



Community Readiness Assessment Final Report

Alberta Native Friendship Centres Association

Community Readiness Assessment Final Report

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The ANFCA Mission

The Alberta Native Friendship Centre's Association is committed to improving the quality of life for Aboriginal people in urban areas by supporting self-determined activities that encourage: the development of human and community resources; the improvement of socio-economic and physical conditions; better understanding and relationships between Aboriginal and non-Aboriginal citizens; and the enhancement of Aboriginal culture among Aboriginal people and the communities they reside in.

Executive Summary

This report is the result of an initiative that was identified as one of the priorities by the Board of Directors of the Alberta Native Friendship Centre's Association (ANFCA) in recognition of the increase in the prevalence, incidence and impact of addictions throughout the Aboriginal population in the province of Alberta.

Community readiness is defined as; the "degree to which a community is prepared to take action on an issue". (Plested, Barbara A. et al *Community Readiness: A Handbook for Successful Change*, pg. 3). A community's readiness to undertake any effort to address addiction issues significantly impacts the effectiveness and overall continuity to the effort. Assessing a community's readiness is vital in determining if a community is likely to have a reasonable chance of success, and therefore is critical in the early planning and decision-making processes. In addition, community readiness is often considered to be a pre-requisite for sustainability.

In an effort to inform the ANFCA's New Dawn Rising Committee in creating a community readiness assessment protocol, a comprehensive literature review and environmental scan of promising practices was undertaken separate from the community readiness assessment.

The ANFCA utilized one of the most widely-recognized models of community readiness namely, the "Tri-Ethnic Center for Prevention Research" assessment tool. Their work in assessing community readiness for prevention is a theory-driven, community-directed approach that is based on community development. The model identifies six dimensions of community readiness; community efforts, community knowledge of the efforts, leadership, community climate, community knowledge about the issue, and resources related to the issue. A step-by step process was utilized to conduct the community readiness assessment. Key informants were identified and interviewed, the interviews were scored using anchored rating scales, consensus was reached by two scorers, and then final scores were reached, with each community being placed into one of the nine sequential stages of community readiness. Appropriate strategies for increasing community readiness are also provided for each stage of readiness.

The data will assist the ANFCA make informed decisions about preparation and answer the overarching question:

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“Are the Friendship Center’s adequately prepared to begin a strategic planning effort to address addiction awareness and prevention initiatives?”

Key findings

- One Friendship Center is at the denial/resistance stage
- Five Friendship Center’s are at the Preplanning stage
- Eight Friendship Center’s are at the Preparation stage
- Three Friendship Center’s are at the Initiation stage
- Three Friendship Center’s are at the Stabilization stage

Fort McMurray	Denial
Pincher Creek	Preplanning Stage
Lloydminster	Preplanning Stage
Edson	Preplanning Stage
Peace River	Preplanning Stage
Edmonton	Preplanning Stage
LacLaBiche	Preparation Stage
Grand Prairie	Preparation Stage
High Prairie	Preparation Stage
Bonnyville	Preparation Stage
High Level	Preparation Stage
Slave Lake	Preparation Stage
Calgary	Preparation Stage
St. Paul	Preparation Stage
Red Deer	Initiation Stage
Hinton	Initiation Stage
Athabasca	Initiation Stage
Cold Lake	Stabilization Stage
Rocky Mountain	Stabilization Stage
Lethbridge	Stabilization Stage

Goals

- To build, support and strengthen the prevention and awareness infrastructure
- To continue to provide effective prevention and awareness programs and strategies
- To assist in planning to achieve long-term goals by preparing for continuance

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Key Strategic Framework Activities

- Implementation of a province wide readiness assessment, incorporating qualitative methods to obtain estimates of needs and resources at the community level;
- Assessment of community assessment to implement a readiness framework;
- Development of a comprehensive community assets and resources using information collected through community engagement that can serve as the basis for integrated planning, training and resource allocation.

Methodology

Forty three key-informant, semi-structured, interviews (1-3 in each group); with Friendship Center Executive Directors, volunteers, Board Members, Wellness Workers were conducted. Interviews were held at 20 Friendship Center's across Alberta, and the Executive Director of the Center's was the initial contact. Data reflected each Center's level of readiness in addictions prevention and intervention programming. All ethical requirements, and consent from the participants were met. Two scorers used the Tri-Ethnic Center for Prevent Research Community Readiness Tool and applied the questions to topics independently and then met to arrive at consensus on the revisions. Please note that dimensions A & B are combined. This is to improve the "flow" of the questions.

- Dimension A. Existing Community Efforts
- Dimension B. Community Knowledge Of The Efforts
- Dimension C. Leadership (includes appointed leaders & influential community members)
- Dimension D. Community Climate
- Dimension E. Community Knowledge About The Issue
- Dimension F. Resources Related To The Issue

The Community Readiness Model identifies nine-stages of readiness:

Score	Stage of Readiness
1	No Awareness
2	Denial / Resistance
3	Vague Awareness
4	Preplanning
5	Preparation
6	Initiation
7	Stabilization
8	Confirmation / Expansion
9	High Level of Community Ownership

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Analysis of Friendship Center's Internal Capacity and Stabilization

Denial Resistance

Fort Mc Murray

- There is little or no recognition that this might be a local problem but there is usually some recognition by at least some members of the community that the behavior itself is or can be a problem. If there is some idea that it is a local problem, there is a feeling that nothing needs to be done about it locally. "It's not our problem." "We can't do anything about it." Community climate tends to be passive or guarded.

Fort McMurray

Table 1: Fort McMurray

Interview	#2 Denial	Score
Dimensions A	2	
Dimensions B	2	
Dimensions C	5	
Dimensions D	3	
Dimensions E	1	
Dimensions F	2	
	15	2.5

Although the Fort McMurray Friendship Centre recognizes that there is an alcohol and drug problem in the Fort McMurray municipality's effort to promote addictions services or related programming.

In the denial stage, the focus would be to create awareness of the problem in the community, and that, it may be possible to do something about it. There is enough recognition of the problem by some addictions service providers, such as Mark Amy Treatment Center, AADAC, the Salvation Army and Good Hope Society that a team could be formed to create awareness.

The ANFCA may have to work carefully in selection of the team and in providing an early influence to help that team recognize that there is a local problem and that there are possibilities for doing something about it. At this stage personalized case reports and critical incidents are interventions that carry more impact for a community than general statistics or data. Media articles, presentations to Center's staff and Board, and educational posters/flyers/brochures are also specific interventions that focus greater awareness on the problem.

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Dimension A. Existing Community Efforts

- The Fort McMurray Friendship Center's overall score was 2; with no efforts addressing existing community climate regarding addictions.

Dimension B. Community Knowledge Of The Efforts

- The Friendship Center has no knowledge of efforts addressing the issue of addictions in the community.

Dimension C. Leadership (includes appointed leaders & influential community Members)

- The scoring revealed that there are community leaders who are part of a committee that addresses the issue of addictions. *However, in the interview it was revealed that the community of Fort McMurray Leaders and not Friendship Center leaders are involved in committees regarding addictions. (Please note that this was an observation)*

Dimension D. Community Climate

- The Fort McMurray Friendship Center's community climate regarding the issue of addictions prevention and intervention is neutral, disinterested, or believes that the issue does not affect the community as a whole.

Dimension E. Community Knowledge About The Issue

- The centre does not view addictions as an issue in the community, as indicated in the survey; their focus is not on addictions issues.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

- There are no resources available for dealing with the issue.

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Preplanning Stage

- There is clear recognition on the part of at least some that there is a local problem and that something should be done about it. There are identifiable leaders, and there may even be a committee, but efforts are not focused or detailed. There is discussion but no real planning of actions to address the problem. Community is beginning to acknowledge the necessity of dealing with the problem.

At the preplanning stage, community teams focus on raising awareness with some concrete ideas about how to begin making changes. The primary goal is to gather information about what's already being used and who is using it. This includes exploring existing policy and how it is used. Do the policies apply to everyone equally or are special segments of the community held to different standards? Key community leaders are brought into the process of planning and to offer support and resources. A key intervention at this stage includes conducting local focus groups or small public forums to put the problem in context and identify strengths and resources. Media interventions are still focused on local information though they begin to pull in national data that can be used as a comparison. Stories should be developed about the various programs/curricula that are available for use so that people are aware and can comment with a broader knowledge base.

Pincher Creek

Table 2 Pincher Creek

Interview	# 4 Preplanning	
Dimensions A	4	Score
Dimensions B	5	
Dimensions C	4	
Dimensions D	6	
Dimensions E	5	
Dimensions F	3	
	27	4.5

The Napi Friendship Center in Pincher Creek scored at 4 and in the preplanning stages of readiness to begin addressing addictions prevention and awareness issues in the community. The Center currently partners with the neighboring First Nations communities to host events and addictions programming. There are no formal programs at the Friendship Center.

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Dimension A. Existing Community Efforts

Some community members have met and have begun to discuss developing community efforts. Although, the Friendship Center has no formal partnerships with the town of Pincher Creek, the community of Pikani First Nation collaborates and partners with the Friendship Center on a regular basis, through referrals, advocacy and support. Since most of the Aboriginal population in Pincher Creek are members of the Pikani First Nation it is easy to engage the services of the NNADAP program and counselors who often make visits to individuals requiring addictions services. The town is also in close proximity to St. Paul's Treatment Center on the Blood Reserve and referrals are made to the treatment Center on a regular basis.

Dimension B. Community Knowledge of The Efforts

The Napi Friendship Center staff and members have basic knowledge about local addictions prevention and awareness efforts in the community. Although the Center staff is aware of the programs and services available in the community, there are not enough programs and services in the town of Pincher Creek that address addictions awareness and prevention. The Friendship Center is involved in some prevention and awareness programs and services through their UMAC program, men's and women's circles and youth outreach school. The Center has a stronger relationship with the First Nations community of Pikani, and uses their services rather than AADAC.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are trying to get something started.

The leadership of the Napi Friendship Center are supportive of any addictions awareness and prevention initiatives. The leadership of the Center are not members of any committees or tasks force, however, have developed partnerships with Pikani First Nations.

Dimension D. Community Climate

The community is taking responsibility for addictions awareness and prevention and involved in moderate participation in these efforts.

The Napi Friendship Center is involved in addictions prevention at an informal level, there are currently no formal addictions programs in place. The Center engages the community through sharing circles, youth programs, suicide prevention and other addictions prevention programs. There is currently a lack of resources, funding, and community capacity to address the issue of addictions on a more formal, continuous basis.

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Dimension E. Community Knowledge About The Issue

Community members know that the signs and symptoms of this issue occur locally, and general information is available.

The staff of the Center are knowledgeable of the addictions issues in the community, and most staff have personal experience in addictions, through the intergenerational affects of addictions amongst Aboriginal populations. There is general information and resources such as pamphlets or brochures available at the Center.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

The community is not sure what it would take, (or where the resources would come from) to initiate efforts.

The Napi Friendship Center level of expertise to address addictions is minimal; staff does not have formal training in addictions and only attend some workshops, such as training in Mental Health first aid, and basic addictions awareness training. It is difficult to engage volunteers for alcohol free events hosted by the Napi Friendship Center

Lloydminster

Table 3 Lloydminster

Interview	#4 Preplanning	Score
Dimensions A	7	
Dimensions B	5	
Dimensions C	4	
Dimensions D	5	
Dimensions E	5	
Dimensions F	3	
	29	4.8333

The Lloydminster Friendship Center with 3 full time staff members and one student placement worker, is providing alcohol and drug programs and services. They actively provide referrals, support and advocacy. The Lloydminster Friendship Center is in the preplanning stages of community readiness to address addictions awareness and prevention.

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Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

Although the Lloydminster Friendship Center has no formal programs in place there is an addictions recover Center in the area. There are AADAC counselors in the community as well as Alcoholic Anonymous and Alanon Meetings. The Center runs a community kitchen, sober jam sessions, UMAC program, Drop In Center, and provide cultural awareness workshops and training for the community. There is also a men's homeless shelter in Lloydminster.

Dimension B. Community Knowledge of The Efforts

Members of the community have basic knowledge about local alcohol/drug abuse programs.

The community of Lloydminster assumed that non-Aboriginal people are not able to access services at the Center. The Center is aware of addictions services provided by the community and make referrals for clients when required. The Friendship Center has a zero tolerance policy regarding alcohol and drugs, however, homeless individuals may access services while under the influence of alcohol depending upon behavior.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are trying to initiate addictions awareness and prevention initiatives.

The community of Lloydminster is currently expanding the Thorp Recover Center and are leaders in the addictions field along with AADAC. These services are visible in the community; however, there is a concern that Aboriginal people are not accessing these programs and/or services. The leaders of the Center are involved in some capacity in the addictions field through their employment.

Dimension D. Community Climate

The attitude in the community is "we are concerned about this," and community members are beginning to support for alcohol/drug programs and services.

The Center supports efforts to create awareness and prevention programs regarding addictions. There is a need for more aftercare and support programs for clients in recovery. The Center is delivering programs that focus on harm reduction to community members.

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Dimension E. Community Knowledge About The Issue

Community members are aware of alcohol/drug abuse issues and general information is available.

The Friendship Center staff are knowledgeable regarding addictions through personal experience and are in some way affected by alcohol and drug abuse. There is general information and resources such as pamphlets or brochures available at the Center.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

The community is not sure what it would take, (or where the resources would come from) to initiate efforts.

The Friendship Center currently does not have the capacity, funding or resources to provide addictions training for their staff. The Center also does not have the space, or resources to initiate addictions programs/services. However, with the Thorpe Recovery House in the community there may be opportunities to develop strong partnerships.

Edson

Table 4 Edson

Interview	#4 Preplanning	
		Score
Dimensions A	7	
Dimensions B	5	
Dimensions C	4	
Dimensions D	6	
Dimensions E	3	
Dimensions F	2	
	27	4.5

The Edson Friendship Center currently scored at 4 are in the preplanning stages of readiness to begin addressing addictions awareness and prevention issues in the community.

The Edson Friendship Centre offers a wide variety of programs and services to the community. Some of their initiatives include the following;

- Community Based Learning Center
- Recreational activities
- Cultural programs, and services for seniors, women and youth

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- Family Life Improvement Program
- Family Support Program
- Brighter Futures
- Family in Need Program

Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

The Edson Friendship Center's Family Support Program is a holistic family program with the majority of the clients being affected by addictions. The program provides referrals to community services for their clients and offers support and advocacy to assist families in becoming healthier and focuses on keeping families together. The Center has cultural programs, Elders Programs and youth programs. The Center works in close partnership with AADAC, Children Family Services, substance abuse prevention and education services, and the Adult Outpatient Addiction Counseling Services

Dimension B. Community Knowledge of The Efforts

Members of the community have basic knowledge of alcohol/drug abuse programs and/or services. The Friendship Center is aware of and utilizes the resources in the town of Edson and provides support, referrals and advocacy to clients. Through the Family Support Program the Edson Friendship Center has developed relationships with community organizations and service providers.

Dimension C. Leadership (includes appointed leaders & influential community Members)

The leadership of the Friendship Center are supportive addictions awareness and prevention as well as alcohol/drug abuse programs and services.

Dimension D. Community Climate

The attitude in the community is "This is our responsibility."

The Edson Friendship Center is one of the community leaders providing quality holistic family programs. Their services are very well known in the community and partnerships with other community organizations and service providers are established and maintained. The obstacles for the Friendship Center in addressing addictions are lack of funding and resources.

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Dimension E. Community Knowledge About The Issue

The community is aware of alcohol/drug abuse issues.

The Friendship Center staff are knowledgeable regarding addictions through personal experience and are in some way affected by alcohol and drug abuse. There is general information and resources such as pamphlets or brochures available at the Center. The Social Workers have in depth knowledge regarding addictions, as they are trained counselors and deal with addictions on a day to day basis. The staff have no formal Addiction Counselor training; however, they attend workshops on addictions, mental health, parenting, family planning and suicide prevention.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

There are no resources available for dealing directly with the issue of alcohol/drug abuse.

The Friendship Center, hosts alcohol and drug free events Although, the Center staff have taken some training on prevention and awareness and social workers understand the social behaviors and affects of addictions on the family, there has been no formal addictions training for staff.

Peace River

Table 5 Peace River

Interview	# 4 preplanning	
		Score
Dimensions A	7	
Dimensions B	6	
Dimensions C	3	
Dimensions D	4	
Dimensions E	5	
Dimensions F	3	
	28	4.6667

The Peace River Friendship Center currently scored at 4 and are in the preplanning stages of readiness to begin addressing addictions prevention and awareness issues in the community.

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Sagitawa's Board of Directors, members at large, and various community members have spoken with the Executive Director at length regarding the need for a Healing Society in Peace River. It is a program that needs to be developed with a strong cultural component. If the Center can create a community/family based healing program there will be less chance of an individual sliding back into an addictive lifestyle. This will have a direct impact not only on this generation but on generations to come. If the Center can develop something here it will also have a positive impact in decreasing the numbers of Aboriginals in the justice system with alcohol/drug related charges and deaths. Another necessary step is to provide services to the inmates at the correctional facility. This is a prime opportunity to have a captive audience and teach about a healthy lifestyle.

There are programs for family abuse, awareness/prevention, anger management and youth justice, to list a few. Peace River is looking at generational drug abuse which teaches that this behavior is acceptable.

Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

There is community awareness regarding addictions. There are agencies that address addictions in the community: AADAC, Alberta Health (Hospital initiatives), RCMP (community forums revealing statistics and identifying needs) Crime Reduction Committee, various educational forums or workshops facilitated or sponsored by various agencies, There are AA groups and church support groups as well. Ground Level Youth Centre – provides various educational workshops with regards to information and staying addiction free. There needs to be a more cohesive community effort. Peace River rates high for alcohol/drug relate accidents/death and crime.

Dimension B. Community Knowledge of The Efforts

Alcohol/Drug Awareness is increasing through programs and/or services offered in the community.

Some programs are consistent such as AADAC and AA meetings however, there are no outreach. Rehabilitation means leaving community, family, and employment behind. There is a consensus that healing needs to be developed within the community. Many community agencies are not specific to gender or ethnic origin. Some may target specific groups within a program. For instance AADAC offers workshops for youth. The women's shelter takes in women and children that may come from an abusive environment as a result of addictions. The Friendship Center has offered addictions training and intervention workshops with a cultural component. There is no treatment center in Peace River. The Center provides opportunities for youth to participate in monthly AADAC workshops. There are occasions when the Friendship Centre is able to provide addictions workshops or circles. The Friendship Centre is presently working

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with the RCMP and other interested agencies to look into funding to address alcohol and drug/abuse programs and services.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders recognize the need to do address alcohol and drug related issues

AADAC, the RCMP and the Friendship Center provide alcohol/drug abuse services through workshops, groups, programs and healing circles.

Dimension D. Community Climate

The community has a growing awareness of the affects of alcohol/drug abuse

The Centre provides clients with information about addictions services and resources. The primary obstacles to addressing the issue of addictions is funding, qualified individuals and infrastructure. It has been brought to the board level about the need for a healing centre within the community. With adequate funding it is something the Friendship Center would undertake. There is a real need for culturally appropriate community Centered healing.

Dimension E. Community Knowledge About The Issue

The community has an awareness of the affects/impact of alcohol/drug abuse on the individual, family and community. General information is available.

Evidenced in the community are both substance and process abuse. Friendship Center staff make referrals to community agencies.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.).

No in-depth planning at this time as community is more problem focused than solution based.

Though and Addictions Counselor is not employed at the Friendship Center staff do make referrals.

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Edmonton

Table 6 Edmonton

Interview	#4 Preplanning	
		Score
Dimensions A	7	
Dimensions B	6	
Dimensions C	2	
Dimensions D	5	
Dimensions E	4	
Dimensions F	5	
	29	4.8333

The Canadian Native Friendship Center currently scored at 4 are in the preplanning stages of readiness to begin addressing addictions prevention and awareness issues in the community.

The Canadian Native Friendship Center would like to see more money for addictions going into the community for front line work and see more Aboriginal specific programs. There are a few Aboriginal specific AA meetings in the city of Edmonton.

Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

Edmonton agencies have been providing programs and services for numerous years in the city. The city of Edmonton has a large number of addictions programs and services through AADAC, community service agencies, the city of Edmonton, HIV Edmonton, youth programs, women's programs, Men without Hats, Bissell Center and Boyle Street Co-op. However, there are no Aboriginal specific addictions programs in the City of Edmonton. Pound Makers Lodge is located in St. Albert and it is not always accessible transportation sometimes presents a challenge. The Edmonton Friendship Center currently runs some programs and provides a space for and AA meetings, soup kitchen, food bank, sharing circles and youth programs.

Dimension B. Community Knowledge of The Efforts

The awareness of the affects of alcohol/drug abuse has increased.

The CNFCA is accessible to the urban Aboriginal population who are aware of the services provided at the Center. This Center is utilized for cultural events, sober dances and events, round dances, community events, youth programs and recreational

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activities. The Aboriginal population is aware of addictions services within the city of Edmonton, but accessibility to these services can be problematic. Most of the people living on the street or that have addictions issues lack trust in mainstream service providers, or have difficulty accessing the services due to transportation issues.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leadership believes that alcohol/drug abuse is not a problem in their community.

There are specific leaders that provide addictions services in the Edmonton area, these providers are: AADAC, Pound Makers Lodge, Native Counseling Services, Kisin Club, Alano Club and the 12 step program. The Friendship Center does not participate in any community task forces or committees regarding addictions.

Dimension D. Community Climate

The attitude in the community is “we are concerned about this,” and community members are beginning to reflect modest support for efforts.

There will be more issues affecting Aboriginal people, especially with how the Aboriginal population is increasing; the Aboriginal population the fastest growing population and will soon have the largest Aboriginal population in the province of Alberta and possibly Canada. There are numerous problems such as; gambling, addictions, housing, employment, discrimination.

Overall, the Friendship Center leadership, Board of Directors is concerned about issues surrounding addictions and would like to see more resources going to community healing and not just for administrative costs.

Dimension E. Community Knowledge About The Issue

Some community members are aware of the affects of alcohol/drug abuse.

Staff has taken some addictions training at Nechi Institute and some are former addictions and some staff are Certified Addictions Counselors. The Center provides counseling, outreach, advocacy, referrals and support to clients on a walk in basis.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

The availability of community resources is being researched to provide better and more programs.

As previously mentioned some staff have addictions training and the Center has a supportive environment and a strong volunteer base to actively seek out resources in

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the community. The Board is continuously looking for resources to provide addictions services to their clients. The Center has formed numerous partnerships in the community through event planning, networking and service provision.

Preparation Stage

- Planning in alcohol/drug abuse programs and services is going on. There is general information about local problems and about the pros and cons of prevention activities, actions or policies, but it may not be based on formally collected data. Leadership is active and energetic. Decisions are being made about what will be done and who will do it. Resources (people, money, time, space, etc.) are being actively sought or have been committed. Community climate offers support of efforts.

LacLaBiche

Table 7 LacLaBiche

Interview	# 5 Preparation	
Dimensions A	7	Score
Dimensions B	6	
Dimensions C	2	
Dimensions D	7	
Dimensions E	6	
Dimensions F	7	
	35	5,8333

The LacLaBiche Friendship Center currently scored at 5 and in the preparation stages of readiness to begin addressing addictions prevention and awareness issues in the community. The organization was established to address program and support service gaps within the community. The Center is a vital connection for individuals and families to accessing social services, information and referrals to organizations and Institutions. The Board of Directors determines the overall direction and focus of the Center's programs goals and objectives and represents the Society's position relevant to current public issues. There is a dedicated staff at the Center to assist in achieving program objectives through teamwork.

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Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

The Center employs a full time Executive Director, program coordinators for the New Horizon Youth Programs and Youth Center; Feather of Smoke Tobacco Reduction, Family Support and Aboriginal Literacy Programs. Where appropriate, services are integrated with services provided by other agencies/providers, for a continuum of care. The Center has many programs and services including:

- Ceremonies and cultural teachings
- Aboriginal awareness training
- Aboriginal Youth Leadership workshops
- Youth suicide awareness
- Clothing Bank
- Food Bank
- Soup Kitchen
- Referrals, support, advocacy

The Center also works closely with AADAC, Metis settlements of Kikino and Buffalo Lake and First Nations communities including Beaver Lake Treatment Center and the NNADAP Program.

Dimension B. Community Knowledge of The Efforts

An increasing number of community members have knowledge of alcohol/drug abuse services/programs and are increasing the knowledge of the general community efforts.

The LacLaBiche Native Friendship Center is visible in the community and community members access their services on a regular basis. The staff of the Center are knowledgeable about the efforts of the community in addictions services and work in partnership with AADAC and Beaver Lake Treatment Center. The Center also developed a smoking reduction program and makes referrals to AADAC and Beaver Lake Treatment Center on an ongoing basis. The Center does lack resources, infrastructure and manpower to adequately develop and maintain an Addictions program, and a need for an Aboriginal program is acknowledged.

The Center is exploring alternative funding to deal with addictions and currently host alcohol and drug free community events.

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Dimension C. Leadership (includes appointed leaders & influential community Members)

The leaders of the community with respect to addictions programming are; AADAC, Beaver Lake Treatment Center and the LacLaBiche Friendship Center. The Friendship Center's Board of Directors are concerned about the effects of addictions on community members, however, the town leadership is not as concerned. They are not very familiar with community issues with respect to addictions. The Executive Director of the Center is a member of the Interagency Committee and the LacLaBiche Drug Coalition.

Dimension D. Community Climate

The majority of the community generally supports alcohol/drug abuse programs, activities, or policies. "We have taken responsibility."

The Center staff is supportive of addictions programs and understands that there is a problem. The Center is creating more partnerships related to addictions programs and services are involved in the community and work together with surrounding communities. The Center is planning to work more with youth and deliver programs to schools and also empower parents and youth, and have more parent sharing circles.

Dimension E. Community Knowledge About The Issue

A majority of community members are aware of the effects of alcohol/drug abuse and local data are available.

The staff is knowledgeable of the effects of addictions on families, individuals and communities. Most staff members have lived with addictions, and the intergenerational affects of residential schools and colonization. The Center has a library of resources, pamphlets, brochures and general information on addictions and the services/resources within the community.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

Community members and leaders are beginning to look at continuing efforts of addictions programs and services through accessing additional resources.

The Friendship Center provides outreach, intake, referrals, support and advocacy to clients on a day to day basis. The need is assessed and the proper referral is made either internally or externally. The staff does not have formal training in addictions counseling. The community is supportive of events and t have a large pool of volunteers from all surrounding communities.

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Grand Prairie

Table 8 Grand Prairie

Interview	# 5 Preparation	
		Score
Dimensions A	7	
Dimensions B	6	
Dimensions C	6	
Dimensions D	7	
Dimensions E	4	
Dimensions F	5	
	35	5.8333

The Grand Prairie Friendship Center currently scored at 5 and in the preparation stages of readiness to begin addressing addictions prevention and awareness issues in the community. The Center is an extremely professional body with a strong supportive Board of Directors. One of the main concerns of the Center is to maintain their autonomy, in delivering programs and services. The Center stressed a need to be involved in the development of programs policies and procedures. Funding is a challenge, and they stressed that it is important to design relevant community driven programs and not just develop programs for the sake of having a program.

Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

The Grand Prairie Friendship Center is aware that addictions is a major concern in the community.

There are several community programs and services available in the city that addresses addictions. The services provided outside of the Center are as follows:

- AADAC
- Detox Center and Treatment Program
- Youth Treatment Program
- Homeless Shelter
- HIV North
- Aboriginal Mental Health Strategy
- Alberta Mental Health and Wellness
- Alberta Health and Wellness
- Smoking Cessation Program

The services provided at the Center are as follows:

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- Homeless Program
- Referrals, advocacy and support
- UMAC Program
- Prevention and intervention
- Community meals
- Elder Wisdom Circles
- Youth Crisis Intervention
- Food Distribution Center
- Youth Cultural Camp
- Urban Diabetes Initiative

The Homeless Program is an essential service in the community, and its strength is in the number of community members receiving services and the policy of not turning people away. The Center is the first Aboriginal Head Start program to receive accreditation in Alberta. The Board of Directors is strong, active and professional.

Dimension B. Community Knowledge of The Efforts

An increasing number of community members are aware of local efforts regarding addictions services and programs and are working to increase the knowledge/educate the general community.

The staff are knowledgeable about the issue of addictions in the community and the Center staff attend workshops and training to increase their knowledge. The staff has a good partnership with service providers and agencies in the addictions and social service field. Crisis intervention is required especially for the homeless, and harm reduction programs are required at the Center. Housing programs are required as opposed to shelters, especially since the government's approach to homelessness is now changing. More long term initiatives are needed in the community rather than band aid approaches.

The Center has a zero tolerance policy regarding alcohol and drugs and are cognizant of staff safety and child safety issues.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are active and supportive of the implementation of addictions programs and services.

AADAC is a strong community leader, and there is a joint effort of all organizations. Most social service providers in the community deal with addictions on a daily basis. The Center is not formally on any task forces or committees that deal with addictions, however, there is ongoing dialogue and discussions with AADAC and other addictions providers.

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Dimension D. Community Climate

The majority of the community generally supports programs, activities, and policies. “We have taken responsibility.”

The Friendship Center supports community efforts to deal with alcohol and drug abuse issues on a daily basis. The major obstacle for providing addictions programming and services are funding and human resources.

Dimension E. Community Knowledge About The Issue

Some community members are aware of alcohol and drug issues.

The staff of the Center are knowledgeable with respect to addictions through personal experience, “everyone has dealt with it one way or the other”. The Friendship Center has a pool of resources available at the Center and provides a one window resource Center, street needle exchange, pamphlets, general information, and resources for prevention. Though staff have no formal Addictions Counselor Training, they have attended alcohol/drug abuse prevention workshops.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

Some members of the community are looking into the available resources.

The community is supportive of the Center’s initiatives and events are well attended, however it is difficult to recruit volunteers and obtain a commitment from current volunteers. The Center is currently in discussions with Alberta Mental Health to provide a Mental Health Worker as a Center resource twice a week.

High Prairie

Table 9 High Prairie

Interview	#5 Preparation	
	7	Score
Dimensions A	6	
Dimensions B	6	
Dimensions C	6	
Dimensions D	5	
Dimensions E	6	
Dimensions F	4	
	34	5.6667

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The High Prairie Friendship Center currently scored at 5 and in the preparation stages of readiness to begin addressing addictions prevention and awareness issues in the community. The Center supports all efforts to promote addictions and mental health issues in the community. There is a high population of Aboriginal people in High Prairie and not enough services provided in the community. The Center is interested in developing strong relationships within the community and providing strong culturally appropriate services.

Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

Addictions is a great concern amongst staff, Board members and the community of High Prairie. Although there are no formal addictions program at the Center most of the clientele are battling some form of addictions. The addictions services provided outside the Center are as follows:

- AADAC
- The Metis Indian Town Alcohol Association
- Kapown Treatment Center
- Alberta Mental Health
- Methadone Program
- Northern FASD

Other services provided at the Center are as follows:

- UMAC
- Youth Suicide Prevention
- Peer Pressure Support Training
- Referral, advocacy and support services
- Soup Kitchen
- Drop in Centre
- Brighter Futures
- Pre-Natal Nutrition
- Parent Resource Center
- Adult Programs
- Family Programs
- Women's Programs
- Elders Programs
- Round Dances
- Pow Wows

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Dimension B. Community Knowledge of The Efforts

An increasing number of community members have knowledge of addictions programs/services and are working to increase the knowledge of the general community.

The community is aware of the Friendship Center programs and services; however, the Center needs to do some marketing and promotion, through providing handouts and just getting out and talking to community members. The centre's Executive Director participates in the town's interagency meetings and is aware of other programs/services. The Center is in touch with the community and aware of addictions issues and issues affecting youth. The Center recognizes that they need more training with respect to addictions and FASD and Grief Recovery. The Center sees a need for more interaction, communication and partnerships with the bordering First Nations communities and Metis Settlements, as High Prairie is the hub for Aboriginal people of the area. The Centre understands the need to foster relationships with the community and would like to implement addictions prevention and awareness programs. The Center provides a safe place for community members to talk about their issues and is a catalyst for community support and advocacy.

The Center provides alcohol and drug free events, and has a zero tolerance with respect to alcohol and drug use at the Center.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are active and supportive of the implementation of addictions programs/services.

The leadership of the Center are support of efforts regarding addictions. Leaders in the addictions field are: AADAC, Metis Indian Town Alcohol Association, Alberta Mental Health and the Friendship Center. There are no tasks forces or committees related to addictions; however there is an interagency committee in which the Center is an active participant.

Dimension D. Community Climate

The attitude in the community is "we are concerned about this," and community members are beginning to reflect support for addictions programs/services.

The community of High Prairie, the staff and leaders of the Friendship Center are concerned about addictions. The Center has a good relationship with Town Council and there is an Aboriginal person on Council. There is a high proportion of Aboriginal people residing in the town, with approximately 50% Aboriginal or Metis.

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The Center is supportive of the community addictions programs/services and make referrals regularly to Metis Indian Town Alcohol Association, AADAC and Mental Health. The Center holds events in the local schools and promotes alcohol and drug free programs and services. The Centre supports all efforts to implement addictions programs/services.

Dimension E. Community Knowledge About The Issue

A majority of community members are aware of the effects of alcohol/drug abuse issues and local data is available.

The staff of the Center are knowledgeable in the effects of alcohol/drug abuse issues. The majority of their clients have addictions issues. The Center provides information in the form of brochures, pamphlets, community resources, contact lists and community resource guides to distribute to clientele.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

The community has individuals, organizations, and/or space available that could be used as resources.

Most clients access the services on a regular basis. Referral services are offered at the Center. One staff member has taken the Community Addictions Training at Nechi Institute and others have taken workshops or training on addictions prevention and awareness including suicide prevention. The community is supportive of the Center's initiatives and alcohol and drug free events. It is difficult to recruit and maintain a pool of reliable volunteers.

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Bonnyville

Table 10 Bonnyville

Interview	# 5 Preparation	
		Score
Dimensions A	7	
Dimensions B	6	
Dimensions C	8	
Dimensions D	6	
Dimensions E	5	
Dimensions F	3	
	35	5.8333

The Bonnyville Friendship Center currently scored at 5 and in the preparation stages of readiness to begin addressing addictions prevention and awareness issues in the community.

The Bonnyville Canadian Friendship Centre promotes a healthy, positive and productive community and works together to empower families and individuals through innovative and cultural services.

The Bonnyville Canadian Native Friendship Centre is a community based service that provides community empowerment through the promotion of wellness and culturally appropriate programming.

Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

The Bonnyville Friendship Center recognizes the growing concern of addictions within their community. The Centre consults with AADAC and The Bonnyville Indian/Metis Rehabilitation Center on a regular basis and provides advocacy, support and referrals to clients who desire to access these services. However, most clients go directly to AADAC, and the Centre provides ongoing support to these individuals if requested. The addictions services provided outside the Center are as follows:

- AADAC
- Bonnyville Native Rehabilitation Center
- Margaret Savage Crisis Center
- Alberta Mental Health

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The services provided at the Center are as follows:

- Aboriginal Youth Club
- Crime Prevention
- Fine Options Program
- Food Bank
- Clothing Depot
- Drop in Center
- Community feasts and special events
- Community liaison and referrals
- Cultural Ceremonies
- Cultural Programming
- Elders Program
- Family Violence and Bullying Prevention Program
- Soup Kitchen
- Youth Justice Committee
- Adult Recreation
- Youth Recreation

The Center has been in existence for 27 years and recognizes the need for more collaboration and partnerships with town council and surrounding First Nations communities and Metis settlements. The Center conducts presentations to Town Council on cultural awareness issues and the council is a supporter of the Center's programs and services.

Dimension B. Community Knowledge of The Efforts

An increasing number of community members have knowledge of addictions programs and services issues and are working to increase the knowledge of the general community about these programs/services.

The community is aware of the efforts of the Center. The Center recognizes the need to be more inclusive and inform community members that they serve all members regardless of ancestry. The community is aware of the programs available at the Center and access these services on a regular basis. The Friendship Center has a zero tolerance policy regarding the alcohol and drug abuse and all events and initiatives at the Center and alcohol and drug free.

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Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are supportive of expanding/improving efforts through active participation in the expansion/improvement.

The community of Bonnyville has recognized leaders in addictions services, those services are provided by AADAC and the Bonnyville Native Rehabilitation Center.

The leadership of the Friendship Center recognizes there are addictions problems amongst our people and clients and fully support any programs and services that can be initiated and provided. However, in terms of community and town council there is low tolerance for addictions and assumptions are made without any prior knowledge. Leadership is very supportive of providing and implementing a wellness facility and would like to see more mental health referrals. There are no formal tasks forces or committees that are addictions specific; however, the Executive Director participates on the Bonnyville Housing Project, Victims Services and the town's interagency committee.

Dimension D. Community Climate

The attitude in the community is "This is our responsibility" and are beginning to address alcohol/drug abuse issues.

The Bonnyville Friendship Center supports and hosts alcohol and drug free events, the Center works closely with the Bonnyville Indian Metis Rehabilitation Center on a regular basis. One of the Board members of the Friendship Center is an Addictions Worker, and is aware of addictions issues. The obstacles in providing addictions services is a lack of community support, financial resources and lack of information. AADAC is not visible in the community and their referral system needs to reflect the needs of the clients. The leadership of the Center's Board is supportive of addictions programs and services

Dimension E. Community Knowledge About The Issue

Community members are aware of the effects of alcohol/drug abuse issues and its impact on individuals, family and community members.

The staff of the Center are knowledge of the effects of alcohol and drug abuse. Most staff members are aware of the effects of intergenerational affects of residential schools. The Center provides information to community members on addictions and provides resources, brochures, pamphlets and other addictions literature.

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Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

The community is not sure what it would take, (or where the resources would come from) to initiate addictions programs and services.

The Friendship Center provides clients referrals, support and advocacy. Staff has no Addictions Counselor Training. The Center recognizes the need to build relationships and partnerships with the bordering First Nations and Metis Settlement, especially in terms of delivering workings, and providing alcohol and drug free events. The Center supports alcohol and drug free events.

High Level

Table 11 High Level

Interview	# 5 Preparation	Score
Dimensions A	7	
Dimensions B	7	
Dimensions C	6	
Dimensions D	4	
Dimensions E	7	
Dimensions F	4	
	35	5.8333

The High Level Friendship Center scored at 5 and in the preparation stages of readiness to begin addressing addictions prevention and awareness issues in the community.

The High Level Friendship Center Society is committed to:

- Improving the quality of life for First Nations and Aboriginal People in urban and rural environments by supporting self-determined activities, which encourage the development of human, and community resources and the improvement of socio-economic and physical conditions;
- Promotion of better understanding and relations between all peoples;
- Encouraging and facilitating the enhancement of First Nations and Aboriginal culture among First Nations and Aboriginal people and the communities they reside in

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Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

Alcohol/drug abuse is a concern in the community. AADAC and Action North provide addictions services in the community. The Center provides programs and services, there was a temporary suspension of services due to a fire. The services provided are as follows:

- Aboriginal Head Start
- Clothing Bank
- Food Bank
- UMAC Program
- Parenting Program
- Men's and Women's Healing Circles
- Youth Programs
- Elders Circles
- Drop in Center

Dimension B. Community Knowledge of The Efforts

There is evidence that the community has specific knowledge of addictions programs and services.

Community members are aware of the programs and services available at the Friendship Center. There is a high demand for addictions services and it is difficult to reach the population that require these services. There is support for the Center's programs and services and the Center has a good relationship with addictions service providers. The Friendship Center programs are in place to serve all community members; however the majority of people accessing these programs are Aboriginal men and women.

The bordering First Nations community's have difficulty accessing programs and services due to jurisdictional issues or lack of alcohol/drug prevention and awareness of programs. There are formal policies in place pertaining to employee conduct regarding alcohol and drug abuse.

There is a need to expand services for all people with addictions issues. The Friendship Center plans to expand their addictions services and programs

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Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are active and supportive of the implementation of addictions programs/services.

The leaders in addictions services are; AADAC, Northern Lights Health Regions, North Western FASD Society and Action North Recovery House. The Executive Director participates on an addictions and recession task force. The leaders of the Center are supportive of addictions programs.

Dimension D. Community Climate

The attitude in the community is now beginning to reflect interest in the issue of alcohol/drug abuse.

The Center recognizes that High Level and area has a high percentage of Aboriginal people with addictions issues. The Friendship Center supports efforts to address addictions and are beginning to implement programs and services. The primary obstacle for the Center is location, funding and human resources.

Dimension E. Community Knowledge About The Issue

Community members have knowledge of, and access to, detailed information about Alcohol/drug abuse issues.

The staff of the Center are knowledgeable about addictions. The Center provides some information and resources. The Center's staff provide outreach and education on addictions services and programs. The Friendship Center has a good working relationship with AADAC and Action North and can access data at any time.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

The community has individuals, organizations, and/or space available that could be used as resources.

The Friendship Center provides referrals, advocacy and support to addictions services. The staff do not have Addictions Counselor Training. The Center is working to address addictions and provide alcohol and drug free events.

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Slave Lake

Table 12 Slave Lake

Interview	# 5 Preparation	
		Score
Dimensions A	7	
Dimensions B	8	
Dimensions C	4	
Dimensions D	7	
Dimensions E	5	
Dimensions F	3	
	34	5.6667

The Slave Lake Friendship Center currently scored at 5 and in the preparation stages of readiness to begin addressing addictions prevention and awareness issues in the community.

The Center is working to raise addictions awareness and prevention. The Center supports addictions initiatives. There is a need to implement health promotions issues and to provide suicide prevention for youth. The Center is cognizant of the need to work outside agencies and addictions service providers.

Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

The Slave Lake Friendship Center recognizes that addictions are quite rampant in the community. The community receives addictions services through AADAC and Aspen Health provides mental health services. The Aspen Health Mental Services has a steering committee and the Salvation Army provides addictions services. The Center provides addictions services through referrals, advocacy and support. The Center provides the following services:

- AA meetings
- Alanon
- Smoking Cessation Programs through AADAC
- UMAC Program
- Women honoring Women Program
- Cultural camps
- Youth coordinator
- Volunteer appreciation
- Food bank

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- Thrift store
- Fund raisers
- Soup and bannock
- Showers
- Youth Suicide Prevention
- National Addictions Awareness Week
- Santa's Anonymous

The Kings kitchen also serves hot lunches and parent link is a resource that the Center makes referrals to on a regular basis. The Friendship Center has been providing services to the community for approximately 15 years.

Dimension B. Community Knowledge of The Efforts

There is considerable community knowledge about various community programs/services and its effectiveness is acknowledged.

The residents of Slave Lake are aware of the services provided by the Friendship Center services are accessed regularly. The Center provides referrals to AADAC; outreach and workshops. The Center provides services to all residents of Slave Lake regardless of ancestry. AADAC is effective, however, the referral system is not meeting the immediate needs of clients. Individuals seeking help for their addictions must go through a referral system and may take up to three weeks from the initial contact to obtain an appointment with a counselor, and in most instances they do not follow through with their appointment or treatment plan. The Center would be in a better position to address addictions in the community with more resources or employing a Health and Wellness Worker to provide culturally relevant health services in partnership with AADAC. The Center provides services to the homeless population and would like to implement a mat program. The Center has a zero tolerance policy for alcohol and drugs they will provide services to the homeless as long as there is no threat to other clients or staff.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are working at implementing more programs and services.

The leader's specific to addictions issues in Slave Lake are; AADAC, Aspen Health and the Friendship Center, by nature of their clientele. The leadership of the Center are concerned about addictions and its effects on their clientele. Although there are no tasks forces or committees specific to addictions, the Center has developed partnerships with AADAC, Aspen Health, Parent Link and Family Children's Service. The Center supports addictions programming and there is overall support for addictions related services in the community.

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Dimension D. Community Climate

The majority of the community generally supports programs, activities, or policies. "We have taken responsibility."

The Slave Lake Friendship Center supports the efforts to address addictions through providing referrals to addictions and mental health service providers. The Center also provides advocacy and support to individuals and organizes round dances, Aboriginal days, make referrals, provide advocacy and support, and do some prevention with the youth on addictions, mental health and suicide. The primary obstacle or barrier to the Center in providing quality addictions services is funding, human resources and client support.

Dimension E. Community Knowledge About The Issue

Community members are aware of the effects of alcohol and drug abuse

The staff at the Center are knowledgeable about addictions and understand the intergeneration affects that the residential school has on the Aboriginal population. The staff recognize the signs and symptoms of addictions, but are not trained in how to handle addictions. The Center provides information to community members on addictions and provides resources, brochures, pamphlets and other literature regarding addictions.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

The community is not sure what it would take, (or where the resources would come from) to initiate addictions programs and services

The Friendship Center provides referrals, advocacy and support The staff have no Addictions Counselor Training. The Center is working to implement addictions programs and services and provides alcohol and drug free events. The Center does not have a strong volunteer base, and staff carry out all initiatives at the Center after hours, if required.

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Calgary

Table 13 Calgary

Interview	# 5 Preparation	
		Score
Dimensions A	7	
Dimensions B	6	
Dimensions C	5	
Dimensions D	7	
Dimensions E	4	
Dimensions F	3	
	32	5.3333

The Calgary Friendship Center scored at 5 and in the preparation stages of readiness to begin addressing addictions prevention and awareness issues in the community.

The Center believes that addictions is a specialized area and they do not have to mandate or capacity to handle addictions programming or services. Addictions services are provided by Alberta Health and Wellness, AADAC, Alberta Mental Health, Sunrise Treatment Center and ALPHA House.

There is an Addictions Steering committee consisting of organizations specializing in addictions. The Center referrals, advocacy and support to addictions providers. The Center has a good working relationship with the Addictions Service providers. The Center provides services based on their capacity. There is an Aboriginal Standing committee on Homelessness in which the Center is an active participant.

Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

In Calgary urban Aboriginal people with addictions can attend an Aboriginal Treatment Center and are provided with a culturally appropriate program to assist with their addictions issues. The Center provides referrals directly to these treatment Center's when requested by community members.

Dimension B. Community Knowledge of The Efforts

An increasing number of community members are aware of programs/services provided and available. And are working to educate the general population.

The Friendship Center is the most accessible urban Aboriginal agency in Calgary for drop in services and referrals for any services, they don't advertise that they will make

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referrals to addictions Centers but, referrals are provided based on their relationship with Sunrise Native Addictions.

That Sunrise Native Addictions Center provides culturally relevant programming for Aboriginal people with addictions. The referrals that the Center provides predominantly are for Urban Aboriginal people in Calgary including both women and youth.

Referrals to addictions treatment services are always needed among urban Aboriginal people who are homeless and coordination of these services could be concentrated among the shelters that are currently supporting urban Aboriginal people.

There is a formal policy in place for termination of staff; this is contained in their Human Resource policy manual. (Possession of or being found under the influence of illegal drugs while so employed by the Friendship Center or on Friendship Center property or while on Friendship Center Business.)

As for the unwritten policy with respect to people coming to the Center intoxicated, if this occurs the person is asked to leave and return when he/she is sober.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are part of a committee or group that addresses addictions issues

The leaders in addictions programming are Sunrise Native Addictions Center, AADAC f and ALPHA House. There are other issues related to assisting urban Aboriginal people in Calgary that overshadow the need to coordinate addictions treatment services.

There is an addictions committee that meets regularly and discusses strategies in dealing with addictions in Calgary; the Friendship Center currently isn't a part of that committee. However, the Executive Director of the Center is on the Board of Fresh Start Addictions for men, and has an Aboriginal client base of about 30%.

Dimension D. Community Climate

The majority of the community generally supports programs, activities, or policies. "We have taken responsibility."

The Friendship Center supports the efforts to address addictions in the area by providing referrals, advocacy and support. There are multiple barriers in the Center's ability to address addictions, namely capacity and funding. Although addictions are an issue amongst the Center's clientele and the Aboriginal population within Calgary the Center is not involved as much in the treatment, more through support, advocacy and referrals.

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Dimension E. Community Knowledge About The Issue

Some community members are aware of the effects of alcohol/drug abuse related issues.

The staff of the Calgary Friendship Center are knowledgeable about addictions and can recognize the effects of alcohol and drug abuse. The Center provides information to community members on addictions and how to access services. The Center also provides resources, brochures, pamphlets and other literature on addictions.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

The community is not sure what it would take, (or where the resources would come from) to initiate efforts.

The Friendship Center staff have no Addictions Counselor. The Center is supportive of all efforts or initiatives to address addictions, however, do not have the space or capacity to host events. The Center does not have a broad base of volunteers to address addictions at this time.

St. Paul

Table 14 St. Paul

Interview	#5 Preparation	
	6	Score
Dimensions A	6	
Dimensions B	6	
Dimensions C	8	
Dimensions D	4	
Dimensions E	5	
Dimensions F	5	
	34	5.6667

The Mannanawis Friendship Center scored at 5 and in the preparation stages of readiness to begin addressing addictions prevention and awareness issues in the community.

The Center supports the efforts of the ANFCA and addictions is a serious concern in the community. The Center will implement addictions programming with or without funding and will make adjustments to provide space for addictions programs. The Center is seeking funds to provide addictions services and programs.

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Dimension A. Existing Community Efforts

Programs/activities have been implemented.

The Mannanawis Friendship Center are concerned with the level of alcohol and drug abuse in the community. The Center makes referrals to AADAC and provides support and advocacy to programs and services. The Center provides the following services:

- Referrals, Advocacy and Support
- AA meetings
- Soup kitchen
- Food Bank
- Family Violence Program
- Sharing Circles
- Youth Programs
- Drug Education and prevention
- Men's Group
- Cultural Programs
- Drop in Center
- Shuttle Service to Saddle Lake
- Healing together our Sacred Journey

The Center is working in partnership with the Saddle Lake Healing Lodge to implement an addictions outpatient day program.

Dimension B. Community Knowledge of The Efforts

An increasing number of community members are aware of addictions programs and services and are working to educate the general community.

The community of St. Paul is knowledgeable about the Center's programs and services. AADAC provides addictions services to the residents of St. Paul, however, the referral system does not work for individuals seeking immediate intervention and support.. AADAC programs are not Aboriginal specific and the Center is working towards providing culturally relevant addictions programs and services.

The Center is visible in the community and tailor their programs to meet the needs of their Aboriginal clients. The Center assists clients according to their needs and do not turn people away. The Executive Director has 25 years of training in Addictions Counseling and Clinical Supervision. The Center lacks funding and resources to adequately address addictions, however, the Center is working on some addictions initiatives and developed a survey to assess the immediate needs of the community.

There needs to be more collaboration and partnerships with AADAC and Saddle Lake Healing Lodge in developing programs. The Center is currently in discussion with Nechi

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Institute to providing staff training in community addictions and other specialty courses. The Center has a zero tolerance policy with respect to alcohol and drugs and is based on a policy of respect and behavior.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are supportive of expanding/improving addictions programs and services through active participation in the expansion/improvement.

The leader's specific to providing addictions services are; AADAC, Saddle Lake Healing Center and the Mannanawis Friendship Center. Addictions is a concern amongst the leadership and staff of the Friendship Center, the Board of Directors continuously supports addictions programming through working with the Saddle Lake Healing Center.

The Executive Director of the Center participates on the Champions for Change Working Group and the town's interagency committee where the physical and social climate of the town are addressed, including addictions.

The leadership also goes outside of its mandate to address addictions and provide some services. Funding and resources are obstacles that prevent the Center from providing quality programs and services.

Dimension D. Community Climate

The attitude in the community is now beginning to reflect interest in the issue. "We have to do something, but we don't know what to do."

The Friendship Center supports and provides services relating to harm reduction. The Center has their own version of the 12 step program, which is culturally specific and focused on harm reduction.

The Center supports addictions programs and services. In the past, the Center provided a Mat program for the homeless population; but was shut down by the town, for insurance purposes. The Center has AA meetings, youth workers, food bank and provides prevention, intervention, advocacy and support. The Center has volunteers that come in to help out or do some work around the Center, the Center provides these opportunities to homeless people or people struggling with addictions and trying to stay clean.

Although funding is an issue, the Center tries not to consider it a big obstacle; they are still providing the service without any funding.

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Dimension E. Community Knowledge About The Issue

Community members are aware of the effects of alcohol and drug abuse and information is available.

The staff of the Center are knowledgeable about addictions, but are not trained in Addictions Counseling. The Center provides information on addictions and provides resources, brochures, pamphlets and other literature regarding addictions.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

Some members of the community are looking into the available resources.

The Executive Director is certified Addictions Counselor. However, there is no funding available to train staff

The Center has a good volunteer based and most staff have volunteered to keep the doors open at the Center until the funding was approved. A total of 13 people volunteered for approximately 4 months and most are now employed at the Center. Although the community of St. Paul is not very supportive of events and activities hosted by the Center the Friendship Center continuously promotes their efforts in the community.

Initiation Stage

- Enough information is available to justify the implementation of addictions programs and services efforts. Action has been started and is underway, but it is still viewed as a new effort. Staff are in training or have just finished training. There may be great enthusiasm among the leaders because limitations and problems have not yet been experienced. Improved attitude in community climate is reflected by involvement of some community members in the efforts.

Communities at the initiation stage are ready to write and submit grants when there are funds that are available. They are, however, encouraged to view resources broadly and to try to find local resources that can be maintained over the long haul. They know their community, they know their resources and what types of activities or programs are appropriate for their community. To move to this stage, they have gained the support of leaders and of many community members. They can work toward getting policies in place, and begin to conduct training for professionals and paraprofessionals. Another intervention at this level is to conduct consumer interviews to gain information about improving services, identify service gaps, and utilize computer searches to identify potential resources that match community needs.

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Red Deer

Table 15 Red Deer

Interview	# 6 Initiation	
Dimensions A	7	Score
Dimensions B	7	
Dimensions C	8	
Dimensions D	7	
Dimensions E	4	
Dimensions F	4	
	37	6.1667

The Red Deer Friendship Center scored at 6 and in the initiation stages to begin addressing addictions prevention and awareness issues in the community.

The Center recognizes a need to strengthen some of their community partnerships especially with Central Alberta Women's Emergency Shelter. The Center supports the implementation of addictions programs and services. There is a need to have Addictions workers employed at the Center and these services must continue after 5pm, as this is when individuals battling addictions require additional support. The Center also stressed the need to provide a holistic approach to healing and wellness with a focus on the development of harm reduction strategies.

Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

The Red Deer Friendship Center recognizes the growing concern of addictions within their community. The Centre consults with AADAC and Safe Harbor Detox Center on a regular basis and provides advocacy, support and referrals. The Safe Harbor Detox Center also provides the services of an Aboriginal Community Support Worker.

The Center works in partnership with Native Counseling Services in providing support to individuals in conflict with the law.

Although the Friendship Center provides services related to addictions there is no formal addictions program in place at the Center. The services provided at the Center are as follows:

- Homeless outreach
- Health Liaison
- Workshops on Addictions
- AA meeting

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- Alanon meetings
- UMAC Program
- Health Workshops
- Youth Prevention Workshops
- Gang issues for youth
- Family Support Programs
- Referrals, advocacy and support
- Men's Program
- Mom and Tot Program

Dimension B. Community Knowledge of The Efforts

There is evidence that the community has specific knowledge of local efforts including contact persons, training of staff, clients involved, etc.

The clients access the services available at the Friendship Center, however, the Center does not advertise or promote addictions services. The Friendship Center is aware of the efforts in the community to address addictions and both AADAC and Safe Harbor Detox Center are visible in Red Deer.

The programs offered at the Center are holistic in nature, where Aboriginal culture and traditions are weaved through the programs. The Center advocates for the family and in keeping families together. The Center is sensitive to Aboriginal culture and traditional practices and the Safe Harbor Detox Center has an Aboriginal program and Elder to provide counseling and guidance to Aboriginal clients accessing their programs.

The Center provides some addictions service, but lack funding, training, human resources, and marketing of programs. The Center is working to address addictions programming and services to the community. The AADAC referral system is not meeting the immediate needs of the community.

There is a problem in the community of Red Deer with respect to child apprehensions amongst Aboriginal families; there is an overrepresentation of Aboriginal children in care, due to alcohol or drug abuse. The Center is working with these families through the provision of advocacy and support.

There is need in the community to expand addictions programs and services, both AADAC and Safe Harbor Detox Center are overworked, the Center could be central in supporting Aboriginal people in addictions. The Center has a four way partnership with Women's Outreach Society, Alberta Mental Health, and Safe Harbor Detox Center.

The Center is always searching for funding and updating their skills through workshop and training programs in addictions, however, there is nothing formal in place to expand the mandate of the Center to implement an addictions program.

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The Friendship Center has a zero tolerance policy regarding alcohol and drug use at their Center and is cognizant of staff safety issues. The Center also has a staff policy regarding addictions and an employee assistance program.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are supportive of expanding/improving efforts through active participation in the expansion/improvement.

The Red Deer Friendship Center supports the efforts of community leaders in the addictions field and is one of the leaders in providing services to the community. Both the leadership of the Friendship Center and the community of Red Deer are concerned about the issue of addictions amongst its citizens. Although the Center is not involved in any task force or committees regarding addictions, the four way partnership exists between the aforementioned service providers. The Executive Director also participates on the Housing Management Committee to address homelessness.

Dimension D. Community Climate

The majority of the community generally supports programs, activities, or policies. "We have taken responsibility."

It is quite evident that in the city of Red Deer that there needs to be more awareness on aboriginal issues, addictions, cultural awareness, and more tolerance towards other ethnic groups. There are many transients and homeless residing in Red Deer and most of these individuals are of Aboriginal descent.

The Center supports the efforts of AADAC and Safe Harbor Detox Center and has established partners to address the addictions problems and concerns in the community.

The main obstacles or barriers hindering the Center from providing a full scale addictions program are resources, funding, mandate and space.

Dimension E. Community Knowledge About The Issue

Some community members recognize the signs and symptoms of this issue, but information is lacking.

The staff and leadership of the Center are knowledgeable about addictions and recognize the effects of alcohol and drug abuse. The front line workers at the Center work with the families and see how addictions affect families and children. The staff has taken some training and workshops on addictions awareness, prevention and signs and symptoms, however do not have Addictions Counselor Training.

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The Center does not catalogue any resources, pamphlets or literature on addictions, however, the Health Liaison Worker provides outreach, referrals, support and advocacy.

The Friendship Center collects statistics through their family support program and outreach, however, there is no data collected with respect to addictions services, that information is collected through AADAC and Safe Harbor Detox Center.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

The community has individuals, organizations, and/or space available that could be used as resources.

The Friendship Center staff has no Addictions Counselor Training, however workshops are provided through AADAC and staff has taken training in concurrent disorders. The Center promotes and hosts alcohol and drug free events such as sober dances, fund raising galas, cultural ceremonies, pow wows and round dances. Both staff and community agencies are supportive however, volunteers are very minimal. The Center is aware of Safe Harbor's action plans to promote culturally relevant addictions programming to Aboriginal people, however, the Center is interested in promoting efforts and initiating addictions programs that will provide support, recovery and aftercare for their clients in the various stages of recovery.

Hinton

Table 16 Hinton

Interview	# 6 Initiation	
		Score
Dimensions A	5	
Dimensions B	6	
Dimensions C	8	
Dimensions D	7	
Dimensions E	5	
Dimensions F	7	
	38	6.3333

The Hinton Friendship Center scored at 6 and in the initiation stages to begin addressing addictions prevention and awareness issues in the community. The Hinton Friendship Center is very active in the community and provides programs and services in many areas to the urban population.

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Dimension A. Existing Community Efforts

Programs/activities are being planned.

The Hinton Friendship Center staff and leadership are concerned about addictions. The Center discussed the different addictions affecting the community and their clients. The following addictions are listed according to relevance and of the most concern.

- Gambling
- Food
- Alcohol
- Drugs
- Prescription drugs
- Sex

Addictions have been an on-going issue for the Friendship since they opened their door. The Friendship Centre has been supportive of staff and community members when dealing with these issues.

Food addictions: Implemented an exercise program for staff. The Center has taken out chip and pop machines in their facility.

Cooking programs to teach individuals how to eat and cook healthier.

Children and youth programming has a healthy eating component and exercising.

Partnerships established with AADAC and Alberta Mental Health to have a worker come into the Centre one day a week to bridge the gap for Aboriginal people in the community.

Involved with Hinton Drug Action Committee, which has done extensive campaigns in the community.

Sex addictions are more difficult to deal with but the Centre has implemented a program that deals specifically with sexual abuse issues. Many of these efforts have been on-going since the Center opened its doors, some of them our more recent.

Dimension B. Community Knowledge of The Efforts

An increasing number of community members have knowledge of local efforts and are trying to increase the knowledge of the general community about these efforts.

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Many of the programs that the Friendship Center offers are full and have waiting lists. The program staff does awareness campaigns and works in partnership with the community at large to ensure that they are meeting the needs of the clientele.

The Center participates in Interagency meetings to ensure that they know what is happening in the community and the community is aware of the efforts they are implementing.

The strengths of these efforts are community building and community involvement. The programs that the Center provides serve a wide variety of people: The youth programs serve youth, children's programs serve children of both genders. They both target Aboriginal people but also provide services to non-Aboriginal.

There is a lack of services for drug and alcohol abuse for youth in the area and a lack of services for gambling addictions in the area as well. The Friendship Centre has been trying to find funding to have a full-time Addictions Councilor on staff for many years and it is still a priority for them.

It is understood at the Centre that they will provide assistance to community members that are in need of help when dealing with addictions. The Center makes referrals to addictions facilities on regular basis.

The Centre often offers the intoxicated person a ride to their home; they do not want to encourage this type of behavior. The Center tries to present the youth and other clientele with good role models. There is a need to expand these policies, a formal policy on how staff should handle these situations in a formal matter.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are supportive of expanding/improving efforts through active participation in the expansion/improvement.

The leaders in Hinton specific to addictions services are AADAC and the Hinton Drug Action Committee. The leadership of the Friendship Center are concerned about addictions amongst community members and supportive of expanding the Center's programs and services to include a formal addictions program or mandate. The leadership is looking for additional funds and resources to address addictions. The leadership of the Center participates on the Hinton Drug Action Committee and is an advocate for addictions services in the community.

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Dimension D. Community Climate

The majority of the community generally supports programs, activities, or policies. We have taken responsibility.”

The Friendship Center participates on the Drug Action Committee in Hinton and supports the efforts to address addictions and provide appropriate programming when funding is available. The primary obstacle for the Center to begin initiating addictions programs is funding. The Center views addictions as an important concern and that appropriate programming is required.

Dimension E. Community Knowledge About The Issue

Community members know the effects of alcohol and drug abuse, and general information is available.

The Hinton Friendship Center’s staff has been involved in campaigns and workshops on addictions and have an Addictions Counselor on staff. Although this individual is not employed as an Addictions Counselor, the Center is able to access this employee when required. The staff knowledgeable about addictions and can identify the effects of alcohol and drug abuse.

The Center provides information to community members on addictions and provides resources, brochures, pamphlets and other literature. . The Center also provides referrals, advocacy and support.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

. Community members and leaders are beginning to look at implementing addictions programs and services by accessing additional resources.

The Hinton Friendship Center is knowledgeable about addictions. Many agencies are not as diverse in the field of Aboriginal addictions or dealing with the clients in a culturally sensitive manner. The Center has been involved in numerous workshops and training on addictions and have the expertise of an Addictions Worker on staff that is available to clients, staff and other agencies as required. The Friendship Center’s programs were evaluated in 2001 and the results of this evaluation is used on a regular basis to obtain funding.

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Athabasca

Table 17 Athabasca

Interview	#6 Initiation	
Dimensions A	7	Score
Dimensions B	7	
Dimensions C	6	
Dimensions D	8	
Dimensions E	6	
Dimensions F	4	
	38	6.3333

The Athabasca Friendship Center scored at 6 and in the initiation stages to begin addressing addictions prevention and awareness issues in the community.

The Center welcomes opportunities to develop alcohol and drug programs as long as they are not duplicating services. The Center has the support of AADAC and has a great working relationship with them.

Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

The Athabasca Friendship Center recognizes the growing concern of addictions within their community. The Center makes referrals to AADAC and social service agencies in Athabasca. The AADAC office is well staffed; however, there are no Aboriginal workers. The services provided at the Center are as follows:

- Parenting Courses
- Men's Programs
- Youth Worker
- UMAC
- Mom and Tot's Program
- Clothing Bank
- Thrift Store
- Elders Group
- Cultural Cooking Class

The Center has a good relationship with the surrounding First Nations community and with Family and Community Support Services in Athabasca. The Elders are involved in the Parenting courses and youth group meetings. The Center is involved with the local high school and host some of their youth council meetings at the high school. The

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Center funds three classroom bridge programs through UMACY, and there is a Native Liaison worker at the school who works closely with the UMACY program. These efforts have been going on at the Center for approximately 7 years.

Dimension B. Community Knowledge of The Efforts

There is evidence that the community has specific knowledge of programs and services including contact persons, available training of staff, clients involved, etc.

The community of Athabasca is knowledgeable about the efforts going on at the Center and the entire community accesses the Center regardless of ancestry.

The Friendship Center provides workshops for youth on addictions and AADAC is visible in the community and will present workshops and information sessions at the Center when requested. The Center has an excellent working relationship with AADAC and the Women's shelter and actively participate in National Addictions Awareness Week. AADAC is vocal in the community and presents workshops in the local schools and to the Center's youth group.

Although the Friendship Center supports the efforts of AADAC and has a great working relationship with them there is a need for an Aboriginal specific addictions program. The Center will support an expansion of these services and there is a need to expand the services to be more culturally appropriate, however, there is a lack of funding, resources and space to house more programs.

The Friendship Center has a zero tolerance policy for clients accessing services with respect to alcohol and drugs and is based on a policy of respect and behavior. The Center is cognizant of child safety issues.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are active and supportive of the implementation of addictions programs and services.

The leaders in Athabasca specific to addictions are AADAC, Alberta Mental Health and the Friendship Center. Addictions is a concern amongst the leaders and Board of Directors, of the Friendship Center. The leadership feel that Aboriginal people are being suppressed by governments and Band leaders. There are issues of self esteem, depression and a high rate of child apprehensions. There are no task forces or committees specific to addictions, however, the relationship with AADAC is such that the Center collaborates and meets with the Center on a regular basis.

The leadership and Executive members of the Friendship Center are v supportive of any additional efforts regarding addictions and work in partnership with AADAC to ensure that there is no duplication of services. In the implementation and development

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of additional services there will be a role for AADAC. The Center will adapt programs and services and incorporate Aboriginal perspectives in the provision of these programs and services. .

Dimension D. Community Climate

The community, in general, is strongly supportive of the need for addictions programs and services. Participation level is high. "We need to keep up on this issue and make sure what we are doing is effective."

There is a high level of alcohol and drug problems in the community. The Center advocates on behalf of Aboriginal people in relation to employment and accessing social programs and services.

The Center supports community efforts to address addictions and provides letters of support to agencies that are assisting Aboriginal people or their clients. The youth group of the Center is involved in providing alcohol and drug awareness campaigns. The Center's main role is to provide advocacy, support and referrals to access addictions programs and services.

The major obstacle in providing addictions services for the Center itself is funding and for clients it is transportation and child care. The community is small and AADAC provides 4 to 6 workers, however, an Aboriginal Addictions Worker is needed.

Addictions services are supported at the Center and there is a need to provide some aftercare and culturally relevant programming.

Dimension E. Community Knowledge About The Issue

A majority of community members are aware of alcohol and drug abuse issues, and local data is available for further support.

The staff of the Center are knowledgeable about the effects of alcohol and drug abuse.. The Executive Director has a degree in Social Work, worked with battered women for numerous years and has worked in the addictions field both directly and indirectly.

The Center provides information on addictions and provides resources, brochures, pamphlets, Flyers and AADAC Resources. AADAC also provides workshops and information when required. The Center delivers an alcohol and drug awareness program for youth through the UMAC Program.

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Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

The community has available resources, trained manpower, agencies, organizations and space.

The staff of the Center have no Addictions Counselor Training. However, the Executive Director has addictions specific training and has worked in the field both directly and indirectly. The staff attend workshops and training on addictions prevention and awareness through AADAC when available.

The Center hosts AA meetings and Alanon meetings which are organized by volunteers. The Center promotes alcohol and drug free events in all their activities and staff are encouraged to volunteer at these venues. It is very difficult to recruit and maintain volunteers, the Center has a pool of volunteers but their time is very limited.

Stabilization

- One or two programs or activities are running, supported by administrators or community decision makers. Programs, activities or policies are viewed as stable. Staff are usually trained and experienced. There is little perceived need for change or expansion. Limitations may be known, though there is no evaluation of effectiveness nor is there a sense that any recognized limitations suggest a need for change. Community climate generally supports what is occurring.

For communities in the stabilization stage the goal is to stabilize or institutionalize their addictions programs and services. The interventions allow for planning of community-wide events which community members may now attend since more are invested in the process. Training can be offered to community professionals as well as community members and evaluation tasks can be introduced to determine impact. Evaluation and consumer comments can be distributed to the public through media. Special recognition events for local support - businesses, agencies or volunteers - can be held to spark more interest in support. If programs are funded efforts are made to find ways to sustain programs through local resources. Formal networking between programs should be established for enhanced effectiveness.

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Cold Lake

Table 18 Cold Lake

Interview	# 7 Stabilization	
		Score
Dimensions A	7	
Dimensions B	7	
Dimensions C	8	
Dimensions D	8	
Dimensions E	5	
Dimensions F	7	
	42	7

The Cold Lake Friendship Center scored at 7 and in the stabilization stages to begin addressing addictions prevention and awareness issues in the community.

Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

The efforts of AADAC are very good in the community and most individuals go directly to AADAC if they require assistance. There are two Aboriginal specific addictions services in the area which provide services to the Aboriginal populations. The Friendship Center works closely with both organizations to provide services or just to collaborate on addictions issues. These two organizations are; the Bonnyville Indian Metis Rehabilitation Center and Dene Wellness Center on the Cold Lake First Nation. The services provided at the Center are as follows:

- AA meetings
- United way Programs
- Referrals, advocacy and support
- UMAC Program
- Youth Programs
- Healing Foundation workshops
- Grandmothers Gatherings

The Friendship Center has been delivering programs and services to the community for twenty years.

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Dimension B. Community Knowledge of The Efforts

There is evidence that the community has specific knowledge of local addictions programs and services including contact persons, training of staff, clients involved, etc.

The community of Cold Lake is knowledgeable about the efforts and services provided at the Friendship Center. The citizens of Cold Lake and the Center's clientele are also aware of the services provided by AADAC and Dene Wellness Center and AADAC is visible in the community.

The Center collaborates with both AADAC and Dene Wellness Center and have some engagement with the Transition House. The Center is aware of their efforts and attend meetings at the Transition House.

The strength in Dene Wellness Programs and Services is one of cultural competency. It is community based and accessible to people. AADAC is visible in the community. The Friendship Center provides referrals to AADAC and also provides advocacy and support for clients going through recovery. When invited or asked to put on some workshops both AADAC and Dene wellness will come to their events and provide information sessions.

Both AADAC and Dene Wellness Center are doing an excellent job in the community; however, there is a need to launch a transitional home for individuals suffering from mental illness and homelessness. These individuals require a home base and counselors that can provide adequate counseling and supports.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are supportive of expanding/improving efforts through active participation in the expansion/improvement.

The leaders in Cold Lake specific to addictions are AADAC, Dene Wellness Center and the Bonnyville Native Rehabilitation Center. The issue of addictions is a concern to the community of Cold Lake, however it was specified that it is more of a concern amongst youth. There are no task forces or committees specific to addictions in Cold Lake; however, the Executive Director of the Friendship Center is a Board Member of the Bonnyville Indian Metis Native Rehabilitation Center.

Both AADAC and Dene Wellness Center support addictions efforts of the Center and collaborate with the Center on initiatives. The Center's leadership supports additional addictions programs, however, would proceed with caution in order that the services of AADAC and Dene Wellness Center will not be duplicated. The Center supports initiatives that will enhance their services provided to the community.

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Dimension D. Community Climate

Some community members or groups may challenge specific programs, but the community in general is strongly supportive of the need for efforts. Participation level is high. "We need to keep up on this issue and make sure what we are doing is effective."

The Cold Lake Friendship Center supports the addictions programs and services in the community and provides workshops, information and alcohol free events.

The only obstacle the Friendship Center encounters is lack of funding for programs and training. The Center requires more training in addictions, effects of childhood trauma and emotional abuse issues. The Aboriginal people residing in Cold Lake First Nations or in the town go to treatment as determined by their status or residency.

The Center supports addictions programs and services but do not want to duplicate services. Both AADAC and Dene Wellness Centers are providing adequate services and liaisons are positive.

Dimension E. Community Knowledge About The Issue

Community members are aware of the effects of alcohol and drug abuse and information is available.

The staff and leadership of the Center have knowledgeable about addictions and are aware of effects of alcohol and drug abuse. Most staff are aware of the intergeneration affects that the residential school has on the Aboriginal population.

The Center provides information on addictions and provides resources, brochures, pamphlets and other literature regarding addictions. The Center also provides access to services to their clients by providing referrals, advocacy and support.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

Community resources are counted upon for continuous support. Community members and leaders are looking at sustained programs/services by accessing additional resources.

The Friendship Center staff does not have Addictions Counselor Training however, the Center staff understand the effects of alcohol and drug abuse addictions and work closely with AADAC and Dene Wellness Center. The Friendship Center is supportive addictions of efforts and initiatives regarding, and all events are alcohol and drug free. The Center does have volunteers in general; however, they are not addictions specific.

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Rocky Mountain House

Table 19 Rocky Mountain House

Interview	# 7 Stabilization	
		Score
Dimensions A	7	
Dimensions B	6	
Dimensions C	8	
Dimensions D	7	
Dimensions E	7	
Dimensions F	7	
	42	7

The Rocky Mountain House Friendship Center scored at 7 and in the stabilization stages to begin addressing addictions prevention and awareness issues in the community.

The Friendship Center supports the addictions initiatives of the ANFCA. The Center is expanding their programs in parenting and early intervention. The programs available at the center complement each other. The Center has programs for youth at risk, and people with disabilities. The Center also has an early intervention program for child welfare issues, and are working towards developing these programs further. The Center has partnerships in the surrounding areas of Red Deer and the First Nations communities, and have an excellent relationship with their funders.

Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

The Rocky Mountain House Friendship Center staff and leadership are concerned about addictions. The Center is an advocate in addictions programming and is the only Friendship Center in Alberta that employs a full time Addictions Worker. The Center is in the process of hiring another Addictions Worker on a part time basis. Although AADAC services are available in the community the Addictions Worker is only in the community once a week, and most addictions services in the community are provided by the Friendship Center. The services provided at the Center are as follows:

- Addictions Counselor
- Sharing Circles
- AA meetings
- Alanon meetings
- Neighborhood Place
- Aboriginal Head Start

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- Generation Youth
- Early Intervention Child Welfare
- Literacy Program
- Domestic Violence Program
- Fine Options Program
- Outreach
- Referrals, support and advocacy

The Friendship Center has developed partnerships and collaborate on a regular basis with the RCMP, Victims Services, Alberta Mental Health, Rocky Mountain House Drug Coalition, Mountain Rose Women's Shelter Association, and Alberta Justice. The Friendship Center also organizes and participates in National Addictions Awareness week and delivers presentations on addictions awareness and prevention. The Center supervises community service orders and has a foundation in providing addictions services. The Center has been providing services in the community for approximately 20 years.

Dimension B. Community Knowledge of The Efforts

An increasing number of community members have knowledge of addictions programs and services and are working to educate the general community.

The community of Rocky Mountain House is knowledgeable about the services provided by the Friendship Center and services are accessible to both the Aboriginal and non-Aboriginal community. The Center has partnerships with agencies in the community and bordering communities such as Drayton Valley and the surrounding First Nations Communities.

The Friendship Center is involved in programs and services related to addictions, and since they have an Addictions Counselor on staff they are involved in most community efforts, and the community is aware of these efforts.

One of the strengths of the Center's addictions program is its open door policy, the Friendship Center also hears most of the referrals and their intake process is more expedient than AADAC's. The Center tries to accommodate clients as they come in, even if they do not have an appointment, the Center has established their own intake process.

The referral system utilized by AADAC is not feasible for community members, and an AADAC Counselor is only available in the community one day a week. Most individuals requiring addictions services utilize the Friendship Center's Program.

Although, the Friendship Centers programs serve the entire community of Rocky Mountain House, homeless individuals have a difficult time accessing services as they have no fixed address and are dealing with multiple addictions or concurrent disorders.

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There is a need to expand the addictions services that the Center is currently providing, the Addictions Counselor has an overload of clients and another Addictions worker is required. There is a need for early intervention workers and more training for individuals to assist in providing the service.

More programs and services are required for the homeless and transitional housing programs for people coming out of jail and women coming out of the shelters and abusive relationships. There needs to be more long term care for homeless people and people suffering from addictions. There is also a lack of space in treatment centers, and day programs are required to offer support to individuals in recovery.

The Friendship Center is currently expanding their addictions program and hiring a part time Addictions Counselor. The Center has submitted a proposal for funding to establish an overnight homeless shelter based on the Safe Harbor's Homeless Shelter's Mat Program.

The Center operates on a Zero tolerance basis for people coming into the Center intoxicated and this is strictly enforced since the Head Start Program Building is adjacent the Friendship Center. The Center is cognizant of child safety issues, and the Head Start premises has a separate entrance. The Center also has a staff policy regarding addictions and an employee assistance program. The same policy applies to people under the influence of drugs. All events are alcohol and drug free.

The Center is supportive of addictions programs and services in the community, and all events are alcohol and drug free.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are supportive of programs and services and are researching resources available for self-sufficiency/sustainability.

The leaders in Rocky Mountain House specific to addictions services are AADAC and the Rocky Mountain House Native Friendship Center. The issue of addictions is a concern amongst the Center's Board of Directors and the community of Rocky Mountain House. The needs for addictions programming is identified through the number of people accessing the Center's addictions program. The leadership in the surrounding communities are also supportive.

The Friendship Center's Addictions Counselor is a member of the Rocky Mountain House Drug Coalition and as mentioned previously the Center has numerous partnerships with Addictions providers in the area. Furthermore, two of the Friendship Center's Board Members are Addictions Workers, which complements the services provided by the Center.

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The Board of Directors of the Friendship Center supports addictions services and are aware of the efforts to address addictions within the community. The leadership of the town of Rocky Mountain House is also very supportive and aware of the Center's plans to establish a homeless shelter.

Dimension D. Community Climate

The majority of the community generally supports programs, activities, or policies. "We have taken responsibility."

The Friendship Center is supportive of any efforts in the community and generally supports addictions programs and activities. The Center provides Alcohol and Drug Counseling and provides referrals, advocacy and support. . The Center has developed their own intake process and policies in treating clients.

One of the major obstacles to efforts addressing addictions is funding to further enhance their programs and services, adequate space and human resources.

The staff and Board are. supportive of addictions .programs and services and recognize need for more programs in the community.

Dimension E. Community Knowledge About The Issue

Community members have knowledge of, and access to, detailed information about the effects of alcohol/drug abuse on family, individuals and the community.

The staff and leadership of the Friendship Center are knowledgeable about addictions and have access to information regarding local prevalence. The staff understands the intergenerational effects of addictions amongst the Aboriginal population and the effects of addictions on families and community members. The staff of the Center recognize the effects of alcohol and drug abuse.

The Center provides information on addictions and provides resources, brochures, pamphlets and other literature regarding addictions. The Center also provides access to services to their clients by providing referrals, advocacy and support.

Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

Community resources are counted upon for continuous support. Community members and leaders are looking at sustained programs/services by accessing additional resources.

The Rocky Mountain House Friendship Center is in a position to spearhead a full scale Addictions program and has the capacity to begin a pilot treatment program. The Center has volunteers who assist the Addictions Counselor, and these volunteers are in the recovery process or have the skill level that is equivalent to an Addictions Worker.

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The community is supportive of the Center's initiative with respect to addictions and all the Events are alcohol and drug free. The Center's management supports all events in the in the community and allows staff to volunteer at these events.

The Rocky Mountain House Board of Directors and management support the efforts of staff to obtain professional training in addictions and most staff members have training in both Community Addictions Training and Advanced Counselors Training offered by Nechi Institute. The level of expertise amongst staff, including the Executive Director is quite impressive.

The Center has submitted a proposal on homelessness and an additional proposal to obtain the services of a part time Worker.

Lethbridge

Table 20 Lethbridge

Interview	# 7 Stabilization	
		Score
Dimensions A	7	
Dimensions B	7	
Dimensions C	6	
Dimensions D	7	
Dimensions E	8	
Dimensions F	7	
	42	7

The Lethbridge Friendship Center scored at 7 and in the stabilization stages to begin addressing addictions prevention and awareness issues in the community.

Dimension A. Existing Community Efforts

Programs/activities have been running for several years.

The Lethbridge Friendship Center staff and leadership are concerned about addictions in their community. The Center operates the Lethbridge Shelter and Resource Center. This initiative provides temporary living arrangements for transient and homeless individuals and provides access to provincial and local community services. The services provided at the both the Resource Center and Friendship Center are as follows:

- Front line workers
- AADAC
- Mental Health

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- Case Workers
- HIV Edmonton
- Chinook Health
- Homeless and anyone at risk of being homeless
- AADAC
- Native Counseling Services
- Intake, assessment
- Employment readiness
- Mobile urban street van
- Adult shelter
- Youth programs,
- Cultural programs, recreation programs
- Outreach
- Suicide workshops
- Boxing club
- Elder's wisdom circle
- Project horizon, employment programs 6 week training on life skills
- Alberta Mental Health
- NAAW, partner with Blood Tribe on sober walk
- Community Service Orders

The Friendship Center has been offering these services for 8 years. The Center provides intake and accessibility to those services through the Resource Center. The Center does not employ an Addictions Workers, but their intake workers and outreach workers make referrals to agencies housed at the Resource Center.

Dimension B. Community Knowledge of The Efforts

The community is aware of alcohol/drug abuse programs and services.

The residents of Lethbridge are aware of the services the Center provides. The Center collaborates with community partners and community members to listen to their concerns and address issues that are of concern to the community.

The Friendship Center does not provide counseling; they only provide outreach, intake, advocacy, support and referrals. The Homeless Shelter provides services to adults and youth are not eligible to access the shelter, they are referred to the youth shelter.

There is a high demand for the services of both the homeless shelter and the resource center and more personnel and case workers are required. The Center only has the capacity to see so many people a day and can only make referrals. The Friendship Center recognizes a need for more long term connection and interaction with families and clients.

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The Friendship Center is planning on expanding its services to provide transitional housing for men, a treatment center and Addictions Counseling Services; however, it is still in the infant stages of development.

The homeless shelter provides services to individuals under the influence of Alcohol and drugs, however, they cannot stay there long term, one of requirements for long term residence is to refrain from alcohol and drugs is to stay sober, and to begin a treatment plan.

The Friendship Center office, does not allow individuals under the influence of Alcohol and Drugs to access services, but the resource center and homeless shelter do tolerate it but not excessively.

Dimension C. Leadership (includes appointed leaders & influential community Members)

Leaders are active and supportive of programs/services available. The leaders in Lethbridge specific to addictions services are as follows:

- AADAC
- Fort McLeod Detox Center
- Pikani Addictions Services
- St. Paul's Treatment Center
- Lethbridge HIV Connections
- Friendship Center
- Alberta Mental Health
- Chinook Health

The leadership of the Friendship Center is v concerned about addictions and the Center's staff meet with community leaders regularly. The Friendship Center's Executive Director participates on the homelessness task force, Drug Coalition Task Force, interagency committee and the Southwest HIV/AIDS Committee. The Center participates on numerous committees and sub-committees in the City and partners with the bordering First Nations Communities on addictions related events and initiatives.

The Friendship Centers Board of Directors recognizes that more services are required to address addictions in the community and will support all efforts initiated in the community.

Dimension D. Community Climate

The majority of the community generally supports programs, activities, or policies. We have taken responsibility.”

The City of Lethbridge recognizes importance of cultural awareness and the Center provides the City with cultural awareness training and workshops. The Center

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participates on the Interagency committee on discrimination, and coalition against racism and discrimination.

The Friendship Center supports the efforts to address addictions through the services provided at the Resource Center and Homeless Shelter. The Center provides referrals, advocacy and support and all the community resources and agencies are located at the Resource Center. The Center operates a Mobile Urban Street Van which is an outreach service that reaches out to homeless individuals and high risk people. The service is provided to get people off the streets and to provide emergency accommodations.

The Friendship Center's events and activities are alcohol and drug free and this is promoted in all programs and services.

The primary obstacles to efforts addressing addictions capacity, infrastructure, funding and human resources. The Friendship Center supports all efforts to address addictions and is cognizant of the fact that addictions is a problem in the community and additional programs and services are required.

Dimension E. Community Knowledge About The Issue

Community members are aware of the effects of alcohol and drug abuse

The staff and leadership of the Friendship Center are knowledgeable about the prevalence of drug and alcohol abuse in the community. The front line workers at the Resource Center and Homeless Shelter regularly provide services to individuals battling addictions.

The Friendship Center provides various addictions resources, and information. The addictions service providers are available at the Resource Center and accessible to the community. All resources and information are provided under one roof. Some of the agencies and resources available are as follows:

- AADAC
- HIV Connection
- Youth Shelter Information
- Native Counseling Services
- Native Women's Transition House Society
- Intake services provided for AADAC, AISH and Income Support

All local data is provided at the Resource Center.

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Dimension F. Resources Related To The Issue (people, money, time, space, etc.)

Community resources are counted upon for continuous support. Community members and leaders are looking at sustained programs/services by accessing additional resources.

The level of expertise and training among those working in addictions at the Friendship Center and Resource Center is quite impressive. The Lethbridge Friendship Center's Board of Directors and management support the efforts of staff to obtain professional training in addictions and most staff members have both Community Addictions Training and Advanced Counselors Training through Nechi Institute.

The Friendship Center has a broad base of volunteers to address addictions, these individuals are screened and interviewed and then placed according to their interests, skills and aptitude. The community is supportive in efforts to address addictions and there is a good volunteer base.

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Overall Findings and Recommendations

On the whole, each Friendship Center's readiness to adequately being a strategic planning effort to address awareness and prevention initiatives with respect to addictions are at different levels of preparedness ranging from denial to stabilization.

It is important to organize the Friendship Center's directly affected by addictions to participate in planning and implementing addictions related initiatives. This will help build support for development of addictions initiatives within the community and will help ensure that the initiative reflects the readiness of each Center, including their particular needs and interests in program planning, development and local interests.

The Tri-Ethnic Center for Prevention Research Community Assessment tool provides the following goals and strategies appropriate for each stage:

Denial/Resistance

Goal: Raise Awareness of the Issue

- Make one-on-one visits with community leaders/members.
- Visit existing established small groups to inform them of the issue.
- Make one-on-one phone calls to friends and potential supporter.

Preplanning

Goal: Raise awareness with concrete ideas to combat condition

- Introduce information about the issue through presentations and media.
- Visit and invest community leaders in the cause.
- Review existing efforts in community (curriculum, programs, activities, etc.) to determine who the target populations are and consider the degree of success of the efforts.
- Conduct local focus groups to discuss issues to develop strategies.
- Increase media exposure through radio and television public service announcements.

Preparation

Goal: Gather existing information with which to plan strategies

- Conduct school drug and alcohol surveys
- Conduct community surveys
- Sponsor a community cultural event to kick off the effort.
- Conduct public forums to develop strategies from the grassroots level.
- Utilize key leaders and influential people to speak to groups and participate in local radio and television shows.
- Plan how to evaluate the success of your efforts.

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Initiation

Goal: Provide community-specific information

- Conduct in-service training on Community Readiness for professionals and paraprofessionals.
- Plan publicity efforts associated with start-up of activity or effort.
- Attend meetings to provide updates on progress of the effort.
- Conduct consumer interviews to identify service gaps, improve existing services and identify key places to post information.
- Begin library or internet searches for additional resources and potential funding.
- Begin some basic evaluation efforts.

Stabilization

Goal: Stabilize efforts and programs

- Plan community events to maintain support for the issue.
- Conduct training for community professionals.
- Conduct training for community members.
- Introduce your program evaluation through training and newspaper articles.
- Conduct quarterly meetings to review progress, modify strategies.
- Hold recognition events for local supporters or volunteers.
- Prepare and submit newspaper articles detailing progress and future plans.
- Begin networking among service providers and community systems.¹

The 20 Friendship Centers involved in the interview process are at one of the aforementioned stages of readiness, it is recommended that each Center prepare a strategic plan based on their readiness to address addictions and prevention initiatives. It will also be valuable if the Centers at the initiation and stabilization stages of readiness provide guidance and mentorship to Center's at the lower levels of readiness.

Most Friendship Center's are quite knowledgeable about addictions and can recognize the signs and symptoms, however, very few have any formal training. It is recommended that Friendship Centers be trained in addictions services through an accredited institute such as the Community Addictions Training and Advanced Counseling Training offered by the Nechi Institute.

It is also recommended that the ANFCA locate funding streams to prepare the Friendship Centers to initiate their individual level of readiness.

It is recommended that the ANFCA establish a working group or committee to provide expertise, guidance and support in the development of any initiatives. This is a necessary component of effective and successful planning. Some ideas for the

¹ Plested, B.A., Edwards, R.W., Jumper-Thurman, P. (2006, April). *Community Readiness: A handbook for successful change*. Fort Collins, CO: Tri-Ethnic Center for Prevention Research.

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structure of the committee are as follows:

- ANFCA Elder
- ANFCA Board Member
- One representative from each Center according to level of readiness
- Nechi Institute or Pound Makers Lodge Representatives
- One AADAC Representative
- Any stakeholder that ANFCA believes will benefit this process

Additional Recommendations

1. Community efforts to address addictions must be tailored to suit that Center's stage of readiness for implementing addictions awareness and prevention initiatives.
2. Ensure the participation of individual Friendship Centers focusing on capacity building and leadership development.
3. Provide information on addictions programming, services and awareness by organizing presentations within Friendship Center communities. Also, use media channels aimed at both the Friendship Center community/clientele and the general population.
4. Conduct community meetings with Friendship Center staff, leadership, volunteers, members and clientele to discuss issues, prioritize goals, and start developing strategies.
5. Meet with the leaders of the general community to win their support for new addictions initiatives.
6. Conduct community surveys to develop addictions services grounded in grassroots participation.
7. Sponsor community events to promote the efforts in collaboration with a range of organizational partners.
8. Encourage local leaders to speak to groups and to publicize the efforts in the community.
9. Involve Friendship clients and leaders in the participatory planning process. This will foster the creation of initiative that best address local needs, and will draw on existing resources, and encourage collaboration.

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Gaps in the Services

The primary groups affected by gaps in addictions services include: women, youth, Elders and the homeless.

1. The Friendship Center's do not have Addictions Counselors on staff with the exception of Rocky Mountain House.
2. Most Friendship Center's do not have adequate training to begin addressing addictions issues in the community.
3. There is a need to bring more addictions services to the Friendship Center's and funding is not available to expand the services of each Center to address addictions.
4. Most addictions services are provided by AADAC which can be a barrier to the Friendship Center's clientele.
5. Aboriginal services, which offers counseling and referrals while respecting beliefs and taking traditional healing concepts into account.
6. There is a need to address the issues of women, youth, Elders and the homeless.
7. There is a need to create more partnerships with both aboriginal and non-aboriginal agencies and organizations delivering addictions programs.
8. The needs of the urban Aboriginal population are not being adequately addressed through the mainstream addictions providers, harm reduction programs are not being recognized or implemented at the community level.
9. The urban Aboriginal population are not receiving equitable addictions services, there are jurisdictional issues with respect to treatment and services based on Aboriginal status and residency.

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APPENDIX A

APPENDIX B