



SMOKEY MTN CONFERENCE REGISTRATION

March 19-21, 2025

Cost: Registration Fee is as follows

TAADAC Member \$225 _____ Non-Members \$225 _____

1 Day rate \$110 Member _____ 1 Day rate \$120 Non-member _____

Please help us by indicating which luncheons you will be attending:

Wednesday Lunch _____

Special accommodations: Vegetarian meal? _____
Please specify: _____

Thursday afternoon Awards Banquet _____

(Each *additional* lunch guest, please add \$45)

Special accommodations: Vegetarian meal? _____
Please specify: _____

Payment: _____ Check _____ Money Order

Please make checks or money orders payable to **ETAADAC 2025**

Total amount: _____ Check if you need LCSW / LPC CE's

Mail the completed registration form and your payment to:

**ETAADAC
PO Box 20836
Knoxville, TN 37940**

Hotel Reservations may be made at:

Crowne Plaza
401W Summit Hill Dr. Knoxville, TN 37902
Phone: 865-522-2600
Room rate: \$159
Use code: ETAADAC

Name: _____

Mailing Address: _____

Email address: _____

Employer: _____

Day phone: (____) _____ Fax: (____) _____

Please help us by indicating which workshops you will be attending:

Please select one workshop per time slot:

Wednesday	
____ 9 AM Plenary What Happens in Vagus – Karen Moran	
Select One:	
____ Noon Luncheon Bixadi Presentation	
____ 2 PM – 330 PM Women’s Specific Considerations Along the Recovery Continuum – Caroline Beidler	
____ 330 PM – 530 PM Unwrapping Shame – Erin Borden/ Anna Ross Palmer	
____ 2 PM – 5 PM Suicide Prevention & Zero Suicide Model – Jonathyn Elliott	
____ 2 PM – 5 PM Activity Therapy – Wayne Terrazas	
Select One	
____ 530 PM – 730 PM Sense of Belonging, Psychological Safety, & Relationship Trust – Reico Hopewell	
Thursday	
____ 9 AM Plenary TBI/TDDTF Update and Drug Trends – Tommy Farmer	
____ Noon Banquet/Awards Luncheon – Dr. Monty Burks	
____ 2 PM – 330 PM Understanding Family Systems - Rebecca Stein	
____ 330 PM – 5 PM Group Engagement – Karen Brogdon	
____ 2 PM – 5 PM HIV & STDS – Mel Daniels	
____ 530 PM – 730 PM Connections – George Massengill/Sam McMasters	
Friday	
____ 9AM Plenary ETHICS – Hilde Phipps	

Presentations For Smoky Mountain Conference 2025

Wednesday

Plenary: What Happens in Vagus... – Karen Moran

Tennessee Room

Participants will have the opportunity to access a thorough and easily understandable common language for trauma identification, which will enhance client insight in pursuit of relief and healing. It will offer intervention tools that fall within our scope of practice to increase treatment effectiveness and outcomes, utilizing the Trauma Egg, as well as Polyvagal exercises for emotional regulation, resulting in a reduction in the intensity of trauma symptoms. Participants will explore what trauma IS, distinguishing between a traumatic event versus unresolved trauma as a physiological experience. This plenary will offer a closer look at Polyvagal Theory and its useful elements in assisting clients within the LADAC Scope of practice, by utilizing tools like the Trauma Egg and Polyvagal exercises for safety and connection. These tools will be easily utilized within the therapeutic setting to enhance client insight, emotional regulation, and deepening the recovery journey.

Luncheon Brixadi Presentation

Afternoon Session: 2 PM – 3:30 PM

Women’s Specific Considerations along the Recovery Continuum –Caroline Beidler Board Room

This session, Women’s Specific Considerations along the Recovery Continuum, is a breakout session-style presentation with a formal presentation and time for discussion or Q and A. The intended audience is mental health and substance use disorder treatment providers and peer support workers (e.g., Certified Peer Support Specialists and Recovery Coaches). The depth of the presentation is for beginner-intermediate audiences but can apply to everyone depending on the audience's baseline knowledge of the topic. The session centers around exploring 4 women-specific considerations along the SUD/MH recovery.

Afternoon Session: 3:30 PM – 5 PM

Unwrapping Shame - Erin Borden/ Anna Ross Palmer

Board room

Shame is highly correlated with depression, suicide, addiction, eating disorders, violence, aggression, and bully. This workshop is an introduction to a methodology of building shame resilience combining educational and experiential components that will allow participants to explore shame, vulnerability, and shame shields. The material for this session is based on research of Brene' Brown.

Participants will:

1. Learn to differentiate between the four self-conscious effects of shame, guilt, humiliation and embarrassment.
2. Identify the vulnerability myths
3. Learn three types of shame shields used to protect against shame

Afternoon Session: 2 PM – 5 PM

Suicide Prevention & the Zero Suicide Model – Jonathyn Elliott

Tech Room

The presentation will discuss the Zero Suicide Model, a suicide prevention model developed by the National Action Alliance for Suicide Prevention for healthcare and behavioral health settings, SAMHSA's SAFE-T Model for suicide risk identification and triage, local epidemiology, risk factors for suicide unique to people with SUD or AUD, suicide screening with evidence based screening tools, safety planning with the Stanley Brown Safety Plan, and Lethal Means Restriction/Safety, and appropriate follow up care. This session provides information about the foundational skills for preventing suicide in healthcare and behavioral health. The content is applicable to those new to suicide prevention activities as well as those with more experience. Topics will include Zero Suicide Model implementation, national, state, and local level about suicide, suicide screening, safety planning, and lethal means safety.

Afternoon Session: 2 PM – 5 PM

Activity Therapy - Wayne Terrazas

Tennessee Room

Our clients do better when it is a hands-on activity and goal to reach. The activities can be made to be difficult or easy dependent upon the needs of the clients. Present the activity, the goal, the rules and the timeline. You can observe how the clients are working or not working as a team. Then you process how the clients did how do they reach the goal, what worked, what did not work, what tools/skills did they learn to use. We will focus on learning some activities/games that you can use with your clients. This will help you to understand their thinking process, struggles with asking for help, being part of the team, how they listen, communicate, and solve problems. Come to this group - open-minded, willing to have fun, be active!!

Evening Session: 5:30 PM – 7:30 PM

Sense of Belonging, Psychological Safety, & Relationship Trust – Reico Hopewell

Tech Room

This Presentation aims to highlight the unique strengths and challenges faced by addiction counselors with lived experiences, fostering a deeper understanding and appreciation of their contributions to the field.

Workshop Objectives:

1. Understand the concepts of sense of belonging, psychological safety, and relationship trust.
2. Explore the unique value of addiction counselors with lived experiences of recovery.
3. Foster strategies to build deeper connections and trust in counselor-client relationships.
4. Highlight the impact of fostering a supportive environment in the workplace and in counseling practices.

Thursday

Plenary: TBI/TDDTF Update and Drug Trends – Tommy Farmer Tennessee Room

Communities throughout Tennessee face issues related to substance abuse every day. Recent trends, including prescription drug abuse, heroin addiction, hemp/marijuana, Delta variants, and the emergence of new drugs, only add to the problem. During this presentation, we will review the trends for the different types of substances that are currently being seen by law enforcement and in the crime lab. Drug use and its resulting effects can change as new trends and drug formulations emerge and become more widely used. As trends come and go, we need to stay educated on what substances are currently “in” as we recognize that what is here today may be different tomorrow. Education plays a critical role in preventing substance abuse.

Luncheon Awards/ Banquet – Dr.Monty Burks Tennessee Room

Afternoon Session: 2 PM – 3:30 PM

Understanding Family Systems – Rebecca Stein Board Room

The workshop then delves into the characteristics of functional family systems, such as clear communication, respect, flexibility, and emotional support, emphasizing how these traits nurture growth and resilience. In contrast, dysfunctional family systems are marked by poor communication, rigid roles, enabling behaviors, and unresolved conflict, often resulting in harm to individual members and the family as a whole.

Afternoon Session: 3:30 PM – 5 PM Group Engagement – Karen Brogdon Tech Room

This presentation will instruct attendees on how to keep clients engaged in group process and discussions. The participants in this presentation will learn several ways to keep clients interested and engaged in any subject matter. Participants will learn how body language, tone of voice, and facial expressions can affect group participation. Participants will learn about motivational interviewing in a group setting. Participants will practice the skills learned during this presentation.

Afternoon Session: 2 PM – 5 PM HIV and STDS – Mel Daniels Tech Room

Evening Session: 5:30 PM – 7:30 PM Connections – George Massengill/ Sam McMasters Tech Room

The only predictor of success in dealing with Addiction and Behavioral Health is the length of connection that a patient has with healthy, living and therapy environments. During this presentation, the presenters will establish the narratives and explain the reasoning behind the value of connection. The presenters will outline a multi faceted approach to various scenarios for connection. Including peer support, case management, care management, and coaching. The presenters will introduce some of the latest technology being used to create the connection platforms, and other intervened of ways across the industry that long-term connection is being established and successfully maintained for patients in various environments.

Friday

Plenary: Ethics Finding the Compass in your Compassion– Hilde Phipps Tennessee Room

To assist substance abuse professionals in identifying and using their “Ethical Compass” based on NAADAC ethics, incorporating their real-world experiences to create a practical toolkit for handling ethical dilemmas and challenges. The session will also emphasize the importance of consultation, feedback, and self-care in maintaining ethical standards.

☀️ **Don't Miss Out on the Evening Sessions** ☀️

**We've saved the best for last... and we're talking door prizes!
That's right—while you're enjoying the morning and afternoon
sessions, the evening sessions are where the real excitement
happens! Not only will you be soaking up amazing content, but we'll
also be handing out door prizes that you won't want to miss. 🎁**

**So, come for the knowledge, stay for the fun, and WIN as you wind
down your day! It's going to be an unforgettable experience.**

Be there, be present, and be ready to win!

Speaker Biographies

Karen Moran, CEO and founder of Karen Moran Consulting, LLC in Nashville, Tennessee, has actively promoted wellness and recovery for over thirty years. Recognized for her specialized skills with individuals and families with substance abuse disorders she also provides clinical supervision and training to SUD clinicians seeking licensure. For the last fifteen years, Karen has helped countless individuals, couples, and families heal through her counseling and consulting practice. She is a brainspotting practitioner. Featured in several local recovery podcasts, she has also partnered with local professionals and members of the recovery community on a documentary film about the stigma of substance use disorders and its effect on treatment and recovery. Karen was recognized by her colleagues in 2014 with the MTAADAC and TAADAC Counselor of the Year Awards and in 2022 with the MTAADAC and TAADAC Professional of the Year Awards. She is a Qualified Clinical Supervisor and level II Licensed Alcohol and Drug Abuse Counselor and the current MTAADAC President. Karen shares her knowledge and expertise in workshops, training venues and keynote addresses. When not working, Karen enjoys her life in Nashville with her irrepressible nineteen-year-old daughter, Kat, and their 2 puppies, Charlie and Lola. She has a passion for travel, musical theater, ice plunges, and creating silliness.

Caroline Beidler, MSW is an author, speaker, and the Managing Editor of Recovery.com, a company that combines independent research with expert guidance on addiction and mental health treatment. Our mission is to help everyone find the best path to recovery through the most comprehensive, helpful network of treatment providers worldwide.. She is the author of three books, Downstairs Church, You Are Not Your Trauma, and the soon to be released title with Nelson Books, coming Spring 2026. Her own lived experience in addiction, mental health, and trauma recovery inspires her to help other others find recovery in all its varying forms. In four short years, she has built a global network of recovery supporters through her storytelling platform and accompanying newsletter, Circle of Chairs which reaches thousands weekly. She is a creative and visionary, founding an annual global event on International Women's Day with different sponsoring organizations each year that brings in thousands of supporters, along with co-leading a global research initiative on family recovery with leaders around the world. Her writing is described as funny, gritty, relatable, and insightful. When she isn't writing, speaking, or building community, Caroline lives in Eastern Tennessee with her husband and six-year-old twins where she enjoys hiking in the mountains and building up her community's local recovery ministry.

Erin Borden, LADAC II is a highly experienced and dedicated professional in the field of addiction counseling graduating from the University of Tennessee in 2003, with a strong foundation in psychology and human services. With a passion for helping those affected by substance use and mental health disorders, Erin went on to earn her

LADAC II in 2012, With a wealth of experience in both residential treatment and outpatient settings, Erin has worked with both adults and adolescents, providing compassionate, evidence-based care in various stages of the recovery process. Her current role of Primary Counselor for Cumberland Heights IOP allows her to apply her skills and knowledge in helping individuals navigate their path to recovery in a supportive, structured environment. Additionally, Erin maintains a private practice at Connections Integrated Wellness, where she continues to offer personalized counseling services.

A passionate advocate for the importance of self-worth in the recovery process, Erin is particularly interested in exploring how shame and addiction are interconnected. She works closely with her clients to foster self-compassion, reduce feelings of shame, and develop a strong sense of self-worth. Erin's empathetic and holistic approach to counseling has made a lasting difference in the lives of many individuals and families in the region.

Anna Ross Price, LADAC II with a diverse background in therapeutic recreation, mental health, and addiction recovery. She holds a Master's degree in Recreation and Sport Management with a concentration in Therapeutic Recreation from the University of Tennessee and a Bachelor of Science in Fitness and Health Promotion from Samford University. With extensive experience in group facilitation, DBT, anxiety management, and recovery support, Anna is passionate about helping individuals build healthier lives. She has worked in various treatment settings, including outpatient and inpatient programs, where she has developed and led evidence-based group therapies. Anna is also trained in Animal-Assisted Therapy and is dedicated to integrating holistic approaches into her practice.

Jonathyn Elliott is the Task Force Lead for WestCare Tennessee's SAMHSA-funded Zero Suicide Program. He graduated from Montana State University in 2022 with a Bachelor of Science and is currently pursuing his Master of Public Health in Applied Epidemiology through the Gillings School of Global Public Health at the University of North Carolina Chapel Hill. His career has focused on assisting healthcare and behavioral health providers in implementing evidence-based practices to address public health issues facing rural communities."

Wayne Terrazas, Working at English Mountain Recovery for the past 15 years, working with so many great people that has helped me to grow in this field, has been an adventure. I look back and see how EMR has changed and grown. I feel so grateful to be part of a team that helps so many people in need.

Reico Hopewell, LADAC II, QCS, a native of Knoxville, TN, is the co-founder and Executive Director of the Mend House Sober Living Community. The Mend House is focused on mending lives via affordable housing, education, employment, accountability, mentoring and spiritual guidance. The Mend House has decreased the recidivism and relapse rates for many of its residents and has supported the health

and economics of the Knoxville community. Mr. Hopewell is also the the Founder & Executive Director of the HopeWell Foundation. The mission of the HopeWell Foundation's is Misson is to offer spiritual, mental, emotional, physical, financial, employment and recovery support services to individuals who have been affected by substance use, abuse, misuse, and disorders. The HWF's vision is to offer substance abuse prevention education to individuals, businesses, families, churches, and non-profit agencies within the community.

Mr. Hopewell is also the founder and owner of Hopewell A&D Counseling LLC, a private practice in which he evaluates, assesses, diagnoses and treats substance use disorders. He also facilitates alcohol and drug counseling for individuals, groups, families, those who've been affected by substance use disorders, DCS, DHS, DOT, the FAA and judicial system. Mr. Hopewell is the founder and CEO of Hopewell Helping Hands Inc. HHH was created for the purpose of offering an opportunity for employment for those who may have a less than perfect background. HHH is dedicated to empowering its employees to serve customers who need minor repairs and upgrades to their homes or business. Mr. HopeWell is also the COO of Montauk Solutions LLC., "All Things Real Estate". Montauk Solutions is a Tennessee State Licensed contracting company that specializes in Property Investment Consultation, Land Acquisition, Home Buying, Home Remodeling, Short/Long Term Rentals, Home Building, Home/Property Selling Assistance, New Home Builds and Pre-Construction Management. Mr. Hopewell's faith in God and passion to help others has earned him the "Community Champion Award" presented by the Metro Drug Coalition and the Overcomer Believers Church's "OBC Heroes" award. The Mend House was recognized by the 100Women of Knoxville Who Care as outstanding Non-Profit Organization. Hopewell Helping Hands, INC was recognized by 100Knoxville as an up-and-coming business in the Knoxville Area. Mr. Hopewell was also awarded the "Agent of Hope" award by the Knoxville community. Mr. Hopewell and Hopewell Helping Hands INC. was awarded the 2022 US Cellular Pinnacle Minority-Owned Business Excellence Award. Mr. Hopewell has served as Vice Chairman and Chairman for the Metro Drug Coalition. He is currently a member of the Board of Directors for the E.M. Jellinek Center, the Mental Health Association of East Tennessee and the Boys and Girls Club of the Tennessee Valley. Additionally, he serves as an advisor to the newly opened Knoxville Preparatory School. He is a graduate of Leadership Knoxville's Class of 2021, "The Best Class Ever". He is also a graduate of the Knox County District Attorney's Citizen's Academy. Mr. Hopewell graduated from Bearden High School and attended Maryville College on an academic & basketball scholarship. He is currently continuing his education at Morehouse College.

Thomas Farmer, Special Agent in Charge with the TBI, is the State Director of the Tennessee Dangerous Drugs Task Force. He has over 35 years of law enforcement experience of which over 25 years has been in the field of drug enforcement.

Dr. Monty Burks currently serves as Deputy Director of The Governor's Faith Based and Community Initiatives for the State of Tennessee, where his focus is bringing the non-profit and faith-based community together to better serve Tennesseans. Burks has used his own personal lived experience in the criminal justice system to provide insight and leadership in hiring formerly incarcerated and others that have fought and earned a second chance.

In his former position he served as the Director of Faith-Based Initiatives for the Tennessee Department of Mental Health and Substance Abuse Services, where his role was engaging and connecting Tennessee's faith communities to the behavioral health care system, with the goal of expanding addiction and mental health support services across the state. He also oversaw the Tennessee Lifeline Peer Project, a state program aimed at reducing the stigma associated with people who suffer from addiction, the Tennessee Faith Based Community Coordinators, who seek to help congregations build their capacity to combat addiction and mental health issues in their respective community and the Collegiate Recovery Initiatives which aim to train colleges, universities, and other higher education on how to become recovery allies.

Burks has more than 21 years' experience working with the criminal justice system in various roles, including adjunct criminal justice professor at Motlow State Community College, Criminal Justice Student Research Analyst at Middle Tennessee State University and Criminal Justice Off campus program coordinator and professor and Tennessee State University. Previously, Dr. Burks served as a program coordinator, job placement specialist, and cognitive skills instructor with Middle Tennessee Rural Reentry, earning national recognition as the "Outstanding Professional of the Year" from the Southern Criminal Justice Association for helping the justice involved break down employment barriers.

Dr. Burks belongs to several professional organizations including:

- Tennessee Supreme Court: Access to Justice Commission Faith Based Chair Supreme Court Names Three New Members To ATJ Commission | Tennessee Administrative Office of the Courts (tncourts.gov)
- Rx and Illicit Drug Summit Advisory Board Faculty | Rx and Illicit Drug Summit 2024 (hmpglobevents.com)
- Community Anti-Drug Coalitions of America (CADCA) Advisory Board Monty Burks, CPRS, PLC, PhD | CADCA
- Tennessee State University Criminal Justice Faculty Advisory Committee Criminal Justice Department (tnstate.edu)

Rebecca Stein has been a driving force at the Council for Alcohol and Drug Abuse Services (CADAS). Currently serving as the Director of the Adult Residential Program—a role she has held for the past 17 years—Rebecca is a seasoned professional committed to helping individuals achieve recovery and wellness. Prior to this, she excelled as the Assistant Director in the Admissions Department and as an Intensive Outpatient Counselor, gaining extensive experience across various facets of addiction treatment.

Rebecca is a Licensed Professional Counselor (LPC) with a Mental Health Service Provider (MHSP) endorsement through the state of Tennessee. Her impressive credentials include being a National Certified Counselor (NCC), a Substance Abuse Professional (SAP), and a Master Addictions Counselor (MAC). She earned her Master of Education in Counseling from The University of Tennessee at Chattanooga, building a strong foundation for her career in mental health and addiction services.

A dedicated leader in her field, Rebecca is an active member of several professional organizations. She has contributed significantly to the Tennessee Licensed Professional Counselor Association (TLPCA), serving as president-elect, president, and past president. She is also a proud member of the National Association of Alcohol and Drug Abuse Counselors (NAADAC), the Tennessee Association of Alcohol and Drug Abuse Counselors (TAADAC)—where she served on the Board of Directors for three years—and the American Counseling Association (ACA).

Outside of her professional achievements, Rebecca is an accomplished athlete who thrives in Chattanooga's vibrant outdoor community. She has competed in numerous triathlons, including full Ironman and half Ironman races, as well as Olympic and Sprint distances. Her athletic endeavors extend to marathons, half marathons, century rides, trail races, and open water swimming events such as Swim the Suck, a 10-mile swim in the Tennessee River. Through her years of training and competition, Rebecca has cultivated a deep connection to the region's natural beauty and active lifestyle. Rebecca's personal life is enriched by her three beloved dogs: Nexie, an Australian Cattle Dog with a passion for food; Marvel, a Border Collie obsessed with fetching toys; and Sadie, a charming mutt who lives for attention. Together, they form a lively and loving pack that brings joy to Rebecca's life every day.

Karen Brogdon, LADAC II, Since finding sobriety over 10 years ago, I have been passionate about guiding people into a peaceful, sober life. As a licensed counselor, there is nothing that brings me more joy than to see the light come on in a person's eyes after years of addiction and misery. I have been serving others for over 5 years. I have a Bachelor's degree from TTU in Interdisciplinary Studies, minoring in Social Work and Business. I gained my LADAC II in 2023. I am a member of NAADAC and ETAADAC. I also am building my private practice, Sober Peace, and complete Alcohol and Drug Assessments and Counseling in the evenings and Saturdays. I currently work full time at Tennessee Valley Recovery and part time at Evolve. I am actively involved in AA and believe that recovery comes in many forms. I am a mother of 3 adult children and 4 grandchildren! I enjoy plants, reading, and recently adventured into junk journaling.

Melodie Daniels is a native Knoxville and the middle child of three. At an early age, she developed the gift of gab along with a charismatic personality that embraced everyone with whom she came in contact. She graduated from East Tennessee State University and landed her first job with Florence Crittenton Agency. She became a

mentor to pregnant women, a supportive listener to the adolescents at Barrett Hall, and a relief houseparent at Columbus Home. Melodie's career journey continued as administrative assistant at DRI. She advanced to HIV/AIDS outreach as an educator, leading to her first acting role in the Kids on the Block HIV/AIDS program. Melodie's desire to help women in her community led her to Helen Ross McNabb Center's SISTERS of the Rainbow as a case manager, and her enthusiasm, clinical skills, and humor made her a natural choice to lead as program coordinator, empowering women on their journey of recovery.

George Massengill, BSSW, LADAC, is a seasoned industry professional with over three decades of diverse experience in healthcare, IT, and business financial sectors. He has held pivotal roles ranging from CEO to Clinical Director in renowned companies such as the University of Tennessee, CRC Health/Acadia Health, and Peninsula Health System.

George served as Senior Vice President at Philips Holdings Inc., where he successfully developed relationships with Fortune 500 clients, executed large-scale contracts, and fostered crucial business relationships. Additionally, he has made a significant impact as a board member and CMO/EVP at JourneyPure, establishing treatment services across the nation. Most recently, George served as CEO and President of Evolve Addiction Services, developing comprehensive care and value-based contracting. The program included detox, MAT, outpatient services, partial hospitalization and housing, with a statewide foot print in Tennessee.

Throughout his career, George has demonstrated entrepreneurial acumen by starting, buying, and selling several companies. He founded The Wellness Centers, a statewide outpatient substance use disorder (SUD) and mental health service, which he sold to Bradford Health in 2003. He then established HealthConnect America, a state-wide and now national company providing in-home mental health, SUD, and case management services, which he sold to Xebec Corp in 2007. George also started Recovery Living Services, offering statewide outpatient and recovery houses, and sold it to CRC/Acadia in 2010. In 2016, he merged Another Chance Recovery and Faith, an inpatient detox and residential facility for men, into The Serenity Center and Network, which he later sold to JourneyPure.

In addition to his healthcare ventures, George founded PMR Inc., a technology firm specializing in developing electronic medical records (EMRs) and smart care-driven communication systems for U.S. healthcare. As CEO, he spearheaded the development of trademarks such as MyHealth Card and My Healthrec, creating networks for case management and payment processing for smart card EMR-driven systems. George's extensive experience and innovative contributions have consistently advanced the fields he has engaged with, underscoring his reputation as a multifaceted leader and visionary in the industry.

Samuel A. MacMaster, Ph.D. is an expert in the behavioral health field with over three decades of experience in the design, delivery, and evaluation of substance use and mental health treatment services. He has developed programs across the United States, and in several foreign countries, focused on implementing innovative

approaches to meeting the needs of underserved populations. He was the Co-founder of a behavioral health company where he served as the Chief Clinical Officer and built ten residential and twenty outpatient facilities across the southeast; and has held similar executive level positions in two other large national treatment organizations where he was responsible for developing and driving similar rates of growth of quality clinical programming. During his career, Dr. MacMaster has been engaged as a consultant with over a hundred healthcare providers, community-based organizations, local and state governments, and investment groups, lending his expertise to ensure the effective delivery of meaningful treatment solutions to individuals who struggle with addiction and mental illness.

He is currently an Associate Professor of Psychiatry and Behavioral Sciences at Meharry Medical College and was previously a member of the faculty of the Department of Family and Community Medicine at Baylor Medical College and the College of Social Work at the University of Tennessee. A pioneer in the area of outcome studies and the identification of barriers to engagement in treatment services, he has conducted numerous federally funded research studies and demonstration projects regarding the efficacy of behavioral health approaches. He has been a frequent speaker at academic and industry conferences across the globe and has published three books and over 75 peer-reviewed articles focused on behavioral health topics. He holds a PhD in Social Welfare and a Master of Science in Social Administration from Case Western Reserve University, and a bachelor's degree in psychology from Miami of Ohio. Prior to entering academia in 1999, Dr. MacMaster worked as a clinician for over a decade in a variety of treatment settings. A person living in long-term recovery, he remains a tireless advocate for recovery for all individuals who struggle with addiction.

Hilde Phipps has a diverse professional background. Starting out as a dedicated educator, she spent seven years inspiring and nurturing young minds in the classroom. This experience laid a strong foundation for her compassionate approach and commitment to helping others. Transitioning to the field of substance use, Hilde embarked on a twenty-seven-year tenure, progressing from entry-level positions to administrative roles. Throughout this journey, she used her passion for leadership in supporting individuals on their path to recovery and assisting others in attaining their professional goals. Currently, Hilde uses her role as a master gardener to find joy in nature through design and creativity. She believes strongly in the therapeutic benefits of gardening and enjoys the fruits of her labor. Her life goal is to make the world a more peaceful and beautiful place.

🌟 A Huge Shoutout to Our Incredible Sponsors! 🌟

This conference wouldn't be possible without the generous support of our amazing sponsors! They've gone above and beyond to make this event a reality, and we couldn't be more grateful!

Take a moment to swing by their tables, show some love, and thank them for helping bring this incredible experience to life. Your support means everything!

Thank you, sponsors—you rock!

🌟 Thank You to Our Incredible Attendees! 🌟

To all the HOPE DEALERS in the room—YOU are the heartbeat of this community!

Your dedication, passion, and unwavering commitment to transforming lives is nothing short of inspiring. Every day, you make an impact on individuals battling addiction, and the work you do is changing the world.

Whether you're a seasoned professional or an aspiring change-maker, your role in this movement is powerful.

We invite you to continue this journey with us—

Join ETAADAC, stay connected, and keep pushing the boundaries of support and healing in our community.

Join NAADAC—the National Association for Addiction Professionals!

Together, we can amplify our voices and strengthen our efforts to provide resources, education, and advocacy for those who need it most.