

# PSYCHOLOGIST

A Journal Published by The Association of Psychologists of Nova Scotia

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Vol. 35 • N° 2

May 2023

## PRESIDENT'S REPORT: Jacqueline Milner, M.Sc., R.Psych.



Jacqueline Milner,  
R.Psych, APNS President

“At times, our own light goes out and is rekindled by a spark from another person. Each of us has cause to think with deep gratitude of those who have lighted the flame within us.”

~ Albert Schweitzer

I express “deep gratitude” for the opportunity to serve as the APNS President over the past year and for being rekindled by the spark of such a skilled and thoughtful Executive in the service of our profession. APNS, I have learned and experienced, attracts the type of light held in others that allows the association to shine. No doubt this is due to the “star” of the committee, our Executive Director, Susan Marsh. Not many can resist the draw of her light as she attracts new Executive members to volunteer year after year. Our President-Elect, Chimène Jewer, is no exception, and with gratitude, I welcome her intelligent, energetic light as my successor as President of our Association. Moving forward, I am delighted that our APNS Executive will retain the contributions of Dr. Melissa McGonnell, Dr. Marcie Balch, Tammy Piers, Dr. Frank Fedde, and Grace Schwenck and excitedly welcome our newest members Kim

O'Connor (President-Elect), Lindsay Victor (Member-at-Large) and Emily Wildeboer (Co-Student Representative) to the APNS Executive. We extend heartfelt appreciation to Dr. Jenn Richards (Past President), Lesa Douglas (Member-at-Large) and Nicole MacKenzie (Co-Student Rep) for their time and meaningful contributions over the course of their terms. I feel privileged to have been surrounded by such thoughtful and dedicated colleagues and am confident they will continue to make a significant positive impact on our profession moving forward.

This past year, a primary initiative of APNS has been advocacy for our profession to the provincial government in response to their mandate to increase access to mental health and addictions for all Nova Scotians. Along with our Executive Director, and member Dr. David Pilon, I have had the opportunity to participate in several meetings since October 2022 with members of government and their representative agencies as they begin to build the infrastructure of MSI coverage as it relates to the delivery of our professional work. We had the privilege of being joined periodically by other professional colleagues during these meetings and I am both impressed and optimistic

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## Reports

### **PRESIDENT’S REPORT: Jacqueline Milner, M.Sc., R.Psych.**

*(Continued from page 1)*

considering the government’s genuine interest, respect, and thoroughness in hearing our voice in the development of the details supporting their mandate and the unique role psychology can and will play in such. I am very grateful to have been one of the voices in shaping the future of such a meaningful initiative and advocating for what I humbly hope upholds our profession’s integrity and is in the overall best interest of our profession and those whom we serve. A heartfelt thank you and acknowledgment to the members of our profession who lent their voices, whether by participating in meetings with the government or completing specific surveys related to this initiative. I am eager to see how this evolves.

Another important initiative of APNS I feel privileged to be involved in this past year is promoting awareness, sensitivity, competency, and the concept of humility in Equity, Diversity, and Inclusion. As part of APNS’s commitment to progressing our profession in this area, it has hosted two well-attended in-person workshops on this topic this winter with plans to offer more in the future. It has developed Diversity bursaries and has made changes to policy wording to embody this intent. In addition, APNS is hosting brainstorming sessions with APNS committee

members and is facilitating connections with allied professional associations (e.g., NSBEP, College of Social Workers) to increase resources for psychologists in continuing education and supporting diverse clients as well as continues to advocate that “Equity, Diversity, and Inclusion” is an essential area of competency for our profession.

I look forward to being involved in the continued evolution of the above important areas along with other APNS endeavours as I move into the Past-President role. Again, I am very grateful for the opportunity and experience to work alongside exceptional volunteers and to be inspired by the work APNS does on behalf of its members.

Although I am unable to attend the AGM meeting on June 9, 2023, I am thankful that I can close my term as President by being involved in the “Sit and Chat” bench initiative that has resumed in Kentville on June 2<sup>nd</sup>. This initiative is just another way APNS is committed to making a difference for others by raising awareness of the value of human interaction in enhancing overall well-being.

With gratitude,  
Jacqueline Milner, M.Sc., R.Psych  
APNS President

<b>Member Statistics at April 30, 2023</b>			
<b>Type</b>	<b>2021-22</b>	<b>2022-23</b>	<b>change</b>
<b>Full</b>	<b>514</b>	<b>504</b>	<b>-10</b>
<b>Retired/ Inactive</b>	<b>12</b>	<b>11</b>	<b>-1</b>
<b>In Absentia</b>	<b>2</b>	<b>2</b>	<b>0</b>
<b>Student</b>	<b>11</b>	<b>38</b>	<b>+27</b>
<b>Honourary</b>	<b>7</b>	<b>7</b>	<b>0</b>
	<b>546</b>	<b>562</b>	<b>+16 net</b>

### ANNUAL GENERAL MEETING AGENDA – June 9, 2023 – 12:00 noon to 1:15 pm

#### Room 1007, Kenneth C. Rowe Mgmt Bldg., Dalhousie University, 6100 University Ave., Halifax.

- 1.0 Call to Order; Acknowledgement of First Peoples & Traditional Territory.
- 2.0 Approval of Agenda published in the *Nova Scotia Psychologist* 35(2), circulated May 25<sup>th</sup> p 3.
- 3.0 Approval of Minutes, last year's AGM May 27, 2022, published in the *Nova Scotia Psychologist* 35(2), circulated May 25<sup>th</sup> p 4.
- 4.0 Business Arising
  - 4.1 Motion to approve the proposed Amendments to Constitution, as published in *Nova Scotia Psychologist* 35(2), circulated May 25<sup>th</sup> p 5.
- 5.0 President's Report published in the *Nova Scotia Psychologist* 35(2), circulated May 26<sup>th</sup> pp 1.
- 6.0 Treasurer's Report and Proposed Budget for 2023-2024, published in the *Nova Scotia Psychologist* 35(2), circulated May 26<sup>th</sup> pp 8-10.
- 7.0 Auditor's Report circulated by email on June 1<sup>st</sup>.
- 8.0 Committee Reports published in the *Nova Scotia Psychologist* 35(2), circulated May 25<sup>th</sup> pp 12-19
- 9.0 Election of Officers as published in *Nova Scotia Psychologist* 35(2), circulated May 25<sup>th</sup> p 6.
- 10.0 New Business
  - 10.1 Appointment of Auditor (Lyle, Tilley, Davidson) for 2023-2024
  - 10.2 Appointment of Electoral Officers for 2023-2024
  - 10.3 Announcement: APNS Advisory Board
- 11.0 Awards description published in the *Nova Scotia Psychologist* 35(2), circulated May 25<sup>th</sup> p 7.  
***Thank you to those who submitted nominations and congratulations to the winners.***
  - \* Fellow of APNS – **Harpreet Aulakh**, nominated by **Dr. Shelley Goodwin**.
  - \* The APNS Excellence in Psychology Award – **Dr. Bonnie McNeill**, nominated by **Dr. Daniel Chorney**.
  - \* The APNS Community Service Award for Psychologists – **Dr. Belinda Seagram** nominated by **Natasha Buchanan**.
  - \* The APNS Community Service Award – **Shaleen Jones, Eating Disorders Nova Scotia** (represented by **Deb Wells-Hopey, Program Mgr, EDNS**), nominated by **Dr. Emily Orr**.
  - \* The APNS Early Career Psychologist Award -- **Dr. Marcie Balch**, nominated by **Dr. Jenn Richards**.
  - \* The Gerald Gordon Undergrad Prize – **Jaylynn Skeete** (St. Mary's) nominated by **Dr. Nicole Conrad**.
  - \* The Brian Dufton Grad Prize – **Nicole MacKenzie** (Dalhousie) nominated by **Dr. Christine Chambers & Dr. Kathryn Birnie**, represented by **Dr. Jennifer Parker**.
  - \* The Diversity in Psychology Bursary – 2 winners: **Meaghan Hymers** (Acadia) and **Patrick Hickey** (Dalhousie).
  - \* The Dr. Hayes Lifetime Contribution Award and Outstanding Student Award – *no nominations*.
- 12.0 Adjournment

## Reports

### ANNUAL GENERAL MEETING MINUTES - May 27, 2022

#### **P**resent: *Executive Committee.*

Jenn Richards (President) Carol Shirley (Past President) Jacqueline Milner (President Elect), Bev Butler (Treasurer); Elaine Ply (Member-at-Large-HR); Melissa McGonnell (Secretary); Lesa Douglas (Member-at-Large); Tammy Piers (Member-at-Large); Nicole MacKenzie (Student Rep); Minutes taken by Melissa McGonnell.

**Incoming Executive:** Marcie Balch (Treasurer); Frank Fedde (Member-at-Large-HR); Paula Winstanley (President Elect); Grace Schwenck (Co-Student Rep).

**Regrets:** Meaghan Rossi.

**Staff:** Susan Marsh (Executive Director); Kathleen White (Administrative Assistant, Najah Dhuny, Co-op Student).

**Members:** Joan Backman, Erica Baker, Marcie Balch, Gordon Butler (NSBEP), Anne-Sophie Champod, Pam Chenhall, Victor Day, Brenda Durdle, Frank Fedde, Cathy Fraser, Miranda Fudge, Shawn Gates, Shelley Goodwin, Kay Jenson, Andy Kim, Richard MacGillivray, Mary McGrath, Farley MacLeod, Grace Schwenck, Mahu Tiberiu, Jillian Taylor,

**Guest:** Christine Chambers.

#### 1.0 Call to Order

Meeting called to order at 12:00 p.m. by Jenn Richards. Acknowledgement of First Peoples & Traditional Territory.

#### 2.0 Approval of Agenda

Motion to approve the Agenda, as circulated by email on May 24, 2022.

*Motion: Shelly Goodwin/Jacqueline Milner/Approved*

#### 3.0 Approval of Minutes

Motion to approve the minutes of the AGM May 26, 2021 as published in Nova Scotia, circulated May 16, 2022.

*Motion: Bev Butler/Shelley Goodwin/Approved*

#### 4.0 Business Arising

No business arising.

#### 5.0 President's Report

Published in the Nova Scotia Psychologists 34(2) pp 1-2. Report presented by Jenn Richards.

6.0 Treasurer's Report, including Proposed and projected Budgets (2023-25).

Motion to accept Treasurer's Report as circulated May 24, 2022.

*Motion: Bev Butler/Mary McGrath/Accepted*

Motion to approve the proposed 2022-2023

Budget as circulated May 24, 2022

*Motion: Bev Butler/Shelley Goodwin/Approved*

#### 7.0 Auditor's Report

Motion to accept the Auditor's Report as circulated May 24, 2022

*Motion: Bev Butler/Victor Day/Accepted*

#### 8.0 Committee Reports

Motion to accept the Committee reports as published in the *Nova Scotia Psychologist*, 34(2) pp 5-9.

*Motion: Jacqueline Milner/Bev Butler/Accepted*

#### 9.0 Election of Officers

Motion to approve the slate of officers as per the report submitted by the Chair of the Nomination & Elections Committee, Shelley Goodwin, as published in *Nova Scotia Psychologist* 34(2) p5.

- Jenn Richards, Past President
- Jacqueline Milner, President
- Paula Winstanley, President Elect
- Marcie Balch, Treasurer
- Secretary, Melissa McGonnell
- Frank Fedde, Member-at-Large HR
- Tammy Piers, Member-at-Large
- Lesa Douglas, Member-at-Large
- Co-Student Rep, Grace Schwenck

*Motion: Shelley Goodwin/Bev Butler/Carried*  
As President, Jacqueline Milner now chairing the meeting.

#### 10.0 New Business

##### 10.1 Appointment of Auditor for 2022-2023.

Motion to appoint Lyle, Tilley, Davidson as Auditor for 2022-2023.

*Motion: Bev Butler/Shelley Goodwin/Carried*

##### 10.2 Appointment of Electoral Officers 2022-2023

Motion to approve the appointment of Harpreet Aulakh, Shelley Goodwin, (Chair) Jeanette Kennedy, Jenn Elaine Ply as electoral officers for 2022-2023.

*Motion: Shelley Goodwin/Tammy Piers/Approved*

10.3 Advocacy to Government Survey Results  
Susan Marsh, Executive Director summarized four major points contained in document provided to government earlier this year. Susan is working on a full report for the membership which will be sent out over the summer. Susan answered questions from membership in attendance.

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### ANNUAL GENERAL MEETING MINUTES - May 27, 2022

(Continued from page 4)

J Milner thanked Susan Marsh, Jenn Richards, and members of all committees who have worked on obtaining and summarizing this information.

#### 11.0 Awards

Awards presented as published in the *Nova Scotia Psychologist*, 34(2), page 4.

- Fellow of APNS: Dr Richard MacGillivray; nominated by Shelley Goodwin.
- The Dr. J.A. Charles Hayes Lifetime Contribution Award: Dr Victor Day; nominated by Lauren Marsh-Knickle.
- The APNS Excellence in Psychology Award: Dr Erica Baker; nominated by Dr Joan Backman & Dr Christine Chambers.
- The APNS Community Service Award for Psychologists: Kay Jenson; nominated by Dr Leah Clyburn.
- The Diversity in Psychology Bursary: Noemie Bergeron-Germain (Acadia) and Andy Kim (Dalhousie)
- The Gerald Gordon Undergraduate Prize: Jillian Taylor (St. Mary's); nominated by Dr MaryAnn Fisher.
- The Brian Dufton Grad Prize: Tiberiu Mahu (Dalhousie); nominated by Dr Sherry Stewart.

No nominations were received for:

- The APNS Community Award in Mental Health
- The APNS Outstanding Early Career Psychologist Award
- The APNS Outstanding Student Award

12.0 Adjournment at 1:33 p.m. Carol Shirley

### PROPOSED AMENDMENT TO THE CONSTITUTION 2023: Membership

**A**t the June 9th Annual General Meeting, the following revision to the APNS constitution will be presented for approval:

#### Article III - Membership: *Item 2, Section b, to be deleted.*

2. At the discretion of the Executive Committee, Members shall be:
- a) persons who are on the Register of Psychologists or the Register of Candidates of the Nova Scotia Board of Examiners in Psychology; or
  - ~~b) persons who hold a Doctoral degree or a Master's degree in Psychology, granted by an educational institution having a graduate programme acceptable to the Association; or~~
  - c) persons who were members in good standing as of November 5, 1983.

*APNS has recently reviewed and updated its membership categories in light of the increased use of telepsychology\*, and to clarify the definitions of APNS membership. As a result, we will be making minor changes to the descriptions on the APNS Membership form. The above change in the APNS Constitution would align with those changes.*

\* See revised NSBEP guidelines: <https://www.nsbep.org/information-for-registrants/telepsychology/>



## Reports

### NOMINATIONS & ELECTION REPORT 2023 *(See next page for award descriptions)*

*Committee members: Shelley Goodwin (Chair), Harpreet Aulakh, Jeannette Kennedy, Elaine Ply.*

The Nominations & Elections Committee is responsible for soliciting nominations for positions on the Executive as they become available, and for conducting elections. It is also their responsibility to solicit and review nominations for APNS Awards and Honours. The Award winners will be presented at the AGM.

This year we had four positions to fill on the Executive: President Elect, Secretary, Member-at-Large, and one Co-Student Representative. We have received one nomination for each of the positions and so will not be holding an election.

The new Executive members are:

- **Kim O'Connor, President Elect**
- **Melissa McGonnell, Treasurer (second term)**
- **Lindsay Victor, Member-at-Large**
- **Emily Wildeboer, Co-Student Representative**

At the AGM on June 9<sup>th</sup> the new APNS Executive Committee will be presented and acclaimed as follows:

- Jacqueline Milner, Past President
- Chimène Jewer, President
- Kim O'Connor, President Elect
- Marcie Balch, Treasurer
- Melissa McGonnell, Secretary
- Frank Fedde, Member-at-Large Human Resources

- Tammy Piers, Member-at-Large
- Lindsay Victor, Member-at-Large
- Grace Schwenck and Emily Wildeboer, Co-Student Representatives

Jacqueline Milner will be moving to the Past President position and Melissa McGonnell will be returning for another term as Secretary.

Jenn Richards will be stepping down. She has served for three years on the Executive, as President Elect, President and Past President. Jenn will continue to serve as CPAP Rep.

Lesa Douglas will be stepping down after a two-year term as Member-at-Large.

Nicole MacKenzie will be stepping down as Co-Student Representative

Paula Winstanley stepped down early in her term as President Elect. Chimène Jewer joined the Executive in November, 2022 as an acting President Elect. She will now be moving into the President's role.

Thank you Jenn, Lesa, and Nicole for your contributions and commitment to the Executive. You will be missed. Thank you Chimène for agreeing to step in at short-notice. And thank all who submitted nominations this year.

*Submitted on behalf of Shelley Goodwin, Chair of the APNS Nominations & Elections Committee.*

Do you know a psychologist who deserves to be nominated for our Awards? We hope you will take a few minutes to consider who among your colleagues should be honoured next year. The nominations forms for all of the awards can be downloaded from the APNS website.

[Download the nominations forms.](#)

- Fellow of APNS
- Dr. J.A. Charles Hayes Lifetime Contribution Award
- Excellence in Psychology Award

- Outstanding Early Career Psychologist Award
- Outstanding Student Award
- Community Service Award - Psychology
- Community Service Award - Mental Health (Non-Psychologist)
- Gerald Gordon Memorial Prize for Psychology Undergrad Students
- Brian Dufton Memorial Prize for Psychology Grad Students
- Diversity in Psychology Bursary

## APNS AWARDS AND HONOURS REPORT

The APNS Nomination & Elections Committee is pleased to announce that we have received nominations for all but the Hayes Award and the Outstanding Student Award. The winner will be announced at the AGM.

### **APNS Fellow**

Each year, the APNS Executive may make one member a "Fellow" of the Association, in recognition of that person's outstanding contributions to APNS as an organization. It is intended as one way of recognizing, of saying thank you, to someone who has been doing outstanding work for us for years.

### **Excellence in Psychology Award**

This award is for mid- to late-career psychologists, in the 11- to 30-year professional range. The award is given on the basis of contributions to professional and volunteer activities while acting as a psychologist. The award may be given for work in a broad range of areas, e.g., area of practice; work setting; population area; treatment areas; and peer-related support.

### **Dr. Charles Hayes Lifetime Contribution Award**

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

### **Community Service Award for Psychologists**

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

### **Community Service Award in Mental Health (non-Psychologist or Organization)**

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. Recipients are individuals who work on their own or are associated with organizations, or organizations for their specific programs or initiatives.

### **Outstanding APNS ECP Award**

This award recognizes the challenges of being an Early Career Psychologist in the first 10 years of their career. The recipient of this award is an APNS member who has actively participated in APNS at the committee or Executive level.

### **Outstanding APNS Student Award**

This award recognizes the challenges of preparing for a career in psychology at either the masters or doctoral level. The recipient of this award 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.

### **Gerald Gordon Prize Undergraduate Psychology Students**

This 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 and to the development of the Psychology Act, which resulted in the creation of the NSBEP. Also, to reflect his belief in the importance of rewarding excellence at the undergraduate level as one means of encouraging promising students to consider a career in psychology.

### **Brian Dufton Prize Graduate Psychology Students**

This 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. Dr. Dufton was employed with the Western Regional Health Boards as a health psychologist at Valley Regional Hospital when he died in 2000 at the age of 45. He coordinated health promotion development for the Western Regional Mental Health program.

### **The Diversity Bursary for Psychology Students**

This Bursary aims to assist students enrolled in a graduate Psychology program at Nova Scotia universities, who identify as African Nova Scotian, Indigenous, Immigrant, having a disability, LGBTQ+2S, or other defined minority in their pursuit of post-secondary education in the profession of Psychology. The long-term goal is to have a more

## Reports

### TREASURER'S REPORT 2023-2024

In the 2022-2023 fiscal year we began to open up after the pandemic. In the past year, our Association has continued to move the strategic plan forward. We had our first post-pandemic in-person workshop in October 2022 and followed with others in 2023. We also partnered with other organizations to present on-line webinars. This has resulted in an increase in revenue and expense for workshops. Also, our revenue for private practice increased somewhat over last year, as did our revenue for web ads.

This year membership numbers decreased by 10, but new members continue to join. In an effort to attract more students, we recently made the decision to offer free membership for students that has already attracted 28 new student members. The student membership was fee was low (\$40) so the financial effect is negligible, and the Executive felt the benefit of attracting more students was worth it. This has resulted in a net increase of 16 new members. (*See table p 2*)

Overall, revenue was up over the 2021-2022 year. Our GIC investments also continue to grow as normal. However, due to a change in policy at Tangerine, we had to transfer funds from that account. Since then, we have re-invested in another short-term GIC that will allow us the flexibility of cash flow, and increased interest, that we need. Overall, even after three years of changes due to the pandemic, the Association finances remain strong.

Moving into this fiscal year, a year ago, on March 31, 2022 our total liabilities and assets were \$284,592. On March 31, 2023 our total liabilities and equities totaled \$300,511 (an increase of about \$15,000). This total is comprised of all cash accounts and GICs.

Total revenue for the 2022-2023 fiscal year equaled \$178,010, which is a \$26,000 increase from the previous year. Key revenue producers for 2022-2023 included: Membership Fees \$108,815, Private Practice Directory \$25,450, Web Ads \$4,464 and BMS insurance admin, \$9,707.

For 2023-2024, we have budgeted revenue (\$178,385) to be very close to the 2022-2023 actual revenue (\$178,010) as we expect our revenue to remain stable, after last year's growth.

Total expenses for the 2022-2023 fiscal year equaled \$162,116. This year's expenses increased significantly from last year's totals (\$112,965). This was expected, predominantly due to increased salaries as a result of hiring an Administrative Assistant; and workshop expenses due to an increased number of workshops. Other expenses remained close to last year's amounts.

Expenses for 2023-2024 are projected to be a substantially higher, at \$182,108, due to another increase in salaries, as we plan to hire a new Executive Director in late winter, allowing a few months overlap with our current Executive Director, for training purposes. Also, more travel to CPAP and APA meetings; the return of the Sit and Chat Bench; and further development of our CE opportunities.

As a result, we are budgeting for a loss of \$3,723 for the coming year. However, be assured, that we have the financial resources to manage this projected loss without making any changes to our regular fiscal practices. As we do each year, the Executive has discussed increasing membership fees. The rate was last increased in 2012 and it is currently \$225. After discussion and reflection on our strong financial position, and despite the budgeted loss, we have decided to maintain the current rate. However, we do expect to raise the membership rate the following year.

As always, 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 making sure we continue to adhere to the financial aspects of our Strategic Plan.

Respectfully submitted by  
Marcie Balch, Ph.D.,  
Treasurer, APNS



PROPOSED BUDGET 2023-2024 - page 1

Page 1	#	Adjusted Finals	Budget 2023-24
		to Mar 31 2023	adjustments
<b>INCOME</b>			
<b>Administration</b>			
Membership Fees	4060	\$ 108,815.00	\$ 115,000.00
Interest Earned	4100	\$ 1,552.00	\$ 750.00
Insurance admin	4055	\$ 9,707.13	\$ 7,000.00
BMS Insur promo	4034	\$ 563.81	\$ 575.00
Subtotal Administration		\$ 120,637.94	\$ 123,325.00
Grants	4045	\$ 5,040.00	\$ 6,000.00
<b>SUBTOTAL ADMIN &amp; GRANTS</b>		<b>\$ 125,677.94</b>	<b>\$ 129,325.00</b>
<b>Member Services</b>			
CE Workshops	4020	\$ 22,360.00	\$ 20,000.00
PPD online	4080	\$ 25,450.00	\$ 25,000.00
<b>SUBTOTAL MEMBER SERVICES</b>		<b>\$ 47,810.00</b>	<b>\$ 45,000.00</b>
<b>Ads and Promotion</b>			
Advertising - Web Ads	4036	\$ 4,464.08	\$ 4,000.00
<b>SUBTOTAL AD &amp; PROMO</b>		<b>\$ 4,464.08</b>	<b>\$ 4,000.00</b>
Miscellaneous	4110	\$ 57.64	\$ 60.00
<b>SUBTOTAL MISC</b>		<b>\$ 57.64</b>	<b>\$ 60.00</b>
<b>TOTAL REVENUE</b>		<b>\$ 178,009.66</b>	<b>\$ 178,385.00</b>
<b>EXPENSES</b>			
<b>Admin - Office</b>			
AGM / Audit	5010	\$ 2,465.00	\$ 2,500.00
Office Expenses	5130	\$ 337.51	\$ 500.00
Office Supplies	5410	\$ 785.98	\$ 750.00
Office Copier lease	5310	\$ 1,421.82	\$ 1,500.00
Office cell phone plan	5390	\$ 456.72	\$ 500.00
Exec Travel/Parking	5200	\$ -	\$ 1,100.00
Exec Dev/travel	0000	\$ -	\$ -
Software licenses	5316	\$ 1,605.06	\$ 1,800.00
Equipment/furniture	5315	\$ 624.00	\$ 1,500.00
Phone/Internet	5420	\$ 2,742.98	\$ 2,800.00
Conferencing Srvs	5430	\$ 64.13	\$ 50.00
Office Rent	5280	\$ 19,480.32	\$ 20,000.00
Amortization Exp	5175	\$ 3,510.00	\$ -
Website services	5220	\$ 500.25	\$ 1,000.00
Postage/Courier	5330	\$ 573.32	\$ 600.00
<b>SUBTOTAL OFFICE ADMIN</b>		<b>\$ 34,567.09</b>	<b>\$ 34,600.00</b>
<b>Admin - Committees / Reps Expenses</b>			
APA Rep Exp (Council)	5065	\$ -	\$ 300.00
APA PLC Conf Exp	5040	\$ 300.22	\$ 1,000.00
PsychHealthyWork	5117	\$ -	\$ -
Advocacy committee	5050	\$ -	\$ 100.00
CE committee	5140	\$ -	\$ 100.00
Cultural Div. comm.	5145	\$ 186.34	\$ 200.00
Nominations comm.	5180	\$ -	\$ -
Executive committee	5190	\$ -	\$ 500.00
Private Practice comm	5350	\$ -	\$ 100.00
Post-Disaster comm.	5320	\$ -	\$ -
Early Career group	5385	\$ -	\$ 100.00
<b>SUBTOTAL COMMITTEE ADMIN</b>		<b>\$ 486.56</b>	<b>\$ 2,400.00</b>

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# Reports

## PROPOSED BUDGET 2023-2024 - page 2

Page 2					
<b>Admin - Financial</b>					
Financial Reporting	5115	\$	2,791.75	\$	3,200.00
Bank/Cred Card SC	5100	\$	4,445.53	\$	4,500.00
<b>SUBTOTAL FINANCIAL ADMIN</b>		<b>\$</b>	<b>7,237.28</b>	<b>\$</b>	<b>7,700.00</b>
<b>Insurance &amp; Fees</b>					
Insurance	5240	\$	2,676.40	\$	2,700.00
Legal	0000	\$	-	\$	-
Reg Joint Stock	5360	\$	31.25	\$	32.00
<b>SUBTOTAL INSURANCE &amp; FEES</b>		<b>\$</b>	<b>2,707.65</b>	<b>\$</b>	<b>2,732.00</b>
<b>Staffing</b>					
ExDir salary	5270	\$	80,584.00	\$	63,000.00
Co-op - see grant Rev	0000	\$	9,318.40	\$	10,000.00
Admin salary	5275		<i>included above</i>	\$	22,000.00
Staff EI CPP Cer fee	5270		<i>included above</i>		<i>included above</i>
<b>SUBTOTAL STAFFING</b>		<b>\$</b>	<b>89,902.40</b>	<b>\$</b>	<b>95,000.00</b>
<b>Affiliations</b>					
APA memberships	5080	\$	104.24	\$	125.00
Membership: Various	5172	\$	201.83	\$	205.00
CPAP/ meetings	5171	\$	696.41	\$	2,200.00
Membership: CPAP	5170	\$	2,584.00	\$	2,600.00
<b>SUBTOTAL AFFILIATIONS</b>		<b>\$</b>	<b>3,586.48</b>	<b>\$</b>	<b>5,130.00</b>
<b>Awards / Donations</b>					
Donations/Benevolent	5110	\$	1,000.00	\$	1,000.00
Awards/Honours	5345	\$	4,000.00	\$	4,000.00
Student Diversity Bursary	5359	\$	2,000.00	\$	1,000.00
Student Awards	5370	\$	-	\$	2,000.00
<b>SUBTOTAL AWARDS / DONATIONS</b>		<b>\$</b>	<b>7,000.00</b>	<b>\$</b>	<b>8,000.00</b>
<b>TOTAL ADMINISTRATION</b>		<b>\$</b>	<b>145,487.46</b>	<b>\$</b>	<b>155,562.00</b>
<b>Member Services - CE</b>					
CE Workshops	5030	\$	15,157.06	\$	15,000.00
Workshop BMS (see 4034)	5035	\$	-	\$	2,000.00
CE resources (EPPP)	5150	\$	439.44	\$	1,000.00
<b>SUBTOTAL CE</b>		<b>\$</b>	<b>15,596.50</b>	<b>\$</b>	<b>18,000.00</b>
<b>Member Services - Advocacy</b>					
Special Event / Project	5060	\$	-	\$	-
Advocacy Training/CPAP	5351	\$	-	\$	-
Advocacy Dev Fund bal	5355	\$	-	\$	4,545.93
Sit & Chat Bench	5356	\$	-	\$	1,500.00
Psychology Month	5354	\$	504.90	\$	500.00
<b>SUBTOTAL ADVOCACY</b>		<b>\$</b>	<b>504.90</b>	<b>\$</b>	<b>6,545.93</b>
<b>Member Services - Publications</b>					
PPD	5340	\$	-	\$	-
<b>SUBTOTAL PUBLICATIONS</b>		<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>
<b>TOTAL MEMBER SERVICES</b>		<b>\$</b>	<b>16,101.40</b>	<b>\$</b>	<b>24,545.93</b>
<b>Promotions</b>					
Promotions/ Outreach	5352	\$	517.50	\$	1,500.00
Advert/social media ads	5116	\$	9.20	\$	500.00
<b>TOTAL PROMOTIONS</b>		<b>\$</b>	<b>526.70</b>	<b>\$</b>	<b>2,000.00</b>
<b>TOTAL EXPENSES</b>		<b>\$</b>	<b>162,115.56</b>	<b>\$</b>	<b>182,107.93</b>
<b>NET Surplus/ &lt;Loss&gt;</b>		<b>\$</b>	<b>15,894.10</b>	<b>-\$</b>	<b>3,722.93</b>

APNS WELCOMES LIN NGUYEN, Co-op Student - Public Relations



My name is Lin Nguyen, and I turned 19 last August. I was born and raised in a beautiful city called Danang, in Vietnam. I came to Canada by myself five years ago when

major to pursue. My mother gave me a list of careers that she thought would be a good fit for me. I literally closed my eyes and chose. The result was public relations. I realize that this industry is very important in this era with the development of communication and social networking. After experimenting for two years, I am quite satisfied with my choice.

Thanks to the Mount co-op program, I had the opportunity to work with APNS. Why did I apply to APNS? I chose APNS because I recognize the importance of mental health. In my free time, I also like to learn about psychology, usually from YouTube videos. After the job interview, I immediately realized that APNS would be the right place for me to learn and contribute to society. I am looking forward to and honoured to be with APNS this summer.

I was just a 14-year-old girl. I left my country because I wanted to approach a better education system and look for the opportunity to settle in a developed and free country. After considering so many choices, I believe Canada is the best choice. I am currently a second-year public relations student at Mount Saint Vincent University. This summer was my first co-op, and I was lucky enough to be chosen to work for APNS. Many people often ask me why I entered the public relations industry. The reason for this choice is quite simple and hilarious. After graduating high school, I did not know what

*APNS is pleased to have Lin with us this summer. Lin started her work-term on May 1st and will be with us for 16 weeks until August 18th. She will be working on the development of our social media presence, writing profiles on our award winners, and helping staff with diversity initiatives and strategic planning implementation.*



## Reports

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### COMMITTEE REPORTS 2022-2023

Although we hope the pandemic is behind us, we have continued our virtual committee meetings. The main reason is that it allows our members from across the province to participate more easily as volunteers. All committees are back on schedule with regular virtual meetings every few months. The next pages provide a summary Committee activity.

Thank you to all our volunteers that make these committees happen. All Committees play a role in APNS advocacy work and committee members are important to APNS. We are always looking for volunteers to help accomplish tasks and provide fresh, or new ideas.

This is especially true, now more than ever, as we proceed with work on an extended Strategic Plan that will address on-going development and growth

as well as succession planning for all committees and staff. If you are interested in being an APNS volunteer I encourage you to contact [apns@apns.ca](mailto:apns@apns.ca) to discuss possibilities.

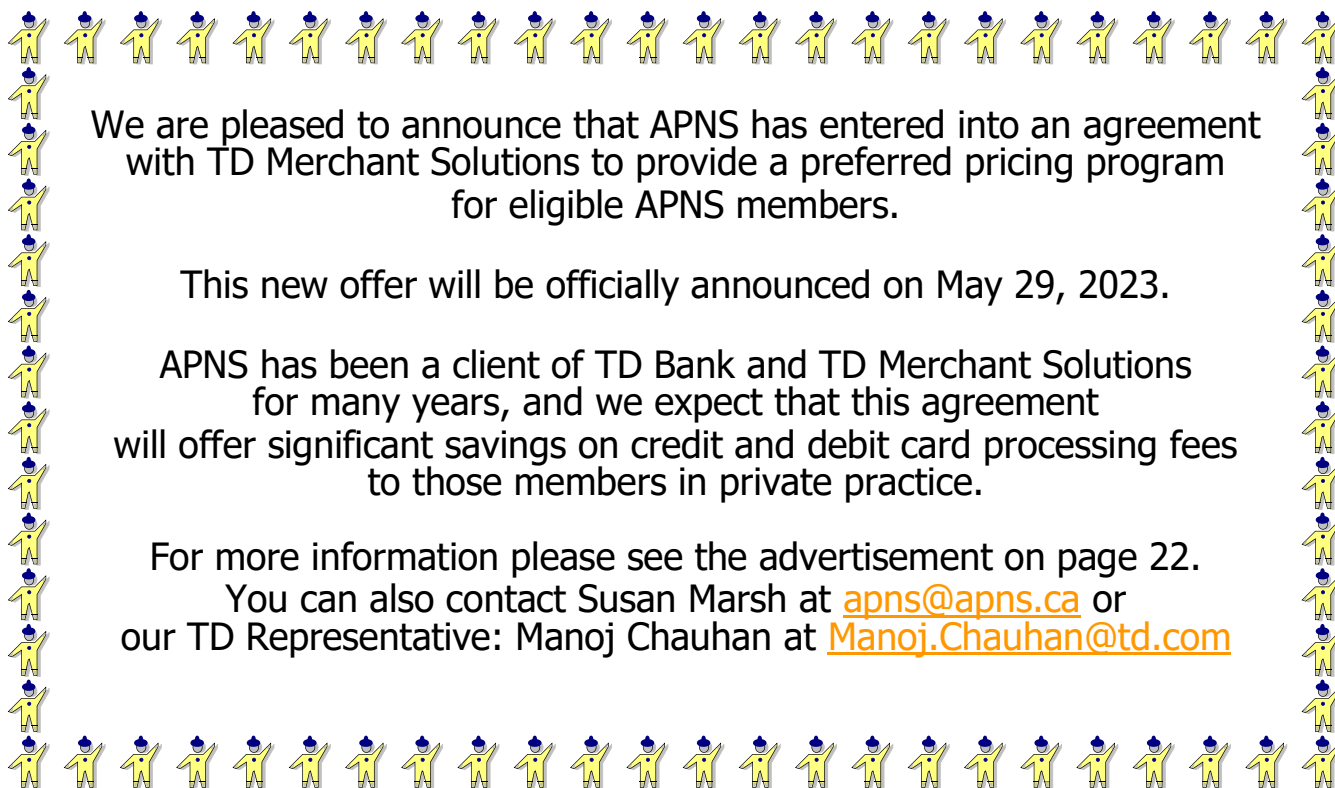
As a participant in an APNS committee you benefit in several ways.

1. Advocating for your profession benefits all psychologists.
2. Participating in group discussion and networking helps keep you connected.
3. Being active on a committee is an easy way of earning points for Continuing Competence.
4. Active volunteers earn credits to apply against APNS membership and workshop fees. *[see p 20]*

Thank you to all the Committee members and their Chairs who help us advocate for psychology in Nova Scotia.

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### APNS ANNOUNCES A NEW MEMBER BENEFIT



We are pleased to announce that APNS has entered into an agreement with TD Merchant Solutions to provide a preferred pricing program for eligible APNS members.

This new offer will be officially announced on May 29, 2023.

APNS has been a client of TD Bank and TD Merchant Solutions for many years, and we expect that this agreement will offer significant savings on credit and debit card processing fees to those members in private practice.

For more information please see the advertisement on page 22. You can also contact Susan Marsh at [apns@apns.ca](mailto:apns@apns.ca) or our TD Representative: Manoj Chauhan at [Manoj.Chauhan@td.com](mailto:Manoj.Chauhan@td.com)

### STRATEGIC MANAGEMENT TEAM 2022-2023

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 regularly to the full Executive on progress and for final approval of actions as necessary.

Since April 2022, when we last reported we have completed changes to our Human Resource policies and staff Performance Review procedures. With added staff being hired this is more important than ever. We have also reviewed policy and procedures related to APNS membership definitions, that appear on the APNS new member and renewal member form. We have also proposed a change to the definition of full membership as it appears in the APNS Constitution. To this end we have proposed the change shown on page 5.

The APNS Advisory Board mandate and responsibilities have been approved. The APNS Executive and the Executive Director have always relied on the expertise of our members to ensure they have the best information to make decisions and to serve the membership. The creation of the Advisory

Board will formalize these arrangements by creating a fixed group of 3 to 5 experienced Psychologists, and a larger roster of psychologists with extensive experience in particular areas, who can be a resource on issues that are not represented on the Executive. At the AGM in June we will be announcing the first members of the Advisory Board.

We have also begun to address an important item on the Strategic Management Plan:

***To develop a diversity strategy for APNS and outreach plan to marginalized populations.***

Some of this work has been done by the Cultural Diversity Committee, with their initiatives on continuing competency and continuing education offerings. But there is much more to do in the next few months as we focus on creating an Equity, Diversity and Inclusion (EDI) Strategy for APNS with a goal to ensuring the profession is mindful of EDI principles. We are holding a series of brainstorming sessions that will help the Strategic Management Team to identify priorities and take action. We are currently scheduling meetings with all committee members, and will be reaching out to the membership later in the year.

If you are interested in hearing more about the development of the EDI strategy, we have developed a Framework which is the basis of the brainstorming sessions. Contact [apns@apns.ca](mailto:apns@apns.ca) for more information.





## Reports

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### COUNCIL OF PROVINCIAL ASSOCIATIONS OF PSYCHOLOGISTS (CPAP)

As a member of the Council of Professional Associations of Psychologists (CPAP) APNS sends two people to meetings in Spring and Fall. Jenn Richard is the current CPAP Representative. Chimène Jewer will be joining Jenn at the next CPAP meeting which will be held in Whitehorse, Yukon. She will be the Observer for that meeting.

The last two CPA meetings have been in-person, first in Charlottetown in June 2022 and in Toronto in November 2022. Some items that were discussed at the most recent meeting:

1. Group Health Insurance Plan: to make a health plan more affordable, Association of Canadian Psychology Regulatory Organizations (ACPRO) may look into this in order to have more members at a national level. Planning to develop a membership survey and circulate for feedback.
2. MB and SK are developing a MOU between them, similar to what was done in Atlantic Canada several years ago. Like NS, NB has also opened telehealth services to provide services in NB if you're regulated in any province.
3. Discussed cultural challenges with psychologists practicing in other provinces:
  - Unique cultural considerations (concerns of competency)
  - Ethical considerations
  - Practical challenges (telehealth isn't always

feasible)

- Consider the possibility of insurance claims: possible increase on BMS claims
4. Training, Retention & Recruitment Problems Across Canada: Special Project proposed by MB: hire someone to look at provinces that surveyed their membership, understand the regional landscape, and pool data.
- 

*CPAP is composed of 12 provincial and territorial psychology associations, as well as a CPA Representative. You may not often hear about CPAP but it is an important partner, allowing for sharing of resources and collaboration on projects and advocacy initiatives among all its member organizations.*

*CPAP's primary activities centre around:*

- *Knowledge Exchange: Facilitating knowledge exchange amongst member associations.*
- *Best Practices: Identify and share best practices amongst member associations.*
- *Advocacy: Advocating for the needs of Canadian psychologists and the people that they support.*
- *Leadership Development: Develop leadership potential and capacity in Canadian psychologists.*

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### EARLY CAREER PSYCHOLOGIST GROUP

The Early Career Psychologist (ECP) group is composed of psychologists in the first 10 years of their career. It does not have formal meetings but seeks to connect ECPs through discussion groups and information sessions. Ena Vukatana and Julie Wershler are the ECP Group Leaders. Over the past year, they have focused on providing peer support.

In October 2022 they led a discussion session on preparing for oral exams, intended to provide support for those who are preparing for these exams.

If you have suggestions for other information sessions please contact Ena and Julie directly at [eep.apns@gmail.com](mailto:eep.apns@gmail.com).

If you are in the first 10 years of your career and you want to be added to the Group list, or are interested in being a mentor to ECPs please contact [apns@apns.ca](mailto:apns@apns.ca).

Also consider joining our ECP FaceBook group: <https://www.facebook.com/groups/218906661461167/>

## ADVOCACY COMMITTEE: Government Advocacy Efforts

*Committee members: Chair: Bev Butler, Victor Day, David Pilon, Laura Scallion, Natalie Stratton.*

*Joint Advocacy-Private Practice Group on government advocacy: The above, Private Practice Committee members, plus: Erica Baker, Heather Boucher, Myles Genest, Laurie Tracey.*

Over the past year the Advocacy Committee's focus has largely been on government advocacy. As the government started to take action on its 2021 election promises to make mental health more accessible to Nova Scotians, it became clear that they were interested in involving psychologists in those plans. In last summer's *Nova Scotia Psychologist: Special Edition*, we reported on our outreach to government and the results of our membership survey on attitudes to government plans. <https://apns.ca/wp-content/uploads/2022/08/NSPsychologist-Special-Edition-Government-Survey-Results1.pdf>

To ensure that APNS had a say in those plans, we decided it was important to have joint meetings with the Private Practice Committee, as much of what was being discussed had a direct impact on private practice psychologists. As more expressed an interest in advocating to government on these issues, we connected with those members who were not directly involved in the committees, in private practice and the public sector, including school psychologists and students. Last June, we began our first joint meetings and continue to meeting regularly to provide updates. We also contacted the Office of Addictions and Mental Health (OAMH) several times and had a meeting with Doctors Nova Scotia.

In October, we were contacted by KPMG and Group ATN, the companies hired to fulfill the government's mandate. The following is a summary of the series of meetings with KPMG and Group ATN up to the May 2023.

### APNS Advocacy & Government Meetings

Between October 2022 and May 2023 APNS has had a total of 10 meetings. Most of these meetings have been with KPMG and two with Group ATN. All meetings have been represented by the Executive Director and 2-3 APNS members, President Jacqueline Milner, Dr David Pilon from

our Advocacy committee and two alternates – Marcie Balch and Erica Baker. All meetings have included various representatives from either KPMG or Group ATN, as well as representatives from the OAMH, or from Nova Scotia Health or the IWK Health Centre. Aside from the above, these were psychologist-only meetings, and some of the meetings included other active APNS members not listed above.

1. The first meeting in October was with Group ATN discussing general topics as a basis of further meetings. The topics (below) allowed us to highlight many of the concerns and issues that we had identified as being important to our members (as collected in the member survey which had an over 70% response rate):
  - What are the most important actions needed to make progress toward improved access?
  - What is currently happening in Nova Scotia that can contribute to improved access?
  - What is your best advice on how to move forward?
2. The November 9 meeting was with KPMG. It covered more detail than the first session and introduced plans to focus on pilot projects to work out the fine points on how the intersection of public and private service delivery (therapy and assessment) would work. The two pilots were: the *Subcontracted Clinical Psychologist Services (SCPS) Pilot* and the *Dalhousie Clinical Training Program (CTP) Pilot*.
3. The Dec 7 KPMG session discussed details around the fulfillment of the SCPS pilot involving the IWK. This related to how the patient referral process linking private practitioners and the hospital intake system would work. It dealt with the whole range of possibilities from entrance to exit and beyond, including compensation and referrals.
4. On Dec 14 the Executive Director had a follow-up meeting with KPMG to discuss the data collected in the Member survey, specifically, the shortage of psychologists, extensive wait lists and the attitude of psychologists to

*(Continued on page 16)*

## Reports

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### ADVOCACY COMMITTEE: Government Advocacy Efforts

(Continued from page 15)

- involvement in these projects.
5. On Jan 19 we met again with Group ATN. This meeting related to a pilot called *Mapping the Patient Experience* and how this information might be disseminated to clients of psychologists and other mental health organizations. This was useful, but not as advocacy-specific as the other meetings, but it did give us a better sense of the other community-based and profession-based organizations that were begin engaged.
  6. At the March 16 meeting with KPMG, we discussed the further development the SCPS pilot in which private psychologists will be subcontracted to provide assessment services to children and youth. Specific discussion was to explore ways in which psychologists would be involved, and how best to recruit and compensate participating psychologists.
  7. Shortly after the March 16 meeting, we received a list of questions that the government wanted us to disseminate to our members who had expertise in the assessment of ASD and ADHD. These would be used to determine parameters for an request for proposals (RFP) that would engage 8-10 psychologists in a pilot project to work on reducing the long wait lists for these assessment areas. APNS responded to the request with an extensive rewrite of the questions, extending the conversation to Neurodevelopmental Disorders including ADHD, ASD and LD assessments, to ensure that all members with expertise and an interest in participating would be included, and suggesting a screening process to identify the specific area of assessment needed. The revised questions were accepted by the government without questions. The survey went out on April 10 with a deadline of April 24. We received 40 responses and these were summarized and reported to KPMG to help them develop parameters for the RFP to be circulated in the Fall 2023. The report is available by contacting [apns@apns.ca](mailto:apns@apns.ca)
  9. This was followed with three more meetings. All related to the Dalhousie CTP and the SCPS Pilots. The first meeting on April 19 reviewed the draft of revised codes and new ones specific to the compensation of psychologists in the pilots, and to be scaled up for permanent services. At the end of the April 19<sup>th</sup> meeting, we had the opportunity to ask about other pilot projects and other mental health professionals that were involved. They indicated that there were many pilot projects in the works. Their responses seem to indicate that social workers and certified counsellors were not involved in discussions similar to ours, although they may have been involved elsewhere. Also, we heard that KPMG had been researching and developing plans around recruitment and retention issues and how they should be addressed across all health/mental health areas. The Executive Director took the opportunity to offer to advise on these issues from the perspective of psychologists. Finally, they did say that we could expect to be involved in more meetings as things developed.
  10. The next two meetings were each over two-hours. The May 4 meeting involved a detailed discussion on codes, reviewing and providing input on draft codes, that had been developed since the April meeting, and were based to some extent on the results found in our April survey report.
  11. The May 12 meeting focused on payment of psychologists' services, as represented by the codes and fees for these services that would be acceptable to psychologists. We were asked to review and provide input on draft payment equations, tentatively based on a fee of \$210 (as recommended by APNS).

### CULTURAL DIVERSITY COMMITTEE

*Committee members: Jason Chatman (Chair), Harpreet Aulakh, Christine Ellsworth, Eileen Donahoe, Hilary Green, Joanna Hessen-Kayfitz, Erica Lundberg, Alissa Pencer, Marissa Walter, Natasha Yorke*

This year the Cultural Diversity Committee continued to focus on two items which were identified in last year's committee plan.

#### Equity and Diversity Committee Sustainability

- Preventing burnout in committee members.
- Ongoing recruitment for the committee.
- Ongoing evaluation of how the committee is working, achieving goals, and promoting sustainability and health.

#### Professional Training

- Cultural competence should be interwoven into our training and learning at all levels.
- Focus on evidence-based cultural competence.
- Supervision as a means of promoting and supporting continuing cultural competence.

This second priority has continued to be addressed with discussions around cultural competency and developing a framework of evidence-based workshop opportunities. We also have engaged with the diversity committee of NSBEP, who approached us about various diversity initiatives. This was a positive step forward, particularly in regard to professional training, as cultural competence is defined by NSBEP. One important discussion between the two diversity committees was around the creation of a NSBEP demographic survey. The Cultural Diversity Committee and the Executive both provided feedback and NSBEP has continued to develop the survey. There were concerns around the importance of keeping this anonymous and protecting the information of those who would respond.

#### Partnering with Other Organizations

**Immigrant Services Association of Nova Scotia (ISANS):** Last year the Committee Chair met with ISANS to discuss possible training around how to work with interpreters as part of mental health treatment, as well as other topics. More work was done on the initiative this year, with meetings of a sub-committee to discuss content for a workshop. The result was a popular workshop led by Colleen Belle of ISANS in January 2023.

**Nova Scotia College of Social Workers (NSCSW):** In our development of cultural competence training we found that the NSCSW had an impressive list of diversity-related professional development opportunities. It was decided that we would reach out to them, to initiate discussions about sharing content for various offerings. This is still in discussion, but we hope to announce developments over the next year.

#### New Chair

This year Harpreet Aulakh stepped down as Chair and Jason Chatman has taken her place. Harpreet has been with the Committee since she led the establishment of the committee in January 2017. Here are some highlights of the last six years:

January 2017: The committee mandate focused on education, advocacy, partnering with community groups and forging connections. On that basis, several workshops were developed:

- September 2017: Dr. Gaydha Hassan: Cultural Safety
- May 2019: Dr. Matthew Skinta: ACT and Diversity with an LGBTQ emphasis
- October 2022: Dr. Ben Kuo: Creating A Culturally Safe Space in Clinical Practice
- January 2023: Colleen Belle (ISANS): Building Intercultural Competency

Another focus was outreach to representatives or diverse regional groups. In 2018 - 2019, the committee met with:

- Carmen Moncayo, Community Wellness Coordinator from ISANS,
- Robert Wright / Lana MacLean, clinical social workers who provide training and work closely with the African Nova Scotian community
- Jarvis GooGoo, who was a member of the First Nations Atlantic Policy Congress of First Nations

Recognizing that a deeper understanding of the Diversity Committee's goals and priorities were needed, in October 2020, Robert Wright led a workshop for the committee to help detail and prioritize the committee's goals. Of the ten areas identified, the top three were:

*(Continued on page 18)*



## Reports

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### PRIVATE PRACTICE COMMITTEE

*Committee members: Dion Goodland, , Health Power (Co-Chairs), Tara Forgeron, Shelley Goodwin Mary McGrath, Shauna Sutherland, Pam Wambolt, Sydney Walker.*

Over the last year the Private Practice Committee has been discussing several issues.

#### Fee Increase

The Committee reviews the APNS recommended rate annually. This past year, the committee decided that since the rate was raised to \$210 in 2021, there was no need to do so in 2023.

#### Advocacy on Government MSI plan

As mentioned in the report from the Advocacy Committee, some Private Practice Committee members have attended the joint meeting. The committee receives a government advocacy update at each meeting.

#### Other Topics:

- *NIHB*  
Advocacy to increase fee. CPA has been leading these discussions at the national level with the federal minister. The committee agreed that getting on board for a national agreement seems positive.
- *Refugees/Citizenship Canada/Interim Federal Health Program*

This government program provides a year of benefits with a low number of psychologists registered to provide service.

The payment for psychology is \$140 and does not include a lot of the behind the scenes work that must be done for each client. Similarly, this too may be better approached at the national level, and we expect to hear more on that after the next CPAP meetings.

- *Auto Insurance Coverage Review*

A discussion paper from the provincial government on a review of auto insurance coverage asked for input from psychologists. It outlines several things that they are strongly requesting be changed. In discussion with NSBEP they too are concerned at several things that were listed. As a result APNS wrote a letter to government outlining concerns.

Finally, the Chair of the Private Practice Committee stepped down from the position at the end of 2022. The new Co-Chairs are Heather Power and Dion Goodland.

Thank you Shelley, for your leadership of the committee and thank you to Heather and Dion for stepping up.

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### CULTURAL DIVERSITY COMMITTEE

*(Continued from page 17)*

Equity and Diversity Committee Sustainability; Professional Training; and Corporate and Professional Accountability. The committee will continue to work on these 3 goals over the next few years.

#### Other Developments:

As a result of the committee's discussions, more attention has been given to APNS' Strategic Plan that would begin to address the other goals defined in the October 2020 brainstorming session.

Also, an annual graduate student bursary has been developed to support graduate students of diverse backgrounds. It has been a busy 6 years and we are confident that the committee will continue to be an important voice for diversity in the years to come.

Finally, we want to thank Harpreet for all her work as Chair over the past years. We are pleased that she will continue to sit on the committee.

Thanks to Jason Chatman for taking on the role of Chair.



## POST DISASTER COMMITTEE REPORT

Committee Members: Janice Howes (Chair), Dean Perry (Disaster Response Coordinator), Victor Day, Laura Scallion

The Post Disaster Committee (PDC) continues to focus on readiness to provide post disaster response in the event of a large-scale disaster or major emergency that affects many Nova Scotians to the point of traumatization and exceeds the capacity of agencies or systems sanctioned to respond (i.e., provide psychological first aid; mental health care/support). The PDC continues to network and consult as needed with relevant organizations in order to communicate and understand roles, and to clarify which body presently has the ability to activate our Post Disaster Volunteer Response.

Recent traumas/disasters in Nova Scotia highlight the importance of our ability to respond when needed. We thank all psychologists in Nova Scotia who have and are willing to volunteer their expertise and time to help victims, survivors,

community members, and responders following disasters. If you are not on the Post Disaster Volunteer Roster and would like to be, please contact APNS at [apns@apns.ca](mailto:apns@apns.ca). Roster volunteers provide brief pro bono psychological first aid following a disaster.

The current PDC members include; Victor Day, Ph.D, Dean Perry, M.Sc., Laura Scallion, Ph.D, and Janice Howes, Ph.D. We were pleased to welcome Laura Scallion to the Committee recently. Dean Perry is now the Disaster Response Coordinator. I thank Dean, Victor, and Laura for their dedication and ongoing service.

We would be pleased to welcome new members to the PDC. If interested, please contact [apns@apns.ca](mailto:apns@apns.ca) or [Janice.howes@nshealth.ca](mailto:Janice.howes@nshealth.ca)

Respectfully admitted by:  
Dr. Janice Howes, Chair

**Please join us for the  
APNS Annual General Meeting**

**Rm 1007, Rowe Mgmt. Bldg., Dalhousie University,  
6100 University Ave., Halifax**

**Friday, June 9th, 12:00, Noon to 1:15 pm**

**In addition to the annual business meeting,  
we will be awarding the annual APNS awards.**

**To attend please rsvp to [apns@apns.ca](mailto:apns@apns.ca)**



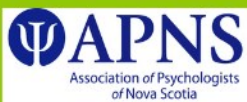
BRINGING BACK THE SIT & CHAT BENCH DONATIONS IN PARKS ACROSS NS



## **"SIT AND CHAT" BENCH UNVEILING**

Kentville Visitor Information Centre, 125 Park Street.

**June 2nd - 2 p.m.**



# Advertisements

## APNS ANNOUNCES A NEW MEMBERSHIP BENEFIT

### TD Merchant Solutions Preferred Pricing Program for Association of Psychologists of Nova Scotia Members.<sup>1</sup>

#### Why choose TD Merchant Solutions?

- ✓ **Advice and expertise you can trust**  
From the only payment solutions provider that is a major Canadian bank
- ✓ **Technical support you can count on**  
24/7 support line and on-site technical service within 4 hours of your call<sup>2</sup>
- ✓ **Solutions that adapt as you grow**  
Payment solutions that will keep pace with your growing business

#### Rates

- Visa\* credit rate: 0.15%<sup>3</sup> and Mastercard® credit rate: 0.15%<sup>3</sup>
- Interac® transaction rate \$0.03<sup>3</sup> per transaction
- Complimentary Online Reporting

#### Point of Sale Device Offers

##### TD Move 5000

Designed for mobility, this new wireless POS device provides multi-communication flexibility to optimize payments on the go.



##### TD Desk 5000

A touchscreen countertop POS device offering value added apps to help run your business.



##### TD Generation Portal 2 with PINpad

A secure and efficient countertop POS device with colour touchscreen and external PINpad. This device is ideal for drive-thru transactions.



The above devices accept contactless payments.

#### Apply Today!

As an experienced TD Merchant Solutions consultant, I will help you select the right point-of-sale device to help ensure fast and secure customer payments. Feel free to contact me today.



##### Manoj Chauhan

Business Development Specialist  
902-210-4008  
manoj.chauhan@td.com



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### PSYCHOLOGY POSITIONS AVAILABLE IN NOVA SCOTIA

You may also visit the full listings on the APNS website.

<https://apns.ca/Publications/career-opportunities/#main>

**Office space available—Halifax**

Office space is available in our lovely Hydrostone-area building, in Halifax’s vibrant north end.

<https://apns.ca/publications/news/office-space-available-part-time-full-time-halifax/>

**Annapolis Valley Psychological Services** are seeking Registered Psychologists and a Psychologist (Candidate Register) to provide evidence-based psychotherapy and assessments to adult clientele, but also to further expand our services to include children, adolescents, couples, groups, and families. <https://www.annapolisvalleypsychologicalservices.ca>

**Aulakh Psychological** is currently seeking a qualified Registered Psychologist, or Candidate Registrar, to be a part of our team.

<https://apns.ca/publications/news/aulakh-psychological-and-counselling-service-inc/>

**Carleen Hall Psychological Services** are seeking a Registered or Candidate Registered Psychologist.

<https://apns.ca/publications/news/looking-for-psychologist/>

**Dr. Daniel Chorney & Associates** is currently seeking a PhD or PsyD in Psychology (Clinical or Counselling Psychology). <http://www.chorneyandassociates.com>

**Fenwick Psychology and Wellness Associates** is growing and we are hoping to welcome a Psychologist with an interest in working part-time (with potential for full-time) with adults or children in our practice. <https://fenwickwellness.ca>

**Dr. S Gerald Hann Psychological Services** are 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. <https://hannpsychologicalservices.com>



## ***Advertisements***

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### **PSYCHOLOGY POSITIONS AVAILABLE IN NOVA SCOTIA**

**You may also visit the full listings on the APNS website.**

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.....  
• **Marsh-Knickle & Associates** would like to invite a Registered Psychologist who works with  
• Children and Adolescents to join our team of independent practitioners.  
• <https://www.marshknickleandassociates.com>  
.....

.....  
• **Mindful Therapies Inc.** is now recruiting Psychologists (Registered or Candidate Register) who  
• wish to join our practice in the heart of Dartmouth, Nova Scotia. <http://www.mindfultherapies.org>  
.....

.....  
• **Dr. Nina Woulff, Psychologist and Associates** invites Psychologist applicants with well developed  
• clinical skills, who can provide therapy for adult clients. The position is part time ( 8-12 hours/  
• week) with the ability to grow to full time.  
• <https://apns.ca/publications/career-opportunities/dr-nina-woulff-psychologist-associates-2/>  
.....

.....  
• **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. <https://powerpsychservices.ca>  
.....

.....  
• **Seagram and Associates / Landing Strong** are currently looking for a part-time/full-time  
• Registered Psychologists. We want someone who is interested in being a leader within this evolv-  
• ing organization. <http://seagramassociates.com> / <https://landingstrong.com>  
.....

.....  
• **True North Psychological Services** is 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). <https://truenorthpsychological.com>  
.....



## Welcomes its Latest Members as of May 20, 2023

<b>Ian Armstrong</b>	<b>Deonte Elliott</b>	<b>Ashley Kennedy</b>	<b>Ainsley Pelley</b>
<b>Michelle Arsenault, Ph.D.</b>	<b>Shanelle Gavieres-Cournoyer</b>	<b>Andi Kpolugbo</b>	<b>Michaela Ryan</b>
<b>Carrie-Ann Bugden</b>	<b>Charles Hartlen</b>	<b>Denise Kyte, Ph.D.</b>	<b>Domenica Saldarriaga -</b>
<b>Debbie Campbell, Ph.D.</b>	<b>Lindsay Heyland</b>	<b>Zoe Lawrence</b>	<b>Cervallos</b>
<b>Tessa Cosman</b>	<b>Patrick Hickey</b>	<b>Natalie Lawy</b>	<b>Noelle Strickland, Ph.D.</b>
<b>Jack Cummings</b>	<b>Meaghan Hymers</b>	<b>Jennifer Leckey</b>	<b>Kelsey Villars</b>
<b>Tegan Daley</b>	<b>Yasmeen Ashraf Ali -</b>	<b>Kaynaz Niazi</b>	<b>Kathleen Walsh, PhD.</b>
<b>Mya Dockrill</b>	<b>Ibrahim</b>	<b>Matthew Patterson</b>	
<b>Lucas Eberhardt DeMaster,</b>	<b>Alzena Ilie</b>	<b>Jocelyn Paul</b>	
<b>PsyD.</b>			

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.

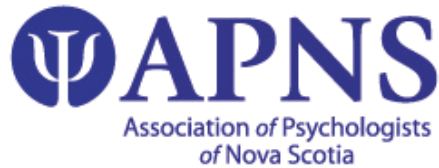
## Congratulations to the following who have recently become Registered Psychologists\*

**Meagan Beaudin, Psy.D.**  
**Lucas Eberhardt DeMaster, PsyD.**  
**Pamela Gamble, Ed.S.**  
**Trisha-Lee Halamay, Ph.D.**  
**Olga Lerner, M.Psy.**

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

**Michelle Arsenault, Psy.D.**

*\*This information provided by NSBEP as of May 1, 2023*



## Committees & Representatives

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

### EXECUTIVE

President: Jacqueline Milner  
 Past President: Jenn Richards  
 President Elect: Chimène Jewer  
 Secretary: Melissa McGonnell  
 Treasurer: Marcie Balch  
 Member at Large: Tammy Piers  
 Member at Large: Lesa Douglas  
 Member at Large HR: Frank Fedde  
 Student Representatives:  
 Nicole MacKenzie & Grace Schwenck

### EXECUTIVE DIRECTOR

Susan Marsh [apns@apns.ca](mailto:apns@apns.ca)

### REPRESENTATIVES

**Council of Provincial Associations in Psychology/ Practice Directorate Rep:**  
 Jenn Richards

**Psychology in the Workplace Network:**  
 Inactive

**Public Education Campaign Coordinator:**  
 vacant

**APA Council of Representatives:**  
 Shelley Goodwin

### COMMITTEES & INTEREST GROUPS

#### Advocacy:

##### Bev Butler, Chair

Victor Day	David Pilon
Laura Scallion	Natalie Stratton

#### Cultural Diversity

##### Jason Chatman, Chair

Harpreet Aulakh	Christine Ellsworth
Neera Datta	Eileen Donahoe
Hilary Green	Joanna Hessen-Kayfitz
Erica Lundberg	Alissa Pencer
Harman Singh	Marisa Walter
Heather Patterson	Natasha Yorke
Noémie Bergeron-Germain	

#### Continuing Education:

Inactive

#### Nominations & Elections:

##### Shelley Goodwin (Chair)

Harpreet Aulakh  
 Jeannette Kennedy  
 Elaine Ply  
 (MaL-HR) ex-officio

#### Post Disaster Committee:

##### Janice Howes, Chair

Dean Perry (Disaster Response Co-ordinator)  
 Victor Day  
 Laura Scallion

#### Private Practice Committee

##### Dion Goodland/Heather Power, Co-Chairs

Shelley Goodwin	Mary McGrath
Shauna Sutherland	Heather Walker
Sydney Walker	Rhonda Wolkins
Pamela Wambolt	

### GROUPS

#### 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).

##### Penny Corkum, Chair

#### Early Career Psychologist Group

Ena Vukatana  
 Julie Wershler

Contact the APNS Office for more info on how to become involved in APNS committees.

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Job Postings	\$25.00

Mass E-Mail \$150.00

Monthly Member E-mail free

### APNS Member Website Ad Rates

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Job Postings	\$25.00 per 60 days

For more information contact [apns@apns.ca](mailto:apns@apns.ca)

## Publication Information

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