

## **Inside... PRESIDENT'S REPORT: Dr. Jennifer Richards, R. Psych**

Fall 2021

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Dr Jennifer Richards,  
APNS President

Autumn will always feel like the “New Year” to me. The Fall is a fresh start, a new chapter, an upward blip on my motivation radar.

Perhaps this resonates with some of you who also feel like the Fall is a natural time to settle into a groove with work after summer vacations, check-off some To Do List items, and tackle an improved routine: healthier eating, more exercise, better sleep (never, in my experience, have all three co-occurred). I appreciate the feeling of a Fall “New Year” — especially now during the pandemic. I hope to take this renewed sentiment into my role as APNS President. Although being involved with APNS is not a ‘fresh and new’ experience for me (I was formerly a student rep on the Executive, and I have been involved with various committees), I have begun a new chapter in this role and I hope to serve you well.

I want to thank my predecessor, Ms. Carol Shirley (Past President) for her volunteer efforts, and for smoothing my transition into this role. It has been a rewarding experience in my first few months and I’ll take a moment to update you on our efforts since the Spring.

In the last few months, APNS has been involved with a number of initiatives.

- We reached out to political parties to provide our members with information about their stance on mental health, psychology, and access to services. Since Premier Tim Houston was elected, we have offered our support in enacting his healthcare initiatives.
- APNS reached out to Indigenous organizations in Nova Scotia to offer our voice, support, and allyship, in response to the discovery of remains and unmarked graves found at sites of former residential schools across the country. The genocide of First Nations, Metis, and Inuit cultures requires action. APNS released the following statement: <https://apns.ca/publications/news/justice-for-215-indigenous-children-and-all-survivors-of-residential-schools/>.
- APNS continues to collaborate with NSBEP (e.g., supporting psychologists and clients in returning to work during the pandemic).
- APNS policies are being created to help ensure our volunteers have an inclusive, supported, and informed experience when they choose to volunteer with us.



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## Reports

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### PRESIDENT'S REPORT

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- Although many of us would rather remain blissfully ignorant of our Executive Director's anticipated departure (in about 2.5 years), Susan Marsh is working hard with our Executive to ensure a smooth succession plan is in place for her impending retirement.

Going forward we will continue to address these initiatives. During my tenure I will work to:

- develop short, informative "what you need to know about your liability insurance" resources for members to enhance understanding of what BMS Insurance covers. While I recognize reading information about insurance can be dry enough to cure even the most protracted case of insomnia, my hope is to use short, webinar-style links to disseminate information to our members in a palatable manner. I hope this will be useful, particularly regarding coverage for telehealth services during the pandemic.
- encourage you to become involved with APNS. For those already involved in committees and initiatives, thank you for your time and dedication. Our Executive is comprised of a motivated, energetic, and compassionate crew. Rare is it that I look forward to a Zoom meeting these days, but these terrific individuals, spearheaded by our tireless Executive Director, have me happily clicking

my 'meeting link' each month. Get involved with the APNS family! We're always looking to add to our family tree, so if you have any curiosities, interests, or questions about becoming involved, please don't hesitate to reach out to me or Susan.

- Finally, we are in the process of revamping our newsletter format. We plan to highlight our volunteers and award winners more, keep you abreast of excellent education opportunities and CEC learning, and share research to highlight our own academics. Stay tuned!

In conclusion, it's that fresh Fall "New Year" feeling with APNS: we're working on ongoing tasks and adding new endeavours. So, with crispness in the air, I genuinely hope you're settling into your groove, feeling a sense of accomplishment as you cross off your To Do List items, and fearlessly plotting your new-and-improved routines!

Until next time!



Jenn Richards, Ph.D., R, Psych.  
APNS President



## ANNUAL GENERAL MEETING REPORT - May 28, 2021

Again this year, APNS did its Annual General Meeting using Zoom. This year we had a total of 38 participants. The business meeting addressed the usual topics, including the annual budget, reporting on the new Executive and the presentation of APNS annual awards. Bev Butler, Treasurer, projected a small surplus for the coming year and announced that we are not increasing the annual membership fee. The budget was approved unanimously. Lyle Tilley Davidson fulfilled the role of auditor this year will again next year.

Nominations Committee Chair Shelley Goodwin reported on the activities to confirm the new Executive members. The Executive for the 2021-2022 year was announced as follows:

- President – Jennifer Richards
- Past President – Carol Shirley
- President Elect – Jacqueline Milner
- Secretary – Melissa McGonnell
- Treasurer - Bev Butler
- Member-at-Large – Tammy Piers
- Member-at-Large – Lesa Douglas
- Member-at-Large (HR) – Elaine Ply
- Student Reps – Meghan Rossi & Nicole MacKenzie

This year we say goodbye to Todd Leader who served for five years, most recently as Secretary, and prior to that as President Elect, President and Past President. Also to Toni Campagnoni who has served four years as Member-at-large; Jeannette Kennedy who served for three years as President Elect, President and Past President; and Kat Merwin who served two years as Co-Student Rep.

Our new additions this year are Lesa Douglas as Member-at-Large, Jacqueline Milner as President Elect, Melissa McGonnell as Secretary and Nicole MacKenzie as Co-Student Rep.

Shelley Goodwin will remain as Chair of the Nomination Committee and Harpreet Aulakh, Jenn Richards, and Jeannette Kennedy will also remain on the committee for another year. The Executive representative, in an ex officio role will change from Past President to the Member-at-Large for Human Resources. This change was made in recognition of the role of the Nomination Committee in searching for volunteers to sit on the Executive.

### Volunteering with APNS

Active committee members receive a volunteer voucher that may be used for any APNS workshop or APNS membership fees.

#### Voucher value:

- Executive Committee Members - \$175
- Chairs of Other APNS Committees - \$100
- Committee Members - \$50
- APNS Designated Representatives - \$100

#### Criteria:

- Volunteer must have served for a minimum of 1 year.
- Volunteers must take an active role in the committee.
- Volunteers accrue no more than \$250/year in benefits.
- Benefits must be used within 1 year of being awarded.

Please also note that participation in an APNS committee can count towards your NSBEP Continuing Competence credits.

We have some interesting opportunities for you.  
For more information please contact [apns@apns.ca](mailto:apns@apns.ca)



## Reports

### APNS AWARDS AND HONOURS 2021

This year the APNS Nomination & Elections Committee received nominations in all award categories, as well as the Diversity Bursary for students. Since the AGM was done virtually, the cash prizes and certificates were sent out beforehand. Four of the Awards: the Lifetime Contribution Award, Excellence in Psychology Award, the Community Service Award in Mental Health and the Community Service Award for Psychologists also include engraved gifts. These were arranged to be given at a later time.

#### Fellow of the Association

**Recipient: Dr. Shelley Goodwin**  
**Nominated by Barry Wiser**

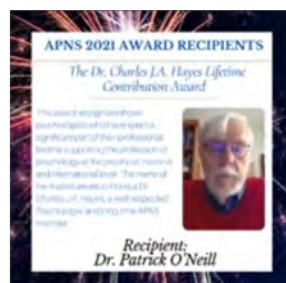
Each year, the APNS Executive may designate one member a "Fellow" of the Association, in recognition of that person's outstanding contributions to the Association of Psychologists of Nova Scotia. Please note this particular award is for contributions specifically to APNS as an organization. It is intended as one way of recognizing, of saying thank you, to someone who has been doing on-going outstanding work for us.



#### The Dr. Charles J.A. Hayes Lifetime Contribution Award

**Recipient: Dr. Patrick O'Neill**  
**Nominated by Shelley Goodwin**

This award recognizes those who have spent a significant part of their professional lifetime supporting APNS, as well as the profession of psychology at the provincial, national and international level. The name of the Award serves to honour Dr. Charles J.A. Hayes, a well-respected Psychologist and long-time APNS member and pioneer whose career may be said to be a model of lifetime commitment.



#### Excellence in Psychology Award

**Recipient: Dr. Joanne Gillespie**  
**Nominated by Jennifer Richards**

This award recognizes those mid-career psychologists who have demonstrated excellence in their professional activities. The award may be given for work in a particular area of practice, work setting, specific population or treatment approach, or in respect to their peers.



#### Outstanding APNS Early Career Psychologist

**Recipient: Dr. Jennifer Richards**  
**Nominated by Marcie Balch**

This award recognizes the challenges of being an Early Career Psychologist in the first Ten years of their career. The recipient is an APNS member who has actively participated in APNS at the committee or Executive level and has used the services of APNS to advance their career in psychology.



#### Outstanding APNS Student

**Recipient: Jason Isaacs, Dalhousie**  
**Nominated by Jenn Richards**

This award recognizes the challenges of preparing for a career in psychology at the masters or doctoral level. The recipient is an APNS student member who has participated in the association at the Committee or Executive level and who hopes to pursue a career in psychology in Nova Scotia.



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## APNS AWARDS AND HONOURS 2021

(Continued from page 4)

### Community Service Award - Psychologists

**Recipient: Madeleine Stobbe**  
**Nominated by Harpreet Aulakh**

This award recognizes the contributions of psychologists who do outstanding volunteer service in the community beyond their role as a psychologist. It acknowledges and raises awareness of the important contributions that psychologists make to the greater community. These contributions may include on-going volunteer work or a commitment to a specific community or cause, e.g., fostering inclusion, promoting sensitivity and understanding of marginalized populations, poverty and health promotion initiatives.



### Community Service Award in Mental Health

**Recipient: Sherry Bernard, President Loon Lake Cherry Brook Development Association**  
**Nominated by Harpreet Aulakh**

This award recognizes the contributions of non-psychologists who have made valuable contributions to the community in a health and wellness setting or through other activities that touch and benefit the greater community by raising awareness or advocating for mental health or wellness issues. Award recipients are individuals who work on their own or are closely associated with organizations, or organizations for their specific programs or initiatives.



### Diversity in Psychology Bursary

**Recipient: Karen Tang, Dalhousie University**

This \$1,000 Bursary assists Psychology students who identify as being from a diverse population and are in pursuit of post-secondary education in Psychology.



### Gerald Gordon Memorial Prize - Psychology Undergrad Students

**Recipient: Lindsay Wyatt, Acadia University**  
**Nominated by Dr. Anne Sophie Champod**

This \$500 prize is awarded for outstanding under-graduate achievement in Psychology in Nova Scotia. It is named for Dr. Gerald Gordon to honour the contribution he made to APNS.



### Brian Dufton Memorial Prize - Psychology Grad Students

**Recipient: Meghan Rossi, Dalhousie University**  
**Nominated by Dr. Natalie Rosen**

This \$1,000 prize is awarded for outstanding graduate achievement in Psychology in Nova Scotia. It is named for Dr. Brian Dufton to honour the contribution he made to the education of Psychology students.



*Thank you to the Nomination Committee: Shelley Goodwin (Chair), Harpreet Aulakh, Bev Butler, Jenn Richards and Jeannette Kennedy, and to the Student Awards Selection Panel: Kevin Rice, Louise Stringer Warren and Brad Peters, for their work in reviewing the nominations and making the selections for these awards. And thank you to all those who took the time to submit nominations for these awards.*

*The Call for Nominations for the next APNS Awards will go out in February 2022. For more information on the Awards contact [apns@apns.ca](mailto:apns@apns.ca)*

## Reports

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### TREASURER's REPORT: Annual General Meeting – May 28, 2021

In the past year, our Association has continued to move the strategic plan forward and to respond, in any ways we could, to the needs of our members and our communities through the ongoing Covid-19 pandemic. Although we were unable to have any in-person workshops in the past year, and our only online workshop lost money, membership numbers continue to rise and remain the largest contributor to our income along with the private practice directory, and an increase in the refund we receive from BMS for administering the liability insurance program. Overall, our revenue was UP about \$9,000 over the 2019-2020 year, which is remarkable. Our investments, which are in GICs, also continue to grow as normal. The biggest change in our day-to-day financial management, was transferring money from our secondary (risk management) bank account, and one small GIC, into our primary operating account in the Spring/Summer of 2020. This was necessary to cover the change in income due to the lack of workshops and the Private Practice Directory renewal date moving from Spring to Fall in 2020. When income from memberships and the Private Practice Directory arrived in the Fall, our secondary bank account was topped up again, in line with our financial risk management strategy. Thus, even after more than a year of changes due to the pandemic, the Association finances remain strong.

Moving into this fiscal year, a year ago, on March 31, 2020 our total liabilities and equities were \$237,982. On March 31, 2021 our total liabilities and equities totalled \$251,828 (an increase of about \$14,000). This total is comprised of total cash (including saving accounts) and GICs.

Total revenue for the 2020-2021 fiscal year equalled \$150,645. which was an increase from the previous year. As noted earlier, key revenue producers for 2020-2021 included: Membership Fees \$107,580, the APNS Private Practice Directory \$26,340. and a significant increase in the BMS insurance administration fee (\$10,894). We have budgeted a bit less revenue for 2021-2022 (\$141,000), however, because we are not sure what the BMS insurance administration fee will be from

year to year. We also have reduced our revenue from the PPD as we will no longer be publishing a hard copy Directory, which means that PPD listing fees will be reduced slightly. We do still hope to return to at least one in-person workshop in late 2021 so we have budgeted some revenue there.

Total expenses for the 2020-2021 fiscal year equalled \$125,512. This is down from the previous year totals and the 2020-2021 budget; predominantly because of decreased workshop expenses, postponement of the 'Sit and Chat' bench initiative, and reduced travel expenses for in-person local and National meetings (e.g., CPAP). Expenses for 2021-2022 are projected to be a little higher, at \$139,038, due to a hopeful return to in-person meetings and workshops in the fall and increased outreach/social media costs.

As we do each year, the executive had a discussion about increasing the membership rate. The rate was last increased in 2012 and it is currently \$225. After discussion and reflection on our strong financial position, despite the current challenges related to the pandemic, we have decided to maintain the rate. In keeping with good financial management practices, we will be continuing to evaluate this option on a yearly basis.

In the past year, we have also continued to work on formalizing our Financial and Risk Management Policies and Procedures, in line with our Strategic Plan, and I would very much like to thank Susan, our Executive Director, for doing such an impeccable job managing the day-to-day finances of our organization and drafting the documents that have made this part of our Strategic Plan a reality.

In the coming year, we anticipate increased growth and opportunities as the pandemic (hopefully) declines, and I want to assure you that we will continue to consider our fiscal responsibilities and Strategic Plan as we serve our membership and advocate for psychology.

Respectfully submitted by  
Beverly Butler, Ph.D., Treasurer, APNS



## FINANCIALS 2021 AND BUDGET 2021-2022 (continued on page 8)

Page 1	#	Budget	Final Actuals	Proposed Budget
INCOME		2020-2021	to March 31/21	2021-2022
<b>Administration</b>				
Membership Fees	4060	\$ 95,000.00	\$ 110,020.00	\$ 105,000.00
Interest Earned	4100	\$ 800.00	\$ 636.68	\$ 750.00
Insurance admin	4055	\$ 4,400.00	\$ 10,893.74	\$ 7,000.00
BMS Insurance promotion	4034	\$ -	\$ 767.44	\$ 750.00
Subtotal Administration		\$ 100,200.00	\$ 122,317.86	\$ 113,500.00
Grants	4045	\$ -	\$ -	\$ -
<b>SUBTOTAL ADMIN &amp; GRANTS</b>		<b>\$ 100,200.00</b>	<b>\$ 122,317.86</b>	<b>\$ 113,500.00</b>
<b>Member Services</b>				
CE Workshops	4020	\$ 22,000.00	\$ 1,235.00	\$ 8,000.00
Publications PPD	4080	\$ 25,000.00	\$ 26,340.00	\$ 20,000.00
<b>SUBTOTAL MEMBER SERVICES</b>		<b>\$ 47,000.00</b>	<b>\$ 27,575.00</b>	<b>\$ 28,000.00</b>
<b>Ads and Promotion</b>				
Advertising - Web/NSP Ads	4036	\$ 2,500.00	\$ 2,050.00	\$ 2,000.00
Promotions - Sponsor	4030	\$ -	\$ -	\$ -
<b>SUBTOTAL AD &amp; PROMO</b>		<b>\$ 2,500.00</b>	<b>\$ 2,050.00</b>	<b>\$ 2,000.00</b>
Miscellaneous	4110	\$ -	\$ 32.81	\$ -
<b>SUBTOTAL MISC</b>		<b>\$ -</b>	<b>\$ 32.81</b>	<b>\$ -</b>
<b>TOTAL INCOME</b>		<b>\$ 149,700.00</b>	<b>\$ 151,975.67</b>	<b>\$ 143,500.00</b>
Volunteer Credit adjustment	4065	\$ -	\$ 2,675.00	\$ 2,500.00
<b>TOTAL REVENUE</b>		<b>\$ 149,700.00</b>	<b>\$ 149,300.67</b>	<b>\$ 141,000.00</b>
<b>EXPENSES</b>				
<b>Admin - Office</b>				
AGM Event / Audit	5010	\$ -	\$ 327.50	\$ 2,300.00
Office Expenses	5130	\$ 500.00	\$ 159.96	\$ 350.00
Office Supplies	5410	\$ 500.00	\$ 604.30	\$ 750.00
Office Copying/Copier lease	5310	\$ 2,000.00	\$ 1,778.07	\$ 2,000.00
Office cell phone plan	5390	\$ 568.00	\$ 566.82	\$ 550.00
Executive Travel/Parking	5200	\$ 1,500.00	\$ 622.21	\$ 1,000.00
Exec Dev/Planning travel		\$ 1,000.00	\$ -	\$ 500.00
Equip/Software/Weblicenses/furniture	5315	\$ 1,200.00	\$ 565.80	\$ 1,200.00
Phone	5420	\$ 2,000.00	\$ 2,131.00	\$ 2,000.00
Conferencing Svcs/phone	5430	\$ 1,200.00	\$ 696.14	\$ 500.00
Office Rent	5280	\$ 18,000.00	\$ 18,227.74	\$ 18,500.00
Amortization Exp	5175	\$ -	\$ -	\$ -
Website Lease	5220	\$ 14,500.00	\$ 15,022.17	\$ 6,000.00
Postage/Courier	5330	\$ 1,800.00	\$ 1,578.42	\$ 1,800.00
<b>SUBTOTAL OFFICE ADMIN</b>		<b>\$ 44,768.00</b>	<b>\$ 42,280.13</b>	<b>\$ 37,450.00</b>
<b>Admin - Committees / Reps Expenses</b>				
APA Rep Exp (Council)	5065	\$ -	\$ -	\$ 300.00
APA PLC Conference Exp	5040	\$ 3,000.00	\$ 2,588.33	\$ -
APA Early Career	5045	\$ 500.00	\$ -	\$ -
APA Public Education Rep	5380	\$ -	\$ -	\$ -
Psych Healthy Workplace	5117	\$ -	\$ -	\$ -
Advocacy committee	5050	\$ 50.00	\$ -	\$ 100.00
CE committee	5140	\$ 50.00	\$ -	\$ 100.00
Cultural Diversity committee	5145	\$ 50.00	\$ -	\$ 100.00
Nominations committee	5180	\$ -	\$ -	\$ -
Executive committee	5190	\$ 1,200.00	\$ 50.00	\$ 800.00
Private Practice committee	5350	\$ 50.00	\$ -	\$ 100.00
Post-Disaster committee	5320	\$ 50.00	\$ -	\$ -
Early Career	5385	\$ 50.00	\$ -	\$ 100.00
<b>SUBTOTAL COMMITTEE ADMIN</b>		<b>\$ 5,000.00</b>	<b>\$ 2,638.33</b>	<b>\$ 1,600.00</b>

## Reports

### FINANCIALS 2021 AND BUDGET 2021-2022 (continued from page 7)

EXPENSES Page 2	#	Budget	Final Actuals	Proposed Budget
<b>Admin - Financial</b>				
Financial Reporting	5115	\$ 2,800.00	\$ 2,379.80	\$ 2,500.00
Bank/Finance/Cred Card SC	5100	\$ 4,000.00	\$ 4,388.08	\$ 4,200.00
<b>SUBTOTAL FINANCIAL ADMIN</b>		<b>\$ 6,800.00</b>	<b>\$ 6,767.88</b>	<b>\$ 6,700.00</b>
<b>Insurance &amp; Fees</b>				
Insurance	5240	\$ 2,050.00	\$ 2,336.00	\$ 2,350.00
Reg Joint Stock	5360	\$ 32.00	\$ 31.15	\$ 32.00
<b>SUBTOTAL INSURANCE &amp; FEES</b>		<b>\$ 2,082.00</b>	<b>\$ 2,367.15</b>	<b>\$ 2,382.00</b>
<b>Staffing</b>				
Staffing Wages	5270	\$ 54,500.00	\$ 59,169.88	\$ 64,000.00
Contract staffing	5275	\$ 6,500.00	\$ 1,700.00	\$ -
Staff EI CPP health	5270	\$ -	\$ -	\$ -
<b>SUBTOTAL STAFFING</b>		<b>\$ 61,000.00</b>	<b>\$ 60,869.88</b>	<b>\$ 64,000.00</b>
<b>Affiliations</b>				
APA memberships	5080	\$ 150.00	\$ 109.53	\$ 110.00
Membership: Various	5172	\$ -	\$ -	\$ 200.00
CPAP/PD meetings	5171	\$ 1,200.00	\$ -	\$ 1,000.00
Membership: CPAP	5170	\$ 2,300.00	\$ 2,452.00	\$ 2,600.00
<b>SUBTOTAL AFFILIATIONS</b>		<b>\$ 3,650.00</b>	<b>\$ 2,561.53</b>	<b>\$ 3,910.00</b>
<b>Awards / Donations</b>				
Donations/Benevolent	5110	\$ -	\$ -	\$ 1,000.00
Awards/Honours	5345	\$ 2,250.00	\$ 2,750.00	\$ 2,750.00
Student Diversity Bursary	5359	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Student Awards	5370	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
<b>SUBTOTAL AWARDS / DONATIONS</b>		<b>\$ 4,750.00</b>	<b>\$ 5,250.00</b>	<b>\$ 6,250.00</b>
<b>TOTAL ADMINISTRATION</b>		<b>\$ 128,050.00</b>	<b>\$ 122,734.90</b>	<b>\$ 122,292.00</b>
<b>Member Services - CE</b>				
Continuing Education Worksho	5030	\$ 14,000.00	\$ 2,000.00	\$ 5,000.00
CE resources (e.g. EPPP mate	5150	\$ -	\$ -	\$ 1,500.00
<b>SUBTOTAL CE</b>		<b>\$ 14,000.00</b>	<b>\$ 2,000.00</b>	<b>\$ 6,500.00</b>
<b>Member Services - Advocacy</b>				
Special Event / Project	5060	\$ -	\$ -	\$ -
Advocacy Training/CPAP	5351	\$ 1,000.00	\$ -	\$ 1,000.00
Advocacy Dev Fund balance	5355	\$ 6,953.43	\$ 1,207.50	\$ 5,745.93
Sit & Chat	5356	\$ 2,400.00	\$ -	\$ -
Psychology Month	5354	\$ 250.00	\$ -	\$ 500.00
<b>SUBTOTAL ADVOCACY</b>		<b>\$ 10,603.43</b>	<b>\$ 1,207.50</b>	<b>\$ 7,245.93</b>
<b>Member Services - Publications</b>				
PPD	5340	\$ 1,800.00	\$ 1,780.46	\$ 500.00
<b>SUBTOTAL PUBLICATIONS</b>		<b>\$ 1,800.00</b>	<b>\$ 1,780.46</b>	<b>\$ 500.00</b>
<b>TOTAL MEMBER SERVICES</b>		<b>\$ 26,403.43</b>	<b>\$ 4,987.96</b>	<b>\$ 14,245.93</b>
<b>Promotions</b>				
Promotions/ Outreach	5352	\$ 1,200.00	\$ 1,013.16	\$ 1,500.00
Advertising/social media ads	5116	\$ 1,000.00	\$ 190.00	\$ 1,000.00
<b>TOTAL PROMOTIONS</b>		<b>\$ 2,200.00</b>	<b>\$ 1,203.16</b>	<b>\$ 2,500.00</b>
<b>TOTAL EXPENSES</b>		<b>\$ 156,653.43</b>	<b>\$ 128,926.02</b>	<b>\$ 139,037.93</b>
<b>NET Surplus/ &lt;Loss&gt;</b>		<b>-\$ 6,953.43</b>	<b>\$ 20,374.65</b>	<b>\$ 1,962.07</b>



### STRATEGIC PLANNING ACTIVITIES 2021-2022

The Strategic Management Team is a sub-Committee of the Executive, made up of the Past President (Chair), President Elect, Treasurer, Member-at-Large for Human Resources and Executive Director (staff). This sub-committee was created to provide oversight and on-going management of the Strategic Plan. It has also been tasked with the strategic goal of Sustainability of the Association which includes an on-going review of policies and structure, as well as the development of long-term fiscal, staff management and volunteer management plans. The Team reports to the full Executive on progress and for final approval of actions where necessary.

Since we last reported we have made significant progress in our review of APNS policies, guidelines and procedures. We have updated all existing policies and guidelines and have created a number of new policies where there were gaps. We are now in the process of presenting the last of the policies on Human Resources and Communications to the full Executive for final approval. Moving forward we will be reviewing all policies every two years to ensure that they are up-to-date.

Next on our agenda is a review of the Strategic Plan. The plan was created in 2018 - 2019, when we developed action plans and timelines, as well as making structural changes to assist us in dealing with the 25 objectives in the plan.

The Strategic Management Team has had one meeting in which we reviewed the objectives that were scheduled to be achieved in the first 1-2 years of the plan. We will determine what objectives were accomplished, or if more time is needed to do so. If objectives were not accomplished we will determine what actions must be taken. We will also identify duplication where objectives may be combined, or gaps where a new issue must be addressed. When this is done we will report back to the full Executive with recommendation on how to proceed with the plan.

Moving forward this process will be an annual one, in order for us to measure our progress and keep on track.

### MEMBERSHIP RENEWAL

The APNS Membership term is September 1st to August 31st. I have now processed and sent receipts for all of those who have renewed their membership.

- \* If you have not yet renewed please contact [apns@apns.ca](mailto:apns@apns.ca) or 902-422-9183 now.
- \* If you have renewed but have not received your receipt please contact APNS.
- \* If you do not intend to renew please let us know.

You have several options for payment:

- \* You may pay over the phone by calling 902-422-9183 between 7 am and 2 pm.
- \* If you recently paid by credit card we may have your number on file; we need you to give permission for this to be processed.
- \* You may pay by e-transfer to [apns@apns.ca](mailto:apns@apns.ca)
- \* If you are unsure about your membership status please contact us.

## Reports

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### COMMITTEE UPDATES

There has not been a lot of activity with our committees since the Annual General Meeting report in May. Typically our committees do not have meetings in the summer unless an issue requires it. That turned out to be the case with the Advocacy Committee.

In the Spring, the Advocacy Committee split into two sub-committees to work on two distinct projects.

#### Nova Scotia Election 2021

APNS has always been active during provincial elections. For the 2021 Election, the Election sub-committee developed three letters:

- *Letter to the APNS membership*

The purpose of this communication was to raise awareness about the issues affecting psychologists and mental health and to make suggestions on what questions members should ask their candidates about those issues.

- *Letter to the Candidates*

This letter stated APNS position and encouraged candidates to keep these in mind when they were elected.

- *Letter to the Parties*

All four parties, the Green Party, the Liberal Party, the NDP, and the PC Party were sent this letter asking them to respond to the following questions:

1. How would you support mental health as a vital component of health care delivery in Nova Scotia? Please be specific about improvements and funding.
2. Registered psychologists are the largest licensed mental health profession in Nova Scotia. What is your plan for their inclusion in the delivery of primary health care in Nova Scotia?
3. Do you support including psychologists in the SchoolsPlus system, including more funding for school psychologists' positions and internships in school psychology?
4. Do you support providing funding for low-income Nova Scotians without private health insurance to be able to access private psychological services?

5. Does your party support the APNS proposal, that private practice psychologists be given a provincial tax deduction for the provision of pro bono services to low-income Nova Scotians?

We are pleased to report that all parties did respond to the request and responded to the questions.

These responses were circulated to the APNS membership as we indicated in our letter to them.

#### APNS Public Awareness Social Media Campaign

At the beginning of 2021 APNS initiated an advocacy campaign to raise awareness about with the public through social media. Although it was begun during Psychology Month in February we wanted it to continue throughout 2021. The Advocacy sub-committee focussed on what psychologists do and how they can help in this time of COVID and social distress. They provided appropriate content on several topics that APNS staff posted in our social media platforms, Twitter, Instagram, Face Book, and LinkedIn.

The campaign got APNS noticed and gained us followers on all platforms. We intend to make this a regular part of our advocacy continuing it for the rest of 2021 and beyond.

#### Upcoming Committee Meetings

The Cultural Diversity Committee, the Private Practice Committee and the Advocacy all have committee meetings scheduled for September - October and these will be reported on in the next newsletter.

The Early Career Psychology (ECP) Committee will be conducting another set of information sessions in October. See page 11 for information.

The next Council of Professional Associations of Psychologists (CPAP) meeting will be held in November. The APA Council of Representative Meetings have been postponed until October. The CPAP Report and Shelley Goodwin's Report on APA Council will appear in the next issue.

### EARLY CAREER PSYCHOLOGIST UPCOMING INFORMATION SESSIONS

**H**ello Early Career Psychologists!

We will be hosting two informational sessions in the fall, that may be of interest to some of you.

#### **Oral Exam Information Session Saturday October 2nd at 10:30 am**

This event will be held virtually. We will provide information and advice for those who are preparing to complete the NSBEP oral exam. Those planning to attend are asked to review the application instructions and information provided by NSBEP ahead of time (see bottom of the page at <https://www.nsbep.org/information-for-registrants/for-candidate-registrants/supervision-processforms/>). For those who are interested, there will also be an opportunity to practice and receive feedback on the ethical dilemma they plan to present.

#### **EPPP Information Session Saturday October 23rd at 10:30 am**

This event will be held virtually. It is intended for individuals who are planning to start studying for and/or write the EPPP in the near future. Join us for a session to learn about the exam, receive some study tips, and have the opportunity to ask questions. If there is interest, we can also facilitate the formation of a study group.

**Please RSVP for either event by emailing:**  
[ecp.apns@gmail.com](mailto:ecp.apns@gmail.com). Let us know which event you are interested in, and we will send out the link to join the virtual meetings. You can also RSVP on our Facebook page (APNS Early Career Psychology (ECP) Group).

Thank you,  
Julie Wershler and Ena Vukatana

### Get involved in APNS

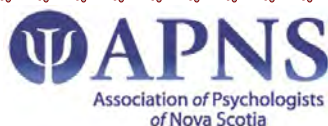


**It's Fall and all of our  
committees are looking for  
new members.**

**If you want to find out more  
about volunteer opportunities  
with APNS please contact  
Susan at [apns@apns.ca](mailto:apns@apns.ca)**



## Acknowledgements



### **Welcomes its Latest Members** as of Sept. 22, 2021

**Kathryn Bell, Ph.D.**  
**Max Buchanan, D. Clin. Psy.**  
**Catherine Fraser, Ph.D.**  
**Shawn Gates, Ph.D.**  
**Allison Harris, M.Sc.**  
**Sarah Mansfield, M.A.**

**Jackie Normand, Ph.D.**  
**Leah Stall, M.A.**  
**Amadea Vance, M.A.**  
**Lindsay Victor, M.A.**  
**Lindsay Wyatt (student)**

**We would like to thank the membership for supporting APNS in its efforts to promote the interests of Nova Scotia psychologists through advocacy, continuing education and the support of special interests in the field.**

### **Congratulations to the following who have recently become Registered Psychologists\***

**Jacqueline Boss, M.A.S.P.**  
**Max Buchanan, D. Clin. Psy.**  
**Michael Coons, Ph.D.**  
**Kristen Coveyduc, M.A.S.P.**  
**Stephanie Dunsworth, M.A.S.P.**  
**Catherine Fraser, Ph.D.**  
**Jennifer Gould, Ph.D.**  
**Christian Hahn, Ph.D.**  
**Kristen Higgins, Ph.D.**  
**Stephan Kappler, Psy.D.**  
**Monique LeBlanc, Psy.D.**

**Raquel Nogueira Arjona, Ph.D.**  
**Anita Reader, M.A.S.P.**  
**Brad Reimann, Psy.D.**  
**Johan Reis, D. Ed. Psych.**  
**Pablo Romero Sanchiz, Ph.D.**  
**Luke Schneider, Ph.D.**  
**Madeleine Stobbe, M.A.**  
**Stephanie Taillefer, Ph.D.**  
**Jannie Thibodeau Linney, Psy.D.**  
**Carolyn Wilkes, D. Clin. Psy.**  
**Petro Woehrle, Ph.D.**

### **Congratulations to the following who have recently become Candidates\***

**Allison Harris, M.Sc.**  
**Craig Isnor, M.A.**  
**Ivy-Lee Kehayes, Ph.D.**  
**Kayla Kilborn, M.A.**  
**Denise Kyte**  
**Laura Lambe, Ph.D.**  
**Breanna Lane, Psy.D.**

**Ainsley Lofstedt, M.A.**  
**Kathryn Miller, Ph.D.**  
**Leah Stall, M.A.**  
**Michelle Tougas, Ph.D.**  
**April Trowbridge, M.Sc.**  
**Amadea Vance, M.A.**

*\*This information provided by NSBEP as of September 22, 2021*

The advertisements on the following pages are paid placements. APNS does not take responsibility for the content and does not necessarily subscribe to the opinions expressed in these advertisements.

### Dr. Hubley Carruthers & Associates



### Dr. Hubley Carruthers and Associates

- **Dr. Hubley Carruthers & Associates Counselling & Psychological Services** is seeking a Registered Psychologist, or Candidate Registered Psychologist, to join her team of highly qualified, independent practitioners. Specifically, Dr. Kathy Hubley Carruthers is looking for a qualified individual who can offer comprehensive therapy services (and/or mediation, psychological assessment, or consultation services) for adolescents, adults and/or couples and/or families, starting immediately (availability within 3 months is preferred).
- The qualified individual will be highly skilled, ethically minded, and client focused. They will welcome the opportunity to work alongside a close-knit team of established professionals. Full-time, on-site administrative support services are provided from 8:30 a.m. to 4:30 p.m. daily, which includes all scheduling, reception, and invoicing requirements. Practice hours are self-determined and can include evenings, or weekends, if preferred (but evenings and weekends are NOT a requirement of the position). Self-governed holiday periods are supported and encouraged by the Practice and clinical coverage will be provided during these break periods by both administrative staff and the Practice leader.
- Associate Psychologists of Dr. Hubley Carruthers & Associates receive a competitive compensation package including extended health and dental care group benefits through Johnson Group Inc. Insurance. LTD group benefits plans can also be negotiated. Parking (in the downtown core) will be arranged for the Associate Psychologist at no charge.
- Dr. Hubley Carruthers & Associates is conveniently located on Brenton Street in downtown Halifax (close to Spring Garden Road) and is easily accessible by foot, bus or car for students of Dalhousie University, Saint Mary's University, or those living or working on or near the Peninsula. Our team (six Psychologists and an Office Manager) house a fully furnished suite of offices, including a shared waiting area and a private couple and family room. Our new Associate Psychologist will be provided his/her own private office (not shared) for daily use.
- Interested Registered Psychologists or Candidate Register Psychologists may contact Dr. Kathy Hubley Carruthers, Chief Psychologist/Owner, or Alisia MacKenzie, Office Manager, by phone, fax, or email. A curriculum vitae and the names of at least two references are requested.
- **For more information about Dr. Kathy Hubley Carruthers & Associates, please visit our website at [www.hubleycarruthers.com](http://www.hubleycarruthers.com). Only successful candidates will be contacted for an interview.**
- **Dr. Hubley Carruthers & Associates, Counselling and Psychological Services, First Floor, 1331 Brenton Street, Halifax, Nova Scotia B3J 2K5**
- **Phone: 902-407-1234 Fax: 902-407-1235 [admin@hubleycarruthers.com](mailto:admin@hubleycarruthers.com)**

### Milestones Psychological Services

- **Milestones Psychological Services** is seeking Registered Psychologists who are interested in providing assessment and counselling services for individuals of varying ages on an occasional contract basis.
- Milestones is a practice committed to the care of individuals with learning and behavioural issues. We primarily provide Psychoeducational assessments, coaching, counselling, and behaviour management services for youth and young adults.
- A psychologist that is experienced with assessment practices for adult Psychoeducational and Autism Spectrum Disorder would be an asset.
- Social workers and speech language therapists would also be valuable members of Milestones' growing team.
- Should an APNS member know of qualified social workers and speech language pathologists feel free to share this posting with them.
- **Please contact Elvira (Vee) at [valphonice@eastlink.ca](mailto:valphonice@eastlink.ca) with a brief cv and inquiries.**

## Advertisements

### JOIN OUR TEAM OF PSYCHOLOGISTS



Our practice is committed to providing the highest quality, evidence-based psychological services to children and adults in Halifax. We provide a collaborative and supportive work environment for psychologists so that they can focus on providing effective care to clients.

Psychologists at our practice are provided with the following:

- Competitive compensation/pay
- Six weeks of vacation time and flexible hours (both online and/or in-person)
- A fully furnished office space in central Halifax, Nova Scotia
- Software and tools to provide services online or in-person (paid for by practice)
- Almost 24/7 access to support and consultation from other psychologists within the practice to help support newer psychologists
- Independence to set limits on types of clients treated and your workflow
- Immediate referrals/clients/caseload without you needing to advertise
- Ability to practice independently from home or in-person with flexibility in your work week

We are currently seeking someone with the following qualifications:

- A PhD or PsyD in Psychology (Clinical Psychology or Counselling Psychology)
- A dedication to providing evidence-based psychological treatments

Two positions are currently available

- 1) a part-time position (approx. 6-8 billable hours per week) and
- 2) a full-time position (approximately 15-20+ hrs per week or more if desired). Starting date is very flexible, and daytime, evening, and/or weekend hours are all available (in-person or online via telehealth).

Interested psychologists should contact Dr. Chorney directly by email at [drchorney@gmail.com](mailto:drchorney@gmail.com). Please include a brief cover letter (including the names and contact information of two references) and recent curriculum vitae when applying.

For more information about our practice, please visit our website at [www.chorneyandassociates.com](http://www.chorneyandassociates.com).

### Dr. C.K. Perrier & Associates

We are currently recruiting psychologists to join our team as full-time or part-time associates, working out of our new office at 1687 Bedford Highway.

We offer comfortable, accessible, and welcoming office space with free parking. We offer complete administrative support and use encrypted and secure web-based practice management software for managing client scheduling and clinical records. As a full-time associate with our team, you will be compensated at a starting rate of 70% of billable hours, though this is negotiable based on education and experience. We also offer a signing bonus and annual allotment for professional development.

Work-life balance is prioritized and associates have flexibility in creating their own schedule and limiting or expanding therapy hours, as well as choosing to provide treatment in-person or via telehealth. We are receiving far more referrals and inquiries than we can accommodate and would like to add associates who prioritize fostering a strong therapeutic alliance while providing evidence-based treatment. We will also be expanding group treatment options and encourage those with an interest in same to apply. For more information about our practice, please visit [www.MyPsychologist.ca](http://www.MyPsychologist.ca).

If you are interested in joining our team as an associate, please submit a cover letter with CV to: [info@PerrierWellness.ca](mailto:info@PerrierWellness.ca)



- Dartmouth Psychological Services Inc.** (previously Jacqueline Milner-Clerk & Associates) is a team of collaborative and caring practitioners who have been providing evidence-based mental health services to children, adolescents, adults, couples and families in the HRM for over 20 years. In 2015, we became the proud parent of Breathe Mindfulness Centre, which specializes in offering mindfulness and compassion-based classes, workshops and group programs.
- Given our ongoing referral demand, we are currently seeking Psychologists and/or Clinical Social Workers to join our team on a part-time basis, with the potential to grow to full-time. Day, evening and weekend hours are available as is the option to provide services either in-person and/or through telehealth (phone or virtual platforms).
- The chosen associate will be ethically minded, client focused and experienced in providing evidence-based counselling to children, adolescents, adults and/or couples struggling with a range of issues. A Master's or PhD degree as well as registration (either Full, Candidate or eligible) with NSBP or NSCSW is required. As our infrastructure is in place to offer services remotely to clients and in light of our heightened referral demand during the pandemic, practitioners living outside of the HRM within Nova Scotia and the Atlantic Provinces will also be considered to increase accessibility to clients in need.
- We offer new associates an opportunity to grow their practice by providing new referrals, ongoing promotion, comprehensive administrative and team support, as well as opportunities to grow professionally. Compensation is fair and competitive.
- Dartmouth Psychological Services Inc. is conveniently located in Queens Square downtown Dartmouth close to the ferry and Halifax Transit and with beautiful harbour views. Ample parking is available. We are a very busy and reputable psychology practice offering a rewarding experience for the right psychologist.
- For more information about our practice and new Centre, visit: [www.jmcp psychology.ca](http://www.jmcp psychology.ca) and [www.breathemindfulness.ca](http://www.breathemindfulness.ca).
- Please fax, email or mail resume to: **Dartmouth Psychological Services Inc., 45 Alderney Drive, Suite 1050, Dartmouth, Nova Scotia B2Y 2N6** Fax: (902) 461-0517 Email: [milner-clerk@jmcp psychology.ca](mailto:milner-clerk@jmcp psychology.ca)



- Power Psychological Services** is now hiring Psychologists (Registered or Candidate Register) who wish to join our private practice team in Truro, Nova Scotia. We have openings for part-time and full-time employment.
- Power Psychological Services is located in the heart of downtown Truro in the historic Arlington Place building. Our modern, fully furnished, shared office spaces provide a professional and comfortable treatment setting. Referrals are provided, as well as administrative support. Conducting virtual therapy from a different office in Nova Scotia or a home office may be considered.
- Qualifications**
- Masters or Doctoral degree in Psychology
  - Register or Candidate Register with The Nova Scotia Board of Examiners in Psychology
  - Experience providing treatment and intervention services
- If you are interested in joining our team, please submit your resume and cover letter via email to: [powerpsych1@eastlink.ca](mailto:powerpsych1@eastlink.ca)



## Advertisements

**Dr. S Gerald Psychological Services** are presently seeking qualified applicants to work as contract psychologists at our practice. We have immediate opportunities for clinical, school and counselling psychologists to provide services across the lifespan.



Skills in consultation, assessment, diagnosis, and therapeutic intervention for issues such as anxiety, mood disorders, somatization, substance abuse, PTSD, relationship and family problems, learning disorders, and child behavioural problems is essential. Skills and training in standardized assessment methods and therapeutic skills including cognitive behavioural therapy (CBT), behavioural management approaches and intensive short-term dynamic psychotherapy (ISTDP) are desirable. We require excellent communication skills, including oral and written proficiency, and the ability to work within a computerized environment including electronic health information systems and booking.

### **Professional Environment Offered:**

- A beautiful and functional office in the heart of Halifax.
- Overhead costs are covered by a percentage of billed time.
- Assessment materials are included in your overhead costs.
- The ability to set your own hours.
- A very motivated patient population.
- Diverse referrals.

### **The Qualifications:**

- Registered or Candidate Registered Psychologists with NSBEP.
- Doctoral level is preferred, although Masters applicants will be considered.
- Relevant Degree from an accredited University.
- Post-grad experience with psychodiagnostic assessment using intensive short-term dynamic psychotherapy.
- Familiarity and comfort with using Macintosh computers.
- Possession of an iPhone or willingness to obtain one.

**For more information please send a PDF CV to Dr. S. Gerald Hann at [ghann@hannpsychologicalservices.com](mailto:ghann@hannpsychologicalservices.com)**

**No phone calls please.**

### **DBT TRAINING**

- **Are you a mental health clinician who has been interested in getting DBT training?**

If you answered "yes", **Lesley Hartman & Associates Inc.** may be the perfect place for you to launch your career.

The gold standard of Marsha Linehan's Behavioral Tech Foundational training in DBT is only available to those who are on a Behavioral Tech trained team, but we have good news ... Lesley Hartman & Associates Inc. DBT Team is just such a team and is currently hiring clinicians with or without Foundational or Intensive training in DBT.

We can offer a range of options for work/learning opportunities:

- part-time group facilitation
- part-time group facilitation and individual therapy
- full-time hours that include both group and individual therapy and a mix of DBT and non-DBT services

If you are a successful candidate without training, by joining our Intensively trained DBT team, you would have access to the Foundational Training through Behavioral Tech and we will provide you further mentorship in DBT. We have trained many clinicians who have gone on to become expert in DBT.

Our team provides a warm and supportive atmosphere in which to learn.

**Send your letter of interest and CV to : [Lesley@lesleyhartman.ca](mailto:Lesley@lesleyhartman.ca)**

### **We are hiring Psychologists! Come Work with Us!**

- Are you an advanced practitioner who enjoys supervising students?
- Have you recently graduated?
- Are you looking for the opportunity to develop professionally in an encouraging team environment known for providing exceptional consultation and support?
- Are you interested in further training and mentorship in therapy and assessment?
- Are you a psychologist thinking about re-locating to Nova Scotia?

If you answered “yes” to any of these questions, **Lesley Hartman & Associates Inc.** may be the perfect place for you!

### **About Lesley Hartman & Associates Inc. (LHA)**

We are a multi-disciplinary team of private practice mental health professionals in Halifax, N.S. that provides high quality psychological therapy and assessment services to individuals across the lifespan, as well as to couples and families. As a teaching practice that provides opportunities for students in local Clinical Psychology, Social Work and Counselling graduate schools to pursue practicum and internship placements with us, we value excellence and are committed to advancing our professions.

We provide a wide range of services, including intervention for mental health concerns, psycho-diagnostic, psycho-educational, and WPATH assessments, as well as offering advanced/specialized treatments such as a comprehensive DBT program, Radically Open DBT, sex therapy, and integrated PTSD/Trauma treatment.

We have a warm and cooperative work environment characterized by a high degree of contact, connection and support amongst the team, and mentorship opportunities in various advanced specialties, such as DBT, RO-DBT, EMDR and IFS (Internal Family Systems Therapy).

We are a well-established and respected private practice that has been operating in Halifax for over 15 years and we have an abundance of referrals to help you get started in private practice. At LHA we are well known for promoting excellence in our work. Some of the many benefits we offer:

- Support for your journey towards excellence
- Full time support from practice leader
- Opportunities for consultation with practice leader to learn and grow in new areas
- A practice culture of collaboration and collegial support, openness, integrity, value for social justice, and innovation
- Extensive admin support: a dedicated intake team; third party billings provided for you; marketing; access to our practice management software platform
- Assessment materials and supplies provided
- Beautiful spaces to do your work; filled with light and art
- Flexibility to work virtually from home; work from practice or combination of both
- Support for your wellbeing; focus on preventing burnout and supporting your wellness
- Opportunities for social engagement and fun with colleagues
- Autonomy in choosing your own workload and types of cases you would like to serve
- Independence in choosing your own schedule/vacation dates
- Opportunities for collaboration and consultation with a diverse and multi-disciplinary group of practitioners

**Diversity:** Lesley Hartman & Associates Inc. (LHA) values the diversity of the people it hires and serves. Diversity at LHA means fostering a workplace in which individual differences are recognized, appreciated, respected and responded to in ways that fully develop and utilize each person’s talents and strengths. It also means celebrating, in a safe environment, the rich dimensions of diversity within each individual. This includes race, ethnicity, sexuality and sexual orientation, gender and gender expression, socio-economic status, age, religious beliefs, political beliefs, and other characteristics and ideologies. Cultivating diversity in our practice develops stronger relationships, fostered by trust, respect and open dialogue and YOU can help contribute to the practice being more culturally competent.

**We encourage anyone curious or interested to email Lesley at [lesley@lesleyhartman.ca](mailto:lesley@lesleyhartman.ca).**



## Advertisements

### Crux Psychology



Join our flourishing team of psychologists providing exceptional therapy and assessment in Halifax, Nova Scotia. This position is available to a part-time or a full-time psychologist with a doctoral degree in clinical, school or counselling psychology. We offer a best-in-Canada \$15,000 incentive for a 2-year return-in-service agreement, with \$7,500 paid upon signing with us and \$7,500 paid after 2 years of service.

At **CRUX Psychology**, we provide expert therapy and assessment backed by science and delivered with compassion. We are a busy, growing practice that will help establish and build your client base. Hours are flexible and self-determined. Daytime, evening and/or weekend hours are possible. This position provides a great opportunity to work with a very supportive, collaborative team. Peer consultation and continuing education opportunities abound. We are also community-minded, including strong advocacy for some of Nova Scotia's most vulnerable citizens. Please visit [www.cruxpsychology.ca](http://www.cruxpsychology.ca) for more information about CRUX Psychology.

#### About Us

Clients and psychologists are supported by a caring, efficient and knowledgeable administrative team. **Jenni Sherry**, practice manager, ensures a smooth-running operation by handling the business side of the practice. Her extensive management and communications background make her an asset to the practice. Psychologists are also supported by **Janelle Marcotte**, our full-time office administrator. She takes care of everything from client bookings and appointment preparation to ensuring a safe and a comfortable office space.

**Dr. Simon Sherry** is a tenured Professor at Dalhousie University and a psychologist at CRUX Psychology. He assesses and treats adults with diverse problems, including eating disorders, personality disorders, alcohol problems, depression and anxiety. In 2020, **Dr. Robyn McClure** joined CRUX Psychology and built a thriving practice with a full schedule and an extensive waitlist. She assesses and treats adolescents and adults with various problems, including school-based bullying, attention-deficit/hyperactivity disorder, academic problems, excessive screen time use and social anxiety.

#### Location

Your office is in our newly renovated, professionally decorated practice on Clyde Street in Halifax, close to universities, hospitals and downtown. Halifax is thriving and vibrant with an easy-going east coast culture and a strong creative and entrepreneurial community. Maclean's magazine recognized Halifax as Canada's best place to live. And Nova Scotia offers internationally recognized resorts, golf courses, wineries, beaches and other adventures.

#### Qualifications

- Doctoral degree in clinical, school or counselling psychology
- Experience providing assessment and treatment services to children, adolescents or adults
- Registered with, or eligible for registration with, Nova Scotia Board of Examiners in Psychology as a psychologist or a psychologist (candidate register)
- Professional liability insurance
- Able to work independently and as part of a team
- Criminal record and vulnerable sector checks
- Entrepreneurial mindset

#### Hours and Salary

Flexible hours (including telehealth) and competitive rates. Psychologists are compensated based on splitting fees for services.

#### How to Apply

Interested psychologists should contact Jenni Sherry at [info@cruxpsychology.ca](mailto:info@cruxpsychology.ca). Please include the following:

**Cover Letter, Curriculum vitae, Contact information for two references** Successful candidates will be contacted for an interview. Thank you for your interest in CRUX psychology.

### Seagram and Associates



We are currently looking for a part-time/full-time Registered Psychologist to join a multi-disciplinary, creative, thoughtful and fun team. We want someone who is interested in being a leader within this evolving organization. To us, leadership is collaborative, respectful, and requires excellent listening skills. You will need to be comfortable within a therapeutic, client-centred environment.

#### GENERAL DESCRIPTION

At **Seagram & Associates**, we empower our clients with the support and tools they need to enrich their lives, improve their mental health and inspire growth and development – in life, in work, and in relationships. Our collaborative practice is comprised of mental health professionals who help children, youth, adults and families create lasting change and enhanced wellness. The services will be on a contractual basis, with an agreed fee paid per session. The registered psychologist will be required to function as an autonomous mental health practitioner in collaboration with the supervising psychologist. The position may be tailored to varying specialties or experiences. There is work available with both children and adults, individuals and families. Of particular interest is a clinician with experience using any of the following treatment modalities: CBT, EMDR, Cognitive Processing Therapy or Emotion-Focused Therapy.

**HOURS:** This can be either a part /full-time position, depending on the wishes and availability of the practitioner.

#### BENEFIT FROM

- Collaborative clinic setting
- Calm and pleasing work environment
- Motivated clients with diverse presenting issues
- No overhead or administrative cost, flexible schedule
- Team meetings that focus on wellness of the clinician
- Opportunity for case consultation/support as needed

#### DUTIES

- Providing treatment of a variety of mental health issues using evidence-based, trauma informed practice.
- Creating and maintaining patient records and required reports in a timely manner
- Working collaboratively with a clinical supervisor to develop case formulations, identify treatment goals and support client progress in meeting these goals.

#### QUALIFICATIONS

- Doctoral Degree or Masters' Degree in Clinical Psychology or related field in Psychology (e.g., Counselling Psychology).
- Registered or Candidate Register Psychologist with the Nova Scotia Board of Examiners in Psychology
- Experience and competency working with children & adolescents and/or adults & couples
- Ability to work independently, yet collaboratively
- Ability to utilize empirically-validated, trauma informed practices.
- Excellent interpersonal, communication, and inter-professional team work skills
- Current professional liability insurance.
- Experienced with operating a computer and some ability with MS office

*This position is subject to a Criminal Record Check, including Vulnerable Sector Search, an Adult Abuse Registry Check, and a Child Abuse Registry Check.*

Please fax, email or send resume to: **Dr. Belinda Seagram, 2078 Hwy 1, RR#2, Falmouth, Nova Scotia B0P 1L0**

**Fax: (902) 472-3273**

**Phone 902 472-3272**

**Email: [bseagram@seagramassociates.com](mailto:bseagram@seagramassociates.com)**

## Advertisements

### Genest MacGillivray Psychologists



- An opportunity to develop your independent practice within a well-established clinic in Halifax.
- We are an especially collegial group of psychologists working in a highly respected practice.
- We work in a beautiful heritage house, complete with a private garden, in downtown Halifax.
- Our associates set their own hours and can control their own bookings but are also fully supported by administrative staff.
- Associates are normally booked four to six weeks in advance and maintain waiting lists.
- Ours is a supportive environment for both beginning and established practitioners, offering ongoing, informal, brief consultations, as well as regular opportunities for peer consultation with the group. Mostly because of Covid-19, we have developed an extensive telepsychology practice, which we anticipate will remain as a substantial part of our offerings since many clients seem to prefer it. Currently, some clients are seen in person, with safety measures in place.
- Anyone in our practice would be pleased to discuss our work environment and respond to questions via email or telephone, or in person. There is also an abundance of detail about us at [gmPsychologists.com](http://gmPsychologists.com).
- We are seeking a doctoral-level psychologist. We serve adolescents, adults, couples, and families, and are particularly looking for someone who has a specialty in counselling couples and is experienced in a wide range of clinical problems. A specialty in neuropsychology would also be considered. Demand for neuropsychological assessments is high, and we are always booked about a year out for these. Halifax is a beautiful, walkable city; an ocean city with an extended, attractive waterfront. This forward-looking community is rapidly improving public transportation and building bike lanes. There is affordable housing downtown and in the suburbs, and the schools, both public and private, are good.
- To apply, please email a CV to Anna Genest, Practice Manager: [annagenest@gmail.com](mailto:annagenest@gmail.com)

### Fenwick Psychology & Wellness Associates Inc.



- Fenwick Psychology and Wellness Associates is growing and we are hoping to welcome a psychologist with an interest in working with adults to our practice. Our clinic has been offering services in the Halifax Region for over 20 years, and we have a wide variety of well-established referral sources. We work hard to support our psychologists in creating a fulfilling, balanced practice. At Fenwick, we endeavour to make our clients and staff feel welcome and comfortable so that we can provide the excellent service that our clients deserve.
- We are located in downtown Halifax, close to the Universities, hospitals, and bus routes. We provide administrative support for all booking and billings in addition to materials required to complete mental health assessments. Should you choose to join us, you can enjoy a flexible schedule and opportunities to learn and expand practice areas. Fenwick Psychology and Wellness Associates is currently the sole provider of counselling services to individuals experiencing fertility related challenges in Nova Scotia. This is a growing area of practice and if interested, the successful candidate will receive training so that we can continue to provide support to this population.
- Qualifications:**
  - Registered or on the Candidate Register with NSBEP
  - Possession of Professional Liability Insurance
  - Proficiency in evidence-based assessment and treatment
  - Interest in working Part Time with a potential for Full Time
  - Ability to work one weekday evening, opportunities for more if desired
  - Proficiency in working with couples is preferred but not necessary
- If you would like to come see what we have to offer, we would love to see you.
- Please send your CV to Fenwick Psychology and Wellness Associates at [Fenwick@ns.sympatico.ca](mailto:Fenwick@ns.sympatico.ca)



### Private Practice Psychologist Position



Dr. Nina Woulff, Psychologist & Associates is a long established, highly respected and thriving private practice located in central Halifax. Referrals are abundant and are of a wide age range and diverse cultural backgrounds

We have an opening for a mature Associate Psychologist with well developed clinical skills, confident clinical approach and identified areas of expertise, who can provide therapy for adult clients.

The position entails at least 18-25 client therapy hrs/week with the possibility of additional hours. Our office is a very attractively designed suite in a health services professional building.

In this practice Associates are provided referrals that fit with their areas of expertise and interest. Associates manage their own cases and consultation is readily available. We provide both in office and online therapy.

This is an excellent opportunity for a psychologist looking to work in a supportive, collegial and delightful private practice.

Applicants must have Permanent Resident or Citizen status in Canada and hold current psychologist registration in at least one Canadian jurisdiction.

Interested applicants are invited to send resume and cover letter to Dr. Nina Woulff at:

Halifax Professional Centre

5991 Spring Garden Road, Suite 345

Halifax, N.S. B3H 1Y6

T: 902-492-1271

F: 902-421-1990

### Carleen Hall Psychological Services



At Carleen Hall Psychological Services, we support professional growth and collaboration. We implement evidence-based treatments (e.g., EMDR, CBT, ACT, DBT) and encourage case consultation and educational opportunities. We offer associates a team environment, comfortable office space, and full-time administrative support. For further information about our practice, please consult our website: [www.carleenhall.ca](http://www.carleenhall.ca)

We currently have an opening for an experienced Psychologist competent in working with the child, teenage, and young-adult populations, presenting with a variety of mental health issues. This position requires a minimal commitment of ten client hours per week with the opportunity to grow. The successful applicant will hold either a Masters or PhD degree and must be registered with NSBEP (candidate registered will be considered). Preference will be given to candidates who are comfortable working within areas of psychological assessment and the treatment PTSD/ trauma related disorders.

If you are interested, please fax, email or send resume to:

Carleen Hall Psychological Services, 250 Baker Drive, Suite 235, Dartmouth Nova Scotia B2W 6L4

[carleenhall@eastlink.ca](mailto:carleenhall@eastlink.ca)

Fax: 902-406-7414

## Advertisements

### Bird & Associates Psychological Services Inc.



**Full/Part Child/Adolescent Psychologist:** who is proficient in evidence-based treatment modalities. The ideal candidate would possess a willingness to collaborate with an array of multidisciplinary professions under the guidelines of professional practice. The successful candidate could have flexibility within their practice such as only limit their practice to conduct therapy or assessment or both. At our practice we view the client as a whole with the expectation that treatment is tailored to the individual needs of the client.

**Full/Part Adult Couples Counsellor:** Our growing team is seeking a Psychologist or therapist who is proficient in providing Emotion Focused Therapy to a couple population. The successful candidate would have had continuing education and experience working with couples under the Emotion Focused Therapy framework or express an interest to do so.

#### Our Practice Offers:

- Full time administrative services
- Inviting reception area
- Flexible working hours
- Online files and Telehealth Platform
- Encouragement of ongoing learning and professional development
- Free Parking for staff/clients
- Wheelchair accessible offices
- An ability to consult with additional team of Associates within the practice
- Assessment materials provided

#### Qualifications:

- Registered Psychologist or Candidate Register of good standing in Nova Scotia
- Registered Counselling Therapist RCT-C in good standing
- Masters in Clinical Social Work, MSW, RSW in good standing
- Previous work experience working with the targeted population.

We ask interested candidates to please forward your letter of interest along with your resume in confidence to our office administrator Kailyn at [info@birdpsychological.com](mailto:info@birdpsychological.com), fax (902) 480-8880, or call (902) 480-8880 to arrange to speak with Deborah Bird.





**TRUE NORTH PSYCHOLOGICAL SERVICES** is excited to announce that we are seeking both Masters or Doctoral level Psychologists and Masters Level Social Workers (MSW) with an interest and experience working with individuals and families impacted by trauma to join all three of our practices in Nova Scotia (e.g., New Minas, Halifax and Kingston).

We work closely with governmental agencies, organizations who assist veterans, military personnel, first responders and many other referral sources. However, our referrals are not limited to trauma-related challenges as we also work with adults, couples, families, and children facing a wide range of mental health and personal challenges. We regularly have a surplus of referrals and are eager to provide services to all in a timely fashion. By joining our team, you will have the opportunity to work alongside other mental health professionals, including Psychiatrists, Psychologists, and Clinical Social Workers. You will also receive administrative support as well as the flexibility to create your own schedule to maintain a positive work-life balance (part-time & full-time opportunities available).

We are looking for someone who possesses the following:

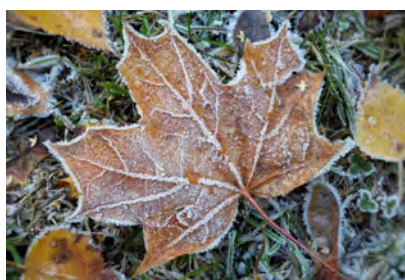
- Holds a graduate degree in psychology or Social Work from an accredited university, including MA, MSc, PhD, and PsyD, MSW. Various academic backgrounds are encouraged to apply (Clinical, Counselling, Child, etc.).
- Ability to utilize empirically-validated, trauma informed practices and other evidence-based treatment modalities.
- Has relevant working experience in areas of practice, with an emphasis on trauma-related work.
- Registered (must be in good standing) with the Nova Scotia Board of Examiners in Psychology (NSBEP) or registered (must be in good standing) with the Nova Scotia College of Social Workers (NSCSW).
- Must possess Professional Liability Insurance or willingness to obtain insurance.
- Demonstrates professionalism and effective case management skills (e.g., timely reports).
- An interest in working with couples or perinatal clients will be considered an asset.

It should be noted that this position is ideally in-office, in-person sessions with the option to offer tele-health (e.g., video, phone) in the event that a client or clinician is unable to attend a session in person.

**To apply for this position please send your CV to:**

**Lori Rose, Practice Manager & Executive Assistant at [lori.rose@truenorthcr.com](mailto:lori.rose@truenorthcr.com).**

**When you apply please specify the practice location for which you are applying.**





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Please contact the chair or APNS office for further information or to communicate changes to the list of committees & representatives.

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#### Child & Adolescent Psychology Interest Group (CAP-I)

is comprised of psychologists who work with children and adolescents and their families. Meetings are bi-monthly during the academic year to share information on topics of interest and to provide an opportunity to get to know our colleagues who work in a range of settings (schools, hospitals, universities, private practices, forensic settings, etc).

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Mass E-Mail \$150.00

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Event / Workshop	\$25.00 per 30 days
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For more information contact [apns@apns.ca](mailto:apns@apns.ca)

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