The CAGC: A History in Progress

Susan Zeesman and Susan Creighton

A publication celebrating the first 10 years of the
Canadian Association of Genetic Counsellors



Participants in the first national meeting of Canadian genetic counsellors
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Toronto

CAGC HIGHLIGHTS
1990-2000

PUBLICATIONS

- Canadian Directory of Genetic Support Groups - 1991
- Comprehensive Directory of Genetics Clinics published with the second edition of the Canadian Directory of Genetic Support Groups in 1994
- French edition of Support Group Directory - 1994
- Proceedings of educational meetings - 1989, 1990/91, 1992/93, 1995/96
- Conference booklets including abstracts of presentations – 1997 - 2000
- Association newsletter (*CROSS-OVER*) - published 3-4 times annually
- Education modules for certification exam – 1998
- Online version of Canadian Directory of Genetic Support Groups – 1999

SURVEYS

- Performed Professional Status surveys of membership in 1990 and 1995

LIAISON

- Established affiliation with the National Society of Genetic Counselors (NSGC) – 1990
- Established affiliation with the Genetic Nurses Interest Group (GNIG) of the Registered Nurses of Ontario - 1990
- Sponsored a CAGC/NSGC lunch at March of Dimes meeting in Vancouver, 1991
- Established liaison with the International Society of Nurses in Genetics (ISONG) - 1991
- Accepted invitation to join Counsel of Medical Genetics Organizations (COMGO) – 1993
- Cooperated with NSGC in development of a joint education conference in conjunction with the American Society of Human Genetics meeting in Montreal - 1994
- Represented at MRC sponsored Medical, Ethical, Legal and Social Issues (MELSI) workshop-1996
- Formed a joint liaison committee with CCMG - 1997
- Set up a Web site 1997 – revision, expansion and professional management of site expected in Fall 2000
- Represented by invitation on the following external committees and working groups:
  - Genetic Disorders Working Group - 1998
  - Canadian Institutes of Health Research (CIHR) committee to develop a proposal for a research institute in genetics - 2000
  - Health Canada working group on Late Onset Disorders - 2000
  - Health Canada committee on the proposed regulation of new reproductive and genetic technologies - 2000
  - Health Canada working group on Education - 2000
  - Corporation for Research and Action on Hereditary Diseases (CORAMH) and Health Canada meeting on Community Genetics – 2000

PROFESSIONAL ADVANCEMENT

- Certification Board established - 1994
- First Certification examination held - 1998; second to be held in Fall 2000
- System for Continuing Education Credits instituted - 1999
- Annual Education Meetings conducted for members
- CAGC Annual Education meetings approved for Continuing Education Credits by the CAGC Certification Board and for Continuing Education Units by the American Counseling Association (since 1999)

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We are grateful to the many genetic counsellors who contributed to the creation of this document by taking the time to respond to our numerous e-mail queries or by critically reviewing the manuscript throughout its many drafts. In particular, we would like to thank Mary Connolly-Wilson and Gayle Sheridan, members of the Historian Committee until 1997 and 1999 respectively, for their contributions to the early drafts. We are extremely grateful to Jane Hurlburt (President, 1999-2000) for her comments, insight, and most particularly, her patience.

PREFACE

The Historian Committee of the Canadian Association of Genetic Counsellors (CAGC) was established in 1996 as an *ad hoc* committee to document the history of the association and develop a plan for the recording, maintenance and storage of pertinent records. This document is the result of our efforts to fulfill the first goal.

We chart herein the developmental progress of the CAGC from its beginnings as the seed of an idea through to the active organisation it has become. We have used as resources written documents, both official and unofficial, as well as anecdotal information collected from various CAGC members. We have made every effort to ascertain the accuracy of both objective and subjective information and hope that, should they exist, any errors of fact or perception will be forgiven.

IN THE BEGINNING

Non-MD/non-PhD genetic counsellors are relatively new entrants in the field of clinical genetics which is, in itself, a relative newcomer in medicine. The rapid advances in genetics over the last 2 decades make it easy to forget that the majority of what we know about human genetics has become apparent only in the past 50 years.

Humans were thought to have 48 chromosomes until 1956 when the chromosome complement was shown to be 46 (1). The first demonstration of an abnormal karyotype as the etiology of a clinical disorder occurred four years later when Dr. J. Lejeune and colleagues discovered that Down syndrome was associated with an extra chromosomal body (2). It was yet another decade before banding of chromosomes was first accomplished.

Amniocentesis became a diagnostic tool of significance in the late 1950s and early 1960s when it was noted to be an effective way to monitor the progress of feto-maternal Rh incompatibility. The first *genetic* use of this test occurred in the mid-1950s when X chromatin analysis of amniotic fluid cells allowed for fetal sexing (3). It wasn't until the mid-1960s, however, that chromosome analysis of amniotic fluid cells became possible and the first published prenatal detection of a chromosome abnormality appeared in 1967 (4). The first reports of the antenatal detection of biochemical abnormalities using amniotic fluid cells appeared in this same time period.

In the 1960s the primary clinical roles of the human geneticist revolved around diagnosis of disease and explanation of inheritance patterns. For most disorders there was little to offer in the way of treatment. Carrier detection and prenatal diagnosis were not available for most conditions. Many of the cases being seen were novel and this was an important time for assessing normal versus dysmorphic features, the delineation of syndromes, and the nosological study of the families seen in consultation. The number of entries in the first edition of *Mendelian Inheritance in Man* (aka the McKusick Catalogue), published in 1966, totalled 1,487 (5). By the late seventies the number of entries in the McKusick Catalogue had almost doubled (2,811 in the 1978 edition).

By 1970 Cytogenetics service laboratories were operative in many Canadian university medical centres and six or seven centres had developed regular genetics clinics for the purpose of counselling families (6). Important advances in the field of biochemical genetics around this time allowed for more accurate diagnosis and ascertainment of inheritance patterns as well as heterozygote detection. Abortion laws were loosened and termination of pregnancy for congenital abnormalities and genetic disease began to be viewed as more acceptable. The demand for genetic services was growing along with the ability to diagnose genetic disease both in and outside the womb. MD and PhD trained geneticists established the Canadian College of Medical Genetics (CCMG) in 1975 with a view to "establish and maintain professional standards of services" (6) in this burgeoning field.

In the mid to late seventies many genetics clinics had a person on staff whose role was to obtain preliminary information about a case, retrieve medical records, organise follow-up and/or assist in research around certain families. These individuals were from a variety of backgrounds. For the most part, they were university graduates with a Bachelors degree or else they had a

nursing background. They were commonly called research assistants, genetic assistants, genetic nurses or genetic associates. For the purpose of uniformity we will use the term genetic associate from hereon in when referring to these individuals.

The advent of new and improved techniques for carrier and prenatal detection in the 1970s resulted in a swift acceleration in the ability to diagnose genetic disorders, document heterozygosity and offer prenatal diagnosis. The types of genetic services provided increased enormously and the demand for service from the community skyrocketed. This expansion of services created an enormous increase in the workload for the geneticist and a need for non-MD individuals who could independently assess and inform clients in a genetics setting. Out of necessity, the responsibilities of the genetic associates began to change, especially in the area of prenatal diagnosis.

The original program to train Masters level genetic counselling professionals was introduced at Sarah Lawrence College in 1969 and graduated its first class in 1971 (7). Five other Universities followed suit with their own programs a few years later. Toward the end of the decade a few genetic counsellors with these specialised Masters degrees settled into genetics clinics in Canada and by 1983 there were 7 in total; three each in Ontario and British Columbia, and one in Quebec. Other than the National Society of Genetic Counselors (NSGC) in the United States, there was no network of any kind for those young graduates.

Having felt the power and positive presence of the NSGC in the lives of the genetic counsellors working in the United States, Susan Zeesman and Susan Creighton, working in Montreal and Vancouver respectively, decided to collaborate in determining who else in Canada was working in a genetic counsellor type role. Their goal was to ascertain whether others had the desire to communicate nationally for the purpose of networking and support.

A letter stating their purpose was sent out to all genetics units in the country early in 1984. The geneticists were asked to distribute a copy of the note and accompanying questionnaire to anybody working with them in a genetic counsellor/genetic associate capacity. Among other things, the questionnaire requested information about education, and years of service.

There was a rapid and enthusiastic response to the questionnaire. There were at least 44 non-MD/non-PhD genetic associates with some clinical responsibilities working in genetics clinics across the country (8). Seven were MSc-trained genetic counsellors, 2 had another type of Masters degree and the rest had a Nursing designation (RN/BScN) or a Bachelors degree. The opportunity to communicate with others in similar roles was seen very positively by all respondents and most expressed interest in receiving a newsletter written for and by their peers.

Dr. Charles Scriver, ever supportive of genetic counsellors, found a small pot of money to subsidise printing and mailing costs for a newsletter and offered some secretarial support. The first newsletter went out in mid-1984 with a request to name the new missive. Lola Cartier's submission of *CROSS-OVER* was the winning entry and artwork for the original masthead was kindly contributed by Lola's husband, Bill Borys. The masthead was revised in 1992.

THE GESTATION

Through the newsletter a small informal get-together was arranged for the 1984 American Society of Human Genetics meeting in Toronto. Approximately 5-10 people attended and there was talk about forming a national group. Nothing much came of it at that point. Not only did we not have the critical mass necessary to make it work, we were spread too far apart geographically. Although the desire was there, the impetus was missing.

The second issue of *CROSS-OVER* went out in December 1984 and included the first directory which had 49 names. There was much discussion among the editors with regard to how to refer to the group – as genetic counsellors or genetic associates. Since the number of genetic associates in Canada at the time far outnumbered the few MSc-trained genetic counsellors, it seemed more appropriate to use genetic associate in the early years. A few issues of *CROSS-OVER* were published annually out of the Montreal Children's Hospital until 1986 when the newsletter moved to McMaster University Medical Centre along with Susan Zeesman.

While the genetic associates were solidifying their connections through *CROSS-OVER*, Dr. Len Pinsky was lobbying hard at McGill University to institute the first Canadian Graduate program designed specifically for their training. In September 1985 the Genetic Counselling Program at McGill opened its doors to the first group of 4 students.

In 1986 the CCMG formed a sub-committee to look into the question of clinical support personnel (sic) and their certification. A number of genetic associates became concerned that they might lose what little autonomy they had. At issue was the perceived possibility that the CCMG would make decisions about the roles, responsibilities and training of genetic associates, with little or no input from the genetic associates themselves.

In response, Liesl Bandler, chairperson of the Genetic Associate Committee of the Association of Genetic Counsellors of Ontario (AGCO)** called a meeting in Toronto to discuss certification and the relationship between genetic associates in Canada and the Canadian College of Medical Genetics. The meeting was held on Oct. 21, 1986 and all available genetic associates in Ontario were invited to attend. There were 19 people at the table. After much, sometimes emotional, debate the meeting culminated in the development of the following statement of opinion:

"We as a group agree with the concept of certification. However we feel that it is necessary to address the following issues: funding, time-frame, representative input into the certification process, avenues of access, and standards of competence.

We feel it is necessary to form a national body in order to best explore these issues.

We feel that these issues should be resolved on a national level and top priority should be the formation of such a group."

The group, in essence, concluded that it would be impossible to represent the diverse needs and opinions of Canadian genetic associates without first determining what those might

** Genetic Services in Ontario were quite well organised and the Association of Genetic Counsellors of Ontario (AGCO) which included all health professionals working in the Clinical environment (MDs, PhDs and Genetic Associates) played a powerful role in the business of Genetic Services in the Province.

be. Definition and development of the genetic associate role were clearly needed. A Committee to Investigate the Formation of a National Society was formed to investigate the possibility and plausibility of organising a national meeting for some time in 1987. The aim of the organising committee was to gather as many genetic associates as possible together in one place. Since virtually all Ontario genetic associates attended the annual AGCO meetings and were funded for it by their respective centres, it was decided to hold the meeting in conjunction with the next AGCO session. In support of allowing as many Canadian genetic associates as possible to attend, the CCMG graciously provided the organising committee with a $3,000.00 grant which was used to cover some of the travel expenses of non-funded individuals. This subsidy allowed for true national representation which otherwise would likely not have been possible.

Through *CROSS-OVER* and AGCO we were finally able to gather the critical mass necessary to endeavour to form a national organisation. With the momentum provided by the nudge from the CCMG the 1st Unofficial National Meeting of Genetic Associates was born. The meeting was held in the Toronto region on May 15, 1987 with monies from the Department of Pediatrics at McMaster University donated to cover the cost of the meeting room. Fifty-two people were in attendance.

Introductory remarks were made by Liesl Bandler. The results of the 1985 Survey of Genetic Associates/Counsellors in Canada (8) were presented by Susan Zeesman. Susan Creighton chaired a portion on the formation of a national association and the consensus of the group was that we should, indeed, proceed. Mary Connolly led a discussion on standards of practice, and a draft copy of minimum standards was drawn up with her guidance. Louise Carrière presented the pros and cons of certification and affiliation with the CCMG. Zella Pyatt led the discussion with regard to job title and genetic counsellor was chosen over the many varied position titles in existence at the time. Wanda Schoonheyt acted as recording secretary.

The 4 chairpersons of this meeting, (Susan Creighton, Mary Connolly, Louise Carrière and Zella Pyatt[&]) were asked to be the first Executive Board of the group to be known as the Canadian Association of Genetic Counsellors/L'Association Canadienne des Conseillers en Genetique (CAGC/ACCG). All four accepted. It was agreed by the group that the aims of the CAGC were to create a network for genetic counsellors across Canada; provide continuing education; deal with professional issues; define standards of practice; and organize an annual conference for education and business purposes. These goals were ultimately written into the letters patent of the CAGC, as the aims of the organisation (Appendix 1).

The Executive Board was directed to: a) liaise with the CCMG, b) investigate bylaws with regard to the formation of national association and the collection of membership dues, c) decide on job title, d) work out the location of the next meeting which was to be held in Western Canada, and e) decide on a term of office for the Executive.

CROSS-OVER was accepted as the official organ of our national body, to be used as a vehicle for communication as well as education among group members.

[&] Zella Pyatt resigned for personal reasons a few months later and Diane Thompson took her place

Formulation Of The Bylaws And Incorporation

The directive for formulating bylaws was undertaken by Susan Creighton with Beth Keena and Patricia Birch in Vancouver. As the CAGC was still an unofficial organisation, membership dues could not be requested. Although the "membership" had responded to a request for donations and had contributed a total of $2,500 by Sept 1989, expenses had to be kept to a minimum. Janet Livingston's husband, Bruce, was approached with a request for the donation of legal advice. His Richmond, BC firm of Stark, Christian and Henderson kindly donated their services in seeing the bylaws through to completion. Support from the NSGC was also requested. Although financial support was not possible, the NSGC was supportive of our efforts and willing to offer assistance in terms of advice and experience.

As the Canadian bylaws were to be the foundation of the association they had to reflect the rules of the organisation, as well as the strengths and the differences in training amongst members. The CAGC bylaws were thus modelled on those already established by the NSGC, with changes to reflect a broader membership base and the Canada Corporations Act.

As a result of the initial contact with the NSGC, Susan Creighton was asked to present an update on our progress to the NSGC executive meeting and Annual General Meeting (AGM) in San Diego in October 1987. At that time it was suggested that the CAGC might consider becoming "Region 7" of the NSGC (to be added to the already existing six). Although appreciating the gesture, the CAGC felt that a separate Canadian organisation was necessary for the following reasons: the Canadian health care system is substantially different from that of the United States, creating unique concerns and issues for Canadians; our legislative systems are dissimilar; and some individuals in Canada who functioned as genetic counsellors would not be eligible for full membership in the NSGC according to their existing bylaws. It was made clear that the formation of a Canadian group of genetic counsellors was by no means an attempt to disjoin from the NSGC, but rather a way of strengthening our presence in Canada, thereby bolstering support for the profession as a whole. The NSGC executive and membership were fully supportive of the Canadian effort while encouraging membership and involvement in the NSGC as well.

The work of formulating the bylaws was a time-consuming task, to say the least, for both the committee and the executive. A draft of the bylaws was presented to the "membership" for approval at the CAGC annual meeting in Winnipeg in February 1989. The proposed bylaws were reviewed, discussed and amended article by article. This was a long and somewhat difficult process but all 21 articles were ultimately approved and passed. The final bylaws and articles of incorporation were signed by the existing executive, who then became the founding executive of the CAGC: Susan Creighton, Diane Thompson, Beverly Orieux, and Mary Connolly. On February 9, 1990 the CAGC letters patent were signed, registering the CAGC as an official, not-for-profit corporation with the Canadian Government (Appendix 1).

The CAGC became an official organisation on February 9, 1990. There was much celebration of this new status at the 1990 Annual General Meeting which was held in Wolfville at the end of that same month. The first Board of Directors of the incorporated association consisted of the President, Vice President, Secretary, Treasurer and 3 regional representatives. The Regions were defined as follows: Eastern – Nova Scotia, New Brunswick, Prince Edward Island, Newfoundland, Quebec; Central - Ontario, Manitoba; Western – Saskatchewan,

Alberta, British Columbia. The membership total was 89. With the bylaws complete, the CAGC was able to begin discussion of the practicalities of being an organization and focus on planning for the future. These plans included the institution of 2 new Executive positions, that of Past President I and Past President II, as well as the substitution of the position of President-Elect for that of Vice President.

The birth of the CAGC as an official organisation prompted the need for an official logo. Various suggestions were submitted and voted upon. The wining entry was designed by Claude Prévost and is the one currently in use. The logo is found on the masthead of each issue of *CROSS-OVER* and on the letterhead and envelopes of our official CAGC stationery.

EVOLUTION

Attainment of Incorporated status allowed the CAGC membership to turn its focus to furthering the professional development of the organisation. The group was extremely productive in its first ten years as can be attested to by the list of accomplishments recorded on page i of this booklet. A number of those achievements warrant specific discussion and are detailed in this section.

Liaison With The CCMG

The number of genetic associates working at a service level in genetics clinics began to grow rapidly with the demand for genetic services in the late 1970s and early 1980s. With the advent of the Masters level genetic counsellors and their aspiration for a level of autonomy which was not granted to the existing genetic associates, the geneticists began to consider how to best fit these professionals into the scheme of things. A CCMG sub-committee was formed in 1986, with Dr. F. Clarke Fraser as its Chair, to investigate and consider the issues of training and certification of genetic associates and their relationship with the CCMG. This move was the catalyst required to drive the existing genetic associates into considering how they might wish to shape their future, and was the impetus needed to jump-start the dream of having a national organisation. The provision by the CCMG of $3,000.00 in seed money to assist with expenses for the first national meeting of genetic counsellors was one of the first gestures in what has proved to be a harmonious relationship between these two organizations.

The first formal meeting between the CAGC and the CCMG took place at Mt. Gabriel in February 1988. Susan Creighton and Louise Carrière, unofficial CAGC President and Vice-President, respectively, were invited to present the outcome of the Toronto meeting to the CCMG Subcommittee on Clinical Support Personnel. The committee was supportive of our efforts and recommended liaison between our two groups at both the educational and executive levels; this recommendation was well received by the CAGC Executive and membership alike.

The 1989 CCMG and CAGC meetings were held in conjunction with each other in Winnipeg with separate AGMs and a joint Education Day. Joint efforts were also made for the 1990, 1991, 1993, 1998, 1999 and 2000 meetings. A combined CAGC/CCMG liaison committee, comprised of 3 individuals from the CAGC (President, President-Elect, full member) and 3 from the CCMG, was formed in 1997 to enhance communication between the two associations. In addition, in 1999, the CCMG extended the offer of having one CAGC member join some of their clinical issues committees. Presently, we have representatives on the Clinical Practice, Prenatal Diagnosis, and Ethics and Public Policy committees.

The CCMG was involved with the CAGC preconceptionally, and we continue to maintain a harmonious and productive relationship. We owe the CCMG membership a lot for their advice and support over the years; their involvement and input has certainly had a significant impact on our ability to realise our goals. With both groups celebrating important anniversaries (CAGC-10th; CCMG-25th) the opportunity to meet and celebrate together in Whistler in 2000 seems fitting.

Support Group Directory

Genetic counsellors have long been advocates for patient support groups and in the late 70s and early 80s most had tried to compile and maintain lists of regional and national support groups for their patient population. The task was not a simple one and there was a lot of duplication of effort. In the mid-1980s, one of the genetics secretaries at McMaster University took on the task of collecting support group listings from various genetics centres so that there would be a central listing which could be distributed. The compiled listing was sent back out to genetics units across Canada, as well as to the newly founded (1986) Alliance of Genetic Support Groups in the United States (www.geneticalliance.org). Alas, with the burgeoning number of support groups and lack of financial support for mailings and secretarial assistance, it became clear that it was too difficult to keep the directory up to date.

The CAGC, recognising the need for a support group directory, established a Support Group Committee as a sub-committee of the Education Committee in 1990. The Sub-Committee was comprised of Gayle Sheridan (chair), Jennifer Fitzpatrick and Claire Goldsmith, and their goal was to attempt to both compile and maintain a support group directory of genetic conditions for Canadian patients. They successfully obtained $3,000.00 in funding for the project in June 1990 from the Concern for Children Committee of the Ontario Chapter of the Imperial Order of Daughters of the Empire (IODE), which had a long history of providing seed money for various genetics enterprises in Ontario. It was acceptable to the IODE that the directory be a national one, however they did stipulate that it be published out of Ontario.

Incredibly, the first edition of the *Canadian Directory of Genetic Support Groups* was presented to the CAGC at the Annual General Meeting in September 1991- barely one year after funding was approved. A complimentary copy was distributed to genetic centres in Ontario and sold to other interested centres or community groups. The directory was a great success and continues to be an important resource for Canadian genetics clinics and the families they serve. It was reviewed positively by the Canadian Medical Libraries Journal, Exceptional Parent, Today's Parent, and Parent Quarterly. Claude Prévost translated the directory into French in 1994 and the French editions were distributed to clinics in Quebec and northern Ontario.

The Directory is most certainly a feather in our cap and that of the IODE. Gayle Sheridan was invited to be a guest speaker at the 1992 Annual Meeting of the IODE and thus had the opportunity to explain the utility of the project to the national membership and, on behalf of the CAGC, present them with a painting in appreciation of their support.

Since its inception, home base for the Directory has been the Regional Medical Genetics Centre at the Children's Hospital of Western Ontario in London. The IODE of Ontario has continued its support of the Directory through its fifth reprinting and distribution in 1999. An on-line version was created in 1999 (www.lhsc.on.ca/programs/medgenet/support.htm) and the job of Webmaster is held by the coordinator of the Southwestern Regional Medical Genetics Resource Centre.

Membership

One of the greatest problems facing the early group was how to define membership. Who should/should not be included. There was great debate and agonising over this issue. There was the desire to be as inclusive as possible and acknowledge all expertise - be it earned through

education or experience - yet concern that being overinclusive might compromise the professionalism of the group. The group felt that it was crucial that the membership criteria be strong enough to ensure credibility if we were to advance as a profession.

Ultimately three categories of membership were created - full, associate and student. Full members of the association may attend all meetings of members, vote and hold office. In addition, they may serve on the Board of Directors, on committees, as regional representatives and as editors of the newsletter. Associate and student members have all the privileges of full members except they may not vote or serve on the Board of Directors or as Chairperson of a committee. An Emeritus category was established for CAGC members in 1994 and the first person to be given the privilege of this category was Betty Youson.

Sixty-three individuals were on the mailing list for *CROSS-OVER* in 1985. Membership in the CAGC after incorporation was 89. Five years later our numbers had increased to 135 and now stand at 157, 78% of whom are full members. Membership dues were originally set at Full – $50; Associate – $40; Student – $25 but were changed in the 97-98 fiscal year to reflect increasing costs. They are currently set at $70, $55, and $35, respectively. Our fiscal year is February 1 - January 31.

Our membership data is considered proprietary and mailing labels are sold to specific groups only. A potential employer may purchase mailing labels to advertise an available position. The mailing labels may also be sold to corporations at the discretion of the Board.

CROSS-OVER

CROSS-OVER was born in 1984 out of a desire to network with genetic associates/genetic counsellors across the country. It began its life as a vehicle for both education and communication; the educational component fell by the wayside in the late 1980s when *CROSS-OVER* was being used as a mechanism for keeping everybody abreast of developments with regard to the formation of the CAGC and the activities of the Executive.

In 1991, with incorporation behind us, we had the opportunity to take a good look at *CROSS-OVER* and its role in the CAGC. It was decided that a renewed commitment to its educational role was in order. In addition, as a brand new professional organisation it was time to put out a nice-looking, professional product. It became clear, however, that to accomplish this would require more membership support. An Editorial Board was thus created to assist the managing editor in editorial decision making and review of articles, redistribute the workload, and spread responsibility for soliciting and obtaining articles. As of 1993 *CROSS-OVER* feature articles have been published in both official languages to accommodate the needs of our French speaking membership. More recently, Executive reports have become a standard feature of the newsletter which seems to have found a nice balance between its roles in education and communication. In its 16 year existence *CROSS-OVER* has played an important, perhaps even pivotal role, in the professional advancement of genetic counsellors in Canada.

Certification

Establishing standards of practice in the delivery of genetic counselling services was one of the original aims of the CAGC, and as such, was written into the letters patent of the

association. Although certification was not set out as one of the CAGC's goals *per se*, it was clear that it was an issue that would have to be dealt with in some way in the future. Even as the CAGC articles of incorporation were being drafted, there were two compelling reasons to consider a CAGC certification process. First, the CCMG had expressed a desire to see some type of certification for genetic counsellors, and second, it was felt that employers and perhaps even government agencies and medical insurance companies might soon expect to see a certified standard. In lieu of allowing external forces to dictate policy, it was decided that it was in our best interest to develop a certification plan ourselves. To this end, the CAGC began to work on a certification process shortly after its incorporation in 1990.

The objective of certification was to set a minimum standard of competence, rather than of expertise. The rationale behind this objective was that competence could be attained through a number of different routes. The intent of certification was to equalize and unify genetic counsellors while preserving their diversity.

In 1990 the Education committee was divided into 4 subcommittees, each with its own chair and specific responsibilities: Education Day programming, *CROSS-OVER*, Support Group Directory, and Basic Education. The focus of the latter, which became known as the Education Committee, was to be educational development of the membership, especially distance education for outreach nurses. The plan was to give to those who might desire it an opportunity to increase their knowledge base. Over the next year, the focus of the committee shifted substantially in the direction of certification. At the 1991 AGM this committee presented a five-year plan for attainment of certification to the membership. This plan included two components: (1) the development of education modules covering five areas: molecular genetics, biochemical genetics, cytogenetics, prenatal diagnosis and reproductive technology, and basic human genetics and; (2) the formation of a certification committee to develop and trial an exam, aiming for the first certification exam in 1996.

At the CAGC AGM in 1992 there was a great deal of discussion surrounding how to accomplish those goals. A decision was made to create a six member joint education/certification (ECC) committee for which all positions would be elected with the exception of the existing co-chairs, Linda MacLaren and Lola Cartier. The committee was to be comprised of the President-Elect and five other individuals with different backgrounds and experience. Each of the following were to be represented: MSc in Genetic Counselling with greater than 5 years experience; MSc in Genetic Counselling with less than 5 years experience; nurse with greater than 5 years genetic counselling experience; nurse with less than 5 years genetic counselling experience; an individual who came to the field of genetics with an alternate background (e.g. social work, psychology).

Over the next year the ECC determined that objectives of certification were needed around which educational modules could be structured. It also became clear that the process of certification and the concurrent production of education modules required separate committees or sub-committees, but that the two would need to be closely linked. Subsequently, a mission statement, a set of minimum standards and a proposal for the structure of a separate certification board were drafted and sent out to the whole of the CAGC membership for their consideration. The proposed mission statement - *to establish and offer a program of education to the CAGC membership which will provide the opportunity for sufficient educational preparation for genetic*

counsellors to complete the necessary requirements for certification - was presented and accepted at the 1993 AGM. The minimum standards were discussed and passed with some amendments. They were later revised once again and now comprise the CAGC *Scope of Practice*. The latter defines the knowledge and practice expectations for genetic counsellors in Canada and is the basis for setting the certification exam. It is, by necessity, a dynamic document and the responsibility for revisions rests with the certification board.

The initial composition of the proposed certification board was rejected at the 1993 AGM after a very long and arduous discussion. The ECC was given the task of proposing another structure based on the ideas brought forward at the meeting by the membership. Ultimately, in 1994, the ECC was split into two based on its component parts. The Education Committee would be concerned only with designing and producing the education modules; the Certification Board was to be responsible for designing, administering, and evaluating the certification process.

The Education Committee (Education Modules)

The membership endorsement of a mission statement and minimum standards of practice at the 1993 AGM gave the education committee a framework upon which to base education modules. The goal of the modules was to support the minimum standards of practice and education; the intent was that they be used as an educational resource, study guide, and self-evaluation tool.

Membership involvement was solicited with the hope of placing both novices and experts on each module team. A chairperson was chosen for each module, and work began in the fall of 1993. The following modules were produced: basic human genetics; cytogenetics; molecular genetics; biochemical genetics; prenatal diagnosis/reproductive technologies; and psychosocial/ethical issues. In order to evaluate the modules for completeness and accuracy, external reviewers and other members of the education committee critically reviewed each one.

The task set before the education committee was quite a large endeavor and module development consumed the committee for the next 5 years. The modules were completed and ready for distribution in the spring of 1998 and made available to the membership in the year preceding the first certification exam.

The Certification Board

The Certification Board was to be comprised of the President and the Past President I of the CAGC, and six CAGC members with either 5 years or more genetic counselling experience, or certification by the American Board of Medical Genetics or the American Board of Genetic Counsellors. Members of the Certification Board were to hold a two-year term. It was intended that the expenses of the certification board would be reimbursed by the CAGC until such a time as a fee system for the certification process had been established. Expense reimbursement would, from thereon in, be from the certification system itself.

A call for individuals to fill the positions for the new board took place in the spring of 1995 and the first Board held its inaugural meeting at the 1995 AGM. In 1996, the positions of President and Past President I changed resulting in Jill Beis (formerly Past President I) rotating off the Board and Andrea Shugar (President) added on as a new member. Because of the annual

changes in Directors, the membership decided to keep the 1996 Certification Board in place until the completion of the first examination cycle, at which time a new board would be elected. The Certification Board thus included: Mary Connolly-Wilson (chair), Andrea Shugar (President), Gabrielle Mettler (Past-President I), Lola Cartier, Stephanie Kieffer, Nathalie McIntosh, Anne Niedhart, and Heather Stalker.

Members of the Certification Board began the difficult and laborious process of determining exactly how to set and run a certification exam. They met with representatives of the NSGC and the CCMG in order to access and benefit from their experience, and avoid as many pitfalls as possible. They reviewed the literature on the certification processes and experiences of other allied health professional groups. Two outside testing agencies were contacted regarding details to consider in setting up a certification exam (such as type of exam, costs, evaluation, etc.). In addition, they conducted a survey of the membership to determine the percentage of members who might write the exam and to explore what concerns there were around this process. A consultant was ultimately chosen to further guide the Certification Board in establishing the certification process.

In October 1997, the first certification field trial exam took place in the United States at the annual meeting of ISONG. This was followed by field trials in January 1998 at five other genetic counselling training sites in Canada and the USA. Following these field trials there were months of work to evaluate the performance of the exam questions (all multiple choice) and to make necessary modifications to the exam test bank. The certification test bank has now undergone three full revisions by a subcommittee of the Certification Board (the Item Generation Committee) which includes the entire Certification Board as well as a few CCMG colleagues.

In addition to setting the exam questions, the committee determined the scoring method to be used, established invigilation procedures, developed a Candidate Handbook and a Scope of Practice document, and produced a CAGC certification certificate. Candidates for the first CAGC Certification exam were being solicited as of November 1997 and the testing was held in Banff in November 1998. Forty-nine people wrote that exam and most were ultimately certified. Thirty candidates are registered for the next exam which will be held in November 2000.

Following considerable discussion at the 1998 AGM, a mail out ballot was sent to all members regarding how to certify the Certification Board members. Considering that their involvement in researching, writing and revising the questions would have imparted the knowledge necessary to pass the exam, 81% of the membership was in favour of grandparenting the eight members of the CAGC Certification Board. The considerable time and effort contributed by these individuals has established the basis of certification for genetic counsellors in Canada for many years to come.

CAGC certification status is limited to a 10-year period from the date of certification in order to ensure that knowledge and skills continue to be maintained and enhanced. The current CAGC Certification Board has established criteria for recertification through either re-examination or continuing education and continuing practice credits.

REFLECTIONS

In the ten years since its inception the CAGC has much to be proud of, and our principal accomplishments have been detailed in this document. Our achievements have contributed to the development of the current method of practice of clinical genetics in Canada, and the profession of genetic counselling as a whole. It is unlikely that these changes, whether overt or more subtle, would have occurred without the presence of the CAGC.

To appreciate how far we have come, we must first understand from whence we came. The early genetic counsellors in the United States broke ground for us in the 1970s. They struggled for the right to call themselves genetic counsellors and established the NSGC in 1979 against considerable opposition on both counts. The victory was hard won; readers who do not know the story will find it instructive to read Audrey Heimler's account of those times entitled *An Oral History of the National Society of Genetic Counsellors* (9).

The concept that non-MD/non-PhD genetic counsellors could be qualified to provide patient service independently did not sit well with some Canadian geneticists when it was first introduced. In the early years, in those units, genetic counsellors were assigned tasks such as booking appointments, completing requisitions, and taking family histories by phone, but were not permitted to counsel patients on their own. By the mid-80s however, most physicians who had genetic counsellors on their staff had come to appreciate their particular skills and the level of responsibility accorded these individuals gradually increased.

Unlike our US counterparts, in the formative years of the CAGC we had backing of a large number of MD and PhD geneticists in the form of the CCMG. We owe a tremendous debt of gratitude to the CCMG as a group, and to specific members within that group who advised and supported us throughout the years. That support coupled with a strong team of dedicated genetic counsellors who were able, through pure commitment and fortitude, to do so much in so little time, has allowed us as a profession to attain all that we have over the past 17 years. Without the CAGC and the informal network that preceded it, it is unlikely that we would have come so far, so quickly.

Some of the less tangible but perhaps more important changes in the profession stem from the hard work of those who volunteered their time and energy to making the CAGC work; those changes include an increase in professional responsibility, visibility and respect both from within and outside of the genetics community. The genetic counsellor is now an integral component in the delivery of medical genetics services in Canada. New graduates are far less likely to have to educate their employers about their unique skills and abilities. The genetic counsellor's clinical role has evolved substantially in most genetics centres and will continue to develop with the changing needs of the populations that we serve. Some of the less challenging aspects of the genetic counsellor role in previous times are now handled by clerical staff in many centres.

Many genetic counsellors now have university faculty positions with a teaching load that includes medical students, residents and fellows. Research responsibilities are sometimes a requirement at the time of hiring. Genetic counsellors are frequently asked to speak to professional and lay organizations, and some have received exposure in the national media.

Financial compensation for genetic counsellors has long been an issue but the current pay scale for most of us in Canada has finally begun to approach that of other professionals of similar educational background and responsibility.

The CAGC is now recognised nationally and internationally as an organisation that represents the viewpoint of Canadian genetic counsellors. As such, our input has been solicited for participation in workshops and on committees pertaining to policy, service, and ethical and legal issues in genetics in Canada. Our links with other genetic counselling organisations and medical genetics groups have fostered a network that strengthens the voice of Canadian genetic counsellors. Such a solid foundation will likely provide us with further opportunities to shape the practice of medical genetics services in this country.

We established the CAGC so that we could create a professional network and have a voice in our own destiny, and in that regard we have been successful. The field of medical genetics has evolved at an outstanding pace and it seems likely that the growth will continue well into the new century. As we look forwards and aspire to meet the challenges of this rapidly advancing field, we can certainly look back with pride.

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APPENDICES

1 - CAGC letters patent and seal

2 - CAGC National Meetings

3 - CAGC Board of Directors – Position Summaries

4 - CAGC Board of Directors (1988 - 1999)

5 - CAGC Committee Chairs (1988 - 1999)

Appendix 1

CAGC LETTERS PATENT AND SEAL

APPLICATION FOR INCORPORATION OF A CORPORATION WITHOUT SHARE CAPITAL UNDER PART II OF THE CANADA CORPORATIONS ACT

To the Minister of Consumer and Corporate Affairs of Canada.

I

The undersigned hereby apply to the Minister of Consumer and Corporate Affairs for the grant of a charter by letters patent under the provisions of Part II of the Canada Corporations Act constituting the undersigned, and such others as may become members of the Corporation thereby created, a body corporate and politic under the name of

CANADIAN ASSOCIATION OF GENETIC COUNSELLORS

The undersigned have satisfied themselves and are assured that the proposed name under which incorporation is sought is not the same or similar to the name under which any other company, society, association or firm, in existence is carrying on business in Canada or is incorporated under the laws of Canada or any province thereof or so nearly resembles the same as to be calculated to deceive and that it is not a name which is otherwise on public grounds objectionable.

II

The applicants are individuals of the full age of eighteen years with power under law to contract. The name, the address and the occupation of each of the applicants are as follows:

SUSAN CREIGHTON
Genetic Counsellor
Muscular Dystrophy Association of Canada
1600 West 6th Avenue, Suite 123
Vancouver, B.C.
V6J 1R3

DIANE R. THOMPSON
Genetic Counsellor
Division of Medical Genetics
Children's Hospital of Eastern Ontario
401 Smyth Road
Ottawa, Ontario
K1H 8L1

BEVERLY ORIEUX
Genetic Counsellor/Community Health Nurse
Alberta Hereditary Disease Program
Stony Plain- Lac Ste Anne Health Unit
Box 210,
Stony Plain, Alberta
T0E 2G0

MARY CONNOLLY
Genetic Counsellor
Nfld. & Lab. Medical Genetics Program
Janeway Child Health Centre
Janeway Place
St. John's, Newfoundland
AlA lR8

The said Susan Creighton, Diane R. Thompson, Beverly Orieux and Mary Connolly will be the first directors of the Corporation.

III

The objects of the Corporation are:

(1) To promote and enhance genetic counselling as an important component of health care and to promote the delivery of genetics services by:

(i) forming a network of professionals whose main focus is genetic counselling;

(ii) professional education and advancement;

(iii) professional liaison with other professionals in the field.

(2) To work towards establishing standards of practice in the delivery of genetic counselling services.

The operations of the Corporation may be carried on throughout Canada and elsewhere.

V

The place within Canada where the head office of the Corporation is to be situated is: Vancouver, British Columbia.

VI

It is specially provided that in the event of dissolution or winding-up of the Corporation all its remaining assets after payment of its liabilities shall be distributed rateably amongst the members.

VII

In accordance with Section 65 of the Canada Corporations Act, it is provided that, when authorized by by-law, duly passed by the directors and sanctioned by at least two-thirds of the votes cast at a special general meeting of the members duly called for considering the by-law, the directors of the Corporation may from time to time

(1) borrow money upon the credit of the Corporation;

(2) limit or increase the amount to be borrowed;

(3) issue debentures or other securities of the Corporation;

(4) pledge or sell such debentures or other securities for such sums and at such prices as may be deemed expedient; and,

(5) secure any such debentures, or other securities, or any other present or future borrowing or liability of the Corporation, by mortgage, hypothec, charge or pledge of all or any currently owned or subsequently acquired real and personal, movable and immovable, property of the Corporation, and the undertaking and rights of the Corporation.

Any such by-law may provide for the delegation of such powers by the directors to such officers or directors of the Corporation to such extent and in such manner as may be set out in the by-law.

Nothing herein limits or restricts the borrowing of money by the Corporation on bills of exchange or promissory notes made, drawn, accepted or endorsed by or on behalf of the Corporation.

VIII

The by-laws of the Corporation shall be those filed with the application for letters patent until repealed, amended, altered or added to.

IX

The Corporation is to carry on its operations without pecuniary gain to its members and any profits or other accretions

to the Corporation are to be used in promoting its objects.

Dated at the City of Vancouver in the Province of British Columbia, this 11th day of October, 1989.

Susan Creighton
SUSAN CREIGHTON

Dated at the City of Ottawa in the Province of Ontario, this 19 day of October, 1989.

Diane R. Thompson
DIANE R. THOMPSON

Dated at the City of Stony Plain in the Province of Alberta, this 17 day of October, 1989.

Beverley Orieux
BEVERLEY ORIEUX

Dated at the City of St. John's in the Province of Newfoundland, this 30th day of October, 1989.

Mary Connolly
MARY CONNOLLY

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Appendix 2

CAGC NATIONAL MEETINGS

DATE	LOCATION	IN CONJUNCTION WITH*	LOCAL ORGANISING COMMITTTEE CHAIR	EDUCATIONAL PROGRAM CHAIR
Apr 1988	Calgary	AHDP	ML Klimek/B Sibbald	ADHP
Feb 1989	Winnipeg	CCMG	W Stoeber	W Stoeber
Feb 1990	Wolfville	CCMG	A Fuller	D Anderson
Sept 1991	Quebec City	CCMG	D Thompson	M Huggins
June 1992	North York	AGCO	D Thompson	J Beis
Sept 1993	Vancouver	CCMG	A Dircks	J Beis
Oct 1994	Montreal	NSGC/ASHG	N/A	N/A
Sept 1995	Ottawa	Alone	G Mettler/C Goldsmith	L Spooner
Sept 1996	Calgary	Alone	P King/L Lagace	D Lentz/J Panteluk
Sept 1997	St. John's	Alone	M Connolly-Wilson	K Hodgkinson
Nov 1998	Banff	CCMG	L MacLaren	B McInnes
Sept 1999	Montreal	CCMG	L Cartier	L Robb
Nov 2000	Whistler	CCMG	D Koehn/Y Stephan	L Robb

*AHDP -Alberta Hereditary Disease Program; CCMG - Canadian College of Medical Geneticists; AGCO - Association of Genetic Counsellors of Ontario; NSGC - National Society of Genetic Counselors

Appendix 3

CAGC BOARD OF DIRECTORS - POSITION SUMMARIES

PRESIDENT

- is the Chief Executive Officer of the Corporation
- attends all meetings of the Corporation and of the Board of Directors
- oversees the general and active management of the affairs of the Corporation
- ensures that all orders and resolutions of the Board of Directors are carried into effect
- oversees the activities of the other directors to monitor progress and ensure that deadlines of projects are complied with
- appoints committee chairpersons, ad hoc committees, and former representatives of the Corporation to other organizations
- officiates at the AGM of the Corporation and Board of Directors meeting
- serves as the representative of the Corporation to other organizations
- prepares an annual report to be presented at the AGM

TERM - 1 year

PRESIDENT-ELECT

- performs the duties and exercise the powers of the President should the President be absent or disabled
- is a member of the CAGC/CCMG Liaison committee for a two year term, beginning when the term of President-Elect starts
- is a member of the Education committee for a one year term
- reports to the CAGC executive on a regular basis (usually at the executive teleconferences) regarding the activities of the Liaison and Education committees
- communicates frequently with the president regarding CAGC activities and issues of concern to the CAGC
- is the CAGC's primary liaison person with other medical genetics professional organizations
- prepares an annual report to be presented at the AGM

TERM – 1 year, becomes President the following year

PAST PRESIDENT I

- chairs the nominations committee and is responsible for reviewing the terms served by executive members and the committee chairs
- sends out a call for nominations to the CAGC membership for any upcoming vacant positions
- works in conjunction with the CAGC Secretary in all mail outs to the CAGC membership, ensuring that only full members vote
- announces any new positions that have been filled at the annual general meeting and in *CROSS-OVER*
- distributes the CAGC executive and committee chair responsibility summaries to all individuals in new positions, to facilitate their understanding of the CAGC
- is available to the CAGC President, and any other executive member, for consultation
- is a non-voting member of the CAGC executive
- participates in all executive teleconferences
- prepares an annual report to be presented at the AGM

TERM – 1 year, becomes Past President ll the following year

PAST PRESIDENT II

- sits on the membership committee as an advisor, being asked to review any membership application(s) as needed
- is available to the President, and any other executive member, for consultation
- participates in all executive teleconferences
- is a non-voting member of the CAGC executive
- prepares an annual report to be presented at the AGM

TERM – 1 year

SECRETARY

- attends all executive and general meetings/teleconferences of the CAGC
- records all votes and minutes of all proceedings and maintains a file of these records
- is custodian of the corporate seal
- oversees mailings to membership as required
- is responsible for numbering of ballots and mailing of election ballots to full members
- coordinates and distributes minutes/reports
- maintains supply of CAGC letterhead and envelopes
- performs other duties as required and deemed appropriate by the executive
- prepares an annual report to be presented at the AGM

TERM – 2 years

TREASURER

- has custody of all the funds and securities of the CAGC
- keeps full and accurate accounts of all assets, liabilities, receipts and disbursements of the organization in the CAGC books
- ensures that an auditor is available to audit the accounts and render the accounts of the financial position of the CAGC when required or requested by the CAGC executive
- disburses the funds of the CAGC, as may be directed by the proper authority, taking vouchers for such disbursements.
- renders to the President and executive at the annual general meeting, or whenever requested, an accounting of all the transactions and a statement of the financial position of the CAGC
- ensures the government papers relating to Income Tax are processed
- is a member of the Finance committee
- prepares an annual report to be presented at the AGM

TERM – 2 years

EASTERN REPRESENTATIVE

- is a member of the membership committee who reviews applications for membership and verifies the eligibility of applicants
- develops a network for communication for promoting the professional and educational interests of the members by contacting the genetics clinics in the region annually to:
    - advise genetic counsellors of the present incumbent
    - distribute applications for membership
    - encourage genetic counsellors to contact the rep for information or to express educational or professional concerns
    - encourage regional members to become involved in the activities and committees of the CAGC
- contacts genetic counselling program(s) in the region to encourage students to become members and to introduce self as CAGC resource person for the region.
- participates in executive teleconferences
- acts as liaison to the executive for the Professional Issues Committee
- prepares an annual report to be presented at the AGM.

TERM – 2 years

WESTERN REPRESENTATIVE

- participates in executive teleconferences
- acts as a liaison between genetic counsellors in the western region and the CAGC executive
- develops a network for communication within the region (using e-mail or other means), encouraging regional members:
    - to become involved in the committees and activities of the CAGC,
    - to contact the rep for information , and
    - to contact the rep to express any educational or professional concerns
- contacts the UBC genetic counselling program annually to encourage students to become members and to introduce self as CAGC resource person for the western region
- acts as a liaison between the Crossover committee and the CAGC executive
- encourages genetic counsellors in the western region to join the CAGC
- reviews and verifies eligibility of applications for membership as part of the membership committee
- prepares an annual report to be presented at the AGM

TERM- 2 years

CENTRAL REPRESENTATIVE

- acts as a liaison between Genetic Counsellors in the central region and the CAGC executive
- acts as a liaison for students enrolled in the genetic counselling program at the University of Toronto and for students from the central region who attend genetic counselling programs outside of Canada
- acts as a liaison between the IODE Resource Centre in London, Ontario and the CAGC executive
- encourages Genetic Counsellors in the central region to join the CAGC
- reviews applications for new memberships to the CAGC
- prepares an annual report to be presented at the AGM

TERM- 2 years

Appendix 4

CAGC BOARD OF DIRECTORS - 1988-1999

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
President	S Creighton	S Creighton	M Connolly	M Connolly	C Goldsmith	A Dircks	J Beis	G Mettler	A Shugar	K Panabaker	H Perras	J Hurlburt
Vice President	L Carriere	D Thompson	D Thompson	A Dircks								
President-Elect					A Dircks	J Beis	G Mettler	A Shugar	K Panabaker	H Perras	J Hurlburt	C Gibbons
Secretary	M Connolly	M Connolly	M Huggins	M Huggins	L Tallas	L Tallas	D Cushing	D Cushing	J Honeyford	J Honeyford	K Doran	K Doran
Treasurer	B Orieux	B Orieux	B Orieux	S Miller	S Miller	J Fitzpatrick	J Fitzpatrick	J Hurlburt	J Hurlburt	L Madlensky	L Madlensky	P Kaurah
Past President I			S Creighton	S Creighton	M Connolly	C Goldsmith	A Dirks	J Beis	G Mettler	A Shugar	K Panabaker	H Perras
Past President II						M Connolly	C Goldsmith	A Dircks	J Beis	G Mettler	A Shugar	K Panabaker
Eastern Rep		S Miller	S Miller	C Blight	C Blight	L Robb	C Serruya	L Robb	L Robb	M Crowley	M Crowley	M Crowley
Central Rep		K Girard	K Girard	W Stoeber	W Stoeber	J Pearce	J Pearce	N Slovitt	N Slovitt	C Gibbons	C Gibbons	H Dorman
Western Rep		D Lentz	L MacLaren	L MacLaren	J Hurlburt	J Hurlburt	K Sedun	K Sedun	P King	J Panteluk	H Hogg	H Hogg

Appendix 5

CAGC COMMITTEE CHAIRS - 1988-1999

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
Liaison	L Carriere	D Thompson	D Thompson	A Dircks	A Dircks	J Beis	G. Mettler	A Shugar	K Panabaker	H Perras	J Hurlburt	C Gibbons
Finance	M Huggins	M Huggins	M Huggins	M Huggins	S Zeesman	S Zeesman/S Miller	H Hogg	H Hogg	N Scanlan	N Scanlan	N Scanlan	E Carew
Membership	M Connolly	M Connolly	K Girard	K Girard	S Cardwell	S Cardwell	M Crowley	M Crowley	E Hoodfar	E Hoodfar	V Hastings	V Hastings
Education	J Dianda	S Zeesman/M Connolly	L MacLaren	L Picard	L Cartier/L MacLaren	L Cartier	K Australie	K Australie	C Blight	C Blight	L Engler Todd	L Engler-Todd
Nominations		K Girard	S Creighton	S Creighton	M Connolly	C Goldsmith	A Dircks	J Beis	G Mettler	A Shugar	K Panabaker	H Perras
CROSS-OVER**	S. Zeesman/J Dianda	S. Zeesman	S. Zeesman/M Connolly	J Fitzpatrick	J Fitzpatrick	M Huggins	M Huggins	L Madlensky	L Madlensky	P Kaurah	P Kaurah	L Colvin
Support Group			G Sheridan	G Sheridan	G Sheridan	G Sheridan	C Goldsmith	C Goldsmith	C Goldsmith	JA Kane	JA Kane	
Certification				L Picard/L MacLaren	L Cartier/L MacLaren	L Cartier	K Australie					
Certification Board								M Connolly-Wilson	M Connolly-Wilson	M Connolly-Wilson	G Mettler	C DuSoulch
Professional Issues						J Fitzpatrick/C Prevost	J Fitzpatrick	K Australie	K Australie	A Dircks	C Goldsmith	C Goldsmith
CCMG Liaison										K Panabaker	CCMG	J Hurlburt

**CROSS-OVER editors -1983-85 - S Zeesman/S Creighton; 1986-88 - S Zeesman/J Dianda