

Noojimo'wiigamig Inaawanidiwag  
(Healing Journey)

Mille Lacs Band of Ojibwe  
Court of Central Jurisdiction  
**Family Healing to Wellness Court**

## **PARTICIPANT HANDBOOK**



Mille Lacs Band  
Noojimo'wiigamig Inaawanidiwag  
*Healing Families*

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*Adopted October 14, 2022*

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Other	



# Table of Contents

Important Numbers .....	2
Introduction .....	4
Mission Statement .....	5
Seven Ojibwe Values .....	5
Eligibility and Program Admission .....	6
Program Phases .....	6
Confidentiality .....	7
Wellness Plan .....	8
Healing Journey Team .....	8
Case Management .....	9
Treatment.....	9
Recovery Support Groups.....	10
Drug Testing and Monitoring .....	10
Participant Conduct Expectations.....	11
Children & Visitors in the Courtroom.....	11
Life Enhancement Activities.....	11
RecoveryTrek .....	13
Program Phases .....	14
Phase 1 – Aasema (Tobacco).....	16
Phase 2 – Giizhik (Cedar) .....	16
Phase 3- Mashkodewashk (Sage).....	17
Phase 4 – Wiingashk (Sweetgrass) .....	17
Incentives .....	18
Consequences .....	18
Termination .....	19
Graduation .....	19
Grievance Procedure.....	20
Alumni Activities .....	20

## Introduction

Welcome! You have taken an enormous first step in your Healing Journey. By participating in the confidential Family Healing to Wellness Court (“FHTWC”), also known as the Noojimo’wiigamig Inaawanidiwag program, you will be offered exceptional support in your journey to sobriety and family reunification. You will have access to services that will increase your ability to become sober, stay sober, and improve your life. The Healing Journey Team will coordinate these services and collaborate to best meet your health and wellness needs.

The four-phase Healing Journey program is designed to embody the Seven Ojibwe Values and help participants to recognize how these values can guide you and your family to lives of peace and wellness. In the FHTWC, you will receive incentives (rewards) for successful participation and progress. Your progress in recovery is followed, and your efforts will guide the Court’s decision about when to return your child(ren) to your home safely. Your family can be reunited when you are ready and able to meet your child(ren)’s needs. Reunification can happen before you graduate from the program. The benefits of FHTWC participation include building healthy family relationships and reconnecting to your Band culture and community life.

This handbook provides general information about the FHTWC program. You are encouraged to share this handbook with your family and friends. As a participant, you are expected to follow the instructions given to you by the judge, participate in developing your Wellness Plan, and comply with program rules and expectations. You will have the Healing Journey Team by your side the whole way.

By actively participating in Family Healing to Wellness Court and working with the team, we hope you will see positive changes in your life very soon. We wish you much success and happiness in your recovery!

--Your Healing Journey Team

## **Mission Statement**

The Mille Lacs Band Family Healing to Wellness Court, Noojimo'wiigamig Inaawanidiwag (Healing Journey), is an alternative to the traditional court process which works to reunify families and build a stronger community by providing support and connections to cultural and healing services for those impacted by mental health and addiction.

## **Seven Ojibwe Values**

The Mille Lacs Band of Ojibwe has community values rooted in our history and culture. These values form the foundation of our lives and ground the Healing Journey program.



### **Gwayakwaadiziwin (Honesty)**

To achieve honesty within yourself is to recognize who and what you are.  
Do this and you can be honest with all others.

### **Dabaadendiziwin (Humility)**

Humble yourself and recognize that  
no matter how much you think you know, you know very little.

### **Debwewin (Truth)**

To learn Truth, to live Truth, and to speak Truth.

### **Nibwaakaawin (Wisdom)**

To have Wisdom is to know the difference between good and bad  
and to know the result of your actions.

### **Zaagi'idiwin (Love/Compassion)**

Unconditional love and compassion are to know that  
when people are weak, they need your love and understanding the most.

### **Manaadendamowin (Respect)**

Respect others and their beliefs. Respect yourself.  
When you practice respect, respect will be given back to you.

### **Aakwade'ewin (Bravery/Courage)**

Have bravery and courage in doing things right  
even though it may hurt you physically or mentally.

## Eligibility and Program Admission

Eligibility criteria for Noojimo'wiigamig Inaawanidiwag are set by Mille Lacs Band Statute, Title 5, Chapter 4, "Family Healing to Wellness Court," section 305. To be eligible to participate in the program, a person must:

- Be a Mille Lacs Band member, or be the parent, guardian, or custodian of a minor child who is either a Band member, a Band member descendant, or who is eligible to become a Band member;
- Be a parent or caregiver involved in a Child in Need of Protection or Services (CHIPS) case pending before the Mille Lacs Band District Court;
- Be diagnosed with a substance abuse condition (also known as substance use disorder) and be willing to comply with treatment recommendations, and
- Never have been convicted of felony child abuse or convicted of a sex crime within the preceding ten years or found at any time to be a violent offender.<sup>1</sup>

A person interested in participating in the program starts by meeting with the case manager and completing a Program Application. The case manager will refer the applicant for a substance use disorder (SUD) evaluation. Once the applicant's eligibility is verified, the SUD evaluation is completed, and treatment recommendations have been made, the applicant or the applicant's attorney files a Petition for Admission to the Family Healing to Wellness Court. The Healing Journey team will review the application and petition and decide whether the applicant meets the criteria for admission. If the team approves admission, the FHTWC judge will issue an order granting the petition and admitting the person into the Noojimo'wiigamig Inaawanidiwag program.

## Program Phases

There are four phases to the Healing Journey, Noojimo'wiigamig Inaawanidiwag, each one named after a sacred Ojibwe medicine:

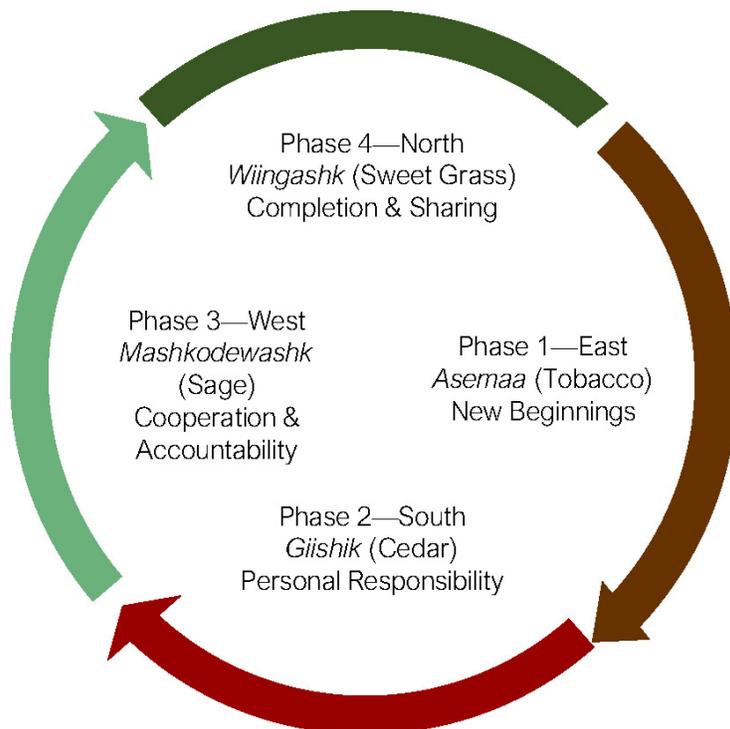
1. **Tobacco (*Asemaa*)** (*uh-SAY-maw*) – New Beginnings
2. **Cedar (*Giizhik*)** (*KEY-shick*) – Personal Responsibility
3. **Sage (*Mashkodewashk*)** (*mush-ko-DAY-wushk*) – Cooperation and Accountability
4. **Sweetgrass (*Wiingashk*)** (*WEEN-gushk*) – Completion and Sharing

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<sup>1</sup> Title 28 CFR § 93.3(d) defines a "violent offender" as a person who either -

- (1) Is currently charged with or convicted of an offense during the course of which:
  - (i) The person carried, possessed, or used a firearm or dangerous weapon; or
  - (ii) there occurred the use of force against the person of another; or
  - (iii) There occurred the death of, or serious bodily injury to, any person, without regard to whether proof of any of the elements described herein is required to convict; or
- (2) Has previously been convicted of a felony crime of violence involving the use or attempted use of force against a person with the intent to cause death or serious bodily harm.

When you complete all four phases, you will have achieved a lengthy period of sobriety, will have had custody of your child or children restored to you, and will be eligible to graduate! The components of each of the phases are detailed later in this handbook.



You will have the entire FHTWC team's support to achieve each phase's components. They will share information and collaborate to ensure you have the treatment and resources you need to succeed. There are also ways in which you will be held accountable if you are not complying or making progress in the phases.

The FHTWC case manager will track your progress through the phases and provide this information to the team when each phase requirement is met. From time to time, as you demonstrate progress, the team may give you a reward, also known as an incentive. After you complete a phase, you will be presented with a certificate of completion, and you will be ready to move up to the next phase. When all the circumstances that led to your child(ren) being removed from your custody have been addressed, you have a significant length of sobriety, and it is safe for them; they will be returned to your care. Once you complete Phase 4, with the case manager's assistance, you will plan your Graduation Ceremony!

## **Confidentiality**

(Respect)

Child protection cases (CHIPS) are confidential. The public cannot attend hearings or see case documents without the permission of a child's caregiver or court order. Likewise, the FHTWC program is confidential. Other caregivers of your child or children who are not fellow participants in the program will not have access to your information. Your medical and treatment records are further protected by federal law and regulations, including HIPAA. However, it is necessary for your recovery success for the case manager and

the rest of the Healing Journey team to understand your treatment needs and ensure you receive the appropriate care promptly. So, you will need to sign a release of information for your treatment providers, such as substance use disorder counselors, mental health therapists, and medication management professionals, to be able to share information with the Healing Journey team. The exchange of information is necessary to guide decision-making to best help you and to get you to the position where your child(ren) can be returned safely to your custody.

We will take great care to respect your privacy and not discuss sensitive personal information during court hearings without your permission. However, your drug and alcohol test results, recurrence of drug use, and any health problems you are experiencing may need to be discussed. As an FHTWC participant, you must keep all information about other participants, including their identities, confidential. No information you hear or learn during court sessions or elsewhere in the program may be discussed with persons outside the Healing Journey program.

### **Wellness Plan**

*(Honesty, Wisdom, Bravery)*

You will work with the FHTWC case manager to develop your own holistic Wellness Plan, which includes the following parts:

- Your Mille Lacs Band Family Services case plan (if one was court-ordered in your case),
- Your individualized treatment plan,
- The FHTWC phase requirements, and
- Any other services or activities that will help you achieve sobriety and safely care for your child(ren) and be able to meet their needs.

The FHTWC understands that substance use disorder is a health condition that requires treatment. Every FHTWC requirement and response to your behavior is designed to be therapeutic and help you become and stay sober and healthy.

### **Healing Journey Team**

*(Wisdom and Love/Compassion)*

A Tribal Family Healing to Wellness Court like Noojimo'wiigamig Inaawanidiwag differs from the normal court process by using a team approach that brings together alcohol and drug treatment, community healing resources, and the tribal justice process to foster the physical and spiritual healing of the individual participant, restore families, and support the well-being of the community. The Healing Journey Team consists of mostly Mille Lacs Band members and other Native American/First Nations professionals, including the FHTWC case manager, a Deputy Solicitor General, your legal counsel, a cultural advisor, a mental health therapist, a substance use disorder counselor, the Tribal Court peacemaker, a family services social worker, the FHTWC court coordinator (court administrator), and the Judge. Other professionals who provide you with individualized treatment or services may join the team from time to time as needed.

Communication and collaboration between the team members create a strong safety net for you and your sobriety. The team usually meets weekly in staffing meetings to review each participant's progress and ensure that the participants are getting timely and effective services. The case manager provides the team with participant progress reports and may confer with the team as needed at times outside of staffings. The team will assist you with identifying your needs, such as food, clothing, transportation, housing programs, and treatment, find ways to meet them, and follow up to make certain that you receive the necessary assistance and services.

Incentives for positive behavior, consequences for program violations, or phase advancement may also be discussed at staffings. Team decisions are made using the Native tradition of consensus-building. The judge does issue any necessary orders, but the judge will confer with the team before making decisions about any participant.

## **Case Management**

(Humility and Love/Compassion)

Case management services are essential for your success in the program. These services include referrals, follow-up, assessment, planning, care coordination, monitoring, and advocacy to meet your individualized needs. The FHTWC case manager is an experienced and culturally informed professional who will support and encourage you. The case manager monitors compliance with the Healing Journey program requirements.

Early in your Healing Journey, you will meet with your case manager twice weekly to discuss your concerns and track your overall success. Your case manager may meet with you more frequently based on your specific needs or at your request. Clinical staffing (with your mental health and substance use counselor) may also be scheduled periodically to assess whether you are getting the appropriate substance use disorder, medical, and mental health treatment. Your case manager will communicate with the other Healing Journey team members regarding your participation and progress. The team helps the case manager by providing information about available services and programs and brainstorming to find solutions to any of your challenges.

## **Treatment**

(Truth and Love/Compassion)

Before starting the FHTWC, you received a chemical dependency evaluation through the Mille Lacs Band Substance Use Department (sometimes referred to as a "Rule 25" evaluation) or another assessor to determine whether you have a substance use disorder and to give you treatment recommendations. When accepted into the FHTWC, you agreed to follow the treatment recommendations. The treatment recommended for you is based on your situation and needs. Treatment can include assorted options, such as inpatient care, outpatient care, and one-on-one counseling sessions. In the beginning, you may be expected to be involved in some form of treatment activity on a nearly daily basis. The treatment is designed to meet you where you are and provide you with the most effective recovery path.

Being involved in a child protection case is stressful, and you may be experiencing some mental health challenges. If you need mental health treatment, you will receive an evaluation to set up that help for you.

You are required to sign a release of information that allows the FHTWC case manager to check in with your treatment provider to ensure you are receiving the type and level of services you need and that your treatment is prioritized when arranging other services.

### **Recovery Support Groups**

(Truth and Love/Compassion)

In addition to professional treatment, you will meet with other people working on their recovery in Peer Support, Continuing Care, Recurrence Use Awareness (formerly known as Relapse Awareness), and Prevention Groups. You may already be familiar with some groups, such as N.A., A.A., Sober Squad, and Wellbriety. You can benefit from the group members' experience, support, and advice. You must attend and participate in recovery meetings in addition to your other treatment sessions. Requiring your participation encourages you to develop new sober supports. It introduces you to new healthy communities while you are in the program and sober people who will be there for you after you graduate. You will need to check in and out of your sessions through the RecoveryTrek Application on your electronic device. Your case manager will walk you through this process. To receive credit for attending support groups, you must complete your reporting by 11:59 p.m. the day before your court status hearing.

### **Drug Testing and Monitoring**

(Respect and Love/Compassion)

The case manager will monitor your progress through the phases and Wellness Plan adherence. Monitoring may include, but is not limited to:

- (1) Regular meetings between you and the Case Manager;
- (2) Random testing for alcohol and controlled substances;
- (3) Home visits;
- (4) Verification of your completion of phase requirements; and
- (5) Inquiries of treatment providers and probation or parole officers (if applicable).

Your case manager will visit you at home or in the field, such as at work, community events, and other locations, to ensure you maintain a drug and alcohol-free lifestyle. RecoveryTrek is a software application that the FHTWC uses to help schedule drug testing and monitor and document your progress in recovery. Several test collection sites exist in and around the Mille Lacs Band Reservation.

Testing is a critical part of your compliance with the Healing Journey requirements. RecoveryTrek's enrollment packet will provide a more detailed explanation of the steps needed to enroll and comply with required drug testing. When you are notified via RecoveryTrek of the need to submit to a drug test, it is your responsibility to give the appropriate sample that day. It is up to you to be aware of the hours of operation and collection times at collection sites. Missing a test will be treated as if it was a positive test. If you miss a test for emergency and unforeseen circumstances, you must notify the case manager as soon as you know that you missed or will miss it. Depending on the circumstances, you may be allowed 24 hours to complete the missed test. Login or call by **9:00 a.m. each day**, so you have plenty of time to complete drug testing before the collection site closes. If you fail to provide a specimen on the day selected, this will be

considered a “No Show” and will be reported immediately to the FHTWC case manager. The FHTWC may request additional drug testing or take other steps to address the missed test.

The FHTWC will pay the cost of the initial drug tests and reporting. If your drug test shows a positive result and you disagree that you have used any drugs or prohibited substances, you may request a retest. If, however, the result of the retest is the same as the result of the original test, you may be required to reimburse the Court for the cost of the collection and the second drug test.

### **Participant Conduct Expectations**

*(Respect and Love/Compassion)*

Noojimo’wiigamig Inaawanidiwag is a program that is characterized by mutual honor and respect. When you respect staff and other participants, you can expect to be treated the same in return. Maintaining appropriate behavior shows the progress you are making toward your recovery. Talking in the courtroom during hearings, group treatment, or recovery group sessions when it is not your turn is disrespectful. Do not bring your cell phone into the Court facility. Without prior approval, there is no eating, drinking, or chewing gum in the courtroom. Do not attend hearings under the influence of substances or impaired by medication. If you have had a recurrence of drug use or feel impaired, call the case manager to let her know ahead of time, but still attend the hearing. Dress appropriately when appearing in court. Wearing clothing with alcohol, drug, and violent slogans, graphics or brands is not allowed. Inappropriate sexual behavior, comments, or harassment toward staff and other participants is not tolerated. This would mean behavior characterized by making unwelcome and inappropriate sexual remarks or physical advances toward another. If what you are going to do or say might make someone else uncomfortable, do not do or say it.

### **Children & Visitors in the Courtroom**

*(Love/Compassion)*

The Healing Journey team understands that a lack of childcare can create barriers to attending hearings and meetings for many participants. For this reason, your child(ren) is welcome to accompany you to your case manager meetings. However, bringing your child(ren) to the status hearings is discouraged. The hearings are confidential, will have discussions that may not be age-appropriate, and can take a significant amount of time. If a family member can come to court with you, they may care for the child(ren) in the court facility’s Child-Friendly Area. You are welcome to have other family members or friends attend court for support. However, to protect the privacy of the other participants in FHTWC, they will be required to sign an agreement to maintain confidentiality, and they will not be allowed in the courtroom while the other participants’ cases are being discussed.

### **Life Enhancement Activities**

*(Wisdom)*

Helping you to achieve sobriety is the Healing Journey’s top priority. Once you have been sober for a significant amount of time, you will start to work on the other aspects of your life to help you be as happy, healthy, and stable as possible. Participation in life enhancement activities will give you the tools you need for a healthy and productive life—without drugs or alcohol.

## **Education or Vocational Training**

As you make progress with your sobriety, it is expected that you will develop an education/vocational training/job skills plan if you need one. You will work with the case manager to develop your plan. The case manager will continue to help you along the way to help you set educational goals or to find something desirable to work at.

## **Occupation or Employment**

If you are not already employed or engaged in an occupation when you enter the Healing Journey program, after you have a significant length of sobriety, you will be expected to find employment or become engaged in an occupation (this includes creating or selling Native American art and objects). This is an important milestone on your way to being restored custody of your child(ren) and will give you a way to support your family. Your income must be from legal sources, and places like bars, taverns, pubs, and marijuana dispensaries are unsuitable work locations as they may jeopardize your sobriety.

If you lack the necessary skills, education, or background to become employed, you will be provided employment assistance through programs like Aanjibimaadizing. The case manager will routinely verify employment or other occupational work through phone contact or paycheck stubs.

## **Cultural Activity**

The Healing Journey cares about the whole person by paying attention to the physical, emotional, spiritual, and mental aspects of well-being. Many times, the cultural and spiritual aspects of the person are overlooked. Cultural practices and events can build or reinforce connectedness, model positive social behavior, and promote a sense of self-awareness, community, and well-being. Cultural values are the threads that weave the community together and provide a link between the past and the present. They align with what research tells us about what works in preventing substance use and abuse. Learning and living these values lay the foundation for your well-being.

You must attend and participate in at least one cultural event or activity each week. This could include going to powwows, making blankets, offering tobacco, smudging, praying, and attending Big Drum, sweat lodges, community Wellbriety gatherings, and Midewiwin ceremonies, to name a few. When you first start the Noojimo'wiigamig Inaawanidiwag, you will be highly focused on maintaining your sobriety, so you may not feel ready or interested in participating in cultural events. By creating opportunities for you to learn about and engage in traditional practices throughout your Healing Journey, we hope that you will take an interest and seek out more cultural activities for you and your child(ren).

## **Physical Activity**

Your mind and body are impacted when you use drugs and alcohol excessively. Addiction changes your body chemistry. Once the substances are cleared from your system, you may feel anxious, depressed, and sensitive to life's pressures. It is good news that physical activity can improve your brain health, help shift the tide on those negative emotions, and bring positive results.

Exercise releases feel-good chemicals (endorphins) that drugs mimic. According to the Mayo Clinic, just 30 minutes of exercise daily is enough to change your mood positively. Staying active can benefit your recovery in other ways, including; stress reduction, better sleep, increased energy, strengthening your

immune system, and preventing a return to drug and alcohol use. Studies have shown that regular exercise can increase the abstinence rate for substance use by 95%! These positive benefits from regular exercise are why the Healing Journey has included it as a phase requirement.

You can get your physical activity simply by walking 30 minutes a day. Taking walks with your children allows you to build your relationship and model healthy habits for them. All members of the eleven federally recognized tribal nations in Minnesota can receive a free annual state parks and recreation areas vehicle permit. To obtain a permit, tribal members must present one of the following at the park office:

- Tribal identification card
- Certificate of Indian blood
- An 1854 Treaty Authority window cling
- 1854 Treaty Authority ID card
- Tribal license plates displayed on a vehicle

If you are not an enrolled tribal member, but your child(ren) is/are enrolled, you can bring your child(ren)'s tribal enrollment information to the park office and still get the free annual park vehicle pass.

For a modest fee, Mille Lacs Band members have access to the beautiful state-of-the-art Aquatics Center, allowing them to exercise in and out of the weather. Addiction recovery activities will vary at different rehabilitation facilities but may include the following:

- Yoga
- Cardio (including biking)
- Walking
- Hiking
- Running
- Swimming
- Aerobic classes
- Zumba classes
- CrossFit workouts

You can choose what physical activity best matches your preferences and abilities. There is no right or wrong to being more active. Any physical activity is beneficial to recovery.

## **Family Engagement**

The time your child(ren) has with you is important, and the Healing Journey team will support you in making this time a priority in your schedule. Parenting time with your child(ren) may be emotional for you or your child(ren), especially at the beginning of the case. There are a few ways to make parenting time go smoothly. Be on time or early if possible. Be prepared for your parenting time with supplies (food, toys or activities, diapers). Engage in activities with your child(ren), like games, snacks, crafts, and homework. Parenting time may begin as supervised, depending on the situation. Please talk with your case manager or the team if you need more support during parenting time. If the need for more help is noticed, services may be put into place during parenting time to support you and your child(ren)'s relationship.

To ensure you and your child(ren) are safe, the team may put a safety or support plan into place regarding your parenting time. This may include who can or cannot be present during your time, where your time can or cannot take place, and how long or what time of day your time will occur. You are expected to follow your safety plan 100%.

## **RecoveryTrek**

(Honesty)

Noojimo'wiigamig Inaawanidiwag has partnered with RecoveryTrek for drug testing services to help track each participant's recovery path. RecoveryTrek is an application that can be downloaded onto your

smartphone. You will use the application to check in daily, be alerted to whether you need to be drug tested, and report your attendance at recovery groups, cultural events, and family engagement activities. It also provides a secure, confidential way to communicate with the case manager. All information is downloaded directly into your program file and will be provided in a compliance report to the Healing Journey team.

If you do not own a smartphone, please let the case manager know, and they can explore options with you. The case manager will provide you with a RecoveryTrek Participant Packet to get you started and may have already started the enrollment process. If you have difficulty using RecoveryTrek, please speak with the case manager. If the case manager is not available or if it is a technical issue, contact RecoveryTrek Great Support at [greatsupport@recoverytrek.com](mailto:greatsupport@recoverytrek.com) or call (757) 943-9800. Be sure to tell Great Support that you are participating in the Mille Lacs Band Family Healing to Wellness Court program and include your six-digit Participant ID if you know it.

## Program Phases

There are four phases to the Healing Journey, Noojimo'wiigamig Inaawanidiwag, each one named after a sacred Ojibwe medicine:

- (1) **Tobacco (*Asemaa*)** – New Beginnings
- (2) **Cedar (*Giizhik*)** – Personal Responsibility
- (3) **Sage (*Mashkodewashk*)** – Cooperation and Accountability
- (4) **Sweetgrass (*Wiingashk*)** – Completion and Sharing

You will have the entire FHTWC team's support to achieve each phase's components. There are also ways in which you will be held accountable if you are not complying or making progress in the phases. All the phases will require you to do certain things, such as drug testing, meetings with the case manager, and attending FHTWC status hearings. You may also have CHIPS Pretrial or Review/Permanency Planning hearings, but the FHTWC judge will conduct them in separately scheduled hearings. Your child(ren)'s other parent, guardian, or custodian must attend these child-focused hearings. As you progress and experience sobriety, the phase requirements will lessen and will be replaced with ones that help you maintain a healthy, good life for yourself and your child(ren).

In the Sage Phase, you will begin your community give-back (also known as community service) hours. Community give-back hours can be helping an elder, volunteering your time, setting up or cleaning up after a community event, and setting up the Alumni Group or other activities that support sobriety and the FHTWC program, to name just a few possibilities. This is a wonderful way to reconnect with your community and meet people to build your sober network. There is a therapeutic effect (you feel good) when you give of yourself and expect nothing in return. It is also a fantastic way to learn new skills and build a resume if you don't have a strong employment history.

After completing the Sweetgrass Phase, you will be eligible for your Commencement Ceremony (graduation). The hope is that as you successfully work through the FHTWC program, you will be able to have custody of your child(ren) returned to you before you graduate, and you will be stable in your recovery and have a solid plan for your future.

## Noojimo'wiigamig Inaawanidiwag Program Phase Requirements

	PHASE 1 –Tobacco New Beginnings	PHASE 2 – Cedar Personal Responsibility	PHASE 3 – Sage Cooperation & Accountability	PHASE 4 – Sweetgrass Completion & Sharing
<b>Phase Focus</b>	Detoxification & Begin Treatment	Stabilization & Treatment	Maintenance	Aftercare & Graduation
<b>RecoveryTrek Check-In's</b>	Daily	Daily	Daily	Daily
<b>Case Manager Meetings</b>	Minimum 3x's per week	2x per week	1x per week	1x per month
<b>Drug Testing</b>	Minimum 2x per week	Minimum 2x per week	Minimum 2x per week	Minimum 2x per week
<b>Treatment &amp; Counseling</b>	As Recommended Per Evaluation	As Recommended Per Evaluation	As Recommended Per Evaluation	As Recommended Per Evaluation
<b>Parenting Enrichment</b>	—	—	Culturally Specific Parenting Enrichment Group/Sessions	Mentor Other Parents in Early Recovery.
<b>Support Group Attendance</b>	Minimum 2x per week	2x per week	1x per week	2x per month
<b>Status Hearings</b>	1x per week	2x per month	2x per month	1x per month
<b>Housing</b>	—	Secure Safe & Stable Housing	Secure Safe & Stable Housing	Secure Safe & Stable Housing
<b>Education, Occupation or Employment</b>	—	—	Obtain a Job, Pursue an Occupation, or Complete Educational Goal	Have a Legal Income Source
<b>Physical Activity</b>	3x a week	3x a week	3x a week	3x a week
<b>Cultural/Community Engagement Activity</b>	1x per week	1x per week	1x per week	1x per week
<b>Family Engagement Activity</b>	Minimum 1x per week	Minimum 1x per week	Minimum 1x per week	Minimum 1x per week
<b>Community Give-Back Hours</b>	—	60 hours to complete before Graduation	60 hours to complete before Graduation	60 hours to complete before Graduation
<b>Phase Completion Requirements</b>	<ul style="list-style-type: none"> <li>• 14 consecutive sober days/no positive drug tests</li> <li>• No missed check-ins</li> <li>• Work to resolve outstanding warrants</li> <li>• Engage in treatment</li> <li>• Attend meetings</li> <li>• Attend hearings</li> <li>• Cultural &amp; family events</li> <li>• Make progress on Wellness Plan</li> <li>• Team recommendation</li> </ul>	<ul style="list-style-type: none"> <li>• 30 consecutive sober days/no positive drug tests</li> <li>• No missed check-ins</li> <li>• Engage in treatment</li> <li>• Attend meetings</li> <li>• Attend hearings</li> <li>• Cultural &amp; family events</li> <li>• Engage in community give-back hours</li> <li>• Make progress on Wellness Plan</li> <li>• Team recommendation</li> </ul>	<ul style="list-style-type: none"> <li>• 90 consecutive sober days/no positive drug tests</li> <li>• No missed check-ins</li> <li>• Engage in treatment</li> <li>• Complete parenting enrichment groups/sessions</li> <li>• Attend meetings</li> <li>• Attend hearings</li> <li>• Cultural &amp; family events</li> <li>• Engage in community give-back hours</li> <li>• Make progress on Wellness Plan</li> <li>• Team recommendation</li> </ul>	<ul style="list-style-type: none"> <li>• 6 months consecutive drug &amp; alcohol-free</li> <li>• No missed check-ins</li> <li>• Attend meetings</li> <li>• Attend hearings</li> <li>• Cultural &amp; family events</li> <li>• Complete community give-back hours</li> <li>• Recurrence prevention and life plan</li> <li>• Children returned for six months</li> <li>• Wellness Plan completed</li> <li>• Team recommendation</li> <li>• Plan program dinner/event</li> <li>• Plan graduation ceremony</li> </ul>
<b>Estimated Phase Duration</b>	45-90 days	60-90 days	60-90 days	6 months to 1 year

## **General Requirements**

*(these apply in all Phases)*

- Regular meetings with the case manager.
- Attend court status review hearings as scheduled.
- Random drug testing minimum twice per week.
- Follow the SUD treatment plan.
- Work on your Wellness Plan.
- Attend weekly visits, phone calls, and/or video chats with your child(ren).
- Check in daily with RecoveryTrek.
- Engage in physical activity three times per week.
- Participate in one Family Engagement Activity per week.
- Work on a plan for your child(ren) to return home.
- Document attendance at recovery support group meetings twice or more per week.
- Get medical and dental assessments – and follow the provider’s recommendation(s).
- Secure safe and sober housing.
- Keep your medication report form updated.
- Cultural activity(ies) at least once per week.
- Sign releases of information for the FHTWC Team.
- If applicable, comply with probation supervision, resolve warrants, and pay restitution completely (or have a payment plan in place) before graduation.

### **Phase 1 – Aasema (Tobacco) East (New Beginnings)**

*Objectives:*

- Orientation, Assessments, and Stabilization
- Complete the chemical health assessment and follow recommended treatment programs
- Engage in cultural components that will enhance your healing journey

*Duration:* Approximately 45-90 days, with a minimum of 14 consecutive days sober

*General Requirements PLUS:*

- Attend at least two support group meetings per week.
- Obtain a sponsor and a peer support specialist.
- Engage in a cultural and a family activity once per week.
- Complete a family tree to the best of your ability.
- Advancement to Giizhik (Cedar) Phase when in compliance with all General and Aasema (Tobacco) Phase requirements and having 14 consecutive sober days.

### **Phase 2 – Giizhik (Cedar) South (Personal Responsibility)**

*Objectives:* Utilize recovery skills to maintain sobriety and work on your wellness plan.

*Duration:* Approximately 60-90 days, with a minimum of 30 consecutive days of negative drug tests.

*General Requirements PLUS:*

- Attend substance use recurrence (relapse) education course.
- Develop a recurrence prevention plan in which you identify three people as part of your support network and learn three skills to cope with stress and challenges.
- Create a safety plan for when the child(ren) returns home.
- Enroll in a program for education, employment, or life skills development (such as earning a GED or working with Aanjibimaadizing).
- Identify a personal cultural and/or community-based goal or project.
- Begin to perform community give-back hours (complete 60 hours by Phase 4).
- Advancement to Mashkodewashk (Sage) Phase when in compliance with all General and Giizhik (Cedar) Phase requirements and having achieved 30 consecutive sober days with no consequences.

### **Phase 3- Mashkodewashk (Sage) West (Cooperation & Accountability)**

*Objective:* To continue abstinence and recovery maintenance to live a chemical-free lifestyle.

*Duration:* 60-90 days, with 90 days minimum consecutive days sober.

*General Requirements PLUS:*

- Participate in a program for education, employment, or life skills development (such as earning a GED or working with Aanjibimaadizing).
- Complete parenting enrichment program.
- Perform community give-back hours (complete 60 hours to graduate).
- If possible, help plan and attend another participant's graduation dinner.
- Advancement to Wiingashk (Sweetgrass) Phase when in compliance with all General and Mashkodewashk (Sage) Phase requirements and having achieved 30 consecutive sober days with no consequences.

### **Phase 4 – Wiingashk (Sweetgrass) North (Completion & Sharing)**

*Objective:*

- Reinforce healing and healthy behaviors.
- Prepare for life after graduation.
- Identify and share long-term goals and visions.
- Help develop Alumni Association.

*Duration:* Maximum 12 months, with a minimum of 6 months of consecutive sobriety.

*General Requirements PLUS:*

- Participate in a program for education, employment, or life skills development (such as earning a GED or working with Aanjibimaadizing).
- Perform community give-back hours (complete 60 hours before graduation).

- Pay off restitution, if any, or have a payment plan.
- Complete Wellness Plan.
- Plan graduation ceremony.
- Complete a program exit interview.
- Eligible for graduation when in compliance with all General and Wiingashk (Sweetgrass) Phase requirements and having achieved 180 consecutive sober days (6 months) with no consequences received.

### Incentives

If you progress in the program, you may be awarded an incentive. Incentives are positive reinforcement or rewards to promote sustained behavior change while emphasizing a supportive and celebratory approach to treatment and other interventions. The incentive’s purposes may include reinforcing abstinence, improving attendance at treatment sessions, adhering to treatment goals, and encouraging you to master skills for your life journey. The below chart gives some examples of common incentives:

<b>Achievements</b>	<b>Incentive Examples</b>
Attendance at court appearances	Recognition and praise by the judge
Attendance at drug testing	Certificates of achievement
Attendance & engagement in treatment	Gift cards
Attendance at a sober support group	Movie and event passes
Consistent parenting time and family engagement	Decreased court appearances
Attendance at cultural activities	Fishbowl drawing
Securing safe, stable, and sober housing	Expedited on the court schedule
Starting employment or an occupation	Trip requests granted
	Phase Advancement

### Consequences

If you are non-compliant with the program requirements, the Healing Journey team will recommend a consequence to hold you accountable. Consequences are designed to be therapeutic rather than punitive. Consequences are immediate, graduated, and individualized based on your situation and the facts of the non-compliance. The team tries to ensure that each participant is treated equivalently to others committing similar non-compliant acts. If the team recommends a consequence of home detention, a hearing must be held unless waived by you, and you will have the right to be represented by legal counsel.

<b>Negative Behaviors</b>	<b>Consequence Examples</b>
Dishonesty	Reprimand from the judge
Missed court appearances	Increased court appearances
Missed drug testing (considered a positive)	Team roundtable
Positive drug test (positive for drugs)	Additional community give-back hours
Adulterated/tampered/diluted drug test	Curfew or location prohibition
Missed treatment	Writing assignment
Noncompliance with a treatment plan	Home detention
Failure to complete phase requirements	Termination

## **Termination**

It has been proven that the longer a person stays in treatment, the greater the probability of a successful outcome. The FHTWC will do everything possible to keep you in treatment and on your recovery path. If you are non-compliant with your treatment plan, the most effective course of action will be to adjust treatment or supervision requirements or apply graduated consequences. One of the most difficult decisions the team will face is whether to terminate a participant from the program. Termination will only occur after all therapeutic adjustments and responsive consequences have been exhausted. Grounds for termination include, but are not limited to:

- Persistent non-compliance with program requirements, drug test tampering, or lack of progress in treatment;
- Committing a crime that is violent, endangers a child, or is committed while securing alcohol or prohibited drugs;
- Evidence of drug dealing;
- Driving under the influence or while impaired by an intoxicant or illegal substance;
- Threatening, abusive, or violent verbal or physical behavior toward another, and
- Hostile, disruptive, or disrespectful conduct toward the Judge or Special Magistrate, court staff, the FHTWC team members, or other participants

Termination will be discussed at a team staffing, and once consensus is reached, a recommendation to terminate the participant from the program will be made to the Court. A copy of the written recommendation for termination shall be provided to the participant or the participant's legal counsel by the case manager.

Upon receiving a termination recommendation, the Court will set the matter for hearing and provide the participant with notice of the hearing. The Court will appoint defense counsel if the participant requests a lawyer and cannot afford to hire one. If an evidentiary hearing is necessary, the Office of the Solicitor General shall serve as the prosecutor. If, after the hearing, the Court accepts the termination recommendation, the Court will issue a written order terminating the participant from the program.

When a participant is terminated from the Healing Journey, the child protection matter resumes in the District Court under the usual procedures established by 8 MLBS § 3101 et seq. Participation in the FHTWC is voluntary, and the program is intended to be rehabilitative and promote families' successful reunification. However, termination from the program does not mean reunification through the CHIPS case is impossible. A terminated participant can be readmitted to the program 30 days after the termination date.

## **Graduation**

Once you complete all four phases of the Healing Journey and the components of your Wellness Plan, including a recovery management plan, you are eligible for graduation. The Healing Journey team will review your progress, and if it concludes that you have completed all requirements will recommend your

graduation to the Court. The case manager will assist you in planning a graduation ceremony to be held following your final status hearing. You will decide which individuals to invite to the ceremony if any.

At your final status hearing, if the Court agrees with the team's recommendation, the judge will issue an order finding that you have completed the Noojimo'wiigamig Inaawanidiwag. The judge will give you a graduation certificate and provide a copy to the Office of the Solicitor General. Upon receiving the graduation certificate, the Office of the Solicitor General will promptly file a motion to dismiss your CHIPS case in the Mille Lacs Band District Court, where it shall be granted.

Upon completion of the Healing Journey, you will be contacted by a team member for an exit interview. The exit interview aims to obtain your feedback about the program, learn how FHTWC graduates perform after completing the program, and measure how well the FHTWC is doing. You will not be identified individually or penalized in any way for your answers. You are asked to provide your contact information upon program graduation and that you update the FHTWC case manager if that information changes. You are encouraged to contact the FHTWC case manager or other team members if you need support or assistance as you continue your healing journey.

### **Grievance Procedure**

Noojimo'wiigamig Inaawanidiwag believes that families can change and learn the skills to do so. The Healing Journey team works in the best interest of caregivers and their children by providing a safe, nurturing, supportive, and respectful environment. If you have an issue related to the program, treatment expectations, or your interactions with team members, you may discuss them with the Healing Journey team, or if unresolved or unsatisfied with the outcome, you may contact Gilda Burr, Court Administrator at (320) 532-7401.

### **Alumni Activities**

Alumni groups have developed in many Tribal Healing to Wellness Courts. Program graduates can start the alumni program. The Healing Journey team may assist in establishing an FHTWC alumni group. Various roles that an alumni group may have include:

- Helping past participants stay connected to the recovery community and continue to foster relationships made while in FHTWC;
- Transporting participants to recovery support meetings;
- Providing participants with childcare so that they can take a break from parenting duties for a little while;
- Bringing recovery support meetings to the participants;
- Conducting community give-back activities (for example, providing meals at holiday times to people in need);
- Offering a talking circle for participants and alumni to discuss challenges and responses;
- Hosting "Sober Fun Nights" to include families and people in a sober network;
- Establishing a Facebook page to provide support and information about sober activities;
- Conducting fundraisers for Noojimo'wiigamig Inaawanidiwag or other charitable activities;

- Serving as mentors/peer recovery supports to participants;
- Providing or identifying training for Healing Journey graduates to become peer recovery support specialists;
- Supplying aftercare and emergency self-help resources to program participants and alumni;
- Speaking or educating others about the Healing Journey program; and
- Advocating for program needs with Band, federal, state, or county officials.

We hope this handbook has been helpful and answered your questions. If you need more information or have any additional questions, please speak to the case manager, your attorney, or another member of the Healing Journey team.

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*“In my experiences, I found that illness and identity were the two biggest problems [persons with an addiction] faced. They didn’t know how to stop drinking or doing drugs, and they didn’t know who they were. . . . I brought back American Indian ways so that I could help them find their identity and move past their addiction.”*

*--Dorothy Sam (We We Na Be Quay), Band Elder*

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