

BEFORE THE NORTH CAROLINA
ADDICTIONS SPECIALIST
PROFESSIONAL PRACTICE BOARD
EC CASE NO. 924-26

CONSENT ORDER

FINDINGS OF FACT

1. Petitioner Board was established by the North Carolina General Assembly to credential and regulate substance use disorder professionals in North Carolina, in accordance with Chapter 90, Article 5C of the North Carolina General Statutes.
2. Respondent currently is a citizen and resident of Lenoir County, North Carolina; and is neither a minor nor an incompetent person.

3. On April 21, 2026, Respondent was credentialed before the Board as a Certified Alcohol and Drug Counselor (“CADC”) (CADC No. 24393), which will expire on April 20, 2028, if not renewed.
4. On March 30, 2026, Respondent submitted a formal self-report ethics complaint before the Board disclosing a criminal charge and subsequent criminal conviction for DRIVING WHILE IMPAIRED. The complaint was designated by the Board as Ethics Complaint (“EC”) Case No. 924-26.
5. Upon investigation into EC Case No. 924-26, the Board determined the following:
 - a. During all times relevant to this matter, Respondent was employed by NC FIELD (“Field”), a provider located in Kinston, North Carolina, as a Community Health Worker and Behavioral Health Specialist pursuant to Respondent’s CADC.
 - b. On September 22, 2024, Respondent was criminally charged with DRIVING WHILE IMPAIRED – LEVEL 5. The case was heard in Lenoir County District Court, case no. 2024 CR 415687-530. Respondent’s associated breath test result from the DWI was 0.14.
 - i. Respondent failed to report issuance of the above-referenced criminal charge to the Board within thirty (30) days.
 - c. On April 11, 2025, Respondent was criminally convicted of DRIVING WHILE IMPAIRED – LEVEL 5. Respondent was sentenced to sixty (60) days of confinement pursuant to a suspended sentence of twelve (12) months of unsupervised probation.

- i. Respondent failed to report the conviction in the above-referenced criminal case to the Board within thirty (30) days.
- d. Respondent submitted supplemental documentation and information in reference to EC-924-26, as follows:
 - i. Respondent reported engagement in treatment in relation to the above-referenced DWI charge, including completion of a substance abuse assessment and associated recommended treatment.
 - ii. Respondent reported completion of twenty-four (24) hours of community service and complete payment of court-ordered costs, as well as restoration of her driver's license pursuant to a Limited Driving Privilege.
 - iii. Respondent also submitted a character reference from her supervisor.

CONCLUSIONS OF LAW

- 6. Respondent is subject to the North Carolina Addictions Specialist Professional Practice Act and the rules promulgated pursuant to that Act. The Board has jurisdiction over Respondent and the subject matter of this proceeding.
- 7. The acts and omissions of Respondent as described above constitute violations of the following:
 - a. N.C. Gen. Stat. § 90-113.44(a)(2a), for the use of drugs or alcohol to the extent that Respondent suffered impairment;
 - b. N.C. Gen. Stat. § 90-113.44(a)(6), for engaging in an act or practice in violation of the provisions of Chapter 90, Article 5C of the North Carolina General Statutes (the

North Carolina Substance Use Disorder Professional Practice Act), or any of the rules adopted pursuant to it;

- c. N.C. Gen. Stat. § 90-113.44(a)(9), for engaging in conduct that could result in harm or injury to the public;
- d. 21 NCAC 68 .0503(i), for failing to recognize the negative impact impairment has on Respondent's functioning in public and professional performance;
- e. 21 NCAC 68 .0601(5)(b), for conviction for violating a driving while impaired law;
- f. 21 NCAC 68 .0601(6)(c), for the use of drugs or alcohol to the extent that Respondent suffered impairment; and
- g. 21 NCAC 68 .0606(c)-(d), for failure to notify the Board of issuance of criminal charges and a criminal conviction within thirty (30) days.

Respondent committed one or more of the violations described above. Pursuant to N.C. Gen. Stat. § 90-113.33(2), the Board has the authority to deny, suspend, or revoke Respondent's licensure, certification, or registration to practice in this State or reprimand or otherwise discipline Respondent's license, certificate, or registration in North Carolina.

BASED upon the foregoing Findings of Fact and Conclusions of Law, and in lieu of further proceedings, Respondent wishes to resolve this matter by consent and agrees that Board staff and counsel may discuss this Consent Order with the Board *ex parte* whether or not the Board accepts this Consent Order as written.

Whereas Respondent acknowledges that she read this entire document and understands it;

Whereas Respondent acknowledges that she enters into this Consent Order freely and voluntarily;

Whereas Respondent acknowledges that she had full and adequate opportunity to confer with legal counsel in connection with this matter;

Whereas Respondent understands that this Consent Order must be presented to the Board for approval; and

Whereas the Board has determined that the public interest is served by resolving this matter as set forth below.

THEREFORE, with the consent of Respondent, it is ORDERED that:

1. Respondent's CADC (CADC No. 30803) credential before the Board is hereby SUSPENDED for a period of eighteen (18) months as of the effective date of this Consent Order.
2. Respondent's CADC may be reinstated upon expiration of the above-referenced eighteen (18) months of active suspension, contingent upon the following:
 - a. Prior to reinstatement, and before Respondent may return to clinical practice pursuant to Respondent's CADC, Respondent shall obtain a Board-approved clinical supervisor at Respondent's own expense and shall execute a valid supervision contract before the Board.
 - b. Respondent shall provide a copy of this fully executed Consent Order to her clinical supervisor before the Board.
 - c. Respondent's clinical supervisor shall submit quarterly reports to the Board regarding Respondent's progress and participation in supervision for a period of twelve (12) months following reinstatement of her CADC, to be submitted to the Board every three (3) months following the date of reinstatement, as follows:

- i. The above-referenced reports must be drafted by Respondent's current Board-approved clinical supervisor, drafted on the supervisor's official letterhead, and the reports must be signed and dated by the supervisor. The reports must be transmitted directly from the supervisor to the Board.
 - ii. In the event Respondent terminates supervision with her clinical supervisor or changes clinical supervisors, Respondent shall cease clinical practice and notify the Board within ten (10) business days as to a new proposed clinical supervisor. All clinical supervisors must be preapproved by the Board's Ethics Committee. Respondent may not resume clinical practice until a new supervisor is approved by the Board.
 - iii. In the event Respondent fails to ensure timely submission of the above-referenced quarterly reports, Respondent's CADC shall be automatically actively suspended.
3. Respondent shall cooperate with and facilitate transition of care of current clients to credentialed substance use disorder professional(s).
4. In the event Respondent receives additional criminal charge(s), Respondent's CADC shall be automatically actively suspended pending a formal disciplinary hearing before the Board.
5. In the event Respondent returns to substance use, Respondent shall report impairment to the Board within ten (10) days, and Respondent's CADC shall be automatically actively suspended pending a formal disciplinary hearing before the Board.
6. Within fifteen (15) days of the execution of this Consent Order, Respondent shall provide

a copy of this fully executed Consent Order to any other professional credentialing bodies with whom Respondent is currently credentialed.

7. Respondent shall provide a copy of this fully executed Consent Order upon application for any subsequent professional credential.
8. The Board shall retain jurisdiction under Article 3A, Chapter 150B for all administrative hearings held in connection with or pursuant to this Consent Order. If the Board receives evidence that Respondent has violated any term of this Consent Order or any other law or rule enforced by the Board, the Board shall schedule a show cause hearing for a determination of the violations. If the Board determines that a violation has occurred, the Board may impose such disciplinary action as it determines is appropriate and is authorized by law.
9. This Consent Order shall take effect immediately upon its execution by the Board and Respondent and reflect the entire agreement between Respondent and the Board, there being no agreement of any kind, verbal or otherwise, which varies, alters, or modifies this Consent Order.
10. No modification or waiver of any provision of this Consent Order shall be effective unless it is in writing, adopted and approved by the Board, and signed by the parties affected.
11. Both the Board and Respondent participated in the drafting of this Consent Order. Any ambiguities herein shall not be construed against either party in any future civil or administrative proceeding.
12. Each party to this proceeding shall bear their own costs, and the Board shall bear its own costs of investigation.

13. Upon its execution by the Board and Respondent, this Consent Order shall become a public record within the meaning of Chapter 132 of the North Carolina General Statutes and shall be subject to public inspection and dissemination pursuant to the provisions thereof.

CONSENTED TO BY:

ADRIENNE NICHOLE WADE (CADC No. 24393)

Adrienne Nichole Wade Date: 6/25/2026
Respondent Signature Respondent Signature Date

By Order of the North Carolina Addictions Specialist Professional Practice Board, this the
30th day of June, 2026.

By: Kathy Allen MA, LCAS
SAP, JCADC, CSI, LCMHC-A
Kathy Allen, NCASPPB EC Chair