

## **PARprofessionals Defined**

The word "PARprofessionals" was coined by the company's founder in 2011. It is used to describe mental health and substance abuse professionals as well as healthcare providers. All from a variety of disciplines but united under a system of care, representing a critical stage component needed to effectively reduce substance abuse by prevention, addictions treatment or recovery. A PARprofessional can include a MD, Psy.D, Ph.D, MSW, QMHP, LCSW, LMFT, LPC, LMHC, SAP, LCDC, PsychRN, AODC, CPS, CCJP, CAC, CPRP, NCPT or CI, and includes a Certified Peer Recovery Support Specialist and a Recovery Coach. The list is endless.

## **WHO WE ARE**

PARprofessionals was created to broaden authentic global standards of training and ethics in the peer recovery field. Our goal is to provide a realistic perspective for all mental health and addiction consumers, as well as providers and families who all share a vision for "bringing equality to recovery" on an international scope.

## **Vision Statement**

PARprofessionals will serve as a model to implement a cohesive and comprehensive unification of mental health and addiction resources while ameliorating current health disparities within our communities.

## **Mission Statement**

PARprofessionals' mission is to provide affordable resources and training through education and skill development in a culturally sensitive manner to those that are interested in becoming peer recovery professionals (eg. mentor, guide, advocate, coach, trainer, supervisor, researcher, supporter). We value the life experiences and educational pursuits that help define recovery and advocacy. By recognizing these as foundational tools, we are able to challenge the stigma and barriers associated with addiction and mental health by encouraging and facilitating recovery for all with proficiency and compassion.

## **Human Rights and Equality Statement**

PARprofessionals makes no discrimination as to nationality, race, religious beliefs, disability, class or political opinions. We believe that every human being has rights and should be treated equally and fairly.

## **Core Values**

All those associated with PARprofessionals are dedicated to:

- Cultural competency through ongoing development, working with diverse populations, and ensuring that all cultures and viewpoints are treated with respect and dignity.
- Developing a broad conceptual framework in viewing multiculturalism and diversity by including a balance of multicultural evidence-based practices, that including the contributions of non-Western indigenous methods of healing.
- Competence in working with diverse populations at the individual, family, group, and societal levels.
- Advocate for equal access to mental health and substance abuse treatment.
- Affordable recovery advocacy training so all races, cultures, and socioeconomically disenfranchised individuals and groups are recognized and included in the recovery community or recovery process.
- Respect that one's recovery is an individual and personal experience.  
Work with the client to facilitate their own goals and values.
- Familiarity with and respect that there are many pathways to recovery and are on a continuum from abstinence, moderation, to harm reduction.
- Strive for equal community representation at all levels that promote and support recovery advocacy.
- Ensuring that all affiliations with recovery advocacy organizations and groups, (both private and public) reflect the community being served.
- Ensuring that the Integrated, Comprehensive Healthcare industry, medical and healthcare professionals respect and value the role that peer professionals play in the recovery process for their patients and clients.

-Created by Jorea Hardison, CIT and Shira Goldberg, BSC., ABA, RRW, Sober Recovery Coach

-Adopted by PARprofessionals

**Jorea M. Kelley Hardison**  
**" The Recovery Diva "**  
**Founder, President and Chief Executive Officer**

In 2011, PARfessionals was established by 32-year-old Jorea M. Kelley-Hardison, a consumer peer with lived and professional experience while she completed an internship at MHMR of [Tarrant County](#) in Fort Worth, TX. After experiencing discriminatory and biased treatment both personally and professionally, the founder felt that a sincere effort needed to be made to reduce [stigma](#) and discrimination faced by peers and their families in the community and workplace.

She is a former Addictions Counselor Intern but has re-focused her energy into becoming a Clinical Research Coordinator and a Registered Behavioral Technician.

Jorea Kelley Hardison is a member of the [American Association on Intellectual and Developmental Disabilities](#), NAADAC- The Association of Addiction Professionals, American Association of Psychiatric Technicians, National Alliance for Direct Support Professionals, National Association of Health Unit Coordinators, Psychiatric Rehabilitation Association and the The International Association for Correctional and Forensic Psychology.

Jorea M. Kelley-Hardison splits her time between her hometown, Shreveport, LA and Jackson, MS, where she lives with her family and five service dogs.

**Trudi A. Griffin, MS, LPC, NCC,**  
**CEO & President, Revive & Shine, LLC.**

Trudi A. Griffin, MA, MS, is a NCC Licensed Professional Counselor working as an outpatient therapist. She provides trauma-informed counseling for individuals and families recovering from substance abuse, mental health issues, and co-occurring disorders in in Green Bay, WI.

Ms. Griffin is a graduate of Marquette University (Milwaukee, WI), and holds a Master's of Science in Clinical Mental Health Counseling: Addictions and Mental Health. As a clinic manager and counselor at The Bridge Health Clinics & Research Centers in Milwaukee, WI, she provided trauma-informed counseling to individuals utilizing evidence-based therapies including CBT, DBT, REBT, and Seeking Safety, and facilitated substance abuse groups utilizing SMART Recovery, CBT, REBT, Seeking Safety, Motivational Interviewing, and 12 Step interventions. She also counseled survivors of sexual assault and conducted groups for survivors in recovery.

In Eddy County, NM, Ms. Griffin served as an Adolescent Intensive Outpatient Therapist and provided counseling to adolescent drug court participants and their families, using Moral Reconciliation Therapy. While there, she also coordinated a new adolescent intensive outpatient substance abuse program based upon The Matrix for Teens and Young Adults, which included groups, individual, and family therapy.

**John Heinz MSW**

John Heinz MSW is a political advocate dedicated to expanding equality and equity in global civil society. He is a passionate researcher and writer who has worked in many disciplines to uncover new approaches for spreading peace.

**JULIE COTTON, MSW, MILS**  
**Manager of Operations**

Julie Cotton is currently the Manager of Operations for PARfessionals. Due to her diverse background, strong work ethics and significant contributions, PARfessionals has promoted her to her current position at PARfessionals. She has already maintained a strong and positive working relationship with PARfessionals as the former Credentialing Specialist.

Julie has a bachelor's degree in political science from the University of California, San Diego; a master's degree in library science (MILS) from Pratt Institute and a master's degree in social work (MSW) from the University of Southern California.

She has previous experience in community outreach, social services and advocacy for adults with HIV, adjudicated youth, low income communities and Asian immigrants. She has also worked as a Senior Librarian in the greater New York City area where she successfully developed new programs and improved existing services for the local teens in a low income community.

She is committed to program development, higher education, and non-profit administration. She will do her best to assist PARfessionals in the successful pursuit of effective workforce development in the field of peer recovery!

## **DANYELLE MULIN**

### **Social Blogger**

Danyelle Mulin is a new addition to PARfessionals as a Social Blogger. She received her B.A. in Anthropology and Creative Writing from Rhode Island College in 2014, spending her last semester studying Russian in Yekaterinburg, Russia. She is now located in southern California, where she is a stay at home mother of two. In addition to spending time with her children, she volunteers as a docent at the Temecula Valley Museum, reads as much as she can, works on her garden, and enjoys the pleasant southern California sunshine.

## **MAXWELL LIAW**

### **Social Media Intern**

Maxwell Liaw is an undergraduate student at the University of Southern California (USC), currently working towards a degree in psychology. He is also studying pre-law, and plans to pursue a career in law after earning his degree. Before attending USC, Maxwell attended the University of Illinois at Urbana-Champaign, where he worked as a lab assistant in a conversation lab, administering psychological tests and collecting and coding data. In his youth, he also worked with underprivileged children under foster and government care.

He has now been hired as a Social Media intern for PARfessionals. He will be helping with the management of PARfessionals' Facebook page in order to share vital information on the significance of peer recovery workforce development. We are anticipating great things from Maxwell!

## **MISETH LUNA**

### **Social Media Intern**

Miseth Luna is an undergraduate student at Regent's University in London, UK. She is currently working towards a Film, TV, and Digital Media Production degree. She has worked behind the scenes and collaborated on promotional videos for companies such as Hillsong Church London and Percy & Reed. Miseth has also created websites and managed social media for student productions with a specific focus on allowing viewers a different perspective on the films. She has also volunteered at the organization known as "Feed My Starving Children" and assisted in packing boxes of food for children fighting against hunger.

She has now been hired as a Social Media Intern for PARfessionals. She will be assisting with their social media pages in order to create a visual insight into PARfessionals and the significant of peer recovery. We are excited for all that Miseth has to offer!

### **Twitter Post:**

Miseth Luna is an undergraduate student @regentsuni. She is our new Social Media #intern! #workforce #development

## **DANA SPARKMAN, Ph.D.**

### **Questionnaire Design for Instructional Module Surveys**

Dana Sparkman, Ph.D., is a university professor in the fields of Elementary and Special Education. She has a Ph.D. from the University of Alabama in Elementary Education, Special Education and Education Research; a M.S. from Syracuse University in Special Education with an emphasis on Autism & Community-Referenced Curriculum; and a B.S. from the University of North Alabama in Special Education with a focus on Intellectual Disabilities.

She taught in primary and secondary schools for over 10 years before she became an instructor in higher education. For an additional nine years, she was a professor in teacher preparation programs at Alabama A & M University; Georgia Southern University; and the University of Alabama. In the most recent six years, she has been teaching online exclusively at Northcentral University; Walden University; the University of West Alabama; and Capella University where she has developed thirty courses in the field of education.

Dr. Sparkman focuses her current research on the areas of effective mathematics instruction for students with disabilities, as well as the enhancement of mathematics numeracy for teachers before and during employment.

Furthermore, she was awarded the "Jack Miller Award for Teaching" through the School of Education at Georgia Southern University. She was also the recipient of the Learning Disabilities Association's "Teacher-Educator Stipend". Finally, she has written a test preparation book on middle school mathematics certification titled "The Best Teacher's Test Preparation for the GACE Middle Grades" which was published in 2010.

**KIMIA ESLAH**  
**Instructional Designer**

Kimia Eslah is a writer, editor, researcher, and instructional designer. She makes content out of concepts for visionaries, entrepreneurs, and technical wizards.

She has been an Instructional Designer and Technical Writer at BlackBerry. She is highly trained in the fields of human resources, business administration and adult education.

She has a Teacher/Trainer of Adults Certificate; and a HR Management Post-Graduate Certificate from Conestoga College, as well as a Bachelor of Arts degree from the University of Waterloo.

Find her portfolio at <http://kimiaeslah.journoportfolio.com>.

**TINA DUNCAN, SPHR, CIR, CPBC**  
**Human Resources Consultant**

Tina Duncan has graduated from Indiana University and is a Senior Professional in Human Resources (SPHR); Certified Internet Recruiter (CIR); and a Certified Professional Business Consultant (CPBC).

She has a comprehensive background in the field of human resources with more than 20 years of experience. During her professional experience she has focused on all vital aspects of human resources such as recruitment; on-boarding; employee benefits; workers' compensation; unemployment claims mediation; performance reviews; evaluations; and self evaluations.

She has also collaborated with diverse populations and industries in multiple states assisting employers in the compliance of local and federal requirements.

Furthermore, she has worked with a variety of small, medium and large organizations in the preparation of workforce development surveys as well as organizational satisfaction surveys from employees.

PARfessionals has successfully collaborated with Tina Duncan in the development of a new "Peer Recovery Global Leadership & Workforce" Survey which is the most comprehensive survey in the field of Peer Recovery to date.

**MELISSA DORAN AIUDI, RN, BSN**  
**Nurse Planner**

Melissa Doran Aiudi, RN, BSN is a graduate of Central Connecticut State University, Goodwin College and Chamberlain College of Nursing. Her nursing career has included nursing education, behavioral health, rehabilitation and social services. She is currently working as a freelance nurse consultant.

**SHIRA GOLDBERG, BSc., RRW**  
**Goldberg Sober Coaching & Host of The Addiction Show**

Shira Goldberg is a sober coach, host of The Addiction Show and a graduate student at the University of San Francisco where she is studying to become a psychotherapist. Shira graduated from Kaplan University in 2011 with a degree in psychology, her emphasis in Applied Behavioral Analysis. Prior to that, she attended University of Wisconsin-Milwaukee, where she was in the pre-medicine program. She was awarded the Ronald McNair Scholarship, a Post-baccalaureate Achievement Program, and a fellowship at the Medical College of Wisconsin where she did cancer research. She graduated Summa Cum Laude and is in Psi Chi, Psychology's International Honor Society.

After surviving her own battle with alcohol, she had an awakening and began focusing her efforts and dedication on the recovery community and became a sober coach.

Her motivation is to encourage and celebrate recovery by promoting its message of hope. She is the host of The Addiction Show ([theadictionshow.com](http://theadictionshow.com)), an online effort that reduces the marginalization and stigma that surrounds addiction and to help those that have a need find not only resources, but community.

"By supporting and encouraging clients to achieve their life goals, within the context of long-term recovery, I get to see not only collectively, but individually, the benefits of recovery and their new lease on life. I cannot imagine doing anything more important than that."

## **SHEMA CARTER-HANKS, Ph.D (c)**

Shema Carter-Hanks currently a Ph.D. candidate is a mental health professional with more than 8 years of experience in working with adolescents, youth, and adults with mental health & substance abuse disorders. She has dedicated her professional career to creating therapeutic relationships with clients with the intentions of empowering them and teaching to achieve attainable goals. Mrs. Carter-Hanks hold a Master's in Mental Health Counseling and currently seeking licensure as LPCA candidate. She has dedicated herself to being a mentor, life-coach, and counselor to those that thrive and desire to change. She lives her daily life by the ACA Code of Ethics and strives to be an inspiration for the youth of today's society teaching them to become tomorrow's leaders.

## **RUSSIA ROBINSON**

Russia Robinson is currently a freelance writer out of Atlanta, Georgia. She holds a BA in English Creative Writing and American Literature from San Francisco State University and post graduate studies at Kennesaw State University in Technical Writing. With an extensive background in social services including youth mental health, behavioral counseling, and education, she has more than 10 years' experience with helping young people achieve emotional and social well-being. As a writer, she promotes quality standards of care and evidence based, best practice approach to mental health. Creating articles, essays, and blogging, she educates others about the significance of mental health. This includes the impact mental disorders has on individuals and their families and approaches to treatment.

Russia Robinson is a certifiable Language Arts Teacher for the state of Georgia, with professional documentation training in mental health, counseling, and management. Her research articles describing mental health and its effects on society can be viewed on her website at [russiaronobinson.wordpress.com](http://russiaronobinson.wordpress.com).

## **RACQUEL MOOLCHAN**

### **Writer, Train the Trainer Workbook**

Racquel has an Associate degree in Sociology from Burlington County College and B.S. in Workforce Education & Technical Writing from Southern Illinois University. She is currently the lead life skills trainer at the outreach center at the Beacon of Hope facility where she has created and implemented classes on Financial Management, 21st Century Employment, as well as a re-entry program for those re-entering from incarceration.

Racquel is also the visionary behind Virtual Business Management Solutions, which is an organization created to assist companies with their needed administrative tasks, which also in turn incorporates a network of skills from at-home moms. They have secured over \$1 million in funding for various community projects and organizations. Racquel's heart is also dedicated for the at-risk youth, therefore spending her time volunteering, advocating, and working on projects that contribute to their development. She can be reached at [virtualmanagement33@gmail.com](mailto:virtualmanagement33@gmail.com).

## **TERRENCE "GANGSTA" WILLIAMS**

### **Contributing Writer, Correctional Curriculum**

Terrence is the co-founder of Cash Money Records.

## **GAIL TUCKER WHIPPLE, MTP, ACC**

Gail has a master's degree in transpersonal psychology (MTP) from [Sofia University](http://Sofia University) (formerly ITP) and is an Associate Certified Coach (ACC) with the [International Coaching Federation](http://International Coaching Federation). She holds a black belt in [To Shin Do](http://To Shin Do), and a pastoral ordination from the [Saint James Community Church](http://Saint James Community Church). Her area of academic study is courage and creativity: She believes we are each brave and brilliant, with our own gifts to uncover and use in the service of humanity. She employs her talents as a coach, teacher, mentor and writer to help others discover and express their potential.

## **DON CLEVELAND**

Don Cleveland has been working with substance abusers for the past 15 years both as a senior pastor and as a counselor at treatment centers. He earned a B.A. in Psychology from the University of South Florida and is currently working on an M.A. in Counselor Education at the same school.

Don is also working towards becoming a Licensed Mental Health Counselor at Rehab After Work in Brandon, Florida. It is here that he practices his passion of living in the moment with clients and writing about person-centered and cognitive behavioral interventions.

## **DR. LAURA PIPOLY**

Laura Pipoly earned her Bachelor of Arts in Psychology from Hiram College. She then graduated summa cum laude with her master's degree from Youngstown State University in education in both school counseling and clinical mental health counseling. She is a Professional Counselor (PC) and a certified K-12 school counselor. In addition, Laura is recognized as a National Board Certified Counselor. Laura completed her doctorate degree from Nova Southeastern University with a dual concentration in instructional technology and distance education (ITDE) and special education. Her dissertation focuses on distance education counseling students and is titled Counseling Students Perceptions towards the Efficacy of Online Counseling.

Laura enjoys teaching courses for Grand Canyon University and University of Phoenix. Most recently, Laura authored the book forward to an E-book titled, "Meeting the Challenges of Bipolar Disorder: Self Help Strategies that Work!"

## **ANITA McCRARY**

Due to the tragedy in Newton, CT, SJM Family Foundation has contracted the services of Anita McCrary. Ms. McCrary will prepare a CE training series on Civilian Critical Incident Education, specifically for prevention, addictions treatment and recovery professionals.

Anita has an undergraduate degree in Psychology and currently pursuing a graduate degree in Psychology as well. As a collegiate team leader, she prepares lessons and assignment regimens on a range of psychological concepts including Critical Incident preparation and resilience, military conceptualization and PTSD, schizophrenia characterization, and adult learning abstraction. Possessing the ability to conform difficult theoretical conceptions into real-world applications, Anita has published several academic guides including situational awareness, anti-anxiety modems, delusional disorders, and Jungian theory. As a mother of two U.S. Army National Guard specialists', she volunteers at the Ft. Benning Georgia Soldier and Family Assistance (SFAC) Unit and Wounded Warriors. In her spare time, Anita is a country radio promoter and a regular contributor to the Jani Foundation and Bipolar Nation Radio based in Southern California.

## **JENNIFER SOUZA**

Jennifer Souza earned her BS in Psychology from the University of Maryland, University College. She has worked with survivors of sexual assault, felons seeking to re-enter society, prostitutes seeking a career change, recent immigrants to the US and youth at risk for failing out of high school.

She completed her MA in Liberal Arts with a focus on International Human Rights through economic development and education.

The thread that weaves in and out of the myriad positions she has held is a belief in the human spirit to succeed over adversity and the idea that every person deserves a second chance. It is her fervent wish that all being be safe and protected from harm and experience happiness.

## **YONASON GORDON**

Yonason Gordon has earned a Bachelor's in Marketing from Yeshiva University.

Ever try to fit a full epic story into 40 words? That's the life of a copywriter. Each product has a story to tell, and with the way the world is today, he likes to write in increments of 140 characters. If you need writing done with a creative, compelling flair to it, please email Yonason at [ysgordon@gmail.com](mailto:ysgordon@gmail.com).

## **REBECCA BARNESON, RN, MSN, ACNP**

Rebecca Barneson RN, MSN, ACNP is an Acute Care Nurse Practitioner who has spent 13 years in Emergency Medicine and Nursing Education. She received her MSN at the University of California in San Francisco, where she graduated with honors. Rebecca currently teaches for a collegiate nursing program and as a freelance writer and consultant for nursing and social welfare projects. Additionally, she runs a website dedicated to assisting new graduate nurses entering the job market, named [newgradsuccess.com](http://newgradsuccess.com). Rebecca can be reached by email at [rbarneson.np@gmail.com](mailto:rbarneson.np@gmail.com).

She is the supplement writer and lecturer for the Accessing Social Services and Health and Wellness Programs component of the Peer Recovery course.

## **KASIE S. MORGAN, CRC**

Kasie Morgan holds a bachelor's degree in Special Education and Political Science from Western Carolina University in Cullowhee, North Carolina. She taught Special Education and became a Behavioral Specialist in 2009. In 2010, Kasie was accepted to the Masters of Rehabilitation Counseling and Psychology program at the University of North Carolina at Chapel Hill. While there, she established the UNC Chapel Hill Chapter of NAMI (National Alliance on Mental Illness) On Campus.

Kasie Morgan served as a Psychology Intern at Central Regional Hospital in Butner, NC where she served individuals experiencing mental illness, substance abuse, and co-occurring disorders. She graduated from UNC Chapel Hill with her master's degree in May of 2013. She is currently employed as a Certified Rehabilitation Counselor and serves as a Vocational Case Manager for a private rehabilitation firm out of Virginia.

Kasie has joined our PARfessionals team as a Curriculum Developer/Consultant for our online 6 hours Prevention Ethics course.

## **MARY BETH SCOTT**

Mary Beth Scott received her BS degree in Rehabilitation Counseling from Thomas University in 2004. She began her career working as an Intensive Family Therapist while earning her undergraduate degree. Afterwards, she went into a career in education and earned an Interrelated Special Education teacher certification from Armstrong Atlantic State University.

In 2009, Mary Beth received her MS in Counseling Psychology from University of West Alabama. She has taught Psychology and Reading part-time for the University System of Georgia. Currently, she teaches at a public high school where she has been employed since 2003.

Mary Beth has joined our PARfessionals team as a Curriculum Developer/Consultant for our online 6 hours Prevention Ethics course.

## **DR. GRANT D. NELSON**

Dr. Grant D. Nelson received his doctorate degree in Psychology with a specialization in Health Psychology and Behavioral Medicine from Northcentral University, Prescott, Arizona.

He completed his undergraduate work at the University of Minnesota in Developmental & Child Psychology and his Master's degree in Counseling and Psychological Services and Post-Master's Certificate in Marriage and Family Therapy from Saint Mary's University of Minnesota.

Dr. Nelson is also a Board Certified Professional Counselor from the American Psychotherapy Association.

Dr. Nelson practices Health Psychology & Behavioral Medicine and works collaboratively with other healthcare professionals in the treatment of acute and chronic health conditions as well as those suffering from a dual diagnosis of a mental health disorder along with their medical condition. He holds a special interest in autoimmune disorders, sleep medicine, and acute & chronic pain disorders.

In addition, Dr. Nelson works with children and families who are dealing with the challenges of developmental disorders. He also works with individuals, couples, and families who have succumb to the challenges of substance abuse/dependency.

Dr. Nelson works with those suffering from a major depressive episode or a hypomanic/manic episode find their way back to a place of peace and stability. Along with that, he works from a position of the here-and-now to help those diagnosed with anxiety and panic disorders, attention deficit disorder, or post-traumatic stress disorders (PTSD) learn to quiet their mind.

Dr.(s) Grant and Phoebe Nelson is a husband/wife team that contributed to the 6 hours Prevention Ethics course.

## **DR. PHOEBE P. NELSON**

Dr. Phoebe P. Nelson received her doctorate degree in Educational Management from De La Salle University, Manila Philippines. She also finished BS Commerce major in Marketing Management and AB Philosophy at the same University. She finished her Master of Arts in Education at the Southern Luzon State University in Lucban, Quezon.

Dr. Nelson has over 16 years of work experience as an educator. She was the team leader in the preparation of the feasibility study for the creation of the City College of Lucena. She became its first College Dean from 2002 to 2007.

Dr. Nelson is currently working as the Dean at her family owned school Digital Communication and Technological College Inc. (DIGITECH College) in Lucena City since 2007.

Dr. Phoebe Nelson also works as a freelance researcher, writer and editor.

Dr.(s) Grant and Phoebe Nelson is a husband/wife team that contributed to the 6 hours Prevention Ethics course.

## **ANDREA BIDOWSKI**

### **Research Assistant, Online Prevention Ethics course**

In addition to being a freelance writer, Andrea is attending graduate school, where she is pursuing her MS in mental health counseling and desires to specialize in trauma therapy and co-occurring disorders such as substance abuse and PTSD.

## **JENNA MARKS, B.S., J.D.**

### **Editor, Grab 'N Go CE Course Articles**

Jenna Marks, B.S., J.D., is a professional editor with a graduate degree in law and an extensive editing experience both as a legal professional and as a long-time freelancer.

Her editing work includes full length books, e-books, periodicals, course materials, and short articles. Jenna has been working as an editor since 2007 and is located in the United States. She has worked extensively with both students and professionals, helping them to create polished products and effectively get their message across to their audiences. Jenna believes that a second set of eyes can help any writer catch mistakes and improve the overall quality of a writing piece.

Jenna can be contacted at [jenna.marks.editing@gmail.com](mailto:jenna.marks.editing@gmail.com).

## **GAILE CAMPBELL**

### **Editor, Grab 'N Go CE Course Articles**

Gaile Campbell is a university Instructor and published writer with a Master's Degree in English. Academic writing and professional editing is her specialties. She can edit in a variety of formats: deep line, track changes, and rewrites. She can also edit your writing for flow and consistency. In the field of academic writing, her specialties are theses and dissertations, research, reports, proposals, and APA and MLA formats. In addition, she brings the skills of critical thinking and analysis to your project. If you want your writing project to reflect an excellent command of the English language and meet professional standards, she can make that happen! Gaile can be reached at [gcampbell248@gmail.com](mailto:gcampbell248@gmail.com).

## **RYAN BEHRENS**

### **Editor, Train the Trainer Workbook**

Ryan Behrens is an experienced writer, government planner, and passionate social services advocate who helps non-profit agencies secure funding, improve operations, and enhance their brands. With ten years of experience working with government and social services agencies, he understands the vital role these organizations play in promoting economic development, providing mental health and other social services, and connecting the community to valuable arts and cultural opportunities to reduce disorder, crime and human suffering.

Ryan specializes in writing business plans, grant applications, fundraising proposals, donor appeals, annual reports, newsletters, press releases, research reports, policy and procedures manuals, social media content, and website/blog copy. In particular, he has written dozens of successful grant proposals worth more than \$15,000,000; crafted and managed standard operating procedures for an agency with 1,000 employees; delivered professional reports to department heads, local government leaders, and business owners/managers; produced business communications for a professional property management company; collaborated with college professors to develop peer reviewed project proposals; created and managed a blog for a large condominium building; published book reviews in a local newspaper; and contributed content to two published collaborative books. You may contact Ryan at [rybehrens@gmail.com](mailto:rybehrens@gmail.com).

## **REV. DALE TAYLOR, PRS, PM-PRC**

Rev. Dale Taylor is an ordained minister with over 35 years of experience dealing with those in Recovery. He is a graduate of East Texas Bible College with a diploma in theology and holds dual degrees in Criminal Justice and Applied Science. Dale has primarily worked in the Christian, faith-based area of peer recovery support and assist PARfessionals as an onsite trainer.

## **FAITH A. COLEMAN, M.D.**

### **Consultant, Train the Trainer workbook**

Faith A. Coleman MD is a family doctor and award-winning journalist and artist. She graduated from the University of New Mexico, School of Medicine, which is the nation's first medical school to implement change in its curriculum in recognition of the importance of primary care. It served as the prototype for curriculum change at the Harvard Medical School and many others. Dr. Coleman trained in Family Practice at Wm. Beaumont Hospital, Royal Oak and Troy, Michigan, consistently listed among the nation's top 100 hospitals by U.S. News and World Report. She has trained new medical graduates in the art and science of Family Practice and held clinical faculty appointments at three medical schools including the renowned University of Michigan Medical School.

Dr. Coleman has a passion for kids and young families. She was awarded two commendations by the United States Army for her service to soldiers and their families, including spiritual guidance and marriage-enrichment activities. She is the recognized Expert on Gifted Children for the New York Times. Readers describe her as caring, kind and knowledgeable.

Faith's son and daughter have contributed to her medical expertise at least as much as formal training. God is her guide and reins her in at times. She writes poetry and skydives, but not simultaneously (yet). Her credo is "give".

## **MICHELLE ZEHR**

### **Instructor, Accessing Social Service and Wellness module**

Michelle Zehr received a B.A. in Communication from the University of Pittsburgh and a Masters of Professional Writing from Chatham University. While employed by the University of Pittsburgh Medical Center, Michelle received an M.S. in Exercise Science and Health Promotion from California University of Pennsylvania. She is currently employed at the University of Pittsburgh but is also a freelance writer that focuses on health, fitness and health promotion. Michelle has designed health promotion programs for a variety of companies throughout the United States.

## **LESA WELLER**

### **Lecturer, Cognitive Disorders module**

Lesa has recorded a lecture on Mental Health Advocacy for the Cognitive Distortions module in our online Peer Recovery course.

Lesa Weller is an award-winning, internationally-known artist and author, and is an advocate for mental health care. Her colorful multi-media artwork, which is inspired by her recovery journey, can be found at [lesa-weller.artistwebsites.com](http://lesa-weller.artistwebsites.com). She is the co-author of the daily inspirational book *The Trail Is the Thing* published by the School of Social Welfare at the University of Kansas in 2010. Weller has served on state-wide mental health panels, committees and funding boards. She is a presenter, trainer and consultant for non-profit organizations. Weller's experience as a consumer of mental health services in Kansas has led her to be an advocate for those dealing with substance abuse and mental health issues. Weller is currently working on her autobiography *I Lie: A Journey through Mental Illness*.

## **MARILYN LESTER, Ph.D**

### **Train the Trainer Program Consultant**

Dr. Marilyn Lester, a Ph.D. Sociologist, now an academic researcher, writer and editor. Her articles are published in leading journals. She has also coded, analyzed, and written up qualitative research projects and helped young professors extract articles from their dissertations.

She received her Ph.D. in Sociology & Social Psychology from the University of California, Santa Barbara and was an Associate Professor of Sociology at the University of Nevada, an Assistant Professor at Indiana University, and taught her own classes while a grad student. Dr. Lester was known as a child prodigy in sociology and was heavily involved by the second semester of her freshman year at Pitzer College. She has now retired from university service and derives enjoyment as a freelance researcher, qualitative coder and analyst, editor, writer, and mentor of young academics.

## **OTHER FACTS ABOUT DR. LESTER:**

- Completed Master's level coursework in Counseling from Phillips Graduate Institute of Marriage and Family Counseling, Encino, CA.
- Seminars in qualitative methodology, particularly Grounded Theory Methodology
- Counselor, 15 years, Los Angeles Unified School District; worked with poor students with assorted difficulties: academic, personal, familial.
- Coordinator, Special Education, state school for students unsuccessful in public school; tested and wrote IEP's
- Computer Coordinator, Los Angeles Schools: took care of student and staff data for 10 years, using inter-related set of software programs

### **1. ALENE PFISTER**

With a strong interest in helping individuals with serious physical disabilities, Dr. Pfister practiced as a physiatrist at the Kessler Institute for Rehabilitation in West Orange, New Jersey and at Herrick-Alta Bates Hospital in Berkeley, California. She was employed by the U.S. Department of Health and Human Services as a Medical Consultant for disability entitlements.

Dr. Pfister obtained her Bachelor of Science degree in Zoology at the University of Michigan, Ann Arbor, Michigan. She received her medical degree from the University of Michigan Medical School and completed her Internal Medicine internship at Henry Ford Hospital in Detroit, Michigan. She completed her residency in Physical Medicine & Rehabilitation at the Rehabilitation Institute of Michigan and is board certified in this specialty.

After a brief sojourn into the field of teaching, Dr. Pfister became a medical editor for the Audio- Digest and now devotes much of her time to freelance medical writing.

### **BRANDY BUCKHOLT**

Brandy Buckholt is a recent graduate of Olivet Nazarene University in Bourbonnais, IL. She graduated with a Bachelor of Arts in English with a professional and creative writing minor. She has previously worked as a copy editor for the college campus newspaper and as an editor intern for the college campus literary magazine. Brandy is currently residing in her hometown, Merrill, Wisconsin, with her family and their 10 beloved pets.

### **ATTORNEY GREGORY SAMUROVICH**

#### **Instructor/Course Writer, Legal Overview for Peer Supporters**

Attorney Gregory Samurovich, is a senior trial attorney with the law firm Wright & O'Donnell, P.C. in Conshohocken, Pennsylvania. He has focused his practice on complex civil litigation in the medical device, manufacturing and transportation industries. Attorney Samurovich has represented national and international Fortune 500 companies. His experience includes matters involving product liability, serious injury and wrongful death claims, catastrophic motor vehicle and industrial accident liability, chemical exposure, property damage and fire, and construction and workplace accidents, as well as complex insurance coverage litigation and strategic advice.

Attorney Gregory Samurovich was selected for inclusion in the Rising Stars of Pennsylvania Super Lawyers.

### **THE MASTERWORK GROUP**

#### **Consultant for Peer Recovery Training Course**

<http://www.themasterworkgroup.com>

The Masterwork Group provides services that enhance performance and position. It is based in Ontario, Canada where it delivers services worldwide such as in-house training, telephonic coaching and counseling. A team of a husband and wife administer this organization. Bret is a certified life coach and is ordained for ministry. He is also a member of the Christian Coaches Network and the Center for Creative Leadership. Lynn has been a counselor through private practice for over 20 years, ordained for ministry and is a Career Management Consultant. She is also a member of the Ontario Association of Consultants, Counselors, Psychometrists and Psychotherapists (OACCPP), the International Coach Federation (ICF) and the Christian Coaches Network.

## **MELISSA KILLEEN, MSOD. MPhil**

Melissa Killeen earned both a MSOD and MPhil in Organizational Dynamics from the University of Pennsylvania.

She is the CEO of Melissa Killeen Recovery Coaching MK/RC which focuses on coaching for executives that are recovering from drug and alcohol addictions. Her client list includes Allstate and Comcast and privately held health management businesses, high end retail and real estate firms.

Prior, to opening her own executive coaching business, Melissa has worked for several organizations, including the University of Pennsylvania, GMAC Mortgage, the Pew Charitable Trust and the Camden County Cultural and Heritage Commission.

Melissa Killeen is the former President of Recovery Coaches International.

She serves as a consultant for our Peer Recovery Training course.



# TRAINING

## Welcome to the NEW PARprofessionals' Peer Recovery Specialized Workforce Development Training and Certification Program!

### THE PEER RECOVERY ADVOCACY PROFESSION

Peer Recovery Professionals can be found in a wide range of settings and are not confined to working in substance abuse or mental health agencies and organizations. These settings may include a community hospital or clinic, private physician's office, hospice or home health agency, college or university, funeral home, crisis or weight loss center, faith-based organization, support group, nursing home or senior living facility, jail or prison, probation office or halfway house.

Peer Leadership University (PLU) is a tuition free, corporate virtual educational institution of PARprofessionals. Although, PLU is tuition-free, students are charged a nominal administrative and technology fee for some courses to cover the costs of our expenses related to record keeping, and other administrative and technology-related services.

We offer a discount to students from [low income countries](#).

### CERTIFICATION

#### CERTIFIED PEER RECOVERY NAVIGATION (CPRN) CREDENTIAL

PARprofessionals is committed to assisting behavioral health and substance abuse treatment agencies develop a diverse, qualified and skilled recovery workforce. In May 2015, the PARprofessionals' Peer Recovery Workforce Development Certification Program was created becoming the first and only peer recovery workforce development program leading to nationally and globally recognized certification. We created the innovative program for the purpose of establishing and maintaining high standards of professional practice and excellence.

Our main goal is to equip recovery professionals with an invaluable credential needed to provide exceptional services in a behavioral health or treatment setting. Additionally, we stand as a united front by creating a place of equality for those affected by mental illness and addiction in order to break the silence against existing stereotypes.

PARprofessionals and those students-candidates credentialed by the company, recognizes the laws, rules, regulations, and ethical standards of state and national certification and licensing boards. In addition to abiding by the aforementioned standards, PARprofessionals expects Certified Peer Recovery Navigator (CPRN) credential holders to aspire to the highest possible degree of ethical and moral conduct consistent with PARprofessionals' values.

- Globally recognized, competency based lifetime credential.
- Grounded in core competencies and evidence-based best practices.
- Developed by colleagues and peers to define peer recovery as a profession.
- Provides a vehicle for continued training in best practices and standards.
- Open to volunteers, interns and employees of behavioral health and addiction recovery entities, government agencies, community recovery groups, employers and other types of organizations.
- Offers endorsements to denote special training and experience (see student-candidate handbook).

**This credential shows that candidates have passed an assessment of knowledge, skills and abilities consistent with best practices in the substance abuse and mental health fields that will enable peers to effectively use their life experience to professionally help others.**

## Duty to self

- By choosing to serve others, it's our responsibility to wisely share our story to inspire hope. We choose to tell our stories authentically, honestly, and without apology, for it makes us who we are.
- Our own recovery comes first. As positive role models of recovery to clients, organizations, and communities, we practice what we preach with self-awareness, self care, and compassion.
- Regardless of our level of experience with recovery, we support and uphold an attitude consistent with the values of a strengths based recovery environment.
- Understanding there are many paths to recovery, we address our biases, exemplify open-mindedness, and promote diversity in an effort to help others find their strengths along their chosen path of recovery.
- We maintain professional boundaries and avoid conflicts of interest by avoiding personal and sexual relationships with clients and colleagues that could endanger others. In cases of pre-existing relationships, we work very closely a supervisor or colleague to ensure proper boundaries are maintained.
- We work hard to continually improve our knowledge, skills and abilities through continuing education and training.
- We abide by the codes of ethics put forth by the professional organization(s) associated with all credentials and licensing that we hold.
- Duty to others
- We acknowledge and accept imperfection, honor the potential of others, and encourage the strengths of others.
- We respect the cultural diversity of individuals and organizations, demonstrating respect through language and behavior.
- We look out for the rights of others and will not practice, condone, facilitate or collaborate in any discriminatory action. We are a voice for those who experience discrimination and teach clients to be their own voice.
- We allow and encourage autonomy and self-direction. Clients determine the direction of their recovery; we support and invite families and other significant relationships to be part of their experience.
- We understand our roles as recovery support professionals and value our boundaries. We do not take advantage of power or knowingly influence those we serve, and we gladly refer to other professionals when necessary.
- We refrain from accepting gifts that might appear to influence professional decisions or actions.
- We maintain confidentiality and privacy in the best interest of those we serve and in compliance with state and national laws, rules, and regulations.
- We comply with mandatory reporting of abuse and neglect in accordance with the rules of the state in which we practice.
- Duty to profession
- As ambassadors for recovery, it is our responsibility to be a positive voice in our communities by providing education, outreach and presence in an effort to eliminate stigma and build communities of recovery.
- We commit to continued learning of best practices in the recovery field.
- We will not misinterpret, make a false statement, or fail to disclose facts related to our qualifications and/or credentials and we will report those who do in order to maintain the quality and credibility of those credentials.
- It is our duty to report any person or activity that is exploitative or in conflict with laws, rules, regulations and ethical standards.
- We promote a spirit of cooperation with our colleagues, valuing each as integral to the recovery experience.

PARprofessionals has partnered with CPH & Associates, the leading provider of professional liability insurance for mental health professionals. With this partnership, CPH & Associates will provide professional liability insurance to NCPRP certificants.

## APPROVALS

*The following list are regulatory boards and professional associations that have recognized us as an approved educational provider in the past. This is NOT a complete list of organizations and agencies that will accept our training for initial certification, renewal certification/licensing, or both. It is up to the prospective student to check with their regulatory board or professional association prior to enrolling in our courses.*

### **American Association of Psychiatric Technicians**

- Courses are accepted towards certification renewals.

### **Arkansas Substance Abuse Certification Board (ASACB)**

- The Arkansas Substance Abuse Certification Board (ASACB) in association with the International Certification and Reciprocity Consortium (IC&RC) has approved the Peer Recovery on-line training for 50 hours for re-certification only and the 60 hours on-site training for initial certification or re-certification purposes.

### **Association for Death Education and Counseling® (ADEC)**

- ADEC has deemed the “Frozen In Denial: Death and Dying and the Substance Abuser” course as counting towards one (1) Continuing education requirements for the ADEC CT and FT programs.

### **CA Board of Vocational Nursing and Psychiatric Technicians**

- Our Peer Recovery course has been recognized as a continuing education for licensed psychiatric technicians which are approved by the Board of Vocational Nursing and Psychiatric Technicians. CA Provider # V108107.

### **California Association of Psychiatric Technicians**

- Our Peer Recovery course is eligible for Pstch Tech CE credit based on guidelines here.

### **Canadian Addiction Counselors Certification Federation (CACCF)**

- CACCF has approved the Peer Recovery training for 50 core CEU credits.

### **Commission on Rehabilitation Counselor Certification (CRCC)**

- The Commission on Rehabilitation Counselor Certification (CRCC) has pre-approved this training for the Rehabilitation Counselors (CRC Certified Rehabilitation Counselors, CCRC Canadian Certified Rehabilitation Counselors, Master Addictions Counselors CRC-MAC or CRC-CS Clinical Supervisor) and Vocational Assessment Professionals (CVE Certified Vocational Evaluation Specialist, CWA Certified Work Adjustment Specialist and CCAA Certified Career Assessment Associate) designations.  
Sponsor Code 00120149  
CRC/CCRC Approval Number: TRN1467156  
CVE/CWA/CCAA Approval Number TRN1467159

### **Connecticut Certification Board Employee Assistance Certification Commission/EAP Association**

EACC Approval # SSPRONLN13-P21  
6.5 PDHs awarded for the Peer Recovery course in Domain III

## **Florida Certification Board (FCB)**

- FCB will recognize our CEU training as long as it pertains to the certification offered by FCB.

## **Hawaii Department of Health-Alcohol and Drug Abuse Division**

- Six hours continuing education for the Prevention Ethics course towards Certified Prevention Specialist (CPS renewal) and 50 hours continuing education towards Certified Substance Abuse Counselor (CSAC) renewal.

## **Illinois Certification Board**

- The Illinois Certification Board dba IAODAPCA has reviewed the Creating an Online Participatory Scheduling System for Residential Treatment Programs course and in accordance with IAODAPCA criteria, continuing education units (CEUs) has approved it for:  
PROGRAM NUMBER: 11668. Category: Counselor II, Preventionist II, CARS II, MISA II, PCGC II, CCJP II, CRSS II, BRI II, MAATP II, CFPP II. Continuing Education Units: 1. Beginning Date: 08/01/2013 Expiration Date: 08/01/2015

## **NAADAC, The Association for Addictions Professionals**

- NAADAC Approved Education Provider #901

## **National Association of Health Unit Coordinators (NAHUC)**

- NAHUC has approved the following selected courses:  
PARfessional Speaking – NAHUC Program ID Number 01-01-31-13  
Creating an Online Participatory Scheduling System for Residential Treatment Programs – NAHUC Program ID 02-01-31-13

## **NC Division of Mental Health, Developmental Disabilities and Substance Abuse Services**

- As of August 29, 2012, the NC Division is no longer accepting new training curriculum to be reviewed or approved. Therefore, our online Peer Recovery training program cannot be submitted for NC state review and is NOT approved as a NC Division Approved 40 hour Peer Support Specialist training. However, our Peer Recovery training may be used towards the state requirements that requires the completion of an additional 20 hours of appropriate training to increase understanding of job and working as a NC Peer Support Specialist (PSS-SA and PSS-MH).

## **New York Certification Association**

- Preapproved due to NAADAC approval

## **OASAS-NY State Office of Alcoholism & Substance Abuse Services**

OASAS Education and Training Provider #1082

- OASAS has approved the Prevention Ethics course (6 hours) for the initial and renewal credentialing for the CASAC, CPP, and CPS programs.  
OASAS has approved the Peer Recovery Mentor/Coach/Support Specialist training course (50 hours) for the initial and renewal credentialing for both the CPP and CPS programs and the renewal credentialing for the CASAC program.

## **South Dakota of Addiction and Prevention Professionals**

- Online 50 hour Peer Recovery Mentor/Coach/Support Specialist training course  
6 hour Prevention Ethics

### **Pennsylvania Certification Board (PCB)**

- Online 50 hour Peer Recovery Mentor/Coach/Support Specialist training course
- 6 hour Prevention Ethics course

### **Tennessee Certification Board**

- Online 6 hour Prevention Ethics course

### **Texas Department of State Health Services**

- Courses are accepted towards the Licensed Chemical Dependency Counselor Program Continuing Education.

### **Texas State Board of Examiners of Marriage and Family Therapists**

- Approved Continuing Education Provider #696

### **Texas State Board of Examiners of Professional Counselors**

- Approved Continuing Education Provider #1821

### **Texas State Board of Social Worker Examiners**

- Approved Continuing Education Provider #6302

### **Texas Workforce Commission Career Schools and College Division**

- Career School license Exemption Approved 2013

### **The Alcohol and Drug Abuse Certification Board of Georgia**

- Preapproved due to NAADAC approval

### **Maryland Addiction Professional Certification Board**

- Maryland Addiction Professional Certification Board will recognize our Peer Recovery course towards the CPRS credential.

### **Vermont Alcohol and Drug Addiction Certification Board**

- The Vermont Alcohol and Drug Addiction Certification Board will accept our courses because of our NAADAC approval. However, please review their policy and procedure page for possible restrictions.

### **National Commission for Health Education Credentialing, Inc.**

- The Peer Recovery/Addictions Recovery Coach Training program is designated for Certified Health Education Specialists (CHES) and/or Master Certified Health Education Specialists (MCHES) to receive up to 30 total Category I continuing education contact hours.

### **Texas Workforce Commission Career Schools and College Division**

- Career School License exemption #E-4458 approved 7/15/2013

### **International Coach Federation (ICF)**

- Coaching Webinar Series only!  
(1 Coaching Continuing Education credit per webinar)