

**ANNUAL  
REPORT  
2017-2018**

# CAN RESEARCH SAVE LIVES?

## Candice believes it can.

Candice describes her husband, Trevor, as “the nicest guy around.”

When he became a volunteer firefighter, it was completely in his character. But working in his hometown with a population of just 1500, Trevor’s calls often involved people he knew and cared about. On his first deployment, he watched his childhood hockey coach die. He was riddled with guilt and helplessness.

Over time, the emotional and psychological toll of Trevor’s work affected his personality and his home life. He was easily angered, and he turned to drinking and isolation to cope as best he could.

“No one should have to see and do the things I have to see and do,” Trevor once told Candice.

Trevor was reluctant to seek help for fear of being judged or seen as weak by his colleagues and friends. Candice looked for help, but found no resources.

In January 2017, Candice and Trevor had begun separating. In February, Trevor resigned after 10 years with the fire department. The following month, Trevor took his own life.

At Trevor’s funeral, Candice spoke up about the need for effective

resources and support for first responders.

“Trevor wasn’t just some guy who committed suicide. The circumstances he lived through led to this.”

**“It is clear to me that we could have helped Trevor if there was solid research about trauma and what kinds of approaches had worked for others like him. When we know what’s working, we can reach out to people before things get really bad.”**

Candice hopes that Trevor’s story will encourage others to support research that can help people who, like Trevor, pay a price for the work they do on behalf of society. This is what HRI does every day - research that aims to improve and save lives.

# ABOUT HOMEWOOD RESEARCH INSTITUTE

**Mental health and addiction are the most important and pervasive healthcare issues facing Canada in the twenty-first century.**

Homewood Research Institute (HRI) is an independent charitable organization dedicated to research designed to evaluate and transform mental health and addiction services in Canada and beyond.

We bring people together in a shared quest to improve lives. Through our strategic partnerships with Homewood Health and leading universities, we are uniquely able to conduct research in a wide range of treatment settings to accelerate the process that uses research to develop real-world solutions.

Thank you for supporting our efforts and for helping us disperse seeds of hope to millions of individuals suffering from mental illness and addiction.

**In this report, we celebrate the achievements and milestones from the past year - milestones that bring us closer to our vision every day.**



## LETTER FROM THE CHAIR

Every community has a hub or a core – the place from which progress and growth spread outward to the rest of the community. In the mental health and addiction research community, HRI is emerging as a unique hub of activity.

HRI is connecting leaders across disciplines to do important research that can help save lives. As the Institute continues to expand, so too will the landscape of mental health and addiction treatment in Canada.

This year, HRI welcomed two new members to its board of directors to help oversee the growth of the organization:

- **Dr. Brian Furlong** is Chief of Staff at Homewood Health Centre, a faculty member in the Department of Psychiatry at McMaster University, and a respected psychiatrist, specializing in emergency and acute care.
- **James Schlegel** is CEO of RBJ Schlegel Holdings, President and CEO of Schlegel Health Care and a philanthropic business leader in health care research. He is a Board member of the Schlegel-UW Research Institute for Aging, which conducts research to improve services and quality of life for aging individuals.

From leadership to administration to clinical research, HRI is engaging and empowering the brightest minds in the field. With a strong foundation in place, the Institute is now poised to broaden its reach and impact to benefit Canadians, advance scientific discovery and improve patient care.

I sincerely thank the donors, other funders, partners, stakeholders, scientists, staff and board members who play an essential role in supporting HRI's work and improving lives for people across Canada. I am eager to see the progress that HRI will generate in the year ahead.

**Ronald P. Schlegel**, OC, PhD, LLD  
Director and Chair, Homewood Research Institute Board



## LETTER FROM THE EXECUTIVE DIRECTOR

The past year has brought exciting developments at HRI, stemming from a bold strategic plan that places the Institute in a national context.

Canada needs innovative solutions supported by evidence that will help to address the growing mental health and addiction crisis that is affecting so many individuals, families, communities and workplaces.

The testing of innovative treatments requires the assessment of outcomes. With vital research like the Recovery Journey Project – Canada's only long-term study on addiction recovery – and the launch of an experimental trial to help people suffering from post-traumatic stress disorder, HRI is looking for solutions that can be applied across the country to help more people, sooner.

We are in a unique position to change the trajectory of mental health and addiction. With your support, we will continue to accelerate progress in improving treatment outcomes and improving lives. We will amplify our influence by sharing our findings, expanding our strategic partnerships, and training the next generation of young scientists, who will be future leaders in the field.

We have a lot to celebrate because of you – our donors, partners and supporters – and we have many exciting plans on the horizon. I have high expectations for what we will achieve together in the coming year.

**Roy Cameron**, PhD, FCAHS  
Executive Director, Homewood Research Institute



“ Each of us -- every single Canadian -- can be a voice for mental health and addiction. We can listen to the stories and experiences of our loved ones, our neighbours, our colleagues. And we can support and encourage organizations like HRI that are working every day to understand mental health and addiction. As a board member, I'm proud to be an HRI volunteer and donor. ”

- Honourable Bob Rae,  
Director

# STRATEGIC PLAN SUMMARY 2018-2022

## MISSION

To improve outcomes of mental health and addiction treatments and services by joining forces with key partners to plan, do, and use research that enhances practice.

## VISION

No life held back or cut short by mental illness or addiction.

## GOAL

Accelerate Canadian progress in improving care and outcomes for mental health and addiction through innovation and applied research.

## STRATEGIC PRIORITIES

THE PEOPLE	THE ENABLING ENVIRONMENT	HIGH-IMPACT RESEARCH	THE FUTURE	THE CAPACITY
<p><b>Build “Best Minds” Collaborative Networks</b></p>  <ul style="list-style-type: none"> <li>Initiate national networks to promote and develop a research enterprise focused on integrating science and practice</li> </ul>	<p><b>Build and Use a National “Living Research Environment”</b></p>  <ul style="list-style-type: none"> <li>Catalyze and facilitate the development of an environment that welcomes and enables research</li> </ul>	<p><b>Drive Change and Improvements to Care</b></p>  <ul style="list-style-type: none"> <li>Be a leader in developing innovative systems to understand and measure recovery</li> <li>Develop and test treatment innovations to improve care at Homewood and beyond</li> </ul>	<p><b>Build a Scientific and Technological Foundation</b></p>  <ul style="list-style-type: none"> <li>Build a hub to support a national enterprise that develops innovations which improve care and outcomes</li> </ul>	<p><b>Build HRI Organizational Capacity</b></p>  <ul style="list-style-type: none"> <li>Demonstrate exemplary strategic and operational capacity</li> </ul>

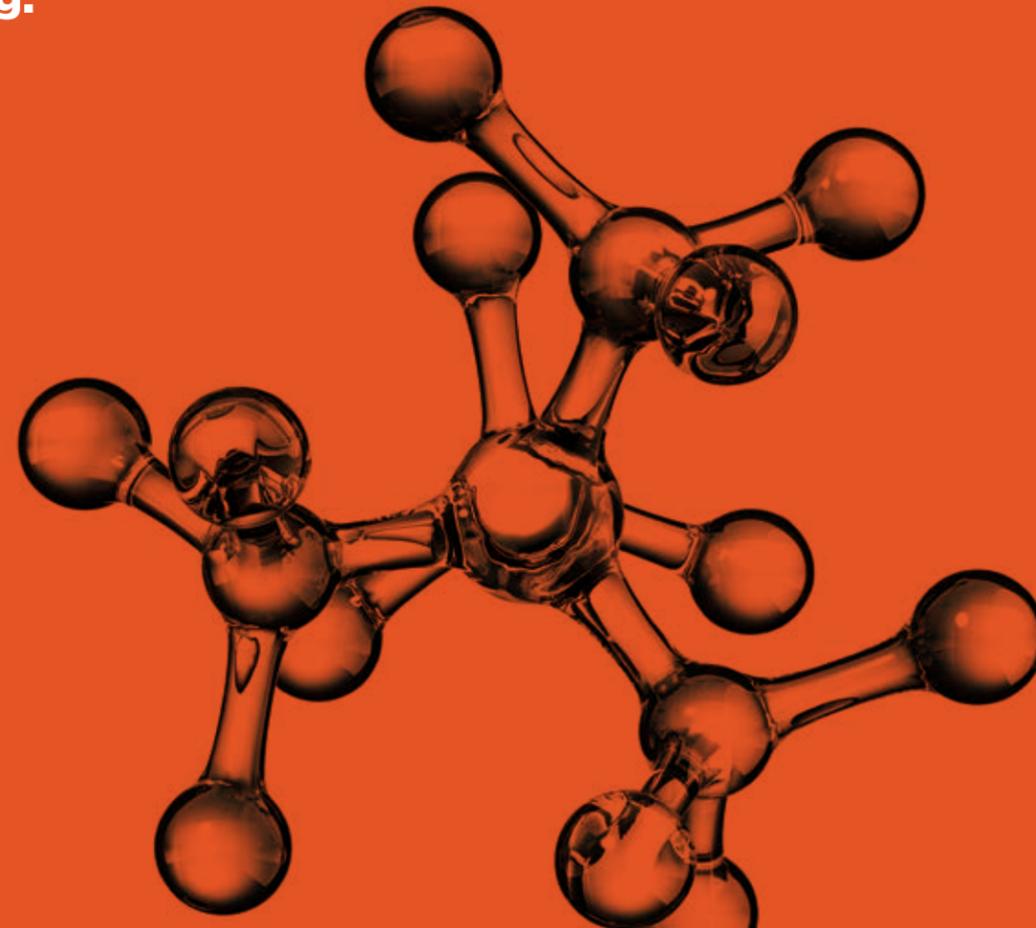
# WHAT CANADA NEEDS RIGHT NOW MEASURING OUTCOMES: A VITAL STEP TOWARD BETTER CARE

**Mental health is fundamental to overall health and life satisfaction. Yet we know surprisingly little about the results Canada's mental health and addiction services are achieving.**

Right now, Canada needs a systematic and coordinated effort to assess the effectiveness of treatment. We need to know what works, for whom, and under what conditions, to guide improvements across the country.

Until we start measuring outcomes, we have no basis for determining how to use limited resources to provide as much benefit as possible for as many people as possible. We cannot afford to squander scarce resources, especially when demand for treatment is so great.

**Thanks to the support of our donors and funders, HRI is proudly taking a leadership role in establishing a system to measure outcomes of mental health and addiction services.**



## How are we doing this?

### THE RECOVERY JOURNEY PROJECT: A FLAGSHIP MODEL

Through our partnership with Homewood Health, we have established a rigorous data-collection system that allows for the ongoing evaluation of Homewood Health Centre's addiction treatment program.

The Recovery Journey Project holds great potential for improving care in Canada and beyond. Our system can be adapted for use in a range of treatment domains and settings to measure recovery outcomes, and findings can be used to improve treatment services.

### KNOWLEDGE TRANSLATION

For research to be impactful, results must be communicated and applied in practical ways. We regularly share data and findings with clinical leaders at Homewood Health, as well as health care providers, leaders and policy makers across Canada to inform improvements to treatment.

### ENGAGING EXPERTS

Dr. Jean Costello, Research and Evaluation Scientist, has led HRI's evaluation program since 2014. Dr. Costello obtained her PhD from the School of Public Health and Health Systems at the University of Waterloo, where she is now an adjunct faculty member. She specializes in program evaluation.

HRI has also engaged Dr. Brian Rush, Scientist Emeritus with the Centre for Addiction and Mental Health, whose expertise has been invaluable as we build out the Recovery Journey Project. Dr. Rush is a leading international expert in the evaluation of treatment services and systems.



# A YEAR IN REVIEW: YOUR DONATIONS ARE MAKING A DIFFERENCE

**We are pleased to share some of the research discoveries made this year, thanks to the generous support of our donors and partners.**

## MEASURING THERAPEUTIC RELATIONSHIPS TO IMPROVE ADDICTION TREATMENT OUTCOMES

The quality of the relationship between patient and therapist is known as therapeutic alliance.

Previous research has shown that strong therapeutic alliance is closely related to improved recovery outcomes.

In developing the Recovery Journey Project at Homewood Health Centre, HRI has been measuring therapeutic alliance among inpatients in the Health Centre's Addiction Medicine Service (AMS) for more than two years. Our research has revealed that:

- Overall, ratings of therapeutic alliance were strong among participants;
- Those who rated their therapeutic alliance the strongest were more likely to report high levels of confidence in their ability to work on recovery; and
- Those who reported strong therapeutic alliance also reported higher levels of self-perceived mental and physical health after discharge.

In summary, strong therapeutic alliance in the AMS is setting patients up for recovery success.

## REDUCING TRAUMA SYMPTOMS USING COGNITIVE SKILLS TRAINING

**People with post-traumatic stress disorder (PTSD) often experience problems with cognitive functioning, including memory loss and difficulty with concentration, planning and organization.**

A study launched in 2017 and led by Homewood Research Chair in Mental Health and Trauma, Dr. Margaret McKinnon and her graduate students from McMaster University, is examining the utility of a cognitive training program called Goal Management Training (GMT) in reducing PTSD symptoms among military members, veterans and first responders. GMT aims to teach people with PTSD how to stop automatic responding, monitor progress on tasks and goals, and achieve those goals.

It is the first time that GMT has been offered to people with PTSD.

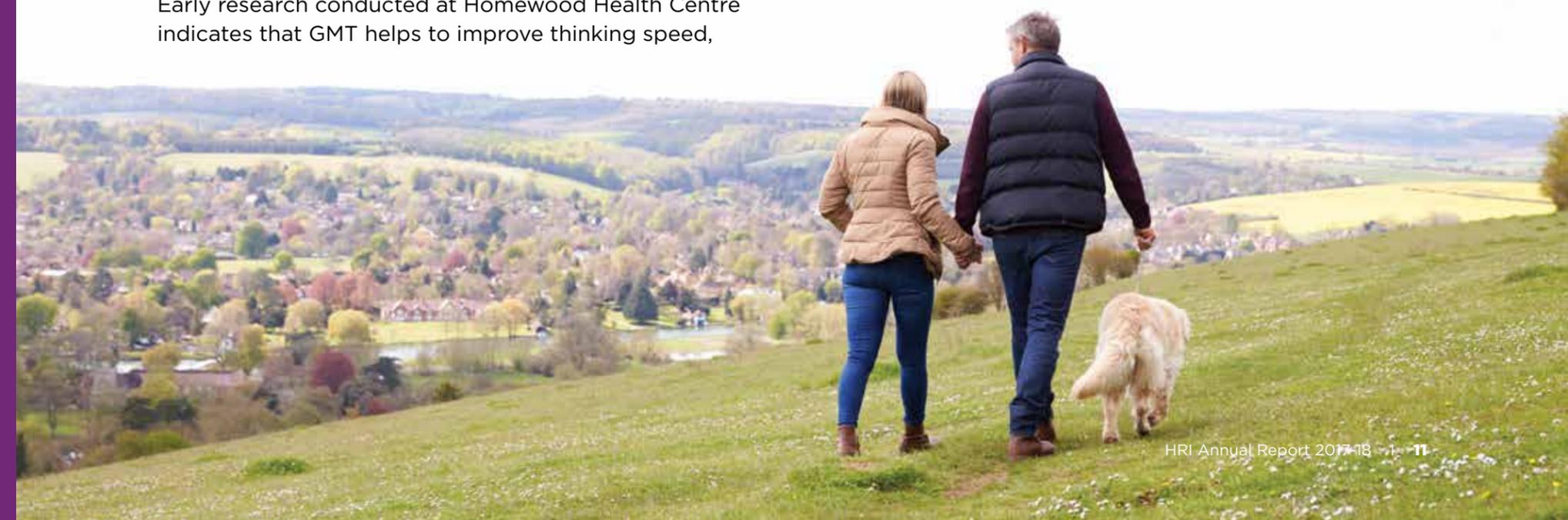
Early research conducted at Homewood Health Centre indicates that GMT helps to improve thinking speed,

memory and the pursuit of personal goals, while reducing depression and cognitive difficulties.

These initial findings suggest that GMT holds great promise for improving quality of life and cognitive function among people with PTSD. Those who received treatment reported that it was highly beneficial.

Additional research will be carried out over the next year at other test sites in Ontario.

This work was generously supported by the Cowan Foundation, the Military Casualty Support Foundation, Schlegel Health Care and the Bickell Foundation.





## UNDERSTANDING THE SUBCONSCIOUS EFFECTS OF TRAUMA TRIGGERS TO IMPROVE TREATMENT

Current trauma therapies are designed to improve how PTSD sufferers respond to trauma triggers on a conscious level. But what if an individual isn't aware of his or her trauma triggers? How does the body respond when triggers are perceived on a subconscious level?

**“ I feel good about supporting HRI and shining a light on mental health and addictions. I know that by supporting HRI, I'm making a real difference—not just for people and families today, but also for tomorrow. And what could be better than knowing you're part of creating a brighter future? ”**

– Mary Jo Fedy,  
Managing Partner, KPMG LLP,  
Waterloo



In 2017, Dr. Daniela Rabellino, a postdoctoral fellow working alongside HRI Associate Clinical Scientist and Western University Professor, Dr. Ruth Lanius, explored these important questions. What she found has strong implications for the future of trauma treatment.

In her study, *Neural and Autonomic Correlates of Post-Traumatic Stress Disorder During Processing of Trauma-Related Stimuli*, Dr. Rabellino explored the effects of trauma triggers that are presented to people with PTSD for only a few milliseconds and are thus perceived below the threshold of conscious awareness.

Even when processed at a subconscious level, trauma triggers had a striking effect on both heart rate and on the activation of midbrain structures that are often considered to form the body's "alarm system."

Dr. Rabellino's findings reveal that body-oriented interventions targeting the subconscious processing of trauma will be vital to improving treatment going forward.

## Other Highlights



1550 people across Canada have now participated in HRI's Recovery Journey Project, a multi-year research study examining the recovery process among those who receive mental health and addiction treatment



HRI staff and affiliated scientists attended and presented at 20+ conferences and exhibits across Canada and produced 42 publications



HRI engaged 3 post-doctoral students, 3 PhD candidates, 1 masters candidate and 3 undergraduate students in research

## RAISING FUNDS FOR TRAUMA RESEARCH

HRI kicked off Mental Health Week 2017 with a fundraising event featuring GIRL CRUSH, a musical comedy by Sharron Matthews. Held at Guelph's beautiful downtown venue, River Run Centre, the event raised nearly \$65,000 to support the recruitment of a post-doctoral fellow dedicated to trauma research.

**Thank you to our presenting sponsor, Homewood Health Centre, without whom this event would not have been possible.**

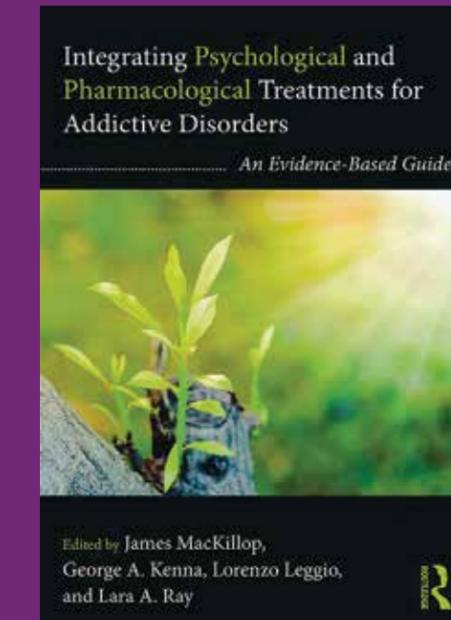
Other major sponsors included KPMG, Wes and Christine Gee, Mathews Dinsdale & Clark LLP, CIBC and Linamar.

- 1 **Guelph Deputy Fire Chief, Dave Elloway, and the Guelph Police Service Honour Guard were in attendance**
- 2 **Dr. Margaret McKinnon discusses innovative PTSD research underway at HRI and future research opportunities**
- 3 **Roy Cameron explains the urgent need for PTSD research in Canada**
- 4 **Sharron Matthews performs GIRL CRUSH**



## INFLUENCING ADDICTION TREATMENT IN CANADA AND BEYOND

Dr. James MacKillop, HRI Senior Scientist and Peter Boris Chair in Addiction Research at McMaster University, served as lead editor of an influential guide to addiction treatment published on July 4, 2017. *Integrating Psychological and Pharmacological Treatment for Addictive Disorders* is an evidence-based guide that helps health care providers arrive at solutions more quickly when supporting patients suffering from drug and alcohol addiction.



## COLLABORATING WITH COMMUNITY LEADERS

During the past year, we've met with many local politicians and community leaders to share the HRI story and seek opportunities for collaboration. We aim to align our work with like-minded individuals and organizations to enhance our collective impact.

Thank you to local and provincial leaders who share and support our vision.

- 1 Roy Cameron, Cyndy Moffat Forsyth and Guelph MP, Lloyd Longfield
- 2 Meeting with Catherine Fife, Waterloo MPP



1



2

## RAISING OUR VOICES FOR MENTAL HEALTH

HRI is proud to support others who are shedding light on mental illness and addiction. We were pleased to participate in the 2018 Bell Let's Talk campaign, raising awareness and funds for important mental health initiatives across Canada.



Chief Development Officer, Cyndy Moffat Forsyth, meets with Guelph Mayor, Cam Guthrie, to promote Bell Let's Talk Day

## GROWING OUR TEAM

This year, we recruited Cyndy Moffat Forsyth into a new position at HRI - Chief Development Officer. Cyndy is responsible for working with HRI's board and staff leadership to develop donor relations and build community and philanthropic support.



Cyndy brings a wealth of experience to this role, having served for nearly a decade as the Vice-President of Development and Marketing at the Huntington Society of Canada. She has held a number of positions at the University of Guelph and has worked with a number of charities and not-for-profit organizations. An active community volunteer, Cyndy is Vice-Chair of the board of directors for YMCA-YWCA of Guelph, and a member of the board of directors and Chair of the Grants Committee for the Guelph Community Foundation. She is also a member of the Rotary Club of Guelph.

**We are pleased to have Cyndy's expertise on the team as HRI continues to grow and evolve.**

# OUR FINANCIALS

## Statement of Operations and Changes in Net Assets

Year ended March 31, 2018, with comparative information for 2017

	2018	2017
<b>Revenue:</b>		
Donations and grant funding	\$1,122,598	\$ 651,631
Problem gambling	4,237	5,956
Interest income	27,749	9,663
	1,154,584	667,250
<b>Expenses:</b>		
Salaries and benefits	729,551	560,954
Purchased services	302,214	311,061
Supplies and other	188,035	75,084
	1,219,800	947,099
Deficiency of revenue over expenses	(65,216)	(279,849)
Net assets, beginning of year	1,266,754	1,546,603
<b>Net assets, end of year</b>	<b>\$1,201,538</b>	<b>\$ 1,266,754</b>

# OUR SUPPORTERS

We are deeply grateful to the foundation laid by the Schlegel family, HRI's first philanthropists. Led by Ron Schlegel, the founder of RBJ Schlegel Holdings, the Schlegel family provides the financial foundation for HRI's infrastructure, ensuring that every donor who follows is enriching programs and research. Every donor's gift is more powerful because it stands on the shoulders of the Schlegels' support.

## Supporters \$1,000 and over

Roy Cameron  
 The Co-operators  
 Homewood Health  
 KPMG  
 Max Bell Foundation  
 Ken Murray  
 Bob Rae  
 Schlegel Family  
 The Homewood Foundation  
 Larry Theall  
 Bryce & Nancy Walker

## Friends \$500 and over

CanWest DHI  
 Heather Froome  
 Brian Furlong  
 Ron Pond

With strong philanthropic support, we can help patients receive better care faster, while giving healthcare professionals, institutions, funders and governments the evidence needed to inform policy and practice decisions that can have a meaningful impact on Canada's mental health and addiction crisis.

If you wish to donate to HRI, please visit [homewoodresearch.org](http://homewoodresearch.org)

Charitable Registration # 86307 3334 RR0001



## Mental Health Week Fundraiser for Post-Traumatic Stress Disorder Research – May 1, 2017

Homewood Research Institute is profoundly grateful to those donors, organizations and corporations who supported our 2017 fundraiser. All funds were dedicated to the recruitment of a post-doctoral fellow whose research will focus on post-traumatic stress disorder.

Anonymous (14)  
 AFYA Skin and Body Clinic  
 Art of Denim  
 Home Group Realty Inc.  
 AtWork Office Interiors  
 Terrijane Belyea  
 Vaughn Bender  
 Bookshelf  
 Susan Brady  
 Brandon Marsh Photography  
 Brand You  
 Lisa Browning  
 Roy Cameron  
 Candies of Merritt  
 CDW Canada  
 Chatelaine Lighting Supply Ltd.  
 CIBC  
 Paul and Debbie Clark  
 Cumming Clean Laundry & Uniform  
 Cusina Mediterranean Bistro  
 Cutten Fields  
 Salon DiLoreto  
 Dell Canada  
 Document Imaging Partners  
 Don's Produce  
 Mary Jo Fedy  
 Floral Images

FreshCo Speedvale  
 Fresh Salon and Spa  
 Fresh Start  
 Friends in our Kitchen  
 Wesley and Christine Gee  
 GoodLife Eramosa Road  
 Gordon Food Service  
 Graybar Canada  
 Guelph Chamber of Commerce  
 Guelph Fire Services  
 Guelph Paper & Cleaning Supply Co.  
 Guelph Police Services  
 Guelph Today  
 Guelph-Wellington Paramedic Service  
 David and Hildegard Hales  
 HealthPRO Procurement Services Inc.  
 Highlander Landscapes Ltd.  
 Homewood Health  
 HR Entertainment  
 Marvin Junop  
 Kloepfer Custom Framing & Gallery  
 Knar Jewellery  
 KPMG  
 Ruth Lanius

Les Indoe  
 Linamar  
 Catherine Lyle-Toohey  
 Lynda's Fine Design  
 Andy MacDonald  
 Maple Leaf Foods  
 Mathews, Dinsdale & Clark LLP  
 Kevin McKittrick  
 Margaret McKinnon  
 Medical Mart  
 Eugene Melnyk  
 Milburn Auto Sales and Service  
 Millennium Clothing Company  
 Kim Mirota  
 Mark Mitchell  
 Kerri Ann Mitchell  
 M&T Printing Group  
 MediaDoc  
 Norfolk Guest House  
 Erin O'Flynn  
 Oxford Piano Service  
 Otsuka Canada  
 Pharmaceuticals Inc.  
 Stephanie Page  
 Terry Parsons  
 PartyLite Candles

Printers Plus  
 Laurie Potter  
 RBJ Schlegel Holdings Inc.  
 Dolores Raycraft  
 David Renwick  
 Denise Rishworth  
 River Run Centre  
 Rob Schlegel  
 Ron Schlegel  
 Royal Bank of Canada  
 Mike Schmidt  
 Scotiabank  
 Shoppers Drug Mart - Eramosa Rd  
 Sleeman Breweries Ltd.  
 Diane Stein  
 Stemmler's Meat & Cheese  
 Summit Food Service  
 TD Canada Trust  
 Toyota Manufacturing  
 Valet Car Wash  
 Vernon Smith Furniture and Appliances Inc.  
 VIA Rail  
 Gary Waldeck  
 The Waltons  
 WestJet Airlines  
 Zehrs Eramosa  
 David Zych

We extend a special thanks to the Mental Health Week Fundraiser for PTSD Research Volunteer Committee who worked tirelessly to ensure this event was a huge success. This event would not have been possible without you: Darlene Walton, Dolores Raycraft, Paddie Lucas, Kevin McKittrick and Heather Froome. We also wish to thank Andy MacDonald, former General Manager of Emergency Services at the City of Guelph, who served as Honourary Chair at this special event.



## DONOR SPOTLIGHT: DARLENE WALTON

**Darlene Walton was an HRI champion from day one. She had a passion for mental health and worked to make life better for people with mental illness and addiction for most of her life.**

For 38 years, Darlene worked at Homewood Health Centre, giving her best each day to help patients recover and to help Homewood achieve its mission of improving lives. From nursing to finance to admissions and customer relations, Darlene did it all – and she did it with the intention of making difficult times more manageable for patients and their families.

Darlene was a strong supporter of Homewood Research Institute since its inception. Not only was she a generous donor, but she played a key role in organizing fundraising events and networking with others who have a shared interest in mental wellness.

Darlene recognized early in her career that we need to change the way we think about mental health conditions. In her words: “The focus must be on getting people better.”

**“We know how to help people with diabetes, cancer and heart conditions...but do we know how best to help people with psychiatric and addiction illnesses? To me, the solution lies in research. I have worked with people suffering from unimaginable mental health problems. HRI brings hope for a future where people in these predicaments can get their lives back, sooner. As a nation, we can do better. And HRI will help us get there.”**

We benefitted greatly from Darlene's enthusiastic encouragement and tangible support.

We were deeply saddened to learn of Darlene's passing on June 16, 2018. We extend our sincere condolences to the Walton family and to the many friends she made at Homewood Health during her career. We are grateful to leaders like Darlene, who live and breathe their values each day. She is an inspiration to us all.

# OUR LEADERSHIP

As of March 31, 2018

## BOARD OF DIRECTORS



**Dr. Brian Furlong**  
Director



**David Hales**  
Director



**Kenneth Murray**  
Director



**Jagoda Pike**  
Director



**Dr. Ronald Pond**  
Director



**Bob Rae**  
Director



**James Schlegel**  
Director



**Ron Schlegel**  
Director & Chair



**S. Martin Taylor**  
Director

### Executive Director



**Roy Cameron**  
Executive Director

### Ex-officio Officers



**Josie d'Avernas**  
Research Liaison



**Kimberly Mirotta**  
Treasurer



**Heather Froome**  
Secretary

# OUR TEAM

As of March 31, 2018

## COLLABORATING SCIENTISTS



**Paul Frewen, PhD, C Psych**  
Homewood Associate Clinical Scientist

Associate Professor, Research Scientist, Department of Psychiatry, Schulich School of Medicine & Dentistry, Department of Psychology, Faculty of Social Science, School of Graduate & Postdoctoral Studies, Lawson Health Research Institute, University of Western Ontario and London Health Sciences Centre



**Ruth Lanus, MD, PhD**  
Homewood Associate Clinical Scientist

Professor of Psychiatry and Director of PTSD Research Unit, Western University  
Harris-Woodman Chair in Mind-Body Medicine, Schulich School of Medicine and Dentistry, Western University



**James MacKillop, PhD**  
Homewood Senior Scientist

Peter Boris Chair in Addictions Research  
Director, Boris Centre for Addictions Research  
Professor of Psychiatry and Behavioural Neurosciences, McMaster University



**Margaret C. McKinnon, PhD, C Psych**  
Homewood Research Chair in Mental Health and Trauma

Associate Co-Chair, Research and Associate Professor, Department of Psychiatry and Behavioural Neurosciences, McMaster University  
Academic Head and Psychologist, Mood Disorders Program, St. Joseph's Healthcare Hamilton

## HRI STAFF

**Andrea Brown, PhD**  
Research Associate (part-time)

**Roy Cameron, PhD, FCAHS**  
Executive Director

**Jean Costello, PhD**  
Research and Evaluation Scientist

**Heather Froome, MSW**  
Director of Organizational & Business Development

**Kailli Hilkewich, BCom**  
Administrative Coordinator (parental leave)

**Emily Levitt, BA**  
Project Coordinator

**Cyndy Moffat Forsyth, BA**  
Chief Development Officer

**Charlene O'Connor, MSc, MA**  
Clinical Research Associate (part-time secondment)

**Bryton Parfect, BA**  
Administrative Coordinator

**Courtney Ropp, MSc**  
Research Associate

**Rebecca Rothwell, BA**  
Communications Coordinator (part-time)

**Sarah Sousa, MSc**  
Research Associate

