



**MINT Board of Directors Candidate Questionnaire
Sept. 23, 2013.**

Name: **Tim Godden**

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(1) MI Experience

Over the course of more than 13 years, I have had substantial experience with MI in the roles of practitioner, trainer, supervisor and program developer. I have only recently begun to participate in the research arena. I began practicing MI when I came to the Centre for Addiction and Mental Health (CAMH), Canada's largest hospital in the sector, in late 1998. About a year later I entered a mentorship process with a MINT member with the goal of developing myself as an MI trainer. I had the good fortune of participating in the 2006 TNT in Miami, an experience that changed my life.

As an MI practitioner at CAMH, I have worked mainly in outpatient addictions programs in a variety of practice contexts, including: as a therapist in the Youth Addiction service and with adults in our Concurrent Disorders Service (for mental health and addiction issues) and our Assessment & Brief Treatment Service. Since taking on the role of Advanced Practice Clinician, I have found MI to be a very effective way to conduct supervision sessions with the clinicians who work in the teams I support.

As a supervisor, I have been providing MI coaching and supervision to all 12 members of the Assessment and Brief Treatment team in the Addiction Program of CAMH, since I assumed the role of Advanced Practice Clinician in 2004.

I have continued to develop my proficiency in MI delivery by seeing "walk-in" clients in the Assessment/Brief Treatment service, by providing support for clients in crisis in the presence of less experienced staff, and by co-facilitating group therapy

sessions with program staff. I build in debriefing sessions for all the clinical work I do, soliciting from and providing feedback to my co-facilitator or observer.

Over the course of more than 13 years of providing MI training, I have worked with almost 50 different groups of clinicians (within CAMH and across Canada). I have provided workshops and other learning opportunities for a range of disciplines including:

- Social Workers
- Psychologists
- Addiction Therapists
- Psychiatric Residents
- Psychiatrists
- Primary Care Physicians
- RNs
- OTs
- Clinical Dieticians
- Stress Management Therapists
- Recreation Therapists
- Community Mental Health Workers
- Peer Support Workers
- Telephone crisis support workers
- Volunteers and
- Employment support workers

In further developing my MI training skills, I have pursued opportunities to support and lead TNTs. I was an “apprentice” trainer with the team that facilitated the MINT-endorsed TNT in Toronto in the spring of 2009. I was in the role of TNT Support for the 2011 MINT-sponsored TNT in Sheffield, UK. Most recently, I was on the training team leading the 2102 MINT-sponsored TNT in Fort Wayne and on the application review team for this year’s TNT in Krakow.

On a system’s level, I am currently leading my hospital’s MI capacity building initiative, which involves the provision of MI training workshops as well as the planning and implementation of a post-workshop MI coaching model. To lay the foundation for this initiative, in 2009, I organized a two-day MITI training for graduates of the Toronto TNT and subsequently established a coding group within our Addiction Program that provides feedback to clinicians working to enhance their MI proficiency. Other examples of work at a system’s level include: co-facilitating a post-workshop MI coaching series for 10 CAMH Occupational Therapists (eight sessions over the course of four months in 2010); and leading a six-month-long, post-workshop series of coaching sessions for the clinicians and supervisors of a community mental health centre for youth from Dec. 2011 to June 2012.

(2) MINT involvement:

Since entering MINT in 2006, I have made it a priority to participate in activities that support the further development of our organization. Beyond my involvement in TNT events – already mentioned above - I have attended the Forum every year, presenting three times. In addition, I joined the Professional Issues (PI) working group and was an active member for about 2.5 years until it merged with the Professional Development and Certification working group two years ago. I came on as a co-chair of the new group – the Professional Development Committee – and have been acting in that role for the past two years. In the spring of last year, I accepted the role of chair of the MINT-Endorsed TNT Committee, which advises the MINT Board of Directors on policy in this area and reviews applications from agencies seeking to organize TNT events not attached to our annual forum. In the past year, I joined the Public Service Fund (PSF) Committee, helping to update guidelines for deciding whom - among existing MINTies and members to be - should receive financial support to attend the 2013 MINT-Sponsored TNT and Forum.

(3) MINT vision:

No matter what the outcome of my candidacy, I intended to support ongoing efforts to maintain MINT as what I would consider to be one of the few examples of organizations on the planet that successfully stays true to its principles in its structure and function. I am strongly committed to ensure that MI spirit continues to infuse everything I do within and outside MINT.

I believe the most important aspects of MINT's mission are: to continue to articulate principles and standards for the provision of high-quality MI training, to support its members in implementing the former, and to support ongoing research into the active ingredients of successful, outcome-based MI practice and training.

(4) Main issues facing MINT:

I'm optimistic that, if we can marshal enough MINTie-people-power, we will be able to produce solutions for the following challenges our organization is currently facing:

- Further establishing policies and procedures that enshrine MI spirit in everything we do.
- Addressing membership attrition
- Further developing and providing resources to support the ongoing professional development of our members
- Pilot draft guidelines that have recently been established for ensuring that MINT-Endorsed TNTs are run in the same way as MINT-Sponsored TNTs, while attending to and respecting considerations in working effectively across different cultures.
- Remaining financially viable
- Developing a trainer certification process that is consistent with MINT values

- Clarify plans and policies to guide MINT’s involvement in practitioner-level certification.

(5) Other Related Experience:

If my candidacy is successful, it would be my first board position. However, I’ve had extensive past experience with committee work, in the member-at-large and chair roles. Since coming to CAMH in 1998, I have chaired and co-chaired many different committees and working groups, including Quality Council, Accreditation Preparation, Emergency Response (codes), Suicide Prevention, and MI capacity building. The skills I could provide as a MINT Board Member includes organizing meeting agendas, clarifying tasks lists and timelines and facilitating consensus decision-making.

(6) Relevant interests and capacities:

I believe my strengths lie in strategic tasks – overseeing and planning. I feel most confident in my abilities to participate in creative group process – envisioning ideal outcomes and implementation planning.

(7) Strategy for managing Board workload:

Over the past year, I’ve been juggling my responsibilities as chair of one MINT committee, co-chair of another, member of the PSF Committee, and member of the 2013 MINT-Sponsored TNT application review team, as well as my leadership role in a busy set of CAMH clinical programs. There have been some difficult moments, but I’m pretty satisfied with how it has all fit together. My approach in all this has been to schedule in hour-long work sessions during most week nights to tackle priority tasks and then block off three hours every Saturday morning (7 to 10 a.m.) in order to complete what remained most pressing. Not all weeks ended up playing out in this way but it proved to be an effective planning template. I expect I would use a similar approach if elected to the MINT Board. Electronic scheduling certainly has been a helpful tool, as well!

(8) CV and References:

PERSONAL:

Born Dec. 18, 1961, in Toronto, Ontario. Presently in excellent health.
 Career goals: counseling, teaching, research and writing in addictions and mental health.

ACADEMIC ACHIEVEMENTS:

April 1999	M.S.W., University of Toronto.
July 1998	B.S.W. York University, Dean’s Honour Roll, summa cum laude.
June 1987	B.A.A. (Journalism), Ryerson Polytechnical University.
April 1985	B.Sc., McMaster University.

CONTINUING EDUCATION:

- 1989 to present Numerous trainings, and personal and professional development workshops including:
- Clinical Simulation Workshop, June 25 – 26, 2013.
 - 2-day MITI Coding Workshop with Jacque Elder and Judith Carpenter, Toronto, Ontario, Nov. 2009.
 - Motivational Interviewing: Training New Trainers (TNT), Miami, Florida, Nov. 28 to 30, 2006.
 - Intensive Narrative Therapy training, Toronto Narrative Therapy Network (Spring, 2002).

WORK HISTORY :

- Nov. 2004 to present Advanced Practice Clinician, Ambulatory Care & Structured Treatment Program, Centre for Addiction and Mental Health (CAMH), Toronto, Ont.
- Nov. 2003 to Nov. 2004 Secondment as Therapist, Concurrent Disorders Service, CAMH.
- April 1999 to Nov. 2003 Therapist, Brief Treatment Program, Russell St. and Brentcliffe sites, CAMH (Activities include: individual and group treatment, Impaired Driving Remedial Measures, staff education and training, student education, Concurrent Disorders advisory work).
- Sept. 1997 - Spring 1999 Progress Place, Evening/Weekend program staff.
- Sept. 1992 - Sept. 1997 Progress Place, psychosocial rehabilitation worker.
- May 1991 - Aug. 1992 Boundless Adventures, senior staff member and trip leader.
- Sept. 1987 - June 1990 Brantford Expositor, reporter and writer.
- June 1987 - Sept. 1987 The Canadian Press, reporter.

SCHOLARSHIPS AND AWARDS:

- University of Toronto Open Scholarship, 1998.
- York University Continuing Student Scholarship, 1998.
- Wilfrid Laurier University Graduate Scholarship, 1998.
- Two awards for reporting, Western Ontario Newspaper Awards, 1987.

PUBLICATIONS:

Godden, T. (2004). Working with Men. In S. Harrison & V. Carver (Eds.), Alcohol & Drug Problems. A Practical Guide for Counsellors (3rd Edition). Toronto: CAMH.

Herie, M., **Godden, T.**, Shenfeld, J. & Kelly, C. (2007) Addiction: An Information Guide. Toronto: CAMH.

Godden, T. (2007). MI and Acquired Brain Injury: Challenges and Possible Solutions for Clients with ABI. MINT Bulletin. (Available on-line through www.motivationalinterview.org)

Godden, T., et al. (2008). Clinical Supervision Handbook. Toronto: CAMH.

Cooper, C., **Godden, T.** & Goodman, A. (2012). Motivational Interviewing: An Essential Counselling Tool. Published electronically on website of Problem Gambling Institute of Ontario.

Godden, T. & Lemsy, C. (in press). Acquired Brain Injury and FASD. In W. Skinner & M. Herie (Eds.), Alcohol & Drug Problems. A Practical Guide for Counsellors (4th Edition). Toronto: CAMH.

RESEARCH ACTIVITIES:

- Co-investigator on Brain Injury Screening Outcome Evaluation project, April 2013 to present.
- Member of research team for Clinical Supervision in Addictions and Mental Health project, CAMH, 2008-2009.
- Co-investigator for Mentorship in Social Work project, CAMH, 2008 - 2010.
- Member of Brief Treatment Continuous Quality Improvement team, 2001. The work of this group resulted in addition of pre-treatment session to Structured Relapse Prevention cycles, yielding increased show rate at first session and increased treatment retention.
- Collaborated with Dr. Jan Malat on study comparing effectiveness of interpersonal group therapy with Structured Relapse Prevention for clients with alcohol use and depression, Fall 2000.

TRAININGS AND PRESENTATIONS :

Godden, T., Pargana, A. & Sagorsky, L. “Motivational Interviewing. A workshop for emergency mental health staff.” CAMH, Queen Street site. June 15 and 29, 2000.

Godden, T., Pargana, A. & Sagorsky, L. “Motivational Interviewing.” CAMH, Russell Street site. Nov. 1, 2000.

Godden, T., Pargana, A. & Sagorsky, L. “Motivational Interviewing.” CAMH, Russell Street site. Jan. 16 and 17, 2001.

Godden, T. & Pargana, A. “Motivational Interviewing.” Newport Centre, Port Colborne, Ont. May 25, 2001.

Godden, T., Herie, M. & Sagorsky, L. “Motivational Interviewing.” CAMH Summer Institute, Russell Street site. June 4 and 5, 2001.

Godden, T., Herie, M. & Sagorsky, L. “Motivational Interviewing.” CAMH, Russell Street site, Jan. 15 and 16, 2002.

Cooper, C, **Godden, T. &** Herie, M. “Motivational Interviewing.” CAMH, Russel Street site. Two-day workshop, June 2002.

Godden, T. & Sagorsky, L. Motivational Interviewing module of “Concurrent Disorders Training For the Schizophrenia Program. CAMH, Oct. 24, 2002.

Godden, T. Motivational Interviewing module of “Concurrent Disorders Training For the Schizophrenia Program. CAMH, Nov. 28, 2002

Godden, T. & Herie, M. “Motivational Interviewing.” CAMH, Russell Street site. Feb. 4 & 5, 2003.

Godden, T. & Sagorsky, L. Motivational Interviewing module of “Concurrent Disorders Training For the Schizophrenia Program. CAMH, Feb. 25, 2003.

Godden, T. & Sagorsky, L. Motivational Interviewing module of “Concurrent Disorders Training For the Schizophrenia Program. CAMH, June 17, 2003.

Godden, T. & Lafontaine, S. “Overview of proposed changes to Back on Track Education Program.” At Back on Track service providers forum, CAMH, Sept. 2003.

Godden, T. & Sagorsky, L. Motivational Interviewing module of “Concurrent Disorders Training For the Schizophrenia Program. CAMH, Nov. 24, 2003.

Cushing, S. & **Godden, T.** Motivational Interviewing module of “Concurrent Disorders Training For the Schizophrenia Program. CAMH, Feb. 25, 2004

- Godden, T.** & Munn, E. "Introduction to Concurrent Disorders for Mental Health Workers." CAMH, Russell Street site, April 14 and 15, 2004.
- Cushing, S. & **Godden, T.** Motivational Interviewing module of "Concurrent Disorders Training For the Schizophrenia Program. CAMH, May 25, 2004.
- Godden, T.** "Concurrent Disorders." Day 2 of three-day "Overview of Mental Concurrent and Dual Disorders. Elizabeth Fry Society of Peel-Halton, June 9 – 11, 2004.
- Godden, T.** & Meredith, S. "Fundamentals of Addiction." CAMH, Russell Street site April 14 and 15, 2005.
- Godden, T.** & Munn, E. "Demystifying Concurrent Disorders for Mental Health Workers." CAMH, Russell Street site, May 5 and 6, 2005.
- Dubois, C. & **Godden, T.** "Concurrent Disorders" training for Problem Gambling Designated Treatment System. Thunder Bay, Nov. 7 – Nov. 9, 2005.
- Godden, T.** "Concurrent Disorders." Day 2 of three-day training for Supportive Housing in Peel (SHP), Dec. 12 - 14, 2005.
- Godden, T.** & Munn, E. "Introduction to Concurrent Disorders." CAMH, Russell Street site, Feb. 22 and 23, 2006.
- Godden, T.** "Applications of Motivational Interviewing: ABI and Substance use." For managers at CHIRS, March 24, 2006.
- Godden, T.** "Goal Choice: Balancing client self-determination and professional responsibility in substance use treatment. Presentation to Addiction Therapy discipline, April 24, 2006.
- Godden, T.** "Goal Choice: Balancing client self-determination and professional responsibility in substance use treatment. Addiction Program Rounds, May 26, 2006.
- Godden, T.** & Munn, E. "Introduction to Concurrent Disorders." CAMH, Russell Street site, Sept. 21 and 22, 2006.
- Cooper, C. & **Godden, T.** "Motivational Interviewing." CAMH, Russell Street site, Sept. 27 & 28, 2006.
- Godden, T.** & Lemsy, C. "Clearing the Path for Change: Using Motivational Interviewing to Enhance Self-awareness and Collaboration. Presentation to Toronto ABI Network Conference, Nov. 23, 2006.

Godden, T. “Adapting M.I. for use with Acquired Brain Injury and Substance Use: The latest chapter of a productive hospital-community partnership.” Poster presentation to the Motivational Interviewing Network of Trainers Forum, Miami, Florida, Dec. 1 and 2, 2006.

Godden, T. “Motivational Interviewing: What’s new?” CAMH Social Work Rounds, Dec. 7, 2006.

Godden, T. & Sagorsky, L. “Motivational Interviewing.” Training for the CAMH Work Adjustment Program, March 22 & 27, 2007.

Godden, T. “MI and Acquired Brain Injury: Challenges and Possible Solutions for Clients with ABI.” Presentation at the Motivational Interviewing Network of Trainers (MINT) Forum, Sofia, Bulgaria, Sept. 22, 2007.

Cooper, C. & **Godden, T.** “Motivational Interviewing.” CAMH, Russell Street site, Nov. 22 & 29, 2007.

Godden, T. & Skinner, W. Motivational Interviewing for Concurrent Disorders Provincial Community of Practice training, CAMH, Russell Street site, Feb. 25 – 27, 2008.

Godden, T. & Lemsky, C. “Substance Use and Brain Injury.” A training for counselors, program managers and physicians of the B.C. Interior Health Network, Kamloops, B.C. March 3 – 5, 2008.

Godden, T. “Paving the way for change: A brief tour of Motivational Interviewing”. Presentation to the Ontario College Counsellors/College Committee on Disability Issues conference, Huntsville, Ont., May 14, 2008.

Godden, T. & Hurford, B. “Structured Relapse Prevention.” Anishnawbe Health, Toronto Ont., May 26, 2008.

Cooper, C. & **Godden, T.** “Motivational Interviewing.” CAMH, Russell Street site, June 23 & July 7, 2008.

Godden, T. & Katz, D. “Group Work.” Anishnawbe Health, Toronto Ont., Aug. 27, 2008.

Godden, T. & Lemsky, C. “Substance Use and Brain Injury.” A training for counselors, St. Catharines, Ont., Sept 26, 2008.

Godden, T. “Paving the way for change: A brief tour of Motivational Interviewing. Presentation at the Ontario Society of Occupational Therapists conference, Niagara Falls, Ont., Sept. 27, 2008.

Godden, T. “Structured Relapse Prevention for Concurrent Disorders.” Canadian Mental Health Association, Windsor, Ontario, Oct. 17, 2008.

Godden, T. “50 First Therapy Sessions: How MI can be helpful in working with clients with brain injury.” Presentation at the Motivational Interviewing Network of Trainers (MINT) Forum, Albuquerque, New Mexico, Oct. 23, 2008.

Cooper, C. & **Godden, T.** “Motivational Interviewing. Level 2.” CAMH, Russell Street site, Oct. 28-29, 2008.

Godden, T. “Introduction to Motivational Interviewing.” College Committee on Disability Issues, Queen’s Park, Toronto, Ont., Nov. 6, 2008.

Godden, T. “Introduction to Motivational Interviewing.” COTA Health, Toronto, Ontario, Nov. 17, 2008.

Godden, T. & Whittington, K. “Introduction to Concurrent Disorders.” CAMH, Russell Street site, Nov. 27-28, 2008.

Godden, T. “Introduction to Motivational Interviewing.” Jewish Vocational Services, Toronto, Ontario, Dec. 8, 2008.

Godden, T. & Tupker, E. “Motivational Interviewing. Day 2.” College Committee on Disability Issues, CAMH QS site, Toronto, Ont., Feb. 5, 2009.

Ernst, D., Yahne, C., Burke, P. & **Godden, T.** MINT-endorsed TNT, Toronto, Ont., March 30 to April 1, 2009.

Cooper, C. & **Godden, T.** “Introduction to Motivational Interviewing.” Mt. Sinai Hospital Social Work Department, Toronto, Ont., April 23, 2009.

Cohen, S., **Godden, T.**, & Selby, P. “Motivational Interviewing” for medical fellows, CAMH, Toronto, Ont., May 21, 2009.

Godden, T. “Introduction to Motivational Interviewing.” Canadian Mental Health Association of Peel, Brampton, Ontario, May 22, 2009.

Godden, T. & Guimond, T. “Motivational Interviewing for Primary Care Settings.” Hamilton, Ont., May 28, 2009.

Godden, T., Ingber, E. & Skinner, W. “Introduction to Motivational Interviewing.” Federation of Community Mental Health and Addiction Agencies, Toronto, Ont., Sept. 18, 2009.

Cooper, C., **Godden, T.** & Ingber, E. “Introduction to Motivational Interviewing.” Toronto Case Management Training Coalition, Toronto, Ont., Oct. 30, 2009.

Godden, T. “Introduction to Motivational Interviewing.” Redirection Through Education Program, George Brown College, Toronto, Ont., “Introduction to Motivational Interviewing.” Feb. 11, 2010.

Ernest, D., **Godden, T.** & Neiles, E. “Motivational Interviewing in Primary Care Settings.” Etobicoke Family Health Team, Toronto, Ont., Feb. 26, 2010.

Godden, T. & Sagorsky, L. “Motivational Interviewing and Severe Mental Illness.” Trillium Health Centre, Mississauga, Ont., April 26, 2010.

Cooper, C. & **Godden, T.** “Introduction to Motivational Interviewing.” Mt. Sinai Hospital, Toronto, Ont., May 13, 2010.

Godden, T. “Introduction to Motivational Interviewing.” Northeast Mental Health Centre, North Bay, Ont., Sept. 21-22, 2010.

Cooper, C. & **Godden, T.** “Introduction to Motivational Interviewing.” Part of “Mental Health and Addiction Among Immigrants and Newcomers in Primary Health Care forum, CAMH Office of International Health, Toronto, Ont., Oct. 29, 2010.

Godden, T. & Wolff, J. “Motivational Interviewing in Concurrent Disorders.” Canadian Mental Health Association of Peel, Brampton, Ont., Dec. 6, 2010.

Godden, T. “Motivational Interviewing: Concurrent Disorders Applications.” Timiskaming Health Unit, New Liskeard, Ont., Feb. 7-8, 2011.

Cooper, C., **Godden, T.** & Wolff, J. “Introduction to Motivational Interviewing.” The Salvation Army, Mississauga, Ont. Feb. 24, 2011.

Godden, T. “Motivational Interviewing in Concurrent Disorders.” Grand Rounds at Ontario Shores Mental Health Centre, Whitby, Ont., Feb. 25, 2011.

Godden, T. “Introduction to Motivational Interviewing.” University Health Network, Toronto, Ont., April 29, 2011.

Godden, T. “Motivational Interviewing Follow-up.” Northeast Mental Health Centre, North Bay, Ont. May 3-4, 2011.

Godden, T. “Motivational Interviewing Part 2.” University Health Network, Toronto, Ont. May 27, 2011.

Marshall, C., Burke, P., Sheftel, A. & **Godden, T.** MINT-sponsored TNT in Sheffield, UK, Sept. 2011.

Cooper, C. & **Godden, T.** Motivational Interviewing for Youth & Family Workers. Brantford, Ontario. Oct. 17 & Nov. 14, 2011. (Training was a part of a multi-site knowledge translation research partnership with The Hospital for Sick Children, which

also included a six-month follow-up coaching program for the staff and supervisors of the four participating community agencies, running from Dec. 2011 to June 2012).

Godden, T. & Lemsky, C. SUBI (Substance Use Brain Injury) workshop for community-based service providers, Dec. 1 & 2, 2011, 175 College Street, Toronto, Ontario.

Godden, T. Motivational Interviewing in Criminal Justice: Thoughts on Balancing the Dual Relationship. Presentation to the Canadian Association of Drug Treatment Court Programs annual conference, March 1, 2012, Toronto, Ontario.

Godden, T. & Wolff, Jodi. MI in the forensic mental health practice context. For the Law and Mental Health Program, CAMH, Toronto, March, 2012.

Cooper, C. & **Godden, T.** “Motivational Interviewing and Concurrent Disorders in Youth.” For Child Youth and Family outpatient and inpatient teams, CAMH, Toronto, June 18, 19, 25 & 26, 2012.

Dunn, C., **Godden, T.**, Hall, A., & McKenzie, K. MINT-sponsored TNT in Fort Wayne, Indiana, Sept. 2012.

Baldissera, C. & **Godden, T.** “Motivational Interviewing with Youth.” Kinark Child and Family Youth Services, Mississauga, Ont., Nov. 13, 2012.

Godden, T., & Short, J. “Motivational Interviewing: An Introduction.” CAMH Spiritual Care Volunteers, Toronto, Ont. March 20, 2013.

Godden, T. “Facilitating Collaborative Change Journeys: A Taste of Motivational Interviewing.” Waypoint Centre for Mental Health, Penetanguishene, Ont., June 3, 2013.

Godden, T. “Motivational Interviewing.” Porcupine Health Unit, Timmins, Ont., June 4-5, 2013.

Godden, T. “A Taste of Motivational Interviewing.” North Bay Nurse Practitioner Led Clinic, North Bay, Ont., June 12, 2013.

SUPERVISION EXPERIENCE:

- Supervision and performance reviews of staff as part of Advanced Practice Clinician role, Nov. 2004 to present.
- Field educator for MSW student from Faculty of Social Work, University of Toronto, 2003 – 2004.
- Field educator for MSW student from Faculty of Social Work, University of Toronto, 2002 – 2003.

COMMITTEE AND VOLUNTEER WORK:

- Co-chair of CAMH Social Work Research Interest Group.
- Co-chair of Addiction Program Quality Council, CAMH.
- Member of CAMH Quality Council.
- Co-chair of Addiction Program Codes Steering Committee.
- Member of team developing CAMH's on-line Motivational Interviewing Course (Spring-Fall, 2005)
- Member of screening and assessment tools working group, CAMH Concurrent Disorders priority project.
- Member of team planning and implementing agency-wide Concurrent Disorders training initiative at Centre for Addiction and Mental Health.
- Member of team developing on-line course on pharmacology issues in Concurrent Disorders.
- Member of Concurrent Disorders Service Advisory Committee.
- Collaborated on content review for second edition of Back on Track Participant Workbook.
- Member of Brentcliffe site Harm Reduction strategy working group.
- Health Records Committee, CAMH, 2000 – 2003.
- Member of Graduate Student Association executive, University of Toronto, Faculty of Social Work, 1998 - 1999.
- Daily Bread Food Bank (three years).
- Out of the Cold Program (three seasons).

CERTIFICATES:

- Whitewater Canoeing Instructor's Certificate, Ontario Recreational Canoe Association.
- CPR and First Aid certificate.
- Bronze Cross swimming certificate.

INTERESTS AND HOBBIES:

Parenting, scouting, creative writing, canoeing, running, skiing, swimming.

References:

- Heather Flynn: heather.flynn@med.fsu.edu
- Denise Ernst: d.b.ernst@att.net