

COGNICA

Highlights

Members for 50 Years!

*A Special Recognition of 3 Long-
Standing CCPA Members*
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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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Articles published in Cognica are **eligible for Continuing Education Credits**. Information on CECs can be found at <http://www.ccpa-accp.ca/continuing-education/>.

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.

Cognica Ad Rates

	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"

Happy 50th Anniversary!

President's Message



This year, we are celebrating CCPA's 50th anniversary as the national voice for counselling and psychotherapy in Canada! As mentioned in my previous President-Elect messages in COGNICA, it truly is an exciting time to be involved with CCPA.

As your President for 2015—2017, I would like to continue the strong and positive legacy that has been created by previous Boards in advancing CCPA's leadership, support and promotion of the counselling and psychotherapy field in Canada. I will bring a scholar-practitioner and multicultural perspective to CCPA Board meetings. In particular, I am very keen in working with the CCPA

Board of Directors in advancing the Association's governance-related policy, planning and protocol development; building new organizational partnerships at the provincial/territorial and national levels; and promoting initiatives that support information sharing, networking and related extension opportunities for the CCPA membership.

I extend my thanks and sincere appreciation to 2013—2015 President Blythe Shepard and the 2013—2015 CCPA Board of Directors for their volunteerism and positive contributions to the Association over the past two years.



Some of CCPA's Past Presidents with our current President - From Left to Right: Lorne Flavelle, Bill Borgen, Blythe Shepard, David Paterson, Maria De Cicco, Lorna Martn, Natasha Caverley, John Paterson, Sharon Robertson and Glenn Sheppard.



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PRESENTERS:

Suzette Boon, PhD
Roger Solomon, PhD / Dr. Gunilla Klensmeden Fosse
Kathleen Martin, LCSW / Cindy Shrigley, MSW, RSW

co-sponsored by:



FOR EVENT SCHEDULE, REGISTRATION & INFORMATION: www.cindyshrigley.com/events/2015conference

To the 2015—2017 CCPA Board of Directors, I appreciate your enthusiasm, commitment and expertise that you bring to the board table which was well demonstrated at our May 2015 inaugural board meeting in Niagara Falls, Ontario. Overall, the 2015—2017 CCPA Board of Directors is committed to collectively sustaining and enhancing CCPA services, as well as engaging in advocacy and outreach for our members at the local, regional, national and international levels. In support of the CCPA Board of Directors' policy decisions, it is important to acknowledge the strategic alliance that the CCPA Board has with the CCPA National Office staff, under the leadership of CCPA Chief Executive Officer, Barbara MacCallum, in terms of operationalizing our policy decisions to maximize benefits and opportunities for CCPA members.

At CCPA, I believe that leadership means promoting teamwork and collaboration; facilitating a healthy and productive organizational culture where we (as CCPA members) encourage and inspire one another in understanding our Association's mandate in "providing a strong voice for the promotion and advancement of counselling and psychotherapy" in Canada; and inspiring others to be role models and leaders. Leadership

at all levels was on full display at the CCPA 50th anniversary conference in Niagara Falls, Ontario on May 19—22, 2015. Themes of connecting, collaborating and communicating were interwoven throughout the conference where CCPA members continued to build community amongst our counselling and psychotherapy network from coast to coast. Furthermore, CCPA conference workshops, Chapter meetings and keynote presentations offered various reflections on the instrumental role of counsellors/psychotherapists in fostering resiliency within individuals, communities, and our broader society, through the recognition and acknowledgement of current and emerging trends in skills and interventions for our clients.

In closing, the 2015—2017 CCPA Board of Directors and I look forward to working on your behalf over the next two years.

Special acknowledgement: Thank you to our CCPA luminaries who shaped and influenced the foundational roadmap for our Association since 1965. Happy 50th anniversary!

Thank you/Merci/Meegwetch,
Natasha Caverley, PhD, CCC
CCPA President

The Leading National Voice in Service to All Canadians



President-Elect's Message

Dear CCPA Members,

Just a few weeks ago many of us gathered in Niagara Falls, Ontario for our professional organization's annual conference. We highlighted CCPA's 50th Anniversary by honouring the memory of the great contributions so many of our members have made over the last 50 years. We have a lot for which to be proud and thankful. The responsibilities which we have undertaken, as the leading national voice for counselling and psychotherapy in Canada, a voice of over 5300 members, continue to be vital in the service to all Canadians who seek treatment and support for their health and mental wellness.

Just before our CCPA conference, I had the pleasure of attending our CCPA's Board meeting. As President-Elect, meeting our 13 National Directors, the Indigenous Director, the executive, including our outgoing President, Blythe Shepard, and our new President, Natasha Caverley, was an experience of finding myself at home. During the meetings, my immersion in our many services and initiatives left me with a profound admiration for what our Association is about and what it accomplishes for our members.

In addition to the CCPA Board, under the leadership of our President, the staff at our national office works hard every day with, Chief Executive Officer Barbara MacCallum,



CCPA's 2015-2017 Board of Directors from left to right:

Vicki-Anne Rodrigue, Ricardo Pickering, Kiraz Johannsen, Nicholas Renaud, Blythe Shepard, Tracy Duffy, Michel Turcotte, Natasha Caverley, Kathy Offet-Gartner, John Driscoll, Joyce Milligan, Bill Thomas, Marion Clorey, Jen Rowett, Andrea Currie and Brigitte Landry

to ensure that the decisions of the Board are carried out to serve all our members and the Association. Seeing all staff in action at our Annual Conference was a reminder to me that we are well served by enthusiastic and qualified professional staff. The experience caused me to reflect about the stated vision and mission of the Canadian Counselling and Psychotherapy Association, quoted below.

Vision and Mission Statement

The Canadian Counselling and Psychotherapy Association (CCPA) is a national and bilingual organization dedicated to the enhancement of the counselling/psychotherapy profession in Canada.

In fulfilling its mandate, the Association promotes research, education, policies, and appropriate standards of practice for the provision of accessible, competent and accountable counselling services throughout the human lifespan in a manner sensitive to and inclusive of the pluralistic nature of society.

The Association endorses therapeutic approaches across the continuum of care that have sound theoretical underpinnings consistent with current established knowledge in the field, that withstand scholarly review and demonstrate efficacy, safety, and benefit to the client.

The Association strives to understand the needs of the diverse community of counsellors and psychotherapists and their clients in Canada and is committed to providing a strong voice for the promotion and advancement of counselling and psychotherapy.

<http://www.ccpa-accp.ca/constitution-bylaws/>

What a powerful statement about who we are as professionals, united in a common bond and common purpose, stretching across the country. I can assure you I am excited to be working as a member of the

Board, for you, our members in this common endeavour.

I come to the board as a member of CCPA since 2002. In addition to attending annual conferences, I attended the 2011 Inter-Provincial Mobility Initiative National Symposium. For the past four years, I have participated in a CCPA initiative on provincial regulation in our profession, where colleagues from regulatory Colleges and Colleges-to-be from across the country have had discussions focused on understanding potential pathways for mutual provincial recognition. In 2014, I joined a committee, under the leadership of Dr. Beth Robinson and Dr. Blythe Shepard, whose goal is to develop Supervision Competencies for Supervisors of counsellors and psychotherapists.

My working life has included, the proverbial management training year after earning a Bachelor's degree followed by ten years in church ministry, twenty-six years as a counsellor for the Nova Scotia Community College, and now, the beginning of a private practice and part-time teaching. My education and training has included a Bachelor of Science in Psychology, a Master of Divinity, and a Master of Education in School Psychology.

Volunteerism and my service to the community have been focused on coaching our children at various sports, being involved in the Scouting movement, and coaching and organizing Special Olympics for the Dartmouth Region. Special Olympics coaching in basketball and curling are still a focal point in my life. As for volunteering in other organizations, I had been, for many years, actively involved with the Nova Scotia Teachers Union and was a member of the Provincial Executive for a two year term. As well, I served as the first Chair of the Nova Scotia College of Counselling Therapists, 2011-2013, the regulatory body for our profession in Nova Scotia.

My wife and I have three adult children and we make our home in Dartmouth, Nova Scotia.

I look forward to serving the Canadian Counselling and Psychotherapy Association and you, our members. While a point of contact for you would be your Provincial Director, please feel free to contact me any time at president-elect@ccpa-accp.ca.

Sincerely,

John Driscoll
CCPA President-Elect



CCPA's Blog

- Read stories, perspectives, and ideas about the counselling/psychotherapy profession
- More than 20 Canadian Certified Counsellor Contributors
- Over 15 different categories of topics to read through including: private practice, ethics, career counselling, cultural diversity and many more!
- New posts updated daily

Check it out!

www.ccpa-accp.ca/counselling-connect

For more information contact Stephanie Ross at blog.ccpa-accp.ca

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🌐 online course \$1996

Students may register at anytime and will be given six months to complete.

*This course is recognized by the Royal College of Physicians and Surgeons of Canada, the Canadian Nurses Association and the Canadian Counselling & Psychotherapy Association



DR. BIRMINGHAM has treated people with eating disorders for over 35 years and has pioneered several new internationally recognized treatments for eating disorders. Dr. Birmingham's lectures and presentations are tailored to meet the needs of individual professional disciplines or public groups. His KPU eating disorder course has separate tracks for: family doctors, nurses, psychiatrists, psychologists, counsellors, mental health workers, dieticians and chefs, physiotherapists and kinesiologists, pastors, and researchers and the public.

To register, please go to kpu.ca/cps



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from world-renowned psychiatrist

DR. ANTHONY BATEMAN



Day 1 • Thursday October 8th, 2015 (6 hours)

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Day 2 • Friday October 9th, 2015 (6 hours)

Applications of Mentalization-Based Treatment to Special Populations: Antisocial Personality Disorders, Avoidant Personality Disorders, Adolescents and Families



REGISTRATION AND INFORMATION

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CCPA Members For 50 Years!

As we were preparing for our 50th anniversary a search of our membership lists provided us with three members who have the distinction of being the only three members who have been with the association since its inception. During the conference we had one of those members with us – Dr. John Paterson. Unfortunately the other two members could not be with us but were recognized during the event.

John Banmen joined the Canadian Guidance and Counselling Association (as it was then known) in 1965 after completing his Master's degree. He then went on to earn his Doctorate from the University of British Columbia shortly thereafter. He served as CCPA's fifth President following John Paterson. Today Dr. Banmen is extremely active, travelling the word and giving presentations. In fact he could not be here today because he is in Asia fulfilling a commitment.

Dr. Banmen's words as President in 1974 continue to ring true in today's counselling landscape of increasing regulation and change: "the worth of stability is the goodness it preserves; the worth of change is the goodness it brings about... Our success depends upon a vision of what could be, and the ability to help others to accomplish their goals." (Cognica, 1974).

Our second 50 year member is Bernard Tétreau who holds a Master of Arts degree in Psychology from the University of Montreal, and a Master of Arts degree in Vocational Psychology and Educational Doctorate in Counseling Psychology from Columbia University. Shortly after completing his studies, Bernard was present at CCPA's Inaugural Conference in Ottawa in 1966 and served on CCPA's first Board of Directors under President John Andoff.

In 1970, Bernard co-wrote CCPA's first Code of Ethics and later assisted Myrne Nevison as a co-editor of Canadian Counsellor in 1968 – 1975, which would become The Canadian Journal of Counselling and Psychotherapy

that we have today. Bernard received The CCPA Resources and Training Materials Award in 2009 for co-authoring l'Inventaire visuel d'intérêts professionnels. It is only in this past year that Bernard (in his 80's) decided that he needed to slow down. He officially retired from counselling in 2014. Thank you to Bernard for his commitment and many meaningful contributions to CCPA over our fifty years.

Our third 50 year member is Dr. John Paterson. Dr. Paterson was asked to come to the stage .

Dr. John G. Paterson joined the Canadian Guidance and Counselling Association in its inaugural year, at the same time as he earned his Doctor of Education from the University of Washington. He became CCPA's fourth President, serving from 1971 to 1973.

In addition to being an active member of CGCA, John served as the Director of the Counselling Centre at the University of Alberta, and was a Director of the Psychological Testing Centre at the University of Alberta.

He was also invited to join a Ministerial Advisory Committee on University Affairs, was Chairman of the Edmonton Public School board, a member of the Alberta School Trustees Association Executive Council, was on the Board of Examiners in Psychology for Alberta and the list goes on. John also cohosted a Daily Radio show called That's Living.

One characteristic that all these positions had in common is that Dr. Paterson excelled in leadership positions and we are very lucky to have had him as a president. John also holds the distinction of being one half of the only father-son CCPA presidential duo.

Dr. John Paterson, Dr. John Banmen and Dr. Bernard Tétreau received a 50 year award for their long-standing membership.

Fifty Years Strong: A History of the Canadian Counselling and Psychotherapy Association

By Lorna Martin and Blythe Shepard, CCPA Past Presidents

Fifty Years of Presidents

1965 – 1967	John Evan Andoff
1967 – 1969	Aurele Gagnon
1969 – 1971	Myrne Nevison
1971 – 1973	John Paterson
1973 – 1975	John Banmen
1975 – 1977	Pierre Turgeon
1977 – 1979	John Brosseau
1979 – 1981	Kathie Swenson
1981 – 1983	Stuart Conger
1983 – 1985	Rod Conklin
1985 – 1987	Bill Kennedy
1987 – 1989	Walt Pawlovich
1989 – 1991	Marcel Monette
1991 – 1993	Sharon Robertson
1993 – 1995	Bill Borgen
1995 – 1997	Chris Cooper
1997 – 1999	Karen Wright
1999 – 2001	Renee Piche
2001 – 2003	Glenn Sheppard
2003 – 2005	Lorne Flavelle
2005 – 2007	David Paterson
2007 – 2009	Maria De Cicco
2009 – 2011	Ron Lehr
2011 – 2013	Lorna Martin
2013 – 2015	Blythe Shepard

As the Canadian Counselling and Psychotherapy Association (CCPA) celebrates its 50 year anniversary, this is an opportune time to review some of the highlights of our history and our significant contributions

to the field. Like any growing organization, CCPA has responded to the shifting social climate and the advent of the global village by evolving considerably since it began in 1965. Initially known as the Canadian Guidance and Counselling Association (CGCA), it formed to serve predominantly the needs of school counsellors and was comprised of approximately 500 members. During the 1970s, it became clear that graduates from counselling programs were working in a variety of settings and that professionals were looking to specialize in specific areas (e.g., pastoral care, career, private practice, etc.). As a result, the Association began to focus on membership size as well as member service delivery. By the late 1980s, the Association advanced from a small “mom and pop” organization to one that included 1800 members and was home to a diverse group of professional counsellors. Now double its membership size, the Board of Directors began focusing on issues of identity, standards of practice, mobility, regulation, and the relevance of a professional association (CCA, 2000)—all of which remain at the forefront of the association to this day.

In 1999, the Association changed its name from the Canadian Guidance and Counselling Association to the Canadian Counselling Association (CCA) as it had attracted numerous members from beyond the school setting and wanted its name to reflect its broader membership base. The Association continued to grow, and by 2009, membership diversity was apparent and included multiple modalities of practice and multiple preferred professional titles such as counsellors, conseillers d’orientation, psychotherapists, psychiatric nurses, counselling psychologists, psychologists, and social workers, among others. In response, CCA once again adjusted its name, this time to the Canadian Counselling and Psychotherapy Association (CCPA) to reflect the inclusion of many

professional members whose work involved providing both counselling and psychotherapy services. Today, with a membership of 5300+ the Association continues to grow. Our members include those who not only provide services in private practice and in group practice, but also in schools, hospitals, mental health and primary care clinics, not-for-profit agencies, university counselling centres, outreach and crisis centres, Employee Assistance Programs, military installations, employment centres, addiction clinics, and correctional institutions, among others. This growing diversity is reflected in the increase to nine specialty chapters and five regional chapters. The CCPA Executive and Board recognize the importance of inclusiveness in the Board structure and its Director members. In 2012 the CCPA Governance Committee consulted with Indigenous leaders in the Association membership to determine desired methodologies for enhancing representation of Indigenous Members on the Board of Directors. Our first Indigenous Director, Bill Thomas, took his place on the National Board in May 2014.

As the “national voice of counselling” in Canada, outreach with other Canadian associations and other nations has become a major focus of the Association. To support protection of the public, and to support practitioners across the nation regardless of their province or territory of residence or employment, CCPA commits itself to maintaining professional standards through its CCC (Canadian Certified Counsellor) and CCC-S (Canadian Certified Counsellor – Supervisor) designations and through its commitment to enhance the mobility of CCPA members across Canada.

In 2003, CCPA began an accreditation program for Master’s level counselling programs in Canada, which is based on the national standards set by CCPA and the Council on

Accreditation of Counsellor Education Programs (CACEP). Between 2008 and 2010, CCPA organized a national research task force, known as the Project Working Group (PWG) on Labour Mobility, to enhance the mobility of CCPA members across provinces. The PWG identified areas of convergence and investigated resources and processes related to labour mobility which culminated in a pan-Canadian resource-building and open dialogue session at the 2011 National Symposium on Inter-Provincial/Territorial Mobility. The results of a national survey of those in the profession revealed a 93% agreement on the definition of counselling and its scope of practice—clearly indicating that there is indeed a single, cohesive profession with a single, cohesive scope of practice in Canada.

CCPA continues to offer its members a number of services, particularly in the area of professional learning opportunities. Advances in technology allow for increased accessibility and reduced costs for continuing education credits using webinars and the services of the Mental Health Academy. The annual conference and the newly developed counselling and psychotherapy research conference also provide opportunities for learning opportunities. “The research conference offers a space for academics and the counselling and psychotherapy community to meet together to discuss works in progress, locate potential research partners, and share relevant new findings” and is held at various universities across Canada. Other efforts of disseminating knowledge within the field include CCPA’s professional publications such as Cognica and the Canadian Journal of Counselling and Psychotherapy (previously the Canadian Journal of Counselling), and its Code of Ethics and Standards of Practice, which are available in both print and electronic versions. CCPA continues to publish professional texts, including Cana-

dian Counselling and Psychotherapy Experience: Ethics-based Issues and Cases (2014) and Supervision of the Canadian Counselling and Psychotherapy Profession (2015).

As we look toward the future, CCPA continues its dedication to take a supportive, consultative, and collaborative approach to advocating for the profession and its members with its newly updated website (www.ccpa-accp.ca) as well as hosting a public-facing website (www.talkingcanhelp.ca) that provides the public with information about the profession, how to locate a counsellor, what to expect from counselling, and many other support-related facts. Recently, CCPA has become involved in a number of communication-related initiatives as the Executive and Board obtained media training in order to "deliver effective communications to the

public, their members, key stakeholders, and government ministries".

Over its fifty years, the Canadian Counselling and Psychotherapy Association has responded to the needs of its members based on the country's ever-changing professional landscape. With the help of dedicated volunteers, CCPA has been able to remain a committed and relevant force in the field. Today, CCPA offers a national standard for the professional practitioner. With strongly established ties to statutory regulatory colleges across the country, strong communication and support networks, and a cohesive membership, the Association continues to be the primary advocate for the profession and the national voice of counselling and psychotherapy in Canada.

CCPA 50th Anniversary Celebration Video

In celebration of our 50th anniversary in 2015, we look back on what CCPA has accomplished since it was first created back in 1965.

Click on the video below in order to [watch it on YouTube](#).



LEVEL I

Affect Dysregulation, Survival Defenses, & Traumatic Memory

Vancouver, BC

START DATE
October 2, 2015

EARLY APPLICATION DISCOUNT
DEADLINE

August 1, 2015

www.sensorimotor.org



About the Program

The body's intelligence is a largely untapped resource in psychotherapy. Few educational programs in clinical psychology or counseling emphasize how to draw on the wisdom of the body to support therapeutic change, leaving therapists mostly dependent on the verbal narrative.

The **Level I Training**, first of three in SPI's Training Program, provides participants with foundational Sensorimotor PsychotherapySM skills that can be used to explore the somatic narrative that is arguably more significant than the story told by the words. By tapping into somatic expressions participants can illuminate implicit processes that shape the brain and body and communicate meaning that not only influences the manner in which content is formed and expressed, but may also essentially determine the content itself.

This 80-hour training provides participants with a repertoire of body-oriented interventions for tracking, naming, and safely exploring trauma-related somatic activation, creating new competencies, and restoring a somatic sense of self, as well as effective, accessible interventions for working with disruptive behavioral patterns, disturbed cognitive and emotional processing, and the fragmented sense of self experienced by so many traumatized individuals.

Participants will learn:

- Foundational theoretical principles of Sensorimotor PsychotherapySM
- To work with physical action to harness the body's wisdom
- The body's role in procedural learning
- Embedded Relational MindfulnessTM for working with present moment experience
- Information processing levels and top-down, bottom-up approaches
- Sensorimotor PsychotherapySM phase oriented treatment model and the five stages of the therapeutic process
- Somatic resources for stabilization
- Interventions to reinstate adaptive orienting habits
- Techniques to restore adaptive, flexible boundaries
- The body's role in maintaining dissociative parts
- Interventions to process and integrate implicit and explicit memories
- To identify and capitalize on pretraumatic resources
- Sensorimotor Sequencing for recalibrating the nervous system when working with traumatic memory

Underpinning Theory

"Sensorimotor Psychotherapy blends theory and technique from cognitive and dynamic therapy with straightforward somatic awareness and movement interventions... that promote empowerment and competency."

- Dan Siegel, MD, *clinical professor of psychiatry at the UCLA School of Medicine*

Founded by Dr. Pat Ogden, **Sensorimotor PsychotherapySM** is a method of somatic psychology informed by interpersonal neurobiology, neuroscience, and research in trauma and attachment. Sensorimotor PsychotherapySM approaches the body as central in the therapeutic field of awareness and builds upon the body-oriented interventions common to other somatic approaches with unique observational skills, theories, and interventions within a phase-oriented treatment model.



Kekuni Minton, PhD, is a founding trainer of SPI and former instructor at Naropa University in couples therapy, working with trauma, and psychotherapeutic techniques. His doctoral thesis focused on somatic relational therapy, and he has special interests in meditation and cultural trauma. Dr. Minton is co-author of *Trauma and the Body: A Sensorimotor Approach to Psychotherapy* with Dr. Pat Ogden, and has been in practice since 1989, integrating and creating cutting-edge psychological techniques for use in psychotherapy.



Rochelle Sharpe Lohrasbe, PhD, RCC, began her career in forensic psychiatric nursing, holds a PhD in child and youth care, and has more than 25 years' clinical experience in treating the effects of traumatic stress and suboptimal attachment. She is an EMDRIA-approved consultant, has facilitated for the DNMS Institute, and has presented at several major conferences including EMDR Canada and ISSTD. In her private clinical practice, Dr. Sharpe Lohrasbe sees both children and adults who have experienced abuse, neglect, and other traumatic experiences.

sensorimotor.org

Sensorimotor Psychotherapy Institute
Professional Training in Somatic Psychology

2015 Award Recipients

By Sara Holland, CCPA 2011 - 2015 AB/NWT Director

This year's CCPA Awards ceremony, which was held in Niagara Falls, ON, was an exciting event as the association celebrated its 50th anniversary. For this occasion, CCPA increased the number and value of its conference travel awards. This year only, CCPA offered twelve conference travel awards (six valued at \$500 and six valued at \$1000) and eight student travel awards (four valued at \$500 and four valued at \$1000).

At the CCPA Awards Banquet held during the 2015 CCPA Annual Conference, Dr. Blythe Shepard, President of CCPA, took the opportunity to acknowledge all of the unsung heroes and persons worthy of recognition in our profession. During the award ceremony, Dr. Shepard commended all members far and wide who (on a daily basis) make a positive difference in the lives of people and the advancement of our profession. The awards ceremony recognizes and honours some outstanding individuals in the counselling and psycho-therapy profession. From students emerging into our profession to those who have been practitioners, supervisors, and mentors, CCPA offers its appreciation for your work in growing a strong foundation of caring and action.

A number of awards were presented to recognize the professional contributions of Canadians in the field of counselling, including CCPA's Honorary Lifetime Membership, the CCPA Counselling Resources and Training Materials Award, the Counsellor Practitioner Award, the Lorne Flavelle Award for Outstanding Volunteer Service and many more.

Three CCPA members were honoured for their contributions to the Association by receiving a CCPA Honorary Lifetime Membership. CCPA acknowledges the contribution of these three individuals, Dr. Lynda Younghusband, Dr. Lorna Martin and Bernard Tétreau.

Seven CCPA student members were present-



ed with the CCPA student travel award in order to attend the conference. This year's recipients were Deanna Murphy, Jason Jones, Kayla Balsden, Diana Teixeira, Melissa Jay, Ricardo Avelar and Sandra Dixon.

Twelve CCPA Conference Travel Grants were presented to the following members who also wished to attend the conference: Andrea Carlson, Andrea Garland, Ariel Haubrich, Belinda Josephson, Eric Ross, Jeff Landine, Jody Studney, Lloyd Robertson, Ava Clark, Dan Mitchell, Nicole Crouch, and Sadie Goddard-Durant.

The Marsh Student Bursary is awarded in support of Graduate Student research to student members demonstrating academic excellence. This year, it was awarded to Nina Sangra, a Masters student at Athabasca University in Applied Psychology and Cynthia Chaddock, a Masters student at the University of New Brunswick in Educational Counselling.

Courtney Andrysiak was the recipient of this year's CPA's Masters Thesis Award, awarded To recognize the work of CCPA Master's Level Students.

Dr. Lynda Younghusband, who, as mentioned earlier, recently received the CCPA Honorary Membership Award, established an award through the Memorial University of Newfoundland which is designed to improve access for student to CCPA's Annual Conference. This year's award winners were Jeff Parly and Jenelle Lake.

In addition to the travel bursaries designed to help members attend the conference, CCPA also recognizes the contributions of Canadian professionals in the field of counselling. Each year, these awards are given to members who have distinguished themselves in several categories. The recipient of this year's Master's thesis Award was Courtney Andrysiak for her thesis 'The Changing World of Bullying: Students' Opinions about how to Intervene with Cyberbullying. This year's recipient of the CCPA doctoral dissertation award was Rebecca Hudson-Breen for her thesis "Keeping Going: How Self-employed Women with Children Manage Multiple Life Roles".



ing Materials Award recognizes the devel-



opment of counselling resources and training materials in Canada. This year's recipient was Louis Cournoyer for his web site "Orientation pour tous".

The winner of this year's Lorne Flavelle Award, for a long-serving member in recognition of outstanding volunteer service to CCPA, was Vivian Lalande. Vivian is a well-known CCPA member who was a Professor at the University of Calgary, sat on the CCPA Board of Directors (Alberta/NWT rep), served as CCPA Treasurer, Chaired the Advertising Committee and served as Journal Editor for a number of years. Recently Vivian also became the temporary Editor for CJCP. This award represents a long history of volunteerism to the Association.



The last prize awarded during our awards ceremony was the CCPA Professional Contribution Award for a member in recognition of outstanding professional contribution to Counselling and psychotherapy in Canada. This year's recipient was Dr. Beth Robinson. Dr Robinson is a professor at Acadia University, was a CCPA Board member from 2011-2015, is a member of the CCPA Ethics Committee and has provided numerous workshops and webinars on the topic of supervision. She recently co-authored three chapters for CCPA's Ethics casebook and is a contributing co-editor for the upcoming counselling supervision textbook. She has conducted multiple on-air interviews related to counselling and psychotherapy, has met as part of a CCPA delegation with government officials in Nova Scotia to advocate for access to qualified counsellors in schools across the province, and recently was interviewed as part of a Canadian Reader's Digest article focusing on depression. Dr. Robinson's volunteer work, research, publications, and instructional practices are all evidence that she is a leader in the counselling profession and someone who works with disciplined and rigorous intensity.



Congratulations to all of our award winners!

CCPA 2015 Awards Ceremony Video

CCPA Members and Awards winners talk about their achievements and why they value their CCPA membership during our 50th awards ceremony.

Click on the video below in order to [watch it on YouTube](#).



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), Bill Borgen (2011), Gray Poehnell (2012), Norm Amundson (2013), Deirdre Pickerell (2014), Mark Franklin (2015).

The nomination deadline for the Stu Conger award is September 30th.

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 and 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 31st.

For full details, please download the PDF version of the application form at <http://www.ccdf.ca/ccdf/index.php/awards-and-funding/building-for-the-future-endowment-fund>

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

Safeguarding Emotional Health: British Columbia Disaster Psychosocial Services

Co-written by Natasha Caverley, PhD, CCC,
Barbara MacCallum, and Heleen Sandvik

"In every community there is work to be done. In every nation, there are wounds to heal. In every heart there is the power to do it."

-Marianne Williamson, American spiritual teacher, author and lecturer

When disasters such as the 2012 Burns Lake mill explosion, 2009 Kamloops wildland forest fires and 2008 Prince George ice jam flood occurred in British Columbia (BC), communities and their citizens were undoubtedly overwhelmed as they coped with the effects of the disasters and emergencies. It was during the initial hours and days following these disasters where it was critical for impacted people, first responders and leaders to have access to psychological and sociological support to aid in safeguarding emotional health and foster community resilience to these disasters. In recognition of this need, the role of BC Disaster Psychosocial Support (DPS) is to provide communities in BC with timely and accessible services from DPS volunteers who offer care for responders, psychological first aid (e.g., one-on-one support, general assessment of immediate need, crisis counselling), psycho-educational/stress management interventions, group presentations (e.g., group sessions and town hall meetings), spiritual care, advocacy and consultation to emergency management staff and volunteers, and com-

munity assessment of needs.

BC DPS Program

"(Psychosocial support is)....a humane, supportive response to a fellow human being who is suffering and who may need support."

-World Health Organization

From 2001 to present, the BC DPS Program has been and is responsible for the development and provision of psychosocial strategies involving the continuum of supportive services, targeting individuals (both the general public and responders) who are affected by an emergency or disaster. The BC DPS Program is part of Health Emergency Management BC which is located within the Provincial Health Services Authority. This Program receives oversight and guidance from the BC DPS Council which is comprised of professional associations that are province-wide and aid the BC DPS Program in building volunteer capacity for local, community-based BC DPS volunteers when the need arises.

In September 2014, CCPA became a member of the BC DPS Council represented by 2015—2017 CCPA President, Natasha Caverley and CCPA Chief Executive Officer, Barbara MacCallum. As a result, CCPA is



2012 Mill Explosion
Burns Lake, BC



2008 Ice Jam Flood
Prince George, BC



2009 Wildland Forest Fires
Kamloops, BC

Photos courtesy of the BC DPS Program

interested in facilitating and encouraging BC CCPA members to learn more about volunteering with the BC DPS Program.

BC DPS Volunteer Network

BC DPS volunteers utilize their skills in supporting evacuees affected by wildland forest fires, flooding, landslides, apartment fires or other events that create difficulties in coping for people, such as high anxiety, distress, loss and grief or any number of reactions.

The BC DPS Program is comprised of clinical counsellors, registered psychologists, registered social workers, police victim services and spiritual care providers who volunteer their time to aid in supportive activities that help build individual and community capacity and foster resilience in the longer term. By working with clinicians who are already members of their respective professional associations, the BC DPS Program is assured that its volunteers have the knowledge and experience required to undertake this work as well as being accountable to their associations' professional codes of ethics.

Disaster response differs greatly from regular clinical practice, although many of the same skills and interventions are required such as the ability to function in the midst of chaos and stress; knowledge of emergency social services (ESS); cognizance and respect for cultural norms and differences; cognizance and respect for evacuee participation

in the rescue effort and subsequent rebuilding; the ability to handle disaster assignments while demonstrating good self-care; the ability to work within a diverse team of people (e.g., first responders, ESS volunteers, municipal groups, government ministries); a strong ability to be flexible and respond to a high-demand, rapidly changing environment; the ability to work outside the office setting; an understanding of worker care in the context of disaster; the ability to adapt special knowledge to the disaster situation; a sense of humour and a warm demeanour.

In addition to the above mentioned recommended competencies, in order to become a DPS volunteer in BC, you need to

- be a member in good standing with a professional association such as the Canadian Counselling and Psychotherapy Association (CCPA);
- complete two free online courses from the Justice Institute of British Columbia (JIBC) on Introduction to Disaster Psychosocial Services (HEM132) and Introduction to Emergency Social Services (ESS100); and
- complete the [BC DPS general volunteer application form](#).

After completing the above mentioned, you will be screened by DPS Council representatives to assess congruency and readiness to

become an official BC DPS volunteer.

As a BC DPS volunteer, there are no specific times/days/hours required to volunteer for the Program—it is based on your interest and availability for deployment at the time of a DPS alert. Depending on the type of disaster, BC DPS volunteers can provide services from four hours to one week in duration – with all expenses for travel and hotel/accommodations covered by the BC DPS Program.

In early 2015, CCPA National Office surveyed BC CCPA members to gauge their interest in volunteering for disaster psychosocial services. Based on the favourable results from this survey, CCPA National Office coordinated two free webinars on April 29, 2015 for BC CCPA members to learn about disaster psychosocial service delivery, BC emergency services infrastructure, and the BC DPS volunteer application process. For both CCPA-coordinated webinars, Heleen Sandvik (Provincial Lead—DPS Program) provided valuable insights on the BC DPS Program and how BC CCPA members can volunteer their time to provide DPS services when disasters arise in BC. The recorded BC DPS webinars can be accessed by contacting memberservices@ccpa-accp.ca.

Benefits for volunteering with the BC DPS Program

Key benefits of volunteering with the BC DPS Program include

- access to tailored disaster psychosocial training and exercises (e.g., simulations/mock training exercises for reception centers). For example, free online training (approximately six hours in total) via the Justice Institute of British Columbia that can count towards your CCPA Continuing Education Credits (CECs);
- learn about emergency management and Emergency Social Services (ESS);

- develop new skills in relation to disaster psychosocial services, emergency management and ESS;
- provide essential volunteer support in your community at times of need; and
- access to a dedicated professional network in the areas of disaster psychosocial services, emergency management and ESS.

For additional information, visit the [BC DPS Program website](#) or contact Kim Fujisawa via email at dpsprogram@phsa.ca or by telephone at 604.829.2536.

Visit the DPS conference website at www.dpsconference.ca.

Acknowledgments

Many thanks to the 2013—2015 CCPA Board of Directors for the collaborative inter-organizational team work in advancing CCPA's emerging involvement with the BC DPS Program. In particular, the authors extend appreciation to 2013—2015 CCPA President Blythe Shepard, 2014—2015 BC/Yukon Director Ashley Phillips and BC Chapter President Paul Yeung.

Did you know?

Health Emergency Management BC/Provincial Health Services Authority is hosting the 2016 International Disaster Psychosocial (DPS) Conference from March 21—23, 2016 at the Westin Bayshore Hotel in Vancouver, BC.

This conference will provide a forum for knowledge exchange with a cross section of agencies involved in disaster psychosocial research, planning, response and recovery.

Stay tuned for further information via the CCPA website about how to register for this upcoming international conference!



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Notebook on Ethics, Standards, and Legal Issues for Counsellors and Psychotherapists

Some guidelines for members in private practice selected from the *CCPA Standards of Practice*.

By Dr. Glenn Sheppard

The number of CCPA members working in private practice, full or part-time, is on a steady increase. Such professional work can be very satisfying and rewarding. However, there can also be unique challenges when initiating and managing a private practice or when working in a private agency. In recent months, I have been consulted by a number of members about these challenges. So, to enable members to remain compliant with our CCPA standards regarding private practice, I decided to select the following excerpt from our **CCPA Standards of Practice**. This publication is a companion document to the CCPA Code of Ethics, and is intended to provide direction to members to enable them to comply with the more general expectations for ethical conduct expressed in the Code.

C3 Accurate Advertising

Counsellors need to promote honesty and accuracy in their advertising and in their public statements. Counsellors do not make deceptive statements regarding their:

- Training;
- Credentials;
- Professional memberships;
- Services;
- Fees;
- Success of their services;
- Academic degrees;

- Experience;
- University or college affiliations;
- Publications;
- Media presentations, and
- Resumes or curricula vitae.

In addition to the careful attention to accuracy in advertising, the counsellor should adhere to additional standards related to advertising:

- Counsellors provide any media presentations (internet, print, presentation) accurately, and make sure that their statements are both ethical and based on their counselling knowledge, training and experience;
- Counsellors do not use testimonials by clients, former clients, or by relatives or friends of clients. Testimonials may be acceptable from an organization or business which receives the counsellor's services;
- Counsellors use business advertisements, cards, door plates, building directories, exterior signs and so forth which are in good taste (straightforward, without the use of clichés, jargon, or catchy expressions);
- Counsellors state their professional services in an unembellished manner without reference to, or claims of, particular outcomes;
- Counsellors may participate in advertisements for publications of which counsellors

are authors or editors, and in other publications of which counsellors are reviewers;

- Counsellors do not participate in advertisements that, either directly or implicitly, suggest that they are endorsing a particular product brand name for use in the provision of counselling services;

- Except for advertising their own professional services, counsellors do not permit their name to be associated with other advertising in such a way that implies that the counsellor's professional expertise or professional status is relevant to the service or product advertised, and

- Counsellors do not communicate with, or encourage others to contact on their behalf, individuals, or families in an effort to solicit them as clients. However, they may contact for such purposes a representative or agent of potential clients, such as an employee assistance service, insurance companies, workers' compensation agencies, and so forth.

C2 Undiminished Responsibility and Liability and Incorporation

Members of CCPA who wish to establish private practice agencies, whether incorporated or not, and those members who work at such agencies, should:

- Ensure that their counselling will in no way diminish their individual responsibility to behave professionally in accordance with the CCPA Code of Ethics and Standards of Practice for Counsellors. Nor can it, in any way, limit a member's professional liability for any failure to act accordingly;

- Clarify that the professional relationship, with respect to the provision of counselling services, is with the individual counsellor rather than with the agency;

- Disallow an agency employer to limit a CCPA member's professional responsibility and liability with respect to her/his counselling services;

- Understand that professional liability insurance is for the CCPA member and not the agency, although an agency may decide to pay the liability insurance fee on behalf of a member, and

- Respect privacy and limit discussion from a consulting relationship to persons clearly involved with the case.

****NOTE:** These particular standards complement clauses C3 and C2 respectively of the CCPA Code of Ethics. The Standards can be read on the CCPA website and purchased from our National Office for \$10.00: <http://www.ccpa-accp.ca/ccpa-publications/>



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Career-Informed Psychotherapy

By Trish Loraine McCracken

NOTE: Proclamation of the title of Registered Psychotherapist in Ontario took place on April 1st, 2015. The Controlled Act has not been proclaimed.

The Ontario Psychotherapy Act (2007), Section 4, states that "In the course of engaging in the practice of psychotherapy, a member of the CRPO (College of Registered Psychotherapists of Ontario) is authorized, subject to the terms, conditions and limitations imposed on his or her certificate of registration, to treat, by means of psychotherapy technique delivered through therapeutic relationship, an individual's serious disorder of thought, cognition, mood, emotional regulation, perception or memory that may seriously impair the individual's judgment, insight, behaviour, communication or social functioning."

There is a great breadth within the career counselling world. Some provinces across Canada have spent a lot of time discussing and writing policies which separate career educators, career advisors, employment counsellors, career development practitioners and workplace counsellors, from career counsellors. The Canadian Standards and Guidelines for Career Development Practitioners, has defined some of these job titles, with the most recent revisions done in 2012. Visit http://career-dev-guidelines.org/career_dev/wp-content/uploads/2011/11/Glossary-of-Terms-changes-from-CD-Chapter-re-counselling.pdf to see the glossary of

terms.

Ontario, with its emphasis on psychotherapy, challenges its counsellors and psychotherapists to further refine the concept of career counselling. There are those who think that career and employment are synonymous and others that see a career as the full breadth from birth to death, including education, family years, retirement and community involvement – the life span look at career planning and development. Career-informed psychotherapists would see a larger, more integrated view of a person's career. For example, clients who come to see a psychotherapist because they are experiencing bullying in the workplace or who come to see a psychotherapist because they are experiencing sexism in the workplace and thinks it is undermining one's sense of self, is coming with psychotherapeutic goals in mind. However, a person who is coming to get advice on résumé development, because they are not getting interviews, may not be psychotherapeutic in nature.

This article is designed to address the relationship of the work of career-focused counsellors to this section of the Ontario Psychotherapy Act through a consideration for perception, thinking, cognition, memory, mood, and emotional regulation. It is hoped that the content of this paper will help today's career counsellor to determine their personal fit with the concept of career-informed psychotherapy.

Serious Disorders of Perception that may seriously impair the individual's judgment, insight, behaviour, communication or social functioning.

A successful student of human psychology will have absorbed the idea that perception relates to the intake of information to the brain from the senses. An emphasis therefore on what the client sees, tastes, smells, touches, and hears will be involved in reviewing perception. Kinesthetic involvement may also be included in complex perception – further reflection is needed there. Learning about other's points of view via listening (hearing), reading (seeing), is often considered to be perception or outlook. The case can be argued that once cognition or thinking is applied to the perceptions then we have left perception and moved to cognition. However, we may have to come back to apply more to perception so that cognition is informed.

Serious Disorders of Thoughts or Cognition that may seriously impair the individual's judgement, insight, behaviour, communication or social functioning.

Professional counsellors and psychotherapists are often talking about the importance of being aware of one's belief system. Psychotherapists, in particular, are often referring to the conscious and unconscious, the habits of thinking, the impact of anxiety on thinking, learning styles, decision-making approaches, conflict management styles, and other aspects of cognition. The client who comes from a dysfunctional family, who does not trust leaders to lead or is annoyed when managers/leaders are not effective, may overreact in workplaces where leaders, managers, supervisors are ineffective. They may need to learn new strategies for coping that allow them to work in the environment with full knowledge of their sensitivities. Systemic approaches may be valuable for

working in career counselling modes with clients who have not yet worked through Family of Origin issues. Those counsellors who work with workplace communications and conflict may be more aware of these realities than those practitioners who focus on developing résumés, preparing people for interviews or helping clients to do job searches. Helping clients to verbalize their implicit and explicit career beliefs is a challenging task. Training in psychotherapeutic approaches may assist career counsellors who are preparing clients to consider leadership roles within their employee organizations.

Career counsellors who use assessment tools such as the Career Beliefs Inventory (Krumboltz) are aware of the impact of belief systems on career decisions and career indecision, and on job satisfaction and job dissatisfaction. Those who can tie learning styles and thinking styles into their discussions, or who can help the client with narcissistic tendencies to work as team members, or who work with clients who have disabling or handicapping conditions to stay motivated, all need to understand the impact of the workplace on the thinking of employees. The employee recently diagnosed with MS, cancer, dystonia, personality disorders, or some other illness that may impact their working career, needs counsellors who understand the full psychosocial impact of that illness in the workplace, and the motivation of the client who dreads the day early retirement starts.

Serious Disorders of Memory that may seriously impair the individual's judgement, insight, behaviour, communication or social functioning.

Psychotherapists in particular are aware of how trauma (fear) and loss (sadness) impact a person's functioning in all realms of life. A trauma-informed psychotherapist would know about dissociation and how

that might impact memory, and would know about the impact of emotional triggers from childhood abuse that might be automatic responses outside cognitive awareness. A psychotherapist who is an expert on pharmaceutical use or addiction might be more aware of the impact of substances on an individual's judgement and communication. Those practitioners who understand contradiction often notice that a client's reporting of memories is inconsistent. This may be due to high anxiety or due to interference from substance use.

Serious Disorders of Mood and Emotional Regulation that may seriously impair the individual's judgement, insight, behaviour, communication or social functioning.

Practitioners engaged in the activity of psychotherapy, need to have a working knowledge of disorders as per the DSM and other classification systems in order to make appropriate referrals to those who can diagnose as well as help those who work with or live with undiagnosed individuals. The employee who becomes a workaholic so that they don't have to go home to alcoholic, angry, abusive family members or roommates, or who dreads going to work because of those types of personalities at work, may be seeking work-life balance and deciding on what changes to make about their career path or current employment. The employee who is distracted by his sex addiction or workplace attractions may need to see a career-informed and sex therapy informed psychotherapist or may need to be referred by one to the other.

The Relationship to Supervision

It is the belief of this author, that the psychotherapist who wants to be a clinical supervisor of registered or emerging psychotherapists should be career-informed, which from the broader stance includes family informed,

gender-informed, spiritually informed, and trauma-informed. They need to understand how perception, cognition (including thought and conscious memory), and emotional regulation impact at all stages of the career-lifespan and work-life balance of their clients.

Realities for Today's Career Practitioners in Ontario

Current career practitioners need to consider the first paragraph of this article, the quote from the Ontario Psychotherapy Act, and the concepts of "serious disorder" and "serious impairment." If disorders are only considered to be the disorders of the DSM-V, then psychotherapists may have a problem. The diagnosis can only be communicated in Ontario by certain regulated professions including psychiatrists and registered psychologists. The concept of "disorder" is not defined yet by the CRPO, the Psychotherapy Act or the Regulated Health Professions Act. Neither is the word "serious" defined. A mental disorder is defined in the Mental Health Act as "any disease or disability of the mind" but "mind" is not defined. If a psychiatrist or registered psychologist refers the diagnosed client to you for the counseling/psychotherapy treatment program, are you ready? What if you get a client who has been diagnosed with Narcissistic Personality Disorder or Borderline Personality Disorder referred for career focused counselling or psychotherapy? Are you prepared, or do you have to say no as it is beyond your scope of practice?

Career counsellors might consider the coping ability (including resiliency), of their clients. In the trauma world, we talk about trauma occurring suddenly, overwhelming a person's ability to cope, and often involving a fear of death (even a fear of loss of life as we know it). When coping ability is overwhelmed, that client does not function well. "That client may not be able to concentrate,

may find memory impaired, may not listen or function as in the past. There are lots of symptoms of trauma to consider. Many of these symptoms are present in people who come for career/workplace counselling. They may not sleep well, may get into risky behaviour, may be irritable, etc. A client may feel disordered due to situations beyond their immediate control and may simply need normalizing. The client who is experiencing a severe number of symptoms of depression might be referred to you by the doctor, their manager, or someone in their Human Resources department, because of a deterioration in workplace performance - are you prepared, or do you have to say no, as it is beyond your scope of practice?

Career counsellors/psychotherapists also need to consider the requirements of third party payment sources (such as EFAP where the minimum requirement is a master's degree or equivalency) and organizational leadership in regard to their personal career choices. Membership in the CRPO will broaden their opportunities to work in Ontario and to take on leadership roles. The QAR (Quality Assurance Regulation) requires continuing education, the choices that career-informed psychotherapists make might include helping others to learn more about this concept through the writings and workshops that they create in order to share their experiences and stimulate passion in their colleagues to pursue career-informed approaches. If you want to increase your ability to work in psychotherapeutic fields in Ontario you need to join the CRPO or know the network so you can refer your clients to more advanced psychotherapy as needed.

If you want to increase your ability to work in career-informed psychotherapeutic practice in Ontario, undertake appropriate education and training, network with associations for counsellors and psychotherapists, join specialized career focused groups such as the CCPA Career Counsellors Chapter, and interact with other career-focused practitio-

ners inter-professionally. More on the CCPA Career Counsellors Chapter can be found at <http://www.ccpa-accp.ca/chapters/career-counsellors/>.

Career Counsellors need to consider their scope of practice, boundaries of competence, and their own career goals, including retirement years. It is the belief of this author, that a career practitioner who is only focused on résumé development, job search techniques and interview preparation is not practicing psychotherapy and that those who advise, guide or coach in regard to education/training programs focused on employment opportunities should not practicing psychotherapy. The meaning of the word "counsellor" needs discussion in regard to Ontario's legislation, as does the word "career." The public needs to be able to discern clearly the difference between therapeutic counselling, career counselling, psychotherapy, and other occupations that loosely use the term "counselling." All of these factors need to be considered by all persons who consider joining the counselling and psychotherapy profession. These components and others throughout this paper need to be considered by the career counsellor who considers joining the CRPO.

Conclusion

This article may have triggered you to recall workplace applications or issues related to career development and you may want to talk about those. Please keep the conversations going on this very important topic of developing career-informed psychotherapeutic approaches. Integration, encouraged by career convergence approaches to theory, assessment and therapeutic techniques started over 20 years ago. Ask yourself - have you kept up with that movement - are you a career-informed psychotherapist? If the answer is yes, and you want to work in Ontario - get your application into the CRPO.

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Congratulations to following CCPA members have been recently certified:

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