# NICOLE CARL

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## PROFESSIONAL EXPERIENCE

**Kletsel Dehe Wintun Nation 10/2023-present**

*Director of Social Services*

My responsibilities encompass a multifaceted role within Kletsel Dehe Wintun Nation Social Services, requiring a dynamic blend of leadership, strategic planning, and hands-on implementation. As the Director of program implementation and management, I take charge of various initiatives aimed at enhancing the well-being and livelihoods of our community members. This involves not only conceptualizing and designing programs but also navigating the complexities of grant writing and reporting to secure vital funding streams.

One of the key aspects of my role is representing the tribe's interests in matters pertaining to the Indian Child Welfare Act (ICWA). Serving as a steadfast advocate for indigenous families, I ensure that their rights are upheld and that culturally sensitive practices are integrated into child welfare proceedings. Additionally, I spearhead the formation of Community Coalitions, bringing together stakeholders from diverse backgrounds to collaborate on initiatives that address pressing social issues.

A critical component of my duties involves data management and analysis. I meticulously compile and scrutinize data to derive meaningful insights that inform decision-making processes and facilitate strategic planning. By identifying trends, patterns, and areas for improvement, I play a pivotal role in optimizing program efficacy and maximizing resource allocation.

In my capacity as a supervisor, I am committed to fostering a work environment characterized by collaboration, innovation, and excellence. I provide guidance, mentorship, and support to my team, empowering them to excel in their roles and collectively achieve organizational objectives. By cultivating a culture of open communication and mutual respect, I nurture a high-performing team that is driven by a shared commitment to serving our community.

Overall, my tenure at Kletsel Dehe Wintun Nation Social Services is defined by a relentless dedication to advancing the welfare and prosperity of our community. Through strategic leadership, effective program management, and a steadfast commitment to excellence, I contribute to tangible improvements in the lives of those we serve.

**Sutter County Public Health 3/2022-9/2023**

*Intervention Counselor*

Duties include: organizing Town Hall meetings and conducting community surveys to ensure responsive programming. I excelled in project management, meticulously planned and executed initiatives that addressed the evolving needs of our community. Collaboration was at the heart of my approach as I worked closely with stakeholders to strategize outreach efforts and fostered impactful partnerships. Additionally, I was an active member of various community initiatives such as FAST, YCAT, CATCH, and the Opiate Overdose Response Team, where I contributed my expertise and insights to drive collective action.

Furthermore, I facilitated group sessions on Social Emotional Learning curriculum, adeptly adapting to both in-person and virtual formats to reach diverse audiences. My commitment to prevention and early intervention extended to schools, where I championed mental health awareness initiatives and promoted harm reduction strategies within local shelters. I was skilled in conducting brief interventions with a compassionate approach, ensuring individuals received the support they needed through warm hand-offs to appropriate services. Additionally, as the coordinator for Friday Night Live in Yuba Sutter County, I was dedicated to providing engaging and enriching experiences for youth in our community.

**Mental Health Systems Inc. 12/17/2019-1/2022**

*Counselor*

Duties included: a comprehensive array of responsibilities aimed at ensuring the holistic well-being and effective rehabilitation of clients. As a supervisor, I provided guidance and oversight to staff members, fostering a supportive and collaborative work environment conducive to optimal client care.
Central to my role was conducting ASAM assessments, a critical step in developing individualized treatment plans tailored to meet each client's unique needs. Through collaborative efforts, I facilitated the creation of treatment plans that integrated input from clients, their families, and multidisciplinary teams, ensuring a holistic approach to recovery.
In addition to facilitating group sessions and conducting individual counseling, I oversaw the meticulous management of case files, correspondence, and communication with various agencies such as Child Protective Services (CPS), Adult Protective Services (APS), Drug Court, and other officers of the court. This involved maintaining accurate records, documenting client progress, and coordinating with external stakeholders to facilitate seamless transitions and holistic care.
Ensuring client safety and managing medication were paramount responsibilities in my role. I conducted 72-hour client observations to monitor client well-being and ensure adherence to treatment protocols. Furthermore, I managed client attendance records, ensuring accurate logging of group sign-in sheets for billing purposes, particularly for clients covered under Medi-Cal. I also oversaw the processing of client weekly passes and appointments, coordinating transportation as needed to facilitate access to essential services and appointments.
Central to my role was direct client interaction, providing one-on-one support, guidance, and advocacy to assist clients finding their own empowerment on their journey towards recovery. By fostering a supportive and nurturing environment, I strove to facilitate meaningful connections and positive outcomes for each individual under my care.

**City Of Sonoma- Youth and Family Services (YFS) 6/2000-7/2007**
*Adolescent Substance Use Disorder Counselor*
Duties included: screening potential participants, conducting orientation sessions to familiarize them with program expectations, and facilitating intake procedures to gather pertinent information. Additionally, I handled referrals to external agencies or services as needed to support participants in achieving their goals. A significant aspect of my role involved maintaining detailed reports and records, ensuring accuracy and compliance with organizational and regulatory standards. This included documenting participant progress, program outcomes, and any relevant incidents or observations. Furthermore, I regularly communicated with juvenile probation officers, school district officials, and court officers to provide updates on participant status and collaborated on case management efforts.
Data entry played a crucial role in my responsibilities, requiring meticulous attention to detail to accurately input and update participant information in the program database. Additionally, I managed correspondence, including responding to inquiries, scheduling appointments, and coordinating communication between program staff and external stakeholders.
As the first point of contact for program participants and visitors, I also fulfilled reception duties, providing a welcoming and professional environment. This involved greeting visitors, answering phones, and directing inquiries to the appropriate staff members. Overall, my role encompassed a diverse range of responsibilities aimed at supporting program participants and ensuring the smooth operation of program activities.

## COALITIONS & BOARDS

### Current

**Colusa County Local Continuum of Care-** A group that meets to help create a clinical loop for our community members. We share community resources, and provide ancillary services to the community.
**Glenn Opioid Response/ MAT Team-** A multidisciplinary team for Glenn County that meets to discuss Opiate Overdose prevention. We also do Outreach events that include Harm Reduction Techniques as well as the proper usage of Narcan. I also do "train the trainer" events.
**Glenn County Health System Collaborative-** A group that meets to help create a clinical loop for our community members. We share community resources, and provide ancillary services to the community.
**Fentanyl Poisoning Response Task Force-** I am a member of a multidisciplinary team that meets to discuss Opiate Overdose prevention. We also do Outreach events that include Harm Reduction Techniques as well as the proper usage of Narcan. I also do "train the trainer" events.
**Ministerial Association of Colusa County-** I work closely with this community organization to provide ancillary services and housing for Colusa County residents.
**RX Drug Safety Coalition-** I am a member of a multidisciplinary team that meets to discuss Opiate Overdose prevention and RX safety. We also do Outreach events that include Harm Reduction Techniques as well as the proper usage of Narcan. I also do "train the trainer" events.
**CHW Coalition-** Community Health Worker group that meets to help create a clinical loop for our community members. We share community resources, and provide ancillary services to the community.
**CCCAP-** Colusa County Child Abuse Prevention team. I am new to this team of individuals and we are a group of Child Welfare workers, Directors, ICWA advocates, and other community members focused on Child Abuse Prevention.

**Past**

**Y.C.A.T- Yuba County Action Team-** A multidisciplinary team that met weekly to discuss referred students for Yuba County Schools and create safety plans and other relevant interventions.
**C.A.T.C.H.-**A team that met monthly to discuss Tobacco Use and prevention. We held Outreach events in Yuba and Sutter Counties to educate our community members.
**Opiate Overdose Response Team-** A multidisciplinary team that met to discuss Opiate Overdose prevention. We also did Outreach events that include Harm Reduction Techniques as well as the proper usage of Narcan. I also did "train the trainer" events.
**Sutter County Cultural Competency Committee-** I was a chairwoman on this committee. My primary responsibilities include facilitating and coordinating the meetings and working closely with a staff analyst in QA to ensure all deliverables of our Cultural Competence Plan are met. This includes providing specific data periodically (prepared by the staff analyst), eliciting feedback from members to identify access issues or barriers, and proposing solutions to leadership. This group identifies cultural competency training areas for the agency and support plan in which diversity and inclusion are the focus.

# Education

**2024** Bachelor Science in Psychology**- Capella University**

**Currently enrolled at Alliant International University in the Master of Arts Clinical Counseling program. Graduation 11/2025**

## Certifications

**CATC III-** Certified Addiction Treatment Counselor Level 3 with the Addiction Counselor Certification Board of California ACCBC