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Fall Core Training

From October 9-11, 17 new and experienced PCAP staff joined together to take the PCAP Core Training in Calgary, Alberta. Passionate trainers Debbie Collins and Pam van Vugt took the trainees through the PCAP Council User Manual. The trainers addressed everything from PCAP origins and history and theoretical framework to real life examples, tips, safety, and PCAP forms.



Congratulations to the 17 participants who completed their 3-Day PCAP Core Training!

Thank you, Keith!



Our Quality Assurance Analyst, Keith, has retired after over 4 years of supporting the Alberta PCAP Council. The Council, staff, and all APCAP agencies thank Keith for all the time and effort he has put into supporting the responsible collection of APCAP data. In his time with APCAP, Keith has lead the Data Oversight Committee and all of their activities in revising necessary forms, implementing the 0-month biannual, leading data reports on model outcomes, and optimizing all things Penelope.

We thank Keith for all the heart, compassion, and capability he brought to the Quality Analyst role and wish him and his family all the best!

Alberta PCAP 2020 Core Trainings



The PCAP 3-Day Core Training is a mandated training to introduce new staff to the PCAP Model and provide strategies for challenges you may face in the 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 receive a PCAP Training Manual, the Difference Game card deck, and handouts of information and resources.

Priority will be given to initial training registrants, refresher levels may attend if there are seats available. It is recommended to take the online refresher training, listed below.

Spring Training in Edmonton: May 13-15, 2020 www.tinyurl.com/APCAPcorespring20

Fall Training in Calgary: October 7-9, 2020 www.tinyurl.com/APCAPcorefall20

Due for a APCAP Core Training refresher? An online refresher training is now available. The online course is a series of self-directed modules that reviews the information in the PCAP 3-Day Core Training. The completion of the in person 3-Day Core Training is a pre-requisite to taking the online refresher training. 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/2019/04/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



Has a new PCAP Mentor joined your team recently? Let us know so we can set them up with training, Penelope, and our mailing list!

www.tinyurl.com/newPCAPmentor

PCAP Council Updates

2020 PCAP Events

Look out for a Save the Date coming soon to your inbox for our second annual PCAP Days! This two-day event will combine training and networking opportunities for both Supervisors and Mentors. Supervisors will participate in their Annual Supervisors Gathering and the AGM while Mentors network and receive relevant trainings. All will come together for keynote speaker sessions. If you would like to provide input on the event or volunteer as part of our Events Committee, please submit your interest via [this short survey](#).



Supervisors teleconference schedule for 2020

Once a month, all Alberta PCAP Supervisors are welcome to participate in a teleconference moderated by a APCAP Director to ask questions and discuss any matters relevant to PCAP. Teleconferences will continue in the new year on every third Tuesday of each month. See below for call information if you are interested in joining.

Time: 10:00 AM Mountain Time (US and Canada)

Dates: Jan 21, Feb 18, Mar 17, Apr 21, May 19, Jun 16, Sep 15, Oct 20, Nov 17

Download and import the following iCalendar files: www.tinyurl.com/w55jata

Join Zoom Meeting: <https://zoom.us/j/514599806> or dial-in +1 647 558 0588 Meeting ID: 514 599 806

Interested in being a Alberta PCAP Director?

The Alberta PCAP Council is accepting nominations for new director positions. The Council meets for one full day every second month to discuss all matters relevant to PCAP in the province and the Standing Committees, including: optimizing support for agencies, contribution to research, events and training, staffing considerations. If you are interested or would like more information on the position, please visit:

www.alberta-pcap.ca/wp-content/uploads/2019/12/2019-12-PCAP-Council-BoD-Expressions-of-Interest.pdf



Recent APCAP Council Activity

The Alberta PCAP Council participated in an all day facilitated Strategic Planning session led by Alberta Community Development. Directors reviewed the APCAP Council's values, objectives, and overarching goals moving forward in an effort for the Council to best align with the vision of APCAP in the province and support agencies in their delivery of PCAP.



Currently, Directors, committees and staff are primarily working on planning events and trainings for the year, supporting the on-boarding of new APCAP agencies, setting strategic goals and long term directions, reviewing Penelope trainings and functions with Athena, and are currently in the process of welcoming a new Quality Assurance Analyst to the team.

New Penelope Requests System

To better streamline the Penelope process, new staff members can now be added via the Staff Changes form by selecting the "add to Penelope" button on www.tinyurl.com/newPCAPmentor. General Penelope requests, such as password resets, transfers, etc. can be submitted via the Penelope request form: www.tinyurl.com/PenelopeRequests. We appreciate you incorporating these new forms!

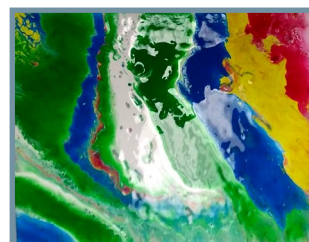
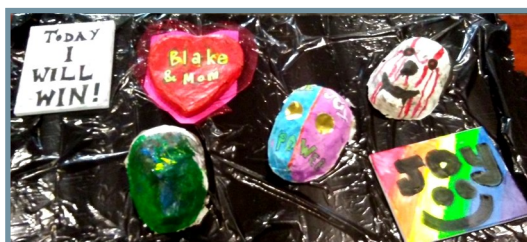
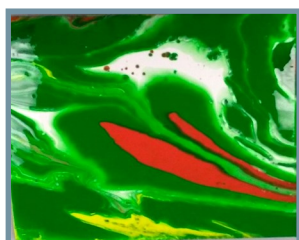
PCAP Around the Province

CREATIVE PROJECT SUBSIDY

The PCAP Council provided programs with a subsidy to create and host their own creative activity for their participants around the theme of 'what does PCAP mean to you?' The variety of art projects created show the personalized experiences and all the ways the mentors connect with the participants.

McMan Calgary hosted 4 monthly Outdoor Artistic Expression sessions where participants could gather and create art in a safe space. McMan integrated art therapy ideas to focus on common areas our women have identified as areas of struggle including depression, anxiety, and maintaining sobriety. Parent Advocates created a tree so they can write what they want for themselves for the future on the leaves of the tree. By the end of each gathering all participants were fully engaged in creating art, chatting and laughing feeling good that they decided to attend. It was great to see the women interact with one another and get to know each other finding lots of life similarities. In the beginning of November 2019, McMan put on an art show to display the clients' art and invited their friends and family as well as community partners and other professionals.

"The most valuable experiences from this art group was creating a space for our PCAP women to bring their creative ideas and make some art in a nonjudgmental, friendly environment and having their children watched and entertained by Parent Advocates. Most of the women who brought their children wanted to do a painting with their children and hang it in their homes. Parent Advocates enjoyed being able to spend time with their clients and child(ren) getting to know each other in a relaxing environment. Interacting with all the clients with some fun always changes the dynamics and has helped build the relationships between the advocates clients and other PCAP clients." —APCAP Advocate



SHARING PCAP SUCCESSES

At our 2019 PCAP Days event, attendees were encouraged to share some of their recent successes they have experienced either with a PCAP participant, a community program, or other service agencies. Thank you to all who shared your successes and capturing important moments to be recognized within your PCAP communities!

Mom with all 5 kids in her care, in a home of their own. And she is starting a job.

Children's services were understanding of a mom's relapse. "Relapse is a part of recovery" was stated by the CS worker.

Participant is in love in a healthy relationship.

Mom completely sober for the first time, and has been sober for 2 years.

A mother of 8 who has not been able to parent on her own for her first of children has now been sober for over a year, she achieved goals around housing, finances, and education. Identifies being part of a new community of supports. She now volunteers and is working on her healing journey and to re-connect with her other children.

On Being a Parent or Caring Professional in 2020

It is not the critic who counts



Parenting or being a Caring Professional, maybe more now than ever before, is a minefield for criticism. There are so many differing and opposing opinions and expert voices in the world today that are all competing our attention.

The number and intensity of high strung opinions that come through our field of awareness often leads to significant internal and external conflict for parents and caring professionals. The conflict, guilt, obligation, and shame for not being and doing everything exactly “right”, whether it’s about diapers, food, sleep, immunization, discipline, friends, birthdays, extracurricular activities, post secondary school...can lead us to an internally critical and frenetic conversation and an outwardly judgemental position.

Why is this so important?

Judgement and criticism initiates an unintentional web of a shame culture around the persons we care so much about; our kids. When adults engage in an internal conversation of comparison and judgement we unknowingly, and unintentionally undermine the safety and love we are really wanting to wrap around our kids.

When we feel inadequate, we experience shame. Shame creates disconnection. We are all wired for connection. We all care about doing the very best job for our littles, but the criticism, both inwardly and outwardly, ends up costing us the very thing that we most want—health and wellbeing for our kiddos and ourselves.



I recall entire years of raising my children and teaching in a classroom when my internal conversation was dominated by fear, guilt, obligation and criticism. I acknowledged it, noticed how it was so

painful, but had no concept of how to move to a kinder, more constructive conversation. The voices of criticism and fear of doing what was wrong were my very unkind companions.

When I read a quote from Dr. Joseph Chilton Pearce: *“What we are teaches the child far more than what we say, so we must be what we want our children to become.”* I knew that I had to become personally responsible for healing my internal conversation. I began working with a psychologist who specialized in processing trauma. What might it inspire you to do?

Parents and Caregivers for Children with Special Needs

Many parents have an additional challenge added to this already demanding reality; parenting a child who has special needs. When the challenges are more significant, the number of critical voices that get added to the audience, can make parenting a child with any special needs an emotionally crippling experience.

What is also very difficult, and hard to wrap our heads around sometimes, is that when kids have less obvious special needs, helping professionals and the public tend to not understand the struggling parents and we default to judgement and set into motion the opposite of what those parents (and kids) need. Judgement and criticism, when experienced layer after layer, can be entirely toxic and crippling for parents who are already struggling.

Why does this matter to me?



We all add to our culture. All of us can turn a blind eye to struggling parents. When no one feels responsible, everyone is responsible. What is the net effect of walking away from struggle? What happens to that family system in three years? Five years? Twenty years?

What if you are that struggling parent or caregiving professional? What resources can you access? There are supports! Don’t be dismayed or lose hope.

Alana Peters: On Being a Parent or Caring Professional in 2020, con't

When we know better, we can do better.

It is time for a new, more emotionally ethical response to the critical noise we are all experiencing. We need to stop our default towards criticism and start shifting our conversations to in the direction of kindness. What is your default internal conversation?

Five feedback options that do not include criticizing

Let's differentiate here between criticism and feedback. When a challenging conversation is impending for me, I personally walk myself through this or other checklists. This also works when having conversations with our kids, employees, co-workers, clients:

1. Check Intention: What is the benefit you wish to create by providing feedback?
2. Ask Permission: Sometimes permission is implied by the situation. Asking permission signals respect
3. Share Intention
4. Specific Observations: Situation, Behavior, Impact
5. Assess Response: Ensure alignment between intention and impact

If not criticism, then what? Three key tactics to use in 2020.

What do we really know and understand about LOVE, compassion, empathy?

This is, notably, not a free pass for everyone to do anything. Instead, it is about addressing behaviours that are problematic, and not writing off the person. Having the skillset to differentiate this is more critical now than ever before. This includes how we treat ourselves.

1) Community

Surround yourself with people who are kind and brave enough to have meaningful and challenging conversations. This is a vulnerable process. Finding your people is sometimes a challenging process. Notice the capacity for Feedback vs Criticism and Boundaries vs Defensiveness.

2) Self talk.

Pay attention to your self talk. If it is painful, chances are that will be leaking out onto the people around you. Beating yourself up for that isn't useful. Instead, find someone who can help you with a more compassionate internal conversation. This is the core of self-compassion, spas and bubble baths are less important than this one. Are you willing to put resources into self care that makes a long term difference?

3) Practice empathy.



It has been proven to be a game changer. Shame cannot survive empathy. Empathy is a more challenging skillset than most of us understand it to be; challenging and also simple. I

encourage you to read *The Gifts of Imperfection*, by Dr. Brené Brown. We are all imperfect and when we get that, the voice of the critic is drowned out by the cheering of love, joy, hope and belonging.

Want to find out more about personal or group coaching? Reach out to me and let's start a conversation. March and April events are booking now. Email me at alana@nowsthetime.ca



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Publications and Resources



Mothering and Opioids: Addressing Stigma – Acting Collaboratively

The Toolkit was developed by researchers at the Centre of Excellence for Women's health as part of a project with the aim to facilitate improvements in responses to women who use substances and are pregnant or mothers, on the part of both the substance use and child welfare systems. The Toolkit identifies strategies for reducing stigma and promoting improvements in the health and safety of women and their children.

www.bccewh.bc.ca/webinars-and-courses/webinars/



Website Resource: Let's Get Real

This website provides information, resources, and advice on birth control methods, access, use, drinking and pregnancy for parents, educators, and caregivers. This website was launched as part of the Government of Alberta's "Let's Get Real about Sex and Drinking" to inform adolescents. The program has been developed as a train-the trainer model, enabling those that work with adolescent audiences to train their youth and consequently, build capacity.

www.getrealab.ca/



Observations on the Legalization of Cannabis

The Canadian Centre on Substance Use and Addiction (CCSA) presents Cannabis Legalization: Year One Observations and Composition of Boards Overseeing Retail Cannabis Sales and Wholesale Distribution across Canada. These reports offer a preliminary summary of Canada's experience in the first year of retail sales after cannabis legalization, with a focus on the public health and safety objectives of the Cannabis Act.

Legalization: www.tinyurl.com/vx7n25a Board: www.tinyurl.com/qsagjsf



Cannabis Use During Pregnancy and Lactation

Perinatal Services of BC released a resource intended for health care providers providing clinical care and/or counselling to women and pregnant individuals in the perinatal period. The purpose of this practice resource is to help health care providers facilitate conversations on cannabis use during pregnancy and lactation using a harm reduction approach that is women and person-centered, trauma informed and culturally safe.

www.tinyurl.com/uswrmrg

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

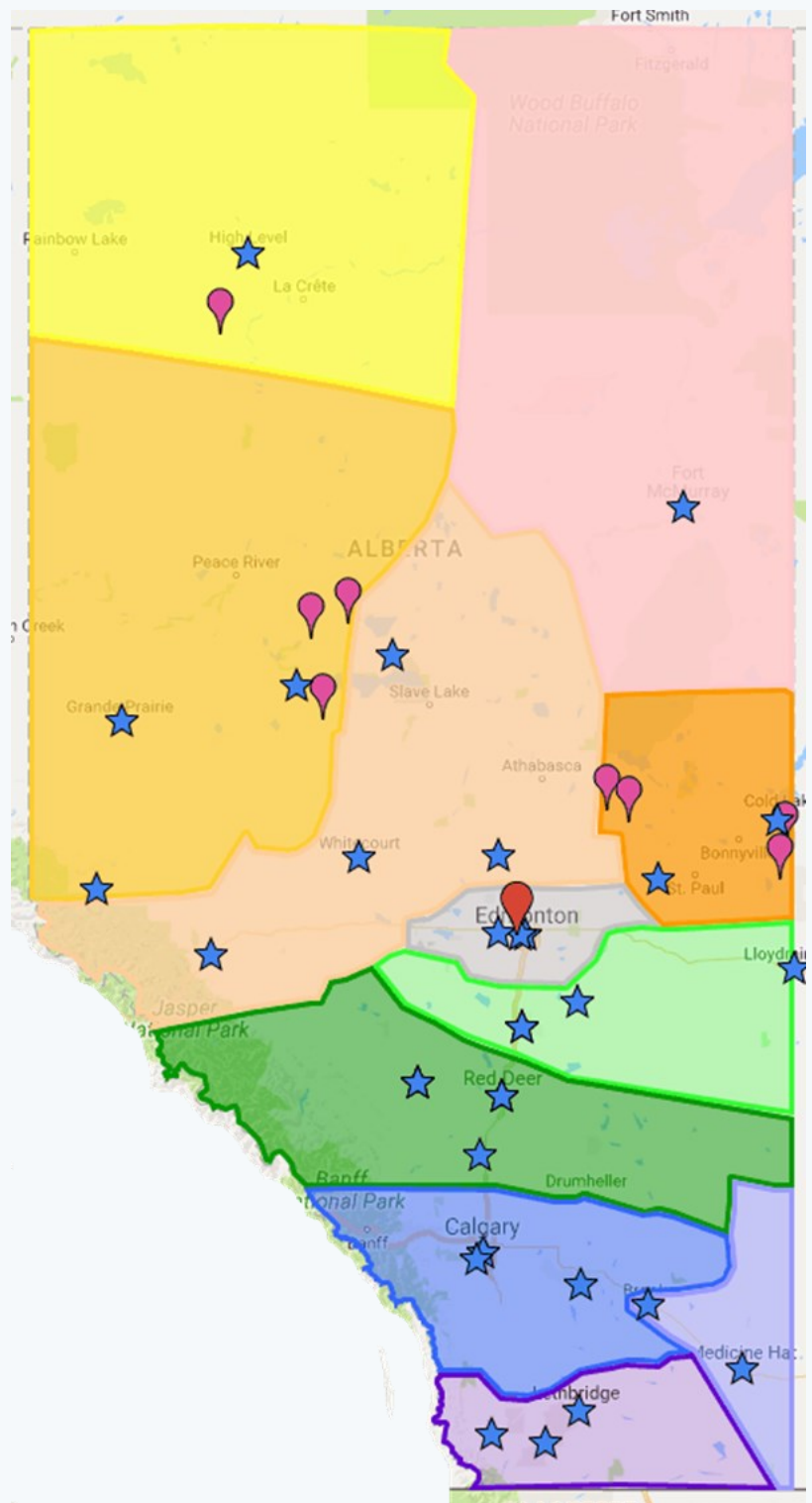
Want to know where to access these trainings?

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@hfalberta.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: Pam van Vugt, PCAP Advocate, Calgary and Area
Email: Pam.vanvugt@mcman.ca
- Director: Tammi Crowley, Program Supervisor, Catholic Social Services Edmonton
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- Director: Vanessa Caplette, PCAP Advocate, Yellowhead Region
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- Director: Wanda Beland, Executive Director, North West Regional FASD Society
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- Banker: Brandy Berry, Executive Director, Healthy Families Healthy Futures, Westlock
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Let's Connect!

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Twitter: www.twitter.com/albertapcap