



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

COGNICA

The Canadian Counselling and Psychotherapy Association

VOL. 44 NO. 1 | WINTER 2012



REFLECTING ON SELF AND PRACTICE

Pre-conference – May 24, 2012
Conference May 25 – 27, 2012
Westin Hotel, Calgary, Alberta

**THE PROGRAM IS NOW
AVAILABLE!**

To view the program online, visit:
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ACCOMMODATIONS:

The conference hotel is the Calgary Westin Hotel. Complete hotel and conference registration in one easy step. All reservations for the hotel must be made through the registration site.

For more information, contact Alene Holmes at conference2012@ccpa-accp.ca

KEYNOTE SPEAKERS:

Marc Gervais - "Realizing Your True Potential, Communicating Clearly"

Jeffrey A. Kottler, Ph.D. - "On Being a Master Counsellor: Practicing What You Preach"

Judith Jordan, Ph.D. - "The Power of Connection: Healing and Growing"

Additional Information on Keynotes can be found at:
www.ccpa-accp.ca/conference2012/keynotes.php

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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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 Publication mail agreement no. 40012209
 Tel: 613-237-1099
 Toll free: 1-877-765-5565
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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

Reviewing the Season Past and the Season Yet to Come

Today the wind is howling around building corners and shaking trees as if to awaken them from their winter slumber. The snow huffs and blusters its ways across the fields of white and above me – a bright, brilliant blue endless sky. It is winter on the prairies once again, a time when farm folk come in off the fields to gather in tight groups in town to reconnect and review the season past and the season yet to come.

4200 Strong and Still Growing!

CCPA remains on a positive growth curve. We now have approximately 4200 members, with more applications arriving every day. Distribution of two new bilingual, full colour brochures – one for members and one for employers – are helping to raise awareness of you, our members, and the important role our profession plays in the continuum of care for Canadians.

Statutory Regulation Proclaimed in Nova Scotia

Congratulations to our members in Nova Scotia! On October 11, 2011, proclamation of An Act Respecting the Practice of Counselling Therapists occurred. For more information on the newest regulatory college for the profession in Canada, the Nova Scotia College of Counselling Therapists, please see its website: <http://www.nsact.ca/>. A commemorative gift on behalf of CCPA members across the nation was presented to the Registrar of the College during the November 26 proclamation celebration.

Ottawa Conference 2011

On November 20th 2011, the Board was delighted to host the Tri-Chairs of the 2011 CCPA Conference (Wes Moore, Hope Burke, Suzanne More Kerr). The trio attended the Board lunch and received a cheque from CCPA reflecting the NCR chapter portion of the proceeds from last year's successful conference in Ottawa.

Calgary Conference 2012

We're only 4 months away from the CCPA National Conference in Calgary and plans are well underway. This promises to be a great professional, educational, and social gathering. Nestled into the Rocky Mountains and less than two hours away from Banff, Calgary is the place to be in May. Take a few extra days before or after the Conference to do some site seeing in this area of Canada – an area that tourists from around the world dream of visiting.

Ethics Textbook

An updated version of the CCPA Counselling Ethics: Issues and Cases is currently under development. Many thanks to those of you who provided feedback on what you would like included in the update. And... many, many thanks to the Counsellor Educators Chapter for its support and to the authors who have agreed to contribute to this new textbook.

Advancing Research for our Profession

CCPA is committed to advocating for and supporting our members and our profession. We have recently

"CCPA remains on a positive growth curve. We now have approximately 4200 members, with more applications arriving every day."

been considering strategies to encourage increased sharing of resources, research, and profession-related information across the country. Our National

Conference is a good place to start. Our publications, webinars, blog and forum add to the cadre of strategies to raise awareness and bring together likeminded researchers, educators, and practitioners. We're looking for additional strategies in the future and seek your input. Do you have a great idea that you'd like to share? Contact president@ccpa-accp.ca or call the National Office at 1.877.765.5565. We'd love to hear from you!

The wind may be howling today, and the snow may keep some folks indoors, but like the farm folk coming in off the fields to gather in town to reconnect, CCPA is a tight-knit group that braves the elements. We work hard and we have a lot of sharing to do. Let's harvest our ideas and talk about future possibilities.

Lorna Martin
President, CCPA



President-elect's Message

Voices of Northern Practitioners

Autumn leaves twirling patiently waiting upon winter's arrival

Winter is late to arrive in southern Alberta but I know these dustings of early morning snow will transform into deep drifts over the next few weeks. I take a moment to phone a colleague in the Northwest Territories to see how she is doing, knowing that winter has arrived much earlier in that part of the country. Our talk naturally turns to the challenges of practicing in the North and I am reminded of a recent initiative undertaken by me and three CCPA Directors - George Dunne (BC & YT), Sara Holland (AB & NT) and Miriam Duff (MB & NU) which I will describe below.

Counsellors and psychotherapists who work in northern settings face both rewards and challenges. They may enjoy close personal relationships and be well known by the community. Their work tends to be highly visible and often highly valued. Often their work is autonomous and satisfying. However, the same aspects of remote practice also present professional challenges. Close relationships may challenge ethical practice and present difficulties in establishing and maintaining professional boundaries. Visibility compromises confidentiality for the client and privacy for the counsellor. Isolation creates other challenges: lack of resources that call upon the counsellor to play multiple roles, to serve a wide variety of needs, and to be readily available when

needed, all with limited professional opportunities or connections to colleagues in the same profession.

Last spring the Alberta and Northwest Territories Chapter decided to make a more concerted effort to reach out to CCPA members working in the North. After an initial teleconference to one of our northern members, we sought the assistance of the three western Directors to engage in an outreach effort that would allow us to hear more northern voices and to enhance awareness of their specific issues, challenges, strengths and needs in living and practicing there.

Based upon the initial themes identified in talking with a second northern member, a list of open-ended questions was developed and sent out to those living in northern/remote areas of the western provinces and the three territories. During October 2011, each Director wrote a letter inviting Northern members in their respective regions to respond to the questions listed below.

1. Do you have a supervisor; co-vision; peer person; group in place that you can bring difficult cases to for consultation/feedback?
2. What would you like to see in place to help you as a Northern/remote counsellor/psychotherapist?
3. What types of issues (limitations) do you encounter as a Northern/remote counsellor/psychotherapist?
4. What are the strengths of practicing in Northern/remote areas?

5. What resources from CCPA would be most helpful?

“In order to continue this project we will require resources to address the needs voiced by our Northern members. CCPA is always seeking input from our members.”

6. As a Northern/remote counsellor/psychotherapist, what communication methods are most frequently accessed by you?

7. CCPA has an Ethics Committee: have you used this resource and if yes, how many times?

From our inquiry we learned that our Northern members wanted more access to supervision,

although this request varied widely by region. For example, there was a requirement for more supervision in Nunavut and less in the Yukon. Our Northern members also want more face-to-face professional development opportunities along the themes of dual relations, the fishbowl effect, work/life balance, lack of referrals, dealing with massive caseloads, outreach issues, and (depending on the context) coping with the stereotype as a southerner in the North.

Next steps in our Northern Initiative involve developing a backgrounder with a summary of responses and committee recommendations to the Board. In order to continue this project we will require resources to address the needs voiced by our Northern members. CCPA is always seeking input from our members. Please contact me (blythe.shepard@uleth.ca) if you have any ideas and thoughts on this initiative and how you might like to help.

Blythe Shepard
CCPA President-elect

CCPA WEBINARS Call for Proposals

CCPA is currently accepting proposals from experienced presenters for its Webinar Series. Presenters are welcome to submit proposals to present onwards from July 2012. The objective of the series is to offer both members and others in the counselling community affordable and convenient professional development opportunities. In order to be considered as a CCPA webinar presenter, please submit a webinar proposal.

Note: All sections of the Webinar Proposal must be completed at the time of submission.

[Click here](#) to submit your proposal online.

Any topic related to psychotherapy and counselling will be considered.

A presenter is expected to:

- Be an acknowledged expert in his/her field.
- Have a clear, dynamic, and media-friendly speaking voice.
- Be able to cover the topic with relevant examples and enthusiasm.
- Provide 45-50 minutes of presentation material.
- Answer questions for approximately 10 minutes.
- Have access to a landline telephone from his/her home or office.

Other Key Points:

- A \$250 honorarium is paid upon completion of the webinar.
- If there is more than one presenter for a webinar, the honorarium will be split equally.
- The webinars will be conducted in the language (English or French) chosen by the presenter.
- Webinars are typically conducted from 12:00 - 1:00 pm Eastern Time. Deviations from this schedule may occur based on the presenter's schedule.
- Webinars are recorded, with the express agreement of the presenters. If your proposal is approved, you will be required to sign a Webinar Speaker Agreement.
- There are no direct costs to presenters.
- CCPA will provide a facilitator as a point of contact, to introduce the presenter to the webinar audience and assist with the technical components of the webinar.
- CCPA will be charging participants a registration fee to cover costs of this project.
- Participants will earn one Continuing Education Credit (CEC) for a one hour session.

All presentations and documentation are subject to review and approval by CCPA. If you have any questions regarding our webinars, please contact Karina at memberservices@ccpa-accp.ca



News From Nova Scotia

by Marian Burris-McDonald

The long journey to regulation finally ended on October 11, 2011, when news arrived that an Order in Council had been signed by the Lieutenant Governor proclaiming an Act Respecting the Practice of Counselling Therapists.

In 1995 the Nova Scotia Association of Professional Counsellors was registered as a professional association with the goal of achieving legislation to establish a regulatory body under which those persons trained as clinical counsellors in Nova Scotia could be licensed and registered.

In 2006 the name of the Association was changed to the Nova Scotia Association of Counselling Therapists and the titles used by those registered under the Association were changed to Registered Counselling Therapist, Registered Counselling Therapist-Candidate and Counselling Therapist.

On November 25, 2008 the Nova Scotia Government passed Bill 201, with the support of all three political parties. Following the passage of the Act work commenced on developing Regulations and By-Laws to accompany the Act.

On October 11, 2011, through an Order in Council, signed by the Lieutenant Governor, an Act Respecting the Practice of Counselling Therapists was proclaimed and was effective on that date.

This Proclamation established the Nova Scotia College of Counselling Therapists (NSCCT). The College is a regulatory body governed by the Act Respecting the Practice of Counselling Therapists and the accompanying Regulations and By-Laws.

The Counselling Therapists Act protects the titles 'Registered Counselling Therapist' (RCT), 'Registered Counselling Therapist-Candidate' (RCT-C), and 'Counselling Therapist.' As required by the Act, persons

using these titles must have a minimum of a Masters level degree in counselling or its counselling equivalent and through the candidacy process have completed 2000 hours of supervised clinical experience.

These criteria have been carefully critiqued by potential employers and positive responses have been received regarding the licensing requirements. For those persons licensed as Registered Counselling Therapists under the Act new employment opportunities are already opening up and we anticipate there

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will be expanded opportunities for those in private practice or those whose preference is to work within an organization.

For the general public, they can now know that when they retain the services of Registered Counselling Therapists to address a personal, emotional or mental health issue, those professionals have met the criteria which qualifies them to offer clinical therapy services and that they conduct their practice under a prescribed Code of Ethics and Standards of Practice. As well, the Act provides for a complaints and discipline process should there be a practice issue.

We are extremely proud of this accomplishment and enthusiastically looking to the future. This is an exciting time for Counselling Therapists in Nova Scotia, particularly for those who had the foresight and vision to realize that if counsellors were to be recognized as professionals in the mental health community, legislation was essential. For those who laid the foundation in the formation of the original association and the development of By-Laws which provided for a candidacy process since 1999 and for those who have worked tirelessly toward this end over the past ten years, a sincere 'Thank You.' It was a team effort, requiring determination, perseverance and a lot of work. We did it – the College of Counselling Therapists is a reality in Nova Scotia!!

Visit the NSCCT website at www.nscct.ca to review the Act, Regulations and By-Laws and learn more about the College.

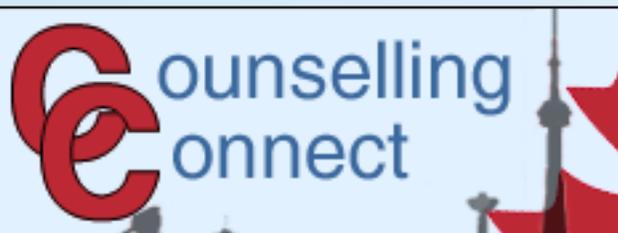
CSCH Canadian Society of Clinical Hypnosis BC Div

Two-Day Clinical Hypnosis Training Workshop February 18th & 19th 2012 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, anger, chronic pain and life transitions.

For details visit www.hypnosis.bc.ca
Email: admin@hypnosis.bc.ca



CCPA would like to recruit your writing skills for our Counselling Connect Blog!

We are reaching out to individuals who have a unique perspective about the counselling and psychotherapy profession based on the following major topic areas, some of which include:

- Counselling and Psychotherapy in Canada (general subject matter)
- The state of nation (issues surrounding regulations, government legislation)
- Private practice (starting a practice, running a business, etc.)

Your commitment:

If you are interested in contributing to a major category, your commitment is to:

- Be a Canadian Certified Counsellor (C.C.C.).
 - Provide a letter of introduction that specifies the major category in which you would like to contribute.
- Submit ongoing blog submissions as per a set schedule (varies between authors)

What's in it for you?

As a contributor to the online publication and a subject matter expert in your field, you gain a presence online, and further develop your own name and brand. You help the profession by imparting your knowledge, observations and ideas, and further develop a knowledge base for others. In addition, you help the audiences gain a better understanding of the profession, the importance of the work we do and the impact we have on health and well-being in Canada. You also have the option of submitting your articles to be eligible for Continuing Education Credits (CEC's).

For more information visit <http://www.ccpa-accp.ca/en/counsellingconnect/> or contact info@ccpa-accp.ca!

My Experience at the Third Annual Conference of the Association Mexicana de Orientación Psicológica y Psioterapia (AMOPP)

By Dr. Lynda Younghusband

“¡Hola!” Maria greeted me when we met. I was in Mexico City, to attend the third annual conference of the Association Mexicana de Orientación Psicológica y Psioterapia (AMOPP). The theme of the conference was Ethical Dilemmas in Counselling and I had been invited to give two presentations and a workshop. Many e-mails had ensued over a three month period as we struggled at times to understand each other’s language but eventually everything was arranged. I arrived on October 10th to 18 degree weather which seemed lovely to me but Maria was wearing a down vest and apologized for the cold.

My first presentation was in the evening at the Universidad Iberoamericana with an audience mostly of students in the counselling program and their professors, about fifty in all. I spoke on the ethical dilemmas that counsellors in Canada most frequently experience and how the CCPA Ethics Committee deals with those. I began my presentation with a slide of autumn in Newfoundland and ended it with a slide of an iceberg. Many questions and some good discussion followed the presentation. The majority of students had a reasonable command of the English language so this was not difficult.

After a five hour drive to Leon, Guanajuato, again at the Universidad Iberoamericana, I presented for the second time, this one on Maintaining Counselling Records. My first slide was of my street in St. John’s, showing the coloured houses. I ended with that same street after a snow storm, cars almost covered. The audiences seemed to enjoy these slides and there were always many questions about Canada after the presentations and during coffee breaks.

On the final day I gave a workshop on Ethics, which was attended by the President of AMOPP. This was very interactive and the students worked in pairs to solve ethical dilemmas which we then discussed as a group. The President joined right in and offered situations

from her own experiences. Later, she said she had greatly enjoyed the workshop and was pleased that the students had had this experience. I had enough CCPA pens to give to each student in the workshop and everyone seemed to really like this gesture from our Association. They also enjoyed the slides of moose and puffins with which I began and ended that day.

“AMOPP is a relatively new Association and this was just their third national conference.”

In between sessions and the workshop, I attended sessions given by professors at the university, usually accompanied by a student who could translate the Spanish for me but by the time the conference was ending I found I could get the general meaning of the presentation, especially if there were slides. I took Latin all during high school (many moons ago) and it has come in handy at various times, this being one of them. The students and all the professors I met were very, very helpful and friendly.

AMOPP is a relatively new Association and this was just their third national conference. Money for this type of education is scarce so bringing Dr. Samuel Gladding (from North Carolina) and me was a huge undertaking for them. There was not enough money for name tags so we wore “stick-ons” and coffee breaks were much more thrifty than what we experience at our conferences. AMOPP is a member of The National Board for Certified Counselors, Inc.(NBCC). As well, their counselling programme is accredited with the American Counselling Association. Dr. Tom Clawson, Director of NBCC was in attendance along with three of his colleagues. There was an impressive evening event to introduce the new President of AMOPP and I was asked to speak as

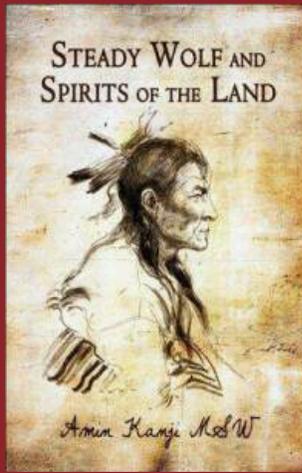
well. I had gone prepared for this, bringing two copies of our Code of Ethics, two of the Standards of Practice, two copies of our Ethics text, and several brochures on our Association. These were well received as AMOPP is trying to create a greater awareness of ethics within their membership. I brought greetings from CCPA at this time and talked a little about our membership and what we offer members and about the structure of our Ethics Committee. I invited everyone to consider attending one of our conferences.

Of course I was able to savour some of the local foods which I enjoyed. I had some funny experiences at times when I was on my own in dining rooms or cafes, where the staff do not speak English, and just when I was sure I had the language I needed, I would make fatal mistakes which ended up in me getting something to eat or drink which came as a surprise. All part of the fun of travelling. While I did not experience any difficulties I was constantly warned to be cautious, not to walk far from my hotel on my own, and after one near mishap when I stepped out too close to very heavy traffic, the call went out often "keep Lynda on the sidewalk". Thing was, there wasn't always a sidewalk! Violence and corruption were discussed on a daily basis with me and the environment in which some counsellors work made me very appreciative of living in Canada. I needed to use a bank machine before I left

but there was none available on campus because the one that had been installed was robbed so often it was taken out. Fortunately, there was one just a few doors from my hotel but I was warned not to use it alone, not even having another woman with me would be sufficient, and certainly not at night. Instead, one of the male professors kindly arranged to accompany me. It was clear to me that my Mexican hosts had effective strategies for keeping themselves and others safe, and that these strategies were extended to me with grace and dignity.

I was impressed by the campuses in both Mexico City and Leon. The buildings are very open with walkways along the second floor (like balconies) and the open spaces with trees, benches to sit and read or socialize, are very welcoming and relaxing. Despite the sunny days and temperatures of about 20, most people were wearing a scarf and a warm jacket, often a down jacket, and I was constantly receiving apologies for the weather. This entire journey was a wonderful experience for me and I was pleased to have the opportunity to talk about our CCPA and to share our knowledge and practices of ethics with these lovely people. I hope that we do see some of them at one of our conferences and since I hope to be in touch occasionally, I will keep reminding them of our invitation to join us.





Adolescents and Cultural History

By Amin Kanji

Adolescence is a period of upheavals across cultures and race. It is a period which that much of the literature refers to as a 'critical growth of crisis frustrations'. Adolescents are often viewed as a source of threat, stress, pain and dilemma by adults, who ironically, have had to cross the same bridge to enter adulthood. Adults therefore may envy the value of idealism held by adolescents: a value which is a pure adolescent reflection, experience and construction. Adolescents have a unique gift of purifying issues and reviewing them in an ideal form, an ability that adults who have been poisoned by lifelong desires, hopes and ambitions have usually lost.

This ability to search out purity and cultivate idealism has its downfall. Adolescents with an inherited cultural background, a strong historical tradition or with ties to the existing political life of a nation, usually undergo mixed feelings as they engage in a search for their rightful place in the social and political milieu. Such adolescents often experience anxiety which might evolve into a quiet internal curiosity or even an inadvertent pull to redefine values. During such experiences, some adolescents seek to explore the wisdom of their fore-parents to be able to introduce them into their own life. Adolescents may fear the loss of the past because time has changed their own lifestyle. Pulls from their history, triggered by cultural traditions, influence them to undertake challenging emotional and spiritual journeys.

Some adolescents may have even greater challenges to surmount. For example, challenges may come from having to discredit influences of family members and friends which may be counterproductive to the adolescent's wishes. Interpersonal gravitations occur when adolescents undergo conflicts and personal transformations to build resilience in order to undertake personal searches to evaluate the past. Such young people find strength from the very fear which may have been influencing their struggles for their right to understand and become fulfilled by their traditional past. This paradox is strong and often very constructive

if the young person is given the opportunity to grow and make choices.

Other challenges adolescents may have to withstand are cultural resolutions with far more forbearance than their intellectual capacity, natural hormones, instincts and irritations may allow them. The strain of withstanding cultural conflicts can, however, cultivate patience, forbearance and tolerance and allow them to form personal boundaries which, in the long run, can build their personal self-control and esteem. Therefore, this hunger for the search of cultural adaptation is growth promoting for them. They may find a balance between traditions and practices currently active in their environment.

Natural journeys with elders and consultation with those who understand the rigors of cultural stresses can also aid the adolescent. Elders can aid them to place cultures and icons from the past into a perspective both in the here and now and perhaps even as futuristic visions. These adolescents can benefit from libraries, excursions and even consultative counseling. Interactive and consultative contacts between adolescents and valued partners can influence them to form wisdom from the past and learn to respect them as keys to their inheritance and identity. It can also teach them about how the wisdom of the past can be renewed in the present so that culture does not remain an archaic world which is discarded and shelved.

This article is a reflection from the genre of the literary book written by Amin Kanji, titled, 'Steady Wolf and the Spirits of the Land' and which was published by Publish America in 2008.

"...the wisdom of the past can be renewed in the present so that culture does not remain an archaic world which is discarded and shelved."

Blood Harmony and The New Normal - From Grave to Cradle to Now

By Ian McCallum

From Grave to Cradle to Now

A father's first hand account

For Doctors, Nurses, Therapists, Educators, Parents, Families, Friends, Human Resources ...



The Health Care Professional Edition
Marrone Publishing

In my childhood, my aunt freed our songless, grumpy budgie from her cat's jaws. It was shaken up badly and bleeding slightly. Moments later, it started singing, which it did until it died years later. This was its new normal.

My normal disappeared forever at ten minutes past noon, April 5, 2008. That cat may have been a train; the budgie was my son and our collaterally damaged family. *From Grave to Cradle to Now - The Health Care Professional Edition* chronicles that journey to endlessly successive new normals, using selected, twice-daily Facebook postings, and behind the scenes anecdotes and analysis. It is augmented by material specifically requested for use to train nurses and educate other health care professionals.

Whether you are conscious of it or not, as professionals you negotiate many new normals every day. You deal with clients, employers, employees, patients, colleagues, the angry, the sad, the frightened, the non-comprehending, the infirm, the mentally ill or handicapped, the brain injured and family. What normal do you share with them? Normal doesn't exist. Help them to accept it.

Why? From my own experience I suggest that, for those who recognise and accept it, their burdens will be lighter, their productivity greater, and their lives richer. Initially, the adjustment is disorienting, like being asked to surf on quicksand. It was easy for me; I had no choice.

During 10 hours, police, EMS, and doctors in two hospitals violently and repeatedly rearranged my normal. By the time a neurosurgeon told us that my son was in the deepest coma short of a vegetative state, strongly hinting that he would die shortly, my new normal had shrunk to a rolling 10 seconds where it stayed for months.

As the result of three miracles, my high-tech expert and internationally recognised electronic musician son is on track to a reasonably full recovery. Meeting him, you would not suspect what he has been through. On rest leave after being back at work for 2

years, what his new normals will be at the end of his 9 years of recovery is impossible to predict.

We, who interact with him daily as he progressed and progresses from grave, to cradle to each new now, always ask ourselves "who" are we dealing with at that moment and calibrate our interaction accordingly, out of love, respect, and as assisting accompaniers. He asks himself those questions, along with, "Who am I today?" Now we too ask, "Who am I today?"

Twenty-four hours a day, playing on all his senses we reached deep into his coma and drew him from it. Unconsciously we utilised "blood harmony", a musical term for entrainment, a powerful nature-and-nurture resonance that blood relatives share. Our respective new normals are negotiated by entrainment, as are your relations with those around you.

If you are interested in learning more about entrainment and its therapeutic use from the client's perspective and that of Ian MacCallum, the author suggests the following contact points for guides, books, or e-books:

Toronto Brain Injury Resource Guide (includes personal accounts by Ian MacCallum and his son). Available through psychotherapist Ramona Bray: ramonabray@hotmail.com; GCNPro@marrette.cc and www.Marrette.cc/hcpro.html.



Canadian Certified Counsellors:

The following CCPA members have been recently certified.

Alberta

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Anita Harder
Jessica Meisha Kolbuc
Catherine Dalton
Lisa McIsaac
Sherri Gibbs
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