



# Cognica

CCA - The Canadian Counselling Association's Newsletter

SUMMER

Vol. 39 No. 3 July 2007

## CREATING A TRULY CONNECTED ASSOCIATION!

It is a privilege and honour to assume the presidency of CCA. I am honoured not only because of the trust you have placed in my leadership, but because I will have the opportunity to tap into your talent and experience as we build on the rich tradition of this association. I look forward to serving you, together with the Board of Directors over the next two years. Together, we will continue to capitalize on the opportunities to embrace changes and challenges at CCA!

Leadership can be an elusive concept at times. John Gardner eloquently sums it up when he says "Almost all of our talk about leadership suggests a solo performance, as if the leader is up there all alone. But if you observe institutions being led, you see a team. And beyond the team there are further circles of people who are, in effect, sharing the leadership task...". In my opinion, leadership in CCA is much as Gardner has described - a team effort on the part of those elected or appointed to serve, with further circles of people throughout the association sharing the leadership task.

Sharing the leadership task with me in CCA is your Executive, Past President Dr. David Paterson and President Elect Dr. Ron Lehr, Connie Gerwing as Treasurer and Barb MacCallum as Executive Director. Add to this circle an experienced Board of Directors, who are passionate men and women of different ages and varying

backgrounds, who have a common commitment to the counselling profession in Canada and the value of collegial affiliation.



MARIA DE CICCIO

Individually, we take on a particular role or represent a particular segment of the membership. Together, we serve as a team, working closely with our national staff to further the association as a whole, its mission, its effectiveness, and its well-being.

But leadership in CCA goes far beyond the Board and staff. Just as Gardner describes, there are indeed further circles of people in our association, sharing the leadership task. The 11 regional and special interest Chapters involve many of our members in leadership roles. So do our association committees and professional provincial affiliations. And by writing for CCA publications and presenting at the annual conference, members also share the intellectual and academic leadership that our association has always brought to the field of Canadian counselling.

This leadership team will work together to Create a Truly Connected Association!

The following committees were established at our last Board meeting and will serve as a springboard to elaborate and nurture these connections. Details related to these committees can be found on the CCA website.

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# ENDOWMENT PROGRAM: BUILDING FOR THE FUTURE

The Canadian Career Development Foundation (CCDF) and the Canadian Counselling Association (CCA) are pleased to sponsor an endowment program established to stimulate and support innovation in the field of career development.

This fund is intended to promote imaginative and leading edge initiatives that extend our understanding of critical issues, push the envelope and strengthen our practice, offer new and creative approaches to service delivery and career self-management, and contribute to improved quality of life in Canadian communities.

Each year, CCDF will award up to \$7,500 to a project, or projects that demonstrate potential for the advancement of career development.

**Deadline for submissions is October 31, 2007.**

For full details, please download the PDF version of the application form at <http://www.ccdf.ca/PDF/endowment.pdf>.

Please use the Word file at <http://www.ccdf.ca/Documents/endowment.doc> to construct your proposal.

There is no provision for completing and submitting your proposal online.

## PUBLICATION GUIDELINES

*Cognica's* mandate is to "reflect the current status of counselling across Canada".

*Cognica* is published 4 times per year. The submission deadlines for articles and advertising are: December 1, March 1, June 1, September 1

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Sandra Salesas, Maxine MacMillan, Sharon Cameron, Julie Ouellette

Except where specifically indicated, the opinions expressed in *Cognica* are strictly those of the authors and do not necessarily reflect the opinions of CCA, its officers, directors or employees.

All submissions are welcome for consideration. Those accepted will be subject to editorial review prior to publication.

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## THE BOARD STANDING COMMITTEES:

- Appeals
- Awards
- Ethics
- Certification
- CACEP

Other committees include:

- **Advocacy, Sustainability and Liaison**
- **Bilingualism and Biculturalism**
- **Membership Services**

We will continue to improve communication and connection between Chapter presidents and the Board. A member of the Board of Directors has been appointed to liaise with every Chapter and the opportunity for Barbara MacCallum to continue hosting teleconferences is available. Your Past President, Dr. David Paterson and the Executive Director, Barbara MacCallum have done an outstanding job at keeping

the membership informed on these various topics in previous editions of *Cognica*. We will continue to do the same.

The excellent staff at our National Office, under the direction of our Executive Director, Barbara MacCallum, also serves an important leadership role. Together, they manage the day to day business of the association.

Despite the many forms of formal leadership, CCA, as a voluntary association, depends in large measure on you, individually and collectively, for its success and for its work. I ask that you consider how you can contribute to building CCA. As Ghandi said, we must be the change we want to see in this world. Join the Executive and the 2007-09 Board in creating an exceptional community that challenges the intellect, touches the spirit and serves the dreams of counsellors, educators and learners to come!

In closing I thought this was a perfect way to have Board members introduce themselves to you.

## ***ENTHUSIASM IS EXCITEMENT WITH INSPIRATION, MOTIVATION AND A PINCH OF CREATIVITY.***

***Bo BENNETT***

If you could have been at the Board meetings or the Awards Banquet at the Vancouver Conference, then you would have seen just how truly this reflects the directors.

Each board member is a respected counselling professional. Each understands the dedication and energy that board service requires. We have directors who work as Counsellor Educators, government policy makers and as practitioners in the trenches. Together we represent the breadth of our association and the depth of our shared engagement for counselling and lifelong learning. Thus, the CCA Board represents you, the members of CCA: Your concerns, your plans and your hopes for the counselling profession of which we are all a part.

Here they are from sea to shining sea, your Board of Directors for 2007-2009, beginning with the west coast.

### **Blythe Shepard — British Columbia/Yukon**

Blythe graduated from the University of Victoria with a Master's degree in Counselling Psychology in 1997, received her PhD in Educational Psychology in 2002, and became a faculty member in the UVIC counselling program in 2002. She has served as Vice-President of the Career Development Chapter, as co-chair of the Social Justice Chapter, and as a board member of the BC Chapter. Other CCA involved activities have included co-authoring *Counselling Ethics: Issues and Cases* in 2006 and acting on your behalf with the Working Group for Counsellor Regulation in B.C. As a new member of the CCA Board she will be involved with the Certification Committee and Awards

Committee and will assist with updating the Standards of Practice. She is excited to maintain a close connection to members of the BC Chapter as the liaison to the national office and will continue her involvement with the Social Justice Chapter as a board member.

### **Kris Magnusson — Alberta/Northwest Territories**

During his term on the Board, Kris will also be serving as the Board liaison to the Counsellor Educators Chapter, assisting David Paterson with the development of a Policy Manual, and serving on the Certification Committee.

Kris has been a resident of Alberta since 1980, and has worked as a college counsellor at Keyano College and the Northern Alberta Institute for Technology (NAIT). Since 1988, he has been a counsellor educator, first at the University of Calgary (1988 to 1998) and for the last 9 years at the University of Lethbridge. Within counselling psychology, he has specialized in career development and career counselling. For the last 5 years, he has also served as the Associate Dean for the Faculty of Education. July will bring a new challenge, as he assumes the post of Associate Vice-President, Academic for the University of Lethbridge. He is very excited to be able to serve with the Board of Directors of CCA and is looking forward to two productive years!

### **Connie Gerwing – Saskatchewan**

Connie is a career counsellor working at SIAST, the Saskatchewan Institute of Applied Science and Technology, in Prince Albert. She has been working as a counsellor of

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one type or another for about 30 years and loves to help people develop a fulfilling work life. She has been a CCA member for many years, is in her second term on the board and is currently the Treasurer. The rest of her CCA life will be consumed with helping to organize the CCA 2009 conference in Saskatoon.

### **Lorna Martin — Manitoba/Nunavut**

Lorna is the Director for the Manitoba/Nunavut region and the Chair of the Advocacy, Sustainability and Liaison Committee. She currently works as the Provincial Consultant for Counselling with Manitoba Education, Citizenship and Youth. She supports guidance and counselling initiatives for youth across the province; consults with school counsellors, and health, justice and family services representatives; and liaises with intersectoral groups, organizations and associations as an advocate for at-risk students and the professionals who assist them. She is the author of multiple resources and educational materials focusing on counselling and education. She also delivers workshops on topics related to counselling and educational psychology.

### **Janice Tester — Quebec Anglophones**

Janice has her Masters in Psychology and has been working as a career development counsellor at McGill University since 1998. She is also the Past-President of the Quebec Counselling Association. Currently she is finishing the first year of a three year program at the Argyle Institute. This professional training program revolves around marriage and family therapy. Additionally, she is developing a private practice which specializes in marriage and family therapy and individual therapy. She is actively involved in the Membership Services Committee and is very proud of having initiated the section on the website pertaining to Counsellor Mobility.

### **Michel Turcotte — Quebec Francophones**

Michel Turcotte, Career Counsellor and Psychologist, holds in CCA the following positions: Francophone Director, Québec, President of the Certification Committee, and Liaison for the Career Development Chapter. He is also active in various organizations: He is the Past President and current Vice President of the Ordre des conseillers d'orientation et des psychoéducateurs du Québec, Guidance sector; Vice President of the International Association for Educational and Vocational Guidance; a member of the Canadian Research Working Group on Evidence-Based Practice in Career Development; a lecturer in the Counselling program at the University of Ottawa; and a Senior Analyst for Human Resources and Social Development Canada

### **Mona Chevalier — Ontario Francophones**

Mona Chevalier has been part of the CCA Board of Directors since May 2005 and she is starting her second term. In her

first term on the Board she has been involved in two committees, the Membership Services Committee and the Bilingualism and Biculturalism Committee. She is committed to respecting and enhancing bilingualism within CCA. Mona holds an honours B.A. in Psychology and a Master's degree in education, with a specialization in counselling from the University of Ottawa. For the last 15 years, she has worked as a counsellor for a counselling service at an Ottawa post-secondary institution where she provides counselling services to clients with personal or career-related issues. She also offers academic success support services. She is currently working at La Cité collégiale, a francophone community college.

### **Hope Wojcik — Ontario Anglophones**

In addition to her role as CCA Ontario Anglophone Director, Hope is currently the Head of Student Services at Hillcrest High School in Ottawa. Her involvement with CCA includes a long history with the National Capital Region (NCR) Chapter where she has served as Vice-President, President and now the CCA Board Liaison for the chapter. Because the role of school counsellors is important to her, she also belongs to the CCA School Counsellors Chapter as well as the Ontario School Counsellors Association (OSCA). In addition to contributing to the general work of the CCA Board, she chairs the Awards Committee and serves as a member of the Membership Services Committee. Her involvement with CCA has provided outstanding professional growth opportunities including working with the Ontario Coalition of Mental Health Professionals relating to advocacy for the regulation of counselling in Ontario as well as serving as mentor for M.Ed. counselling students and CCA Student Reps.

### **Réal Leclerc — New Brunswick Francophones**

The reason Réal has asked for a second term as the director representing New Brunswick Francophones is that during his first term he took on tasks that required additional time and effort. In fact he is part of the organizing committee for the 2008 CCA Conference to be held in Moncton. A great deal of work remains to be done to be ready for this conference. He also presides over the CCA's Bilingualism and Biculturalism Committee. Members of the committee, which has only existed for one year, will continue to meet in order to provide their list of recommendations regarding bilingualism and biculturalism to the Board of Directors. Réal considers it a privilege to be part of the CCA's Board of Directors and to represent New Brunswick's francophone members.

### **Maxine MacMillan — New Brunswick Anglophones**

Maxine MacMillan lives in Saint John and works at the New Brunswick Community College in Saint John teaching communication. She has a small counselling practice -

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## PRESIDENT'S MESSAGE cont'd

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MJV Consulting. She has been a member of CCA for 16 years. This is her second two-year term on the Board of Directors. Last term, she served on the Membership Services Committee and this term she will be the Chair of that committee. She is also on the Finance Committee and is the board liaison for the Private Practitioners Chapter. She is looking forward to serving the Anglophone membership in NB and especially looking forward to "Connecting" with the membership as we move towards Conference 2008 which will be held in her beautiful province of New Brunswick — in Moncton.

### Linda Wheeldon — Nova Scotia

Linda Wheeldon is pleased to assume the role of board representative from Nova Scotia. Linda has taught in the School of Education at Acadia University in Wolfville since 1991, offers clinical psychotherapy in a part-time private practice and is completing a PhD from the University of South Australia. Her work is studying the psychotherapeutic relationship and the construction of client awareness. She holds a Master's degree in Education from California State University at Northridge.

Linda is leaving the position of President of the Nova Scotia Association of Counselling Therapists, but she will continue to work in constructing and supporting the association towards the development of legislation governing the practice of counselling therapy.

During the next two years, Linda will work for the CCA President and board, its committees and the Nova Scotia membership as an advocate and national representative.

### June J. Sanderson — Prince Edward Island

June J. Sanderson has a Master's of Education from Acadia University. June has spent most of her career working in the public school system as a teacher and school counsellor. She is currently the school counselling specialist with the Department of Education for P.E.I. June has a special interest in social justice, conflict resolution and communication. Her work in these areas led to receiving the provincial Crime Prevention award, as well as an award from the National Institute for Conflict Resolution. June is also involved with the Canadian Red Cross and her community governance. June is pleased to be the CCA board liaison with the School Counsellors Chapter. She is also a member of the Certification Committee. June, her husband and three children live in rural P.E.I. In her spare time she enjoys gardening and various outdoor sporting activities.

### Lynda Younghusband — Newfoundland and Labrador

Lynda is a counsellor in the University Counselling Centre at Memorial University, a busy spot even in the summer

months. She loves her job, counselling students and working with international students to help them feel at home. Her research is focused on teachers: their workplace stress, the abuse they experience and their general mental health. As well, she is just beginning research on international students and their special needs. She is the chair of the CCA Ethics Committee, as well as a member of the CCA Membership Services Committee.

Expect to hear a great deal from your Directors on both National and local issues. Please make it a point to connect with your provincial/territorial director!

I have talked a lot about connecting in this message and it is only fitting since many of us connected in Vancouver for the BCACC-CCA conference — whose title was "Connecting with Our Clients: Counselling for the 21st Century".

Congratulations to Bev Abbey, BCACC President, Jim Browne, Bruce Bailey, Ed Peck, Ruth Silverman, JC Bazinet, Glenn Grigg and their respective teams for helping us to connect as associations, as professionals and as individuals. It was a great conference and the people from BC were gracious hosts! Also, congratulations to the many award winners who are profiled in this *Cognica*.

Connecting with others was never more evident than on the first day of the conference, from the moment we broke bread together before heading to morning sessions, to the heart warming and inspirational Squamish prayer of thanks, to the opening session with a direct video feed to Dr. Yalom in California. The ever charming, engaging and talented Dr. Marv Westwood personified Connecting! Dr. Yalom, the audience and Dr. Westwood were all engaged in a 3-way connection. This connection continued with the various plenary sessions, concurrent sessions, and the various social and cultural events that were planned for us! Thank you for giving us this wonderful opportunity to connect.

I trust that you took the time to connect and reconnect with friends, colleagues and a new part of Canada, rich in beauty. I also hope that next year you will continue to foster these connections and join us in Moncton, New Brunswick for CCA 2008! Come explore the beauty and richness of New Brunswick and find out what Dr. Robert Baudouin and Dr. John Stewart having cooking for us!!!

Working together, we can continue to make a difference in CCA!

Have a safe and relaxing summer!



**Maria De Cicco**  
**President**  
**Canadian Counselling Association**

## MESSAGE FROM THE PRESIDENT-ELECT

As President Elect, I am honoured to serve CCA and its more than 3,000 members. The decision to serve in this role is not one that is made lightly, however, I believe I am ready to take on this six-year executive role thanks to my previous experience as CCA Director for Nova Scotia; President of the Counsellor Educators Chapter; Chair of the CCA Ethics Committee; member of the Advocacy, Sustainability and Liability Committee of CCA; and my 18 years teaching in Counsellor Education Programs at Memorial University of Newfoundland, the University of Northern British Columbia and currently at Acadia University. Having attended numerous CCA conferences and having talked to many counsellors from all across Canada, I believe I am prepared to represent the needs of the CCA membership.

In accepting this executive position, I begin to reflect on the mentoring and friendship provided to me by past and current presidents of CCA. To them I owe a debt of gratitude for their guidance and leadership. As Director for Nova Scotia from 1999-2003; and from 2005-2007, I had the privilege of working first with the following presidents of CCA: Renée Piché from Ontario; Glenn Sheppard from Newfoundland and Labrador; and David Paterson from British Columbia. These people were supported in their leadership by strong and supportive president-elects and past presidents such as Karen Wright from Saskatchewan and Lorne Flavelle from Quebec to whom I also owe a debt of gratitude. All of these individuals have contributed significantly to the growth of CCA with strong strategic initiatives, compassionate leadership, and commitment to carrying on the tireless work of their predecessors. They were supported by a committed central office staff and Executive Director, as well as dedicated and



committed Boards of Directors from all provinces and territories of Canada. As President Elect, I commit to the vision of CCA as our national bilingual/multicultural counselling association, and will represent and support the needs of all Canadian counsellors. In doing this work, I hope to be guided by the collective wisdom of CCA's Board of Directors, Executive Director, Barbara MacCallum, and her staff at CCA national office, by the membership of CCA, and by the strong and compassionate leadership of our new President, Maria de Cicco to whom I offer my full support.

At this time in our history, the pursuit of statutory regulation of the profession of counselling has risen in importance and needs our continued support. I will add my energy to this initiative on the national front and provincially as a member of the Legislative Committee of the Nova Scotia Association of Counselling Therapists with whom CCA has a reciprocal membership agreement. As CCA strengthens itself as a bilingual/multicultural national association, I will continue to promote the needs of Canadian counsellors who practice in our culturally diverse country, and I will continue to focus on solidifying and promoting our identity as professional counsellors. I will also maintain my involvement in the Counsellors for Social Justice Chapter of CCA, which had its inaugural meeting at the Vancouver conference. Thanks to Christie Hartlin, Jo-Anne Stoltz and Blythe Shepard for their help in getting this chapter running, and to Shannon Moore, Fran Guenette and Sandra Collins for agreeing to begin working with Jo-Anne and Blythe on the executive of this committee. I look forward to continuing with all of you.

**Ron Lehr**  
*President Elect, Canadian Counselling Association*



## GOODBYE VANCOUVER, HELLO MONCTON

Conference 2007 in Vancouver was held in May. It was a wonderful success and your Moncton Conference 2008 organizing committee is headed home with their heads full of ideas and observations. Conferences are events where new ideas are born. The decision to propose Moncton as the 2008 host was born in the airport heading home from St John's. The organizing committee got under

way shortly after the Montréal Conference. And now, the Vancouver team has given us an excellent model to follow.

A great deal still needs to be done but we are confident that we will be ready on May 14<sup>th</sup> 2008 to welcome the participants. Two of our keynote speakers have confirmed their attendance, Gerald Corey and Antonine Maillet. The

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# GOODBYE VANCOUVER, HELLO MONCTON *cont'd*

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venue is set, the Delta Beauséjour. The internet site is launched, [www.ccacc2008.ca](http://www.ccacc2008.ca).

We want to encourage increased student participation. Therefore, we are organising a preconference day, on May 13-2008, for "Students only". We are attempting to organize bus transportation for our neighboring provinces, Quebec,

Nova Scotia and Prince Edward Island for those who would prefer it.

Although preparations are underway, we invite each and everyone to share suggestions with us so we can make the Moncton Conference a professional activity that meets your needs. Send your emails to [Comite@ccacc2008.ca](mailto:Comite@ccacc2008.ca).



## 2008 Annual Conference

### EXPLORING OURSELVES: DISCOVERING IDENTITY

*May 14 - 16, 2008*

*Moncton, New Brunswick*



#### CONFIRMED KEYNOTE SPEAKERS

	<b>GERALD COREY</b> The Counselor as a Person and as a Professional Professor Emeritus of Human Services, California State University at Fullerton		<b>ANTONINE MAILLET</b> Creator of the <i>La Sagouine</i> and several colourful characters. Through her writing Madam Maillet has explored and brought to light the Acadian identity.
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[www.ccacc2008.ca](http://www.ccacc2008.ca)  
For further information call (506) 446-9159 or e-mail [info@ccacc2008.ca](mailto:info@ccacc2008.ca)

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NEW BRUNSWICK CAREER DEVELOPMENT ACTION GROUP

# THE CANADIAN JOURNAL OF COUNSELLING JOINS THE 21<sup>ST</sup> CENTURY

Vivian Lalande, Editor, *Canadian Journal of Counselling*

## ABSTRACT

The *Canadian Journal of Counselling* now has a new web site that contains archives of article titles and abstracts. It also will be utilized for managing manuscript submission, reviewing processes, and sets the stage for eventually publishing CJC on the Internet rather than distributing the journal on paper. A review is provided of the advantages and disadvantages of publishing journals on paper or on line.

## NEW CANADIAN JOURNAL OF COUNSELLING WEBSITE

Look for a new website for the *Canadian Journal of Counselling* (CJC) which will be launched this summer (<http://cjc-rcc.ucalgary.ca/index.php>). When you access this website, you will be able to view the titles and abstracts of previously published articles. These articles can be found by scrolling through a list, or by searching for a particular author name, the article title or the number of an issue. Information about CJC is available for potential authors, readers and librarians.

Along with our new look, CJC is using this website for the management of the journal. Authors can submit their manuscripts by entering them on the website. They can also acquire a user name and password so they can check on the progress of their manuscript through the review process. Using this website, the Editor can assign reviewers for each submitted manuscript. Reviewers can acquire their own user names and passwords so that they can review the manuscript on the website. The website facilitates communication between the Editor and authors or reviewers, as well as facilitates the final preparation of the articles for publication.

This new website will greatly improve the journal management processes and facilitate access to CJC articles by people who are using Internet search engines. Another future benefit of this website is that it will allow CJC to eventually be published on the Internet.

## PUBLICATION OF JOURNALS: PAPER OR THE INTERNET?

There are now two common methods to publish scholarly journals: paper and online. Journals that are published online usually send subscribers and members who receive the Journal a notice that an issue has been published. A link to the web site is provided to access to the recent issue, rather than printing and mailing paper copies. The Journal establishes a policy regarding when issues are available to non-subscribers/members. An example of this policy is to not make the issue available to the general public until one year after the date of the publication. The recent issues of

the Journal would be password protected for members and subscribers. After a year, the issues would no longer be password protected so they can be accessed by anyone.

There are a number of advantages and disadvantages to either publishing CJC on paper or on the Internet, which I will review. The advantages of publishing journals on paper include allowing the subscriber to physically hold a book and collect the journal issues on the bookshelf. Some readers really prefer to have paper copies. Another benefit to paper publishing is that only subscribers have access to the back issues of the Journal. This can potentially encourage others to subscribe to the Journal.

The disadvantages of this method of publication include the environmental concern about the impact of printing and producing paper copies. CJC uses recycled paper, however, there is an environmental impact whenever paper is produced and printing occurs. Paper copies also eventually deteriorate and cannot be archived forever. With fewer libraries subscribing to printed journals, it can be difficult for non-subscribers who may be doing counselling research or practice, to access back issues of the journal. In addition, authors prefer to have their articles widely distributed and easily accessed through the Internet. There is also a financial consequence of publishing paper copies, as printing and mailing are extremely expensive.

Publication of CJC on the Internet also has some disadvantages, however. The hard copies are only available if printed by the subscriber who absorbs the cost of printing and paper. Subscribing to the Journal may not have the same perceived benefit when back issues are available online so the number of subscribers may be reduced.

There are many advantages of this method of publication. Anyone can access the published articles anytime and anywhere. This has been identified as a particular benefit to students and practitioners in developing countries. Students and researchers also prefer to use electronic documents. The articles of interest are easily downloaded and kept for future reference. The cost of publication is considerably less expensive, as the maintenance of the online interface is much less than printing and mailing copies. Back issues of the Journal will be archived and backed up in Canadian government sponsored digital warehouses for eternity. This is made easier if the Journal is published on the Internet. There is a source of revenue for producing online publications. Distributors such as EBSCO pay royalties for distributing online journals to libraries. Online publication of Journals also allows for the inclusion of information that is not possible in a paper version. Included in some online

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## CJC JOINS 21ST CENTURY cont'd

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Journals are the original research data, audio files (such as interviews), digital pictures, etc. This provides a richness of detail not possible in a paper format.

### THE WAY OF THE FUTURE

As you can see, the option of publishing CJC on the Internet has many distinct advantages. Unfortunately, due to printing costs, the choice of publishing method can either be one or the other. To print some journal issues at the same time as publishing the journal on line is too expensive because the price of printing increases when fewer copies are produced. Publishing CJC on the Internet does seem to be the way of the future for journals. Although we will all miss receiving our copy of the journal in the mail, it is difficult not to agree that this is, indeed, the best decision for the 21<sup>st</sup> century.

Please visit the *Canadian Journal of Counselling* at <http://cjc-rcc.ualgary.ca/index.php> and if you would like to express your opinion about whether CJC should be published on the Internet instead of on paper, please e-mail me at [cjc.rcc@ualgary.ca](mailto:cjc.rcc@ualgary.ca).

## CALL FOR EDITOR

### *Canadian Journal of Counselling*

The Canadian Counselling Association is requesting applications for the position of Editor of the *Canadian Journal of Counselling*. This is a part-time position located at the Editor's place of employment. Responsibilities include general management of the Journal, including administration, staff supervision, and the coordination of manuscript review and selection processes. The position begins May 1, 2008 and is for three years with the possibility of renewal for two additional years.

**Applications are due by October 1, 2007.**

For information about the application procedure, contact **CCA Executive Director, Barbara MacCallum, at the CCA National Office (toll free number 1-877-765-5565, e-mail: [dg@ccacc.ca](mailto:dg@ccacc.ca)).**

## THE TIME IS NOW... TO MAKE A CHANGE!

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2007

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## *The Aboriginal Circle Chapter or Ucwalmicw in the Canadian Counselling Association*

**K**'alhwalahap!/Hello to all of you. My St'at'imc name is T'alhalem and my Canadian name is Roger John. I am Tsalashmec (from the People of the Lakes) of the St'at'imc Nation. "Ucwalmicw" is a St'at'imc word for Indigenous people, St'at'imc is my First Nation. I am the President of the Aboriginal Circle Chapter of the Canadian Counselling Association. I wish to report that the Aboriginal Circle Chapter is coming out of hibernation.

The Aboriginal Circle Chapter has been quiet for a variety of reasons, but our time of silence is over. I believe that the Aboriginal Circle Chapter is ready to take its place within the professional organization that is the Canadian Counselling Association. I thank Dr. Rod McCormick for his words in the January 2007 issue of *Cognica*.

First a bit more about myself. I wish to thank the Coast Salish and Straits Salish peoples on whose territory I have attended university, worked and lived on for eighteen years in what is now called Victoria, British Columbia. I grew up in my community of Tsalash or Seton Lake until I went to secondary school in Lillooet, BC. Upon graduation, I went to Cariboo College (now called Thompson Rivers University) and from there I moved to Victoria to attend the University of Victoria. I completed a Bachelors degree in Psychology and a Masters in Education in Counselling Psychology at UVic. My Masters Project was entitled "Colonial Trauma and Indigenist Ethics: Implications for Indigenist Therapeutic Perspective".

In Victoria, I worked as a Family Support Worker and Youth Counsellor at the Victoria Native Friendship Centre. In 1998, I began working at the University of Victoria as an Aboriginal Student Advisor for the Faculty of Human & Social Development. In 2005 I was seconded to the LE,NONET Research Project as a Co-Principal Investigator. LE,NONET roughly translates to "achieving success after many hardships" and is a SENCOTEN word. SENCOTEN is the language of the W'SANEC or Saanich peoples – one of the First Nations whose traditional territory the University of Victoria is built upon.

As an Indigenous counsellor, I believe that healing for Indigenous peoples must emerge from Indigenous knowledge and can only occur with acknowledgement and knowledge of the impact that colonization and colonialism has had on Indigenous peoples. Any approach to helping Indigenous clients, communities and families must have some elements of Indigenous knowledge embedded within the counselling process to be successful. I do not believe we can exclude non-Indigenous counselors from the helping

process for Indigenous peoples. There are simply not enough Indigenous counsellors to carry this load alone, we must have allies. I say these things to introduce myself to all of you and to let you know my therapeutic perspective.

As Rod noted in the last issue of *Cognica*, the Aboriginal Circle Chapter was almost dissolved. However, due to his efforts and the efforts of others, the Aboriginal Circle Chapter continues to exist as a chapter within the Canadian Counselling Association. I chaired a meeting of the Aboriginal Circle Chapter on Friday May 25 2007 at the CCA National Conference in Vancouver, BC.

According to the membership list I received from the Canadian Counselling Association, there are seventy-five members in the Aboriginal Circle Chapter. Members are both Indigenous and non-Indigenous from all over the country and even a member from Africa. Such a chapter provides the CCA with a unique opportunity to contribute to this healing journey.

When the Aboriginal Circle Chapter first met in Winnipeg in 2004, the membership agreed:

- ◆ the President/Leader/Speaker for the Chapter should always be an Indigenous person
- ◆ membership in the Aboriginal Circle Chapter should be open to Indigenous members of CCA and to non-Indigenous CCA members who either work closely with Indigenous clients, communities or families or have a strong interest
- ◆ the chapter will make decisions by consensus
- ◆ the chapter will provide a voice for Indigenous counsellors, clients, families and communities within the Canadian Counselling Association.
- ◆ Chapter meetings will be open to interested members of the Indigenous community from the city in which the CCA conference is held.

At the Chapter meeting in Vancouver, the members in attendance upheld these statements or values and discussed:

- ◆ resources should be made available to counsellors who are working with Indigenous clients, families or communities, in the form of articles, theses or dissertations by Indigenous counsellors and other helpers
- ◆ indigenous protocols and principles should be observed at all CCA conferences. The people in whose territory the conference is held should be asked to participate in

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- ◆ a meaningful and respectful way. Aboriginal Circle Chapter members from or living in the region can assist conference organizers with this
- ◆ a line of communication should be established with the CCA Board of Directors
- ◆ a means of communication, whether listserve or website discussion board, or both should be established for Aboriginal Circle Chapter members

Some other important reasons for the continued growth and development of the Aboriginal Circle Chapter include:

- ◆ underutilization of counselling services by Indigenous clients
- ◆ First Nations communities with high rates of suicide (not all communities, but some)
- ◆ low rates of participation in the post-secondary system, by Métis, Inuit and First Nations peoples
- ◆ low rates of success for First Nations, Métis and Inuit students in the secondary school system
- ◆ higher rates of special needs designation of Indigenous students in the K-7 system
- ◆ lower rates of participation for First Nations, Métis and Inuit people in the labour market
- ◆ higher rates of incarceration for Indigenous peoples than for the general population, despite only comprising approximately 5% of the Canadian population

- ◆ indigenous traditions and knowledge which are thousands of years old
- ◆ one of the highest proportions of youth (25 and under)
- ◆ indigenous cultures in Canada are highly resilient and have much to share in terms of ability to survive and overcome hardship
- ◆ a unique relationship with the land
- ◆ healing ways which can work for broad ranges of people

The reasons for the continued existence and development of an Aboriginal Circle Chapter are not based only in the hardships and challenges that Indigenous peoples in Canada face, but also in the strengths that First Nations, Métis and Inuit peoples possess which have enabled them to survive centuries of colonization. As Chapter President, I look forward to helping to bring this voice to the Canadian Counselling Association, and ask for all Indigenous and non-Indigenous members of the Aboriginal Circle Chapter to contribute their voice.

Kukstamkalahap/Thanks to all of you

**Roger John, M.Ed.**  
**Tsalashmec of the St'at'imc**  
**President, Aboriginal Circle Chapter**  
**Co-Principal Investigator, LE, NONET Project**  
**University of Victoria**

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### *Counsellors for Social Justice*

Dear CCA Members:

I am pleased to report that CCA's new chapter 'Counsellors for Social Justice' is up and running! Thanks to membership involvement in two meetings at the recent CCA conference in Vancouver, executive positions have been filled and first steps taken toward drafting a constitution and mission statement, as well as initiating new projects.

Here is a brief review. Approximately 35 people attended the presentation on May 23, 2007. Ron Lehr opened the meeting with an overview of how interest in the chapter has built over the last year, and the initial steps taken. Christie Hartlin then gave a presentation, which was very well received, of her amazing work in Malawi that has resulted in the establishment of an orphanage for over 50 children orphaned by HIV/AIDS. I then presented the findings of the brief survey that was circulated this spring to members, which addressed issues of values, mission statement, goals, projects, etc. for the new chapter. We then broke into small groups and discussed these topics further, followed by short reports from each group. Notes from the

discussion were collected and are being transcribed for further guidance in establishing values, goals, and a mission statement.

In the follow up meeting on Friday (May 25<sup>th</sup>), executive positions were filled as follows: Chair, Jo-Anne Stoltz; Chair-elect, Shannon Moore; Secretary/Communications officer, Fran Guenette; Treasurer, Sandra Collins. Additional board members include Kathy Mueller, Heather Davis, Christie Hartlin, and Blythe Shepard. Shannon Moore is taking the lead on drafting the chapter constitution, while I move forward with the mission statement.

Out of these two meetings and the survey results, a few themes have emerged. First, there is strong consensus for the chapter to be action-oriented through development and support of projects and initiatives, and to focus on awareness and education. Second, there appears to be strong support for a 'Counsellors Without Borders' initiative within the Counsellors for Social Justice Chapter. There is also strong consensus that this initiative focus its efforts

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not just internationally but within Canada as well, and that a broad definition of 'border' be adopted (i.e., to go beyond national borders to include ethnicity, multiple genders, socio-economic class, language, differing abilities, governmental jurisdictions, intra-national borders, teaming with other disciplines, etc.). An idea has been put forward to establish an online clearinghouse of information and volunteer opportunities for counsellors both locally and internationally.

Another theme that emerged is for the chapter to team with other chapters working on multicultural issues (especially Aboriginal) and in counsellor education to provide education and training opportunities aimed at increasing counsellor awareness about social justice. Kathy Mueller has agreed to develop education/awareness training initiatives. And last, there is strong support for the chapter to hold a fundraiser, charity drive, or awareness-raising event during the conference each year, which spotlights an agency or an issue that is local to the city in which conference is held. Heather Davis has volunteered to liaise with the New Brunswick chapter to develop possibilities for Moncton in 2008. Thank you to both Kathy and Heather for stepping forward!

And thank you also to Ron Lehr, whose support over the last year paved the way for the formation of this new chapter, to Christie Hartlin for her inspiration and for keeping the focus on 'action', and to Blythe Shepard for acting as Co-Interim Chair with me while we were getting things rolling.

I am proud to be part of this new and important initiative within the CCA. I know that many counsellors work very hard to address issues of inequity and injustice in their work, and my hope is to support all of us in increasing awareness and becoming more effective advocates for addressing the imbalances in our society. If you are interested in becoming a member of the Counsellors for Social Justice Chapter, you can do so by calling the CCA toll-free number 1-877-765-5565 (the usual \$10.00 chapter fee applies). We welcome your support and your thoughts.

*Yours in peace,  
Jo-Anne Stoltz, PhD, CCC  
Chair, Counsellors for Social Justice  
jstoltz@uvic.ca*

### **The Stu Conger Award for Leadership in Career Counselling and Career Development**

CCDF awards The Stu Conger Award for Leadership to individuals nominated by peers as leaders in the field.

In addition to the award, a scholarship is granted to a student, chosen by the recipient, who demonstrates leadership potential.

Recipients of the award to date include: Dr. Dave Redekopp (1997), Judy Lynn Archer (1998), Phillip Jarvis (1999), John McCormick (2000), Dr. Vance Peavy (2001), Dr. Roberta Neault (2002), Dr Jacques Limoges (2003), Dr. Danielle Riverin-Simard (2004), Dr. Armelle Spain (2005), Dr. Kris Magnusson (2006), Kristine McGhee (2007)

The nomination deadline for the Stu Conger award is **November 30, 2007**.

**For more information about the award, go to [www.ccdf.ca](http://www.ccdf.ca)**

# STU CONGER AWARD WINNER 2007 – KRISTINE MCGHEE

The Stu Conger Award for Leadership in Career Counselling and Career Development is presented by the Canadian Career Development Foundation to honour the outstanding leadership provided by Stu Conger in promoting and advancing career development and career and employment counselling in Canada. The award is comprised of a small gift to the recipient as well as the opportunity to grant a \$1,000 scholarship to a Canadian Graduate student studying career development.

The essence of this award is to recognise and honour those in the career development community who have demonstrated the same commitment, tenacity and vision as Stu Conger did throughout his long career. It is to recognize those who have put their beliefs into action and directed their considerable energies to ensure that everyone has the opportunity to develop their individual talents and personal resources in the fullest way possible.

This year's recipient of the Stu Conger award, Kristine McGhee has passionately devoted herself to Aboriginal economic development, workforce capacity building, career counselling, and career development for 22 years. Located in Winnipeg, Manitoba, she has succeeded in assisting many at risk individuals in changing their life directions. She has done so through innovative, creative and entrepreneurial approaches in very challenging environments.

She is the founder of the Opportunities for Employment Food Bank, an initiative which located a food bank on site at a training centre, thus making it possible for social service recipients, many of whom were single mothers, to sustain their families and to acquire employment skills. She directed the Aboriginal Employment Initiative (AEI) for the Winnipeg Chamber of Commerce and the Business Council of Manitoba.

One AEI innovation was the introduction of a Cultural Awareness Workshop for Employers which preceded an Employer/Work Seeker Job Fair. The workshop was credited with breaking barriers and increasing understanding.

Concerned by the low employment rates among marginalized communities, the 70% drop out rate before grade 10 and the limited career horizons of youth, Kristine developed the Career Exposure Project which has been in operation since 2004, and has received city, provincial, national and international attention. It is recognized as a Best Practice Program. The program is a partnership between the Business Council of Manitoba, the Winnipeg Inner City School Division and the Aboriginal Employment



*Stu Conger and Kristine McGhee*

Initiative. Starting as early as Grade 5, the program combines work skill preparation including an interview with an HR professional, four divergent work shadowing experiences and training in financial management. A fundamental part of the program is exposure to the social climate in workplaces. Follow-up data indicates increased school retention, engaged learners and youth with optimistic hopes and dreams for their futures.

Kristine is currently the owner of No Doubt Consulting and is modifying and adapting the Career Exposure Program for use in other jurisdictions, provinces and countries. In addition to her active role in Manitoba, she is a member of the Aboriginal Human Resource Development Council and the CBC Diversity Equity Committee.

She is a woman of vision, commitment, determination and action who, when asked why she works in such challenging environments, replied: "If we can affect change here, we can affect it anywhere".

# Award Recipients 2007



The CCA Awards Banquet was a wonderful event. Held at the Floata Restaurant, one of Vancouver's largest Chinese Restaurants, attendees were treated to a ten course banquet, in addition to entertainment from a local choir, as well as the new Board of Directors of CCA.

## This year's award recipients are:

### Counsellor Educator's Student Award

The Counsellor Educators Chapter encourages CCA members who are pursuing doctoral studies to consider a career as a counsellor educator. This award is designed to support a student in attending the pre-conference one-day workshop of the Counsellor Educators Chapter held annually at the CCA national conference. The 2007 recipient was Olga Sutherland.



*Dr. Glenn Shepherd and Olga Sutherland*

### Vance Peavy Travel Bursary – Career Development Chapter

The Vance Peavy Travel Bursary is awarded each year to honour Vance's legacy. The 2007 recipient was Margaret Kapil.



*Margaret Kapil*



*Corrine Hendricken-Eldershaw and Dr. Blythe Shepard accepting on behalf of Margaret Kapil.*

### CCA Student Travel Award

Each year CCA sponsors two students to attend the CCA conference. This year our two recipients are Ariadne Patsiopoulos and Andy Dimitri Veilleux.



*Ariadne Patsiopoulos*

Andy is a student at Laval University and Ariadne is a student at the University of British Columbia (UBC).

*Andy Dimitri Veilleux and Maria De Cicco*



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## AWARD RECIPIENTS 2007 cont'd

### Graduate Student Research Award sponsored by AON

In support of Graduate Student research, AON, the CCA Professional Liability Insurance Broker of Choice, provides two \$500 research grants to students demonstrating excellence in research. This year we have one recipient, Louis Cournoyer, who is currently conducting research on School Network Influences on College Student Professional Projects. He is a student at Sherbrooke University.



*Louis Cournoyer*



*Lynda J. Younghusband, Ph.D.*

### CCA Doctoral Dissertation Award

This year's recipient is Dr. Lynda J. Younghusband, whose thesis was entitled High School Teachers' Perceptions of Their Working Environment in Newfoundland: A Grounded Theory study. Her work has recently been featured in a W-5 segment shown on CBC.



*Lorna Martin*

### CCA Counselling Resources and Training Materials Award

The CCA Counselling Resources and Training Materials Award is presented to a counsellor who has developed and disseminated resources in Canada. This year's recipient is Lorna Martin.

### The Counsellor Practitioner Award

The Counsellor Practitioner Award honours a counsellor who demonstrates excellence in

leadership as a practicing counsellor, illustrates competence in counselling and effectiveness of both skills and service. They are the optimal model of a caring person and professional whose knowledge, skills, and talents are valued by clients and colleagues.

This year's recipient is Esta Porter who is a counsellor in Procter, BC. Esta is a Licensed Mental Health Counsellor, Registered Clinical Counsellor, Certified Graduate of Authentic Happiness Coaching Program, Mentor Coach Coaching Program, Certified Master Practitioner in Neuro-Linguistic Programming, teacher, clinical hypnotherapist and golfer.

Throughout her 35 years in clinical practice, she has worked in the public school systems with high risk youth, including school aged mothers, youth and families involved in the Social Services system; with foster care; psychiatrically involved youths and their families. In addition, she has maintained a private practice dealing with individuals, children, adolescents, families and groups. Her focus is strengths-based and empowering clients to be themselves authentically. Her background includes teaching at the high school and college levels, and is currently maintaining a private practice in counselling psychology, coaching and consulting to businesses, schools and organizations, facilitating training locally and internationally.



*Esta Porter*

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### Robert Langlois Award



*Marie-Claude Martel*

This award is given to a member of CCA who has made a significant contribution to the promotion of bilingualism in or through counselling. Marie-Claude has been very involved in many projects concerning bilingualism in her years with CCA. She was a member of the Cognica Editorial Committee from 2000 to 2004. From 2000 to 2005, Marie-Claude was the Ontario Francophone director for CCA and she also served as Vice-President of CCA as the Francophone member of the Executive. Marie-Claude has also been an active member of the NCR Chapter and has promoted bilingualism through her work with this chapter. In January 2007 she organized a French language seminar for the NCR chapter that was a great success.

### CCA Professional Contribution Award

The CCA Professional Contribution Award may be awarded to a member in recognition of outstanding professional contribution to Counselling in Canada. This year CCA is honouring Corrine Hendricken-Eldershaw.

As Prince Edward Island Director, Corrine has made a major contribution to the promotion, development, and advocacy of counsellors in her province which resulted in the excellent promotion of CCA within Canada. Her great entrepreneurial spirit as a creator of a private province-wide career development service, employing only Canadian Certified Counsellors has contributed greatly to the counselling profession. She further contributes as a project leader for numerous initiatives and is an outstanding community counsellor, volunteering her professional and personal time.

As a director for CCA and Ethics Committee Chair, Corrine has been an inspiration and model in these leadership roles. As Ethics Chair she has had to sacrifice much time to resolve complaints and inquiries along with organizing and recruiting committee members. She has made a point of updating all CCA Directors in ethical procedures by giving presentations and workshops. Corrine is presently president of the Career Development Chapter.

Corrine shows leadership by example and shares her expertise with her colleagues. She is known for her great compassion for everyone who is blessed with crossing her life path.

### CCA Honorary Life Membership Award

The CCA Honorary Life Membership is awarded to a member who has made a considerable contribution to the aims and objectives of the Canadian Counseling Association. This year CCA would like to honour Daphne Campbell. Daphne was a CCA Director, a CCA Treasurer, was on the Atlantic Chapter Executive and a PEICA Past President. In addition she earned the CCA Practitioners Award. Daphne has maintained her CCC status even

though she is also an RSW. She is an exemplary model of a professional counsellor (or psychotherapist or counselling therapist!!). She currently serves as Chair of the PEICA High School Counsellors Committee, and she is always ready to be of service when asked.



*Corrine Hendricken-Eldershaw, Daphne Campbell, Dr. David Paterson and Maria De Cicco*



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## Lorne Flavelle Award for Outstanding Volunteer Service

The Lorne Flavelle Award for Outstanding Volunteer Service is given to a CCA member in recognition of outstanding volunteer service to CCA. This year, CCA would like to honour Edward Peck. Edward is the longest serving Executive member of the BC Chapter of CCA. Prior to the revitalization of the Chapter, Edward served as a member at large on the board of directors. He is known for his fine work on the B.C. Chapter website which became the national site of record for the Task Group on Counsellor Regulation. More recently, he has selflessly dedicated himself to the hard work of Registration for this conference. It is hard to imagine anyone who works as hard and cares as much about CCA, as the person whose name is carried on this award. Edward Peck is such a person. He is most deserving of our recognition at a conference he has worked so very hard to make successful.



*Dr. David Paterson, Edward Peck and Maria De Cicco*



## CAREER COUNSELLING IN THE 21<sup>ST</sup> CENTURY

***“We’re a society that knows how to apply for a job. The challenge for employment seekers today is to become proficient at finding work. That’s a much more complicated process than applying for a job.”***

This is the reality facing students who are graduating from secondary and post-secondary institutions, and people who are losing their jobs due to downsizing. The vast majority of them have no idea how to become proficient at finding work. It creates a huge opportunity for career counsellors. However it also creates a challenge because many of them have spent their careers in traditional jobs and have never had to become proficient at finding work.

In trend-setting California, according to a study by the University of San Francisco, 66 percent of the workforce is employed in non-traditional jobs, i.e. part-time, temporary, contract or self-employment. This is where we’re all headed — and we’re not ready for it. How do career counsellors who have never known anything but a traditional job prepare their students for this reality? Indeed, how can they relate to the challenges of earning a living outside of a traditional job if they have never experienced such a transition themselves?

“The fundamental challenge for educators is that for generations they’ve been turning out employees. Now they have to turn out entrepreneurs, or at least students who have an enterprising approach to finding work.”

If you’re a student or downsized worker looking for work, there’s no law that says anybody is going to offer you a job. The onus is on these people to find the employment opportunities that are out there or, in some cases, to create their own. This is a new role for most people. Our education, training, and in some cases our upbringing, do not prepare us well for it. Acquiring self-marketing skills has to be a part of the educational experience, which is not the case for most students today.

Teaching such skills is a real challenge for administrators, faculty, teachers and career counsellors. This is because most of them have no experience looking for work in today’s workplace. All of them need to face the irony that they’re responsible for preparing their students for a workplace that they themselves can’t relate to, and to see how best to address this lack of experience.

At a higher level, governments, school boards and bureaucrats who oversee our education system must recognize how much the workplace has changed and make sure students are being adequately prepared to succeed in it.

“We must recognize how much more important the field of Career Counselling is today given the challenges students face in entering the workplace. We must look for ways to make it more effective, and allocate more resources to it.”

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According to a January 2006 poll by Ipsos-Reid, two-thirds of working Canadians wish they had sought more career-planning advice when they were starting out. A February 2007 study by the Chartered Institute of Personnel and Development in the U.K., showed that a third of the graduates believe they studied the wrong course at university. In September 2005, research from the U.K. Graduate Recruitment Bureau suggested that two thirds of graduates were dissatisfied with their university career services.

At Indiana University's Kelley School, business undergrads are now required to take two for-credit, career-related courses. One focuses on self-assessment and the other stresses actual internship and job-search strategies. These should be required courses in every college and university and more resources should be committed to these areas in our secondary schools. They would be if the administrators, bureaucrats and politicians who are responsible for funding and managing our education system understood how much the workplace has changed.

Career counselling has never been a high priority within our education system, at either the secondary or post-secondary level. Further, in times of budget restraint, it is often first on the list of items eligible for cutbacks. That has to change. The key

question is: How does the typical educational institute elevate an area that historically has been a low priority to the much higher level it must operate at in order for their students to succeed in the new workplace?

The challenge for career counsellors in these institutions, today and tomorrow, is to show their students how to succeed in the workplace with a different set of tools and strategies than has been used in the past. All educational institutions must continually upgrade their training, teaching and skill-development processes to better enable their members and graduates to acquire the necessary ever-changing skills needed for success in today's workplace.

The transitions occurring in the workplace today are among the most significant since the high unemployment of the Great Depression, and the need for effective career counselling is greater than it has ever been. This new era will be full of opportunities and challenges for career counsellors.

*Ron McGowan is the principal of How To Find Work in Vancouver. He has been helping experienced people and college/university students find work for over ten years. The 2007 edition of his book "How to Find Work in the 21<sup>st</sup> Century", currently in use at well over 200 colleges, universities and secondary schools in Canada, the U.S., the U.K. and Ireland, has recently been released. It has been significantly updated and is full of ideas for career counsellors. It can be previewed at: <http://www.trafford.com/00-0131>*



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## Canadian Certified Counsellors

The following CCA members have been recently certified.

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Michele Bowers  
Kelly Czmielewski  
Lockwood Ensminger  
Barbara Erickson  
Chris Goble  
Barbara Goddard  
Sarah Hebert  
Nadine Hope  
Dawn Johnston  
Belinda Kissack  
R. Arthur Proudfoot  
Marie Purcell  
Sabrina Ragan  
Glynis Sherwood  
Carlene Van Tongeren  
John Wassen  
Sidney Wolfe

### Manitoba

Heather Wendling

### New Brunswick

Absatou Edgar  
Monique Gallie  
Xuemei Huang  
Joan MacMillan  
Alyson Maxwell

### Newfoundland and Labrador

Stephen Dicks  
Tracy Duffy  
Wilfred Sutton

### Nova Scotia

Marla Davis  
Leah Cyr-Donovan  
Margaret Townsend  
Jim Zelios

### Ontario

Barry Burrows  
Stephanie Dugdale  
Caroline Elson  
Melanie Gampel  
Diana Garcia  
Joanne Hall  
T. Louise Hall  
Aliya Juma  
Rochelle Litman  
Melissa Malacaria  
Beth Merriam  
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Jennifer Perlin  
Brian Richardson  
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Jaclyn Schwartzman  
René Vandenberg

### Prince Edward Island

Martha MacLure

### Quebec

Creusa Brigatti  
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2007 - 2009**

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 (Real.Leclerc@gnb.ca)  
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 (linda.wheeldon@acadiu.ca)  
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**Quebec Anglophones:** Janice Tester (janice.teste@mcmill.ca)  
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**CCDF President/Présidente FCAC:** Barbara MacCallum  
 (bmacallum@rogers.com)

**CCA National Office/ Siège social de l'ACC**

16 Concourse Gate Suite 600 Ottawa, Ontario K2E 7S8  
 Tel/tél. : (613) 237-1099 Fax/télec. : (613) 237-9786  
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