

Curriculum Vitae

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ACADEMIC HISTORY:

Ph.D. Leadership (May 2024) University of Southern Maine, Portland, ME 04104

M.A. Leadership Studies (May 2018) University of Southern Maine, Portland, ME 04104

M.Ed. Counselor Education, (August 2009) University of Maine, Orono, ME 04469

B.S. Administration of Justice, (May 2007) University of Maine at Augusta, Bangor, ME 04401

PROFESSIONAL WORK EXPERIENCE:

CEO and Founder, February 2025 to Present

Toned Out Project

Hampden, ME 04444

- Fundraising to support first responder wellness
- Education and training focused on first responder wellness

Partner, September 2024 to Present

Toned Out, LLP

Hampden, ME 04444

- Providing training and development to first responders
- Consulting services related to first responder wellness

Owner/Psychotherapist, August 2018 to Present

Fraser Clinical Consultation Services

Hampden, ME 04444

- Providing counseling to both mental health and substance use disorders
- Focus on working with post-traumatic stress disorder
- Specialty working with first responders

Per-Diem Clinician, October 2021 to August 2023

Community Health & Counseling Services

Bangor, ME 04401

- Conduct safety evaluations at Penobscot County Jail
- Participating as an on-call, clinical backup rotation providing in-the-moment clinical supervision and oversight to the crisis stabilization units and mobile crisis team

Clinical Lead, December 2019 to June 2022

Penobscot Community Health Care, Care Management Services

Bangor, ME 04401

- Providing group clinical supervision to social workers in care management

- Provide individual clinical supervision to social workers in care management
- Review clinical documentation for case management services

Psychotherapist, July 2018 to January 2023

Penobscot Community Health Care, Brewer Medical Center
Brewer, ME 04412

- Providing counseling to both mental health and substance use disorders
- Working collaboratively with medical providers in an integrated care setting

Clinical Supervisor, January 2012 to June 2018

Community Health & Counseling Services
Bangor, ME 04401

- Providing clinical oversight of the adult and children's crisis stabilization units
- Providing clinical supervision to 20 bachelor-level staff and five masters level clinicians
- Overseeing and supervising bachelor and master-level interns within the crisis units and group homes
- Providing clinical and administrative oversight to Penobscot County Jail Mental Health Contract (July 2017 – July 2018)
- Providing clinical oversight to five adult group homes (January 2017 – June 2018)
- After hours on call as agency clinical supervisor for all services

Clinician, December 2009 to January 2012

Community Health & Counseling Services, Riverstone Crisis Stabilization Unit
Bangor, ME 04401

- Providing treatment and developing plans for clients experiencing a mental health crisis
- Reviewing discharges and admissions to the crisis stabilization unit
- Conducting daily assessments of clients to review safety and progress on treatment plans

TEACHING/PRESENTING EXPERIENCE:

Presenter, Wellness – November 2024

New England Council on Crime and Delinquency Conference

- Managing self-care in public safety
- Exploring types of wellness and how to balance them

Presenter, Wellness – May 2024

NENA Maine Conference

- Understanding and recognizing the various types of wellness
- Understanding the signs of burnout and vicarious trauma
- Help to understand the necessity of self-care
- Knowing when and where to reach out for more help

Presenter, Wellness in Public Safety – April 2023

Hampden Public Safety

- Managing self-care in public safety
- Exploring types of wellness and how to balance them

Presenter, De-Escalation in Primary Care – November 2022

Maine Nurse Practitioners Association Annual Conference

- Review of fight/flight response
- Understand the crisis cycle
- Increase awareness of the de-escalation process

Co-Presenter, Attributes Affecting Retention of Public Safety Professionals – October 2022

International Leadership Association Annual Conference

- Review of research on retention of public safety professionals in Maine
- Review of ideas for future research.
- Suggestions to work towards positive change to improve retention

Presenter, Communication – April 2022

- Managing communication as a leader
- Managing interpersonal communication more effectively
- Communicating more effectively as a team and as a leader

Presenter, Professionalism and Communication – May 2021

Glenburn Fire Department

- Understand professionalism
- Understand more about communication
- Learn about and practice active listening
- Communicate more effectively as a team

Presenter, Communication as Leaders – August 2020

Penobscot Regional Communications Center

- Understanding and practicing active listening
- Understanding effective communication skills
- Understanding and practicing giving feedback
- Understanding and practicing ways to manage difficult employees

Presenter, Influencing and Leading Others – January 2020

Penobscot County Sheriff's Office and Penobscot Regional Communications Center

- Explore the difference between leading and managing
- Complete self-assessments and explore strengths
- Learning how balance within leadership can be beneficial and how to rely on each other
- Influencing others and increasing motivation of employees
- Learn about the importance of self-care as leaders and how to care for those we lead

Presenter, Self-Care for 911 Dispatchers – December 2019

Penobscot Regional Communications Center

- Provide training and discussion around risks of not taking care of yourself
- Overview of good self-care activities to help with managing stress

Presenter, Officer Wellness, Panel Member – April 2019

Maine Sheriff's Association Annual Conference

- Discussed psychotherapy for police and corrections officers
- Reviewed the differences between therapy and peer support
- Reviewed available resources throughout the State of Maine

Facilitator, Using Crisis Intervention Team Training (CIT) for Suicide Intervention and Prevention: Law Enforcement and Crisis – May 2018

NAMI Maine Annual Conference

- Facilitating a conversation with law enforcement and crisis representatives about the benefits of partnering to offer supports

Presenter/Facilitator, Crisis Intervention Training – 2009 – September 2017

Community Health & Counseling Services and NAMI Maine

Penobscot County, ME and Piscataquis County, ME

- Suicide and Risk Assessment presentation to law enforcement and first responders
- Assisting in facilitating the training twice per year
- Assisting in coordinating schedule and recruiting presenters

Panelist, Reducing Mental Illness in Rural Jails – June 2016

National Association of Rural Mental Health Annual Conference

- Providing information to session attendees about strategies used to help address the number of people with mental illness in rural county jails
- Sharing the steps being taken since attending the Stepping Up Summit

Co-Presenter, Working with Children in Crisis – April 2015

Maine Counseling Association Annual Conference

- Stabilization of children experiencing a mental health crisis.
- The crisis cycle and why we slow things down.
- What can you do to help your student or client?

PROFESSIONAL ACTIVITIES:

Clinical Support, Bangor Police Department Peer Support Team, 2025 - Current

Clinical Lead, Penobscot Region Peer Support Team for First Responders, 2024 - Current

Board of Visitors, Center for Emerging Leadership, 2023 – Current

Board of Visitors, Penobscot County Jail, 2019 – 2021

Criminal Justice Advisory Board Sub-Committees, 2016 – 2018

Hampden Public Safety Advisory Board, 2016 - present

AWARDS AND HONORS:

Dr. Robert P Allen Quality Award, April 2021
Penobscot Community Health Care

Clinical Employee of the Year, September 2020
Brewer Medical Center, Penobscot Community Health Care

Special Recognition, August 2018
Penobscot County Sheriff's Office

Mental Health Leadership Award, April 2018
NAMI Maine

PUBLICATIONS:

Breaking Down the Stigma of Mental Wellness with Law Enforcement, March 2021
North East Decision Sciences Institute 50th Annual Conference 2021

Community Leadership Associated with Jail Diversion, April 2018
University of Southern Maine

LICENSES AND CERTIFICATIONS:

Approved Clinical Supervisor, February 2024 – Present
Certified Clinical Mental Health Counselor, July 2012 – Present
Certified Clinical Supervisor, January 2019 – Present
Licensed Clinical Professional Counselor, December 2011 – Present
Nationally Certified Counselor, December 2011 – Present