

Newfoundland and Labrador Counsellors' and Psychologists' Association A Special Interest Council of the Newfoundland and Labrador Teachers' Association





Spring is here and summer holidays are just around the corner. The older I get the more I look forward to this time of relaxation and rejuvenation. I need not tell you that our jobs are demanding and takes a toll on our minds and bodies. We need to take this time to take care of ourselves and to surround ourselves with friends and family. And I hope you do just that! You deserve it!

I'd like to take this time to highlight some things and say thanks to a few people. Your provincial executive is working hard behind the scenes to offer relevant professional development and advocate on your behalf. Your past-president, Angie Wilmott, and I have kept our Association at the forefront in the areas of education and mental health. Presentations and submissions were made to the Premier's Task Force on Improving Educational Outcomes, and meetings were held with the Minister of Education, the Minister of Health and Community Services, as well as ongoing consultations with the NLTA and NLESD. Additionally, recommendations made to the All Party Committee on Mental Health and Addictions were referenced in the report, *Towards Recovery: A Vision for a Renewed Mental Health and Addictions System.*

Our partnership with the Canadian Counselling and Psychotherapy Association (CCPA) continues to be active and strong. The recent national conference held here in St. John's was a tremendous success, with the NLCPA playing no small part. Throughout the newsletter you will see submissions from your branch presidents about their personal impressions. At the conference, we held our annual AGM where we revealed our new poster campaign (more details inside) and elected a new executive.

I'd like to extend my sincere gratitude to Jill Cluney and Glenda Reddick for their dedication and hard work as Membership Coordinator and Secretary, respectively. I'd also like to welcome new executive members, Kelly Brenton (Vice-president), Amanda Dodd (Membership Coordinator), Lesley Slade (Secretary) and returning members, Tamar Kelly (Treasurer) and Craig O'Keefe (Communications Officer). Also, on board until our next AGM is Angie Wilmott (Past-president) and Jill Kelly (School Psychologist Rep).

Remember to clear your schedules for October 18, 19, and 20, 2017 for our annual conference and AGM. We have secured a wonderful keynote presenter, AnnMarie Churchill, who will speak on resiliency focused counselling. I look forward to seeing you all there.

Have a wonderful summer!

Boyd Perry President

NLCPA Newsletter June 2017





NL Counsellors' and Psychologists' Association

Greetings on Behalf of CCPA from your Outgoing and Incoming CCPA Director

Happy Spring – almost summer in NL!

As I finish my four-year term as Director, I felt this would be a great opportunity to connect and also introduce our new NL Director, Leah Lewis, who has shared in writing this newsletter. As a longtime colleague, I'm happy to congratulate Leah and welcome her to our CCPA board!

Firstly, I have to share the immense pride I have experienced in representing our Province. There have been some amazing opportunities to get to know our membership and I'm so grateful for great collaboration and the steady increase in our membership. During my term, our membership has grown from 120 members when I began to almost 190 members now! I am proud that we have strengthened our partnerships with MUN, NLCPA, ANLP and community agencies such as Thrive, CHANNAL and others who play key roles in improving mental health in our province. In Leah's role as a Faculty member in our Counselling Psychology program at MUN, (not to mention being well as known as a practitioner, collaborator and artist), I have no doubt that she will help create new partnerships during her term with CCPA.

In reflecting on my favorite experiences during my role, I can't help but highlight the great conferences I've been able to attend, as well as learning and working with so many great practitioners both within and outside the province. I will remain humbled and grateful for the immense amount of work which our national board and staff do for our membership. I continue to feel and believe that CCPA is where I belong as a member.

We are happy to say that our conference held here in St. John's boasted one of the largest attendance rates in the last three years of CCPA conferences. Not only did we gain some great opportunities to network and learn from each other, but we experienced a vast array of sessions from practitioners from all over Canada and internationally. Much of the success of this event is to the credit of having partnered with NLCPA and the great attendance from members. Both myself and Leah would like to extend a heartfelt thank you to all planning committee members, volunteers, staff of CCPA and contributors who came together to create such a successful event. Of course, for also keeping NL in "first place" standing for being last on the dance floor after the banquet!! (This is our running joke at every national conference for those who have witnessed this camaraderie first-hand!).

For those who missed it – I can only encourage you to save the date to attend the NLCPA Provincial Conference (October 2017) and perhaps even attend the National CCPA conference to be held in Winnipeg in May 2018. You can follow updates on the NLCPA or CCPA website for these events.

Other updates (Regulation)

We can say with confidence that our province will continue





Leah Lewis

to be seen at the **Tracy Duffy** national table

and make progress towards our goal of becoming a regulated profession. In fact, with the hard work that has been taking place behind the scenes, we could be the next among the other Atlantic provinces to achieve this goal within the next couple of years! Giving immense credit to those members who have served on our preliminary committee and those who now serve on our steering committee, we have made great progress in the last few months. We have renamed our committee Federation of Counselling Therapists (FACT-NL) to be in line with other provinces across Canada.

Although it will take a few months to finalize our website, rest assured that we have gained diverse representation from counselling related professional associations to serve on this committee. I will continue following the progress of this endeavor and am honored to have been appointed as Chair of FACT-NL.

During the CCPA/NLCPA Conference in May, our committee members, along with CCPA staff, had the opportunity to meet with our Minister of Health, John Haggie, to discuss this issue. While this was one of many discussions on the formation of a regulatory college for counsellors in NL, this was our first with the Minister himself. We were pleased to note that Minister Haggie was quite engaged and seemed supportive of us bringing our application forward in the coming months. He seemed very impressed with the amount of work we have done thus far, as well as our collaborative efforts and support from other provinces and our national Association.

While discussing and acknowledging the need for access to mental health services in Newfoundland and Labrador, the provincial Mental Health Report echoed many of the same needs which the regulation of our professionals could fulfill. As our committee moves forward with this work, we welcome any questions or feedback which can help us in this aim and will keep you updated.

In case you were not aware, CCPA's CEO, Barb McCallum, held an information webinar for members (and members to be) on the topic of Regulation, which can be accessed for free by getting in touch with the CCPA National office (1-877-765-5565) or **www. ccpa-accp.ca** (professional development – webinars).

CCPA Membership/Certification

If you are not yet a CCPA member, we would encourage you to think about joining. You can review the many benefits of membership on our website. Further to this, if you are interested in seeking status as a Certified Counsellor with CCPA, I would encourage you to review the requirements on our website and don't hesitate to get in touch with CCPA office staff who are happy to help!

A full explanation of the certification process, benefits, and the difference between certification and regulation is available here: **www.ccpa-accp.ca/en/memberbenefits/certification/**.

We hope that some of this information has helped you consider joining CCPA and potentially work on achieving certification status as well. We will continue to forge stronger partnerships like those with NLCPA throughout Canada. Keep an eye out for upcoming professional development opportunities, including webinars with CCPA and events at MUN and through community partners which will help you to earn education credits.

Those who attended the Conference will be happy to know that your education credits (CEUs) should be automatically added into your member profile. Check your member area of the CCPA website to find out if they have been added or connect with your NLCPA executive.

Sincere thanks for allowing me to serve as your Director – keep up the great work and we will see you in October for the NLCPA Conference!

For more information or to get in touch with Leah, see the CCPA website (under "about us" tab – Directors)

Tracy Duffy, Leah Lewis

2017 Annual Conference and AGM October 18-20, 2017 The Capital Hotel, St. John's

STRENGTHENING OUR ROOTS

Keynote Presenter: AnnMarie Churchill



Closing Speaker: Florence Strang



"A Strengths-Based Counselling Approach: Moving from Pathology to Resilience"



"The Joys and Challenges of Raising a Child on the Autism Spectrum"

Session Presenter Openings – Apply by September 15

> Early Bird Deadline – September 22

Look Who's Retiring!

DEREK ELLIOTT

Derek Elliott graduated from Bonavista Integrated High School in 1979. The following year he completed a two-year program in Forestry Resources Technology at the College of Trades and Technology, St. John's. Derek planned on completing an additional two years at the University of Waterloo to earn a degree in Forest Resources. However, following completion of the technical program, he was offered employment with Bowater Pulp and Paper Company, Corner Brook, which he says he readily accepted.

After working merely a year in the forestry sector, Derek quickly recognized that he did not want to continue working in the field for the duration of a career. He returned to post-secondary schooling (MUN) in the Fall of 1982 and began pursuing a BSc. with conjoint majors in Biology/Psychology. Derek completed the degree as well as a B.Ed. in 14 straight university semesters!

In his final university semester Derek was recruited by the Fort Vermilion School Division, Alberta. He accepted a teaching position (high school sciences) with this Board and taught there for two years. Derek had the unique experience of teaching in a Mennonite community during this tenure. He tells an interesting story of nearly being "run out of town" when several of his Biology students informed their parents they were studying human reproduction. Although a core unit in the senior high program, nobody had told Derek that this unit had received a Department exemption for his school!

During the summer of '87 Derek returned to Newfoundland to marry his sweetheart, Sandra, who was finishing up a nursing program in St. John's. The young couple then returned to Alberta where Derek began his second year teaching and Sandra her first year nursing. Their first child, Sara, was born the following year.

The young couple returned to Newfoundland in the summer of '88 and Derek began a Master's program in the field of Educational Psychology. Sandra kept the "bread on the table" working as a nurse at St. Clare's hospital. Also, Derek was fortunate enough to earn a fellowship while completing the graduate program. He claims he furnished his first house using the fellowship money, buying high end furniture at Consumers Distributing!!!

Never one to shy away from hard work, Derek completed his Master's program and thesis by August 1989. He then accepted a position as a Guidance Counsellor (shared equally between Random Island Academy and Balbo Elementary), and remained in that position from September 1989 to June 1994. Along the way, his family became complete when his son, Braeden, was born in 1991. Derek was recruited by the local school board in 1994 to take on a new role of Educational Psychologist for the then Vista School District. He remained in that role for 23 years. The diversity of people and experience, he says, has made it a most interesting career.

Those who know Derek are aware that he is also a skilled carpenter. While his passion is finished carpentry, he has also been known to take on some major construction projects, including a cabin which he and his son are currently building. With retirement looming, his friends and colleagues have already been submitting their requests!

In retirement, Derek will continue working as a Registered Psychologist on a part-time basis with the Department of Justice. For the past eight years he has provided psychological services to the Newfoundland and Labrador Correctional Center for Women (NLCCW), Clarenville. He enjoys this work as it fits perfectly with his personal orientation – that of being an advocate for those experiencing difficulty in finding their way.

CONGRATULATIONS ON YOUR UPCOMING RETIREMENT!

JOANN O'BRIEN

Seldom does it happen that an educator retires from the same school that she graduated from many moons ago. Such is the case for JoAnn O'Brien who will be leaving St. James' Regional High School in Port aux Basques this June. JoAnn has held a variety of roles over her three-decade career. These include

Teacher, Assistant Su-



High School Biology JoAnn O'Brien and her Aunt Sheilagh McGrath

perintendent, Student Support Services Coordinator, School Psychologist and, finally, for the past 12 years, School Counsellor. JoAnn shone in all her roles but especially so in the role of School Counsellor. She thoroughly enjoyed her interactions with students and immersed herself in various initiatives and projects at the school level. Coming from a strengths-based approach to guidance, JoAnn enjoyed helping students recognize their unique gifts and feel good about themselves. As JoAnn stated, "Celebrating the uniqueness and diversity of individuals has been my counselling motto."

JoAnn was recently honored by the NLCPA with the School Counsellor of the Year Award for Outstanding Practice. The presentation occurred at the CCPA Awards Banquet at the Sheraton Hotel during conference week. It was a wonderful evening made all the more special by the fact that her Aunt Sheilagh McGrath was able to attend the dinner as well.

Upon retiring, JoAnn looks forward to some much deserved "me" time for the first few months or years!!! Given the amount of energy she gave to her job she certainly deserves a slower pace. We wish JoAnn and her husband, Dulach, all the best in the years to come.

CONGRATULATIONS ON YOUR UPCOMING RETIREMENT!

BRAD ROACH

After 30 years in the teaching profession, Brad Roach is set to retire this June. Brad started teaching at St. James' All Grade School in Lark Harbour, NL in 1987 and remained there for one year. From there he went to St. Boniface All Grade School in Ramea until November 1992. In both schools, Brad taught a variety of courses including Junior High Science, Biology and Physical Education.



On November 12, 1992, the course of Brad's life changed dramatically. En route to St. John's for the long weekend he struck a moose. Brad states that he knew immediately that he had broken his neck. Brad remained in hospital from November 12, 1992 until November 30, 1993. He was transferred from the Health Sciences to the Miller Centre where he completed 10 months of rehabilitation to help adjust to living life as a quadriplegic.

Brad credits the counselling he received at the Miller Centre for helping direct his future decision to enroll in the Master's of Education (Counselling) program at Acadia University in Nova Scotia. He states that he specifically chose a university off the island so that he could prove to himself that he could manage on his own with the appropriate supports. And manage he did! Brad lived in Halifax while completing his M.Ed. program at Acadia on a part-time basis. He completed his studies in May 1997.

Upon his return to NL, Brad started working as a Guidance Counsellor at St. Michael's Elementary School in Stephenville Crossing in January 1998. He has worked continuously at St. Michael's over the past two decades and is leaving with many fine memories of his interactions with students and staff.

Upon retiring, Brad's intentions are to resettle with his wife Rhonda in Grand Falls. (Note: Brad and Rhonda were recently married in January 2017). Brad states that he will miss all of his friends and colleagues from the Bay St. George area and encourages anyone to drop by and have a "cuppa" when passing through the area.

Brad will be sorely missed by his students, colleagues and friends. He was always able to put everyone at ease. We wish you and Rhonda all the best in the years to come Brad.

The following comments are from two of Brad's close colleagues, Kevin Dunphy and Corrine MacDonald:

I have had the pleasure of working with Brad Roach for the past seventeen years. You'll never find a more dedicated, dependable, genuine, and organized Guidance Counsellor. For as long as I've known Brad, he has kept the Service Delivery Team at St. Michael's Elementary School organized and on track, ensuring that services were in place for every student who required them. Brad has always maintained the best guidance files I have ever seen, which he used to ensure that no students were missed. You could always be sure that Brad would tackle whatever came his way with a positive attitude. No matter how busy he was, he always found time to genuinely listen to and assist any student or staff member in need. For all these reasons, and many more, Brad is respected and loved by the many students and staff members that he has helped throughout his career. He will be missed at St. Michael's, but I wish him all the best in his retirement. (Kevin Dunphy)

Brad's retirement is an opportunity to celebrate and reflect upon the inspiration he has been to the staff and students at St. Michael's Elementary. Brad went above and beyond his employment duties to support the school community. His involvement in the Strengthening Families Program at the school on Tuesday evenings in partnership with Western Health was a highlight. Brad embraced his role as a Guidance Counsellor in a manner that inspires others to believe in the success of all students. His ability to see the potential in others and to foster respectful relationships with students struggling with complex mental health needs was amazing. He truly exemplified an attitude of believing in recovery and living one's best life. His hope and optimism for the future of students was contagious. The experience of working with Brad is unforgettable and definitely inspirational. (Corrine MacDonald)

CONGRATULATIONS ON YOUR UPCOMING RETIREMENT!

Annual NLCPA Awards

As you are aware, we have created a new award to highlight the role of the school counsellor and honor the great work that is being done in our schools throughout the province. The award recognizes the individual's personal and professional commitment to the profession. Additionally, through the Life-time Achievement Award we continue to recognize the outstanding individual contribution and service to the NLCPA. The Ron Martin Memorial/ NLCPA Scholarship was also presented this year to an outstanding student enrolled in the Counselling Psychology master's program at Memorial University.

The recipients this year were on hand to personally receive their awards at the CCPA National Awards Banquet during the annual conference this past May. It was my honour to present these awards to three very deserving candidates. Congratulations to all three winners!

Boyd Perry President

2016/2017 Award Winners School Counsellor of the Year: JoAnn O'Brien

JoAnn is a school counsellor at St. James' Regional High in Port aux Basques. She has worked as an educational psychologist, an assistant superintendent, and a coordinator of student support services. JoAnn has worked tirelessly, yet enthusiastically, throughout her three-decade career for the betterment of students and families in her area. Her name is synonymous with empathy, acceptance and



reliability. She is widely respected not just within her local area of Port aux Basques, but also throughout our Western District and beyond. Her outgoing, friendly personality, combined with her ability to put anyone at ease makes her an ideal candidate for the School Counsellor of the Year award. A former student describes her as one of the most phenomenal women she has ever met. JoAnn goes above and beyond both at work and within the community. There is no person better suited for this award. All of the staff and students at St. James, as well as every person she has encountered in her life, has been touched in some way by her selflessness and positivity.

NLCPA Lifetime Achievement: Maggie Warren

Maggie is currently a school counsellor at Carbonear Academy in Carbonear. She has worked as a school counsellor in locations throughout the island, from Port aux Basques to various schools on the Avalon Peninsula. She has been involved with the NLCPA (formerly, SCAN) since the start of her counselling career in 1995. At the moment, she is vice-president of the



Avalon West Branch. She held the position of branch secretary from 2005 to 2010. She was also the secretary for the Provincial Executive from 2000 to 2002. Nancy Macdonald describes her as diligent in her role as Provincial Executive Secretary. Despite being pregnant for part of her tenure, she dedicated many hours to the various activities and tasks that are required when one serves as part of the provincial executive. Maggie is well known at provincial conferences, rarely missing any. She is passionate and outspoken about her profession and the NLCPA, and continues to participate at every level. The lifetime of dedication and commitment displayed by Maggie is certainly deserving of the NLCPA Lifetime Achievement Award.

Ron Martin Memorial Scholarship: April Miller

This scholarship is awarded to an individual who has demonstrated proficiency within the field of school counselling (through previous experience, coursework and internship placements), documented community service, academic achievement, and a desire to influence change (as epitomized by Ron during his own career). April is the embodiment of these



qualifications. She is the consummate professional who has a natural love of learning. She has an academic GPA of 4.0 in the Counselling Psychology program at MUN. If there is work to be done or a new challenge, April is first in line with a broad smile and a desire to "dig in." While completing her Master's program and internship, April also maintained her successful business as a professional organizer. During her internship, she actively engaged in additional training in Autism Spectrum Disorder, ADHD, Functional Behavioural Management, Self-harm treatment, Positive Body Image Facilitator Training, and Applied Suicide Intervention. April also continues to volunteer within her community in numerous capacities. All those who encounter April are inspired by her.

NLCPA Branch Updates

A Story of Resilience

submitted by Nancy Macdonald

Any school counsellor who has completed the Friends for Life program knows that Chapter 7 covers role models. Generally, the class would discuss who inspires them and why they consider the person or persons to be inspirational. As their facilitator, I talk about my two role models and why I consider them to be so inspirational. They are Terry Fox and my colleague and friend, Brad Roach. As noted in Brad's retirement bio, his life trajectory was dramatically changed on November 12, 1992. Brad was involved in a moose-vehicle accident and sustained injuries that left him paralyzed. Unwilling to give up or feel sorry for himself, Brad plugged on, demonstrating resilience and fight – exactly the qualities that the Friends for Life program wants to build in children.

My students were naturally curious about Brad and asked many questions that I wasn't able to answer. With that, we decided that a visit to his school was in order and Brad was more than willing to oblige our request. Our visit took place on May 3, 2017. Upon meeting us at the entrance, Brad gave us a tour of his school, introduced us to the staff and students and accompanied us to lunch in the cafeteria. It was very evident that Brad is held in high regard by his students as many dropped over to have a chat with him.



The students and Brad.

Following our lunch, we gathered in the school library where Brad told us his story from the time of his accident, to the early days in hospital, followed by extensive rehabilitation and the mental adjustment he had to make to accommodate his new lifestyle. My students were never as attentive or captivated and asked Brad multiple questions. The students loved their visit to see Brad and proclaimed unanimously that they had "an awesome day". More than that, they had a better understanding of how one can meet life's challenges and still come out with purpose and meaning.



No visit is complete without "the dab"!

School and Community Working Together in Port aux Basques

submitted by Nancy Macdonald

On May 17, 2017 local community members and many St. James' Regional High School (SJRH) students and staff participated in the third annual Pride Parade in Port aux Basques. The event was planned by the SJRH Rainbow Alliance members. According to their School Counsellor, JoAnn O'Brien, the group's



mandate this year was to increase visibility and provide outreach. One of the Rainbow Alliance members, Kayla Warren, designed the logo seen here which the school then had made into window cling-ons. Any community member and/or business who participated in the parade were given a cling-on for display in their home/business.



In another display of community support, the Mayor of Port aux Basques, Todd Strickland, arranged for a Pride Flag raising and a Proclamation of Diversity and Acceptance signing at the beginning of the week to support the Pride Parade. Mrs. O'Brien reported that there was tremendous support for the students by the town. Many congratulations to the SJRH Rainbow Alliance and town members for their good work in supporting diversity, acceptance and outreach.

Our School's Youngest Teachers: The Roots of Empathy

submitted by Kerri Morgan

"What? A real live baby is coming into our classroom?" This is how every student feels when they find out that they are the lucky classroom chosen to participate in the Roots of Empathy Program for the school year. Everybody is excited and eager in the anticipation of what is to come. This is the 6th year that the program has been ongo-



ing in a Grade 4 classroom at Amalgamated Academy in Bay Roberts. The Roots of Empathy Program focuses on raising levels of empathy in our students. This, in turn, creates more respectful and caring relationships, while reducing levels of bullying and aggression. I feel that it also provides for more engaging opportunities for students who are less eager to participate in more academically challenging tasks. There are always positive comments from the students when we are planning our next class and they don't hesitate in showing their excitement. These are the classes that they will remember when they look back on their school experiences 20 years down the road. But little do they know of the huge impact it had on their social/ emotional learning as well!

SJRH Career Development Class Partners with Marine Atlantic in PAB

submitted by Nancy Macdonald

For the second year in a row, the students of the Career Development class at St. James' Regional High School in Port Aux Basques had the opportunity to collaborate with and learn from the employees of Marine Atlantic. Given their close proximity to the Marine Atlantic Terminal, the students were able to have four visits to the site and to witness first-hand the types of jobs that are available in their home town with the corporation. According to their School Counsellor, JoAnn O'Brien, the students visited the Maintenance Shop to see all



the Red Seal trades, the Bridge to meet the Captain and crew, and to the loading area of the ship to view the loading and unloading processes. During all visits, workplace safety was the number one priority. Mrs. O'Brien stated that the students were fitted with steel toed boots, vests, safety hats, etc. Marine Atlantic purchased a class set of all the Personal Protective Equipment (PPE) for use by the students. According to Mrs. O'Brien, it has been a wonderful partnership and huge learning experience for her students and they are all very grateful to Marine Atlantic and its employees for this opportunity.

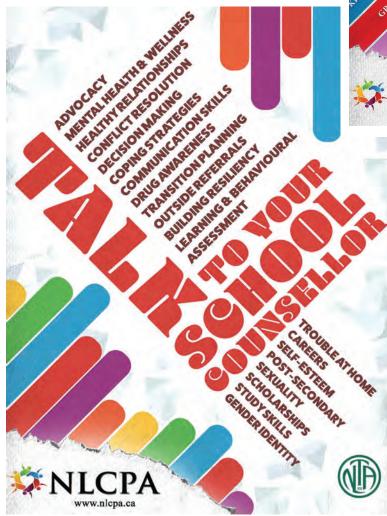


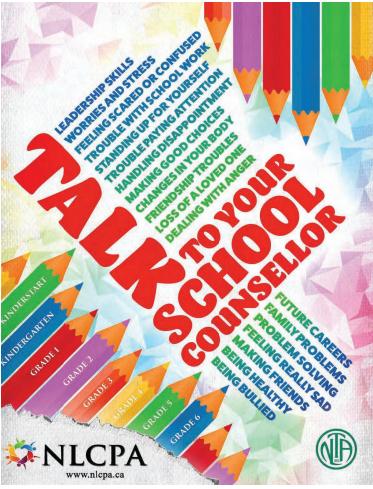


"Talk to Your School Counsellor" Poster Campaign

The purpose of the "Talk to Your School Counsellor" poster campaign is to raise awareness about the multi-faceted role of the school counsellor. Gone are the guidance counsellors of the past who helped students apply for post-secondary education, "have chats" and organized career fairs. With increasing mental health and learning challenges being experienced by today's youth, the role of the school counsellor has become increasingly demanding and complex. The posters highlight some of the areas we, as school counsellors, deal with on a daily basis.

For many students, a school counsellor is their first contact with mental health support. School counsellors play a vital role for students, and for parents seeking help for their child. This initiative was also designed to communicate to stakeholders, including parents, the school community, and government, the important services school counsellors





provide and, most importantly, to encourage students to talk to their school counsellors.

These posters will be distributed to all schools throughout NLESD. The NLTA has graciously agreed to distribute them when the September/October issue of *The Bulletin* is delivered – keep an eye out!

We are also planning to make the posters "live" with electronic links to each of the categories identified. If all goes well, we will be able to share this resource with you at the Fall Conference and AGM in October.

Mental Health News & Resources





Eating Disorder Foundation of Newfoundland and Labrador

Eating Disorder Prevention Program

Are you interested and passionate about the *Prevention of Eating Disorders and Body Image Dissatisfaction* in young women (ages 14-18) in your community?

Would you like to receive <u>2 full days of training</u> in Eating Disorder Prevention/Body Image Dissatisfaction?

Training will be held at Eating Disorder Foundation office, 13 Pippy Place St. John's on Wednesday August 30 and Thursday August 31, 2017, from 8:00 AM to 5:00 PM.

Training is free and open to all Educators (Grade 9-12) in Newfoundland and Labrador.

To register or for further information please contact Cathy Skinner at the Eating Disorder Foundation of NL.

cathy@edfnl.ca 709-722-0500

SPACE IS LIMITED SO CALL TODAY

Mental Health News & Resources

Internal Family Systems (IFS) Therapy Introductory Workshop

WITH

Martha Sweezy, PhD, LICSW marthasweezy.com

Nicole Herschenhous, MD, DABPN

David Lovas, MD, FRCPC, DABPN

3 DAYS:

September 8 and 9 (9:00 a.m. - 4:30 p.m.)

September 10 (9:00 a.m. - 12:00 p.m.)

Halifax, Nova Scotia (venue TBD)

COST: \$700 for clinicians • \$400 for trainees

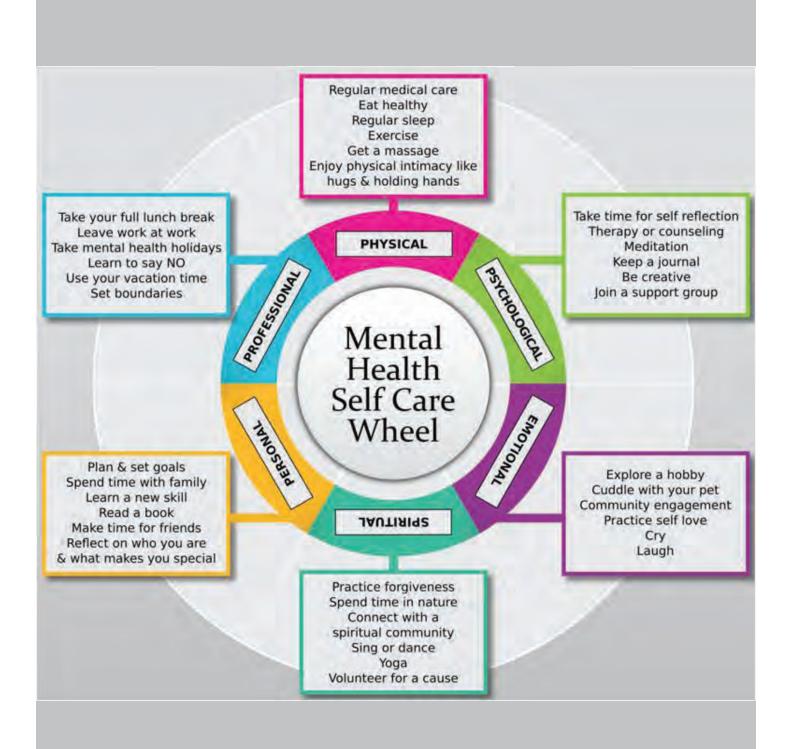
SPACE IS LIMITED

Internal Family Systems (IFS) is a form of psychotherapy that has gained respect in treating trauma-related and compulsive-addictive problems. It was recently recognized by the NREPP (National Registry for Evidence-based Programs and Practices).

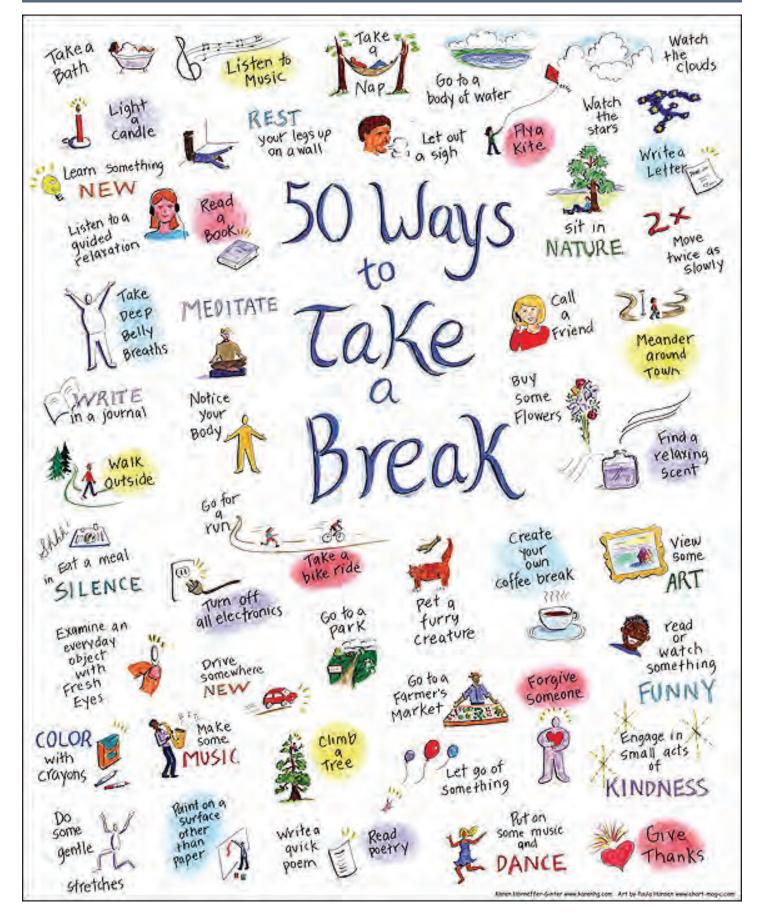
REGISTRATION AND MORE INFORMATION AT:

www.eventbrite.ca/e/internal-family-systems-therapy-ifs-introductory-workshop-tickets-34812993601

Mental Health Self Care Wheel



50 Ways to Take a Break



Awareness Days Calendar



 September Childhood Cancer Awareness Month (International) September 10: World Suicide Prevention Day (International) September 17: Terry Fox Run (National) 	 February 12: Sexual and Reproductive Health Awareness Week (National) February 15: International Childhood Cancer Day February 20: World Day of Social Justice February 28: Pink Shirt Day (Anti-bullying) (National)
 October Autism Awareness Month (National) Child Abuse Awareness Month (National) Learning Disabilities Awareness Month (National) Women's History Month (National) First Week: Mental Illness Awareness Week (National) October 5: World Teachers' Day (International) October 10: World Mental Health Day October 17-23: School Safety Week (National) 	 March March: Music Therapy Awareness Month March 1: Self-Injury Awareness Day (International) March 8: International Women's Day /United Nations Day for Women's Rights & International Peace March 21: World Down Syndrome Day March 26: Purple Day for Epilepsy March 31: International Transgender Day of Visibility
 November November 12-18: Addiction Awareness Week (National) Third Week: Bullying Awareness Week (National) www.bullying.org November 25: International Day for the Elimination of Violence Against Women 	 April April 2: World Autism Awareness Day April 7: World Health Day (International) April 22: Earth Day (International) April 30 - May 6: Screen-Free Week (International) Campaign for a Commercial-Free Childhood
 November 25 to December 10: 16 Days of Activism Against Gender-Based Violence December December 6: National Day of Remembrance & Action on Violence against Women 	 May First Week: Mental Health Week (National) May 7: National Child & Youth Mental Health Day May 15-19: Schizophrenia Awareness Week May 16-19: CCPA National Conference in St. John's May 17: International Day Against Homophobia, Transphobia and Biphobia May 31: World No-Tobacco Day
 December 10: International Human Rights Day January Third Week: National Non-Smoking Week 	
 Third Wednesday: Weedless Wednesday (National) January 27: Family Literacy Day (National) 	June • June 5: World Environment Day • June 14: World Blood Donor Day • June 21: National Aboriginal Day
 February Psychology Month (National) Black History Month (National) First Week: Eating Disorder Awareness Week (National) February 6: Safer Internet Day (International) 	• June 21: National Aboriginal Day

2017 CCPA/NLCPA Conference



The Lorne Flavelle Volunteerism Award is presented to Glen Sheppard by Lorne Flavelle (VP of Private Practice, CCPA Chapter), along with Michel Turcotte (Quebec Director) and Natasha Caverley (Past CCPA President)



Ariel Haubrich awards Trent Langdon the National School Counsellor's Award.



School Counsellor of the Year Award - JoAnn O'Brien



Ron Martin Scholarship Award - April Miller



NLCPA Past President, Angie Wilmott congratulates the CCPA and the Canadian Military and Veteran Families Leadership Circle on the release of their collaborative resource that highlights the important role of school counsellors in supporting the unique needs of the children of our military and veteran families who attend our schools across the nation (approximately 462,000).



NLCPA Life Time Achievement Award — Maggie Warren

2017 CCPA/NLCPA Conference



Poster Rollout with Angie Wilmott & NLTA President Jim Dinn



Jim Dinn, the Past Executive, and Tony Stack



Francine Doyle (L) and Niki Christian



Boyd Perry, Jim Dinn, and Angie Wilmott



NLCPA representative joins CCPA and the Canadian Military and Veteran Families Leadership Circle for the official national release of publication: School Counsellors Working with Military and Veteran Families



Trent Langdon

Psychotherapy and Counselling: Implications for Virtual **Reality and Videoconference**

Reflection by Collette Oldford Short

Virtual Reality (VR) is in the future for counselling. Dr. Stephane Bouchard, a psychologist who specializes in the treatment of anxiety disorders and the use of technological tools in psychotherapy, shared research supporting the positive results of using virtual reality in the counselling sessions. The future clients will be able to put on their special head gear and "be" exposed to naturalistic situations to help treat conditions such as pathological gambling and phobias. For example, in a pilot clinical trial involving those with gambling addictions, therapists believed that VR allowed for more spontaneous reactions, and easier access to gamblers' emotional reactions and dysfunctional thoughts, and felt that VR treatment could lead to significant therapeutic improvements. Of course, there are concerns such as the cost of equipment, proper training, and client safety. Benefits outweigh the negative concerns such as client interest in a new treatment, control over stimuli, ease to access emotions, and the possibility of working in real-life while remaining safe. Additional research is absolutely required, but in the meantime, let's open our minds to the future reality of science fiction coming to our counselling profession.

Submitted by the Vista Chapter of the NLCPA.

Understanding Neurodiversity: Don't-dis-my-ability

Reflection by Denise King

I was fortunate enough to attend a session with Shawn Smith titled "Understanding Neurodiversity". Shawn is the founder of an organization called "Don't-dis-my-ability" (www.ddmacs.ca). Diagnosed with ADHD as an adult, Shawn is an advocate for those who struggle with ADHD and other neurological disorders. He talked extensively about how we need to challenge our perception of ADHD and try to nurture those with ADHD as Shawn Smith opposed to trying to "fix" them.



Rather than looking at them as unmotivated, we need to see them

as forward thinkers and tap into the gifts these individuals have.

ADHD creates a neurodiverse mind. It provides a different lens to see the world and individuals experience it more deeply. He focused on the need to create meaningful environments, context, and tactile activities in schools. He asserts that ADHD (and Autism) are invisible disabilities and that those affected are uniquely gifted. They are challenged everyday. Shawn used the analogy that it's like fitting a square peg in a round hole. "We put our resources into changing the peg but we really need to expand the hole".

His website offers many helpful resources and links for those affected by ADHD. Great session!

Self-Care as Professional **Development**

Reflection by Jeanette Russell

During the CCPA/NLCPA Conference in St. John's from May 16-19, 2017, I attended "My Didactic, Experiential, and Qualitative Learnings on Self-Care as Professional Development: Six Counsellor Self-Care Strategies to Prevent and/or Ameliorate Professional Fatigue Syndromes" by Zeynep Guide.

As counsellors and psychologists, one of the six fundamental principles of ethical duty is non-maleficence - not willfully harming clients and refraining from actions that risk harm. Ms. Guide argues self-care is also our ethical obligation! She proposes that as counsellors and psychologists, we must apply the 'do no harm' principle to ourselves and take active steps to prevent and/or ameliorate professional fatigue syndromes: burnout, compassion fatigue, secondary traumatic stress, secondary traumatic stress disorder, and vicarious traumatization. Ms. Guide's ultimate message was 'do no harm to thy self.'

On a daily basis, counsellors and psychologists willingly expose themselves to the sufferings of others. Over time, this exposure can jeopardize our own mental health and put us at increased risk for professional fatigue syndrome, especially in combination with personal stressors. Ms. Guide laments that as professionals, we must implement awareness, monitoring, prevention, and amelioration into our professional practice to preserve our capacity to be exposed to the suffering of others without detrimental effects to our own resiliency.

Ms. Guide argues that as professionals we must take active steps to manage this long-term exposure through six strategies for selfcare by developing a wellness plan that incorporates the following strategies:

- 1. Self-Compassion
- 2. Self-Kindness
- 3. Common Humanity
- 4. Mindfulness
- 5. Personal Therapy
- 6. Play

Through the integration of self-care strategies, counsellors and psychologists can be better protected from the detrimental effects of professional fatigue syndromes. Self-care as professional development may sound radical to some and 'wishy-washy' to others, but it underscores an important theme in the modern counselling landscape - the issues our students are facing have become more intense in recent years, leading to what some would argue is a crisis in our current educational system. Ultimately, in order to help others, we as professionals must preserve our ability to continually expose ourselves to this suffering without long-term harm. This should then allow us to continue to supply the important services we offer without becoming impaired ourselves.

What Are You Hoping For **Today?**

Reflection by Kerri Morgan

In my experience, being a counsellor in the school system often limits the amount of time that you can spend with any one student. Thus, it caught my eye when I read about the session involving "single-session walk-in therapy". I followed up by attending the session entitled "What Are You Hoping for Today? My Experience Working with Individuals, Couples and Families Using Single-Session Walk-In Therapy" by Gina Ko.

Gina works at the Eastside Family Centre in Calgary, Alberta, which provides immediate, assessable counselling on a first come, first serve, no cost basis. They are very busy every day and when asked why they have only single sessions, Gina replied stating that additional sessions are possible, however most (more than 50%) do not return because their clients say the single session worked. Although it is generally only one session, I feel that it is done very efficiently. They involve a multi-disciplinary team including psychologists, social workers, grad students, medical students and psychiatrists. They also avail of a variety of counselling techniques including solution-focused, cognitive-behavioral, narrative and strength-based approached to see what works best for each client.

When a client first comes into the clinic, they are required to fill out some paperwork. A questionnaire allows the team to identify what they came for, any previous counselling they may have had, their strengths and what they hope to accomplish. They also complete a depression scale, an anxiety scale and a pre and post session satisfaction survey. One person from the team, generally chosen based on the pre-session questionnaire, then meets with the client. The session generally lasts about 40 minutes and the other team members are usually watching behind a two-way mirror (the clients are made aware of this and about 85-90% give their approval for this to happen). There is also a phone provided in the counselling room so that if one of the team members need something clarified, or has any suggestions, they can contact the person in the room with the client. After the session, the team meet to discuss the case and they get back to the client with suggested interventions, resources, referrals, etc.

I think this is a well thought out and efficiently run program. It is nothing that we can currently provide in the school setting; however, it gets me thinking. I am sure there are things I can do better after considering the process used by the Eastside Family Centre. I hope you have also felt this way and that together we can make a positive change with students availing of brief one-session counselling.

Creativity in Play Therapy: Moving Beyond Techniques

Reflection by Nancy Macdonald

One of the options for attendees at the CCPA pre-conference was a full day session on play therapy conducted by Don Chafe. Don is well known in the province for his interest and expertise in this area and has shared his knowledge at numerous conferences. Currently, Don works as a school counsellor in CBS and has a private practice in Brigus. Don is a Certified Play Therapist Supervisor (CPT-S) with the Canadian Association for Child and Play Therapy and also a Supervisor with CCPA (CCC-S).

Don provided an overview of various play therapy theories and discussed the benefits of children selecting the media through which to express themselves, e.g. sand, art, music, drama, etc. Given that play is a natural tendency for children, it makes sense for school counsellors to employ it within the context of the school setting. He noted that play therapy is relevant to any age and can be very effective with the Don Chafe



adult population, especially for those who may lack the verbal ability to describe their internal experiences.

One of the many interesting points that Don discussed with us is the role of language within the session. For many counsellors, we remember our early training and the role that reflection of client feelings and thoughts played in our interactions with them. However, for younger children especially, language development is very different than it is for the adult in the room. Verbal language, abstract thinking and self-analysis are in the beginning stages of development. For them, play is considered to be their first language.



In play therapy, talking is not mandatory although that does not mean that it does not occur. As Don noted, "The play is the therapy." If we are trying to get a child to talk about their feelings, that is talk therapy not play therapy. The same being true for using play as an introductory activity before venturing into a dialogue on feelings or fixing the problem. At best, a play therapist is a minimally directive therapist.

Throughout the day, Don encouraged us to work towards a comfort level with

Don's Play Therapy Room.

play therapy. He showed us a developmental chart which we referred to consistently to determine in which areas our clients might be stuck and how to help him/her move along developmentally. Case studies were presented and groups worked to provide interventions for the client. Tables were laden with toys – pipe cleaners, bowling sets, paints, crayons, brushes, paper, colored plastic bands and streamers – that Don had picked up at the dollar store. Much fun and much learning occurred throughout the day.

For many of us this was a primer course in play therapy. However, the day piqued interest in trying play therapy interventions and to put the effort and time into learning more about this type of therapy. Thank you, Don, for a very interesting day of play!

Books Recommended:

Brown, S. and Vaughan C. 2009. *Play: How it Shapes the Brain, Opens the Imagination, and Invigorates the Soul*

Gil, Eliana 2015. Play in Family Therapy - 2nd Edition



Our tools for the day.

Puppies in the Playground: Honouring the Unique Needs of Boys in Our Elementary Schools

Reflection by Nancy Macdonald

One of Margot Beech Kennedy's first statements during her presentation on the unique needs of boys in our schools struck a chord with me. Quoting Dr. Michael Gurian, American author, social philosopher and marriage/family counsellor, she noted, "That if Huck Finn or Tom Sawyer were alive today, we'd say they had ADD or a Conduct Disorder". Thinking back to my enjoyment of *The Adventures of Tom Sawyer* and its sequel *Adventures of Huckleberry Finn*, I figured she was probably right. If either boy was in my school, he would most likely be on my counselling caseload.

From this enticing beginning, Margot, who worked for over 20 years in a boys only school, engaged her audience in a very informative and well researched presentation on the unique challenges boys face in the current educational system. These include fewer male teachers at the primary/elementary level, book selections

that frequently overlook boys' interests and behavioral expectations for classrooms/playgrounds that result in higher discipline referrals for males. Current trends suggest that, when compared to their female counterparts, boys are more frequently referred for special education services, more likely to be identified with SLD/ADHD, achieve lower report card grades, drop out of high school and not advance to post-secondary studies.



Margot Beech Kennedy

Male/female differences related to physicality, behavior, sensory needs, academics and brain development were explored. The impact of these differences in relation to a boy's performance in school was examined. In addition to other authors, Margot referred to the works of Dr. Gurian and Dr. Leonard Sax, American psychologist and physician, both of whom have researched gender differences and the disengagement of boys from school. For example, boys tend to focus on single tasks, making it more challenging for many of them to listen and take notes at the same time. Boys tend to compartmentalize learning whereas girls integrate their learning. Margot indicated that she tries to accommodate boys' needs and maintain their interest by chunking her lessons into short sections, alternating between quick "power lessons" – 5-10 minutes of talking by the teacher – and hands-on activities involving movement.

So, where to from here? Margot devoted the majority of her session to how we, as school counsellors, can work with administrators and teachers to address the unique social, emotional and academic needs of boys and how to make meaningful changes in school culture to meet these needs. She divided this section into four categories: lessons, classroom, school and community.

Lessons

- set boys up for success through the use of hints, suggestions, exemplars and review
- use humor, competition, feedback and fairness
- teach, reteach and reteach yet again time management and organizational skills
- present quick "power lessons" then move quickly to projects and kinesthetic learning
- alternate noisy, busy activities with quiet, reflective times
- provide a permanent Makerspace in the classroom
- find technology and computer applications
- complement verbal instructions with visual information (don't just speak the lesson)

Classroom

- reduce the emphasis on neatness, sitting and listening
- consider using single gender groupings more often
- don't accept poor quality work or behaviour from boys
- arrange book clubs for boys, "Dad's Read" programs, non- fiction materials
- encourage male mentoring via guest speakers, heroes, authors, peer tutoring, co-op education opportunities
- use a few words to establish a few rules
- reduce the visual stimulation/clutter
- avoid too many verbal instructions
- use visual signals to keep adult voices from becoming white noise
- encourage movement stretching, walking around, fiddling, tapping

- create different options for working such as using standing chairs, sitting on the floor
- change where to work every time the activity changes

School

- professional teamwork and collaboration that encourages similar practices from grade to grade
- develop boy-focused Action Research Projects
- professional development to understand gender differences and avoid gender traps
- have high expectations and let boys know who is in charge
- make sure they know the behavioral expectations and expect them to meet them
- showcase male teachers' interest in reading, writing, drama, music, etc.

Community

- acknowledge the influence of family and encourage student/ school success
- communicate frequently with family via newsletters, emails, websites, book bags
- Increase the involvement of family through volunteerism, especially fathers (or other adult male role models) in literacy

At the end of her presentation, Margot encouraged her audience members to think about ways in which we could help shift the thinking of others about boys' learning and their unique needs. Given the current trends which suggest that boys across the ability spectrum are struggling in schools, it behooves educators to address their specific needs and interests. This could take many forms from providing school PD, to organizing classrooms differently, and applying for grants to purchase bigger ticket items such as stand up chairs or materials for Makerspaces.

For those interested in learning more about the current research findings of boys' needs for a successful and fulfilling educational experience, Margot recommended the following authors: Dr. Leonard Sax; Dr. Daniel Siegel; Peg Tyre; Dr. Michael Gurian; Dr. William Pollack; Dr. Adam Cox; and Dr. Michael Thompson.

Comfort Zone – What Comfort Zone? An Experience with "Mindfulness"

Reflection by Darryl Chippett

She said we are going to do what? I've got to get out of here. This is not what I expected in a session. I can't take my shoes off and dance. I don't dance – ever. Never have, don't know how, and don't intend to begin here!

Every fiber of my being was outside my comfort zone. Surrounded by 60-70 people, five or so I know personally – the rest strangers, in a room the size of a classroom – all sitting on comfortable chairs, and the presenter announces that, in order to experience MINDFULNESS we are going to push back the chairs, take off our shoes to "connect with the earth" and listen to "Five Rhythms" music and... DANCE. GULP!

Thankfully I was close to the door – because I was leaving – this was way outside my comfort zone. Not just a little, waaaaayyyy outside. Then... I heard myself, in so many sessions with students who did not want to leave home to go to post-secondary. "Outside of Central Newfoundland Sir?" or "Go to St. John's to study Sir? – I can't do that!" or, Lord forbid, "Leave the province sir? – I want to be a <insert career here> but I don't want to go there to study." My response... always, "sometimes you have to push yourself outside of your comfort zone if you are going to move forward in life." Or, a more common scenario, students struggling to present to their classmates on some topic – as required...Yup... Same comment from me 'about comfort zone' (along with appropriate counselling strategies of course).

And here I was... bailing out because I was sooooo very uncomfortable with the thought of being on display trying to do something that I 'couldn't.' Every fiber of my being was screaming – "walk out that door!" About 8-10 others did – and 'fight or flight' was saying I should to. But then that old guilt-toned voice said in my head – but how can you ever preach the "outside of your comfort zone" sermon again if you leave. Oh brother... I was in trouble. I had to stay.

The short version... I learned something new. Two things really. One: Mindfulness is a great tool for counsellors to have in their toolbox (go check it out, one source in NL is our presenter: Tina Pomroy, www.pomroy.ca). Second: to truly continue to understand what we are asking of our students/clients, it sometimes helps to experience it. I can, (and have) speak to 1000 people on some topic I know about and find it exciting and exhilarating – but not anxiety producing. It's not outside my comfort zone – never has been. So 'helping' a student present in front of class... do I really understand? Now I do – at least a little better.

Maybe next time I'll just picture everyone naked.

Darryl Chippett, M.Ed (School Psych), School Counsellor (Botwood Collegiate, PT. Learnington Academy, Cottrell's Cove Academy, and Leading Tickles Academy) Branch President, NLCPA Central

CCPA National Conference 2017 Reflection by Deborah Walsh

During May 16-19, school psychologists and counsellors from the Burin Peninsula participated in their first CCPA National Conference in St. John's. Conversations prior to the conference were full of excitement and enthusiasm. Burin Branch members were not disappointed in their experiences during the conference while post-conference thoughts and feelings were just as exuberant. The following statements were the reflections by those members:

I completed the pre-conference session on Play Therapy by Don Chafe. I thoroughly enjoyed it and it left me wanting to learn more. I would definitely recommend the training! (Jennifer Vinnedge)

What stood out about the conference for me was the choice for sessions. I thought there were plenty of choices and often found it difficult to pick one! And of course, equally memorable were the conversations/ lunches with colleagues. It was great. (Michleen Power Elliot)



School Psychologists and Counsellors from the Burin Peninsula

Overall, I felt that the conference went well. One of the perks was networking with former colleagues and co-workers. I felt the sessions offered a wide variety of material so everyone felt there was something there for them. I personally enjoyed Dr. Glen Sheppard's session about ethical cases and the legal ramifications surrounding each specific case. As well, the session on BDSM and Kink was quite interesting as it was not an area I had given much thought to before! (Andrew Pike)

Conferences are always great as they allow you to get reacquainted with friends and colleagues, meet new associates, and network. This conference was no different. Not only were there opportunities for professional growth but collaboration and brainstorming with others in our field. What stood out for me was the opening ceremonies when Stella's Circle Inclusion Choir performed "Be the Change". The song sends a message of Hope, Acceptance, and Social Justice. A great way to start the conference! (Debbie Walsh)

I had the privilege of attending three days of the National CCPA Conference this year and it was truly an eye-opening experience. I had the opportunity to sit in on many sessions of interest which helped expand my knowledge in multiple areas of my counselling practice. It was so rewarding to get out and network and connect with new and old colleagues alike. In a position such as school counsellor, it is often isolating and you rarely get to converse with other counsellors on cases and situations that you are managing. To be amongst people in similar roles, as well as private practitioners, was rewarding and validating. Every conference offers new insight into improving current practices and I found the information on technology that was shared throughout this conference to be very interesting and valuable. It's a new area of development. However, I can see how it can be increasingly integrated into our line of work and how I can integrate it into the work I do in my three rural schools. I am so delighted that I could be a part of such a valuable professional learning opportunity and that I had the chance to connect with other individuals within this wonderful profession. (Lindsey Power)

I found the conference to be a wonderful opportunity to collaborate with colleagues throughout the province, but especially wonderful was the tie with our national partner that allowed us to reach professionals across the country. I particularly enjoyed the session on making school friendlier to boy students, who according to the presenter, are left behind when it comes to the rules, procedures and policy of our school system. (Holly Healey)

Quidi Vidi Brewery Tour and Tasting

Reflection by Nancy Macdonald

One of the social highlights of conference week was the Quidi Vidi Brewery Tour and Tasting. Upon arrival in Quidi Vidi Village, we were greeted by our guide who did a fabulous job of presenting the various ales and lagers that the company makes. In addition to the information given about the product, she provided many a humorous anecdote about Newfoundland lore and history. Several samples were tasted and enjoyed by our group.



Nancy Macdonald (right) & Maggie Warren enjoying the moment





Our host for the evening

Labels galore!

Walk & Talk Therapy

Reflection by Sharon Brenton

I attended the session *Get Out! Using Walk & Talk Therapy in Therapeutic Practices*, offered by PhD candidate Tyla Charbonneau. The title itself appealed to me, as it seemed like a practical approach that I might be able to use with students. I like to keep things simple and practical and this is exactly what Walk Talk Therapy could potentially be. Simply put, the counsellor and client walk outside instead of sitting inside an office. Can't you already see the appeal for some students who dislike the school environment anyway?

In her PhD dissertation, Charbonneau charted the experiences of four therapists who engage in walk and talk therapy, and identified some of the social and ethical complexities of this practice. She emphasized the need for informed consent, and that clients understand what the practice would entail. There is also some flexibility in this method in that some therapists choose to use exclusively, whiles other incorporate with "traditional" office sessions.

The following were identified as some of the positive aspects of this approach:

- Connects clients with the world around them; being in nature can be meditative reflect on life problems in natural spaces.
- Provides exercise gets people moving (literally & figuratively) while promoting mental and physical health.

- Clients can access the "safe zone" of nature outside of the therapy session.
- Encompassess an element of self-care for the therapist.
- Provides for innovation and creativity within the counselling profession.

Some other implications for practice that need to be considered include:

- Challenges of note taking when using only the outdoor office.
- Identification of "walking" area.
- Dealing with issues that arise in public areas (i.e. therapist/client meeting acquaintances while in session).
- Climate/weather conditions.

Overall, this was an interesting and informative session that provided some "food-for-thought." Other school counsellors in the session indicated that they have used this practice with positive results. Given the increasing demands of working with students experiencing mental wellness concerns, and in the promotion of general positive well-being, it seems that Walk & Talk Therapy would embody practising what we preach, especially with regards to physical activity, and finding solace and comfort in the beauty that surround us.

Catch ya later – I'm walking and talking around the scenic world of Holy Trinity High and Torbay!

Sharon Brenton

School Counsellor/Branch President (eastern)

HAPPY SUMMER VACATION



From Boyd, Kelly, Tamar, Lesley, Amanda, Jill, & Craig

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Don't forget to check out NLCPA online! www.nlcpa.ca





nterested in presenting a regular session, poster session or a Conversation Cafe tab Deadline to submit proposal to present at the conference is October 17th. Submit Conference Proposal HERE

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 David Lepofsky @DevidLepofsky
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CCPA 2017 Annual Conference



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