

SONJA A. SUTHERLAND, PH.D., LPC, NCC, CPCS

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EDUCATION

Ph.D. - December 2014 - Counselor Education and Supervision
Regent University, Virginia Beach, Virginia
CACREP Accredited

M.S. - June 1999 - Professional Counseling
Georgia State University, Atlanta, Georgia
CACREP Accredited

B.S. May 1989 - Psychology
New York University, New York City, New York

PROFESSIONAL LICENSES and CERTIFICATIONS

Licensed Professional Counselor (LPC-current) – GA Composite Board of Professional Counselors

Nationally Certified Counselor (NCC - current) – National Board for Certified Counselors (NBCC)

Certified Professional Counselor Supervisor (CPCS - current) – Licensed Professional Counseling Association (LPCA)

DISSERTATION

Commercially Sexually Exploited Children: Identifying Factors Influencing Program Effectiveness Outcomes in Psychiatric Residential Treatment

Chair: Dr. Lee Underwood, Regent University
Committee Members: Dr. Cyrus Williams, Regent University
Dr. Sherri Todd, Regent University

TEACHING and SUPERVISION EXPERIENCE

Assistant Professor of Counseling

Richmont Graduate University, Atlanta, GA 30327 (current)
School of Psychology and Counseling
Mode: Face-to-Face
(Classroom size approximately 10 – 30)
Courses: Various Masters Level Counseling Courses

Adjunct Professor

Kennesaw State University, Kennesaw, GA (2009)
College of Health and Human Services, Human Services Department
Mode: Face-to-Face
(Classroom size approximately 40)
Course: Working with Families

University of Georgia, Athens, GA (2009)
School of Social Work, Guest Lecturer
Mode: Face-to-Face
(Classroom size approximately 20 – 30)
Course: Community Assessment and Empowerment Practices

Teaching Assistant

Regent University, Virginia Beach, VA (Spring, 2013)
School of Psychology and Counseling
Mode: Online
(Classroom size 18)
Program: PhD in Counselor Education and Supervision
Course: Supervision and Consultation

Practicum Supervisor

Regent University, Virginia Beach Virginia (January, 2013 - current)
School of Psychology and Counseling
Mode: Online
Program: Masters in Counseling
Course: Practicum

PRESENTATIONS

National (Refereed)

Sessoms, E., **Sutherland, S.** (2012, April). Factors influencing effective post-secondary planning: A look at impacts of school counselors' beliefs and actions. National Conference, National Office for School Counselor Advocacy (NOSCA), National Harbor, Maryland.

National (Non-Refereed)

Barriero-Jones, A., Linen, M., **Sutherland, S.** (2008). The impact of medicaid and medicaid unbundling of treatment and room, board and watchful oversight services on therapeutic foster care and treatment continuum in Georgia. National Convention, Foster Families Treatment Association, Woodlands, Texas.

Sutherland, S. (1994). Helping the hungry and the homeless. National Convention, Woman's Missionary Union, Southern Baptist Convention. Ridgecrest, North Carolina.

Sutherland, S. (1993). Christian options for advocacy. National Convention, Woman's Missionary Union, Southern Baptist Convention. Ridgecrest, North Carolina.

Sutherland, S. (1992). Decision Making as a leader. National Convention, Woman's Missionary Union, Southern Baptist Convention. Ridgecrest, North Carolina.

State (Non-Refereed)

Sutherland, S. (1991). Ministering to crisis teenage pregnancy. State Convention, Woman's Missionary Union, Southern Baptist Convention of New York. Syracuse, New York.

Sutherland, S. (1990). Home mission study emphasis. State Convention, Woman's Missionary Union, Southern Baptist Convention of New York. Syracuse, New York.

Sutherland, S. (1989). Christian stewardship. State Convention, Woman's Missionary Union, Southern Baptist Convention of New York. Syracuse, New York.

Local (Non-Refereed)

Sutherland, S. (2013). How to develop mission and vision statements. Liberty Church. Atlanta, Georgia.

Sutherland, S. (2013). Mother-daughter relationship conference: Strengthening bonds between mothers and daughters of all ages. Conference founder, coordinator and speaker. Annual Conference, Hearts-In-Harmony Non-Profit Association, Atlanta, Georgia.

Sutherland, S. (2012). *Living a life of balance and health: How to develop a life plan*. Women Going Places, Inc. Atlanta, Georgia.

Sutherland, S. (2008). *Clinical documentation*. Devereux Georgia Treatment Network. Kennesaw, Georgia.

Sutherland, S. (2007). *Building a positive self-image in teenaged girls*. Elite Women of Excellence. Atlanta, Georgia

Sutherland, S. (2007). *Finding your personal giftings: A challenge for teenaged girls*. Elite Women of Excellence. Atlanta, Georgia

Sutherland, S. (2006). *Keys to developing awareness of your value and potential for teen girls*. Elite Women of Excellence. Atlanta, Georgia

Sutherland, S. (2006). *Knowing who I am and why I'm special*. Elite Women of Excellence. Atlanta, Georgia

Sutherland, S. (2005). *Finding your personal giftings: A challenge for teenaged girls*. Elite Women of Excellence. Atlanta, Georgia

Media (Non-Refereed)

Desgouttes, M. (2013, January 19). *Dealing with grief and trauma*. Atlanta, GA: Blog Talk Radio.

Clay, E. (n.d.). *Called to servanthood*. Woman's Missionary Union Press. Contempo Magazine.

Clay, E. (n.d.). *A sonata For Sonja*. Woman's Missionary Union Press. Royal Service Magazine.

Clay, E. (n.d.). *On common ground: Portraits of restoration and healing*. Woman's Missionary Union Press. Project Help: Cultural Diversity – interviewed and videotaped as one of three featured women bringing focus to the need for cultural diversity within the work of the Southern Baptist Convention.

PUBLICATIONS

Unpublished Manuscripts

Sessoms, E., **Sutherland, S.**, and Ebersole, D. (2011). *Factors influencing effective post-secondary planning: A look at impacts of school counselors' beliefs and actions*.

PROFESSIONAL SERVICE

Kennesaw State University Department of Criminal Justice and Sociology – President, Advisory Board - Internship Program (2008)

Focus: Development of community-based relationships towards increasing KSU community involvement and opportunities for department interns.

Cobb County System of Care Committee - Founding Member (2007)

Focus: To bring together Cobb County mental health and human service agencies to staff and provide joint solutions for constituents who cannot be successfully served by one service agency. Agency members include Cobb County school system, Marietta school system, Cobb DFCS, Cobb DJJ, Cobb CSB, Douglass CCS, Cobb Douglas public health, and Devereux Georgia Treatment Network.

Marietta Cares for K.I.D.S Initiative – Steering Committee Member (2007)

Focus: To assist in team management of \$250,000 grant for identifying both barriers to mental health treatment service provision and mechanisms for addressing those barriers through the Marietta City School System. Identify additional funding sources for future research and implementation.

Cobb Collaborative Grant – Committee Member (2007)

Focus: To assist in managing \$15,000 grant to develop and deliver training to therapeutic foster parents to empower them to manage and stabilize behaviors of higher level foster children, for the purpose of reducing foster home disruption and foster parent recidivism influenced by unsuccessful placements. Provided oversight for development and documentation of outcome study.

Cobb County School System (1997 – 1999)

Focus: To coordinate school wide diversity programs through implementation of international festivals encompassing academic, culinary, and arts education from varying countries. Recruit international educators and musicians and coordinated in-school programming.

INTERNATIONAL and OTHER VOLUNTEER SERVICE

Liberty Church – Missionary to Uganda (2009)

Focus: Raise funds to participate in two week trip to teach pastoral staff and members in multiple villages through training in women's and children's ministries, preaching, and mental health counseling. Part of missionary team assisting in development of orphanage.

Eastside Baptist Church – Missionary to Kenya (2001)

Focus: Raise funds to participate in two week trip to teach and provide mental health counseling to women and children in outlying village through Vacation Bible School and

women's bible study. Part of ministry team assisting in building and developing medical clinic.

Evergreen Baptist Church – Missionary to Panama (1985)

Focus: Raise funds to participate in one week trip to teach music and perform in Colon, Panama with 35 voice choir and orchestra with goal of raising funds for music in schools.

Eastside Baptist Church, Children's Music Director, Marietta, GA (2000 – 2003)

Focus: Coordinate community children's music program for 150 children ages 3 – 12. Recruit and coordinate parent and community volunteers. Produce musicals twice yearly. Coordinate and lead quarterly community service presentations to area nursing homes.

Woman's Missionary Union, Southern Baptist Convention, Lecturer / Trainer (1989 – 1994)

Focus: Conference lectures ranging from 100 – 250 persons; small group sessions ranging from 10-30 persons.

CLINICAL and ADMINISTRATIVE EXPERIENCE

Devereux Georgia Treatment Network

*Clinical Therapist, Phoenix and Butterfly Units
Kennesaw, GA (06/2010 – Current)*

- Provide for the behavioral health needs of male and female children and adolescents ages 14 - 21. Assess individual client needs, behaviors, and signs of common mental disorders.
- Provide individual, family and group psychotherapy for youth and families to include: Assessment and diagnosis; individual rehabilitation treatment planning; individual, group and family therapy; case management and documentation.
- Coordinate with primary treating departments (medical, educational, vocational, activity therapy) towards improving client's overall functioning.
- Liaison with community agencies (Department of Juvenile Justice, Department of Family and Children's Services, Community Service Board, MATCH, long and short term residential providers) to coordinate supportive framework for possible reintegration.
- Provide clinical and program supervision for Masters level counseling interns and Masters level counselors pursuing licensure.

The Bridge
Clinical Supervisor
Atlanta, GA (11/2008 – 03/2010)

- Provided oversight and direction for the clinical team, including both residential and outpatient services, in a manner that effectively utilizes agency resources and meets all contractual requirements as well as the needs of program clients.
- Oversaw provision of mental health, substance abuse, and discharge planning services including client assessments, treatment planning, counseling, referral, crisis intervention, on-call services, case management and discharge planning provided by the clinical staff.
- Provided clinical and program supervision for Masters level counseling interns, Masters level counselors pursuing licensure, and licensed clinicians.
- Assisted in directing all aspects of treatment delivery programs. Designed and managed therapeutic program development; analyzed and revised curricula on a periodic basis to reflect innovations in the field.
- Oversaw clinical documentation to ensure it is timely, accurate, well written, and meets all internal and external standards to ensure clinical records will not result in audit deficiencies or financial paybacks. Tracked, reviewed, and signed off on assessments and other clinical documentation.
- Reviewed and utilized client data reports; attended quality assurance meetings; analyzed attainment of program goals and objectives.
- Maintained and developed clinical staff by supervising (directly or through delegation), including hiring, transferring, promoting, counseling, coaching, providing training opportunities, evaluating, and terminating.
- Maintained and enhanced professional and technical knowledge by attending educational workshops and seminars, reviewing professional publications, and establishing professional networks.
- Ensured compliance with policies and procedures as defined by federal and state law and regulations, grants and contracts.
- Coordinated case conferences and multidisciplinary team meetings and ensured therapeutic team follow up of clinical interventions.
- Established processes and developed protocols and policies to ensure consistency and standardization for clinical procedures

Behavioral Health Link
Clinician
Atlanta, GA (08/2009 – 02/2010)

- Provided crisis counseling through Georgia Crisis and Access Line (GCAL), statewide crisis call center.
- Provided clinical consultation to care managers on high acuity cases.
- Served as liaison with state hospitals, crisis stabilization programs, and Core providers to connect consumers in crisis with local area resources.

Devereux Georgia Treatment Network
Director of Community and Clinical Services
Kennesaw, GA (03/2007 – 10/2008)

- Oversaw strategic direction and management of human, financial (budget of \$1.2 million), and operational resources for Devereux's community-based treatment programs, including Child Placing Agencies, Child Caring Institutes, Medicaid Rehab Option Programs, Intensive In-Home Specialty Programs, and Comprehensive Child and Family Assessment Program.
- Provided monitoring and evaluation of provision of case management and discharge planning services.
- Developed and implemented new and/or expanded community programs, including Devereux's first community mental health clinic.
- Established and maintained extensive interactions with providers, parent groups, local and state governments and agencies, civic organizations, individuals and corporations throughout the state.
- Provided clinical and program supervision for Masters level counseling interns and Masters level counselors pursuing licensure.

Clinical Therapist, Team Leader, Phoenix Unit
Kennesaw, GA (02/2006 – 03/2007)

- Provided for the behavioral health needs of male children and adolescents ages 14 - 21.
- Assessed individual client needs, behaviors, and signs of common mental disorders.
- Provided individual, family and group psychotherapy for youth and families to include: Assessment and diagnosis; individual rehabilitation treatment planning; individual, group and family therapy; case management and documentation.
- Coordinated with primary treating departments (medical, educational, vocational, activity therapy) towards improving client's overall functioning.
- Served as liaison with community agencies (DJJ, DFCS, CSB, MATCH, long and short term residential providers) to coordinate supportive framework for possible reintegration.
- Provided clinical supervision for unlicensed therapists and masters level interns.
- Provided leadership in Phoenix (males) program development towards improving overall impact and effectiveness of male program.

The Bridges Center
Quality Assurance Supervisor, Intensive Family Intervention (IFI) Services
Atlanta, Georgia (09/2006 – 03/2007)

- Provided consultation for clinicians and staff regarding quality of clinical documentation.
- Made treatment recommendations in addressing therapeutic issues for individuals and families as needed.
- Conducted quality assessments with families served and address treatment concerns.

Attachment and Bonding Center of Atlanta

*Clinical Therapist, Team Leader, Intensive Family Intervention (IFI) Services
Atlanta, Georgia (08/2005 – 01/2006)*

- Provided family and individual therapy, parenting skills training, case management, crisis stabilization services and community linkage for adolescents and families involved with DJJ and/or DFCS with the goal of stabilizing the family unit and maintaining the consumer in their natural environment. Services provided through 144 hours of direct contact with child and family, several days per week over a 12 week period.
- Led and coordinated direction of family intervention services. Managed work of intervention team members and provided clinical supervision. Reviewed and ensured strength of team documentation.
- Served as liaison between case managers, parole officers, school officials, mental health providers and community based programs to coordinate change agents towards more effective impact on consumer and family unit.

Transitional Family Services

*Family Therapist
Atlanta, Georgia (1999 - 2005)*

- Provided on-going, in-home therapy for individuals and families involved with the Department of Family and Children’s Services to address individual mental health, and family unit deficiencies.
- Provided guidance in matching community services with client needs.
- Consultant to the Department of Family and Children’s Services on families involved with Child Protective Services. Primary goals of the 30-day Comprehensive Child and Family Assessment were the evaluation of individual and family strengths and needs, offering recommendations for child placement, and making therapeutic recommendations for addressing individual and family unit deficiencies, toward the development/ restoration of successful functioning within the family system.

AlphaCare Mental Health Associates

*Private Practice, Clinical Therapist
Atlanta, Georgia (1998 - 2006)*

Areas of specialization (for ages 15 and above) include:

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|---------------------|------------------------------|----------------------------------|
| • Anger Management | • Grief | • Post-Traumatic Stress Disorder |
| • Career transition | • Marital Separation Support | • Pre-marital |
| • Communication | • Marriage | • Singles |
| • Depression | • Mid-life crisis | • Teens |
| • Divorce Recovery | • Parenting | |
| • Family Unity | | |

- Teens and Divorce Recovery
- Women's issues

New York University

Collegiate Science and Technology Entry Program (C-STEP)

Science and Technology Entry Program (STEP)

Outreach for Math and Science Enrichment Program (OMSEP)

Program Manager and Coordinator of Counseling and Services for College Bound Students

New York City, NY (1987 – 1994)

- Managed of all aspects of the program which included the overall supervision of program activities and staff, budget management, and ensuring that program directives were met.
- Led teaching staff in developing a uniform approach to addressing student issues, and facilitating the type of instruction to maximize academic achievement.
- Developed courses and tutorial work for students as well as a uniform standard of grading.
- Set guidelines for recruiting and interviewing new students.
- Conducted systematic reviews and evaluations of teaching staff and tutorial instruction and made appropriate recommendations in order to maintain high teaching standards.
- Led in the recruitment, screening, and hiring of new staff.
- Assisted in planning for the maintenance and growth of the program.
- Served as member of advisory board and assisted in the development of proposals for future funding.

ACADEMIC AWARDS and COMMUNITY RECOGNITIONS:

- *Azusa Street Endowed Scholarship Winner*, Regent University, Full Scholarship, 2011 – 2012 academic year
- *Program Facilitator and Mentor*, Elite Young Women of Excellence, Certificate of Appreciation, 2006 - 2008 (Georgia)
- *Quality Star Award Winner*, Devereux Foundation, 2008 (National)

Selected (from applicants throughout 11 states) and recognized for development of outstanding performance improvement activity surrounding the implementation of the Operation TOP NOTCH project, designed to improve therapeutic foster parent preparedness for work with at-risk youth population through specialized training funded by Cobb Collaborative Grant Award. Project judged on innovation and replicability, provision of empirically-based practice, client outcomes, customer satisfaction, efficiency of services, safety / risk control, family involvement and cost.

- *Volunteer Educational Program Director, Mentor and Fundraiser*, Evergreen Baptist Church, Special Recognition and Award 1993 (New York)

- *Volunteer Young Women's Director, Trainer and Mentor, Woman's Missionary Union for the Southern Baptist Convention of New York, Special Recognition and Award, 1992 (New York)*