

“Fearless Change: EAP to the Rescue”



NC EAPA

37th Annual Conference

March 9 - 11, 2016

Winston Salem, NC



You are invited to the 37th Annual NC EAPA March Conference

“Fearless Change: EAP to the Rescue”

Shazam! This is the third year that the conference will be held in beautiful downtown Winston-Salem. The 2016 March Conference will be MARVELous: between the awesome destination, the phenomenal presentations, and the extraordinary exhibitors -- you will be exposed to special people who understand the changes that Employee Assistance Professionals navigate every day. Each presentation is designed to help Employee Assistance Professionals sharpen their skills and defeat the villains. Don't miss this opportunity to scope out masterminds in the Exhibitor Hall on Wednesday and Thursday.

*The NCEAPA Planning Committee would like to thank each of you in advance for attending and participating in the conference. Without the members of NCEAPA and professionals who attend the conference every year, there would be no annual March Conference. We have worked hard to recruit exhibitors and select speakers that will give you the resources you need to continue to face changes and move forward....fearlessly. We have also planned fun along the way to make your time with us even more sensational. The NCEAPA Conference is one that you will want to make part of your journey year after year.
KAPOW!! Grab your cape. We hope you enjoy the conference!*

*Sincerely,
Lib Edwards, Chair*

*The 2016 March Conference Planning SuperHeroes:
Gina Penland Lisa Lofton-Berry Eileen Hodiak
Alex Gnilka Jim Stratton John Waller
Paul Turney Brian Hissom Debra Bergman*



Special Recognition:

On behalf of the Board of Directors, Conference Planning Committee and the members of the North Carolina Chapter of Employee Assistance Professionals Association, we thank the following exhibitors for their support of the 37th Annual March conference:



Diamond Sponsors
Cornerstone of Recovery
Mt.Regis Center



Ruby Sponsor
Fellowship Hall



Fellowship Hall
A Place Where You Can Find the Help You Need

Exhibitors

*Addiction Recovery Care Association
Carolina House
Cumberland Heights
Dilworth Center
FirstHealth Behavioral Services
Full Life Counseling
NC Problem Gambling
New Life Lodge
Old Vineyard Behavioral
Ridgeview Institute
Strategic Behavioral
The Barry Robinson Center
The Renfrew Center
Wellness Resource Center & Four Circles Recovery
Wilmington Treatment Center/Life Center of Galax*

The official Exhibitor listing can be found on the Passport given to all participants at registration. Visit each Exhibitor Booth and turn in your completed Passport to be eligible to win the grand prize at the NC EAPA Business Meeting on Friday!

Hotel and Conference Information



**Location: Twin City Quarter in Winston- Salem, North Carolina
425 North Cherry Street, Winston-Salem, North Carolina 27101**

For hotel reservations, call 336-725-3500 and reference NC EAPA or visit the Marriott Winston-Salem online at:

<http://www.marriott.com/hotels/travel/intmc-winston-salem-marriott/>

Rooms must be reserved by **February 9, 2016** at 5pm to receive the discounted room rate.

Specify that you are with NC Employee Assistance Professional Association.

Attendees have a discounted rate at this Twin City Quarter hotel including:

Marriott -- Single/Double = \$143/night

****SELF-PARKING included w/Hotel Stay – Ask for Parking Key Upon Check-In****

VALET Parking NOT Included

Full conference registration includes all presentations, Wednesday Exhibitor and Awards Luncheon, admission to exhibit area, breaks, all handout material, 14 PDH's and substance abuse certification credits (CEUs).

For additional information and online registration visit our website at www.eapa.com and click on "Conferences and Events" or contact Lib Edwards at ledwards@wakehealth.edu

Conference Schedule

Wednesday March 9, 2016

10:00 am – 11:00 am

Conference Registration



11:00 am - 11:15 pm

Welcome and Opening Remarks

11:15 am – 12:45 pm

Exhibitor Luncheon & Awards Banquet

Keynote Speaker – Lucy Henry, President of EAPA

12:45 pm- 1:00 pm

Break in Exhibit Hall

1:00 pm – 2:00 pm

Plenary Session – Greg DeLapp, EAPA CEO

2:00 pm -2:15 pm

Break in Exhibit Hall

2:15 pm – 3:45 pm

Track A – JJ Marie Gufreda : *Left-Hander in London : The Earthquake*

Track B – Reneé Evans : EAP Basics

3:45pm -4:00 pm

Break in Exhibit Hall

4:00 pm – 5:30 pm

Track A – JJ Marie Gufreda : *Left-Hander in London* (cont.)

Track B – Reneé Evans : EAP Basics

6:00 pm

Dinner On Your Own

(See the *Visit Winston-Salem* Table)



Conference Schedule

Thursday March 10, 2016

Power breakfast
& networking
opportunity!

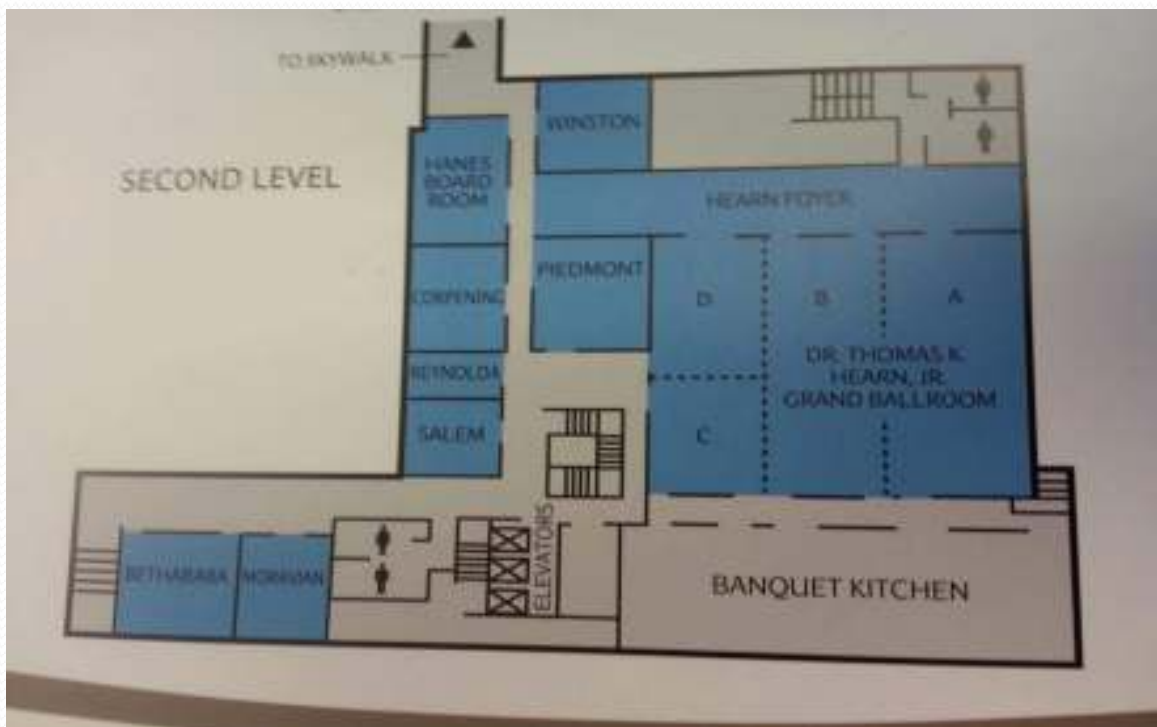
7:45 am- 8:15 am	Conference Registration Breakfast, Coffee & Tea in Exhibit Hall
8:00 am – 8:15 am	Welcome and Remarks
8:15 am – 9:45 am	Plenary Session–Chuck Taylor & John Burke: Higher, Faster, Stronger : EAPs in the Health 2.0 World
9:45 am – 10:00 am	Break in Exhibitor Hall
10:00 am – 11:30 am	Track A – Nancy Grunnet & Christina Isenhower : Adventures in Failure Track B – Carolyn Weisenberger : Opiate Addiction Track C – Libby Timmons : Therapeutic Alliance and Self-Care
11:30 am – 1:00 pm	LUNCH ON YOUR OWN
1:00 pm – 2:00 pm	Plenary Session – Tamara Cagney : Marijuana in the Workplace : Leaving Employers Dazed and Confused
2:00 pm – 2:15 pm	Break in the Exhibitor Hall
2:15 pm – 3:45 pm	Track A - Tamara Cagney : Marijuana in the Workplace : Leaving Employers Dazed and Confused Track B – Dawn Klug & Stephanie Citron : Community Resiliency Model Track C- Rachel Porter & Jenn Burnell : Understanding Eating Disorder
3:45 pm – 4:00 pm	Break in Exhibitor Hall
4:00 pm – 5:30 pm	Track A – Lisa DeCandia : Anticipatory Grief Track B – Dawn Klug & Stephanie Citron : Community Resiliency Model (cont.) Track C – Rachel Porter & Jenn Burnell : Understanding Eating Disorder (cont.)
5:30 pm	DINNER ON YOUR OWN

Conference Schedule

Friday March 20, 2015

Don't miss the chapter business meeting and prize drawing!

7:45 am – 8:00 am	Registration Breakfast, Coffee & Tea in Exhibit Hall
8:00 am – 9:00 am	Chapter Business Meeting – Paul Turney, NC EAPA President Passport Prize Drawing (Must be present to win)
9:00 am – 10:30 am	Plenary – Debra Jay : It Takes a Family: A Cooperative Approach to Lasting Sobriety
10:30 am – 10:45 am	Break
10:45 am – 12:15 pm	Plenary – Debra Jay : It Takes a Family: A Cooperative Approach to Lasting Sobriety (cont.)
12:15 pm	Wrap Up



2016 NC EAPA Awards Luncheon

2015 NC EAPA Member of the Year :
Jim Stratton



Keynote speaker Lucy Henry began her EAP career in 1992 in Spartanburg SC after completing a Master of Divinity and a Clinical Pastoral Education residency. She then completed an EdS in Marriage and Family Therapy in 1997 and was licensed as a Professional Counselor and Marriage and Family Therapist in 1998. In 2000 she went to work for First Sun EAP in Columbia SC. Lucy became a CEAP in 2001 and became involved with both the NC and SC EAPA chapters. Lucy served as president of SCEAPA from 2004-2006. In 2008 Lucy was elected to the EAPA Board of Directors to serve as the District 2 Director. She served in this role for two terms before being elected President Elect. Lucy is passionate about EAP but specifically about helping work organizations and work partners understand the need to provide value based EAP services to employees and family members. She believes in the value of connection and partnership with individuals to promote productivity and success. It is in relationship that wellbeing is attained and individuals are able to find healing. Our legacy is in the lives we touch and the impact that is made. Lucy is also passionate about the outdoors. She is at her best on a wooded trail whether it be walking or time travel or riding her mountain bike. In looking to the future of EAPA, Lucy's vision is that we remember those who taught us to love our vocation and profession and that we pass it on to the future EAP professionals. We have to tell our stories of the differences made through the work we do so that we might continue to impact the lives of others.



Don't miss the
NC EAPA Annual Awards
Luncheon with Key Note Speaker,
Lucy Henry, President of EAPA
on Wednesday March 9th at 11 a.m.

Wednesday Plenary Presentation



Gregory P. DeLapp, MHS, CEAP
NEW EAPA CEO!



Wednesday, March 9th 1:00 – 2:00 pm

Join us as we continue to hear from the daredevils in our field. Our New EAPA CEO will discuss the general status of EA services in the workplace and parallels to the challenges of HR in the workplace. He will highlight the general implications on the workplace of The Affordable Care Act as well as new challenges for EA services. Take a look at our EAP Association - many challenges, many strengths, following a good path. On a personal note, Greg will consider his transition from internal EA service at Carpenter Technology Corporation to the EAP Association.

Greg DeLapp, MHS, CEAP started his professional journey at the Council on Alcohol and Drug Abuse in Allentown, PA. He went on to spend 34 years at Carpenter Technology Corporation in Reading, PA serving in administrator roles for both EAP and Employee Relations. Greg has chaired and organized several program committees for ALMACA/EAPA annual conferences as well as chaired several standing and ad hoc committees on US legislative and public policy efforts. He is a frequent invited speaker on a vast range of EA topics. Greg has progressed through a broad range of EAPA Board of Directors positions 1990-2002. In his spare time, Greg has strong interests in photography, sports, travel, WWII aviation, personal/professional networking, and history. In addition to x-ray vision, we think he also has invisible armor.....

The North Carolina Employee Assistance Professional Association (NC EAPA) has been approved by NBCC as an Approved Continuing Education Provider, ACEP No. 6548. Programs that do not qualify for NBCC credit are clearly identified. The North Carolina Employee Assistance Professional (NC EAPA) Association is solely responsible for all aspects of the programs.

Wednesday

Speakers and Presentations

Performance of *Left-Hander in London – The Earthquake*
and
Discussion of LGBT Social & Organizational Norms

"JJ'S CANDOR AND SENSE OF HUMOUR ARE
GUARANTEED TO PUT A SMILE ON YOUR FACE."

Chris Tsujiuchi, Toronto Cabaret Artist



Have you ever really thought about what it would be like to change your life completely? What would people say? How would they treat you? Would it matter? Would you care? What if it was your church? Your family? Your clients? Would you be able to keep your job? What would it take for you to make such a huge change, what kind of internal force? What if you just couldn't *not* change? This afternoon let's Enjoy Diversity rather than having to understand or judge. From a unique perspective, JJ helps us to see things differently (for ourselves and others). It's a one-woman show of original songs, stories, and sarcastic humor. There's laughing (a lot)..... There's singing (ummm.....)..... and There's honest questioning of biases and assumptions. If you've ever wondered what REALLY happens when an ordinary Joe becomes a Jane..... You might want to tune in.



JJ Marie Gufreda is the President and CEO of GEI, Inc. with its offices just outside of Indianapolis. GEI is certified as a LGBTBE by the NGLCC. Previously, JJ was a Senior Manager with Kaizen Institute of America and Ernst & Young. She has held manufacturing management and engineering positions at a major automotive supplier and was a Lecturer in Production Management at Wheeling College. She holds a BBA degree in Economics and Management & Labor Relations from Cleveland State University and an MBA from John Carroll University. JJ is the President of the Indy Rainbow Chamber of Commerce and is a frequent speaker on Diversity, Religion and Political issues. She is married and has three children and three grandchildren.

Wednesday

Speakers and Presentations

EAP : The Basics of Program Design & Implementation with Reneé Evans – The EAP Basics session will be an introduction for some and a refresher for others. This session will provide information and encourage discussion around the following: (a) the definition of employee assistance programs, (b) the historical perspective of the field, (c) the different types of EA models, (d) common issues addressed by EA professionals, and (e) various situations one may address in an EA setting.



Reneé Evans , PhD., LPC has a background in clinical counseling, career development, professional development training and consultation, employee assistance programs, and school counseling. She is a former assistant professor in the Department of Human Development & Psychological Counseling at Appalachian State University where she worked to revitalize the EAP concentration. She is currently an adjunct professor at North Carolina Central University. She has worked in an external international EAP setting as well as served on the Advisory Board for an internal EAP. She is a member of the Board of Directors for North Carolina Employee Assistance Professionals Association (NC EAPA). She is also the 2011 Past Conference Chair for NC EAPA. She is a past President, past Professional Development Chair, and current Conference Committee Co Chair of the North Carolina School Counselor association.

Thursday Plenary Presentation



Thursday, March 10th 8:15- 9:45 am

Higher, Faster, Stronger : EAP in the Health 2.0 World

Technology has and continues to revolutionize the way in which business is conducted. EAP is no different. The advent of a Health 2.0 World has introduced new technologies and interventions that are changing the face of how EAP services are implemented, delivered and measured. The presentation will highlight the latest in how technology solutions are being deployed from Apps, on-line Cognitive Behavioral Therapy, Gaming, Virtual Reality, video and chat. The presentation will also detail the importance of developing a fearless strategy and a technology roadmap for the greatest success.

John Burke is the President of Burke Consulting, an international consulting practice providing business development and strategic positioning services for vendors of EAP, work/life, and general and behavioral health services. Currently John serves as the Strategy Advisor to ORCAS, a mHealth technology company, based in Eugene, Oregon. Additionally, John is a founder and director of Connect Assist, Inc. based in Cardiff, Wales. He is a frequent speaker at conferences and has been published in many professional journals. John has been a member of numerous national employer and healthcare committees, and has served in leadership capacities with several professional associations.

Rich Paul – Super Hero in absentia

Chuck Taylor is the Chief Operating Officer of federal division at ValueOptions®. Chuck directs all sales efforts to the military/federal agencies and is responsible for the implementation of divisional growth strategies. He also oversees the division's IT infrastructure and manages defined partner relationships for the division. He is a former board member of EAPA, past President of NCEAPA, and has presented at numerous health and productivity conferences. His career in the employee assistance field spans over 100 years.



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Thursday

Speakers and Presentations

Adventures in Failure with Nancy Grunnet and Christina Isenhower

Joseph Campbell's *The Hero's Journey* is an archetypal road map. Stories and myths remind us life's rewards do not come without adventure and struggle. Failure is universal and overcoming it is necessary for heroes to master the trials along their journey. In the world of work, a supervisory referral is an employee's call to adventure. Some employees find themselves in the throes of the biggest journey of their lives. Throughout our careers, EAP professionals have witnessed supervisory referrals struggle. We have seen some fail, and we have celebrated as others have succeeded. Let's walk alongside our heroes. Let's practice resilience, using the successes and failures of those who have already traversed the rocks as lessons to help light the way for those yet to come.

Nancy Grunnet, RODP is the CSRA Regional VP for First Sun EAP, and she has 18 years of experience working with organizations helping employees at every level succeed. Manager/supervisor skill building, team development and departmental effectiveness are just some areas of her expertise. She has served as: SC Diversity Council Board Member, Aiken Chamber Ambassador, President of the SC Submariners Wives Association, and VFW volunteer. She currently serves as a SCEAPA Board Member.

Christina Isenhower, LISW-CP, CEAP joined the First Sun EAP team in 2013 as a Risk Management Consultant. At First Sun, Christina responds to employees and families in crisis, coordinates onsite critical incident response for organizations, and consults with managers to address employees' workplace performance and behavior concerns. Christina has developed and presented trainings on various topics, including resilience, managing change, appreciation in the workplace and emotional intelligence. She currently serves as Vice President for SCEAPA.

Opiate Addiction: Alternatives to Narcotics Pain Management with Carolyn Weisenberger

Opiates are one of the top drug classifications found in addiction treatment centers. Often it begins with a simple prescription given for pain and then moves swiftly into dependence and addiction. This presentation will explore some current statistics and offer alternative modalities for dealing with pain.

Carolyn Weisenberger, BS, LPN, ADS is an experienced facilitator and trainer with 38 years of facilitating wellness and growth for others. She is an Appreciative Inquiry consultant, who has worked with hundreds of corporations, community organizations and schools to develop individual and organizational excellence. Carolyn co-designed and patented Mobile Team Challenge, an innovative, high performance portable low rope course (winner of the Creativity Award from the Association for Experiential Education) and co-authored *From Conflict to Collaboration*, MTC Low Ropes Course Facilitator's Manual and *Inspire Cooperation*. She has her coaching certification in BarOn EQ-I, BarOn EQ-360, Myers-Briggs Type Instrument, Golden Personality Type Profiler and is a 1:1 Provider for HeartMath® Institute. Carolyn is currently Founding Partner/CEO for MTC Associates, LLC and Director of Training & Professional Development for Cornerstone of Recovery.

Thursday

Speakers and Presentations

Therapeutic Alliance and Self-Care with Libby Timmons

How charged is your battery? Therapeutic Alliance is a foundation of being able to encourage the clients to help achieve their treatment goals. This presentation will assist attendees in recognizing their burnout and ways to enhance their self-care. The EA Professional is often challenged to connect with the client in a very brief time so this presentation will offer tools that will enhance the trust between the client and the clinical professional. The presentation will be lively and interactive. There will be no power point in this presentation.

Libby Timmons, M.Ed., LISAC, CEAP has been in private practice for over 30 years, the majority of which has been in Tucson in private practice. Ms. Timmons is currently is one of 4 Certified Employee Assistance Professionals in Tucson. She is the past president of the Southern Arizona Employee Assistance Professionals Association, and past EACC Chair and Commissioner for the International Employee Assistance Association to develop the ethical standards for EAP professionals to acquire National Certification in their roles. During her time on the EACC she also served as treasurer and ex-officio Board Member to the EAPA board. Libby also was sent to Sao Paulo Brazil to represent the EAPA organization and to provide training regarding EAP services to professionals in the Sao Paulo workplace. She has experience in corporate training, clinical supervision and is a nationally recognized presenter. Libby is known for her lively interactive presentations. She has presented internationally on topics related to addictions, attachment disorders, employee assistance services, ethics and self-care for the care giver.



Thursday Plenary Presentation

Thursday, March 10th 1:00 – 2:00 pm

Plenary Session: Marijuana in the Workplace: Leaving Employers Dazed and Confused

Half of the states and the District of Columbia have passed some form of legislation that decriminalizes the use of marijuana for medical purposes. Alaska, DC, Colorado and Washington have legalized the recreational use of the drug. As more states legalize medical marijuana and consider legalization of “recreational” marijuana, many employers wrestle with the question of whether they can still maintain a drug free workplace or must change their policies. While employers are under no legal obligation to allow marijuana use in the workplace, the drug’s legality leads to questions regarding an employer’s response to an employee who fails a drug test or admits to being a medical marijuana patient.

- How do employers deal with employees who use marijuana as medicine?
- What do recent court decisions indicate?
- What about accommodation and ADA?
- What about workers compensation and even pharmacy benefits?
- What does a positive test mean if the employee uses medical marijuana?
- What about unemployment benefits?

There are many more questions than answers and EA professionals are being looked at to help employers find their way through the haze



Tamara Cagney, Ed.D., MA, BSN, CEAP, MFT, LPCC

has provided Employee Assistance Program (EAP) services for over 35 years in both the public and private sectors, in unionized and non-unionized settings. As an EA professional, she worked as an internal EAP at Crowley Maritime Corporation, created and managed the internal EAP for the City of Oakland, and provided internal EAP services for the medical professionals at a large medical center. Since 2000 she has been an internal EA professional at Sandia National Laboratories. She also provides clinical consultation to the Northern California Teamsters’ Assistance Program. Tamara was in the forefront of DOT implementation consulting with numerous employers and unions regarding SAP/DOT policy development and implementation. She has provided Substance Abuse Professional (SAP) services since the start of DOTs regulation in 1995 and continues to provide national quarterly DOT SAP trainings. Dr. Cagney is currently President Elect of EAPA.

Thursday

Speakers and Presentations

Learning How to Bounce Back with the Community Resiliency Model with Dawn Klug and Stephanie Citron

In this 3 hour combined didactic and experiential workshop we will address the basic neuroscience of trauma and how it affects the nervous system. When we are out of balance, it is difficult to think clearly and engage socially and to connect with the depth that we all long for, but are often unable to navigate. We will learn three of the six skills of the Community Resiliency Model which can help us re-regulate our nervous systems after they have been dys-regulated from high stress and trauma. There will be an opportunity to practice the skills of Tracking and Resourcing with one another.

Dawn Klug, LPC, CEAP, LEAP is a Licensed Professional Counselor and has a Masters Degree in Mental Health Counseling. She has been working in the EAP field since 2000 and has experience in inpatient and outpatient substance abuse counseling as well as group, individual and couples counseling. Her specialty areas include critical incident stress management, diversity in the workplace and development of leadership skills. Dawn is currently the Director of Operations at EAN and provides account management services, training, consultation, assessment, referral and brief counseling services along with clinical supervision of the counseling staff. She is also the current Past President of NC EAPA and received the Member of the Year Award in 2005.

Stephanie Citron, PhD., LP, SEP is a clinical psychologist specializing in treatment of trauma, women's health, and couple's issues in Asheville, NC. In her psychotherapy and training practice over the past 30 years, Stephanie has worked extensively with people in transition, assisting them in strengthening and clarifying their relationships with their primary partners and children, and in addressing underlying issues related to their physical and emotional health. She is a Somatic Experiencing Practitioner (SEP) and Senior Trainer in the Trauma and Community Resiliency Models, which are biologically based trauma treatment modalities used to work with people on the front lines who work with trauma both in the U.S., Haiti and the Philippines. Stephanie has a B.A. in Nursing from Skidmore College, an M.S. in Psychiatric-Mental Health Nursing from Boston University, and a M.A. and PhD. in Clinical Psychology from Georgia State University .

Understanding Eating Disorder with Rachel Porter and Jenn Burnell

Eating disorders are the most lethal of all mental illnesses. For many mental health professionals not specialized in disordered eating, it can be challenging to recognize the risk factors and signs, and accurately assess the proper level of care needed for an individual struggling with an eating disorder. This seminar will review the physiological and psychological components to eating disorders, and provide the fundamental tools needed to assess and screen for the proper level of care. We will discuss therapeutic modalities used for eating disorders, and illustrate the importance formulating of an interdisciplinary treatment team.

Thursday

Speakers and Presenters

Rachel Porter PsyD is the Clinical Director of Carolina House's Residential Treatment center in Durham, NC. She has worked in the field of eating disorders for over 10 years, and has a special passion for working with body image issues and educating others on the Health at Every Size approach.

Jenn Burnell, MS, RD/LDN, CEDRD is a Registered Dietitian and Certified Eating Disorders Specialist, and has over 12 years of experience working in the field of eating disorders. Jenn currently works as the Director of Clinical Outreach for Carolina House, where she helps educate and supervise other eating disorder professionals, and is a resource for those in the community seeking eating disorder treatment information.



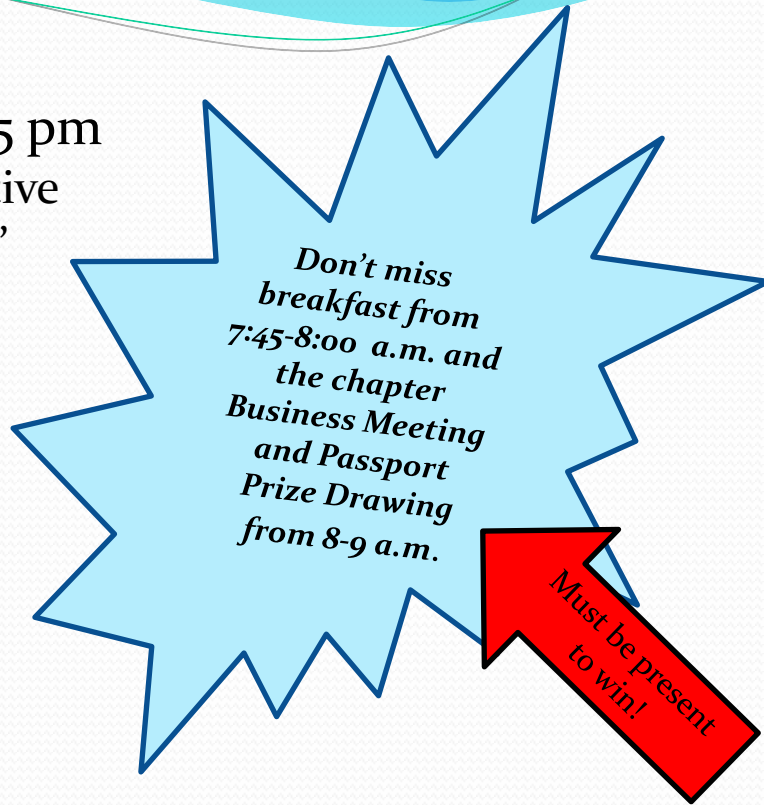
Anticipatory Grief – Employee Kryptonite with Lisa DeCandia

This presentation will define anticipatory grief and grief, drawing attention to the superhero courage required to work through grief and journey through the grief process. It will present a holistic understanding of anticipatory grief and grief, comparing the effect of it upon the individual to the effect kryptonite had on Superman. Additional knowledge will be shared regarding how this can impact productivity of an individual, strategies for normalization of grief in the workplace, and the components shared among individuals and groups who find healing in their grief and are able to function at the same or a higher levels of productivity experienced prior to a loss. Moreover, special attention will be given to complications in the grieving process, strategies for reducing complications, and suggestions for self-care facilitating an increase in mindfulness and presence while grieving or journeying with those who are grieving.

Lisa Decandia, M.Div is a Bereavement Coordinator with Liberty HomeCare and Hospice providing grief support in Hoke, Harnett, and Johnston Counties. Lisa has completed her M.Div, specializing in Pastoral Counseling at Beacon University and is working on her dissertation in Health Psychology at Walden University. In addition to this, she has completed two Clinical Pastoral Education units, one at Cape Fear Valley Hospital in Fayetteville, NC, and the other at the VA Medical Center in Durham, NC, in addition to working as an instructor at Fayetteville Technical Community College for four years. Lisa grew up in the military community and is a military spouse. Lisa specializes in building community partnerships that allow for public education providing a normalization of the grieving process through an understanding of how it may look and feel.

Friday Plenary Presentation

Friday March 11th 9:00-12:15 pm
“It Takes a Family: A Cooperative Approach to Lasting Sobriety”



Today we will gain the capacity to articulate a basic understanding of Structured Family Recovery,[™] how it is implemented to transform families into recovery teams, and how the newly recovering person is invited to join the team. We will discuss the traditional treatment approach to families, and how this must change before we can adequately contend with the chronic nature of this disease and the high rates of relapse, and compare it to the success rates of impaired professionals who consistently show low rates of relapse.

Debra Jay is the author of the newly released book, *It Takes a Family: A Cooperative Approach to Lasting Sobriety*, published by Hazelden. She is also author of *No More Letting Go: The Spirituality of Taking Action Against Alcoholism and Drug Addiction*, and has co-authored the top seller on intervention, *Love First*, and the book *Aging and Addiction*.

She is co-founder of private practice providing clinical intervention services and is founder of Structured Family Recovery[™] services and training. She designed the highly acclaimed clinical intervention training program hosted annually by the Betty Ford Center. Debra previously worked as an addictions clinician for the Hazelden Foundation working in inpatient treatment. She was coordinator of the older adult program and served as facilitator of the family program.

Ms. Jay regularly appeared on the Oprah Winfrey Show for 3 seasons as an addictions expert. She has been on The Dr. Oz Show and wrote a newspaper column for 18 years on issues related to addiction and the family.

Conference Information



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Marriott Winston-Salem
425 North Cherry Street, Winston-Salem, NC 27101
March 9 - 11, 2016

**ALL REGISTRATIONS WILL BE COMPLETED ON-LINE THIS YEAR AT:
WWW.EAPA.COM/EVENTS**

Early Registration must be postmarked and payment made by February 19th, 2016!

	Early Registration On or Before Feb. 19, 2016	After Feb. 19, 2016
Full Conference Member	\$185.00	\$240.00
Full Conference Non-Member	\$ 285.00	\$340.00
One Day Member*	\$100.00	\$155.00
One Day Non-Member*	\$175.00	\$230.00
Full Time Student EAPA Member	\$ 50.00	\$ 50.00
Full Time Student Non-Member	\$150.00 (or \$50 per day)	\$150.00
Additional Lunch Ticket (s) number_____ x	\$ 35.00	\$ 35.00
	Total \$_____	Total \$_____

***Full conference and one day registrations for Wednesday include banquet lunch**

You can pay by check via mail, or by credit card via Pay Pal on website at www.eapa.com
By Check: Complete registration ON-LINE; make checks payable to NC EAPA and mail to:

John Waller
Family First Community Services
3705 Latrobe Drive; Suite 340
Charlotte, NC 28211
704-364-3989
jwaller@famistcom.com

Pay Pal: Go to www.eapa.com and click on Conferences and follow Pay Pal instructions (available only until March 1st) After that date register on-site. **IF YOU HAVE ANY QUESTIONS ABOUT REGISTRATION FEEL FREE TO CONTACT JOHN WALLER.**

Scholarships Available: Contact John Waller at jwaller@famistcom.com or 704-364-3989

