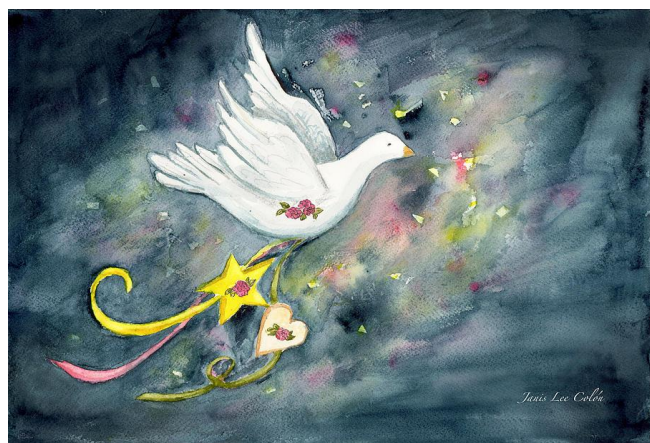




Christmas Greetings and Best Wishes to all ATCA Members, Friends and Families



On behalf of the ATCA Board, I would like to extend our warmest of greetings to all our members, friends and families for a safe and happy festive season.

We have enjoyed a great deal of success in 2018, particularly in the areas of workforce development, which we will build on in the coming year. We are also aware that for many of the TC Family, while 2018 brought many successes and good news stories, for many there were also some challenges, both personally and professionally.

Stay safe over the coming weeks, especially if you are travelling. We look forward to working with everyone again in 2019 and wish all, love and peace over Christmas and a happy start to 2019.



ATCA Board elections and appointments

ATCA's Annual General Meeting was held during the 2018 Symposium in Sydney, with six nominations for the three Board positions, which had become vacant.

Thank you to everyone who nominated, and congratulations to all newly-elected Directors.

Eric Allan and Carol Daws were returned to the Board, and Jenny Boyle, General Manager of Operations for Odyssey House Trust New Zealand, was elected as the newest Director to the ATCA Board.

Jenny originally trained as a registered nurse and has more than 25 years' clinical and management experience within the Addiction and Mental Health Sector in New Zealand. She has worked in a variety of settings within both NGO and Government agencies.



Jenny is passionate about providing effective evidence-based services for people living with mental health and addiction issues and currently serves on a number of sector

leadership groups and initiatives, both regionally and nationally. She is also a Board Member of Harmony Trust (interventions and support for people with multiple drink driving convictions).

Jenny is very familiar with therapeutic communities and continues to lead and champion this model within Odyssey, and also in partnership with other organisations such as Odyssey House Christchurch and Higher Ground. Together, they have developed and implemented some innovative services using the TC as a framework and model.

Jenny hopes her broad-based experience within mental health and addiction organisations, working from a clinical, funding and leadership perspective, will add value to ATCA's program of work.

We look forward to Jenny sharing her experience and knowledge, and to the coming year as we work with our New Zealand and Australian members to further develop and expand opportunities for treatment in both countries.

The ATCA Board has elected and appointed members from across Australia and New Zealand, representing adult and youth populations, prison-based TCs and services working with Aboriginal and Torres Strait islander populations. Both TC and Residential Rehabilitation Services are represented on the Board.



The Board elected the Executive members at its most recent meeting, with Garth Popple, CEO of WHOS elected to the position of Chair for a continuing period; Carol Daws, CEO of Cyrenian House Perth, elected to the position of Deputy Chair and Gerard Byrne, from the Salvation Army, elected as Treasurer.



Eric Allan was also elected to the position of Secretary and Public Officer.



Continuing on the ATCA Board are Carole Taylor, CEO of DASA in Alice Springs; Mark



Augusta; and Bernice Smith, Co-CEO of Goldbridge in Queensland.

Ferry, Chief Operating Officer, the Ted Noffs Foundation; Scott Wilson, CEO ADAC in South Australia, which provides the Footsteps to Recovery residential service in Port



Workforce development and the continued uptake of the ATCA Standard continue to be important priorities for the Board in 2019. We will also be continuing our strong representations to Governments and through the media calling for expanded and continued funding to residential services for ATCA members and the wider sector.

ATCA Recognition Award

Presentation of the ATCA Awards, when we honour and celebrate the people and the programs that make up the membership, are an important part of the annual calendar. In 2018, the following individuals were recognised for their contribution over 10 years or more to the TC movement through the **ATCA Recognition Award**. The goal of this Award is to provide public recognition of the dedicated contribution by staff members and volunteers, including Board members.

Seven people received the Recognition Award in 2018:

Julie-Ann Campbell is the Assistant Manager with WHOS Hunter, and has managed many portfolios before taking up her current position. This has included Community Support Worker, Manager of WHOS Hunter Harm Minimisation and Family Support and many years of night shifts. Julie is part of the residential research study project team that is implementing the Alcohol and Drug Cognitive Enhancement program in partnership with WHOS and NSW Clinical Innovation. Julie has been with WHOS for 11 years and is an ambassador for the TC movement.

Michael Richards has been with WHOS Hunter as a Community Support Worker for the past 12 years. He has managed many portfolios over this time,

spending time as a Team Leader and managing WHOS Hunter Harm Minimisation and Admissions. Michael is currently overseeing the stage change processes and is part of the residential research study project team that is implementing the Alcohol and Drug Cognitive Enhancement program in partnership with WHOS and NSW Clinical Innovation.

Reyhan Aksoyoglu has been the Business Manager of Residential Services across both Odyssey House Victoria's facilities for the past 10 years. Her role involves overseeing budget preparation, purchasing, HR, Centrelink, project management and quality systems. Reyhan has contributed to the TC movement by being a background person supporting frontline staff to carry out their jobs with the physical and practical resources they require. In her role, Reyhan works with both staff and residents.

Leon Gailitis is Clinical Services Director with Banyan House, Darwin. He commenced as a volunteer at Goldbridge in 2006, before becoming a case manager coordinating drug court clients and implementing a successful adventure-based therapy program. In 2012, Leon became a TC Clinician and then Counsellor and Senior Counsellor at Windana, and then moved to Darwin in 2017, where he was appointed to his current position. In this role, Leon participates in the delivery of residential services and provides supervision and support to staff of the Banyan House services.

Lea Griffiths is the Therapy Coordinator at Odyssey House NSW. She has many tasks and duties within this role, including overseeing and mentoring the therapists within the residential program; building and maintaining productive working relationships with all therapists; ensuring all case notes, reports and reviews are maintained and conducting staff appraisals. Lea first came to work at Odyssey House NSW as a volunteer in June 1997, taking on more responsibilities within a number of roles before becoming a therapist. She is a "quiet achiever" who has worked tirelessly for Odyssey House NSW over many years.

Dawn Bainbridge has been with Karralika Programs for more than 20 years. Over that time, Dawn has been employed across a range of areas, and is currently the Manager of the TC for adults and families. During her time with Karralika Programs, Dawn has worked within or provided support to the TC programs and is dedicated to supporting her staff

to provide high quality services, empowering individuals, couples and families to work towards their recovery from alcohol and other drug issues. Congratulations Dawn on attaining this milestone of 20 years' service within the Therapeutic Community model.

Clare Davies is the Executive Director, Rehabilitation Services at Windana overseeing the organisation's TCs at Maryknoll and Ballarat in addition to both day and aftercare programs. She is a key member of the senior management team at Windana and an active contributor and influencer in the AOD treatment sector in Victoria.

Clare commenced with Goldbridge in 2001, before working with the Gold Coast Drug Council, and then returning to Goldbridge as Manager for four years.

Clare brings over 15 years' experience working within the AOD sector in management, advocacy, policy and operations. Clare's work within the broader welfare sector, Out of Home care, youth justice and with refugee and asylum seekers, has focused on research, advocacy and development of models of care for which she received a Churchill Fellowship in 2012 to study overseas. Clare is passionate about developing the best programs for those who are marginalised, stigmatised and disenfranchised. Since joining Windana in 2013, Clare has grown the TC services from 35 to 98 places.

ATCA congratulates all award winners!

ATCA Symposium highlights need for social connectedness

Therapeutic Communities are effective, but dropout rates are often higher than we would like, and the effects of successful treatment may be short-lived without ongoing support (Longabaugh et al, 2008; Vanderplasschen et al, 2013).



This is the premise from which Melinda Beckwith and Associate Professor Petra Staiger began their presentation and workshop at the ATCA Symposium in September.

The Social Networks and Recovery (SONAR) study is the largest TC-based research project ever run in Australia, tracking over 300 residents across five TCs from admission for up to 12 months to understand



changes in social networks and social identity that support recovery. It is also the first addiction recovery study in the world to track change in social identity over time – a key component of a TC model.

Although central to the recovery process, capturing change in social identity during treatment and recovery has proved difficult. SONAR used an innovative tool to create a visual map of the groups people belong to and key characteristics of those groups that shape identity, including substance use norms.

Melinda and Petra presented a paper and then conducted an experiential workshop using the SONAR model during the Symposium. Recovery is best supported by recovery-oriented additions or changes within a person's social world, such as:

- new friends who don't (often) use or drink,
- meaningful activities,
- joining a recovery group,
- and distancing oneself from others who use (Best et al, 2012; Litt et al, 2007, 2009; Longabaugh et al, 2010).

People with greater personal resources, and access to social and community resources find it easier to sustain recovery. This has been termed 'recovery capital' (Granfield & Cloud, 2001).

Sustained/stable recovery is best predicted by recovery capital, not pathology (White & Cloud, 2008). Recovery is often experienced as a change in identity, relinquishing a 'spoiled identity', referring to the stigma associated with addiction or chronic problematic use (McIntosh & McKeganey 2000, 2001), and a desire to be 'normal' or 'ordinary' (Biernacki, 1986). Identity change is key to promoting recovery in a TC model (De Leon, 2000).

SONAR highlights the importance of social identity, noting that we draw on existing social identities during life transitions. These transitions are more successful if existing social identities are compatible with, or 'fit' the new circumstances of the person's life. Wellbeing is also better if we belong to more, and to a more diverse range of, groups; if we are open to adopting a new social identity, and we can maintain existing social identities. These provide a buffer to stress.

Identity change requires a restructure in our minds of our group memberships and associated social identities, and how they fit together (Iyer, Jetten, Tsivrikos, Postmes & Haslam, 2009; Haslam et al, 2008).

As Melinda and Petra have noted, SONAR leaves us with some questions. The project has shown that retention predicts long term outcomes because it encourages identity change, either through fostering a stronger recovery identity or by weakening or minimising a substance-using identity.

People who identify with the TC are more likely to stay longer, so one of the questions is: HOW do we (better) foster a sense of meaningful belonging and shared identity within the TC to encourage retention; OR do we more explicitly address social identity change as a core part of a TC program?

The workshop was enthusiastically embraced by Symposium attendees, and both Melinda and Petra have indicated their interest in working with ATCA members to address issues of social identity and change.

If you are interested in the SONAR project or receiving a copy of Melinda and Petra's presentation, please contact Lynne at atca@atca.com.au.

Workforce development training key focus in 2018

Over the past year, close to 300 people have undertaken workforce development training in Sydney, Melbourne, Perth, Adelaide, Canberra, Darwin and even Tucson Arizona (USA).



The key aim of the TC Training course is to support AOD practitioners, support workers and other

relevant professionals and students to develop knowledge, attitudes and skills that can be applied in the TC context. The course is suited to those who have a base qualification and/or knowledge of addiction-related practice and who wish to develop knowledge and skills for application in the TC context.



In Australia, we kicked off the TC Training Course in Sydney in February, with 34 people attending from seven different TC member organisations. In Melbourne, the second course was supported by the Victorian Government through the Department of Health and Human Services, with a total of 91 training places funded to support the 200 new AOD residential rehabilitation beds released in 2018.



Workforce training was then provided in Perth and Adelaide, before returning again to Melbourne – where three courses have been rolled out this year; Sydney, where there have been two courses run; Canberra and Darwin.

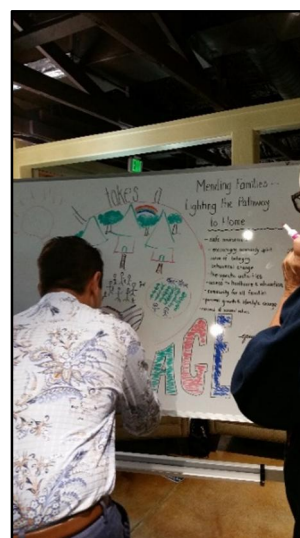
Lynne was also invited to work with the faculty staff from Amity Foundation in Tucson Arizona in August, where information from the ATCA Standard and TC Training Course was combined into a five-day workshop with staff from Amity's services in Arizona, Los Angeles, New Mexico and Canada.

The Amity workshop focused on Performance Expectations 7 (Community as Method) and 8 (TC Leadership and Management), combining the



Quality Journal for each of these expectations from the ATCA Standard, with activities from the TC Training Course to further develop and enhance learning in each of these areas.

The Amity workshop at Circle Tree Ranch was one to be remembered – and particularly as it provided a rich opportunity to share experiences from across the globe.



It also emphasised the universality of the TC model and provided a fantastic chance to share with colleagues who have worked in the TC for many years, and with many different population groups.

Circle Tree Ranch is a 60-acre residential, long-term, campus, established as a wellness sanctuary and learning environment for individuals to regain dignity, self-reliance and personal mastery that evolved from the TC Model. Circle Tree Ranch features all organic / non-GMO meals, mindfulness meditation, family-reconciliation, exercise and self-examination in a community environment.

It is unique in the US in that the journey to self-reliance is offered to parents with young children, pregnant mothers, couples, and families. The option for a resident (or student in Amity terminology) to bring their young children with them has been the only solution for many single parents seeking long-term residential solutions.

Amity Foundation's Circle Tree Ranch works with a multitude of agencies, counties, tribes and private insurance companies.

We encourage all ATCA members to make connections with our overseas TC Family members – the opportunities for exchange of ideas and even staff, is immense.

More TCs certified under the ATCA Standard

Hope Springs Community Farm and Yaandina's Turner River Rehabilitation Centre are the latest ATCA members to be certified under the ATCA Standard. Both are in Western Australia. The Hope Community program starts at heritage listed Rosella House in Geraldton, and then continues at Hope Springs Community Farm, 40kms away.

Yaandina's Turner River program is situated at South Hedland in the Pilbara.

Hope Springs Community Farm is a residential rehabilitation program for adults affected by their alcohol and other drug misuse. The Farm utilises the TC model where residents take part in day to day activities which recreate true- to- life experiences.



Working on farm projects, connecting with the local community and undertaking work skills training are key aspects of the program. Residents receive hands-on

training, some of which can be accredited, and can learn about a range of vocations including horticulture, handicrafts (such as jewellery making and woodworking) or even artisan bread-making.

Each day, the emphasis is on living and working together to build resilience and confidence to deal with the issues that have led to alcohol and drug dependency. The program also features group, peer, and individual counselling and coordinated free time activities. In this setting, it is the community itself, and the relationships that are created within it, that are the catalysts for change.

Yaandina's Turner River Rehabilitation Centre is a 24-bed facility that uses the Therapeutic Community (TC) model for treatment and addiction recovery that includes mental and physical healing.



The centre provides a facility in the Pilbara that allows individuals who have successfully completed a detoxification process from drugs and/or alcohol to recover from their addictions.

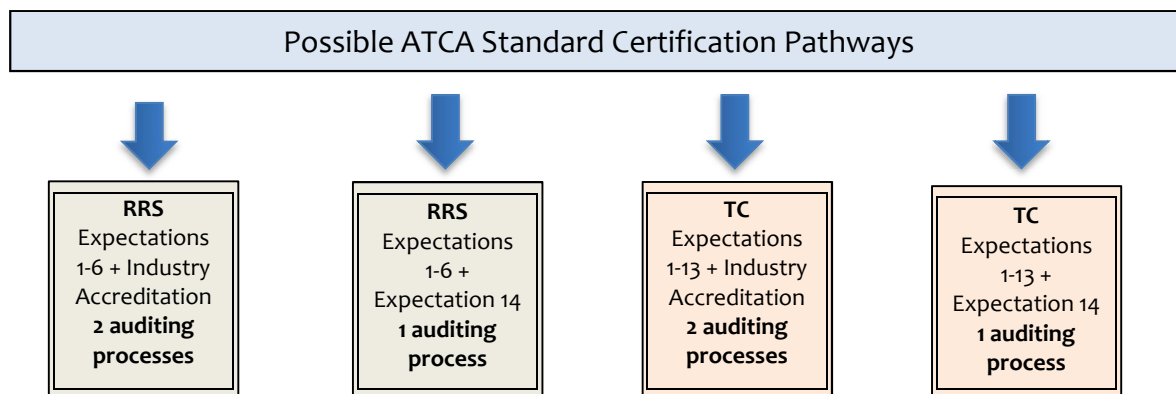
Under the TC model, residents are required to help each other and work. Leisure activities are based on skill development, team work and the community's wellbeing. Individually tailored care and support plans are developed for each resident and are underpinned by provision of around the clock 24-hour support.

The ATCA Board is continuing to develop the ATCA Standard and we were delighted to see it has been recommended as part of the National Quality Framework.

Following a workshop at the 2018 Symposium, ATCA's Project Officer Barry Evans has been working with JAS-ANZ and other potential certifying bodies to make the ATCA Standard more accessible to the membership and eliminate the need for services to undertake two levels of accreditation. The new comprehensive model will include Performance Expectation 14, which focuses on Governance, Performance Monitoring and Financial Management.

Expectation 14 will be optional, providing organisations with alternate pathways to certification under the ATCA Standard, either in conjunction with an industry standard (the current model) or as a stand-alone accreditation process. Currently, Residential Rehabilitation Services gain certification under the ATCA Standard by undertaking Performance Expectations 1-6. They will also have in place an industry standard which addresses governance and financial management. Therapeutic communities undertake Performance Expectations 1-13 in conjunction with an industry standard.

While some of our larger members with multiple service types under their umbrella, may wish to continue with this system, others have expressed a strong desire to have only one accreditation process – and bringing governance, financial management and performance monitoring together under the heading of Robust Agency Management, will provide this option. Those attending the workshop at the Symposium endorsed this change, and JAS-ANZ and other potential certifying bodies have also welcomed the development of the ATCA Standard to include this domain. It is also in line with recommendations under the National Quality Framework, which would in fact mean the ATCA Standard becomes a viable option for all accreditation requirements for both smaller and larger agencies with Residential Rehabilitation Services and Therapeutic Communities.



We are excited about the possibilities the further development of the ATCA Standard will provide for residential rehabilitation services in the sector – and particularly at a time when quality assurance and standards of care have never been so important. All our members will be aware of the concerns raised in the press regarding services that are not adhering to any industry standards of care – often calling themselves therapeutic communities. If you display the ATCA logo, then governments and the community can be assured of evidenced-informed standards of care.



ATCA welcomes Adele House to the membership

Adele House has been welcomed into ATCA as a Therapeutic Community member. Adele commenced operation in 1984 as an off-shoot of the Detoxification program called DC24 in the Sydney suburb of Dundas. Adele Dundas was named after a young woman who tragically died of a heroin overdose and was established to provide drug and alcohol rehabilitation services to men and women. In 2005 Adele became a male only service. Since then, Adele has expanded to include several centres in rural NSW and Western Sydney, providing Drug and Alcohol rehabilitation services to approximately 20 live-in clients in each facility.

In 2016, Adele Dundas Inc. changed its corporate structure from an Incorporated Association to a Company Limited by Guarantee and adopted the new name of Adele House Ltd. The new company's focus is on service delivery, while a newly established related organisation, Adele Training Farm Ltd, has the purpose of providing training facilities and programs to Adele House residents, which form an essential element of the Adele Rehabilitation Program.

Adele's vision of support, recovery and independence for all those affected by addiction is realised by equipping its residents with skills to live an independent life through employment and private accommodation. Central to the path to recovery is the development of physical, emotional and spiritual wellbeing. It is a strong belief of Adele that the involvement of families and significant others is an essential element of anyone's recovery journey. For this reason, Adele offers a Family Support program. Adele believes in the importance of offering holistic, long term care and support to its clients via a value-based Aftercare program available to clients to support their recovery journey. In addition to a three-staged residential rehabilitation program, the family support program and the Aftercare program, Adele aims to offer an outreach community program through local partnerships and community-based activities.

TC Employment Opportunities

Manager – Arcadia House, Directions Health Services, Canberra



Classification Client Services Employee Level 6 (*Full time*)

Directions Health Services is one of the Canberra region's most experienced community organisations delivering programs and services to people impacted by alcohol, drugs and other addictions. Our Arcadia House program, located within the grounds of Calvary Hospital, offers a non-medicated withdrawal program, a short-term residential program, and a 12-week day program to provide clients with the resources they need to successfully withdraw and abstain from alcohol and other drugs and to assist in developing positive life skills.

The Position

Reporting to the Director, Service Delivery, the position oversees the Arcadia withdrawal, day and residential programs and continuum of care pre-admission and post-discharge programs that assist clients in addressing their drug and alcohol problems and attaining their goals while at Arcadia House and after they leave.

Key Accountabilities:

- Provide clinical leadership and management of Arcadia staff
- Ensure a supportive therapeutic environment is maintained for clients
- Ensure financial and general administrative management of Arcadia House

What We Offer:

- A flexible and supportive work environment
- Generous salary packaging benefits
- 17½% leave loading
- Professional development and training opportunities

About You:

- Relevant qualifications in AOD, Psychology, Social Work, Social Welfare and extensive experience in alcohol and drug treatment settings
- Relevant qualification or training in leadership and management
- Demonstrated extensive experience in managing diverse teams preferably in a non-government environment
- Demonstrated thorough understanding of the co morbid issues experienced by clients recovering from drug and/or alcohol issues
- Proven excellent communication and interpersonal skills, including conflict resolution and supervision skills

All appointments will be conditional upon a satisfactory National Police Check, Working with Vulnerable People registration and Australian citizenship or suitable rights to work in Australia.

For more information regarding the position, please contact Kim Fleming (Arcadia House Manager) or alternatively you can email hr@directionshealth.com

To Apply

The Position Description with selection criteria is available on the Directions' website <http://www.directionshealth.com/career-opportunities/>. Applications should be submitted through the website or by emailing hr@directionshealth.com

Psychologist – The Farm, Galong NSW



The Farm in Galong - Galong NSW

Professional psychologist required for an exciting new role to counsel women at a women only therapeutic community start up. Focus will be on trauma, addiction, mood disorders and anxiety.

Contract rate: Negotiable subject to experience – contract role.

Hours: 6 face to face hours per week - flexible working arrangement.



Location: Galong is a small village located an hour and a half's drive from Canberra in the Hilltops region of NSW.

The Farm in Galong: We are a residential facility for women who have exited rehabilitation centres and wish to consolidate their recovery.

An experienced psychologist preferably with a minimum of 5 years working with women in the areas of trauma, addiction, mood disorders and anxiety is required. The women will be from a range of backgrounds and will have completed rehabilitation and now seek to further their recovery through the program based on the Therapeutic Community model of treatment at The Farm in Galong.

This role would suit an existing contractor who is willing to travel to Galong once a week or a clinician who is currently working part time. A counselling room will be provided.

This is an exciting opportunity to contribute to the start-up of this new venture supporting women to positively change their lives.

Start date: 22nd March 2019

Term: 6 months with possibility to extend.

Essential Criteria

- Registration with Australian Health Practitioner Regulation Agency (AHPRA).
- Current Working with Children Check & Police Clearance.
- Current Insurance required including Professional Indemnity Insurance.

Desirable Criteria

- Membership of Australian Psychology Society (APS).
- Experience in DBT and/or EMDR.
- Strong clinical skills and interest in working in an emerging new venture.
- Experience with the Therapeutic Communities method of addiction treatment.

Interested candidates please contact Kate on 0404 112 428 or katecleary04@gmail.com

