



April 2025 Community of Care Collaborative Meeting Minutes

Featured Speaker: Pam Carbee, Recovery Ready Workplace

- Initiative led by Sununu in 2018 and promotes health, safety and wellness for employees and provides support for employees in recovery
- Administered by Granite United Way
- RFW testimonials report employment longevity and success
- In 2022, 295 alcohol deaths, 486 overdose death. 73.4% had at least one opportunity for intervention
- Increases productivity, morale, communication, connection, employee
- How we support
 - 1:1 friendly advisor
 - Customized approach for leadership and employees
 - Structured but flexible process
 - No cost trainings
 - Shared SUD and MH policy and resources
 - Statewide connection to RFW champions
 - Community support resources for employees and their loved ones
 - Meaningful, caring, focused dialogue
- Elements of RF culture
 1. Communication style – open/honest/non-stigmatizing
 2. Performance- balance between productivity and wellness
 3. Decision making
 4. Atmosphere
 5. Team approach
 6. Structure
- Best identification practice is to have open and honest conversations with employees in a safe, supportive, and recovery-friendly environment
- Community connections available to all partners via no-cost website
- Trainings available include anti-stigma, thoughtful language, how to use Narcan, workforce development, etc. and offered both in-person and virtually
- Workforce Development Program also available to RFW Employers
- Ask Janelle for RFW Resource flyers with QR codes
- How to become a RFW? Ask Janelle for checklist.

Featured Initiative/Event: 2025 Makin' It Happen's Anti-Stigma Initiative

- February and March trainings both successful with the Mayor's presence in March
- 2 training – Responding to Addiction and encompass
- Next one April 10 virtually 12pm
- Can be scheduled privately by any organization

Pillar Updates:

- Homelessness Support - Irina Owens
 - 40 veterans housed this year
- Overdose Trends – Andrew Warner
 - Down this year from last – 42 as compared to 63 in 2024
 - ZERO fatalities in the month of March – first time since overdose data began

Other Updates:

- April is Alcohol Awareness Month
- Public Listening sessions in Concord, Bethlehem and virtually April 22, survey
- Hope for Recovery NH marched with 160 for St Patricks day and the annual gala is SOLD OUT
- September 19 stand down event

Our next meeting is **IN-PERSON** on Tuesday, May 13, 2025 at the Makin' It Happen office.