



CANADIAN MENTAL
HEALTH ASSOCIATION

L'ASSOCIATION CANADIENNE
POUR LA SANTÉ MENTALE

The Canadian Mental Health Association, Thunder Bay Branch, is part of a national non-profit organization that is dedicated to enhancing and promoting the mental health of individuals, families and community through advocacy, education and mental health services.

CMHA Volunteers

Make Mental Health Matter

CMHA thanks all our volunteers and donors for their dedication and tremendous support in 2007/2008.



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Message from the President and Executive Director

April, the first month of our fiscal year marks the celebration of National Volunteer Week. It is timely then that this report should begin with an acknowledgment of our volunteers.

As we have in the past years, we extended thanks to volunteers by hosting an Appreciation Dinner prepared and served by staff. More than fifty invited guests were able to join us for an evening of fine food, entertainment and prizes. We offer our sincere gratitude to all our volunteers, which included many of our own staff, for their generosity and dedication. Their contributions make a difference in the lives of the people we serve. Their presence serves to remind us that we are part of a larger community to which we all seek to be fully involved.

From a Board and staff perspective many of our shared achievements of the past year reflect a significant effort to take “stock” of the organization. The impetus for the review came from a recognition that the organization has doubled in size in the past seven years.

Our review process, known as the Organizational Planning Project, examined our current and future needs, our ability to accommodate growth and change and options for an organizational design that best supports our mission, strategic directions and services. The project report has resulted in thirteen recommendations in the area of human resources and resource management, service planning, and organizational design.

We are pleased to report significant progress in many areas of the report. The new organizational design has created baskets of services that are:

- manageable and reinforces cooperation across programs;
- improves access for front line staff to supervision and support;
- allows for flexibility and growth; and
- most importantly, allows for quality care and service to our clients.

We continue to move forward with other important plans related to staff training, program evaluation, and improved communications.

Another notable organizational activity initiated this year is the pursuit of Accreditation through the Canadian Council on Health Services Accreditation (CCHSA). The process offers a voluntary, external means by which to measure both service and organizational performance. The accreditation standards focus in four areas: effective and sustainable governance; proactive and supportive organization; service excellence; and positive client experience.

The Primer Team, consisting of board directors, front line and senior staff from all program areas and administration, is responsible for leading us through the process. Results from the first survey have the Team developing action plans to address standards identified as a priority.

The past year marks the departure of Board Members Phil Levesque, Nancy Arthur, Leigh Robson, Susan Ivany and Marlene Fortin. We are grateful for their commitment to realizing our vision and mission. Each has brought a unique contribution to their role of community trustee.

Special thanks to Marlene Fortin. During her eleven years on the Board, she served as President, member of the Executive, and Chair of numerous committees. She has led the way for us in many big and small ways and will be greatly missed.

We look forward to the year ahead as we continue to strengthen and improve our approach to supporting those challenged by mental illness.

As always, the foundation of those efforts must be guided by our “Vision of an inclusive community that promotes emotional well being, human dignity and social justice, where people are valued and opportunities in all aspects of life are available to everyone”.

Brian Brescia
President, Board of Directors

Maurice Fortin
Executive Director

Mission, Vision & Values

Our Mission

The Canadian Mental Health Association, Thunder Bay Branch, is committed to supporting individual recovery and promoting mental wellness within families and communities.

The mission is accomplished through participation of individuals living with mental illness, clinical and rehabilitation services, public education, social change and advocacy, and community collaboration.

Our Vision

An inclusive community that promotes emotional well being, human dignity and social justice, where people are valued and opportunities in all aspects of life are available to everyone.

Our Values

We value a recovery-centred approach that focuses on building fulfilling, productive lives. We emphasize hope and believe that when individuals have access to effective resources they will develop the confidence to take the lead in their own recovery.

We value a person-centred approach to services that supports self-determination and self-sufficiency.

We value respect for individual rights of freedom-of-choice and privacy.

We value the leadership role of individuals and families living with mental illness and believe their participation is integral to the pursuit of the mission.

We value a holistic approach to the individual based on wellness rather than illness and enhancing

the individual’s well being through coordinated access to resources.

We value a collaborative, multi-disciplinary approach to care that focuses on meeting the needs of the people we serve.

We value quality services that are founded on evidence-based practice, being mindful of the need to do no harm.

We value the contributions of staff and volunteers by creating a safe, healthy, friendly and productive environment that encourages respect, initiative, innovation and personal and professional growth. We recognize that our greatest resource is our people.

We value leadership and creativity to encourage individuals living with mental illness, families, staff and volunteers to work together as a team in the pursuit of our mission.

Crisis Response Service

The Crisis Response Team started the year with an Open House at the Crisis Support Residence. Seventy-eight people, from various community agencies, attended the event. Staff provided visitors with a tour of the residence and provided them with information regarding referral process, admission criteria, service functions, wellness planning, day activities and discharge planning processes. The feedback from the open house was very positive. Visitors commented on the comfort and tranquility of the residence and the service structure. Comments were made that the service model serves as an alternative to hospitalization for individuals with a mental health crisis.

As a team, we are proud to report the success of the implementation phase for this program. It was a steep learning curve for staff to work within a residential atmosphere. The program activities and crisis intervention strategies are different when compared to working on crisis telephone and mobile response. However, we have met the challenge well. With the successful implementation of the Crisis Support Residence, all team members are trained to work within the three sphere of crisis response.

The Crisis support Residence received 97 referrals requesting admission to the Crisis Support Residence during the year. Eighty-four individuals were admitted. The referrals came from child protection agencies, mental health professionals, psychiatrists and the Thunder Bay Regional Health Sciences Centre.

During the past year, Crisis Response Service served 1137 individuals and responded to approximately 16000 telephone calls. The Mobile Response Team went on 980 visits. We assisted 171 individuals to the Emergency Department, of which 83 were admitted for psychiatric care and treatment.

Three members of the crisis team are now certified instructors in non-violent crisis intervention. With the certification, we were able to train all CMHA personnel

on non-crisis intervention. In addition, team members provided presentations to community agencies about the crisis support residence and suicide assessment and intervention. Two crisis staff went to Hamilton to attend a five day training course on “Crisis Intervention Training”. The workshop is designed to train police officers about mental health issues and how to interact with individuals experiencing a psychiatric distress.

For the coming year, we will conduct an operational review of the crisis support residence. The purpose of the review is to learn from our experience and to receive feedback from clients to assist us in making changes as required. An in-depth review of our Crisis Response Service will also be conducted. We will also examine our clinical practices, policies and procedures to meet the Canadian Council on Health Accreditation standards. In addition, we will submit a proposal to the LHIN for additional funding for the crisis support residence in order to provide a 24/7 crisis residence.

Case Management Services

Homeless Outreach Program (HOP)

The Homeless Outreach Program assists people who are homeless or at risk of becoming homeless to access resources needed to find safe, affordable permanent housing.

Referrals are received from the Rotary House, Ontario Works, Salvation Army, Shelter House and other programs of the Canadian Mental Health Association. Over 400 people were registered in the program.

The Homeless Outreach Program was selected as a site for the *Share the Warmth* program. The program supported more than 80 clients so that they could receive assistance with their heating expenses.

Homelessness Initiative Program Phase II (HIP II)

The *Homelessness Initiative Project Phase II* (HIP II) is a community based Psychosocial Rehabilitation program. The mandate of this program is to assist persons who have been diagnosed with a serious mental illness, who are homeless or at risk of becoming homeless, in securing safe, appropriate and affordable housing. In addition to subsidized housing, program staff delivers case management services, emphasizing development of skills and supports to achieve personal goals; outreach and engagement; supportive counselling; crisis intervention and prevention; personal wellness and coping strategies; advocacy; and referrals to community agencies.

During the year, the program completed the first draft of an operations manual developed to facilitate the implementation of best practices.

Intensive case management services were provided to 27 individuals. HIP II continues to be a participating program of the community-wide central referral system for intensive case management (*Mental Health Case Management Intake*).

Mental Health Court Outreach Program

Mental Health Court Outreach Program provides case management service to individuals with serious mental illness who have been charged by the police; have been sentenced and whose offence is considered low to medium risk; and whose mental health concerns can be appropriately managed through services based in the community.

Community partnerships include the Thunder Bay District Jail, court services, crown attorney, probation and parole as well as other services such as the John Howard Society.

Court Support provided a range of intensive case management, brief consultation and support services for well over 150 clients in the last year. On average, clients remain with the program for six months to a year after which time they were followed, if necessary, by longer term case management mental health services.

In February findings were presented surrounding a research project that examined the effects of five dimensions of continuity of care in Court Support Programs in Ontario.

STEPS to Employment

The steps to employment program combine the expertise of New Foundations Clubhouse and the Ontario March of Dimes to facilitate employment opportunities for individuals with mental health issues seeking competitive independent employment in the community

Throughout the year, 30 clients participated in active job searches, 36 clients completed the six week vocational life and employment skills session, and 27 clients secured independent part time, or full time employment.

Central Intake Services

Central Intake provides the public with streamlined access to C.M.H.A. programs, referrals to other community services, and information about mental health issues and mental health services.

This past year Central Intake received **678** inquiries, completed **90** intakes to the Rehabilitation Action Program and New Foundations Clubhouse, and made approximately **258** referrals to other resources in the community.

Central Intake also participated on local committees endeavouring to provide more integrated, accessible, and welcoming mental health services in Thunder Bay including the Mental Health Services Interagency Intake Committee and the Mental Health Case Management Intake’s Referral Review Committee.

In addition to providing information about mental illnesses to the public, presentations about CMHA were delivered to students and professionals including small groups of medical and occupational therapy students from McMaster University and The Northern Ontario School of Medicine.

Regional Early Intervention For Psychosis Services

Clinical Services

First Place Clinic and Resource Centre opened its doors to the public just under two years ago. In this time, there have been close to 100 service requests. Of these approximately 70 met criteria for assessment of psychosis and were seen at First Place by the interdisciplinary team. The remainder received phone or face to face screening followed by information and/or referral elsewhere.

The majority of young people assessed through First Place present with some degree of early stage psychotic symptoms and are immediately accepted for full treatment services. Others present a less clear diagnostic picture and are seen for an extended consultation (several appointments) followed by either transition to full treatment services or stabilization and phasing out of services.

First Place has now been providing services long enough to see young people move from acute psychosis to early recovery and beyond. Many of the young people who have been in the program for a year or longer are in school, working and actively involved in social or recreational pursuits. Recovery has been slower and more difficult for young people who present with co-morbidities such as substance abuse as well as limited familial or social supports. Family support is critical to successful recovery. Over 80% of family members are directly involved with First Place. All available families receive education about psychosis and the treatment process as well as supportive contacts during the early stages and as needed over the recovery process. Family members also contribute their knowledge and understanding of their loved one and his / her recovery needs.

Regional Expansion

CMHA and Dilico are now partnering to deliver early intervention for psychosis services to the district communities. Funding has been received to expand services into Kenora/Rainy River. A vehicle has been leased to facilitate regional travel both for outreach to clients and service providers as well as service planning.

Education and Training

First Place has continued to provide education and training services primarily through placements. NOSM medical students receive an orientation to the service and medical students from McMaster have also completed placements. One psychiatry resident completed a rotation through First Place. Most recently, a nurse practitioner student completed a four month placement. Community presentations to orient the public and service providers to the service have been delivered as requested. Recently there was an opportunity to introduce the service to high school teachers and parents. The next step is direct presentations to students. Two service providers representing Fort Frances and the Northshore were sponsored to receive training at the annual Ontario Working Group Conference in Toronto. This year, First Place was also able to sponsor a young client and his family to attend.

Research

Dr. Cheng and Mirella Fata received a grant from the Canadian Psychiatric Association to pursue a pilot study: “Effective Training and Education for Early Psychosis Intervention (EPI) Programs: A Pilot Project to Develop and Test Evidence-Based Approaches to Training in Ontario”. First Place also continued its participation in the Ministry supported Matryoshka Research Project. This research is looking at the impact of EPI services on a number of variables and on a provincial level. Early results of this research were presented through a poster display at the “Making a Difference: 2008 Showcase of Applied Research”.

Resource Development

Special Events Highlights

9th Annual CMHA Spring Antique Sale was held in April and raised approximately \$3,000

2nd Annual Sun Life Health Classic in support of CMHA, Northern Heart and Wesway was held on Thursday, June 28th raising \$30,000 for the three ‘Mind, Body & Soul’ charities.

15th Annual United Way Billboard Rescue - CMHA Team lead by Mike Siska was very successful with pledges totaling \$3,615. Thanks to all who donated and collected pledges.

CMHA’s Employee Campaign for the United Way Campaign had a 25% increase in donations pledging close to \$10,000. Thanks to the Employee Team of Brenda Atwood, Linda Purcell and Mike Siska for taking the lead role in our successful campaign.

Weekly Bingo events lead by a dedicated group of volunteers generated the largest amount of revenue for CMHA in 2007-2008.

9th Annual Thunder Bay Dragon Boat Race Festival was again a success, raising over \$51,000 for each of the three partner charities, CMHA, Catholic Family Development Centre and St. Joseph’s Foundation. CMHA’s “Champions for Mental Health” Dragon Boat team once again placed 3rd in overall fundraising for the Festival.

Resource Development and Education and Training continue to identify projects and or events that would partner the two programs in delivering the message of individual recovery and promoting mental wellness within families and communities, as well as being a fundraising event for CMHA.

National Mental Illness Awareness Week was launched in a very special way.

Breaking the Myths of Mental Illness with Margaret Trudeau was held at the Valhalla Inn on October 3, 2007. This event was made possible through the support of Andy Ritchie, Financial Centre Manager and all the Advisors at Sun Life Financial Northwestern Ontario. Special thanks to John Ramage who applied for the Sun Life Community Building Fund to present the event and to St. Joseph’s Care Group for sponsoring the Reception with Margaret Trudeau following the presentation.

The event raised awareness about the issues surrounding mental illness and brought hope for recovery to those living with the illness and their families.

Event Chairperson, Shirley King, was quoted as saying “The biggest obstacle facing those with a mental illness is misunderstanding. They have long been the subject of discrimination, rejection and ridicule in our society. This stigma is described by individuals with a mental illness as more destructive than the illness itself”.

Our message is one of recovery. We know that recovery is possible through education, understanding, support, and empowerment and above all, hope.



To quote a Sun Life Client that attended the event:

“On October 3, I had the honour and privilege of attending An Evening with Margaret Trudeau. First thing I noticed about her was how incredibly stunning she was no surprise why our late former Prime Minister was so smitten with her... The way in which she told her story was eloquent yet very powerful... everything came straight from her heart and experiences and she had me holding on to every word she spoke... I could really relate to a lot of the experiences she went through with her bi-polar and to be amongst 900 people with their own stories stretched my comfort zone quite a bit but made me realize I was not alone. Thank you Margaret for telling us your story and opening up ears and eyes to an issue that for a long time was not talked about.”



Major Gift Donors 07/08

Estate of Fanny Rajala

Dr. Ken Jacobson, Executor of the Estate of Fanny Rajala and former CMHA Board member has carried out the wishes of his late Aunt, Fanny Rajala by making a large donation to CMHA. Mrs. Rajala has been a donor to CMHA for many years in appreciation of the support provided to her late son, Mervin. Many years ago she was fearful of what independent living would be like for her son, however, Fanny came to realize that supports were in place to take good care of individuals challenged with mental illness by organizations such as CMHA.

Lillian & George Hrudie

CMHA Thunder Bay is very fortunate to have Lillian & George Hrudie as our newest Major Gift Donors. CMHA was one of the charities that are meaningful to Mr. & Mrs. Hrudie. Lillian and George recognize the fact that mental illness is just that, an illness, and recovery is possible. They also acknowledge that there is the need for continued education and family support to those who are suffering with mental illness. The donation will fund education, public awareness and support programs.

Corporate Donations

Employers have recognized the hard work of CMHA volunteers. The following corporations have made donations on behalf of their employees:

- Allstate Foundation - in recognition of Brian Brescia
- Sun Life Financial - in recognition of Mary Anne Menic, Michael Lewkin and John Ramage
- RBC Foundation - in recognition of Ivan Isenor
- BMO Nesbitt Burns - in recognition of Marlene Fortin

The following Associations and Foundations were also 07/08 CMHA donors:

- John Andrews Foundation
- Thunder Bay Police Association

Thank you to all volunteers, staff, donors and supporters for being part of the CMHA community that cares about mental health.

We will continue to ensure that the resources required are in place to meet our needs. With the guidance and assistance of the Board of Directors, Resource Development Committee, Volunteers and CMHA staff, we will continue to manage existing events as well as examine opportunities that will help us reach our goals both financially and in communicating our message.

Skills Development Services

New Foundations Clubhouse

New Foundations Clubhouse continues to foster a rehabilitative approach that strives to utilize participants’ skills and talents in the daily operation of the program, thus aiding in the individual’s recovery.

Throughout the past year, **346** Members participated in Clubhouse activities and received support in areas such as housing, employment, education, social recreation, crisis and advocacy.

We observed enthusiastic participation in annual events such as Reaching for the Stars, a summer barbeque, Adopt A Road, a free Tax Clinic. Forty-five members enjoyed time at Camp Aurora.

In October, two Clubhouse members, two staff members and one member of the Board of Directors attended the 14th International Seminar on Clubhouse Development in Milwaukee, Wisconsin.

The following information summarizes activities by Unit:

Café Unit:

The café unit offers delicious, nutritious and extremely affordable lunches daily and once a week dinners for members. This year, we served over **7000** meals. Other activities included baking, catering for CMHA meetings, menu planning, grocery shopping, money management, running the snack bar and organizing holiday dinners.

- New activities include:
- hospital outreach to the Thunder Bay Regional Health Sciences Centre
 - walking group that meets once a week to promote a healthy lifestyle
 - regularly scheduled tenant meetings for members living in the 6-plex and Vickers Street apartments as well as a supported grocery shopping for members living in CMHA housing
 - host site for the good food box program
 - public health inspection by the Thunder Bay District Health Unit
 - staff certification in safe food handling by the Thunder Bay District Health Unit

Communications and Employment Unit:

Throughout the year, the unit has offered a tiered employment program designed to integrate interested members back into meaningful and gainful employment in the community.

Twenty-eight members were supported in transitional employment placements. The Lakehead Adult Education Centre hosted a weekly on-site school program. Post secondary educational supports were provided to two members through a partnership with Lakehead University. Three college and university student placements were supported. In February, the unit celebrated its first year anniversary of the Clubhouse Closet which makes low cost items available to assist members with housing, clothing and personal needs.

Rehabilitation Action Program

The *Rehabilitation Action Program (RAP)* provided service to 77 members over the past year. A description of the services offered includes:

Social Recreation: 8 to 15 social leisure activities were offered per month with approximately 75 – 90% of the membership attending. Outcomes of these activities included member identification of possible areas of interest, increase in social networks/resources, development of communication skills, building confidence/self esteem, and identification and overcoming barriers to participation. Members were assisted with the transition to living independently in their communities, while reducing isolation through the development of more meaningful relationships. The program also facilitated a weekly walking club, which emphasized the benefits of active living.

Living Well Series: This monthly psycho-educational group introduced topics relative to healthier lifestyles and coping strategies for managing and improving mental health. Topics of discussion included healthy eating, healthy living, benefits of leisure, and coping with stress. Several more topics will be covered in the future to end this session.

Young Adults: This group offered social events, peer support and psycho- educational support for members between the ages of 16 to 30. A minimum of three social recreational activities were offered per month, in addition to the monthly support group. The group was very successful and ended when the majority of the membership needed to focus on other activities, such as educational / work pursuits. A Young Adults component will resume when members in this age category express such a need.

Between Friends Group: This was a monthly peer support group which focused on skills development for building and strengthening meaningful, healthy relationships.

One-to-One Social Recreation Planning: One-to-one supports were offered as the need was identified. This component provided individualized social recreational goal-setting, development, planning and implementation.

Student Placements: The program supported two student placements this year, one from the College and one from the University.

Volunteer Summary: Active recruitment initiatives included participation in the Lakehead University Volunteer Fair, presentation in TBAVA’s Volunteer Opportunities Booklet and exposure on Volunteer Thunder Bay’s website. Nineteen intakes were completed for new volunteer membership and an active membership of 23 volunteers provided a range of support including 1:1 matches, RAP Social Recreation Program Hosts, RAP Social Recreation Program Assistants and membership on the RAP Volunteer Advisory Board.

The efforts of RAP volunteers continue to be greatly appreciated by the membership and staff. Formal recognition occurred during CMHA’s Volunteer Recognition Dinner as part of National Volunteer Week

Education And Training

The following information highlights the key activities undertaken this year:

Workshop and Training Sessions - 745 individuals including professions, volunteers, students, consumer survivors and their families participated in workshops and training sessions such as sessions on suicide intervention, addictions, mental health and prevention, family support and mental illness and recovery.

Mental Health Week - May 2007 – Nine agencies in the community partnered to host Practice Mind & Body Health offering over **37** free workshops designed to enhance physical and mental health. Over **1500** community members participated in the weeks events. CMHA thanks all presenters and agencies who donated their time and energy to make this another successful event.

Visions and Light Film – The Visions and Light Film received an achievement award for their work in the community from the Ontario Trillium Foundation. The goal of Visions and Light Film was to raise awareness of mental illness, addictions and recovery through the screening of a documentary film. **Two hundred** participants including college students, consumer survivors and family members attended the series this year.

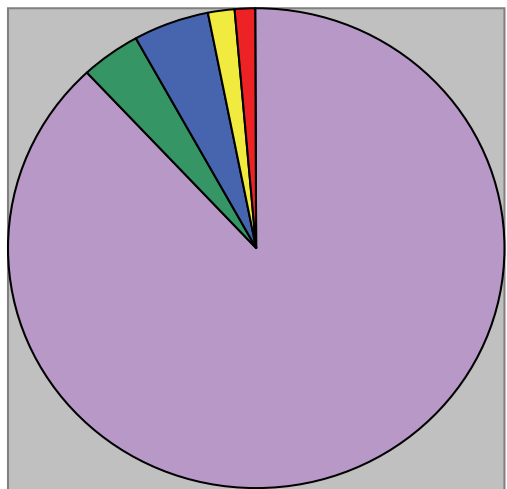
Family Recovery Education Series – Two 10 week sessions were offered to provide family members with the information and skills needed to support their relatives in their recovery.

Mental Health Works - Various workshops addressing mental illness in the workplace were delivered to over **500** participants from corporate and not for profit businesses in Northwestern Ontario.

Photovoice: Exposing Our Path to Wellness – **Eight** consumer survivors participated in the production of a multimedia presentation inclusive of over 40 photographs and narratives describing personal experiences to the barriers experienced and the tools needed for recovery. Over **15** agencies in the community received presentations. Participants of this project were involved in the delivery of community presentations allowing them to share their own recovery experience and gain new skills in facilitation and public speaking. CMHA thanks all the photovoice participants for their time and courage to share their stories with the community.

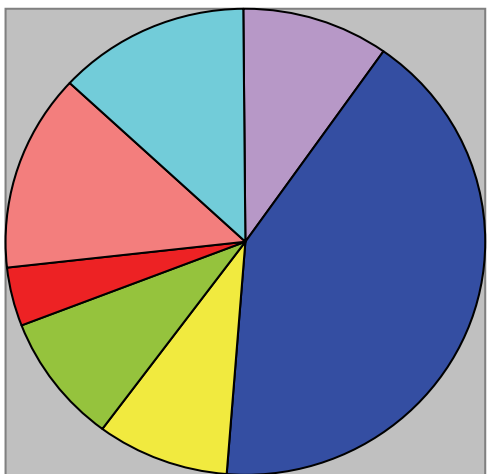
A Look at our Finances

Revenue by Source
\$4,675,172



*(net of Fundraising Expenses)

Fundraising, Workshops, Donations, Dragon Boat, United Way, Gaming & Events
\$194,047



*(net of Expenses)

Full Audited statements are available upon request.

In 2007/2008, no employees of the Canadian Mental Health Association, Thunder Bay Branch were paid a salary of \$100,000 or more, as defined in the Public Sector Salary Disclosures Act 1996.

Statement of Revenue & Expenditures April 1, 2007 to March 31, 2008

2007/2008 STAFF

Executive Director
Maurice Fortin

Central Intake Worker
Phil Jamieson

Administrative Staff

Janice Kirychuk, C.H.R.P., Director of Branch Support Services
Chris Cannon, Network Technician
Bernice McArdle, Administrative Assistant
Lana Landry, Administrative Assistant
Christina Whatley, Administrative Assistant
Ryan Sinninghe, Accounting Clerk
Joyelle Stephens, Bookkeeper
David Derynck, Caretaker
Peter MacDonald, Caretaker

Skills Development Services

Brenda Atwood, Manager of Skills Development Services

New Foundations Clubhouse:

Roslyn Bergman, Community Mental Health Worker (CMHW)
Rena Patton, CMHW
Michael Siska, CMHW
Tiffany Stubbings, CMHW
Brant Warwick, CMHW
Ed Zapior, CMHW

Rehabilitative Action Program:

Judy Koss, CMHW
Patrick Reader, CMHW

Case Management Services

George Drazenovich, Manager of Case Management Services

Mental Health Court Outreach:

Renee Monsma, Mental Health Court Worker (MHCW)
Shelley Nummikoski, MHCW
Dana Obljubek, MHCW
Joan Robinson, MHCW

Homeless Outreach Program:

Beth Scutt, Housing Outreach Worker

Homelessness Initiative Program II:

Cynthia O'Toole, CMHW
Marsha Reader, CMHW

STEPS:

Robert Sitth, CMHW
Chantal Vandermale, CMHW

Education and Training

Joanne Books, Manager of Education and Training
George Goldie, Mental Health Works Trainer

Accreditation Coordinator
Sally Beaulieu-Dubois

Early Psychosis Intervention

Mirella Fata, Director of Early Psychosis Intervention
Lorna Anderson, Care Coordinator (CC)
Andrew Heppner, CC
Melanie Morrow, CC
Katherine Stewart, CC
Sean Wood, CC

Resource Development

Adriana Foresto, Manager of Resource Development

Community Development and Support Services

Sharon Pitawanakwat, Director of Community Development & Support Services

Board of Directors

President

Brian Brescia

Treasurer

Ivan Isenor

Honourary Chairperson

Shirley King

Directors(continued)

Sue Kaucharik
Sherry King
Phil Levesque
Ellaree Metz
Leigh Robson
John Schmidt
Susan Tilson

Vice-President

Sandra Rejall

Member at Large

John Ramage

Directors

Nancy Arthur
Mary Lou Auger
Susan Ivany
Jeanne Kahara

Secretary

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Marlene Fortin



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