



FORGING PATHWAYS

SUPPORTING PREVENTION,
TREATMENT & RECOVERY

2021-2022
ANNUAL
REPORT

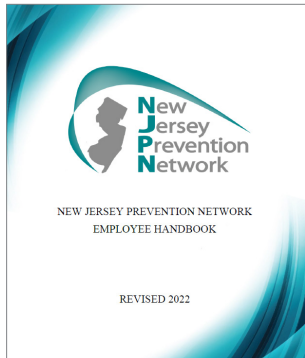


Strengthening Our Agency Culture

New Employee Policies

To better reflect the agency’s values, NJPN and the DEI Committee updated its employee handbook to include new guidelines centered around diversity, equity, and inclusion (DEI).

The new “Diversity, Equity, and Inclusion Policy” embodies the mission of NJPN to provide all employees with a safe and equitable work environment, cultivate an atmosphere of respect, and create an inclusive culture for each valued team member.



Revised Employee Handbook

Expanding and Improving Recruitment Strategies

The NJPN DEI Committee led efforts to update NJPN’s recruitment strategies and bolster its diverse workforce by creating inclusive language in job postings and expanding the channels in which NJPN seeks new talent.

DEI Committee members
Breyonna Kelton and Jenna Reidy



Gathering Perspectives on DEI

After a DEI staff survey was conducted and reviewed by the DEI committee along with Juliana Mosley, NJPN’s external DEI consultant, NJPN reflected on the agency’s culture and best practices and issued the following statement:

New Jersey Prevention Network is committed to lessening the impact of economic, clinical, and environmental disparities that may hinder opportunities to access and receive quality and equitable health resources. We do this through access to education, positive system changes, and policy development to foster respect, inclusion, and accessible resources.

We acknowledge that combating racism, discrimination, and inequity is an ongoing commitment. We step forward to create an open dialogue about these complex issues and work together to forge ahead.



Juliana Mosley, DEI Consultant

LETTER FROM THE CEO



The New Jersey Prevention Network continues to be a leading force in promoting and preparing addiction professionals in the most current best practices in clinical treatment, peer recovery support, and prevention strategies. Understanding the complex and ever-evolving nature of addiction, we provide initial and advanced educational pathways across the continuum of care to create a well-prepared workforce that drives the comprehensive network of providers serving individuals, families, and communities throughout all of New Jersey.

This multidisciplinary approach incorporates an upstream prevention philosophy in reducing the prevalence and harms associated with early onset substance use, along with the need for effective clinical addiction treatment providers and trained peer recovery support specialists to support those with a substance use disorder.

This year’s annual report and theme, Forging Pathways, showcases the significant impact our organization has had on the state’s public health and addiction work over the past year, while exemplifying the many factors that attribute to successful prevention, treatment, and recovery support in New Jersey.

As a leader in workforce development, NJPN is proud to have forged educational pathways for so many addiction professionals in our state. Our team has helped students to become licensed and credentialed professionals for LCADC, CADAC, CPRS, NCPRSS, and CPS, as well as advanced trainings for all professionals. NJPN students now fill prevention, treatment, and peer agencies across

the state, supporting clients in the many pathways to recovery. This ripple effect is the real impact of our work.

NJPN’s prevention initiatives forge pathways to healthier youth, families, and communities by promoting and providing effective public health policies, strategies, and interventions. We are committed to igniting evidence-based prevention through coordinated efforts in tobacco prevention and community coalition work addressing substance use/misuse across the lifespan.

This report provides an overview of our achievements in the past year, as well as a roadmap for the future. We remain committed to our mission of providing education, resources, and support to individuals and organizations throughout the state to help them build healthy and resilient communities. I would like to thank our staff, partners, and supporters for their contributions to this important work, and I look forward to continuing our work together in the years to come.

Sincerely,

Diane Litterer
CEO & Executive Director
New Jersey Prevention Network



NJPN Spotlight Stories

Forging a Full-Circle Path



Jenna Reidy, Trainer

Jenna Reidy's career in peer recovery support (PRS) services began at RWJBarnabas Health Institute for Prevention & Recovery in 2016 with the Opioid Overdose Recovery Program (OORP). During this time, Jenna participated in NJPN Peer training and completed the requirements needed to become an NJ Certified Peer Recovery Specialist and National Certified Peer Recovery Specialist.

Soon after, her role evolved to program coordinator and later program supervisor, leading peer teams at various statewide RWJBarnabas Health hospital sites. In 2020, Jenna's path came full circle when she joined the NJPN team as a full-time Trainer. Jenna and the Peer Department continue to help support the Peer Workforce on their path to credentialing and beyond.

“

NJPN's culture and values recognize the responsibility of creating future leaders within their communities and continuously enhancing programming in the field of peer recovery support.”

– Jenna Reidy

From Student to Teacher



Victoria Nagel, Trainer

Victoria Nagel was first introduced to NJPN as a student of the ATWD program's initial L/CADC certification courses, which she credits for providing a strong foundation for her career. After graduating from the certification courses, she participated in NJPN's advanced education courses, the annual addiction conference, and various support sessions during the COVID-19 pandemic.

When the opportunity arose, Victoria became a consultant trainer for NJPN. Now, Victoria is a full-time ATWD trainer for the NJPN team – the same program where she started her career as a student.

“

NJPN's dedication to offering support to the addiction workforce is remarkable, and I could not be prouder of being part of this organization.”

– Victoria Nagel

Addiction Training Workforce Development (ATWD)

Growth


ATWD expanded its workforce with two additional full-time staff members. The Training and Technical Assistance Coordinator position was created to provide support to in-class facilitators, ADC-Interns, and professionals participating in live virtual courses.

Trainings

The ATWD team delivered specialized trainings for professional initial and renewal credit, including:

- 27 virtual Mandatory Legal Standards trainings were provided to **811** participants (**162 training hours**)
- 4 five-day Certified Clinical Supervisor (CCS) trainings were provided to **79** professionals (120 training hours)
- 47 initial Chemical Dependency Associate (CDA) courses were provided to students who entered the program (282 training hours)
- 174 initial L/CADC courses were held (1,044 training hours). 82 ADC interns completed required courses and graduated from the program.

Impact

 **82 ADC-Interns** completed all 270 education hours required for Alcohol & Drug Counselor license and certification.

 **811 counseling professionals** completed the NJ Mandatory Legal Standards course for license and certification renewal.

New Mandatory Legal Standards Training Curriculum & Resource Guide

The ATWD team, with the New Jersey Division of Consumer Affairs - Alcohol and Drug Counselor Committee (DCA-ADCC), the Division of Mental Health and Addiction Services (DHMAS), and the Addiction Professionals Certification Board (APCB) of New Jersey, revised the Mandatory Legal Standards curriculum and content to meet the requirements for certification and renewal.

ATWD hosted a “training-of-trainers” session to introduce the Mandatory Legal Standards curriculum to 15 qualified facilitators who were eligible to teach the mandatory course to new L/CADCs. For aspiring trainers, NJPN provided **27 virtual Mandatory Legal Standards trainings to 811 participants, totaling 162 hours of training**. With its newly expanded team, ATWD was able to double the number of Mandatory Legal Standards trainings provided.

To further assist professionals in their work, the ATWD team created the Mandatory Legal Standards Resources Guide and mailed it to the 811 professionals who completed the NJPN training. The Guide includes Title 45:1, Title 45: Chapter 2D, and Title 13: Chapter 34C.



Sal DeRose and Marisa Lierni,
ATWD Team

Peer Recovery Support Services

Mindfulness-Oriented Recovery Enhancement

The Peer team facilitated a new evidence-based program, Mindfulness-Oriented Recovery Enhancement (MORE). The skill-based training uses an integrative therapeutic approach to strengthen self-regulation and is designed to reduce addictive behavior, emotional distress, and chronic pain while increasing healthy pleasure and meaning in life. **33 Peer Recovery Specialists and Licensed Clinical Staff** completed the MORE program. In addition, NJPN provided a MORE facilitator training to teach others how to utilize MORE training for their clients and recoverees.



Jenna Brennan and Joseph Ferrara,
Peer Team

Peer Training Impact

NJPN partnered with RTI International, a non-profit research institute, to evaluate the Peer Recovery Support Worker (PRSW) program's impact on the addiction treatment and recovery support workforce and the people they serve.



RTI's assessment found that certification in the PRSW field is associated with **longer tenure, greater employment opportunities, and more credibility** – supporting NJPN's training for New Jersey Certified Peer Recovery Specialists (CRPS) and National Certified Peer Recovery Support Specialists (NJPRSS).

- 88% of participants said that the *Division of Mental Health and Addiction Services Ethics* training increased their awareness of professional/ethical boundaries.
- 86% of participants said that the *Connecticut Community for Addiction Recovery* training gave them skills to strengthen their relationships with recoverees.
- 91% of participants said that the *Medication for Opioid Use Disorders* training increased their knowledge of methadone, buprenorphine, and naltrexone and that the training was crucial for recertification and career development.

Peer Recovery Summit

NJPN hosted its annual Peer Recovery Summit, Celebrating Resiliency: The Vital Role of Peer Workers for 397 attendees. The one-day virtual conference featured nine workshops and three keynote speakers covering a wide range of topics from trauma, self-care, mindfulness, and harm reduction.



Featured presenters:



Robin DiAngelo,
author of
White Fragility



Sherrá Watkins,
PhD, LCMHCS, LCAS,
CCS, CRC, BC-TMH



Daniel Ciccarone,
MD, MPH

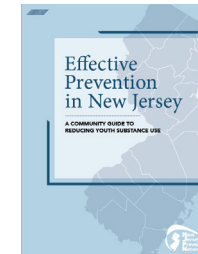
Prevention Hub

NJPN launched a statewide website for the Prevention Hub system, the coordinating agency for a new statewide expansion of county prevention services, and provided training, technical assistance, and support to ensure a widespread impact. www.njpreventionhub.org



Effective Prevention in New Jersey

The Evidence-Based Toolkit addresses risk and protective factors for substance use and includes strategies to develop and enhance resiliencies, identify needs, and other best practices. Over **950 toolkits** were distributed to county prevention agencies. A [digital version](#) is available on the NJPN website.



SUPPORT-NJ

SUPPORT-NJ is a microsimulation model of alcohol and marijuana use that allows users to explore the impacts of implementing evidence-based interventions.

The model combines the potential impacts of prevention strategies with data on substance use prevalence, incidence, and impacts for individual NJ counties and townships.



WISE is a nationally recognized wellness and prevention program to help promote healthy aging and lifestyle choices to avoid substance misuse. The curriculum was recently updated and expanded to include a virtual training option to increase program implementation and participation across the country.



370 individuals
participated in programs
during this period.

The Military Program helps military personnel and their families care for their mental health and cope with stress through evidence-based programs customized for the unique challenges they face.

A new pilot program, **WISE for Vets**, modified the existing WISE curriculum to be culturally sensitive and appropriate for older military veterans, specifically veterans from the Vietnam War. The program was piloted at local veteran organizations and veteran housing units/communities and received positive feedback such as shifts in knowledge, attitudes, and beliefs.

LGBTQ Webinars

NJPN hosted two educational webinars focused on cultural competency and the LGBTQIA+ community to **over 100 attendees**.

- *Enhancing Safety and Promoting Wellness for the LGBTQIA+ Community*
- *Smoking Culture & Health Risks for the Queer Community*



Youth group at iPlay America Incurruptible. Us event.



Ashley Smith and Emmanuel Rosiji with NCTOH Poster

Program Highlights



Under the Working Well Tobacco-Free program, which aids businesses and organizations in implementing a comprehensive smoke-free strategy, TFHNJ assisted Preferred Behavioral Health – and their 10+ locations in NJ – in implementing 100% tobacco-free policies.



A new website and statewide Instagram page were created to provide New Jersey youth with an easy-

to-navigate and engaging location to learn about the youth initiative, the work of current youth members, and how to get involved. www.incurruptibleus.org.

TFHNJ hosted an in-person gathering with more than 130 Incurruptible.Us youth at IPlay America, an indoor amusement park in New Jersey. The event brought together a diverse group of young people with a passion for tobacco advocacy to learn about the importance and impact of their role in reducing tobacco use.



The TFHNJ team has embarked on a mission to improve the health and well-being of New Jersey students and faculty by implementing 100% tobacco-free policies on college campuses — recently adding Rutgers University and Georgian Court University to the list.



In response to the alarming trends of youth vaping, an updated Don't Get Vaped In (DGVI) curriculum was created to expand the range of audiences being educated. The DGVI training is broken down into three modules: Adult-to-Adult, Adult-to-Youth, and Youth-to-Youth, and was provided to more than 130 people – **bringing the total number of DGVI trained facilitators to more than 1,000.**

National Conference on Tobacco or Health (NCTOH)

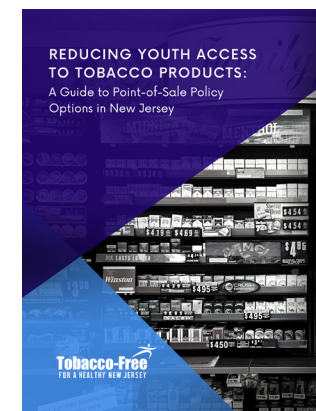


TFHNJ Partners at the NCTOH conference

The TFHNJ team attended the NCTOH in New Orleans to host a poster session that highlighted the efforts and successes of Youth Tobacco Action Groups. Eric Kaukaridze, Tobacco Programs Supervisor, presented on a panel about TFHNJ's work with the National Eliminate Tobacco Use Summit Project and the NJ CUITs program.

Continued Expansion of Multilingual Hub

TFHNJ's Multilingual Hub added two additional languages, Urdu and Farsi – two dialects native to Afghanistan – to its growing list of language options: Arabic, Creole [Haitian], Spanish, Vietnamese, Polish, Portuguese, and Russian.



Improving Tobacco Point-of-Sale

TFHNJ and public health consulting service CounterTools, developed an in-depth policy guidebook, *Reducing Youth Access to Tobacco Products: A Guide to Point-of-Sale Policy Options in New Jersey*, to encourage municipalities to enact evidence-based policies that adequately address the tobacco retail environment with a public health-focused approach.

In addition, a Tobacco Retail Audit Tool was developed to collect data on the marketing of tobacco products and sales tactics at retail establishments across the state. With this easy-to-use tool, communities can gather details on the tobacco landscape to better inform retailers, policymakers, and youth of deceptive marketing tactics and promote best practices.



CounterTools is grateful for an ongoing partnership with NJPN on a variety of tobacco point-of-sale initiatives. Together we've created a toolkit full of information for others to learn about the influence of the retail environment on tobacco use and related policy options."

– CounterTools Representative

Breathe-Easy Signage

TFHNJ distributed more than 1,000 Breathe Easy signs across the state to promote smoke-free areas, properties, and worksites. The signs were also translated into Spanish to better reach NJ residents.

TFHNJ team at a community event sharing resources and smoke-free signage



NJPN Addiction Conference 2022



For the third consecutive year due to the COVID-19 pandemic, NJPN hosted its 22nd annual conference virtually. **NJPN welcomed more than 2,300 registrants to its 2022 Annual Addiction Conference, Blueprints for Success.** Held on June 23–24, the immersive conference days included 19 educational sessions and 30 program exhibits that each offered unique resources for professionals in prevention, treatment, and recovery fields. Admission to the conference was free for all who attended, and sessions were made available on-demand for those who were unable to attend.

Conference Highlights



Beth Macy
Journalist | Author

Raising Lazarus: The Search for Solutions – and Hope – To Addiction, The No. 1 Destroyer of Families in Our Lifetime

Beth Macy is a journalist and author best known for her nonfiction books that focus on social and economic issues in the United States. She is the author of *Dopesick: Dealers, Doctors, and the Drug Company that Addicted America* and *Raising Lazarus: A Memoir of a Family’s Struggle with Addiction, Mental Illness and a Son’s Return from the Dead.*



Dr. Dan Siegel
Executive Director, Mindsight Institute

Mind, Self, and Consciousness – IntraConnected:

Integrating Identity and Broadening Belonging as MWe

Dr. Dan Siegel is a clinical professor of psychiatry at the UCLA School of Medicine and the founding co-director of the Mindsight Institute. He is a bestselling author and internationally recognized expert in the field of interpersonal neurobiology, which explores how relationships and social connections affect our mental and physical well-being.

Eric Garland, Ph.D., LCSW, *Distinguished Endowed Chair in Research, Distinguished Professor, Director CMIHID, University of Utah*
Healing the Opioid Crisis with Mindfulness-Oriented Recovery Enhancement

Chase Holleman, LCSW, LCAS, *Public Health Advisor (Harm Reduction Lead) at SAMHSA*
Practical Applications of Harm Reduction

Donna Jackson-Nakazawa *Science Journalist, Author, International Speaker*
New Doors to Healing: How the New Neurobiology of Trauma Opens Pathways to Well-Being in Troubled Times

Erayna Sargent
Founder, Hooky Wellness
Building Your Anti-Burnout Toolkit

Conference sponsors

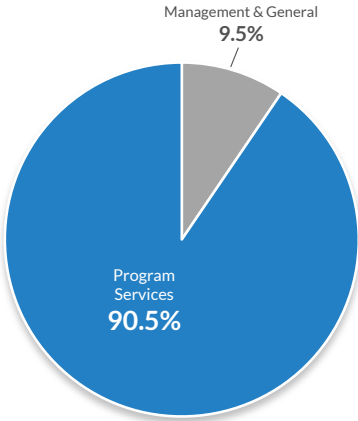


STATE OF NEW JERSEY
DEPARTMENT OF HUMAN SERVICES
DIVISION OF MENTAL HEALTH AND ADDICTION SERVICES



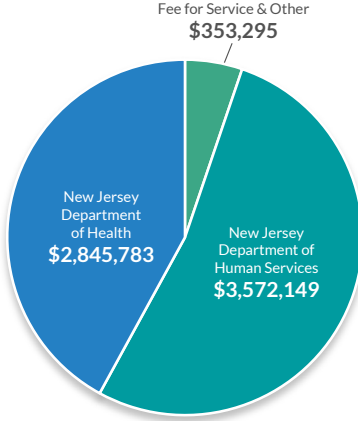
Financials July 2021—June 2022

Expenses



Program Services	Management & General	Total
\$6,128,235	\$641,898	\$6,770,133
Retained earnings at the beginning of the year		\$1,015,164
Net income for fiscal year 2022		\$1,094
Total equity as of June 30 th		\$1,016,258

Funders



Total Revenue: \$6,771,227

Board of Trustees

Brendan Fairfield (President)
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David Bruno (Secretary)
Sidney Colvin

Roberto Flecha
Diane Haake
Paschal Nwako

NJPN Staff



From left to right: Diane Litterer, Zach Hertz, Laura Borrelli, Julia Grinshpoon, Lisa Daly, Ashley Smith, Kerry Griffin, Janine Fabrizio, Eric Kakauridze, Emily DeHaan, Emmanuel Rosiji, Carmen Vita, Daniel Scharnitz, Marisa Lierni, Victoria Nagel, Tony Polizzi, Courtney Gradzki, Sal DeRose, Andrea Zapcic, Kenneth Haskins, Tim Ryan

Current staff not pictured: Jennifer Herchakowski, Jenna Reidy, Jenna Brennan, Joe Ferrara, Mahidul Bhuiyan, Kelly Fodera, Samantha Harries, Susanna Emanuel, Breyonna Kelton, Malachi Walton, Yousrah Younous



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