

PEER RECOVERY SUPPORT SERVICES COMMUNITY OF PRACTICE

ORGANIZATIONAL FUNCTIONING

*May 22, 2018
12:00PM-3:00PM*



WELCOME

Purpose of PRSS CoP

- To implement systematic standards and improve quality of services to establish and strengthen collegiality, cooperation and collaboration to create a unified system of peer recovery support services in New Hampshire.

CoP Opportunities

- **Webinars/In-Person Meetings**

- **Resources/Tools**

Resources to support PRSS implementation can be accessed on the Center for Excellence website:

<http://nhcenterforexcellence.org/resources/community-of-practice-resources/>

- **Discussion Forum**

To join discussions about PRSS implementation, visit:

<http://nhcenterforexcellence.org/join-a-community/>

Objectives

1. Describe the roles and responsibilities of the Peer Advisory Committee;
2. Describe the roles and responsibilities of the Board; and
3. Identify how the Peer Advisory Committee, the Board and staff work with each other to make decisions.

PEER ADVISORY COMMITTEE

Joseph Hogan – Sanchez

Council on Accreditation of

Peer Recovery Support Services (CAPRSS)

“Not for us without us!”

- Recovery Community Organizations are...
 - Led and governed by people in recovery, family members, friends and allies.
 - Practice transparency and are held accountable to the community they serve.
 - Utilize the voice of those being served to:
 - Develop
 - Deliver
 - Evaluate

How do we get that voice?

- Board
- Advisory Committee/Council/Board



Advisory Committee / Council

- An advisory committee is a collection of individuals who bring unique knowledge and skills
- The advisory committee does not have formal authority to govern the organization
- The advisory committee plays an important public relations role as well as providing program staff with a fresh perspective on programmatic issues

Responsibilities

- Program creation and planning
- Development of policy as it pertains to the recovery values of the community
- Planning and implementation of public relations
- Fundraising leadership/ideas
- Resource mapping
- Program/service evaluation
- Community connection and ambassadorship

Recruitment

- Identify who's voice you'd like and need to be at the table
 - Which communities do you want to build relationships with?
 - Which communities do you feel would benefit from your program/services?
 - Which communities are you having difficulty reaching?

Communities to Consider

- Representatives and leaders from:
 - Multiple pathways of recovery, i.e. NA, AA, Refuge Recovery, etc.
 - LGBT recovery community or LGBT organizations
 - Veterans groups
 - Churches that have recovery programming
 - Recovery residency organizations
 - Other recovery oriented businesses and programs

Participatory Process

- Participatory Processes (PP) are specific methods employed to achieve active participation by all members of a group in a decision making process. The approach can be used for most issues and should give equal opportunities for everybody involved.

Characteristics of a Peer Participatory Process

- Peers are respected as experts in their own lives and learn from others who share similar experiences
- Participatory work requires self reflection. You might ask, “Am I doing this out of self interest?” or “Do I truly believe the community will benefit from this decision?”
- It is messy. There are no recipes for success.

Characteristics of a Peer Participatory Process (continued)

- It requires trust in oneself and others. This type of trust takes both safety and time to develop.
- We continue to engage in the questions. When we live in the questions and re-evaluate our systems, practices, and processes on a regular basis, the peer participatory process stays fresh and continues to grow.
- As the process unfolds, individuals become empowered and move toward ownership

Resources

- CAPRSS Tip Sheet – Participatory Process
- Participatory Process Self-Assessment
- Contact
CAPRSS/Joseph Hogan – Sanchez
Joseph@caprss.org

QUESTIONS?

DEVELOPING A BOARD

Mary Ellen Jackson

Mary Ellen Jackson Consulting

Developing a Board

What's the difference
between Governing and
Advising?

Governance vs. Advisory

Take Action on:

- Policies
- Fiscal Soundness
- Hire, eval. ED
- Set strategy
- With ED fundraise
- Make major decisions

Advise and Inform:

- Policies
- Ideas for programs
- Volunteers for events, programs
- Ambassadors in community

**Creating a board begins with
thinking about the future...**



1. What do I want my board composition to be in five years?
2. What does my organization have to do now to be ready to attract the board of five years from now?

SMALL GROUP DISCUSSION

Life Cycle Considerations

Stage 1. Start Up: **Builders**

Stage 2. Program Expands: **Growers**

Stage 3. Strategic Impact: **Strategists**

Board Building

Identify – Cultivate - Invite

Board recruitment is not a SALES job



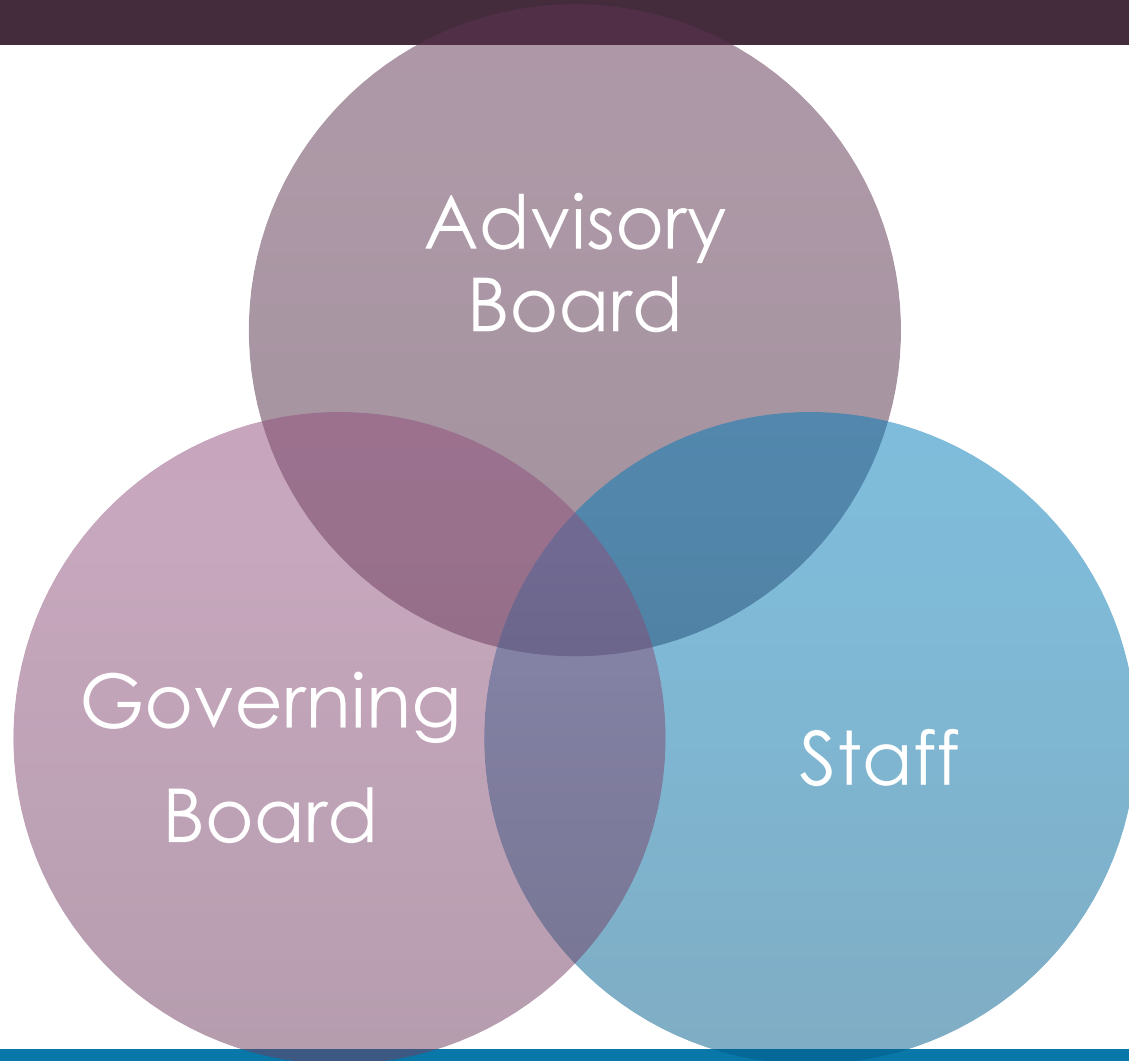
Tips for Starting Out

- Recruit connectors
- Be specific about what you are asking for in terms of time/focus
- Describe where you see them adding value

The boards all here...now what???



Communication Strategies



Communicating what matters

**What's working?
What's not?**

Group Discussions

Facilitated Discussion

1. How is or should a Peer Advisory Committee be structured?
2. What is the Peer Advisory Committee's role?
3. What challenges do you have with your Peer Advisory Committee?

Facilitated Discussion

What challenges do you have with your Board or your Advisory Council that together we could provide support and ideas for solving?

How do you balance it all?



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