

**VITAE AND EDUCATIONAL CURRICULUM****THOMAS J. PALS, LPC, NCC****Board Certified Counselor****InnerWorkings Professional Services**Creator of *Autonomic Healing Activation* ([autonomichealing.org](http://autonomichealing.org))**Licensure:**

Licensed Professional Counselor (Colorado #3196 – 2000 to present)

**Professional Affiliation:**

National Board for Certified Counselors, Inc. (2000 to present)

Colorado Sex Offender Management Board Full Operating Level Therapist and Evaluator (2001-2017)

**Certification:**

Board Certified Counselor - National Board for Certified Counselors

National Certified Counselor (#61038 – 2025)

Autonomic Healing Activation (AHA) (2014), AHA - Problem Solving (2018), AHA - Spiritual Formation (2019) - originator, provider and practitioner trainer

Affinity Sexual Interest Assessment Provider (2012)

ABEL &amp; Abel-Blasingame Sexual Interest Assessment Provider (2007)

SOMB Registered Adult Treatment Provider and Evaluator (1999-2017)

**Education:**

M.A.                    **Denver Theological Seminary**                    9/98-12/99  
Major: Counseling Licensure (CACREP)

M.DIV.                    **Bethel Theological Seminary**                    1/78-12/81  
Major: Educational Psychology and Administration  
Minor: Theology

**Conferences/Seminars/Workshops Presented:**

Thomas J Pals, LPC, NCC    Board Certified Counselor  
Cell: 970-302-3379    [thomasjpals@innerworkings.org](mailto:thomasjpals@innerworkings.org)  
4800 Wadsworth Blvd, Suite 104 Wheat Ridge, CO 80033

- *“InnerWork Autonomic Healing: An innovative forensic, assessment and treatment paradigm treating the brain, not just the mind”*  
Co-Sponsored by: Colorado Criminal Defense Bar and The Office of the Alternate Defense Counsel, 01-14-2021
- *“InnerWork Autonomic Healing Activation: Homeostasis Activation in the Treatment of Trauma Related Health Problems,”* with Dr. Thomas Matthew, Johns Hopkins University Cardiothoracic Treatment & National Institute of Health Veterans Mental Health Treatment, 04-24-2018
- *“InnerWork Autonomic Healing Activation: An innovative forensic, assessment and treatment paradigm treating the brain, not just the mind.”* Adams County Veterans Problem Solving Courts, 02-28-2018
- *“InnerWork Autonomic Healing Activation: An innovative forensic, assessment and treatment paradigm treating the brain, not just the mind,”* Boulder County Probation Department, 02-22-2018
- *“InnerWork Autonomic Healing Activation: An innovative forensic, assessment and treatment paradigm treating the brain, not just the mind.”* Adams County Problem Solving Courts, Adams County Justice Center, 12-05-2017
- *“InnerWork Autonomic Healing Activation: Facilitating Personal Change – Treating the Brain, Not Just the Mind,”* Adams County Public Defender’s Office, 08-01-2017
- *“Autonomic Healing Activation: Preliminary Findings Regarding a New Somatic Treatment for the Control of Deviant Sexual Interest,”* Colorado Sex Offender Management Board 11th Annual Conference, “Renew the Energy, Transformations in the Field”, Breckenridge, CO 07-12-17
- *“The InnerWorkings of the Brain,”* Dr. Kashmir Rai, For Better Health, New Orleans, LA 06-28-16
- *“Digital Sexual Behaviors as Indicators of Risk,”* Denver Federal Probation Training Center, 10-18-12
- *“Revealing the InnerWorkings of the Offenders Mind,”* National Center for Missing and Exploited Children (NCMEC), Webinar 04-25-12

- *“Technology and Compulsive Sexual Offenders: Breaking the Barriers to Change,”* Crimes Against Children Conference, Dallas Children’s Advocacy Center, Dallas, Texas 08/8-11/2011
- *“Digital Sexual Behaviors as Indicators of Risk,”* Co-presenter with Dr. Jim Tanner, Crimes Against Children Conference, Dallas Children’s Advocacy Center, Dallas, Texas 08/8-11/2011
- *“Victimology: A New Paradigm,”* Sex Offender Management Board, Colorado State Court Administrator’s Office, Denver, Colorado 11-20-10
- *“Technology Offender Typologies and Standards,”* United States Federal Probation, Denver, Colorado 09/29/2010
- *“Developing Professional Counseling Competencies – Phnom Penh/Battambang, Cambodia – Cross-Cultural Application of Intervention Strategies in Humanitarian Relief of Human Sex Trafficking.”* AIM4ASIA, 10/05-20/08
- *“Sex Offense Specific Mental Health Evaluations,”* Advanced Training – Sex Offender Management, Colorado State Court Administrator’s Office, 03/18/2008
- *“The Sexual Abuse Cycle,”* Advanced Training – Sex Offender Management, Colorado State Court Administrator’s Office, 02/20/2008
- *“The Sexual Abuse Cycle; Sexual Compulsivity & Addiction – Strategies for Treatment and Containment; and Containment of Sexual Offenders in the Community,”* Advanced Training – Sex Offender Management, Colorado State Court Administrator’s Office, 09/17-18/2007
- *“Containment of Sexual Offenders in the Community – A Case Study,”* Advanced Training – Sex Offender Management, Colorado State Court Administrator’s Office, 5/16/2007
- *“The Sexual Abuse Cycle; Sexual Compulsivity & Addiction – Strategies for Treatment and Containment; and Containment of Sexual Offenders in the Community,”* Advanced Training – Sex Offender Management, Colorado State Court Administrator’s Office, 03/13-14/2007
- *“Multicultural Translation Dynamics in Offense Specific Mental Health Evaluations,”* First Annual Colorado Judicial Interpreter Conference,

Colorado Association of Professional Interpreters & the Colorado Court Interpreter Program, 09/17/07

- *"Treatment of Sexually Compulsive Offenders,"* Interagency Training Group, 08/09/07
- *"Community Leadership Development – Phnom Phen, Siem Reap & Battambang – Small Business Strategies in Aquaculture and Water Purification,"* Cambodia, Cup of Hope International, 03/07-19/07
- *"Integrating Multiple Interventions for Sexually Abusive Youth,"* National Adolescent Perpetration Network, 02/13-15/2000
- *"Sex Offenders in the Church: Management as Ministry,"* Denver Theological Seminary Domestic Violence Class, 1998
- *"Ministering to the Sexually Compulsive,"* Greeley (CO) Ministerial Association, 02/99

**Professional Experience:**

02/2000 – Present    **InnerWorkings Professional Services**

01/97-09/15    **RSA, Inc. – Director of Research and Assessment**  
1410 Vance Street, Suite 107 Lakewood, CO 80215

- SOMB Registered Evaluator and Therapist
- Sexual Compulsivity and Addiction Specialist
- Pursued research into technology related sex offending and recidivism risk instrument metrics
- Affinity Assessment of Sexual Interest Certified
- Abel Assessment of Sexual Interest Certified
- Abel-Blasingame Assessment System Certified
- Provided expert testimony in offense specific cases
- Child Contact Assessments
- Offense Specific Mental Health Evaluations

- Supervision of Graduate Program Internship Placements
- Presented trainings for professionals involved in services to individuals with sexual behavior problems
- Facilitated offense specific treatment groups with adult offenders
- Provided individual, victim-perpetrator sessions, and marital/family therapy to supplement treatment
- Assessed referred clients for treatment appropriateness and amenability
- Acted as liaison with social services, probation and parole departments, mental health agencies, diversion, etc. to facilitate provision of treatment services
- Prepared monthly progress reports and court reports
- Worked as management team member to address client needs, agency needs, and treatment goals

08/95-1/97 **Centennial Mental Health Center, Inc. – Mental Health Outpatient Program**  
**Administrative Director**  
 Fort Morgan, CO 80701

- Administrative Supervisor of outpatient mental health program
- Clinical Therapist (unlicensed)
- Mental health clinical assessments
- On-call therapist for crisis intervention and facilitation of 72-hour mental health holds
- Facilitation of Intensive Adolescent Outpatient Treatment program for Morgan County Probation Department as alternative to Youth Corrections
- Facilitation of Family Preservation Program for Morgan County Department of Social Services with at-risk child victims of abuse/neglect
- Co-facilitate offense specific treatment groups with adult and adolescent offenders

- Sex offense specific mental health evaluations
- Prepare monthly progress reports, court reports, and evaluation reports

04/94-8/95 **Centennial Mental Health Center, Inc. – Clinical Therapist**  
Fort Morgan, CO 80701

- Clinical mental health assessments
- On-call therapist for crisis intervention and facilitation of 72-hour mental health holds
- Intensive Adolescent Outpatient Treatment program therapist for Morgan County Probation Department as alternative to Youth Corrections
- Family Preservation Program therapist for Morgan County Department of Social Services with at-risk child victims of abuse/neglect
- Co-facilitate offense specific treatment groups with adult and adolescent offenders
- Offense specific mental health evaluations
- Prepare monthly progress reports, court reports, and evaluation reports

6/82-2/94

Prior to work as a mental health therapist, served in a variety of religious professional positions and elected denominational offices within the American Baptist Churches/USA. Professional positions included Minister of Youth and Music, Associate Pastor, and Senior Pastor at two different churches, beginning in 1987. As a Senior Pastor, responsibilities included executive supervision of five to seven full-time staff members; religious instruction; pastoral care; hospice care; crisis intervention; conflict management; individual, marital, family, and career counseling; and counseling individuals/groups in the areas of compulsive and addictive behaviors (gambling, sex, drugs/alcohol) at a Thoroughbred Race Course. Facilitated development of a metro-Detroit area homeless housing project utilizing church facilities on a weekly, rotating basis serving an average of 200+ individuals denied services at area shelters due to overcrowding.

1990-93

Elected to denominational offices included serving as President of the ABC Metropolitan Detroit Area Ministerial Council; President of the American Baptist Churches/USA Southeastern Area Association; ABC Michigan Region Board; Denominational Youth Leadership Program Director