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# CAMFT ACTCF

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The Canadian Association for Marriage and Family Therapy  
L'association Canadienne pour la thérapie conjugale et familiale

## Annual General Meeting Reports

Saturday November 6, 2021

10:00am PDT/ 11:00am MDT/ 12:00pm CDT/ 1:00pm EDT/2:00pm ADT  
Virtual

### President's Report

Andrew Sofin, RMFT, Québec



I think we can all safely say it has been one hell of a year! This time last year we were all in lockdowns of various forms with a wide range of rules, restrictions, and safety protocols on how we could work or if we could even work! Finally, we can exhale, well, a bit at least. The miracle of the Vaccine has saved countless lives and has helped us return to a semblance of normalcy and even see clients, students, colleagues, friends and loved ones in person again.

I hope you are all enjoying receiving the Monday morning CAMFT eblast to all members. We are striving to be as open, transparent, engaging, and collaborative as we can with the resources that we have. We are still a small association that is in the process of moving from a start-up to an established association that can weather the changes and differences of leadership over the many years to come. We want to be able to address and respond to national events and longstanding traumatic issues with a systemic and healing perspective in a timely and relevant manner.

Your board has been working all year on strategic planning to help our association be the best it can be and serve the needs of CFTs from across Canada.

#### Board of Directors as of November 5, 2021

President  
Andrew Sofin

Treasurer  
Heather Robertson

Secretary  
Glen Paddock

#### Directors

Ayo Akanbi

Kathryn Guthrie

Cameron Keller

Monica Sesma-Vazquez

Rachael White-Simard

Administrator  
Donna Chamberlain  
[admin@camft.ca](mailto:admin@camft.ca)

Running an association has become more complex over the years, and to make sure that we do a good job, we are striving to make sure that there are open and clear lines of communication between members, committees, volunteers, students, branches and working groups so we that we avoid the “silos” that have created havoc in other associations. I have also been working on this at the global and national levels by collaborating and engaging with other associations that do similar work as us. We hope that we have made it easy for any member who wants to get involved to be able to find their passion and be a part of moving CAMFT to the next level.

Je suis originaire de Montréal et je crois fermement que l'ACTCF se doit de devenir bilingue afin de représenter fidèlement les thérapeutes de couple et de famille canadiens. Au cours de la dernière année, nous avons fait traduire l'intégralité de notre site internet et nous travaillons à accroître notre visibilité auprès des thérapeutes de couple et de famille francophone avec l'aide de OPTCFQ. Si vous avez le temps, le comité francophone pourrait vraiment avoir besoin de votre aide.

Please participate in our virtual AGM and panel discussion on November 6<sup>th</sup> and read through all the reports from the various committees, branches, groups and working groups. This is your chance to hear from all the chairs and ask questions. We owe a great deal of gratitude to all the volunteers that make us into who this association is today. I sit on a few of the committees, and I can tell you there is so much hard work that is going on behind the scenes to further the goals of our association.

I believe that CAMFT has succeeded because it is **welcoming, open, transparent, adaptive, and collaborative**. We strive to be inclusive and help everyone feel at home at CAMFT. We focus on **bottom-up, not top-down association building** with minimal hierarchy and a big tent conception of C/MFT driven by volunteers. If you see ways we could continue to improve on this, we hope you'll let us know. We have fun, and we are here to stay, so thank you for being part of our systemic professional family. We are here to support relationships that make the difference.

## Treasurer's Report

Heather Robertson, Associate, Manitoba



The unexpected COVID-19 pandemic impacted the finances of the CAMFT association in 2020. Expenses related to in-person board meetings, strategic planning activities and a national conference were not spent, while expenses related to conducting business online and virtual activities increased expenses in other budget lines.

Increasing the usage of our website for members to pay for yearly fees and professional development activities has resulted in larger admin-associated costs with our online payment processing company. The budget lines for these will be increased in 2022.

Our main revenue continued to be membership dues and this year we hit a milestone of collecting over \$100,000 in this revenue budget line. Several association activities, including the addition of member benefits, the creation of new policies and procedures that required help from legal and accounting professionals and more comprehensive board insurance created some unanticipated expenses. Thankfully we were able to cover these with surplus from other budget lines allowing us to finish the year in a strong financial standing.

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Our 2020 financial review was once again completed by accountant Patrick McGoey. Mr. McGoey informed us that he is retiring so we will be using different accounting services in the future. On behalf of the CAMFT, I would like to extend a huge thank you to Patrick for his services and support for many years.

Over the 2021 year, we acknowledged that holding the AGM almost nine (9) months after the completion of our financial reporting period (January 1<sup>st</sup> – December 31<sup>st</sup>) creates challenges in reporting up-to-date and relevant information to our members at the AGM. Changes were made this year (2021) to move the date of our annual AGM to allow for more transparency and to integrate feedback from members in a timely manner. Starting in 2022, information on the previous financial year will be presented within 90 days of the close of the calendar year.

### 2022 Budget Highlights:

We estimate that (fingers crossed) in-person activities will be able to resume in 2022 and have budgeted accordingly. We anticipate the continued need for additional funds for staffing (admin support, translation, promotion and marking activities, etc.) and will be increasing the funds available for these.

As the CAMFT continues to grow and strengthen as an association, the amount of work associated with the treasurer position has significantly increased. We are exploring the idea of creating a financial committee to help share the workload so we can ensure that required tasks and actions are completed in a way that doesn't hold up important association business.

Thank you to everyone, especially our amazing admin staff Donna Chamberlain, who continues to provide support to me in this role. [treasurer@camft.ca](mailto:treasurer@camft.ca)

## **Administrator's Report**

Donna Chamberlain, Ontario



It has been a pleasure to continue working with CAMFT members and to welcome many new people to CAMFT in the past year.

We are still growing and finding ways to assist our members. I really encourage you to read or at least skim each Monday's Update when you see it in your inbox. Did you know that you can find your membership number and your renewal date in each Monday's 'Update'? You can find out about courses and workshops being offered, job offers, interesting surveys and much more.

I'm excited about our new 'Committee' webpage under the 'About' tab on the website. Have a look at it. After hearing all of the reports today you may decide you have a little bit of time that you can donate to a committee. If so please contact me and let me know which committee you would like to join.

I've spoken often about our 'Find a Therapist' section and encouraged all RMFTs to create a listing. If you are not accepting new clients now you can say that in your listing. We need to show the public that we do have RMFTs members in all provinces and in many cities. Right now only 34% of RMFTs are listed.

If you are not sure how to create a listing please login to our website and then click on the 'Find a Therapist' tab. Click on 'submit to directory' and follow the directions. Don't forget Step 3.

Be sure the contact information in your CAMFT profile is correct. If it is not, you can make the required changes.

As I said earlier, we are growing, which means as of the new year we will have to charge HST on dues and events. You will see the amount listed on your invoice.

I'm looking forward to working with the new Board of Directors, although sad to see others leaving.

Please, if you have questions email me, if I don't know the answer I will do my best to get the answer for you. [admin@camft.ca](mailto:admin@camft.ca)

## **Elections Committee**

Janey Komm, Chair, Submitted by Monica Sesma-Vazquez Board Liaison



This year our committee consisted of Janey Komm (BC) (Chair), Lawrence Beech (ON), Monica Sesma, Board Liaison (AB), with the assistance of Donna Chamberlain, Administrator (ON).

There are five Board positions open this year. Our Student/Affiliate Board member, Rachael White Simard, has not finished her term of office so there wasn't a need for Students and Affiliates to vote this year.

Three of the current Board Members agreed to serve another term and are part of the candidates for Board positions to be filled.

The committee successfully secured nominations of 3 RMFTs and 5 associates for the Board positions.

As a committee, we are mindful of geographical representation as we seek nominations from across the country. Out of the 8 candidates who have agreed to be nominated, we have representatives from the following provinces: British Columbia (2), Manitoba (1), Nova Scotia (1), and Ontario (3), Quebec (1).

September 8, 2021, an email was sent to all voting members requesting nominations for open positions on the Board of Directors. A link to the nomination form was provided. The nominations for CAMFT Board of Directors **closed at midnight on September 29<sup>th</sup>, 2021.**

On Saturday October 9<sup>th</sup> an email was sent to all RMFT and Associate members and contained two links. The first allowed the member to read the biographies of the nominated members. The second provided the opportunity for the member to vote. Voting will close on October 30, 2021, at midnight.

We are grateful for all the nominees' interest in helping our National Association grow and flourish. We hope that the nominees who are not elected will be willing to join a CAMFT committee.

The Elections Committee will be seeking additional members willing to serve on this committee. Any interested members are welcome to contact us.

## Credentialing/Membership Committee

Kathryn Guthrie RMFT-SM, British Columbia



The committee has been hard at work this year reviewing and revising membership policy, with the aim of updating the webpages so they are as clear and easy to use as possible.

We have explored, among other things, the best way to define the 'retired' category, how to offer many routes to the RMFT designation while focusing on excellence in both academic training and supervised practice, how to welcome new members coming from other parallel professions (e.g. social work)

The committee has been very engaged in creating the best possible policies and procedures, aiming to balance our wish to be flexible with our commitment to excellence in the C/MFT field. Our committee represents diversity of experience, program, age and gender which creates for dynamic discussions looking through many lens and different perspectives

Many thanks to the committee members for their thoughtful dedication and unfailing senses of humour!  
Glen Paddock, Ayo Akanbi, Carlie Pagens, Dexter Higgins, John Montgomery, Robyn Pitman.

## Professional Development Committee

Cathryn Harris, RMFT-S, Ontario



*The **task** of the Professional Development Committee is to develop, administer and monitor the Continuing Education requirements of Association members, evaluate individual and organizational requests for Continuing Education approval when necessary, and provide professional development and continuing education opportunities for members, either directly or in association with other organizations.*

We would like to thank the following members who have served on this committee for all or part of this year - Allan Studd, Maria Gordon, Jerdelle Pilger, Martha MacLaine (Secretary), Chelsea Carey, Dwight Thompson and Tim McCurdy-Myers - as well as Andrew Sofin who provides inspiration, and Donna Chamberlain who keeps us on track. Since some members have had to step back, volunteers to this committee are still much needed! The following activities in Professional Development were conducted since November 2020.

### Continuing Education Opportunities

#### 1. Online Webinars:

In addition to posting educational opportunities available through other professional associations on the website, CAMFT provided the following webinars directly to members, some for free and some at cost:

- A. Developing Master Conversationalists: The Absent but Implicit in Family Therapy Supervision – Sally St. George and Dan Wulff

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- B. Helpful Practices in Documentation and File-Keeping – Margaret Clarke
- C. Online Supervision as Reflective Practice
- D. Are We in This Together? : Holding Space for the Differential Effects of COVID-19 on Bicultural Families - Rhadika Sundar (sponsored by *Bridges*/ BIPOC Division)
- E. Security and Ethical Issues in Video Counselling – Lawrence Murphy  
(cosponsored with Adracare)
- F. **AFTER THE AGM, November 6<sup>th</sup>** Covid 19: How to Navigate an Uncertain World –  
Panelists: Andrew Sofin, Kathryn Guthrie, Lori Limacher, Carl Heaman-Warne

2. **Indigenous Families Workshop Series:**

Upon the request of the Membership Credentialing committee, we were excited to launch this year a workshop series consistent with CAMFT values to be actively inclusive of and responsive to the Indigenous families of Canada. This workshop series, still under ongoing development, will help meet the expectation that CAMFT members are conversant with Indigenous worldviews, Indigenous family dynamics, Residential School trauma and recovery, and appropriate therapy approaches for Indigenous families and communities. The workshop series is offered at no charge to members. Directed by Jann Derrick, Ph.D, who was one of our keynote speakers at the 2019 CAMFT Conference, a number of modules will be offered in the series eventually, and will be available to the membership on a rotating basis. We were pleased that Jann was able to offer the first module, “Understanding the Unwrapping of Indigenous Families” in conjunction with Truth and Reconciliation week, October 1st and 2nd of this year. The first module was held as two consecutive 3-hour afternoon webinars and incorporated small groups to process the material together. Because of the need for this processing in the delivery model, registration was limited to 30 members and was “sold out”. We currently have 30 members on a wait list for a repeat of Module 1 early in 2022.

3. **Virtual International Conference:**

This subcommittee continued to meet through the year, chaired by Andrew Sofin. The committee has chosen an international conference planning company for hosting, and upon consultation with them, the tentative timing for this conference was moved to November 2023. The event will hopefully be a hybrid one, with both physical and virtual attendance possible. Andrew is in active dialogue with other family therapy organizations in the UK, Europe, Australia, New Zealand, and Israel. Volunteers to this subcommittee are still being accepted!

4. **Collaborations with other Associations and Organizations:**

In addition to offering CEU credit for webinars and workshops provided by other associations, we are in the process of establishing a platform for mutually sharing free recorded educational webinars with other associations such as the UK Association for Family Therapy and the Canadian Counselling and Psychotherapy Association (CCPA). This will allow our members to view educational content for professional development credit on our partner associations’ websites. Other projects still in process include offering webinars to Military Veteran Families through our CAMFT Military Families Group and establishing collaborative relationships in training with clinics and treatment facilities that take a systemic view of recovery.

5. **Book Club:** Our book club met monthly for much of the year, reading and discussing books relevant to family therapy. The club has currently been suspended due to falling attendance, but we appreciate Maria, Tim, Allan and the other members who contributed to making it enjoyable and fruitful while in operation.

## Administrative Activities

Besides planning, developing and producing the above opportunities and carrying out the monthly maintenance tasks required for monitoring the CEU program, the Committee also worked on a number of new administrative projects. These new projects included developing contracts for CAMFT webinar presenters, an attendee evaluation form for CAMFT webinars, and the beginnings of a “Webinar Guidelines” document to give members orientation and information on the process involved in presenting a CAMFT-sponsored webinar.

## **Ethics Committee**

Carl Heaman-Warne, RMFT-SM, Manitoba



There has been a lot that the ethics committee has been working on, and a lot of changes on our committee in 2021. This committee owes significant appreciation to Donna Chamberlain at the CAMFT/ACTCF office for her work in supporting this committee and keeping us on track. Covid-19, changes in workloads and personal challenges have slowed the work of the committee this year, and there has still been progress.

Our objectives and outcomes for 2021 were:

1. Review, investigate, deliberate on complaints regarding allegations of unethical behaviour

We are in the final stages with one ethical complaint, and have a second complaint in the preliminary stages. We also initiated a complaint with a regulatory body about one of their members.

2. Respond to requests for consultations

There were fewer requests for consultations this year than previous years: 5 requests from members for ethical consults, and 2 consults with other professional organizations. In addition, there was one presentation to a graduate class on ethics.

3. Oversee review and update to the Code of Ethics

A review of the code was initiated this year and responses have been selected. There have been a number of volunteers who have stepped forwards to help with the work of integrating the feedback. Next steps include striking that committee and beginning the integration work.

4. Solicit volunteers for the subcommittee reviewing the Code of Ethics. Solicit volunteers for Core Membership in the Ethics Committee.

This is ongoing and we are currently looking for core members of the ethics committee. Members need to be RMFTs in good standing, have no outstanding ethical complaints against them and no history of being found at fault of an ethical violation. If you are interested in volunteering, please forward a CV to [admin@camft.ca](mailto:admin@camft.ca) Membership terms are for 3 years, and there are typically 2 meetings over zoom per year.

Objectives for 2022:

The objectives for next year are similar and continue the work from the objectives this year:

1. Review, investigate, deliberate on complaints regarding allegations of unethical behaviour
2. Respond to requests for consultations
3. Integrate feedback on review of Code of Ethics
4. Solicit volunteers for Core Membership in the Ethics Committee.

### **comité francophon**

Marg Barkman, RMFT-SM, Québec



La mission du comité francophone est d'augmenter à la fois notre présence dans la communauté francophone ainsi que d'augmenter notre adhésion francophone afin que l'ACTCF devienne une organisation véritablement bilingue. Nous avons contacté l'OTSTCFQ (Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec) cet automne et avons fini par participer à la conférence de leurs membres. Andrew Sofin a fait une présentation expliquant ce que fait notre organisation, quels sont les avantages potentiels de l'adhésion et nos idées concernant la possibilité de collaborer en partageant des ressources telles que des webinaires. Nous continuerons à collaborer avec eux à l'avenir dans l'espoir d'élargir notre effectif et d'atteindre plus de MFT francophones. Tous les membres souhaitant se joindre au comité francophone sont les bienvenus. [mbarkman@argyleinstitute.org](mailto:mbarkman@argyleinstitute.org)

The mission of the Francophone committee is to increase both our presence in the Francophone community as well as to increase our Francophone membership so that CAMFT becomes a truly bilingual organization. We reached out to the OTSTCFQ (Ordre des travailleur sociaux and des thérapeutes conjugaux et familiaux du Québec) this fall and ended up participating in their member's conference. Andrew Sofin did a presentation explaining what our organization does, what the potential benefits of membership are and the ideas we have about potentially collaborating by sharing resources such as webinars. We will continue to collaborate with them in the future with the hopes of expanding our membership and reaching more Francophone MFTs. Any members who are interested in joining the Francophone committee would be most welcome. [mbarkman@argyleinstitute.org](mailto:mbarkman@argyleinstitute.org)

## Student Affiliate Committee

Rachael White-Simard, Student, Manitoba



This report details the Student/Affiliate committee's work over the past year. November 2020 - 2021.

As committee chair and the newly elected student/affiliate representative for the Board of the CAMFT, the past year has been an intense climb of orientation. In May of 2020, I attended the first Board meeting and started the process of building relationship with the Board members, staff and the programs that house MFT programs in Canada. I met with a person from each of the programs as a way to become familiar with the programming across Canada.

I was also part of the strategic planning meetings held on a routine basis at the Board level, being aware to bring the voice of the student and affiliate to any areas that I thought appropriate.

In early 2021, I was invited to meet with students from Briercrest and the University of Calgary to share information about CAMFT and field any questions they may have. I invited Kathryn Guthrie, membership and credentialing chair, to be my partner and support since I still felt quite "new" to the position. We now call it the "Rachael and Kathryn Roadshow". Our plan is to offer information sessions to any of the programs who wish to host us.

A survey was sent to both students and affiliates, separately, and I have hosted one Student Hangout at the time of this writing. The Affiliate evening is underway as well. I have many ideas on how to connect with students and affiliates and hope to consolidate these after the AGM this November.

I presently, do not have any committee members but have some names to connect with over the next couple of months. If you wish to join the Student/Affiliate committee, please reach out to me at [studentrep@camft.ca](mailto:studentrep@camft.ca)

I look forward to bringing the voice of the student and affiliate to the Board level as we continue to create an organization where relationship is at the heart of what we do. Thank you - Miigwech - à Bientôt

## Branches Committee

David Fung, RMFT, British Columbia



The current mandate of the Branches Committee is to work towards expanding and facilitating regional and special interest entities that will allow for CAMFT members in those groups to come together to identify their own needs, initiatives, and projects for advocacy, public relations, community awareness, advancement of the profession, and networking.

Our committee continues to meet monthly on the first Wednesday of each month and we have continued to try and expand participation in this committee from all interested regional parties and special interest groups.

To that end, this year we have had fifteen individuals who have spent some time either briefly, intermittently or in an ongoing way serving on the committee: including Lisa Sawatzky (Alberta), Judy Peters and Anne Whitford-Fast (Manitoba), Nicola Platt (Manitoba rep in training), Eric Bailey (Saskatchewan), Deb Deeter (British Columbia), Roger Wells, (British Columbia), Donna Chamberlain (National), Andrew Sofin (Quebec), David Fung (British Columbia), Anjali Joseph (Bridges), Emilie Mylene Ellis (LGBTQ2S), with some additional participation by Peter Doherty, Monica Sesma and Micah Enns from Alberta.

Specific deliverables this year have been:

1. Development of a Branch “Start up Package” with the forms and useful information and guide book for people who are interested in maybe initiating a Branch.
2. Had the inaugural meeting of the Atlantic Provinces.
3. The new BC Branch of CAMFT is the first Branch to be granted status in Canada. The first Board of Directors with designated executive roles was voted in in April.
4. Recommendation to the board for providing Saskatchewan Provisional Standing as a Branch (adopted in March).
5. Recommendation to the board for providing Manitoba Provisional Standing as a Branch (adopted in April).
6. Recommendation to the board for providing Alberta Provisional Standing as a Branch (adopted in April).
7. Started early stage talks regarding collaboration/partnership opportunities with MFT division of the Quebec college of Social Workers and Couple and Family therapists. The college has a webinar library that they may be willing to share with Francophones in CAMFT and want to promote RMFTs.
8. Developed and adopted a Branch Privacy Policy.
9. Facilitated inter-Branch collaboration on bylaw templates and policy documents.
10. Continued refinement of Branch policy documents.
11. Facilitated the sprouting of Military Families, Ontario, and Bridges groups.

Moving forward, the board has asked the Branches committee to advise about Branch applications and deal with any issues that might arise with these applications.

## Insurance Committee

Sandra Scott, Associate, Manitoba



Our main goal and outcome that was agreed upon was: **To have RMFTs added to the standard contract wording for large insurance providers** (Canada Life/Great-West Life; Manulife; Sun Life and Blue Cross).

A bit of background for anyone unfamiliar with group insurance policies/plans, many of you may have clients who have confirmed that your services are covered under their plan. However, those are currently non-standard (likely large companies or government departments, or forward-thinking smaller companies) plans. Our goal is to have RMFTs added as treatment providers for therapy/counselling under all standard plans.

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## How are we going to get there?

**Education – this is the key.** We need to educate the general public, plan members, benefits administrators and decision makers at companies, sales/account managers and decision makers at insurance providers.

**What have we accomplished this year** – we have developed three brochures, one for the general public that was [posted](#) earlier this year in the CAMFT weekly email, also two other brochures that we will be using to meet with insurance brokers and decision makers at insurance companies.

We also have two versions of our video, one for the general public and one for meetings with insurance companies. We are in the process of moving this from Google to YouTube – stay tuned, video link will be coming soon!

While the text has been translated into French for the brochures, adding the French text to the brochure documents still needs to be done. French versions will be coming soon.

We continue to focus on a proactive health management approach. A healthier workplace means fewer sick days, and disability claims overall. When people have choice and they are not out of pocket they can get the help they need when they need it and from the therapist that they feel comfortable with.

We are discussing some social media platforms that can be very helpful in getting the messages out to the public as well as companies. We are looking at targeting some larger companies and government agencies as well confirming insurance providers for some of these companies. The larger companies will have power with the insurance provider and getting them on board to add RMFTs will be extremely helpful.

This is an exciting project. Please reach out if you would like to join us as we move this forward. My email [sandra@thrivewinnipeg.com](mailto:sandra@thrivewinnipeg.com).

## Publications Committee

Dan Wulff, RMFT-S, Alberta



*Participator* is going online soon. At long last, we are close to opening our flagship journal for CAMFT. This is not your typical professional journal. We welcome contributions from anyone working with families. Our goal is to provide a platform for family practitioners in Canada from coast to coast to coast to communicate with one another about their work, their insights, their worries, and their hopes.

Contributions to *Participator* can be of a traditional academic writing style inclusive of all forms of research studies and theoretical papers or they can be practical narratives about working with families. This journal will be a site of connection for all family practitioners to share ideas and learn from another, all an effort to continually improve our work with families and their communities.

We are looking for persons who have an interest in journal involvement, all aspects. An open invitation for reviewers will be coming out in November. True to its name, *Participator* is a journal that is inclusive—it belongs to family practitioners and will be dedicated to them. So if you would like to help, please contact me at [dwulff@ucalgary.ca](mailto:dwulff@ucalgary.ca).

## Research Committee

Michelle Laxamana, Associate, Ontario



### Vision

Create and support an active research environment that aligns with the Association Ethics and Goals

### Mission

Consider and make recommendations to the Association on matters relating to research policy and practice

- Provide support for research endeavours and expand research capacity and portfolio
- Facilitate CAMFT Association membership and awareness through collaborative partnerships with other colleges and associations
- To consider and make recommendations on matters of policy relating to research, including matters referred to it by Association and other partner organizations
- To oversee quality assurance and improvement measures in respect of research activity, including the efficacy of research quality measures
- To review Annual Reports relating to research matters and to make recommendations to the Association
- To establish a Working Group as required to develop and oversee policy in respect of research matters
- To formulate policy on all research-related matters which impact the strategic objectives of the Association

**Projects:** Potential student research grants to nurture future researchers in the field of family therapy

**Success Stories:** Building collaborative partnerships with other institutions and lead researchers in the field of family therapy

**Goals:** Strengthening research capacity and nurture future research in the area of family therapy

## Accreditation Working Group

Kathryn Guthrie, RMFT-SM, British Columbia



This very hard working and committed group, with representatives from all but one of the Canadian schools who train C/MFTs across Canada (from Montreal to Langley) has been working for the past 3 years to create an accreditation process and policy for CAMFT. This is complex and exacting work, and these folks have brought heart and soul to it.

We are happy to report that a first full draft is completed, needing only minor revisions.

We hope that this policy will soon be sent to all the participating schools for implementation.

While its work will not be visible to the casual observer, or to members already launched into their careers, it will have a profound influence on the future of CAMFT, and, we believe, on the future of C/MFT in Canada.

It has been an honour and a privilege to accompany this group, which has been tireless in its efforts, generous and collegial in its working, and brilliant in its production.

The tireless members of this group (who recently reckoned the hours of work that have gone into this project as 1500 and counting) are: Kevin VanderZwet Stafford, Ian Verseveldt, Sally St. George, Dan Wulff, Monica Sesma, Margaret Clarke, Sam Berg, Heather MacIntosh, Carl Heaman-Warne, Narumi Taniguchi, Stephanie Wiebe and Buuma Maisha.

## Supervision Oversight

Kathryn Guthrie, RMFT-SM, British Columbia



This informal but hard-working group began as a brainstorming team to generate ideas for Supervisor Refreshers. From there we have gone on to discuss “All Things Supervision”: how to offer more Fundamentals of Supervision training, how to ensure that supervisors are supported in their functions as both mentors and gatekeepers. We also try to respond to questions and suggestions which come to us from the monthly Supervisor Check-In.

We firmly believe that supervision is the backbone of C/MFT practice and professional growth, and believe that supporting supervisors is an essential part of growing the profession.

Many thanks to the committee members for their willingness to support the important work of Supervision and Supervisor Training: Margaret Clarke, Mae Santiago-Shupe, Glen Paddock, Jeff Chang.

## Emergency Response Team Working Group

Dina Bednar, RMFT-S, Ontario



The Emergency Response Team was created as part of CAMFT's response to the pandemic and the unprecedented impact it had on Canadian couples and families. The ERT facilitates access to highly trained couple & family therapists for those that would financially not be able to receive such services in their time of crisis.

Let me start by thanking the 46 CAMFT members who volunteered to serve on this team. These members agreed to respond to a request for service within 48 hours and to give each client three pro-bono sessions. If the therapist and the client felt they needed more sessions, the therapist, in some cases, was able to offer a sliding scale fee.

We have had 72 ERT requests. Many of the ERT volunteers have taken multiple ERT clients. Recently, it has been getting harder for the CAMFT administrator to find an available ERT volunteer to take clients, as everyone has become busier. Our administrator **and the clients served** greatly appreciates every member who has taken an ERT client and understands that sometimes it is just not possible to accept another client.

If you would like to read over the data analysis that includes feedback from participants, please view Appendix A.

## Strategic Planning Working Group

Cameron Keller, RMFT, British Columbia



Our CAMFT Purpose Statement is:

*We exist to support relationships that make the difference*

Our CAMFT Core Values are:

1. Relationships matter
2. Relationship repair is possible
3. Honor relationships of all shapes and sizes
4. At home in the profession
5. Constructive connections lead to global health

Over the past year, your CAMFT Board of Directors has worked hard to implement a range of important actions associated with our Strategy. As you know, we have four Strategic Objectives which are:

Strategic Objective #1 – Evolve our Identity Across Canada

Strategic Objective #2 – Claim our Place

Strategic Objective # 3 – Promote Excellent Practice

Strategic Objective # 4 – Create an Organizational Infrastructure

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Every quarter the Board of Directors dedicates one of our bi-weekly Board of Directors meetings to reviewing our strategy and tracking our actions. We are very proud of the ways in which we've been able to move the needle during this last year on each of the above Strategic Objectives. Here are a few highlights to report for each Strategic Objective, where we have been advancing and moving the needle in meaningful ways.

#### Evolve our Identify Across Canada

- Building out our benefits for members i.e. memberperks
- Supporting the branches committee and various emerging branches across the country
- Consultation with members regarding possible name change

#### Claim our Place

- Delivering informative updates to members
- Active promotion of the brand and profession to other mental health professionals
- Continually seeking opportunities to collaborate with likeminded groups

#### Promote Excellent Practice

- All Board members taking Indigenous Awareness training
- Delivery of webinars for members in Indigenous Awareness
- Active engagement of CFT programs across Canada in working towards accreditation

#### Create and Organizational Infrastructure

- Enhance connections between the Board of Directors and all sub-committees to promote alignment
- Early development of a leadership development program to support development of leaders within CAMFT
- Comprehensive review of needs related to possible future recruitment of a CAMFT Executive Director

For the interest of all members, the following is a high-level outline of our current strategy. Each of the goals under the Strategic Objectives below also have a set of actions, and each overarching Objective has measures of success. If any of you as members are interested in the more granular detail of our Strategy, we are happy to share it with you.

#### Strategic Objective #1 - Evolve our identity across Canada

- Goal: Explore possible brand and name change with members
- Goal: Develop various and diverse branches and other informal subject specific groups
- Goal: Create affiliations and collaborations
- Goal: Increase and sustain membership

#### Strategic Objective #2 - Claim our place

- Goal: Develop and implement internal communications strategy
- Goal: Develop and implement an external communications strategy

Goal: Confirm and clearly communicate our advocacy role in Canada

Strategic Objective #3 – Promote excellent practice

Goal: Promote Indigenous awareness training

Goal: Sharing resources and training

Goal: Support the ongoing work of ethics committee (note will need new Board liaison after AGM)

Goal: Work alongside CFT programs for accreditation

Goal: Clearly define and support Professional Development

Strategic Objective #4 - Create an organizational infrastructure

Goal: Align Board of Directors and Strategy with all committees to promote collaboration

Goal: Create a set of needed policies and procedures

Goal: Develop a team of staff and contracted experts as needed

Goal: Create a space and support for volunteer participation by members

Goal: Identify and nurture future volunteer leaders

**International Conference Working Group**

Chelsea Carey, Student, British Columbia



The International Conference Committee continues in the planning phases of a November 2023 (tentative date) conference aiming to bring together Relational Therapists from around the world to build a systemic community in a hot weather destination (eg. Mexico) and explore cultural approaches to Couple and Family Therapy around the world. Following positive feedback from the recent survey to CAMFT members and interest from fellow associations (UK, Australia, Kenya etc.) the committee is working with a Conference Planner based in Vancouver called Venue West. The committee will present to the board for final approval next month. The committee is also planning a virtual teaser event in fall of next year to start the collaboration with agencies worldwide and build interest in the Conference event, the first of it's kind. We are excited to build this project over the coming years and will be recruiting sub-committee members in the future.

## Policy and Procedures Working Group

Deb Deeter, RMFT, British Columbia



This is an ad hoc committee created by the Board of Directors in January 2021. The Committee members are Roger Wells, Roberta Graham and Deb Deeter.

We are focussed on researching and creating polices with accompanying procedures necessary for the coherent and standardized administration of CAMFT in all its activities.

Our intent has been to identify and explore the policies already in existence and to indicate areas where further policy development is strongly recommended.

In general, we are trying to simplify policy by identifying and developing practical procedures to implement policy goals. We have many draft documents under development for presentation to the Board.

Our experience working through the details of existing and needed policies has led us to consideration of CAMFT's committee structures. We will be recommending that CAMFT adopt a policy calling for the creation of Committee Charters. We believe every committee needs a formal Charter which identifies the purpose or mandate of the Committee, its structure (membership, leadership, etc.) and the reciprocal relationship between the committee and the Board to which it is accountable. We will provide draft Committee Charters to facilitate this change. Adoption of this initiative will require some minor changes to bring bylaw sections 7.5 -7.7 into alignment.

With regard to the financial domain of CAMFT, we have identified several components which we feel require urgent attention. Our view is that CAMFT requires a Financial Policy to direct its financial operations and that such a Policy necessitates supporting Policies including one specific to Branches (and perhaps to other subsidiaries).

We have a small number of other draft policies which we think will be appropriate for our association. This includes a Conflict of Interest Policy, a Grants and Loans Policy and a revision of the current Privacy Policy.

## Name Change Working Group

Glen Paddock, RMFT-SM, Washington



The Name Change Working Group was formed by the Board of Directors in Spring, 2021. The purpose of the group is to explore the possibility of an organizational name change.

The Group has eight (8) members: Monica Sesma-Vezquez, David Fung, Sara Haynes, Tanya Zubert, Michael Towers, Nicola Plett and Glen Paddock.

Step one in our work was an exploratory CAMFT Membership survey. This survey opened to membership on September 16<sup>th</sup> and closed on September 30<sup>th</sup>. The results are now being analyzed.

## British Columbia Branch

Deb Deeter, RMFT, British Columbia



Our inaugural meeting as a Branch was held January 23, 2021, and a board of directors was elected. Immediately prior to the inaugural meeting we held the last meeting of the BCAMFT, which was a standalone association formed under the BC Societies act. In June we legally dissolved the BCAMFT under the Societies Act. This past year and indeed 9 months was a juxtaposition of two independent entities being BCAMFT, and the BC Branch, which necessitated a focus on administrative activity.

We recently held our first AGM on October 22, as we wanted to move back into a fall timeline for the branch moving forward. The current board of directors are Jody Lambert, Katherine White, Jan Sutherland, Mae Santiago-Shupe, Michael Towers, and Deb Deeter

Outgoing Board members are Jody Lambert and Jan Sutherland. Both Jody and Jan have worked tirelessly over the past three years to create and establish the BC Branch in its new entity. Thank you to Jody and Jan. We put a call out for volunteers, and we are now looking forward to welcoming and orientating the BC members who have recently volunteered to be involved in the activities of our committees.

We established a Communications Committee that is responsible to provide information and connection with our members and external stakeholders. The committee has identified website management, event notifications, social media, Logo with consistent branding, Management of BC Branch email, and Advertising as core activities. Several ebasts were sent out in the past year to support our members with information about the branch, the pandemic, vaccination information, and guidelines on staying safe while working with clients.

We are re-establishing a Professional Relations Committee with the purpose of supporting the work and credentials of MFTs with third party payers, and external stakeholders in the province. The branch continues to be actively involved with FACT BC. Roger Wells is our representative with FACT BC.

There are several BC Members who are working with the National Branches Committee as we support and mentor other groups in becoming Branches of CAMFT. It is a delight to see the work of MFT's in Canada establishing a cohesive and truly Canadian identity.

As the first formal branch in the country, we continue to work closely with CAMFT as we establish the infrastructure of the branch in a reciprocal relationship with CAMFT. I would like to acknowledge Donna and Andrew for their patience and support as we identify and puzzle through all the details and outstanding questions that are needed in establishing the branch structure.

## **LGBTQ2S+ Group**

Émilie Ellis, Student, Georgia



This is a discussion and working group dedicated to serving LGBTQ2S+ clients, providers and communities. It is presently inactive due to low numbers.

If you are interested in taking on a leadership role, please contact Emilie at [emilie.ellis@uga.edu](mailto:emilie.ellis@uga.edu)

## **Bridges Group**

Anjali Joseph, RMFT-SQ, Ontario



BRIDGES is newly formed collective of members interested in deepening our understandings relational therapeutic conversations about race and cultural that emerge in therapy. Its members developed a working document Mission Statement that is as follows:

- To collaboratively create a holding space that honours individual and collective cultural and racial experiences of the BIPOC community.
- To express and share our experiences that touch on culture, race, and indigenous identity as therapists.
- To elevate the conversation to support equity and inclusivity in how we interface with one another as colleagues, our clients, use-of-self, theory, structure and policies.
- To promote a deepening understanding of the influence/impact of cultural and racial context on our mental health delivery.
- To learn and develop our practice in exercising relational approaches to cross-cultural and racial conversations with patience and a willingness to hear our own biases with vulnerability and self-compassion.
- To learn to recognize the limits of our own cultural and racial experiences and understanding.
- To critically examine dominant narratives against our own experience.
- To collectively seek out opportunities to learn and add to our knowledge of culture and racial experience in therapy and supervision

- To support and learn appropriate collegial ways to support one another in healing from negative racial/cultural experiences.
- A small group of members have been meeting on a monthly basis to imagine together how our group could evolve. This group decided to start with organizing a series of presentations on different topics of interest. Our first presenter Radhika Sunder offered her time to present on her work and observations of how COVID was impacting marginalized racial and cultural communities. In the coming year, we are hoping to focus on enlarging our community and connecting with colleagues interested in this area of conversation. We invite your participation and leadership every first Tuesday of each month at noon. For more information Contact Anjali Joseph RMFT at 613-523-0791 or [anjali\\_0523@hotmail.com](mailto:anjali_0523@hotmail.com)

## **Military Families Group**

Allan Studd, RMFT, Ontario



The Military Family Group (MFG) came together early in 2021. We are a group of MFTs who work with Military Members, Veterans, and their families. We meet on a monthly basis, to share our experience of working with this specialized population. Because of its high mobility, stressful work environment and often secret operations, military families have a unique set of problems and issues. Military and Veteran families suffer from a stress not equalled in other population groups.

The MFG has spent the past year talking about the skills required to understand the military, its issues, its own language, who cares for the soldier/veteran, gender equality, universal physical readiness, release and transition issues, insurance coverage and the MFT's part in the provision of care. We talk a lot about how we bring MFT to the attention of the military hierarchy. Several of us are rooted in the military, either having grown up in military families, married into a military family, served in the military – or all three.

The MFG has decided as a group that what is really needed, is completed research that proves to the hierarchy and politicians, that treatment of members and their families by MFTs, provides for a happier, confident, more ready for service soldier, sailor or air crew - Regular or Reserve forces - we are inclusive of all service. We are discussing how that might happen. We are trying to build relationships with other agencies who care for the military member.

We have also been asked by the Department of National Defence to provide staff training webinars. In that we have a need for a few French speaking presenters. If you can teach in French and are interested in doing so, please contact Allan or Darlene (see contact information below).

We are looking for volunteers and allies, so anyone who has knowledge or experience, past and present, with the Military will have "insight" that can be useful to help us with our goals regarding the work with the families and couples (relational therapists that we are) ensuring that everyone knows we are not working with the members themselves outside of the couple and family work.

I will work very hard to get a meeting notice update into the Monday Updates.

Post Office Box 1064 • Tottenham • Ontario L0G 1W0  
1-888-656-3495

## Manitoba Group



This group is working diligently so that they can apply for CAMFT Branch status.

## Saskatchewan Group



This group is also working diligently to be able to soon apply for CAMFT Branch status.

## Alberta Group

Lisa Sawatzky, Associate, Alberta



becoming a branch

Our mission as an Alberta Branch is to provide an Alberta-based network of like-minded professionals to support, equip, and educate through a systemic perspective. Our vision is to become a province where healthy systems strengthen and enhance the holistic well-being of individuals, couples, families, and the greater community. Our purpose and goals as a branch are:

- To provide networking experiences and encourage building of local support
- To increase awareness and influence of systemic family therapy in AB
- To provide education and training opportunities to like-minded professionals
- To work as a partner with CAMFT to promote holistic or systemic therapy by

In order to achieve these goals, we have a team of five dedicated individuals who are working hard to bring the AB Group to Branch status. Although our group was formed in January 2021, it wasn't until our application was accepted at the beginning of May that we became a provisional Branch. During the past year we have worked together as a team to bring together interested CAMFT members in Alberta for learning opportunities and networking experiences. We have been having semi-regular coffee house gatherings where we have discussed the future of the branch and have learned from many great speakers with interesting topics such as:

- Kathryn Guthrie, CAMFT Membership/Credentiaing Chair – Shaping the Future of our Profession
- Bonnie Lee, PhD, RSW, RMFT – Couple Therapy Dynamics and Addiction Treatment Outcomes
- Sally St. George, Dan Wulff, Monica Sesma-Vazquez – Being Your Own Reflecting Team
- Monica Sesma-Vazquez PhD, RSW, RMFT – Family Therapy as a Decolonizing Practice

Upcoming, we have more valuable topics to learn from in our coffee house meetings as well as our first AGM where we will be introducing the bylaws and working toward full branch status. Our AB CAMFT AGM will be held on Dec. 4, 2021, at 1:30pm for any Alberta CAMFT members who would like to join. If you would like to be a part of the AB CAMFT Branch, please contact [alberta@camft.ca](mailto:alberta@camft.ca).

## **Ontario CAMFT Group**

### **Andrew Sofin**



The Ontario group serves as a discussion forum and meeting space for CAMFT members who reside in Ontario. The emphasis is on how to best support each other and further the practice and profession of CFT in Ontario. The group is seeking members who are willing to take on leadership roles. If you are interested in joining please email [ontario@camft.ca](mailto:ontario@camft.ca)

## **Atlantic CAMFT Group**

### **Andrew Sofin, Chair**



The Atlantic provinces group serves as a discussion forum and meeting space for CAMFT members who reside in the Atlantic provinces. The emphasis is on how to best support each other and further the practice and profession of CFT in the Atlantic provinces. The group is seeking members who are willing to take on leadership roles. If you are interested in joining please email [andrew@camft.ca](mailto:andrew@camft.ca)

## Appendix A:

Emergency Response survey summary.

### Pre-test

N=43

n=26 (4 partially completed)

ORS

- Range: 7-38
- Mean: 17.23
- Median: 16.5
- Mode: 11
- Right-skewed (positive skewness): meaning we have less people scoring low on the ORS at intake when compared to normal distribution.
- Low scores (Mean, Median, Mode all below cut off)
- 22/26 (84.6%) were below the cut off.

Most important concerns:

- Spousal relationships (most common)
- Family/children health and wellbeing
- Individual mental health and wellbeing (least common)

### Post-test

N=47

n=13 (2 partially completed)

ORS

- Range: 16-40
- Mean: 29.15 (improved by >6)
- Median: 31 (improved by >6)
- Mode: 40 (improved by >6)
- Left-skewed (negative skewness): Meaning we have a more people scoring high on the ORS after seeing their RMFT when compared to normal distribution.
- Improved scores (Mean, Median, and Mode all above cut off).
- 3/13 (23.01%) were below the cut off.
- Overall improvement of >6 which indicates clinically significant change/efficacy of interventions provided.

Limitations: The same people did not complete the pre-/post-test. These are generalized improvements in the samples, but not necessarily representative of each individual/family' trajectory.

**Note for scoring ORS:**

**ORS Cut-Off: 25**

**Reliable Change Index (RCI) = 6**

Reliable change is change that will likely endure and exceeds that of chance, random flux, or measurement error. The RCI of the ORS is 6 points. The change is calculated as the difference between the first ORS response and the most recent or last measurement. Change that meets or exceeds the RCI (6 points) and crosses the clinical cut off score (for adults, 25) is considered clinically significant change. When treatment is successful, scores on the ORS should increase over time. When clients achieve reliable or clinically significant change, it is likely that it can be attributed to therapy

#### Usability of ETR:

- Ease of access: 4.43/5
- Timely contact with RMFT: 4.86/5
- Usefulness/Helpfulness: 4.88
- Total usability score: 14.14/15

#### Overall comments:

- “[The RMFT] has been incredibly empathetic and skilled in our sessions. [They] helped me feel empowered and confident in addressing my personal and marital issues and given me support during a difficult time. Thank you!”
- “I have very little money, and at the time it was incredibly helpful to be able to search online and find the service. So helpful, so I would definitely encourage others who need help to reach out.”
- “The Counselor I got was very keen on listening and help me to have a clear head in making better decisions going forward. And I would hope that all the counselors would have have the same experience on their clients.”
- “My marriage and our life have been completed impacted by the pandemic, from career to child care to future concerns. [The RMFT] in 3 sessions has taken notable time and care to help my husband and I find common ground to move forward. We have received some very valuable tips to help us navigate a rather unprecedented time in our lives.”
- “[The RMFT] was very tenacious in [their] intent to help us and follow through. [They] showed real patience and insight in spite of obstacles thrown in their way.”
- “It was a much-needed service at this time of crisis.”
- “Extremely quick response and appointment. The therapist was extremely in tune with both parties and made it a non-judgemental, comfortable environment in which to share difficult information.”
- “It was an important option during this time when people have lost their jobs and relationships become very strained.”
- “It's help provide us with immediate help for an ever worsening situation. The therapist we were assigned has been a great help in helping us deal with our situation.”