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Curriculum Vitae

Specialist in the fields of Child Development, Child Abuse and Neglect, and Child Welfare. Previously qualified as an expert witness in diverse areas including (but not limited to) "Child Abuse and Neglect", "Child Welfare", "Sexual Abuse", "Home Studies", "Safety Planning", "Permanent Planning", and "Provision of Services to Children and Families"

M.A. in Psychology (Counseling).... B.A. in Psychology....
Licensed Marriage and Family Therapist. Licensed Mental Health Counselor

Diplomate of the American Board of Forensic Counseling
Fellow of the American College of Forensic Examiners
Board Certified in Professional Counseling by the American Psychotherapy Association

2001 recipient of the National Ethnic Coalition of Organizations'
Ellis Island Medal of Honor

Thirty + years broad experience dealing with abused and neglected children as a Social Worker, Supervisor, Independent Court Investigator, Guardian ad Litem, Court Clinician and Expert; in more than one thousand cases in Juvenile Court, District Court, Probate Court, Immigration Court and Fair Hearings.

Conducting assessments and evaluations on parents and children.

Additional experience as therapeutic counselor working individually with children and their families.

Assisting the Court in investigations and evaluations for a spectrum of cultures, including extensive work with Cambodian and Vietnamese families. Facilitator for visitation in domestic relations cases. Conducted home studies for the Court's consideration of placement of children, in more than twenty states, Canada, United Kingdom & Puerto Rico. Professionally assisting in "Pastoral Responses" utilizing a multidisciplinary approach, to the issue of sexual abuse in the church and other institutional settings.

Individual work with victims and juvenile sex offenders. Marriage and Family Therapist primarily working with families with young adults and children. Work as Investigator, clinician, Case Manager, and Guardian ad Litem on Munchausen by Proxy cases.

Child & Youth Behavioral/Military & Family Life Consultant

Providing training is numerous public and professional forums.

Certified trainer for the Massachusetts Commission Against Discrimination [MCAD].

WORKSHOPS / PRESENTATIONS

7th European Congress of Community Psychology Clergy Sexual Abuse: What brought the Legal System, Mental Health and Religion Together?
Paris (2009)

Juvenile Bar Association, *Evaluations and Evaluators, Treatment and Therapists; Figuring it All Out*
Westborough, Massachusetts (2008)

Eighth Annual Congress of the International Association of Forensic Mental Health Services [IAFMHS]; *The Juvenile Court: The Undiagnosed High Functioning Asperger's Child; The Dilemma*
Vienna, Austria (2008)

The Sociedade Portuguesa de Psicologia Comunitária II International Conference on Community Psychology *Safety Planning for Abused Children: Using a Multidisciplinary Approach*
Lisbon, Portugal (2008)

Third Annual National Conference on Child Abuse and Neglect “Cultural Competence and Child Maltreatment: Theories and Application.” *Equal Justice; Eliminating the Barriers for Culturally Diverse Families before the Court*
Montclair State University, New Jersey (2008)

The International Society for Prevention of Child Abuse and Neglect [ISPCAN] XIth European Conference, [1] *Clergy Sexual Abuse: What we can learn from survivors and family members* & [2] *The Power of Smell as a Trigger to Traumatic Memory* & [3] *Treating Sexual Abuse : Using Time as a Context* & [4] *Working with the Alleged Perpetrator and the Intervention Model that does not Consider that a Sexual Abuse Allegation Could Be False*
Lisbon, Portugal (2007)

Lorman Educational Services

Mandatory Reporting of Child Abuse” The 51a and B Process from Reporting to Appeal in Massachusetts
Approved by American Psychological Association for 6 CEU's
Boston, Massachusetts (2006) Dedham, Massachusetts (2008)

The International Society for Prevention of Child Abuse and Neglect [ISPCAN] Xth European Conference, [1] *Mandatory Reporting; the Therapist's Dilemma*, & [2] *Effectively Dealing With a Crisis in the Residential or Foster Care Setting: Danger and Opportunity* & [3] *Children in Foster Care: How are Medical, Pharmacological and Specialized Education Decisions* & [4] *Avoiding Child Abuse in Your Organization: Safely Utilizing Volunteers and Staff*
Berlin, Germany (2005)

International Conference on Family Therapy [1] *Child Abuse: the Role of the Family Therapist*
Washington D.C. (2005)

Colloquium of the American Professional Society on the Abuse of Children [APSAC]

[1] *Visitation in Dependency Cases: Danger & Opportunity*
& [2] *Professionally Assisting in a “Pastoral Response” to the Issue of Sexual Abuse in the Church*
New Orleans, Louisiana (2005)

6th National Child Welfare Symposium

Safety Planning for Children in Court Involved Cases: Using a Multidisciplinary Approach
Montreal, Canada (2005)

XIV IFTA World Family Therapy Congress [1] *Effectively Dealing with a Crisis in the Institutional Setting: Danger and Opportunity* & [2] *Clergy Sexual Abuse*
Istanbul, Turkey (2004)

The International Society for Prevention of Child Abuse and Neglect [ISPCAN] IXth European Conference, [1] *Child Protective Casework: Best Practice in Implementation and Supervision*, & [2] *Why we need a Multidisciplinary approach in dealing with Munchausen's by Proxy*,
Warsaw, Poland (2003)

26th National Children's Law Conference of the National Association of Counsel for Children;
Visitation in Dependency Cases
New Orleans, Louisiana (2003)

5th National Congress of the British Association for the Study and Prevention of Child Abuse and Neglect [BASPCAN] *Utilizing Proven Child Welfare Methods in Dealing with Clergy Sexual Abuse: A United States Model*
York, England (2003)

20th Annual Conference on the National Organization of Forensic Social Work;
Visitation in Dependency Cases
Phoenix, Arizona (2003)

22nd Annual National CASA (Court Appointed Special Advocates) Conference,
[1] *Ethnicity and Community: Eliminating the Barriers* [2] *Advocating for Effective Interventions in Cases Involving Unusual Forms of Child Abuse* & [3] *Non-Traditional Family? OK Placement*
Boston, Massachusetts (2003)

Community Teamwork Third Annual Division of Child and Family Services, Professional Development Day' *Communicating With Difficult Clients*, Boston University Corporate Education Center,
Tyngsboro, Massachusetts (2003)

European Scientific Association for Residential and Foster Care for Children and Adolescents VIIth EUSARF CONGRESS
[1] *Effectively Dealing With a Crisis in the Residential or Foster Care Setting: Danger and Opportunity* & [2] *Issues in Parent and Sibling Visitation in Residential and Foster Care Setting*
Trondheim, Norway (2002)

Merrimack College "*Developing a Pastoral Response to Sexual Abuse in the Church*",
North Andover, Massachusetts (2002)

19th Annual Conference on the National Organization of Forensic Social Work;
The Crisis of Parent-Child Visitation... Danger and Opportunity
St. Louis, Missouri (2002)

Second Annual Congress of the International Association of Forensic Mental Health Services [IAFMHS]; [1] *Safety Planning for Children in Dependency Cases: Using a Multidisciplinary Approach* & [2] *Why We Need a Multidisciplinary Approach in dealing with Munchausen's by Proxy*
Munich, Germany (2002)

Child Welfare League of America; *Effectively Dealing with a Crisis in the Institutional Setting*,
New England Regional Conference/
Danvers, Massachusetts (2001)

18th Annual Conference on the National Organization of Forensic Social Work; Safety Planning for Children in Dependency Cases: Using a Multi-Disciplinary Approach, Philadelphia, Pennsylvania (2001)

**28th National Conference on Juvenile Justice [NCJCC] ;
*I Never Sang for my Father (or my Child) Lost & Found Paternity,
Reno, Nevada (2001)***

**Massachusetts Continuing Legal Education [MCLE] Juvenile Law Conference;
*Medicating Children: Child and Adolescent Psychopharmacology
Boston, Massachusetts (2000)***

**4th International Conference on the Child;
*Safety Planning for Children in Domestic Violence Cases: Using a Multi-Disciplinary Approach
Montreal, Canada (1999)***

**26th National Conference on Juvenile Justice [NCJCC];
*So you Want to Do a Presentation? Pre-Conference Seminar
Minneapolis, Minnesota (1999)***

**Massachusetts Continuing Legal Education [MCLE] Juvenile Law Conference,
Boston, Massachusetts (1998)**

**First Conference for Court Investigators and Investigative Guardian ad Litem
* Co-CHAIRPERSON/Conference Organizer**
[1] *The Investigation of Sexual Abuse: Patterns, Controversies, Motives and other considerations*
[2] *Munchausen's (Syndrome) By Proxy: The Black Hole of Investigations*
Boxborough, Massachusetts (1998)

**Juvenile Bar Association, Abuse of Discretion
Sturbridge, Massachusetts (1998)**

**Association of Family and Conciliation Courts [AFCC], Safety Planning for Victims and Children
Boston, Massachusetts (1996)**

International Congress on Child Abuse and Neglect
[1] *Being Prepared to Testify* [2] *Expediting National and International Home Studies*
[3] *Sexual Abuse and the Church; Professionally Assisting a' Pastoral Response*
Dublin, Ireland (1996)

**Massachusetts Continuing Legal Education [MCLE], Being Prepared to Testify (Co-Chairperson)
Boston, Massachusetts (1996)**

**European Scientific Association for Residential and Foster Care for Children and Adolescents
IVth EUSARF CONGRESS Expediting National and International Home Studies
Leuven, Belgium (1995)**

**Massachusetts Continuing Legal Education [MCLE] Court Investigators in Care and Protection Cases
* Co-CHAIRPERSON
Boston, Massachusetts (1995)**

Juvenile Bar Association

Being an Informed Consumer of Court Investigations and Other Clinical Reports
Sturbridge, Massachusetts (1995)

Colloquium of the American Professional Society on the Abuse of Children [APSAC]

Court Investigators in Care and Protections
Boston, Massachusetts (1994)

Massachusetts Continuing Legal Education [MCLE]

CPCS State Intervention in the Family, Child Custody and Termination of Parental Right
Northampton Massachusetts (1994)

Regis College; The Boston Sisters' Senate *Sexual Abuse and the Church; Assisting a Pastoral Response*
Weston, Massachusetts (1994)

The Association for the Treatment of Sexual Abusers, 1993 Research and Treatment Conference

Sexual Abuse and the Church; Professionally Assisting a 'Pastoral Response'
Boston, Massachusetts (1993)

Massachusetts Continuing Legal Education [MCLE] in Cooperation with the Massachusetts Chapter of the American Professional Society on the Abuse of Children [MAPSAC],

Court Investigators in Care and Protections
Obtaining Data from Collaterals & Cultural Issues

Boston, Massachusetts (1992)

Natick, Massachusetts * & Boston* (1993) Natick* & Boston* (1994) (93-10.11 & 93-10.31)

* Co- CHAIRPERSON

† Mandated training for Juvenile Court Investigators (& some District Courts)

10th Annual National CASA (Court Appointed Special Advocates) Conference

[1] *Psychological Effects of Multiple Placements on Children*

[2] *HIV Infection: Implications for Permanency Planning*

Boston, Massachusetts (1991)

North Shore Community College *Perspectives on Child Abuse* (Instructor).

Lynn, Massachusetts (Spring Semester 1988)

Association for the Care of Children's Health *Child Abuse Issues*

Halifax, Nova Scotia (1987)

The International Conference on Pediatric Social Work,

Conference Forum: Sexual Abuse

Halifax, Nova Scotia (1987).

- CONFERENCE CHAIRPERSON

The International Conference on Pediatric Social Work

Individual work with the drug or alcohol involved adolescent

Boston, Massachusetts (1986)

The International Conference on Pediatric Social Work

Clinical Issues and Legal Aspects of Working with the Sexually Abused Child

San Francisco, California (1986)

National Association of Social Workers Professional Symposium
The Initial Interview and Treatment of the Sexually Abused Child; Clinical Issues and Legal Aspects
Chicago, Illinois (1985)

International Congress on Child Abuse and Neglect *Talking to the Sexually Abused or Molested Child*
Montreal, Canada (1984)

International Conference on Pediatric Social Work
[1] *The Problem of Missing Children and What Can Be Done*
[2] *Talking to the Sexually Abused or Molested Child*
Miami, Florida (1984)

Down's Syndrome Congress Convention,
Respite Care Services for Special Needs Children and Their Families
Providence, Rhode Island (1983)

International Conference on Pediatric Social Services,
[1] *Child Abuse in Divorce Cases, Parent Against Parent or Parent Against Child*
[2] *Superkids: the Invulnerables*
Washington, DC (1983)

International Congress on Child Abuse and Neglect
Residential Schools, Solving the Problem or Getting Rid of It
Paris, France (1982)

National Conference on Child Abuse and Neglect, *Day Care and Protective Services; Working Together*
Milwaukee, Wisconsin (1981)

Intensive Cultural Courses

Ethnicity & Portuguese Families, 34 Credit Hour Workshop approved for Social Workers, Mental Health Counselors, and Marriage & Family Therapists.
Portugal (2007)

Ethnicity & German Families, 31 Credit Hour Workshop approved for Social Workers
Germany (2005)

Ethnicity & Turkish Families, 27.5 Credit Hour Workshop approved for Social Workers, and Marriage & Family Therapists.
Turkey (2004)

Ethnicity & Norwegian Families, 40 Credit Hour Workshop approved for Social Workers, Mental Health Counselors, and Marriage & Family Therapists.
Norway (2002)

Ethnicity & Irish Families, 40 Credit Hour Workshop approved for Social Workers, Mental Health Counselors, and Marriage & Family Therapists.
Ireland (1996)

PUBLICATIONS

Mandatory Reporting Of Child Abuse: The 51A And B Process From Reporting To Appeal, Lorman **Education Services** (2006) (2008)

Visitation in Dependency Cases, in ***Access to Justice for Children; Children's Law Manual Series***, National Association of Counsel for Children, Chapter 19 (2003)

Being prepared to testify: court investigators in care and protection cases / Thomas F. Carr, co-chair ... [et al.]. Boston, MA: MCLE, c. 1996.

Court investigators in care and protection cases / Thomas F. Carr, co-chair ... [et al.]. Boston, MA: MCLE, c1995: *Being an Informed Consumer of Court Investigations and Other Clinical Reports* (Chapter 3) *Traveling Investigator & G.A.L.: Out of State Placements for Children* (Chapter 5)

Court investigations in care and protection: training for appointments in the Juvenile Court / Thomas F. Carr [and] Shanna O'Grady Frost, co-chairs ... [et al.]. Boston, MA : MCLE, c1994. *How To's of Investigations*¹-- *Considerations in the Investigation of Care and Protection Petitions and Investigations as Guardian Ad Litem* in (Vol. I) *Talking to the Sexually Abused or Molested Child* in (Vol. II)

How To's of Investigations-- Considerations in the Investigation of Care and Protection Petitions and Investigations as Guardian Ad Litem (2) *Cultural Factors and Considerations in the Investigation of Care and Protection Petitions in Court* *investigators in care & protections* / Catherine C. Ayoub ... [et al.] ; in cooperation with the Massachusetts Chapter of the American Professional Society on the Abuse of Children Boston, MA : MCLE, c1992

Talking to the Sexually Abused or Molested Child, copyright 1986, Monograph and Set of Anatomical Drawings for Use in Interviewing Sexually Abused Children. Kits have been used in hospitals and social service agencies since 1984.

Treat Each Child as If the Only One in ***You Can Make a Difference Stories from Juvenile Court*** (audio CD) 2002 National Council of Juvenile and Family Court Judges, Reno, Nevada

PROFESSIONAL EMPLOYMENT

Private Practice, 1986 - Currently

Clinical Guardian ad Litem work in the Juvenile Courts, District Courts (Juvenile Sessions) and Probate Courts. (Category E & F certified)

Retained (both privately and through indigent court costs) as consultant and expert in child custody and termination hearings.

¹ This is cited as a primary reference to the *Guidelines for Court Investigator Reports* promulgated by the Juvenile Court in January of 2002, and cited in the 2005 *Massachusetts Juvenile Delinquency & Child Welfare Law Sourcebook*, Kantrowitz, Karp & Limon

Independent Investigator on more than 500 child abuse and neglect cases primarily for the Boston Juvenile Court , but also numerous Juvenile/District/Probate courts in the Commonwealth of Massachusetts

Providing workshops for police officers, teachers, clinicians, lawyers, social workers and others, on child abuse and child sexual abuse, ethnicity, safety planning, developing multidisciplinary teams, and Court Investigations..

Marriage and Family Therapist, Mental Health Counselor.

Facilitator for visitation Parenting Coordinator in domestic relations cases.

Conduct Home Studies (in Massachusetts / 22 other US states/ Canada, United Kingdom, Puerto Rico and Indian Reservations) for consideration of the placement of children by the Court.

Develop "safety plans" for parent contact in child custody cases.

Consult attorneys and review reports in child welfare matters.

Investigation and ongoing work on Munchausen's [Syndrome] by Proxy [MBP] cases.

Facilitate Investigations Pursuant to M.G.L. Chapter 119 Section 24 on cases with special circumstances (Shaken Baby, MSBP etc.) or ethnic issues (Cambodian and Vietnamese)

Educational Advocate [EDCO Approved]

Child & Youth Behavioral/Military & Family Life Consultant (CYB-MFLC)
MHN Government Services (2008- Current)

Deployed for up to sixty days to various military locations to provide short-term, non-medical counseling to service members and their families through the Military & Family Life Consultant (MFLC) Program to augment existing military support programs worldwide. Assist service members and their families with issues they may face through the cycle of deployment - from leaving their loved ones and possibly living and working in harm's way to reintegrating with their community and family, crisis intervention, stress management, grief, occupational and other individual and family issues. Psycho-educational presentations on reunion/reintegration, stress/coping, grief/loss and deployment are provided to commands, Family Readiness Groups, Soldier Readiness Processing and other requested locations.

Director, Pastoral Response Assistance Team Inc.

Natick, Massachusetts (1994-Current)

Responsible for the operation of this 503(c)(3) nonprofit corporation; organized, utilizing a multidisciplinary team to initially address the clergy sexual abuse problem in the Archdiocese of Boston (St. Paul's in Hingham, and St. Charles in Woburn), and eventually taking on the issue nationwide; now working worldwide and with other denominations and in other institutional settings. Provided direct clinical work, consultation, training, mediation, and work with the media.

Forensic Clinical Social Worker, Massachusetts General Hospital;

Children and the Law Program; May 1997- December 2000, at Norfolk Juvenile Court Clinic and Boston Juvenile Court Clinic.

Aided in the development of , and provide assessments and training for newly established Norfolk County Juvenile Court Clinic (3 days) .Clinical Director ; Norfolk Juvenile Court Clinic. Also worked on M[S]BP cases . Conducted psycho-social evaluations on children and parents and parenting evaluations for Care & Protection Matters, and evaluations as an aid in sentencing pursuant to M.G.L. Chapter 119 Section 68a

Child Development Specialist, United States Navy/McGregor Associates,

Naval Air Station, Key West, Florida (1985-1986)

Provided assessments, referrals, and counseling, as well as crisis intervention to children and their families of military stationed in the area. Designed and implemented programs for military families. Coordinated family violence related programs, parenting programs and child safety programs, acted a representative of Family Services Center on Family Advocacy Committee.

Supervisor of Social Workers,

Commonwealth of Massachusetts Department of Social Services,

Marlborough Area Office (1980- 1985)

Directed the intake unit, responsible for the screening and investigation of reports of child abuse and neglect. Acted as trainer, consultant and supervisor for a unit of six social workers.

Acted as liaison to District Courts and Probate Courts, and worked closely with the District Attorney's Office. Worked with a variety of agencies including schools, mental health agencies, and police. Carried out Department and Community training. Performed individual and family therapy,

Protective Social Worker, Department of Public Welfare,

Framingham, Massachusetts (1979-1980)

Managed up to twenty-two child abuse cases, developed and implemented treatment (service) plans.

In Prior Employment: served as a Head Teacher in an after school day care program at S.M.O.C. Day Care Center in Framingham (1978-1979), Night Supervisor at the Spear Educational Center with 17 autistic and schizophrenic children (1977-1978), and as a preschool teacher with three and four year olds at F.A.C.E. Day Care, in Natick (1974-1976). Clinical Aide, Framingham Youth Guidance Center (1976).

Related Experience

Director, International Association for Pediatric Social Services, 1986-1988. Responsible for daily operations of this non-profit corporation, and the corporate office. Chairman of the 1987 Halifax Conference.

Consultant, Child Safe Products, Inc., Miami, Florida, 1984-1988, Review products and make revisions or provide suggestions to this company that manufactures and publishes children's educational products, specifically with products dealing with missing or exploited children.

Executive Director, Child's Play, Inc., Natick, Massachusetts (1979-1985), Established with others and had responsibility for corporate operation of this non profit corporation.

EDUCATION

Framingham State College, Framingham, Massachusetts

B.A. Psychology, 1977

M.A. Psychology/Counseling, 1980

Commonwealth of Massachusetts Licenses

Licensed Marriage and Family Therapist; No. 718

Licensed Mental Health Counselor; No. 1840

Licensed Certified Social Worker; No. 207545

Other Miscellaneous

Notary Public (Commission Expires May, 2014)

Provider

Blue Cross and Blue Shield of Massachusetts

Other Certifications

American College of Forensic Examiners; Diplomat of the American Board of Forensic Counseling (2001)

American College of Forensic Examiners Institute; Fellow (2007)

American Psychotherapy Association **Board Certified** in Professional Counseling (2007)

Disaster Mental Health I (American Red Cross) October 1996, Updated 2004 (Hurricanes Charley, Frances, Ivan and Jeanne) Florida

Disabilities Trainer / Massachusetts Commission Against Discrimination, (2000-2001)

Child Support Enforcement- Train the Trainers {National Council of Juvenile and Family Court Judges/U.S. Department of Health & Human Services, Office of Child Support Enforcement (August 2000)}

Educational Surrogate Parent, Education Collaborate for Greater Boston

Category E & F Guardian ad Litem -Commonwealth of Massachusetts Probate & Family Courts

Other Affiliations

Review Committee, Recommendations for Dispute Intervention Practice in the Probate & family Court, Committee for Gender Equality, Supreme Judicial Court (1995)

Commonwealth of Massachusetts , Child Death Review Team, 1992-1998

National Council of Juvenile and Family Court Judges, Child Custody and Visitation Committee (2001-02) Diversity Committee (2001-02) Mental Health/ Medical/ Legal Committee (2001-02) (2007-2008)

Natick Visiting Nurse Association; Professional Advisory Committee 2003-

Award

2001 recipient of the National Ethnic Coalition of Organizations² ' ***Ellis Island Medal of Honor***; Presented at Ellis Island on May 12, 2001;”*Exemplifies a life dedicated to community service. Preserves and celebrates the history traditions and values of his ancestry. Builds bridges between ethnic, racial and religious groups in the U.S. and abroad. Shares his personal and professional gifts for the benefit of humanity.*”

² NECO is a consortium of more than 350 Ethnic Organizations throughout the United States