

# Alberta PCAP Council

## Winter 2023 Newsletter



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Our PCAP  
Mentors  
are...

down-to-earth  
straightforward  
non-judgmental  
compassionate  
trustworthy  
encouraging  
good-listeners  
flexible  
kind  
hopeful  
empathetic  
advocate  
resilient  
wear-many-hats  
creative  
patient  
humorous  
skilled  
reliable  
composed  
thick-skinned  
caring  
approachable  
consistent

*\*compiled from mentor  
feedback during PCAP Core  
Trainings*

# PCAP Creative Funding Opportunity: Apply by Feb. 3

The Alberta PCAP Council is providing a one-time subsidy opportunity up to \$400 available to all PCAP agencies, to be used by March 24, 2023.



The theme for this subsidy is **"Fostering Community"** and would allow successful applicants to host a project or supplement an existing event that involves a creative activity with PCAP participants, see the attached information package for more details and project examples.

[Learn more >](#)

1. Information package
2. Application Form
3. Program Report

## Watch out for...

### 2023 Fidelity Assessment Survey

PCAP Council is conducting a survey with all PCAP programs based on the "Fidelity Assessment" tool. The results will go to Evaluator Hélène Wirzba, who will analyze the aggregate responses. Helene will also provide individual site reports. The findings from this survey will help PCAP Council: 1) understand the current strengths and challenges of programs 2) determine what resources or learning opportunities we can offer in the future to better support programs. An e-mail will be sent out to all managers and supervisors with more information in the coming weeks.

**SIGN UP!**

**To the PCAP mailing list**

Coming to your inboxes soon:

- PCAP Trainer Job Opportunity
- Next Core Training Dates

Join here: <http://eepurl.com/gpqzzl>

### Save the Dates: June PCAP Days & AGM

PCAP Days and the AGM return to In-Person in June. If you'd like to help bring this event to life and develop skills in event planning, consider [joining the Events Committee](#).

### New to PCAP?



Complete the [PCAP Staff Training Needs Survey](#)

In this form, you can put yourself on the priority list for our next semi-annual PCAP Core training and/or suggest additional training topics for future webinars and events.

### Spring/Summer

#### In-person PCAP Core Training

PCAP Council is planning to host at least one in-person training this year. Virtual sessions will also continue to be offered.

# Alberta PCAP: Recent Training Highlights

## PCAP Core Training

26

PCAP staff completed some PCAP Core Training this past quarter with PCAP Trainers, Michelle & Tracy

14

PCAP staff received their training certificates!

The PCAP Initial Core Training is essential for all PCAP staff to get to know the PCAP model, theoretical components, and provide strategies to success at delivering PCAP.

*"The information was great and very applicable to my position"*

### PCAP Trainers



Michelle



Tracy

*"The presenters were excellent!"*

## Pebbles FASD Webinar

November 8, 2022

FASD Educator and PCAP Council Board Chair, **Wanda Beland**, presented Pebbles FASD, A Brain-Based Perspective to 31 PCAP staff.



### FASD PEBBLES

A BRAIN-BASED PERSPECTIVE ON FASD  
PRESENTED BY NWR FASD SOCIETY – MACKENZIE NETWORK  
WANDA BELAND, FASD EDUCATOR

**94%** of attendees intend to incorporate what they have learned from the presentation into their work and/or life.

*"Thank you so much for sharing, real world experiences help me develop strategies for my participants!"*

## Drug Awareness and Safety Webinar

November 28, 2022

Pharmacist and Mental Health First Aid instructor, **Carey Lai**, presented on Substances of Abuse to 34 PCAP staff.

*"I think it gave me a better understanding of things to be mindful of when safety planning and when working with participants during their active using stage"*

### SUBSTANCES OF ABUSE

Uppers, Downers and Everything in between

Carey Lai  
Concurrent Disorder Counsellor



# Ongoing Opportunities

Share the  
amazing  
work you do!

Share your recent client success stories with the Alberta PCAP community to be featured in the next edition of the Newsletter. If your story gets randomly selected you could win a \$25 eGift Card from Tim's Card!



New to Penelope? Check out the upcoming live webinar on February 14th, 2023 at 1PM MDT.

- ✓ Beginner friendly
- ✓ Live demo of Penelope
- ✓ Useful handouts and tips

This webinar meant for beginners or as a refresher to the Penelope Outcomes Tracking Application used by PCAP program staff and is provided every quarter.

[Penelope 101 Webinar](#)



## Due for a refresher?

*\*Recommended 18-months after Core Training*



- ✓ Self-paced online modules
- ✓ Video modules from experienced PCAP trainers
- ✓ Completion certificate
- ✓ Members get 25% off

[Sign up today!](#)



[Register](#)



## Connect with other PCAP Staff!

Each month, Alberta PCAP supervisors and mentors are invited to join a monthly teleconference moderated by a Council Director or PCAP staff to connect, share stories and resources, and problem solve in a safe space.

**Supervisors:** 3rd Tuesday of the month at 10AM

**Mentors:** Last Tuesday of the month at 1PM



# PCAP Program Highlight: Catholic Social Services

## Participant Christmas Party

Christmas is always a fun time of year, but Christmas 2022 was a special occasion! It was the first time the FASD programs at **Catholic Social Services in Edmonton** were able to host their annual Christmas party since 2019!

On December 7, 2022, the **First Steps**, Step by Step, Coaching Families and McDaniel Youth programs hosted a Christmas party at the Londonderry Community Hall in north Edmonton. Guests were treated to a catered dinner of turkey and roast beef with all of the fixings, as well as craft tables, a face painter and a visit from Santa and Mrs. Claus.



Over **150** people attended the party!!

The weather was great that day, and transportation was not an issue, as the agency was able to provide taxis for those who needed one.

But it didn't end there!

On December 19, 2022, the **First Steps Program** began doing gift deliveries to our program participants. Each participant was given a gift card and wrapped gifts for their children.



## A PCAP Success Story

**The First Steps PCAP Program in Edmonton** would like to give a big shout out to the:

✨ *Hinton HELP PCAP Program* ✨

**Hinton Employment and Learning Place** went over and above supporting a First Steps client who had relocated to their service area. They supported her to return to Edmonton for her scheduled FASD assessment, and ensured that she had a safe place to stay while she was in town.

When this participant chose to relocate to another town, they provided transportation, and helped her put her belongings into storage.

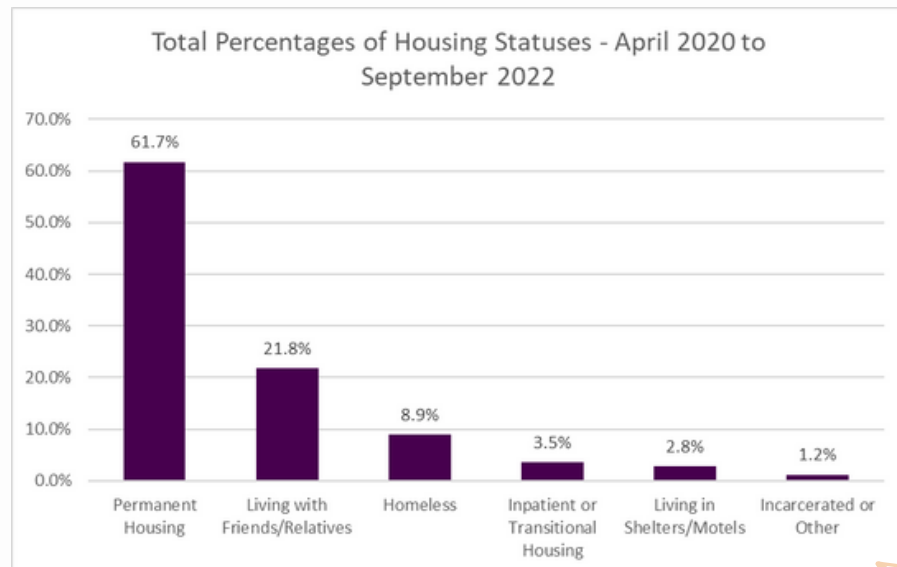
Thank you, **Hinton Employment and Learning Place**, for your hard work and commitment to the people that PCAP programs serve!

-Shared by Beth van den Elst, Program Supervisor, First Steps CSS Edmonton

# Penelope's Corner:

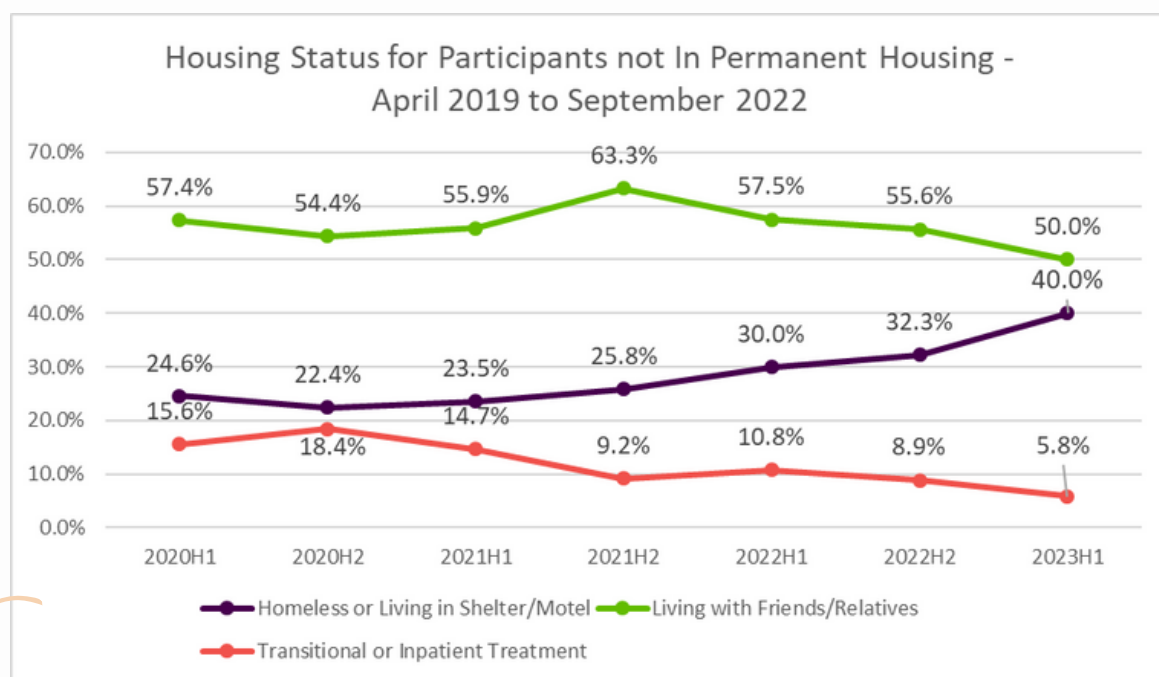
## Looking at Non-Permanent Housing

Thus far most housing analysis has focused on those accessing permanent housing. The analyses have shown substantially better prospects for recovery. However, what about those who are not able to attain permanent housing?



With recent economic challenges housing insecurity seems like it should be more prevalent in our population. Looking at aggregate numbers since 2020/21 almost 85% of participants were living in their own dwelling or relying on friends or family. On the surface that doesn't sound so bad. However, these overall aggregate numbers often mask deeper trends. Indeed, when we remove permanent housing from our sample the numbers paint a more challenging picture.

### Participants living in Non-Permanent Housing



Since before the pandemic (second half of fiscal 2019-20) that participants were homeless or depending on motels or shelters has almost doubled from 22% to 40% (the purple line). Concurrent with this has been a decline in participants who are depending their community of friends or relatives (the green line) from 63% to 50%.

In fact, you have to go back to fiscal 2015 to find a lower percentage living with friends or relatives. In the above graph we also see a decline in participants in transitional housing or inpatient treatment – from 18% to less than a third at 6%. Again, looking back to 2015 transitional housing and inpatient treatment comprised 22% of the non-permanent housing population - this was also consistent in years prior to 2015.

# Penelope's Corner:

## Looking at Non-Permanent Housing *continued*

Current Housing Situation	Abstinence from Alcohol	Abstinence from Drugs (excluding cannabis)	Has Supportive Social Connections	Living with At Least One Child
Homeless or Living in Shelter/Motel	39.6%	30.4%	38.6%	15.2%
Living with Friends/Relatives	52.9%	67.0%	60.2%	50.7%
Transitional or Inpatient Treatment	71.7%	72.4%	69.0%	37.9%
Incarcerated or Other	57.1%	61.1%	61.1%	25.0%
Permanent Housing	61.7%	82.9%	68.3%	73.1%

### Impact of different housing arrangements on participants

- For those who are homeless or living in a shelter there is 40% abstinence from alcohol.
  - All other groups had higher than 50% abstinence from alcohol.
- Of the participants who are homeless or living in a shelter only 30% are abstinent from drugs (excluding cannabis). Looked at another way, this means 70% were using substances such as methamphetamine, cocaine, or opiates.
  - All other groups had at least 60% or higher abstinence from drugs.
- Having supportive social connections is key to recovery. However, only 39% of those who are homeless or living in a shelter had at least one supportive social connection.
  - Every other group had 60% or more reporting supportive social connections.
- Only 15% reported living with at least one child

These trends show that even non-permanent housing arrangements, such as living with friends or family, transitional housing, or treatment can be a protective factor. Living in these arrangements participants experience abstinence rates greater than 50%. Greater than 60% also have supportive social connections. While we have never had 100% of our participants living in permanent housing arrangements it seems other housing supports have achieved good outcomes.

However, recent increases in participants who are homeless or living in shelters have seemingly come at the expense of treatment or transitional beds. There is also a decline in friends or relatives providing support in the way of shelter, possibly due to the economic realities of the last few years. It seems the shortfall could be made up by making permanent housing more available to participants.

It begs the question, though, is more support for housing programs forthcoming? Are there other strategies that could provide an interim solution for housing insecurity?

In Case you Missed it...

Alberta **PCAP** Council  
 PCAP Penelope Outcomes  
 Interim Data Report for 2022-23  
Prepared by Robert Jagodzinski (Quality Assurance Analyst)  
 Kristin Barend (Provincial Coordinator)  
 and the Data Oversight Committee  
 November 2022

The 2022-23 Interim Penelope Outcomes Data Report was distributed to site supervisors and Network Coordinators. Missing your copy? Email Robert.

Article written by Robert Jagodzinski,  
 Quality Assurance Analyst for  
 The Alberta PCAP Council

For questions about your data, contact:  
 Robert.Jagodzinski@alberta-pcap.ca



# Penelope Reporting

## Last quarter...

102

assessments entered into Penelope by PCAP staff

10

site reports distributed to PCAP agencies

12

new PCAP staff members got set up with Penelope accounts

75%

Of active PCAP participants engaged in **harm reduction** activities, reducing the chances of an alcohol or drug exposed pregnancy.

Data for articles and for regular PCAP outcomes reporting comes from data entered by PCAP staff into the Penelope database. The PCAP Council provides any and all support you may need accessing and using the Penelope system, so that we can continue to report on the amazing work you do!

### Frequent links for staff:

- [Update on a staff change](#)
- [Add a new client to Penelope](#)
- [Submit support or other requests](#)
- [PCAP Forms and Documents](#)

## Thank you, Debbie!



Debbie Collins has served as a PCAP trainer for 10 years and was one of our original trainers trained by Dr. Therese Grant, creator of the PCAP model, in Seattle Washington in fall 2012.

Beyond training, Debbie has supported PCAP growth and development by creating the first PCAP Core Training materials and facilitators guide. She also was one of the contributors to the PCAP Online Refresher Training modules. Debbie was also a Prevention Conversation educator, bringing a unique take to PCAP delivery.

Debbie brought years of knowledge, expertise, and hands on experience to her role as a PCAP trainer and has prepared countless frontline staff for their roles.

PCAP has been shaped by Debbie and her decade of service and we are honored by the time and wisdom she has shared with us. We wish Debbie all the best in her retirement!



*Thank you for your professionalism, knowledge, and clearly demonstrated ability to adapt to need of community*

-PCAP Training Attendee





# Alana Peters: Growing Trust



Through the pandemic, as debates about the ethics of leaders raged, we all experienced a collective loss of trust. Trust is essential for belonging, community, vulnerable communication, emotional safety, growth, healing and love.

Prior to the pandemic there was, generally, an implicit trust of people in helping professions. People in authority positions and helping professions have a new starting point with their clients and, as a result, must increase their capacity to build trust. Growing trust, for leaders and helping professionals, is a workplace competency that requires your time and attention.

**Care** is the assessment that you have the other person's interests in mind as well as your own when you make decisions and take actions. Of the four assessments of trust, care is in some ways the most important for building lasting trust. When people believe you are only concerned with your self-interest and don't consider their interests as well, they may trust your sincerity, reliability and competence, but they will tend to limit their trust of you to specific situations or transactions. On the other hand, when people believe you hold their interest in mind, they will extend their trust more broadly to you.



**Reliability** is the assessment that you meet the commitments you make, that you keep your promises.

## *The 4 Distinctions of Trust*

*from Charles' Feltman's, Thin Book of Trust*

**Sincerity** is the assessment that you are honest, that you say what you mean and mean what you say; you can be believed and taken seriously. It also means when you express an opinion it is valid, useful and is backed up by sound thinking and evidence. Finally, it means that your actions will align with your words.

**Competence** is the assessment that you have the ability to do what you are doing or propose to do. In the workplace this usually means others believe you have the requisite capacity, skill, knowledge, and resources to do a particular task or job.

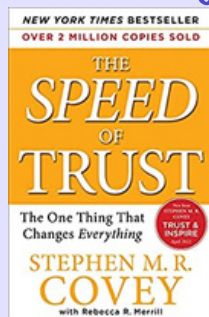
I encourage you to take these distinctions of trust and discuss them with your team. Start the snowball; the more we talk about trust, the more awareness we build, the more we increase our capacity for trusting relationships.



*How can you demonstrate competency to grow trust with your clients?  
How are you showing up to the clients you serve?  
Where are your strengths? Areas for development?  
Who can you talk to about growing trust on your team?*

Trust is grown from the seeds of kindness, vulnerability and connection one small moment at a time. If you are interested in a further conversation about growing trust, I'd love to chat!

## Recommended Further Reading



Article written by guest contributor:



**Alana Peters**

Leadership &

Executive Coach

Dare to Lead Facilitator

[www.alanapeters.com](http://www.alanapeters.com)

# Resources and Publications



Course highlight: *Co-Creating Evidence: Wraparound programs for pregnancy, early parenting & substance use*

[Learn more >](#)



## Upcoming Dates of Importance

- [February 2023: Black History Month](#)
- [February 11: 211 Day](#)
- [February 14-18: Sexual and Reproductive Health Awareness Week](#)
- [March 2023: Social Work Month](#)
- [March 31: Trans Day of Visibility](#)



A comprehensive library of resources by various topics relevant to PCAP work including: FASD, Mental Health, Substance Use, Sexual Health, Related Programs, and Training.

[Resources >](#)

## MDLinx

Why were women drinking more during the COVID-19 pandemic?

[Read more >](#)



## Help Lines

- [AHS compiled important numbers](#)
- [Hope for Wellness Helpline](#)
- [Alberta Indigenous Virtual Care Clinic \(AIVCC\)](#)

## Recommended Trainings for PCAP Staff

A collection of mandated, priority, and optional training sources relevant for all areas of PCAP work. Available on the PCAP website along with other resources.

[Find training >](#)

Provided by  
PCAP Council  
for PCAP Staff

Selected by  
PCAP Council  
for PCAP Staff

Other Optional  
Trainings

PCAP Program  
Best Practices

### Alberta PCAP Initial 3-Day Core Training

Required for all new PCAP staff. Offered 2+ times per year.  
\$330 member, \$495 non-member, \$630 out-of-province.

<https://www.eventbrite.ca/o/alberta-pcap-council-7412278271>

### Alberta PCAP Core Training (Refresher) Modules

For all experienced PCAP staff to take as a refresher 12-18 months after the Initial Core Training. \$100 member, \$125 nonmember, \$150 out of province.

<https://alberta-pcap-training.thinkific.com/collections>

# Alberta PCAP Networks & Program Map

## Mackenzie Regional FASD Network

Northwest Regional FASD Society

## Northeast Alberta FASD Network

McMan Fort McMurray

## Northwest Peace FASD Service Network

Aseniwuche Winewak Nation

Drift Pile First Nation

Grand Prairie Family Educational Society

Whitefish Lake First Nation

WJS Canada

## Northwest Central Alberta FASD Network

Healthy Families Healthy Futures

Healthy Families Healthy Futures, Athabasca

Hinton Employment and Learning Place

## Lakeland FASD Society

Lakeland Centre for FASD

Saddle Lake Eagle Healing Lodge\*

## Edmonton Fetal Alcohol Network

Bissell Centre

Catholic Social Services Edmonton

Enoch Health Services\*

Metis Settlements General Council Head Office

## Prairie Central FASD Network

Camrose Association for Community Living

Catholic Social Services Wetaskiwin

Ermineskin Brighter Futures\*

Midwest Family Connections

Montana First Nation

Samson Healthy Families\*

## Central Alberta FASD Network

Accredited Supports to the Community

Family Services of Central Alberta

Mountain Rose Women's Shelter Association

O'Chiese Health Centre\*

Rocky Native Friendship Centre/Asokewin

Friendship Centre Society

## Calgary Fetal Alcohol Network

McMan Youth, Family and Community Services

Siksika Health Services

Tsui T'ina Nation Health Centre\*

## South East Alberta FASD Network

Bridges Family Program

The SPEC Association for Children and Families

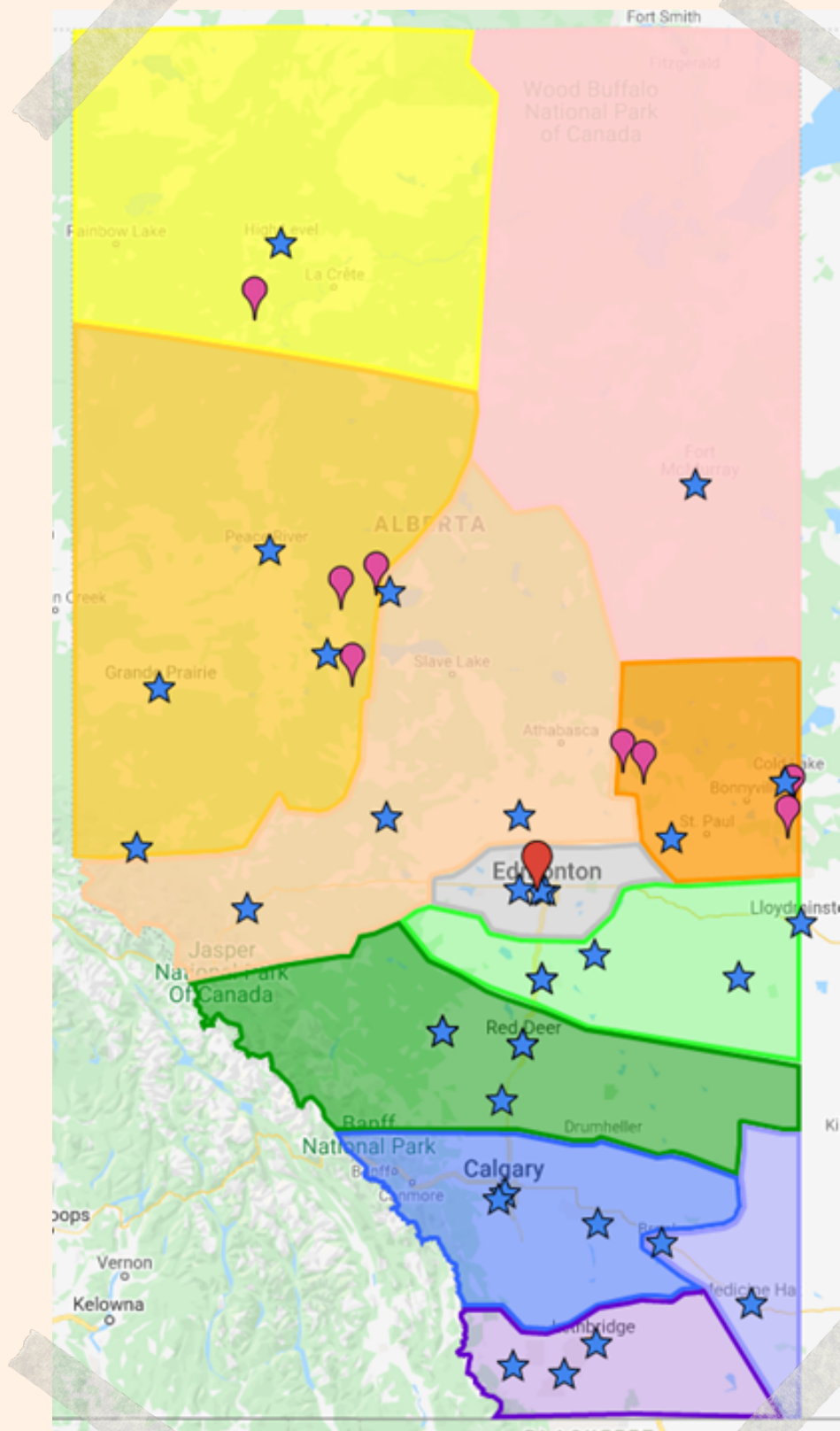
## South Alberta FASD Network

Alberta Health Services

Blood Tribe Department of Health\*

McMan SCIF

\*=FNIHB



**Locations** >

# Your Current PCAP Council Directors

<b>Chair:</b>	Wanda Beland, Executive Director, North West Regional FASD Society Email: Wanda.fasdsociety@telus.net
<b>Vice-Chair:</b>	Richard Mugford, Manager, Distress Centre, Calgary Email: RichardM@distresscentre.com
<b>Treasurer&amp; Secretary:</b>	Sandra Rorbak, Director of Human Service, Town of Slave Lake Email: Sandra.Rorbak@icloud.com
<b>Director:</b>	Amy Easterbrook, PCAP Supervisor, Grande Prairie Family Educational Society Email: fasdteamlead@gpfes.com
<b>Director:</b>	Angela Knee, Program Supervisor, McMan Calgary and Area Email: Angela.Knee@mcmancalgary.ca
<b>Director:</b>	Beth van den Elst, First Steps Supervisor, Catholic Social Services Email: Beth.vandanelst@cssalberta.ca
<b>Director:</b>	Candice Sutterfield, PCAP Supervisor, Lakeland Centre for FASD Email: CSutterfield@lcfasd.com
<b>Director:</b>	Murielle L'Hirondelle, Community Member, East Prairie Metis Settlement Email: Mlhirondelle@hotmail.com
<b>Director:</b>	Paula Dewan, Prevention Program Manager, Lakeland Centre for FASD Email: PDewan@lcfasd.com
<b>Director:</b>	Velvet Buhler, Program Manager, Healthy Families Healthy Futures Email: Velvet.buhler@hfalberta.com
<b>Banker:</b>	Brandy Berry, Executive Director, Healthy Families Healthy Futures, Westlock Email: Brandy.Berry@hfalberta.com
<b>Staff:</b>	Kristin Bonot, Provincial Coordinator Email: Kristin.Bonot@alberta-pcap.ca
<b>Staff:</b>	Robert Jagodzinski, Quality Assurance Analyst Email: Robert.Jagodzinski@alberta-pcap.ca
<b>Staff:</b>	Laudine Herzog, Administrative Assistant Email: Laudine.Herzog@alberta-pcap.ca

*Let's Connect!*



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