

THE MARYLAND Social Worker

NASW MARYLAND CHAPTER
National Association of Social Workers

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NASW-MD, through advocacy, education and collaboration with diverse stakeholders and guided by its Code of Ethics will: Promote social justice, promote the social work profession, support professional development of social workers and advance professional social work standards.

New Child Neglect Law Takes Effect

By DAPHNE McCLELLAN

During the 2011 session of the General Assembly Maryland became the last state in the Union to criminalize intentional child neglect. The "Child Neglect Bill" (HB 162/SB 178) was signed by Gov. O'Malley in May and went into effect on October 1.

Section 3-602.1 of Maryland Criminal Law was amended to create a misdemeanor of Child Neglect. It states "a parent, family member, household member, or other person who has permanent or temporary care or custody or responsibility for the supervision of a minor may not neglect the minor. A person who violates this section is guilty of the misdemeanor of child neglect and on conviction is subject to imprisonment not exceeding 5 years or a fine not exceeding \$5,000 or both." Neglect is defined as the "intentional failure to provide necessary assistance and resources for the physical needs or mental health of a minor that creates a substantial risk of harm to the minor's physical health or a substantial risk of mental injury to the minor." Mental injury is defined as the "substantial impairment of a minor's mental or psychological ability to function."

A caveat was included in the law which states that "neglect" *does not* include the

failure to provide necessary assistance and resources for the physical needs or mental health of a minor when the failure is *due solely* to a lack of financial resources or homelessness.

How does this law affect you, the social worker? In addition to amending the criminal law statutes, the new law amended the Family Law statutes: section 5-704 and 5-705. The law now states that "notwithstanding any other provision of law, including any law on privileged communications, each health practitioner (that is *you*), police officer, educator, or human service worker, acting in a professional capacity in this State: who has reason to believe that a child has been subjected to abuse *or neglect*, shall notify the local department or the appropriate law enforcement agency *and* if acting as a staff member of a hospital, public health agency, child care institution, juvenile detention center, school, or similar institution, shall immediately notify and give all information required by this section to the head of the institution or the designee of the head."

The law goes on to specify that an individual who notifies the appropriate authorities under this act shall make an oral report, by telephone or direct communication as soon as possible. If you have reason to believe that the child was subjected to abuse this verbal report must be made to the local department (of DSS) or appropri-



ate law enforcement agency. If you have reason to believe that the child was subjected to neglect, this verbal report must be made to the local department (of DSS).

The verbal report must be followed by a "written report within 48 hours after the contact, examination, attention, or treatment that caused the individual to believe that the child had been subjected to abuse or neglect; and if the individual has reason to believe that the child has been subjected to abuse a copy of the written report must also be sent to the local State's Attorney."

The law goes on to state that "insofar as is reasonably possible, an individual who makes a report shall include in the report the following information:

- 1) the name, age, and home address of the child;
- 2) the name and home address of the child's parent or other person who is responsible for the child's care;
- 3) the whereabouts of the child;
- 4) the nature and extent of the abuse or neglect of the child, including any evidence or information available to the reporter concerning possible previous instances of abuse or neglect; and
- 5) any other information that would help to determine:
 - i) the cause of the suspected abuse or neglect; and
 - ii) the identity of any individual responsible for the abuse or neglect."

UM School of Social Work Celebrates 50 Years Promoting Peace and Justice for All

This article was provided by University of Maryland School of Social Work Communications Department

From modest beginnings in a warehouse to its present status among the nation's top 20 schools of social work, the University of Maryland School of Social Work (SSW) has reached its 50th anniversary and held the first in a series of celebratory events on September 24.

A unifying theme for the activities is the School's vision to help bring "Peace and Justice for All," through teaching, research, and practice. The series opened with September 24th's daylong symposium, "Bending the Arc toward Justice," which featured remarks by Benjamin Jealous, MSc, president and CEO of the Na-

tional Association for the Advancement of Colored People.

The keynote speech was followed by a panel discussion moderated by Michael Reisch, PhD, MSW, MA, the SSW Daniel Thursz Distinguished Professor of Social Justice. Other speakers included SSW Dean Richard P. Barth, PhD, MSW, and Dan Rodricks, host of Midday Live on WYPR-FM and a columnist for *The Baltimore Sun*.

The afternoon concluded with eight concurrent sessions with topics ranging from Children and Family Well-Being to Healthy and Safe Communities.

The anniversary will be marked by an additional five academic events of interest

to the University community and to the School's more than 12,000 alumni. On Nov. 9, the Second Annual Modell Symposium on Domestic Violence will feature activist and actor Victor Rivera Rivers and Katie O'Malley, JD, Maryland's first lady and a Baltimore City District Court judge.

On Dec. 1, the 2011 Fall Thursz Lecture on Social Justice will address "Why Poverty Undermines Justice in America." That lecture will be delivered by Mark Rank, PhD, MSW, the Herbert S. Hadley Professor of Social Welfare at the George Warren Brown School of Social Work at Washington University in St.

UM ANNIVERSARY Continued on page 4

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President's Report

By Tyler Betz

Working for You

Welcome to the fall edition of *The Maryland Social Worker*. Within these pages, you will find some enlightening reading including a summary of our recent NASW-MD board leadership retreat; an overview of the just-past clinical conference; a recognition of the University of Maryland School of Social Work's 50th anniversary; and other fine writing.

As I mentioned in my previous column,

these are uncertain times—and in trying times, I have always been taught that one must re-examine what one's foundation is and what one's guiding principles are. In finance, politics, and in several other professions, these very guiding principles are being questioned by those who are in those areas. As social workers, we have a code of ethics that provides us with a paradigm from which we will apply our passions and skills. This paradigm, outlined at the very opening of the text, reads: *The following broad ethical principles are based on social work's core values of service, social justice, dignity and worth of the person, importance of human relationships, integrity, and competence. These principles set forth ideals to which all social workers should aspire.* The code goes on to articulate each of these core values—and there we have the core of our profession.

With the code under my arm, I continue to be proud to be a social worker. Of course the need to make money is present—the way of the world today—but I know that the dollar is not my master, nor is profit at the ex-

pense of all else my credo. As a professional in the world, I am invested in a profession that is grounded in helping others and I believe that will stand the test of time.

Enjoy this edition of *The Maryland Social Worker*. Join us directly, if you feel so moved. Interesting times are immediately ahead—shifts in the structure of service delivery that promise to affect social workers in the state of Maryland. Help us represent social workers in light of the (impending?) changes in the way that mental health and addiction services are delivered in our state. Get involved in advocacy at the state capitol, testify for a bill. Perhaps work with your branch representative to network social workers in your area. We have had increasing interest in social workers wanting to write an article for this paper—that is exciting. Contact the chapter office if you would like to become involved.

In closing, please know that the chapter office is working for you, and enjoy the reading.



Executive Director's Report

By Daphne McClellan, Ph.D., MSW

of Ethics will: Promote social justice, promote the social work profession, support professional development of social workers and advance professional social work standards.

Our chapter is in the process of reviewing our mission and determining how to best implement it in this second decade of the 21st century. Times are changing and we need to change with them. If you are a member of NASW, over the next few months you will have the opportunity to share with us how we might serve you best. We will also be reaching out to former members and some non-members: students and young professionals to see how we might induce them to join us and how we might serve them best at the state and local level.

Our chapter leadership recently participated in a retreat to make plans for our future. Our new board of directors is fired up and marching forward with lots of new ideas. We will need you and your participation to carry them out. If you have input: suggestions to make, or feedback we need to hear; please contact us. Better yet, become involved. We still have a few openings on our board of directors and lots of room on our chapter committees. If you are new to the profession—this is your opportunity to join NASW and make those professional contacts that will carry you through your career. If you are recently retired—remember, you said you would get more involved when you had time. Now is the time!

Now Is the Time!

Our mission statement is as follows: NASW-MD, through advocacy, education and collaboration with diverse stakeholders and guided by its Code

Welcome New NASW-MD Board Members

The newly elected and installed members of the Chapter's Board of Directors are a diverse group representing not only their particular geographical areas but also a variety of practice specialties. We welcome the following new board members:

President-Elect: Debra Hammen

Debra previously served as Vice-President of the Board and Co-chair of the Forensic Social Work committee. She works for the Mental Hygiene Administration. Debra will become the president on July 1, 2012.

Vice-President: Michael Luginbill

Mike previously served as the Branch A representative to the board. He currently serves as the Director of Emergency Psychiatric Services at Civista Hospital Center in La Plata MD.

Treasurer: Anna Williams

Selected as Maryland's social worker of the year in 2009, Anna serves as the Executive Director of the Seed School in Baltimore.

Branch A Rep (Southern Maryland): Jennifer Voorhaar

Jennifer has been working at Charlotte Hall Veterans Home for 6½ years. She currently has a director position and is a member of the Administrative Staff for the Assisted Living.

Branch B Rep (Western Maryland): Anita Rozas

Anita is the social work supervisor at North Branch Correctional Institution in Cumberland, MD.

Branch C Rep (Suburban Maryland): Christine Garland

Re-elected to a second two-year term, Chris is the national SCSEP Director for Senior Service America.

Branch D Rep (Eastern Shore): Ryan Messatzia

Ryan formerly served as the student rep on the Delaware Chapter Board of Directors. Currently he is an instructor at a community college on the Eastern Shore of Maryland which is a "feeder school" to Salisbury University's social

work program.

Branch E Reps (Baltimore Metro Area): Barbara Merke and Donna Wells

Barbara was re-elected to a second, two-year term as a Branch E representative. She is a social worker at the Children's Home in Catonsville.

We welcome back Donna who served on the NASW-MD Board of Directors 1990-93. For the past 14 years she has been Executive Director of a county mental health agency.

BSW Student Rep: Adrienne Kilby

Adrienne is a student at UMBC and has served as the service chair of the UMBC Social Work Student Association in the 2010-2011 school year.

MSW Student Rep: Jane Ogonna

Jane is a student at the Univ. of MD, Baltimore where she expects to graduate in May. She formerly served as President of UMBC's Social Work Student Association (SWSA).



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The History Column

By Harris Chaiklin

John P. Altgeld AND SOCIAL WELFARE



John P. Altgeld was born on December 30, 1847 and died on March 12, 1902. This short life was frequently filled with sickness and pain since while serving in the Union Army in the civil war he contracted a fever from which he never fully recovered. Even though he became wealthy he had a great affinity for the poor and laborers. In 1890 he published a book *Live Questions* which included a work written earlier *Our Penal Machinery and Its Victims* (Altgeld, 1890). The first part of this volume includes short speeches, reviews, and letters to the editor, essays and other writing on issues that he believed in. The second part concerns his views on prison reform.

Most of the issues Altgeld was disturbed about have not gone away and there has been improvement in some of them. He wanted to get public pensions for soldiers and to help deaf soldiers. He did not like anonymous journalism and thought all editorials should be signed. In a society that did little to aid the poor he wrote that people had a right to live and that there were thousands of people who could not find work through no fault of their own. To those who opposed immigration he pointed out what immigrants had contributed to the country. He wrote about the necessity to protect the ballot box so that elections could be free. He wanted publicly paid arbitrators so that labor and the public could be protected. He was an advocate of an eight-hour day when the norm was ten to twelve hours. He presented an impressive array of examples where workers on shorter hours produced more than those who worked longer. At the time this had little effect. To him the way the court system functioned in Chicago meant that the public got neither justice nor protection. People could keep often frivolous law suits in the courts for years so that even if a person got a judgment the court costs to the plaintiff resulted in no gain. Poor people could not afford such suits and could not get any justice. To complaints about a rising crime

rate he showed that the world was not getting more criminal but people were being arrested, convicted and jailed for increasingly trivial offenses. He wanted to abolish a system where constables and others got a fee for making an arrest. He tried to focus attention on girls forced into prostitution.

He was convinced that prisons did not prevent crime and did not protect society. "For it seems, first, to make criminals out of many that are not naturally so; and, second, to render it difficult for those once convicted ever to be anything else than criminals; and, third, to fail to repress those that do not want to be anything but criminals." (p. 162) These words also describe today's prisons. What fed this system was imprisonment when the poor could not pay small fines. In turn this led to many repeat offenders. The conditions of most prisons were such that the brutal treatment received there turned out brutal people.

He pointed to examples of solutions that reduce prison populations and kept people out of prison for minor offenses. He was in favor of what was done at the Elmira reformatory and their use of the indeterminate sentence since it allowed a classification of prisoners by the degree of threat they represented. He favored a system that resembled today's probation whereby agents were hired to follow in the community all first arrests for minor offenses and mentions that Baltimore had such a system.

One unique idea that he pushed was that instead of the idleness and slave labor that characterized prisons offenders should be paid close to a living wage so that they could help their families and also pay taxes that would reduce their burden on society. To him there wasn't much hope because, "...these outside fault finding philanthropists, 'physicians, heal your-selves,' err throwing upon prison officers or directors the blame of failure in efforts to reform." (p. 262) He was not a Pollyanna. He said that punishment was necessary but it had to be fair and be necessary to protect society. In effect if you were poor the criminal justice system worked against you. The

analysis he presented for the end of the nineteenth century also characterizes the beginning of the twenty first century.

In 1892 he was elected governor of Illinois and served one term from 1893 until 1897. He was a one-term governor because being elected did not change his progressive values. He was a friend of Jane Addams and out of Hull House he appointed Florence Kelly as Chief Factory Inspector of Illinois. He could not decree an eight-hour day but he could be sure existing labor laws could be enforced, especially as they related to child labor. He did improve workplace safety and got some restrictions on child labor. He unsuccessfully tried to get a law passed that prohibited discrimination against union members. He refused pressure to break the famous 1894 Pullman strike with force. Since it interrupted the mail President Grover Cleveland broke the strike with force.

What doomed his chances for reelection was pardoning the three surviving members of the 1886 Haymarket bombing. Workers were on strike against the McCormick Harvester Company. A rally was held in the Haymarket. A police captain against orders moved into the crowd. A bomb was thrown. Eight anarchists were arrested. Only one was at the rally. In a quick trial seven were convicted of conspiracy and one committed suicide. Four were hanged in November 1887. But some protest was rising. There was no evidence of who threw the bomb. It was becoming more obvious that the trial was aimed at removing the anarchists and the conviction was based on little real evidence. When Altgeld pardoned these men he said in part, "It is further shown here that much of the evidence given at the trial was a pure fabrication; that some of the prominent police officials, in their zeal, not only terrorized ignorant men by throwing them into prison and threatening them with torture if they refused to swear to anything desired but

that they offered money and employment to those who would consent to do this. Further, that they deliberately planned to have fictitious conspiracies formed in order that they might get the glory of discovering them. I am convinced that it is clearly my duty to act in this case for the reasons already given; and I, therefore, grant an absolute pardon to Samuel Fielden, Oscar Neebe, and Michael Schwab, this 26th day of June, 1893."

The United States has a long history of using frame-ups to remove radical labor leaders. Tom Mooney was convicted in the 1916 Preparedness day bombing. He was sentenced to death but when the evidence of perjured testimony began to mount his sentence was commuted to life imprisonment. It took until 1939 to get him released from prison and until 1961, after his death, to be pardoned.

The reaction to events like this is that even when it was shown the wrong people were convicted it worked to hold up progress in organizing and obtaining labor rights and in the movement toward greater equity in helping the poor live.

Altgeld symbolized what the Progressive movement was about. His book published in 1890 can serve as a primer of how to articulate issues today. It is not that progress hasn't been made but that the struggle to maintain and advance is continuous. At the present times labor is weaker than it has been in generations. There are few organized movements around issues such as poverty and civil rights that have broad based appeal.

The things that Altgeld stood for left him shunned, almost a pariah, in what passed for respectable society. At his funeral, which was sparsely attended, only Jane Addams and Clarence Darrow spoke. Perhaps that was enough. Who could ask for better champions?

Get on (the) Board!

Great reasons to be part of NASW MD's Board of Directors

By **ABBY SMITH**

During last month's Leadership Retreat, Veronica Cruz, Co-Chair of the Forensic Social Work Committee, led a discussion about the benefits of holding a leadership position within NASW Maryland. Since this is the season to nominate individuals for next year's leadership elections, here are some thoughts from those who attended the Retreat on the benefits of being a part of The Board of Directors.

Often, social workers practice in host settings and find most of their professional interactions primarily involve non-social workers. Members said the Board meetings and retreats create a sense of community and create opportunities to network and socialize with like-minded professionals who "speak social work." The availability of a state-wide network of other social workers gives members the opportunity to learn about other disciplines and sub-specialties of the profession, and stay current on research and information.

The leadership roles also encourage the

use of creative skills that aren't always used in everyday office settings. Planning branch events, working with media outlets, and lobbying for legislative issues is reminiscent of the advocacy and outreach of social work's early days, and is standard to the job description of a Board member.

Board members are in a unique position to invest in the future of NASW, and the profession itself. Members said they value the ability to have a direct impact on the chapter. As Veronica and President-Elect Debra Hammen pointed out, they developed the Forensic Social Work Committee after noticing this was a specialty area that wasn't always discussed or well-represented. The Board of Directors always includes Undergraduate and Graduate Student Representatives who are called upon to provide perspective from the point of view of a new professional, and encourage other new social workers to be a part of NASW's mission of professional development and growth.

Being a part of the Board also helps develop concrete and transferrable skills like time management, leadership experience,

and practice in making critical decisions. For example, in recent months, Members have discussed ways to continue promoting NASW Maryland's mission in spite of budget reductions.

Being part of a professional organization is always a plus when it comes to résumé-building and job hunting, and holding a leadership position in such an organization serves to further impress. NASW is well-known among those in the "helping professions" and is the largest membership organization of professional social workers in the world. Because of this notoriety, our Board Members have received invitations to present at national events.

Although leadership roles don't suit all NASW members, those who serve on the Board said they enjoy the feeling of purpose and community and find fulfillment being a part of an organization that "gets things done." If you think you or a colleague would enjoy a leadership role on NASW Maryland's Board of Directors, please visit our website (www.nasw-md.org) and submit a nomination.



Board of Directors Annual Leadership Retreat

By **KARISSA FRIDLEY,**
NASW MD MSW INTERN

This September's leadership retreat was an excellent and productive gathering of board members, faculty, students, and staff at NASW-MD. The overnight stay at the Clarion in Aberdeen was the perfect way for the people who attended to bond and get to know each other on a deeper professional level.

The first day was spent doing icebreakers to make everyone comfortable, introducing new staff members, learning about our change style, and reviewing the agenda for what the retreat was to accomplish. The icebreaker Tyler introduced was very fun and challenged the participants to listen intently. It was a great way to gain group cohesion for the following day and relax any anxieties.

At both dinner and the social hour there were several great opportunities for everyone to network, connect, and discuss their ideas in an informal manner. For the students there it was an excellent time for them to see the inner workings of NASW-MD. It showed how relatable the association is and gave faces to those committees who are influential in the various fields they will soon be entering.

The following day was very effective. It was clear that there was a lot that needed to be discussed and everyone seemed to get a turn sharing his or her views and opinions. The meeting was productive and although not everything could be accomplished there was at least a foundation that began to form. Concerns were voiced, people were heard, and strategies were implemented in order to succeed for the upcoming 2012 year. The collaboration and the teamwork that was taking place in the room was obvious. The meeting was well directed by both Tyler and Daphne and the rest of the participants were active contributors.

In summation, this was an effective and productive retreat. The feedback about staying over and making the event two days was very positive. Everyone seemed to enjoy having some time to get out of the office and have a change of scenery for the meetings. All who voiced their opinion about the retreat said they preferred having the overnight instead of a one-day meeting. They felt more could be accomplished and more bonding could occur, which is essential.

Thanks to all who organized and led this retreat. Here's to next year's retreat being just as successful and energizing!

Get involved

unteer

Pick a
Committee,
Get Involved

To inquire about, or join a committee call Daphne at 410-788-1066 ext. 16

- Aging Committee
- Behavioral Health Committee
- Chapter Ethics Committee (CEC)
- Children, Youth & Families Committee (CYF)
- Committee on Sexual Minority Issues (COSMI)
- Health Committee
- Forensic Social Work Committee
- Legislative Committee
- Mentoring Committee
- Committee on Nominations and Leadership
- Political Action for Candidate Election (PAGE)
- Peace and Social Justice Committee
- Private Practice Committee
- Professional Development Committee
- Professional Standards Committee
- Public Relations Task Force
- Social Workers in Schools (SWIS)
- Social Work Reinvestment (SWR) Task Force
- Student-Faculty Liaison Committee

■ UM ANNIVERSARY *from page 1*

Louis.

The series of events are intended to call attention to the contributions of the SSW over five decades within the mid-Atlantic region and more recently well beyond. The spring events culminate on April 28, 2012, with a celebration at the American Visionary Art Museum.

"The School has had a leadership role in child and family services for most of our history," says Barth. "It has educated more mental health providers than any other program in the state. We have been leaders in the development and delivery of community practice."

The SSW admitted its first class of 19 students in September 1961, at the start of a decade that would see local urban renewal and a federal War on Poverty. A VISTA volunteer training center opened in 1965, the same year that a student named Barbara Mikulski earned a master's degree. She would go on to use her community-organizing skills to advance in Baltimore politics, eventually becoming Maryland's senior United States senator.

"We grew rapidly," says Professor Emeritus Harris Chaiklin, PhD, MA, MS, one of the first four faculty members, who recalls the close-knit nature of the early classes and the spirit of the founding dean, Verl Lewis, DSW. "He had a tremendous commitment

to public welfare. Every student had to have a first-year placement with a public agency."

In later years, deans of the School included Daniel Thursz, DSW, ACSW; Ruth H. Young, DSW, MSW; and Ralph L. Dolgoff, DSW, MSW, MA.

In 1972, the doctoral program began. Its first graduate, Carlton Munson, PhD '75, MSW '69, is now a professor at the School. In 1983, a new building opened that would be dedicated to Louis L. Kaplan, a regent who was instrumental in having located the SSW in Baltimore.

The urban setting would prove valuable as students learned from members of the community while providing services to them. In 1992, the Social Work Community Outreach Service was established.

The Peace Corps Fellows program began in 2004, and in 2010, the School became one of the first to offer the Peace Corps Master's International program. In June, student Cristen Cravath became the nation's first social work student to go abroad as a Peace Corps Master's International volunteer.

"We are increasingly influential in developing and implementing evidence-based practices to solve tough problems," says Barth. Through grants, the SSW provides technical assistance in 20 states to improve children's services.

Legal Developments in LGBT Family Rights

**SHERRI MORGAN, ASSOCIATE COUNSEL, LDF AND OFFICE OF ETHICS & PROFESSIONAL REVIEW
AMBER KHAN, LEGAL RESEARCHER, AND
CAROLYN I. POLOWY,
NASW GENERAL COUNSEL**

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There remain many barriers to full legal recognition of gay and lesbian couples' relationships although this is an area of family law that is developing at a rapid pace. In recent years many cases have been litigated across the country addressing foster care and adoption, child custody rights, and same-sex marriage. Past NASW Legal Defense Fund Legal Issue of the Month articles have outlined earlier cases addressing these issues (NASW, 2006, 2008). NASW continues to be involved as a "friend of the court" to support the family relationships of same-sex couples and their children and this Legal Issue of the Month article provides an update on the status of state laws addressing these matters.

Same-Sex Marriage

According to the National Conference on State Legislatures, Massachusetts, Connecticut, Iowa, Vermont, New Hampshire, New York, and the District of Columbia currently issue marriage licenses to same-sex couples (NCSL, 2011). Actions by state legislatures and court decisions have prompted this change. For example, in Iowa it was the Iowa Supreme Court that struck down the statute limiting civil marriage to a man and a woman, as unconstitutional. The challenge to the statute had been successfully brought by same-sex couples against a county reporter for refusing to issue them marriage licenses (Varnum v. Brien, 763 N.W.2d 862 (Iowa, 2009)).

New York also recognizes same-sex marriages from other states. Delaware, Hawaii, Illinois, New Jersey, and Rhode Island allow for civil unions, which provide state-level spousal rights to same-sex couples (NCSL, 2011). In New Jersey, this change was also prompted by a decision of the state's high court. In *Lewis v. Harris* 188 N.J. 415 (NJ 2006), same-sex couples in NJ brought action against officials for

refusing to issue marriage licenses, alleging it was a violation of their constitutional rights. NASW supported the plaintiffs, and argued that marriage inequality causes psychological and social harm to the couple and to their children (see NASW, 2006). The Supreme Court of New Jersey found that same sex marriage was not a fundamental right, however that same sex couples should be afforded the same rights and benefits as heterosexual married couples. The state of New Jersey then passed legislation recognizing civil unions in 2006. The same-sex couples brought another action seeking the enforcement of the earlier ruling and legislation, claiming they were still being denied equal rights. The Supreme Court of New Jersey denied the plaintiffs' motion, but stated that the issues needed to be fully developed in the trial court, and didn't reach the merits of the case (*Lewis v. Harris*, 202 N.J. 340 (NJ 2010)).

Since the publication of the Legal Issue of the Month, Social Workers and Same Sex Marriage and Adoption, in 2006 more states have chosen to permit same-sex marriage. In 2009, Washington D.C. passed legislation allowing for same-sex marriage (NCSL, 2011; see also *Jackson v. DC Board of Election and Ethics*, 999 A.2d 89 (D.C. Court of Appeals, 2010)). In 2011, New York passed similar legislation, and in the same year Rhode Island passed legislation allowing for civil unions (NCSL, 2011).

In a landmark California case, *In re Marriage Cases*, the California Supreme Court held that all people regardless of sexual orientation had a right to marry (In re Marriage Cases, 183 P.3d 384 (2008); see also NASW, 2008). In November of 2008, California residents approved Proposition 8, which amended the California Constitution to prohibit same-sex marriages (HRC, 2009). A lawsuit was then brought in Federal Court to prohibit enforcement of Proposition 8, arguing it was unconstitutional (HRC, 2009). NASW filed a friend of the court brief to support same-sex couples' right to marry. The 9th Circuit Court of Appeals ruling on the case was very mixed. The Court did not dismiss the challenge, but neither did it find the initiative to be unconstitutional. Instead the Court certified a question to the California Supreme Court, to determine if the proponents of Proposition 8 had the authority to assert the state's interest in this

case. As of yet, there is no final decision in this case (*Perry v. Schwarzenegger*, 628 F.3d 1191 (9th Cir. 2011)).

State courts have also addressed the constitutionality of bans on same-sex marriage. In *Conaway v. Deane & Polyak*, 401 Md. 219 (Md. 2007), a same sex couple brought action against a county clerk who refused to issue them a marriage license. The Maryland Court of Appeals held that there was not a fundamental due process right to marry a person of the same sex, and that a ban on same sex marriage was constitutional. On the other hand, in 2008, the Connecticut Supreme Court held that laws restricting marriage for same sex couples violated the state's equal protection rights (*Kerrigan v. Commissioner of Public Health*, 289 Conn. 135, 957 A.2d 407 (Conn. 2008)). NASW filed amicus briefs supporting same-sex marriage in both cases.

Adoption/Foster Care

Often courts will support the rights of same-sex couples to adopt or foster children, even when those same courts do not support same-sex marriages. For example, Maine does not issue marriage licenses to same-sex couples, nor does it recognize marriages of same-sex couples from

other states (19-A Maine Rev. Stat. Ann. §701). However, in 2007 the Supreme Judicial Court of Maine upheld an unmarried same-sex couple's right to file a joint petition for adoption, even though joint petitions were generally used by married couples (*Adoption of M.A., et al.*, 930 A.2d 1088 (Me. 2007)). Similarly the state of Florida does not recognize same-sex marriages. However, in Florida Department of Children and Families, 2010 WL 3655782 (Fla. Dist. Ct. App. 2010), the Florida Court of Appeals struck down a state statute that banned adoption by homosexual couples as unconstitutional and a violation of the state's equal protection clause. In both cases, NASW filed friend of the court briefs to support the same-sex couples' rights to adopt. The briefs highlighted the need to find suitable adoptive parents, and how sexual orientation is irrelevant to determining a person's suitability as a parent.

In 2009, the West Virginia Supreme Court of Appeals prevented a child from being removed from a foster home headed by parents of the same sex (*Kutil and Hess v. Blake*, 223 W.Va. 711 (W. Va. 2009)).

The Circuit Court had ordered the child to be removed, and the foster parents

LGBT RIGHTS Continued on page 6

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It's the start of a new season, and we're turning over a new leaf with our social media resources. We're planning more frequent updates to our Facebook page, including polls, a question of the week, and reminders about upcoming CEU opportunities and branch events. We will also have a presence on LinkedIn and Twitter, and plan to send monthly e-news updates.

To see our usernames for these sites, go to our webpage (www.nasw-md.org) and check out the links to our profiles.



Be on the lookout for more tagging, Tweeting, posting, and updating, and don't forget to give us feedback on our new style!

Ethics and E-Therapy

By Abby Smith

A recent article in *The New York Times*, titled “When Your Therapist Is Only a Click Away,” discussed the use of “e-therapy” as substitute or supplement for traditional office-based counseling. The article featured both clinicians and clients who have used technologies such as Skype, video conferencing, or encrypted counseling websites, and touched on the potential benefits and pitfalls of such an approach to clinical interventions.

The Times article drew criticism from John M. Grohol, Psy.D., whose blog post was featured on the homepage of International Society for Mental Health Online. In his post Grohol asserted that e-therapy creates an instant, yet hollow sense of rapport, and raised questions related to how clients and clinicians conceptualize the purpose of Internet-based counseling.

Reading these two perspectives on e-therapy brings up fundamental questions about the ethical and appropriate use of Internet-based counseling. The first line of defense for any social work ethical dilemma is, of course, NASW’s *Code of Ethics*. *The Code* most explicitly responds to the question of ethical use of e-therapy in 1.03e, stating “Social workers who pro-

vide services via electronic media (such as computer, telephone, radio, and television) should inform recipients of the limitations and risks associated with such services.” It does not address concerns highlighted in *The Times* article that things like Internet speed and image pixilation remove some of the nuances crucial to traditional in-person counseling sessions. Nor does *The Code* satisfy Grohol’s concern that “nobody has certified Skype for HIPPA compliance,” implying its use could leave a client without the traditional safeguards of confidentiality found in an office session.

Social Workers licensed and practicing in Maryland should be aware that when in-



involved in E-therapy one must be sure that the client is also a Maryland resident. If the client is not a Maryland resident, the therapist must also meet the requirements for social workers providing therapy in the state where the client resides. Additionally, the recently revised Maryland Code of Ethics, adopted by the Board of Social Work Examiners in June of this year, has the following to say:

“The licensee shall: (5) Maintain documentation in the client’s record which: (g) Ensures that no confidential information is disseminated and identities are protected when computer and internet technologies are used.”

Although *The Code* does advise clinicians against using interventions with which they are not familiar or skilled, and does mandate the appropriate and confidential preservation of documentation, there is no clear guidance on some of the finer ethical points raised by both *The Times* and Grohol.

By Grohol’s report, “...online therapy has been around for 16 + years...” and there has been little research to indicate if the use of Internet-based services is on the increase. *The Times* quotes lawyer and psychologist Eric A. Harris as predicting “In three years, this [e-therapy] will take off like a rocket.” Although these disparate estimates of e-therapy’s popularity paint a murky picture of how widespread its use may be, it seems clear that at present, *The Code of Ethics* lacks a definitive disposition on how, or if, social workers should make Internet-based services available to clients.

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■ LGBT RIGHTS from page 5

sought a writ of prohibition to bar enforcement of the order. NASW supported the parents, and highlighted in the brief the research that shows that children raised by parents of the same sex are just as healthy as children raised by heterosexual couples, and that the circuit court’s holding would be contrary to the best interest of the child. The West Virginia Supreme Court granted the parents’ writ after an unsuccessful attempt by the child welfare agency to place the child with a heterosexual married couple.

Custody Disputes

Custody and visitation rights are to be decided by courts based on the ‘best interest of the child’ standard. However, in cases of parents of the same sex the issues may become more complicated. Often one parent is not biologically related to the child, nor is he/she the legal adoptive parent of the child. In such cases, the biological/adoptive parent may attempt to block the other parent’s access to the child once the couple’s relationship has dissolved.

In 2008, the Maryland Court of Appeals heard such a case. In *Janice M. v. Margaret K.*, 404 Md 661(Md. 2008), the former domestic partner of the biological mother sought custody and visitation with their child. The Court of Appeals of Maryland denied the former domestic partner’s request for custody or visitation, and held that de facto parent status was not recognized under Maryland law. In 2009, the Montana Supreme Court came to the opposite conclusion. In *Kulstad v. Maniaci*, 352 Mont. 513 (Mont. 2009), a same sex partner filed a petition to dissolve her common law marriage, and to receive a parenting interest in the children her partner had adopted. The adopted mother opposed the petition. The Montana Supreme Court

applied state law which granted non-legal parents standing in custody cases when they established the existence of a parent-child relationship. In this case the Court found such a relationship existed, and granted the interest.

Similarly, the Ohio Court of Appeals upheld a lower court’s decision to grant visitation to a biological mother’s former partner, where the children were born during the partnership (In re S.J.L., 2010 WL 3042394 (Ohio Ct. App. 2010); see also In re S.J.L., 2010 WL 3042394 (Ohio Ct. App. 2010)). In New York, the Court of Appeals also addressed whether the former partner of a biological mother had the right to seek custody and visitation with the children born during their civil union (*Debra H. v. Janice R.*, 15 N.Y.3d 767 (N.Y. 2010)). The civil union occurred in Vermont, where the children were born. The Court held that under Vermont law the women were in a valid civil union, and a ‘partner’ is a parent for purposes of having standing to seek visitation and custody.

NASW also filed friend of the court briefs in the above mentioned cases, informing the courts of the social science research which indicates that attachment relationships are formed between children and their non-biological parents, and arguing that it is in the best interests of the children to protect those relationships by permitting the parent to seek review in the courts. Rather than focusing on the qualitative relationship of the specific parents in a custody case, NASW’s position is based on providing both parents with the opportunity to present evidence about their parent-child relationship for consideration by the courts.

Another case with NASW involvement arose in North Carolina, where the biological mother’s same-sex partner legally adopted their child. However, after the couple separated the biological mother filed a motion to invalidate the adoption (*Bose-*

man v. Jarrell, 364 N.C. 537 (NC 2009)). NASW filed a friend of the court brief supporting the finality of adoption and the adoptive mother’s parental rights. However, the Supreme Court of North Carolina held that the adoption decree was void, as the state adoption statute required that the biological parent’s rights be terminated by giving consent for another individual to adopt the child. The North Carolina Supreme Court has effectively barred partners of biological parents from adopting their children, leaving one of the parents with no legal rights in case of a separation from the biological parent. Permitting an adoption to be voided years after it is finalized raises implications that could be quite grave for children of same-sex couples. It is not yet clear whether other states will follow North Carolina’s rationale.

In 2011, the Illinois Appellate Court had to answer a similar question while addressing whether to terminate a guardianship agreement (In Re T.P.S., 2011 WL 2472671 (Ill. App. Ct. 2011)). The biological mother of the child petitioned the court to terminate a guardianship agreement that made her former lesbian partner the co-guardian. The lower court found that the co-guardian did not have standing to oppose the biological mother’s petition. The Illinois Appellate Court reversed the decision, and remanded it back to the lower court to be decided upon the ‘best interest of the child’ standard, thus permitting the non-biological parent to provide evidence of the parent-child bond, for review by the court.

Conclusion

The field of family law continues to change and evolve, particularly with respect to same-sex couples who are marrying, seeking to marry and/or raising children together. In recent years, more states have passed legislation or rendered court

decisions giving legal recognition to same-sex marriages. State courts have also upheld the rights of parents who are in a same-sex relationship. However, many other states and state courts still do not recognize the rights of same-sex couples or parents, nor does federal law. NASW continues to support the right to marry, and for courts to determine custody matters based upon the ‘best interest of the child’ and the quality of the parent-child relationship rather than the sexual orientation of the parents.

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Understanding a Client's Relationship with His Pet

By Abby Smith

If you visit the NASW Maryland office you'll be greeted by a sign reading "WARNING: Guard Bichon Frise on Duty." Most first-time visitors who view this as a light-hearted attempt at humor soon realize we do in fact have a four-legged, tail-wagging staff member, though Sam is more companion than guard dog. Sam is a therapist of sorts. He reminds us of the importance of self-care, and acts as a shaggy, loveable release valve when the realities of the day start to feel overwhelm-

ing. Sam provides perspective, whether he's ready with playful enthusiasm to encourage a quick break, a sympathetic whimper on particularly tough days, or a contemplative look during a long phone call.

Having a dog around the office at times feels almost therapeutic, and is a reminder of the important role pets can play in the lives of social work clients. Many consider pets full-fledged family members, and the relationship between human and pet is a deeply meaningful bond not unlike that of two blood relatives.

From a Rogerian perspective, pets pro-

vide genuineness and acceptance, and, on some level, empathy. Challenges found in interpersonal relationships don't present themselves in relationships with pets, and the sense of unconditional acceptance can be invaluable to a client with limited or dysfunctional support systems.

Although there are many examples of the formal use of therapy animals for various mental health conditions, our clients often have connections with pets prior to entering a therapeutic social work relationship. At first, understanding and honoring a client's connectedness to his pet may not seem to be a necessary focus of a clinical intervention. Consider, however, the sadness and even grief experienced by a client moving into to a residential facility or nursing home who must relinquish his beloved pet to the care of a family member or animal shelter. The loss of a supportive, familiar relationship at a time of other major life changes can be not only upsetting, but detrimental to the client's healthy transition into a new phase of life.

Many studies have established the health benefits linked with pet ownership, such as decreased blood pressure and risk for heart disease, but research that is perhaps lesser-known points to the mental health benefits pets provide. A 2003 article published by Animal News Center, Inc. refers to a study by Alan Beck and Aaron Katcher, which found that pets mitigate symptoms of depression and provide "a sense of security" during major life changes and distressing events.

During the significant weather events of the past few months; pre-hurricane evacuations, flooding, and even an earthquake, clinicians have worked with clients to establish emergency plans, and rehearsed how and when to seek assistance should an emergency occur. A comprehensive emergency plan should include consideration of a client's pet. Although not all emergency shelters allow pets, a social worker could help the client explore boarding the pet with a friend, family member, or kennel.

Tragically, there are many stories of individuals refusing to evacuate during an emergency in order to be with their pets.

Equally as important as considering a client's relationship with a pet is providing support to a client during the loss of a pet. A report in *Social Work Today* states "People who have lost a pet experience the same range of grief responses as people who have lost a human companion," (Jones, 2007). If the loss occurs during the course of treatment for an unrelated issue, the client may benefit from the clinician taking time to process through the grief reaction. If a social worker determines a client could benefit from a specialist in pet bereavement, websites such as Maryland Pet and Pet Loss Support Page provide information about pet loss bereavement counselors in Maryland.

NASW endorses the use of person-in-environment orientation in clinical work, and the bond between pet and owner is certainly a consideration in that approach. Because of the breadth and severity of problems social workers can help solve, it can be easy to underestimate or ignore the importance of a client's relationship with his pet. However, as Sam reminds us every day, an animal's presence can be one of the most transformative and healing forces.

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Contributions from the Field

**New Feature!
Submitted by
NASW members**

Getting Slammed: The Child & The Worker

By Don Roose,
Child Welfare Social Worker
Steve Zepnick,
Child Welfare Social Worker, Retired

More kids are being abused and neglected. No region of the country is immune. Families are facing unprecedented unemployment, homelessness, dashed dreams and intense emotional stress. And, the children suffer while their plight worsens under the yoke of poverty. Meaningful hope becomes like the early morning fog ...just drifting and slip-sliding away. With demands of heavier complex caseloads, unreasonable paperwork and compliance standards, dwindling community resources, and unrealistic expectations, the Child Welfare Services (CWS) apparatus is struggling to keep pace and prevent further child maltreatment.

Which leads us to today's dilemma. Social Workers are caught in the crossfire. They are expected to delicately guide through the maze of bureaucracy, provide compassionate services to vulnerable families under stress, foresee and prevent all child abuse,

and perform such miracles consistently from day to day within specific time frames and with limited resources. Even the expensive computer systems set up by the bean counters to "ease" the burden and reduce the paperwork have only added to the worker's efforts to balance service with the paperwork requirements. The unfortunate reality is that workers are being forced to document their efforts to protect themselves when a severe abuse occurs. No matter how careful, creative and skillful, workers are unable to perform effectively or productively. Consequently, workers are unable to feel legitimate job satisfaction, and job retention and recruitment becomes a serious problem. It is impossible to foresee and prevent all abuse, and, when a horrific abuse occurs, it is the worker, who is scapegoated for the tragic event. As part of the job, workers must deal regularly with child maltreatment and therefore are prime candidates for emotional trauma.

As one direct-line worker so eloquently expresses the dilemma:

"We very literally give our lives to do this job..."

the number of health issues suffered by frontline workers is not a coincidence. The broken marriages, increased drinking, compromised mental health ...I see it happening all around me every day...a direct result of working in this system, the direct result of unresolved secondary trauma.

You don't have to go to war to suffer PTSD. The things that we see, the things that we hear, and the actions that we then have to take because of the atrocities we see...these live inside each one of us. Every child removed, every disclosure of sexual abuse, every burn, every fracture, every broken child...we carry these with us in every interaction we have with the rest of the world. Our worldview changes after doing this job and like toothpaste out of a tube, we can't undo any of it.

Our humor becomes too dark to share with anyone but each other, our coping mechanisms become crutches that inevitably fail to hold us up. Every day that we come in to work, we don our psychological armor, ready to fight the abusive parents and the abusive system. We become warriors in a losing battle. We have to find a way to unburden ourselves, to flush out the cancer of broken families and broken systems, or we will become as broken as they are.

I am in awe of my colleagues in this profession. Despite everything, they are still able to get up every day and come in. They take case after case after case after case. They scramble to meet mandates and then meet the mandate to document. They meet with parents and try to understand behavior, culture and circumstances. They testify regularly and try, sometimes in vain, to convince judges and juries that they are competent, logical, methodical, ethical and compassionate social workers, who are not out to snatch every child or destroy all families.

We are failing these dedicated workers. If we fail them, then we are failing ourselves, our society, and the future of our society."

What to do? Well, one could start with a meaningful dialogue of the interested "shareholders," to coin a popular word making the circuit, which includes the workers entrusted with the fate and safety of our children. The workers have to feel successful at the tasks and not be burdened by with the fear of being slammed.

Is anyone out there is listening or really caring?

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Renewal of a social worker's license is contingent on completion and receipt by the Board of Social Work Examiners of an application attesting to completion, within the previous 2-year period, of 40 credit hours of continuing education in programs and categories approved by the Board. **At least 20 of those hours must be Category I, with at least three credit hours in ethics and professional conduct.**

- NASW-MD welcomes your suggestions for future workshops and locations.

Abbreviations: CE = Continuing Education; Cat. = Category; Cost = NASW Member cost / Non-member cost. Prices include certificate for continuing education credits.

CONTINUING EDUCATION POLICIES

NASW-MD will not honor fax registrations. You may register online, by mail or by phone. Registrations are made on a first come-first-serve basis. You can pay for your registration by check, MasterCard, VISA or American Express.

- Registrations that are received less than 2 business days/48 hours prior to the program date will be admitted as space

allows for an additional \$10 late charge. (One-week prior registration is required for programs providing lunch, with the late fee in effect of \$20 for registrations less than one week in advance.)

- **PLEASE NOTE REFUND POLICIES: NASW-MD will only refund registrations for cancellations made at least 2 business days/48 hours in advance of the workshop, minus a \$10 administrative processing fee. If lunch or continental breakfast is provided, cancellations must be made at least one week in advance and there will be a \$20 administrative processing fee per cancellation.**

- NASW MD is not responsible for refunds if registrants do not attend a program and do not immediately follow-up for refund information or to switch to another course; if registrants do not immediately follow-up on an absence, no refund/switch is allowed.

- Please note that continuing education credits are granted based on participation, NOT on payment. All workshop participants arriving late will receive a reduction in credit units granted.

- If you would like e-mail confirmation of workshop registration, please include your e-mail address on the registration form.

- **INCLEMENT WEATHER POLICY: In the event of inclement weather, please call 1-800-867-6776, ext. 11, for information on cancellation. In general, if schools are 2 hours late or closed in the area where the event is to take place, the event will be rescheduled. Please notify the chapter office if a refund is preferred.**

NASW-MD reserves the right to cancel workshops due to poor registration.

NOTE ON ACCOMMODATIONS

If you require special accommodations to permit your attendance or participation, please provide a written request along with completed registration form and conference payment at least 30 days prior to the registration deadline for the workshop or conference. Requests received after this deadline may not be received in time to process and be fulfilled in time for the activity.

Thank you.

SOUTHERN MD - BRANCH A

Charles, Calvert and St. Mary's Counties

We welcome your ideas or suggestions for future workshops. If you are interested in presenting a workshop, or know of a possible presenter or topics of interest, please contact John Costa at 800-867-6776, ext. 11.

WESTERN MD - BRANCH B

Garrett, Allegany, Washington & Frederick Counties

We welcome your ideas or suggestions for future workshops. If you are interested in presenting a workshop, or know of a possible presenter or topics of interest, please contact John Costa at 800-867-6776, ext. 11.

#1629 Recognizing and Assessing Problem Drinking In the Elderly

Date: Friday, February 17, 2012; 9:30am – 12:30pm
Location: All Saints Episcopal Church, 106 West Church Street, Frederick, MD 21701
Presenter: Gail Spessert, LCSW-C, C-ASWCM, Case Manager
Synopsis: This course is a multi-media, interactive workshop addressing the issues of substance misuse among the aging population. The primary purpose is to educate the audience in recognizing, screening, and assessing problem substance use in the over 60 year-old population. Several screening tools will be discussed. Case studies and a question and answer period will ensure that the audience's needs are met. Learning Objectives: 1. Understand basics of normal aging; 2. Recognize indicators of substance abuse; 3. Understand the importance of accurate screening and assessment; and 4. Appreciate the implications of substance misuse and the aging body.

CE: 3 Cat. I
Cost: \$40 for members; \$60 for non-members

SUBURBAN MD - BRANCH C

Montgomery and Prince Georges Counties

We welcome your ideas or suggestions for future workshops. If you are interested in presenting a workshop, or know of a possible presenter or topics of interest, please contact John Costa at 800-867-6776, ext. 11.

#1622 Stress Management for Maximum Productivity

Date: Sunday, December 11, 2011; 2:00 p.m. – 5:00 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital, 1500 Forest Glen Road, Silver Spring, MD 20910
Presenter: Marsha Stein, LCSW-C, Licensed Psychotherapist
Synopsis: Recent estimates suggest that job stress costs U.S. businesses more than \$300 billion dollars a year on stress related illness, absenteeism and lowered productivity. By understanding stress physiology, we will learn how to intercept stress before it turns into burnout, differentiate effective from ineffective delegating strategies and manage stress instead of stress managing us.

Learning Objectives:

1. Learn how to deactivate stress reactions and intercept stress escalation cycles;
2. Identify stress physiology and manage physical responses to stress;
3. Identify and re-frame thought patterns that fuel stress;
4. Establish and practice effective delegating methods;
5. Identify and implement specific stress busters into an action plan, and
6. Intercept stress before reactive decisions are made or stress turns into burnout.

CE: 3 Cat. I
Cost: \$40 for members; \$60 for non-members

#1624 Since Strangling Isn't an Option

Date: Sunday January 22, 2012; 2:00pm – 5:00pm
Location: The Professional and Community Education Center at Holy Cross Hospital, 1500 Forest Glen Road, Silver Spring, MD 20910

Presenter: Sandra Crowe, MA COC

Synopsis: This seminar is designed to outline the successful elements of dealing with difficult people and situations that can often occur in a business environment. The focus of the program will be on eliminating barriers and moving towards a solution. Typical difficult types include complainers, irate unreasonable or irresponsible people, explosive hostiles, and passive aggressive types who may either give not enough or too much information. This seminar will not only assist participants in moving through difficult situations, but more importantly, resolving issues in the people who they experience these difficulties with.

Learning Objectives:

1. Examine and practice the easy six step process in diffusing difficult people;
2. Discuss difficult people in a more empowering way;
3. Distinguish between passive, aggressive, and assertive behavior; and
4. Diffuse yourself by using the "Neutralize" technique.

CE: 3 Cat. I
Cost: \$40 for members; \$60 for non-members

#1631 Ethical and Cultural Issues In a Healthcare Setting

Date: Sunday, February 19, 2012; 2:00pm – 5:00pm
Location: The Professional and Community Education Center at Holy Cross Hospital, 1500 Forest Glen Road, Silver Spring, MD 20910

Presenter: Veronica Cruz, LCSW-C

Synopsis: This workshop will explore the numerous ethical and cultural issues that can arise in a healthcare setting. Participants will be able to identify issues that can affect treatment delivery like: use of translators, role of trauma, cultural competency practitioners, and appropriate cultural treatment modalities. This is an interactive workshop where cases vignettes will be presented and participants will work in a group setting.

Learning Objectives:

1. Increase ones knowledge of various ethical and cultural issues that can arise in a healthcare setting;
2. Articulate the connection between cultural competency and effective treatment delivery;
3. Identify the appropriate and effective way to use translators; and
4. Demonstrate an understanding of various ethical decision making models, which can be used in a health care setting.

Please note: This workshop qualifies for the Maryland Board of Social Work Examiners' 3-hour Category 1 Ethics requirement for licensure renewal.

CE: 3 Cat. I
Cost: \$40 for members; \$60 for non-members

EASTERN SHORE - BRANCH D

Cecil, Kent, Queen Anne, Caroline, Talbot, Dorchester, Wicomico, Somerset & Worcester Counties

We welcome your ideas or suggestions for future workshops. If you are interested in presenting a workshop, or know of a possible presenter or topics of interest, please contact John Costa at 800-867-6776, ext. 11.

#1632 Assessing the Person in the Macro Context: Considering Ecological, Economic, Political, and Spiritual Factors

Date: Saturday, April 21, 2012; 9:30am – 12:30pm

Continued on next page

■ CONTINUING EDUCATION CLASSES *from page 8*

Location: English Hall, Eastern Shore Hospital Center
5262 Woods Rd., Cambridge, MD 21613

Presenter: James A. Forte, Ph.D., MSW

Synopsis: Contemporary national and global events and their impact on millions of Americans dramatize the relevance of large-scale environmental contexts to our clients. Generally, social work clinicians are adept at using micro and mezzo theoretical perspectives for assessment purposes. In this workshop, we will practice using the lens provided by macro theories to increase practitioners' competence in this area. Participants will have opportunities to practice identifying the major macro level variables contributing to client challenges, integrating such information into a comprehensive person-in-environment assessment, and devising change strategies that derive from this multi-theoretical, context-rich assessment formulation. Film clips will also be used as case materials to refine contextual understandings.

Learning Objectives:

1. Understand person-in-environment approach and how it addresses 5 personal dimensions and 7 environmental contexts;
2. Understand how to use a models, metaphors, and maps strategy to review theoretical frameworks that address the large context; and
3. Explore how each perspective might guide key aspects of the planned-change process.

CE: 3 Cat. I

Cost: \$40 for members, \$60 for non-members

#1633 Clinical Pragmatism: A New/Old Approach to Ethical Problem Solving

Date: Saturday, April 21, 2012; 1:30pm – 4:30pm

Location: English Hall, Eastern Shore Hospital Center
5262 Woods Rd., Cambridge, MD 21613

Presenter: James A. Forte, Ph.D., MSW

Synopsis: Clinical Pragmatism (CP) is a method to assess relevant facts, identify key features of an ethical problem, consider imaginatively options for resolving the problem, set desired ends, negotiate an acceptable plan of action with members of the community of inquiry, and appraise the results against standards of individual and social growth. Pioneered by the early pragmatists - Dewey, Mead, and Addams, it has been rediscovered by corporate leaders and medical ethicists. In this workshop, we will reclaim the tradition for social workers.

Learning Objectives:

1. Explore clinical pragmatism's core assumptions including the emphasis on the context of the ethical problem;
2. Identify and understand the steps of the clinical pragmatism approach;
3. Practice using clinical pragmatism for ethical problem solving including consensus formation, deliberation, dramatic rehearsal, moral imagination, perspective taking, and situational analysis; and 4. Identify and explore several contemporary ethical challenges and understand the clinical pragmatism approach to the ethical inquiry and problem solving associated with each dilemma.

Please note: This workshop qualifies for the Maryland Board of Social Work Examiners' 3-hour Category 1 Ethics requirement for licensure renewal.

CE: 3 Cat. I

Cost: \$40 for members, \$60 for non-members

METRO BALTIMORE - BRANCH E

Anne Arundel, Baltimore, Carroll, Harford, and Howard Counties and Baltimore City

We welcome your ideas or suggestions for future workshops. If you are interested in presenting a workshop, or know of a possible presenter or topics of interest, please contact John Costa at 800-867-6776, ext. 11.

#1634 Social Work Advocacy

Date: Friday, December 2, 2011, 9:30a.m. – 12:30p.m.

Location: The Mikulski Center for Continuing Education
5750 Executive Drive, Suite 100, Baltimore, MD 21228

Presenters: Ann Ciekot of Public Policy Partners, the Maryland Chapter's lobbying firm. Public Policy Partners was a 2010 recipient of The Daily Record's Innovator of the Year Award for its advocacy training program.

Synopsis: This special half-day training will prepare you for the upcoming 2012 Maryland General Assembly Session. Public Policy will demystify both the legislative and budget processes in Maryland and teach you how you can influence it. Learn where the pressure points are in the process, how to be effective in your messaging and the importance of advocating on behalf of social work issues and concerns throughout the year.

Learning Objectives:

1. How laws are made in Maryland and who makes them;
2. The Maryland budget process and who the decision-makers are;
3. How to become an effective advocate to influence the legislative and budget processes; and
4. How to increase your ability to effectively participate in shaping public policy.

CE: 3 Cat. I

Cost: \$40 for members; \$60 for non-members

#1635 Introduction to Special Education for School Social Workers

Date: Face-to-face: Jan. 9, 23, 30; Feb. 13, 27; Mar. 12, 26, 4:30p.m. – 7:30p.m.

E-Classes: Jan. 16; Feb. 6, 20; Mar. 5, 19

Location: NASW-MD Office

The Mikulski Center for Continuing Education
5750 Executive Drive, Suite 100, Baltimore, MD 21228

Presenter: Mary Ellen Lewis, Ph.D.

Synopsis: Certified school social workers must show evidence of having taken a 3 credit course in this subject to meet the requirements of the Maryland State Department of Education (MSDE); this course is designed to meet those requirements and has been approved by the MSDE. The course is a hybrid program which includes 21 hours of Category I face-to-face classroom instruction and 15 hours of Category II on-line, independent study. Upon successful completion of the course, you will receive a certificate from Kennedy Krieger Institute and NASW-Maryland Chapter for presentation to your local certification department and for presentation to the Maryland Board of Social Work Examiners (BSWE) for licensure renewal.

Ethics Hours Note: Successful completion of all 21 hours of the face-to-face classes also yields the 3-hours Category I ethics requirement of the BSWE.

CE: 21 Cat. I and 15 Cat. II

Cost: \$250 for NASW members; \$350 for non-members

#1628 Social Workers and Social Media

Date: Friday, January 6, 2012; 9:30am – 12:30pm

Location: NASW-MD Office
The Mikulski Center for Continuing Education
5750 Executive Drive, Suite 100, Baltimore, MD 21228

Presenter: Megan Mayforth, LCSW-C

Synopsis: "What do I do if a client tries to friend me on Facebook?" "Is it ok to search for information about my client online?" "How can I prevent clients from accessing personal information about me online?"

These are questions many social workers are currently facing. Social workers have long understood the value of relationships in their practice. The expansion of the use of social media in recent years has created unique opportunities for new and different types of relationships. Social workers interested in utilizing social media for personal communication can find it challenging to navigate this territory without blurring professional boundaries with clients. This presentation will explore the risks and benefits of social workers using social media in their personal and professional lives. The presentation will also feature a panel of social workers who will share personal experiences relating to their use of social media.

Learning Objectives:

1. Enhance participants understanding of social media;
2. Expand participants knowledge of risks and benefits of social media as it relates to their social work practice; and
3. Promote understanding of potential boundary crossings when using social media.

Please note: This workshop qualifies for the Maryland Board of Social Work Examiners' 3-hour Category 1 Ethics requirement for licensure renewal.

CE: 3 Cat. I

Cost: \$40 for members; \$60 for non-members

#1623 Integrating Spirituality Into the Clinical Setting

Date: Friday, January 13, 2012; 9:30am – 12:30pm

Location: NASW-MD Office
The Mikulski Center for Continuing Education
5750 Executive Drive, Suite 100, Baltimore, MD 21228

Presenter: Mary Raphael, Ph.D., LCSW-C, Private Practitioner

Synopsis: Currently, the counseling and mental health fields are experiencing a growing interest in addressing clients' needs and religious issues. However, little guidance has been given to practitioners in addressing clients' unique needs in relation to their spirituality. In order to fully understand a client's world view, it is necessary to incorporate a spiritual assessment.

Learning Objectives:

1. Explore when use of spiritual assessment is appropriate;
2. Identify non-intrusive ways of broaching the topic with clients;
3. Provide training in the kinds and uses of spiritual assessment tools;
4. Help practitioners understand how to implement and integrate assessing a client's spirituality into a traditional individual or group therapy session.

CE: 3 Cat. I

Cost: \$40 for members; \$60 for non-members

#1625 Helping Children and Families Grieve

Date: Friday, January 27, 2012, 9:30am – 4:30pm

Location: NASW-MD Office
The Mikulski Center for Continuing Education
5750 Executive Drive, Suite 100, Baltimore, MD 21228

Presenter: Sarah Montgomery LCSW-C and Susan Coale, LCSW-C

Synopsis: This seminar will address the special aspects of children's grief, how grief impacts a family, how

Continued on next page

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After you receive your membership number,
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and we will mail you a new member packet. After you
complete the necessary form, we will send you a Free
Workshop Coupon and you can enroll in a workshop of your
choice.

This offer is limited to **NEW NASW-MD members**.
You must redeem this discount within 12 months of joining.

■ CONTINUING EDUCATION CLASSES *from page 9*

family dynamics shape grief, common feelings expressed by grieving children, and ways to support and help. A combination of lecture, videos and interactive exercises will be utilized.

Learning Objectives:

1. Understand similarities and differences between how adults and children grieve;
2. Become familiar with how grief varies according to developmental stage, nature of death and relationship to loved-one; and
3. Become familiar with at least three practical ways to serve grieving children

CE: 6 Cat. I

Cost: \$80 for members; \$120 for non-members

Please note: all day event; please bring your own lunch; beverages and desserts will be provided

#1626 Talking to Teens and Children About Suicide-Loss

Date: Friday, February 3, 2012; 9:30am – 12:30pm

Location: The Education and Therapy Center (I-97 Business Park)
1110 Benfield Blvd., Suite J, Millersville, MD 21108

Presenter: Sarah Montgomery LCSW-C and Susan Coale, LCSW-C

Synopsis: Children and Teens are impacted by suicide whether directly by the loss of a family member to suicide, or indirectly by hearing about a suicide in their community or through the media. Because suicide is often unexpected and traumatic in nature, children often need additional support to navigate their complicated emotions and fears. Children turn towards their trusted adults to help explain suicide and guide them during their grieving process. But, most adults do not feel equipped to discuss suicide with youngsters—how do we talk about it? What words do we use? Will we encourage suicide by bringing it up? What is “normal” suicide grief with children? This work-shop will explore children’s grief specific to suicide, explore case examples, and introduce tools to support children and families.

This workshop is for counselors, clergy, social workers and educators who want to know more about supporting and guiding children in the wake of suicide.

Learning Objectives:

1. Discuss challenges facing youth after the suicide of a loved-one;
2. Become familiar with appropriate language to discuss suicide with children and teens; and
3. Become familiar with specific strategies to help children and teens bereaved by suicide.

CE: 3 Cat. I

Cost: \$40 for members; \$60 for non-members

#1627 Caregiver’ Anticipatory Mourning: The First Step to Letting Go

Date: Friday, February 10, 2012, 9:30a.m. – 12:30p.m.

Location: NASW-MD Office

The Mikulski Center for Continuing Education
5750 Executive Drive, Suite 100, Baltimore, MD 21228

Presenter: Gail Spessert LCSW-C, C-ASWCM, Case Manager

Synopsis: There has been an increase in caregiving as more adults are living longer with chronic, debilitating conditions. This workshop is designed to enable social workers to better assist caregivers in understanding the mourning process as it relates to caregiving and the anticipation of loss. The present will discuss the demographics and stages of caregiving and how to deal with chronic loss. Particular attention will be paid to Rando’s (2000) model of anticipatory mourning as it relates to caregiving.

Learning Objectives:

1. Recognize the difference between grief, bereavement, and mourning;
2. Operationalize the concept of anticipatory grief;
3. Assess caregiver levels of grief and mourning; and
4. Apply techniques in supporting individuals experiencing anticipatory mourning.

CE: 3 Cat. I

Cost: \$40 for members; \$60 for non-members

#1630 Grant Writing for Beginners

Date: Friday, February 17, 2012, 9:00am – 1:00pm

Location: NASW-MD Office

The Mikulski Center for Continuing Education
5750 Executive Drive, Suite 100, Baltimore, MD 21228

Presenter: Ashley McSwain, MSW, MSOD

Synopsis: Grant Writing for Beginners will introduce the fundamentals of grant writing, dispel the myths about grants and offer tools and skills for effective grant writing. Registration fee includes *The Complete Book of Grant Writing: Learn to Write Grants Like a Professional* by Nancy Burkes Smith and E. Gabriel Works.

Learning Objectives:

1. Understand how to format a grant application;
2. Learn how to search for grant opportunities;
3. Understand the fundamentals of grant writing, and
4. Understand how to write a grant budget.

CE: 4 Cat. I

Cost: \$60 for members; \$90 for non-members

Please note: Fee includes 4 CEU’s and *The Complete Book of Grant Writing: Learn to Write Grants Like a Professional* by Nancy Burkes Smith and E. Gabriel Works.

DIRECTIONS TO WORKSHOP LOCATIONS

DIRECTIONS TO: NASW-Maryland Office 5750 Executive Drive Suite 100, Baltimore, MD 410-788-1066

FROM THE BALTIMORE BELTWAY I-695: Take exit 15A for Route 40 East. Prior to reaching the second traffic light, make a right turn onto Ingleside Avenue (Day’s Inn and Checkers Restaurant will be on your right). Proceed about 1 1/2 blocks (passing a church and cemetery). **Turn right onto Executive Drive (the Beltway West Corporate Center), then bear left (stop sign there) for the parking lot. The 5750 building faces the parking lot, next to Adoptions Together.

FROM BALTIMORE CITY USING ROUTE 40 WEST (Baltimore National Pike): Take Route 40 West from Baltimore City past Johnnycake Road (Shirley’s Restaurant is on the right). Make a left at the next intersection onto Ingleside Avenue. Follow the directions double-asterisked above.

FROM WASHINGTON, D.C. AREA: From Route 495/95 (Beltway)

Take Route 29 North to Route 70 East to Route 695 South, then follow directions asterisked above for Route 695...Or Take Route 95 North to Route 695 West toward Towson, then follow directions asterisked above for Route 695...Or Take Route 295 North to Route 695 West toward Towson, then follow directions asterisked above for Route 695.

DIRECTIONS TO: The Professional and Community Education Center at Holy Cross Hospital 1500 Forest Glen Road Silver Spring, MD 20910

Please note that parking costs \$1 per hour.

FROM THE NORTHWEST: Follow I-270 South; merge to I-495 toward Washington. Follow to Exit 31A, Georgia Avenue-Wheaton (Route 97); exit carefully (there is no merge area). Go to the first traffic light and turn right onto Forest Glen Road. Follow several blocks to Holy Cross Hospital on the right.

FROM THE NORTHEAST: Follow I-95 South toward Washington; merge to I-495 toward Silver Spring. Follow to Exit 31A, Georgia Avenue-Wheaton (Route 97 North); exit carefully (there is no merge area). Go to the first traffic light and turn right onto Forest Glen Road. Follow several blocks to Holy Cross Hospital on the right.

METRO: Montgomery County Ride On bus service is available from the Forest Glen Metro to Holy Cross Hospital. Take the #8 bus to Holy Cross Hospital. Holy Cross Hospital is five blocks from the Forest Glen (red Line) metro station.

DIRECTIONS TO: The Education and Therapy Center I-97 Business Park 1110 Benfield Boulevard, Suite J/Front Millersville, MD 21108

(Minutes outside of Annapolis)

Take 695 South toward Glen Burnie. Merge on to I-97 South via Exit 4 (ON THE LEFT) toward Annapolis/Bay Bridge. Take Exit 10B for Benfield Boulevard West. Merge onto Benfield Boulevard. Go to a four-way stop sign and move straight through to the I-97 Business Park and look to your right; the Education and Therapy Center is the first building on the right (note: after coming off on Benfield Blvd. exit, it’s a very short distance to the business park)

DIRECTIONS TO: All Saints Episcopal Church 106 West Church Street Frederick, MD 21701

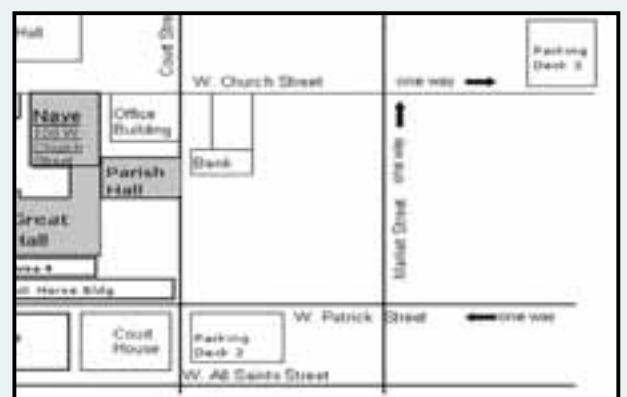
Parking is conveniently located within two blocks of the church in the public parking decks indicated on the map. \$1 in exact change is required to exit the deck. Street parking is limited. There are several /handicapped parking spaces /designated in front of the church and in parking lot 4. The parking lot 4 entrance into the Great Hall has elevator access for those who need it. All areas of the church may be reached by using this elevator. Parking with direct access to the Great Hall is available weekday evenings, Saturdays and Sundays by using parking lot 4. (PLEASE SEE MAP RIGHT)

DIRECTIONS TO: Eastern Shore Hospital Center 5262 Woods Road Cambridge, MD 21613

TRAVELLING FROM THE WESTERN SHORE: After crossing the Frederick C. Maulkus Bridge, entering Cambridge, remain on Route 50. At the fourth traffic signal (Woods Road) turn right. Continue straight on Woods Road until you come to a stop sign. At the stop sign you will continue straight, crossing over Route 16 Bypass. Approximately 3/10 of a mile down this road, the hospital will be on your right.

TRAVELLING FROM THE EAST: Upon entering Cambridge city limits, the second traffic signal will be Church Creek Road. Turn left at this signal. Remain on this road for 1.1 miles. Turn left on Woods Road. Approximately 3/10 of a mile down this road, the hospital will be on your right.

FROM EASTERN SHORE: Take U.S. Route 50/301 across the Bay Bridge and past Annapolis. At Bowie, Route 301 will split off south. Follow Route 301 south. After approximately 30 miles it will join Maryland Route 5 going to Waldorf. Follow directions above.





NASW-MD Continuing Education Registration Form

Please mail this form with your check made payable to NASW-MD, 5750 Executive Drive, Suite 100, Baltimore, MD 21228. Lunch is not provided for day-long workshops unless otherwise stated. If you would like to receive an e-mail confirmation of your registration, please include your e-mail address on this registration form. NASW-MD reserves the right to cancel any workshop for poor registration. Refunds for workshops canceled by NASW-MD shall be mailed within 3 weeks. Registrations MUST be received 2 business days/48 hours prior to program date or a late fee of \$10 will be charged. *Please see full refund/cancellation policies on the first page of the continuing education schedule.* **Workshop fee includes certificate.**

PLEASE NOTE WE DO NOT ACCEPT FAX REGISTRATIONS

Thank you for your cooperation. Please print legibly.

Please note: NASW-MD reserves the right to cancel workshops due to low registration.

Name: _____

Home Phone: _____ Day Phone: _____

Address: _____

E-Mail _____ (required for receipt)

NASW#: _____

Total \$ _____

Check amt. \$ _____ to NASW- MD (Make check payable to NASW-MD Chapter)

Credit card payment: Mastercard Amex Visa

Credit card number: _____

Expiration date: _____

Name as it appears on the card: _____

Signature: _____ Today's date: _____

FALL 2011/WINTER 2012

- | | |
|-------------------------------------------------|-------------------------------------------------------|
| \$_____ 1622 Stress Management | \$_____ 1629 Problem Drinking in Elderly |
| \$_____ 1623 Integrating Spirituality | \$_____ 1630 Grant Writing for Beginners |
| \$_____ 1624 Since Strangling Isn't an Option | \$_____ 1631 Ethical & Cultural Issues in Health Care |
| \$_____ 1625 Helping Families & Children Grieve | \$_____ 1632 Person in Macro Context |
| \$_____ 1626 Teens and Children & Suicide-Loss | \$_____ 1633 Clinical Pragmatism |
| \$_____ 1627 Caregivers' Anticipatory Mourning | \$_____ 1634 Social Work Advocacy |
| \$_____ 1628 Social Workers & Social Media | \$_____ 1635 Intro to Special Ed |



REGISTER ON-LINE: SAVE TIME & POSTAGE EXPENSES!

MD-NASW offers a secure on-line registration procedure for its continuing education courses! Go to www.nasw-md.org and click on Continuing Education button for more information or Click the Register On-Line icon on our homepage which will take you directly to the ACTEVA on-line registration area!

PLEASE REMEMBER

You are **ethically responsible** for accurately reporting the number of continuing education hours that you have earned. If you are attending a NASW-MD workshop and **you are late, or have to leave early** you are responsible for notifying the workshop coordinator. Your CE certificate will be adjusted to reflect the actual hours of attendance. Completing this registration form implies that you have been informed of this policy and your responsibility.

QUESTIONS CONCERNING REGISTRATION? CALL 410-788-1066 OR 800-867-6776 (MD ONLY)

Clinical Social Workers Be Aware: Version 510 Is Coming

MIREAN COLEMAN, MSW, LICSW, CT
SENIOR PRACTICE ASSOCIATE

Effective January 1, 2012, clinical social workers and other health care providers, health care clearinghouses, covered entities, and business associates who use electronic transactions mandated by the Health Insurance Portability and Accountability Act (HIPAA), will be required to replace the current software, Version 4010/4010A standards, with Version 5010 standards. Version 5010 updates standards including claims submission and status, remittance advice, eligibility, and referral authorizations. Electronic transactions that do not use Version 5010 beginning January 2012, will be rejected for non-compliance with HIPAA electronic transactions. Rejections include denial of reimbursement.

Clinical social workers are encouraged to transition to Version 5010 prior to January 2012. Doing so allows them to participate in training and testing of the new software and systems to ensure it is working properly before the compliance date. The Centers for Medicare and Medicaid Services (CMS) is assigned by the Department of Health and Human Services (HHS) to oversee compliance of the standards. Currently, there is no delay expected in the implementation of Version 5010.

Changes in Version 5010

Version 5010 brings improvements in technical, structural, and data content and system changes and will improve standards functionality between providers and payers. The software also does the following:

- accommodates the reporting of clinical data of the International Classification of Diseases, Tenth Edition, Clinical Modification (ICD-10-CM) which is scheduled for implementation on October 1, 2013
- increases the number of diagnosis codes allowed on a claim
- enhances data collection and transmission
- distinguishes between principal and admitting diagnoses and reasons for service codes
- monitors treatment outcomes and clinical care



The amount of time it takes for clinical social workers to become compliant will depend on the size of their private practice and available resources.

- improves claims receipt and procedures
- acknowledges and rejects transactions across all jurisdictions
- returns early in the process claims requiring corrections.

Preparing for Implementation of Version 5010

Clinical social workers should develop an implementation plan for compliancy in transitioning to Version 5010. Full functionality is expected by CMS on January 1, 2012. The following steps may help prepare clinical social workers for the conversion:

- contact your practice management and/or software vendor to determine when Version 5010 will be available and installed into your computer system
- contact your billing service, clearinghouses, payers and other covered entities to determine when they will have upgrades completed and when testing can begin
- identify and make any changes that will occur as a result of the new software
- enroll in training courses to become familiar with the software
- conduct internal and external testing to ensure that electronic transactions can be sent and received

- begin using Version 5010 prior to January 1, 2012 to ensure that electronic transactions are working smoothly

Clinical social workers should be aware

that successful implementation of Version 5010 will be dependent on when they are able to acquire and install the new software. The amount of time that it takes for clinical social workers to become compliant will depend on the size of their private practice and available resources. To avoid placing themselves at risk for payment denials and other interruptions of services due to inappropriately submitted claims, clinical social workers are responsible for confirming compliancy of Version 5010 with practice management and billing services employed by them to perform electronic billing.

Additional information about Version 5010 is available online from the CMS Website at www.cms.hhs.gov. NASW members may also contact NASW for questions at mcoleman@naswdc.org.

Resources

HIPAA Insurance Reform: Modifications to the Health Insurance, Portability and Accountability Act (HIPAA): Final Rules, 74 Fed.Reg.3296. (January 16, 2009). Available online at <http://edocket.access.gpo.gov/2009/pdf/E9-740.pdf>

Center for Workforce Studies & Social Work Practice Recent Publications

OCCUPATIONAL PROFILES

Available at <http://workforce.socialworkers.org/studies/other.asp>

- Social Work Salaries by Gender
- Social Work Salaries by Race/Ethnicity
- Social Workers in Colleges and Universities
- Social Workers in Government Agencies
- Social Workers in Health Clinics & Outpatient Health Care Settings
- Social Workers in Hospice and Palliative Care
- Social Workers in Hospitals and Medical Centers
- Social Workers in Mental Health Clinics & Outpatient Facilities
- Social Workers in Private Practice
- Social Workers in Psychiatric Hospitals
- Social Workers in Schools
- Social Workers in Social Service Agencies

SOCIAL WORK PRACTICE PERSPECTIVES

Available at www.socialworkers.org/practice/default.asp

- 2011 Medicare Changes for Clinical Social Workers
- Adolescent Depression and Suicide Risk: How Social Workers Can Make a Difference
- Advocating for Clinical Social Workers: Highlights of 2010
- Creativity and Aging
- Dangerous Rites of Passage: Trends in College Alcohol Consumption
- Domestic Violence and Human Trafficking: Double Jeopardy for Immigrant Women in the United States
- Domestic Violence and Women of Color: Complex Dynamics
- Engaging Young People in Their Transition Planning
- Healthy People 2020: Social Work Values in a Public Health Roadmap

- Opting Out of Medicare as a Clinical Social Worker
- Results of 2010 Psychotherapy Survey
- Support for Family Caregivers: The National Landscape and the Social Work Role
- Supporting the Child Welfare Workforce to Reduce Child Maltreatment
- The Medical Home Model: What Is It and How Do Social Workers Fit In?

LEADERSHIP LADDERS: STEPS TO A GREAT CAREER IN SOCIAL WORK

Available at <http://careers.socialworkers.org/professionaldev/default.asp>

- From the Front Line to the Corner Office
- Letting Your Voice be Heard
- Managing Stress
- Navigating Large Service Systems
- Opening a New Private Practice
- Outside the Lines: Maximizing the Flexibility of a Social Work Degree
- Presenting Your Work to Others
- Publishing as a Practitioner
- Risk Management in Clinical Practice
- Strengthening Your Writing Skills: An Essential Task for Every Social Worker
- The Tech-Savvy Social Worker: Prepared for the Challenges of 21st Century Practice
- The Value of Dual Degrees

NEW PRACTICE STANDARDS

For a complete list of practice standards, visit www.socialworkers.org/practice/default.asp

- NASW Standards for Social Work Practice with Family Caregivers of Older Adults (2010)

CAREERS.socialworkers.org
The Social Work Career Center

Find A Job | Explore The Social Work Profession | Professional Development And Training | Employers

Looking for social work jobs? Keeping your career options open? Graduating soon? If the answer is "yes" to any of these questions, POST your resume with the Social Work Career Center.

The Social Work Career Center is a robust career Web site for social workers, where you can search national job listings and find professional development and career resources.

Visit the Social Work Career Center today to:

- Post your résumé to reach social work employers
- Search and apply for social work job postings nationwide
- Receive e-mail alerts when a new job has been posted
- Learn about social work salary trends, publications, social work practice areas, licensing, and much more
- Subscribe to our "Career News" e-newsletter.

Visit the Social Work Career Center at CAREERS.socialworkers.org.

The National Association
of Social Workers
Maryland Chapter
presents the

**2012
SOCIAL WORK
MONTH
ANNUAL
CONFERENCE
CALL FOR
PRESENTATIONS**

**Friday, March 30, 2012
MARTIN'S WEST
6817 DOGWOOD ROAD
BALTIMORE, MD 21224**

**Theme:
"Social Work Matters"
Submission Deadline
November 30, 2011**

THE MARYLAND CHAPTER OF THE NATIONAL ASSOCIATION OF SOCIAL WORKERS' PLANNING COMMITTEE IS PROUD TO ANNOUNCE ITS 2012 SOCIAL WORK MONTH ANNUAL CONFERENCE CALL FOR PRESENTATIONS!

Audience

Submit your proposal now for our Annual Conference which attracts close to 300 social workers from around the state. Our program routinely draws seasoned social work practitioners who are seeking intermediate and advanced training on topics important to their work. Our members are based in a host of practice settings from child welfare, to aging, to health/mental health, private practice, counseling and more. This one-day, 2012 program will be held at the centrally-located Martin's West.

Possible Workshop Topics

We are seeking to touch on a broad array of issues that affect social work practice today and how social workers and the social

work profession change futures in myriad ways. We seek to address issues around how technology and social media affect the profession and the public today, traditional social work issues such as domestic violence, addictions of all kinds, murder/suicide issues, trauma, youth issues such as bullying, cyberbullying, cyber sexting issues and more. Regarding technology and social work practice, there are a host of issues of significance such as cyberbullying; how today's technology affects privacy and confidentiality matters; "sexting," which has become so prevalent among young people; network addictions; and the noticeably diminishing social skills linked to technology. We hope to address both the practical and theoretical issues facing social workers today, and how technology

is changing the profession and our society. The theme is open for a wide range of workshop ideas. The Chapter would also like to focus on practice tracks such as: health/mental health, macro/community, criminal justice/forensics, education, children and family, aging, etc.

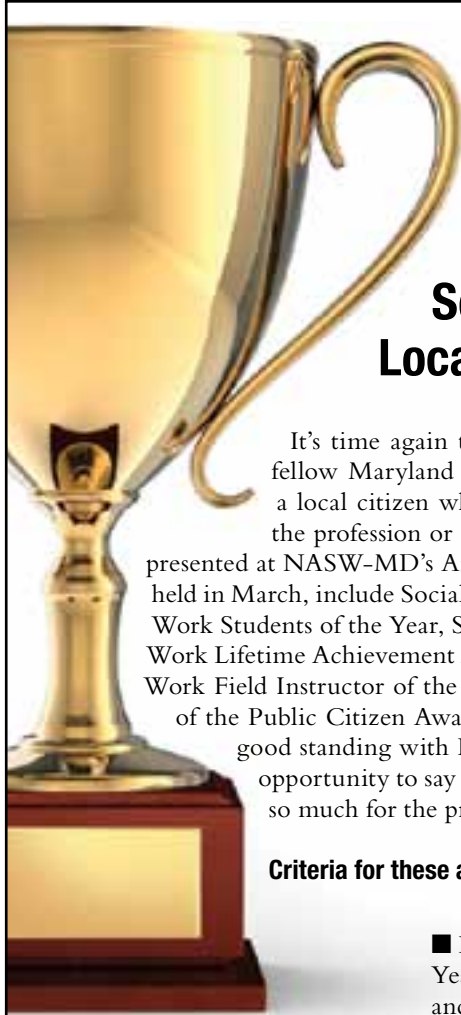
Your proposals and suggestions will help in structuring a day that will be meaningful and practical. Workshops are generally 2 hours and fifteen minutes or 3 hours long.

How to Apply

Applicants must be graduate level social workers, but not necessarily a Maryland Chapter member. Instructors should submit with this form the following:

- The completed application form from our website www.nasw-md.org
- A one-page description of the proposed presentation (no more than 350 words), which can be used for publication of the conference schedule, including an overview and educational objectives. Also, please include a breakdown/outline of the presentation
- A vitae or resume (if two presenters are jointly presenting, please submit a resume for both). Please make note of previous workshops you have presented, including workshop topic, date and sponsoring organization.

Make note of any required audio-visual needs



**Nominate now for the
2012 NASW-MD
ANNUAL AWARDS!
Recognize Your Fellow
Social Workers and a
Local Citizen**

It's time again to take pause to recognize and honor your fellow Maryland Chapter members, student members and a local citizen who have made outstanding contributions to the profession or the community. The awards, which will be presented at NASW-MD's Annual Social Work Month conference to be held in March, include Social Worker of the Year, MSW and BSW Social Work Students of the Year, Social Work Educator of the Year, the Social Work Lifetime Achievement Award, the Public Citizen Award and Social Work Field Instructor of the Year. Please note that, with the exception of the Public Citizen Award, nominees must be a current member in good standing with NASW-Maryland Chapter. Don't miss this opportunity to say thanks and lift up colleagues who have done so much for the profession and their communities!

Criteria for these awards include:

■ Nominees for the 2012 Social Worker of the Year Award, Lifetime Achievement Award, and Social Work Students (BSW & MSW) of the Year Awards, must have made significant and outstanding contributions to the profession of social work, displayed leadership in the profession, earned the respect of fellow social workers and represented well the professional ethics of social work. Lifetime Achievement Award nominees should, additionally, be individuals who have a significant span of achievement over his/her career that distinguishes them and a long legacy of commitment to the profession.

■ Nominees for the 2012 Social Work Educator of the Year and Social Work Field Instructor of the Year must educate the public about the unique qualifications and diverse professional activities of social workers and must support high standards for training in social work education. The Educator of the Year must advance the body of social work knowledge through research and publication. Additionally, nominees for Social Work Field Instructor of the Year should be individuals who have demonstrated an outstanding adeptness at providing the professional support, mentorship and knowledge necessary to ensure field experiences which contribute to the development of able, efficient and well-versed future social work professionals, and who have made the field experience a meaningful one.

■ Nominees for the 2012 Maryland Citizen of the Year cannot be members of the social work profession. Individuals nominated must have made specific outstanding contributions to the human services field and have personally represented ethics compatible with those defined in the NASW *Code of Ethics*.

Please visit our website (www.nasw-md.org) for the nomination form or contact Daphne McClellan, at 410-788-1066, ext. 16 (or nasw.md@verizon.net), to request a nomination form or further information. Please include a statement of 350 words or less telling us why you believe your nominee deserves the award and those contributions the individual has made that make him or her unique; attach additional sheets to the form, if necessary. Please also be sure to include a current resume for your nominee.

Deadline for submission of nominations is Monday, December 5, 2011

It's that time again!

**MARYLAND CHAPTER, NASW
CALL FOR NOMINATIONS**

It will soon be time to elect new people to the Chapter Board of Directors and the Chapter Committee on Nominations and Leadership Identification

Please go to our website, www.nasw-md.org, look to the right hand side and click on "Leadership Opportunities" for more information and nomination forms.

If you have any questions please call Daphne at (410) 788-1066 ext. 16.

The deadline to nominate yourself or someone else (get the nominee's permission), is March 15, 2012.

The following positions are open:

BOARD OF DIRECTORS

Secretary
Branch A Representative-Southern MD
Branch B Representative-Western MD
Branch C Representative-Suburban MD
Branch D Representative-Eastern Shore
Branch E Representative-Metro Baltimore
MSW Student Representative
BSW Student Representative

All positions run two years: July 1, 2012-June 30, 2014

Student representative positions run one year: July 1, 2012-June 30, 2013

DELEGATE ASSEMBLY

Delegate Assembly meets every three years and is composed of representatives from each chapter in the country, on a proportional basis.

The next meeting of the Delegate Assembly is not until August of 2014 but much of the work is done before the meeting and it is now time to elect the four delegates who will represent the Maryland Chapter.

The term of office is July 1, 2012 through June 30, 2015.

**CNLI: COMMITTEE ON NOMINATIONS
AND LEADERSHIP IDENTIFICATION**

We need five new members of this committee, one from each branch. This committee will meet as needed to nominate people for office and to select the Awardees for the Annual Conference.

PACE

Finally, we are looking for members of PACE (Political Action for Candidate Election) from each of our five branches.

To complete a nominations form, please:

- 1. go to www.nasw-md.org**
- 2. click on "About Us" in the masthead**
- 3. click on "Leadership Opportunities"**



Everyone Has a Story: Tell Us Yours!

Do you have 'war stories' from the field that you would like to share? *The Maryland Social Worker* is a good place to start. More and more, members tell us how much they would like to know what fellow social workers are experiencing out there. We welcome and encourage members to submit articles for publication. Articles should be directed to: Coordinator of Communications and Continuing Education, NASW-MD Chapter, 5750 Executive Dr. Suite 100, Baltimore, MD 21228

Let Us Hear from You - It's Your Paper!



Sixth Annual Clinical Conference a Success

By Abby Smith

Social workers from across the state had a chance to network, learn, and re-connect with colleagues at NASW Maryland's sixth annual clinical conference. The conference, held September 22 & 23 at The Maritime Institute in Linthicum Heights, offered workshops on a wide array of clinical topics, and many notable presenters.

The two-day event opened Thursday morning with an emotional and inspiring presentation from keynote speaker Bruce Rasmussen, who shared his journey of recovery from accident victim to champion Paralympic athlete.

Thanks to some careful planning, everyone was able to attend their first choice workshop selections for both days. Many opted to participate in Thursday evening's breakout sessions, including a Movie & Discussion Session, hosted by Dr. Mark Komrad of Sheppard Pratt Hospital & Johns Hopkins Hospital. Those who participated in the Thursday evening sessions

received additional CEU's.

NASW Maryland was honored to have David Flinchbaugh of University of Maryland School of Social Work Office of Development and Office of Alumni Relations on hand at the registration table to greet everyone with a leather padfolio celebrating the 50th Anniversary of UMD's School of Social Work. Attendees helped celebrate the anniversary by writing congratulatory messages on a large greeting card on display in the registration area. Read more about the 50th Anniversary of UMD's School of Social Work in this edition of The Maryland Social Worker.

Somerford Place Alzheimer's Assisted Living, a Gold Level sponsor of the conference, joined other distinguished vendors on both days to promote resources, provide information, and of course, hand out "freebies."

Thanks to the combined efforts of NASW MD staff and volunteers, distinguished presenters, community vendors, and enthusiastic attendees, this year's clinical conference was another success.

Chapter Sponsors Special Ed Classes for School Social Workers

Classes are scheduled for the "Introduction to Special Education for the School Social Worker" at the Maryland Chapter office. The first offering of the course was held in the winter of 2010. It is now back by popular demand! This winter's offering will run from January 9 through March 19. The sessions include 21 hours of face-to-face instruction and 15 hours of on-line, independent study. The program is sponsored by the Maryland Chapter's Social Workers in Schools Committee, chaired by Gail Martin, and is de-

signed specifically to enable school social workers to meet the Maryland State Department of Education (MSDE) certification requirements; the course equals the 3 academic credit hours that school social workers must have completed at least 90 days prior to the expiration of his or her certificate.

As an added bonus, attendees earn almost all of their required CEUs for licensure renewal. See the Continuing Education schedule on pg. 8 for course description and registration information.

By Mike Luginbill

The Southern Maryland Branch A met at a luncheon meeting on Friday, May 20 at the Charlotte Hall Veteran's Home. Branch A Representatives Charles Howard and Michael Luginbill presided. Our speakers were Gary Anderson, LCSW-C, Director of Calvert County Department of Social Services, and Elizabeth Hoffer, MSW, who is employed at the National NASW Office, where she works in

the Director's Office. Mr. Anderson discussed his efforts to create a positive work environment and boost morale in our recent extended period of limited resources. Mr. Anderson talked about a surprise visit to an agency staff meeting by one of the Redskins' "Hogettes." The Hogettes have taken a special interest in one of the agency's foster children. Mr. Anderson publishes a newsletter that helps bring a personal

perspective to the agency's social work programs. Ms. Hoffer presented an engaging discussion of her advocacy work on behalf of national NASW issues. About fifteen members attended the meeting. In other Branch A news, we welcome Jennifer Voorhaar, LCSW-C as our new Branch A Representative.

Our next meeting will be hosted by the Social Workers of Hospice of St. Mary's. The Meeting will be held on Friday, October 28, from 11:45 a.m. to 1:30 p.m. Box lunches will be provided. Category II CEU's will be available to participants through NASW-MD.

Hospice House is located in the Cox's Run Subdivision about eight miles south of Leonardtown at 44724 Hospice Lane, Callaway, MD 20120. Cindy Parlin is the contact person for the meeting. Her telephone number is (301)994-3125 and her e-mail is cindy-parlin@smhwecare.com.

BRANCH A NEWS

CLASSIFIEDS

A note about classified advertising: Publication of an advertisement does not constitute endorsement or approval of any product or service advertised, or any point of view, standard, or opinion presented therein. The Maryland Chapter-NASW is not responsible for any claims made in an advertisement appearing in its publications.

HELP WANTED

LCSW, LGSW

FOR ESTABLISHED PRACTICE IN BOWIE

Prefer experience with children, teens and couples. Need 20+ hrs with some eves or Sat. Friendly office, flexible hrs, steady clients and support. Contact info@bowiecounseling.com

EXPERIENCED MARYLAND LCSW-C OR LCPC SOUGHT FOR ASSISTANT CLINICAL DIRECTOR OF BUSY OUTPAT MENTAL HEALTH CLINIC

Excellent clinical, supervision skills and management experience required. Requires attention to detail, flexibility, familiarity with Medicaid billing and reg. compliance. Send resume and cover letter to careers@fs-inc.org or fax 240-631-9356. EOE.

LCSW-C WITH EXPERIENCE IN TREATMENT OF CHILDREN, ADOLESCENTS, ADULTS FOR ESTABLISHED COLUMBIA PRIVATE PRACTICE

Must hold active status on insurance panels. Contractual, needed 20 hours or more/week. E-mail camjanet@aol.com

ATHENA CONSULTING IS SEEKING CARING AND COMMITTED LGSW & LCSWS FOR 12 MONTH ASSIGNMENTS IN BALTIMORE COUNTY

To learn more visit: www.athenaconsultingllc.com or hr@athenaconsultingllc.com, (301) -216-9654

ESTABLISHED PRIVATE PRACTICE IN PARKVILLE SEEKING PART-TIME AND OR FULL-TIME LCSW-CS/LCPCS

Flexible hours; credentialing managed; steady referral stream; administrative support provided. Call for interview (410) 665-2900.

UPPER CHESAPEAKE HEALTH SYSTEM IS LOOKING FOR A DEDICATED HEALTHCARE PROFESSIONAL WHO VALUES PERSONAL SERVICE, A CULTURE OF EXCELLENCE, AND TEAMWORK AS MUCH AS PROGRESSIVE TREATMENTS AND TECHNOLOGY.

The following position is available at Harford Memorial Hospital in Havre de Grace, MD. The Therapist and Group Facilitator for the Intensive Outpatient Program will be responsible for the provision of group therapy provided daily in the IOP. Incumbent will also be providing individual and family sessions when clinically indicated. Responsible for assessments, treatment planning, and discharge planning. Works collaboratively with an inter-disciplinary team to develop groups and coordinate all aspects of client care. Qualifications and Experience: Minimum of Master's degree in Social Work, Psychology, Counseling, Nursing or related field with appropriate license to provide psychotherapy at the independent level in the state of Maryland. Three years training and experience in group therapy and facilitation as well as coordinating behavioral health systems is highly preferred. Will also consider LGSW or LGPC with behavioral health experience. Please apply on-line through our website at www.uchhs.org. EOE

HUMANIM, INC. IS LOOKING FOR LICENSED CLINICIANS TO JOIN OUR PSYCHIATRY TRIAGE TEAM

Conduct mental health evaluations for ER patients at Howard County General Hospital. Phone consultation with team psychiatrists and administrative support provided for dispositions. PT overnight positions (on-call 5p-8am next day) available - preference for weekend shift availability. Please submit resumes to jobs@humanim.com or fax to 410-381-7838.

SEASONS HOSPICE OF MD IS SEEKING AN LCSW-C FOR THE POSITION OF DIRECTOR OF SUPPORTIVE CARE (DSC)

To learn more visit www.seasons.org or email hrmd2@seasons.org.

PSYCHOTHERAPIST

Busy group practice in Glen Burnie seeking experienced LCSW-C. Part-time. Managed care credentials preferred. Fax resume to 410-760-9727.

FOR RENT

SILVER SPRING

Seeking congenial mental health professional to sublet beautiful, sound-proofed, 200 sq ft office in two office suite in Silver Spring, MD. Class A building immediately adjacent to metro and ample metered parking. Ideally, you want the office full time and relish furnishing it yourself, though negotiable. Available starting January, 2012. Reply to ruthmurraymd@gmail.com or 301-608-9205.

COMFORTABLE, LIGHT-FILLED OFFICE, 90 SQ. FT., FURNISHED OR UNFURNISHED, IN CENTRALLY LOCATED KENSINGTON, MD.

Near public transportation. Share kitchen, bathroom, printer/fax, and waiting room of nicely appointed office with two social workers. Ok to sublease. \$650/mo. Call Kathy at 301-520-3228.

COLUMBIA

Large office with 3 oversize windows and view of trees. Full or part time considered. Free exercise room and deli. Located near the Mall, with good parking. Two office suite. Referrals possible. Contact Harvey Shubert (410) 740-9313 or HShubert@aol.com

HISTORIC ELLICOTT CITY

Two room office space to share a waiting room plenty of lights, hard wood floor, private parking \$800 for each room includes all utilities and taxes. Please call or text Mojan at 301-437-0099 or email mpbagha@aol.com

SERVICES

TUTORING / COACHING BY TARRAH BONAPARTE, LCSW-C

Tutoring available for all levels of the Social Work Examination. Hourly Rates. Call Tarrah at 240-676-9018

PROFESSIONAL DEVELOPMENT

INTERDISCIPLINARY COUNCIL ON DEVELOPMENTAL AND LEARNING DISORDERS (ICDL)

15TH ANNUAL CONFERENCE

NOVEMBER 11-13, 2011
WASHINGTON, DC METRO AREA
CE'S AVAILABLE

THE DIR/FLOORTIME APPROACH:

ICDL 15th Annual Conference, BRIDGING DEVELOPMENTAL DISABILITIES, LEARNING DIFFERENCES AND MENTAL HEALTH, with presentations by experts in the field of Autism, including Ami Klin, Stuart Shanker, Gregory Abowd, Joy Osofsky, Jose Cordero and others. Panel discussions focus on Cutting Edge Research in Autism Spectrum Disorders, Promoting Social-Emotional Capacities, and Lessons Learned from Children Exposed to Trauma. Saturday afternoon discussion sessions include Getting Ready for Adolescence: Emerging Sexuality and Autism, Replays, A Play-Based Model for Treating Specific Phobias in Children with ASD and Sensory Processing, Perceptions and Anxiety. Additional Pre-and Post-Conference workshops on the Functional Emotional Assessment Scale, Bipolar Disorder, ADHD and Asperger's Disorder and others. Visit www.icdl.com for information and registration.

Welcome New Members!



Fall 2011

BRANCH A

Kelley Asbury
Michelle Sermon

BRANCH B

Rena Arnold
Renee Clark
Lorrie Dunn
Karl Glocker
Tammy Hedges
Elizabeth Kopta
Joan Namasinga
Sabrina Rault
Misella Tomita
Emily Young

BRANCH C

Lucinda Acquaye
Kathleen Balog
Melissa Black
Laurie Blackman
Thompson
Cecily Chastain
Amani Coker
Karen Feggans-James
Tamar Feldman
Penelope Griffith
Sonnet Harrison
Tara Huber
Devon Hyde
Lennon Jackson
Jillian Kelly
Akilah King
Giselle Klimek

Jay Kowalczyk
Brittany Livingston
Charell McFarland
Traevonne McLean-
Makaya
Ashley McSwain
Camille Murphy
Clara Musser
Allison Pappas
Karen Phillips
Cheryl Rothenberg
Rebecca Rubin
Shayna Sikowitz
Hannah Small-Oie
George Tanyi tang
Ayuk

BRANCH D

Brittney Jones
Zebrina Rhem
Vanessa Smith
Kathleen Traversari

BRANCH E

Traci Bands
Joshua Barnes
Stacey Berry
Alexis Booker
Tonya Brown
Jeremy Brown
Iris Coleman
William Connelly
Katherine Dansie
Amber Dawson

Jeanne DeMos
Lynn DiFatta
Mary Frame
Karissa Fridley
Heather Garner
Linda Green
Telisa Hickson
Amy Johnson
Freda Jones
Najah Kellici
Emily Kleeman
Anne Kruger
Kate Lawson
Ephraim Liebes
Joan McInerney
Keith Meyers
Marc Minkin
Tanita Morris
Carolyn Morris
Shannon Mullen
Katherine Murphy
Phaedra Norton
Rita Perry
Helen Pitts
Reina Pomeroy
Stephanie Reap
Rebecca Reich
Tiffany Rice
Thelma Rich
Emma Rixmann
Eileen Schneider
KristiLee Sheffler
LaQuasha Singletary
Nicole Smith

NASW-MD CALENDAR OF EVENTS NOVEMBER 2011 – JANUARY 2012

**MEETINGS ARE AT CHAPTER OFFICE IN CATONSVILLE
UNLESS OTHERWISE STATED**

NOVEMBER

- TUESDAY, 1 5:00 P.M. AGING COMMITTEE
- FRIDAY, 4 BSWE MEETING (DHMH)
- MONDAY, 7 10:00 A.M. PRIVATE PRACTICE COMMITTEE
6:00 P.M. CYF- CHILDREN, YOUTH AND FAMILIES COMMITTEE
- WEDNESDAY, 9 4:00 P.M. SWIS (SOCIAL WORK IN SCHOOLS)
- FRIDAY, 11 10:00 A.M. - 2:30 P.M. STUDENT LEADERSHIP RETREAT

EXCEPT FOR RETREAT, THE OFFICE IS CLOSED FOR VETERANS DAY

- MONDAY, 14 10:00 A.M. PRIVATE PRACTICE COMMITTEE

**THURSDAY & FRIDAY, 24TH & 25TH
OFFICE IS CLOSED FOR THANKSGIVING HOLIDAY**

- WEDNESDAY, 30 6:30 P.M. FORENSIC COMMITTEE

DECEMBER

- FRIDAY, 2 11:30 A.M. ETHICS COMMITTEE
- MONDAY, 5 10:00 A.M. PRIVATE PRACTICE COMMITTEE
6:00 P.M. CHILDREN, YOUTH AND FAMILIES COMMITTEE
- TUESDAY, 6 5:00 P.M. AGING COMMITTEE
- WEDNESDAY, 7 5:30 P.M. EXECUTIVE COMMITTEE
- FRIDAY, 9 BSWE MEETING (DHMH)
- WEDNESDAY, 14 4:00 P.M. SWIS- SOCIAL WORK IN SCHOOLS

**MONDAY-MONDAY, DECEMBER 26TH-JANUARY 2ND
OFFICE IS CLOSED FOR WINTER HOLIDAYS**

JANUARY

MONDAY, 2ND OFFICE IS CLOSED FOR NEW YEAR'S HOLIDAY

- MONDAY, 9 10:00 A.M. PRIVATE PRACTICE COMMITTEE
- WEDNESDAY, 11 4:00 P.M. SWIS- SOCIAL WORK IN SCHOOLS
- FRIDAY, 13 BSWE MEETING (DHMH)
- SATURDAY, 14 9:00A.M.- 12:30 P.M. BOARD MEETING

MONDAY, 16TH OFFICE IS CLOSED FOR MARTIN LUTHER KING HOLIDAY

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NASW-MD.ORG**

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Go to www.nasw-md.org and click on Continuing Education
Just one more way NASW-MD works for you!