



Opioid Overdose Response Teams: Best Practices

OCTOBER 8-9, 2025

Summit Faculty

Jim Albright, BA, MS, NRP, is the current Director of Guilford County Emergency Services. Emergency Services provides numerous community functions including EMS, Emergency Management, Fire Marshal's Office, and coordination of the County Fire system.

Mr. Albright is a Greensboro native and graduate of Grimsley High School. He has an undergraduate degree from the University of North Carolina at Chapel Hill and a graduate degree from UNC-Greensboro. He has been employed by Guilford County since 1989 and has served in a number of capacities including Paramedic, EMS Captain, Assistant Shift Commander, Training Officer, Administrative Officer, and Deputy Director.

Prior to working for Guilford County, he was employed by Orange County EMS and was a volunteer with South Orange Rescue Squad and Carrboro Fire Department. He is also active with the NC Association of EMS Administrators and serves on the Guilford County School's Student Health Advisory Committee, Guilford County Behavioral Health Oversight Committee, and the North Carolina EMS Advisory Council. He is also the founder of Guilford County Solutions to the Opioid Problem (GCSTOP) which is a harm reduction and treatment navigation collaborative between Guilford County and the University of North Carolina-Greensboro.

Katie Alexander, BA, is one of the Regional Directors for the Health and Economic Opportunity Program at Pisgah Legal Services, where she helps folks in WNC apply for healthcare coverage and file their taxes. Prior to her role at Pisgah Legal, Katie worked for the American Cancer Society Cancer Action Network where she advocated for Medicaid Expansion in 8 states across the country, including North Carolina.

Brooke Barnhill, MPH, CHES, represents Carteret County Health Department as the Post Overdose Response Team (PORT) Manager/Navigator. Brooke is a graduate of East Carolina University with a Master's of Public Health-Health Policy, Administration, and Leadership and a Bachelor's of Public Health with a minor in Alcohol and Drug Studies. Brooke started out with the Health Department as an Overdose Prevention Specialist under the CDC Foundation OD2A grant where she developed and taught substance use prevention curriculum to high school students. Brooke soon transitioned into helping develop and now leads the county PORT. Along with leading the county's response team, Brooke continues to teach prevention to high school students where she helps individuals with lived experience engage with students during these prevention efforts.

Mary Lynn Barrett, LCSW, MPH, has dual master's degrees in social work and public health from the University of Washington. She is the former Director of Behavioral Medicine in the Family Practice Residency Program at MAHEC's Family Health Centers from 2009 to 2019 and then held a faculty position (2019-2024) in the program teaching physicians to manage the mental and behavioral health aspects of primary care and treating patients who experience these challenges to their overall wellbeing.

She left MAHEC in March of 2024 to pursue a full-time private practice, training, and consulting business. Her clinical work focuses on adult mental health addressing the long-term consequences of Adverse Childhood experiences

on behavior, mental and physical health, as well as other traumas and difficult life experiences. Additionally, she provides training and consulting in promoting resiliency practices for individuals, groups, and systems. Mary Lynn has always been very interested in the relationship between stress, trauma, and chronic disease and is passionate about disseminating information about the Adverse Childhood Experiences Study along with resiliency tools so that individuals, agencies, and systems can become more trauma and resiliency-informed and promote well-being for all.

Mary Lynn was part of the leadership team of resiliency trainers who started the local non-profit agency, Resources for Resiliency, and the curriculum Reconnect for Resilience. She has taught about resiliency for many years locally in North Carolina, nationally, and internationally, having trained people in resiliency skills in Honduras, Rwanda, and Tanzania.

Samantha Bradley, NCCPSS, is a member of the Eastern Band of Cherokee Indians. Samantha works as a peer support specialist for Sunrise Community for Recovery and Wellness, as the RCO Director, and Siquo Danvha "They are Living" Reentry Team Program Director. Samantha's wellness journey consists of many tools including medication-assisted treatment, CrossFit, traveling, embracing motherhood, harm reduction, meditation, prayer, and never giving up. Samantha is dedicated to improving the wellness of her EBCI community and building a supportive ecosystem within NC's western counties.

April Bragg, PhD, As Senior Officer of Community Investment for Behavioral Health and Substance Use Disorder at Dogwood Health Trust, Dr. April Bragg conducts grant-making focused on addressing behavioral health and substance misuse challenges across the Western North Carolina region. Dr. Bragg received her Bachelor of Science in Biology from Emory and Henry College, earned a Ph.D. in cell biology from Vanderbilt University, and completed postdoctoral training in physiology and biophysics at the University of Washington in Seattle. She transitioned from neuroscience research to pursue work in strategic program development, operational business growth, and public- and private-sector fundraising in nonprofit healthcare. During this time, she successfully secured over \$21 million in federal, state, and private funding for various local, regional, and national nonprofit healthcare programs bringing evidence-based care to vulnerable and historically marginalized populations. In her time at Dogwood Health Trust, she has overseen the administration of over \$15 million in grant awards to various organizations involved in behavioral health and substance misuse prevention and treatment services, including harm reduction programs and innovative prevention programs for youth. In her free time, April enjoys reading, writing, and entertaining her two cats, as well as running and hiking in the beautiful mountains around Asheville.

Alicia Brunelli, PSS, CTR, serves as North Carolina Harm Reduction Coalition's (NCHRC) Technical Assistance Coordinator and brings a unique perspective to the work. As an Outreach Worker, Alicia gained experience in improving and providing harm reduction strategies while bridging gaps to current drug users, justice-involved individuals, structurally marginalized populations, and those who engage in sex work. Influenced by experiences as a drug user and former federally incarcerated individual, she aspires to make an impact in raising the quality of life for those individuals while lessening the harms of drug use and judicial trauma.

Ainsley Bryce has spent a decade in Harm Reduction, working in syringe exchanges from Massachusetts to Louisiana before settling in Western North Carolina. In 2020, Ainsley was one of the original founders of Holler Harm Reduction, an overdose prevention and syringe exchange program in Madison County and served as Executive Director for 5 years. The Holler team developed a unique service delivery model designed to meet the needs of a rural community with limited access to transportation, resources and support and saw significant growth in the first 3 years of operation. Ainsley now focuses on consulting with programs on power analysis, program development and rural harm reduction.

Mike Campbell, EMT-P, is the Training Division Chief for Stanly County EMS and played an integral role in developing PORT-based EMS Community Paramedic Divisions in North Carolina. Mike is also an EMS Educator and former Community Paramedic. He has been in Emergency Services since 2010 and has worked in healthcare since 2003. He is married to his wife of almost 20 years, has 2 teenage daughters, and in his free time enjoys being in the NC mountains or on Lake Norman, hunting, fishing, and enjoying the outdoors with his family and friends.

Andrew Casstevens, CCP, is a Critical Care Paramedic/Sergeant employed by Surry County Emergency Services since 2004 and an MIH paramedic program co-founder. He has been involved in fire and rescue services since 2002.

Rebecca Cerese is a social justice activist, award-winning documentary filmmaker, and a passionate healthcare

advocate. She was the first-ever Health Engagement Coordinator at the NC Justice Center and is now the Health Policy Advocate, working with coalition partners and community members around the state to promote better healthcare policies for all North Carolinians. In that role, Cerese partners with people who have been directly impacted by our dysfunctional healthcare system to amplify their stories and fight for policy changes.

Her passion for healthcare justice comes from a very personal place: watching her mother struggle through breast cancer treatment without any insurance. Never wanting another family to have to deal with that kind of financial stress, Cerese got involved with health advocacy during the ACA hearings and has been pushing to transform our healthcare system ever since.

For the last 5 years, Cerese and the Health Advocacy Project (HAP) have worked on a campaign to expand Medicaid that centered on the experiences of individuals and families who had been negatively impacted by North Carolina's decision to delay enacting Medicaid expansion. Utilizing personal stories, advocacy days, letters to the editor, press conferences, postcard campaigns, and other tactics helped to push the state legislature to finally expand Medicaid. The HAP team is now focused on enrolling every last eligible person into Medicaid with a robust education and outreach strategy in partnership with organizations and individuals across our state.

She is also a proud founding member of the NC Medicare For All Coalition—a diverse coalition made up of 45 different organizations and individuals committed to fighting for a universal single-payer healthcare system that puts patients over profits.

Sonya Cheek, CPSS, CADC-R, is the Intervention Team Coordinator for the Office of Substance Abuse Recovery in Surry County. She is a Certified Peer Support Specialist and is currently working on a Certified Alcohol and Drug Counseling Licensure. She has been part of the intervention team since 2021 and has been in recovery since January 2019.

Justin Garrity, MSW, is in sustained recovery from opioid and stimulant use disorders which he attributes to supportive community resources and active networking with other individuals following similar recovery pathways. Justin currently serves as the Director of Recovery Services at Healing Transitions' Men's Campus, a non-profit homeless shelter with a long-term, peer-based, recovery program. In this position, he oversees the peer-based recovery program, a recovery outreach program, clinical case management, Alumni services, and the Rapid Responder program, a Post Overdose Response Team that sends peer support specialists with Wake County EMS to follow-up on opioid overdose survivors within 24-72 hours of the overdose episode. Providing tertiary prevention and harm reduction supplies, the Rapid Responder program encompasses a Syringe Services Program, unsheltered outreach, Jail in-reach, and naloxone training and distribution. He lives in Wake Forest with his wonderful wife and their three cats.

Justin Greer, EMT-P, CP-C, is a Certified Community Paramedic with 8 years of Emergency Room experience and 6 years of EMS experience. He has extensive expertise in opioid-related issues and has led initiatives in medication-assisted treatment, Naloxone distribution, and harm reduction.

Justin Hall, NCCPSS, EMT-B, CADC-R, is a person in long-term sustained recovery from an opiate addiction as well as all the mental health struggles that come with addiction. He has worked in the mental health and substance use field for just over 6 years. His work began with an ACTT team serving those with Severe and Persistent Mental Health diagnoses who frequently were incarcerated or institutionalized due to these conditions. His roles included both peer support specialist and housing specialist. He has since obtained EMT and Addiction and Drug Counselor credentials and is one of the founders of the Community Paramedic Program, now serving as the Program Supervisor overseeing the services this program provides. In his free time, he enjoys hiking, live music, and anything that is not related to mental health and substance use.

Brandi Hayes, CNA, NCCPSS, CHW, is a native of Buncombe County, a CNA, a North Carolina Certified Peer Support Specialist, and a Community Health Worker. Brandi worked at Mission Hospital for 12 years. She is in recovery from alcohol abuse and Mental Health issues. Brandi has worked in the community as a peer support specialist for the last four years, first with Umoja HWJ Collective and then with the Community Paramedics PORT Team. Brandi is now the Peer Coordinator for the PORT team. She is very passionate about the work the PORT team is doing in the community. Her father passed away from an overdose in 1996. She believes "Everybody is somebody's, Somebody." Brandi is a wife to Michael Hayes and mother to 4 beautiful children. In her free time, she loves getting her nails done,

watching movies, and singing karaoke.

Michael L. Hayes, NCCPSS, CCHW-VPP, is the founder and Executive Director for Umoja Health Wellness and Justice Collective, the Urban Arts Institute (UAI), and the Ujima Trauma Recovery Center. Umoja's flagship HOPE 4 the Future program serves youth in Black communities in WNC with a trauma-informed and culturally humble approach that builds leadership and understanding of what is necessary and possible for healing and recovery in the Black community.

James Hood is the Systems and Data Improvement Coordinator for the North Carolina Office of Emergency Medical Services, where he oversees the state's EMS data systems, trauma registry, and compliance reporting processes. With over 25 years of experience in emergency medical services and more than a decade in healthcare information systems, James brings a deep understanding of how frontline documentation translates into strategic public health insights.

Throughout his career, James has worked at the intersection of EMS, data, and policy—helping agencies, hospitals, and community organizations harness real-time EMS data to improve overdose response, patient outcomes, and system performance. He also serves as a trusted resource for technical training, data quality improvement, and collaborative public health initiatives across the state.

James holds an associate degree in information systems and is currently completing a Bachelor of Science in Industrial Technology with a concentration in Health Information Systems Management at East Carolina University. His passion lies in using data not just to report what's happening, but to drive what happens next.

Claire Hubbard, EMT-P, RN, has been a paramedic with Buncombe County EMS since 2014. She has been helping organize wound care trainings since she saw the potential that our local providers had to build upon the incredible mobile health care work they were already providing. She has also worked locally with sexual assault and DV as a forensic nurse. Currently she works as the Community Paramedic Program Manager with Buncombe County's Community Paramedic Program, as a clinical instructor for EMS students through AB Tech, and part time with Planned Parenthood Asheville as an RN.

Jay Ludlam, JD, is the Deputy Secretary for NC Medicaid and leads the \$21 billion North Carolina Medicaid program through Medicaid expansion, the end of the Public Health Emergency & continuous coverage unwinding, and the transformation of the fee-for-service to a managed care delivery system for DHHS. He is committed to transforming Medicaid through a person-centered, integrated approach aimed to enhance what is already successful in North Carolina, ensuring the program's sustainability and financial stability.

In his role as Assistant Secretary, Mr. Ludlam led the implementation of critical healthcare initiatives, such as the Healthy Opportunities Pilots, the nation's first comprehensive program to test and evaluate the impact of providing select evidence-based, non-medical interventions related to housing, food, transportation and interpersonal safety and toxic stress to high-needs Medicaid enrollees. The federal government authorized up to \$650 million in Medicaid funding for the Pilots over five years. In 2021, NC Medicaid also helped launch the Eastern Band of Cherokee Indian (EBCI) Tribal Option a first-in-the-nation Indian Managed Care Entity that provides care coordination for Medicaid-eligible Tribal members to improve their healthcare outcomes.

Mr. Ludlam received his law degree from the University of Missouri-Kansas City School of Law and his Bachelor of Science degree in social psychology from Grinnell College.

Michael Lyons, BS, EMT, has been working in EMS for over 28 years, including the last almost 19 years at Wake County EMS. Hired as one of the original Advanced Practice Paramedics, he has spent the last nearly 16 years involved in community paramedicine and mobile integrated health. Over the past 1½ years, he has served as the Assistant Chief of Mobile Integrated Health for Wake County EMS, overseeing the largest expansion in the program's history. Michael's overall focus in leading the Wake County EMS program is to build strong leadership qualities by developing the unique skill sets and passions of the APPs while combining his educational background in business management to evolve the program into an industry leader in mobile integrated health. His vision is to connect patients with the right resources, break down silos preventing healthcare integrations, and shift the paradigm of prehospital medicine.

Rev. Michelle Mathis is Co-Founder and Executive Director of Olive Branch Ministry, a faith-based harm reduction

agency serving multiple counties in North Carolina through overdose prevention and response, justice-centered education, peer support partnerships with local county government, syringe services programs, and low barrier/low threshold MOUD and HepC treatment in collaboration with two FQHCs. She serves as Board Chair for National Faith in Harm Reduction and Chair of the Gaston County Controlled Substance Coalition and is a 2023 recipient of the coveted Dogwood Award from NC Attorney General Josh Stein in recognition of her contribution to harm reduction in the state. The work of Olive Branch Ministry is featured in Beth Macy's book "Raising Lazarus," the title of which came from a sermon Rev. Mathis delivers about how everyone has a role to play in harm reduction.

Marvin McCoy, RN, EMS, ACLS, PALS, NRP

Angie McKay, NCCPSS, is the co-creator and developer of the Carteret County Post Overdose Response Team. She is a person with lived experience in long-term recovery serving our community as a peer mentor and peer support specialist since 2018.

Brandon Miller, BS, NRP, CP-C, is a Captain with Gaston County EMS in Gastonia, North Carolina. He has been instrumental in developing and implementing the Gaston County EMS Community Paramedic program, addressing the physical, mental, and emotional needs of community members and patients. Brandon has also played a key role in deploying initiatives such as a post-overdose response team, a medication-assisted treatment bridge program, and a recovery transportation program. He holds a Bachelor of Science in Emergency Medical Care from Western Carolina University and continues to make significant contributions to his community and the field of EMS.

Tim Nolan, ANP, is an Adult Nurse Practitioner who has worked with HIV/AIDS, Hepatitis C, and substance use in the setting of primary care for over 30 years. His current emphasis with High Country Community Health is providing low barrier outreach/mobile MOUD care and Hepatitis C treatment in McDowell and Burke counties in the setting of Harm Reduction services in collaboration with Olive Branch Ministry and Project IMPACT.

Lars Paul, BA, brings a wealth of experience and dedication to the forefront of harm reduction efforts, particularly within law enforcement circles. Retiring as a Captain from the Fayetteville, NC, Police Department after 25 years of service, Lars's journey in harm reduction began in 2013 with the inception of the department's naloxone program, a pioneering initiative in the state at the time.

With a BA degree from Fayetteville State University and a prestigious FBI National Academy alumni status (247th session), Lars's professional credentials underscore his commitment to excellence and continuous learning. His proactive engagement with the North Carolina Harm Reduction Coalition (NCHRC) has been instrumental in driving innovative solutions to address substance abuse and its associated challenges.

Lars's pivotal role in establishing the department's naloxone program laid the groundwork for subsequent endeavors in harm reduction. In partnership with NCHRC, he initiated the Law Enforcement Assisted Diversion (LEAD) program in 2016, positioning Fayetteville as a trailblazer in diversionary approaches to law enforcement.

Even in retirement, Lars remains deeply connected to the harm reduction community. Through teaching Harm Reduction classes to police departments across Eastern NC and providing technical assistance to agencies nationwide, he continues to champion progressive strategies that prioritize public health and community well-being.

Lars's legacy is one of innovation, collaboration, and unwavering dedication to creating safer, healthier communities. His contributions serve as a beacon of inspiration for law enforcement professionals nationwide, demonstrating the transformative potential of harm reduction initiatives in addressing complex societal issues.

Jason Powell, CCEMTP, CPSS, currently serves as the Catawba County REACH Crew Chief. REACH is the EMS based Post Overdose Response Team (PORT). In this role, he utilized his expertise from previous PORT development to implement and deploy a model EMS-based PORT program. Jason has shared his knowledge of pre-hospital overdose response in several areas including the NC Association of County Commissioners (NCACC) 2023 Summit on Reducing Overdose, and NCDHHS webinar offerings. His presentations emphasize the crucial role EMS-based PORT programs and Peer Support play in the recovery landscape, addressing barriers, pit falls and what successes of EMS based PORT look like. Jason's pre-hospital medical care, lived experience and personal recovery journey provide a unique lens offering valuable insight to the complex intricacies of addiction and overdose response. Jason meets with participants where they are physically and emotionally as a whole person care advocate promoting evidence-based strategies to improve participant recovery efforts. Jason lives in Valle Crucis, NC as a newlywed with his wife

Ursula, his daughter and therapy dog-in-training, Cyren.

Elyse Powell

Nidhi Sachdeva, MPH, is a thoughtful leader and passionate public health professional committed to creating healthy, safe, and equitable communities. She is a systems-thinker with hopes of creating a culture of curiosity and care. Ms. Sachdeva serves as the Director of Strategic Health and Opioid Initiatives with the North Carolina Association of County Commissioners (NCACC) where she assists counties in planning for and utilizing national opioid settlement funds, implementing and evaluating health initiatives, and maximizing resources and impact through technical assistance, outreach, education, and collaboration. She has worked in public health and harm reduction in various capacities and on multiple levels within government (local and state) and research universities.

Mary Jo Silver, NCCPSS, is an NC Certified Peer Support Specialist who serves with Olive Branch Ministry in Burke and McDowell Counties. In her position with Olive Branch, she partners with Burke County EMS to provide peer support in the field for overdose response and follow-up. A McDowell County native, Mary Jo knows firsthand that harm reduction enables pathways to positive change, not drug use. Her story has come full circle, and she shares the hope that others may be inspired to take that next positive step in their own self-defined recovery.

Mike Thull, LCSW, LCAS, CCS, is the Executive Director of Guilford County Solution to the Opioid Problem (GCSTOP). He is credentialed in North Carolina as a Licensed Clinical Social Worker, Licensed Clinical Addictions Specialist, and Certified Clinical Supervisor. Mike previously served as a member of the graduate school faculty at NCA&T State University and UNC-Greensboro. He has worked in multiple clinical settings with a focus on crisis intervention. Prior to entering the human services field, Mike spent his early career in public safety as an EMT and 911 Communications Operator with Guilford County Emergency Services.

Tara Tucker, MS, EMT-P, is a community paramedic and mental health/substance use professional who has been instrumental in pulling together community partners to address mental health, substance use, and social issues. Currently, she serves as a Community Paramedic with Cape Fear Valley's Mobile Integrated Health Program.

Tara received her undergrad from the University of North Carolina at Chapel Hill and her Master's from the University of North Carolina at Greensboro. She has worked in mental health and substance use in the community and inpatient units as well as emergency services environments. Her experience provides her with the knowledge to better bridge emergency services and behavioral health in their practices and beliefs. She spent ten years of her career working on Assertive Community Treatment (ACT) Teams and this foundation strengthened Tara's belief that we must meet people where they are and treatment should be community-based to better engage people.

Donnie Varnell is presently an investigator with the Dare County Sheriff's Office, where he also sits on several state-level committees combating prescription and opioid drug abuse and is presenting content involved with these matters. Donnie continues to work with law enforcement agencies and policymakers in promoting and enacting harm reduction-based programs such as syringe service programs and pre-arrest diversion concepts. Donnie is also the coordinator for the Northeastern North Carolina Humane Trafficking Task Force.

Donnie was the director of the NCHRC's Law Enforcement Assisted Diversion (LEAD) Program and served as the NCHRC's Policing Coordinator where he was heavily involved in the Naloxone Program for Law Enforcement and First Responders. He also assisted with developing and implementing harm reduction legislation. Presently Donnie presents and advises at the state, local, and national level on issues dealing with the opioid crisis. Donnie is also a consultant for JBS International working on overdose prevention programs across the nation.

Donnie is a retired Special Agent In Charge for the NC SBI Diversion and Environmental Crimes Unit (DECU) where he developed policy and conducted and supervised investigations dealing with prescription narcotics and environmental violations. Donnie has been an active-duty law enforcement officer since 1988.

Louise Vincent, MPH, is the executive director of the NC Survivors Union in North Carolina and is on the leadership team of National Survivors Union, the American National Drug Users Union. The inaugural recipient of the Dan Bigg Any Positive Change Award, she is an activist and educator who specializes in women's health, drug policy reform, and the meaningful engagement of people who use drugs. Her work in drug user health and social justice has driven the expansion and acceptance of harm reduction throughout the U.S. South. Louise is committed to creating and evaluating user-informed systems and developing organizational leadership using horizontal structures and feminist

theory. Her expertise has created opportunities for system change and movement building locally, nationally, and internationally.

Sierra White, NCCEMT-P, MAT-C, is a paramedic with Caldwell County RESTART, a post-overdose response and recovery support team serving Caldwell County, NC. With nearly 10 years of experience in EMS, she has a passion for nonjudgmental and compassionate care brought to those facing some of their hardest moments. Sierra works alongside peer support specialists to follow up after overdoses and connect individuals and families to meaningful, community-based care and resources. She believes in the power of human connection and meeting people where they are.

Sierra is also a proud wife to a fellow paramedic and the mother of two sweet children, ages two and four. Sierra brings a frontline perspective to post overdose response—bridging clinical care and peer support—and is committed to filling the gaps between emergency response, recovery, and hope.

Loftin Wilson is a Harm Reduction Programs Manager with the North Carolina Harm Reduction Coalition. Loftin grew up in Alamance County and now lives in Durham. He started as a volunteer with NCHRC in 2010 and then worked part-time as an outreach worker for five years, before starting full-time with NCHRC in the fall of 2015. Loftin now divides his time at NCHRC between providing direct services and doing program management and development for NCHRC’s harm reduction programs, as well as providing technical assistance for a range of stakeholders. His areas of focus include street outreach as well as making harm reduction accessible for people who are transgender, people who live in rural communities, and people who are currently or formerly incarcerated.

James “Tripp” Winslow, MD, MPH, is a Professor of Emergency Medicine at Atrium Wake Forest Baptist in Winston-Salem. He grew up in Roxboro, NC. His father was a family practice physician there, and he spent much of his time growing up on his grandparent’s tobacco farm. He went to Medical School and did his Emergency Medicine residency at UNC Chapel Hill. He also completed his EMS fellowship and master’s in public health at UNC. He has worked at Atrium Wake Forest Baptist since 2003. He is medical director of the NC Office of EMS which oversees 42,000 prehospital providers and 17 trauma centers.

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