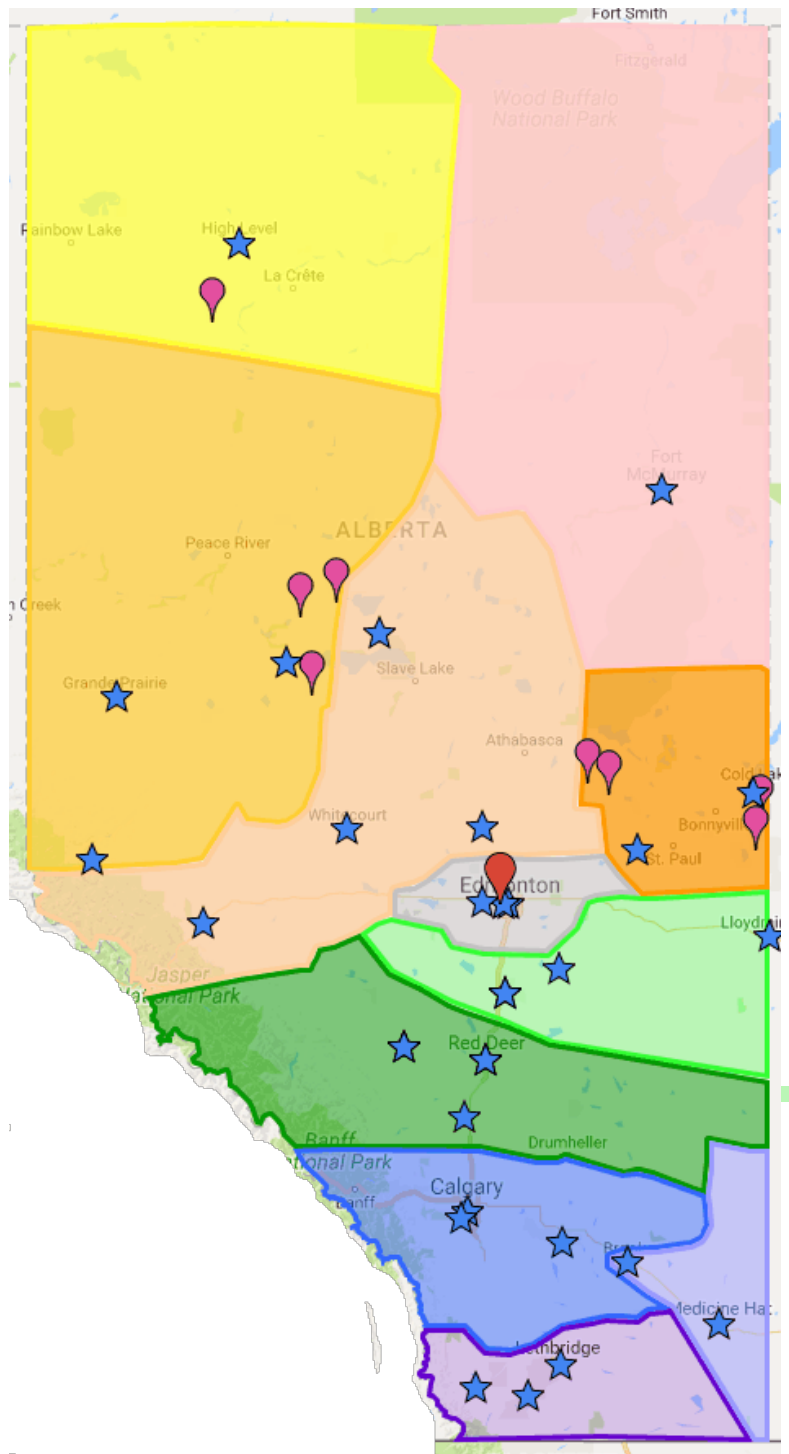
Recommended

- ☐ Non-violence Crisis Intervention
- ☐ Co-occurring Mental Disorders
- ☐ Infant Developmental Stages Observation and Documentation
- ☐ Financial Literacy
- ☐ Nutrition-Maternal/Infant
- ☐ Breast Feeding
- ☐ Compassion Fatigue
- ☐ Family Law
- ☐ Criminal Court Training
- ☐ Developmental Parenting and PICCOLO Training
- ☐ Universal Precautions

Want to know where to access these trainings?
Visit the Members' Section of the Alberta PCAP website for a full list of training and where to find them.
www.alberta-pcap.ca/ab-pcap-council-members

Network Map of PCAP

- Atikameg
- Brooks
- Calgary and Area
- Camrose and Area
- Cold Lake and Area
- Edmonton – Bissell Centre
- Edmonton – Catholic Social Services
- Enoch
- Ermineskin
- Fort McMurray
- Grand Cache and Area
- Grande Prairie
- High Level and Area
- Hinton/Edson
- Kanai Nation
- Lesser Slave Lake
- Lethbridge
- Lloydminster
- Medicine Hat
- Montana Nation
- Olds
- Pincher Creek
- Red Deer
- Rocky Mountain House
- Saddle Lake
- Samson
- Siksika Nation
- Tsuu T'ina
- Whitcourt



The ★'s represent PCAP main offices, however many PCAP programs serve a number of communities. To view our interactive location map and find nearby locations, program websites and contact information, visit the Alberta PCAP website at:

www.alberta-pcap.ca/ab-pcap-locations

Your Current PCAP Council Directors

Co-Chair:	Jailin Threinen, Program Supervisor, Hinton Friendship Centre and Healthy Families Healthy Futures Email: Jailin.Threinen@gmail.com
Co-Chair:	Kenda Dodds, Independent Email: Kendajoette@outlook.com
Vice-Chair:	Stacey Olstad, Program Director Family Services, Camrose Association For Community Living Email: solstad@cafcl.org
Secretary:	Bev Towe, Mothers-to-Be Mentor, Lakeland Centre for FASD Email: BTowe@lcfasd.com
Treasurer:	Ashley Baxter, Manager, FASD Programs, Bissell Centre Email: abaxter@bissellcentre.org
Director:	Anita Anderson, FASD Network Coordinator, Metis Settlements General Council Email: aanderson@msgc.ca
Director:	Benjamin Maze, PCAP Supervisor, First Steps Lethbridge/Family Health Home Visitation Email: Benjamin.Maze@albertahealthservices.ca
Director:	Evelyn Okoh, Mentor, North East Alberta FASD Network Email: Evelyn.Okoh@mcman.ca
Director:	Pam van Vugt, P-CAP Programs Supervisor, McMan Calgary and Area Email: Pam.vanvugt@mcman.ca
Director:	Tammi Crowley, Program Supervisor, Catholic Social Services Edmonton Email: Tammi.Crowley@cssalberta.ca
Director:	Wanda Beland, Executive Director, North West Regional FASD Society Email: Wanda.fasdsociety@telus.net
Banker:	Brandy Berry, Executive Director, Healthy Families Healthy Futures, Westlock Email: Brandy.Berry@hfalberta.com
Staff:	Kristin Bonot, Provincial Coordinator Email: Kristin.Bonot@alberta-pcap.ca
Staff:	Keith Covey, Quality Assurance Email: Keith.Covey@alberta-pcap.ca
Staff:	Laudine Herzog, Administrator Email: Laudine.Herzog@alberta-pcap.ca

Let's Connect!

Website: www.alberta-pcap.ca

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