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Summer & Fall Core Trainings

This quarter, APCAP Council hosted two Core Trainings. 9 participants from the Mackenzie Network joined for an on-location training in High Level from August 21-23, 2019, and 17 participants joined in Calgary from October 9-11, 2019.



Thanks to our passionate trainers: Pam van Vugt, Tracy Renshaw, and Debbie Collins, new and experienced PCAP staff worked through the Alberta PCAP Council user manual and learned all there is to know about being a PCAP mentor. The trainers addressed everything from PCAP origins and history and theoretical framework to real life examples, tips, safety, and PCAP forms.

Congratulations to the 26 participants who completed their 3-Day PCAP Core Training!

Alberta PCAP Online Refresher Training



Interested in taking a PCAP Core refresher? An online refresher training is now available. The individual refresher training is a series of self-directed modules that reviews the information in the PCAP 3-Day Core Training. This training should take the participants approximately 10 hours to complete in its entirety. There are ten modules that cover PCAP foundational theory, mentor tasks and best practices, paper work, safety, and Penelope. Throughout the modules there are quizzes to test the participants knowledge, as well as written responses that act as an area of discussion and self-reflection.

A completion certificate will be sent to the participant upon the completion of all the modules, quizzes, and written responses.

It is suggested by the Alberta PCAP Council that the refresher training be taken 12-18 months after the initial 3-Day Core Training.

Online PCAP Refresher Training: www.alberta-pcap-training.digitalchalk.com

Overview and User Guide: alberta-pcap.ca/wp-content/uploads/2019/10/ABPCAP-Online-Refresher-Training-Overview-and-Guide.pdf

PCAP Members receive a discount code available on the PCAP website on the Members' Section.

If you have any questions, please email main@alberta-pcap.ca

FASD Awareness Day

The annual international Fetal Alcohol Spectrum Disorder (FASD) day took place on September 9th, marking the 20 year anniversary of the first FASD awareness day!



FASD Day was celebrated by the Rocking Red for FASD initiative, hosted by Red Shoes Rock for their 6th year. Participants wore red, especially red shoes, to start conversations and raise awareness, and hosted a BBQ and Walk in the Park to raise awareness. Check out their Facebook page! @redshoesrock or their website at redshoesrock.com for more information on how you can participate for next year.



The Canada FASD Research Network released a toolkit to celebrate FASD Awareness Day that is full of communications resources from awareness building, to messaging statistics, to the common messaging and language guides, and a current list of current research relating to FASD.

canfasd.ca/wp-content/uploads/sites/35/2019/07/CanFASD_FASDMonth_Toolkit.pdf



The Prevention Conversation released an example guide on how to advocate for healthy pregnancies without stigma in celebration and awareness of FASD Awareness Month. This includes newly released awareness posters, a campaign resource, and brochure examples with an emphasis on the positives and benefits to avoiding alcohol during pregnancy.

preventionconversation.org/2019/10/01/canfasd-great-new-fasd-awareness-month-campaigns-from-across-canada/

Celebrating 20 Years of Alberta PCAP Programs

PCAP began initially in 1991 at the University of Washington. In Alberta, a small group of passionate individuals were working in other home visitation programs, assisting overburdened and under resourced women, and became supporters of FASD prevention and worked tirelessly to advocate for Alberta's need for a prevention program. They found the Washington PCAP model online and thanks to their time and dedication, they brought PCAP to Alberta in 1999 with the first three programs: Edmonton Bissell Centre, Edmonton Catholic Social Services, and Lethbridge Alberta Health Services, and expanded soon after to Calgary and Cold Lake in 2000 and 2001.

Since then, PCAP has expanded immensely to include over 30 programs including seven federally funded First Nation communities and has been providing invaluable support to hundreds of women for 20 years.

"We had some really amazing people who really believed in and sought out this model of work and fought hard to get funding to bring it here as a pilot and then it was picked up by the government eventually." -T. Crowley

To celebrate the 20 year anniversary of our first three programs, the supervisors of those programs participated in interviews, sharing their experiences.



Introductions

- * Tammi Crowley is the supervisor for First Steps in Edmonton and has been with PCAP for almost 16 years. She initially worked in home family support and in a women's shelter. She came over for what was supposed to be a one year trial and recognized the need for supports, and that one year has turned into 16.
- * Johanna Pritchard is the Team Lead for First Steps for Alberta Health Services in Lethbridge, she has been with PCAP for 18 years. She initially found PCAP through a teamwork training workshop where she applied for any position that interested her regardless of training. Since then she has completed many additional trainings and is currently working on her degree for June 2020.
- * Ashley Baxter is the Director of Community Programs and Services for the Bissell Centre in Edmonton, she has been with PCAP for 9 years, originally starting as a PCAP advocate.

What has been your most significant memory as a part of the PCAP program?

Tammi: The evolution of where PCAP has gone over the 20 years. For the first many years it was just 4 programs and we weren't really connected and I didn't have formal PCAP training until I was 4 years on the job, so to me the biggest evolution is how it's expanded in the province and we worked really hard to get training and support opportunities for staff and supervisors.

Johanna: The difference that it's made for women who come into the program based on that relationship that develops.

Ashely: I would say that it's the women. They are crazy resilient and amazing people and the importance that they put on building that relationship and moving towards independence is crucial in supporting at risk people or people with significant barriers. Just being able to be a part of the women's lives has been and was one of the most significant memories and continues to be the desire to work in a relationship based approach.

Celebrating 20 Years of Alberta PCAP Programs, con't

Do you feel the way PCAP is delivered in your community has changed over time?

Tammi: I think that the PCAP program has to be somewhat fluid because the trends and the struggles, even though some of them are very similar and the trauma is similar, the addiction piece of it changes over time. For a while, it was crack and then it was crystal meth and currently we are struggling with fentanyl and fentanyl has really changed the work. Programs have to be fluid and kind of move with what the needs are, which is what PCAP is all about—we meet them where they are at.

Johanna: It's not really changes, it's more about how we are going to offer some of the services that we offer. We are not changing anything about PCAP, our knowledge has changed and increased. We are going to enhance our program delivery based on the training we attended at the June PCAP Days. That's the relevance of continuing with training because new research comes out all the time and we can become stagnant in the work that what we do, it is a big change for the advocates but they're willing to do it.

Ashley: You know I don't really think so, I think that throughout the years there have been ebbs and flows in needs for the program or community knowledge of the program but overall I think that we have stayed fairly consistent on the demographics we serve and the type of support and the success of the women after they graduate.

Do you feel the way PCAP has been received in your community has changed over time?

Tammi: We have to be diligent in making sure people in the community know we are here and what we do, because it is easy to get caught up in the day-to-day meeting the needs of the clients we have that we don't do enough of the networking piece with the community.

Johanna: Absolutely, I do a weekly round in the community at services so we are constantly in a circle of connection and that helps us not to lose as many clients. I also do a circle of presentations at the locations where we think we should be getting more referrals and I'm not just doing intakes in the office anymore, I am trying to connect with these women wherever. We also have Collective Wisdom meetings each month where we bring forward a case that we are overwhelmed with or are unsure of the next steps to take. We invite anyone we think of to sit there and discuss and problem solve as a collective community. And that's powerful, with the addictions in the world today and the mental health issues, one agency cannot provide the support for every client. Sometimes we need to work differently, together. Another big difference today from when we first started is we are now connected in a deeper way with both PCAP programs that provide services on the reserves. While they are on reserve, their worker supports them and then when they move, the workers have the name of each other and they transfer so the client has no gaps in service. It's the program delivery that helps a person have success—it's not about us mandating that they live in this environment, it's us figuring out how to support them despite that need to move.

Ashley: No, which I think is not a positive. I think PCAP is still under-recognized as a support to women and at risk pregnant women we could be better at making ourselves visible to that population.



Celebrating 20 Years of Alberta PCAP Programs, con't

What do you feel is the most important aspect of delivering the PCAP program?

Tammi: Definitely it's the relationship. It is such a unique way of working when you work with someone over such a long period of time and you get close to them in a way that you can't in other kinds of professions, yet you still have to maintain those professional boundaries. One of the most important things is the ability to truly connect and make people feel valued and make the women feel important.

Johanna: Relationships. Until we have that relationship, they can't trust us and they need trust in order to value themselves and move forward

Ashley: To have staff consistency.

How do you feel the Alberta PCAP Council can improve its support for PCAP programs?

Tammi: In the same way the programs need to be fluid and respond to needs, the Council needs to continue to do that too. And we have adapted with things like the online training, Mentor Days, and teleconferences to try and connect people, we just need to continue trying to connect us and build that support community.

Johanna: The most difficult thing for us to be involved is the travel, but I don't know what the answer is to improve. And I'm not sure we would benefit from a Skype or video, I don't think that works the same way.

Ashley: If the council was actually a direct funder of the PCAP program it would hold more clout to ensure programs are not experiencing program drift

What advice would you give to newer PCAP programs?

Tammi: It is really important to find ways to stay grounded and not get caught up in the crisis and the chaos that comes with the lives the women lead. It is just finding those ways as a team to be able to let go and not take on all the responsibility. And part of doing that is really working on the relationships if you are fortunate to have a team to work on that relationship in PCAP. And if you're kind of a smaller program, finding those other professionals doing similar work that you can connect to because I think that helps you stay grounded. One of the newest things we've tried is we do a Friday check in, and it's not mandatory, but what is cool is people generally choose to come. And we might talk about how hard the week was but other times we won't talk about work at all it's just a good way to end the week, let go of what's been heavy, and move into a weekend where you can relax.

Johanna: Don't try to be all and do all right away. Because then you burn out.

Ashley: I would preface that this is a program for women and not a protection program for children. So clarifying that focus of intended clientele.

Thank you to all who are part of the Alberta PCAP team and continue to make a difference every day!

PCAP Council Updates

Supervisors Teleconference

The next monthly supervisors teleconference is taking place on November 19, 2019 and then on break for December, to resume as usual in the new year. If you would like the dial in information to participate in the call or have any topics you would like added to an agenda, please contact: main@alberta-pcap.ca

APCAP Website Update

The Alberta PCAP Council has expanded its website to include job postings for individual PCAP agencies to accommodate potential PCAP searches. If your agency would like to post your openings for PCAP workers, send your requests to main@alberta-pcap.ca. Also make sure to revisit the Alberta PCAP website's resources tab for an expanded list of resources and best practice legislation for your common PCAP inquiries including working with minors and best practices for safely working alone.

New Vision and Mission Statements

We have recently updated our Alberta PCAP Council vision and mission statements with approval from the membership at the 2019 APCAPC AGM. The new statements better reflect the purpose of the Council in supporting PCAP programs in a simplified and non-stigmatizing language and can be seen updated in all our publications.

Vision: We envision a province where individuals who use alcohol and/or drugs are supported in their communities to have healthy pregnancies and healthy families.

Mission: The Alberta PCAP Council will support programs to operate throughout the province in an educated, culturally responsive and trauma-informed manner that is consistent with the Alberta PCAP model.

Touching Base

The Alberta PCAP Council's Provincial Coordinator is in the process of touching base with all PCAP programs in the province to review current governance agreements and discuss any matter pertaining to your agency. Expect to hear from us soon! We appreciate you taking the time to facilitate improved communication between the PCAP programs and Council.

At the same time we are canvassing all Penelope using agencies to see how we can clean up inactive accounts. Under the new database licensing agreement's tiered pricing formula, we have an opportunity to avoid higher fees by diligently keeping our user count down. As such, we ask that every agency promptly notify Alberta PCAP of any staff and position changes and particularly departing users and users going on various extended medical and other leaves.

Our simple online form has fields for adding new staff and informing of staff departures and changes:

www.tinyurl.com/newPCAPmentor

Alana Peters: Help!

Five Courageous and Important Truths that are Connected, The Sticky Tension Between Giving and Receiving Help

When was the last time you could have used help?

Did you request help from anyone?

How does it feel to ask for help?

Chances are, you have a belief about both giving and receiving help that is a part of your core belief system that you aren't even aware of. It likely dictates how you conduct your relationships, business and the rest of your life. There are two sides to help that we may or may not even consider, depending on what our beliefs are about it.

Many of us go about life, often keeping things tidy with a dualistic belief about help. "I'm the one who helps" or "I'm the one who needs help." It often seems reasonable to us to ascribe to a simplistic perspective of this equation.

There are those of us who identify with being the ones on the giving side of the equation. And there are those of us who identify with being the receiving side of the equation.

With more than twenty-five years of experience in ministry and education, can you guess which side of the equation I felt most comfortable and familiar with?

What if our belief about help is faulty? What if it's getting in the way of our own resilience and the resilience of others?



This dualistic perspective of help can undermine the very essence of why we're here and what we're wired for.

Connection. There are five critical truths that are important to understand as we care for and receive care from others.

1. **We're all wired for Connection.** Everything in this human life is about connection. The greatest pain any of us experience is that of disconnection. We were never meant to do life alone.
2. **The most meaningful connection is two sided.** I learned this when my own life went sideways. The people I had given to were much less invested in me than those who I had a reciprocal relationship with. The trouble is that some of us only show up as "healers". This can leave helpers lonely and very alone when we most need connection. When we separate the world into healers and wounded, both sides lose out on the opportunity to connect. Connecting appropriately, depending on the context is also important to take note of.
3. **Asking for help is hard, and it's essential.** Asking for help is critical for everyone, because we all need it. Each of us have unwanted identities... things we want to avoid at all costs. If not asking for help is part of your identity, you might want to reframe that. Even the most capable caregivers need help, belonging, hope, support, love and connection. Many of us who are caregivers or on the helping side of the equation believe that it is our obligation to help others at all costs. From her extensive research about relationships, Dr. Brené Brown says, "We cannot give what we do not have." It is important for us to both give and receive. If you're still objecting, ask yourself what is getting in the way of being on the receiving side of this equation.
4. **Asking for help is vulnerable.** Vulnerability is an often misunderstood experience and emotion. Some of us understand it to be the magical key ingredient to every relationship. Others understand it to be something avoided at all costs. Vulnerability has both a dark and a lighter side. Both are essential elements of the emotion.

Continued on next page

Alana Peters: Help! con't

4. [con't] Because vulnerability has both a light and dark side, choosing vulnerability appropriately has the potential to build trust, resilience, empathy, love, belonging. Over the years I have noticed that help very often comes from the most unexpected places. If you ask for help in one direction and you find yourself disappointed, don't let that deter you. You may just need a different audience for your request. This is brave, gritty, tenacious and important.
5. **Vulnerability creates connection...** and we're right back to #1. Imagine a world with increased trust, love, empathy, belonging, hope, resilience, creativity and less scarcity, comparison, judgement and criticism. Asking for help increases our capacity for these elements of life that we most desire.

The uncomfortable truth—seeing people who need help can be very uncomfortable. We tend to want to distance ourselves from pain. One way to do that is to believe we are above it, that another person's story could never be ours, we are there to help and that is our role. There are times when we, as helpers, unknowingly judge those we help because we may even silently think of ourselves as superior. This is the dark side of caregiving. We all have the need to feel seen, heard and understood. Without support, we become less effective over time.

A kinder way of looking at help, because life is both wonderful and life is hard, is to close the gap and understand that all of us need help sometimes and that is not bad.

For those of us who see ourselves as Helpers—If we see giving and helping as the only side of the equation that is permissible for us, we may unwittingly create a gap between the helped and the helper? Over time the result can be burnout and disconnection.

Unfortunately many of us are so capable that we don't ask for help until we've hit a wall. That wall can spell

disaster for us. The fallout may include many people around us. Pride has a way of masking itself as a self-deprecating, humble and internally resentful or obligated voice. Asking for help is the ultimate act of self-compassion and it is courageous.

Where are you currently trying too hard to keep things together without help?

"Compassion is not a relationship between the healer and the wounded. It's a relationship between equals. Only when we know our own darkness well can we be present with darkness of others. Compassion becomes real when we recognize our shared humanity."

- Pema Chodron

Questions for self reflection:

- * I want to be perceived as.....
- * I do not want to be perceived as....
- * What do these unwanted beliefs about help mean to me?
- * Why are these beliefs about help unwanted?
- * Where did the messages that fuel these beliefs come from?
- * What do I need help for today? Who is the best person to ask?

Do you know a helper who needs to read this? Please share.



Article by:

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Publications and Resources



Behavioural Symptoms and Accommodations for FASD

This resource outlines common behavioural symptoms individuals with FASD (children, youth, and adults) may experience and the appropriate accommodations to respond to those behaviours.

tinyurl.com/y6bkxj98



Common Messaging

The purpose of this CanFASD document is to assist those writing and talking about FASD and the issues related to the disability to use the same statistics, framing of topics, and language. The intended outcome, over time, will be an improved understanding by the reader/listener with consistent and respectful FASD messaging.

tinyurl.com/yxhnspr



Harm Reduction and Pregnancy

This document resource, Harm Reduction and Pregnancy: community-based approaches to prenatal substance use in western Canada, was released by the Centre of Excellence for Woman's Health as a guide to address harm reduction. "Harm Reduction refers to policies, programs and practices that aim to reduce the negative health, social and economic consequences that may ensue from the use of legal and illegal psychoactive drugs, without necessarily reducing drug use." Canadian Harm Reduction Network.

tinyurl.com/y2yxle4b



Towards Healthy outcomes for Individuals with FASD

To help support intervention approaches across the lifespan, the Healthy Outcomes model has been developed to help support intervention approaches across the lifespan. This model embodies this perspective, and provides us with a roadmap that can help to think carefully and proactively about healthy pathways. The model is founded on core beliefs that reflect integration of the research with wisdom from communities and caregivers, as well as the lived experiences of those with FASD.

tinyurl.com/yy9fhf66



Succession Planning for Parents and Caregivers

CanFASD staff have recently put together a document for Caregivers of individuals with FASD, titled 'Succession Planning: What parents & caregivers of a loved one with FASD need to know'. This resource is intended to help guide you in planning for your child/loved one, when you are no longer around to take care of them.

tinyurl.com/y6yzvmbc

Recommended PCAP Trainings



Mandated

- ☐ Alberta PCAP Core Training
- ☐ Biannual Training (Coming soon!)
- ☐ Outcomes Tracking Application (Penelope)
- ☐ Gender-Based Analysis Plus

Priority

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

Recommended

- ☐ Non-violence Crisis Intervention
- ☐ Co-occurring Mental Disorders
- ☐ Infant Developmental Stages (caregiving techniques with emphasis on children exposed prenatally to drugs/alcohol)
- ☐ Observation and Documentation
- ☐ Financial Literacy
- ☐ Nutrition-Maternal/Infant
- ☐ Breast Feeding
- ☐ Compassion Fatigue
- ☐ Family Law
- ☐ Criminal Court Training
- ☐ Developmental Parenting and PICCOLO Training
- ☐ Universal Precautions

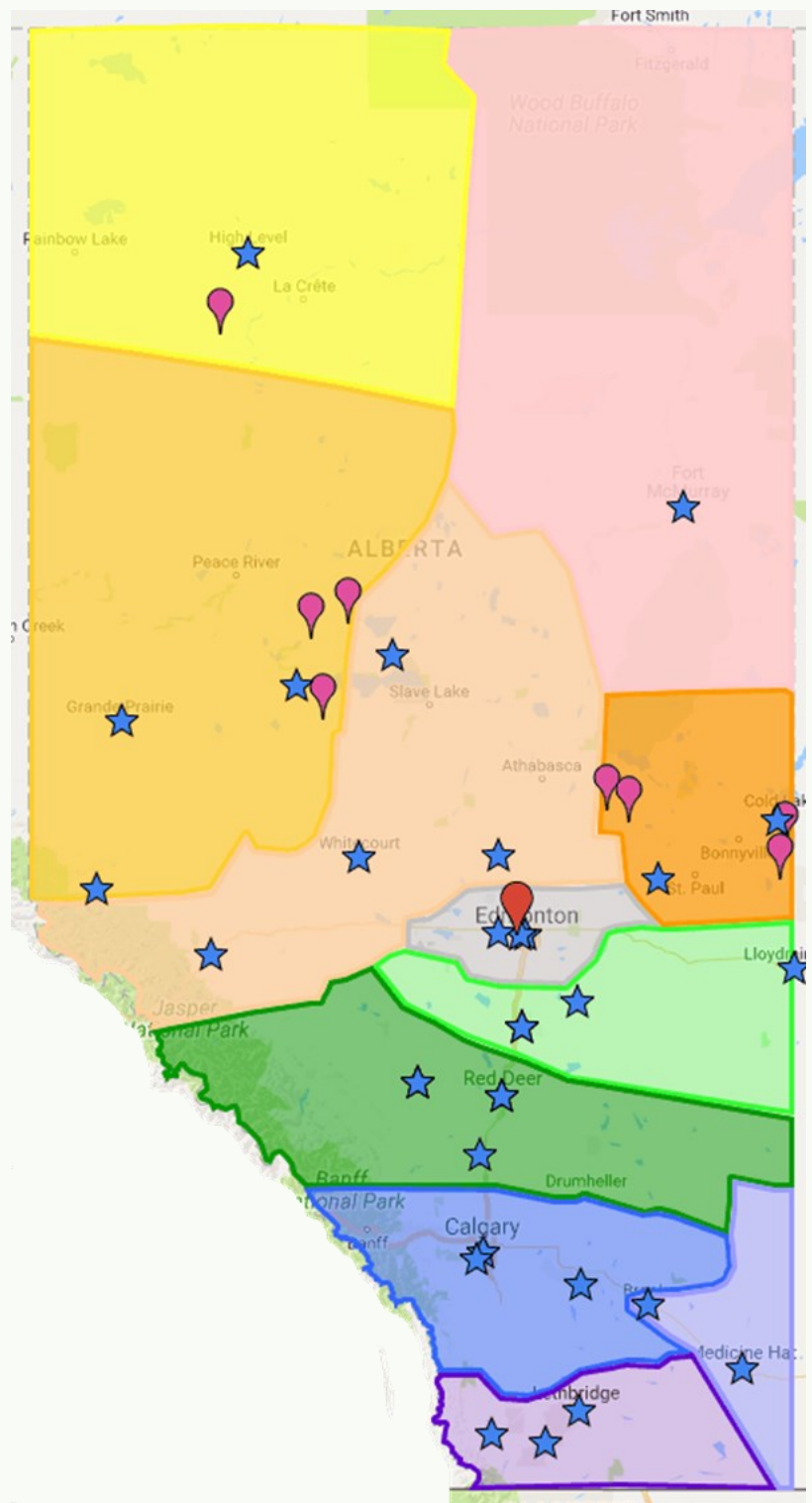
Want to know where to access these trainings?

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

PCAP Network Map

- 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
- Whitecourt



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

- Chair:** Jailin Bertolin, Program Manager, Healthy Families Healthy Futures
Email: jailin.bertolin@hfbalberta.com
- Vice-Chair:** Stacey Olstad, Program Director Family Services, Camrose Association For Community Living
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- Secretary:** Bev Towe, Mothers-to-Be Mentor, Lakeland Centre for FASD
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- Treasurer:** Ashley Baxter, Manager, FASD Programs, Bissell Centre
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Let's Connect!

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