

MINT Incorporated Board of Directors Candidate Questionnaire

The mission of the Board of Directors is to oversee and guide the development of MINT Incorporated and establish mechanisms for long-term growth that recognize the realities of being a multinational, multilingual and multi-professional group. Board members are required to actively participate in ongoing Board listserv discussions and join biweekly, 2-hour Board conference calls. They are also expected to attend two in-person meetings annually, a 1-day meeting immediately prior to the Forum and a 3-day retreat held midyear at a place and time agreed to by all Board members. Members are expected to devote a substantial portion of time to MINT projects and working groups, and to lead efforts in important areas of MINT development. Members—committed to MINT values of quality, generosity, openness and respect—need to be able to differentiate between personal preferences and a viewpoint that considers the interests and concerns of MINT at large.

In order to ensure that MINT members have sufficient knowledge to cast their votes in an informed manner, each candidate for Board membership must complete a Candidate Questionnaire. If you wish, in addition to responding to the specified questions, you may also add any other information that you believe is relevant in supporting your candidacy. Please remember that MINT members whose first language is not English will read what you are writing. Completed questionnaires will be posted to the website for all members to review prior to the election.

Thank you!

MINT Nominating Committee 2016
Cristiana Fortini, Chair
Jeff Breckon
Margo Bristow
Joel Porter
Karen Ingersoll, MINT Board liaison

1. Please describe your experience in MI in any or all of the following roles: practitioner, trainer, supervisor, researcher, and/or administrator.

Over the course of more than 16 years, I have had substantial experience with MI in the roles of practitioner, trainer, supervisor and program developer. I recently began 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 outpatient clinicians in the Addiction services 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 Addiction services, 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 16 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. I was also on the training team leading the 2102 MINT-sponsored TNT in Fort Wayne and on the application review team for the 2013 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 up to 15 CAMH Occupational Therapists (eight sessions over the course of four months in 2010, 2014 and 2016); 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. Please describe your involvement in MINT and any activities that demonstrate your commitment or service to MINT.

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 five times. I'm also scheduled to co-present a break-out session at this year's Forum in Montreal. 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 acted in that role for the two years, until such time as I was elected to the MINT Board, when I became the Board Liaison for the committee. In the spring of 2013, 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. That same year, I consulted with 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 MINT-Sponsored TNTs and Forums. During the last three years as a MINT Board member, I have served as Secretary (one year) and Treasurer (two years).

3. Please describe your vision of MINT, its essence and its mission.

I sincerely believe in the definition of MINT's vision that the Board generated at our mid-year retreat this year, which is:

Increase access to high quality MI globally, with members who hold a core value of “give more than you receive,” and by taking actions consistent with 3 strategic priorities (“pillars”) on which we will spend our time and resources

- **Pillar 1: Membership Engagement.** MINT needs active members to staff and fund our initiatives, to foster community and belonging, and to increase diversity of MINT members. MINT should retain non-Anglophone members by meeting their needs and engaging them in projects, and to provide benefits to members who will then get more out of the organization. MINT should consider a larger network of affiliated MINT members associations that are more local. We should defer the idea of expanding membership in MINT to include other categories for (at least) a year while we refine the mission and enact strategic priorities.
- **Pillar 2: Global Inclusion, Outward-Facing.** There is a large unmet need of people not in MINT who need help in learning MI, accessing resources, and integrating it into their work. MINT will increase diversity and social justice by responding to interest in MI.

This response should include addressing the needs people have for learning MI and for becoming an MI trainer. MINT is a well-qualified group to do this. MINT membership should not be the only way to be recognized as being good at practicing MI; practitioner certification may take care of employers' needs and may take care of commercial ulterior motives. Across MINT, we need to have an inclusive discussion about this across several methods of communication.

Pillar 3: Provide Guidance, Standards, and Resources to the World (and MINT members). MINT should be the organization to articulate knowledge about MI. MINT is considered trustworthy as an organization with a review process and vetting processes. MINT members are many and together, we can contribute many small pieces such as short science summaries.

4. What do you view as the main issues facing MINT since incorporation? What are your ideas for addressing these issues?

The strategic vision outlined in the previous section will not be easy to achieve. However, I'm optimistic that, if we can marshal enough MINTie-people-power, we will be able to bring about steady progress in the one, three and five-year time frames the Board envisioned during the spring retreat. The key to reaching all our organizational goals is achieving a balance of successfully serving our members' needs while effectively organizing the membership's talents and energies into multiple workflows. In doing so, it will be vitally important to avoid burning out any of our members in the process.

Other important issues include:

- Continuing to improve our budgeting processes in order to remain financially healthy.
 - Addressing membership attrition
 - Further developing and providing resources to support the ongoing professional development of our members
 - Further developing our practitioner and trainer certification processes, in a manner that is consistent with MINT values
5. Please describe any experiences you have had in serving on other committees or boards, either in a professional or personal capacity that might support your candidacy. Specifically, include dates of involvement, positions held, experience of working as part of a team, challenges of the positions held, successes and frustrations. How have these experiences prepared you for serving on the MINT Board?

My last three years as MINT Board member has been a tremendous learning experience. The two years I served as Treasurer has given me a deep understanding of how MINT's finances are organized. In the past year, we have made significant improvements in our budgeting processes. Serving a second term on our Board represents a golden opportunity for me to support continued progress in this area.

Outside MINT, 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 can continue to provide as a MINT Board Member includes clarifying tasks lists and timelines and facilitating consensus decision-making.

6. Board work currently consists of both operational tasks (keeping the organization functioning day to day) and strategic tasks (overseeing and planning). Describe your interest in and capacities in both these areas.

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. The typical Board member spends 5-10 hours per week on MINT Board matters. Please indicate how you will integrate this commitment with your ongoing professional and personal activities.

Over the past three years, I think I have been juggling my responsibilities as an executive member of the MINT Board with reasonable success. On several occasions I have asked my fellow Board members to give me feedback if I have not been meeting expectations and they have been supportive. There have been some difficult moments in juggling family responsibilities, Board tasks, and the demands arising from my leadership role in a busy set of clinical programs at my hospital. 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 has proven to be an effective planning template.

8. Please send a current CV and also provide the contact details (email and telephone number) of two references that we may approach as part your nomination process. These people should be able to provide information about your suitability for this position.

References:

- Heather Flynn: heather.flynn@med.fsu.edu
- Denise Ernst: denise.ernst9@gmail.com

Please send the completed questionnaire to Cristiana.Fortini@chuv.ch by 23rd September 2016.