



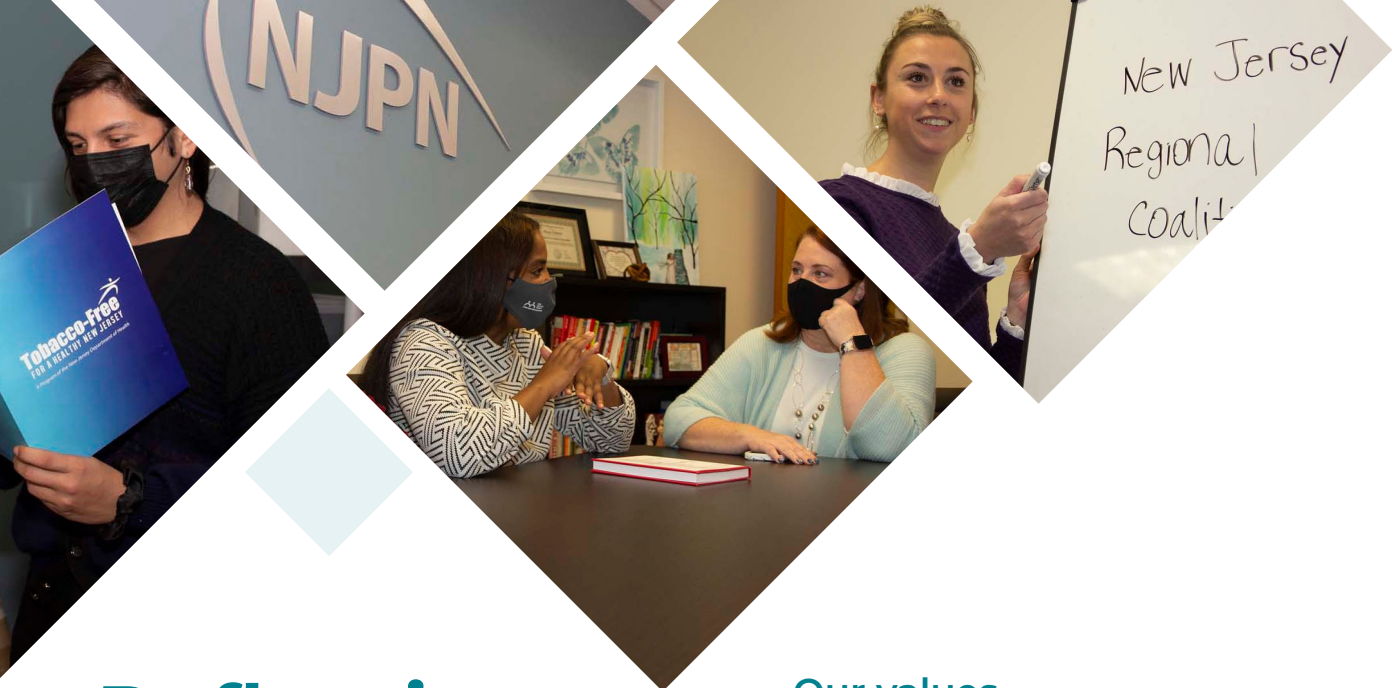
OVERCOMING  
CHALLENGES,  
PREPARING FOR  
THE FUTURE

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2020-2021

Annual Report





# Reflecting on our values and culture

## Our process

NJPN completed a multi-phase, agency-wide reflection process that identified our organizational values and culture which will guide our work and ensure we maintain a diverse, equitable and inclusive workplace. Among other areas of focus, our DEI committee:

- Established a DEI personnel policy and an Anti-Discrimination Statement
- Created a program to highlight days of recognition and remembrance including Martin Luther King Jr. Day, National Day of Service, Juneteenth and other noteworthy occasions
- Congratulated staff member Jenna Reidy on completing the DiversityFIRST™ Certification Program, which prepares professionals to create and lead successful DEI initiatives

## Our values

**Innovation** — Leading edge, expertise, creativity, adaptability

**Collaboration** — Empowerment, stewardship, partnerships

**Inclusion** — Diversity, health equity & justice for those we serve

**Commitment to excellence** — Driven by best practices & science

**Making a difference** — Sustained impact, commitment, responsibility

**Integrity** — Remain dedicated, true to our mission, vision and goals

## Our culture

**Passion for excellence** — Striving for high quality, creating new & improved delivery, confidence in our work

**Teamwork** — Team-driven approach, camaraderie & connectedness, respect and valuing each other, friendly and professional, warm atmosphere

**Empowerment** — Motivating, “can do” approach, autonomy, appreciation

**Growing and learning** — Continued professional development

## Meeting new challenges with agility and innovation



The intertwined challenges of the COVID-19 global health pandemic and a harrowing addiction crisis resulted in isolation, stress, and

a skyrocketing need for prevention, intervention, treatment, and recovery services.

But the extraordinary circumstances also resulted in new solutions, innovation, and breakthroughs that will allow us to reach many people far into the future.

With so many New Jerseyans needing our services — and the ability to reach them complicated by mandatory lockdowns and isolation due to COVID-19 exposure — the New Jersey Prevention Network (NJPN) had to find ways to not just carry on as usual, but to expand our workforce through innovative solutions. We remained dedicated to implementing statewide addiction training and workforce development through re-imagined delivery systems and practices.

NJPN developed a remote learning system to deliver educational services to individuals pursuing initial certification as Alcohol and Drug Counselors and Peer Recovery Specialists in New Jersey to ensure that students in our program were able to continue on their paths to certification. We quickly received emergency permission from the certifying entities to provide educational courses to students through a synchronous and interactive virtual platform. In all, NJPN provided more than 300

virtual learning courses via ZOOM to more than 500 students and professionals.

We continued to implement extensive prevention services and produced an amazing tool that will support and expand evidence-based prevention efforts across the state — the new resource *“Effective Prevention in New Jersey: A Community Guide to Reducing Youth Substance Use.”* Our tobacco efforts recruited Rutgers University to join NJ CUITs and work toward creating a 100% tobacco-free university. Continuing our efforts to reach diverse communities, we established a Multi-Lingual Hub that provides prevention resources in more than seven languages.

NJPN also took this year as an opportunity to reflect and ensure that we are grounded in a way that is consistent with our commitment to supporting all of our employees through this difficult time and beyond. Through a comprehensive process that included input from our full staff, our DEI committee, and our board, we defined the focus of our organizational values and culture and made a commitment to continue to live up to these values.

In a time of such turbulence, I am proud of how our team reacted and the ideas and tools we have developed that will benefit so many for years to come.

A handwritten signature in black ink that reads "Diane Litterer". The signature is fluid and cursive.

Diane Litterer  
CEO & Executive Director  
New Jersey Prevention Network



### Regional Prevention Coalitions



NJPN provides training and technical assistance to a system of regional prevention coalitions using evidence-based interventions to reduce youth substance use. We also provide opportunities for cross-collaboration, idea-sharing, and networking for coalition staff.

“NJPN continues to be a great partner in our prevention efforts and a strong support for our coalition. With an experienced, responsive staff and a broad reach in terms of resources and training, they have continued to support the field during COVID-19 through their annual conference offered on an amazing virtual online platform keeping us all informed and more importantly – connected.”

— RPC member

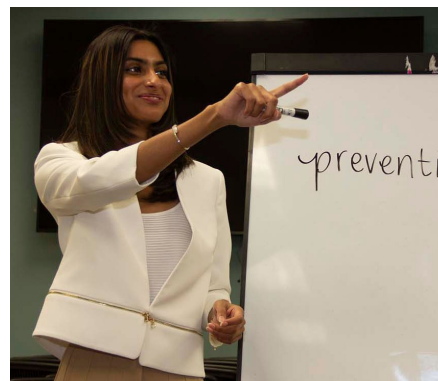
### NJ GangFree Project

To advance gang prevention in a way that would reach the right audience, NJPN partnered with the New Jersey State Police to improve the NJGangFree website and create a social media campaign to underscore the message. The site now provides research and best practices related to gang prevention to help schools and communities employ a more upstream approach to engage youth and build resiliency against the negative influence of gang life. The Free 2B Me Gang Free campaign connects with youth directly. For more information, visit [www.njoag.gov/nj-gang-free/](http://www.njoag.gov/nj-gang-free/)



### Over-The-Counter Medicine Safety

NJPN is representing New Jersey on the CADCA (Community Anti-Drug Coalitions of America) National Over-The-Counter Medicine Safety Program. The OTC Medicine Safety Program includes curriculum materials for schools and communities on the dangers of OTC misuse. We were proud to host a Train-the-Trainer program for the Regional Coalition staff, who are now educating youth, parents, older adults and communities across the state on OTC Medicine safety.



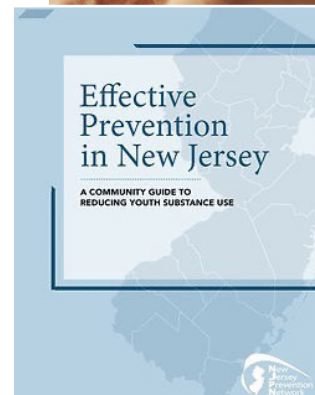


### Partnership for Success project

To continue to enhance New Jersey's prevention infrastructure, the Partnership for Success (PFS) project focuses on assessing the individual and family risk and protective factors that impact youth substance use in each county. PFS is federally funded through NJ DHS Division of Mental Health & Addiction Services. NJPN provided training and technical assistance to the Regional Coalitions and Department of Children and Families system of County/Children's Inter-Agency Coordinating Councils (CIACCs) to expand the use of the Strategic Prevention Framework model to reduce youth substance use. NJPN created "Effective Prevention in New Jersey: A Community Guide to Reducing Youth Substance Use" as a toolkit to support this project and promote evidence-based prevention strategies.

➤ [Visit the Effective Prevention in NJ Toolkit Online](https://user-7necfvu.cld.bz/Effective-Prevention-in-New-Jersey-A-Community)

<https://user-7necfvu.cld.bz/Effective-Prevention-in-New-Jersey-A-Community>



### Impact NJ Coalition

The IMPACT NJ (Inspiring and Mobilizing People to Affect Community Transformation) Coalition is a collaborative of key leaders and coalition members from across the state that have been working to reduce the negative impact of marijuana and tobacco use among our youth in New Jersey. IMPACT NJ received a five-year federal Drug Free Community Grant in December 2020 to continue the work of the coalition.

📍 **The coalition is the only state-level DFC grantee in the country.**



As of August 2021,  
IMPACT had  
**230 members**



# Tobacco-Free FOR A HEALTHY NEW JERSEY

NJPN is the lead agency for Tobacco-Free for a Healthy NJ. In the United States, tobacco use remains the leading cause of preventable death, causing more than 480,000 deaths each year from its harmful effects. NJPN and TFHNJ partnered with Sustainable Jersey to create a Tobacco-Free Community Designation for towns to work towards.

The Tobacco-Free Designation is awarded to towns that implement policies, systems, and environmental change to create a positive roadmap to move towards building healthier community through tobacco prevention.

TFHNJ also continues to educate tobacco merchants about the laws governing Point of Sale. We created a one-pager outlining the NJ and Federal restrictions on the sale of flavored e-cigarettes and other vaping products and this information was mailed to **over 8,000 tobacco merchants in NJ**.



## Tobacco Health Equity Work Group

The Health Equity Work Group strives to identify and eliminate disparities among youth and young adults, communities of color, Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ+) and economically disadvantaged populations by implementing evidence-based strategies to eliminate commercial tobacco, and e-cigarette use, exposure to secondhand tobacco smoke and the health burdens they cause for different populations and regions of New Jersey.



## Multi-lingual Hub

Tobacco-Free for a Healthy New Jersey's Multi-lingual Hub houses all of TFHNJ's materials and resources translated into 7 languages that are most spoken in the state of New Jersey: Arabic, Creole (Haitian), Spanish, Vietnamese, Polish, Portuguese, and Russian.



NJPN partnered with University of Texas MD Anderson for their *Eliminate Tobacco Use Summit* with **more than 500** people attending from **more than 30 states**. The goal of this summit is to support colleges across the country in creating a tobacco-free culture in institutions of higher education through evidence-based policies, educational programming and cessation services.

## INCORRUPTIBLE.US

Incorruptible.us brings together teens who want to take a stand against the tobacco industry. There are 21 Youth Tobacco Action Groups (YTAGs) in New Jersey — one in each county. In 2021, the Comprehensive Tobacco Policy Toolkit was adapted for virtual settings to increase its reach. NJPN brought the Truth Initiative's "This is Quitting" to New Jersey, a first-of-its-kind text program that helps youth and young adults on their journey to quit vaping and provide NJ specific resources. This program is free by texting 88709 and using code "VAPEFREENJ".

“Through my advocacy and prevention work with *Incorruptible.US*, I was able to develop my leadership skills, discover my passions, and work towards my goals. As a result of my involvement, I have gained invaluable experience, crossed many thresholds, and made lifelong connections.”

— Current YTAG member



Tobacco-Free for a Healthy New Jersey recognizes the importance of assisting behavioral health service providers in strengthening their tobacco policies. Working-Well created a resource called, "Creating Healthy Habits Through Worksite Policies" for behavioral treatment providers, with insights from NJPN's Addiction Training Specialists and the CEO of John Brooks Recovery Center. Working Well also added new network members, including Turning Point Homeless Shelter, Taylor Care Behavioral Health Facility, and SODAT Mental Health facility.

## Prevention for Special Populations



The Military Program helps military personnel and their families cope with stress and care for their mental health. Military programs are free to service members and their families through funding by the NJ Department of Mental Health & Addiction Services.



543 individuals from 126 families participated **Military Family Nights** in 2020-2021 grant year



67 active duty military and veterans participated in **Achieving Personal Balance** in 2020-2021 grant year



Wellness Initiative for Senior Education (WISE) is a program that empowers older adults with information and resources so they can embrace healthy aging, make healthier lifestyle choices and avoid alcohol and other drug misuse. From July 2020 to June 2021, WISE pivoted to virtual trainings — completing six major training sessions for people all across the country, from Delaware to Oregon and a half dozen states in between.



## Addiction Training Workforce Development



*"Taking these courses with NJPN has been one of the most helpful and gratifying experiences I've had in my career thus far..."*

— ATWD Student

The Addiction Training Workforce Development (ATWD) program is dedicated to implementing statewide addiction training and workforce development. In 2020 and 2021, NJPN staff was able to quickly respond to the pandemic by creating an effective virtual learning environment, with the support of DHMAS, by providing access to materials and facilitators through a synchronous and interactive virtual platform. NJPN provided 216 virtual learning courses via ZOOM to over 500 statewide addiction professionals. During this time, NJPN trainers and staff guided 85 ADC Counselor Interns and 211 Certified Clinical Supervisors to complete their respective certification coursework and graduate through virtual learning.

## INVEST IN YOU

INVEST in YOU is a new campaign that was developed by NJPN to promote the organization's addiction training program. The goal of the program is to increase the supply of trained addiction professionals to address New Jersey's behavioral health needs and to emphasize to each addiction professional how vital their work is to the public. NJPN works to achieve this goal by making real connections with the participants in the program and reinforcing that we are here to nurture their advancement.



*"I treasure NJPN's kindness and commitment to assist us in being better counselors."*

— ATWD Student

## CAMPAIGN PILLARS

### Strengthen

We provide access to free training opportunities, support services, and scholarships for individuals dedicated to the improvement of NJ's communities.

### Empower & Advocate

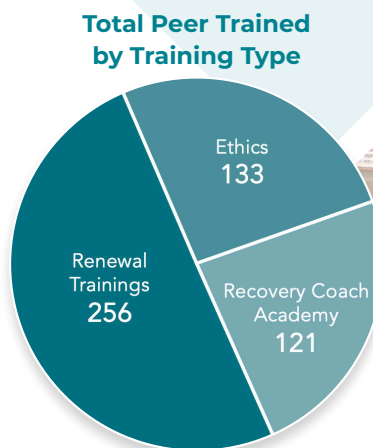
Inspiring individuals to reach further and to invest in themselves is our main goal. We achieve this by bolstering their confidence and treating them with dignity.

### Lead with Authenticity

By understanding our role as the vehicle, we guide our community through inclusivity, an open-door approach, and by holding ourselves accountable for individual and group success.

### Peer Recovery Support Training

During July 2020 to June 2021 of the Peer Recovery Support Training Program, **510 Peers** have been trained, and **248 Peers** have completed all the necessary training requirements for the NJ State Peer Certification.



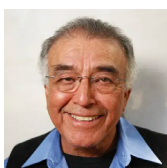
### SIMmersion Trainings

This unique and innovative platform is an online, flexible approach training that is based on simulated conversations and role-plays that allow Peer Recovery Specialists to build skills at their own pace while receiving immediate feedback. The training modules include a simulated scenario that allows the participant an opportunity to repeatedly practice building motivational skills during a brief conversation with a fictional client who is seeking recovery options. It is a training designed specifically by NJ Peer Recovery Specialists for NJ Peer Recovery Specialist working in various community settings.



### Peer Recovery Summit

The Peer Recovery Support Summit was held as a three-month series of virtual workshops, discussions and recovery-oriented activities throughout the summer and fall of 2020 and served 400 participants. The series provided peer recovery support specialists opportunities to gain greater insight, become inspired, create connections, and add more tools to their tool box to better serve those they are working with in the space of opioid recovery. Topics ranged from diversity and equity to the latest in best practices in care delivery.



**Don Coyhis** – Developing culturally relevant treatment, prevention and recovery materials to support the Wellbriety Movement



**Dr. Juliana Mosley** – Improving education, leadership, diversity and inclusion

# NJPN Addiction Conference 2021



For the first time since inception, NJPN provided the Annual Addiction Conference over two days in a unique online environment. Recorded live on April 29 & 30, 2021, “Renew, Recover, Resilience” simulated an in-person conference venue with workshops and resource areas for participants.



This conference included keynote presentations, plenary sessions, and workshops that were recorded and remained available to view through the rest of 2021.

**21 National and State experts delivered 17 educational sessions.**

## Plenary Sessions

*Cultivating a Resilience Mindset*

**Linda Graham (Keynote)**

*Growing More Resilient in Traumatic Times*

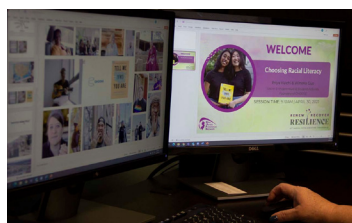
**David Kessler**

*Choosing Racial Literacy*

**Priya Vulchi and Winona Guo (Keynote)**

*Current Trends in Stimulant Use Disorder (Cocaine & Methamphetamine) – Trends, Pharmacology and Treatment*

**Darryl Inaba**



## Lead sponsors



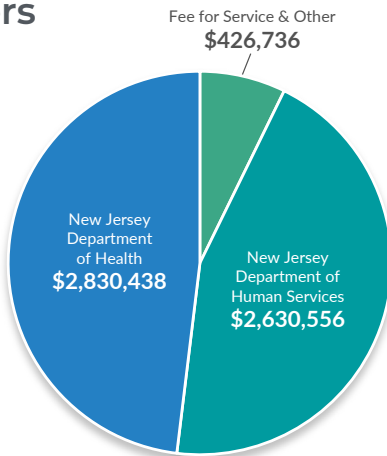


## Financials 2020 – 2021

Program Services	Management & General	Total
\$5,288,029	\$582,351	\$5,870,380
Retained earnings at the beginning of the year		\$1,009,742
Net Income for fiscal year 2021		\$17,350
Total equity as of June 30 <sup>th</sup>		\$1,027,092

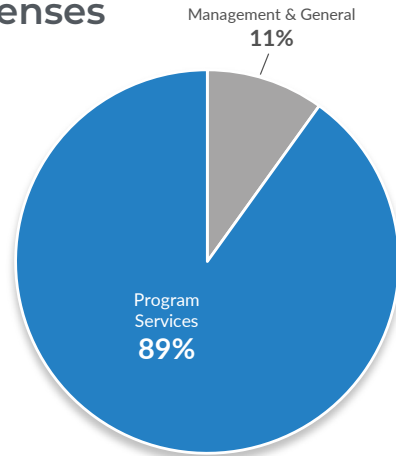
\*Unaudited

### Funders



Total Revenue: \$5,887,730

### Expenses



## Board of Trustees

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