



## **Minutes of the City Council & School Board Meeting**

### **Tuesday, October 18, 2022**

#### **MEMBERS PRESENT for this JOINT WORKSHOP MEETING**

Mayor Dana S. Hilliard and City Councilors David Witham, Martin Pepin, Nancie Cameron, Don Austin, and Matt Gerding.

School Board Members Maggie Larson, Todd Marsh, Mark Richardson, Kari Clark, and Barbara Wentworth.

City/School Staff present: City Manager Robert Belmore and Deputy Manager/FD Scott Smith; Lori Lane, Superintendent of School.

The meeting was opened at 6:00 p.m. by Mayor Dana S. Hilliard, who made opening comments regarding the work being done at the School level regarding the Recovery Friendly Workplace Initiative and his excitement that we were here this evening to receive this presentation. Mayor Hilliard stated that he would be referring this program to the Council's Government Operations Committee so that the City could tap into this program. He introduced Mary Boisse from the SOS Recovery Community Organization, who gave the attached presentation on these programs.

After the presentation, Ms. Boisse answered some questions and provided some information on how different organizations have instituted this program both in private organization and in municipalities.

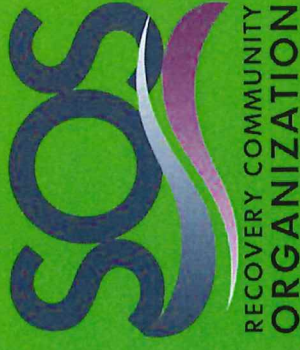
She stated that the Cities of Concord, Manchester and Nashua have done so; as well as the Dover Library and the Newmarket Police Department. Ms. Boisse mentioned that the first step be for an organization to contact them and submit a Letter of Interest. Coordinators from SOS add Recovery Friendly Workplace Coordinators would then work with the community or business leaders to discuss and then plan what would work for their organizations and their employees as each one may have unique aspects to address to achieve success.

At the request of Mayor Hilliard, Todd Marsh gave a brief summary of the work done to date by the Mental Health & Wellness Commission and Superintendent Lori Lane provided comments on the progress of instituting this program at the School Department level.

Mayor Hilliard thanked Mary Boisse and others attending from SOS as the City and School Officials present. He expressed his excitement about the Recovery Friendly Workplace Initiative being incorporated into the SAU and our Schools; and into the City Departments. Mayor Hilliard closed the meeting at 6:45 p.m.

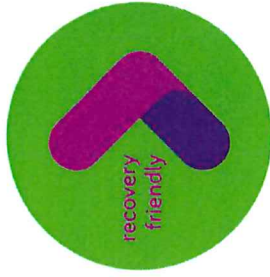
Respectfully submitted,  
Robert M. Belmore, City Manager

recovery  
friendly

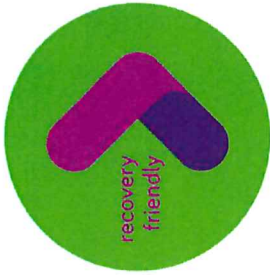


# Recovery Friendly Workplace Initiative

[Recoveryfriendlyworkplace.com](http://Recoveryfriendlyworkplace.com)



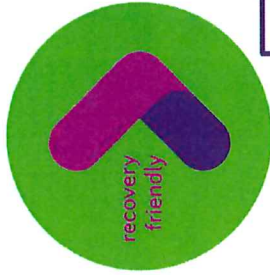
There are **125,000 Granite Staters** in recovery from addiction. **People in recovery are your colleagues, employees, your customers, and your community members.**



# What is a Recovery Friendly Workplace?

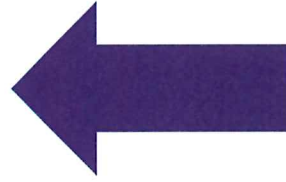
Recovery Friendly Workplaces (RFW's) support their communities by recognizing recovery from substance use disorder as a **strength**.

RFW's encourage a healthy and safe environment where business leaders, employees, and communities can collaborate to create positive change and eliminate barriers for those impacted by addiction.

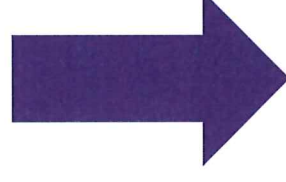


# Work is where we reach people!

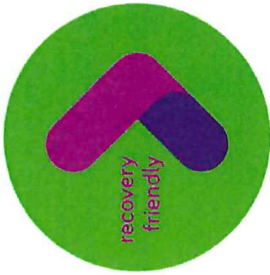
## Additional benefits of addressing SUDs



- Productivity
- Employee health
- Morale
- Communication
- Employee satisfaction
- Community connection
- Customer loyalty



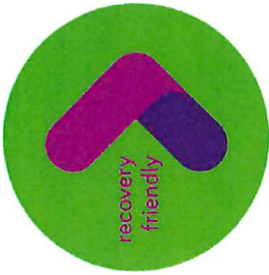
- Absenteeism
- Turnover
- Impact on families



# So how does being a Recovery Friendly Workplace benefit your business/community?

## Recovery Friendly Advisors and Recovery Friendly Workplace Coordinators **work together** to...

- Help your business and your network to foster a recovery friendly culture
- Align your brand with a community conscious movement
- Engage your employees and colleagues in addiction and behavioral health education and awareness
- Increased productivity and reduced absenteeism
- Promote prevention and recovery in your local community



# Who are the key players in this initiative?

## 1) Recovery Friendly Advisors

- Assist with designation process
- Resource of resources
- Strategic development of the initiative within your business
- Provide support and check-ins

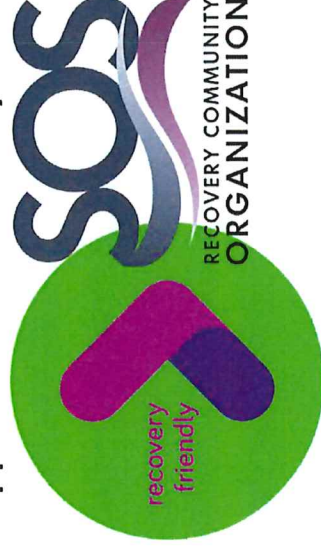


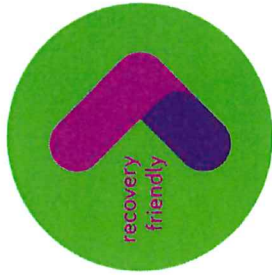
## 2) Recovery Friendly Workplace Coordinators

- Employee Development and Placement
- Trainings/Education
- Recovery Meetings
- Guidance with policy development
- Crisis Navigation
- Peer-to-peer support
- Digital Recovery Supports



**We work closely together to provide you with all the supports and resources you need!**

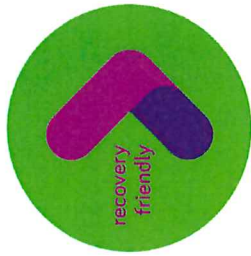




## SOS is your community support!



- SOS is one of the grantees through the state implementing the Recovery Friendly Workplace Initiative
- We specifically serve Strafford County and the Seacoast
- Recovery Friendly Workplace staff is closely linked to center staff to provide support for you, your employees, and community members, both in and outside the walls of your business
- SOS Recovery Friendly Workplace Coordinators understand that each business is unique and therefore implementation of the initiative is flexible.

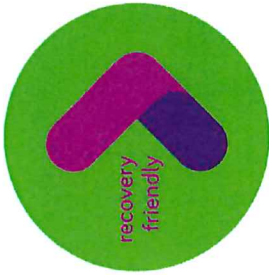


# SOS Recovery Community Organization

Peer assisted recovery support with a goal to end STIGMA



- Led by people in recovery and allies
- Crisis response and resources
- One-on-one peer assisted recovery
- Digital recovery support services
- Criminal Justice programs and services
- Family recovery supports
- Parenting programs
- Education on Substance Use Disorder (SUD) and other formal trainings
- Naloxone training and distribution
- SSP/ Harm Reduction



## FAQs!

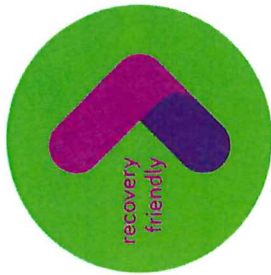
**Does this program provide special privileges for people in recovery that others don't get?**

- This program is for everybody, family members, loved ones, those in recovery, and those seeking assistance

***Are you ready to step up to the plate to combat this stigma in your community?***

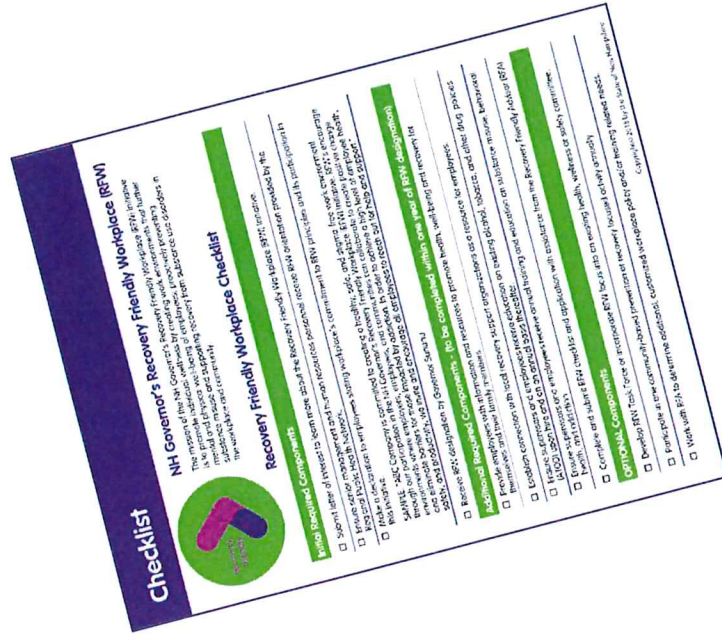
**What if the name "recovery friendly" scares people in the community?**

- Fear → Stigma
- One of the main goals of this program is to educate your leaders, employees, and community members to combat this stigma



# So how do you start?

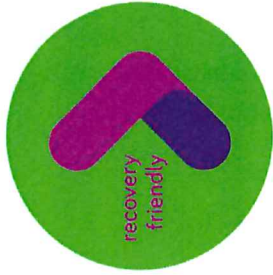
YOU ARE HERE!



Initial Required  
Letter of Interest  
Orientation  
Declaration  
Designation

Additional Required  
Info & Resources  
Connection to Recovery Orgs  
Education & Trainings

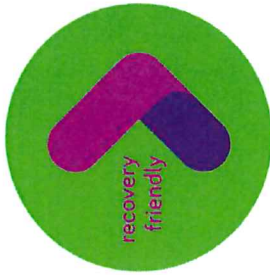
Optional  
RFW Task Force  
Community-Based Activities  
Customized Trainings



## Join the movement...

~300 businesses in the state of NH have joined the initiative and are benefiting from the free services offered





## Interested in learning more or joining the initiative?



[WWW.SOSRCO.ORG](http://WWW.SOSRCO.ORG)

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[www.facebook.com/sosrecovery](http://www.facebook.com/sosrecovery)

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