Michelle Labine

Registered Counselling Therapist

Approved RCT-C Supervisor

Supervision Contract

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**Supervisee:**

**Supervisor:** Michelle Labine, MA, RCT

This agreement for supervision is between Michelle Labine (Supervisor) and the above-named Supervisee. The purpose of this contract is to support the Supervisee in fulfilling RCT-candidacy supervision requirements to become an RCT with the regulatory body Nova Scotia College of Counselling Therapists (NSCCT).

Contract Instructions

To start receiving supervision, the following information is required.

1. A copy of the Supervisee’s RCT-C license
2. A copy of the Supervisee’s liability insurance
3. A copy of the Supervisee’s CV
4. Verification from NSCCT approval of supervision relationship

Supervision Practices and Valid Credentials

During the life of this contract the Supervisee agrees to keep applicable licensure and professional liability insurance current. In case of lapse, the Supervisee will inform the Supervisor in writing immediately. If the Supervisee allows any of the above to lapse, at the sole discretion of the Supervisor, this contract may be terminated retroactively to the date of lapse. In such case, any monies that have been paid to the Supervisor are non-refundable and this could also mean that the hours accumulated during the period of lapse will most likely be voided.

The Supervisee also agrees to inform the Supervisor if a complaint, grievance, or lawsuit related to therapy is filed against the Supervisee during the term of this contract.

The Supervisee agrees to inform the Supervisor immediately about high risk clients, and or situations that may involve mandatory reporting. It is not the Supervisor’s intention to slow down the reporting process or the clinical process, therefore, the Supervisee is not required or encouraged to wait on the Supervisor if immediate action is called for.

About My Supervisory Work

I am influenced most by the work of Alfred Adler, the Austrian psychotherapist who founded Humanistic Psychology. I am also influenced by the work of Michael White and David Epston who pioneered Narrative Therapy. Adlerian Therapy is a growth model focusing on individual potential, the power of encouragement and the importance of the trusting and non-judgemental therapeutic relationship. Narrative Therapy is also a growth model that empowers individuals to re-author stories that might limit them from leading fulfilled lives. The combination of these two approaches emphasizes a sense of meaning, personal power, individual growth, resiliency, and personal strengths.

I will be drawing primarily on these modalities to inform my part in the collaboration of building of a positive learning environment and Supervisor-Supervisee relationship. I believe in a an open and honest supervisory set up where mistakes are welcomed, feedback is generated, and new ideas are explored. The focus is on clinical strengths in a space that is built on respect and support. A space where the Supervisee feels comfortable with acknowledgement of personal growth issues and feels safe to identify clinical blind spots. A space that allows for expansion of the Supervisee’s skillset through guidance in learning how to conceptualize client cases and learn/develop new clinical skills.

Supervisor’s Competencies

There are several general categories of competencies that build strong supervisory skills. Here, I’ve listed the buckets I believe to be most influential in the development of the Supervisee. I’ve listed the supervisory skills I hold within each of these buckets.

Meta- Awareness

The ability to hold multiple levels of experience in the frame together (client, community, counsellor, supervisory, organization), and see a relationship between them.

Theory and Practice

Familiarity and experience in the services rendered to clients to ensure best practice services. The ability to self-supervise, an awareness of one’s own strengths, learning edges and areas lacking competence.

Diversity Awareness and Cultural Humility

Awareness of diverse contextual factors that influence clients, the Supervisee and the Supervisor. Skills for exploring and bridging differences with others in these areas. Promoting cultural humility and raising awareness of implicit bias.

Attention to Power Dynamics

Awareness of the inherent power imbalance in supervision and willingness to discuss this and invite feedback. Comfort level with managing conflict within relationships.

Process Competencies

The ability to avoid getting pulled into the content of others’ stories and trying to solve others’ problems; keeping a clear focus on the process of how people are attempting to solve their own problems. Skills to create a supportive learning environment, where it is safe to share successes and strengths, as well as safe to admit to mistakes or explore when a person feels stuck or overwhelmed. Making the process of the supervisory relationship explicit; ability to explore barriers to a creative supportive process and to address conflicts in a meaningful way.

Self Care

Recognizes signs of burnout, compassion fatigue, vicarious trauma, and community impacts of intergenerational trauma. Promote proactive self-care strategies.

Supervisor’s Goals

* To increase counselling skills of the Supervisee
* To increase confidence of the Supervisee
* To develop the Supervisee’s self-awareness and awareness of biases
* To develop the Supervisee’s awareness and skills of self-care
* To develop the Supervisee’s professional identity
* To increase the Supervisee’s observation of process
* To increase the Supervisee’s skills and competence
* To encourage the Supervisee to advocate for the field and for the profession.

Supervisee’s Goals

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5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
6. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
7. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
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Logistics

A minimum of 50 supervisory hours are required over a period of a minimum of 2 years to a maximum of 5 years from the date of registration as an RCT-C. Direct Supervisor-Supervisee contact is defined as real-time, face-to-face consultation in-person by way of secure video conferencing.

Responsibility for Clinical Issues

There are two types of supervision 1) planned and 2) ad-hoc; both count toward supervision hours for the Supervisee.

Planned supervision is pre-arranged.

Ad-hoc supervision is available to the counsellor in cases of issues that require immediate attention, these include emergency situations as well as situations that require Supervisor direction, or processing in a more immediate sense.

In the case of ad-hoc supervision, the Supervisee should text the Supervisor on her cell phone by texting **519-949-1458 and stating that ‘ad-hoc supervision is required’**.

Evaluation

The Supervisor will use OWL as the record keeping platform for all supervision sessions with the Supervisee, both planned and ad-hoc.

The Supervisee will demonstrate their skills to the Supervisor by sharing records, sharing in-session video recordings, presenting cases for consultations, and in conversations during supervision sessions.

A written report is due to the college at 3 points; the 20-hour supervision mark, the 35-hour supervision mark and the 50-hour supervision mark. In each of these cases, the Supervisee will be given the opportunity to review and process the report with the Supervisor prior to the report being submitted to NSCCT.

Conflict

Disagreements are a normal part of human interaction and indeed may be helpful and healthy to the supervisory process. Both the Supervisor and the Supervisee agree to collaboratively create a space that is respectful, open, and supportive. Conflict should be addressed with each other as the first step. If the situation cannot be resolved, both agree to involve another neutral party. The Supervisee is aware they can bring all concerns to the regulatory body NSCCT in accordance with their complaints process.

Rates & Cancellation

The rate for individual supervision is $125 per 50-minute Supervision Hour. The rate for group supervision is $90 per 50-minute Supervision Hour. The Supervisee’s credit card is maintained on their supervisory file in OWL and is billed immediately following each session, a receipt will be issued and emailed to the Supervisee.

Cancellation

To avoid being charged for the full supervision session, the Supervisee must cancel by no later than 24 business hours before the scheduled supervision.

Signatures

By signing this document, the Supervisee certifies they do no have any professional malpractice complaints, lawsuits or grievances pending that have not been disclosed in writing to the Supervisor.

Before signing, please make sure you have provided everything required on page one of this contract entitled “Contract Instructions”.

Supervisee’s Full Name:

Supervisee’s Signature:

Supervisee’s Email

Supervisor’s Email:

Date:

Michelle Labine

Curriculum Vitae

**Michelle Labine**

**MA, CCC, RCT-21-059**

[Michelle@MLfamilycounselling.com](mailto:Michelle@MLfamilycounselling.com) (519) 949-1458

**CURRENT WORK EXPERIENCE**

**Couch of Hope Healing Opportunities for People Everywhere Counselling Charity**

192 Wyse Road, Dartmouth, NS B3A 1M9

*Founder 2021-Present*

**ML Family Counselling Clinic** 216-11 Bloom Lane, Bedford & 6-192 Wyse Road, Dartmouth

*Clinic Owner 2020-Present*

**ML Family Counselling Clinic** 216-11 Bloom Lane, Bedford & 6-192 Wyse Road, Dartmouth

*Registered Counselling Therapist, CCC, RCT-21-059*

*Private Practice 2020-Present*

*Relationship Therapist & Sexual Health Provider*

**Bridges Institute** 676 Prince Street, Truro, NS B2N 1G6

*Fund Development & Communications Coordinator Oct 2019-Oct 2020 Contract*

Organized capital campaign strategy and execution, set communication and funding goals. Identified and applied for funding opportunities. Liaison in the business community.

**Bridges Institute** 676 Prince Street, Truro, NS B2N 1G6

*Counselling Therapist 2019-2020 Contract*

Worked with individuals and couples who had experienced or had used domestic violence.

Referrals from child protection services, the Wellness and Domestic Violence provincial courts.

**Bridges Institute** 676 Prince Street, Truro, NS B2N 1G6

*Practicum Intern, Counselling Therapist Intern 2019*

Worked with individuals and couples who had experienced or had used domestic violence.

Referrals from child protection services, the Wellness and Domestic Violence provincial courts.

**D&M Bouwman Retailing Ltd.**

*Owner 2013- Present*

Own and operate a Canadian Tire store and 2 Party City stores.

**RECENT VOLUNTEER EXPERIENCE**

Nova Scotia College of Counselling Therapists

* Approved RCT-C Supervisor 2023-Present
* Board of Directors, Member at Large 2020-2021
* Board of Directors, Vice-Chair 2021-Present
* Policy & Procedures Committee, Chair 2021-2022
* Reinstatement Committee, Member at Large 2021-Present

Yorkville University

* MACP Practicum Supervisor 2021-Present

Acadia University

* Med Practicum Supervisor 2021-Present

St Margaret’s Bay Breakers Competitive Swim Team

* Member of the Executive Committee & Registrar *2018-2021*
* Vice President *2021-Present*

Swim Nova Scotia

* Level Two Official

Canadian Tire Jumpstart St Mary’s, ON Chapter

* Chair 2013-2016

Canadian Tire Jumpstart Halifax Regional Chapter

* Chair *2016-Present*

Adsum House

* Volunteer *2016-2021*

Partcon Canadian Tire Women’s Leadership

* Executive Member *2013-Present*

**ACTIVE MEMBERSHIPS**

* American Association of Sexual Educators, Counsellors, and Therapists
* World Professional Association for Transgender Health

**RELEVANT PAST WORK EXPERIENCE**

**Regional Municipality of Waterloo & Wellington County Social Services 1996-2007**

***Social Services Case Manager***

Delivered a complex social assistance program for Ontario Works participants, assisting individuals to achieve self-reliance and independence from the social assistance system. With an Employment Specialist focus, assessing barriers to employment involved coordinating professional services and facilitating educational classes/workshops such as parenting, independent living skills, anger and behaviour management, addictions and employment. Effective case planning, liaison with community partners and client advocacy.

***Social Services Special Services Case Manager***

My specialized caseloads included victims of violence, homeless individuals At-Risk Youth

Identify, assess needs, in order access and navigate appropriate resources on behalf of the client. Counsel individuals, families and groups, providing information for referrals. Conduct home and residential visits to monitor quality of care being provided.

***Social Services Corporate Trainer***

Developed, coordinated, facilitated, and evaluated social services policy and training for various levels including staff, management, external agencies, and partners. Proficient at developing training tools such as videos and manuals. Effective in analyzing and interpreting legislation, developing policies, and communicating to all parties. Comprehensive understanding of adult education principles needs assessments, design, development, and evaluation of curriculum. Able to train soft skills, structured material and technical. Board of Directors Wyndham House for Boys, Michael House, the Guelph Drop in Center, and the Guelph Emergency Homeless and Housing Coalition.

**EDUCATION**

Institute of Clinical Sexology, PhD Student Present

Yorkville University, Master of Arts in Counseling Psychology 2019

Brock University, courses in Bachelor of Adult Education 2008

Conestoga College, Social Service Worker Diploma 1998

Wilfrid Laurier University, Bachelor of Arts Psychology 1995

**CONTINUING EDUCATION**

Hospice Professional Volunteer Training & Certification 2018

Level 1 Grief & Loss Certification, Living Through Loss Society of BC 2018

5-Day Foundations Narrative Therapy Certificate, VSNT BC 2019

Sand Tray Therapy Certificate 2019

Canadian Domestic Violence Conference & 4-Day Workshops 2020

Borderline Personality Disorder—Understanding & Supporting Workshop 2020

Anxiety Practical Intervention Strategies Workshop 2020

Supporting Children Through COVID 19 2020

Depression 2020

Living Works TASC Suicide Recognition and Resources 2020

Hold Me Tight, Couples Emotional Focused Therapy Training 2020

Core Concepts and Interventions in EFT 2021

EFT Stage 1 Reaching De-Escalation 2021

EFT Stages 2-3: Deepening Engagement & Consolidation 2021

Impasses & Challenges in EFT 2021

Gottman Method Couples Therapy Clinical Training Level One 2021

Gottman Method Couples Therapy Clinical Training Level Two 2021

Cognitive Behavioural Therapy for Sexual Dysfunctions 2021

Foundations of Sexual Identity 2021

Men’s Sexual Problems 2021

DSM5 and Men’s Sexual Problems 2021

DSM5 and Women’s Sexual Problems 2021

Cybersex 2021

Ethics in Sex Therapy 2021

History of Sexology 2021

LGBTQ+ Relationships 2021

Orientation and Gender 2021

3-Day Sex Therapy Workshop: Transgender 2021

Imago Level 1 2022

Internal Family Systems Level 1 2022

Critical Incident Training 2022

Accelerated Resolution Therapy 3 Day Level 1 2022

Clinical Supervision Skills for Developing Counsellors 2023