

ANNUAL REPORT

2005-2006

Legal Support

Caught in the
Middle
(Victoria & Westshore)

Evolutions

Parenting With A
New Partner

Teen Life
Counselling

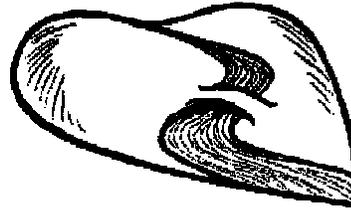
Individual, Couple,
& Family Therapy

Parenting After
Separation

Proactive Family
Mediation

Facilitated Access

Information &
Referrals



*Separation and Divorce
Resource Centre*

**Providing Services for over
28 Years!**

812-B Broughton Street, Victoria, BC V8W 1E4
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e-mail: info@separationdivorce.bc.ca
www.separationdivorce.bc.ca

Mission Statement

The **Separation and Divorce Resource Centre** provides counselling, emotional support, information and referral services for people of all ages affected by separation, divorce, or family re-organization. We assist individuals in recognizing their options and rebuilding their lives.

Board of Directors

(April 1, 2005 – March 31, 2006)

Richard McGuigan, Ph.D.: President
Robert Haymond, Ph.D.: Vice-President
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Staff

(April 1, 2005 – March 31, 2006)

Executive Director (effective Aug. 2005)

Richard Routledge, M.A., R.C.C.

Director, Legal Support Services

(also Acting Executive Director prior to Aug. 2005)

Pam Rudy, B.Ed.

Coordinator of Counselling Services

Rachel Treloar, M.A., Cert. Med.

Counsellor/Facilitator

Sue Duffy, M.Ed.

Coordinator, Facilitated Access Program

Claudette Sells

Office Assistant

Raji Goel, Dip. Office Admin.

Receptionist

Michelle Johnson

Contract Counsellors

(April 1, 2005 – March 31, 2006)

Sue Duffy, M.Ed	Helen Lennie, M.Ed., C.C.C.
Susan Grady, M.Ed., M.S.W.	Lara Schultz, M.A.
Barbara Green, M.A.	Lionel Zelniker, M.A., M.S.W
Donnarose Law, B.A.	
Kat Purvis-Bellamano, Member of BC Mediation Roster	
Louise Owen, Member of BC Mediation Roster	
Marie-Christine White, Comprehensive Family Law Mediator	
Tanya Dang, (M.Ed. Practicum Student)	
Paula Murphy (M.A. Practicum Student)	
Aurora Stevens, (M.Ed. Practicum Student)	

Office Support Volunteer - Doug Woodall, M.S.W.

EXECUTIVE DIRECTOR'S REPORT

This has been a year of exploration, careful innovation, and teamwork. The SDRC has implemented important changes this year in staffing and programming, and has been able to grow in its scope of service delivery while at the same time strengthening its infrastructure.

When I joined the organization as its executive director at the end of August 2005, I was struck by the level of genuine commitment, dedication, and caring exhibited by all staff and contractors. It quickly became apparent that despite the logistical and financial obstacles, this agency routinely provided an exemplary level of service in all programs because everyone cares for and deeply respects the men, women, and children who seek its help. The team lacked cohesion but abounded with passion. Everyone shared plenty of ideas and insights, which has since allowed me to form clear ideas about the direction of the agency and a plan for moving forward.

There is a saying in northern Africa: "Choose your companions before you choose your road." One of my priorities this year was to revise the organization's staffing model, so as to efficiently make use of an in-house team and decrease our dependence on outside contractors. The plan was, and is, to develop and enhance a core team to create synergy and flexibility in service-delivery, while also getting more mileage from our limited budget. Revising the staffing model was a difficult challenge, in part because of our assorted range of programs and the different skill sets they require, in part because of budgeting requirements, and also in part because there were so many talented, dedicated people to consider. After several months and some sleepless nights, I decided upon a staffing arrangement that I hope will allow the agency to grow for many years to come, capitalizing on a diverse range of skills and abilities and an economically-cautious framework for expansion.

One major benefit arising from this new arrangement is that our centre can now provide extensive counselling and psychotherapy for individual adults, children, and teens, as well for couples and families, provided that the focus of therapy is consistent with the agency's Mission and Vision. This marks an important new direction for the agency, and one that is long overdue given the demand for this kind of service. It is expected that the agency will serve more people over the coming year than in any previous year, both in individualized counselling and in our various group programs.

We have added new programs this year, such as Parenting with a New Partner and Teen Life Counselling, and we have lost one, namely our longstanding Facilitated Access Program. We also lost two key staff members—Rachel Treloar and Claudette Sells—and added two more. Both Rachel and Claudette contributed a great deal of energy, skill, and caring during their years of service with the agency, and Rachel is to be commended for her meticulous work in coordinating and revising our Caught in the Middle program. The two new members of our team are psychotherapists Paula Murphy and Alistair Findlay, both of whom are experienced in working with adults, couples, teens, and children and bring fresh ideas to the field of counselling.

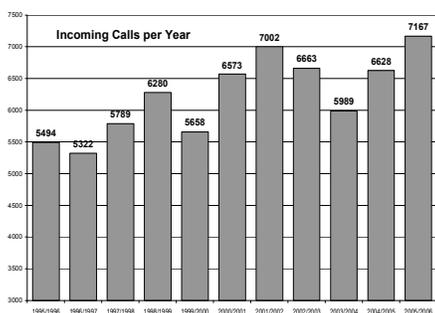
As I remarked in the opening paragraph, this has been a year of exploration, innovation, and teamwork. We have accomplished a great deal by working closely together—staff, board, funding agencies, and volunteers—and I wish to acknowledge the pivotal role of Richard McGuigan, our board president, in maintaining a keen focus on developing our infrastructure. His broad knowledge, astute leadership, energy, and dedication to the agency have resulted in the creation of a strong core.

It is an honour to serve this organization, and I am thrilled to look forward to the exciting challenges and developments ahead. During the next few months, we will complete the transition to our new staffing model, continue to enhance and improve our counselling programs, completely repaint and decorate the office, unfurl our new website (coming soon at www.separationdivorce.bc.ca), develop new brochures, and extensively promote the agency's services throughout the Victoria community. All of this is possible when dedicated, knowledgeable, and versatile people join forces following a common vision.

*Richard Routledge,
Executive Director*

FRONT-END SERVICES

Since the centre moved to its present location almost 4 years ago, we have been proud to offer a more convenient, easier, and friendlier storefront location. This year we provided **1,138** drop-ins with information concerning not only our own programs, but also a wide variety of other services and resources throughout the community. Our center receives drop-ins of all ages and from all walks of life, including a broad range of socioeconomic groups and visitors from diverse ethnic backgrounds. We are fortunate to be visited by many former clients, as well as by family members of past and current clients and various professional service-providers (predominantly counsellors, mediators, and lawyers).



Our telephones have been busy as well. During the last year our centre handled **7,167** phone calls, averaging 30 per day. Our telephone inquiries frequently entail requests for emotional support or crisis intervention, and our front-end staff provide considerable assistance prior to referral to a counsellor, program, or community resource.

We receive a great deal of appreciative feedback from people who have used our telephone and/or drop-in services. Many people have been surprised at the

amount of time and level of support made available to them by our front-office staff.

From October to March, our front-end services were assisted by the talented Doug Woodall, who was a social worker/paralegal at the former community legal aid office in Victoria. Doug volunteered his time with us approximately 9 hours each week, providing great help. We are thankful for his dedication and service.

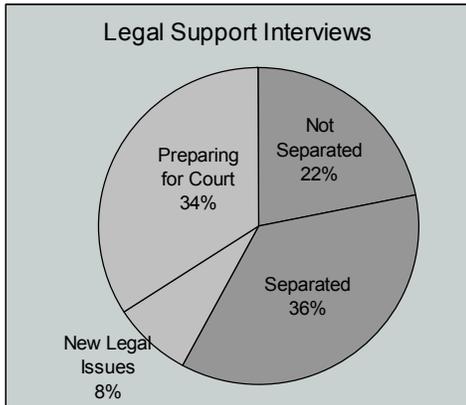
*Michelle Johnson, Administrative Assistant
Richard Routledge, Executive Director*

LEGAL SUPPORT SERVICES

In addition to a renewal grant of \$45,600, the Law Foundation provided us with two supplementary grants this year. We were extremely pleased to receive \$10,000 in July and another \$4,560 in December, toward the continued operation of our Legal Support Services Program.

In preparation for its Funding Strategies Review, the Law Foundation carried out an evaluation of our Legal Support Services Program this year. From September 2005 to February 2006, clients who attended interviews with me were asked to sign permission forms allowing them to be contacted by focus consultants. Results of the evaluation are expected to be available this summer.

This year we have added an important new service for our clients: Court Preparation Sessions, which are held several evenings per month inside a family courtroom. With the assistance of court clerk Michael Magone and lawyers Crystal Buchan and Shannon Buchan, the participants are given a walk-through of the procedures and shown what to expect on a real 'appearance' day. Attendance at these sessions has ranged from two to six participants, and the feedback has been uniformly positive. Evaluation forms have indicated that the sessions are very informative as a valuable opportunity for understanding the court system.



A record number of **587** clients received court support this year through our program. There were **401** client interviews for legal support. Of these 401 participants, 88 were not separated from their partners, 144 were separated but had not yet accessed any legal resources, 32 had new legal issues arising from past court orders, and 137 were preparing to attend court. It is encouraging to note that increasing numbers of people are accessing our services during the early stages of separation.

In the process of giving presentations at the University of Victoria's Law School, I met with Andrea Luey, the student coordinator of Pro Bono Students Canada. Our upbeat meeting led to our having 3 eager and hard-working Law students work with us throughout the academic year. These students assisted with our Court Preparation sessions, and also designed an information brochure describing (in plain language) court procedures and protocol. The students met with me weekly and this has been a highlight of the year. In the fall, we anticipate working with new Pro Bono students on other projects.

Melinda Skeels will be the student coordinator this year at the University of Victoria.

Crystal Buchan has continued to provide legal supervision for this program. As required by the Law Foundation, she and I have been meeting monthly. Crystal also provided legal supervision for the Pro Bono Students project.

Ongoing professional development is important in the Legal Support Services Program, as legal information changes frequently. To this end, I attended advocacy conferences in Vancouver in October and Nanaimo in February. I also attended an "Online Resources" training forum in February through the Legal Services Society.

Our Legal Support Services Program continues to run smoothly, and we are vigilant in looking for opportunities to expand our services. In particular, there are two initiatives we are eager to pursue. We hope to become a so-called 'hub' in accordance with the *BC Justice Review Task Force*, and we also hope to extend our services to an increasing number of visible minorities. The latter development is already underway, thanks to a closer collaboration with the Victoria Immigrant and Refugee Centre Society.

*Pam Rudy,
Legal Support Services Coordinator*

COUNSELLING SERVICES

So much has happened this year it is difficult to know where to start. As the year began, Rachel Treloar and Donnarose Law coordinated the agency's counselling services, with Sue Duffy as a practicum student and a host of skilled contractors to facilitate Caught in the Middle, Evolutions, and two new programs that had not yet been fully developed (Teen Life Counselling and a stepfamily program). During the autumn, Donnarose left her salaried position and became a contractor instead, and Sue took on an expanded role in coordinating as well as facilitating programs. Sue proved herself exceptionally capable in the area of program development and coordination, allowing the agency to strengthen its service-delivery, begin offering services at the newly-built West Shore Child, Youth and Family Services Centre in Colwood, and complete the process of developing and implementing new programs. She worked closely with Rachel until Rachel resigned in April, and has taken on increasing amounts of responsibility since last summer.

The following is a brief summary of the agency's activity in counselling during the last year.

Caught in the Middle

This year marked the 20th anniversary of this 8-week program, which is funded principally by the United Way with additional contributions from the Ministry of Child and Family Development and the Minerva Foundation. The program assists parents and children to adjust to the realities of co-parenting in two households. The program includes two separate subcomponents—an adult's program and a children's program—both of which benefited from numerous hours of research and rewriting carried out over several months by Rachel. In addition to these improvements, we proudly began hosting Caught in the Middle at the new West Shore location in Colwood last October. Since then, two Caught in the Middle programs have run simultaneously, one at our Broughton Street location and one in Colwood. The new location boasts luxurious workshop facilities, and the response from participants and the public has been unanimously enthusiastic.

During the period of April 2005 to March 2006, we held 5 sessions of Caught in the Middle. A total of 8 parents' groups and 11 children's groups were conducted, attended by 50 parents and 41 children. Two parents and 5 children did not complete the program and are not included in these totals. During the same period 188 persons (116 parents and 72 children) were provided with support counselling, in most cases as a precursor to the group programs. The total of 188 parents and children shows an increase over the previous year, as during 2004-2005 only 165 individual appointments were provided.

We were fortunate to be assisted by 3 practicum students in Caught in the Middle this year. Tanya Dang and Aurora Stevens joined us from the Counselling Psychology program at the University of Victoria, and Paula Murphy—who is now a full staff member—joined us from the Counselling Psychology program at City University. We are also grateful to Donnarose, Lionel Zelniker, Helen Lennie, Lara Schultz, Kate Shea, and Alistair Findlay, for their enthusiastic and skillful facilitation and teamwork in this program.

Evolutions

Evolutions is an 8-week program funded by participant fees and the BC Gaming Commission, providing assistance to single adults who wish to move forward after the loss of a marital or common-law relationship. Following Donnarose's resignation (and subsequent rejoining the agency as a contractor), Sue temporarily stepped in to provide emotional support to adults and to coordinate this program. Since May 2006, Paula Murphy has taken over as the Evolutions coordinator.

During the past year 5 Evolutions programs have been delivered at our centre, some facilitated by Susan Grady and some by Lionel Zelniker. A total of 43 adults (14 male and 29 female) participated in the program. Evolutions continues to be an important and successful resource for individuals in the community, and feedback from participants has continuously been excellent.

Parenting with a New Partner

Recognizing a need to provide counselling services for the parents and children in stepfamilies, the SDRC obtained funding last year to create such a program, structured similarly to Caught in the Middle over 8 weeks with separate subcomponents for the parents and the children. The funding comes from the Queen Alexandra Foundation.

During the early fall, Donnarose, Sue, and Richard met to discuss options for program content and delivery, and created a program outline. Sue took over program coordination, and Barbara Green and Helen Lennie were hired as contractors to facilitate the parents' and children's groups respectively. The program was simply titled the Stepfamily Program, and various adjustments were made in order to accommodate the logistical requirements of the participants. We found that because the needs and circumstances of stepfamilies tend to be complex, we needed to be creative in order to arrive at a solid group program and a format for subsequent sessions. We achieved our goal, however, and since then we have delivered the group a second time, with Barbara and Helen, Lara Schultz and Aurora Stevens as facilitators. The feedback from participants has been strongly encouraging, and two further groups are scheduled for the fall. A total of 53 persons (40 adults and 13 children) inquired about the program, and of these, 10 men, 11 women, and all 13 children participated. We anticipate larger numbers for the workshops in the fall. The facilitators did a wonderful job, both in running the groups and in helping to further develop the format and structure of the program.

Recently, we decided to change the name of the program, from "Stepfamily Program" to "Parenting with a New Partner." This decision comes from the finding that many potential participants—families in which the two adults each have children from previous relationships—do not yet identify themselves as having formed a 'stepfamily.' This seems to be a cognitive leap for many families, and it is hoped that the new name will have a wider appeal.

Teen Life Counselling

Last year the United Way granted our agency funding for a counselling program for adolescents, using a group format similar to Evolutions and augmented by individual sessions, focusing on the unique challenges faced by many teenagers in response to a family break-up. Lara Schultz researched and developed the program's essential framework.

Over the last year, 20 adolescents have been served in this program. This is a small beginning; however, our new staffing arrangements allow for the delivery of a series of workshops beginning in September. We receive many requests for this service, and we expect to have served more than 40 participants in this program by the end of the fall.

Putting the Red and Green Back into your Blue Christmas

This workshop is a relatively informal offering, provided on Saturday afternoons during November and December and hitherto completely fee-driven. Sue, Helen, and Richard Routledge collaborated to develop the workshop during the fall, and Helen facilitated it while Raji manned the office. The purpose of the workshop is simple: to provide support for adults who experience emotional difficulty in response to family issues during the holiday season.

This program appeared to generate little interest from the public, although in hindsight, more time may be required to promote it. We hope to offer this program again with wider publicity.

Individual, Couple, and Family Counselling

During the past year, 220 adults were provided with appointments for emotional support and to discuss group programs. In the year ahead, we expect to serve many more adults as well as children, teens, couples, and families, in individualized counselling or therapy when the purpose is congruent with our agency's Mission and Values. As stated earlier, this constitutes a major expansion in the scope of the agency's service-delivery.

Our new in-house counselling team consists of Susan Duffy—our lead counsellor in light of her proven talent and initiative in program coordination—together with Paula Murphy and Alistair Findlay. Paula previously served as a contractor in Caught in the Middle, and joined as a full member of the staff in May. Alistair is brand-new and will be coming on-board at the beginning of August, having facilitated one Caught in the Middle group during the summer. Within the next half-year, Sue, Paula, and Alistair will all be fully certified as registered clinical counsellors.

With the growing emphasis on therapeutic services, it has become increasingly important for the SDRC to hire an external clinical supervisor for our counselling team. We are pleased to announce that we have hired one of the world's leading family therapists, Dr Allan Wade, to meet regularly with the counselling staff and contractors for case supervision and support. Despite being incurably humble, Allan offers a wealth of new ideas and insights and will undoubtedly make a significant contribution to our service-delivery and program development.

*Richard Routledge, Executive Director
Sue Duffy, Senior Counsellor/Facilitator*

PARENTING AFTER SEPARATION

This is an intensive 3-hour information session, funded by the Ministry of the Attorney General. Its purpose is to assist parents to make choices about their separation that take into account the best interests of their children. The program is now a requirement for people who wish to file court applications, whether for custody or access or to start or vary their child support orders. Because of this new requirement, many grandparents and other extended family members have been attending our sessions.

Eight-and-a-half years after we first offered the program, it is still going strong. As in previous years, **33** sessions were provided during the course of the year. A total of **481** people attended, with an average of about 14 participants per session, our highest since 2003. The feedback we receive from participants has consistently been very positive, thanks to our veteran facilitators, Donnarose Law and Lionel Zelniker, who have shown considerable skill in creating a safe, caring atmosphere and engaging their audience with warmth. Additionally, office volunteer Doug Woodall has been trained as a facilitator for this program, and he substituted for Lionel for one session during the spring.

*Raji Goel, Executive Assistant
Richard Routledge, Executive Director*

PROACTIVE FAMILY MEDIATION

This program is a joint partnership between the SDRC and the South Island Dispute Resolution Centre. Funded by the United Way, the program provides flexible, professional mediation services for couples and families at subsidized rates, as well as free information workshops on effective communication, handling strong emotions, co-parenting, and conflict resolution. This program is an extension of its predecessor, the Comprehensive Mediation Project, which finished in December and was funded by the Victoria Foundation. Whereas prior to January the mediators were contracted by the SDRC, since that time they have remained on the payroll of the Dispute Resolution Centre while the SDRC has handled administration.

I am pleased to say that working with James Mitchell, the executive director of the Dispute Resolution Centre, has proven a highly enjoyable perk during my tenure with the SDRC. James and I have worked closely and have spoken publicly together on several occasions, including once on the radio and twice on television. He has become a friend as well as a collaborator, which I have found very valuable.

The Proactive Family Mediation program has been a shining example of team effort. Our front-end staff—Raji Goel and Michelle Johnson—handle the initial telephone intake, which is sometimes an intricate process. The completed referral is then transferred to James Mitchell, who completes an in-depth intake at the Dispute Resolution Centre, often collaborating with me to discuss pertinent details and make a decision about the suitability of the referral. Once accepted into the program, the couple or family is matched with a mediator at the Dispute Resolution Centre, and invited to attend one or more of the free workshop sessions led by Barbara Green, Kat Purvis-Bellamano, or Avi Tal. James monitors the mediation and workshops and conducts a follow-up, discussing his observations with me along the way. Esther Wiebe, the

Dispute Resolution Centre's front-line receptionist, is also involved in the administration, and assists in the promotion of the program.

To date, a total of 31 couples and families have registered for the program, with most having completed the mediation and workshop components. Feedback and follow-ups have indicated that the participants have derived clear benefits.

Despite federal and provincial government initiatives to promote family mediation, it is evident that much remains to be done to raise public awareness of these important services. James and I have obtained permission from the United Way to use some of our funding to address this community need.

*Richard Routledge,
Executive Director*

FACILITATED ACCESS PROGRAM

This program was a flagship for the agency from 1987 until February of this year, when we were forced to discontinue it for reasons of budget and staff safety. Although this is indeed disappointing, we are now more fully aware of the funding and operations requirements for providing such a program in the future if the opportunity arises.

During the last year, we proudly served 26 families. We are grateful to Monica Rauter, local manager of the Family Justice Centre, for her genuine support and involvement during the final months of the program. Thanks are also due to Marilyn Miller, who provided Claudette with support and case supervision on a regular basis.

On a personal note, I regret the fact that the various families who had made use of this program are now forced to look elsewhere for services, often at a much higher cost. I also miss the sights and sounds of children storming into our centre to see their parents. I wish the very best for everyone in the community who is affected in some way by the loss of this program.

*Richard Routledge,
Executive Director*

INCOME STATEMENTS

for fiscal year April 01st - March 31st

	Audited 2005-2006	Audited 2004-2005
Revenue		
BC Gaming	\$40,795	\$39,817
United Way	68,953	53,659
Law Foundation	50,160	49,100
Ministry of Attorney General	33,173	33,160
Fees & Miscellaneous	24,930	22,873
Ministry of Children and Family Development	7,000	7,000
Foundations (other)	21,800	2,500
	\$246,811	\$208,109
Expenses		
Salaries & benefits	148,658	122,759
Counselling	25,798	25,559
Rent & Utilities	17,532	17,633
Office & administration	8,869	7,469
Program Development	8,648	9,113
Telephone, Fax, Internet	4,080	4,488
Supervision, Legal	5,000	5,000
Insurance	646	475
Amortization	3,480	2,400
Accounting/Audit	4,990	6,413
Training & Travel	1,940	112
Security	2,279	1,920
	\$232,923	\$203,341
Surplus(Loss)	\$13,888	\$4,767

FUNDERS

Ministry of Attorney General

B.C. Gaming Commission

Ministry of Children and Family
Development

Victoria Foundation

Minerva Foundation

Queen Alexandra Foundation
for Children

Individual Donations



Our thanks to all who financially supported our organization.

STAFF BIOS

Richard Routledge, M.A., R.C.C., Executive Director

Richard is a registered clinical counsellor with over 20 years of experience in counselling, therapy, and community rehabilitation, largely focused on family communication and family violence issues. Since 1985, he has provided counselling and therapy for women, men, couples, teens, families, and groups. He is an instructor in the master's degree program in Counselling Psychology at City University, and also in the Certificate in Adult Continuing Education program at the University of Victoria. He has served as a presenter and guest lecturer on a variety of topics including post-traumatic stress, grief and recovery, family relationships, parenting issues, mental health, alcohol and drug addictions, sexual health issues, organizational behaviour, and conflict resolution. Richard is passionate about developing innovative programs and services, and joined the agency at the end of August 2005.

Pam Rudy, B.Ed., Legal Support Services Coordinator

Pam has been a central part of the SDRC since December 1986. Since 1988 she has served as the Legal Advocate responsible for the Legal Support Services Program at the SDRC. She enhances her professional training annually by participating in advocacy conferences sponsored by the Law Foundation of B.C. and the Legal Services Society. In her role, she provides information about legal rights, responsibilities, and options, attends Family Court, assists with court preparation, and offers other forms of practical as well as emotional support.

Additionally, Pam was the agency's Acting Executive Director throughout most of 2003, all of 2004, and most of 2005. She has proven an invaluable 'backbone' for the organization throughout her many years of dedicated service.

Raji Goel, Executive Assistant

Raji was born in Calgary and moved to Victoria in 1991. He volunteered for several agencies, contributing both his computer skills and his general office skills. He first joined the SDRC in 1995 as a volunteer. His computer expertise and creativity can be seen on agency brochures, funding proposals, brochures, and handouts. In 1996 he pursued his Diploma in Office Administration. He graduated in the spring of 1997 and was hired in the fall, as the agency's first paid Secretary/Receptionist. Raji's role in the agency has grown over the years, and he is now responsible for numerous tasks including providing the public with general information and referrals, creating handouts, and assisting with proposals and reports, as well as handling the agency's bookkeeping.

Michelle Johnson, Administrative Assistant

Michelle has worked with the centre since the summer of 2004, as a volunteer for the first year and on salary in the second year, as a part-time receptionist and valuable supporter 'behind the scenes' in many of the agency's on-going projects. In addition to providing clerical and front-line services, Michelle is skilled as a researcher and organizer. She works closely with Raji in a variety of tasks that range from vacuuming the office to coordinating external communication and preparing statistical data.

Sue Duffy, M.Ed., Senior Counsellor/Facilitator

Sue has worked with the agency for two years. She began with her practicum in the Counselling Psychology program at the University of Victoria, and then became a contract facilitator for the Caught in the Middle program. In 2005, the University of Victoria honoured her with a Blue and Gold Award for outstanding contributions to the community as a volunteer. Since September 2005 Sue has proven herself a vital and versatile staff member, serving as counsellor, program developer, and coordinator of multiple programs. She has an extensive background in community-based programs, including clinical work with high-risk youth and survivors of violence, and is most in her element when connecting with people. Sue has applied for her membership with the B.C. Association of Clinical Counsellors, and expects to hear this summer that she has earned her registered clinical counsellor designation.

Paula Murphy, M.A. (in progress), Counsellor/Facilitator

Paula served as a contractor in the Caught in the Middle program during the last year, prior to joining the SDRC as a full staff member in May 2006. She has worked with adults, couples, and children during the past 8 years as a group facilitator and counsellor for various agencies, including Citizen's Counselling Centre, B.C. Parents in Crisis, and the Victoria YM/YWCA. At present, she facilitates both the children's and parents' groups in Caught in the Middle, coordinates and co-facilitates the Evolutions program, and provides individual, couple, and family counselling services. In addition to being strongly concerned about separation and divorce issues, Paula is keenly interested in current and innovative approaches to counselling and therapy, Jungian/analytical psychology, and psychosocial responses to trauma and interpersonal violence. She is currently completing her thesis in the Master's in Counselling Psychology program at City University, and will obtain her registered clinical counsellor designation within the next several months.

Alistair Findlay, M.A. (in progress), Counsellor/Facilitator

Alistair is our newest staff member; in fact he officially joins the team at the beginning of August 2006. He has just finished facilitating a children's group over the summer in the Caught in the Middle program at West Shore. Alistair has counselled all ages in a wide variety of settings, and he is highly skilled in working with children and youth as well as with adults. During the past five years, he has served as the executive director of several children's camps located at the Lake Cowichan Education Centre.

His work with children stretches back over 20 years. In addition, he has served as group leader in "Setting Boundaries" programs for adults, and has logged many hours working with the elderly in seniors' homes in B.C and New Brunswick. His diverse employment history also includes teaching and training, public relations, administration, and marketing. Currently he is completing his thesis in the Master's program in Counselling Psychology at City University, and he will be fully certified as a registered clinical counsellor within half a year.

Complete bios for all staff, contractors, and Board members will soon be available on our new website:

www.separationdivorce.bc.ca