

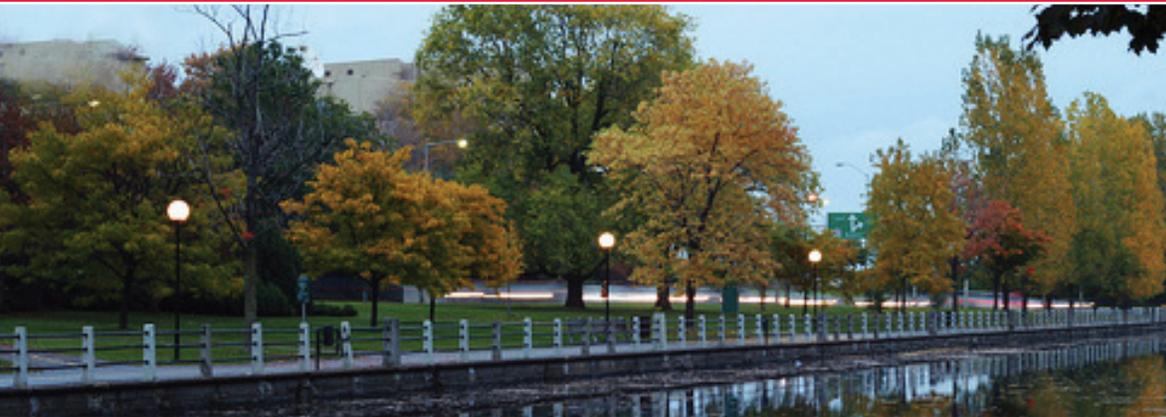


CANADIAN COUNSELLING AND
PSYCHOTHERAPY ASSOCIATION
L'ASSOCIATION CANADIENNE DE
COUNSELING ET DE PSYCHOTHÉRAPIE

COGNICA

The Canadian Counselling and Psychotherapy Association

VOL. 43 NO. 1 | WINTER 2011



Bridging the Gap

Pre-conference – May 17, 2011 /
Conference May 18 – 20, 2011
Ottawa Marriott Hotel, Ottawa, Ontario

KEYNOTE SPEAKERS:

Scott D. Miller, Ph.D.

“What Works: Nurturing Professional Diversity with Outcome-Informed Measures”

Founder of the International Center for Clinical Excellence, an international consortium of clinicians, researchers, and educators dedicated to promoting excellence in behavioural health services, and co-author of The Heart and Soul of Change.

Danie Beaulieu, Ph.D.

“Impact Therapy: Coming to Our Senses”

Psychologist, co-creator of Impact Therapy and Eye Movement Integration Therapy and author of 17 books.

Isaac Prilleltensky, Ph.D.

“Psychology and Social Justice: Linking Personal and Community Well Being”

Dean of the School of Education at the University of Miami and the Erwin and Barbara Mautner Chair in Community Well-Being.

PROGRAM: CCPA conference program is now available online at: www.ccpa-accp.ca/conference2011/CCPA2011PreliminaryProgram.pdf

REGISTRATION: Registration is now available at www.ccpa-accp.ca/conference2011.

ACCOMMODATIONS:

The conference hotel is the Ottawa Marriott Hotel. Complete hotel and conference registration in one easy step. All reservations for the hotel must be made through the registration site. Contact **Alene Holmes** at conference2011@rogers.com for more information.

This Issue

President’s Message	3
President-Elect’s Message	6
Enhancing Professional Identity: Alberta/NWT Chapter ..	8
Care for the Caregiver	9
Critical Incident Group Debriefing – Issues and Considerations	10



Publications 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, and September 1.

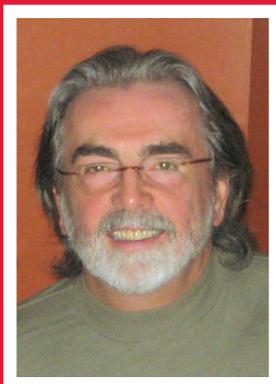
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	1 TIME	4 TIMES	SIZE
1 page	\$510	\$430 ea	6" x 9"
1/2 page	\$325	\$270 ea	3" x 9"
1/4 page	\$215	\$165 ea	3" x 4"
Business Card	\$85	\$55 ea	2" x 3"

Editorial Committee:
 Maxine MacMillan, Sharon Cameron, Julie Ouellette, Nicole Maurice, Karina Albert

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

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



President's Message

Finger Comb and Fluff

It is a strange title for an article. I admit that I too find it a little weird but this is the phrase that has become an earworm for me since yesterday. I'm not sure why it has so I will simply sit here and flow with this image.

Two things happened yesterday, both of which were signals to me that the priorities in my life are still in the right order but they all might have reached a temporary saturation point. My priorities, by the way, are family and myself first (the latter takes a bit of a hit especially in the Fall), and my work, which includes the care of my students and what I need to do for them and my work for CCPA.

The first thing that happened yesterday was an email from Nicole at the CCPA National Office, which read: "Ron, just wondering when I can expect your Cognica article for this next issue", to which I responded: "I forgot. First time ever. I guess it is reflective of where I am these days. Sorry. I guess you will not get it now until Monday". I'm generally on top of deadlines but not this time.

The second incident occurred earlier yesterday at the Holiday Inn in Dartmouth, NS. I was staying overnight before addressing school counsellors and their respective administrators from across the province, as part of their process in implementing the Comprehensive Guidance and Counselling Program into their schools. I awoke at 6 a.m. – typical for me – so that I could review what I was going to say, and to enjoy some moments before the day began. I showered, and then a panic moment occurred: "No hair brush".

So I did what the women in my life would do – I "finger combed and fluffed!" My hair looked like it usually did when brushed albeit a little more fluffed and maybe a little more dishevelled, but I relaxed into the day.

And, from here on, I will use this expression to cue me whenever I get overwhelmed from having my life's priorities saturated or when seemingly hopeless (and probably minor) situations are treated with too much seriousness. It is also an indication that we often have resources at our own fingertips that might not be the ideal tool for the job, but nevertheless they still get the job done!

Priorities and saturation points! Using personal resources to get the job done! Ideal themes for this, my second last message to you as President of CCPA.

At this time of year, I sincerely offer my warmest greetings and well wishes to you. I am hoping this holiday season contributes to your healthy well-being, brings you lots of reprieve from your own saturation points so that you can let go of the secondary priorities in your life, and allows you to immerse yourself into what I would assume is your number one priority: that of spending time with family and friends and taking care of yourself. I extend this to you on behalf of the CCPA Executive, Lorna Martin (President Elect), Blythe Shepard (Treasurer and Director for AB/NWT), Maria De Cicco (Past President) and our CEO Barbara MacCallum; from our dedicated, committed and hard working staff at National Office: Nicole Maurice, Kimberley Goyette, Sylvia Ramjee, Judy Murphy, Karina Albert and Monika Gal; your Registrars Josée Taillefer and Marisabelle Térriault-Elibani, your Journal Editor Kevin Alderson and, from your Board of Directors, Heather White (NL), Linda



Wheeldon (NS) Deborah Wood-Salter (PEI), Serge Hall and Madeleine Lelievre (NB), Louis Cournoyer and Lilli Janzen (QU), Robin Cameron and Michel Lefebvre (ON), Miriam Duff (MB/NU), Ardele Gorman (SK) and Kathy Mueller (BC/YK). My very best wishes and thanks also go out to these same people for their contributions to CCPA and to the work of the profession of counselling and psychotherapy in Canada.

CCPA Priorities:

While others may have finger combed and fluffed their way through the fall, your CCPA team had hairbrush, comb, and related hair products at the ready. Here's the evidence:

In November, your provincial directors went to Ottawa for two days of intensive Board meetings. They participated in conversations about important issues for CCPA and made decisions that move CCPA closer to its vision as a national leader in counselling and psychotherapy. Please read their reports on our website.

Here are a few examples of the issues the Board discussed along with others that are current with CCPA:

- Our next conference entitled "*Bridging the Gap*" takes place in Ottawa in May 2011! The conference plans are coming along and it is shaping up to be an event you will not want to miss. Click here to get more information on the conference. I will see you there soon.
- *Niagara Falls!* CCPA is turning 50 in 2015! A survey of CCPA members along with information from the National Office was sufficient evidence to allow the CCPA Board to decide on Niagara Falls as the 2015 CCPA Conference site. This was the site of our very first conference 50 years ago and members decided that this would be a good place for our 2015 conference. Age 50! And what a party we will have!! This conference will showcase CCPA and how we have matured! We are recognised for the quality of

services we provide to members, for advocacy of the profession and for national leadership in counselling and psychotherapy. The latter is one that has been incrementally growing over the years, but I believe we are now seen as the national leader in counselling and psychotherapy in Canada.

- *Public Image Project.* Raising the profile of counsellors and psychotherapists with stakeholders such as employers, other professionals and with the general public has been on the lips of CCPA Board members for several years. Now, this board has decided to give this a priority and over the next couple of months you will begin to see changes to CCPA's image as we become more visible to the public, to you, to potential members and to all other stakeholders.
- *Regional Presence.* CCPA is strong if our regional presence is strong. Though we act from the perspective of what is good nationally for counselling and psychotherapy, we are very aware of the need to work within our provinces and territories. One way in which we are addressing this need is to promote the formation of regional chapters that communicate with provincial members, promote and advocate within individual provinces, provide regional professional development and carry out other activities that strengthen CCPA's regional presence. The Board approved in principle the by-laws of our most recent Regional Chapter, The Alberta/NWT Chapter. Other provinces are well on their way to creating regional/provincial chapters.
- *National Assessment.* Coordinated by Lorna Martin, this initiative is moving along quite smoothly. CCPA has brought together counselling professionals representing each province and territory to develop a standard, bilingual, national assessment that evaluates the preparedness of individuals to provide safe, caring, ethical, and professional counselling to the public.

It has been a privilege to serve in this position and to contribute to this incredible association. The last two years have been two years of continued growth as we move towards having a sustainable national presence.

On December 13, CCPA Executive members, Lorna Martin, Barbara MacCallum and I, met in Ottawa with Minister Diane Finley where she publicly announced federal support for CCPA through Human Resource and Skills Development Canada funding for the creation of the national assessment.

CCPA gratefully acknowledges the support of the Canadian Government through Minister Finley and Human Resources and Skills Development Canada. Special thanks to Lorna and Barbara for their leadership and hard work on this noteworthy initiative for CCPA and for the profession.

These are snippets of the work done by your Executive, Board and National Office. Our website <http://www.ccpa-accp.ca> has much more information. Have a look and bookmark it. Go to the "members only" site and login with your name and membership number to find other information.



I have five more months before I step down as President of CCPA. It has been a privilege to serve in this position and to contribute to this incredible association. The last two years have been two years of continued growth as we move towards having a sustainable national presence.

As I sit here and check for finger-combing and fluffing through the often-tangled complexities of this profession, I realize how daunting our work can be. I am thankful, therefore, for the support of our volunteers (personal resources at our fingertips) all across this country. I often comment on the appreciation I have for people who step in and give their time so that this profession can grow in a stable and professionally, self-governing and professionally supportive way. This growth helps me as a professional; it helps you in your professional work; and it provides quality ethical service to the public. The Profession needs you to volunteer your time. You can do this at the National Level as a Board member or committee member, as a volunteer, at the provincial level, as a chapter member or chapter executive member or as a volunteer with your provincial counselling and/or psychotherapy association and of course at the local level.

In closing, I again stress the importance of rest and regeneration. As counsellors and psychotherapists, we spend a lot of time contributing to the well being of others. Self-care is a necessary component of this. Enjoy your Holiday season. Peace and good health to all of you.

Ron Lehr
President, CCPA



Message from the President-Elect

How We Do That Thing We Do

There's something a little odd about volunteering to serve on the Board of a pan-Canadian association of more than 3,600 members. Like you, I've served on Boards and Committees in my professional life. In some, there were "dust ups"; in others, the dust just settled. And this is where the Canadian Counselling and Psychotherapy Board of Directors is so very different...and a wee bit odd. There's no dust. In fact, in the almost six years that I've served on the Board, there has been more collaboration and consensus, more sharing and understanding, more accomplishment and caring than I have experienced on any other Board. How does this happen? How do we do that thing that we do?

The Board of Directors of CCPA is a Policy Board. In many ways, it is an Advocacy Board...the Chief Advocate for the profession of counselling and psychotherapy in Canada. Our mission? To actively listen to the voices of our members, to offer support when we are away from the Board Table, and to bring those voices and support strategies to the Table in the form of concerns, interests and contexts of counselling and psychotherapy professionals across the country. Why bring the voices to the Table? It is the only strategy that opens the window to the world; it is how the Board understands where advocacy is needed and what the effects of existing advocacy actions have been.

There are thirteen elected Directors representing all provinces and territories of Canada. When we're at the table though, the lenses of Directors shift between local and national perspectives. All Directors begin a process of considering actions across the nation through the lens of the members in their own region and juxtaposing them against the members of the nation. It's a bit like being simultaneously myopic and hyperoptic.

The Executive of the Association is comprised of the President, President-Elect, Past President, Treasurer and the Chief Executive Officer. At the table, their role is to function as a team that guides the discussion and recognizes decision points that enable the Board to

reflect the will of the more than 3,600 members of the Association. Together, the Board and Executive conduct research and outreach, and function as stewards of the Association. Their active responsibility to the membership ensures the policies, procedures, initiatives and advocacy work of the Association are aligned with the interests of our members and the public.

But how is it done? How do we do that thing that we do?

We meet together in person twice a year for two days. Between meetings we have ongoing communication via Skype, e-mail, and teleconferences. We subdivide ourselves into Committees and Project Groups to accomplish our research in a timely way and use the meetings to report on progress and make policy decisions. Here are some examples of the results from our Committee and Project Work:

Research	Result
Survey of membership professional learning needs	Webinar program
Strategic planning and effective leadership processes	Governance Manual and orientation package for CCPA volunteers
Strategic planning and succession processes	Student representative program
Mobility of counsellors and psychotherapists across the nation in a variably regulated environment	National Symposium on Mobility of Counsellors and Psychotherapists
Requirements for school counsellors across Canada	Chart of pan-Canadian requirements on website
Public awareness of counselling and psychotherapy services in Canada	Public relations campaign
Pan-Canadian practicum hours by institution for counselling students	Certification requirements for direct contact hours in student practicum



While this explains the structural “how” we do what we do, it misses the cultural component of the activity that is its most salient feature. It misses the collegial banter; laughing and breaking bread together and engaging in deep conversation about all things counselling; sharing experiences that help another to remove obstacles; earnestly advocating points of view and celebrating positive change both small and large. Most of all, it misses the simple joy of working with others who are as passionate about the profession as you are. That sense of nurturing a warm cocoon to give flight to the emergent butterfly is what keeps us motivated and focused on serving you, the members. It is a humbling experience to represent professionals across the country. It is equally rewarding.

So...how do we do that thing we do? We listen. We give voice. We advocate. We raise public awareness within our regions and across the nation. We join together to create a unified, strong voice for all our members and for the profession of counselling and psychotherapy in Canada. But most of all, we immerse ourselves in the joy of our work and the people we serve.

Lorna Martin
President-Elect, CCPA

“In many ways, it is an Advocacy Board...the Chief Advocate for the profession of counselling and psychotherapy in Canada. Our mission? To actively listen to the voices of our members, to offer support when we are away from the Board Table, and to bring those voices and support strategies to the Table in the form of concerns, interests and contexts of counselling and psychotherapy professionals across the country.”

Enhancing Professional Identity: Alberta/NWT Chapter

by Blythe Shepard, Ph.D., CCC

Because the counselling profession is diverse and multi-faceted, continued advocacy for professional identity is needed to ensure other helping professionals and potential clients have a clear understanding of the role and function of a counselling professional. The substantiation and application of professional identity increases visibility and provides comprehensive recognition within the larger context of the health professions. However, gaining broad public recognition is dependent first, and foremost, upon members of the counselling profession's ability to fully articulate their distinct professional identity. This means educating members of the counselling profession, consumers of counselling services, other health professions, the government, and the public at large about the unique qualities and the benefits of counselling.

In Alberta, counselling is an unregulated profession and is not recognized by the Alberta Health Professions Act. While other provinces have already formed regulatory bodies or are in the process of forming regulatory colleges, Alberta seems to be falling behind in comparison to provinces in Eastern Canada and to British Columbia. As provinces become regulated, counsellors in Alberta could face difficulties in meeting the standards for counsellors and psychotherapists of other provinces if they were to move.

With these thoughts in mind, the Alberta/NWT Chapter of the Canadian Counselling and Psychotherapy Association was formed in the summer of 2010 with the aim of effectively promoting and positioning ourselves as a professional organization in the province/territory. Additionally we want to make certain that the CCC designation is recognized and valued by the public and by the government in Alberta.

In particular, I see a provincial association as assisting in:

- development of a unified professional identity
- recognition by the public and provincial government
- increased public protection and accountability
- expanded access to work with Employee Assistance Programs (EAP)
- increased inter-provincial mobility
- opportunities for ongoing professional learning

Enthusiasm for the Alberta/NWT Chapter has resulted in a current membership of 95 members. Through a series of teleconferences with the interim board, the Chapter has developed by-laws and will plan next steps during the next two months. Our first AGM will be held at the CCPA conference in Calgary, 2012.

INTERIM BOARD

Position	Name
President	Blythe Shepard
President Elect	Nicole Imgrund
Secretary-Treasurer	Carol-Anne Haring
Coordinator: Professional Development	Dr. Kathy Offet-Gartner
Coordinator: Advocacy and Professional Identity	Eun Jin Kim
Coordinator: Regulation	Curtis Stevens
Regional Director: North West Territories	Neil Barry
Regional Director: Peace River	Joanna Moen
Regional Director: Fort McMurray	Christine E. Perry
Regional Director: Edmonton	Evelyn Lupul
Regional Director: Central Alberta (to be filled)	
Regional Director: Calgary	Tammy Tkachuk
Regional Director: Southern Alberta	Lisa McMullin

Care for the Caregiver

By Deborah DeCairos-Grandmaitre

The Importance of Caregiver Self-Care:

The foundation of care-giving is self-care for the caregiver. When you are in an airplane, the emergency procedures instruct you to put on your own oxygen mask first before you help someone else with their mask. This is a great analogy for caregiver self-care. The idea is that you have to take care of yourself before you can take care of others. **Making yourself your first priority isn't about selfishness – it's about survival.** It makes sense that care-givers can't take care of others well if they don't take care of themselves, too. However, if you are a caregiver, chances are you put the health and well being of the person that you are caring for before your own needs. This always seems to work in the short term if you're fairly healthy. But eventually, as a caregiver, you are putting yourself at risk for serious physical and emotional health problems. And if you get sick or you burn out, you will be unable to take care of the person for whom you are caring professionally or for your loved ones.

Why is Care-Giver Self-Care So Important?

Caring for someone can be one of the most profound and rewarding experiences you'll ever have. However, it can also be extremely stressful, physically, emotionally, and spiritually. Care-givers can suffer from the following if they don't take care of themselves:

- Sleep deprivation;
- Poor eating habits;
- Little or no exercise;
- Improper rest when they're sick;
- Postponing or missing their own medical appointments; and
- Increased risk of abusing alcohol, tobacco, and other drugs.

Care-givers may even experience anxiety or depression. Care-givers may be prone to weight gain or loss and headaches. **The greatest risk most care-givers can face is burnout.** Burnout literally depletes a person's physical, emotional, and spiritual



energy. Burnout also affects a person's health, mood, attitude, and motivation.

The only way to avoid burnout, though, is to take care of you. It's important to understand that being a caregiver itself doesn't cause illness, depression, and burnout – it's the stress associated with being a caregiver that can cause so many problems. And even stress in itself isn't harmful – it's part of the human survival instinct to respond to stressful situations with increased heart rate and blood pressure, tensed muscles, and senses on alert. It's chronic stress that's dangerous. **But even chronic stress can be managed,** and the health problems associated with care-giver stress can be prevented or reduced.

Stress management is the foundation of care-giver self-care. One key to stress management is realizing that how you respond to stressful situations depends much more on your perception of the situation than on the situation itself. So the good news is that **however difficult your circumstances may be, you can gain control of the situation.**

The thought of taking care of yourself, while attending to the needs of others may seem completely overwhelming. But **the more you take care of yourself, the more easily and effectively you can take care of someone else.** Besides, **self-care doesn't need to involve a lot of time, energy, or money.**

SUMMARY:

1. Care for yourself before you take care of others.
2. Caring for someone can be the most profound and rewarding experience you'll ever have.
3. Stress management is the foundation of care-giver self-care.

Critical Incident Group Debriefing – Issues and Considerations

By Randy Grieser, MSW, RSW,
Director of the Crisis & Trauma Resources Institute Inc.

Those who work in the helping profession are more likely than those in other professions to experience incidents that are often described as traumatic. As such, it is imperative that organizations develop a process for helping staff cope with incidents that cause distress.

Critical Incident Group Debriefing (CIGD) is one such method. CIGD is a short-term group intervention process that focuses on an immediate crisis. CIGD is one method that can be utilized to lessen the likelihood of participants experiencing symptoms of trauma and stress after a critical incident. This group debriefing process provides a place for participants to talk and share experiences, and for the facilitator to teach and provide information about the impact of critical incidents.

“...because of an issue of trust in a particular group, it may be more appropriate to utilize individual debriefing than group debriefing.”

While CIGD can be very effective in many instances, there are times where CIGD may not be appropriate. For example, because of an issue of trust in a particular group, it may be more appropriate to utilize

individual debriefing than group debriefing. It is important to note that every crisis situation is unique and will require thoughtful consideration to the following questions:

- Is this a *safe* environment (is there trust, is there *rank* in the room)?
- Who is suited to lead this debriefing? What are the pros and cons of having an outside versus an inside facilitator?
- How large will the group be?
- How soon after the crisis will CIGD happen?
- How many facilitators will be in the room? If more than one, how will they work together?
- Will attendance be mandatory?
- How long should a group last?
- What if participants want to leave?
- Where will the debriefing happen?
- Should some members of the group be met with individually ahead of time?

The Crisis & Trauma Resource Institute Inc. (CTRI) is one of several organizations involved in the training of the group debriefing process. At their core, the different models of group debriefing have similarities and are focused on providing a structured environment for people to talk about their emotions and reactions to the event, with the purpose of lessening the likelihood of participants experiencing symptoms of



trauma and stress after a critical incident. While there are similarities in the different models of group debriefing, CTRI brings unique perspectives driven largely by our background in counselling and therapeutic practices. We focus on the importance of providing a *safe environment in natural groups* to explore thoughts and experiences and view the *teaching component* as key to the debriefing process.

“CTRI’s perspective is to take these critiques seriously and to not become overzealous in our use of this model.”

There is much discussion on whether group debriefing has the desired result of preventing post-traumatic stress disorder after traumatic incidents. The premise behind most of the critiques is that there is little evidence/research, or in some cases inaccurate evidence/research on whether these processes work. In fact, to the contrary, some suggest there is evidence that this process has the ability to do more damage than good.

CTRI’s perspective is to take these critiques seriously and to not become overzealous in our use of this model. It is important to have a thoughtful discussion about whether to use this process or not in each situation that arises. Following are some of the problems and benefits with group debriefing that have been identified:

Problems that may be associated with group debriefing:

- Minimal time for individual help.
- Creating a safe environment is difficult to accomplish in many situations. Also, a false sense of safety can result in self-disclosure that is regretted.
- Vicarious traumatization – some stories expressed may be distressing for others to hear.
- Negative energy (depending on what happens, people may leave the meeting more discouraged than encouraged).

Benefits of group debriefing:

- Normalization occurs (one learns that intense reactions are not just theirs).
- Teaching (learning about reactions and coping skills is usually beneficial).
- Time management (sometimes there is no time or resources to debrief everyone individually in a realistic time frame).
- Provides informal assessment opportunities.
- Additional resources are made directly available.

While CIGD is a very important part of helping organizations respond to unfortunate events, it is also a process that requires much consideration and reflection prior to implementing.

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), Michel Turcotte (2008), Margie Layden-Oreto (2009), Sharon Graham (2010), Dr. Charles Bujold (2010).

The nomination deadline for the Stu Conger award is **November 30, 2011**. For more information about the award, go to www.ccdf.ca.

ENDOWMENT PROGRAM: BUILDING FOR THE FUTURE

The Canadian Career Development Foundation (CCDF) and the Canadian Counselling and Psychotherapy Association (CCPA) 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, 2011.

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.

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Effective Communication using the MBTI Tool Victoria, Jul 22..... \$425			

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CSCH Canadian Society of Clinical Hypnosis

Two-Day Clinical Hypnosis Training Workshop February 12 & 13th 2011 UBC Robson Square

This workshop will provide the basic skills of clinical hypnosis, including demonstrations and practice sessions for those who wish to add hypnosis to their repertoire of therapeutic skills. Simultaneously, intermediate/advanced skills in hypnosis utilization will be provided to the experienced hypnotherapist in areas such as hypnosis for traumatic experiences, stress, chronic pain and women's common health conditions.

For details visit www.hypnosis.bc.ca

Email: admin@hypnosis.bc.ca

Canadian Certified Counsellors:

The following CCPA members have been recently certified.

Alberta

Tracy Moore
Sarah Holland
Robert Roughley
Linda Kruger
Marjorie McPhee
Stephanie Batiuk
Maddalena Genovese
Salima Versi
Michelle Neustaedter
Irene Chua
Yutaka Komatsu

British Columbia

Margo Graham
Laurie Leifso
Patricia Juergensen
James A. Robertson
Margaret Ross
Susan Samantha April
Rose Robin
Christina Hackett
Esther Naayer
Constance Hummel
Yukiko Matsu-Pissot
Thomas Harbour
Norma Manuel
Christopher Douglas
Garry Grams
Michael Todd
Andria Weiser
Tatiana Sean
Karen Leeden
Justine Thomson

Manitoba

Sara Tarrant
David Place
Hélène Archambault

New Brunswick

Andrew Culberson
Andrea Joyce Sullivan
Sharon Nesbit
Maura Garey
Anne Marie Eagles
Bonnie Clark Douglass
Monique Allain

Newfoundland

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Kristen Oliver
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Allana Mac Gillivray
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Robyn Godber
Janet Stewart

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Donna Watson Elliott
Cassie Fischer
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Adija Mugabo
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