

#### <u>7<sup>th</sup> Annual IBC C.A.R.E. Conference 2022</u> General Information & Registration September 8-9, 2022

C - Cultural Consideration A - Addictions & Trends R - Reducing Stress & Promoting Self-Care E - Exploring Best Practice

This year's **IBC C.A.R.E. Conference** will be held live and in person on September 8-9, 2022 at the Courtyard by Marriott, 2405 SE Creekview Dr. in Ankeny, and will be two full days plus an optional 3-hour Ethics session the evening of September 8. We are excited to be back together again and know you will enjoy networking!

The registration form can be found on the IBC website at <u>www.iowabc.org</u>, and needs to be completed online and paid with debit/credit card or Paypal on the IBC website – we are not accepting checks for this conference. Registrants will receive an email response from IBC to confirm registration/payment. Approval is being applied for through Iowa NASW for Social Workers.

Carefully review session options and speaker info carefully prior to registering, and note that some sessions are 90 minutes and some are 3 hours – be sure the sessions you choose do not overlap. Conference registration closes August 31, 2022; no registrations will be accepted after August 31, 2022. Note that the sessions you register for will be reflected on your certificate of completion following the conference.

#### Cost of Registration (includes sessions, lunches and snacks):

- For registrations received at IBC in <u>JUNE</u>: \$220 for both days, \$120 for one day, \$45 for optional Ethics session the evening of Sep. 8
- For registrations received at IBC in <u>JULY</u>: \$235 for both days, \$125 for one day, \$45 for optional Ethics session the evening of Sep. 8
- For registrations received at IBC in <u>AUGUST</u>: \$250 for both days, \$130 for one day, \$45 for optional Ethics session the evening of Sep. 8

### A link to the registration form will be included on the IBC website or accessed here: <u>https://forms.gle/jpCzbuXHd4PasbDk7</u>

Rooms are available at Courtyard on Sep. 7, 8 and 9 at the group rate of \$109/night. Call Courtyard directly to reserve at <u>515-422-5555</u> and reference "Iowa Board of Certification" for the \$109 rate.

A refund of 70% will be allowed for cancellations received at IBC by September 1, 2022; after September 1, 2022 no refunds will be given.

### 7th Annual IBC CARE Conference September 8-9, 2022 Agenda

Thursday, September 8

9:00-12:00

### <u>Keynote: Exploring the Marijuana Multiverse</u> (Peter Komendowski) - 3.0 hour in Alcohol & Drug Specific

Participants will experience a multi-variant view of marijuana in American culture, historical context, and a snapshot of national trends in medicalization and legalization of marijuana, and will learn how to better contextualize prevention and treatment objectives with an understanding of social and emotional behavioral "drivers."

12:00-1:30 Lunch

Afternoon sessions will include 90-minute sessions from 1:30-3:00 and 3:15-4:45, <u>Or</u> a 3-hour session from 1:30-4:45. Choose <u>either</u> two 90-min sessions <u>or</u> one 3-hour session (be sure you do not choose overlapping sessions).

1:30-3:00 (90 minutes)

### <u>Opioid Use in 2022</u> (Jennifer Robertson-Hill and Monica Wilke-Brown) – 1.5 hour in Alcohol & Drug Specific

Participants will:

- Identify incidence of opioids in Iowa and nationally
- Learn about options for the treatment of opioid use
- Understand the continuum of substance use

# *Harm Reduction in the Midwest: What Does it Look Like?* (Jill Eriksen & Katherine Greenwood) – 1.5 hours in Alcohol & Drug Specific

Harm reduction is an expanding topic within the substance use field, but often it is an area that is misunderstood around the impact it has for clients who use drugs. This training breaks down exactly what harm reduction is and points to examples of successful programs around the country and specifically the Midwest. It will address common misconceptions about harm reduction and outline steps on how to implement harm reduction protocols in recovery programs.

### 3:15-4:45 (90 minutes)

### <u>Disease Concept of Addiction</u> (James Gibbons) – 1.5 hours in Alcohol & Drug Specific

Participants will: understand factors that make up a disease, compare other diseases to addiction, gain knowledge of the 3 stages of disease, understand how genetics and the environment contribute to the development of disease, and learn about the stigma of the disease compared to other diseases.

### <u>Community Perceptions of Opioid Overdoses: Brains, Bias and Best</u> <u>Practices (Jill Eriksen & Jennifer Wolfe) – 1.5 hours in Alcohol &</u> Drug Specific

Stigma is a factor that can prevent those with SUDs from receiving evidence-based practices that allow them to seek and stay in recovery. This session will discuss the effects of drugs on the individual's brain and physical health, and how living with an addiction can impact every aspect of someone's life. This session is co-led by someone with lived experience of drug use, overdose and navigating the legal and care continuum to eventually becoming a Peer Support Specialist. We will look at this story and the role stigma played in delaying and distressing the recovery process. Participants will have the opportunity to observe how stigma affects their own experiences and discuss ways to shift attitudes and improve actions that lead to better outcomes and more people in recovery.

1:30-4:45 (3 hours)

<u>Thinking, Feelings and Behavior: How Understanding CBT</u> <u>Approaches Can Benefit Treatment and Recovery</u> (Dana Cheek) –

### **3.0 hours in Counseling Theories**

Participants will:

- Define the types and functions of thoughts, feelings and behavior in the therapeutic setting
- Describe how thoughts and feelings influence behavior
- Describe thoughts, feelings and behavior using Acceptance and Commitment Therapy (ACT) approach, Dialectical Behavioral Therapy (DBT) approach, and Eye Movement Desensitization & Reprocessing (EMDR) approach

### <u>Upgrade Your Peer Support Services Toolbox</u> (Mirna Herrera) – 3.0 hours in Generic

Peer Support Specialists work with a vast variety of individuals who are in different stages of their recovery journey. Each state may require the peer specialist to use different skills and tools to help individuals overcome the challenges that may be preventing them from progressing in their recovery. In this presentation, participants will learn new tools and different approaches to elevate their peer support skills. We will cover multiple topics including strength-based peer support, motivational interviewing, problem solving tools, tools to combat negative self-talk, decision making and goal setting tools. We will also discuss new approaches to peer support services through the intersectionality with community health workers.

### 6:00-9:00

### <u>Ethical Considerations in Co-occurring Treatment</u> (David Wright) – 3.0 hours in Ethics

This session is optional and requires the additional \$45.00 registration/fee

Participants will:

- Become familiar with the basics of terminology and types of ethics in our profession
- Learn the special importance and ethical implications in treatment co-occurring substance use and mental health conditions that our clients experience
- o Learn from real-life examples of ethical issues from the presenter

and from examples provided by the audience

### Friday, September 9

8:45-12:00 (choose <u>one</u>):

### <u>Youth Suicide: A Prevention Workshop</u> (Drew Martel) – 3.0 hours in Special Populations

This session will:

- o Examine current trends around youth suicide
- Formulate risk factors and warning signs unique to youth suicide
- Identify a suicide safe care framework for organizations
- Distinguish between different aspects of suicide safe care, from screening to assessment and treatment
- Practice utilizing the Columbia Suicide Severity Rating Scale (CSSR-S)
- Examine current evidenced based protocols for the treatment of suicide ideation in youth

### <u>You See It, I See It, Where Is It? A Presentation & Group Discussion</u> <u>about Internet Addiction</u> (Jen Gauerke) – 3.0 hours in Counseling Theories

We will explore possible diagnostic criteria (including what is average/normal) and how to address it without a DSMV diagnosis. Discussion will include addictions falling under the internet umbrella such as gaming, sex/porn, social media, gambling, etc. A timely and valuable topic for anyone in a helping profession.

<u>Sex Addiction: Presentation, Treatment and Impact on the Family</u> (Mary Meyer, Jill Shirley & Kathy Greer) – 3.0 hours in Special

### Populations

Participants will learn:

- $\circ~$  What sex addiction is and is not
- How it shows up different presentations
- o Assessment and basic treatment for addicts
- Understand betrayal trauma and impact on partners, and how best to support
- An overview of relational recovery for the couple
- The impact on children and adult children, and how best to support
- Best practices for therapists for avoiding pitfalls

#### 12:00-1:30 Lunch

Afternoon sessions will include 90-minute sessions from 1:30-3:00 and 3:15-4:45, <u>or</u> a 3-hour session from 1:30-4:45. Choose <u>either</u> two 90-min sessions <u>or</u> one 3-hour session (be sure you do not choose overlapping sessions).

#### 1:30-3:00

## <u>Brain Functionality: ADD/ADHD and the Alcoholic Brain</u> (Donald Gilbert) – 1.5 hours in Counseling Theories

Participants will learn:

- $\circ~$  The 7 types associated with ADD/ADHD
- What part of the brain may be involved in each type
- How to identify what each brain function impacts in everyday functioning
- What kind of treatment support may be used for each brain type dysfunction
- Learn the 6 subtypes associated with alcoholism, the parts of the brain involved and what type of treatment support may be useful for each type

### Spirituality and Grief (Dan Koch) - 1.5 hours in Generic

This session will:

• Define spirituality and explore its significance during and after experiencing significant loss

- Describe how bonding, values, culture and trauma affect the experience of loss
- Explain the differences and similarities between grief and depression
- Describe substance use disorders in relation to experiencing loss
- Explore the 12 steps of recovery as a model of healing grief experiences
- Define common recovery paths for resolution of grief and other reactive responses

### 3:15-4:45

### <u>Strength Based Counseling: Simple Insight into Personality Traits</u> (Donald Gilbert) – 1.5 hours in Counseling Theories

Participants will:

- Use the Strength-based Survey to determine your Personality Type
- Learn the different strengths of each type and their names
- Understand what motivates each type
- Examine the interactions between the different types
- Be able to use these types to have insight into your clients' strengths and motivations

This is an interactive workshop. You will be asked to participate in the exercise. This will be insightful, fun and useful with your work with clients.

### <u>Prevention Strategies to Address Opioid Use</u> (Leslie Mussmann) – 1.5 hours in Alcohol & Drug Specific

At the end of this training participants will:

- Understand what opioids are and how they impact physical functioning
- Identify common prescription illegal opioids
- o Understand opioid misuse consequences
- $\circ~$  Identify strategies for prevention and addressing opioid misuse

1:30-4:45

### **Racial/Ethnic**

This is a workshop in understanding what microaggressions are and our own individual issues with discrimination and bias. The workshop will give individuals a chance to reflect on how microaggressions affect the client as well as colleagues and other professionals that we work with. Participants will leave the workshop with the challenge of how to be a catalyst for change by reducing the oppression, discrimination and stereotyping around them.

### <u>Strike a Balance</u> (Debra Salz) – 3.0 hours in Counseling Theories

This session will:

- Discuss why people feel they are more apt to strike out in their life rather than strike a balance, professionally and personally
- Guide participants through a self-reflective journey to better discover what their life looks like "topographically"
- Expose the 8 categories in everyone's life and assess the level of satisfaction in each category to best leverage one's strengths to the areas of growth
- Develop an Action Plan to improve the balance in your life, immediately activating your new knowledge through the Stop, Start and Continue self-exploration

#### <u>7th Annual IBC CARE Conference</u> September 8-9, 2022 Speaker Bios



**PETER KOMENDOWSKI** is one of Iowa's leading advocates for health, drug-free communities. In the face of the opioid epidemic, a resurgence of meth use, and a

marijuana industry targeting Iowa youth, he is a sought-after speaker as an expert in substance abuse prevention and high-risk behavior management. Peter serves as president of The Partnership for A Health Iowa and the Face It Together (PDI/FIT) coalition, and co-director of the Iowa Digital Literacy & Wellness project. He succeeded Senator Grassley as Chair of the Face It Together Coalition's health communities' initiative, which still stand to this day as the oldest statewide coalition of substance abuse prevention resources in Iowa. Peter travels throughout Iowa coordinating projects including the Iowa Media Literacy Project, Take5Iowa, the Drug-Free Workplace Program, Speak out 4 Kids, the Power of Grandparents, the Blueprint for Healthy Communities and the Iowa Care Communities Tour. He was invited by Mediacom to host the TV series, Children & Drugs: Secrets for *Parents*, which aired 8 episodes in 2013. Building on that success he was invited bac to host the TV show Surviving Bad, now in its 6 year on the air. He is co-founder of the internationally renowned Iowa Digital Literacy & Wellness Conference, and as a writer and speaker, has been entertaining audiences of all ages with his observations on "living in the digital world – life at the speed of human." He also speaks to children and adults on topics ranging from "How Substance Abuse, Media and Other Addictive Behaviors Impact Your Bottom Line," "A Mindful Approach to the Media – Knowing the Tricks & Traps," to "Rebuilding American from the Inside Out." He has enjoyed a healthy dose of media exposure, has been a TEDx speaker, and is often aired on Iowa radio and TV stations as a subject matter expert on substance abuse, prevention and youth high risk behaviors. Peter can be reached at Peter@AHealthyIowa.org or 515-729-7334, and additional info is available at <u>www.AHealthyIowa.org</u>.



*JENNIFER ROBERTSON-HILL*, LMSW, is the Project Director for the Promoting the Integration of Primary and Behavioral Health Care grant and the Emergency COVID-19 Response Projects at the Iowa Dept. of Public Health. Jennifer's prior

experiences include facilitating treatment and therapy services at a local non-profit that supports Iowans in addressing their behavioral health needs. Jennifer received her BA degree from the University of Iowa and her Master's of Rehabilitation and Community Cousneling degree from the U of Iowa as well.



**MONICA WILKE-BROWN**, LMSW, is the Project Director for the Opioid Response grants at the Iowa Dept. of Public Health. She has experience with several opioid grants as well as County Substance Abuse Preventing rants, the Iowa's Child Protection

Centers' grants, and the Screening, Brief Intervention, and Referral to Treatment (SBIRT) grant, which integrated substance use screenings into primary care, other medical services, and the National Guard. Monica's prior experiences include HIV Prevention work as a Peace Corps volunteer in Ecuador, substance abuse and violence prevention services in central Iowa, and work with international students and immigrant groups in St. Louis. Monica spent 10 years managing community-based programs at a Central Iowa non-profit prior to joining the department. Monica received her BA degree from Loras College in Dubuque, and her Masters of Social Work degree from the Brown School at Washington University in St. Louis.

**JAMES GIBBONS**, MA, IADC is currently an alcohol and drug counselor for New Horizons/UnityPoint Health in Muscatine. He graduated from the University of Northern Iowa in 2017 with a BA in Psychology, then completed his Master's degree in addiction counseling with co-occurring disorder specialization from the University of S.D. in 2021. He was elected for the American Counseling Assn of Iowa chairman on the graduate committee in 2020. James is currently on the IBC Board of Directors and IBC's Training Committee. He received his life coaching certificate in 2017 and is actively involved in his community to help those with an active addiction. James has been in recovery from alcohol since 10/10/10 and understands the process of addiction, how it negatively impacts one's life and how to manage for long-term sobriety.

**DANA CHEEK**, MSW, LISW, CADS is a PhD candidate in the School of Social Work at the University of Iowa with over 20 years experience in behavioral healthcare. Dana is an LISW and CADC providing contracted mental health therapy services with Meskwaki Tribal Health Clinic and teletherapy organizations in Iowa and Missouri. Her therapeutic approach is cognitive-behavioral with training in ACT (Acceptance and Commitment Therapy), DBT (Dialectical Behavior Therapy), and EMDR (Eye Movement Desensitization and Reprocessing).



**MIRNA HERRERA**, CPS, MA, MTBC from Nazareth, Israel, is the recipient of the 2018 Mental Health Champion award for the work she has accomplished as the director for a consumer operated service program at University Health (previously Truman Medical Center) in Kansas City, MO. Her work focused on the mission to help individuals with their recovery through peer support, while sharing her own recovery story as a source of hope and motivation for her employees and peers. She is currently a special projects coordinator and a peer manager at University Health, developing a peer support program that reaches all areas of the hospital and expanding services into the community. She is the ATTC mid-America representative for developing a career ladder model for peer specialists in collaboration with SAMHSA. She is a certified peer trainer for the Missouri credentialing board, and a trauma informed care facilitator. She holds a BA in psychology and musicology from the Hebrew University of Jerusalem, and earned her Master's degree in music therapy from the University of MO-Kansas City.



**<u>KATHERINE GREENWOOD</u>** works with the NMAATTC as a harm reduction consultant. She was introduced to harm reduction in the late nineties while living and working in a high use area of New York City. It was there that she began to participate in the

Lower East Side Harm Reduction program. She continued her involvement when she moved to Los Angeles in 1999 and worked with Clean Needles Now. More recently, she has coordinated Xchange, the safe syringe program at KC Care Health Center. She is currently working with Kansas City's only mobile syringe program, Confluence KC – recipient of the AIDS United 2022 Syringe Access Fund grant.



**JILL ERIKSEN**, MBA, is a Senior Project Manager for the Collaborative to Advance Health Services at the School of Nursing and Health Studies at the University of Missouri-Kansas City. She works to assist with prevention, treatment and recovery

initiatives through the Mid America Addiction Technology Center and the Opioid Response Network. Jill has been in the public health field for over 15 years. She obtained a Bachelor of Health Science degree in 1998 at Illinois State University and finished her Master of Business Administration degree from Western Governors University in 2021. Jill has spoken on a variety of health issues i.e. trauma informed care, harm reduction, leadership fundamentals for youth, and strengthening community coalitions for health. Jill is originally from Illinois and now resides in Kansas City, MO with her husband and daughter.

**JENNIFER WOLFE** is a Certified Peer Specialist and a team leader for EPICC/Commcare in Kansas City, MO. In this position, Jennifer is responsible for engaging the highest risk population in SUD recovery. Jennifer specializes in Opiate Use Disorder amongst others. Jennifer gained training from lived experience which transitioned into a professional role in the mental health community. Her focus is on Medication Assisted Treatment, Naloxone Distribution, Community Partnerships and engaging community members in appropriate treatment options and recovery with person centered care. Jennifer is a strong advocate for self-guided recovery and helping community member tackle barriers head on. Jennifer's passion comes from her own story of substance use disorder, including a loss of loved ones, relationships and freedom, and working to regain everything and giving hope to the hopeless.



**DAVID WRIGHT** has been employed in human services for the past 36 years, with 27 of them in direct clinical practice. He is currently the owner and psychotherapist of Wright and Associates, LLC in Waseca, MN. David received is AA degree from the University of Maryland, European Division and is a graduate of

California State University-Sacramento where he completed both his undergraduate and graduate degrees in Social Work. In 1989 David was employed as a Clinical Social Worker under the late Dr. Richard Heilman at the VA Medical Center in Minneapolis, Drug Dependency Treatment Program. In 1993 he was assigned as a supervisor the then newly created Addictive Disorders section of Psychiatry at that facility. It was during this time in which his interest increased regarding substance use treatment for special populations and co-occurring disorders. David is the founder of the "Co-Occurring Disorders Symposium" – for the past 10 years, this conference has been dedicated to the education of behavioral health professionals. Additionally, David currently serves as the Mental Health Professional on the Steele-Waseca Minnesota Drug Court Team. David has presented regularly at various state and regional conferences on various topics regarding the treatment of co-occurring disorders. He is a U.S. Air Force veteran, a member of the American Legion and lifetime member of the Disabled American Veterans.

**DREW MARTEL**, LISW, CADC is the Director of Crisis Services at Foundation 2 in Cedar Rapids where he oversees all aspects of crisis services, as well as providing external consultation on operationalizing suicide safe practices within organizations. Drew has been involved in an array of suicide prevention initiatives throughout Iowa. In addition to his work at Foundation 2, Drew is a Site Examiner for the American Association on Suicidology, as well as working nights providing therapy at Meadowlark Psychiatric in North Liberty. Drew has presented at a number of statewide and national conferences on the topic of suicide prevention, including multiple presentations at the American Association on Suicide's National Conference.

**JENNIFER GAUERKE** is a certified drug and alcohol counselor (CADC) and licensed mental health counselor (LMHC) in private practice at Full Heart Family Therapy in Ankeny. Her areas of expertise are trauma and addiction, with a passion for group work. Jennifer started her clinical work at House of Mercy in Des Moines, providing substance abuse counseling to inpatient and outpatient clients, facilitating 7 groups a week, adding meditation practice to the inpatient curriculum. Currently she works with clients individually and in groups, supporting their personal and relational healing. Since 2020 she has facilitated a support group for clinicians, the Wounded Healers. Jennifer has presented about trauma and addiction for various organizations, including the Iowa Mental Health Counselors Association (IMHCA), American Counseling Association of Iowa (ACA of Iowa) and Please Pass the Love, a school mental health organization.

**MARY MEYER**, PhD, LMFT, CSAT has been working as a relational therapist for 15 years, and is owner of Full Heart Family Therapy. She has advanced training in the treatment of sex addiction, EMDR, Imago Relationship Therapy and Developmental and Relational Trauma. Mary is dedicated to helping couples and families heal from the effects of sex addiction and intergenerational family trauma.



JILL SHIRLEY, JD, LMHC, IADC, CPTT has been engaged in the recovery community for more than 35 years and working in the therapeutic field for 5 years. Jill has training in treating addiction, EMDR, and as a CertifiedPartner Trauma Therapist (CPTT), Jill is the only CPTT in Iowa trained for treating betraval trauma – the other side of sex addiction. Jill used her life experience, education and training to guide others in healing.



**<u>KATHY GREER</u>**, LISW, specializes in working with survivors of domestic violence and sexual assault and addiction issues, including sexual addiction, substance abuse and gambling, as well as co-occurring disorders. Kathy is a Certified Sex Addiction Therapist Candidate with the International Institute for Trauma

and Addiction Professionals. She enjoys working with people in recovery from sex addiction individually or with their partners in couples counseling.



**DONALD GILBERT**, MS, PhD, LMHC, BCPC, CISM-1, has been licensed in Iowa since 1994, and is owner and President of New Life Counseling with offices in Ankeny, West Des Moines and Pleasant Hill. He is an author, speaker and trainer. Certified as a Dr. John Maxwell Team Member, and certified in Dr. Amen's Process of Treatment, Don offers a unique blend of

experience, education and practical "Principles for Living" to help clients achieve personal and professional goals. He also develops and offers continuing education courses to professionals in the field.



**DAN KOCH**, IADC, has served as a Care Coordinator at Lutheran Church of Hope in West Des Moines since 2017. He routinely meets with and refers people to community resources for many types of issues related to substance use and mental health, and frequently engages with families who are in the midst

of grief following a love one's death. He also coordinates a support group for people experiencing divorce/separation. As part of the Celebrate Recovery program, he supports this ministry in various ways. Prior to his position at Lutheran Church of Hope, he was a substance use disorders counselor at MercyOne-First Step in Des Moines for 8 years. Dan is a graduate of Simpson College.

**LESLIE MUSSMANN** is a Certified Prevention Specialist (CPS) who has worked in the field since 2000. She is currently a Community Health Consultant with the Iowa Dept. of Public Health. Her experiences in prevention have allowed participation in a variety of State and Federal initiatives, including co-chair of the IDPH's Prevention Workforce Development Workgroup, membership in the State Epidemiology Workgroup, and the

creation of the IDPH Behavioral Health School-Based Collaboration document. She is also a Capacity Coach with the Department working with prevention professionals across Iowa to grow their skills and knowledge.



**SHARAINE CONNER**, LMSW, IADC, is currently working as a therapist and addictions counselor in private practice and an adjunct instructor for the University of Iowa School of Social Work. She completed her undergraduate degree in Social Work with an emphasis in education at the University of Iowa, and

received her Master's degree in Clinical Social Work from the University of New England. She has been a certified alcohol & drug counselor since 2012 but has been working in the field for long before that point. Sharaine has researched and developed several evidence-based curriculums for adolescents and adults, as well as provided trainings in the community on topics such as diversity, human sexuality, addiction, LGBTQIA+, and clinical aspects (i.e. assessment, evaluation, ASAMs, treatment planning) to others in the profession. She is also a member of IBC's Training and Ethics Committees, the Iowa Club of Des Moines, the Polk County JCS African American Case Review Team, and the Iowa Chapter of NASW.



**DEBRA SALZ** has been training and coaching since 1993 and is known for her contagious enthusiasm and extreme attention to detail. She is an experienced trainer, facilitator, coach, presenter and inspirational speaker at the national, Regional and State Convention levels. Debra works with local and national, small

and large companies and civic organizations forming partnerships between those she works with and for. Her main priority is assisting people to "get where they want and need to go." Debra provides energized, custom training programs and keynote addresses to businesses and organizations through her "toolbox methodology." Debra and her programs are referred to as "dynamic," "thought-provoking," "humorous" and "a pure delight to learn from and listen to!" She enjoys meeting people and exposing them to new ways of looking at life. Debra is the President and Owner of Prevention Services & Strategies, a consulting and training company located in Cedar Rapids. She is a licensed Social Worker through the State of Iowa. She earned her BA degree from Buena Vista and her AA degree from North Iowa Area Community College.